



100 Women Ltd

Annual Report

2021



We acknowledge the Traditional Owners of the land on which we meet, the Whadjuk Noongar people, and the indigenous people in the lands where our grants are delivered. We honour their cultures and their Elders past, present and emerging.

Cover: Glass Jar
Australia, Western
Australia, 2020

Transforming the Lives of Women and Girls

100 Women is a collaborative giving circle that transforms the lives of Women and Girls.

100 Women enables everyday people to be involved in creating a world where all women and girls can live safely with access to health, education and economic freedom.

100 Women do this by combining donations and knowledge to provide impactful grants.

We gather people from all walks of life to amplify our collective giving and fund life-changing projects locally, nationally and globally.

All grant contributions are tax deductible and 100% of member donations go directly into our grants pool.

Donors vote for projects and can see the impacts of the grants firsthand, thereby creating a meaningful giving experience.

15,000+

women and
girls impacted

\$720,000+

in grants

26 major
projects

16 donations to
additional projects

100%
of donations

go into our grants pool



Our Purpose

To ignite diversity in philanthropy through the power of collective giving, to empower women and girls globally

Our Values

Community

Membership is belonging. We unite everyday people together, to empower a positive difference for others.

Diversity

We encourage difference. We give space to people who don't (traditionally) have a voice, to impact meaningful change. This includes encouraging different voices to have a seat at the table.

Ethical

Every action, and every day. We keep community at the core and we are entrusted to do the right thing.

Impact

We are smart and strategic. We focus on doing things that make the biggest positive difference.

Courage

We celebrate being brave! Speaking up, giving a voice to our convictions and carving our own path.

Member Donations

Members donate to the grant funding pool, in amounts starting from \$25 per month, and all donations are tax deductible. The full donation amount does towards the annual grant pool.

Members have voting rights to decide who will receive the grant funds each year.

Other Member Benefits

- Member pricing at 100 Women events
- Networking with 100 Women's member list
- Member only Facebook group
- Opportunity to be profiled in 100 women publications and social media



*“When everyone gives a little,
we end up with a lot!”*

Our Members





Member Engagement

Regular 'Connect' Events engage the membership community and provide opportunities for professional networking. These events also provide critical funding to support operational expenditure, such as insurance, marketing and technology.

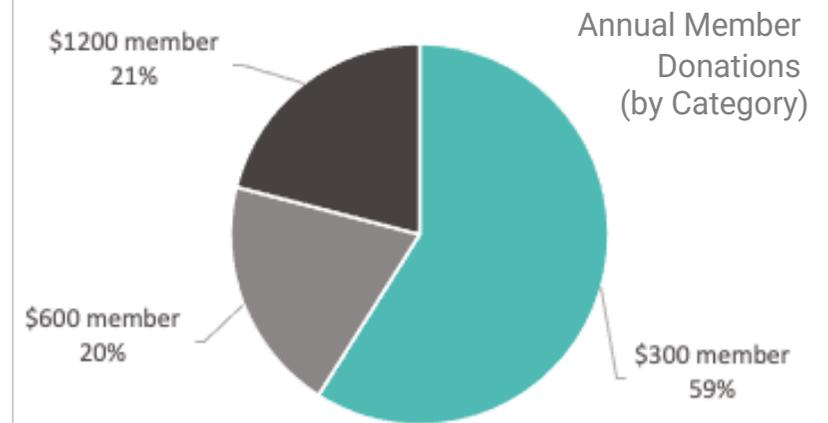
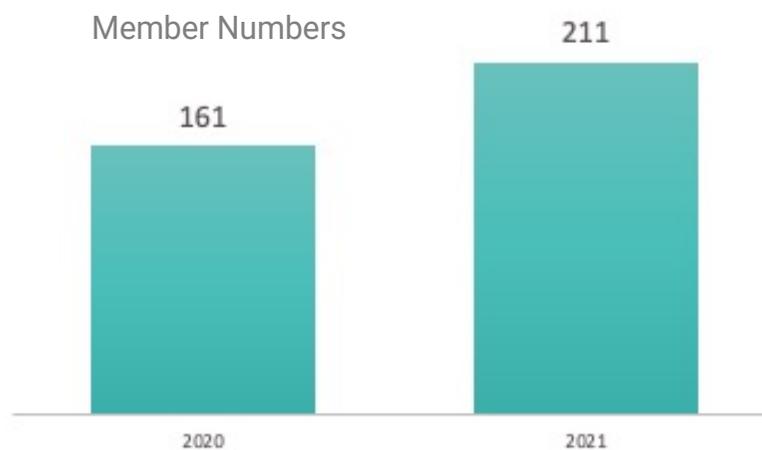
Despite the challenges of COVID-19, in 2020-2021 100 Women maintained its member numbers, member donations and events income.

\$47,282

2021
Event Income

\$114,368

2021
Member Donations



Member Profiles

80% of members

- Are aged 30 to 59
- Are employed
- Earn over \$80K
- Own their own home

"Philanthropy isn't just for Billionaires!" Liz

"I love that through collective giving we can all make a difference." Annette



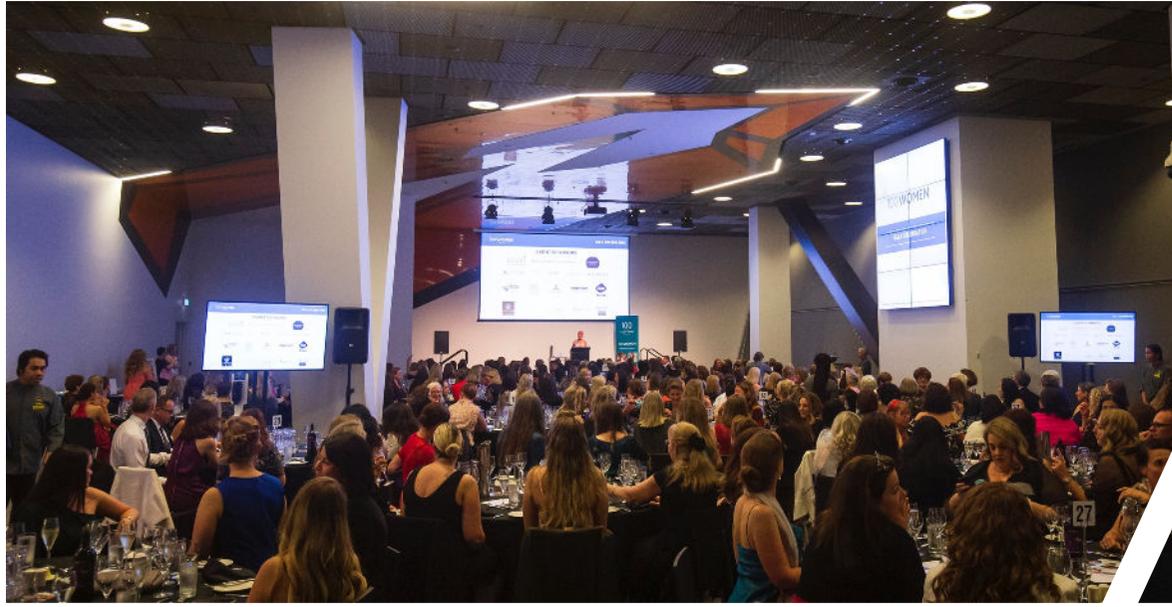


100 WOMEN Gala Celebration 2020

The 100 Women Gala Celebration was held on 16 October 2020 at the RAC Arena.

In addition to announcing our grant recipients, this high-quality event provides an opportunity for us to thank our 100 Women members, Sponsors and In-Kind Partners, Board, Committee and Volunteers.

Member tickets, corporate tables, raffle prizes and a silent auction generate additional revenue to fund 100 Women's administration in the following year.



\$100,835 Grants and Donations

Seven (7) organisations were shortlisted for member voting, with 5 organisations receiving grants. Unsuccessful finalists received a donation of \$1000.

Charitable Grants 2020



100 WOMEN
2020
GRANT
FINALISTS

Health Category

The Project

The Earbus Health Ambassadors Program will engage Aboriginal young women aged 12 to 18 who have shown interest in ear disease and health. EFWA will engage these young women via its outreach program, which currently visits more than 120 sites every year. Nurses and clinicians will train and mentor the young women chosen to be ambassadors, teaching them about self-care options for preventing and treating middle ear disease, including good hand hygiene practices. These students will be able to teach hand hygiene and ear health self-care options to children and adults in their local community.

This project will empower young women to recognise their value and consider their employment prospects. Through the program, participants will gain an understanding of the skills required to move forward into health, education or leadership roles.

Granted \$20,000

Earbus Foundation of WA



Location

Remote locations in
Western Australia

Project Funding

\$20,000 of a total
project cost of
\$73,000

Education & Economic Freedom Categories

The Project

One Girl's priority is to ensure that when schools reopen in Sierra Leone in 2021 (after COVID lockdown), girls have the support, knowledge, and resources to return safely to school and re-engage with their education. One Girl seeks to provide both wellbeing and physical support to mitigate the unique challenges many girls face.

From January to June 2021, the project will provide 137 girls in secondary school with the following:

- Monthly mentorship meetings (eg. mental wellbeing and health management and topical life skills);
- Sanitary pads; and
- Access to a monthly savings fund to purchase essential items like food and soap.

Location

Tonkolili
District, Sierra
Leone

Project Funding

\$19,960 from a total
project cost of
\$31,122

Granted \$19,960

One Girl Australia



Health & Education Categories

The Project

Seven Sisters is a 10-week program that provides Indigenous girls and women with positive social and emotional wellbeing skills and preventative mental health strategies to enable them to respond to life challenges.

The program combines a focus on physical and mental health, enabling participants to identify their emotional triggers and stress responses, and how to manage these via physical exertion and competitive play on a netball court.

Location

Remote locations in
Western Australia

Project Funding

\$19,935 from a total
project cost of
\$53,860

Granted \$19,935

Shooting Stars



Education & Economic Freedom Categories

The Project

The Keeping Girls in School project aims to provide 136 girls with access to secondary school education at CCF's Toul Ampil School for the 2020 to 2021 academic year.

The project will include:

- Preparing and enrolling girls into CCF's Toul Ampil school;
- Providing uniforms and study materials;
- Providing school transportation; and
- Providing 10kg of rice to offset the loss of income from child labour to families of girls who have continued good attendance at school.

Location

Phnom Penh,
Cambodia

Project Funding

\$20,000 from a total
project cost of
\$115,000

Granted \$20,000

Cambodian Children's Fund



Cambodian Children's Fund

Safety & Economic Freedom Categories

The Project

Bower Reuse and Repair Centre reduces the amount of waste entering landfill by reclaiming household items for reuse, repair and resale

This project aims to provide furniture and household essentials to women and girls who are re-establishing a home after experiencing a period of homelessness, fleeing domestic abuse or financial insecurity.

The project aims to furnish up to 40 homes with all the necessities to turn a house into a home, including fridges, beds, couches, tables and chairs and kitchenware.

The Bower Reuse & Repair Centre also seeks to help people who are downsizing to find new homes for their good quality furniture, providing a reuse alternative with a purpose.

Granted \$19,940

The Bower Reuse & Repair Centre



Location

Marrickville,
NSW

Project Funding

\$19,940 from a total
project cost of
\$26,425

Strategic Plan

During 2020-2021 the Trustee Board and its volunteers developed a strategic plan for 100 Women, guiding the organisation toward 3-year and 10-year horizons.

3-year Vision **\$250K Grants Program**

- 400 members locally and nationally
- Strong, diverse membership base
- Strong member and volunteer engagement
- Self funded business model - 100k funded through products and events
- High profile, actively engaged Ambassadors
- Streamlined back-office operations
- Part time manager to drive the organisation forward
- Diverse, well respected, visionary Board

10-year Vision **\$1M Grants Program**

- 2000 members locally and nationally
- Self funded business model
- High profile, actively engaged Ambassadors
- Paid staff manage the organisation



Strategic Themes

Our Ambassadors champion the rights of women and girls, and have a track record as social changemakers



Left to Right: Alicia Curtis (Co-Founder, 100 Women), Rabia Siddique and Fadzi Whande

Governance

Our Ambassadors

100 Women engages the support of prominent individuals from the arenas of philanthropy, business, politics, academia, literature and sports to raise the awareness of the vision, purpose, values and priorities of 100 Women.

Our Ambassadors join us by invitation and assist us by raising the profile of 100 Women and promoting everyday philanthropy.

We thank the 100 Women Ambassadors of 2020.

Rabia Siddique

Acclaimed international human rights lawyer, author, speaker and Australian of the Year finalist

Fadzi Whande

Award-winning expert in diversity and inclusion, Australia Day Ambassador

Governance

Trustee Board

The 100 Women Trustee Board consists of high calibre executives who volunteer their time to provide governance, strategic direction and leadership to the organisation.

Alicia Curtis

Trustee Board Member

Co-Founder of 100 Women and Alyceum. WA Women's Hall of Fame Inductee.

Virginia Miltrup

Board Chair

Executive Director, Community & Business Services, City of Vincent

Sarah Bagshaw

Marketing & Events

Oceania Service Lines and Alliances
Marketing Manager, EY

Bianca Starcevich

Board Secretary

Consultant, Humanitas HR Solutions

Wayne Peel

Vice Chair

Managing Director, Engenium, now Stantec

Alex Willcocks

Treasurer

EGM Group Accounting & Assurance, Wesfarmers Ltd

Tori Anderson

Memberships

Director, Philanthropy & Enterprise, Anglicare WA



Left to Right: Alicia Curtis, Bianca Starcevich, Virginia Miltrup, Wayne Peel, Sarah Bagshaw, Gail Milne, Alex Willcocks

Tori Anderson (Absent on Approved Leave)

Gail Milne joined the Board in October 2021

Governance

Volunteer Committees

100 Women Volunteer Committee members design, implement and deliver services to help 100 Women achieve its goals. Each committee has oversight for a particular organisational function and report monthly to the Trustee Board. We welcome all women and men to contact us to find out about volunteer opportunities.

Approximately 30 members contribute their time to support 100 women and we thank them for their invaluable contribution.



Volunteer Committees worked online during COVID lockdowns



Shooting Stars (2020)

Director's Report 2021

\$67,092

Surplus

\$40,000

Sponsorship Received

Operating Result

100 Women reported a surplus of \$67,092 for the financial year. Membership revenue of \$114,368 was allocated to the grants pool, while \$47,282 was generated through events income.

A one-off sponsorship of \$40,000 was received and is reflected in the surplus. This is carried forward to 2021/22 to support the employment of a part time Executive Officer.

Total expenditure of \$51,127 was reduced from the previous year. Other than event expenses, the most significant expense items related to insurances and technology costs.

The organisation's operations during the year performed as expected in the opinion of the Directors.

Review of Operations

Directors carefully monitored operations during the financial year due to the impact of COVID-19 in the final quarter.

The grants process was simplified in 2020 to minimise the risks related to COVID-19. This year we approached previous grant recipients to participate, significantly reducing the volunteer effort required to evaluate proposals, and minimising 3rd party risk. The typical grants process will resume in 2021.

Management of Risk

The Board and Committees developed an operational risk register this financial year, and six potential risks received a high-risk rating, prior to risk treatment. They were:

1. Significant loss of members (>10%), resulting in a reduction in the grants pool
2. Data breach or loss of confidential data
3. 100 Women brand loses relevance in the philanthropic market
4. COVID transmission at a 100 Women event
5. Misuse of grant funds by a grand recipient (eg fraud) damaging the credibility of the grants process

Risk treatments have been identified and are regularly monitored by the Board.

Significant Changes in The State of Affairs

During the financial year, 100 Women processes were impacted by the COVID-19 pandemic. Activities taken by the Board mitigated the risks to acceptable levels.

No Change in the Nature of Principal Activities

There was no significant change in the nature of the principal activities of 100 Women during the year.

After Balance Date Events

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

Likely developments in the operations of the company, and the expected results of those operations in future financial years, have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the company.

Environmental Issues

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Indemnifying Office or Auditor

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the company.

Proceedings on Behalf of 100 Women Ltd

No person has applied for leave of Court to bring proceedings on behalf of 100 Women Ltd, or to intervene in any proceedings to which 100 Women Ltd is a party for the purpose of taking responsibility on behalf of the organisation for all or any part of those proceedings.

100 Women Ltd was not a party to any such proceedings during the year.

Director's Declaration

Signed in accordance with a resolution of the Directors

VIRGINIA MILTRUP

CHAIR OF THE BOARD OF TRUSTEES

17 OCTOBER 2021



One Girl Australia,
Tonkolili District, Sierra Leone (2020)

CONTACT US

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