

Health Voyage Ltd.

ANNUAL

REPORT 2024/25



Trading as;
headspace Coffs Harbour
headspace Grafton
Coffs Harbour Women's Health Centre



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ACKNOWLEDGEMENT OF COUNTRY

Health Voyage acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of the Bundjalung, Gumbaynggirr and Yaegl nations; the lands and seas on which we deliver services. Through this acknowledgement, we honour the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

ACKNOWLEDGEMENTS

Background to Artwork: The headspace Grafton, Work and Study Program, funded by the Department of Social Services, undertook a project in 2024/25 called the Community Strides Project. The Work and Study team worked with 3 young, local artists and a digital design agency to create these beautiful artworks each with their own specific connection to country. The project allowed the emerging artists to commission their artwork to be used on bespoke sporting shirts and kits for youth sporting clubs across the Clarence Valley. The use of the artwork on sporting club kits have allowed the headspace Grafton team to have conversations to raise awareness about where to get support and mental health literacy.

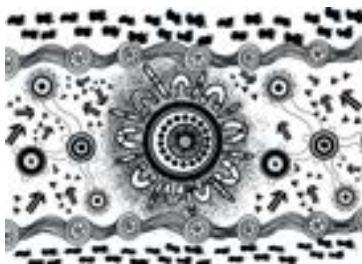
Health Voyage is humbled and proud to enhance the reach of these works by featuring throughout the Health Voyage Annual Report.



Artwork Title: **Bundjalung People**

Daina Kershaw, 20

The people of the Bundjalung tribe sitting, yarnning, connecting with each other. Our beautiful totem watching over the men on their walkabout.



Artwork Title: **Gumbaynggirr**

Paris O'Driscoll, 13

I am Paris O'Driscoll, a proud Gumbaynggirr girl. The meaning of my artwork is everyone coming together to watch a weekend of footy.



Artwork Title: **Yaegl Stories**

Gregory Griffen, 19

My artwork represents the river an important feature of Yaegl country with our totems the eel and snake.

"So grateful for all of the staff so friendly and knowledgeable and caring. Not sure how I've lasted so long before meeting these wonderful women."

Client, Coffs Harbour Women's Health Centre



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HEALTH VOYAGE YEAR IN REVIEW

YEAR IN NUMBERS

Health Voyage provided over

31,000

occasions of service to women, young people, people experiencing mental-ill health and their families and supports in our community.

Coffs Harbour Women's Health Centre

8,958

occasions of service

2,315

Health Promotion Groups
occasions of service

Endometriosis and Pelvic Pain Clinic

382

occasions of service

187

clients who received
a service from the
Endometriosis and Pelvic
Pain Clinic

headspace Coffs Harbour

4,235

services provided
to young people

775

young people received
services from headspace
Coffs Harbour

52%

of these young people
being new to the service

19%

that identify as Aboriginal
or Torres Strait Islander

21%

LGBTQ plus

headspace Grafton

2,592

services provided
to young people

451

young people received
services from headspace
Grafton

53%

of these young people
being new to the service

25%

that identify as Aboriginal
or Torres Strait Islander

24%

LGBTQ plus

headspace Grafton Work and Study Program

761

services provided
to young people

33

young people were placed in competitive employment
or study through the headspace Work and Study
program, headspace Grafton

28%

that identify as Aboriginal
or Torres Strait Islander

30%

LGBTQ plus

ABOUT US

Health Voyage is proud to have been serving our community since 1986—that's almost four decades of health provision through the Coffs Harbour Women's Health Centre and more recently headspace Coffs Harbour, headspace Grafton, the Work and Study Program for the Clarence and the Endometriosis and Pelvic Pain Program for the North Coast.

At the core of our organisation is the mission to provide quality, compassionate and accessible health and wellbeing services tailored for our community.

Health Voyage's culture of collaboration, positivity, compassion, kindness, respect and diversity ensures a welcome space for everyone accessing our services and our valued workforce.

In 2024/25 locals connected with a Health Voyage health practitioner or contracted provider more than 31,000 times. As a community organisation, we seek to provide no or low-cost services to ensure that everyone has access to safe and affordable care and we continue to strive for better health outcomes for our community.



STRATEGIC PLAN 2022-2027

OUR VISION

Healthier People. Stronger Communities.

OUR MISSION

To provide equal access to safe, quality health care services & improve the physical, mental & social wellbeing of vulnerable individuals within our community.

OUR STORY

Health Voyage began as The Coffs Harbour Women's Health Centre; a service developed by local women concerned about unmet health needs, & delivered for & by women since 1986. Over the years the organisation has evolved & grown as new challenges & opportunities have arisen. Health Voyage is now a multi-disciplinary organisation providing evidence based clinical, health promotion & allied health services for those at risk in the community.

OUR SERVICES

Health Voyage has a range of multi-disciplinary services providing care to women, girls, young people & their families throughout the New South Wales North Coast.

Our services are supported by a corporate team, ensuring quality, compliance, efficiency & effectiveness in all that we do.

OUR VALUES

At Health Voyage we hold five core values which are at the heart of everything we do. These values are communicated to all stakeholders so that our corporate values can

be shared & to ensure that they align with the personal values of those people who seek our services, community members, partners, Directors & staff members.

**ETHICAL
INTEGRITY
RESPECT
DIVERSITY
COMPASSION**

OBJECTIVES AND STRATEGIES

Objective

COMMUNITY ACCESS

Outcome: All community members have access to safe & affordable health care.

Strategies:

- **Safe**
Our organisation & our services are culturally & physically safe
- **Accessible**
Our services are planned, designed & operated to enhance access to care
- **Affordable**
People who seek our services can do so without consideration of affordability as a barrier to seeking & obtaining health care

Objective

FINANCIAL VIABILITY

Outcome: Financially viable organisation that is sustainable, self-managing & self-governing.

Strategies:

- **Ethical**
Ethical decision-making occurs across our organisation to enhance financial stewardship & for the efficient use of resources aligned to values, vision & mission
- **Systems & processes**
Governance & operational systems, business & accounting processes & organisational tools maximise efficiency, effectiveness & economic strength

Objective

LOYAL STAFF & STAKEHOLDERS

Outcome: Loyal, qualified & competent professionals, Directors, & volunteers.

Strategies:

- **Quality**
We attract & retain the highest quality staff & health care professionals
- **Investment**
We invest in our staff, contractors, Directors & volunteers

Objective

COLLABORATIVE HOLISTIC SERVICES

Outcome: Holistic service delivery in collaboration with other complementary service providers.

Strategies:

- **Person-lead**
People who access our services & their family & friends are the primary stakeholder in their own journey. We undertake our services 'with' each person, not 'for' them
- **Inclusive & Diverse**
We embrace opportunities to work with diverse community members & stakeholders

Objective

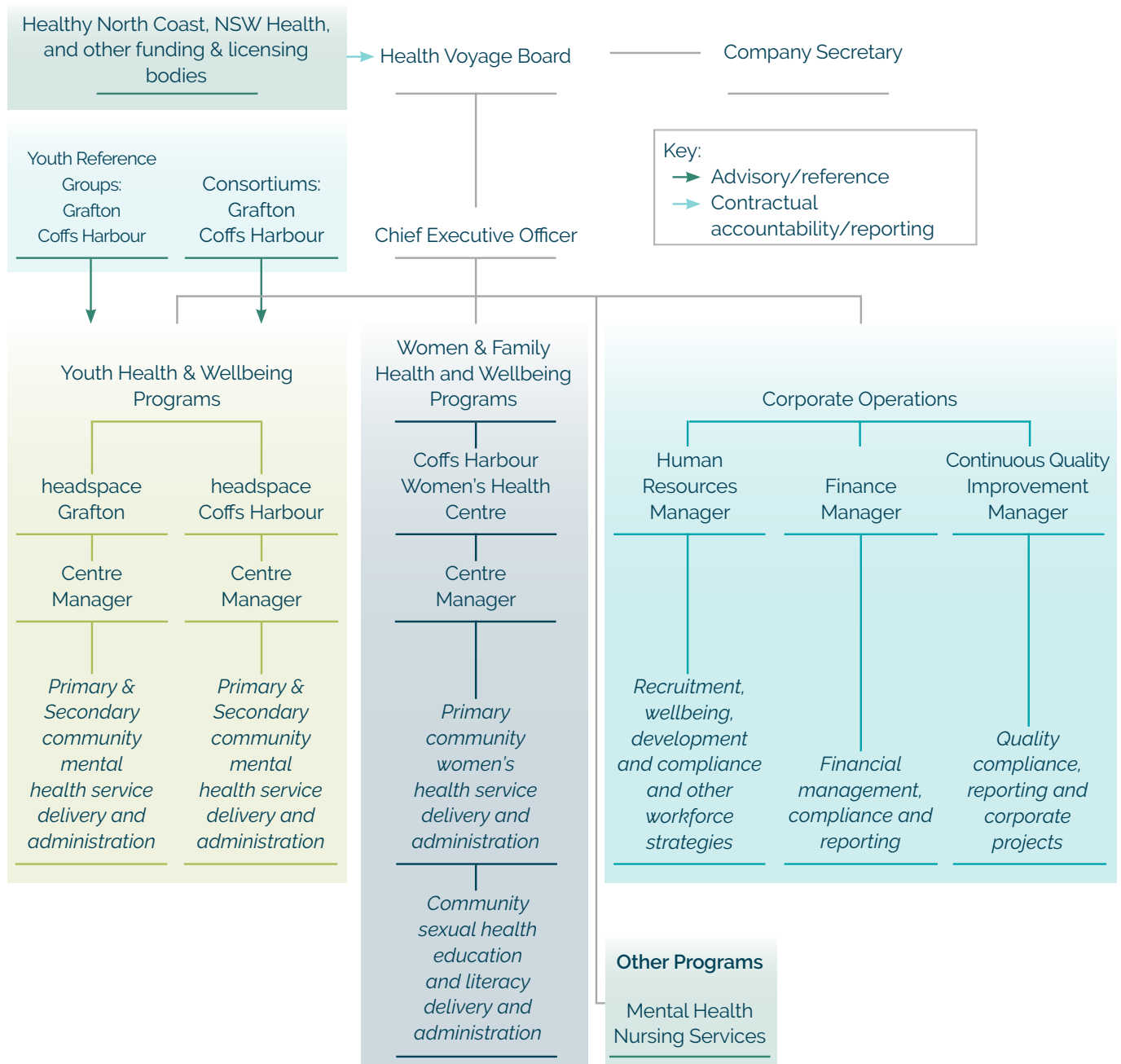
CAPABILITY & CAPACITY

Outcome: Program delivery that is innovative, effective & capable of meeting current & future demands

Strategies:

- **Innovators**
We keep abreast of advances in business & healthcare & look to adopt proven innovations as early as possible
- **Evidenced-informed**
Our service delivery is continuously revised & informed by existing & emerging evidence
- **Forward Thinking**
Our organisation seeks to be informed by community needs & feedback to plan for the future

HEALTH VOYAGE ORGANISATIONAL CHART



Note: Does not include co-located partner services within any of the programs, or private practitioners/contractors.



"I can honestly say that I have never worked anywhere else that has been so flexible in terms of work hours and working from home etc. I have benefited hugely from this flexibility and I am eternally grateful. It is something that I think a lot of organisations say they do but don't actually do that well and, in my experience, Health Voyage is the exception. I was reflecting on how this made me feel about my work and the organisation and it makes me feel valued. Health Voyage are nailing it."

Staff Member, Health Voyage

CHAIR'S MESSAGE

GLEN JAMES, CHAIRPERSON

It is with great pleasure that I present the 2024/25 Annual Report on behalf of the Board of Health Voyage. This has been a year of growth, innovation, and continued commitment to delivering high-quality health and wellbeing services across our region. Our values sit at the heart of our Strategic Direction. They are more than guiding principles; they shape how we work, inform our decisions, and define the way we engage with each other and our community.



This year, Health Voyage has accomplished a year of excellence and achievement that reflects the strength of our organisation, the dedication of our staff and the trust our community places in us.

We were proud to achieve multiple successful accreditations across our programs and services, a testament to our unwavering commitment to quality, safety, and continuous improvement. These accreditations not only validate our standards and quality of care but also position Health Voyage strongly for future funding and partnership opportunities.

A particular highlight this year was the headspace Grafton centre being honoured with the "Excellence in Innovative Practice" award at the National Work and Study Conference in Melbourne. This award recognises their innovative approach to integrating mental health care with vocational support for young people. This recognition celebrates the tireless work of the local team in creating a youth-friendly, culturally safe, and inclusive environment where young people


feel empowered to seek help and connect with services. This award puts headspace Grafton and Health Voyage on the national map as leaders in youth mental health.

As Chair, I am deeply grateful for the dedication, support and collaboration of my fellow Board members and in particular Deputy Chair Natalie Ryan. I'd also like to welcome two new Board members Dr Ray Silins and Lisa Flynn. These new Directors bring a wealth of professional skills and strategic insight. The Board bid farewell to Diana Dalley in March 2025, her directorship and service to Health Voyage has been outstanding. Together as a Board, we continue to provide strong governance, support the executive team, and ensure Health Voyage remains financially sustainable and strategically aligned with its values and purpose.

The strength of any organisation lies in its people, on behalf of the Board, I extend our heartfelt thanks to Tazmyn Jewell, Health Voyage's committed and passionate CEO, who has worked tirelessly and shown exemplary leadership not only within Health Voyage but within the sector and wider community. A sincere thank you to the executive and leadership teams, centre managers and staff for their ongoing commitment to making a positive difference to the lives of people who use our services on a daily basis. It is all of you who make Health Voyage the trusted organisation it is today.

Thanks to our organisational partners and funders who've worked with us this year to support individuals and communities to be able to create a positive impact in the region.

With a clear strategic direction and a strong leadership team, Health Voyage is well-positioned to continue expanding its services and deepening its impact. The challenges in the healthcare sector remain real, but so too is our capacity to respond with compassion, innovation and integrity.



"headspace been an amazing place to complete the Clinical Psychology Registrar program and I've felt incredibly supported by the team to upskill, pursue my clinical interests and grow as a clinician to better support our local young people. I'll miss the CEO's fiercely compassionate leadership within a values led organisation!!"

Clinical Psychology Registrar – Health Voyage



CEO'S MESSAGE

**TAZMYRN JEWELL,
CHIEF EXECUTIVE
OFFICER**

In an environment of increasing demand and complexity, our teams have continued to deliver high-quality compassionate care, upholding the values that define us.

I am proud of the professionalism, innovation and dedication of our staff and volunteers, who place the needs of consumers and communities at the heart of everything we do.

We have invested in strengthening our systems of Clinical and Cultural Governance, quality and workplace health and safety. This has included a focus on continuous improvement in our models of care and the systems that support the work we do. We have prioritised staff wellbeing and invested in leadership training for current and emerging leaders. By supporting and developing our people, we are creating a happy, harmonious workplace where everyone has the chance to thrive. Hearing staff feedback such as 'I love what I do and where I work' fills me with pride and reflects our team culture where trust, innovation and collaboration flourish.

Our partnerships with community organisations, government and sector stakeholders remain critical to addressing the broader determinants of health. Together, we have progressed initiatives that support mental health, women's health and youth wellbeing - areas that remain central to our mission.

A few highlights from the year

This year has been marked by achievements that demonstrate the strength of our people and the impact of our partnerships.

- ***Successful Grant Funding***

We were awarded two major grants through Healthy North Coast Primary Health Network - Building Cultural Capacity and Demand Management - Single Session Thinking. These grants will enable us to continue progress across the Clarence in supporting youth mental health, we look forward to kicking these grants off in 2026, continuing to strengthen our impact and partnerships across the community.

- ***Women's Health NSW Annual Conference***

We represented our organisation at the Women's Health NSW Annual Conference on Dharawal Country, Sydney. The focus on Reflective Leadership created space for powerful conversations on intersectionality,

feminist leadership, learning edges and how we choose to use our power - and for what purpose. A grounding moment came from the words of Arundhati Roy: "There's really no such thing as the 'voiceless'. There are only the deliberately silenced, or the preferably unheard." We continue to advocate for access to abortion and reproductive healthcare, regardless of postcode.

- **National Recognition for Innovation**

At the headspace IPS Conference in Melbourne (April 7 2025), we won the National Work and Study Award – Excellence in Innovative Practice. The headspace Grafton Work and Study team were recognised for their outstanding work integrating mental health care with vocational support, particularly through the Community Strides Project in Clarence. This impact was so significant for the Clarence Valley, it was recognised in NSW State Parliament Hansard.

- **Endometriosis and Pelvic Pain (EPP) Initiatives**

In June, we hosted an outstanding Endometriosis and Pelvic Pain event, raising awareness and building community engagement around this critical women's health issue. Alongside this, we implemented important improvements to our EPP Clinic model, enhancing access to care and ensuring a more holistic and responsive service for women experiencing complex health needs.

- **Focus on Privacy and Cyber Security**

We strengthened our organisational capacity in privacy and cyber security through targeted resourcing and training, ensuring client information and systems are safeguarded.

- **Sector Leadership and Advocacy**

At the Southern Cross University Mental Health and Wellbeing Symposium (February 2025), I co-presented with Dr Basia Radlinska alongside a strong line-up of speakers, including Professor Patrick McGorry, who highlighted the urgent and growing need for youth mental health support - now one of the most pressing health issues in our community.

- **Clinical Excellence**

Our Women's Health Centre successfully achieved re-accreditation under the RACGP Standards for General Practices, reflecting our commitment to safety, quality and best practice care.

- **Growing the Future Workforce**

Over the year, we supported more than 18 student placements across our organisation, helping to build skills, experience and pathways for the next generation of health professionals.

Looking ahead, we recognise the challenges of workforce pressures, a changing funding landscape and evolving community needs. Yet we also see great opportunity. Through innovation, collaboration and a commitment to health equity, we will continue to adapt and grow, ensuring that every person who seeks our support receives care that is safe, respectful and effective.

I thank our Board for its guidance, our Executive Leadership Team, our growing Corporate Team and dedicated volunteers for their tireless efforts and our community for its trust and partnership. It is an honour to lead this organisation as we work together to create healthier futures.



"The Work and Study team helped me get a job I actually like – I didn't think that was possible."

Young Person, headspace Work and Study, headspace Grafton

"The reception staff are always so lovely and welcoming. Understanding of making appointments around work and it's never a problem."

Client, Coffs Harbour
Women's Health Centre

HEALTH VOYAGE BOARD OF DIRECTORS

OUR DIRECTORS

Glen James, *Chairperson from 1 August 2024*

Natalie Ryan, *Deputy Chairperson*

Carol Burfoot, *Director*

Patti Andrews, *Director*

Vigeeta Chauhan, *Director*

Dr Raymond Silins, *Director, from 5 May 2025*

Lisa Flynn, *Director, from 27 May 2025*

Yvonne Kachel, *Chairperson, resigned as Chair and from the Board 31 July 2024*

Diana Dalley, *Director, resigned from Board 25 March 2025*

BOARD COMMITTEES

Finance Audit & Risk Management Committee

Finance Audit & Risk Management Committee Members

Natalie Ryan (*Committee Chair*)

Carol Burfoot

Glen James

Tazmyn Jewell, *Health Voyage CEO*

Sally Donnelly, *Health Voyage Finance Manager*

Yvonne Kachel (*until 1 August 2024*)

Number of meetings held in 2024/25: 4

Governance Committee

Governance Committee Members:

Lisa Flynn, *Committee Chair (since 24 June 2025)*

Vigeeta Chauhan

Glen James

Carol Burfoot

Dr Raymond Silins (*since 24 June 2025*)

Tazmyn Jewell, *Health Voyage CEO*

Yvonne Kachel (*until 1 August 2024*)

Diana Dalley (*Committee Chair until 25 March 2025*)

Number of meetings held in 2024/25: 3

HEALTH VOYAGE GOVERNANCE

This year, we continued our strong commitment to delivering safe, high-quality and culturally responsive care to the communities we serve. Our approach to governance and service delivery is centred on continuous improvement, engagement and accountability to the people who access our services.

CLINICAL QUALITY AND SAFETY

Clinical quality and safety remained a top priority across all programs. Our Clinical Governance Framework ensured robust oversight of practice standards, client outcomes and risk management. Regular audits, case reviews and reflective supervision supported safe and evidence-informed care. Incident reporting and response processes were strengthened, focusing on transparency and learning. We also delivered targeted training in areas such as trauma-informed practice and clinical risk management.

Our multidisciplinary Clinical Governance Committee, led by Dr Helena Johnston continued to monitor performance and drive improvements that reflect best practice and regulatory requirements.

Number of meetings held in 2024/25: 3

CULTURAL GOVERNANCE

This year our Cultural Governance Steering Committee with the assistance of Cultural Advisors, developed the Health Voyage Cultural Governance Framework. Across the organisation we are embedding cultural governance by creating structures that ensure Aboriginal and Torres Strait Islander voices are present at decision-making tables, that cultural safety is actively upheld and that we remain accountable to the communities we serve. We recognise that Aboriginal and Torres Strait Islander peoples hold deep knowledge, cultural authority and lived experiences that must inform how we design, govern and deliver services. This is part of our ongoing commitment to equity, truth-telling and self-determination.

In the year ahead we will focus our attention on the development of our Aboriginal Employment Strategy, continuing to build strong partnerships and working towards the development of our Reconciliation Action Plan.

Number of meetings held in 2024/25: 3

SERVICE ACCREDITATION AND MODEL INTEGRITY

We maintained our accreditation under the headspace Model Integrity Framework (headspace National) and Individual Placement Support Service (Department of Social Services). We achieved re-accreditation through the Royal Australian College of General Practitioners (RACGP) reaffirming our commitment to delivering services that meet National Quality and Safety Standards. Our audit feedback recognised strong leadership, consumer involvement and a values-driven workforce as key strengths.

In parallel our Clinical Governance Committee met quarterly to assess adherence to the core principles and delivery methods of our service models. This ensured that programs are being implemented as intended, achieving the outcomes they were designed for. Where fidelity gaps were identified, we provided coaching, revised documentation and streamlined processes to support staff and improve consistency.

We remain committed to ensuring our services are safe, high quality, culturally strong and true to their evidence base. Our work in these areas reflects our belief that trust is built through transparency, integrity and a shared commitment to the wellbeing of those we serve.

HEALTH VOYAGE PROGRAMS

WOMEN'S AND FAMILY SERVICES

COFFS HARBOUR WOMEN'S HEALTH CENTRE

Year in review and Key achievements

This past year has seen the Coffs Harbour Women's Health Centre strengthen in its mission to support, empower and advocate for women through accessible health services, education and health promotion. With a focus on equity and inclusivity, our team has broadened the scope and impact of our services, reaching vulnerable populations and fostering meaningful collaborations across our region.

Health Support and Outreach

An important part of providing Women's Health services is the provision of Outreach Services. The purpose of Outreach Clinics is designed to meet women and gender diverse people where they are and support those who have difficulty with transport and/or access. This financial year we provided 6 clinics in areas of Dorrigo, Urunga, Bellingen, Woolgoolga, and Glenreagh and were able to continue our Women's Health Nurse visits to Pete's Place, offering homeless women vital health support, care navigation, and a compassionate presence. These visits have been critical in reducing barriers to care and establishing continuity for those most at risk.

Education and Community Engagement

Our Clinicians and Health Promotions Team delivered education sessions to schools and community groups on topics including Menopause, Endometriosis & Pelvic Pain, Sexual and Reproductive Health, Mental Wellbeing, Sexual Choking and Pregnancy Care. We facilitated 21 education events, reaching over 692 participants. These education sessions and groups have helped foster early intervention and empowered women with life-changing knowledge.

Groups Supporting Good Mental Health and Targeting Lifestyle Factors

We were able to run weekly groups each term focussing on mental health support and cardiovascular disease, diabetes, health and wellness. Ten classes were run each week including 60+ Fun & Fitness, Pre-Natal Yoga, Mums and Bubs Fitness, Zumba, Fun and Fitness, Chaired Yoga, Sound Healing and Hatha Yoga.

Supporting Refugee Women

This year marked the launch of our Refugee Women's Health Talks—a culturally safe, welcoming space that promotes trust, health literacy and connection. We delivered three Menopause Talks tailored for Yazidi women, Burmese women, and a multicultural women's group. Additionally, we partnered with Saltwater Freshwater Arts Alliance to host a Yarn and Weave workshop with the STARTTS Yazidi Women's group.

We have developed a video showcasing the centre and supports with two translations recorded to date (Kurdish Kumanji and Burmese).

Collaboration and Advocacy

Our service actively partnered with local health and community agencies, creating a stronger, more connected network of support. We collaborated with 23 local organisations this year, enhancing service integration and reach.

Looking Ahead

The progress of this financial year reflects the dedication and passion of our staff and the resilience of the women we serve. We remain committed to advocacy, innovation, and access as we continue to deliver holistic care to our diverse community.

ENDOMETRIOSIS AND PELVIC PAIN CLINIC

Year in review and Key achievements

Expanding Access to Care in our EPP Clinic

Our Endometriosis and Pelvic Pain (EPP) Clinic has undergone meaningful expansion. We now proudly offer no-gap allied health services, breaking down cost barriers to care. Patients can now access Pelvic Health Education, Physiotherapy, and Dietetics all under this program at no cost. This initiative to update our model of care will improve outcomes and accessibility for women who are managing this condition.

Patient Journey Updates

Patients now begin their journey in the program with an electronic questionnaire prior to their nurse intake appointment, streamlining the first appointment and saving valuable time.

Patient Education Workshops

Group education sessions for EPP participants titled "Build Your Pain Toolkit" were rolled out in 2024/25. These could be attended in-person or remotely and allowed participants to learn pain management strategies from a psychologist, physiotherapist, nutritionist and GP. 100% of attendees said they would recommend these sessions to someone with endometriosis or pelvic pain and feedback praised the relevance of the topics covered.

GP Training Facilitation

An essential component of the EPP funding is to provide training opportunities for local GPs to build their skills in persistent pain management. We have funded 20 places for GPs within the North Coast to complete a course focused on EPP. Successful applicants for these places were from across the North Coast to provide as much reach across the network as possible.

National collaboration

Staff attended the World Congress on Endometriosis in Sydney and presented a poster about the clinic's activities in conjunction with four of the other Australian EPP clinics. The clinic also hosted the Nous Evaluation Group who completed a case study on our clinic for their national report to the Department of Health, Disability and Ageing.

EPP Education Event

We held our annual Endometriosis Education Day; the event brought together our multidisciplinary team of highly regarded health professionals to share insights on Endometriosis and Pelvic Pain.

Key outcomes from the event included:

- 93% of participants reported being 'very satisfied' with the overall organisation and delivery of the event, and the remaining 7% reported being 'satisfied'
- 54% of attendees were existing clients of the Women's Health Centre and currently accessing our services and ongoing care. The remaining 46% are now informed on Women's Health Centre services, groups, educational workshops and activities.
- Numerous expressions of interest in ongoing group connection opportunities, particularly future education sessions, movement classes, and peer support.

HEALTH VOYAGE PROGRAMS

MENTAL HEALTH AND WELLBEING

headspace GRAFTON

Year in review and Key achievements

The 2024/25 financial year at headspace Grafton has been a period of transformation, culminating in a newly refurbished and more youth-friendly centre. The renovation created a more welcoming and accessible space for young people, while maintaining service continuity through periods of construction and extreme weather. Despite these logistical challenges, the team sustained strong monthly engagement, with 451 young people supported across the year and consistent service delivery through both the clinical and vocational streams.

A key strategic focus this year was the establishment of outreach services and the strengthening of pathways into the service. New weekly outreach in Maclean has helped extend access for young people beyond Grafton within the Clarence Valley. Work and

Study supports have continued to deliver above contracted expectations, assisting 33 young people into competitive employment. The service also introduced dedicated times for clinical training and quality improvement, embedding professional development into the operational rhythm and supporting long-term sustainability.

Internally, the service leveraged NSW COVID Recovery funding to develop an in-house Clinical Educator role, building the capacity to support student placements in social work and psychology. Partnerships with local accommodation providers and universities have helped lay the groundwork for a consistent student pipeline. This year also marked the start of a GP registrar program, which includes expanded administration support—further strengthening clinical capacity and integrated care for young people.

"It was good to have someone to talk to who gets it – no pressure, just support."

Young Person, headspace Grafton



headspace COFFS HARBOUR

Year in review and Key achievements

In 2024/25 we provided 775 Young People with services, with 52% of those never having accessed a headspace service before. We delivered 3,321 direct occasions of service (number of sessions delivered to young people).

In late 2024 we were successful in our bid to become part of the headspace National Early Career Program which partners with our service to provide students or early career graduates on rotation and funding to employ a Clinical Educator. We were delighted to be assigned a Mental Health Occupational Therapy graduate who started with us in February 2025 and has been an amazing addition to the supports that we can provide young people in our community.

2025 saw the return of GP services to headspace Coffs Harbour. Not only does this allow young people to receive age appropriate physical and sexual health care in a youth-friendly setting but also allows them to access Mental Health Treatment Plans without cost or delay.

Many young people in our community do not have access to transport (either public or private) to reach our centre in Coffs Harbour. With the support of Healthy North Coast and headspace National, we introduced outreach services to Bellingen (at the Youth Hub) and Nambucca (at HealthOne), responding to a need expressed by those communities and identified from our own data. These locations were also chosen as hubs where people living further afield may be able to get to, such as those at Dorrigo and surrounds who attend school at Bellingen and likewise those at Bowraville who may get bussed in to schools at Nambucca or Macksville. These services have been very well utilised with over 90 direct clinical occasions of service provided in the 6 month period at Nambucca until 30 June 2025.

We are proud to partner with headspace National, the Mid North Coast Local Health District, the Department of Education, StandBy, and Thiriilli as part of the Coffs Response Group (suicide postvention group) where we quickly coordinate wrap around support for those in need. We work closely with our partners through the Coffs Action Group to develop ongoing supports for our community.

In 2024/25, headspace Coffs Harbour delivered a diverse range of community engagement activities across the region, promoting youth mental health and wellbeing. A standout event was the *Groove and Grub in the Garden* festival, held at the Coffs Harbour Botanic Gardens, which evolved from a small school holiday gardening project into a vibrant full-day celebration featuring five live bands, multiple stall holders, and free food. The gardening stall, supported by Brendan Moore, First Nations Community Greening Officer at the Botanic Gardens of Sydney, was a highlight, with over 200 pots planted. Other community engagement highlights included *Random Acts of Kindness*, which reached new audiences in high-traffic areas; *Just Something to Do*, a two-day school holiday event in Woolgoolga fostering social connection and cultural learning; and *The Push-Up Challenge*, which saw strong participation from local gyms and sports groups, particularly young men, helping to raise awareness around suicide prevention and mental health support.

In April 2025, the service welcomed a visit by the Mental Health Commission of NSW. The Commissioner Jennifer Black and Deputy Commissioner Ian Heffernan visited the Coffs Harbour area to engage with local community groups, sector stakeholders and service providers. They heard first hand from our staff and youth representatives about how to better support local needs, gaps in services and supports and key areas for improvement.

HEALTH VOYAGE PROGRAMS

MENTAL HEALTH NURSING SERVICE (THERAPEUTIC ALLIANCE)

Year in review and Key achievements

The Mental Health Nursing Service was operated during the year by Health Voyage under a contract from Healthy North Coast Ltd (via Each, as lead agency for the Therapeutic Alliance)

It is a service offered by contracted Credentialed Mental Health Nurses, a highly skilled and experienced workforce, who operate across the Healthy North Coast footprint. Consumers accessing Mental Health Nursing Services experience severe and complex mental health challenges, often with co-morbidities; they often require longer term support and benefit from consistent provider relationships.

During the year ended 30 June 2025 2,572 consumers were supported by the Mental Health Nursing Service with over 12,000 occasions of service (occasions where the consumer was supported by the MH Nurse) being delivered in that period. 429 of those consumers were new to the service in FY2025.

During the year the Health Voyage Mental Health Nursing Service Team worked with Each to develop and implement significant program changes as directed by Healthy North Coast. This included a move from a contractor model to mixed model that included salaried clinicians and contractors, the new service was re-named Choice of Mind.

Health Voyage made the considered decision not to renew our contract to operate the Mental Health Nursing Service program (now known as Choice of Mind) for financial year 2026.

Feedback quote from a Mental Health Nurse "I felt Health Voyage valued my work and that they were doing all that they could to support my work for our shared clients. I feel that we shared values around delivering outcomes for clients."





"Every time I visit I am greeted with so much kindness and warmth, just incredible we have access to this wonderful care in Coffs Harbour. Very grateful x"

Client, Coffs Harbour Women's Health Centre



OUR PEOPLE ARE OUR GREATEST STRENGTH

Health Voyage experienced continued staff growth in 2024/25.

Our workforce snapshot at 30 June 2025 indicated full time equivalent (FTE) staff numbered 43, with a headcount of 76. This is an increase of 29% in FTE and an increase of 22.5% in headcount from 30 June 2024. As at 30 June 2025 88% of the workforce identified as female.

In response to our continued growth Health Voyage established a Human Resources Officer role, effectively doubling the capacity of our Human Resources Department. This year we farewelled HR Manager Belinda Jones, who provided over 5 years of dedicated service to Health Voyage. Belinda supported the organisation to grow, strengthen HR systems and processes and provide deep care and compassion to countless staff.

Our staff retention rate for 2024/25 was 81%, which puts us in a strong position compared to other regional community focused organisations of our size, especially given the competitive nature of the healthcare/mental health work industry and demand for skilled employees in the communities we serve. Implemented in early 2024, the Health Voyage Recruitment and Retention Strategy continued developing initiatives and actions to strengthen our ability to attract and retain talent within our organisation. Health Voyage remains dedicated to cultivating a workplace where respect, inclusion and diversity are not just valued – they are actively lived. Our team thrives on the unique perspectives, experiences and talents that each staff member brings to our services.

In mid-2024 Health Voyage refreshed our organisational values in consultation with staff to capture stories, grounding our

Employer Brand and adding descriptors that not only speak to the heart of our team and prospective applicants, but also establish a strong reputation

This year Health Voyage implemented a Women's Health Policy which reflects our commitment to a healthy, inclusive and supportive workplace. It acknowledges the unique health experiences associated with menstruation, menopause and fertility. The policy provides flexible support options for health-related needs and additional Women's Health Leave provisions. Health Voyage also implemented paid NAIDOC leave to our First Nations staff to actively support them to participate in cultural celebrations, connect with community and honour the rich history, achievements and ongoing contributions of First Nations peoples.

Building on our tradition of recognising staff milestones through service pins for 1.5 and 10 years of service, we proudly celebrated an extraordinary achievement this year: one team member was honoured for 35 years of dedicated service. The milestone not only reflects their remarkable commitment but also underscores Health Voyage's ongoing efforts to acknowledge and nurture the growth of our people at every stage of their journey.

We have strengthened our commitment to compliance with a review of mandatory training, using our Learning Management System (LMS), we developed and launched five mandatory eLearning modules to strengthen onboarding and reinforce key compliance areas for all staff.

Beyond the LMS modules, staff and volunteers (our reference groups and



university students on placements) and our pro bono Board of Directors– engaged in a diverse range of short courses and webinars, along with participating in key sector events such as the headspace National Work and Study Conference and NSW Women's Health Forum. Throughout the year, team members benefited from internal career development opportunities including internal promotions and temporary higher duties in senior roles. These initiatives demonstrate our ongoing commitment to recognising and rewarding the valuable skills, experience and contributions of our dedicated workforce.

Health Voyage also launched a tailored Leadership Training Program aimed at supporting and enhancing the capabilities of current and emerging leaders. The program

focuses on practical strategies for leading teams effectively, cultivating a positive workplace culture, and navigating change with confidence. Participants include staff already in a leadership role – seeking to refine their skills and explore new approaches – as well as emerging and aspiring leaders within our organisation to help develop and grow their expertise and expand their opportunities within Health Voyage and beyond.

Health Voyage is deeply committed to developing, recognising and valuing our workforce. We are proud to support and celebrate the ongoing dedication and contributions of our team, whose commitment not only strengthens our organisation but also enhances the wellbeing of the communities we serve, live in and belong to.

THANK YOU

2024/25 FUNDING AND GRANT PARTNERS



Funding for headspace
Coffs Harbour and
headspace Grafton, Demand
Management Wait Time
Reduction and Building
Cultural Capacity

Mental Health Nursing
Services under the
Therapeutic Alliance through
Each as Consortium Lead
(Healthy Hub Connect)

Endometriosis and Pelvic Pain
Clinic, CHWHC

Healthy Minds Service under
the Therapeutic Alliance
through Each as Consortium
Lead (Healthy Hub Connect)

Funding for headspace
Grafton and Coffs Harbour
GP Boost, headspace
Grafton and headspace Coffs
Harbour Student Placements,
headspace Early Career
Program



IPS/headspace Work and
Study Program Grafton



Women's Health Centre
Resources

(From the NSW Ministry of Health)

Funding for the Coffs Harbour
Women's Health Centre



Women's Health Centre
Projects



*Department of Regional NSW –
Office of Regional Youth*

Youth Events

Health Voyage also generates funding through Medicare (Commonwealth Government).

We also acknowledge donations received from the community, including from anonymous donors.

COMMUNITY PARTNERS

Health Voyage acknowledges our community partnerships and Consortium Members

Ability Options*	Mid North Coast LHD Refugee Services
All One Under the Sun	Mid North Coast LHD Women's Health and Wellbeing
Anglicare	Mid North Coast LHD Health Promotion
APM*	Mission Australia
Becoming U Project (Toormina)	Momentum Collective^
Bellingen Youth Hub	Mudyala Aboriginal Corporation
Blue Sky Community Services/Groundworks*	North Coast Settlement Services Coffs Harbour
Bulgarr Ngaru Aboriginal Medical Centre	Nyami Gawbarri
Charles Sturt University	New School of Arts Neighbourhood House^
Clarence Valley Council^	Northern NSW LHD Mental Health Services^
City of Coffs Harbour	NSW Department of Education^
Coffs Harbour Interagency Meetings CHAI	OneMob Radio
Coffs Harbour Older Women's Network	Pete's Place Coffs Harbour
Each	Pink Silks Trust
Interrelate*	Professional Coaching Solutions
Happymess (Art Therapy) Studio	Reflective Psychology
Harbour Therapy Clinic	Saltwater Freshwater Arts Alliance
Healthy Communities Mid North Coast	ShoreTrack – Macksville
Healthy North Coast	Southern Cross University*
headspace National	SSI
Galambila	STARTTS
Grow the Music	The Buttery^
Gumbaynggirr Women's Health & Wellbeing Group	Uniting CHARM'D Pregnancy Group - Coffs Harbour
Happy Boxes Project	University of New England
Lifeline North Coast	Warrina Women's Refuge
Lives Lived Well (Resilient Kids)	Wellways
Mid North Coast LHD Alcohol and Other Drugs Services*	Wesley Mission
Mid North Coast LHD Mental Health Services*	
Mid North Coast LHD Colposcopy Clinic	

* Member of headspace Coffs Harbour Consortium

^ Member of headspace Grafton Consortium



"I felt heard and supported straight away. I was nervous about asking for help, but headspace made it easier."

Young Person, headspace Grafton

"I can feel myself opening up more and feeling safe to share more things that come to mind."

Young Person, headspace Coffs Harbour

FINANCIAL REPORT

Health Voyage Limited

ABN: 73 738 289 843

Financial Statements

For the Year Ended 30 June 2025

Health Voyage Limited

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

		2025	2024
	Note	\$	\$
Revenue	5	910,883	961,614
Grants Funds & Income	5	7,466,317	5,982,748
Other income	5	244,628	245,556
	5	8,621,828	7,189,918
Employee Benefits Expense		(4,919,143)	(3,635,730)
Contract MBS HM		(1,503,474)	(1,571,058)
Rent & Occupancy Expenses		(294,992)	(277,055)
IT Support & Software Expense		(206,971)	(175,597)
Insurance - Workers Compensation & General		(156,311)	(87,572)
Uninsured flood provision expense		(150,000)	-
Loss on disposal of asset		(118,472)	-
Staff Training & Development		(110,757)	(98,703)
Equipment		(102,414)	(97,422)
Workshop Expenses		(98,538)	(63,550)
Advertising & promotions		(77,089)	(18,414)
Maintenance		(75,310)	(18,979)
Utilities - Telephone & Electricity		(72,653)	(69,535)
Cleaning		(66,053)	(70,491)
Consulting		(63,733)	(16,094)
Motor Vehicle Expenses		(45,668)	(38,655)
Medical Supplies		(41,542)	(17,952)
Community Awareness Expenses		(34,030)	(67,901)
Printing, Postage, & Stationary		(21,758)	(17,942)
Lease Office Equipment		(9,581)	(10,281)
Consumer & Carer Participation		(801)	(10,715)
Bushfire Recovery Expenditure		-	(17,251)
Other Operating Expenses		(150,090)	(106,404)
Depreciation and amortisation expense		(284,526)	(142,127)
Surplus for the year		17,922	560,490
Other comprehensive income		-	-
Total comprehensive income for the year		17,922	560,490

The accompanying notes form part of these financial statements.

Health Voyage Limited

Statement of Financial Position

As At 30 June 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	7	3,841,838	4,492,069
Trade and other receivables	8	35,815	19,550
Other assets	9	63,840	54,216
TOTAL CURRENT ASSETS		3,941,493	4,565,835
NON-CURRENT ASSETS			
Property, plant and equipment	10	1,662,884	1,877,189
TOTAL NON-CURRENT ASSETS		1,662,884	1,877,189
TOTAL ASSETS		5,604,377	6,443,024
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	472,156	179,999
Employee benefits	14	374,356	431,313
Other financial liabilities	13	950,533	2,230,056
TOTAL CURRENT LIABILITIES		1,797,045	2,841,368
NON-CURRENT LIABILITIES			
Employee benefits	14	59,766	30,012
Other provisions	12	158,000	-
TOTAL NON-CURRENT LIABILITIES		217,766	30,012
TOTAL LIABILITIES		2,014,811	2,871,380
NET ASSETS		3,589,566	3,571,644
EQUITY			
Reserves		524,858	524,858
Retained earnings		3,064,708	3,046,786
TOTAL EQUITY		3,589,566	3,571,644

The accompanying notes form part of these financial statements.

Health Voyage Limited

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

2025

	Retained Earnings	General Reserve	Redundancy Reserve	Total
	\$	\$	\$	\$
Balance at 1 July 2024	3,046,786	364,858	160,000	3,571,644
Surplus attributable to the entity	17,922	-	-	17,922
Balance at 30 June 2025	3,064,708	364,858	160,000	3,589,566

2024

	Retained Earnings	General Reserve	Redundancy Reserve	Total
	\$	\$	\$	\$
Balance at 1 July 2023	2,470,202	364,858	160,000	2,995,060
Surplus attributable to the entity	576,584	-	-	576,584
Balance at 30 June 2024	3,046,786	364,858	160,000	3,571,644

The accompanying notes form part of these financial statements.

Statement of Cash Flows

For the Year Ended 30 June 2025

	2025	2024
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers, and government sources	7,776,424	7,035,372
Payments to suppliers and employees	(8,409,792)	(7,074,100)
Interest received	167,057	175,106
Net cash provided by/(used in) operating activities	21 (466,311)	136,378
CASH FLOWS FROM INVESTING ACTIVITIES:		
Proceeds from sale of plant and equipment	4,773	-
Purchase of property, plant and equipment	(188,693)	(368,718)
Net cash provided by/(used in) investing activities	(183,920)	(368,718)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Net increase/(decrease) in cash and cash equivalents held	(650,231)	(232,340)
Cash and cash equivalents at beginning of year	4,492,069	4,724,409
Cash and cash equivalents at end of financial year	7 3,841,838	4,492,069

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Introductions

The financial report covers Health Voyage Limited as an individual entity. Health Voyage Limited is a not-for-profit Company limited by guarantee, incorporated and domiciled in Australia.

The principal activities of the Company for the year ended 30 June 2025 were as a multi-disciplinary service providing evidence based clinical, health promotion and allied health services for those at risk in the community.

The functional and presentation currency of Health Voyage Limited is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

2 Basis of Preparation

In the opinion of the Committee the Company is not a reporting entity since there are unlikely to exist users of the financial statements who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 *Presentation of Financial Statements*, AASB 107 *Statement of Cash Flows*, AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* and AASB 1054 *Australian Additional Disclosures*.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

The financial statements and material accounting policies all comply with the recognition and measurement requirements in Australian Accounting Standards, except for AASB 16 *Leases* which has not been applied, the entity policy applied for leases is mentioned below in note 3. AASB 137 *Provisions, Contingent Liabilities and Contingent Assets* has not been applied in relation to provisions as described in note 12, the policy applied for provisions is mentioned below in note 3.

3 Summary of Material Accounting Policies

(a) Revenue and other income

Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services.

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

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

Notes to the Financial Statements

For the Year Ended 30 June 2025

3 Summary of Material Accounting Policies

(a) Revenue and other income

Specific revenue streams

The revenue recognition policies for the principal revenue streams of the Company are:

Grant and government funding revenue

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

Capital Grants

Generally when a capital grant revenue is received whereby the entity incurs an obligation to expend funds on non specific capital purchases, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the capital purchase occurs, whereby the amount is then recorded as income.

Major capital grants with a specific purpose is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the capital purchase occurs. The revenue is then recorded on regular basis over the effective life of the asset.

Services Revenue

Revenue is recognised on transfer services to the client as this is deemed to be the point in time when risks and rewards are transferred and there is no longer any ownership or effective control over the services. Payments are received in arrears after the service has already been provided, and there is no specific ongoing performance obligation connected to the revenue received. A receivable in relation to these services is recognised when a bill or claim has been invoiced or submitted, as this is the point in time that the consideration is unconditional because only the passage of time is required before the payment is due

Revenue recognition policy for contracts which are either not enforceable or do not have sufficiently specific performance obligations

Revenue is recognised on transfer services to the client as this is deemed to be the point in time when risks and rewards are transferred and there is no longer any ownership or effective control over the services

(b) Income tax

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

(c) Volunteer services

No amounts are included in the financial statements for services donated by volunteers.

Notes to the Financial Statements

For the Year Ended 30 June 2025

3 Summary of Material Accounting Policies

(d) Property, plant and equipment

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

Items of property, plant and equipment acquired for significantly less than fair value have been recorded at the acquisition date fair value.

Leasehold Improvements

Leasehold Improvements are measured using the cost model.

Plant and Equipment

Plant and equipment are measured using the cost model.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line or diminishing basis over the asset's useful life to the Company, commencing when the asset is ready for use.

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

Fixed asset class	Depreciation rate
Plant and Equipment	2% - 100%
Motor Vehicles	12.5%
Leasehold Improvements	10%

(e) Financial instruments

Financial assets

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

Classification

On initial recognition, the Company classifies its financial assets into the following categories, those measured at:

- amortised cost

Amortised cost

The Company's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Notes to the Financial Statements

For the Year Ended 30 June 2025

3 Summary of Material Accounting Policies

(e) Financial instruments

Financial assets

Subsequent to initial recognition, these assets are carried at amortised cost method less provision for impairment.

Interest income, and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost

Where the simplified approach to expected credit loss (ECL) is not applied, the Group uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Company uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Company in full, without recourse to the Company to actions such as realising security (if any is held); or
- the financial asset is more than 90 days past due.

Trade receivables

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Company renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Financial liabilities

The financial liabilities of the Company comprise trade payables, bank and other loans and lease liabilities.

Notes to the Financial Statements

For the Year Ended 30 June 2025

3 Summary of Material Accounting Policies

(f) Impairment of non-financial assets

At the end of each reporting period the Company determines whether there is evidence of an impairment indicator for non-financial assets.

Where an indicator exists and regardless for indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

(g) Leases

The Company has elected not to apply AASB 16 to leases of intangible assets. The Company recognised the payments associated with these leases as an expense on a straight-line basis over the lease term.

(h) Provisions

Provisions have been recognised when the Company has an obligation, that is contingent on other events such as flood, it is therefore only probable that an outflow of economic benefits will result if this event occurs.

(i) Economic dependence

Health Voyage Limited is dependent on the Healthy North Coast for the majority of its revenue used to operate the business. At the date of this report the directors have no reason to believe the Healthy North Coast will not continue to support Health Voyage Limited.

(j) Adoption of new and revised accounting standards

The Company has adopted all standards which became effective for the first time at 30 June 2025, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flow of the Company or refer to Note for details of the changes due to standards adopted.

4 Critical Accounting Estimates and Judgements

Those charged with governance make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - impairment of property, plant and equipment

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

Notes to the Financial Statements

For the Year Ended 30 June 2025

5 Other Revenue and Income

Revenue from continuing operations

	2025	2024
	\$	\$
Revenue from contracts with customers		
- Medical & Psychologist Consultations	721,124	750,523
- Medicare Income PIP PNIP	80,276	62,597
- Medical Reports & Other Income	46,335	33,164
- Workshops Income	35,200	18,263
- One off Contributions	14,092	5,169
- Room Hire	13,856	91,898
	<u>910,883</u>	<u>961,614</u>
Grant Funds & Income		
- Grants	4,233,073	1,173,607
- Womens Program	1,065,768	1,034,300
- Other Programs	1,625,274	3,121,426
- Department of Social Services	499,009	265,536
- Capital Grants	43,193	387,879
	<u>7,466,317</u>	<u>5,982,748</u>
Other Income		
- Interest Income	167,057	175,106
- Reimbursement Wages & Subsidies	23,402	47,196
- Donations	47,596	21,254
- Wages Recovery	1,800	2,000
- Profit on Disposal of Asset	4,773	-
	<u>244,628</u>	<u>245,556</u>
Total Revenue	<u>8,621,828</u>	<u>7,189,918</u>

6 Result for the Year

The result for the year includes the following specific expenses:

Superannuation contributions	493,953	339,247
Rental expense on operating leases:		
- Minimum lease payments	<u>276,388</u>	<u>269,556</u>

7 Cash and Cash Equivalents

Cash on hand	600	600
BCU Bank balances	539,568	300,038
Westpac Community One Visa	7,445	3,125
Westpac Community Solution One	7,324	74
Westpac WHC	1,609	789
BCU Term Deposits	<u>3,285,292</u>	<u>4,187,443</u>
	<u>3,841,838</u>	<u>4,492,069</u>

Notes to the Financial Statements

For the Year Ended 30 June 2025

8 Trade and Other Receivables

	2025	2024
	\$	\$
CURRENT		
Trade and other receivables (cost)	20,060	19,550
GST receivable	15,755	-
	<u>35,815</u>	<u>19,550</u>

9 Other Non-Financial Assets

CURRENT		
Prepayments	63,840	54,216
	<u>63,840</u>	<u>54,216</u>

10 Property, Plant and Equipment

PLANT AND EQUIPMENT		
Plant and equipment		
At cost	828,803	785,610
Accumulated depreciation	(398,524)	(285,105)
Total plant and equipment	<u>430,279</u>	<u>500,505</u>
Motor vehicles		
At cost	80,114	59,214
Accumulated depreciation	(22,744)	(15,341)
Total motor vehicles	<u>57,370</u>	<u>43,873</u>
Leasehold Improvements		
At fair value	124,600	158,020
At cost Coffs Harbour	1,446,239	1,446,239
Accumulated amortisation	(395,604)	(271,448)
Total leasehold improvements	<u>1,175,235</u>	<u>1,332,811</u>
Total plant and equipment	<u>1,662,884</u>	<u>1,877,189</u>
Total property, plant and equipment	<u>1,662,884</u>	<u>1,877,189</u>

Notes to the Financial Statements

For the Year Ended 30 June 2025

10 Property, Plant and Equipment

(a) Movements in carrying amounts of property, plant and equipment

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

	Plant and Equipment \$	Motor Vehicles \$	IT Equipment - Headspace Grafton \$	Leasehold Improvement s \$	Total \$
Year ended 30 June 2025					
Balance at the beginning of year	500,505	43,873	-	1,332,811	1,877,189
Additions	43,193	20,900	-	124,600	188,693
Disposals - written down value	-	-	-	(118,472)	(118,472)
Depreciation expense	(113,419)	(7,403)	-	(163,704)	(284,526)
Balance at the end of the year	430,279	57,370	-	1,175,235	1,662,884

	Plant and Equipment \$	Motor Vehicles \$	IT Equipment - Headspace Grafton \$	Leasehold Improvement s \$	Total \$
Year ended 30 June 2024					
Balance at the beginning of year	305,427	51,294	9,605	1,284,272	1,650,598
Additions	281,670	-	-	87,048	368,718
Depreciation expense	(96,197)	(7,421)	-	(38,509)	(142,127)
Assets transferred	9,605	-	(9,605)	-	-
Balance at the end of the year	500,505	43,873	-	1,332,811	1,877,189

11 Trade and Other Payables

	2025 \$	2024 \$
CURRENT		
Trade payables	196,380	29,976
Employee benefits	272,034	58,276
Sundry payables and accrued expenses	3,742	130,710
GST receivable	-	(38,963)
	472,156	179,999

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

Notes to the Financial Statements

For the Year Ended 30 June 2025

12 Provisions

	2025	2024
	\$	\$
NON-CURRENT		
Provision for uninsured flood damage	150,000	-
Provision for medical brokerage fund	8,000	-
	<u>158,000</u>	<u>-</u>

13 Other Liabilities

CURRENT		
Grants & Funds in Advance	<u>950,533</u>	<u>2,230,056</u>

14 Employee Benefits

Current liabilities		
Long service leave	88,031	117,785
Annual leave	<u>286,325</u>	<u>313,528</u>
	<u>374,356</u>	<u>431,313</u>
Non-current liabilities		
Long service leave	<u>59,766</u>	<u>30,012</u>

15 Reserves

(a) General reserve

The general reserve records funds set aside for future expansion of Health Voyage Limited.

(b) Redundancy reserve

The redundancy reserve records funds set aside for future possible redundancies of employees of Health Voyage Limited.

16 Auditors' Remuneration

Remuneration of the auditor Moore Australia (QLD/NNSW) for:		
- auditing the financial statements	<u>15,200</u>	<u>14,140</u>

Notes to the Financial Statements

For the Year Ended 30 June 2025

17 Lease Commitments

The entity has elected not to apply AASB 16 Leases standard. The non-cancellable lease commitments for the entity are as follows. Leases are for office locations at Coffs Harbour and Grafton and are for periods ranging between 1 to 12 months.

	2025	2024
	\$	\$
Minimum lease payments		
less than 12 months	220,200	219,073
1 - 5 Years	449,650	-
	<u>669,850</u>	<u>219,073</u>

18 Key Management Personnel Disclosures

The remuneration paid to key management personnel of the Company is \$ 364,968 (2024: \$ 394,055).

19 Contingencies

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

20 Related Parties

The Company's main related parties are as follows:

Key management personnel - refer to Note 18.

Related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

Transactions with related parties

There were no related party transactions in the 2025 or the 2024 financial year.

Notes to the Financial Statements

For the Year Ended 30 June 2025

21 Cash Flow Information

Reconciliation of result for the year to cashflows from operating activities

Reconciliation of net income to net cash provided by operating activities:

	2025	2024
	\$	\$
Profit for the year	17,922	576,584
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	284,526	142,127
- net gain on disposal of property, plant and equipment	(4,773)	-
- net loss on disposal of property, plant and equipment	118,472	-
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	(16,264)	37,659
- (increase)/decrease in prepayments	(9,625)	4,801
- increase/(decrease) in income in advance	(1,279,523)	(583,058)
- increase/(decrease) in trade and other payables	292,157	(155,595)
- increase/(decrease) in employee benefits	130,797	113,860
Cashflows from operations	<u>(466,311)</u>	<u>136,378</u>

22 Statutory Information

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

Health Voyage Limited
45-53 Little Street
Coffs Harbour NSW 2450

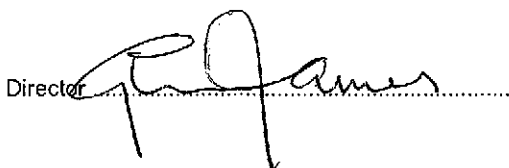
Directors' Declaration

In the directors' opinion:

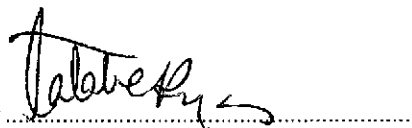
1. the financial statements and notes, as set out on pages 1 to 15, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:
 - (a) comply with Australian Accounting Standards as stated in Note 2; and, and the *Australian Charities and Not-for-profits Commission Regulation 2022*; and
 - (b) give a true and fair view of the financial position as at 30 June 2025 and of the performance for the year ended on that date of is in accordance with the accounting policy described in Note 3 of the financial statements.
2. there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

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

Director



Director



Dated 30 September 2025

Independent Audit Report Health Voyage Limited

Report on the Audit of the Financial Report

Opinion

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

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

- (i) giving a true and fair view of the Registered Entity's financial position as at 30 June 2025 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 2, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Registered Entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial 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

We draw attention to Note 2 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Registered Entity's financial reporting responsibilities under the ACNC Act. 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 Responsible Entities for the Financial Report

The responsible persons of the Registered Entity 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 2 to the financial

report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The responsible entities' responsibility also includes such internal control as the responsible entities 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 responsible persons are responsible for assessing the Registered Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the Registered Entity or to cease operations, or have no realistic alternative but to do so.

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

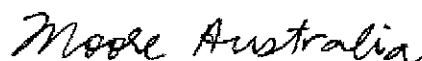
A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:

https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.



Murray McDonald
Partner

Brisbane
30 September 2025



Moore Australia Audit (QLD/NNSW)
Chartered Accountants



Trading as;
headspace Coffs Harbour
headspace Grafton
Coffs Harbour Women's Health Centre

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