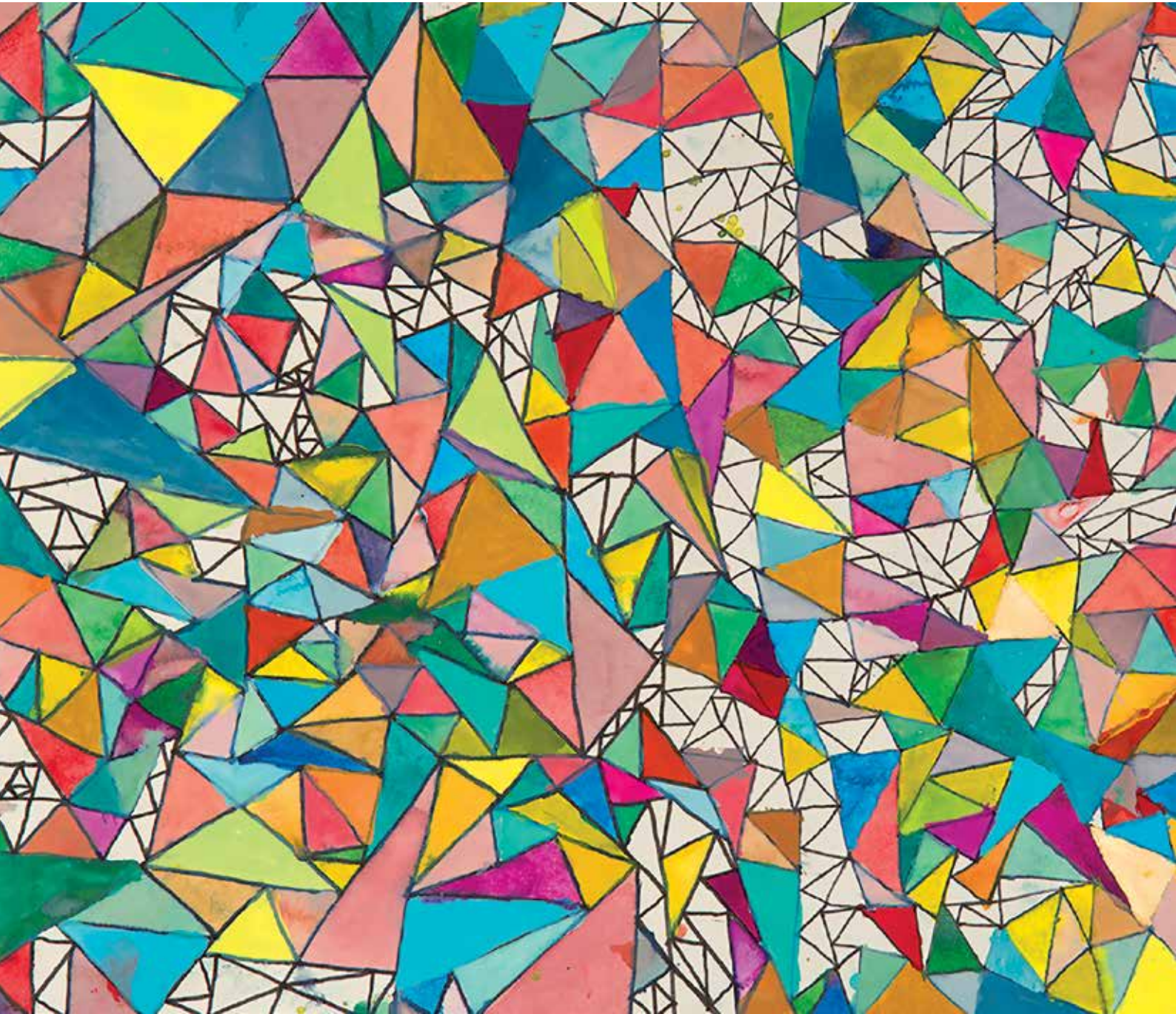


# WHIN | 8 ANNUAL REPORT | 9



[whin.org.au](http://whin.org.au)



**WOMEN'S HEALTH  
IN THE NORTH**

voice • choice • power



Cover image and artwork detail on banner of inside pages: Monica Lazzari, *How Many Triangles Can You See*, 2015, gouache and marker on paper, 35 x 50 cm  
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Women's Health In the North (WHIN) is a member of Gender Equity Victoria (GEN VIC), the peak body for gender equity, women's health and the prevention of violence against women. GEN VIC works with organisations across Victoria to advance a shared vision of gender equality, health and freedom from violence for every woman and girl in every community across Victoria. Through GEN VIC, WHIN is able to advocate, influence and collaborate to improve outcomes in gender equity, women's health and in the prevention of violence against women at a state wide level.

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

**WHIN would like to acknowledge our funding bodies:**

Department of Health and Human Services, Victoria  
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Community Security and Emergency Management, Department of Premier and Cabinet, Victoria  
Department of Justice and Community Safety, Victoria  
Department of Social Services, Australian Government  
Ecstra Foundation (formerly Financial Literacy Australia)  
Emergency Management Australia  
Global Victoria, Department of Jobs, Precincts and Regions, Victoria  
Multicultural Affairs and Social Cohesion Division, Department of Premier and Cabinet, Victoria  
Office for Women, Department of Premier and Cabinet, Victoria  
University of Melbourne  
Victorian Women's Benevolent Trust



**Donate to WHIN:** <http://www.whin.org.au/about-us/make-a-donation/>

Women's Health In the North acknowledges Victorian Aboriginal people as the Traditional Owners of the land on which we provide our services. We pay our respects to their Elders past and present and recognise the ongoing living culture of all Aboriginal people. We express commitment to Aboriginal self-determination and our hope for reconciliation and justice.

# Women's Health In the North (WHIN)

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## VISION

Women in the north have **voice**, **choice** and **power** in all aspects of their health, safety and wellbeing.

## MISSION

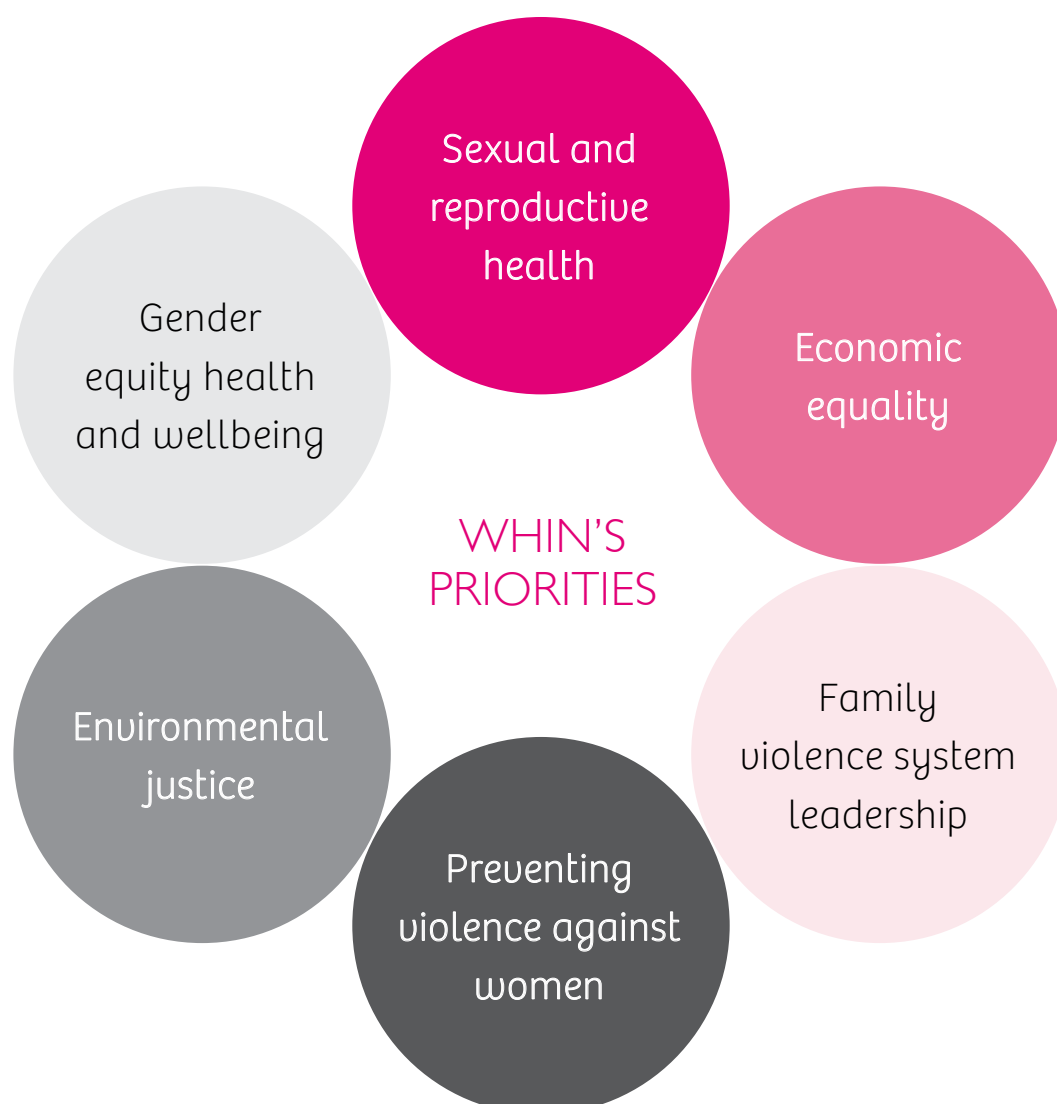
WHIN works to eliminate gender inequities and improve outcomes in women's **health**, **safety** and **wellbeing**.

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## VALUES

Feminist • Ethical • Inclusive • Courageous • Collaborative

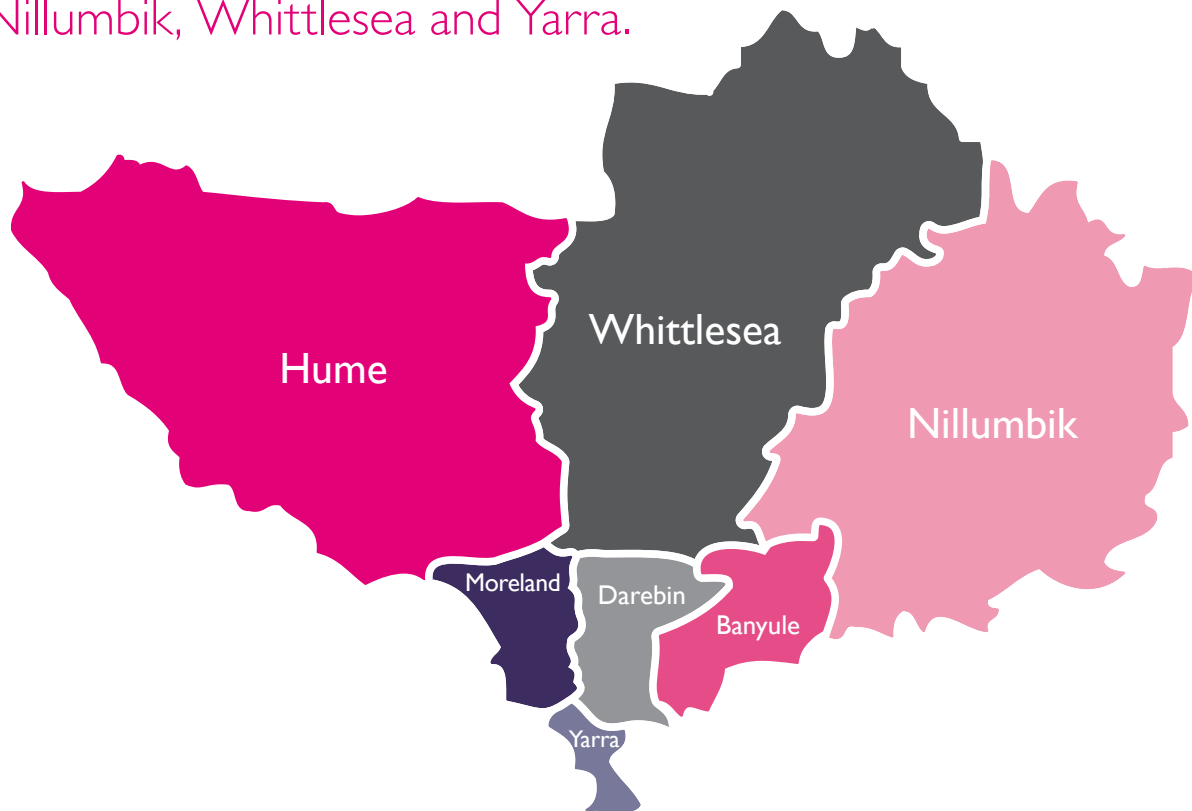
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# Northern Metropolitan Region

Over **496,194** women live in WHIN's catchment area, the northern metropolitan region (NMR). The NMR takes in the local government areas of Banyule, Darebin, Hume, Moreland, Nillumbik, Whittlesea and Yarra.



WHIN's geographic region contains suburbs **diverse in ethnicity, socio-economic status and infrastructure**

**OVER 41%** of women and girls living in the NMR area speak a **language other than English at home**

Aboriginal and Torres Strait Islander Australians number **6,396** individuals (0.7%) of the NMR population, **51.9%** of whom are female (3,319)

**THE NMR'S POPULATION IS INCREASING RAPIDLY in the growth corridors extending through Hume and Whittlesea**

WHIN would like to acknowledge and thank 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

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Women's Health In the North's (WHIN) has experienced another productive and successful year, working hard to achieve change in the systems and structures affecting women's health, wellbeing and safety in the northern metropolitan region. We are honoured to represent the women who live and work in the northern suburbs of Melbourne and their lived experiences. The policy and service delivery environment that WHIN operates in is constantly evolving. Our dedicated staff team and Board members are critical to the organisation's ability to be respond to these changes and to deliver high quality programs, projects and resources.

We are proud to present to you the WHIN 2018–2019 Annual Report highlighting our many strategic and operational achievements in this period. We are sure you will be impressed with the amazing breadth of work captured in this report.

The women's health sector remains a vital platform for making a sustained contribution to social change. The sector has a particular focus on those issues which are the fabric of a healthy society – gender equity and violence prevention. Workforce development is an important cornerstone of this change and an increasingly significant part of WHIN's work across all of its teams. An example of this is WHIN's involvement in the City of Darebin's 'Gender Equity in the Early Years' project. This innovative project provides vital gender equity training and resources to early years educators in the City of Darebin, promoting the modelling of gender equality in early childhood settings. It challenges sexist and stereotyped representation of girls and women in books, visual aids and play spaces. The program promotes and celebrates a diversity of female representations and opportunities for women and girls. This is the world we all want to be involved in creating.

Participating as a member of WHIN's Board of Governance provides the opportunity to be part of a vibrant and effective organisation. At the 2018 Annual General Meeting, this was brought home to us by the number of women who nominated for Board positions. The current Board members were overwhelmed and humbled by the range of women wanting to be part of this unique social change movement. The number of nominees exceeded the positions to be filled and an election was held. As a result we had pleasure of welcoming new Board members Lauren Cordwell, Tanya Stelmach and Phoebe Prossor. Lauren has a wealth of experience in the community health sector, Tanya brings her expertise as a community lawyer and Phoebe joins us from Maurice Blackburn Lawyers and is a former member of Darebin Women's Advisory Committee. We would like to thank those women who were not successful at the election and encourage them to continue their passion as agents for change.

Sadly this year we farewelled long-serving Board members, Anita Trezona and Siobhan Newman. Anita was a Board member for six years and held the position of Board Chair for three years, Deputy Chair for a year and was Treasurer for two years.

She was also a member of the Finance, Audit and Risk Management Subcommittee for six years and of the Business Development Working Group. Siobhan was a Board member for four years and provided risk, quality and compliance expertise, she was also an active member of the Finance, Audit and Risk Management subcommittee.

We would like to recognise the incredible achievements of the whole WHIN staff team. We acknowledge their untiring work in pursuit of a more gender equitable future. It is invigorating to be part of a group who embrace the challenges of the 21st century with enthusiasm, creativity and resolve. It is their achievements that are detailed in this report, which we celebrate!

In this reporting period we welcomed Rosie Brennan, Tilly Mahoney, Giuditta Monsone, Jaspreet Kaur and Sadia Khalid to our ever-growing staff group, all of whom have made wonderful contributions to our body of work.



**HELEN RISEBOROUGH**

CEO

We also welcomed Helen Anson back to WHIN to take up Ain Cohen's role while she happily enjoys parenthood. Staff members Alyssa Duncan and Belinda O'Connor were farewelled. Both are missed for their professionalism, intelligence and major contributions to achieving WHIN's objectives in the areas of disaster and emergency management and in gender equity and prevention of violence against women. A fantastic outcome of WHIN's 'Let's Talk Money' financial literacy program was the number of peer educators who successfully gained employment in other organisations and pursued tertiary education. We are sad to see them leave, but proud that they have achieved so much.

We would like to thank our members, funders and partners for their support of WHIN and their commitment to making the northern metropolitan region a healthier and safer place for women and girls. We look forward to continuing and strengthening our work in the coming year.



**TERESA CAPETOLA**

Chair

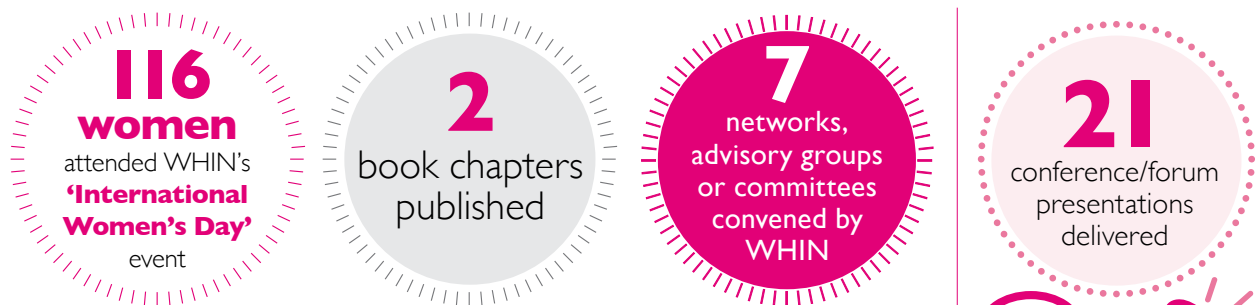
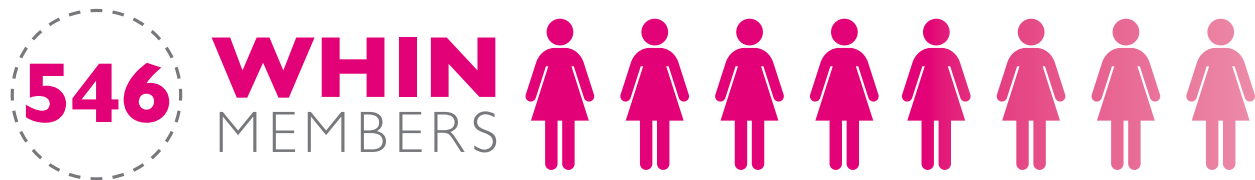
► *Helen Riseborough  
(pictured on left) Teresa  
Capetola (pictured on right).*



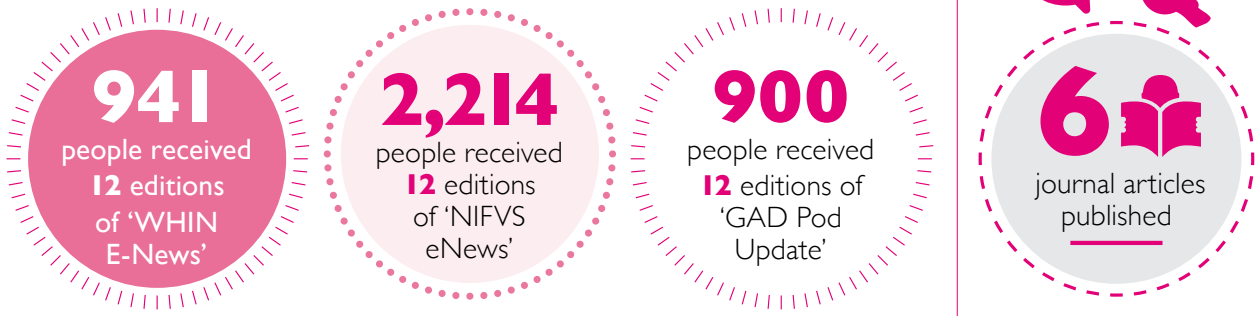
At a recent WHIN staff and Board planning workshop ... a key observation was made ... that one of the most valuable assets of our organisation is our CEO Helen Riseborough and we acknowledge her unflagging contribution to the making of a future that we all want to be part of.

Teresa Capetola, Chairperson of Board

# Communicating Our Message



## NEWSLETTERS



## ONLINE PRESENCE

**9,519** people visited WHIN's website via **14,482** sessions



**21,961** people visited the NIFVS website via **32,260** sessions

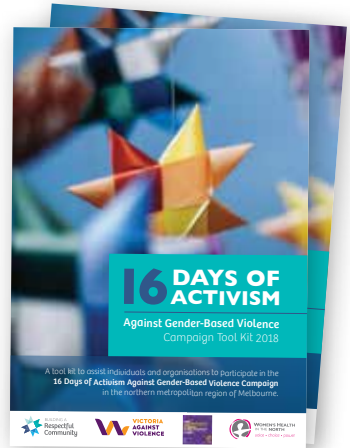


# 16

## RESOURCES produced or updated



◀ Preventing Violence Against Women video and campaign toolkit released as part of 16 Days of Activism against Gender-based Violence ▶



◀ Knowledge to Advocate film and resource by Northern Integrated Family Violence Services ▶

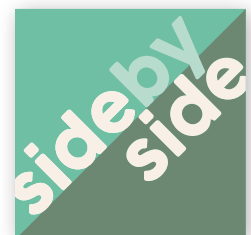


▲ Long Term Disaster Resilience video, postcards and executive summary ▲ ▶

Gender and Disaster Pod's website redesigned ▼



'Side by Side' resource manual (currently for internal use only) ▶



▲ 'Let's Talk Money' brochure, evaluation report and summary, and training manual for peer educators.

# Gender Equity, Health and Wellbeing

---

Gender powerfully shapes the health, safety and wellbeing of our community. Gender equity approaches recognise that we do not function on a level playing field: historical and social disadvantages prevent women from benefiting fully from society's resources. Gender equity approaches seek to ensure fairness and justice when distributing benefits and responsibilities between women and men.

WHIN provides training, resources and consultancy to support organisations to incorporate gender equity and gender equality principles into policy, planning and service delivery. This involves providing gendered data, resources and professional development to encourage partner organisations to include women's health issues in, and apply a gender lens to, their work.

## Achievements

- became an Our Watch-endorsed 'Workplace Equality and Respect' training organisation: WHIN can now deliver 'Putting the Prevention of Violence Against Women into Practice: How to change the story' and 'Workplace Equality and Respect (WER)' training, which complements the suite of WHIN-designed workforce development training
- provided advice and support to a range of steering groups and place-based projects including those engaging new sectors and settings such as the cohealth 'Access All Areas' project, a collaboration to advance safety, gender equity, and diversity in music industry settings in Melbourne's metropolitan north and west
- held advisory roles for four councils from the NMR for 'Free from Violence' local government grants. The grants supported the councils to take a lead role in the primary prevention of all forms of violence against women in their communities: Darebin City Council — 'Creating Gender Equity in the Early Years: Whole-of-Service Pilot'; Moreland City Council — 'Count Me In Too'; Nillumbik Shire Council — 'Gender Equity Advocates'; and City of Whittlesea — 'Gender Equity in Employment'



▲ Health Promotion Officer Rebecca Tipper facilitating active bystander workshop in music industry settings.



▲ Candidates from seven political parties at our Northern Metro Women's Candidate Forum.

- worked with local government and community health organisations to apply a tailored gender lens to their work: In the City of Whittlesea this involved delivering two sessions to 60 people on the application of a gender lens to their sport and recreation division
- hosted the Northern Metro Women's Candidate Forum for 55 women in the region to hear from and meet candidates for the 2018 Victorian Government election.



delivered to **384** participants

Bystander training workshop delivered to **30** participants for cohealth's '**Access All Areas**' project



Developed and co-facilitated training to Nillumbik Shire Council's **Gender Equity Advocates** for



**7** gender equity training sessions delivered to **196** staff at the Department of Education and Training (north western region) in partnership with Women's Health Loddon Mallee



Made submissions to **4** government consultations and strategies including Victorian Gender Equality Bill and National Women's Health Strategy

# Gender Equity, Health and Wellbeing *continued*

---

## Gender Equity in the Early Years

Creating environments for children that are free from gender stereotypes has been a focus for WHIN and Darebin City Council for several years. WHIN has been pleased to support Darebin's 'Creating Gender Equity in the Early Years: Whole-of-Service Pilot Project' in 2019. This project is applying a gender lens to three early years sites across Darebin, including a kindergarten, childcare centre and children's hub. It is the second phase of *Creating Gender Equity in the Early Years: A Resource for Local Government*, which was developed by Darebin City Council with consultancy and support from WHIN in 2016.

As part of the project, WHIN has delivered four hours of gender equity in the early years training with each pilot site and is a member of the steering committee. These interactive training sessions stimulated much discussion and action, with staff reflecting on the visual imagery they have displayed, the books and language used, and the overall set up of kinder learning spaces. The *Creating Gender Equity in the Early Years: A Resource for Local Government* document and accompanying videos can be accessed at [www.darebin.vic.gov.au/geey](http://www.darebin.vic.gov.au/geey)

'Gender Equity in the Early Years' training participants identified future actions they could take in early years settings

Be more mindful of my **language** and **privilege**. Use my privilege to challenge gender inequalities

Neutral set ups and **promoting the idea** that young girls are beyond just looks.

Call out **appearance based language** by educators when I hear it. ””

## International Women's Day 2019

WHIN hosted its annual International Women's Day event on March 7, showing the film 'On the Basis of Sex' at Hoyts Northland. The film was an American biographical legal drama based on the life of Supreme Court Justice Ruth Bader Ginsburg. Her inspiring story maps the struggles she faced to achieve equal rights and to eventually become a US Supreme Court Justice.

There was a full house for this free event, with 116 women from the community attending. WHIN Board Member and Lawyer, Phoebe Prossor, spoke to the women attended about her experience as a woman working in the law sector.



# Sexual and Reproductive Health

All women have the right to optimal sexual and reproductive health. This includes the freedom to express their sexuality and to choose if, when and how they reproduce, access to affordable sexual and reproductive health services and to experience safe respectful intimacy and relationships.

WHIN provides leadership and resourcing for strategic regional work to promote women's sexual and reproductive health, including the development and implementation of *A Strategy for Going South in the North 2016–2021*. WHIN established and resources the Going South in the North Strategic Advisory Group and Community of Practice to provide networking and professional development opportunities. In addition, WHIN delivers a range of sexual and reproductive health education sessions and professional development.

## Achievements

- established, resourced and chaired the new Going South in the North Strategic Advisory Group to support the implementation of *A Strategy for Going South in the North 2016–2021*, aligned to *Victorian Women's Sexual and Reproductive Health Key Priorities 2017–2020*
- established and convened the new Going South in the North Sexual and Reproductive Health Community of Practice using online platform Basecamp
- commenced 'Sexual Health Information Pathways Project – for International Students' (SHIPP) in partnership with La Trobe University, which aims to improve sexual and reproductive education for International students and advocate for their rights
- developed eight new sexual and reproductive health factsheets, one for each of the seven local government areas in the NMR plus an overarching factsheet (to be launched and publicly released in late 2019)



▲ WHIN's sexual and reproductive health team in early 2019, from left Tilly Mahoney, Rosie Brennan (Coordinator), Nisha Liyanage, and Intesar Homed.

Expert advice provided in **36** consultation meetings including the Sexual Health Review with Department of Health and Human Services, Victoria



Convened **4** Going South in the North Strategic Advisory Group/Leadership Group meetings

# Sexual and Reproductive Health *continued*

WHIN hosted the forum **'Going South in the North Sexual and Reproductive Health'** in May 2019. The half-day event offered professionals who work in the sexual and reproductive health field the opportunity to hear speakers from The Royal Women's Hospital, 1800 MyOptions, Cancer Council Victoria and Women with Disabilities Victoria. Each presentation was followed by rigorous and insightful discussion about the barriers and enablers in this work and how we can apply and better integrate our approaches for improved sexual and reproductive health outcomes for women in the north.

Professional development and sector updates were interspersed with light-hearted networking activities to allow attendees to connect with their peers, share innovative ideas and develop new partnerships.



▲ *Going South in the North Sexual and Reproductive Health Forum, May 2019.*

**Going South  
in the North  
SRH Forum**



This was a fantastic update of work currently going on in the sector, great presenters, well organised and an awesome opportunity to feel part of this important community! ”  
forum attendee

## Sexual Health Information Pathways Project for International Students

Extremely high numbers of unplanned pregnancies, terminations and sexually transmitted infections (STIs) occur for female international students studying in Australia compared to the general student population. The **'Sexual Health Information Pathways Project for International Students' (SHIPP)** aims to improve the sexual and reproductive education of international students, advocate for their rights, equip them with the skills and understanding to negotiate safe and consensual sexual relationships, and increase their access to sexual and reproductive health services.

The initial stages of the SHIPP project have been completed in partnership with La Trobe University. This included consultations with international students, staff and service providers to gain a sound understanding of sexual and reproductive health literacy, issues and barriers to access services and information.



# Family and Reproductive Rights Education Program (*FARREP*)

WHIN works towards the abandonment of the practice of female genital cutting (FGC), and recognises it as a violation of human rights, specifically the sexual and reproductive rights of women and girls. FGC includes practices involving partial or total removal of the external female genitalia, or other injury to female genital organs for non-medical reasons. At least 200 million women and girls alive today have been cut. A significant population of women in the NMR are from communities where FGC is practised.

WHIN believes that in order to eradicate FGC, responses must be holistic, community-based and led, culturally sensitive and delivered in a sexual and reproductive health context. These principles and approaches shape our community and professional education programs, as discussed below.

## Achievements

- received further funding to continue delivering 'Side by Side', a culturally responsive sexual and reproductive health and respectful relationships program for young women from communities affected by FGC
- developed package of training materials for delivery of the 'Side by Side' program (to be published later in 2019)
- delivered professional development sessions about refugee women's health and FGC, for health professionals in both metropolitan and regional health services.

3

'Side by Side' programs delivered to **51** young women and girls

6

training sessions on FGC and refugee women's health delivered to **41** Northern Health professionals

“

**[Side by Side]**

facilitators created a **safe space** and the opportunity to have these conversations in a meaningful way. It's evident that this program has broadened students' knowledge and understanding as well as bringing this group of **young women** closer together and **strengthening** their relationships. ”

student wellbeing coordinator

side by side

DELIVERED  
SRH AND FGC  
**PROFESSIONAL  
DEVELOPMENT** TO:

**30**  
maternal and child  
health nurses

# Economic Equality

Women face financial vulnerability due to structural discrimination in the economy and labour market because of their gender. Structural discrimination means that women disproportionately experience greater levels of poverty, socio-economic disadvantage and are at increased risk of homelessness compared to men. Access to economic resources is a key determinant of women's health, safety and wellbeing.

WHIN delivers financial literacy programs, develops resources, and undertakes research to promote women's economic capability and financial security. In 2018–19, WHIN's work continued to focus on the 'Let's Talk Money' project.

## Achievements

- independent evaluation conducted by Bluebird Consultants found that 'the program provided both practical and meaningful change to women's knowledge and skills, particularly in the areas of tenancy [rights] and banking'
- secured funding for Phase 2 of 'Let's Talk Money'
- *Let's Talk Money Evaluation Report* and *Evaluation Summary* published and launched
- evaluation launch event included a question and answer panel of peer educators and workshop participants. The launch attracted 30 stakeholders
- six new peer educators recruited: following training, they are delivering workshops to women in the community in languages including Mandarin, Cantonese, Somali, Arabic and Oromo
- invited to participate in a consultation session by Migration Council of Australia on development of a new financial app for migrant women.







▲ Shazia Syed (peer educator), Razia Adnan (workshop participant), and Shima Tehrani Homa (peer educator) at the 'Let's Talk Money' evaluation launch.



▲ Health Promotion Officer Manasi Wagh-Nikam speaking at the 'Let's Talk Money' evaluation launch.

## Let's Talk Money

'Let's Talk Money' is a financial literacy program aiming to boost the money management skills of migrant and refugee women living in the NMR.

The program has been developed to take action on the gendered drivers of violence against women as identified in *Change the Story*. In particular the program promotes women's independence and decision-making.

Recognising that newly arrived refugee and migrant women face particular barriers such as lack of financial information in their first language, cultural attitudes impeding their access to financial institutions, and social isolation, 'Let's Talk Money' is a unique financial education model that uses a bilingual peer educator approach.

The model involves WHIN employing and training women from diverse cultural backgrounds to deliver practical, tailored financial literacy and money management workshops to women in their own languages and communities. Workshop topics include budgeting and saving, financial rights, tenancy rights, tax, banking, and debt management.

Phase One of the 'Let's Talk Money' project was delivered from September 2017 to September 2018. This was followed by an independent evaluation, and the launch of the Evaluation Report in May 2019.

WHIN secured funding for Phase Two of 'Let's Talk Money' in December 2018, to extend the program across the NMR and include new languages. To date, this has involved recruitment of six new peer educators speaking languages including Somali, Oromo, Swahili, Mandarin, Cantonese, and Arabic.

WHIN has delivered an intensive training program for the new peer educators, preparing them to conduct community workshops from July 2019 onwards. Additionally, four peer educators from Phase One have continued to deliver community workshops across the NMR.



“The budgeting, and the saving part of [the workshops] ... that's really **significantly impacted** how I spend money and save money, and how I think about money.”

Workshop participant



# Violence Against Women

Violence against women is a prevalent and serious human rights abuse that causes significant harm to individuals, families, communities and society. On average, one woman a week is killed in Australia by her partner or former partner. Family violence occurs when a perpetrator exercises power and control over their partner, former partner, or family member. The perpetrator engages in coercive and abusive behaviours designed to intimidate, humiliate, undermine and isolate, resulting in fear and insecurity. These behaviours can include physical and sexual abuse, as well as psychological, emotional, cultural, spiritual and financial abuse.

WHIN's work in this area is two-pronged, involving approaches to prevent violence against women and those relating to the family violence response system.



▲ Attendees at the forum 'Intersectionality and the Prevention of Violence against Women'.

**5** NMR Preventing Violence against Women Committee meetings convened

**4** Building a Respectful Community Steering Group meetings convened

**3** forums / events held with **143** attendees

CONFERENCE presentation for

**60** ATTENDEES

**WHIN** continued to progress our earlier work on the link between violence against women and gambling

We gave evidence at a VCAT hearing on the **intersection of gambling and family violence**, contributing to an objection to an increase in the number of electronic gaming machines at Darebin RSL.

Presented at the Gambling Harm Conference 2018 to

**80** ATTENDEES

# Prevention of Violence Against Women

Gender inequity is both a cause and consequence of violence against women. Australian and international research concludes that to prevent violence against women before it occurs we must take action to increase gender equity and challenge rigidly defined gender roles.

WHIN provides leadership and resourcing for strategic regional partnerships to prevent violence against women. This includes leading the implementation and evaluation of the *Building a Respectful Community Strategy 2017–2021* and convening and resourcing the NMR Preventing Violence Against Women Committee. WHIN also develops and delivers training and workforce development.

## Achievements

- produced a video *Leading the North to Prevent Violence Against Women* as part of our '16 Days of Activism against Gender-based Violence' campaign. The video features workplace leaders from the Building a Respectful Community (BRC) Partnership speaking about their gender equitable strategies in their workplaces and their significance for staff and the community at large
- created the resource *16 Days of Activism against Gender Based Violence Campaign Toolkit 2018* to assist individuals and organisations in the NMR to participate in the campaign, and led a social media campaign involving WHIN staff and BRC partnership members being photographed holding placards with key messages
- convened 'Supporting Schools Forum: A conversation about working with schools rolling out the Respectful Relationships program'. The forum aimed to support BRC partners working with schools to apply a whole-of-school approach in developing and implementing respectful relationships programs and curriculum
- presented at the Fourth National Stop Domestic Violence Conference about the BRC and coordinating a regional approach to prevent violence against women
- secured \$100,000 grant from the Victorian Government's Office for Women as part of its ongoing commitment to fund women's health services for primary prevention of violence against women work. This project will enable WHIN to deliver workforce development activities over 2019–2020.
- provided advice to a range of steering groups and projects including initiatives to engage new sectors and settings in prevention of violence against women work such as the 'It Starts With Us' project with Women's Legal Service Victoria and the Elder Abuse Prevention Network.

This training has given me a **deeper understanding** of how my work in prevention in seemingly unrelated areas can impact on **preventing violence against women** further down the line. ”

Preventing Violence against Women training participant

## Building a Respectful Community Executive Breakfast

WHIN hosted the **'Building a Respectful Community Executive Breakfast'** which brought together CEOs and senior managers from the 26 partner organisations to hear about the transformative gender equity and prevention of violence against women work in the northern metropolitan region and across Victoria.

Speakers included: Gabrielle Williams MP, Minister for Prevention of Family Violence and the Minister for Women; Kristen Hilton, Victorian Human Rights Commissioner; Northcote MP Kat Theophanous MP; and Nigel Fidgeon, Merri Health CEO.



The morning focussed on the ground-breaking effort towards gender equality underway in Victoria and shared learnings of systemic policy reform, recruitment and promotion reform, flexible work arrangements, and sexual harassment reporting and recourse.

WHIN CEO Helen Riseborough reminded the partners of the goals of the *Building a Respectful Community Strategy 2017–2021* which is to achieve workplaces, services and facilities, communities and communications that are gender equitable and inclusive, and to ensure that action and responsibility is taken across a wide range of sectors.

◀ At the BRC Executive Breakfast from left are: Kat Theophanous, MP; Helen Riseborough, WHIN CEO; and Monique Bouma, Acting Manager Health Promotion WHIN.



## Intersectionality and the Prevention of Violence against Women

Sixty people attended WHIN's forum **'Intersectionality and the Prevention of Violence against Women'** in November 2018. An intersectional perspective recognises that multiple forms of discrimination or oppression, such as sexism, homophobia, ableism, racism and class oppression, intersect with and compound each other.

Expert speakers introduced us to the ways that ethnicity/race, (dis)ability, Indigeneity, and sexual identity interact with gender-based violence.

This was followed by robust and thought-provoking discussion about the application of intersectionality to the primary prevention of violence against women. "If it's not uncomfortable, it's not working", we learned.

As a result of this forum my understanding of VAW and its drivers has complexified. The majority of the presenters spoke of 'centring' the particular form of "disadvantage" they were representing. This was a **challenging concept** for me, (gender is very much at the centre of my work), and **valuable**.

Forum attendee



# Family Violence System Leadership

The Northern Integrated Family Violence Services (NIFVS), provides family violence system leadership across Melbourne’s NMR. Working with the NIFVS Regional Integration Committee, this leadership aims to increase the safety of victim survivors and accountability of perpetrators, and strengthen Victoria’s family violence reforms.

The NIFVS Coordination Team provides:

- strategic leadership and advice
- family violence reform implementation guidance
- workforce development and capacity building support
- information and resources to support effective responses to family violence
- links between local, regional and statewide family violence activities and structures.

## NIFVS Counselling and Support Alliance

The NIFVS Counselling and Support Alliance (CSA), comprising 12 community health and specialist family violence services, continued to coordinate the planning, implementation, and evaluation of family violence counselling and group work for women and children. The NIFVS team convened bi-monthly meetings as well as providing professional development through a Family Violence Practitioners’ Group, and on-site consultations with the NIFVS Workforce Development Officer.

## Achievements

- launched *Knowledge to Advocate*, an online film and resource for professionals supporting victim survivors of family violence through the legal system, with information on Victoria Police processes, intervention orders, legal support and court processes
- convened a new Family Violence Capacity Building Community of Practice for practitioners leading family violence capacity building initiatives in hospitals, community health, child protection, mental health sector, alcohol and other drug services, and LGBTIQ services
- partnered with University of Melbourne to support the ‘Sustainable Primary Care Family Violence Project’, providing GP clinics with training and information to strengthen response to family violence
- supported an unprecedented 43 events during the Week Without Violence, a global campaign to end violence against women
- challenged practitioners to reflect on collusion with male perpetrators of family violence through a quarterly community of practice, extending on learnings from ‘Working with Male Perpetrators of Family Violence: Reflections on Collusion’ training

“I feel **empowered** to work more **collaboratively**. [The forum was] a good reminder to use other professionals with other expertise in consultations.”

Young Women and Family Violence Forum participant

# Family Violence System Leadership *continued*

- managed statewide project 'Strengthening the Future of Regional Integration' on behalf of family violence regional integration committees across Victoria
- supported regional implementation of the new Family Violence Information Sharing Scheme through a forum for 100 professionals and an Information Sharing Working Group for prescribed organisations
- coordinated other professional development forums, including 'Safety and Respect: Women with Disabilities & Family Violence' and 'Young Women and Family Violence'
- harnessed the collective knowledge of regional family violence counsellors and group work practitioners to contribute to redevelopment of the Victorian family violence code of practice.

The NIFVS Regional Integration Committee developed and endorsed a brand new **Strategic Plan (2019–2023) to guide family violence response** in the NMR.

The Committee's new mission is to 'provide regional leadership that increases the safety of victim survivors, the accountability of perpetrators and strengthens Victoria's family violence reforms'. The following strategic priorities will help achieve this mission:

- Leadership – providing system leadership to improve responses to family violence
- Workforce – responding to regional workforce issues and opportunities
- Knowledge – developing strategies and actions in response to evidence, research and data
- Governance – ensuring the ongoing effectiveness and relevance of the Committee.

The NIFVS team are excited that the plan will guide the Committee towards its vision of 'a future where all people are safe and free from family violence'.

▼ Pictured from left are Young Women and Family Violence Community of Practice panellists Kimberlee Holley (Victorian Aboriginal Child Care Agency, VACCA), Bianca Johnston (Youth Support and Advocacy Service, YSAS), Ada Conroy (NIFVS, WHIN), Intesar Homed (WHIN), Jackie Green (YSAS) and Chad Chan (Berry Street).

▼ NIFVS Principal Strategic Advisor Sarah Johnson speaking at a recent forum.



## Stakeholders

NIFVS has links with **271** organisations that respond to family violence across the NMR

## Forums

**250**

participants attended **3** NIFVS professional development forums

## Networks

**17** meetings convened and resourced **Northern Family Violence Regional Integration Committee**

**21**

regional governance meetings attended to support cross sector integration

NIFVS Counselling and Support Alliance provided counselling and group work to **459 women**

**14**

statewide meetings and consultations attended to link regional and statewide activity

## Communications

**2,214**  
NIFVS  
eNews  
subscribers

**753**  
people like NIFVS's  
Facebook page



**21,961**  
people visited  
the NIFVS  
website



## Week Without Violence

**43**

events run  
across NMR

**34**

participants attended  
the campaign  
workshop

**45**

resource packs  
distributed



## Training and education

**20**

'Identifying Family Violence: Responding to Women' sessions delivered to **586** professionals

**28**

'Working with Male Perpetrators of Family Violence: Reflections on Collusion' sessions delivered to **581** people

**2**

'Family Violence Regional Induction' sessions delivered to **108** professionals

**4**

reflective practice sessions delivered to **35** Counselling and Support Alliance practitioners



# Environmental Justice

Climate change and other environmental disasters impact women and men differently due to socially-constructed gender roles and unequal access to power and resources. A gendered lens is largely absent from policy, planning, and implementation in this area. WHIN’s environmental justice work has focused on gender and disasters.

WHIN produces evidence, research and resources that demonstrate the relationship between women’s health and wellbeing and the impacts of environmental disasters. We advocate for organisations and government to specifically consider women’s health and wellbeing when responding to these issues.

The Gender and Disaster Pod (GAD Pod) is a partnership with Women’s Health Goulburn North East (WHGNE) and Monash University Disaster Resilience Initiative (MUDRI) that promotes an understanding of the role played by gender in survivor responses to natural disaster and embeds these insights into emergency management practice.



## Achievements

- contributed to the Australian Institute of Disaster Resilience (AIDR) review of Community Recovery (Handbook 2), Evacuation Planning (Handbook 4), and AIDR’s Health Disaster Management Handbook
- delivered training to middle and senior emergency managers in Hobart and Launceston with support of the Metropolitan Fire Brigade
- presented at the Women and Firefighting Australasia Conference on the national Gender and Emergency Management (GEM) Guidelines and the two LGBTI and emergency management research projects
- GEM Guidelines are currently being implemented across Queensland, led by the Inspector General of Emergency Management (IGEM) Queensland, and the Australian Red Cross. The GAD Pod is on the advisory group as a partner in this ground-breaking initiative
- presented on the GEM Guidelines with the Queensland IGEM and the state manager of Australian Red Cross at the World Association of Disaster and Emergency Medicine Congress

◀ From left are: Helen Haines, MP for Indi; Cr Ashlee Fitzpatrick; WHIN CEO Helen Riseborough; GAD Pod Manager Dr Deb Parkinson; and Cathy McGowan, former MP for Indi.



- coordinated production of Australian Journal of Emergency Management Monograph No. 3, following the 'Diversity in Disaster' conference. The monograph is a unique collection of articles on critical, yet frequently overlooked, elements of emergency management. It includes the GAD Pod team's Issues paper and outcome statement.
- presented at 'No to Violence' conference on the panel 'Changing Systems and Practice that Allow Violence to Occur' alongside 2015 Australian of the Year and Order of Australia Recipient Rosie Batty
- redeveloped the GAD Pod website including creating a training hub



▲ At the 5th Annual Claire Zara Oration 2019, from left: WHIN Research Assistant Jaspreet Kaur; GAD Pod Manager Dr Deb Parkinson; Tracey Spicer AM, journalist and presenter of 2019 Claire Zara Oration; WHIN CEO Helen Riseborough; and Steve O'Malley, Melbourne Fire Brigade.

## Long-term Disaster Resilience Report Launched

Senator Linda Reynolds (former Assistant Minister for Home Affairs, now Minister for Defence) launched the GAD Pod's research report on Long-term Disaster Resilience in Wangaratta in February 2019. The Senator welcomed this unique report, stating that she would consider the recommendations carefully. Cathy McGowan, MP for Indi, and Metropolitan Fire Brigade Commander Donna Wheatley also addressed the gathering. Andrew Crisp, Emergency Management Commissioner for Victoria provided a statement of support.

The research was presented by the WHIN, WHGNE and MUDRI team and drew on the experiences and wisdom of **56 disaster survivors** nine years after the 2009 Black Saturday fires and up to 50 years after earlier fires and floods in Victoria. The disasters included bushfires and

floods from 1943 to 2011. Three participants spoke of their own experiences, sharing their insights of disaster resilience over decades.

The Long-term Disaster Resilience research report was highlighted in Federal Parliament by MP for Indi, Cathy McGowan. Watch her moving speech here: <http://lnkd.in/gS65Hzm>

The research report and associated resources are available GAD Pod website, and include a video of Cathy McGowan speaking about long term disaster resilience, a link to her presentation of the report to federal parliament, and a set of postcards for applying a gendered lens to bushfire response planning. Enthusiastic interest in the research is indicated by Country Fire Authority brigades' offers to work with us to distribute the postcards, and the acceptance of the report by the Prevention Web of the United Nations Office for Disaster Risk Reduction.



conference and forum presentations delivered to **1,630 attendees**



training sessions delivered to **32 participants**

**Launched Long Term Disaster Resilience research report to**



people from stakeholder organisations and VIPs



GAD Pod Communiques to **900 subscribers**



journal articles published



book chapters published

# People, Growth and Governance

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WHIN has continued to build a strong and sustainable organisation this year. The governance, management and operating systems that support WHIN's priority work areas and facilitate new opportunities were all strengthened. WHIN attracted a high calibre of women to serve on our Board of Governance and recruited and retained a highly skilled and competent staff team. Our workforce and Board are diverse and representative of women who live and work in the northern metropolitan region. The continual development of the staff and Board's skills and the organisation's systems and processes support WHIN's ability to influence, lead and advocate.

WHIN strengthens its governance, management and operations by continually improving the quality of our systems, structures, policies and procedures. WHIN meets or exceeds compliance standards and consistently achieves the deliverables agreed to in all of our funding agreements, often within very tight timelines. WHIN seeks out new partnerships to increase and diversify sources of revenue, which ensures our sustainability and expands the reach of our work. A range of media and strategies are utilised to promote the effectiveness and success of the organisation's work. WHIN is held in high regard and the organisation's reputation at regional and state-wide levels continues to grow.

The successful negotiation of a new Enterprise Agreement for WHIN was finally approved by Fair Work Commission in November 2018. We were very pleased to celebrate the new agreement between the organisation and our valued staff members. The agreement includes a three percent above award salary structure and generous leave entitlements, including improvements to the length of parental leave.



## Achievements

### Administration and Corporate Services:

- changed banks to a more community focused, environmentally sound bank
- improved financial reporting and reporting structure
- improved infrastructure for internet service access increasing productivity
- strengthened resourcing of financial services and systems
- developed and implemented an Investment Policy
- reviewed and audited organisational legal compliance requirements
- redesigned office space to accommodate additional staff members

### Governance and Management:

- successfully implemented second year of the four-year WHIN Strategic Plan
- improved Board recruitment, finalisation of term processes, and development and training policy and procedures
- updated Risk Management Framework to align with latest standards
- strengthened Conflict of Interest policy and procedures for documenting it
- revised human resources (HR) policies and processes in line with new enterprise agreement,
- achieved Department of Health and Human Services compliance standards
- developed new WHIN Communications Strategy

### Business Development and Income Diversification:

- successfully implemented the second year of the three-year WHIN Business Plan
- achieved first project utilising WHIN's new business development model
- commenced work to strengthen WHIN's strategic business partnerships
- gained financial support from new funding partners: in the 2018–19 financial year, WHIN raised an additional \$300,000+ through the generous support of philanthropic and government organisations



▲ Each year since 2016, WHIN Communications Officer Claudia Slegers has worked with Designer Gemma Morley (pictured together), WHIN Health Promotion Manager Sandra Morris and Richard MacDonald, printer, to produce WHIN's annual report.

# Staff and Board

**Helen Riseborough**  
Chief Executive Officer

## HEALTH PROMOTION TEAM

**Sandra Morris**  
Manager, Health Promotion  
(Long Service Leave,  
December 2018 to June 2019)

## CORPORATE SERVICES TEAM

**Adriana Uteda**  
Manager,  
Corporate Services

## NIFVS COORDINATION TEAM

**Sarah Johnson**  
Principal Strategic  
Advisor NIFVS

## GENDER AND DISASTER POD (GAD POD) TEAM

**Deb Parkinson**  
Manager, Research,  
Policy and Advocacy and  
the GAD Pod

## 'LET'S TALK MONEY' PROJECT

Peer Educators

### Monique Bouma

Gender Equity and  
Preventing Violence Against  
Women Coordinator, Acting  
Manager, Health Promotion  
(December 2019  
to June 2019)

### Intesar Homed

Health Promotion Officer,  
Sexual and Reproductive  
Health

### Manasi Wagh-Nikam

Health Promotion Officer,  
'Let's Talk Money' project

### Belinda O'Connor

Health Promotion Officer,  
Preventing Violence Against  
Women (until April 2019)

### Rebecca Tipper

Health Promotion Officer,  
Gender Equity and  
Preventing Violence Against  
Women

### Nisha Liyanage

Health Promotion Officer,  
Gender Equity and  
Preventing Violence Against  
Women

### Sadia Khalid

Health Promotion Officer,  
'Let's Talk Money' project  
(from February 2019)

Peer Educator  
(until February 2019)

### Rosie Brennan

Sexual and Reproductive  
Health Coordinator  
(from September 2018)

### Tilly Mahoney

Health Promotion Officer,  
Sexual and Reproductive  
Health (from June 2019)

### Ain Cohen

Administration Officer  
(Parental Leave from  
August 2018)

### Elizabeth Gray

Administration Officer

### Helen Anson

Administration Officer  
(from August 2018)

### Giuditta Monsone

Finance Officer  
(from October 2018)

### Colleen Russell

Policy and Quality  
Improvement Officer

### Claudia Slegers

Communications Officer

### Narelle Sullivan

Business Development  
Coordinator

### Ada Conroy

Senior Workforce  
Development Officer

### Robin Gregory

Regional Integration  
Resource Officer

### Alyssa Duncan

Research Assistant  
(until December 2018)

### Jaspreet Kaur

Research Assistant  
(from September 2018)

### Amal Abikar

Nour Al Hadi

Nafisa Amini  
(until March 2019)

Hiba Ayass  
(until March 2019)

Nayana Bhandari  
(until March 2019)

Ghada Hanoosh  
(until March 2019)

Kinda Haroun  
(until March 2019)

Nimo Hersi

Bahareh Irannejad  
(until March 2019)

Roshanthi James  
(until March 2019)

Renzhi Liao

Amina  
Mohamed Adam

Farah Moualla

Kai-Hsing  
(Candice) Peng

Shazia Syed

Shima Tehrani Homa

Thaera Yonan

## WHIN'S BOARD OF GOVERNANCE

**Teresa Capetola**

Chair

**Sabitra Kaphle**

Deputy Chair (from November 2018)

**Marketa Silhar**

Treasurer (from November 2018)

**Jennifer Arnold**

**Lauren Cordwell**  
(from October 2018)

**Peta Fualau**

**Phoebe Prossor**  
(from October 2018)

**Tanya Stelmach**  
(from October 2018)

**Katherine Wositzky**

**Elizabeth Young**



# 18 WHIN 19 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.**

P.O. Box 300, Mulgrave, Victoria 3170  
Level 1, 32 Business Park Drive  
Notting Hill, Victoria 3168

[www.aplfinancial.com.au](http://www.aplfinancial.com.au)

Tel: 03 9021 7080

Fax: 03 9558 9903

**Opinion**

We have audited the financial report of Women's Health In the North Inc. (the association), which comprises the statement of financial position as at 30 June 2019, the statement of profit or loss, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements including a summary of significant accounting policies, and the certification by members of the committee.

In our opinion, the accompanying financial report of the association is in accordance with the *Associations Incorporation Reform Act 2012 (Vic)*, including:

- i. giving a true and fair view of the association's financial position as at 30 June 2019 and of its financial performance for the year then ended; and
- ii. that the financial records kept by the association are such as to enable financial statements to be prepared in accordance with Australian Accounting Standards.

**Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Information Other than the Financial Report and Auditor's Report Thereon**

The committee of the association is responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30 June 2019, but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Responsibilities of the Committee for the Financial Report**

The committee of the association is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Associations Incorporation Reform Act 2012 (Vic)* and for such internal control as the committee determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

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

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.

**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.**

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee.
- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

Auditor's name and  
signature:



William J Griffin

Name of firm:

apIFINANCIAL Pty Ltd

Address:

Level 1, 32 Business Park Drive  
Notting Hill VIC 3178

Dated this            19th                            day of                            August                            2019

# Profit and Loss Statement

FOR THE YEAR ENDED 30TH JUNE, 2019

	2019	2018
<b>Income</b>		
Grants		
Dept of Health & Human Services	\$921,921	\$906,354
Special Projects	\$1,380,068	\$1,358,902
Interest Received	\$27,158	\$10,782
Other	\$146,335	\$100,464
Reimbursements	\$1,439	\$3,661
Provision for projects movement		\$21,770
	<b>\$2,476,921</b>	<b>\$2,401,933</b>
<b>Expenditure</b>		
Administration	\$90,534	\$104,100
Annual Leave	\$367	\$15,736
Consultancy Fees	\$108,961	\$268,287
Depreciation	\$11,749	\$16,240
Health Education Resources	\$7,885	\$5,618
Long Service Leave	\$25,590	-\$5,932
Motor Vehicle Expenses	\$20,990	\$14,930
Occupancy Costs	\$107,504	\$101,258
Project Costs	\$687,849	\$657,502
Printing & Production	\$42,743	\$36,388
Salaries	\$1,148,523	\$997,087
Staff Training & Development	\$19,038	\$19,532
Superannuation Contributions	\$111,607	\$94,723
Workcover	\$14,649	\$13,996
	<b>\$2,397,989</b>	<b>\$2,339,465</b>
<b>Surplus / (Deficit)</b>	<b>\$78,932</b>	<b>\$62,468</b>

# Statement of Change of Equity

FOR THE YEAR ENDED 30TH JUNE, 2019

	2019	2018
Balance as at 1st July 2018	\$898,238	\$835,770
Add Surplus / (Deficit)	\$78,932	\$62,468
Balance as at 30th June 2019	<b>\$977,170</b>	<b>\$898,238</b>



# Balance Sheet

AS AT 30TH JUNE, 2019

	2019	2018
<b>Equity</b>		
Unappropriated Profit	\$977,170	\$898,238
<b>Total Equity</b>	<b>\$977,170</b>	<b>\$898,238</b>
Represented by:		
<b>Current Assets</b>		
Cash on Hand - Note 2	\$884	\$2,890
Cash at Bank - Note 2	\$1,576,960	\$1,469,193
Sundry Debtors	\$6,116	\$6,116
Trade Debtors	\$41,235	\$96,327
	<b>\$1,625,195</b>	<b>\$1,574,526</b>
<b>Non-Current Assets</b>		
Motor Vehicles	\$74,606	\$74,606
Less Accumulated Depreciation	-\$71,180	-\$67,753
	<b>\$3,426</b>	<b>\$6,853</b>
Office Equipment	\$89,141	\$80,850
Less Accumulated Depreciation	-\$63,299	-\$55,101
	<b>\$25,842</b>	<b>\$25,749</b>
Office Furniture	\$1,460	\$1,460
Less Accumulated Depreciation	-\$966	-\$842
	<b>\$494</b>	<b>\$618</b>
	<b>\$29,762</b>	<b>\$33,220</b>
<b>Total Assets</b>	<b>\$1,654,957</b>	<b>\$1,607,746</b>
<b>Current Liabilities</b>		
Trade Creditors	\$12,458	\$53,313
Sundry Creditors	\$86,430	\$92,527
Unearned Income - Note 3	\$366,033	\$361,692
Provision for Annual Leave	\$88,621	\$88,254
Provision for Long Service Leave	\$124,245	\$113,722
<b>Total Liabilities</b>	<b>\$677,787</b>	<b>\$709,508</b>
<b>Net Assets</b>	<b>\$977,170</b>	<b>\$898,238</b>

# Statement of Cash Flows

FOR THE YEAR ENDED 30TH JUNE, 2019

	2019	2018
<b>Cash Flow From Operating Activities</b>		
Receipts from Government grants (Recurrent)	\$1,073,546	\$970,642
Receipts from other sources	\$1,665,848	\$1,598,917
Payments to suppliers and employees	-\$2,652,499	-\$2,505,208
Interest received	\$27,158	\$10,782
<b>Net cash provided by (used in) operating activities (Note 2)</b>	<b>\$114,053</b>	<b>\$75,134</b>
<b>Cash Flow From Investing Activities</b>		
Proceeds from (payment for) property, plant, equipment and motor vehicles	-\$8,292	-\$4,335
Proceeds from (payment for) investments	-	-
<b>Net cash provided by (used in) investing activities</b>	<b>-\$8,292</b>	<b>-\$4,335</b>
<b>Cash Flow from Financing Activities</b>		
Proceeds from (Payment for) loans	-	-
<b>Net cash provided by (used in) financing activities</b>	<b>-</b>	<b>-</b>
Net increase (decrease) in cash held	\$105,761	\$70,799
Cash at beginning of year	\$1,472,083	\$1,401,284
<b>Cash at end of reporting period (Note 3)</b>	<b>\$1,577,844</b>	<b>\$1,472,083</b>
<b>Reconciliation of Net Cash Provided by Operating Activities to Operating Profit</b>		
Operating profit (loss) after income tax	\$78,932	\$62,468
Depreciation of non current assets	\$11,749	\$16,240
(Increase)/decrease in current receivables	\$55,093	\$23,585
(Increase)/decrease in prepayments	-	\$1,012
(Increase)/decrease in fixed assets	-\$8,292	-\$4,335
Increase/(decrease) trade creditors	-\$40,857	-\$14,154
Increase/(decrease) in sundry creditors and accruals	-\$6,094	\$47,880
Increase/(decrease) in leave provisions	\$10,889	\$9,804
Increase/(decrease) in unearned income	\$4,341	-\$49,931
Increase/(decrease) in provisions	-	-\$21,770
	<b>\$105,761</b>	<b>\$70,799</b>

# Notes to the Financial Statements

FOR THE YEAR ENDED 30TH JUNE 2019

## 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.

### (b) 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: 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

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:

	2019	2018
Cash on Hand	\$884	\$2,890
Cash at Bank	\$1,576,960	\$1,469,193
<b>Total Cash on Hand and at Bank</b>	<b>\$1,577,844</b>	<b>\$1,472,083</b>

## Note 3: Unearned Income

Funds received for the following projects in advance of project completion or deliverables.

	2019	2018
Building a Respectful Community Partnership	\$0	\$44,463
Family Violence	\$0	\$25,004
Gender and Disaster (GAD) Pod	\$46,776	\$56,387
Leaders in Prevention of Violence against Women (PVAW) Forum	\$10,000	-
Let's Talk Money	\$209,621	\$81,845
Prevention of Violence against Women (PVAW) Capacity Building	\$83,000	\$105,258
Regional Workforce Development	\$0	\$4,992
Sexual and Reproductive Health	\$0	\$18,000
Side By Side	\$16,636	\$25,743
	<b>\$366,033</b>	<b>\$361,692</b>

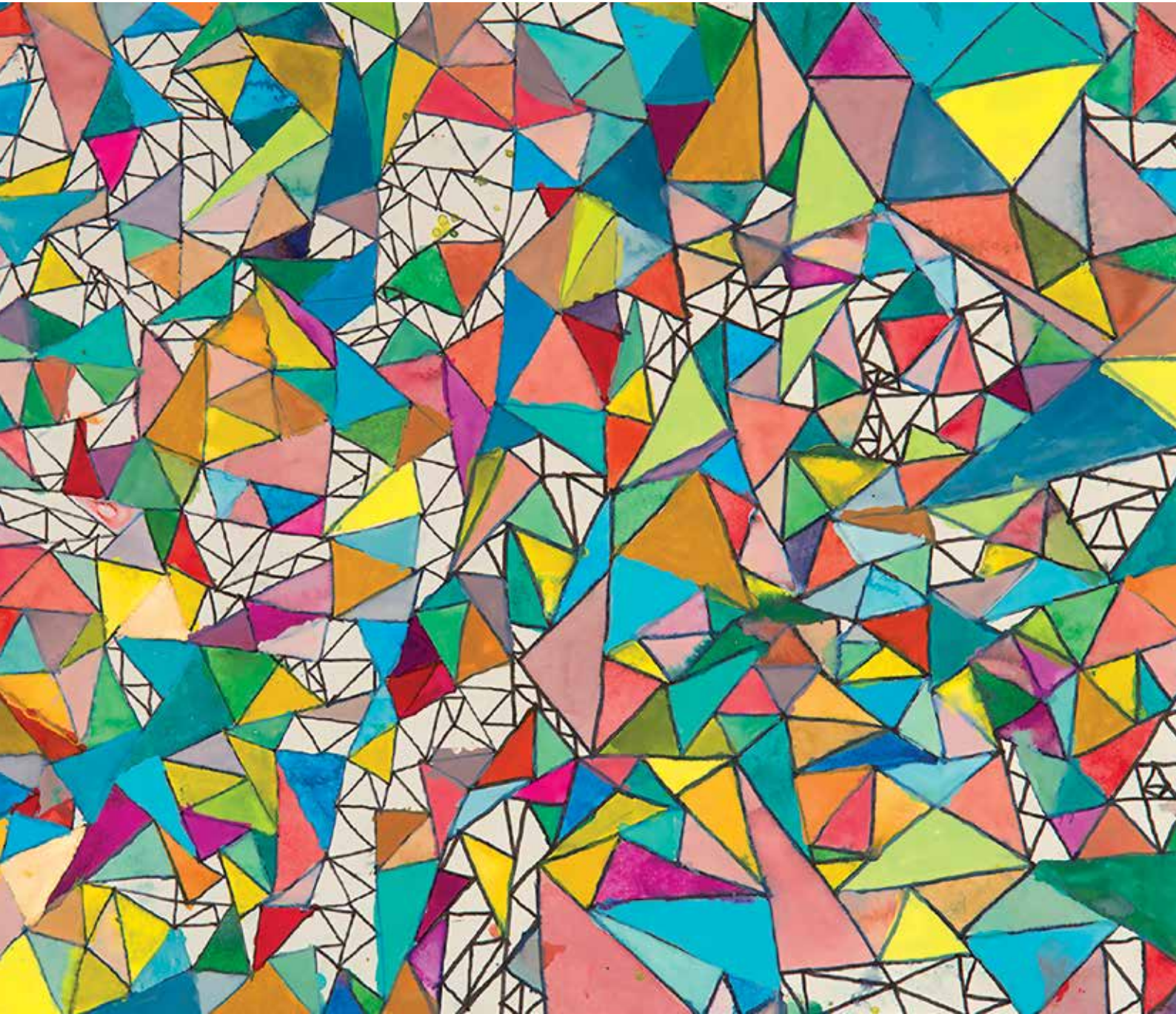
**Women's Health In the North**

680 High Street, Thornbury VIC 3071 Australia

Phone 03 9484 1666 Email [info@whin.org.au](mailto:info@whin.org.au)

[www.whin.org.au](http://www.whin.org.au) • Follow us on  

Reg. No.: A0026656G ABN 724 189 216 51



**WOMEN'S HEALTH  
IN THE NORTH**

voice • choice • power