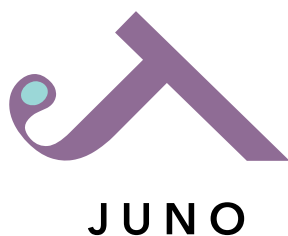
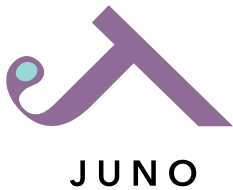


JUNO ANNUAL REPORT 2022-23



Juno acknowledges the support of the Victorian Government.



We at Juno acknowledge Aboriginal, Torres Strait Islander and South Sea Islander peoples as the rightful Custodians of the Lands. We particularly pay our respects to Sistergirls and Brotherboys who have lived and Dreamed outside the gender binary since time immemorial. Our building and the work we do is conducted on the unceded Lands of the Wurundjeri peoples of the mighty Kulin Nation.

We acknowledge Aboriginal, Torres Strait Islander and South Sea Islander peoples and anyone else First Nations' to other so-called lands and borders.

We acknowledge the ongoing impacts of dispossession and slavery within this current iteration of the penal colony. We acknowledge the ongoing survival and cultural wisdom held by the rightful Custodians of the Lands we find ourselves on today. May we meet together and continue to decolonise our minds, spirits and communities.

Always Was, Always Will Be Aboriginal Land.



Rei Rei (Yorta Yorta/Lama Lama/Gunditjmara) 'Womens Yarning Circle' 2022, acrylic on canvas.

In my community of Cumeragunja, New South Wales, there are more women than men. As a transgender Aboriginal woman I only grew up knowing women's ways. That made me the person I am today. In the bush your sisters are all you have, you do everything together. We stick together, that's the women's yarning circle, that's the story of my painting.



This artwork was created through The Torch, a not-for-profit organisation that provides art, cultural and arts industry support to First Nations people currently in, or recently released, from Victorian prisons.

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ABOUT JUNO

Juno is a support and advocacy organisation working across Naarm (Melbourne). We provide gender-informed services that empower women (trans and cis) and non-binary people across the homelessness and family violence systems. Formerly known as WISHIN, we have a long history of partnering with women to help them make lasting change in their lives.

Our team supports people in crisis, and their children, to find secure accommodation and access resources. We also support them to find and move into long-term housing and access other specialised supports. Our staff take a holistic approach and are skilled at working alongside a diverse range of people, including those impacted by experiences of financial disadvantage, trauma, mental health, substance use, or contact with the criminal system, inclusive of people who have survived experiences of incarceration.

We advocate in various ways to achieve our mission and amplify the voices and experiences of the people we work alongside. A proudly intersectional feminist organisation, we seek to promote an understanding of gender inequity and advocate for changes to the structures and practices that repeatedly hold women and non-binary people back.



VISION

A community where all women and gender diverse people and their children are safe, empowered and thrive.



MISSION

Partnering with women and gender diverse people to support their safety, increase their independence and enable them to thrive.

2022 – 2024 STRATEGIC GOALS

1

Our high-quality tailored services support our clients to achieve their goals

2

Our work is effective, evidence-based and client-driven

3

We increase our impact and facilitate social change through partnerships and advocacy



VALUES



FEMINISM & INTERSECTIONALITY

We respect the diverse experiences, identities, knowledge and strengths of women and gender diverse people and strive to empower them to realise their full potential.



COLLABORATION & CREATIVITY

We partner with women and gender diverse people to support them to connect to safety and independence. We recognise the inherent strength of working in partnership across the sectors and with communities to deliver our vision.



EQUITY & JUSTICE

We recognise the range of inequities women and gender diverse people face and actively seek to challenge and address these through our service and advocacy. We create spaces and platforms that amplify the diverse voices of those experiencing gender-based poverty. We advocate for gender equity and justice.



COURAGE & ACCOUNTABILITY

We strive for our work to be high quality and grounded in evidence to make impactful change. We are accountable to the clients and communities we partner with. We speak up and are willing to take risks and make change.

CEO MESSAGE

02

It is so exciting to reflect on what we have achieved this year as I step into the CEO role at Juno, as we build and strengthen our innovative programs and advocacy.

Our focus in the next twelve months is on building and sustaining the critical work Juno does to end the cycle of gendered poverty and violence, providing best practice service responses and advocacy to change the systems and structures that drive gendered poverty.

We will be developing our first-ever Reconciliation Action Plan with a focus on deep listening and reflection, and partnering with people with lived/living experience and expertise to ensure our services and advocacy are designed by and for them.

We will also focus on our partnerships to amplify and sustain the work needed to address and end gendered poverty, adopting a collective impact approach for the change we need to see.

To our staff, supporters, donors and funders – thank you. You are the organisation and none of this would happen without you and I look forward to continuing on this remarkable journey.



Our focus in the next twelve months is on building and sustaining the critical work Juno does to end the cycle of gendered poverty and violence.



CHAIR'S MESSAGE

03

What a great privilege it is to lead Juno into the next phase of its journey!

I would like to start extending my sincere thanks to both our outgoing Board Chair, Melissa Clarkson, and our outgoing CEO, Jade Blakkarly. In just over five of leadership they have steered Juno through a once in a lifetime pandemic; overseen the organisational rebranding from WISHIN to Juno; and set Juno up to be the thriving, transformative organisation we are today. A legacy that they, and we, can be proud of.

I would also like to thank Pai Rittichai and Kristen Dearthcott for stepping up to be co-acting CEOs while we recruited for the ongoing role. Your leadership was outstanding, and pivotal in supporting the leadership transition.

It has been exciting to welcome our new CEO, Tanya Corrie, and to work with her over the first months of her leadership at Juno. Tanya's wealth of knowledge and experience has already been an asset and the Board recognises the skill with which she has stepped into her new role. We are looking forward to the outcomes of our 2022-24 strategic plan.

Finally, I would like to thank the team at Juno for their ongoing commitment and hard work in empowering women and non-binary people to create the life they choose.



I extend my sincere thanks to both our outgoing Board Chair, Melissa Clarkson, and our outgoing CEO, Jade Blakkarly.

OUR PEOPLE

2022-23 BOARD MEMBERS

Chair: Melissa Clarkson (she/her) [until November 2022]

Kirra Johnson (she/her) [from November 2022]

Deputy Chair: Kirra Johnson (she/her)

Secretary: Nayanisha Samarakoon (she/her)

Treasurer: Geeta Kulkarni (she/her)

Members:

Judit Brown (she/her), Elizabeth McMahon (she/her), Marquita Nolan (she/her) (leave of absence)

STAFF

CEO: Tanya Corrie (she/her) [From December 2022]

Co-Acting CEOs: Kristen Dearricott (she/her) and Pai Rittichai (she/her) [Until December 2022]

Community Development and Partnerships Manager: Christina Hotka (they/them)

Service Delivery Manager: Shannon Hollick (she/her)

Finance Manager: Muthuni Fernando (she/her)

Quality and Compliance Advisor: Imelda Rennick (she/her)

Program Manager: Pai Rittichai (she/her)

Business Development and Partnership Manager: Kristen Dearricott (she/her)

Communications and Fundraising Coordinator: Alice Chambers (she/her)

Finance and Administration Officer: Carmen Agius (she/her)

Senior Practitioner: Tess Power (she/her)

EMPower Team: Tessa Douglas (she/her), Shazia Syed (she/her), Kate Ravenscroft (she/they)

Homelessness Team:

Eve (she/her), Zoe (they/them), Theresa (she/they), Rachel O (she/her),
Rachel K (she/her), Rosie (she/her)

Family Violence Specialist Team:

Annette (she/her), Elizabeth (she/her), Jessie (she/her), Stephanie (she/her), Leonie (she/her)

Program Support Workers:

Jodie (she/her), Leanne (she/her)



SNAPSHOT

During 2022-23 financial year Juno supported



323

women and
non-binary people

355

children and youth
(up to 25 years old)

89

children
under 5

20%

of clients
aged over 45

29

people we worked
with were Aboriginal
and/or Torres Strait
Islander

27%

were born
overseas

59%

had children or
youth with them

**We now open support periods for both children and adults acknowledging children and youth are victim survivors in their own right.*

They came to Australia from:

27

27 different countries.
Iran, Somalia, Pakistan,
New Zealand, Ethiopia,
Lebanon were the most common
countries clients migrated from.

17

17 different languages spoken
at home (other than English)

97

97 people were culturally
and linguistically diverse



When clients first started working with Juno:

21%

JobSeeker
payment
(previously
Newstart)

30%

Parenting
payment

12%

Disability
payments

4%

Carer
allowance or
payment

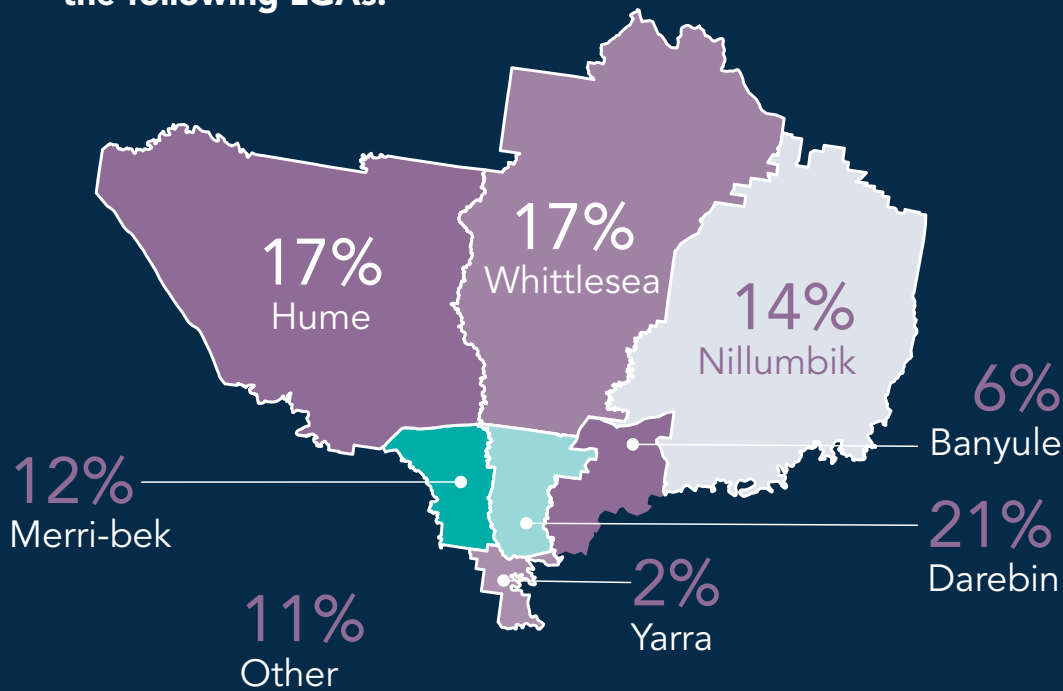
4%

Employment

17%

No income

In the past financial year, Juno has supported people from the following LGAs:



Whilst seeking homelessness support from housing points in Hume Merri-bek and North East Metro, 31 people were residing outside of the area at point of referral. This is a common occurrence within experiences of homelessness as people often stay wherever they are offered accommodation while waiting significant timeframes for case management support.

**Data is missing for 12 people*

Women and non-binary people can become homeless for many reasons, and often there is more than one issue significantly impacting their situation.

What was reported by clients as reasons for their homelessness:



38%

said lack of affordable housing



44%

of said family violence was their MAIN reason for seeking assistance



6%

said they were impacted by no family or community support

In our family violence program, all people were supported for their experience of family violence but also significant needs related to housing unaffordability, financial difficulties and breakdowns in family support.

Everyone we work with is facing financial difficulties as a result of their experiences of family violence and homelessness.

27,577

Total number of support period days

In the last financial year 56.9% of the people we have supported have been engaged with our program for over a year, which is reflective of the challenges in obtaining long-term secure and stable housing.

When clients started working with Juno:



23%

were homeless/ without permanent address for more than 6 months



10

were sleeping in cars and 4 were sleeping on the street/ or park/ in the open



20%

were couch surfing



37%

were in short term/ emergency accommodation

100%

of people presenting to our homelessness program are in a housing crisis



“

We feel lucky to have a team that can work creatively and collaboratively, partnering with their clients to navigate the complex challenge that is our housing system in Victoria.

CASE MANAGEMENT

HOMELESSNESS PROGRAM

Juno Housing Case Managers provide support to women and non-binary people, with or without children, who are experiencing homelessness across the Northern suburbs of Melbourne. Referrals for our housing case management program are received from the local housing access points in our funded areas, including Launch Housing in Collingwood, Haven Home Safe in Preston and VincentCare in Glenroy.

Over this financial year, the Juno housing team underwent some structural changes. Previously, the team was separated by catchment areas - Hume Merri-bek and North East Metro - however, we identified an opportunity to remove this distinction and instead provide support across both regions. This decision deepened the team's knowledge and collaboration of resources across the North. We also employed a Senior Practitioner to provide coaching, co-case management, and additional coverage where needed. This has been a crucial role in maintaining the continuity of support for our clients and providing support to our newer case managers.

Over the 22-23 financial year, Juno's Homelessness Case Managers supported a total of 192 people, including 147 new referrals. This included 112 families, with 187 children under the age of 18. 56.9% of Juno's clients have been receiving support from Juno for over 12 months, highlighting the ongoing lack of affordable housing in Victoria, which continues to increase due to the current rental crisis and rising cost of living. Due to the lack of affordable and safe housing, the team often works with people for long periods, meaning they have limited capacity to open new support vacancies to meet the extensive numbers of people waiting for housing case management.

During the financial year, the Department of Families, Fairness and Housing supported the decision for services like Juno to cease using Brief Task Based Response (BTBR), which is short-term support, as it is not client-centred and does not adequately divert people from the homelessness services or reduce crisis. While Juno supports this decision, we do fear that this could result in longer wait times for case management support with no interim response.



192
people supported



147
new referrals



112
families



187
children



In striving to provide holistic, person-centred support, our team will often assist clients to work toward several goals concurrently, including but not limited to the domains of health and wellbeing, finances, employment and education, justice and legal support, parenting and family support and social and community connections, along with other needs as identified in partnership with our clients.

In recognition of family violence as one of the leading causes of homelessness for women and non-binary people, all our case managers are required to complete MARAM Comprehensive Risk Assessment and Management Module training to be equipped to provide incidental family violence support as part of the role. Our housing case management team continues to see many women and non-binary people entering into the homelessness system as a result of family violence, making the incredibly difficult decision to leave as a way of moving to safety, and finding that as a result, they are often living in a hotel, couch-surfing, or staying in their car and looking for private rental in a very challenging market.

Throughout the financial year, Juno continued to work closely with Haven Home Safe to source housing, resulting in successful housing offers into the Haven New Epping precinct for our shared clients, which are high-quality, well-located, social housing apartments. We also had some positive housing outcomes through referrals to a community housing property through National Affordable Housing Victoria. We're excited to see further housing outcomes through the big build in the coming financial year, and we continue to work with the Office of Housing around long-term social housing offers.

We thank the team for their ongoing commitment to providing vital, person-centred support to the people we work with and showing dedication and creativity in finding solutions in incredibly difficult circumstances. We feel lucky to have a team that can work creatively and collaboratively, partnering with their clients to navigate the complex challenge that is our housing system in Victoria. We know that when people come to Juno for support, our team will go above and beyond to provide any support that they need.

Additional challenges faced by people experiencing homelessness:

LACK OF CRISIS HOUSING

There is minimal to no crisis housing in the North for people with children who are experiencing homelessness. Often, homelessness is as a result of family violence, however, the risk is not considered serious enough for the individual to be eligible for refuge. This pushes more women and non-binary people into the housing system, but there is very little crisis housing available and limited funding to support these people.

MINIMAL OPTIONS FOR PEOPLE WITH PETS

A considerable gap exists for single people with pets accessing crisis accommodation, with few available options. Juno can access funding for short-term pet boarding, but due to the significant emotional support and companionship pets provide, when people already feel isolated and disconnected from their safety nets, many of the people we support understandably do not want to part from their pets.

UNSUITABLE SHARED ACCOMMODATION

The gap in affordability for private rental properties for anyone on JobSeeker means often people must stay in share houses. Due to trauma histories, this can be very challenging for some of the people we work with. This issue is mirrored in the shared rooming house options for single people. This accommodation is often unsuitable for people we work with, but no other options are available. We suggest adopting the core and cluster set-ups of family violence refuges in the homelessness sector, enabling people to access self-contained accommodation.

UNDER RESOURCED PROPERTY MAINTENANCE

There are significant wait times for maintenance requests in Transitional Housing Management properties and long-term housing due to a lack of government resourcing into maintaining these properties. Often, the people we work with receive housing offers after significant waiting periods but then also face long delays when it comes to maintenance requests. The properties can be run down, and we hear frequent reports of mould.



Our team continue to see many women entering into the homelessness system as a result of family violence. Having made the difficult decision to leave as a way of moving to safety, they are often living in a hotel, couch-surfing, or staying in their car while looking for private rental in a very challenging market.



FAMILY VIOLENCE PROGRAM

Juno's Specialist Family Violence Workers provide support to women and non-binary people, with or without children, who are experiencing family violence across Melbourne's northern suburbs. In recognition of family violence as one of the driving causes of homelessness, Juno has partnerships with the local housing access points in our funded areas. These include Launch Housing, Haven Home Safe, and VincentCare, where we provide an outpost position focused on supporting the homelessness initial assessment workers with family violence responses and providing immediate support to adults and children presenting for homelessness support as a result of family violence.

Our Specialist Family Violence Workers together supported 84 adults experiencing family violence over the financial year, with 74 of these adults single parents with children. With the much-needed call to action of viewing children as victim survivors in their own right, the Juno family violence team also supported 56 children directly. These children were supported with hotel accommodation and/or a family violence focused risk assessment along with their parent or carer. Our family violence team continues to see and work with victim survivors that are forced into homelessness as a result of the person/s choosing to use harm making it unsafe to stay in their homes and moving into a housing system with very few options and high unaffordability.

Case Management Program Requirements

Developed for Victorian Government funded specialist family violence services providing case management support to victim survivors of family violence, the Case Management Program Requirements (CMPR) exist to support the delivery of consistent, high-quality services.

Juno's Service Delivery Manager has led this important work to assess and align our practice with the CMPR and embed person-centred, strengths-based, flexible, and culturally safe case management service delivery. Juno continues to work to implement and embed the requirements into our service delivery.

With the roll out of the case management program requirements for family violence funding, the Juno family violence team and housing case managers have adjusted their ways of practicing to better align with these requirements. Within a family violence support period, and mirrored in our housing response, case managers provide support across six key domains; housing, health and wellbeing, family, social and community connections, employment and education, finances, material aid and transport, justice and legal. Our workers are now also providing case management support to each client in contrast to brief intervention and have a far greater focus on support for children as well as the adult.

The team has also been working to implement the Family Violence Crisis Response Model to ensure a 'No Wrong Door' approach to people seeking family violence support. We have made significant changes to our duty response to ensure that if a victim survivor contacts us and needs support, we are able to respond at that initial point.

Throughout the year, while managing changes occurring in family violence response, Juno has also experienced challenges in recruitment for the family violence positions, a challenge experienced across the sector. Though with the roll out of funding for family violence responses, the development of The Orange Doors across the state have created many jobs for family violence professionals. This is a great outcome for investment into family violence responses in Victoria, but it has also created challenges in recruiting experienced and qualified family violence specialists into positions as the demand is outgrowing the number of professionals available.

In response to this issue, Juno was successful in applying for funding from the Victorian Government through Family Safety Victoria to build our team's capacity around family violence, individually and organisationally. This included training that aimed to skill-build individual practitioners, as well as creating a more sustained workforce through training on family violence specific supervision practices.

Our team continues to provide specialist, intersectional feminist, trauma-informed support for all people who access our service, and as a small but mighty team, we can be flexible to our client's needs and partner with victim survivors to support their recovery. We also aim to keep the person choosing to use harm firmly in view and support interventions that reduce harm.



Child Safety and Wellbeing

Victoria's Child Safe Standards are a set of mandatory requirements to protect children and young people from harm and abuse. Changes made to strengthen the standards and improve safety for children and young people came into effect on 1 July 2022.

Juno welcomed the opportunity to review our Child Safety and Wellbeing policies, procedures, and practices concerning the 11 new standards to make our service safer for the children and young people we support.

To view Juno's *Commitment to Child Safety and Wellbeing policy* and statement of commitment, please visit [About us *juno.org.au*](https://about.juno.org.au)

SAMANTHA'S STORY

HOMELESSNESS PROGRAM

Samantha (she/her) and her children were referred to Juno for housing support, after becoming homeless to escape family violence. They spent some time couch surfing, with the constant stress of having to pack up and find somewhere else to stay when the goodwill of friends or family ran out.

Samantha told us that "It was extremely difficult being homeless and couch surfing, moving place to place and the kids not being able to attend school. We had no stability in our lives."

While the family was waiting to receive support from Juno, another service supported them to access emergency accommodation in various motels. This period was difficult for them as at times the motels used for emergency accommodation can be poor-quality and often lack basic amenities such as cooking facilities. Security can also be a concern in these spaces, particularly for children.

As Samantha said "...While we were waiting, [...] kept putting us in hotels that were disgusting and unsafe. There were a lot of arguments and fighting between other residents and this really scared us, particularly my children. They had already been through so much, and I felt like I had protected them from one unsafe situation only to continue placing them in more of the same."

The experience was understandably extremely challenging for her whole family. Once Samantha entered our Homelessness Program, she was able to receive the support she and her children needed. This included providing food vouchers when times were tough, and sourcing funding for her children's school uniforms and other educational needs. Juno also advocated with Housing Vic for the family to be housed. When Samantha was eventually offered long-term housing, Juno ensured they had furniture, white goods and everything else the family needed to start fresh in her new home.

Samantha summarised her experience with Juno in an interview "My Case Manager was amazing! I could not fault her. Once I got my new home, my Case Manager supported me with all the furniture I needed, she just helped with everything you could possibly think of, she



made no promises but always came through for me. She also accessed food relief vouchers when I was struggling. She gave me some great advice and helped me through the toughest time in my life.”

“I have spent 16 years with support workers, and I have never had anyone as incredible as my Case Manager at Juno. I had all but given up on support workers until I met her. She went above and beyond to support us. She never gave up on getting me the support I needed. If she couldn’t find what I needed from one place, she moved on to another, she was relentless in making sure I had everything I needed. She made sure my children were safe and happy as well. It was such a great experience working with her. My Case Manager also provided the many referrals for the support we needed as well as introducing us to any programs that she thought may benefit us.”

“I cannot thank Juno enough for the support they have given me. I had just about given up when I met my Case Manager and I quickly realised that she was different. She genuinely cared about my family and what we were going through. She wasn’t just doing her job.”

Samantha concluded by stating how important it is to have people with lived experience in social worker roles, a belief strongly shared by Juno. We are committed to ensuring our services are informed by the voices of people with lived experience of homelessness and family violence who contribute their unique expertise and skills, as well as building our lived experience workforce.

“People with lived experience need to be employed more in these roles so that clients feel safer and feel cared about and feel they are talking to someone who knows and understands, and they haven’t just learnt from a book. It makes all the difference.”



“I cannot thank Juno enough for the support they have given me. I had just about given up when I met my Case Manager and I quickly realised that she was different. She genuinely cared about my family and what we were going through. She wasn’t just doing her job.”

CAITLIN'S STORY

FAMILY VIOLENCE PROGRAM

Caitlin (she/her) and her two children were referred to Juno for family violence and housing support, having experienced violence perpetrated by her abusive ex-partner for over a year. Unable to find safe, stable accommodation, she was pushed into homelessness.

Securing private rental is extremely difficult for many women and non-binary people we support due to lack of affordable rentals and gross undersupply of social housing. Often, victim survivors are also trying to access the limited private rental market with poor rental histories and limited financial resources. This is due to the person choosing to use harm causing property damage in previous rentals, financial abuse that has led to rental arrears, and navigating on a single income due to separation.

It can also be difficult to access employment as a result of recovering from experiences of violence as well as often becoming a sole parent.

Caitlin told us that "Private rentals were really hard to access because I had no rental history to support my applications. Social housing was impossible to access, and it caused me a lot of stress and anxiety."

Despite occasionally securing temporary, 'safe' accommodation during this extremely difficult period, Caitlin's ex-partner used invasive tracking of her phone and emails to continue stalking and intimidating her.

Caitlin said "Even when I had temporary safe accommodation, my ex-partner kept finding me and I never felt safe...The organisation that was supposed to be helping me at the time didn't believe me when I said I didn't know how he found me, and they ended up no longer supporting me. I didn't feel safe or supported."

After a period of her and her children living with her mum, they were again found by her ex-partner. It was then that child protection got involved and determined that she could no longer stay there as it could put her children at risk. With nowhere else to go, Caitlin made the impossible decision of living in her car while her children stayed with her mother.

As Caitlin told us "I could no longer stay with mum because my children were at risk, and I didn't want to lose them."



It got a lot harder for Caitlin before it got any easier. She turned to substance use as a coping mechanism for what she was going through, including her ex-partners eventual arrest, and afterwards into rehabilitation to begin her path to healing. When Caitlin was ready to exit the rehabilitation program, she was referred to Juno for family violence and housing support.

Caitlin summarised this experience for us: "By the time my ex-partner was arrested I had become drug and alcohol affected and needed support around that. The time it took for him to be arrested impacted on my choices to take alcohol and other drugs to cope with my situation and to then do something about it. Once he was arrested, I was able to enter rehab and begin the path of healing."

Talking of her experience with Juno, Caitlin said "Juno supported me heaps. They were the first organisation to take me seriously and they really understood me and supported me with what I was going through. They linked me in with their programs and provided me with opportunities to meet other women, this helped me to feel accepted and not judged as well as not feeling so isolated from my community. In the beginning I didn't feel like I fit in with the community after being isolated from people I knew and loved. I did not feel accepted by others because of my experiences. Juno provided me with so much support and helped me to feel safe and accepted. The amount of support was incredible. It included housing, rent, bond, furniture and counselling. The list goes on."

Caitlin was supported through both our housing and family violence programs, with Case Managers working collaboratively to support her needs holistically. This included ensuring she was able to secure a private rental property as well as applying for funding to pay for upfront costs including bond, rent in advance, and furniture. Caitlin's Case Manager also organised a safety audit and the installation of additional security measures to ensure she, and her children, felt safe in their new home. Once the family was settled, Caitlin's Case Manager referred them to a family violence counseling program that focuses on healing and recovery.

As Caitlin put it "If it wasn't for Juno I would have really struggled, and I wouldn't be where I am now. I am happy and safe with a roof over my head as well as being employed."

"I want to share that no matter how far you come in your journey, there will always be challenges that you need to face. You will always have days where you don't feel great but as long as you continue practicing self-care and reaching out to those who support you, you will make it to a better place. There will always be things that can trigger you but remember that you are in a safe place now and you can work through those triggers with support. Always reach out when you need support."

We feel honoured to support clients like Caitlin and help them to achieve safety, stability and independence.

FAMILY VIOLENCE MOTEL COORDINATION PROJECT

The Family Violence Motel Coordination Project highlighted the ongoing issues and challenges of using motels as emergency accommodation, and responses that do not align with a person-centred and trauma-informed approach. Juno conclude that without significant changes to the current funding model and a substantial increase in fit-for-purpose crisis facilities and affordable housing pathways, service providers continue to be limited to using poor-quality motels that lack basic amenities and security.

The new Family Violence Crisis Response Model was implemented in 2023 and aims to ensure that victim survivors in crisis are supported through coordinated responses that are consistent, clearly communicated, and jointly managed by the services involved. The Model prioritises providing local crisis support, where possible, in line with the victim survivor's choice and safety.

In order to support the new Family Violence Crisis Response Model, the Victorian Government funded the Family Violence Motel Coordination Project, a 12-month project implemented across each Department of Families, Fairness and Housing (DFFH) region in Victoria. Juno was the lead agency and project facilitator and was responsible for delivering the Northern Metro Region (NMR) Motel Project. This area encompasses the Hume Merri-bek and North East Melbourne Area (NEMA) regions.

The overall aim of the Family Violence Motel Coordination Project was to increase safety for victim survivors of family violence by improving access to appropriate emergency accommodation options. This included:

1

Supporting a more coordinated local level approach to using motels for family violence emergency accommodation by developing systems and information-sharing processes (including interagency protocols etc.) between local agencies and state-wide services.

2

Developing local strategies to manage the key risks and challenges related to identifying appropriate motel options and managing relationships with moteliors to increase access to suitable accommodation.

3

Developing systems, information, and resources to support safe and appropriate motel stays and management of relationships with moteliors.

The NMR Motel Project included a significant consultation component to ensure the needs and considerations of all stakeholders, including accommodation providers, service providers, and victim survivors, were captured. These consultations informed the development of formal procedures and several resources tailored to the local region.



The priority recommendations were as follows:



Family Safety Victoria (FSV)/ DFFH commit to the resourcing and ongoing maintenance of the Motel Database developed by Ciara Placentino, Western Region Motel Coordination Project Facilitator.



DFFH to increase the Housing Establishment Fund and Family Violence Crisis Brokerage allocation to relevant service providers to allow for the use of motel options that are safe, accessible, and have necessary cooking facilities such as serviced apartments.



DFFH to facilitate contractual agreements with private accommodation providers to support the use of appropriate accommodation.



The Northern Metro Region Motel Project proposes DFFH leverage existing contractual agreements such as those established with the Department of Transport and Quest Apartment Hotels for the Level Crossing Removal Project.



The Government (State and Federal) explore and invest in additional fit-for-purpose crisis accommodation to reduce reliance on private accommodation providers.

EMPOWER

Economic Mobility Power (EMPower) is Juno's flagship coaching program for financial independence and poverty reduction. Based on the Boston-based Economic Mobility Pathways model, it is purpose-designed to support women (trans and cis) and non-binary people to build strong, economically secure and thriving futures for themselves and their families. Focused on long-term goals, EMPower guides participants in setting and achieving goals across life domains including family and housing, career and education, finances, and health and wellbeing. The approach is informed by the neuroscience of trauma and works to rebuild participant's executive functioning skills over time.

EMPOWER CONNECT

EMPower has two key components: an individual coaching program provided by Juno's EMPower Coaches, and the EMPower Connect program. EMPower Connect provides participants with a structured series of group connection workshops that include external speakers and activities focused on career and industry pathways, financial wellbeing, employment, childcare, housing, and health and wellbeing. The program also includes short courses focusing on financial literacy, computer skills, and employment preparation with our partner, Bridge Darebin. This group component has been identified as meeting a crucial need of participants and women's social and employment networks are heavily impacted by the effects of family violence and homelessness.



HISTORY OF EMPOWER

Since 2019, Juno has worked with local service providers and the global Economic Mobility Pathways (EMPath) to adapt the EMPower model to the Australian context.

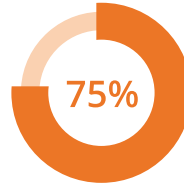
The EMPower Pilot is being delivered from February 2021 - August 2023 with three cohorts of 38 total participants from across Victoria.

For-Purpose Evaluations (FPE) have carried out a comprehensive evaluation of the outcomes for the three cohorts, with an end-line evaluation to be completed by the end of 2023.

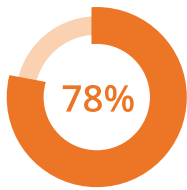
PARTICIPANT OUTCOMES



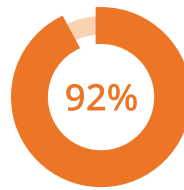
The median income across all cohorts increased by 38% from \$986 to \$1,361 per fortnight.



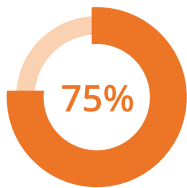
Most participants (75% in cohort 1, 63% in cohort 2) are living above the poverty line after twelve months in the program.



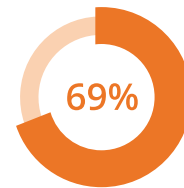
Of participants who are able to work, 78% are **currently employed in full- or part-time or regular casual employment or training**, compared to 27% at intake.



Overall, 92% of participants who have completed more than one Bridge* **have increased their score.**



75% of clients who have completed at least two Personal Wellbeing Index scores **increased their wellbeing.** In addition to building personal economic security, they also report an improved sense of agency, self-determination, and confidence.



69% of participants (who have completed at least two Executive Functioning Skills Profiles) have **increased or maintained their executive functioning skills.**



Most clients join the program with safe, affordable and secure housing as this reflects the eligibility criteria, though as the program continued, 100% of clients (who completed 2nd, 3rd or 4th Bridge*) **are in safe, affordable and secure housing.**

*The Bridge to Self-Sufficiency is an EMPOWER tool that helps participants plan, reach, and sustain their personal goals across the five interrelated pillars.



"I feel like I have achieved a lot, it's given me a lot of opportunities to do things. A year and a half ago I felt like there was no future, now I feel different."



FIRST EMPOWER COHORT GRADUATES

In April 2023, we were thrilled to celebrate the graduation of our first EMPOWER cohort, with eight women having completed 24 months in the EMPOWER Program! It was a terrific event and a chance to reflect on the women's achievements since commencing the program. The graduation ceremony was followed by a reflection time where the eight graduates shared what they were most proud of and what had changed for them.

"I feel like I can achieve anything I put my mind to. I've learnt to set goals and plan out what I need to do in order to achieve my goals."

Some of the goals graduates achieved included purchasing a first home, securing stable employment in a job they enjoy, growing in confidence and trusting themselves and creating mutually respectful, strong relationships with family. To date, **women participating in the EMPOWER Program have also had an average increase of \$200 per week, effectively lifting them out of poverty.** We are so proud of everything these women have achieved and feel confident they will continue to set and achieve goals in what are now economically secure and thriving futures.

EMPOWER is proudly funded by the Lord Mayor's Charitable Foundation, Erdi Foundation, Phyllis Connor Memorial Trust (administered by Equity Trustees) and the ANZ Community Foundation. A special thank you to Pierogi Studios for their ongoing support of this project.

RAPID RESPONSE CLINIC

AN EFFECTIVE EARLY INTERVENTION INITIATIVE

The Rapid Response Clinic is an early and brief intervention initiative operated as a helpline and drop-in clinic. It provides women (trans and cis) and non-binary people who are experiencing early housing stress with connection to key information and practical support on housing and financial relief. Established during the peak of the COVID-19 pandemic, the Rapid Response Clinic provided a critical service to women and non-binary people who were experiencing housing stress and family violence risk.

Through in-person and telephone support, clinic workers provide information and practical support to over 211 people since the clinic opened in March 2021, including:



Rental coaching and advice (access to a private rental pack)



Information on financial assistance and counselling



Information around Centrelink entitlements and income support



Assistance with Register of Interest social housing applications



Information on and connection to other support services



Support to understand your rights as a tenant and linkage to services



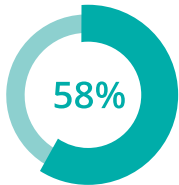
Information on where to get material aid such as food relief, furniture, white goods, phone credit and clothing.



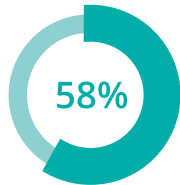
"Juno linked me in with [a service] where I was able to get a case worker who has assisted me with finding social housing... and will be moving in next week sometime. They have helped more than anyone else possibly could."

OUTCOMES

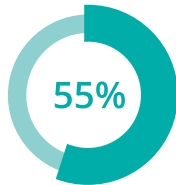
The participant surveys post-program (delivered at least three months after accessing the service) demonstrated strong results for a service that provided a brief intervention as opposed to long-term support. These included findings that:



58% of callers felt less stressed about their housing situation after contacting the Rapid Response Clinic



58% knew how to access homelessness and family violence services if they needed them



55% knew how to access the financial support options available to them

Juno is extremely grateful to the doTERRA Healing Hands Foundation for their generous investment to establish this program and continue this pilot as well as the Inner North Community Foundation for their generous support. We are also forever grateful to our generous community of donors who also helped to fund the continuation of the Rapid Response Clinic.

The cost of living and private rental in Melbourne has increased dramatically and it is predicted that more people, particularly on low and single incomes, will experience housing stress. There is a strong need for early intervention support and this clinic has provided an opportunity for Juno to provide support to women and non-binary people before crisis hits. The clinic is an effective way to inform and empower this community with information and connect women and non-binary people with critical support when they most need it.



POWERING FUTURE CHOICES

COMMUNITY WORKSHOPS

Launching in 2021, Juno's Powering Future Choices is a peer education project that provides information and early intervention supports to women and non-binary people over 18 whose income and life circumstances may put them at risk of a housing or financial crisis. The workshops are delivered by five women with lived experience of housing crisis and/or family violence.

Responding to the growing rate of homelessness among older women, these workshops equip attendees with the knowledge and skills to identify and mitigate their chances of long-term homelessness and poverty in older life through education around housing, money, family violence and health and wellbeing.

Workshops topics include:



Developing
healthy and safe
relationships



Improving general
health and
wellbeing



Working towards
housing stability



Better
understanding of
managing money

Powering Future Choices provides an innovative solution to preventing more women and non-binary people from becoming homeless or facing a crisis through education and awareness building, on the ground where it is needed most, delivered by women who have been there and can share their lived experience and wisdom.



"It helps to listen and learn from someone who understands and has gone through similar situations."
- Workshop participant

Since December 2021 and as of June 2023, more than 51 workshops have been delivered to almost 300 attendees.

We partnered with local community organisations to host in-person workshops for their clients including Greenvale Community Centre and Aitken Hill Community Centres, Anglicare Victoria and NEAMI, as well as a bespoke workshop held during International Women's Day and multiple series of online public workshops, available to all women and non-binary people.



51
workshops



300
attendees



Evidence suggests that a myriad of intersecting factors, including gendered poverty and family violence, contribute to the vulnerability of single, older women leading to housing insecurity and being highly vulnerable to homelessness in later life. Most are experiencing first-time homelessness and have never connected with welfare or support systems before and often don't seek help until the absolute crisis point. During the pilot and consulting with local community and council partners in family violence prevention, Juno found a great need to also share this project with women younger than 55 as a preventative measure and as a result, expanded the workshops to support women and non-binary people of all ages.



"The presenters did an amazing job in guiding us to where we need to go and what we could do to get help."
- Workshop participant

Powering Future Choices is proudly supported by the Jack Brockhoff Foundation. A huge thanks to Darebin City Council's Community Grants Program, Bennelong Foundation, The Victorian Women's Trust and #GoKindly for their prior support of this project.

MEET TWO OF OUR PEER EDUCATORS:

LEANNE AND CATHY

WHY DID YOU BECOME A PEER EDUCATOR?

Leanne: At the time I was experiencing homelessness after family violence, and I was very aware that many people did not know where to go for help as I had experienced the same. I wanted to be able to share my knowledge and experience to ensure everyone got the support they needed.

Cathy: Initially I was volunteering for a women's organisation supporting women travelling through the justice system. I have lived experience of family violence, homelessness and incarceration. The organisation was aware that Juno was looking for women of lived experience to become Peer Educators and I was recommended to apply.

WHO ARE THE WORKSHOPS FOR AND WHAT HAVE THEY ACHIEVED?

Leanne: Workshops are for women (trans and cis) and non-binary people who are interested in gaining knowledge and an understanding of the services and systems that are available for them to access. Some of the participants may be experiencing or have experienced family violence and/or homelessness. They may also be supporting someone in these situations and want to be able to provide them with accurate information. Our workshops have achieved so much more than I could have hoped for. We have provided more than 300 participants with the information and support to access services they need.

Cathy: The workshops aim to empower and educate women (trans and cis) who either may be experiencing or supporting others who are either directly or non-directly impacted by family violence, homelessness, financial problems or health and self-care. The workshops have been received amazingly by communities, and to date we have presented over 50 community workshops, which is a huge achievement. Through the workshops participants have been provided with referral and support options to be able to access services they need.

WHY IS IT IMPORTANT THAT THEY ARE DELIVERED BY SOMEONE WITH LIVED EXPERIENCE?

Leanne: Lived experience is such a valuable tool when we think about others seeking support. This experience enables others to form a connection and trust with the Peer Educators because they know they are talking to someone who can understand what they are experiencing on a personal level. The participants are more likely to disclose to someone they can connect with, and this has been proven at our workshops. Lived experience cannot be learned, taught, or passed on through relationships with others. It means I have lived it personally and I am able to understand better than anyone how someone feels and support them through it. Peer Educators are all able to show that life can and will get better and lived experience can take you into a workforce where you are valued and respected because of the lived experience.

Cathy: It is important because participants feel understood and heard when connecting with a lived experience Peer Educator. It gives them an improved sense of hope, empowerment, social inclusion and a safe environment in which to confide in. Lived experience goes beyond success, as even sharing failures can uplift someone in their moment of difficulty. By being honest and upfront can show others what's possible despite the challenges they experience in their lives. I have seen the relief in their face, eyes and persona. It provides a connection like no other.



LEANNE



CATHY

IN THE COMMUNITY

MELBOURNE MARATHON - OCTOBER 2022

Thanks to the generosity of the community, we managed to raise \$2,411 for Juno through the Nike Melbourne Marathon 2022. A huge thank you to our team members who participated and to all of our donors who supported us in raising critical funds for women and non-binary people experiencing homelessness and family violence.



COMMUNITY DAY: RESPECT, CELEBRATE AND SUPPORT WOMEN - DECEMBER 2022

Juno was thrilled to partner with Women's Health In the North, Darebin City Council and Your Community Health to deliver and support local community engagement with the 16 Days of Activism against Gender-Based Violence state-wide campaign. At the beginning of December, we hosted an event at East Preston Community Centre with workers facilitating conversations on what 'Respect' means, workshops on financial literacy, a health and wellbeing workshop facilitated by a Juno Peer Educator, yoga, Aboriginal weaving, and a community lunch. We are grateful to have been funded along with other like-minded organisations under Respect Victoria's 16 Days of Activism grassroots initiative to run this community event for multicultural and faith-based communities.



We are grateful to have been funded along with other like-minded organisations under Respect Victoria's 16 Days of Activism grassroots initiative to run this community event for multicultural and faithbased communities



INTERNATIONAL WOMEN'S DAY – MARCH 2023

We celebrated some of the incredible women and non-binary people in our community and who we work with daily at a community connection event at Bridge Darebin in Preston. Juno's Peer Educators ran an informative and supportive Health and Wellbeing Workshop. In the afternoon, attendees created a vision board by collating words and images while reflecting on themselves and their future. A bilingual health educator from Women's Health in the North also attended to chat with anyone with health-related questions. A huge thank you to everyone who attended and supported the event. Special mention to the Melbourne Airport Foundation, who donated beautiful gift packs for attendees.

A WORKPLACE WHERE EVERYONE BELONGS

ORGANISATIONAL DEVELOPMENT AND STAFFING ENHANCEMENTS

The 2022-2023 financial year saw a strong focus on organisational development and commitment of staff of all levels to ensure quality outcomes for clients.

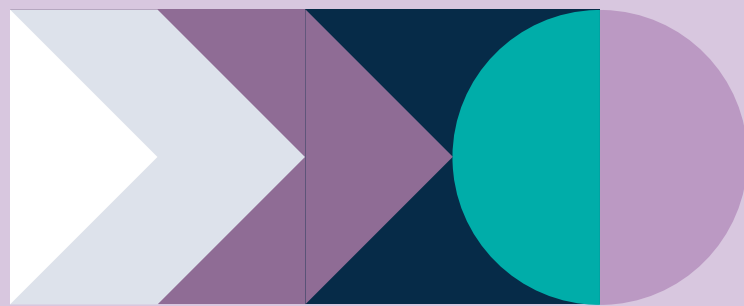
In December 2022, Tanya Corrie joined Juno as CEO and, with the Leadership Team, implemented several changes to improve Juno Operations and Service Delivery.

This included adding to the staff team a Senior Practitioner role to enhance service delivery and provide an expert secondary consultation point for complex cases. We also introduced a Community Development and Partnerships Manager, responsible for our gender-based community development programs and sector, philanthropic, and corporate partnerships. In addition, we employed a Program Support Officer under the Family Violence and Sexual Assault Traineeship Program. This role provides vital support to our Case Managers and Juno as a whole.

The 2022-2023 financial year has also seen a change in our human resources policies and procedures to provide increased flexibility in the workplace and additional leave provisions.

To support staff wellbeing and provide greater workplace flexibility, Juno offers a 60/40 ratio of working onsite and working from home. Staff found this increased flexibility to work from home and the office an excellent initiative and embraced the change.

In May 2023, the Board approved the addition of Menstrual and Menopause Leave and Gender Affirmation Leave and formalised the option to work on Invasion Day on January 26 and take Sorry Day on May 26 as a holiday instead to our Employee Leave Entitlements Policy. This further enshrined Juno's commitment to ensuring that our team is reflective of the diverse community we support and values a culture of equity, inclusion, and diversity.





WEAR IT PURPLE DAY – AUGUST 2022

Juno's team celebrated Wear It Purple Day in style. This year's theme was, 'Still me, still human'. The message being that people tend to focus on labels, the news story, the target or data and forget what we truly are – human. As an organisation, Juno continues our ongoing commitment to supporting LGBTIQA/SB+ community members and creating safer, inclusive spaces for everyone, regardless of their sexuality, gender, gender expression and/or sex characteristics. This means we affirm rainbow communities and are active allies every day.



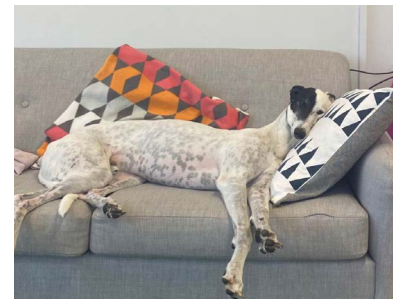
IDAHOBIT DAY AT JUNO – MAY 2023

On May 17 Juno celebrated IDAHOBIT Day - International Day Against Homophobia, Biphobia and Transphobia. We engaged in a rainbow yarn following a review of important moments in our queer histories. As an organisation, we will continue to ignite and share the queer legacies of the greats whose shoulders we proudly stand on. We know that LGBTIQA/SB+ people are over-represented among Australians experiencing homelessness, with LGBTIQA/SB+ youth at least twice as likely as their heterosexual peers to experience homelessness.



PETS AT JUNO

This year we also introduced a new policy to allow staff members to bring their pets along to work one day per week. Bringing our furry friends to work has real benefits for everyone involved - they can reduce stress levels and remind us to take regular breaks, promoting a greater sense of wellbeing. They are also unbelievably cute!



As part of our commitment to creating a safer, inclusive workplace for gender-diverse employees, we also updated our leave policy to include 20 days of paid Gender Affirmation Leave.



STRATEGIC PLANS FOR BETTER INCLUSION

12

Juno has developed strategic working groups to help us to achieve our 2022-24 strategic goals. They are each made up of four to five staff members from across the organisation. Each group's goals, achievements and future plans are outlined below.



RAINBOW TICK

Our strategic working group has been busily working towards being prepared to attain Rainbow Tick Accreditation. Through collaboration, we have made changes to our office environment to include visual signals of welcome, and the group will continue to be consulted surrounding improvements from recruitment, to onboarding, to retention of LGBTIQ+/SB+ staff. This includes considerations for clients of Juno's programs from intake to case closure. Our staff have also had the privilege of attending multiple training courses in the rainbow space, most notably offered by Zoe Belle Gender Collective. We continue to celebrate key dates in the rainbow calendar, including IDAHOBIT and Wear It Purple Day.



ACCESSIBILITY ACTION PLAN

The Accessibility Action Plan group (AAP) is in the process of developing our accessibility action plan. The group is focused on improving accessibility for our clients and our staff and ensuring that Juno is accessible, inclusive, and welcoming for people with disability. Our team have completed organisation-wide training on working with people with disability and on developing an AAP that also includes staff needs. We have also begun formalising our recruitment practices to include questions about accessibility needs and reasonable adjustments for all staff. Our service delivery team are also working to ensure these questions are included in the support we offer clients and at our client events. Over time, we plan to finalise our AAP and focus on real action to ensure an inclusive workplace for all.



RECONCILIATION ACTION PLAN

The RAP group is in the process of developing the first stage of our official Reconciliation Action Plan. The first stage of the RAP is entitled REFLECT. The framework for the Reflect process ensures a commitment to scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on our vision for reconciliation as an organisation, and exploring our sphere of influence. We have also been sharing educational resources with the broader staff team, and organised staff learning days at the Koorie Heritage Trust.



LIVED AND LIVING EXPERIENCE ENGAGEMENT PLAN

Juno's Lived and Living Experience Engagement Plan is designed to enable and strengthen safe, meaningful, collaborative engagement with women (trans and cis), non-binary people and their children who have lived/living experience of homelessness, family violence and/or economic insecurity and people who have accessed Juno services. We are in the process of developing a guide that outlines how Juno will embed lived and living experience across all the work we do, from service user feedback through to design and organisational governance which will be launched in 2023-24.



ADVOCACY

GENDERED LENS ON HOUSING – WOMEN AND HOUSING FORUM – AUGUST 2022

HOMELESSNESS WEEK 2022

The Women's Housing Alliance hosted the 'A Gendered Lens on Housing - Women and Housing Forum' 2022 on August 11. It was a terrific event packed full of robust discussions around gender-informed solutions to Victoria's chronic housing shortage. The sessions covered a wide range of topics and included key speakers such as Dr Angela Jackson, Lead Economist at Impact Economics and Policy, Kate Colvin, Director of Policy and Communications at Council to Homelessness Persons and Fiona Caniglia, CEO of Q Shelter in Queensland. Amongst the many highlights were hearing from lived experience advocates in the 'Women and Housing' panel on how we can better support women and children who are escaping family violence and experiencing homelessness at growing rates. In the session 'A Gendered Lens on Policy', we heard from Dr Samantha Ratnam, Leader of the Victorian Greens and Greens Spokesperson for Women, Fiona Patten, Leader of the Reason Party and Chair of Victorian Homelessness Inquiry and Emma Kealy, Member of Victorian Legislative Assembly and Shadow Minister for Women on policy choices that ensure women and children have access to safe, secure housing.

The event aimed to raise awareness of the unique issues facing women experiencing homelessness and family violence, as well as presented the Women's Housing Alliance's 'Homes for 100 Women' demonstration proposal. This project aims to provide a clear and immediate pathway for Victorian women and non-binary people from any family violence intake point to long-term accommodation. With a commitment to a housing-first model and the provision of coordinated, integrated and multi-disciplinary supports, the project will develop a gender-responsive and gender-equitable solution to the systemic barriers in the current service system that keep women and non-binary people homeless.

Thank you to all who contributed to making it such a successful event and powerful call to change. If you were unable to attend, the session recordings are available on the Women's Housing Alliance's YouTube Channel: <https://www.youtube.com/channel/UC0H7tAim28svPV8EHfmZ8lw>

A huge thank you to the Victorian Women's Trust for supporting the funding of the Forum and to Phyllis Connor Memorial Trust (administered by Equity Trustees) who have generously provided three years of philanthropic funding to develop the 'Homes for 100 Women' project.



CLOTHESLINE PROJECT (WEEK WITHOUT VIOLENCE) – OCTOBER 2022

Juno joined the Week Without Violence Campaign 2022 by participating in the Clothesline Project. The Clothesline Project is a worldwide campaign that aims to raise community awareness of the impact of family violence, encourage healing through art and strengthen local connections and relationships focused on the prevention of violence against women. Some of Juno's past and present clients came together to design t-shirts with messages and illustrations surrounding family violence; telling their stories and making connections with other victim survivors.



WALK AGAINST FAMILY VIOLENCE – NOVEMBER 2022

The Juno team and some of the women and non-binary people we work with joined hundreds of others in the Melbourne CBD to Walk Against Family Violence, hosted by Safe Steps Family Violence Response Centre and Respect Victoria. Domestic and family violence has been established as a key driver of homelessness for women of all ages. We know that family and domestic violence continues to impact the lives of women, children and young people in our community, and we took to the streets in solidarity with victim survivors and to take a stand and call for change together.



Photos by the brilliant Brodie at Pierogi Studio



CANDLELIGHT VIGIL – MAY 2023

In May 2023, Juno joined people across Australia to light a candle to remember and honour the lives taken as a result of domestic and family violence. Facilitated by Safe Steps Family Violence Response Centre, this event of reflection and remembrance honours the memories of those killed and helps bring light to what is a national crisis.

POLICY SUBMISSIONS

14

Juno 2023-2024 Pre-Budget Submission to Treasury – Our submission highlighted the importance of greater investment and focus on policy and programs to improve social and economic outcomes for Australian women (trans and cis), non-binary people and their children by focusing on three key, inter-dependent areas:

1

Access to
safe and
affordable
housing

2

Implementation of the
actions in the National
Plan to end violence
against women and
children

3

Investment in programs
that support upward
economic mobility and
deal with gendered
disadvantage

These themes are interdependent as our practice experience highlights that one cannot exist without the other. Our clients experience barriers to housing due to family violence and economic disadvantage. Their economic disadvantage is driven by the intersection of experiences of family violence, trauma and gendered inequality. However, to achieve upward economic mobility and participate in employment or training, they require access to safe and affordable housing. Investing in these areas is good social and economic policy and deal with the multiple and intersecting factors the drive women's poorer economic outcomes.

You can view our submission on Juno's website: <https://juno.org.au/policyimpact/>



MEANINGFUL COMMUNITY PARTNERSHIPS

At Juno, we work alongside organisations that share our commitment to supporting and empowering women and non-binary people and their children to create the life they envision for themselves.

STREETSMART



MAKING-A-HOME

StreetSmart's Making-a-Home program has been an invaluable resource for Juno. Through this funding, we've been able to provide families with basic material needs, as well as larger items to make their house a home. Some of the many ways we've been able to support clients include supporting an elderly client with a garden maintenance job that she was unable to do herself, supplying a vacuum cleaner to another older woman with complex health needs who was struggling to maintain her home and funding house cleaning services to support a woman and her three children to settle into their new home after mum's surgery. We love how flexible and responsive this funding is, helping us to provide immediate material aid directly to the clients when they need them the most.



BACK-TO-SCHOOL

StreetSmart's Back-to-School grant enabled our team to support 39 school-age children from 21 families with essential school supplies, including school uniforms, stationary packs, books and also some school fees, so that they could return to and attend school prepared and dignified. This funding has made a significant difference to families who would have otherwise gone without essential school supplies and we thank StreetSmart for their tremendous support.



YOU MATTER

Thank you so much to the You Matter team for all the support they provide, working with people who have experienced family violence to co-create welcoming and personalised homes. And a huge thank you to all of their supporters who help make it happen.



PARTNERSHIPS

In the last year, Juno has participated in the following committees, working groups and advisory bodies:

- Children's Network Meeting
- Crisis in Crisis Working Group
- Housing and Homelessness Services Interface Working Group
- Hume Family Violence Network meeting
- Hume Merri-bek Smart Services Network
- Moreland Family Violence Support and Prevention Network (MFVSPN)
- Northern & Western Homelessness Networks Advocacy Working Group
- Northern Integrated Family Violence Services
- Safe and Equal CoP MARAM Practice Lead
- Safe and Equal Implementations Champions Meeting CoP
- Specialist Family Violence Services Leadership
- Statewide Disability Inclusion Community of Practice
- The Northern Local Area Services Network
- The Orange Door NEMA & HMA Interface with the Homelessness Sector
- Women's Health Community of Practice
- Women's Mental Health Alliance

ORGANISATIONAL MEMBERSHIPS

- Australian HR Institute
- Council to Homeless Persons
- Emergency Relief Network
- EMPATH
- Gender Equity Victoria
- Give It
- Jobs Australia
- Justice Connect
- Kids Under Cover
- Our Community
- Regenerate
- Rotary Inner Melbourne
- Safe & Equal
- WesNet
- Western Emergency Relief Network
- Women's Housing Alliance
- You Matter



TREASURER'S REPORT

16

I present the audited financial report for the period from 1 July 2022 to 30 June 2023.

This year saw us continue laying a strong foundation for the financial sustainability of Juno, delivering a small surplus of \$5,598 after a deficit of \$161,259 in the previous year.

We continue to invest in our operations and in the implementation of our strategic plan, seeking to address the unmet needs of women and non-binary people and ensuring our services are safer and accessible while also looking at ways to streamline some functions.

This includes the outsourcing of our finance and payroll function and restructuring the organisation to align with our goals and vision.

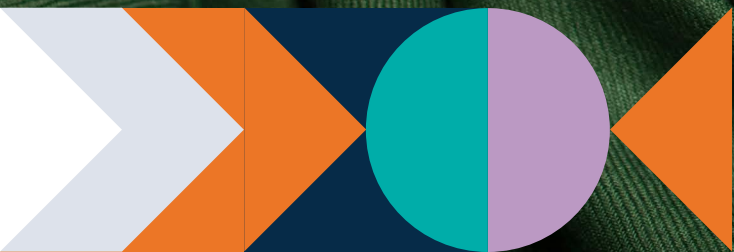
I would like to thank the Juno Board and staff for their ongoing commitment to impact and sustainability.

Collins & Co Audit Pty Ltd were appointed as auditors for 2021-2022 and have completed their audit of the financial report for the period ended 30 June 2023. I move that we accept the audited reports for this period.

Geeta Kulkarni
Treasurer

CONSOLIDATED FINANCIALS

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JUNO SERVICES INC
ABN 53 578 663 810
BOARD REPORT

Your Board members present the special purpose financial report on the entity for the financial year ended 30 June 2023.

Board Members

The names of Board members throughout the year and at the date of this report are:

Name	Portfolio	
Kirra Johnson	Chair	<i>From 30 November 2022</i>
Melissa Clarkson	Past Chair	<i>Resigned 30 November 2022</i>
Kirra Johnson	Deputy Chair	<i>Until 30 November 2022</i>
Geeta Kulkarni	Treasurer	
Nayanisha Samarakoon	Secretary	
Judit Brown	Ordinary Member	
Elizabeth McMahon	Ordinary Member	<i>Appointed 30 November 2022</i>
Marquita Nolan	Ordinary Member	<i>On Leave of Absence</i>

Principal Activities

The principal activity of the entity during the financial year was:

Juno supports women and non-binary people, with or without children, who are experiencing homelessness, often co-occurring with family violence. Juno provide homelessness and specialist family violence support, as well as working with individuals experiencing early signs of being at risk of homelessness and women and non-binary people working on long-term goals for economic independence.

Significant Changes

No significant changes in the nature of the entity's activity occurred during the financial year.

Operating Results



The surplus for the year attributable to the entity amounted to \$5,598 (2022: \$161,259 deficit).

Significant Changes in State of Affairs

No matter has evolved since 30 June 2023 that has significantly affected, or may significantly affect:

- (a) the entity's operations in future financial years, or
- (b) the results of those operations in future financial years, or
- (c) the entity's state of affairs in future financial years.

Signed in accordance with a resolution of the Members of the Board.

Chairperson	 _____ Kirra Johnson
Treasurer	 _____ Geeta Kulkarni

Dated this 25th day of September 2023

JUNO SERVICES INC
ABN 53 578 663 810
INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
REVENUE	2	2,145,046	1,943,173
EXPENDITURE			
Employee benefits expense		1,579,787	1,579,230
Depreciation and amortisation expenses		46,051	52,583
Direct client expenses		182,029	127,765
Office expenses		73,719	90,870
Donation expenses		4,871	12,551
Audit and accounting fees		19,203	7,046
Motor vehicle expenses		14,346	19,553
Rental expenses		39,837	38,837
Other project expenses		77,148	104,350
Other expenses		102,457	71,647
TOTAL EXPENDITURE		2,139,448	2,104,432
Net surplus/(deficit) attributable to the Association		5,598	(161,259)

JUNO SERVICES INC
ABN 53 578 663 810
STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2023

	2023 \$	2022 \$
Net surplus/(deficit) attributable to the Association	5,598	(161,259)
Other comprehensive income for the year	-	-
Total comprehensive income for the year	<u>5,598</u>	<u>(161,259)</u>
Total comprehensive income attributable to the Association	<u>5,598</u>	<u>(161,259)</u>

The income statement is to be read in conjunction with the audit report
and the notes to the financial statements.

JUNO SERVICES INC
ABN 53 578 663 810
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2023

	Note	2023 \$	2022 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	519,733	430,382
Account and other receivables	4	50,330	22,028
Financial assets	5	130,682	130,373
Other assets	6	21,677	24,347
TOTAL CURRENT ASSETS		722,422	607,130
NON CURRENT ASSETS			
Property, plant and equipment	7	87,625	146,494
Intangible assets	8	149,179	154,164
TOTAL NON-CURRENT ASSETS		236,804	300,658
TOTAL ASSETS		959,226	907,788
LIABILITIES			
CURRENT LIABILITIES			
Accounts and other payables	9	151,744	124,590
Income received in advance	10	281,458	233,622
Provisions	11	85,787	110,845
TOTAL CURRENT LIABILITIES		518,989	469,057
NON-CURRENT LIABILITIES			
Provisions	11	2,999	7,091
TOTAL NON-CURRENT LIABILITIES		2,999	7,091
TOTAL LIABILITIES		521,988	476,148
NET ASSETS		437,238	431,640
EQUITY			
Accumulated funds		437,238	431,640
TOTAL EQUITY		437,238	431,640

The statement of financial position is to be read in conjunction with the audit report
and the notes to the financial statements.

JUNO SERVICES INC
ABN 53 578 663 810
STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2023

	Accumulated funds \$	Total \$
Balance as at 1 July 2021	592,899	592,899
Surplus/(deficit) attributable to the Association	(161,259)	(161,259)
Balance as at 30 June 2022	431,640	431,640
Surplus/(deficit) attributable to the Association	5,598	5,598
Balance as at 30 June 2023	437,238	437,238

The statement of changes in equity is to be read in conjunction with the audit report
and the notes to the financial statements.



JUNO SERVICES INC
ABN 53 578 663 810
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from government bodies, donors and sundry income		2,141,458	1,998,084
Payments to suppliers and employees		(2,101,371)	(2,045,523)
Interest received		4,153	21
Net cash generated from/(used in) operating activities	13	44,240	(47,418)
CASH FLOWS FROM INVESTING ACTIVITIES			
Payment for property, plant and equipment		(18,711)	(96,813)
Proceeds on disposal of property, plant and equipment		64,131	50,791
Movement in term deposits		(309)	(25)
Net cash (used in)/provided by investing activities		45,111	(46,047)
Net increase/(decrease) in cash held		89,351	(93,465)
Cash and cash equivalents at beginning of financial year		430,382	523,847
Cash and cash equivalents at end of financial year	13	519,733	430,382

The statement of cash flows is to be read in conjunction with the audit report
and the notes to the financial statements.



JUNO SERVICES INC
ABN 53 578 663 810
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

Note 1. Statement of Significant Accounting Policies

This financial report includes the financial statements and notes of the Juno Services Inc, an incorporated association, which is incorporated in Victoria under the Associations Incorporation Reform Act 2012.

The financial statements were authorised for issue by the board members of the association on the same day as it was signed.

Financial Reporting Framework

The board members have prepared the financial statements on the basis that the association is a non-reporting entity because there are no users who are dependent on its general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of *the Australian Charities and Not-for-profits Commission Act 2012*. The association is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the Australian Charities and Not-for-profits Commission Act 2012 and the significant accounting policies disclosed below, which the board members have determined are appropriate to meet the needs of the members. Such accounting policies are consistent with those of previous periods unless stated otherwise.

Statement of Compliance

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the Australian Charities and Not-for-profits Commission Act 2012, and the disclosure requirements of Accounting Standards, AASB 101: Presentation of Financial Statements, AASB 107: Statement of Cash Flows, AASB 108: Accounting Policies, Changes interpretation of Standards and AASB 1054: Australian Additional Disclosure.

The Association has concluded that the requirements set out in AASB 10 and AASB 128 are not applicable as the initial assessment on its interests in other entities indicated that it does not have any subsidiaries, associates or joint ventures.

These special purpose financial statements do not comply with all the recognition and measurement requirements in Australian Accounting Standards. The recognition and measurement requirements that have not been complied with are those specified in AASB 16 Leases and AASB 119 Employee Benefits. The material accounting policies adopted in the special purpose financial statements are set out in note 1(c) and 1(d) indicate how the recognition and measurement requirements in Australian Accounting Standards have not been complied with.

Basis of Preparation

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

Accounting Policies

a. Income Tax

The Association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997. The organisation is registered with the Australian Charities and Not-for-profit Commission as a charity. The organisation is also a registered Public Benevolent Institution.

JUNO SERVICES INC
ABN 53 578 663 810
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

Note 1. Statement of Significant Accounting Policies (*continued*)

b. Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated less, where applicable, any accumulated depreciation and any impairment losses.

Items of property, plant and equipment acquired for nil or nominal consideration have been recorded at the acquisition date fair value.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a prime cost (PC) or diminishing value (DV) basis over the assets useful life to the Association, commencing when the asset is ready for use.

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the comprehensive income statement.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed Asset Class	Depreciation rate
Furniture, Fixtures and Fittings	25% PC
Motor Vehicles	22.5% DV
Office Equipment	25% PC
Computer Equipment	25% PC

c. Leases

Rental agreements, where substantially all of the risks and benefits remain with the lessor, are recorded as expenses as incurred.

A lease liability and right to use asset have not been recorded which does not comply with AASB 16 Leases.

d. Employee Entitlements

Provision is made for the Association's liability for employee benefits such as annual leave and long service leave provisions. Short term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages and salaries. Short-term employee benefits are measured at the amounts expected to be paid when the obligation is settled. Long-term employee benefits are benefits that are expected to be settled at least 12 months after the end of the financial reporting period. Employee long service leave provisions payable later than one year have not been discounted which does not comply with AASB 119 Employee Benefits. However, the effect on the financial statements is not material.

The Association's obligations for unpaid employee benefits such as wages and salaries are recognised as a part of current trade and other payables in the statement of financial position.

JUNO SERVICES INC
ABN 53 578 663 810
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

Note 1. Statement of Significant Accounting Policies (*continued*)

e. Impairment of Assets

At the end of each reporting period, the Association assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount on the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount.

Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in income and expenditure.

f. Intangible assets - Nomination rights

In the 2015 financial year, the organisation co-invested in a social housing development with Women's Property Initiative (WPI) and the Department of Health & Human Services (DHHS). The organisation paid \$175,000 in exchange for perpetual nomination rights on three of the dwellings to be constructed.

The organisation receives no direct financial benefit from nomination but it has demonstrably expanded the affordable housing stock that they can connect clients with. The board members accept that this should create an ongoing indirect financial benefit through an increase in Supported Accommodation Assistance Program (SAAP) funding.

The perpetual value of this relative increase is difficult to estimate. The board members have considered impairment indicators for the nomination rights asset and have not identified any impairment indicators that would result in a material impairment as at the signing date of the report.

The board members have amortised the nomination rights over a useful life of 40 years, which represents the useful life of the dwellings the nomination rights relate to.

g. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities in the statement of financial position.

h. Revenue and Other Income

AASB 15 Revenue from Contracts with Customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Association expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

Step 1 – Identify the contract with the customer

Step 2 – Identify the sufficiently specific performance obligations to be satisfied

Step 3 – Determine the transaction price

Step 4 – Allocate that consideration to each of the performance obligations in the contract

Step 5 – Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Association have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

JUNO SERVICES INC
ABN 53 578 663 810
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

Note 1. Statement of Significant Accounting Policies (*continued*)

AASB 1058 Income of Not-for-Profit Entities

AASB 1058 measures income by reference to the fair value of the asset received. The asset received, which could be a financial or non-financial asset, is initially measured at fair value when the consideration paid for the asset is significantly less than fair value, and that difference is principally to enable the entity to further its objectives. Otherwise, assets acquired are recognised at cost.

Where the asset has been measured at fair value, AASB 1058 requires that elements of other Accounting Standards are identified before accounting for the residual component. These standards are:

- AASB 15 Revenue from Contracts with Customers
- AASB 16 Leases
- AASB 137 Provisions, Contingent Liabilities & Contingent Assets
- AASB 9 Financial Instruments

Grant Revenue

Grant revenue is recognised in the statement of income and expenditure and other comprehensive income when the Association delivers its specific performance obligations as outlined in grant agreements to a recipient.

When grant revenue is received whereby the Association incurs an obligation to deliver performance obligations directly to a recipient as specified under a grant agreement, the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the recipient.

Interest Revenue

Interest is recognised using the effective interest method.

Donations

Donations and bequests without enforceable contracts are recognised as revenue when received.

All revenue is stated net of the amount of goods and services tax (GST).

i. Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

j. Comparative Figures

When required by accounting standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

JUNO SERVICES INC
ABN 53 578 663 810
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

Note 1. Statement of Significant Accounting Policies (*continued*)

k. Account and Other Payables

Trade and other payables represent the liabilities for goods and services received by the association during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

l. Provisions

Provisions are recognised when the Association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

m. Critical accounting estimates and judgements

(i) Key estimate - Impairment

The association assesses impairment at the end of each reporting period by evaluation of conditions and events specific to the association that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

(i) Key Judgements - Recognition of income/income in advance

The committee members have reviewed the services performed under grant funded agreements and have made an assessment in relation to the level of services provided against their obligations in determining the unearned income carried forward.

(ii) Key Judgements - Useful lives of property, plant and equipment

Property, plant and equipment are depreciated over their useful life and the depreciation rates are assessed with the assets are acquired or when there is significant change that effects the remaining useful life of the asset. Intangible assets are also amortised over the useful life of the asset.

(iii) Key Judgements - Performance obligations under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature, cost, quantity and the period of transfer related to the goods or services promised.

JUNO SERVICES INC
ABN 53 578 663 810
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

	2023	2022
	\$	\$
Note 2. Revenue		
Interest received	4,153	21
Department of Families, Fairness and Housing grant income	1,716,460	1,466,860
Other operating grants	233,117	251,866
Donations	36,804	55,062
Family violence package revenue	128,091	67,937
Other revenue	26,421	101,427
	<u>2,145,046</u>	<u>1,943,173</u>
Note 3. Cash and Cash Equivalents		
Cash on hand	200	200
Cash at bank	519,533	430,182
	<u>519,733</u>	<u>430,382</u>
Note 4. Account and Other Receivables		
Accounts receivables	24,285	21,637
Less provision for doubtful debts	-	-
	<u>24,285</u>	<u>21,637</u>
Other receivables	26,045	391
	<u>26,045</u>	<u>391</u>
	<u>50,330</u>	<u>22,028</u>
Note 5. Financial Assets		
Cash in term deposits	130,682	130,373
	<u>130,682</u>	<u>130,373</u>
(a) This relates to two term deposits maturing in July 2022 and November 2022.		
Note 6. Other Assets		
Prepayments	9,677	12,347
Rental bond	12,000	12,000
	<u>21,677</u>	<u>24,347</u>

JUNO SERVICES INC
ABN 53 578 663 810
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

	2023	2022
	\$	\$
Note 7. Property, Plant and Equipment		
Plant and Equipment		
At cost	46,841	44,939
Less accumulated depreciation	<u>(36,607)</u>	<u>(26,568)</u>
	<u>10,234</u>	<u>18,371</u>
Furniture, Fixtures and Fittings		
At cost	31,089	28,800
Less accumulated depreciation	<u>(25,299)</u>	<u>(21,160)</u>
	<u>5,790</u>	<u>7,640</u>
Motor Vehicles		
At cost	104,680	168,811
Less accumulated depreciation	<u>(57,810)</u>	<u>(66,645)</u>
	<u>46,870</u>	<u>102,166</u>
Computer Equipment		
At cost	61,007	52,612
Less accumulated depreciation	<u>(36,276)</u>	<u>(34,295)</u>
	<u>24,731</u>	<u>18,317</u>
Computer Software		
At cost	13,614	13,614
Less accumulated depreciation	<u>(13,614)</u>	<u>(13,614)</u>
	<u>-</u>	<u>-</u>
Total property, plant and equipment	<u><u>87,625</u></u>	<u><u>146,494</u></u>
Note 8. Intangible Assets		
Website Development Cost		
At cost	18,806	18,288
Less accumulated amortisation and impairment	<u>(14,002)</u>	<u>(12,874)</u>
	<u>4,804</u>	<u>5,414</u>
Nomination Rights		
At cost	175,000	175,000
Less accumulated amortisation and impairment	<u>(30,625)</u>	<u>(26,250)</u>
	<u>144,375</u>	<u>148,750</u>
Total intangible assets	<u><u>149,179</u></u>	<u><u>154,164</u></u>

JUNO SERVICES INC
ABN 53 578 663 810
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

	2023 \$	2022 \$
Note 9. Accounts and Other Payables		
Accounts and other payables	95,984	49,338
Net GST payable	24,783	42,954
PAYG withholding tax payable	19,532	21,092
Superannuation payable	11,445	11,206
	<u>151,744</u>	<u>124,590</u>
Note 10. Amounts Received in Advance		
Grants received in advance	281,458	233,622
	<u>281,458</u>	<u>233,622</u>
Note 11. Provisions		
Current		
Annual leave	77,206	106,098
Long service leave	-	4,747
Other leave	8,581	-
	<u>85,787</u>	<u>110,845</u>
Non-current		
Long service leave	2,999	7,091
	<u>2,999</u>	<u>7,091</u>
Note 12. Property Leasing Commitments		
Committed Rental		
Minimum rental payments under non-cancellable rental agreements:		
- not later than one year	41,082	38,610
- between one year and five years	177,030	63,210
- more than five years	29,435	-
	<u>247,547</u>	<u>101,820</u>

The organisation entered into a rental agreement for their office location during the 2019 financial year. The lease expires February 2024. At the date of the financial report, management has not taken up the option to extend for further 5 years, but management's intention is to extend the lease as per the lease agreement. Rent increases 3% each year of the current lease.

These commitments are not recorded as a right to use asset or a lease liability in accordance with AASB 16: Leases.

JUNO SERVICES INC
ABN 53 578 663 810
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

	2023 \$	2022 \$
Note 13. Notes to the Statement of Cash Flows		
Reconciliation of Cash Flow from Operations with Profit from Ordinary Activities		
Net surplus/(deficit) attributable to the Association	5,598	(161,259)
Non-cash flow items:		
Depreciation and amortisation expenses	46,051	52,583
Gain on disposal of motor vehicles	(18,649)	(21,027)
Changes in assets and liabilities:		
- (Increase)/decrease in accounts and other receivables	(28,622)	(19,298)
- (Increase)/decrease in other assets	2,670	(2,710)
- Increase/(decrease) in accounts and other payables	18,506	(324)
- Increase/(decrease) in income received in advance	47,836	95,257
- Increase/(decrease) in employee entitlement provisions	(29,150)	9,360
	<u>44,240</u>	<u>(47,418)</u>
Cash and cash equivalents at end of financial year		
Cash on hand	200	200
Cash at bank	<u>519,533</u>	<u>430,182</u>
	<u>519,733</u>	<u>430,382</u>

Note 14. Related Party Transactions

The Committee Members act in an honorary capacity and are not paid for their services as Committee Members.

There were no transactions with related parties during the 2023 year.



JUNO SERVICES INC
ABN 53 578 663 810
STATEMENT BY MEMBERS OF THE BOARD

In the opinion of the Board, the financial report as set out on pages 49 to 61, satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012 and:

- 1 a. comply with Australian Accounting Standards applicable to the association; and
b. give a true and fair view of the financial position of Juno Services Inc as at 30 June 2023 and its performance for the year ended on that date.
- 2 At the date of this statement, there are reasonable grounds to believe that Juno Services Inc will be able to pay its debts as and when they fall due.

This declaration is signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.

Chairperson



Kirra Johnson

Treasurer



Geeta Kulkarni

Dated this

25th day of September 2023



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**JUNO SERVICES INC
ABN 53 578 663 810
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS**

Opinion

I have audited the accompanying financial report of Juno Services Inc (the Association), which comprises the statement of financial position as at 30 June 2023, and the income and expenditure statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the statement by the members of the Board.

In my opinion, the financial report of the Association is in accordance with the *Division 60 of Australian Charities and Not for Profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012*, including:

- i. giving a true and fair view of the Association's financial position as at 30 June 2023 and of its performance for the year ended; and
- ii. complying with Australian Accounting Standards as per Note 1, the *Division 60 of Australian Charities and Not for Profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012*.

Basis of Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. I am independent of the Association in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. I have also fulfilled our other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Emphasis of Matter - Basis of Accounting and Restriction on Distribution

I draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Juno Services Inc to meet the requirements of the *Associations Incorporation Reform Act 2012 (Victoria)* and the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. My opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the applicable legislation and for such internal control as management determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so

Those charged with governance are responsible for overseeing the Corporation's financial reporting process.



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Auditor's Responsibilities for the Audit of the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the registered entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.
- Conclude on the appropriateness of the responsible entities use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal controls that I identify during my audit.

Frederik Ryk Ludolf Eksteen CA
ASIC Auditor Registration Number 421448

Collins & Co Audit Pty Ltd
127 Paisley Street
FOOTSCRAY VIC 3011

Dated this 26th day of September 2023

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ABN 33 614 161 796

2022-23 SUPPORTERS

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TRUSTS AND FOUNDATIONS

- ANZ Community Foundation
- Artists for Kids Culture
- doTERRA Healing Hands Foundation Australia and New Zealand (dHHFANZ)
- Equity Trustees Limited
- Erdi Foundation
- GoKindly
- Inner North Community Foundation
- Jack Brockhoff Foundation
- Lord Mayor's Charitable Fund
- Melbourne Airport Foundation
- Streetsmart
- The Queen's Fund
- The Walter & Eliza Hall Trust
- Victorian Women's Trust
- William Angliss Charitable Fund

OTHERS

- Broadmeadows Community Hub
- Goonawarra Neighbourhood House
- Grill'd
- Haven Home Safe (HEF)
- Housing Choices Australia
- Kalkallo Community Centre
- Karma Currency Donations
- Merri-bek City Council
- MOSS - NWRCP
- Pierogi Studio
- The Homestead Community and Learning Centre
- Thornbury High School
- Womens Health in the North

SUPPORT OUR WORK

Please Support Our Work

Juno is a not-for-profit organisation and an Australian registered charity. You can support women and non-binary people and their children experiencing homelessness and family violence by donating via our website or contacting us directly.

Your donations enable us to support some of the most marginalised women and non-binary people and their children in Melbourne's north.

Be part of the movement for real change so that we can:



Continue providing tailored responses to women and non-binary people and their children



Help women and non-binary people move into safe, permanent and affordable housing



Support individuals experiencing early signs of being at risk of homelessness



Deliver innovative programs that move people out of poverty and homelessness for good



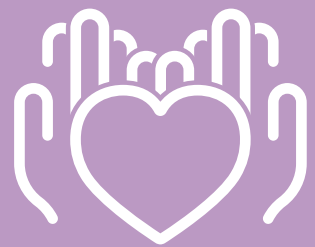
Support women and non-binary people working on long-term goals for economic independence



Offer activities that promote wellbeing and recovery from trauma



Advocate for a redesign of the current homelessness system to meet the unique needs of women and non-binary people



If you would like to make
a donation, please visit

juno.org.au/support-us 

communications@juno.org.au 



JUNO

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