

# WHIN ANNUAL REPORT

15  
16



**WOMEN'S HEALTH  
IN THE NORTH**

voice • choice • power



*Not titled*, Wendy Dawson 2014

Marker on paper

36 x 38 cm

[WD14-0001]

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Represented by Arts Project Australia, Melbourne

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Women's Health In the North acknowledges the support of the Victorian Government.

### WHIN would also like to acknowledge our funding bodies:

Attorney-General's Department,  
Australian Government  
Department of Health and Human Services, Victoria  
Department of Environment, Land, Water,  
and Planning, Victoria  
Department of Justice and Regulation, Victoria

Emergency Management Victoria  
Office of Women's Policy, Department  
of Premier and Cabinet, Victoria  
Victorian Responsible Gambling Foundation  
1800RESPECT

WHIN acknowledges the traditional owners of the land on which we provide our services. We pay our respects to their Elders past and present, and express our hope for reconciliation, justice and the recognition of the ongoing living culture of all Aboriginal people.

# WOMEN'S HEALTH IN THE NORTH

## VISION

Women in the north have **Voice**, **Choice** and **Power** in all aspects of their health, safety and wellbeing.

## MISSION

WHIN will address gender inequities and the determinants of women's health, safety and wellbeing through leadership, advocacy, research, knowledge translation and strategic partnerships.

## VALUES

WHIN's work is underpinned by values that are:

- > Feminist
- > Ethical
- > Inclusive
- > Courageous

## STRATEGIC OBJECTIVES

### 1. Leadership

Provide leadership and expertise to improve women's health, safety and wellbeing.

### 2. Partnerships

Identify, build and resource strategic partnerships that promote women's health, safety and wellbeing, and improve regional service responses.

### 3. Research, Resources and Knowledge Translation

Undertake and influence research, resource development and knowledge translation to inform innovative approaches to women's health, safety and wellbeing.

### 4. Community Engagement and Advocacy

Engage with women and communities to facilitate, influence and support positive change to their health, safety and wellbeing.

### 5. Sustainability, Growth and Development

Build a strong and sustainable future for the organisation.

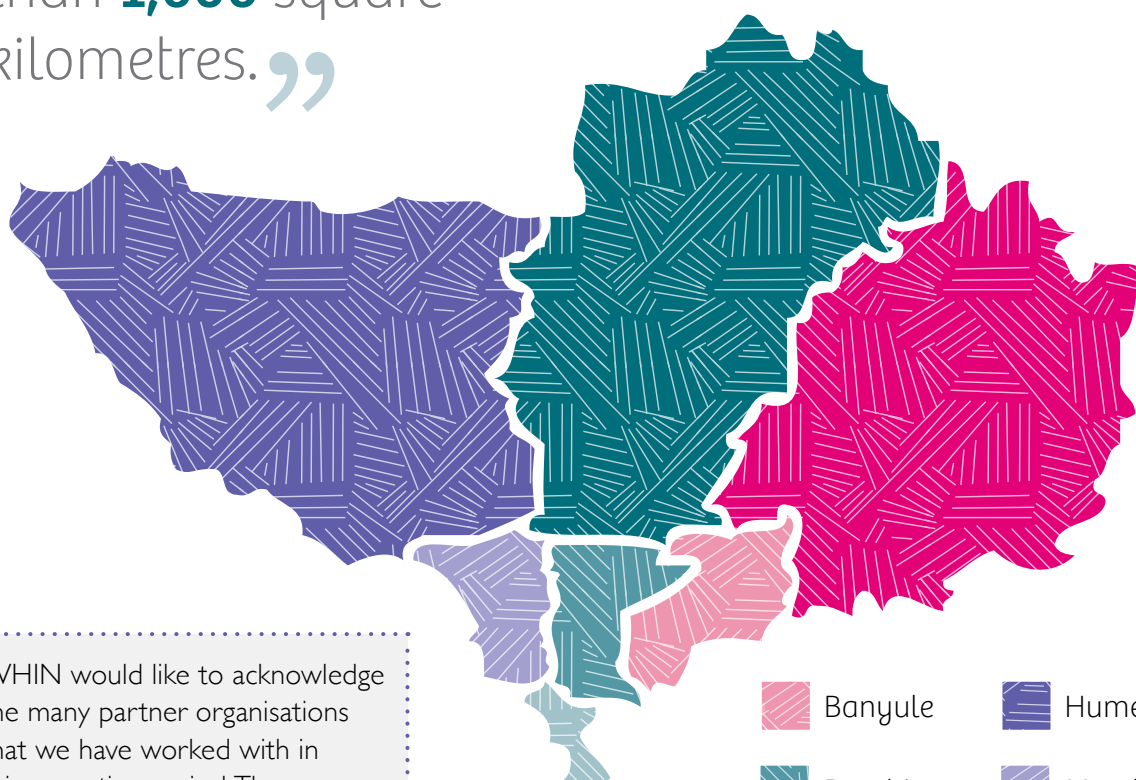
# NORTHERN METROPOLITAN REGION

WHIN's geographic focus is the local government areas of Banyule, Darebin, Hume, Moreland, Nillumbik, Whittlesea and Yarra in Melbourne's northern metropolitan region (NMR).

The NMR covers more than 1,600 square kilometres from the inner city parts of Richmond to remote parts of Kinglake Ranges. The region contains suburbs diverse in ethnicity, social-economic status and infrastructure.

The estimated resident female population in the NMR is 437,016 comprising 50.9% of the total population of 858,895. Over 35 percent of women living in WHIN's catchment area were born outside of Australia, including Italy (8.7%), the UK (5.6%), Greece (3%), China (2.3%) and Iraq (2.3%).

“The NMR covers more than **1,600** square kilometres.”



WHIN would like to acknowledge the many partner organisations that we have worked with in this reporting period. These partnerships are integral to WHIN being able to improve women's health, safety and wellbeing in the northern metropolitan region.



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# CHAIRPERSON AND CEO REPORT

We are proud to jointly present this year's annual report. It documents the exceptional body of work WHIN has undertaken in the 2015-16 period, highlighting achievements in all WHIN's strategic areas, involving leadership, partnerships, research, resources and knowledge translation, community engagement and advocacy, and sustainability. This year we also celebrate 25 years since WHIN first opened its doors. This provides an opportunity to reflect on our achievements, build on these, and to prepare for the future.

WHIN continues to advocate for positive change in all aspects of women's lives, including their health, safety and wellbeing. We are undertaking work in key priority areas for the women's health sector, including gender equity, prevention of violence against women and women's sexual and reproductive health, as well as in other important areas, such as environmental justice, gender and disaster, financial literacy, financial abuse and gambling.

We are honoured to lead, steer and resource the regional integration and coordination of family violence services, the regional prevention of violence against women strategy, and the regional sexual and reproductive health strategy, which we launched this year.

We anticipate a strong and exciting future for WHIN and the women's health sector, in light of the Victorian Government's commitment to implementing the recommendations of the Royal Commission into Family Violence and to establishing a Gender Equality Strategy - a world first. The women's health sector has been at the forefront of these issues for decades, and will continue to play a leadership role in progressing priorities for women's health and social justice in the regions.

In a special forum called *Leading Change from Within*, WHIN acknowledged and celebrated the leaders of local government, health and community services in the region for their commitment to addressing violence against women and to ultimately eliminating this scourge on our society.

We were excited to launch *A Strategy for Going South in the North 2016-2021*, the sexual and reproductive health strategy for our region. The Strategy is the culmination of three years' work, including extensive needs analysis and consultation across the region. These activities also informed the development of *Going South in the North: A snapshot of the sexual and reproductive health status of women living in Melbourne's northern metropolitan region*, and the establishment of the Northern Metropolitan Region Sexual and Reproductive Health Network.

The Gender and Disaster (GAD) Pod has increased its influence at a state, national and international level this year. We developed the *National Gender and Emergency Management Guidelines* for Emergency Service Organisations, and piloted the gender equity and family violence training with emergency management staff.



> CEO Helen Riseborough and Chairperson of the Board Anita Trezona

“ We anticipate a **strong and exciting future** for WHIN and the women's health sector. ”

WHIN is governed by a competent and dedicated Board of Governance. Together, we would like to thank all members of WHIN's Board and acknowledge the vital role they play in ensuring WHIN is a strong and sustainable organisation into the future. This year the Board welcomed new Board members Cath Lancaster, Peta Fualau, Teresa Capetola and Alana Schetzer following an election process at the AGM in October 2015 and we also farewelled Laura Catapan.

As always, we would like to acknowledge and thank the people who make our work possible, our staff. WHIN's achievements are a reflection of their commitment, passion and great work.

ANITA TREZONA

*Chairperson*

This year we welcomed Intesar Homed, Marianna Codognotto, and Kiri Joyce to our staff, and farewelled Munira Adam, Toni Bentley, Cham Kifetew, Teagan Cross, and Cathy Weiss.

WHIN is entering the final year of our 2013-17 Strategic Plan, and embarking on the development of the 2017-21 Strategic Plan. Our strong values base will continue to guide the work we do and inform the directions set out in the new plan.

We are sustained by a wonderful community of women, our WHIN members, our Board, our staff, our partners and our supporters, and we look forward to continuing these relationships, and forging new ones.

HELEN RISEBOROUGH

*CEO*

# COMMUNICATING OUR MESSAGE

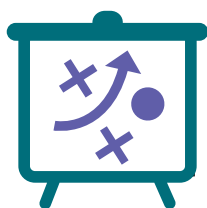
**504**

WHIN  
Members



**78**

training sessions  
were delivered by  
WHIN staff



**1,476**

participants  
attended WHIN  
training/education  
sessions

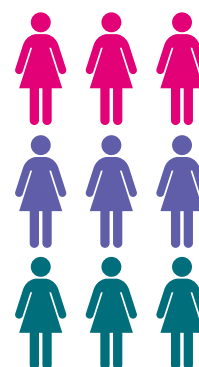


**7**

events were  
held with

**404**

attendees



**WHIN's**  
**submission** to the  
**Royal Commission**  
**into Family Violence**

was cited **5** times in the  
Royal Commission  
report

**ONE**

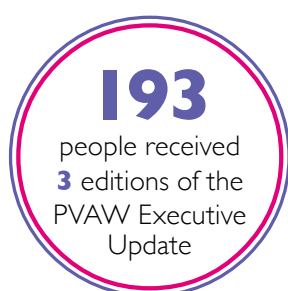
submission was  
made to the Victorian  
Government as part of  
the **Victorian Gender**  
**Equality Strategy**  
**Consultation**

**7**

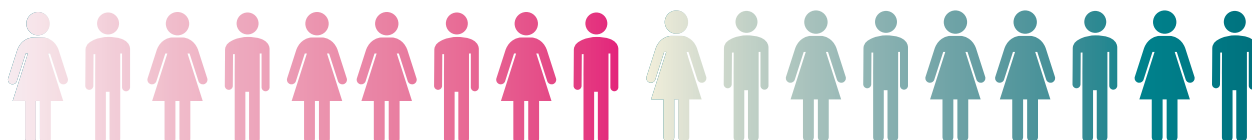
networks,  
advisory groups or  
committees were  
convened by  
WHIN



## Newsletters



## Online Presence



**13,416**

people visited the WHIN website. **8,515** of these were new users



**6,618**

people visited the NIFVS website. **4,116** of these were new users



**1 ABC TV and radio announcement** and  
**1 ABC radio interview** were broadcast across Australia

# COMMUNICATING OUR MESSAGE *CONTINUED*

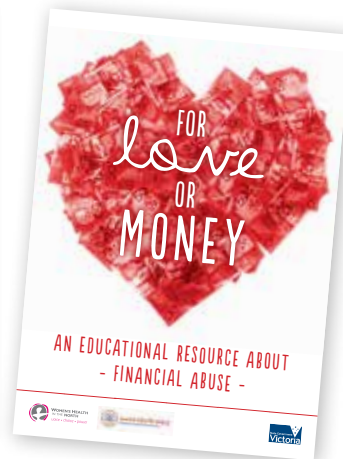
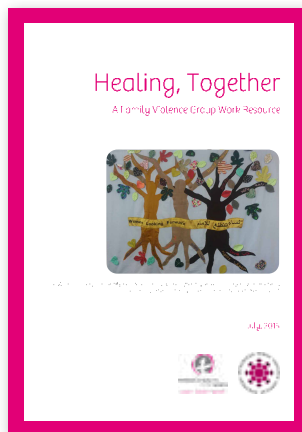
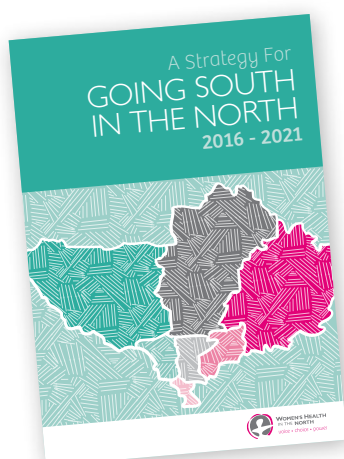
**2**  
**CONFERENCE**  
posters were  
presented



**17**  
conference  
presentations were  
delivered

**29**

resources were  
produced or  
updated



# GENDER EQUITY, HEALTH AND WELLBEING

Gender powerfully shapes the health, safety and wellbeing of our community. Recognising that women and men do not function on a level playing field, gender equity approaches are concerned with fairness and justice in the distribution of benefits and responsibilities between women and men.



**3**  
workshops were delivered to **68** participants

**1**  
submission sent to the Victorian Government as part of the **Victorian Gender Equality Strategy Consultation**

**1** new resource produced **Gender Equity Training Manual** and **3** other resources revised

**1** forum co-hosted, attended by **30** community members and educators

**121**  
women attended **International Women's Day** event

“It is **really exciting** to have the manual to this stage and thanks for your work to get it to this point.”

*Women's health service colleague commenting on the Gender Equity Training Manual*

# GENDER EQUITY, HEALTH AND WELLBEING *CONTINUED*

WHIN supports organisations across the NMR to create gender equitable workplaces and communities. This work includes: Providing gender equity and gender analysis training; providing expert advice to organisations that are developing gender equity policies or strategies; developing gender equity resources; supporting women's leadership events or programs; advocating for women's equality through WHIN communications; and contributing to consultations on government policies or strategies.

## Submission to the Victorian Gender Equality Strategy

In a first for Victoria, the state government is currently developing the *Victorian Gender Equality Strategy*, due to be released in late 2016. WHIN prepared an extensive submission to inform this strategy which included 11 recommendations and 10 case studies of gender equity work from WHIN and partner organisations. The submission identified three key reasons for working to achieve gender equality:

- Improved health, safety and wellbeing of all Victorians,
- Prevention of violence against women in our community, and
- Improved organisational performance and productivity.

## Gender Equity Training

WHIN presented a 'Gender Equity in Sporting Clubs' workshop to 25 club presidents and associates from the Northern Metropolitan Cricket Association. This supported Darebin City Council's strategies to increase female participation in sport.

WHIN also conducted the final of four 'Gender Equity' workshops to staff at Hume City Council, a commitment in the *Hume City Council Health and Wellbeing Plan 2013-2017*.

WHIN and the City of Moreland partnered to host a forum on gender norms and stereotypes in early childhood. The forum provided an opportunity to explore the role of parents, carers and early childhood educators in this area. The forum was well attended, with 30 parents, educators and community members taking part.

**Participants at the early childhood workshop commented the training was 'very informative', 'loved it', 'fascinating' and that they learnt about:**

- 'How gender can impact on learning and fairness'
- 'Language to assist children's identity and build respect in conversation with peers'
- 'Bringing gender typical experiences into the classroom to unpack gender identity with children'
- 'Helping children recognise behaviour/equality'



< **Gender Equity Training Manual:**  
A Guide for Women's Health Services

> Health Promotion Workers Annie Douglass and Monique Bouma with the **Gender Equity Training Manual**

## New Gender Analysis Resources

WHIN's suite of gender analysis resources were reviewed and revamped, with three tools now available to assist organisations to apply a gendered lens to their work:

- The *Gender Analysis Overview* provides a brief introduction to key concepts of gender analysis and the rationale for applying a gendered lens to all plans, policy and practice.
- The *Gender Analysis Planning Tool* is designed for use during planning processes and can be applied to organisational policies, corporate plans, projects, programs and services. It guides staff on which questions to ask at each stage of program, policy and service planning.
- The *Gender Equity Organisational Assessment* assists managers, executives, human resources teams and other staff to assess whether current workplace policies and practices are gender sensitive. The checklist can be used to identify strengths and gaps to inform work plans.

*Gender Equity Training Manual: A Guide for Women's Health Services*

The women's health sector in Victoria now has a new resource to guide gender equity training and increase consistency of training across the state. WHIN developed the new *Gender Equity Training Manual: A Guide for Women's Health Services*, on behalf of the Women's Health Association of Victoria.



As a rapidly growing number of government and non-government organisations address gender equity in their workplaces and services, they are increasingly looking to women's health services for training. This resource brings together a range of approaches and activities to strengthen and support the delivery of gender equity training. It includes eight training modules and 35 activities which were contributed by women's health services across Victoria.

## Gender and Disability Workforce Development Program

WHIN staff joined a team of facilitators delivering Women with Disabilities Victoria's 'Gender and Disability Workforce Development Program'. WHIN looks forward to contributing to the rollout of this program and to developing our understanding of the intersection of gender and disability.

## International Women's Day 2016

Once again, WHIN celebrated **International Women's Day**. This year 121 WHIN members attended our annual *Women In the North Go to the Movies* event. We screened *Suffragette*, a powerful dramatisation of women's fight for equality in early 20th century Britain.

Reflecting the positive feedback we received about the event, one member remarked, 'International Women's Day is important to me because without the commitment of the women who came before me I would not have the privileges I enjoy now. It is important to celebrate them and their achievements.'

Helen Coleman, Deputy Mayor of Nillumbik Shire Council, gave an inspiring speech about the history of women elected to local government in Victoria. Ms Coleman reflected on her own lengthy political career and suggested resources for women who might like to consider running for council.

# SEXUAL AND REPRODUCTIVE HEALTH

Sexual and reproductive health profoundly impacts women from puberty to post-menopause. Women in the NMR continue to experience poor sexual and reproductive health, including high rates of teenage pregnancy and chronic Hepatitis B infection, and low involvement in preventative programs such as PapScreens. This is due to a range of socio-economic and cultural factors such as low health literacy and sexual health being seen as a taboo topic.

## A Strategy For Going South In the North 2016-2021

In the 2015-16 period WHIN focused its efforts in the sexual and reproductive health area on leading the development and launch of a regional sexual and reproductive health strategy. Called *A Strategy For Going South In the North 2016-2021*, WHIN developed the Strategy in partnership with the NMR Sexual and Reproductive Health Network and other key regional partners. It includes an evidence base, vision and aims and recommended health promotion and clinical interventions.

The Strategy provides a framework to identify priority areas and partnerships, and to target collaborative activities in a manner that uses resources efficiently. The implementation of the Strategy will be guided by an action plan and evaluation framework which are currently in development.

## Sexual and Reproductive Health Snapshots

The WHIN *Sexual and Reproductive Health Snapshots 2016* provide data on the sexual and

reproductive health status of women living in each of the seven local government areas in the NMR and an NMR snapshot. The data confirms that the sexual and reproductive health status of women is a key health issue and supports the need for the regional strategy. The snapshots are a valuable resource for organisations undertaking health planning or project development.

## NMR Sexual and Reproductive Health Network

WHIN continued to convene, resource and chair the NMR Sexual and Reproductive Health Network. The Network is a practice forum providing professional development and networking opportunities for professionals who are implementing strategies to address sexual and reproductive health. A number of guest speakers provided interesting and relevant presentations to the group including PapScreen Victoria, Family Planning Victoria, the Centre for Ethnicity and Health and Multicultural Centre for Women's Health. Network members made a significant contribution to developing *A Strategy For Going South In the North 2016-2021* and will be involved in the strategy's implementation.



▲ Participants at the launch of **A Strategy for Going South in the North**.



▲ Participants from Victorian Arabic Social Services attending a sexual and reproductive health workshop.

## Continuing the Conversation: Beyond the Birds and the Bees Forum

In November 2015, WHIN, Darebin Community Health and Merri Health hosted *Continuing the Conversation: Beyond the Birds and the Bees*, a sexuality education evening for parents and caregivers, educators and professionals working with young people. Georgina McEncroe was the MC and Australian sexuality education author Jenny Walsh delivered a great presentation encouraging us to 'talk soon, talk often' to young people about sex and sexuality. She noted that not everyone needs to be experts, but everyone should be open, honest and willing to have important discussions about sex and sexuality. A panel of experts from Family Planning Victoria, Department of Education, Coburg High and Safe Schools Coalition Victoria provided good examples of translating Jenny's message into practice.

*'The session was great. All the VASS Arabic Elderly Women's Group found the information very beneficial and they will share the knowledge with the Arabic community and their family members.'*

*Community education participant*

## Community and Professional Education

Community education sessions were delivered to women across the region in a range of different settings. These included mental health services, neighbourhood houses and immigrant and refugee women's support groups. Topics included healthy and respectful relationships, safer sex, sexually transmitted infections, and healthy and respectful relationships. A number of information sessions on similar topics were also delivered to health professionals including youth service providers.

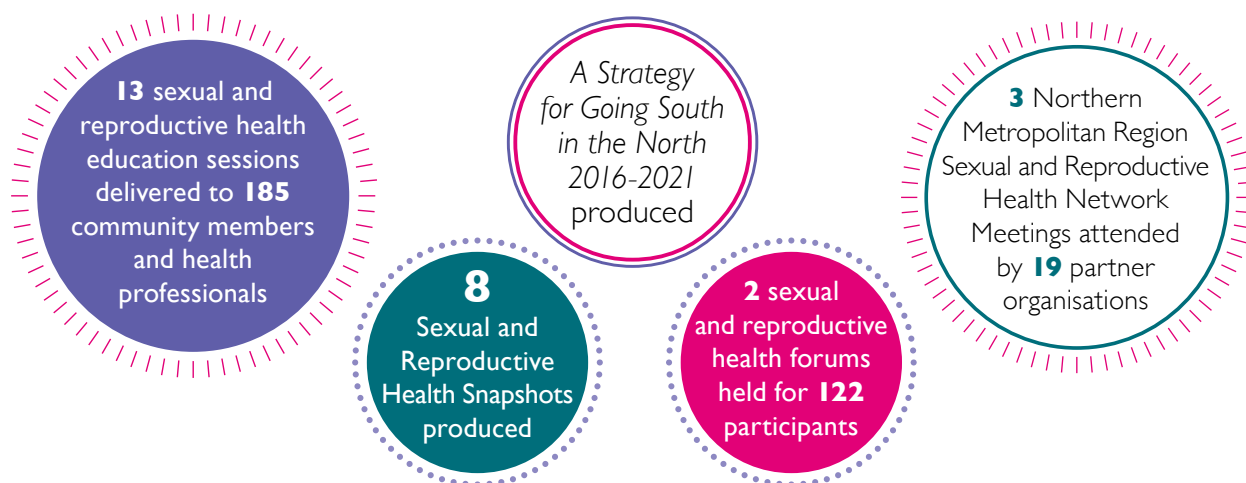
## Family and Reproductive Rights Education Program (FARREP)

A significant population of women in the NMR are from communities where Female Genital Cutting/Mutilation (FGC/M) is practised. WHIN's program to address this issue is called the Family and Reproductive Rights Education Program (FARREP), which provides information to affected communities about this issue in a sexual and reproductive health context.

WHIN works towards the abandonment of the practice of FGC/M, and recognises it as a violation of human rights, specifically the sexual and reproductive rights of women and girls. WHIN believes that in order to eradicate FGC/M, responses must be holistic, community-based and led, culturally sensitive and delivered in a sexual and reproductive health context.

# SEXUAL AND REPRODUCTIVE HEALTH

## CONTINUED



## Community Education for Women and Girls

In the 2015-2016 period WHIN continued to deliver the 'Girls Talk Health' (GTH) program. GTH is a culturally sensitive sexual and reproductive health education program delivered to young women from communities which may be impacted by FGC/M. It seeks to raise awareness about the practice, promote its abandonment and inform participants about relevant support services.

It was fantastic to have the opportunity to work with the City of Darebin's Youth Services to deliver the GTH program to girls at the East Preston Islamic College (EPIC). GTH was also delivered to young women in the Young Adult Migrant Education Course (YAMEC) at Melbourne Polytechnic.

WHIN also partnered with the City of Darebin to deliver a number of health information sessions to women impacted by the practice of FGC/M. The sessions focused on the topics of knowing your body, pregnancy and conception, contraception, Pap test, STIs and other potential health impacts of the practice. WHIN worked with PapScreen nurses at Plenty Valley Community Health to provide Pap test sessions for the women, many of whom had never had a Pap test before. The women reported that they found the session inspiring, informative and useful.

## Professional Development

WHIN delivers FGC/M professional education sessions to clinicians, allied health staff and other community members. In this reporting period, sessions were delivered to the Northern Centre Against Sexual Assault, the Secondary School Nursing Program (DEECD) and the Commission for Children and Young People's Culturally and Linguistically Diverse Partnership Group. The sessions focused on culturally sensitive service provision and the key health issues that women who have been impacted by the practice may experience.

## Networks

WHIN continues to be an active member in the North West FARREP Governance Group and the North West FARREP Worker's Network. WHIN's involvement in these two groups has resulted in a more coordinated and integrated service response to the issue of FGC/M in the region.

## International Day of Zero Tolerance to FGM

On the 6th February 2003, Stella Obasanjo, the first lady of Nigeria and spokesperson for the Campaign Against Female Genital Cutting/



“You were very engaging and ... **the best guest speaker session** we have ever had.”  
*Community education session participant*

#### ▲ Health Promotion Worker Intesar Homed

Mutilation (FGC/M) made an official declaration supporting Zero Tolerance to FGC/M. In response, the UN Sub-Commission on Human Rights adopted this day as an international awareness day – the 'International Day of Zero Tolerance to Female Genital Mutilation'.

This year, WHIN, Women's Health West, cohealth and the City of Darebin held an event for women in the community to commemorate the day. The event focused on the harms associated with the practice and working towards the elimination of FGC/M. Information about Pap testing and breast cancer screening was also provided.

## Resources

WHIN's *FGC/M Factsheet* was identified as a valuable resource and has now been included on the *National Education Toolkit for Female Genital Mutilation/Cutting Awareness (NETFA)* website. The NETFA Project, coordinated by Multicultural Centre for Women's Health, shares practice and resources from partners across Australia, related to working with communities around the issue of FGC/M in the Australian context.

**14**

**FARREP education sessions**  
delivered to **125** community  
members and health professionals

**1**  
**FARREP event**  
attended by  
**15** women

**1** factsheet  
available at a  
national level

*'The Sustainable Development Goals contain a specific target calling for an end to FGM. When this practice is fully abandoned, positive effects will reverberate across societies as girls and women reclaim their health, human rights and vast potential.'*

*UN Secretary – General Ban Ki-moon 4th February 2016*

# ENVIRONMENTAL JUSTICE

Climate change and other environmental disasters have different effects on women and men due to socially-constructed gender roles and unequal access to wealth and power. However, a gendered perspective is largely absent from policy, planning and implementation. In the past twelve months WHIN's work in this area has focused on gender and disaster.

## Gender and Disaster (GAD) Pod

The Gender and Disaster (GAD) Pod is an initiative of WHIN in partnership with Women's Health Goulburn North East and is supported by Monash University Disaster Resilience Initiative (MUDRI). The GAD Pod was formally established this year to promote an understanding of the role played by gender in survivor responses to natural disaster, and to embed these insights into emergency management practice. A website to support and promote this work was also established.

## Gender and Disaster Taskforce

Now completing its third and final year, the GAD Taskforce has provided state-wide strategic direction and leadership to reduce the compounding effects of gender on disaster impacts. The development of this work was supported by presentations at the GAD Taskforce meetings, including by Christine Erikson, gender and disaster expert. Executive officers of Emergency Service Organisations also reported on the work of their organisations through a gender lens and reflected on how this affected their responses to disasters. A published article in *Australian Journal of Emergency Management* outlines the outcomes of the Taskforce.

## I 800RESPECT, ABC TV, and ABC Radio Announcements

Last fire season, the GAD Pod partnered with I 800RESPECT and ABC television and radio to broadcast a community service announcement to raise awareness of increased family violence after disasters. I 800RESPECT now hosts pages on this issue on their website with information for women experiencing violence, their family and friends, and workers and professionals. Over one hundred people tuned into a webinar hosted by I 800RESPECT featuring GAD Pod staff and Steve O'Malley of the Metropolitan Fire Brigade.



< Poster  
**Increased  
Violence  
Against  
Women After  
Disaster in  
Australia**

## Women in Fire and Emergency Leadership Roles

The GAD Pod was commissioned by the Department of Environment, Land, Water, and Planning (DELWP) to research the barriers to women taking on leadership roles in fire and emergency management services. The research findings were presented to the *MUDRI Disaster Resilience Initiatives Forum*. DELWP also held 10 workshops with over 200 of their staff to share the research findings and assist in identifying strategies to improve gender equity in fire and emergency roles. The research prompted DELWP to establish a working group to oversee their new action plan to improve gender equity.

## National Gender and Emergency Management (GEM) Guidelines

The GAD Pod was funded by the National Emergency Management Projects program to develop guidelines addressing gender equity and diversity and responding to domestic violence in disasters. This work involved a literature review and consultation with over 350 emergency management personnel across Australia. The resulting guidelines also include an Action Checklist for emergency managers.

*'The quality of the scholarship of the literature review of 'Gender and Emergency Management' is excellent. The authors demonstrate a strong knowledge of the global literature.'*

*International peer reviewer of GEM Guidelines*

*'Personally, there was a lot of learning and a bit of journey for me as well ... [The GAD Taskforce] gave me a better, deeper understanding that people in my position could influence the agenda going into the future.'*

*Emergency Management Executive*



# ENVIRONMENTAL JUSTICE *CONTINUED*

## Lessons in Disaster Project

The Lessons in Disaster project provided innovative training to middle managers in the emergency management sector. The training focused on increasing the managers' understanding of family violence and disaster; the experience of living lesbian, gay, bisexual, transsexual or intersex (LGBTI) in disaster; and gender equity and disaster. A suite of resources was developed to support the training and to provide practical strategies and tools for policy, planning, decision-making and service delivery. Training modules are available online. The project was funded by the National Disaster Resilience Grants Scheme.

The February edition of *The Monthly* featured the 'Living LGBTI in Disaster' training, conducted in collaboration with Gay and Lesbian Health Victoria. The article discussed the challenges associated with training of this nature and the significance of this work.

## 2015 Victorian Emergency Management Conference

The *Inaugural Claire Zara Memorial Oration* was delivered by former Australian Sex Discrimination Commissioner Elizabeth Broderick, Sir Angus Houston, and Dominic Lane at Victoria's 2015 Emergency Management Conference. The oration was created to acknowledge the ground breaking contributions of our friend and colleague Claire Zara to the area of gender and disaster. Around 500 delegates were present to hear this moving oration.

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▼ WHIN CEO Helen Riseborough delivering 'Lessons in Disaster' training to emergency management professionals.



# ECONOMIC CAPABILITY

Economic capability and financial literacy are critical areas of women's everyday lives and affect their opportunities, sense of security and their overall health and wellbeing. Access to economic resources is a key determinant of women's health, safety and wellbeing.

## Living Longer on Less

WHIN and Women's Health Goulbourn North East's project 'Living Longer On Less' collected evidence about the causes of women's poverty in older age both in metropolitan and regional settings. Although this research project was completed in 2014, the findings continue to be influential. In 2015-2016 a paper about the project's key findings entitled *Living Longer on Less: Women, paid work and superannuation in Victoria, Australia* was published in the open-Access journal Sage Open.

## Senate Inquiry into Economic Security for Women in Retirement

In 2015 the Federal Government established the Senate Inquiry into economic security for women in retirement. The focus of the inquiry was the significant socio-economic disparity in the retirement income gap between women and men. The 'Living Longer on Less' project was recognised by the inquiry as an important piece of evidence. As a result, the two organisations were invited to be witnesses at the senate inquiry's public hearing in Melbourne. One of the incredibly brave research participants also had the opportunity to be a witness.

She noted after the hearing, 'I am glad we have all had the opportunity to be present. For better or for worse, we cannot be silenced, we must not be silenced. We need to speak up and have faith that the process will be treated with respect, dignity and an opportunity to make positive changes for women'. The final report produced by the Senate Inquiry is titled *A Husband is Not a Retirement Plan*, taking its name directly from a quote included in the research report.

## For Love or Money Educational Resource about Financial Abuse

December 2015 saw the launch of *For Love or Money: An Educational Resource About Financial Abuse*. This resource was developed to support the *For Love of Money* DVD released in 2014. The educational resource and DVD aim to increase women's safety and financial security by raising awareness of financial abuse. Both resources capture women's lived experience of economic abuse and aim to increase the community's knowledge of financial abuse. They also aim to increase professionals' capacity and preparedness in responding to women affected by financial abuse.

# ECONOMIC CAPABILITY *CONTINUED*

▼ CEO Helen Riseborough and Health Promotion Manager Sandra Morris at the VicHealth Awards



## For Love or Money Training for Multicultural Centre for Women's Health Educators

Training was provided to 21 Multicultural Centre for Women's Health Bicultural and Bilingual Health Educators (BCHes) to introduce them to the *For Love or Money* DVD and educational resource. The training complemented the current work of the BCHes.

## 2015 VicHealth Awards

WHIN was thrilled to be a finalist in the Communications in Health Promotion category in the 2015 VicHealth Awards for the *For Love or Money* DVD. Jerri Rechter, VicHealth CEO noted that 'each finalist represents some of the finest health promotion programs across Victoria.' It was fantastic to have the work of WHIN recognised and to have one of our resources showcased at a state-wide level.

“I just wanted to let you know that I am using your video in a new 3 hour course we are running at **WIRE** titled **Introduction to Women's Relationship to Money.**”

*Statewide women's information service*

## Financial Literacy Australia Award

WHIN was honoured to attend the Financial Literacy Australia (FLA) Awards ceremony in Sydney and to receive a highly commended award in the resource category for *Managing Money: Every Woman's Business*. The FLA Awards program is the premier national program for acknowledging and celebrating the advancement of financial literacy work in Australia, so it was wonderful to receive such public recognition of WHIN's commitment to supporting women's financial literacy.

*Managing Money: Every Woman's Business* incorporates a resource manual and training program to address the financial literacy needs of refugee and immigrant women. The resources and program were developed in direct response to the lack of visual, participatory and learner-centred financial literacy materials and education available for working with refugee and migrant women. WHIN would like to acknowledge Women's Health East who partnered with us to develop the initial Manual.



# VIOLENCE AGAINST WOMEN

Violence against women covers a range of behaviours including physical, sexual, psychological and financial abuse. Sexism and discrimination against women can also serve to undermine women's position in society and violate their human rights, equality and dignity.

## Royal Commission into Family Violence Final Report Released

WHIN welcomed the release of the historic Royal Commission into Family Violence report. The report was tabled in the Victorian parliament on 30th March 2016. Premier Daniel Andrews promised to implement all of the 227 recommendations.

In 2015, WHIN consulted with more than 60 partner organisations and compiled an extensive submission for the Commission. WHIN was pleased to see much of that work reflected in the report.

The expertise and leadership role of women's health services was firmly recognised, especially in the areas of family violence system reform, primary prevention and the coordination of regional prevention strategies. The report acknowledged women's health services had a 'commitment to a strengthened regional role particularly in relation to primary prevention of family violence', and that they were 'well placed to support the emerging prevention sector'.

▼ Reading the Royal Commission into Family Violence report. Left to right are Sarah Johnson, Regional Integration Coordinator, CEO Helen Riseborough, and Sandra Morris, Health Promotion Manager



*'The Royal Commission has recognised that prevention of violence against women is a long-term undertaking and that family violence will only stop when community norms and societal structures that perpetuate unequal relations between women and men are changed. ... Women's health services have been leading violence prevention and gender equity work for decades and it is essential that we build on the great work that has been achieved so far to dismantle harmful attitudes towards women, promote gender equality and encourage respectful relationships.'*

*WHIN CEO Helen Riseborough, Chair of Northern Integrated Family Violence Services (NIFVS) Regional Integration Committee*

Several of WHIN's resources and projects were specifically mentioned, including:

- 'Managing Money: Every Woman's Business' (financial literacy program and resource)
- 'Increasing the Odds for Safety and Respect' (family violence and gambling project)
- Research into family violence and disasters, and
- *Building a Respectful Community* (regional strategy to prevent violence against women).

WHIN is continuing to participate in the Victorian Government's consultations on the new Support and Safety Hubs and other areas that are being developed as a result of the Royal Commission recommendations.

## Violence Against Women Factsheets

In the NMR in 2014-2015 family violence incidents reported by Victoria Police increased by 8.4 % from the previous reporting period compared to an 8.8% increase across Victoria.

WHIN's *Violence Against Women Factsheets* provide data on the number of weekly and annually reported incidents of family violence and sexual assault, and the gender breakdown of victims and perpetrators. They include comparable statistics for each of seven local government areas in the NMR. The Factsheets are a highly valued resource, used by a wide range of services including local government, community health and other regional health and welfare organisations to provide an evidence base for their work in the area of violence against women.

“Women's health services have been **leading violence prevention** and gender equity work for decades.”

# PREVENTION OF VIOLENCE AGAINST WOMEN

Gender inequality is both a cause and effect of violence against women. Tackling gender inequality and reducing adherence to tightly delineated gender roles are key to preventing all forms of violence against women before it occurs.

## New Prevention Framework

A significant development in the prevention of violence against women area was the release of the first national framework *Change the Story: A Shared Framework for the Primary Prevention of Violence Against Women and their Children in Australia*. The Framework provides five essential actions to address the gendered drivers of violence against women:

- Challenge condoning of violence against women
- Promote women's independence and decision-making in public life and relationships
- Foster positive personal identities and challenge gender stereotypes and roles
- Strengthen positive, equal and respectful relations between and among women and men, girls and boys, and
- Promote and normalise gender equality in public and private life.

These actions now guide WHIN's prevention work.

At a regional level, WHIN has continued to guide prevention of violence against women work as outlined in the strategy document *Building a Respectful Community – Preventing Violence against Women – A Strategy for the Northern Metropolitan Region of Melbourne 2011-2016*.

The demand for training and information sessions on prevention of violence against women and strategies to address it has significantly increased over the last 12 months.

The Royal Commission into Family Violence released their report, as discussed earlier. Whilst the Royal Commission focused on reforms to the family violence response system, a number of recommendations were included which will shape prevention of violence against women work into the future.

“This session **challenged equity issues** and addressed the need for a broad council policy position on both gender equity and violence against women.”

*Training participant*



▲ At the *Leading Change from Within* forum, front row from left to right Christine Nixon, Dr Michael Salter and Dr Victor Sojo. Back row left to right Chair of WHIN Board Anita Trezona, WHIN Health Promotion Manager Sandra Morris, WHIN CEO Helen Riseborough and WHIN Health Promotion Worker Annie Douglass.



▲ WHIN Health Promotion Worker Annie Douglass and student Millie Halliwell at the Moreland City Council White Ribbon Day Walk.

## Leading Change from Within

In October 2015, WHIN hosted the *Leading Change from Within* forum. This event was well attended by senior managers from over 70 of WHIN's partner organisations. These organisations are all working to prevent violence against women and promote gender equity.

The forum focused on how organisations can create gender equitable workplaces, free from violence against women. Three fantastic speakers, Dr Victor Sojo, Dr Michael Salter and Christine Nixon, shared their perspectives on the issue of gender equity, its relationship to violence against women, and strategies for prevention.

*'Consider what you can do to champion change. It will take courage but together we are making social change here'.*

*CEO Helen Riseborough addressing the forum Leading Change from Within*

## Municipal Association of Victoria Forum

The Municipal Association of Victoria hosted an inspiring forum to celebrate the contribution of local councils in preventing violence against women. WHIN was thrilled to share the stage with Darebin City Council to present on the work that Darebin and WHIN developed for the early childhood sector on identifying, responding to and preventing violence against women.

## VicHealth Policy, People and Prevention Conference

WHIN was privileged to present to policy and funding decision makers at the VicHealth conference 'Policy, People and Prevention'. The presentation focused on a regional approach to prevention of violence against women including the importance of a regional strategy in underpinning the work, WHIN's leadership role, the critical importance of a partnership approach and the challenge inherent in the work.

# PREVENTION OF VIOLENCE AGAINST WOMEN *CONTINUED*

## Family Violence and Gender Norms Training Project with Moreland Council

WHIN and Moreland City Council have worked together closely over the last 12 months on a preventing violence against women project focused on early childhood services. Funded by the Inner North West Primary Care Partnership, the project aimed to promote positive gender norms and build the capacity of early years services in family violence prevention and early intervention. WHIN's role included providing training sessions for early childhood educators and Moreland's family and children's services staff, a community education session, and presenting at the Moreland Early Years Conference. These training and education sessions covered content related to both identifying and responding to family violence and the role that early childhood educators play in preventing violence against women through shaping gender norms. WHIN has also had a role in the Moreland 'Active Dads' project through providing advice via the Working Group.

## Local Place-Based Projects

WHIN provided resources and support to the following place-based projects occurring across the northern region:

- Good People Act Now
- The 'Active Dads' project (partnership between Moreland Council, Kildonan Uniting Care and Merri Health), and
- Hamdel.

*'Thank you, I find the meetings and the updates on our activities as a region very helpful.'*

*PVAW Committee member*

## The Northern Metropolitan Region Prevention of Violence Against Women Committee

The Northern Metropolitan Region Prevention of Violence Against Women Committee continued to be resourced and convened by WHIN and to meet quarterly. This year, much of the Committee's time was focused on how to incorporate the new national framework *Change the Story* into their practice and the implications of the Royal Commission into Family Violence recommendations.

## 16 Days of Activism

As part of 16 Days of Activism against Gender Based Violence, WHIN conducted a social media campaign that showcased the innovative array of prevention work that organisations are involved in across the northern region. Sixteen posts were shared during the campaign reaching over 2000 people.



< Facebook posts from 16 Days of Activism

# RESPONSE TO VIOLENCE AGAINST WOMEN

Northern Integrated Family Violence Services (NIFVS) Coordination Team supports the coordination of family violence services in the region. The team provides leadership for regional integration of responses, disseminates news and information, delivers training, and facilitates links between local, regional and state-wide family violence governance structures.

## The Northern Family Violence Regional Integration Committee

The Northern Family Violence Regional Integration Committee identifies and prioritises local and regional family violence issues within the statewide policy framework. It focuses on regional work to achieve improved integration of family violence services and coordination with other key sector services. The Committee is convened and resourced by the NIFVS team and is chaired by the WHIN CEO.

▼ *Participants at cross-sector forum **Moving Towards Greater Collaboration***

## NIFVS Forums

NIFVS forums continued to focus on improving integration in specific areas identified in the NIFVS Regional Plan. A broad range of stakeholders interested in working towards women and children's safety participated in the following forums:

- *Family Violence Group Work*
- *Single Session Therapy*
- *Responding to CALD Women Who Have Experienced Violence, and*
- *Moving Towards Greater Collaboration: A Cross-Sector Forum.*



# RESPONSE TO VIOLENCE AGAINST WOMEN *CONTINUED*

“Every **Clothesline Project** message comes from the heart. Every word is real. And every one demonstrates the community’s commitment to ending family violence.”

*Fiona Richardson, Minister for the Prevention of Family Violence.*

## Regional Induction

Two Family Violence Regional Induction sessions were held. One hundred and ten staff new to the sector or the region heard from key family violence response organisations and learnt about the integrated system.

## Identifying Family Violence Training

The team was able to build on the existing ‘Identifying Family Violence’ training with funding from the Department of Health and Human Services. The training aims to increase professionals’ understanding and recognition of family violence, and provide them with strategies to respond to disclosures and make appropriate referrals.

## New Family Violence Help Card Resources Launched

The *Family Violence Help Cards* are available in English and 15 community languages, including Arabic, Chinese, Croatian, Dinka, Greek, Hindi, Italian, Macedonian, Somali, Swahili, Tagalog, Tamil, Turkish, Vietnamese and Farsi.

A suite of new resources to support the use of the *Family Violence Help Cards* was launched. These include a *Help Card Tip Sheet* for practitioners, a poster for women that contains family violence contact information in multiple community languages and a poster that lets community members know Help Cards are available at that location.

*‘Thank you very much for delivering “Identifying Family Violence” training to our team. ... Many of us came out of the session feeling like we understood so much more about what family violence is, and the many shapes and forms that it can take, as well as somewhat better equipped for conversations related to family violence we might have in the workplace.’*

*Identifying Family Violence training participant*

*‘I found the “Identifying Family Violence” training very informative. It made me reflect on some of my own personal beliefs and opened my eyes to some of the difficulties in leaving a situation of family violence.’*

*Identifying Family Violence training participant*



▲ Victoria Against Violence event at Parliament House. Left to right: Presenter Corinne Grant, WHIN Project Worker and Trainer Ada Conroy, Premier Daniel Andrews, Minister for the Prevention of Family Violence Fiona Richardson, WHIN CEO Helen Riseborough, and CEO of Domestic Violence Victoria Fiona McCormack

## Counselling and Support Alliance

In 2015-16 the NIFVS Coordination Team continued to resource and convene the meetings of the Counselling and Support Alliance (CSA) and conduct professional development. A calendar of family violence support groups in the northern region continued to be collated and produced each school term.

The CSA model is a coordinated regional framework for the planning, implementation, and evaluation of quality family violence counselling and group work for women and children. The nine community health services operating in the NMR are part of a funded alliance along with Anglicare Victoria, Berry Street, and InTouch Multicultural Centre Against Family Violence.

## Week Without Violence

Once again, the NIFVS team supported and resourced the 'Week Without Violence' campaign. It was the sixteenth year the north has participated in the worldwide campaign. The campaign aims to raise community awareness of family violence, encourage healing through art, and strengthen local action to prevent violence against women. Awareness raising activities include the 'Clothesline Project' which provides opportunities for people affected by family violence to paint messages on T-shirts about elimination of violence against women. The T-shirts are then displayed across the region.

## Regional Integration Coordinator gives evidence to the Royal Commission

Reflecting WHIN's role and impact in the field of family violence, Sarah Johnson, Regional Integration Coordinator for NIFVS, was called as an expert witness at the Royal Commission into Family Violence. Sarah spoke on a panel with the CEO of Domestic Violence Victoria and representatives from other regional integration committees. Sarah said, 'An integrated system is one where a woman can enter the system and she will be "held" through that system in a way that is going to keep her safe.'

## Support for the Victoria Against Violence Campaign

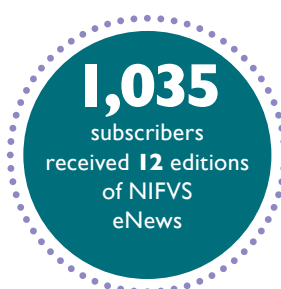
On 25 November 2015, WHIN supported the Victorian Government's 'Victoria Against Violence' campaign. The NIFVS team coordinated a display of 200 T-shirts from the northern region 'Clothesline Project', on the steps of Parliament House and inside Queens Hall. The T-shirts had heartfelt messages telling stories of real survivors and sent a tangible message about the impact of family violence. Onlookers and parliamentarians had an opportunity to make their own contribution to the public display.

# RESPONSE TO VIOLENCE AGAINST WOMEN *CONTINUED*

## Networks



## Communications



## Week Without Violence



## Family Violence Help Cards



## IFV Training



# INCREASING THE ODDS FOR SAFETY AND RESPECT

Problem gambling and family violence are linked. People with significant gambling issues are more likely than those without gambling problems to be the victims and perpetrators of family violence. Financial abuse is one form of violence commonly occurring in families where there is gambling harm. WHIN is applying a gendered lens to raise awareness of this issue.

The 'Increasing the Odds for Safety and Respect' project is funded by the Victorian Responsible Gambling Foundation. The Project aims to raise awareness about the link between family violence and gambling related harm and the impact that this link has on women in our region. At the end of 2015, a further 18 months of project funding was secured allowing this critical project to continue. This project is delivered in association with Women's Health East and the Inner North East Primary Care Partnership.

A key accomplishment of the project has been the development and delivery of training for Gambler's Help staff on identifying and responding to family violence. A gendered lens has been applied to the coexistence of gambling and family violence, and resources have been developed to assist our partners to understand the benefits of applying a gendered framework to research in this area.

*'A fiercely strong presenter. Engaging, relevant and excellent content. Great workshop style!'*

*Training participant*

*'Tremendous and valuable.'*

*Training participant*

*'Gambler's Help financial counselling staff were very pleased with the training and the opportunity to attend family violence training.'*

*Training participant*

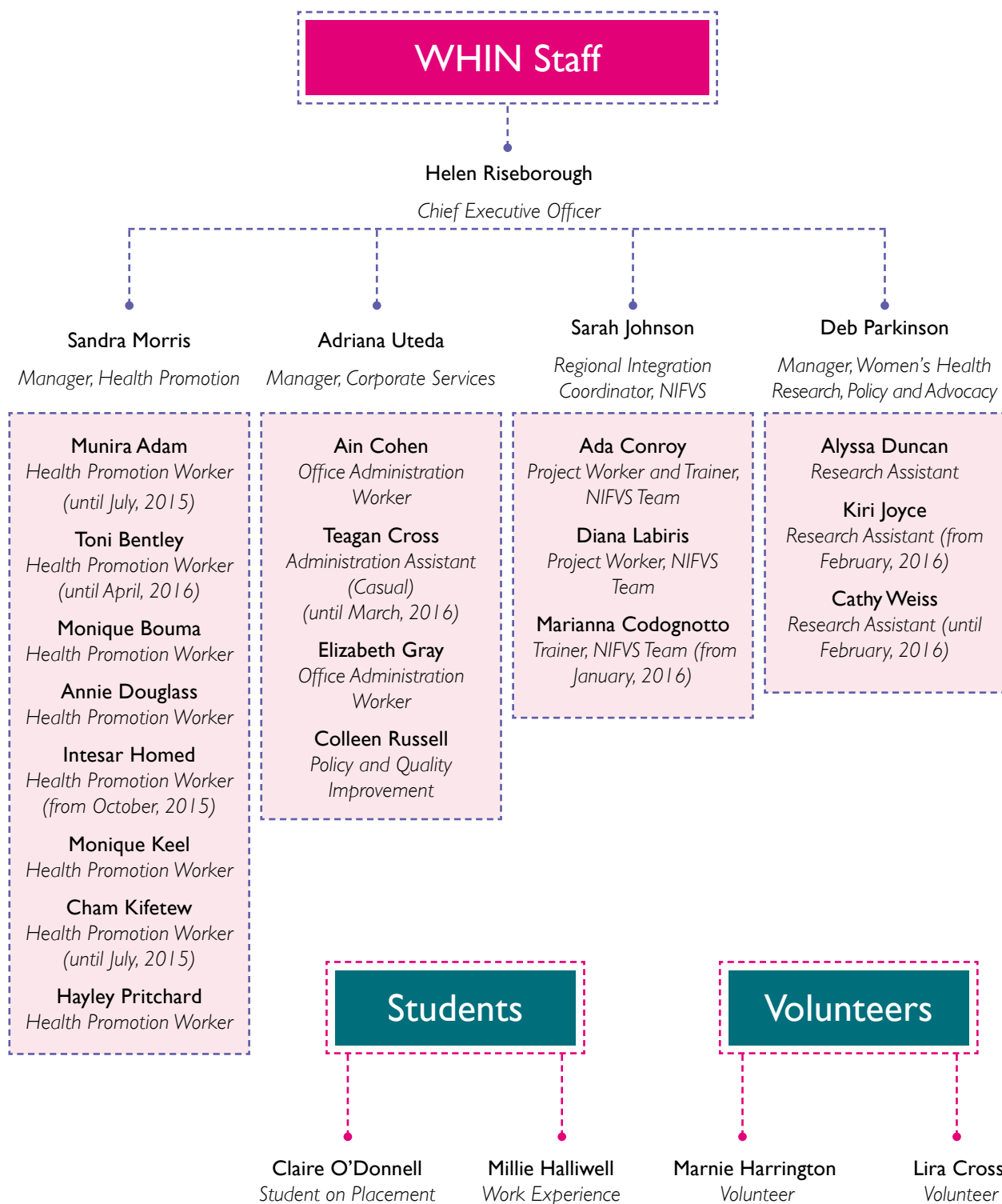
WHIN staff presented an engaging poster at the December 2015 'Stop Domestic Violence Conference'. The poster described the benefits of applying a gendered lens to research and project work that addresses the link between family violence and harm from gambling.

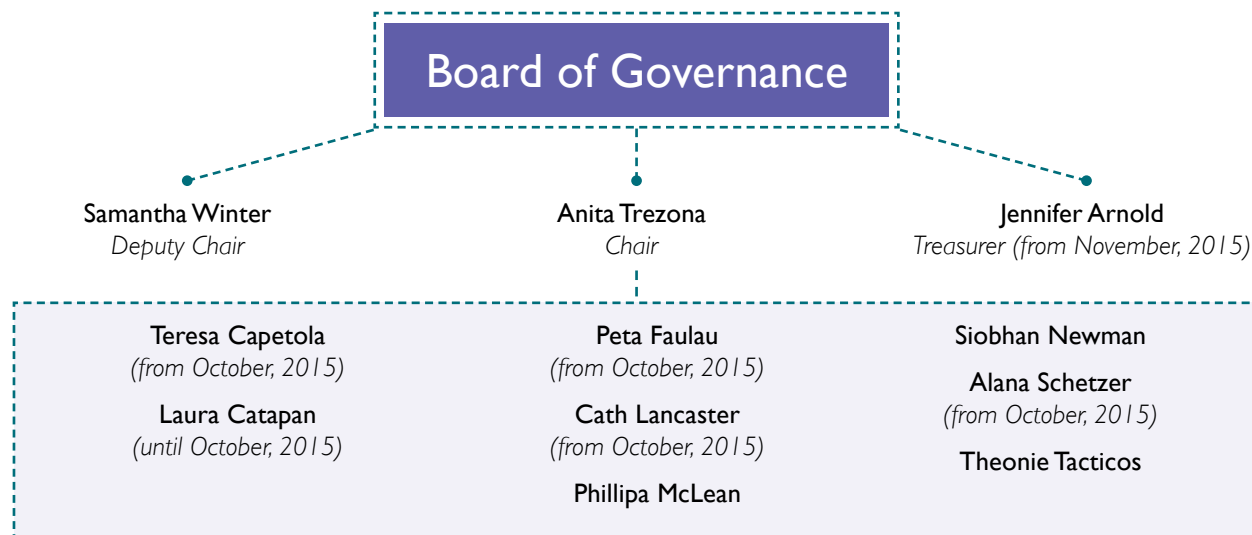
The 'Increasing the Odds for Safety and Respect' project also made a submission to the Victorian Royal Commission into Family Violence, including a summary of what is known about the link between family violence and problem gambling, and supporting recommendations.



▲ Health Promotion Manager Sandra Morris and Project Coordinator Monique Keel presented a poster to the Stop Domestic Violence Conference.

# STAFF AND BOARD





▲ WHIN Staff and Board with the Hon Tanya Plibersek MP and the Hon David Feeney MP



▲ WHIN staff and Board Chairperson Anita Trezona



▲ Board and staff at work



# 15 **WHIN** 16 FINANCIAL REPORT

WOMEN'S HEALTH IN THE NORTH INC. ABN: 72 418 921 651  
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN'S HEALTH IN THE NORTH INC.

We have audited the accompanying financial report, being a special purpose financial report, of Women's Health in The North Inc. (the association), which comprises the assets and liabilities statement as at 30 June 2016, the income and expenditure statement for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the certification by members of the committee on the annual statements giving a true and fair view of the financial position and performance of the association.

**Committee's Responsibility for the Financial Report**

The committee of Women's Health in The North Inc. is responsible for the preparation and fair presentation of the financial report, and has determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the [insert name of applicable state/territory Act] and is appropriate to meet the needs of the members. The committee's responsibility also includes such internal control as the committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

**Auditor's Responsibility**

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's

judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

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

**Opinion**

In our opinion, the financial report presents fairly, in all material respects [or gives a true and fair view of - refer to the applicable state/territory Act], the financial position of Women's Health in The North Inc. as at 30 June 2016 and [of] its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the requirements of the [insert name of applicable state/territory Act].

**Basis of Accounting**

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Women's Health in The North Inc. to meet the requirements of the [insert name of applicable state/territory Act]. As a result, the financial report may not be suitable for another purpose.

Auditor's signature :

  
William Griffin

Auditor's address: Level 1, 32 Business Park  
Drive Notting Hill Vic 3178  
Dated this 15th day of September 2016

AUDITOR'S INDEPENDENCE DECLARATION UNDER S307C OF THE CORPORATIONS ACT 2001  
TO THE DIRECTORS OF WOMEN'S HEALTH IN THE NORTH

I declare that to the best of my knowledge and belief, during the year ended 30 June 2016, there have been no contraventions of:

- i. the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- ii. any applicable code of professional conduct in relation to the audit.

  
William Jonathan Griffin  
APL Financial Pty Ltd  
Level 1, 32 Business Park Drive  
NOTTING HILL VIC 3168  
15<sup>th</sup> September 2016

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Standards Legislation.  
ABN : 20 079 050 245

# PROFIT AND LOSS STATEMENT

## FOR THE YEAR ENDED 30TH JUNE 2016

	2016	2015
<b>INCOME</b>		
Grants		
- Dept of Health	709,509	680,153
- Dept of Human Services	950,963	683,330
- Special projects	442,317	212,590
Interest received	13,099	10,692
Other	130,258	161,448
Reimbursements	100,857	36,001
Loss on sale of non-current assets	(494)	(6,660)
Provision for projects movement	Note 2 (89,060)	313,996
	2,257,449	2,091,550
<b>EXPENDITURE</b>		
Administration	66,644	83,521
Annual leave	(5,257)	(474)
Bank charges	3	
Consultancy fees	131,282	152,911
Depreciation	44,761	22,986
Health education resources	6,136	6,818
Long service leave	22,019	4,898
Motor vehicle expenses	20,561	27,423
Occupancy costs	90,636	89,056
Project costs	657,492	345,590
Printing & production	55,813	45,729
Repairs & maintenance	1,604	1,023
Salaries	795,337	794,738
Staff training & development	15,853	16,848
Sundry expenses	687	974
Superannuation contributions	76,516	75,990
Workcover	12,206	8,979
Transfer to provision for projects		238,490
	1,992,293	1,915,500
<b>PROFIT BEFORE INCOME TAX</b>	<b>265,156</b>	<b>176,050</b>

The accompanying notes form part of these financial statements.

These financial statements have not been subject to audit or review and should be read in conjunction with the attached Compilation Report.

Women's Health In the North Inc. Reg. No: A0026656g

# BALANCE SHEET

## AS AT 30TH JUNE 2016

		2016	2015
<b>EQUITY</b>			
Unappropriated profit		866,827	601,671
<b>TOTAL EQUITY</b>		<b>866,827</b>	<b>601,671</b>
Represented by:			
<b>CURRENT ASSETS</b>			
Cash on hand	Note 3	2,278	1,096
Cash at bank	Note 3	1,199,822	814,107
Sundry debtors		5,273	5,273
Trade debtors		104,875	55,809
Prepayments		(6,676)	(6,910)
		1,305,572	869,375
<b>NON-CURRENT ASSETS</b>			
Motor vehicles		74,606	74,606
Less accumulated depreciation & impairment		47,195	19,783
		27,411	54,823
Office equipment		77,523	87,470
Less accumulated depreciation & impairment		36,519	27,887
		41,004	59,583
Office furniture		1,460	5,175
Less accumulated depreciation & impairment		494	2,384
		966	2,791
		69,381	117,197
<b>TOTAL ASSETS</b>		<b>1,374,953</b>	<b>986,572</b>
<b>CURRENT LIABILITIES</b>			
Sundry creditors		41,080	23,677
Provision for projects	Note 2	327,550	238,490
Provision for annual leave		44,303	49,560
Provision for long service leave		95,193	73,174
		508,126	384,901
<b>TOTAL LIABILITIES</b>		<b>508,126</b>	<b>384,901</b>
<b>NET ASSETS</b>		<b>866,827</b>	<b>601,671</b>

The accompanying notes form part of these financial statements.

These financial statements have not been subject to audit or review and should be read in conjunction with the attached Compilation Report.

# STATEMENT OF CASHFLOWS

## FOR THE YEAR ENDED 30TH JUNE 2016

	2016	2015
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>		
Receipts from government grants (recurrent)	1,826,519	1,274,289
Receipts from other sources	740,775	774,889
Payments to suppliers and employees	(2,191,095)	(1,954,915)
Interest received	13,099	10,692
Net cash provided by (used in) operating activities (Note 2)	389,298	104,955
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>		
Proceeds from (payment for) property, plant, equipment and motor vehicles	(2,401)	(35,329)
Net cash provided by (used in) investing activities	(2,401)	(35,329)
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>		
Proceeds from (payment for) loans	-	-
Net cash provided by (used in) financing activities	-	-
Net increase (decrease) in cash held	386,897	69,626
Cash at beginning of year	815,203	745,577
Cash at end of reporting period Note 3	<b>1,202, 100</b>	<b>815,203</b>
<b>RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO OPERATING PROFIT</b>		
Operating profit (loss) after income tax	265,156	176,050
Adjustment to prior year retained earnings	-	(8)
Transfer of reserves to equity	-	154,940
Depreciation of non current assets	44,761	22,986
(Profit) loss on change-over of assets	494	6,660
(Increase)/decrease in current receivables	(49,066)	(31,680)
Increase/(decrease) in reserves	-	(154,940)
Increase/(decrease) in prepayments	(234)	1,063
Increase/( decrease) in sundry creditors and accruals	22,365	4,336
Increase/(decrease) in leave provisions	16,762	1,054
Increase/(decrease) in provisions	89,060	(75,506)
	<b>389,298</b>	<b>104,955</b>

# NOTES TO THE FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30TH JUNE 2016

### NOTE 1 STATEMENT OF ACCOUNTING POLICIES

The financial statements are special purpose financial statements prepared for use by the Board and members of Women's Health In the North Inc. The Board has determined that the Association is not a reporting entity.

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

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

#### (a) Income Tax

Women's Health In the North Inc. holds deductible gift recipient status and is exempt for income tax purposes.

#### (a) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables stated include the amount of GST receivable or payable.

The net amount of GST recoverable from, or payable to, the ATO is included with sundry creditors or sundry debtors in the assets and liabilities statement.

### NOTE 2 PROVISION FOR PROJECT BALANCES

	2016	2015
Provision for project balances and committed funds		
Represented by:-		
Family violence	97,423	86,431
NCARS	9,767	63,504
Gambling project	50,272	30,533
Help cards	11,113	22,412
WHAV	88,138	28,079
PVAW - OWA funding	-	6,187
For Love or Money	-	1,344
GAD pod	70,837	-
	<b>327,550</b>	<b>238,490</b>

Provision for projects movement in the the income statement reflects the change in the balance of the provision for the year being an increase in provision of \$89,060.

# NOTES TO THE FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30TH JUNE 2016 CONTINUED

### NOTE 3: CASH ON HAND

Cash on hand includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of twelve months or less.

#### (a) Reconciliation of Cash

	2016	2015
Cash at the end of the reporting period as shown in the statement of cashflows is reconciled to the related items in the balance sheet as follows:		
Cash on hand	2,278	1,096
Cash at bank	1,199,822	814,107
Total cash on hand and at bank	<b>1,202,100</b>	<b>815,203</b>

## STATEMENT OF CHANGE OF EQUITY

### FOR THE YEAR ENDED 30TH JUNE 2016

	2016	2015
Balance as at 1st July 2015	601,671	270,682
Transfer from specific purpose reserves	-	124,939
Transfer from specific purpose reserves	-	30,000
Add surplus	265,156	176,050
Balance as at 30th June 2016	<b>866,827</b>	<b>601,671</b>

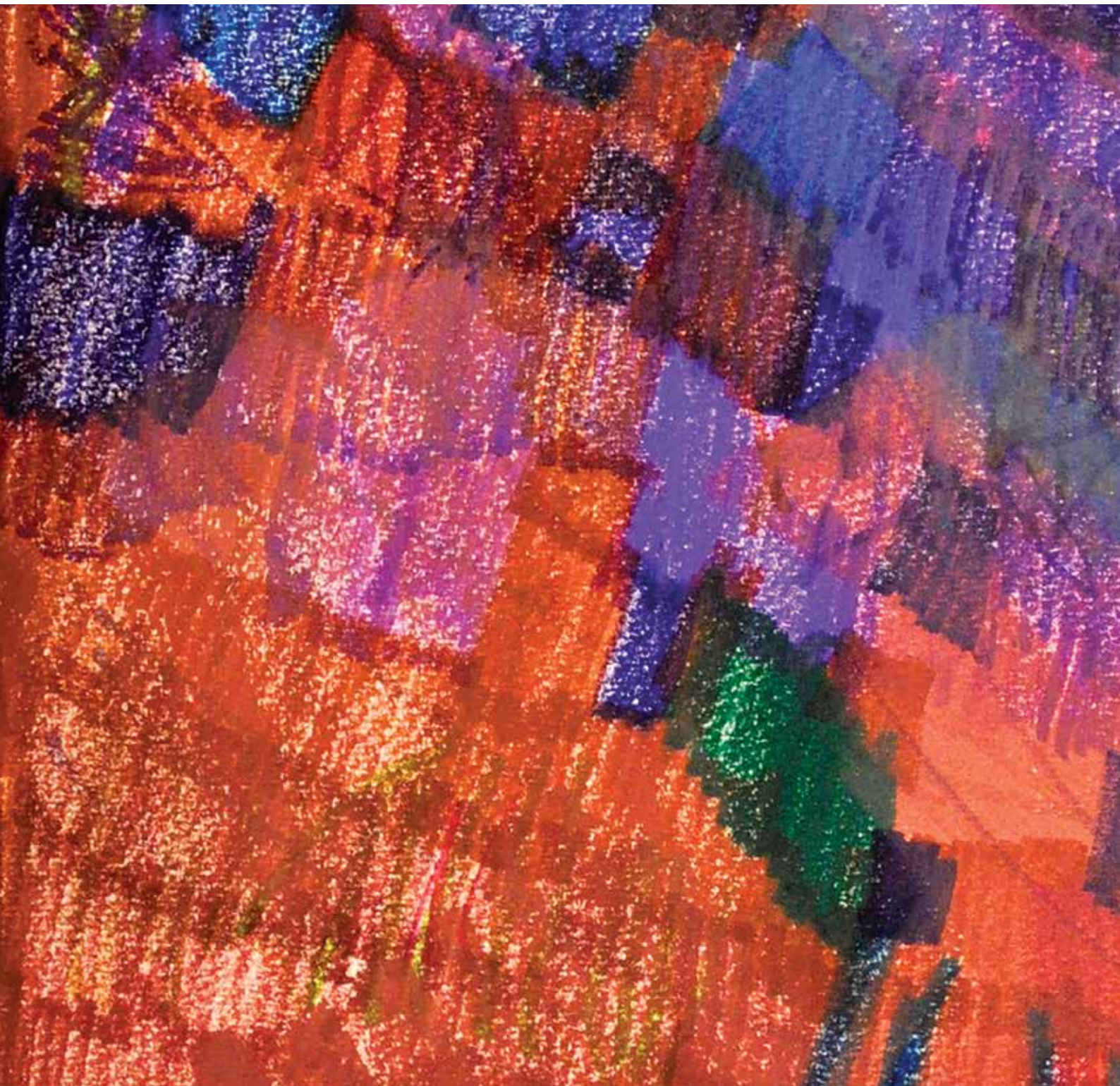


voice • choice • power



**WOMEN'S HEALTH  
IN THE NORTH**

voice • choice • power



**Women's Health In the North**

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