



FY 2024-2025

Impact Report



Birth for Humankind's 10th Birthday Gala
Photo by Lacey Barrett

CONTENTS

Chair Report

Page 3-4

CEO Report

Page 5

Highlights

Page 6

Our Impact

Page 7-8

Our Services

Page 9

Our Supporters

Page 10

Our Team

Page 11-12

Our Future Focus

Page 13-14

Our Financials

Page 15-16



Birth for Humankind acknowledges the Wurundjeri and Boonwurrung people of the Kulin Nations as Traditional Owners of the land on which we work. We honour their enduring knowledge of birth, parenting and community care that has been carried for tens of thousands of years, and their unceded sovereignty. This land was and always will be Aboriginal land.



Birth for Humankind's 10th Birthday Gala
Photo by Lacey Barrett

CHAIR REPORT

The past 12 months for Birth for Humankind has been packed with 10th birthday celebrations, transitions for the organisation and life changing pregnancy, birth/postnatal support and advocacy for women and gender diverse people experiencing social and financial disadvantage.

In October 2024, we gathered at the State Library of Victoria to celebrate the 10th birthday of Birth for Humankind. Joyously and hilariously, Celia Pacquola hosted the night, the band Siren entertained us and we heard from our first client Carly Lord and founders Mei lai Swan and Kirstan Flannery. There were tears of happiness, cake and dancing, as well as much fun with raffles and silent auction items. Big thanks to Celia for hosting and to Red and Jess Mitchell for your superhuman efforts making the night such a success.

Our first Birth for Humankind retreat in February 2025 saw us round out the 10-year celebrations with staff, volunteers and board members joining together at the beautiful Commonground, Seymour. We played trivia, painted, hiked in the bush, did pilates, meditated with song therapy and learnt about and practiced the traditions of Rebozo. Special thanks to Amber, Red and all volunteers involved in connecting us all in such a meaningful way. Thanks to Commonground's grant for making the retreat possible.

This year has also been one of transitions. After 7 years at the helm, our CEO Red Dearnley made the decision to move onto other adventures. It's hard to describe how much Red did for Birth for Humankind and how much their vision led the way. They guided us through Covid-19 and worked tirelessly to ensure our sustainability. We wish them well and look forward to having them as a continued friend of Birth for Humankind.

In the tail end of FY25, after a widely-embraced and competitive recruitment process, we appointed Cate Keane our new CEO – and she has hit the ground running. Cate has a wealth of experience across various executive and leadership roles and brings a strong belief in the power of trust and collaboration. Cate is known and trusted for engaging and aligning teams to shared goals and fostering innovative, supportive environments.

Earlier in the year we farewelled Sandra Morris and I thank her for her leadership, insights, connections, mentoring and passion. We also farewelled two long-standing staff members Cath Wright and Kristine Balfour, who were instrumental in the development of our volunteer doula program. They supported referrers and volunteers, designed and delivered our doula induction training and ongoing professional development as well as developing and delivering the Birth for Humankind doula training program. We wish them all well in their next chapters.

I'd like to extend my sincere thanks and congratulations to our CEOs, staff and volunteers for their expertise, passion, hard work and commitment over the past year. Even with some times of great uncertainty, the team they have continued to provide support and education services to women experiencing a range of interconnected social barriers to accessing equitable and respectful maternal health care.

It continues to be a great privilege for me to be the Chair of Birth of Humankind, and I'd like to offer my gratitude to my fellow Board directors for their continued dedication, the skills they bring and their strong support of the organisation. Special mention to Raj Gopiraj, who after 10 years, retired from the board at the last AGM. Raj was our first Treasurer, and we thank him enormously for providing great guidance, governance and insights to the board and CEO for so many years.

As disadvantage and needs grow in our communities, never has it been a more important for Birth for Humankind to actively pursue its purpose and reach the people who need our services the most.

I look forward to the challenges ahead and to collaborating with our partners and funders as we work towards a successful 2026 and beyond.



Joanne Kirk (she/her)
Chair



Board Directors Susanne, Lauren, Red (CEO), Jo Kirk and Jo Askham at our retreat

CEO REPORT

After more than seven remarkable years as the CEO of this small, but mighty organisation, I moved on from the role at the end of July 2025. It has been a unique privilege to lead the smart, determined and passionate team and work alongside the extended network of committed, kind and knowledgeable volunteer doulas. Everything Birth for Humankind achieves is down to their care and attention to our clients and supporters. I have learnt so much from them all.

Throughout much of my career I have seen the incremental changes resulting from systems' reform and social justice advocacy at organisational, state, national and international policy level. But through Birth for Humankind's work, I have witnessed how transformative one-to-one service can be – not only for the individual receiving it, but also as a powerful example of what's possible when everyone has access to personalised, continuous support.

Birth for Humankind is unique in its service model, but I have seen the landscape shift during my tenure – globally, and here in Australia. Increasingly people understand the complementary role of community-based doula care. It is recognised that additional social support strengthens, rather than duplicates, the care provided by the public maternity system. And the extended benefits of growing confidence and agency in women and gender diverse birthing people is unparalleled.

I'm particularly proud that the proportion of self-referrals to Birth for Humankind continues to grow. It is testament to the capacity of repeat clients to navigate the system themselves and ask for support when needed. And the power of word-of-mouth referrals when new clients are empowered by the incredible experiences that their friends – former BFH clients – have had. Public sector referrals have also grown – with no advertising. It is testament to BFH's trusted name, reputation, and partnership-based approach.

I will hugely miss so much about this role but I also firmly believe that change is good thing for an organisation. I know we have the operational foundations in place and a team with ambition and vision to ensure ongoing support for clients, whilst continuing to drive sustainability and growth for the organisation. I leave to pursue new personal challenges, confident that the organisation will continue to flourish.

I remain a committed donor, supporter and advocate for all Birth for Humankind does – and hope to see you at future Birth for Humankind events.



Red Dearnley (they/them)
CEO (18 April 2018 to 31 July 2025)

HIGHLIGHTS

10th Birthday Gala Dinner

What. A. Party! Huge thanks to the old and new friends, donors, and partners who helped us celebrate this milestone in October 2024. We're so proud of what we've achieved — and we're just getting started.



Doula Retreat

On a sunny February weekend, our board, staff, and doula team came together at Commonground for the first-ever BFH Retreat — a powerful chance to connect, recharge, and learn from the passionate people who make our community so special.



Doula Training

In 2025, we welcomed 15 participants to our Doula Training, including our first-ever postnatal doula course! We're so grateful to each student for choosing to learn with us and for their commitment to supporting women and families.



Victorian Volunteer Awards

In November, we were honoured to be one of four organisations nominated for the Volunteering Innovation Award. While we didn't win, it was well-earned recognition of the dedication and generosity of our incredible doulas.



OUR IMPACT

Total doula support services delivered = 111

75

Pregnancy and Birth

33

Extended Postnatal

3

Abortion

Client Outcomes*

71%

felt confident to communicate their needs to clinical staff when supported by a doula, compared to 45% at intake

96%

reported they received doula support that met their needs

93%

reported their doulas provided information about other supports or services in the postnatal period

Evaluation question: In what ways did your doula impact your birth experience?

"She made the space feel safe, whilst being my advocate and support."

"I felt safe, supported, informed, respected and valued."

"It made me felt calm and ready, my doula was so encouraging in helping me prepare for birth!"

Our Doulas

1,997

hours volunteered

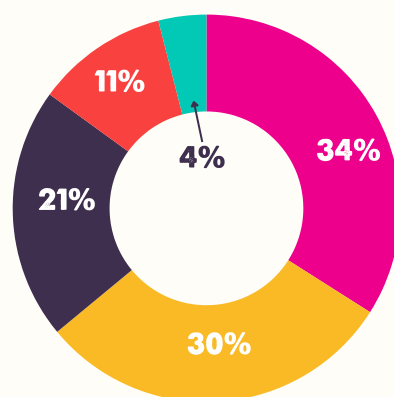
47

doulas provided services to clients

12

languages spoken by our doulas

Our Referrals



- Community health & support services
- Public maternity hospitals (midwives)
- Public maternity hospitals (social workers)
- Self-referrals, friends & family
- Maternal-child health services

NB: Evaluation responses collected in FY25 may reflect experiences delivered outside the period.

Our client's face complex intersections of social isolation, economic hardship and systemic disadvantage, which often results in fragmented care within maternity and social support systems. We know that trusted relationships, built through culturally and socially responsive roles like doulas, can help bridge gaps in care – especially during pregnancy and early parenting.

56% Lacking a birth support person

19% Newly arrived migrant

38% Previous/current experience of mental health concerns

11% Under 25 years of age

34% Experience of trauma

2% Alcohol or drug misuse

33% Experience of family violence

2% Living with a disability

24% Experience of abuse

1% Aboriginal and/or Torres Strait Islander

22% Arrived as refugee or asylum seeker

1% LGBTQIA+

20% Experiencing or at risk of homelessness

Based on BFH's client eligibility criteria reported at time of referral.

16

languages spoken

23

clients required an interpreter

31

first pregnancies

5

sets of twins



"Life changing. I have never felt that the sort of care provided to me and my family. [My doula's] care and support has made me feel valued and deserving in a way I've not experienced before."

- Birth for Humankind Client

OUR SERVICES

Ever wondered what it looks (and feels) like to be supported by a Birth for Humankind doula?

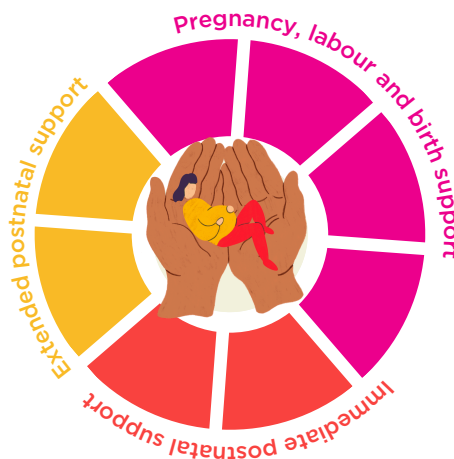
- Doula ensures client feels confident to access appropriate services or community supports.
- Doula says final goodbye to client.

- 'Meet and Greet' session: introduction to the service.
- Doula provides information, antenatal education and supports the client's needs and helps build capacity.

"[my] Doula gave me good information about birth. She was very sweet and supportive throughout my journey."

- 12 hours of support, over 6-8 weeks post-birth.
- Tailored support for parent and baby (e.g. breastfeeding support, linking to community or other services, and encouraging self-care.)

"They helped me a lot with my twins there are very good people inside and out. I am so blessed to have a doula in my in my life, thank you so very much."



Doula attends hospital appointment with client, offering additional support with birth preferences, planning, or connection to services/supports.

From 38 weeks, doula is available for emotional and practical support (via phone), and ready to attend labour and birth.

"...my doula was amazing. She was very communicative and supportive. Always easy to reach."

Second support session: Doula may facilitate connection with BFH's extended postnatal support if needed.

Doula supports client at home or in hospital. Session might include birth debrief and postnatal care education.

"The care and compassion she showed made a lasting impact, and I'm so thankful for the support I received."

Doula attends birth in hospital, providing continuous emotional and practical support as a trusted companion.

"She [my doula] made me feel comfortable, she expressed my concern on my behalf when I couldn't, she helped with labour, contractions and delivering my baby - she was awesome!"

OUR SUPPORTERS

We work collaboratively with health service providers, community support organisations and businesses across Melbourne to help increase our reach and impact. We are fully funded by philanthropic and community grants, public donations and generous in-kind contributions. Our achievements are enabled by the generosity of our supporters – thank you for standing beside us.

Special thanks to:

Our major donors

- Alan Brough
- Australian Communities Foundation
- Be BlueRock Foundation – McMullen Family Giving Fund
- Bridgid Allsopp
- Flannery Foundation
- Flora & Frank Leith Charitable Trust
- Jenkins Foundation
- Julie-Anne Isaacson
- Kate Evans
- Kirstan Flannery
- Macquarie Bank - corporate giving
- Mandy Collins-Woolcock
- Modara Pines Charitable Foundation
- Paul Ramsay Foundation
- Peter Isaacson Foundation
- Phyllis Connor Memorial Trust, as managed by Equity Trustees
- Radiant Birth & Josephine Hipwell
- Red Rocketship Foundation
- River Capital Foundation
- Scanlon Foundation

Our community supporters, partners and ambassadors

- Birth Goddess
- Birthing Wisdom – Rhea Dempsey
- Birthmother
- Carmen Get It
- Celia Pacquola
- Collingwood AFLW
- Commonground
- Core and Floor Restore
- Crochet Things
- Dutjiya Mang
- Elisabeth Scott Art
- Fertile Ground Health Group
- Goodwill Wine
- Jaspa Herington
- Kester Naismith
- Lacey Barratt
- Luna Park
- MAMA Midwifery Practice
- Mums Matter Psychology
- Nikki Reynolds
- Rhea Dempsey
- Sara Duncan
- Siren the band
- Sisterworks
- Stacie Piper
- The Base Collective
- Verve Portraits
- Violet Hartley Designs

OUR TEAM

Birth for Humankind Board

Joanne Kirk (she/her)
Board Chair

Lauren King (she/her)
Secretary

Savi Alphonse (she/her)
Treasurer

Jessica Mitchell (she/her)
Director

Jo Askham (she/her)
Director

Susanne Newton (she/her)
Director

Raj Gopira (he/him)
Director (until Nov 2024)

Birth for Humankind Staff

Red Dearnley (they/them)
CEO

Amber Andrews (she/her)
Operations and Programs Officer

Betsy Prieto (she/her)
Digital Communications
Officer (from August 2024); Employed
Doula

Cath Wright (she/her)
Doula Program Supervisor

Farzana Parwizi (she/her)
Employed Doula

Jess Le Fevre (she/her)
Grant Partnerships Lead

Kathryn Starry (she/her)
Communications Lead (until August 2024)

Kiki Haren (she/her)
Employed Doula

Kristine Balfour (she/her)
Doula Program Supervisor

Sandra Morris (she/her)
Senior Engagement and Strategy
Manager (until April 2025)



Birth for Humankind Volunteer Doulas

- Alex Schifter (she/her)
- Amanda Walker
- Amber Andrews (she/her)
- Amy Langford
- Ana Calvo Garcia (she/her)
- Anne Hall (she/her)
- Aria Klein (she/her)
- Aviv Gazit
- Bec Hickey (she/her)
- Beth Burke
- Betsy Prieto (she/her)
- Bridie Ryan
- Bron Ellis (she/her)
- Cathe Ross
- Caz Wojtowicz
- Chantelle Ogilvie
- Chelsea Vela (she/her)
- Claire Wilson
- Eloise Daff (she/her)
- Elysia Hansen (she/her)
- Emma Lean
- Emma Watton she/her
- Erika Munton
- Gemma Daniel
- Geogina Hannan (she/her)
- Giorgia Hall-Cook
- Harriet Smith (she/her)
- Ingrid Fitzgerald
- Jacqui Kidman (she/her)
- Jamie Tyquin (she/her)
- Jenna Webb
- Jess Delaney
- Josie Hipwell (she/her)
- Julie Huf
- Julie Spargo
- Julie-Anne Isaacson (she/her)
- Karah Hardy-Edwards
- Karly O'Malley
- Kath Cooney
- Kiki Haren (she/her)
- Kristin Olds (she/her)
- Kristina Rienmueller
- Kristine Balfour
- Laura Stacey (she/her)
- Liana Azzolina
- Lizzie Griffiths (she/her)
- Louisa Gibson
- Lucie John
- Maddi Newton (she/they)
- Megan Hollins
- Michelle Thomas
- Miranda Gilbert
- Monika Meehan
- Ness Macaulay (she/her)
- Natalie Anderson
- Nicky Harle
- Nikki Reynolds
- Penny Dare (she/her)
- Sammy Gibson-Williamson she/her
- Shantra Roach
- Stav Shahaf
- Susie Talbot (she/her)
- Tessa Jungling
- Trinette Lewis
- Veronica Garcia Lozada



OUR FUTURE FOCUS

Birth for Humankind's incoming CEO Cate Keane outlines our focus for the immediate future and our strategic priorities for the coming years.

1

Advancing service integration to improve client outcomes

Reducing Family Burden: Families shouldn't need system expertise to access support. Integrated models enable warm handoffs, coordinated care, and information sharing – allowing families to focus on stability rather than navigation.

Building Trust Through Cultural Connection: Communities with institutional trauma need trusted bridges to services. BFH's culturally informed approach becomes that bridge, helping families engage through relationships that honour their lived experience.

Amplifying Impact: Integration multiplies outcomes: interventions align, resources work harder, and BFH's expertise elevates partner practices. Individual families thrive while systems become more equitable.

Driving Lasting Change: Beyond individual outcomes, integration shifts institutional practices and builds infrastructure that serves marginalised communities long-term – transforming temporary programs into permanent system change.

2

Developing a fee-for-service model to ensure long-term financial sustainability

Birth for Humankind operates with constrained resources in a landscape of growing demand for birth support services. Maximizing our team's expertise and capacity while simultaneously pursuing valued partnerships and alternative income streams is critical for three key reasons:

Sustainability: Diversified funding reduces vulnerability to grant cycles or single-source dependency, ensuring continuity of services for families who rely on us.

Scalability: Strategic partnerships extend our reach and impact beyond what our team can deliver alone, allowing us to serve more families without proportional increases in overhead.

Mission resilience: Multiple revenue streams – including fee-for-service models, partnerships with healthcare providers, and collaborative funding – create financial stability that protects our core mission during uncertain times.

3

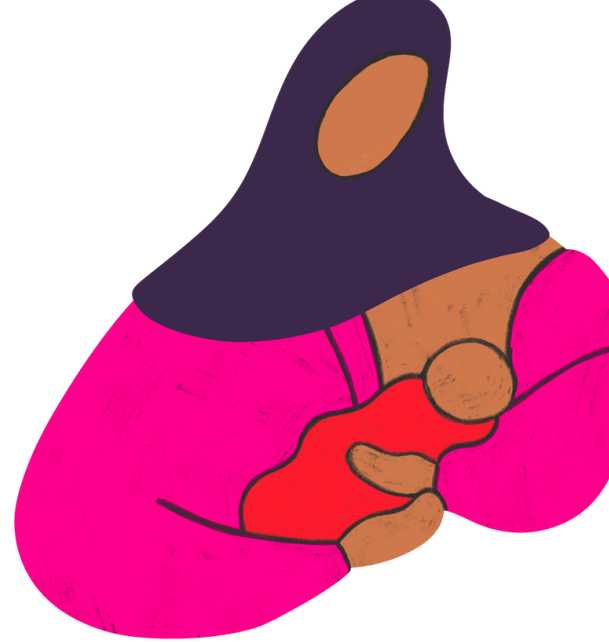
Advancing Change: For Clients and Systemically

Birth for Humankind aims to create change at two interconnected levels.

For Clients: Providing trauma-informed doula support that transforms individual birth experiences. Clients feel empowered, navigate healthcare with confidence, and develop stronger family bonds. For families facing disadvantage, this support breaks harmful cycles and creates lasting wellbeing.

Systemically: We influence healthcare culture through daily partnerships, build evidence that informs policy, advocate for universal access to doula care, and train a diverse, community-connected workforce.

Our dual approach is strategic – client stories fuel advocacy, trained doulas transform institutions, and documented outcomes strengthen the case for equitable maternity care for all families.



Please get in touch if you would like to meet with Cate and discuss how you or your organisation can support our future focus and impact.

Cate Keane (She/Her)
0447 746 666
cate@birthforhumankind.org

OUR FINANCIALS

Statement of Financial Position – as at 30 June, 2025

Current Assets	2025 (\$)	2024 (\$)
Cash and cash equivalents	\$666,996	\$224,678
Term deposits	-	\$438,626
Trade & other receivables	\$25,706	\$30,244
Total current assets	\$692,702	\$693,548
Non Current Assets		
Trade and other receivables	\$11,743	
Security deposit	\$1,287	\$1,287
Total Non Current Assets	\$13,030	\$1,287
Total Assets	\$705,732	\$694,835
Current Liabilities		
Trade and other receivables	\$50,243	\$54,215
Employee provisions	\$46,275	\$31,506
Total Current Liabilities	\$96,518	\$85,721
Non Current Liabilities		
Employee provisions	\$13,537	\$3,642
Total Non Current Liabilities	\$13,537	\$3,642
Total Liabilities	\$110,055	\$89,363
Net Assets	\$595,677	\$605,472
Accumulated Funds		
Accumulated surplus	\$595,677	\$605,472
Total Accumulated Surplus	\$595,677	\$605,472

OUR FINANCIALS

Statement of profit or loss and comprehensive income For the year ended 30 June 2025

Revenue	2025 (\$)	2024 (\$)
Revenue	\$638,340	\$718,364
Expenses from ordinary activities		
Administrative expenses	\$124,980	\$100,910
Program and event expenses	\$54,357	\$51,895
Employee benefits expenses	\$468,798	\$557,167
Total expenses from ordinary activities	\$648,135	\$709,972
(Deficit) / Surplus for the year before income tax expense		
Income tax expense	-	-
(Deficit) / Surplus for the year	(9,795)	\$8,392
Other comprehensive income	-	-
Total comprehensive income	(9,795)	\$8,392

**Thank you for
standing with us –
and helping ensure
less people have to
birth alone.**

**Here's to the next
ten years and
beyond...**

**Birth for Humankind Limited
ABN 75 605 254 340**

Level 8 255 Bourke St
Melbourne, Wurundjeri Country
VIC 3000
www.birthforhumankind.org