

annual  
report

**2024  
2025**



Wayahead®

# Contents

About Wayahead, Our Vision, Our Purpose	3
Wayahead's Role	4
Our Programs	5
Wayahead's People	6
Message from our CEO and Chair	7
People and Culture	12

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## Programs

Information Service	16
Anxiety Support Groups	19
Mental Health Promotion	23
Small Steps	30
Community Forums	32
Sharespace	37

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Wayahead Committees	42
Research, Policy and Advocacy	44
Financial Report	51

## Acknowledgment



Wayahead acknowledges and actively supports the diverse communities we serve, including First Nations people, culturally diverse communities, people with disabilities, and people from the LGBTQ+ community.

Wayahead acknowledges the unique and individual experiences that people who have lived experience of mental health issues have and the lived experience of their carers, families, and kinship groups.

Wayahead is funded by NSW Ministry of Health.

Proudly funded by



Wayahead is an ACNC registered Australian Charity and QIP accredited.



# Wayahead

is the mental health promotion leader in NSW supporting people across the state and beyond by providing education, services, and resources that help improve mental health and wellbeing.

## Our Vision

We envision a future where there is an equitable society that understands and values the best possible wellbeing and mental health of communities.



## Our Purpose

Wayahead improves the understanding of mental health and wellbeing in communities, while reducing stigma and discrimination and increasing help-seeking behaviour.

# Wayahead's Role

**Wayahead's role in mental health promotion is clearly defined in the objectives outlined in our Constitution, which include:**

**1. To promote mental health** and to assist in the **prevention** of mental illness and disability resulting from mental illness.

**2. To advocate for improvements** in treatment and care of people with mental illness.

**3. To assist in public education** concerning mental illness and mental health.

**Our role as a peak for mental health promotion in New South Wales:**

**1.** Wayahead has a rich history of **93 years in advocacy** and is esteemed as a leader in mental health promotion.

**2.** A significant portion of Wayahead's budget is allocated to **health promotion campaigns** throughout the year, including the well-known Mental Health Month.

**3.** Annual mental health campaigns in Australia date back to the **1950's** and were initially spearheaded by the Australian National Association for Mental Health, a peak body that coordinated state associations.

**4.** Approximately 40 years ago, the **Australian National Association for Mental Health collaborated with Wayahead** to organise state-based campaigns. This established Wayahead as a peak association in mental health promotion in NSW.

**5.** Wayahead continues to maintain **strong relationships within the health promotion field**, including its membership in the Australian Health Promotion Association.

# Our Programs

## Anxiety Support Groups



Free monthly anxiety support meetings for people to come together in safe, friendly and supportive environments.

## Mental Health Promotion



Campaigns, education and information backed by research and informed by lived experience with a key focus on reducing mental health stigma. Including Mental Health Month and the Mental Health Matters Awards.

## Community Forums



Forums work to educate communities in rural, regional and remote NSW, promoting early intervention and connecting people to local services.

## Sharespace



A network connecting and resourcing professionals and employees' health and wellbeing.

## Information Service



**Directory:** An up-to-date online directory of all mental health and community services throughout NSW [directory.wayahead.org.au](http://directory.wayahead.org.au)

**Mental health Information Line:** a phone line that connects and supports people across NSW with mental health and community services, resources and information.

## Small Steps



Education for parents and primary school staff to raise awareness and improve the recognition of anxiety disorders in children.



## Wayahead's People

### Board Members

- **Dr Meg Smith**  
(OAM) President
- **Ryan McGlaughlin**  
Chairperson
- **Anna Dawson**  
Co-Deputy Chairperson
- **Jennifer Cains**  
Co-Deputy Chairperson
- **Daya Hakmana**  
Treasurer
- **Peter Doukas**  
Chair of the Finance, Audit and Risk Committee
- **Stephen Bourne**  
Chair of the Anxiety Disorders Committee
- **Sharyn McGee**  
Board Member
- **David Harper**  
Board Member
- **Jeremy Heathcote (OAM)**  
Board Member
- **Diane Bunch**  
Board Member

### Employees

- **Sharon Grocott**  
CEO
- **Alicia Brightwell**  
Head of Business Development, Communications and Marketing
- **Mary Tuisalega**  
Mental Health Promotion and Program Manager
- **Abby Henze**  
Mental Health Promotion Assistant
- **Monique Brunello**  
Schools and Community Education Lead
- **Claire Scroope**  
Small Steps Casual Facilitator
- **Elizabeth Kirov**  
Small Steps Casual Facilitator
- **Rachel Flint**  
Support Group Lead
- **Emily Shaw**  
Casual Support Officer
- **Paul Leonard**  
Information Service Lead
- **Terri Marsh**  
Membership and Information Officer
- **Elizabeth Priestly**  
Support Officer
- **Vanessa Murphy**  
Workplaces and Wellbeing Lead
- **Megan Goss** Program Officer  
Workplaces
- **Tina Pirola**  
HR and Office Administrator

# Message from our CEO and Chair



Sharon Grocott, CEO



Ryan McGlaughlin, Chair

“ The 2024–2025 financial year marked the first year of implementing Wayahead’s 2024–2027 Strategic Plan—and what a year it has been. Building on the momentum of our 90th anniversary, we entered this new strategic cycle with clarity, ambition, and a deep commitment to creating a mentally healthier, more inclusive society. ”

We are proud to report that we’ve made significant progress across all **five strategic objectives**: strengthening our brand, scaling our programs, securing sustainable funding, championing workplace wellbeing, and embedding lived and living experience into everything we do.

This year has been one of strategic growth, sector leadership, and deepened community impact. From expanding our reach through Mental Health Month and launching new partnerships, to embedding lived experience into our governance and program design, every step has been guided by our values and informed by the voices of those with lived experience. Our team, Board, volunteers, and partners have worked tirelessly to ensure our work remains relevant, responsive, and impactful.

In May 2025, we led a strategic planning day with our Board and team to reflect on our progress and refine our organisational priorities. It was a powerful moment of alignment and collaboration, resulting in an annual Operational Plan and one of the year’s most meaningful achievements—the co-design of our Lived Experience Framework. A workshop was facilitated with staff and Board members to ensure the framework genuinely reflected our shared values and our commitment to inclusive, lived and living experience-led practice.

## Message from our CEO and Chair



Embedding lived and living experience is not just a strategic priority—it's a cultural cornerstone at Wayahead.

Throughout the year, we have actively involved individuals with **lived experience** in shaping our programs, campaigns, and advocacy.

From co-facilitated Mental Health Month planning workshops to peer-led support groups and policy consultations, we've created spaces where lived experience informs not only what we do, but how we do it. This approach **strengthens the authenticity, relevance, and impact of our work**, and ensures that our voice in the sector is grounded in real-world insight and community connection.

Our planning day also laid the foundation for a comprehensive advocacy strategy, with a renewed focus on stigma and discrimination reduction. Through our active involvement in the NSW Mental Health Alliance and the Global Anti-Stigma Alliance (Australia-Pacific Region), Wayahead continues to be a trusted contributor to mental health systems reform.

Our advocacy efforts were significantly strengthened this year through active engagement in key policy consultations and submissions. I prepared and shared Wayahead's NSW Government pre-budget submission with the Board. Wayahead provided detailed feedback on the National Suicide Prevention Office's consultation draft for the National Suicide Prevention Strategy and contributed to the joint review of the National Mental Health Commission and the National Suicide Prevention Office.

Our submission to the review of the Mental Health Commission of NSW was particularly Wayahead participated in sector roundtables throughout the year, most notably the parliamentary roundtable held on 3 July 2024 at Parliament House in Canberra, co-hosted by Black Dog Institute and Allegra Spender's office. The event focused on addressing critical gaps in the mental health system and was attended by Assistant Minister for Mental Health and Suicide Prevention, Emma McBride. It resulted in a commitment to convene a full-day Mental Health Ministers Meeting in August 2024 to progress national reform efforts.

## Message from our CEO and Chair

On May 27th, 2025, we attended the Mental Health Coordinating Council's flagship event, which featured the NSW Parliamentary Friends of Mental Health. The event brought together key stakeholders to discuss the NSW 10-Year Mental Health and Wellbeing Strategy, with a strong focus on transitioning to recovery-oriented care and promoting long-term wellbeing beyond crisis intervention. Wayahead made a formal submission to the NSW Mental Health Commission as part of the broad community consultation process for the strategy. Our contribution reflected our commitment to lived experience, prevention, and system reform.

Our strong and collaborative partnership with the NSW Parliamentary Friends of Mental Health continued, with Wayahead invited to run events at NSW Parliament for Mental Health Month for the last two years. We also maintain a positive relationship with the Hon Rose Jackson, MLC – Minister for Mental Health, engaging through the NSW Alliance, meetings with her advisors, and involvement in Wayahead events. Importantly, we continue to build strong relationships across the political spectrum, including with Robyn Preston MP and Dr Amanda Cohn MLC, reinforcing our commitment to working collaboratively across party lines. These connections reflect Wayahead's role as a trusted, non-partisan contributor to mental health reform and advocacy in NSW.

As an active member of the NSW Alliance for Mental Health, Wayahead continues to play a key role in driving systemic reform across the state. The Alliance brings together leading organisations to advocate for a more equitable, accessible, and recovery-oriented mental health system. Through regular meetings, joint submissions, and strategic collaborations, we've contributed to shaping policy conversations around workforce shortages, service gaps, and the integration of lived experience into service design. Our involvement ensures that Wayahead's voice—and the voices of the communities we represent—are heard at the highest levels of decision-making.

**This year, we placed a strong focus on **income generation**, guided by a newly developed strategy to diversify revenue and strengthen Wayahead's long-term financial sustainability.**



## Message from our CEO and Chair



To strengthen our financial sustainability, we undertook an Income Generation Skills Building Workshop, followed by a dedicated strategy session with the Board and senior staff. These sessions laid important groundwork for our newly developed Income Generation Strategy, which now guides our efforts to diversify revenue, cultivate strategic partnerships, and embed innovation into our funding approaches. This proactive investment in capability-building reflects our commitment to long-term financial resilience and values-aligned growth.

To lead these efforts, we created a dedicated Income Generation and Partnerships Manager role—designed to identify new income streams, cultivate strategic partnerships, and drive innovation in funding approaches. This replaced the previously considered fundraising role and reflects our broader ambition to build enduring, values-aligned collaborations. The Board also established a temporary Income Generation Sub-Committee, which developed a comprehensive strategy to guide our growth and ensure accountability.

Our **strategic partnerships** continued to strengthen across sectors. We partnered with Salesforce, who generously hosted the Wayahead Annual Member's Forum in Sydney, and deepened our collaboration with Goanna Academy, delivering impactful community forums for First Nations communities. These partnerships not only expand our reach but also reinforce our commitment to culturally responsive, community-led mental health promotion. We continue to co-locate and collaborate with Mental Health Carers NSW (MHCN) on grants, resources, training, and policies.

Wayahead achieved full accreditation under the (QIC) Health and Community Services Standards, with no corrective actions required. We completed a cybersecurity overhaul, updated our Disaster Recovery Plan, and implemented DMARC to protect against email fraud. Our HR, governance, and volunteer policies were comprehensively reviewed, and we strengthened our risk management framework. The Finance, Audit and Risk Committee (FAR) was established to oversee risk management, financial sustainability, and compliance. Continuous improvement is embedded across all systems, with regular audits, policy reviews, and staff training.

## Message from our CEO and Chair

We would like to acknowledge and thank Sharyn McGee for her outstanding leadership as Chair of the Board over the past five years—the maximum term permitted under our Constitution. Her steady guidance, strategic insight, and unwavering commitment have been instrumental in shaping Wayahead's direction and impact. While Sharyn has now stepped down from the Chair role in accordance with our governance framework, we are pleased to share that she remains a valued member of the Board.

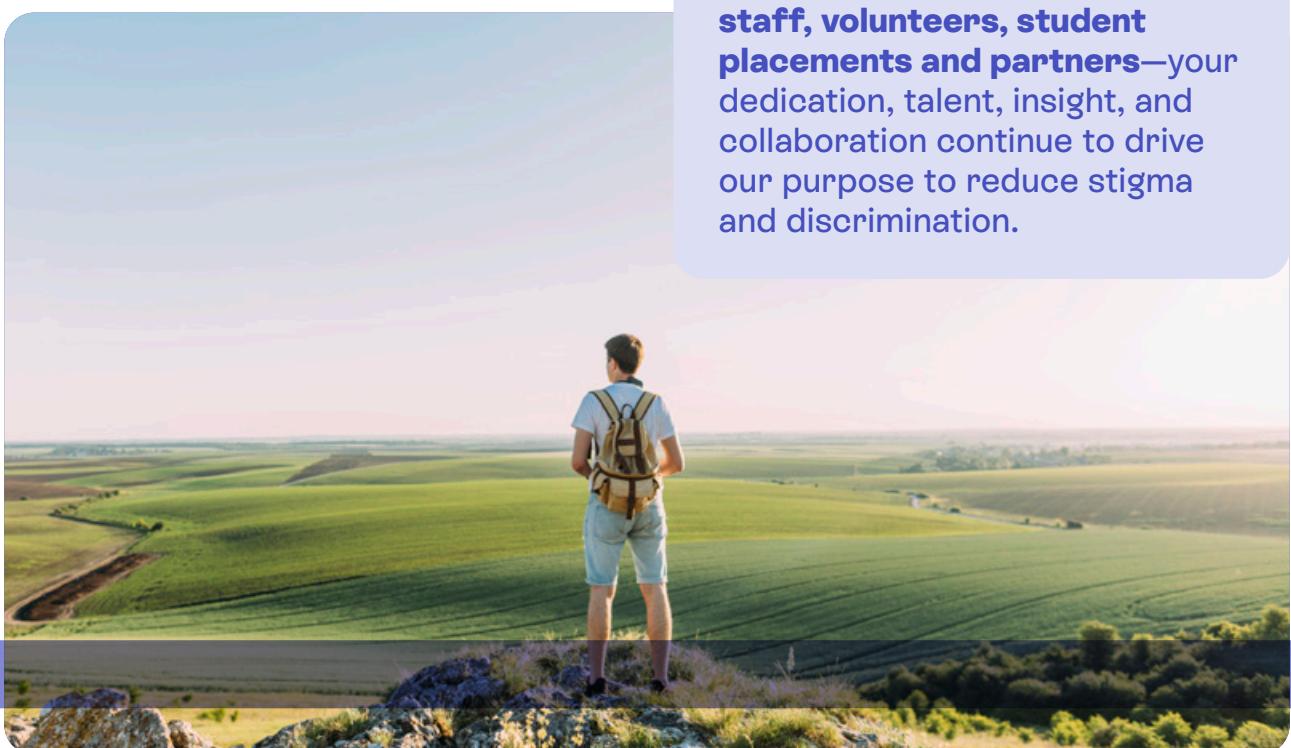
We would especially like to acknowledge Stephen Bourne for his leadership as Chair of the Anxiety Disorders Advisory Committee (ADAC), and Peter Doukas for his stewardship as Chair of the Finance, Audit and Risk Committee (FAR). Their expertise and guidance have been instrumental in strengthening our governance and strategic direction. We were pleased to welcome Daya Nanda to the Board following the resignation of Don Murray as Treasurer. Daya's appointment comes as a result of the Board Skills Audit, which identified the need to strengthen our financial oversight by recruiting someone with an accountancy background. His expertise will be a valuable asset to the Board as we continue to build strong, transparent, and accountable governance.

The 2024–2025 financial year marked the beginning of Wayahead's 2024–2027 Strategic Plan—and we are proud to share that we've made strong, measurable progress across all five strategic objectives. From expanding our programs and strengthening our brand, to embedding lived experience and securing sustainable funding, our work this year has laid a solid foundation for long-term impact.

As we move into the second year of our Strategic Plan, our focus remains clear:

**delivering high-impact programs, deepening partnerships, and fostering a mentally healthier, more inclusive society.**

**We want to extend our heartfelt thanks to our Board, staff, volunteers, student placements and partners—your dedication, talent, insight, and collaboration continue to drive our purpose to reduce stigma and discrimination.**



# People and Culture



**Wayahead is committed to fostering a supportive, inclusive, and a professionally developed environment for our staff and volunteers. Our initiatives in the 2024-2025 financial year have focused on enhancing workplace wellbeing, ensuring robust HR practices, providing essential training, and championing diversity and inclusion.**

In the first year of our 2024-2027 Strategic Plan, Wayahead made significant strides in embedding wellbeing, diversity, and living experience into our organisational culture. These achievements reflect our commitment to creating a workplace where people thrive and feel valued.

## Supporting Diversity & Inclusion

Wayahead is committed to fostering an inclusive environment and ensuring our services are accessible and responsive to diverse communities.

**Cultural Competency Project:** Gillian Ferguson (Charles Sturt Social Work Student) commenced a cultural competency assessment of Wayahead, utilising the Embrace framework. This project aims to ensure Wayahead provides accessible, responsive, and inclusive services to people from migrant and refugee backgrounds, valuing cultural and linguistic diversity in all aspects of service planning, design, and delivery.

**Mardi Gras Fair Day:** Wayahead's stall at the Mardi Gras Fair Day on February 16th, 2025, in Sydney's Victoria Park, saw high engagement, promoting self-acceptance and inclusivity. This resulted in 160 new Instagram followers and 90 new sign-ups for Mind Reader, and increased awareness of Wayahead's LGBTQ+ support groups and information services.

**Babana Wellbeing & Mental Health Day:** On February 21st, 2025, Wayahead attended Babana's Mental Health and Wellbeing Day, hosting an information stall with educational resources. This event, hosted by the Aboriginal organisation Babana, aimed to destigmatise mental health.

**Stratford Lecture – MIND:** Staff attended the Stratford Lecture at NSW Parliament on May 14th, 2025, which featured a panel discussion on mental health with diverse perspectives and lived experiences, including advocates for LGBTQIA+ and nonbinary human rights, and First Nations communities.

### Staff Wellbeing Initiatives

#### Staff Wellbeing Workshop & Staff Meeting

**Luncheon:** On March 12th, Alicia Brightwell and Tina Pirola facilitated a staff wellbeing workshop using art collage. This interactive session encouraged staff to explore their aspirations and goals, with some creating vision boards. Feedback was overwhelmingly positive, with staff describing the activity as “relaxing,” “fun,” “mindfulness,” and “team building.”

**Terri Marsh’s 20-Year Anniversary:** Also on March 12th, Wayahead celebrated Terri Marsh’s remarkable 20-year anniversary. Terri, who started as a student on placement 22 years ago, has been an integral part of Wayahead as our Memberships Officer and Information Services team member.

**Regular Team Building:** A dedicated staff committee has been established to organise regular team-building activities, fostering a cohesive and supportive work environment aimed to connect staff.

**Wellbeing as a Standing Agenda Item:** Wellbeing is a consistent agenda item at staff meetings, with Vanessa Murphy leading activities, sharing resources from ShareSpace, and facilitating discussions to promote ongoing mental health awareness.

**Staff Team Building Activity:** On July 24th, staff participated in a team-building activity at the Big Kitchen, where they prepared meals for disadvantaged Australians.

### Human Resources (HR) Policies & Procedures

Wayahead is committed to maintaining up-to-date and comprehensive HR policies and procedures to ensure a fair, safe, and compliant workplace. Employee Matters consultant Catherine Tratsellas is continuously reviewing and updating Wayahead’s HR policies and procedures. A three-step staff consultation process, involving email, meetings, and Q&A sessions, has been implemented for new policies. This process ensures staff have opportunities to ask questions and provide feedback.

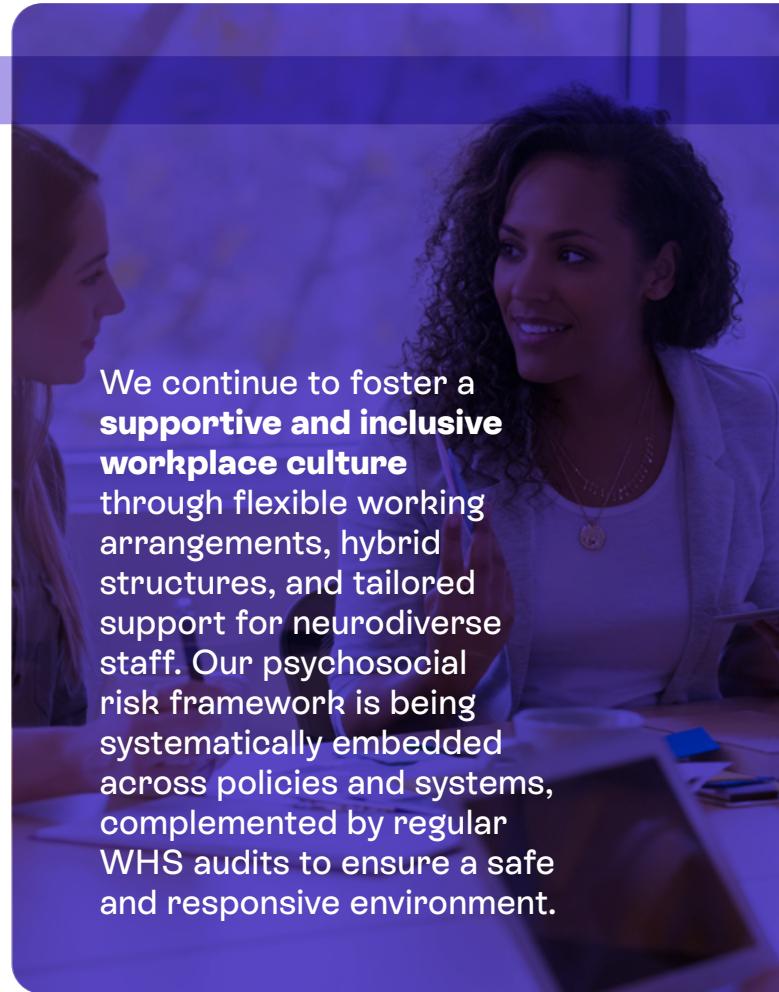
We conducted a Respect@Work survey in July 2024, which explored leadership inclusivity, responsibility for gender equality, harassment prevention, workplace health and safety, and organisational support for diversity. A new policy has been developed to support this area, and Employee Matters will host staff Q&As for internal education. The survey also included staff demographic questions, and a follow-up survey will be undertaken at the end of 2025 to assess the culture.



### Staff and Volunteer Development and Training

Investing in the ongoing development of our staff and volunteers is essential to fulfilling Wayahead's mission and driving meaningful impact.

- **ASIST (Applied Suicide Intervention Skills Training):** Essential ASIST training was facilitated on April 22nd and 23rd. This training equips staff and volunteers to recognise signs of suicide risk and provide tailored guidance and safety plans. Evaluation results were highly positive, with participants finding it "interactive and informative," providing "a lot of tools and guidance," and feeling "empowered" and "more confident" to support individuals with suicidal thoughts.
- **Artificial Intelligence at Work Training:** On April 2nd training was facilitated via Zoom by a volunteer through Anxiety Support Groups. Wayahead members were also invited to attend.
- **Cyber Security Training:** Phriendly Phishing training is ongoing for staff and volunteers, with the QR code scams module recently completed, enhancing our cyber security posture.
- **New System Training:** Staff received training on the new Webex system in preparation for the phone system switch from Teams Calling to Webex on August 15th.
- **Scholarship Support:** Wayahead provided support for staff to pursue further professional development:
  - Paul Leonard received a scholarship through a letter of support for a scholarship to the UNSW Tacking Stigma Conference.
  - Tina Pirola was supported to obtain a scholarship to complete the Cert IV in Peer Work.
  - Emily Shaw received support to complete the Certificate IV in Coordination of Volunteer Programs.
- **TheMHS:** Rachel Flint attended the National Convention Centre in Canberra, between the 27–30 August 2024. The 34th annual TheMHS Conference brought together over 1,000 delegates from across the mental health sector, including clinicians, researchers, consumers, carers, educators, and policymakers. The theme, "Finding Common Ground: Celebrating Difference and Looking Beyond", focused on bridging diverse perspectives in mental health to foster collaboration and systemic reform.



We continue to foster a **supportive and inclusive workplace culture** through flexible working arrangements, hybrid structures, and tailored support for neurodiverse staff. Our psychosocial risk framework is being systematically embedded across policies and systems, complemented by regular WHS audits to ensure a safe and responsive environment.

### Workplace Culture

The Employee Assistance Program has been expanded to include volunteers and now offers access to external clinical supervision, strengthening wellbeing support across the organisation.

A draft Lived Experience Policy and Framework, co-designed with staff and Board members, outlines how lived experience informs governance, recruitment, program design, and evaluation. Staff and volunteers are supported through structured clinical supervision, debriefing sessions, and peer mentorship.

We developed a new performance development system aligned with strategic goals, featuring individual learning plans and monthly coaching sessions. Staff workplans are tracked via Monday.com and linked to program logic models and KPIs, ensuring transparency and accountability.

Organisational roles and structures were reviewed to meet evolving needs, resulting in newly created positions and redefined responsibilities. Student placements from Macquarie, Charles Sturt, and Canberra universities continue to bring fresh perspectives and contribute to program evaluation and innovation.

### QIC Results

Wayahead has successfully **achieved full accreditation** against the Quality Innovation Performance Limited (QIP) QIC Health and Community Services Standards 7th Ed v1.1 2024, a significant milestone for the organisation. This accreditation is valid from August 19, 2025, to August 19, 2028, demonstrating our commitment to high-quality service delivery and continuous improvement.

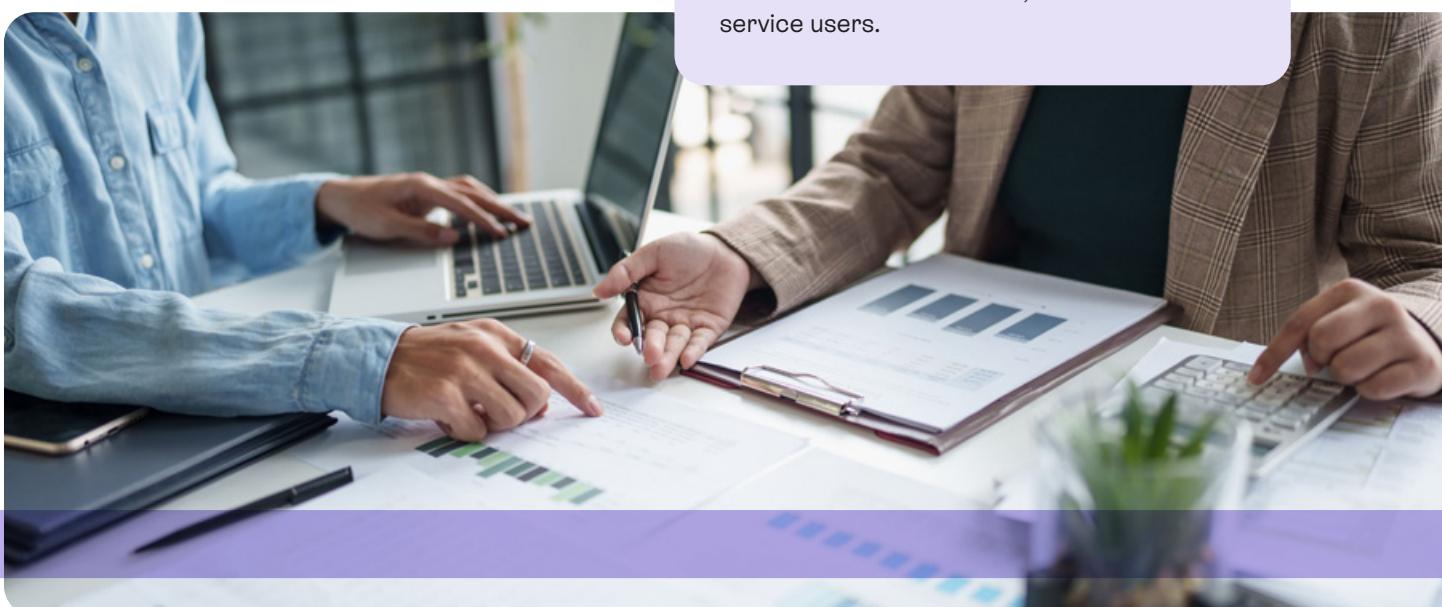
These standards support continuous quality improvement across health and community service organisations in Australia. They focus on five key areas including governance, management systems, lived and living experience and community engagement, diversity and cultural appropriateness, and service delivery.

The accreditation process involved a comprehensive two-day on-site assessment conducted in mid-May 2025, for which Wayahead had been diligently prepared by gathering and uploading necessary evidence. Assessor Bob Scott commended Wayahead for its thorough pre-work, which significantly streamlined the assessment process. The assessment, which covered 113 indicators, concluded with no corrective actions required, highlighting the robust nature of Wayahead's operations and adherence to high standards.

As part of the QIC requirements and ongoing commitment to safety and quality, several key initiatives were undertaken during the 2024-2025 financial year:

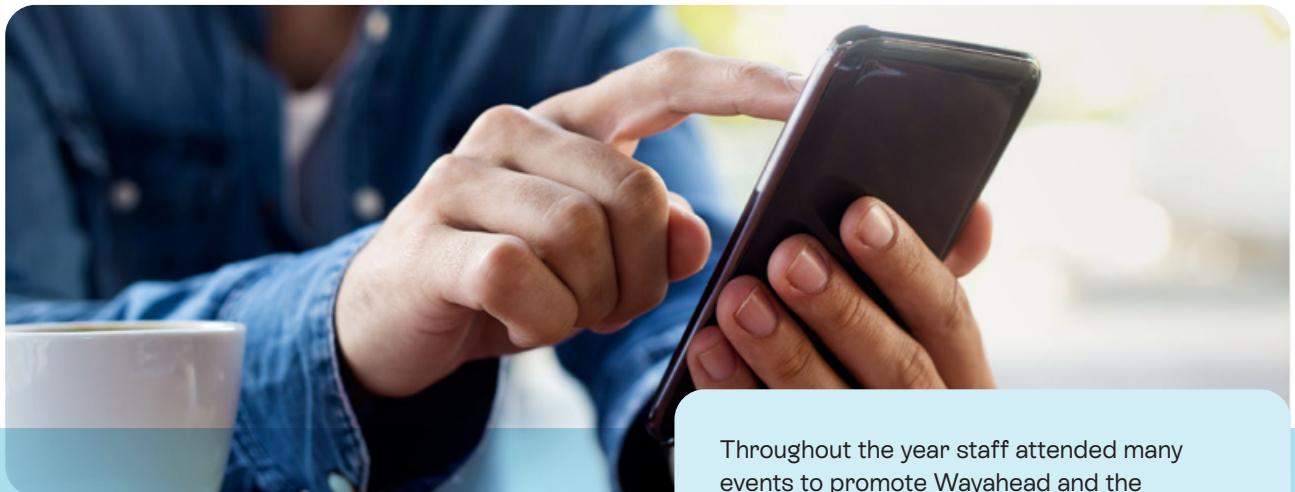
- **Infection Prevention and Control Training:** The CEO completed the Australian Commission on Safety and Quality in Health Care's free "Basics of Infection and Prevention Control" training. A resulting PowerPoint presentation was subsequently shared with both staff and the Board to enhance organisational knowledge and practices.
- **Disaster Recovery Plan Update:** Addressing a previous QIC action item, the Disaster Recovery Plan was updated in early April 2025 and reviewed by IT provider eNerds.
- **Cybersecurity Report:** Concurrently with the Disaster Recovery Plan update, a cybersecurity report detailing new measures was completed and shared with the Finance, Audit and Risk (FAR) committee on April 15, 2025, further strengthening Wayahead's risk management framework.

These efforts highlight Wayahead's dedication to maintaining the highest standards of governance, safety, and service quality, ensuring a secure and effective environment for both staff, volunteers and service users.





**Accessing mental health services can be a challenging and overwhelming experience for many individuals. The Information Service helps people find available mental health and community services through access to our NSW Wayahead Directory and Information Phone Lines.**



**T**he Wayahead Directory features a wide range of mental health and wellbeing services, focusing on low cost, no cost, or funded services, and it is available to everyone to search online.

Navigating the multitude of available services to find the most suitable support can be particularly daunting, especially for those reaching out for the first time. To address this, our knowledgeable staff are readily available on our phone lines to provide guidance and to support individuals through the process of seeking help.

**Our online presence and digital engagement** have been instrumental in reaching and assisting the community, with the directory garnering

**426,898 page views this year**

This high level of engagement highlights the directory's significance as a resource for individuals seeking information and assistance.

Throughout the year staff attended many events to promote Wayahead and the Information Directory, Wayahead partnered with several organisations to continue to support communities across NSW. Some of the highlights include:

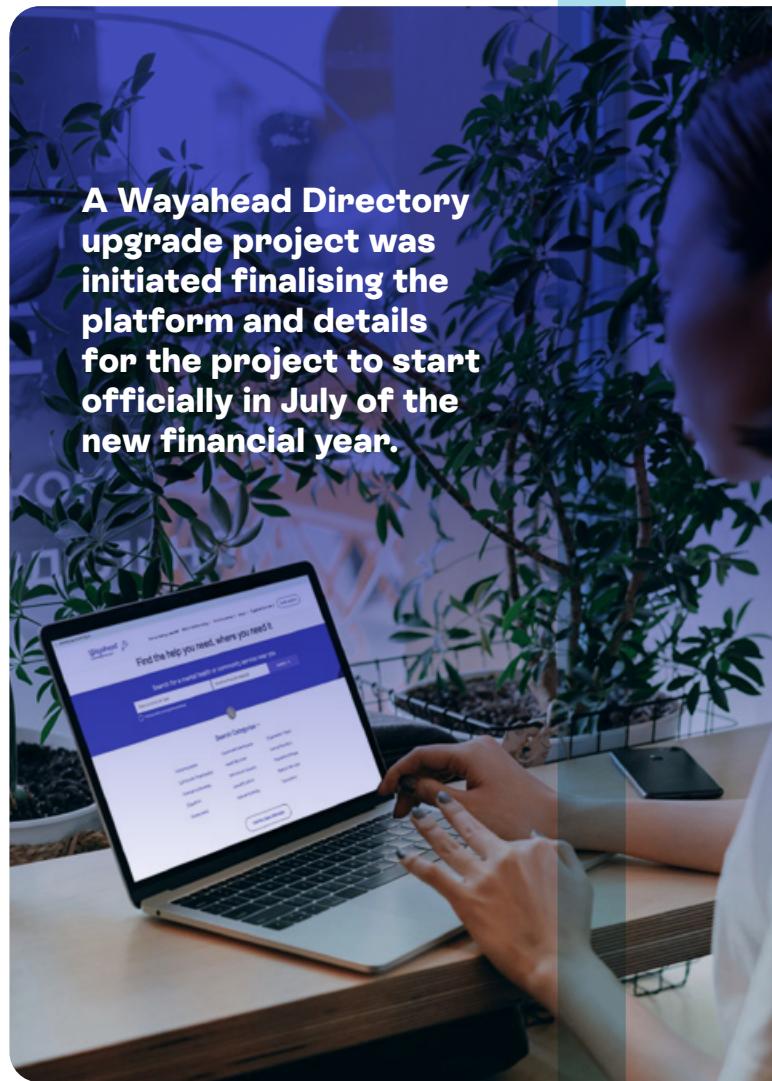
- **Stalls at UNSW Health Maintenance Community Expo** presenting information about Wayahead services to second year medical students as well as the UNSW PsychSoc Volunteer expo.
- **Attending events to promote Wayahead** and hear about the work of other organisations such as the Mental Health Coordinating Council (MHCC) Meet Your Neighbour events in Ashfield and Lithgow as well as the UNSW Tackling Stigma Conference.
- **Connecting with other organisations** such as the Weight Issues Network, Belong Community Centres and Headspace Centres. Continuing partnerships with the Official Visitor Program (OVP) and Mental Health Carers NSW (MHCN) as well as a new partnership with UNSW PsychSoc.

## Information Service

The Official Visitors Program (OVP) serves a crucial role in maintaining humanity in mental health and advocating for patients to ensure the appropriate resolution of issues within the mental health system. For over 20 years, we've proudly partnered with the Official Visitor Program (founded in 1843), providing a vital phone service that helps people across NSW connect with an Official Visitor quickly and reliably. This long-standing collaboration ensures timely support for those navigating mental health services and reinforces our commitment to accessible, person-centred care.

Since 2020, we have operated the **Carer Connection Line in NSW** in partnership with Mental Health Carers NSW (MHCN), with our existing phone staff and infrastructure able to scale with the volume of callers. The Carer Connection Line shares similarities with our other information lines, aiming to assist callers in connecting with services. However, it specifically supports the needs of mental health carers, providing targeted support and guidance tailored to their unique challenges.

Although the National Mental Health Carer Connection Line wrapped up operation at the end of the FY24-25. Wayahead has put in place a new 1300 to launch in the new financial year to continue to provide a mental health carer specific phone line.



### KPIs

The number of callers and those referred to services continues to grow with others remaining relatively steady.

NSW Health (Ministry) KPI targets for financial year	FY 23	FY 24	FY 25
Calls answered: <b>900</b>	903	1,038	1,250
Calls referred to appropriate services: <b>600</b>	806	858	990
Page views of searchable directory: <b>400,000</b>	652,918	488,097	426,989
Updates per year to the directory: <b>6,000</b>	6,531	7,442	6,596
Fact sheet downloads: <b>50,000</b>	62,584	57,335	41,376



### Impact

- We take a person-focused approach to every caller and take the time to actively listen to their needs and concerns with empathy and care.

**We are committed to identifying services that are available to people at no cost, or low cost to ensure accessibility.**

- Our team offers information such as guidance on how to access rebated sessions with a psychologist through the Better Access Initiative.
- We assist callers in navigating the diverse range of services on our directory, whether they are seeking face-to-face support or online/phone-based assistance.
- We often encourage callers to call back if they get stuck or want to see if there are any other options so that they do not feel like they must go it alone.

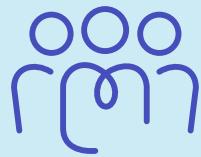
### Feedback

Individuals reaching out to Wayahead have expressed gratitude for being presented with new and valuable options that they may not have been aware of previously.

They have also highlighted the assistance provided by Wayahead in gaining a better understanding of the next steps to take in their mental health journey.

People quite often tell us how much they appreciate being able to be listened to and not moved on in a rush. Even if it is not a stated purpose of the phone lines our team is often able to have a chat with callers about their situation beyond just referring them to another service.

**Many staff have their own lived/living experience of mental health issues** and sometimes share those experiences where appropriate. Callers report this being a **very beneficial** thing to know they are speaking to someone who has gone through similar experiences before.



**Wayahead Anxiety Support Groups provide a safe, welcoming and non-judgemental space for people living with anxiety to come together to share experiences and support one another. At the heart of each group is connection — helping members feel less alone by fostering understanding and empathy among people who understand each other's journey.**

**T**hrough open discussion, mutual support, and shared strategies, the groups break down isolation and cultivate a sense of belonging and hope. Facilitated by trained volunteers, each group maintains a respectful and confidential environment where participants can speak freely, learn from each other, and strengthen their wellbeing through meaningful connection.

Wayahead's Anxiety Support Groups recorded  
**2,191** occasions of service

reflecting the need for safe, accessible spaces where people can **connect and support** one another in managing anxiety.

## Anxiety Support Groups



**The Anxiety Support Group Program has significantly expanded its reach and deepened its impact for both participants and facilitators through several new initiatives.**

- In response to growing demand, new face-to-face groups were launched in **Ballina, Liverpool, Cronulla, and Katoomba**, – bringing accessible, local support to more people across NSW.
- A new dedicated **Students' Online Group** was also introduced, offering a space for those balancing the pressures of study and anxiety, and fostering peer-led connection and understanding.
- To better support our volunteer facilitators, the program introduced **regular supervision sessions** aimed at enhancing facilitator wellbeing, building confidence, and maintaining high-quality group environments.
- The launch of “**Let’s Talk**” **webinars** opened the program to the broader community, raising awareness about anxiety, reducing stigma, and promoting help-seeking behaviour and early intervention.

These initiatives demonstrate Wayahead’s continued commitment to fostering connection, reducing isolation and ensuring accessible mental health support for communities across New South Wales.

**The Anxiety Support Group Program continued to strengthen and expand its partnerships to enhance accessibility and support for participants.**

- Long-standing collaborations with the **Exodus Foundation and ACON** were further deepened, ensuring ongoing connection to specialist services and vital community networks.
- Ongoing partnerships with **Hurstville Club Central, Cronulla RSL and Springwood Community Centre** provided complimentary venues, enabling safe and welcoming spaces for face-to-face groups.
- In addition, a new partnership was established with **PsychSoc at the University of New South Wales** through a volunteer recruitment agreement, supporting the growth and sustainability of the volunteer facilitator pool.

These partnerships are central to the program’s ability to deliver accessible support within a sustainable program.

## Anxiety Support Groups

### Impact on people living with Anxiety and Support Group Facilitators:

#### Members

“Feeling heard, understood and supported. It’s so reassuring to see heads around the room nodding in agreement when I describe some of the difficulties my anxiety disorder causes.”

“Feeling less alone in experiencing anxiety. Getting ideas and tips about dealing with anxiety from other people.”

“Feeling comfortable talking about difficult feelings and experiences, and feeling not alone in it.”

“Be more open and honest about anxiety and reduce the shame / stigma around it in the outside world.”

“Less judgemental towards myself.”

#### Volunteers

“A great community service. Privileged to be a part of the program.”

“I like that it’s removing taboo surrounding anxiety, speaking openly about its impacts. I’ve suffered with it all my life, so to honour it and be open about it, is healthy for me.”

“I loved seeing some members become more open over time. I also really appreciate members offering empathy, sharing different perspectives, and bouncing off ideas and stories off each other.”



Wayahead’s Anxiety Support Groups experienced an **increase in participation**, reflecting both rising community need and the impact of ongoing cost-of-living pressures.

**With 35 groups facilitated by 60 trained volunteers,** attendance and engagement grew compared to the previous financial year, as more people sought **affordable, accessible, and stigma-free** mental health support.

Participants feedback highlighted strong positive outcomes, with **100%** feeling more connected to others after attending, and **85%** intending to apply new knowledge or coping strategies gained from the sessions.

These results highlight the vital role our peer support model plays at a time when many face barriers to traditional mental health services – including limited availability, high costs, and geographic inaccessibility. The continued growth of the program reinforces the importance of providing safe, supportive spaces where people can connect, share experiences, and strengthen their mental wellbeing – both within their local communities and across New South Wales.

### Case Study

## Louis' journey with the Social Anxiety Online Support Group

### Before the group – living in fear and isolation

My name is Louis, I'm from France, and for years I lived in the shadow of social anxiety. Panic attacks, shame, and isolation were my constant companions. I grew up in a divided home after my parents divorced when I was six. The conflict, financial struggles, and feelings of rejection shaped my self-worth.

By my teens I was lying, stealing, and pretending, anything to cope or fit in. Later came drugs, more anxiety, and deep loneliness. Even simple things like buying groceries, taking the bus, or getting a haircut triggered panic. My body would freeze, my heart race and I'd feel trapped inside myself.

At 29, I hit rock bottom. Homeless, unemployed, and completely alone in Australia, I felt broken. Dissociated from reality, I struggled to sleep, think, or feel human. It was then I decided that I had to stop running. I started meditating, walking barefoot to feel grounded, and forcing myself outside even if it was just 15 metres to the basketball court.

### Finding connection – joining the online group

One day, I found the Wayahead Social Anxiety Online Support Group on Meetup. I joined my first Zoom call with my camera off and my heart racing, but I kept showing up. Hearing others speak honestly about their struggles made me realise that I wasn't alone.

Through the group, I learned to share, listen, and accept that recovery is not about perfection, it's about connection. The safe, non-judgmental space gave me courage to try new things like a job in construction, public speaking events, meditation circles, and silent retreats. Each week I took small, shaky steps toward healing, and the group was there cheering me on.



### Growth & hope – rebuilding life with courage

Today, I'm proud of how far I've come. I've taken acting classes, joined dance and clowning workshops, and even performed on stage. The fears I used to run from are still there but now they feel smaller, and I feel bigger.

2024 became the best year of my life because I finally started living, not just surviving. I'm rebuilding relationships with my parents, finding peace in meditation, and embracing brotherhood, creativity, and compassion.

The Wayahead Social Anxiety Online Support Group was my first step toward recovery, and I still attend because it reminds me how powerful honesty and community can be.

**To anyone struggling with social anxiety, my message is simple. You are not broken. You are not alone. Healing begins the moment you stop hiding.**

**As I've learned, "self-development isn't about becoming the best version of yourself, it's about learning to love the worst."**



Mental Health Promotion aims to increase awareness, reduce stigma and encourage help seeking behaviours to support mental health and wellbeing. We implement a co-design approach to ensure our initiatives are effective and responsive to the diverse needs of communities across NSW. This approach is embedded in a range of campaigns and initiatives throughout the year, including our flagship initiative – Mental Health Month.

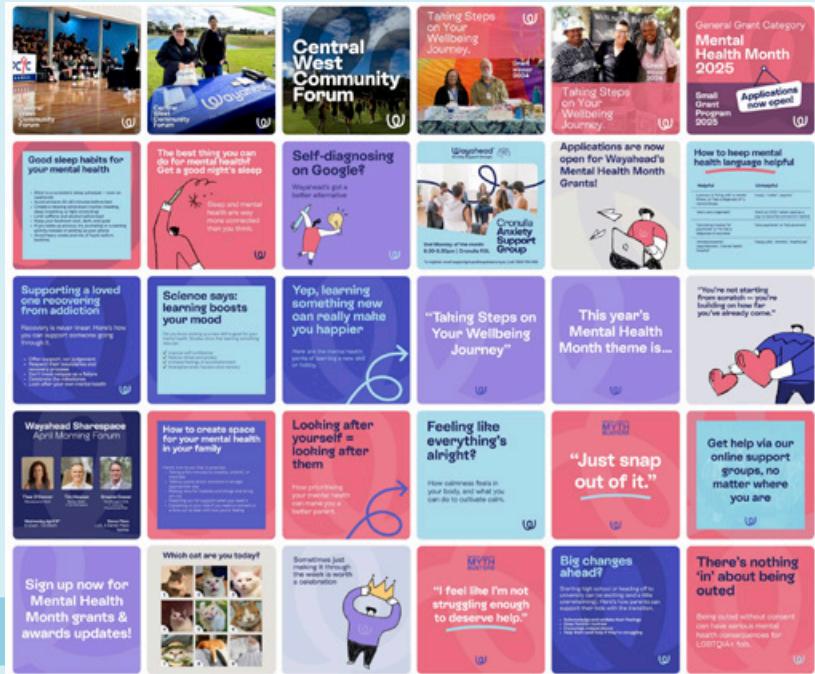
In FY24–25, Wayahead significantly expanded its reach and impact across NSW through a range of initiatives, events, and partnerships.

**The Mental Health Matters Awards (MHMA) launched Mental Health Month (MHM) with a record 350 attendees and 94 nominations, celebrating individuals and organisations making meaningful contributions by advancing mental health awareness and support services.**

**MHMA received an outstanding average rating of 9.5/10**

and featured high-profile speakers including Minister Rose Jackson, Greg Inglis, Dr. Murray Wright, and Marlee Silva. Key sponsors included Actevate, NSW Health, Black Dog Institute, ACON, and the NSW Mental Health Commission, with additional support from Out There Branding, Flowers on East, and XYZ Media.





## We reached 95,634 via social media

Facebook: 56K

Instagram: 39K

LinkedIn: 8.4%

engagement rate.  
Our Instagram saw  
a 57% engagement  
increase.

Wayahead awarded  
**38 Mental Health  
Month grants from  
152 applications,**  
distributing  
**\$35,000** across  
five categories:

**13 general grants**  
**10 youth grants**  
**5 LGBTQIA+ grants**  
**6 CALD grants**  
**4 First Nations grants.**

A key event during MHM was an invitation to co-host a parliamentary event with Hon. Emily Suvaal and Hon. Susan Carter, featuring powerful reflections from ambassadors and leaders, with media coverage on SBS World News.

Wayahead strengthened its community presence through participation in several events including:

- the One Door Wellness Walk
- RuffTRACK's Morning Yarn Coffee Session
- the White Cedar Garden Working Bee at UOW
- the NBMLHD Hawkesbury Wellbeing Snake Initiative.

These engagements fostered inclusive, creative approaches to mental health awareness and skill-building.

Mental Health Month 2024–25 delivered strong engagement and measurable outcomes across New South Wales, thanks to the collective efforts of grant recipients, strategic partners, and community supporters.

- Grant recipients helped us gather valuable feedback by sharing the survey at their events which resulted in **123 survey responses** across 38 grant-funded initiatives.

**Our partnership with Pure Public Relations amplified visibility, with coverage in major outlets and an estimated ad value of **\$605,919** with **33** media stories across **178** outlets, reaching over **6 million** people.**

- Link clicks measuring **1,402** indicate high interaction with our content across all platforms. We received **70 MHM survey responses**: **61%** said the campaign encouraged conversations; **57%** felt more aware of mental wellbeing. We also had a **54%** theme recognition rate demonstrating effective branding and consistent messaging across media, events, and digital platforms. These results affirm the campaign's success in sparking dialogue and increasing awareness, aligning with the theme "Let's Talk About It."



We had a high demand for resources with a total of **28,910** resources accessed (14,455 printed + digital downloads).

A streamlined ordering process and targeted promotion helped to boost accessibility and distribution.



**NBMLHD Community Engagement Resilience Team – Hawkesbury Wellbeing: Take a Break and Help Build a Wellbeing Snake**

One of the most impactful community-led initiatives supported through Wayahead's Mental Health Month program in FY24-25 was the "Take a Break and Help Build a Wellbeing Snake" project, spearheaded by the Nepean Blue Mountains Local Health District (NBMLHD) Community Engagement Resilience Team. This creative and inclusive activity invited participants across three different locations within the LHD to design and paint individual rocks, each featuring a positive message about mental health. These rocks were then assembled into a vibrant, collaborative "Wellbeing Snake," symbolising unity, resilience, and the power of shared experiences.

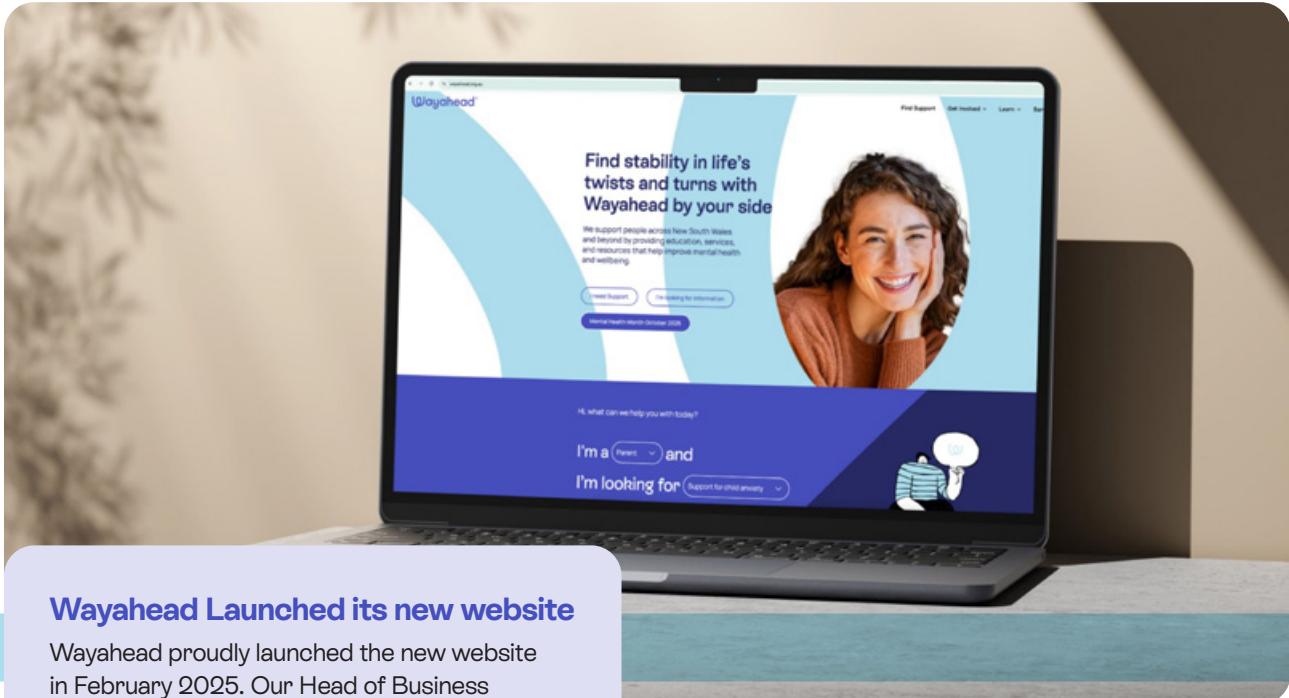
The initiative provided a safe and supportive environment for attendees to engage in open conversations about mental health, helping to reduce stigma and normalise discussions around emotional wellbeing. By encouraging individuals to speak about mental health as freely as they would physical health, the project fostered a culture of acceptance and understanding. More than just an art installation, the Wellbeing Snake became a catalyst for connection - bringing together community members of all ages and backgrounds to reflect, share, and support one another. The success of this initiative highlights the profound impact that grassroots, creative engagement can have in promoting mental health awareness and building stronger, more connected communities.



**The Mental Health Month Ally Poster was used for our outdoor advertising campaign in partnership with JCDecaux.**

The campaign ran throughout Sydney, the Southeast, Inner West and North for two weeks. The ad included a QR code linking to the Mental Health Month Ally resource ensuring that people can access our resources and materials.

## Mental Health Promotion



### Wayahead Launched its new website

Wayahead proudly launched the new website in February 2025. Our Head of Business Development, Marketing & Communications, Alicia Brightwell worked with Pete Derbyshire and his Web Thinking development team on the project over a number of years. The new website now reflects our new brand identity to elevate visibility and strengthen our place in the mental health sector.

**Wayahead's new website delivers a significantly improved experience for users seeking mental health support and information. It features a **clean, intuitive design, enhanced accessibility** for all users, and full mobile responsiveness.**

The streamlined resource ordering system and upgraded service directory make it easier to find and access support. Dedicated sections for campaigns and events improve visibility and engagement, while new analytics and feedback tools help Wayahead continuously refine its offerings.

Overall, the website strengthens Wayahead's ability to connect communities with timely, relevant, and accessible mental health resources.

### Young Folks Digital Marketing Partnership

In August 2024, Wayahead engaged with Young Folks, a digital marketing agency to create a 360-degree digital marketing strategy to help elevate our online presence and brand identity. The work included extensive research on our position in the market, competitor & audience analysis and engagement opportunities.

The Young Folks team then developed a comprehensive strategy which included defining our key messaging and content marketing strategy, tone of voice, visual identity, paid vs organic strategy and measures for success. We were so impressed with the strategy and the relationship we had built with them throughout the process, that we committed to an ongoing relationship.

In January 2025, Young Folks began developing our paid and organic social media in consultation with our promotions team. The partnership has seen a major increase in engagement across our social platforms over the last 12 months and a more consistent and elevated visual identity. We look forward to seeing further digital growth and engagement in 2026!

## Mental Health Promotion

### Wayahead Out and About • Mental Health Promotion Events



#### Mardi Gras Fair Day Stall February 2025

Wayahead proudly hosted a stall at the Mardi Gras Fair Day on February 16th, 2025, in Sydney's Victoria Park, engaging with the community under the event's empowering theme, "Free to Be."

The team experienced strong, consistent engagement throughout the day, connecting with attendees around themes of self-acceptance and mental wellbeing. The event led to 160 new Instagram followers and 90 new Mind Reader subscribers, expanding Wayahead's digital reach.

Staff also promoted the Rainbow Mental Health Month Awards and LGBTQIA+ Grants to fellow stallholders, increasing awareness of upcoming initiatives. Many attendees took brochures and engaged in conversations about Wayahead's programs, including LGBTQIA+ support groups and information services—further strengthening community awareness and connection.

#### Babana Wellbeing & Mental Health Day

On February 21st, 2025, Wayahead attended Babana's Mental Health and Wellbeing Day with CEO, Sharon Grocott, Information Service Program Lead Paul Leonard along with Board member Jeremy Heathcote. The event was held at the Paddington Uniting Church. Wayahead hosted an information stall with a range of educational resources available. This event, hosted by the impactful Aboriginal organisation Babana, aimed to destigmatise mental health.

The day featured a range of programs and services, including several workshops/yarning circles, all designed to build and empower local Aboriginal and Torres Strait Islander men and the wider community. The event's charismatic MC, Babana Chairperson Mark Spinks, a highly respected community leader, maintained a positive and energetic atmosphere. Jeremy Heathcote's participation was particularly significant, given his long history with Babana and his extensive experience in Indigenous community engagement, mental health, and cultural safety.

Babana is an organisation that works to build and empower local Aboriginal and Torres Strait Islander men in the Redfern community of Sydney. The event also benefited from the support of keynote speaker Hon Tanya Pibersek MP and Hon Allegra Spender, who both highlighted the importance of Babana's work. The strong emphasis on cultural connection and community engagement was evident throughout the day. We value and appreciate Jeremy inviting us into these spaces.

**It was a privilege to hear the conversations in the healing circle – an experience that reinforced the importance of **cultural connection and community-led approaches to mental health.****

## Mental Health Promotion

### School Leaders Breakfast Expo

On June 17th, 2025, Wayahead CEO Sharon Grocott and Schools & Community Education Lead Monique Brunello attended the School Leaders Breakfast Expo at Macquarie University's Lakeside Conference Centre, coordinated by School Link. The event provided a valuable opportunity to promote Wayahead's Small Steps program and broader services to school principals, with several schools expressing interest in receiving further information. The Expo featured insightful presentations, including the YourCrew App and Transition to High School Program by the Harrison Riedel Foundation, and the Cool Kids and Study Without Stress programs from Macquarie University's Emotional Health Clinic.

After connecting with North Sydney Council, Wayahead was invited to present at the Lower North Shore Interagency meeting. Discussions are underway to explore expanding Wayahead's partnership with Camden Council's Small Steps Preparing for School Initiative to other local councils.

### Wayahead's Mental Health Month Event at NSW Parliament

Wayahead hosted our Annual Mental Health Month event at NSW Parliament in October 2024. We had special guest speakers, Rugby League Legend, Greg Inglis, The Hon. Rose Jackson, The Hon. Susan Carter, The Hon. Emily Suaval, and Actevate Founder Robert Migliore. The event was centered around the 2024 MHM theme, 'Let's Talk About It' and each speaker highlighted the need to break down mental health stigma regardless of whether you're at home, in the workplace or at NSW Parliament. We all have a role to play in destigmatising talking about your mental health!



### One Door Wellness Walk 2024

The Wayahead team held a stall at the 2024 One Door Mental Health Wellness Walk. Our CEO, Sharon Grocott and her family participated in the walk. The team gave out Mental Health Month resources and had conversations with community members as part of the day. The event was a highlight for the month and a great way to support other Mental Health Month events in the community.

### Meet Your Neighbour

In October 2024, Wayahead collaborated with the Mental Health Co-ordinating Council on the "Meet Your Neighbour" initiative in the Inner West, in partnership with the Inner West Council, Independent Living Australia (ICLA), Sydney Local Health District (SLHD), and Sydney Community Space Summer Hill. The event aimed to provide a platform for the local community to engage with mental health professionals and explore the diverse range of services available to support the community within the region. Wayahead Board member, Jeremy Heathcote graciously offered his support to the partnership and was a valued panel member for the discussion. Our CEO, Sharon Grocott, also contributed to the panel discussion.

The overarching theme of the event is centered around inclusion, diversity, and workplace wellbeing. Additionally, Wayahead hosted a stall at the event, and our staff were able to connect with other providers and community members throughout the day.



The Small Steps program provides educational workshops, in person seminars and online webinars to teachers, early years educators and practical education to parents and carers.



We design and present to both public and private preschools, schools and organisations. We work with schools, local councils and local health districts to reach as many people as possible with the aim of raising awareness of childhood anxiety, providing strategies to assist families and to reduce stigma around talking about mental health.

This year saw the first full year of our expanded Small Steps program. We developed the **Transition to school** and **Transition to high school** seminar/webinar presentations as these are significant milestones when anxiety can present challenges for children and young people. The Transitions presentations have made up more than half (30 out of 56) Small Steps seminars and webinars delivered this year. This shows that targeting these milestone events in the lives of children and their families has been very successful.

This year **1,657 people** attended **56 Small Steps seminars and webinars** with **97% of attendees** reporting their intention to act on the new knowledge gained.

Of the **56 Small Steps seminars and webinars** delivered, **30 presentations** were focussed on the Transitions series- Transition to School and Transition to high school.

## Small Steps



This year we built successful partnerships with Southwest Sydney Local Health District, delivering Transition to school and Transition to High School webinars to parents and carers. In partnership with Murrumbidgee Local Health District's School Links team, we successfully secured funding to deliver Small Steps Childhood Anxiety professional training to the Murrumbidgee Local Health District School Links and Got It teams.

This year the Camden Council Health Promotion team invited Small Steps to be a part of their Transition to School community Pop-Up events held in shopping centres. Working with Department of Education and local Early Years program specialists, we have reached parents and carers of children starting school in 2026. We were able to provide information about childhood anxiety, four-year-old milestone testing and early intervention programs to help children.

**The Small Steps program reached more people than ever before online. Our Small Steps webinar delivery increased significantly, and this Translated we saw an increase of attendance due to webinars offering more flexibility for busy parents and carers. Last year we delivered 6 webinars. This year we delivered 30, a fivefold increase.**

### Parent feedback:

“ This seminar was extremely informative and invigorating, gave me the strength and knowledge as a parent to know I can help my child overcome the anxiety and emotions that are perfectly normal.”

“ The small steps plan and ideas for boosting the para sympathetic system. My child is very visual with his morning routine sheets and now we can create a visual small steps plan to conquer further anxiety and worries.”

“ The Small Steps Plan. I had not heard of this before, and I can see this as an amazing tool we can use in our preschool in collaboration with families, but also to support children in their transition to school.”

“ Anxiety in people (kids & adults) is normal, natural and everyone is different. Definitely love the daily routine. It has worked somewhat for the past 2 days when taking my child to Daycare.”

We nearly doubled the reach in the number of people attending Small Steps educational seminars and webinars compared to last year, **engaging 1 657 participants this year** compared to 842 last year.

Through three Small Steps sessions delivered in partnership with South Western Sydney Local Health District and Camden Council, we were able to reach 120 parents and carers. These sessions provided vital information and strategies to support parents and carers in preparing their children to transition well into Kindergarten or Year 7.

## Tamworth Community Forum

Held on 22 October 2024, the Tamworth Community Forum was a joint initiative by Wayahead and the Goanna Academy, aimed at promoting mental health in rural and First Nations communities, with a particular focus on preventive strategies, healthy habits, and mental health education for children and young people.

The event engaged 150 students from Years 8-10, several teachers, 70 adult attendees, and representatives from local non-profits and government departments including Headspace, NSW Education Wellbeing Team, Tamworth Rotary Club, Tamworth Regional Council, NRL, Local Child and Adolescent Mental Health Unit, the Aboriginal Corporation, Interrelate and Whitehaven Coal.



## Community Forums

### Key highlights:

- Youth session led by Mary Tuisalega (Wayahead) and Greg Inglis (Goanna Academy), encouraging open conversations and reducing stigma among students.
- Adult session featured Sharon Grocott, Wayahead CEO, introducing the Small Steps program for anxiety management.
- Greg Inglis facilitated NRL footy clinics, fostering trust and engagement in a culturally safe environment.
- Media coverage by Nine News spotlighted the event and the Mental Health Month theme, “Let’s Talk About It”.

**Students** reported an increase in comfort discussing mental health with friends, improved attitudes toward help-seeking, reduced stress, and an enhanced sense of belonging.

**Adults** reported a reduction in perceived stigma, greater comfort discussing mental health, and improved confidence in supporting others.



### Suggestions for improvement:

- Reflections on stigma reduction as this was not consistent with all attendees i.e., **students were less comfortable to speak with teachers and counsellors** – highlighting the need for additional staff training.
- **Cost** was another barrier identified in relation to accessing mental health services for adults.
- Feedback suggested **incorporating qualitative data collection methods** (such as focus groups and interviews), enhancing engagement through interactive elements and personalised feedback, strengthening teacher and counsellor training and communication, and implementing community-based initiatives to more effectively address stigma.

### Inner West “Meet Your Neighbour” Forum

**On 29 October 2024, Wayahead partnered with the Mental Health Coordinating Council (MHCC) to deliver the Inner West “Meet Your Neighbour” Community Forum at Ashfield Town Hall.**

The initiative aimed to foster stronger community connections and promote mental health awareness by providing a welcoming space for residents to engage with professionals and explore available support services.

The forum was co-hosted in collaboration with the Inner West Council, Independent Living Australia (ICLA), Sydney Local Health District (SLHD), and Sydney Community Space Summer Hill. Wayahead also hosted an information stand at the event, offering educational resources and service referrals.

The program featured a panel discussion centred on inclusion, diversity, and workplace wellbeing in mental health organisations. Key contributors included:

- **Jeremy Heathcote** (Wayahead Board Member), spoke on cultural competency and responding to racism with empathy.
- **Sharon Grocott** (Wayahead CEO) emphasised psychological safety and inclusive hiring.
- **Amanda Kelly** (Peer Worker, Safe Haven), shared her lived experience and highlighted the impact of peer support.
- **Kate Anderson** (SLHD) and Rose Gray (ICLA) discussed organisational approaches to inclusive care and recovery.

Wayahead plans to continue partnering with **MHCC and Goanna Academy** to host future forums, reinforcing our commitment to inclusive, community-driven mental health initiatives.

#### Key Outcomes

**77 attendees**, including consumers, carers and professionals.

**100%** of survey respondents found the event “very useful”.

Average event rating: **9/10**

Likelihood to attend future events: **9/10**.

**Feedback** praised networking, lived experience sharing and interactive activities.



### Central West Forum

**Wayahead and Goanna Academy jointly delivered the Central West Community Forum in partnership in March 2025. The partnership has enabled Wayahead to better engage with First Nations communities in regional and remote areas of New South Wales.**

The Goanna and Wayahead community forum benefited from diverse partnerships, including a \$10,000 grant from Orange City Council, a student barbecue provided by the local Rotary Club at the PCYC, information stalls and presentations from local mental health and community services (e.g., headspace, Interrelate, Stride, Lives Lived Well, Aboriginal Health Service Corporation), a Welcome to Country by Elder Dale Carr, and significant support from the NSW Department of Education's Community Wellbeing Unit (CWU). A Welcome to Country was provided by a local Elder Dale Carr.



The NSW Department of Education Community Wellbeing Unit (CWU) was a major partner. The CWU identified the schools to participate based on community need, while Orange City Council advised the program to prioritise alcohol and drug prevention and harm minimization. The NRL was also a partner, with players attending to facilitate the sports clinics with students.

The Goanna Academy, in partnership with Wayahead and other mental health organisations, held a Combined Schools Mental Health & Wellbeing Clinic on March 31st at Anzac Park & PCYC in Orange. The clinic engaged Year 8-10 students from Canobolas Rural Technology High, Forbes High, Cowra High, and Orange High Schools in interactive activities designed to foster mental health awareness, resilience, self-care, and overall wellbeing.

#### **The Mental Health and Wellbeing Clinic aimed to:**

- 1. Enhance mental health awareness and self-care:** Provide students with practical strategies for improving their mental wellbeing and managing their emotional health.
- 2. Reduce stigma through open discussion:** Create a safe and supportive environment for students to openly discuss mental health concerns and reduce the stigma associated with seeking help.
- 3. Promote access to support services:** Equip students with knowledge of available mental health resources and support services within their community.
- 4. Encourage help-seeking and stress management:** Foster help-seeking behaviours and teach effective stress management techniques to build resilience.
- 5. Improve school engagement:** Encourage improved school attendance and active participation in school-based mental health initiatives.

## Community Forums

### Comparison of Student Pre-and Post-Survey Results:

The post-survey results generally show positive shifts in several areas, suggesting the community forum had a beneficial impact on students' mental health and well-being.

However, the results are not uniformly positive, and a significant portion of students reported neutral or mixed feelings in various areas. The program seems to have been more effective in improving students' comfort levels in discussing mental health with friends than with teachers and counsellors.

**The program also appears to have had a more significant impact on students' sense of belonging and stress levels than on their perceptions of stigma.**

The high percentage of neutral responses in several areas warrants further investigation to understand the factors influencing these responses. The differing response rates between the pre- and post-surveys also need to be considered when interpreting the results.

The Mental Health forum for adults was delivered in the format of a yarning circle. The forum was attended by the wider community including kin, family, grandparents, parents/carers.

Yarning circles foster trust and understanding through respectful, honest interactions. They created a safe space for sharing, listening, and building strong relationships. The organic nature of the conversation allows for unexpected insights and a richer understanding of wellbeing. Local mental health and community services attended the session and promoted local services.

### Adult Outcomes

The adult results from the program evaluation show overwhelmingly positive impacts on their attitudes and behaviors related to mental health. While specific numbers aren't provided in the context, the qualitative descriptions consistently point to significant improvements across multiple areas. **"That was a fantastic forum, I will highly recommend to others"** **"Greg keeps it real with no questions left unanswered"** **"Personal narratives are powerful!"**

**Outcomes included the following:**

- 1. Reduced Stigma:** Adults overwhelmingly reported that the program significantly reduced their perceived stigma surrounding mental health.
- 2. Increased Comfort Seeking Help:** Adults reported a substantial increase in comfort levels when seeking mental health help and discussing mental health with others.
- 3. Increased Confidence in Supporting Others:** Adults demonstrated a very high level of confidence in their ability to support others facing mental health challenges.
- 4. Improved Stress and Emotion Management:** Adults reported substantial improvement in their ability to manage stress and emotions.
- 5. Increased Sense of Community Connection:** Adults reported a significant increase in their sense of community connection following the program.



**Wayahead Workplaces, now known as Wayahead Sharespace as of early 2025, is a professional network dedicated to advancing mental health awareness and fostering positive workplace culture. The program connects and supports business leaders and professionals through collaborative learning, resource sharing, and peer engagement.**

**T**hroughout the year, members participated in targeted discussions, workshops, and events designed to raise awareness and provide practical tools for improving mental wellbeing across organisations. The transition to Wayahead Sharespace reflects a broader, more inclusive approach—welcoming not only wellbeing professionals but also individuals with a general interest in workplace mental health.

**We continued fostering cross-sector collaboration with members from diverse industries such as healthcare, emergency services, education, architecture, legal and insurance, as well as providers and small companies in the industry.**

This diversity is especially important in a remote work era, where shared learning across sectors helps address common challenges like isolation and burnout. Our mission remains to transform the way we perceive and address mental health, creating spaces where everyone feels valued, understood, and supported.

Sharespace provides a network platform for cross-collaboration and partnerships to flourish. Our partnerships with Thea O'Connor (Wellbeing Advisor, Menopause in the Workplace) and Tim Hewson (Mental Health Advocate, Men's Mental Health) enabled organisations to utilise their expertise by implementing further learning and development in their workplace. A new session, "Member Spotlight", of each quarterly forum was also created to enhance the knowledge and relationships of the network.



**In 2025, there was a **100% increase** in attendance at morning forums with people realising the benefits of meeting and connecting **in person** are considerably more meaningful and impactful.**

Our 2024 Annual Members' Forum, kindly hosted by Salesforce in Sydney, explored the theme 'Evolving Together: Strategies for Tomorrow's Workforce', with an opening address by Acting Mental Health Commissioner Deborah Howe.

Feedback: 89% of attendees agreed or strongly agreed that they found the content relevant and valuable to their work.

**Average overall event experience: 8.8/10**

### Some feedback includes:

“ Really important topics presented so positively and with excellent ideas and good information.”

“ Great event, this was my first time attending in person and I really enjoyed meeting like-minded people face to face.”

“ Inspiring, educational, practical – level of great speakers felt more professional.’ ‘Networking was great and I enjoyed meeting people from so many different settings and workplaces.”





## Sharespace Annual Members' Forum

Date	Speakers	Registrations
August 2024	<ul style="list-style-type: none"> <li>Embracing Age Diversity: Future-Proofing Workplace Wellbeing Strategies – <i>Dr Katy Numbers</i></li> <li>What is Your State of Mind? – <i>Lynette Mayne</i></li> <li>Future-Focused Approach to Psychological Health &amp; Safety – <i>Kate McGinniskin</i></li> <li>Collaborating for Future Workplace Health – <i>Dr Kim Hamrosi, Brianna Cattanach, and Jennifer Cains</i></li> <li>Building a Positive Mental Wellbeing Culture at Work – <i>Bahvna Sawnani and Simon Wake</i></li> </ul>	<b>55</b> in-person <b>7</b> online <b>62</b> total
November 2024	<ul style="list-style-type: none"> <li>Spotlight on menopause and what your workplace needs to know – <i>Thea O'Connor</i></li> <li>Lessons in Confidence – <i>Cameron Daddo</i></li> </ul>	<b>35</b> in-person <b>15</b> online <b>50</b> total
February 2024	<ul style="list-style-type: none"> <li>The truth about burnout – <i>Sally Clarke</i></li> <li>What's working? Building a blueprint for what's ahead – <i>Danielle Dobson</i></li> <li>Psychosocial risks in the workplace – <i>Dr Tessa Bailey</i></li> </ul>	<b>42</b> in-person <b>13</b> online <b>55</b> total
April 2024	<ul style="list-style-type: none"> <li>Breaking the silence: Men's mental health in the workplace – <i>Tim Hewson</i></li> <li>A Manager's critical role in reducing Psychosocial Risks – <i>Graeme Cowan</i></li> <li>Menopause at Work – <i>Thea O'Connor</i></li> </ul>	<b>43</b> in-person
June 2024	<ul style="list-style-type: none"> <li>Communication skills that drive connection – <i>Michael Ekert</i></li> <li>Job design strategies for better health and productivity – <i>Dr Tessa Bailey</i></li> </ul>	<b>38</b> in-person

**Case Study**

## NSW Ambulance

**NSW Ambulance provides continuous pre-hospital emergency care and medical transport services across New South Wales. Its workforce, comprising over 7,500 personnel—including paramedics, control centre operators, and corporate staff—has experienced significant growth over the past four years, driven by increased service demand and the ongoing effects of the COVID-19 pandemic.**

The Staff Health Team consists of 22 professionals spanning multiple disciplines, including physical health, nutrition, chaplaincy, peer support, and domestic violence prevention. Serving a geographically dispersed and operationally complex workforce, the team addresses challenges such as shift work, frequent exposure to trauma, and the need for equitable access to health and wellbeing initiatives across both metropolitan and regional locations.

NSW Ambulance has been a long-standing member of Wayahead Sharespace, having first joined in 2011.

Members Zoe Wooldridge and Richard High shared the key benefits of the network for their team:

- Access to quality information and resources has been a cornerstone for NSW Ambulance's engagement with Wayahead Sharespace, aligning with their identity as a clinically based organization.
- Presentations by experts such as Dr. Suzy Green (The Positivity Institute) and Dr. Katya Numbers (UNSW's Ageing Futures Institute) have played a pivotal role in translating academic research into practical strategies for workplace wellbeing.
- Quality information and resources
- The network's value is further amplified through peer learning and shared experiences.



A presentation by Thea O'Connor on menopause in the workplace resonated with existing internal initiatives, affirming the relevance and direction of NSW Ambulance's wellbeing efforts. Their philosophy of not “reinventing the wheel” reflects a deep appreciation for the collective wisdom within the network: “There are so many people doing such beautiful work in the space.”

Connection and networking are also highlighted, with Zoe stating:

**“Being at Wayahead meetings and hearing from others facing similar challenges is reassuring... It helps us in terms of realising you’re not alone and there are other people working in this space, and that we’re all trying to do the same thing, which is helping people improve their mental wellbeing.”**

**Case Study**

## NSW Ambulance (continued)



NSW Ambulance has also been able to leverage connections made through the network to support their work.

Richard and Zoe shared that for their team, one of the most valuable aspects of the network is the ability to engage with diverse perspectives and insights beyond their sector. “It’s that sharing of knowledge, resources, research contacts... We get swept up in the emergency services space, and it’s all trauma and that kind of thing... That’s an important part of the work that we do, but it’s not all the work...

**When we go to Wayahead, we’re being exposed to interesting, different things that are happening in different sectors that might change our mind or our thinking about how we might do something”.**

A significant recent outcome of NSW Ambulance’s membership has been the development of a Career Management Program, directly inspired by a presentation at the 2024 Annual Members’ Forum.

Dr. Katya Numbers’ session, *Embracing Age Diversity: Futureproofing Workplace Wellbeing Strategies*, explored the needs of multi-generational workforces and the impact of unconscious bias.

Zoe shared how this presentation “planted a seed”, helping her to identify this key gap in their support offerings and inspiring a change of thinking about how they approach retirement and career transitions.

“Our people being uniform personnel, they have such an identity attached to that, wearing that uniform and when they retire, it is harder than the average person”.

NSW Ambulance began developing their Career Management Program, providing support to employees approaching retirement or transitioning into new roles. As of March 2025, the program is in its second trial and has already supported 55 participants.

**“And it took off, and this whole trajectory that I now realised probably started with hearing that information at the Wayahead meeting.”**

# Wayahead Committees

## Anxiety Disorders Advisory Committee

**The Wayahead Anxiety Disorders Advisory Committee (ADAC) meets about 3-4 times each year to consider reports from staff about anxiety program activities and proposals for anxiety-related initiatives. Primary program activities are anxiety support groups operating across NSW, the Small Steps program for schoolteachers and parents, and health promotion activities such as workshops and research partnerships.**

The ADAC comprises expert members engaged in psychology and psychiatric services in the community and academia, members of the Wayahead board, and staff who are involved in guiding and delivering anxiety program activity. During the 2024/25 financial year, the ADAC met three times, in August 2024, November 2024, and April 2025. At the start of the financial year, the ADAC comprised of Meg Smith (President of Wayahead and clinical psychologist), Alison Maloney (clinical psychologist), Ron Rapee (clinical psychologist), Jenny Learmont, Mike Millard (psychiatrist, who joined us at the start of the financial year), staff members Sharon Grocott (CEO), Rachel Flint, Emily Shaw, Paul Leonard, Monique Brunello and Mary Tuiselega, board members Stephen Bourne and Sharyn McGee.

At the August 2024 meeting it was reported that new anxiety support groups had been formed at Doonside and Liverpool, and the Springwood group had been relaunched. Work was also proceeding to establish a panic disorder support group. For the first time since the COVID-19 pandemic, anxiety support groups were achieving previous KPIs. A training program for volunteer anxiety group leaders was well-received by these volunteers. It was reported that the Small Steps program had forward bookings for the rest of 2024, and the program's NESA accreditation was helpful in expanding our relationships with teachers. Expert members of the ADAC gave feedback regarding the revised Small Steps slide deck to ensure the Small Steps presentations remain evidence-based.



The November 2024 meeting of the ADAC received updates about the highly successful OCD webinar held in October 2024 and plans to organise a social anxiety webinar in July 2025. Other updates included that a formal partnership with Macquarie University that assisted Wayahead to source volunteers had ceased and a mental health forum at Tamworth was organised in conjunction with Goanna Academy. A policy of having two volunteer facilitators for each anxiety support group was being phased in where possible, and de-escalation training for anxiety support group volunteers was scheduled to occur in February 2025. A comprehensive review of anxiety facts sheets was initiated.



### Anxiety Disorders Advisory Committee (continued)

An evaluation of the Small Steps program was conducted by Johanna Seddon, a Master of Social Work placement student from Charles Sturt University, in conjunction with Wayahead CEO Sharon Grocott and Small Steps program lead Monique Brunello. The evaluation report was released in January 2025, and incorporated feedback from 700 parents and teachers. The report provided valuable insights into the program's effectiveness, strengths, and areas where improvements could be achieved.

In May 2025, Wayahead and the ADAC were saddened to learn of the passing of Jenny Learmont who joined the Mental Health Carers Network (MH Carers) board in 2019 and became President of MH Carers. Jenny was also involved with the Consumer Advisory Group (now 'Being') which she briefly co-chaired in 20005. Jenny's contribution to our sector was recognised at the Mental Health Month awards in 2024, and she was granted life membership of MH Carers at their 50th anniversary. Jenny's contribution to the work of the ADAC was invaluable and is missed.

### Finance and Risk Committee

**The Finance and Risk Committee (FAR) comprises of board members Peter Doukas (Chairperson), Daya Nanda (CPA), Jennifer Cains, Stephen Bourne, Ryan McGlaughlin, staff members Sharon Grocott (CEO), and Alicia Brightwell, and Accounting for Good Account Manager, Raghu Venskateswaran.**

FY25 was the first full financial year for the FAR since being established. This report outlines the main activities undertaken by the FAR in FY25.

#### FY25 Budget & Reporting

The committee worked with Accounting For Good to finalise the FY25 budget. Income and fundraising were of particular focus. Towards the end of the financial year, the committee worked on the FY26 budget.

#### Frameworks and Policies

There was discussion around different frameworks and policies, including:

- Delegations Policy
- Partnership Risk Framework
- Anxiety Support Group Risk Framework

#### Reviewed Documents Several documents were reviewed and updated by the committee, including:

- FAR Terms of Reference (TOR)
- Risk Management Framework Financial Reporting and Assets There were discussions and analysis around Wayaheads financial reports and financial assets, such as term deposits.

#### CEO Remuneration

The FAR completed a review of the CEO's remuneration and made recommendations to the board.

# Research, Policy and Advocacy

Wayahead actively engaged in a diverse range of research projects and strategic partnerships during the 2024-2025 financial year, reinforcing our commitment to evidence-based practice, innovation, and collaborative impact. These collaborations with universities, community organisations, and government bodies have been instrumental in advancing our understanding of mental health challenges, developing effective programs, and advocating for systemic improvements.



## University Partnerships & Evaluations

Our collaborations with leading universities continue to be a cornerstone of our research and evaluation efforts, bringing fresh perspectives and academic rigor to our work.

### Macquarie University

- PACE Psychology – Fact Sheets Update:** Macquarie University PACE psychology students undertook a project to review and update all Wayahead fact sheets, ensuring they are evidence-based, strength-based, person-centered, and accessible.
- PACE Psychology – ‘Big Steps’ Program Co-design:** Macquarie University psychology students (PACE) completed the co-design of the ‘Big Steps’ program in December 2024. The draft program was shared with members of Anxiety Disorders Advisory Committee (ADAC) for feedback. The project involved students co-designing e-learning modules, testing the concept with other university students, evaluating activities, and providing evidence of need and outcomes. The program is designed to build awareness and understanding of anxiety while providing practical scenarios and strategies for students. We are hoping to attract funding for this project.

- Research Study – Barriers to Mental Health Services:** Wayahead continues its impactful research partnership with Macquarie University, focusing on critical issues surrounding access to mental health services.

Following the completion of initial research in early 2024, which investigated barriers faced by socioeconomically disadvantaged children and their families in accessing mental health support, the collaboration has progressed to a new phase.

Ethics approval has now been granted for Phase 2 of this research study. This next stage will involve interviewing a comparison group of caregivers from higher-income families (earning \$120,000 or more) to understand their experiences with barriers to mental health services. The primary aim is to identify similarities and differences in these barriers when compared to the findings from other socioeconomic groups, thereby providing a more comprehensive understanding of systemic challenges.

Building on the insights gained from this research, Wayahead and Macquarie University are also actively pursuing a grant to develop a practical toolkit designed to support the mental health sector in effectively working with individuals from low socioeconomic backgrounds.

## Research, Policy and Advocacy

- **Climate Change & Mental Health Project:** A partnership has been formed with Macquarie University for the Protecting Mental Health in a Changing Climate: A Scalable Online Program for Climate Anxiety and Action Project. Wayahead is partnering with Professor Melissa Norberg. The grant application for this project, under the MRFF – Global Health Initiative – 2025 Mental Health and Climate Change Grant Opportunity, is pending. Wayahead staff will be appointed as principal investigators, contributing to research design and participation on scientific advisory and consumer committees.
- **Advancing Childhood Anxiety Treatment with Intensive Exposure Therapy Project:** This initiative is led by Dr. Ella Oar from Macquarie University. Wayahead's involvement is multifaceted, beginning with active support for participant recruitment. Monique Brunello, a member of the Wayahead team, has been instrumental in this effort, utilising various channels such as advertising the study on Wayahead's website and directory, promoting it during educational workshops and programs, featuring it in newsletters and social media, and through other appropriate activities. Beyond recruitment, Wayahead is committed to assisting with the dissemination of the study's findings. This will involve sharing outcomes through various accessible formats, including factsheets tailored for mental health providers, information on Wayahead's website, social media posts, and webinars designed to inform practitioners about the research results.

## Charles Sturt University – School of Social Work

Wayahead partners with Charles Sturt University's School of Social Work to provide valuable student placements, enabling students to contribute to projects such as program evaluations.

### Student Placements

#### Evaluation of Small Steps

Johanna Seddon, a Master of Social Work student, completed her 400-hour placement with Wayahead on January 24th, 2025. She co-authored a Small Steps program evaluation report and contributed to collaborative work to improve the Small Steps program. Wayahead undertook a comprehensive evaluation of its Small Steps Seminar, engaging over 700 parents and teachers to assess the program's effectiveness in supporting children experiencing anxiety.

The results were overwhelmingly positive, with a **42.1% increase** in participants' ability to recognise anxiety behaviours, signs, and symptoms following the seminar. Notably, **98.5% of respondents** indicated they intended to act on the knowledge gained, with the majority planning to apply strategies directly with children. Parents and teachers also expressed strong interest in ongoing support, with **61.3%** keen to receive a regular newsletter featuring updates, research, and practical tips.





The evaluation highlighted several opportunities to strengthen the program. Key recommendations include expanding online resources—particularly around GP support, parent-child communication, and strategies for teenagers and neurodivergent children—and incorporating a trauma-informed approach. Participants also requested more interactive elements, such as Q&A sessions and group activities, as well as practical tools like handouts and digital resource packs. Addressing specific topics such as OCD, separation anxiety, and complementary therapies will further enhance the program's relevance. Wayahead remains committed to using feedback to refine Small Steps, ensuring it continues to empower families and educators to support children's mental wellbeing.

### Scoping of Stigma Reduction Programs

As part of Wayahead's commitment to stigma reduction and continuous service improvement, two student placements from Charles Sturt University have contributed valuable research and evaluation work. **Ashleigh McTear, a Social Work student**, completed her placement in September 2024. Ashleigh researched evidence-based programs focusing on National and International programs.

Building on this foundation **Johanna Seddon from Charles Sturt University** reviewed and assessed existing stigma education and training programs across Australia. The project examined 59 programs identified in a University of Melbourne paper, evaluating their status, delivery models, and inclusion of lived experience. Key findings revealed

that most programs were generalised and lacked specificity for particular mental health conditions or priority populations such as LGBTQ+, First Nations communities, carers, and rural residents.

**While many programs incorporated lived experience, few were genuinely co-designed or tailored to address self-stigma. Unconscious bias training was notably absent, and there was a lack of coordinated, system-wide approaches.** The findings highlight the need for a nationally integrated strategy, expanded contact-based education, and the development of tailored, co-designed programs that embed diverse lived experience and empower communities to drive meaningful change.

### Information Service Evaluation

**Gillian Ferguson**, a Master of Social Work student, commenced placement on April 7th, 2025, shadowing the CEO to gain insights into executive leadership in community services. Gillian is assisting with a cultural competency assessment of Wayahead. Gillian is contributing to a cultural competency assessment of the organisation and supporting the evaluation of Wayahead's Information Service, scheduled for the next financial year.

## Research, Policy and Advocacy

The objective is to evaluate and improve Wayahead's Information Service by gathering meaningful feedback from users. This includes assessing the usability and impact of the NSW Directory and Phone Line, understanding user demographics and experiences, measuring how well the services support wellbeing and access to mental health information, and identifying areas for improvement.

### Evaluation of Anxiety Support Groups

In April 2025, Wayahead initiated a comprehensive evaluation of its statewide Anxiety Support Groups Program. The project will be led by a Master of Social Work student from Canberra University commencing in July 2025. The project will use a mixed-methods approach to assess the program's impact on help-seeking behaviours, stigma reduction, and participant satisfaction.

The evaluation will also explore accessibility and cultural responsiveness. Data will be collected through surveys, interviews, and focus groups, with findings shared via reports, presentations, and case studies. This initiative aims to strengthen the evidence base for peer-led mental health support and inform future program development and advocacy.



## Research Partners and Collaborators

### Goanna Academy

Wayahead forged and strengthened partnerships with various organisations to extend our reach and impact. Wayahead collaborated with Goanna Academy on the Central West Community Forum, an inclusive event held on March 31st, 2025, in Orange. This forum targeted First Nations and broader Central West communities, aiming to engage over 200 young people and teachers, and more than 50 adults in mental health discussions. Supported by Orange Council and the NRL, the event included sports clinics and mental health talks featuring Greg Inglis and Kennedy Cherrington. Interrelate provided on-site counsellors for a yarning circle, and Wayahead hosted an information stall.

An evaluation was undertaken to adequately capture outcomes and impact. A case study related to the Goanna Academy – Tamworth Community Forum was developed. Wayahead is exploring further joint initiatives with Goanna Academy, including jointly delivering mental health education in communities across NSW, specifically targeting First Nations populations.

### Ending Loneliness Together (ELT)

On April 28th, 2025, the CEO participated in a workshop with ELT to review their theory of change and strategic plan. This engagement provided valuable insight into logic models and theory of change methodologies.

### Australian Institute of Family Studies (AIFS) Critical Friends Network (CFN)

Wayahead's CEO attended the third AIFS Critical Friends Network (CFN) meeting which was held virtually on April 29th, 2025. Discussions focused on social and historical determinants of health as important areas of research related to physical and mental health. The group is planning to contribute to the development of a resource on social determinants of mental health and discussed the need for more trauma-informed practice resources for the community and mental health sectors.

### University of Sydney – The Prevention Research Collaboration (PRC)

During the 2024-2025 financial year, Wayahead's CEO was honoured to be invited to join the University of Sydney School of Public Health's Prevention Research Collaboration (PRC) Advisory Board. The Board's objectives are comprehensive, encompassing primary prevention and health promotion initiatives across a range of vital public health domains. The PRC is dedicated to conducting impactful research projects that effectively bridge the gap between academic researchers and policymakers.

**Wayahead's participation on this Advisory Board allows us to contribute our unique perspective on mental health within the broader context of public health prevention.**

By engaging with leading researchers and experts, we ensure that mental wellbeing is considered an integral component of holistic prevention strategies. This collaboration strengthens our commitment to evidence-informed approaches and expands our capacity to influence public health outcomes beyond traditional mental health services.

### Conference Presentations

#### Society for Mental Health Research 2024 Conference

On November 8th, 2024, a collaborative 40-minute presentation was delivered at the Society for Mental Health Research (SMHR) 2024 Conference, held at the Sydney Masonic Centre (SMC) in Sydney. This presentation, a joint effort between CEO Sharon Grocott and PhD candidate Sophie Dickson, focused on the barriers faced by socio-economically disadvantaged families in accessing mental health services. The event was supported by the Matilda Centre for Research in Mental Health and Substance Use, the Inside Out Institute, and the Black Dog Institute.

#### Mental Ill-health Stigma Researchers Australia (MISRA) Symposium

On November 15th, 2024, a presentation titled "Uniting Community Voices to Tackle Stigma" was delivered at the 2024 Mental Ill-health Stigma Researchers Australia (MISRA) Symposium, hosted at Melbourne University. This was a collaborative effort involving Ryan McGlaughlin (Chair) and Wayahead's CEO Sharon Grocott.



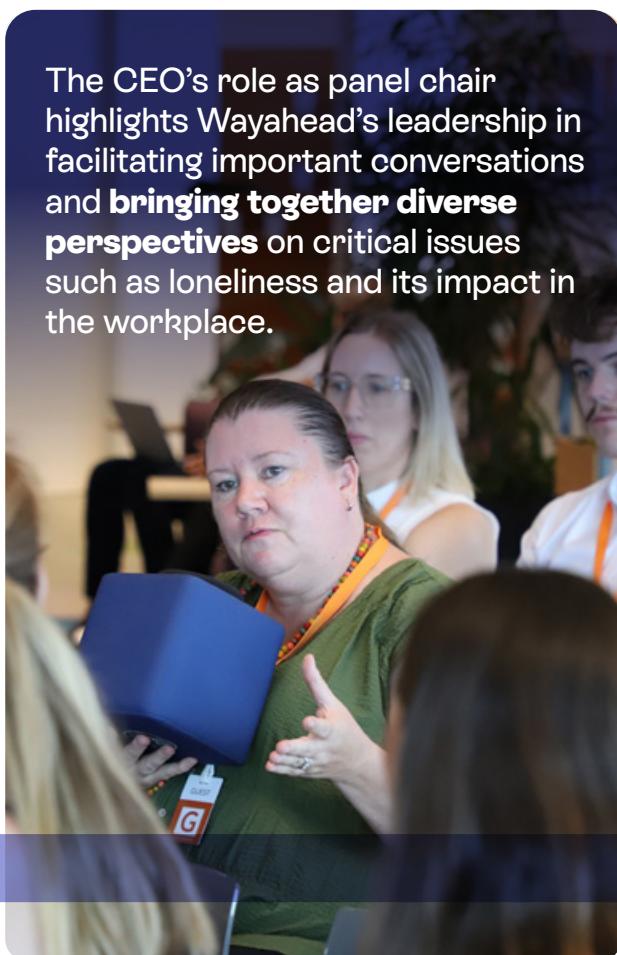
### UNSW Tackling Stigma Conference

An adapted version of the “Uniting Community Voices to Tackle Stigma” presentation, initially delivered at the MISRA Symposium, was subsequently presented at the UNSW Tackling Stigma Conference on November 22nd, 2024.

### Ending Loneliness Together Conference

The CEO also chaired a Workplace panel at the Ending Loneliness Together Conference on November 4th, featuring diverse experts. The panel brought together a diverse group of experts to discuss workplace-related issues, reflecting Wayahead’s commitment to fostering wellbeing and psychological safety in professional environments. The distinguished panel members included:

- **Simone Fox** from AIA Workplaces
- **Dr. Chan** from the University of Technology Sydney
- **Kim Hamarosi** from Corporate Alliance
- **Tara McAndrew** from NSW Ambulance



The CEO’s role as panel chair highlights Wayahead’s leadership in facilitating important conversations and **bringing together diverse perspectives** on critical issues such as loneliness and its impact in the workplace.

### Advocacy and Policy Submissions

Wayahead actively engages in policy consultations and submissions to advocate for improvements in mental health policy and practice. During the 2024-2025 financial year, Wayahead participated in several key policy initiatives, demonstrating its commitment to influencing systemic change and ensuring that the voices of those with lived experience are heard at governmental levels.

### NSW Government Pre-Budget Submission

Wayahead prepared and submitted a pre-budget submission to the NSW Government. The pre-budget submissions was a crucial opportunity for Wayahead to highlight critical needs within their sector and propose funding priorities to the government ahead of the annual budget announcement. Wayahead used this platform to advocate for increased investment into early intervention, stigma reduction education and improved services within the mental health system in NSW.

### Feedback on the National Suicide Prevention Office’s Consultation Draft for the National Suicide Prevention Strategy

Wayahead provided feedback on the consultation draft for the National Suicide Prevention Strategy, developed by the National Suicide Prevention Office. This submission highlighted Wayahead’s commitment to contributing to national strategies aimed at reducing suicide rates. By providing input on the draft strategy, Wayahead aimed to ensure the National Suicide Prevention Strategy is comprehensive, evidence-based, and responsive to the needs of communities and individuals at risk.

### Online Consultation for the Review of the National Mental Health Commission and National Suicide Prevention Office

Wayahead actively participated in the review of the National Mental Health Commission and the National Suicide Prevention Office. This involvement included completing an online consultation that addressed 19 key questions related to the operations and effectiveness of these national bodies.



### Media Engagement for Policy Advocacy

Wayahead's CEO has also served as a media spokesperson for the NSW Mental Health Strategic Alliance, amplifying policy messages through various media appearances. These included interviews with ABC TV News, ABC Radio, and the Sydney Morning Herald, as well as press conferences that resulted in Wayahead being featured on Channel 9 News and Channel 7 News. This media engagement helps to raise public awareness of critical mental health issues and puts pressure on policymakers to address them.

### Advocacy through the NSW Alliance for Mental Health

Wayahead is a member of the NSW Alliance for Mental Health, a collective advocating for significant improvements to NSW's mental health system. The Alliance focuses on addressing systemic issues such as workforce shortages, escalating demand for services, and fragmented service navigation. Through its participation, Wayahead contributes to the Alliance's key advocacy efforts, which include:

- **Developing joint submissions and briefings** for Minister Rose Jackson to highlight systemic issues and propose solutions.
- **Endorsing the National Stigma and Discrimination Reduction Strategy**, advocating for a cultural shift and a national campaign to enhance understanding of mental health and suicidality across government and the community.
- **Consistently advocating for increased investment in the NSW mental health system**, promoting less medicalised models that are grounded in psychosocial perspectives on mental health, illness, and recovery.
- **Participating in strategic planning days**, such as the one held on April 3rd, 2025, to refine the Alliance's Terms of Reference and establish protocols for more cohesive and collaborative joint advocacy.
- **Engaging directly with the Hon Rose Jackson**, Minister for Mental Health, through multiple meetings during 2024-2025 to discuss and influence policy changes.

This involvement demonstrates Wayahead's commitment to influencing positive systemic changes and positioning itself as a respected voice in mental health promotion and advocacy.

### Review of the NSW Mental Health Commission

Wayahead's CEO was involved in the Expert Advisory Committee for the review of the NSW Mental Health Commission, attending a meeting on July 18th. The recommendations from both the Committee and the consultant David McGrath were presented to the Hon Rose Jackson concerning the future of the Commission. Wayahead's participation in this committee ensures that the perspectives of community organisations and those with lived experience are integral to these crucial recommendations.

Wayahead made a substantial contribution to the review of the Mental Health Commission of NSW by submitting comprehensive feedback. Wayahead's submission as part of the broader review of the Mental Health Commission of NSW received positive feedback. David McGrath, leading the review, publicly acknowledged that he thoroughly enjoyed reading Wayahead's submission. This positive reception highlights the quality and impact of Wayahead's contributions to policy discussions.

## Financial Report

For the year ended 30th June 2024

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

STATEMENT OF FINANCIAL POSITION  
AS AT 30TH JUNE 2025

	Notes	2025	2024
		\$	\$
<b>Current assets</b>			
Cash assets	5	812,898	924,549
Receivables	6	24,679	36,238
Other	7	40,067	38,460
<b>Total current assets</b>		<u>877,644</u>	<u>999,247</u>
<b>Non-current assets</b>			
Property, plant and equipment	8	3,995	1,741
Right-of-use assets	9	<u>225,653</u>	<u>-</u>
<b>Total non-current assets</b>		<u>229,648</u>	<u>1,741</u>
<b>Total assets</b>		<u>1,107,292</u>	<u>1,000,988</u>
<b>Current liabilities</b>			
Payables	10	188,424	199,378
Contract liabilities	11	43,554	49,007
Provisions	12(a)	143,283	110,920
Lease liabilities		141,456	-
<b>Total current liabilities</b>		<u>516,717</u>	<u>359,305</u>
<b>Non-current liabilities</b>			
Provisions	12(b)	18,351	15,887
Lease liabilities		109,046	-
<b>Total non-current liabilities</b>		<u>127,397</u>	<u>15,887</u>
<b>Total liabilities</b>		<u>644,114</u>	<u>375,192</u>
<b>Net assets</b>		<u>463,178</u>	<u>625,796</u>
<b>Members Funds</b>			
Retained funds	16	463,178	625,796
<b>Total Members Funds</b>		<u>463,178</u>	<u>625,796</u>

*The Statement of Financial Position should be read in conjunction with the notes to the financial statements.*

# Wayahead

## Financial Report

For the year ended 30th June 2025

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
A.B.N. 11 326 005 224

### STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

	Notes	2025	2024
		\$	\$
Revenue from ordinary activities	2	2,016,894	2,050,532
Expenses from ordinary activities:			
Depreciation and amortisation	3	(61,261)	(169,141)
Interest expense	3	(4,840)	(2,736)
Employee benefit expenses		(1,330,376)	(1,340,485)
Professional and consultancy fees		(40,170)	(81,698)
Contracting costs		(85,241)	(109,806)
Occupancy expenses	3	(127,292)	(55,603)
Other expenses from ordinary activities		<u>(530,332)</u>	<u>(400,902)</u>
<b>Surplus / (deficit) from ordinary activities before income tax expense</b>		(162,618)	(109,839)
Income tax revenue / (expense) relating to ordinary activities	4	<u>-</u>	<u>-</u>
<b>Surplus / (deficit) from ordinary activities after related income tax expense</b>		<u>(162,618)</u>	<u>(109,839)</u>
Other comprehensive income		<u>-</u>	<u>-</u>
<b>Total comprehensive income attributable to the members of the entity</b>		<u>(162,618)</u>	<u>(109,839)</u>

*The Statement of Profit or Loss and Other Comprehensive Income should be read in conjunction with the notes to the financial statements.*

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

### STATEMENT OF CHANGES IN MEMBERS' FUNDS FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

	Retained funds
	\$
<b>Changes in members' funds</b>	
Balance at 1 July 2023	735,635
<b>Surplus/(deficit) for the year</b>	(109,839)
Other comprehensive income	-
<b>Balance at 30 June 2024</b>	625,796
<b>Surplus/(deficit) for the year</b>	(162,618)
Other comprehensive income	-
<b>Balance at 30 June 2025</b>	<u>463,178</u>

*The Statement of Changes in Members' Funds should be read in conjunction with the notes to the financial statements.*

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

### STATEMENT OF CASH FLOWS FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

	Notes	2025	2024
		\$	\$
		Inflows (Outflows)	Inflows (Outflows)
<b>Cash flows from operating activities</b>			
Interest received		4,937	6,154
Interest paid		(4,840)	(2,736)
Receipts from government grants		2,070,807	2,026,875
Membership fees		6,112	16,250
Other receipts		145,306	231,180
Payments to suppliers and employees		(2,295,307)	(2,214,079)
<b>Net cash provided by / (used in) operating activities</b>	15(b)	<u>(72,985)</u>	<u>63,644</u>
<b>Cash flow from investing activities</b>			
Payments for property, plant and equipment		(4,130)	-
Proceeds from the sale of property, plant and equipment		-	-
<b>Net cash provided by / (used in) investing activities</b>		<u>(4,130)</u>	<u>-</u>
<b>Cash flow from financing activities</b>			
Lease repayments		(34,536)	(212,125)
<b>Net cash provided by / (used in) financing activities</b>		<u>(34,536)</u>	<u>(212,125)</u>
Net increase / (decrease) in cash held		(111,651)	(148,481)
Cash at the beginning of the financial year		924,549	1,073,030
<b>Cash at the end of the financial year</b>	15(a)	<u>812,898</u>	<u>924,549</u>

*The Statement of Cash Flows should be read in conjunction with the notes to the financial statements.*

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

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### Note 1 - Statement of material accounting policies

#### Financial Reporting Framework

The financial statements are special purpose financial statements prepared for use by the board of the company and have been prepared to meet the requirements of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act). The Board members have determined that the company is not a reporting entity as there are no users dependent on general purpose financial statements.

#### 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, the basis of accounting specified by all Australian Accounting Standards and Interpretations, and the disclosure requirements of Accounting Standards AASB 101: Presentation of Financial Statements, AASB 107: Cash Flow Statements, AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors, AASB 1048: Interpretation of Standards and AASB 1054: Australian Additional Disclosures.

The company 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 indicate that it does not have any subsidiaries, associates or joint ventures. Hence, the financial statements comply with all the recognition and measurement requirements in Australian Accounting Standards.

#### Basis of Preparation

The financial statements are prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of the financial statements.

#### Accounting Policies

##### (a) Current investments

Investments are brought to account at cost or at Board members' valuation. The carrying amount of investments is reviewed annually by the Board to ensure it is not in excess of the recoverable amount of these investments. The recoverable amount is assessed from the investments' current market value. The gains or losses, whether realised or unrealised, are included in net profit.

##### (b) Plant and equipment

Plant and equipment is brought to account at cost or at an independent Board's valuation.

The depreciable amount of all plant and equipment is depreciated on a straight line basis over the useful lives of the assets of the Company commencing from the time the asset is held ready for use.

The carrying amount of plant and equipment is reviewed annually by the Board 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 which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to their present values in determining recoverable amounts.

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

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### Note 1 - Statement of material accounting policies (continued)

#### (c) Inventories

Inventories are measured at the lower of cost and net realisable value.

#### (d) Employee entitlements

Provision is made for the company's liability for employee entitlements arising from services rendered by employees to balance date. Employee entitlements expected to be settled within one year, together with entitlements arising from wages and salaries, annual leave and long service leave which will be settled after one year, have been measured at their nominal amount.

Contributions are made by the company to employee superannuation funds and are charged as expenses when incurred.

#### (e) Taxation

The activities of the company are exempt from income tax.

#### (f) Revenue recognition

The company is first required to determine whether amounts received are accounted for revenue as per AASB 15: Revenue from Contracts with Customers or Income as per AASB 1058: Income for Not-for-Profit Entities.

Funding arrangements which are enforceable and contain sufficiently specific performance obligations are recognised as revenue under AASB 15. Otherwise, such arrangements are accounted for under AASB 1058, where upon initial recognition of an asset, the entity is required to consider whether any other financial statement elements should be recognised (eg financial liabilities representing payable amounts), with any difference being recognised immediately in profit or loss as income.

Revenue is measured at the fair value of the consideration received or receivable. The company recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and specific criteria have been met for each of the company's activities as described below. All revenue is stated net of the amount of goods and services tax (GST).

#### ***Grants, donations and bequests***

##### Contributed assets

If the company receives assets from the government and other parties for nil or nominal consideration in order to further its objectives, these assets would be recognised in accordance with the recognition requirement of other applicable standards (AASB 9, AASB 16, AASB 116 and AASB 138).

On initial recognition of an asset, the company recognises related amounts (being contribution from owners, lease liabilities, financial instruments, revenue or contract liabilities arising from a contract with a customer).

The company recognises income immediately in profit and loss and the difference between the initial carrying amount and the asset and the related amount.

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

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### Note 1 - Statement of material accounting policies (continued)

#### Operating grants and donations

When the company receives operating grant revenue or donations, it assesses whether the contract is enforceable and has sufficient specific performance obligations in accordance with AASB 15. When both these conditions are satisfied the company identifies each performance obligation relating to the grant, recognises a contract liability for these obligations and recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations the company either recognises the asset received in accordance with the requirements of other applicable accounting standards, recognises related amounts or recognises income immediately in profit and loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the company recognises income in profit and loss when or as it satisfies its obligations under the contract.

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of taxes paid. Revenue is recognised for other items as follows:

- (i) Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument.
- (ii) Other revenue is recognised when the right to receive the revenue has been established.

#### **(g) Receivables**

Trade receivables and other debtors are recognised at fair value less provision for doubtful debts. Trade receivables are due for settlement based on normal terms of credit from the date of invoice.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for doubtful receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the carrying amount of the asset and the total of estimated future cash flows. The amount of the provision is recognised in the statement of profit or loss and other comprehensive income.

The application of AASB 9 has resulted in the need to review the lifetime expected credit loss when assessing any provision for doubtful debts.

#### **(h) Leases**

Leases are recognised under Accounting Standard AASB 16: Leases. Applicable leases whether finance or operating in nature are to be recognised on the statement of financial position as liabilities with corresponding right-of-use assets. These leases are measured at their net present values and include future lease payments under an option where that option is reasonably expected to be taken up. The leases are amortised on a straight-line basis over the term of the lease. For operating leases that do not need to meet the requirements under this standard being leases that are less than 12 months or of minor values, and where substantially all the risks and benefits remain with the lessor, these are recognised as expenses over the term of the lease.

The lease liabilities are measured at the present value of the remaining lease payment. The company's incremental borrowing rate was used to discount the lease payments.

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

### NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

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#### Note 1 - Statement of material accounting policies (continued)

##### (i) 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.

##### (j) Financial instruments

###### Initial recognition and measurement

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

Financial instruments 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.

Trade receivables are initially measured at transaction price if the trade receivables do not contain significant financing components.

###### *Classification and subsequent measurement*

Financial instruments are subsequently measured at fair value, amortised cost using the effective interest method, or cost. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between the initial amount and the maturity amount calculated using the effective interest method.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying amount with a consequential recognition of an income or expense item in profit or loss.

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

As per AASB 9 an expected credit loss model is applied, and not an incurred credit loss model as per the previous applicable standard (AASB 139). To reflect changes in credit risk, this expected credit loss model requires the company to account for expected credit losses since initial recognition.

AASB 9 also determines that a loss allowance for expected credit loss be recognised on debt investments subsequently measured at amortised cost or at fair value through other comprehensive income, lease receivables, contract assets, loan commitments and financial guarantee contracts as the impairment provision would apply to them.

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

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### Note 1 - Statement of material accounting policies (continued)

In the case of financial assets carried at amortised cost, loss events may include: indications that the debtors or a group of debtors are experiencing financial difficulty default or delinquency in interest or principal payments; indications that they will enter bankruptcy or other financial reorganisation; and changes in arrears or economic conditions that correlate with defaults.

If the credit risk on a financial instrument did not show significant change since initial recognition, an expected credit loss amount equal to the 12 month expected credit loss is used. However, a loss allowance is recognised at an amount equal to the lifetime expected credit loss if the credit risk on that financial instrument has increased significantly since initial recognition, or if the instrument is an acquired credit- impaired financial asset.

The company has adopted the simple approach under AASB 9 in relation to trade receivables, as the loss allowance is measured at the lifetime expected credit loss.

The company reviewed and assessed the existing financial assets held. It was determined that there was no significant change in credit risk from the date they were initially recognised and no adjustment was required.

#### *Derecognition*

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability, which is extinguished or transferred to another party, and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

#### (k) Trade and other payables

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

#### (l) Goods and services tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except:

- (i) where the amount of GST incurred is not recoverable from the taxation authority, it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
- (ii) for receivables and payables which are recognised inclusive of GST.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

#### (m) Provisions

Provisions are recognised when the company 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 recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

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### Note 1 - Statement of material accounting policies (continued)

#### (n) Comparative Figures

Where necessary, comparative figures have been adjusted to conform to changes in presentation in the current year.

#### (o) Critical Accounting Estimates and Judgements

Management evaluate estimates and judgements 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.

Key estimates include assessing impairment at year end of financial instruments and reviewing the effective life of plant and equipment.

Key judgements include identifying performance obligations under AASB 15 with management exercising judgement to determine whether the promise is sufficiently specific in satisfying the obligation. Identifying leases terms and options to extend and the likelihood of the lease being terminated or being extended.

#### (p) New and Amended Accounting Policies

The company has considered all new and amended accounting standards effective from 1 July 2024, none of which have any material impact on the financial statements.

	2025	2024
	\$	\$
<b>Note 2 - Revenue</b>		
Membership fees	5,556	14,773
Publication / Promotional sales	14,662	23,314
Donations and bequests	1,279	4,200
Grants received	1,887,509	1,816,531
Interest received	4,937	6,154
Other income	<u>102,950</u>	<u>185,560</u>
	<u>2,016,893</u>	<u>2,050,532</u>

### Note 3 - Surplus / (deficit) from ordinary activities

#### Net gains and expenses

Profit from ordinary activities before income tax expense includes the following specific net gains and expenses:

Expenses	2025	2024
Audit fees	11,000	10,600
Depreciation	61,261	169,141
Interest expense	4,840	2,736
Rental expense	<u>127,292</u>	<u>55,603</u>

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

	2025	2024
	\$	\$

### Note 4 - Income tax

As indicated in Note 1, the company is exempt from income tax.

### Note 5 - Current assets - Cash assets

Cash at bank - Head office (Westpac bank)	579,858	606,038
Cash at bank - Head office (Bendigo bank)	134,155	219,626
Term Deposit - Rental bond	98,885	98,885
	<u>812,898</u>	<u>924,549</u>

### Note 6 - Current assets - Receivables

Security deposit	13,875	13,875
Sundry debtors	2,560	2,624
Trade debtors	8,244	19,739
Less: Provision for doubtful debts	-	-
	<u>24,679</u>	<u>36,238</u>

### Note 7 - Current assets - Other

Prepayments	<u>40,067</u>	<u>38,460</u>
	<u>40,067</u>	<u>38,460</u>

### Note 8 - Non-current assets - Property, plant and equipment

Plant and equipment - at cost	78,491	74,361
Less: accumulated depreciation	(74,496)	(73,094)
	3,995	1,267
Office furniture and equipment - at cost	83,719	83,719
Less: accumulated depreciation	(83,719)	(83,245)
	-	474
	<u>3,995</u>	<u>1,741</u>

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

### NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

	2025	2024
	\$	\$
<b>Note 9 - Non-current assets - Right-of-use assets</b>		
The company's lease relates to leased premises which is recognised under AASB 16 in the statement of financial position.		
Leased buildings	285,038	-
Accumulated amortisation	(59,385)	-
Net carrying amount	<u>225,653</u>	<u>-</u>
<b>Movements</b>		
Balance at the beginning of the period	-	166,565
Additions	285,038	-
Depreciation charge	(59,385)	(166,565)
Closing net book	<u>225,653</u>	<u>-</u>
AASB 16 related amounts recognised in the statement of profit or loss		
Amortisation charge on right-of-use assets	59,385	166,565
Interest expense on lease liabilities	4,840	2,736
<b>Note 10 - Current liabilities - Payables</b>		
Income received in advance	5,368	2,273
Trade creditors	7,851	20,895
Sundry creditors & Accruals	169,510	170,515
Rental bonds	5,695	5,695
	<u>188,424</u>	<u>199,378</u>
<b>Note 11 - Current liabilities - Contract liabilities</b>		
Grants in advance	43,554	49,007
	<u>43,554</u>	<u>49,007</u>
<b>Note 12 - Provisions</b>		
<b>(a) Current</b>		
Provision for annual leave	99,622	81,401
Provision for long service leave	43,661	29,519
	<u>143,283</u>	<u>110,920</u>
<b>(b) Non-current</b>		
Provision for long service leave	18,351	15,887
	<u>18,351</u>	<u>15,887</u>

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

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### Note 13 - Segment reporting

Mental Health Association NSW Limited is a non-government organisation actively involved in promoting the understanding of Mental Health problems in the community in New South Wales.

### Note 14 - Economic dependency

The company's continuing operations are based on the understanding that there will be future government grants to cover ongoing commitments.

2025	2024
\$	\$

### Note 15 - Statement of Cash Flows

#### (a) Reconciliation of cash

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:

Cash at bank	714,013	825,664
Deposits at call	98,885	98,885
	<u>812,898</u>	<u>924,549</u>

#### (b) Reconciliation of cash provided by / (used) in operating activities

Operating surplus / deficit	(162,618)	(109,839)
Non-cash flows in operating surplus		
Depreciation and amortisation	61,261	169,141
(Profit) / loss on disposal of fixed assets	-	-
Changes in assets and liabilities		
(Increase) / decrease in receivables	11,559	3,021
(Increase) / decrease in prepayments	(1,607)	10,470
Increase / (decrease) in payables	(10,954)	(62,726)
Increase / (decrease) in contract liabilities	(5,453)	29,997
Increase / (decrease) in provisions	<u>34,827</u>	<u>23,580</u>
	<u>(72,985)</u>	<u>63,644</u>

The Company has no credit stand-by or financing facilities in place.

There were no non-cash financing or investing activities during the period.

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2025

	2025	2024
	\$	\$
<b>Note 16 - Retained funds</b>		
Movements in retained funds are summarised as follows:		
Retained funds at the beginning of the financial year	625,796	735,635
Current year surplus / (deficit)	<u>(162,618)</u>	<u>(109,839)</u>
Retained funds at the end of the financial year	<u>463,178</u>	<u>625,796</u>

### Note 17 - Related party transactions

#### (a) Key management personnel compensation

Any persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity is considered key management personnel.

The totals of remuneration paid to key management personnel of the company during the year are as follows:

	2025	2024
	\$	\$
Key management personnel compensation	<u>204,524</u>	<u>199,792</u>

#### (b) Other related party transactions

There were no other related party transactions in the period.

### Note 18 - Events subsequent to balance date

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 in financial years subsequent to the financial year ended 30 June 2025.

# Wayahead

## Financial Report

For the year ended 30th June 2025

MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

### DIRECTORS' DECLARATION

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The directors have determined that the Company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the Directors the financial report:

1. Presents a true and fair view of the financial position of Mental Health Association NSW Limited as at 30 June 2025 and its performance for the year ended on that date.
2. The financial statements and notes satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act).
3. At the date of this statement, there are reasonable grounds to believe that Mental Health Association NSW Limited will be able to pay its debts as and when they fall due.

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



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Peter Doukas  
Director

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Hakmana Dayananda  
Director

SYDNEY,  
19 November 2025

# Wayahead **Financial Report**

For the year ended 30th June 2025

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
**A.B.N. 11 326 005 224**

**AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 60-40  
OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012  
TO THE BOARD MEMBERS OF MENTAL HEALTH ASSOCIATION NSW LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been:

- (a) no contraventions of the auditor independence requirements of section 60-40 of the ACNC Act in relation to the audit; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

THOMAS DAVIS & CO.

J. G. Ryan Partner

## Chartered Accountants

Sydney \_\_\_\_\_ 2025

Liability Limited by a scheme approved under professional standards legislation.

# Wayahead

## Financial Report

For the year ended 30th June 2025

### INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF MENTAL HEALTH ASSOCIATION NSW LIMITED  
ABN 11 326 005 224

#### Opinion

We have audited the financial report of Mental Health Association NSW Limited, which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, statement of changes in members' funds and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the Directors' declaration.

In our opinion, the financial report of Mental Health Association NSW Limited has been prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- (a) giving a true and fair view of Mental Health Association NSW Limited financial position as at 30 June, 2025 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1 and 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 Report 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 (the Code) that are relevant to our audit of the financial report 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.

#### Emphasis of Matter - Basis of Accounting and Restriction on Distribution and Use

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling Mental Health Association NSW Limited financial reporting responsibilities under the Australian Charities and Not-for-profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

#### Responsibilities of the Directors for the Financial Report

The Directors of the company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the needs of the requirements of the Australian Charities and Not-for-profits Commission Act 2012 and is appropriate to meet the needs of the members. The Directors' responsibility also includes such internal control as the Directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the company'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 the Directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

# Wayahead **Financial Report**

For the year ended 30th June 2025

## **Auditor's Responsibilities for the Audit of the Financial Report**

Our 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 in 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 this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We 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 our 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 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 company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- Conclude on the appropriateness of the Directors' 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 company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company 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.

We communicate with the Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

THOMAS DAVIS & CO.

J G RYAN PARTNER

Chartered Accountants

SYDNEY,  
2025

Liability Limited by a scheme approved under professional standards legislation.

# Wayahead®

annual  
report

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**2024**  
**2025**

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