



Bringing effective and professional services to men at risk of exclusion, discrimination and marginalisation, no matter who they are or what they've done.

Annual Report

24 November 2025

President's remarks

President's remarks

Dear Members,

I would like to extend a warm welcome to all members, staff, community partners and board members who have taken the time to be here tonight. Your presence demonstrates your commitment to EveryMan's vital mission, and we are grateful for your continued support.

As we reflect on the past twelve months, I am constantly inspired by the passion, resilience, dedication, and impact that defines EveryMan Australia. This has been a year of significant achievement and of increased public attention into the space EveryMan operates in that has reinforced why the critical work that we do matters so deeply.

I would like to acknowledge the board members, sub committees and particularly Mark our Company Secretary for the support, dedication and wisdom during my transition from Board Member to President over the past year.

I would like to acknowledge and thank Greg for his commitment to the organisation's mission and values. Your passion for the continued success of EveryMan shows in the way that you nurture and development the staff, board members and myself personally and I am proud to be a part of an organisation that is represented by a leader like you.

I would also like to thank our retiring board members with a special mention to Susan Clarke-Lindfield, who is retiring after many years of dedication in supporting the work that EveryMan does. Your contributions and breadth of community sector knowledge will be missed and I wish you the best of luck for this next chapter of your life.

Over the past year there have been a few key milestones I am proud of, including:

Investing in Our People

Our staff are the heart of this organisation. Their skill, compassion, and commitment make everything we do possible. Recognising the importance of creating a healthy and robust team culture, EveryMan embedded a leadership development program, that encouraged both personal and profession growth.

Strengthened Board Governance

We continued to ensure that our policies, procedures and commitment to the organisation provided a strong foundation for future success. This involved a stronger relationship to governance and strategy as well as clarity and accountability on timeliness of actions. An additional focus was placed on authentic conversations between the board and staff to ensure that there was greater alignment across all levels of the organisation.

Deepening Our Advocacy

We will continue to build our profile as thought leaders on men's issues. This includes contributing to policy discussions, engaging with research, and using our platform to educate the community about the realities facing the men we serve. We believe that changing outcomes for individual men requires changing the broader context in which they live.

Building Sustainable Partnerships

We cannot do this work alone. We will continue to strengthen our relationships with government, with other community service providers, with health services, and with corporate and philanthropic partners who share our commitment to supporting men and families in our community.

Tonight, as we review the year that has been and look toward the year ahead, I ask each of you to recommit to this mission. Whether you serve on the Board, work in our programs, fund our services, or support us as a member of the community — your role matters.

Together, we can continue to make a difference, one man, one family, one conversation at a time.

Thank you for your time this evening, for your ongoing support, and for believing in the work of EveryMan.

Sincerely,


Joel Anderson

President

24 November 2025

Company Directors Report

The directors present their report, together with the financial statements, on the Company for the year ended 30 June 2025.

Purpose and Objects

The Company's Purpose is to bring effective and professional services to men at risk of exclusion, discrimination and marginalisation, no matter who they are or what they've done.

The objects of the Company, as a not-for-profit service provider, are:

1. to provide aid, relief and support to men, their partners, families and other members of the community, especially where there are needs arising from:
 - distress, suffering, disadvantage and marginalisation,
 - mental or physical disability – health problems, drug or alcohol related needs,
 - poverty, financial misfortune, destitution or powerlessness,
 - family and relationship dysfunction or social isolation,
 - age, illiteracy or innumeracy, education or employment status, or
 - Indigenous, cultural or linguistic background;
2. to provide quality programs and support services for men, their partners, families and other members of the community in need of benevolent assistance to achieve health and well-being within a whole-of-life perspective; and
3. to build responsive and effective partnerships to help such men, their partners, families and other members of the community in need of benevolent assistance who are using the Company's services to find a place of value within the community.

Strategy for achieving the objectives

Principal activities

During the financial year EveryMan's main activities were services delivered through EveryMan's programs: Counselling; Men's Accommodation and Support Services (MASS); and Violence Prevention Services (VPS). As we had anticipated for several years, the commissioning process saw the Indigenous Support and Accommodation (ISA) program handed over to Yerrabi Yurwang Child and Family Aboriginal Corporation in January of 2025, after some extensions to the service funding agreement.

Apart from the end of ISA, there were no significant changes to the nature of services delivered in any of our programs during the reporting period, as these have been developed over the last twelve years or more as our distinctive service offerings.

Our case management and counselling practices are gender-specialist methodologies developed over more than 25 years of reflection on our experience of working with men from all walks of life, and from our 15-year partnership with Bower Place, specialists in supporting people with very high and complex support needs. This long-term focus distinguishes us from the rest of the community sector and forms the basis of our unique value proposition.

Violence Prevention Services

During the reporting period we continued delivering our well-regarded Working With the Man (WWM) and Preventing Violence, Changing Behaviour programs in the ACT, and NSW Violence Prevention (NSWVP), the Men's Behaviour Change Program for men living in the Queanbeyan/Palerang council region.

In 2024-25 EveryMan received a significant boost to ACT funding for our domestic and family violence prevention programs of \$1.6 million over three years.

Service capacity for domestic and family violence was further expanded with funding from the Snow Foundation for our domestic violence work which enabled significant service expansion, allowing us to employ two full time WWM case Managers and, for the first time, provide a funded Partner Advocacy and Support service to partners of men engaged with EveryMan violence prevention services. Through an additional \$200,000 in the 2024-25 ACT Budget, we were able to extend the Pivot program to June 2026.

Men's Accommodation and Support Services

For EveryMan, 2024-25 was the year in which the ACT government's homelessness services commissioning came to a close. EveryMan successfully completed a direct approach grant process for:

- the Managed Transition Program, our homelessness support service dedicated to men exiting the Alexander Machonocie Centre, the ACT's prison, and
- the Tenancy and Property Management and Tenancy Support Services For Men program (formerly the Early Intervention Program). We now call this program Men's Tenancy and Support (MTS)

The ACT government was unable to complete its review of specialist services for people at risk of homelessness because of high and complex support needs during the commissioning process and Head Tenant Program Service Funding Agreement (SFA) was extended to 30 June 2026.

Performance measures

EveryMan measures its performance using:

- Service Funding Agreement required outcomes
- In-house Complexity measures
- Client satisfaction surveys
- Officevibe surveys
- Strategic plan objectives
- CEO OKRs and KPIs
- Feedback from CEO and management team reports

Strategic Plan 2022-2027 attached

Board policy for remuneration of the CEO

During the financial year the Board was not presented with any proposals for changes to the process for determining the remuneration of the CEO, and indexation of the previous year's salary continues to be the operational mechanism.

Directors

The following persons were directors of the Company during the whole of the financial year and up to the date of this report, unless otherwise stated:

Name	Position	Elected	Qualifications	Experience/Expertise	Previous governance experience
Joel Anderson	President	25/11/24	Bachelor of Engineering (hons)	CEO of mental health Company supporting construction and other industrial companies across Australia	CEO and Chairman of current Company
Mitch Porteous	VP Finance, Audit & Risk	Re-elected	Operations Management RMI-LGM340-2022 - RMIT University; Governance, Risk Management, and Compliance - Australian Computer Society; Statement of Attainment in Small Business - TAFE NSW; Australian Certified Economic Developer - Economic Development Australia; Engagement Essentials - International Associate of Public Participation; Certificate in Change Management – RCSA; Negotiation Skills for Professionals – Sydney U	Technology Manager (Recruitment) at HorizonOne	Board Member/Managing Director at Demobia (Since 2020) Director at Brewers Unearthed, since 2020
Randy Abraham	VP Governance	25/11/24	B.Eng (Hons) Aeronautics, M.Sc Space Operations (on-going)	KPMG Australia	Governance of large scale government and defence programs
Jade Hansen	Member	25/11/24	Arts + MBA	Careers guidance	Board Skills training program with YWCA 2022
Susan Clarke-Lindfield	Member	Re-elected	Bachelor & Master's in Political Science, Advanced Dip Community Sector Management	Team Leader, Policy Unit, ACT Corrective Services, Department of Justice and Community Safety, ACT Government	Board member & President, MIEACT. Board Member, EveryMan. Chairperson, ACT Recovery College. Secretary, Chairperson, Committee of Management, The Christian Community in Australia
Cameron Dyson-Smith	Member	Re-elected	University of Canberra Bachelor of Architecture - BArch · (2009 - 2011) The Australian National University Engineering · (2008 - 2009)	Director, Australian Small Business and Family Enterprise Ombudsman; Director Department of Finance	Policy and advocacy for Australian Small Business and Family Enterprise Ombudsman, Business owner; operations manager in hospitality
Jarod Pendlebury	Member	25/11/24	Bachelor of Arts (Politics & History) Master of Human Rights Master of Philosophy (Military Strategy) Doctor of Philosophy	Senior Officer, Australian Defence Force	Invited member - Sir Richard Williams Foundation Board; Various Australian Department of Defence governance boards & Committees -University of New South Wales (Canberra) School of Humanities and Social Studies External Advisory Committee - Macquarie University Performance and Expertise Research Centre External Advisory Board
Natasha Garner	Member	25/11/24	Not provided	Senior Associate, Corporate Consultant: Nuclear Submarine Program Management - Engagement, Governance & Reform	Defence and Government Governance
Patricia Solares	Member	25/11/24	MBA, Graduate Certificate in Business Bachelor on industrial and systems engineering	Assistant Director Contact Centre - Public Trustee and Guardian	Academic board - University of Canberra Faculty Board - BGL University of Canberra Board of Directors - Chamber of industry and commerce, Chuquisaca
Eoghan O'Byrne	Member	25/11/24	Business studies degree	Business advisor - strategic consultant	Radio industry, university sector. Strategic leadership; Stakeholder relationship mgt - Business Development Previous Board positions: Brand CBR, Snowy Hydro SouthCare, Communities at Work & Camp Quality,

Resigned during the financial year and up to the date of this report						
Name	Elected	Position	Left	Qualifications	Experience/Expertise	Previous governance experience
Luciana Todd	27/11/23	President	Retired 25/11/24, Did not stand for re-election	Diploma of Leadership & Management, Cert IV in Training and Assessment	Trainer, Assessor, Facilitator Mediator, Presenter	Manning Clark House Incorporated 2 years
Alex Bancroft	27/11/23	VP Governance	Resigned 07/04/25 for health reasons	Government procurement expertise, Sales campaign management; Effective Communication Skills; Diverse team leadership; Stakeholder engagement Customer service Education, Skills and Training	Business Development Manager for Bancroft Associates	Director and board member of Bancroft Associates
John Dale	27/11/23	Member	Retired 25/11/24, Did not stand for re-election	B. Comm Acc (UC)	Self Employed Accountant, Tax Agent and SMSF Auditor (16 years)	Gold Creek Golf Club Committee as treasurer (1 Year) and General Committee (1 Year)
Patricia Solares	25/11/24	Member	Resigned 17/03/25 Employer withdrew consent on COI grounds	See 'Directors' table above	See 'Directors' table above	See 'Directors' table above
Eoghan O'Byrne	25/11/24	Member	Resigned 04/05/25. Increasing private business demands	See 'Directors' table above	See 'Directors' table above	See 'Directors' table above

Company secretary

Mark Evans was appointed as Company Secretary at the board meeting immediately following the 2023 AGM and continues to serve in this position. Mark is a former board member and organisational consultant, facilitator in communication, leadership and management, change management and organisational development.

Meetings of directors

Seven meetings of the Company's Board of Directors ('the Board') were held during the year ended 30 June 2025, and the number of board meetings attended by each director were:

	Attended	Eligible for
Alex Bancroft	5	6
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John Dale	4	4
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Mitch Porteous	6	7
Susan Clarke-Lindfield	7	7
Jarod Pendlebury	3	4
Natasha Garner	4	4
Randy Abraham	1	1
Patricia Solares	1	1
Eoghan O'Byrne	1	1

Contributions on winding up

In the event of the Company being wound up, ordinary members are required to contribute a maximum of \$10 each towards the payments of debts and liabilities. The total amount that members of the Company are liable to contribute if the Company is wound up is \$200, based on 20 current Company members.

Auditor's independence declaration

A copy of the auditor's independence declaration has been received and is set out immediately after this directors' report.

This report is made in accordance with a resolution of the Board of Directors.



Greg Aldridge CEO
EveryMan Australia Limited
23 October 2025



Joel Anderson
President, Board of Directors
EveryMan Australia Limited
23 October 2025

EveryMan Australia Limited

ABN: 54 979 533 031

Financial Statements

For the Year Ended 30 June 2025

EveryMan Australia Limited

ABN: 54 979 533 031

Contents

For the Year Ended 30 June 2025

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Auditor's independence declaration

A copy of the auditor's independence declaration has been received and is set out immediately after this directors' report.

This report is made in accordance with a resolution of the Board of Directors.



Greg Aldridge CEO
EveryMan Australia Limited
27 October 2025



Joel Anderson
President, Board of Directors
EveryMan Australia Limited
27 October 2025

Auditor’s Report

**Auditor's Independence Declaration
Under Subdivision 60 - 40 of the Australian Charities and Not-for-profits
Commission Act 2012 to the Directors of EveryMan Australia Limited**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been no contraventions of the auditor independence requirements as set out in any applicable code of professional conduct in relation to the audit.



Nexia Duesburys (Audit)
Canberra, 27 October 2025



R C Scott
Partner

Audit. Tax. Advisory.

EveryMan Australia Limited

ABN: 54 979 533 031

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
Revenue and other income			
Revenue from contracts with customers	2	929,226	1,212,769
Other income	2	3,980,778	3,637,798
		4,910,004	4,850,567
Expenses			
Administration		297,542	267,619
Board expenses		3,523	1,070
Client support		9,889	10,244
Consultancy		242,167	126,924
Depreciation		59,313	66,362
Employee expenses		2,815,005	3,198,238
Insurance		(5,555)	20,678
IT expenses		183,355	112,096
Promotion		55,118	48,641
Property rental - tenants		290,253	383,211
Property expenses		111,969	87,561
Rent		116,850	115,491
Superannuation		288,628	306,766
Training		98,587	37,155
		4,566,644	4,782,056
Surplus/(deficit) for the year		343,360	68,511
Total comprehensive income for the year		343,360	68,511

The accompanying notes form part of these financial statements.

EveryMan Australia Limited

ABN: 54 979 533 031

Statement of Financial Position As At 30 June 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	1,819,779	1,918,569
Trade and other receivables	4	3,243	34,528
Other assets	7	133,288	29,447
TOTAL CURRENT ASSETS		1,956,310	1,982,544
NON-CURRENT ASSETS			
Property, plant and equipment	5	160,955	99,330
Intangible assets	6	25,609	32,778
TOTAL NON-CURRENT ASSETS		186,564	132,108
TOTAL ASSETS		2,142,874	2,114,652
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	263,669	251,598
Employee benefits	9	225,093	224,016
Other liabilities	10	143,137	471,423
TOTAL CURRENT LIABILITIES		631,899	947,037
TOTAL LIABILITIES		631,899	947,037
NET ASSETS		1,510,975	1,167,615
EQUITY			
Accumulated surplus		1,510,975	1,167,615
TOTAL EQUITY		1,510,975	1,167,615

The accompanying notes form part of these financial statements.

EveryMan Australia Limited

ABN: 54 979 533 031

Statement of Changes in Equity For the Year Ended 30 June 2025

2025

	Accumulated surplus	Total
	\$	\$
Balance at 1 July 2024	1,167,615	1,167,615
Surplus for the year	343,360	343,360
Balance at 30 June 2025	1,510,975	1,510,975

2024

	Accumulated surplus	Total
	\$	\$
Balance at 1 July 2023	1,099,104	1,099,104
Surplus for the year	68,511	68,511
Balance at 30 June 2024	1,167,615	1,167,615

The accompanying notes form part of these financial statements.

EveryMan Australia Limited

ABN: 54 979 533 031

Statement of Cash Flows For the Year Ended 30 June 2025

	2025	2024
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from grants, customers and other	4,900,285	5,051,932
Interest received	29,222	25,378
Proceeds from sale of assets	69,000	-
Payments to suppliers and employees	(4,983,528)	(4,889,785)
Net cash provided by/(used in) operating activities	14,979	187,525
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payments for property, plant and equipment and intangible assets	(113,769)	(52,940)
Net cash provided by/(used in) investing activities	(113,769)	(52,940)
Net increase/(decrease) in cash and cash equivalents held	(98,790)	134,585
Cash and cash equivalents at beginning of year	1,918,569	1,783,984
Cash and cash equivalents at end of financial year	3 1,819,779	1,918,569

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

EveryMan Australia Limited (the Company) is a not-for-profit company limited by guarantee, incorporated and domiciled in Australia.

These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures, Interpretations of the Australian Accounting Standards Board and the Australian Charities and Not-for-Profits Commission Act 2012.

A number of new or revised Australian Accounting Standards are effective for the first time in the current financial year. These standards have had no material impact on the entity.

The financial statements have been prepared on an accruals basis and are based on historical costs modified by the revaluation of selected non-current assets, and financial assets and financial liabilities for which the fair value basis of accounting has been applied.

These financial statements are presented in Australian dollars which is the Company's functional and presentation currency. The amounts presented in the financial statements have been rounded to the nearest dollar. The financial statements cover the Company as an individual entity.

The following is a summary of material accounting policies adopted by the Company in the preparation of the financial statements. The accounting policies have been consistently applied, unless otherwise stated.

Accounting policies

(a) Income tax

The Company is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

(b) Property, plant and equipment

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

Where a revaluation has been performed, any accumulated depreciation at the date of the revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

The carrying amount of property, plant and equipment is reviewed at the end of the reporting period by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets' employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Company and the cost of the item can be measured reliably. All other costs (e.g. repairs and maintenance) are charged to the statement of profit or loss and other comprehensive income during the financial period in which they are incurred.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information (continued)

(b) Property, plant and equipment (continued)

Depreciation

Depreciation is provided on non-current assets, commencing from the time the asset is held ready for use, by charges against income at rates based on the estimated useful life of the respective assets on a straight line basis.

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

Fixed asset class	Depreciation rate
Motor vehicles	15 - 20%
Office equipment	20 - 25%
Computer equipment	25 - 50%

At the end of each 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.

An assets' carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the statement of profit or loss and other comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to accumulated surplus.

(c) Revenue

Revenue is measured at the amount which the Company expects to receive in consideration for satisfying performance obligations to a customer. A performance obligation is the distinct good or service defined within the contract with a customer. The transaction price is allocated to one or more performance obligations contained within the contract, with revenue being recognised as or when the performance obligation is satisfied.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information (continued)

(c) Revenue (continued)

Timing of Revenue Recognition

Revenue is recognised either at a point in time or over time, when (or as) the Company satisfies performance obligations by transferring the promised goods or services to its customers.

If the Company satisfies a performance obligation before it receives the consideration, the Company recognises either a contract asset or a receivable in its statement of financial position, depending on whether something other than the passage of time is required before the consideration is due.

Where the Company has received consideration but has not satisfied its related performance obligations, then a contract liability is recognised in its statement of financial position.

Grant income

Grants received that are subject to specific conditions on the use of those funds are recognised as and when the Company satisfies its performance obligations by providing services under the funding agreements. A contract liability is recognised when grant has been received but the Company has not yet satisfied its obligations under the funding agreement. A financial liability is recognised for unspent grant funds for which a refund obligation exists in relation to the funding period. Grants that do not impose specific performance obligations on the Company are recognised as income when the Company obtains control of those funds, which is usually on receipt. Grants may either be received up front or at the completion of milestones. Any deferred revenue arising from grants is recognised as unexpended funding and included in contract liabilities on the statement of financial position.

Rendering of services

Revenue in relation to rendering of services is recognised when or as performance obligations are met, being upon delivery of the service to the customer. Any income billed but not received at year end is recorded as part of trade receivables. Amounts unbilled and accrued at year end are recognised as contract assets and recorded as part of accrued income. When income is received prior to the provision of services, a contract liability is recognised in the statement of financial position as income in advance.

Rent

Rental income is recognised on an accrual basis.

(d) Cash and cash equivalents

Cash and cash equivalents comprises 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.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information (continued)

(e) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the entity commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified 'at fair value through profit or loss', in which case transaction costs are expensed to profit or loss immediately. In most circumstances trade receivables are initially measured at the transaction price.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value or amortised cost using the effective interest rate method. The subsequent measurement depends on the classification of the financial instrument as described below.

Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties in an arm's length transaction. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

The effective interest method is used to allocate interest income or interest expense over relevant period.

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Financial assets that meet the following conditions are subsequently measured at amortised cost:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets that meet the following conditions are subsequently measured at fair value through other comprehensive income (FVTOCI):

- the financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling the financial assets; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information (continued)

(e) Financial instruments (continued)

By default, all other financial assets are subsequently measured at fair value through profit or loss (FVTPL).

Despite the above, the entity may make the following irrevocable election/designation at initial recognition of a financial asset:

- the Company may irrevocably elect to present subsequent changes in fair value of an equity instrument in other comprehensive income if certain criteria are met; and
- the Company may irrevocably designate a financial asset that meets the amortised cost or FVTOCI criteria as measured at FVTPL if doing so eliminates or significantly reduces an accounting mismatch.

Financial liabilities

All financial liabilities are subsequently measured at amortised cost using the effective interest method or at FVTPL.

Impairment of financial assets

The Company recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost or at FVTOCI. No impairment loss is recognised for investments in equity instruments. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial asset.

The Company recognises lifetime expected credit losses for trade receivables. The expected credit losses on these financial assets are estimated based on the entity's historical credit loss experience adjusted for factors that are specific to the debtors, general economic conditions and an assessment of both the current as well as the future direction of conditions at the reporting date, including time value of money where appropriate.

(f) Impairment of non-financial assets

At the end of each reporting period the Company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of profit or loss and other comprehensive income.

Where it is not possible to estimate the recoverable amount of an individual asset, the Company estimates the recoverable amount of the cash-generating unit to which the asset belongs

(g) Employee benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid including on-costs and are disclosed as current liabilities. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. Contributions are made by the Company to employee superannuation funds and are charged as expenses when incurred.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information (continued)

(h) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities is classified as operating cash flows.

(i) Comparative figures

Comparative figures have been reclassified where appropriate to conform to changes in presentation for the current financial year where required by accounting standards or as a result of changes in accounting policy.

Critical Accounting Estimates and Judgments

The directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Company.

The directors do not believe that there were any key estimates or key judgments used in the development of the financial statements that give rise to a significant risk of material adjustment in the future.

2 Revenue and Other Income

	2025	2024
	\$	\$
Revenue from Contracts with Customers		
Fee for service income	929,226	1,212,769
Represented by:		
Revenue recognised over time	929,226	1,212,769
Other Income		
Donations and contributions	20,689	25,422
Grant income	3,339,942	2,913,273
Interest income	29,222	25,378
Other income	36,055	50,984
Rent	485,870	622,741
Profit on sale of assets	69,000	-
	3,980,778	3,637,798

EveryMan Australia Limited

ABN: 54 979 533 031

Notes to the Financial Statements For the Year Ended 30 June 2025

3 Cash and Cash Equivalents

	2025	2024
	\$	\$
Cash on hand	381	946
Cash at bank (at call)	865,428	992,873
Short term deposits	953,970	924,750
	<u>1,819,779</u>	<u>1,918,569</u>

4 Trade and Other Receivables

	2025	2024
	\$	\$
Trade receivables	53,584	107,256
Provision for impairment	(50,341)	(72,728)
	<u>3,243</u>	<u>34,528</u>

5 Property, Plant and Equipment

	2025	2024
	\$	\$
Motor vehicles - at cost	113,768	88,649
Accumulated depreciation	(5,688)	(83,442)
	<u>108,080</u>	<u>5,207</u>
Office equipment - at cost	326,952	326,952
Accumulated depreciation	(280,888)	(249,278)
	<u>46,064</u>	<u>77,674</u>
Computer equipment - at cost	104,223	104,223
Accumulated depreciation	(97,412)	(87,774)
	<u>6,811</u>	<u>16,449</u>
	<u>160,955</u>	<u>99,330</u>

Notes to the Financial Statements

For the Year Ended 30 June 2025

5 Property, Plant and Equipment (continued)

Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Motor Vehicles \$	Office Equipment \$	Computer Equipment \$	Total \$
Year ended 30 June 2024				
Balance at the beginning of year	5,207	77,674	16,449	99,330
Additions	113,769	-	-	113,769
Depreciation	(10,896)	(31,610)	(9,638)	(52,144)
Balance at the end of the year	108,080	46,064	6,811	160,955

6 Intangible Assets

	2025 \$	2024 \$
Website and IT infrastructure - at cost	35,747	35,747
Accumulated amortisation	(10,138)	(2,969)
	25,609	32,778

Movements in Carrying Amounts

Movement in the carrying amounts for each class of intangible assets between the beginning and the end of the current financial year:

	Website and IT Infrastructure \$	Total \$
Year ended 30 June 2025		
Balance at the beginning of the year	32,778	32,778
Amortisation	(7,169)	(7,169)
Balance at the end of the year	25,609	25,609

7 Other Assets

	2025 \$	2024 \$
Prepayments	133,288	29,447

EveryMan Australia Limited

ABN: 54 979 533 031

Notes to the Financial Statements For the Year Ended 30 June 2025

8 Trade and Other Payables

	2025	2024
	\$	\$
Trade payables	26,836	21,241
Accrued expenses	148,629	92,457
Other Payables	88,204	137,900
	<u>263,669</u>	<u>251,598</u>

9 Employee Benefits

	2025	2024
	\$	\$
CURRENT		
Provision for annual leave	222,822	221,827
Provision for long service leave	2,271	2,189
	<u>225,093</u>	<u>224,016</u>

10 Other Liabilities

	2025	2024
	\$	\$
Income received in advance	143,137	471,423

11 Key Management Personnel Remuneration

Key management personnel is defined by AASB 124: Related Party Disclosures as those persons having authority and responsibility for planning, directing and controlling the activities of the Company, directly or indirectly, including any members of the Board of the Company.

The total remuneration paid to key management personnel during the period is as follows:

	2025	2024
	\$	\$
Total key management personnel compensation	<u>661,688</u>	<u>478,017</u>

In addition to the above compensation, the Company has paid insurance premiums of \$6,104 (2024: \$5,629) for association liability insurance which incorporates directors' and officers' liability insurance. It is not practical to determine the details of the components of the insurance premium that relate to key management personnel.

Notes to the Financial Statements

For the Year Ended 30 June 2025

12 Related Party Transactions

Other than the compensation of key management personnel which is separately disclosed, there were no other related party transactions during the financial year.

13 Financial Instruments

The financial instruments consist mainly of deposits with banks, short term investments, accounts receivable and accounts payable.

The carrying amounts for each category of financial instruments, measured in accordance with AASB 9: Financial Instruments as detailed in the accounting policies to these financial statements, are as follows:

		2025	2024
	Note	\$	\$
Financial assets at amortised cost:			
Cash and cash equivalents	3	1,819,779	1,918,569
Trade receivables	4	53,584	107,256
Total financial assets		1,873,363	2,025,825
Financial liabilities at amortised cost:			
Trade and other payables	8	263,669	251,598
Total financial liabilities		263,669	251,598

14 Members' Guarantee

The Company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$10.00 each towards meeting any outstanding obligations of the Company. At 30 June 2025, the number of members of the Company was 20.

15 Economic Dependency

The Company is dependent upon grant funding from the ACT Department of Disability, Housing and Community.

16 Auditor's Remuneration

	2025	2024
	\$	\$
Auditing or reviewing the financial statements	9,500	8,750
Other services - grant acquittal	1,275	1,275
	10,775	10,025

17 Contingent Assets and Contingent Liabilities

In the opinion of the Directors, the Company did not have any contingent assets and contingent liabilities at 30 June 2025 (30 June 2024: None).

EveryMan Australia Limited

ABN: 54 979 533 031

Notes to the Financial Statements

For the Year Ended 30 June 2025

18 Events after the End of the Reporting Period

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

19 Statutory Information

The registered office and principal place of business of the Company is:

EveryMan Australia Limited
Room 3.01 Griffin Centre
20 Genge Street
Canberra ACT 2601

EveryMan Australia Limited

ABN: 54 979 533 031

Directors' Declaration

The directors of EveryMan Australia Limited (the Company) declare that:

1. The financial statements and notes are in accordance with the Australian Charities and Not-for-Profits Commission Act 2012, and:
 - a. comply with Australian Accounting Standards - Simplified Disclosures; and
 - b. give a true and fair view of the Company's financial position as at 30 June 2025 and of its performance for the year ended on that date.
2. In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors pursuant to subsection 60.15(2) of the Australian Charities and Not-for-Profits Commission Regulation 2022.

Director Joel Anderson

Dated: 27 October, 2025

Director Mitchell Porteous

Dated: 27 | 10 | 25

Independent Auditor's Report To the Members of EveryMan Australia Limited

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of EveryMan Australia Limited (the Company) which comprise the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information and the directors' declaration.

In our opinion, the accompanying financial statements of the Company, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:

- (i) giving a true and fair view of the Company's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial statements in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The directors are responsible for the other information. The other information comprises the information in the Company's directors' report for the year ended 30 June 2025 but does not include the financial statements and the auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of the other information we are required to report that fact. We have nothing to report in this regard.

Directors' responsibility for the financial statements

The directors of the Company are responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the Australian Charities and Not-for-profits Commission Act 2012. The directors are also responsible for such internal control as the directors determine is necessary to enable the preparation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

The directors are responsible for overseeing the entity's financial reporting process.

Auditor's responsibility for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are 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 the 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 statements.

A further description of our responsibilities for the audit of the financial statements is located at The Australian Auditing and Assurance Standards Board website at:
http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.



Nexia Duesburys (Audit)
Canberra, 27 October 2025



R C Scott
Partner