



**WOMEN'S HEALTH
IN THE NORTH**

voice • choice • power

19 20

WHIN

ANNUAL REPORT

Acknowledgements



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
- Department of Justice and Community Safety, Victoria
- Department of Social Services, Australian Government
- Ecstra Foundation
- Family Safety Victoria
- 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
- Respect Victoria



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.



Cover image

Shazia Syed (peer educator), Razia Adnan (workshop participant) and Shima Tehrani Homa (peer educator) enjoying an activity at a 'Let's Talk Money' event.

Publication design and layout by Gemma Wilson.



**DONATE
TO WHIN
HERE**

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Women's Health In the North (WHIN)

VISION

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

MISSION

We work to eliminate gender inequities and improve outcomes in women's health, safety and wellbeing.

VALUES

We are feminist, ethical, inclusive, courageous and collaborative.



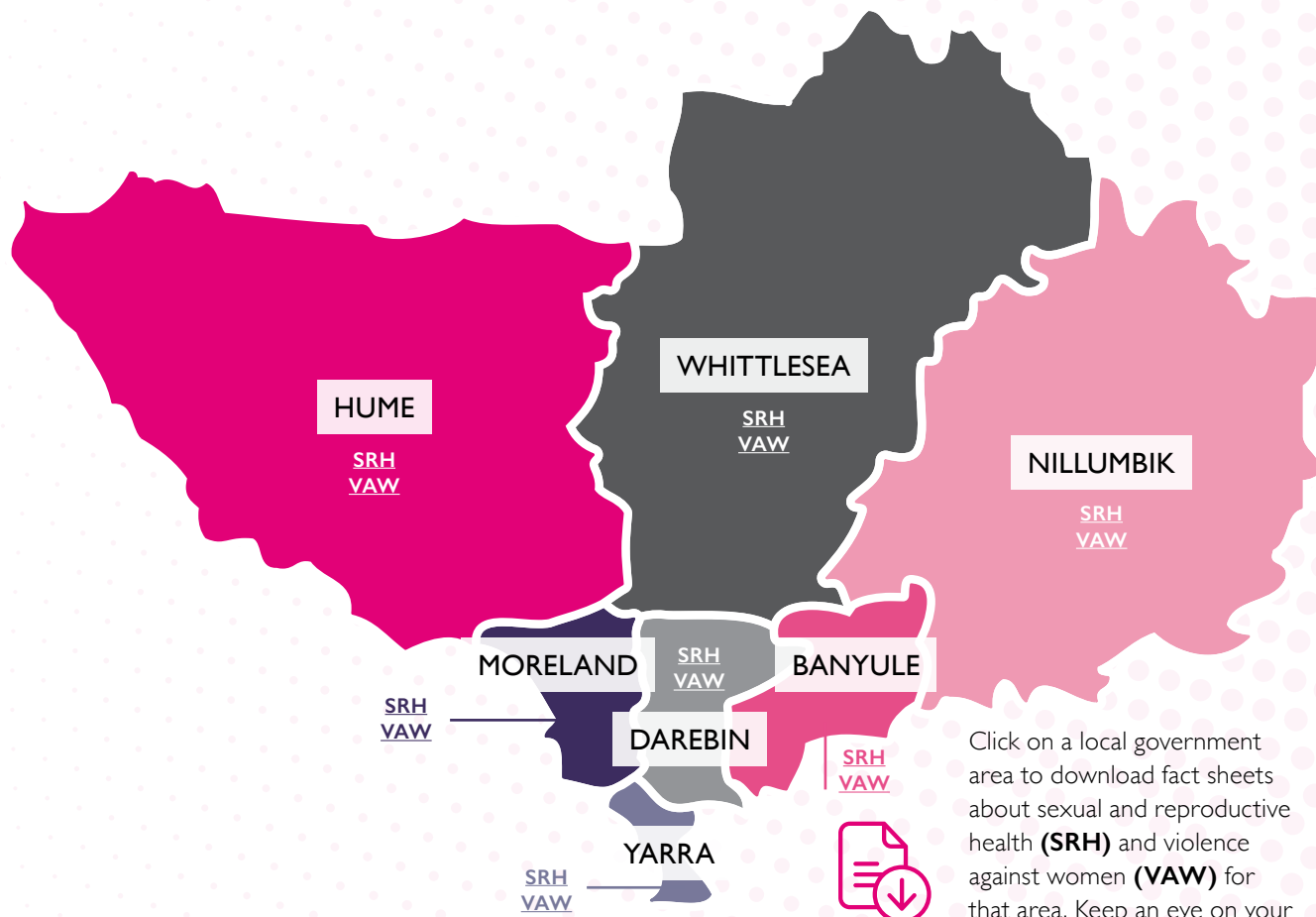
GENDER
EQUITY
VICTORIA

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.

Our Region

Over **496,194** women live in WHIN's catchment area, the northern metropolitan region (NMR).



Click on a local government area to download fact sheets about sexual and reproductive health (SRH) and violence against women (VAW) for that area. Keep an eye on your download folder for the PDF.

OVER 41%

of women and girls living in the NMR speak a language other than English at home, according to the most recent Census data (2016).

These languages include but are not limited to **Arabic, Farsi, Hindi, Mandarin, Punjabi, Sinhala, Turkish, Urdu and Vietnamese.**

ABORIGINAL and TORRES STRAIT ISLANDER

Australians number

6,396

INDIVIDUALS

(0.7%) of the NMR population

51.9%

of whom are
FEMALE
(3,319)

WHIN delivers its programs on the land of the **WURUNDJERI** people of the **KULIN NATION.**

Chairperson and CEO Report

As Women's Health In the North (WHIN) proudly enters its **30th year of operation** as the women's health service in Melbourne's northern metropolitan region, we'd both like to reflect on WHIN's achievements in challenging times.

We invite you to enjoy the exciting new format of our 2019–20 annual report and we are convinced you will be impressed by the volume, creativity and exceptional standard of work presented.



Helen Riseborough



Teresa Capetola



Like women everywhere in 2020, WHIN staff members reported through two internal staff surveys, that they faced challenges related to living in the extended Victorian COVID lockdown... 99

At the time of writing, we are acutely aware of the trials and demands during this time of crisis, when everyone, the world over, is affected by the COVID-19 pandemic. Our unwavering Board, CEO and staff group have provided a stable and supportive structure for the successful stewardship of the organisation during this time. We are extremely proud of them all for meeting the challenges that WHIN has faced as a result of COVID-19.

The WHIN team successfully and quickly adapted to working remotely, using online platforms for internal and external communications, including

the delivery of our highly regarded training programs and resourcing of our key stakeholders across our priority work areas. Moreover, the staff have risen to the new environmental challenges by identifying opportunities to reform existing systems and structures, and addressing the gendered impacts of COVID on women, all while continuing to deliver services and programs and to meet the organisation's existing commitments.

Like women everywhere in 2020, WHIN staff members reported through two internal staff surveys, that they faced challenges related to living in the extended Victorian COVID

Chairperson and CEO Report

lockdown including: loss of access to child care, supporting children with distance education, living with chronic disease, caring for family members, working from home and the effects of the lockdown on their mental health. WHIN has responded with professional, practical and emotional support and resourcing to meet the needs of our staff group.

We acknowledged and farewelled Board member Jennifer Arnold after six years of contribution to the organisation. Jen provided invaluable expertise to WHIN's financial and risk assessment management. Jen was a staunch role model for the primacy of women's leadership in fiscal management and her unperturbed confidence in all things numerical was inspiring.

The Board welcomed Karen Huxley who was elected at the annual meeting in 2019. Karen brings a strong skill set in finance and risk assessment to the organisation and has taken a position on the Finance, Audit and Risk Management Subcommittee.

We would like to recognise and thank the whole WHIN staff team for their hard work, tenacity and professionalism. During this reporting period, we farewelled Narelle Sullivan, Helen Anson, and Ain Cohen, and Peer Educators Amal Abikar, Nour Al Hadi, and Amina Mohamed Adam, all of whom made exceptional contributions to WHIN's body of work.

We welcomed new staff members Kester Naismith, sessional trainers Jessica Croft, Alice Bailey, Alex Gale, Charelle Jackson, and Sharon Simon, and Peer Educators Eman Al-Dasuqi, Yesim Atesci, Heyam Haddad, Sharmila Kaul, Thirunanthini Sivarajan, Saleha Talash and Saranaya Pranavatharsasarma. Our staff group has grown to support the increase in comprehensive programs and training in all of WHIN's priority areas.

Finally, thank you for supporting WHIN's work to achieve a healthier, safer and more gender equitable region and world for women and girls.

“We would like to recognise and thank the whole WHIN staff team for their hard work, tenacity and professionalism.”



HELEN RISEBOROUGH

CEO



TERESA CAPETOLA

Chair

WHIN's Influence and Reach

565 **WHIN**
MEMBERS
109 new members



WHIN has been
serving women
for **29 years**,
since 1991.

NEWSLETTERS

979

people received
13 editions
of WHIN
E-News

3,276

people received
12 editions
of NIFVS
eNews

1,800

people received
12 editions of
the GAD Pod
Communique

Health Promotion team delivered **88** training sessions to **1,012** participants

Northern Integrated Family Violence Services team (NIFVS) delivered **55** training sessions to **2,483** participants

Gender and Disaster Pod (GAD Pod) team delivered **16** training sessions to **291** participants



In response to COVID-19, WHIN has converted all workshops and training sessions, events and usual in-person meetings (including advisory groups and consultations with partner staff) to online format via a variety of platforms.

This required staff to quickly develop knowledge and skills with a range of online platforms and practices. Most WHIN priority areas have also needed to update and adapt their content, and in some cases produce entirely new resources, to reflect changing policies, systems and practices evolving during and after the lockdowns and economic downturn.

WHIN's Influence and Reach

3

EVENTS
held with

179

attendees

ONLINE PRESENCE



2,218 Facebook followers



2,025 Twitter followers



354 LinkedIn followers



344 Instagram followers
launched in May 2020



11,927 people visited
WHIN's website



896 Facebook followers



23,061 people visited
NIFVS's website

14

NETWORKS/ADVISORY GROUPS LED, CONVENED AND RESOURCED BY WHIN INCLUDING

- **BUILDING A RESPECTFUL COMMUNITY PARTNERSHIP**, 24 organisations working together to prevent violence against women across the NMR
- **GOING SOUTH IN THE NORTH STRATEGIC ADVISORY GROUP** working together to improve sexual and reproductive health across the NMR
- **FAMILY VIOLENCE REGIONAL INTEGRATION COMMITTEE** to advance family violence system leadership
- **NIFVS COUNSELLING AND SUPPORT ALLIANCE** coordinate the planning, implementation and evaluation of family violence counselling and group work for women and children in the NMR



WHIN's Influence and Reach

CONTRIBUTED TO

- Joint Statement led by Gender Equity Victoria (GEN VIC) calling for State and Federal Governments to recognise the gendered impacts of COVID-19 and implement 10 key actions corresponding to the impacts
- Submission by GEN VIC to the Victorian Public Accounts and Estimates Committee's Inquiry into the Victorian Government's Response to the COVID-19 pandemic
- Women's Mental Health Alliance response to Victorian Royal Commission into Victoria's Mental Health System
- VicHealth Health Promotion planning and resourcing consultation
- Respect Victoria research agenda and prevention of violence against women governance structures consultations
- Family Safety Victoria Violence Against Women Workforce Census consultation
- Inquiry into the 2019–20 Victorian Fire Season



AWARDS WON!

- 'Let's Talk Money' won VicHealth award
- GAD Pod won Resilient Australia National Significance Award
- GAD Pod won Victorian Resilient Australia Community Award



26
conference/forum
presentations
delivered

Poster
presentation
produced about the
'**Side by Side**'
project at Australasian
Sexual Health
Conference

Informing Women and Workforces: Our Resources

TOP RESOURCES DOWNLOADED FROM OUR WEBSITES IN 2019–20.

28

resources and
publications
produced or
updated.

Click on the
resources to
download. Keep
an eye on your
download folder
for the PDF.



201 downloads
(27 May 2020)



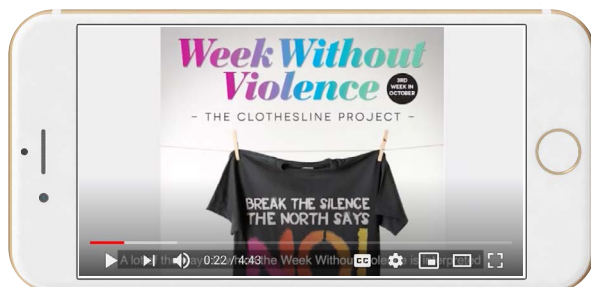
102 downloads
(23 October 2019)



92 downloads
(20 November 2019)



66 downloads
(28 October 2019)



- Week Without Violence in the North: Celebrating 20 Years
237 views (9 September 2019)

- Sexual and Reproductive Health Fact Sheet series
- SHIPP report (Sexual Health Information Pathways Project – for International Students)
- Side by Side Program Overview
- film Side by Side: A digital story



Informing Women and Workforces: Our Resources



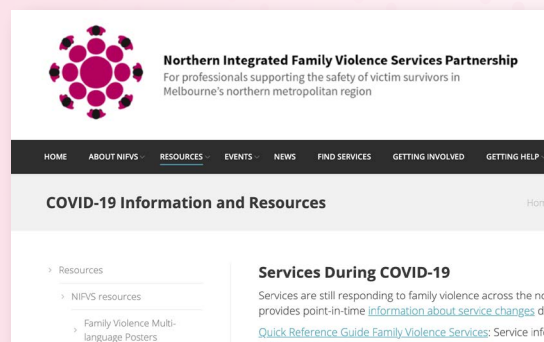
- 16 Days of Activism Against Gender Based Violence Toolkit (updated 2019)
- Preventing Violence Against Women: Stories of achievement from Melbourne's north 2020
- Communications Guidelines for Preventing Violence Against Women (publication)
- Communications Guidelines for Preventing Violence Against Women (recorded webinar)
- '16 Actions for 16 Days' placards/posters
- BRC Action Plan 2019–21
- BRC Evaluation Report 2017–19
- BRC Action Plan Resource List (updated)



- Financial Resilience During and After the Pandemic infographic developed to provide a quick guide to financial information in response to the evolving economic downturn



- GAD Pod postcards updated and distributed to 30,000 organisations and individuals (*Disaster is No Excuse for Family Violence and Fire Planning with a Gendered Lens* set of two)



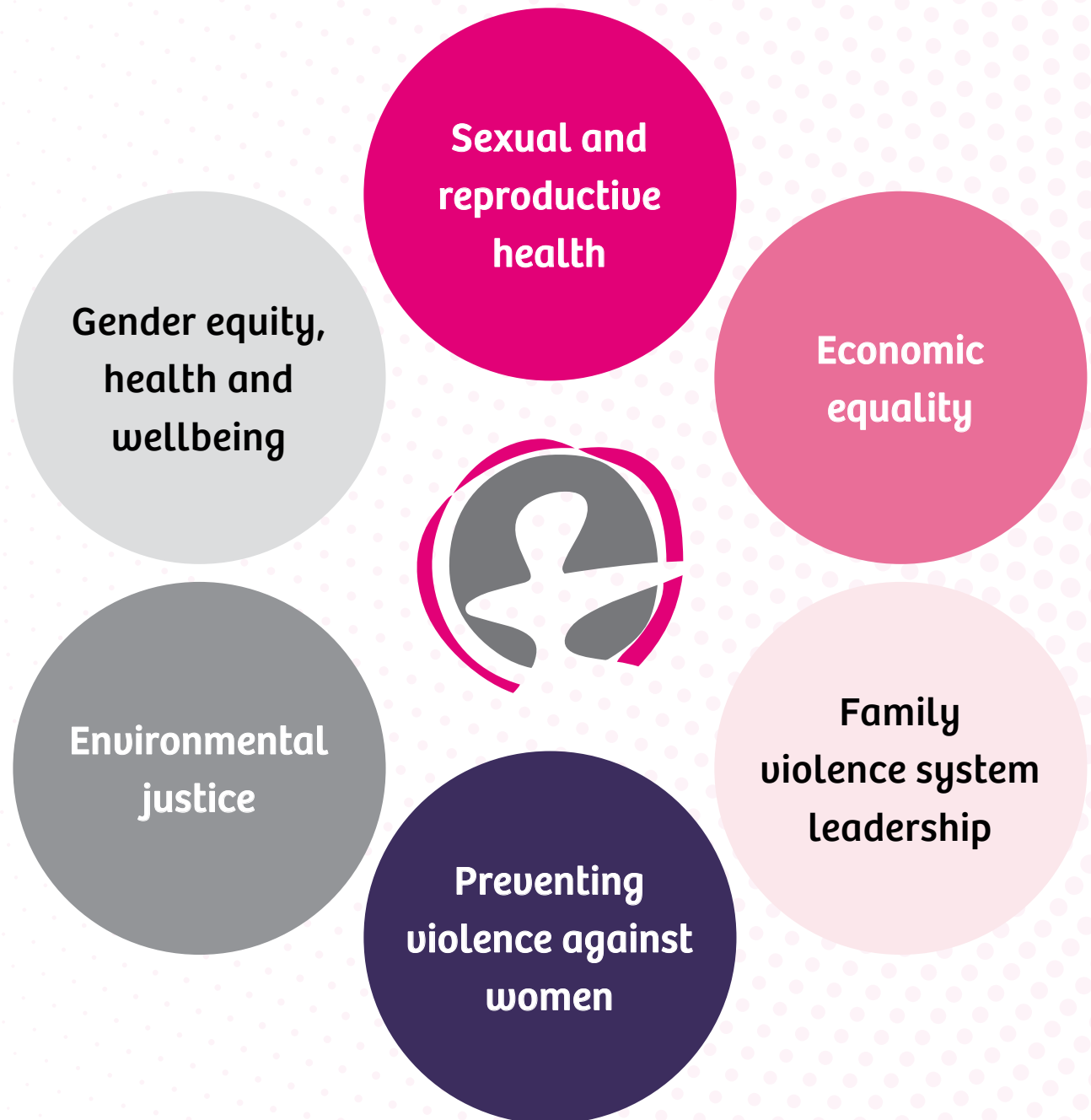
Online portal
COVID-19 Information and Resources



Responding to Family Violence During COVID-19
(pre-recorded webinar)

WHIN's Priorities

Click on a priority to find out more about it and what WHIN achieved in the past year.



Gender Equity, Health and Wellbeing

If you want to know more about WHIN's work on this priority, click on the heading to take you to that section of the WHIN website.

HIGHLIGHTS

- provided expert input to five gender equity projects (including local government 'Free From Violence' projects)
- delivered seven training sessions on gender equity and gender analysis
- progressed the application of intersectional feminist practice across all of WHIN's work, including completing training and forming an internal working group to lead the development and implementation of a WHIN Intersectionality Action Plan.

7 TRAINING SESSIONS

delivered to **94** participants

99 WOMEN ATTENDED

WHIN's International Women's Day event



What does WHIN mean to you?

Women living their best life - winning in their health (mental health, emotional health and physical health).



From left WHIN CEO Helen Riseborough with International Women's Day event 2020 attendees Alex Taylor, Rachael Lee, Sukhpreet Kaur, Jessica D'Cruze from Women's Information Support & Housing in the North (WISHIN)

Preventing Violence Against Women (PVAW)

HIGHLIGHTS

- led the Building a Respectful Community (BRC) Partnership, an alliance of 24 organisations committed to working together to prevent violence against women across the NMR. This included chairing and resourcing quarterly meetings of the BRC Committee and the Steering Group, strategic engagement with CEOs, and facilitating an annual planning session.
- published Building a Respectful Community Evaluation Report 2017–19, which received widespread praise from partner organisations and the broader preventing violence against women sector. Secured funding to engage Melbourne University to conduct the next BRC evaluation.
- delivered six presentations and 13 training sessions on preventing violence against women, including 'Our Watch Workplace Equality and Respect' and 'Active Bystander' training.
- championed 16 Days of Activism Against Gender-Based Violence in the NMR, which included publishing a new toolkit, coordinating a highly successful social media campaign, speaking at events, and developing and distributing '16 Actions for 16 Days' campaign resources.

13

training sessions for **194** participants

6

forum and panel presentations to over **314** people

CONVENED **3** ADVISORY GROUPS

EXPERT ADVISORY ROLE ON **3** community-based PVAW projects and **4** professional PVAW networks

11

induction meetings with new PVAW workers in the region and **15** meetings to provide project support.

PREVENTING VIOLENCE AGAINST WOMEN GOVERNANCE AND LEADERSHIP

Led, convened and resourced the **Building a Respectful Community (BRC) Partnership** **24** organisations working together to prevent violence against women across the NMR.



From left Melissa Collins (Inner North West Primary Care Partnership) with WHIN's PVAW team: Monique Bouma, Sandra Morris, Nisha Liyanage, and Rebecca Tipper.



WHIN staff taking part in Walk Against Family Violence: from left Nisha Liyanage, Sandra Morris, Ada Conroy, Robin Gregory, Intesar Homed, Rebecca Tipper, and Jaspreet Kaur.

Sexual and Reproductive Health (SRH)

HIGHLIGHTS

- developed and launched WHIN's Instagram account with the 'Sex Ed 101' campaign, an inclusive, accessible and sex positive series using imagery and bite-sized information to engage people across the lifespan
- released the Sexual Health Information Pathways Project—for International Students report, with recommendations calling for commitment and strategic direction from government, insurers and tertiary institutions to make lasting change for international students
- delivered 'Side by Side', a culturally responsive sexual and reproductive health and respectful relationships program for women of all ages from communities affected by female genital cutting (FGC)
- 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.

WHIN's sexual and reproductive health team comprises from left: Health Promotion Officer Intesar Homed, SRH Coordinator Rosie Brennan, and Health Promotion Officer Tilly Mahoney



LAUNCHED WHIN INSTAGRAM AND SEX ED 101 CAMPAIGN

attracting **344** new followers (in last week of June reached **788** individual accounts and WHIN posts were seen more than **3,220** times)

- delivered postnatal sexuality training to **60** maternal child health nurses
- partnered with Women with Disabilities Victoria to deliver **2** AcceSex interactive workshops to **27** participants focusing on making services inclusive and accessible
- delivered **13** 'Side by Side' education sessions to **25** women including 'Wise Women' online sessions
- contributed to **51** project/program consultations including Healthy Schools Achievement Program (Respectful Relationships)



SEXUAL AND REPRODUCTIVE HEALTH GOVERNANCE AND LEADERSHIP

- led, convened and resourced the Going South In the North Strategic Advisory Group and online Community of Practice
- contributed to Gender Equity Victoria Sexual and Reproductive Health Community of Practice and collaborative campaigns including Sexual and Reproductive Health Week

Family and Reproductive Rights Education Program (FARREP)

HIGHLIGHTS

- led and hosted an International Day of Zero Tolerance for Female Genital Cutting event supporting the United Nations' efforts to eradicate the practice
- delivered professional development about FGC and culturally sensitive service delivery to refugee and migrant women and professionals in metropolitan and regional health services

DELIVERED **4** TRAINING SESSIONS

about FGC and culturally sensitive service delivery to refugee and migrant women and professionals in metropolitan and regional health services

CONDUCTED OVER

40



ONE-ON-ONE PHONE/ZOOM CONSULTATIONS

with members of communities that traditionally practise FGC to best respond to their health and wellbeing needs in light of COVID-19



Health Promotion Officer Intesar Homed presents to the 'Advancing the Evidence' conference.

FARREP GOVERNANCE AND LEADERSHIP

- Led the North West FARREP (NWFARREP) Partnership including chairing quarterly meetings of NWFARREP Governance Group and NWFARREP Workers' Network

Economic Equality

HIGHLIGHTS

- 'Let's Talk Money' won the Promoting Gender Equality category of the prestigious VicHealth Awards sponsored by the Victorian Government, increasing the program's credibility, adaptability and brand recognition
- 'Let's Talk Money' created employment pathways for migrant and refugee women. It provided the bilingual peer educators with employment experience and training and for many of them working for WHIN was their first paid job in Australia. A number of the peer educators employed in the first two phases of the program are now in the paid workforce
- developed and introduced a new 'Legal Awareness' module to increase migrant and refugee understanding of the Australian Legal system and financial impacts of everyday legal issues
- adapted program modules to respond to the economic uncertainty created by COVID and the evolving financial needs of communities associated with the COVID-19 pandemic and the Victorian lockdown

In 2019–20, WHIN's work on this priority continued to focus on the **'Let's Talk Money'** program.

29

WORKSHOPS delivered to **272** migrant and refugee women

18

TRAINING SESSIONS delivered to **7** peer educators

7

NEW PEER EDUCATORS recruited and trained, program expanded to deliver in Tamil, Marathi, Turkish, Sinhalese, Dari and Hazaragi

TRAINING SESSION delivered to Djirra staff

'LET'S TALK MONEY' now delivers workshops in **14** Languages, namely **Arabic, Assyrian, Kurdish, Persian, Urdu, Punjabi, Hindi, Mandarin, Tamil, Marathi, Sinhalese, Turkish, Dari and Hazaragi**



New peer educators at a training day in early 2020



At VicHealth awards night, from left WHIN's Sandra Morris (manager, health promotion), Helen Riseborough (CEO), Sadia Khalid and Manasi Wagh-Nikam (health promotion officers), and VicHealth's Fiona McCormack (chair).

Family Violence System Leadership

The Northern Integrated Family Violence Services (NIFVS) team provides family violence system leadership in Melbourne's NMR. This leadership aims to increase the safety of victim survivors and accountability of perpetrators, and strengthen Victoria's family violence reforms. NIFVS work is represented on the WHIN website and it also has its own [website](#).

HIGHLIGHTS

- developed Multi-Agency Risk Assessment and Management (MARAM) Collaborative Practice training – an integral part of a suite of trainings for those responding to family violence across Victoria – on behalf of Family Safety Victoria.
- coordinated the 20th Anniversary of the Week Without Violence in the NMR including a celebration film.
- responding to COVID-19, NIFVS developed an online portal and pre-recorded webinar to support practitioners to understand service changes and resources during this period.

NIFVS TRAINING AND WORKFORCE DEVELOPMENT

Northern Integrated Family Violence Services team delivered **55** training sessions to **2,483** participants

NIFVS COMMUNICATIONS

23,061

NIFVS website
users and
33,233
sessions

3,276

NIFVS eNews
subscribers

796

people like
NIFVS's Facebook
page

NIFVS GOVERNANCE AND LEADERSHIP

- supported cross sector integration via regional governance
- led, convened and resourced the **Family Violence Regional Integration Committee** to advance family violence system leadership
- led, convened and resourced **NIFVS Counselling and Support Alliance**, comprising 12 community health and specialist family violence services, which provided counselling and group work to 417 women
- attended state-wide **Family Violence Steering Committee** meetings and 12 other state-wide meetings and consultations

NIFVS WEEK WITHOUT VIOLENCE

45

organisations ordered
resources

70

people attended
the 20th
Anniversary Event

237

viewed the 20th
Anniversary Film

Environmental Justice

HIGHLIGHTS

- winner of the Resilient Australia Award for 'Nationally Significant Projects', for addressing domestic violence in disasters via Gender and Emergency Management (GEM) Guidelines
- winner of the Victorian Resilient Australia Community Award for 'Long-Term Disaster Resilience' research
- increased influence in promoting the role of gender in survivor responses to disaster through national and state conferences and webinar presentations, including plenary presentations at the 7th National Natural Resource Management Knowledge Conference and the No To Violence Conference
- 'Lessons in Disaster and Under Pressure: LGBTI' online training delivered to more than 160 participants
- established partnership with Respect Victoria to fund COVID-19 related research projects
- convened 2 advisory groups: Foundation for Rural & Regional Renewal Postcard Project Advisory Group, Gippsland Women's Health Bushfire meetings
- prepared a submission to the inquiry into the 2019–20 Victorian Fire Season

The Gender and Disaster Pod (GAD Pod), a partnership of WHIN with Women's Health Goulburn North East (WHGNE), and Monash University Disaster Resilience Initiative (MUDRI), examines the role of gender in survivor responses to natural disaster and embeds these insights into emergency management practice.



The GAD Pod's work is represented on the WHIN website and also has its own website.

16

TRAINING SESSIONS delivered to **291** participants

13

CONFERENCE PRESENTATIONS to **808** attendees

12

GAD POD COMMUNIQUE (E-News) to **1,800** subscribers

CONTRIBUTED TO **10** ADVISORY GROUPS, including those convened by Family Safety Victoria and Bushfire Rural Finance Network

PROVIDED EXPERT KNOWLEDGE TO MEDIA **10** TIMES

WHIN's environmental justice work during 2019-20 has **focused on disasters and gender.**



From left are GAD Pod team members Caroline Spencer (MUDRI), Dr Deb Parkinson (WHIN), Naomi Bailey (WHGNE), Alyssa Duncan and Jaspreet Kaur (WHIN).

A Strong and Sustainable Organisation

HIGHLIGHTS

- responded swiftly to COVID-19 challenges, including a smooth transition to staff working from home and then adapting systems and processes to support this. This included the use of digital platforms for delivering programs and training
- implemented and responded to COVID-19 staff wellbeing surveys
- rapidly adapted to enable all WHIN business to continue, including fulfilment of all funding and service agreements, and all legislative, regulatory and occupational health and safety compliance
- commenced quality self-assessment process, using the Women's Health Services Quality Improvement Framework, a comprehensive assessment of governance, organisational policy and procedures
- committed to the application of intersectional feminist practice across all of WHIN's work. This commitment will be supported by an Intersectionality Action Plan
- commenced a review of WHIN's Constitution
- successful completion of the third year of the WHIN Strategic Plan
- commenced development of WHIN's Strategic Plan 2021-25
- WHIN raised \$665,000 in non-recurrent grant income for projects and programs
- joined the Long Service Leave Portability Scheme (commenced July 2019)
- expanded WHIN E-News to now cover 9-12 stories per monthly edition; during the early months of COVID-19, WHIN E-News was published fortnightly to keep readers abreast of the many COVID-related messages
- increased engagement and reach of social media, including introduction of Instagram, to reflect the growth and diversity of WHIN's work

WHIN met the challenges of COVID 19 pandemic and resulting lockdown head on.

The organisation quickly and successfully adopted a staff working from home model and adapted to using online platforms for internal and external communication and program delivery without a reduction in output.



WHIN is an organisation with **strong, competent Board leadership and governance.**

WHIN is ably and strategically managed by the **CEO** and **management team**, and a dedicated and hard working **staff team**. Efficient, and capable operational systems underpin the work of the organisation.



Staff and Board

<div>Helen Riseborough Chief Executive Officer</div>				
<div>HEALTH PROMOTION TEAM</div> <div>Sandra Morris <i>Manager, Health Promotion</i></div>	<div>CORPORATE SERVICES TEAM</div> <div>Adriana Uteda <i>Manager, Corporate Services</i></div>	<div>NIFVS COORDINATION TEAM</div> <div>Sarah Johnson <i>Principal Strategic Advisor NIFVS</i></div>	<div>GENDER AND DISASTER POD (GAD POD) TEAM</div> <div>Deb Parkinson <i>Manager, Research, Policy and Advocacy and the GAD Pod</i></div>	<div>'LET'S TALK MONEY' PROJECT</div> <div>Peer Educators</div>
<div>Monique Bouma <i>Gender Equity and Preventing Violence Against Women Coordinator</i></div> <div>Rosie Brennan <i>Sexual and Reproductive Health Coordinator</i></div> <div>Intesar Homed <i>Health Promotion Officer, Sexual and Reproductive Health</i></div> <div>Sadia Khalid <i>Health Promotion Officer, 'Let's Talk Money' program</i></div> <div>Nisha Liyanage <i>Health Promotion Officer, Gender Equity and Preventing Violence Against Women (Parental leave from June 2020)</i></div> <div>Tilly Mahoney <i>Health Promotion Officer, Sexual and Reproductive Health</i></div> <div>Rebecca Tipper <i>Health Promotion Officer, Gender Equity and Preventing Violence Against Women</i></div> <div>Manasi Wagh-Nikam <i>'Let's Talk Money' Program Coordinator</i></div> <div>Jessica Croft <i>Sessional Trainer</i></div>	<div>Helen Anson <i>Administration Officer (until Nov 2019)</i></div> <div>Ain Cohen <i>Administration Officer (until Feb 2020)</i></div> <div>Elizabeth Gray <i>Administration Officer</i></div> <div>Giuditta Monsone <i>Finance Officer</i></div> <div>Kester Naismith <i>Administration Officer and Executive to the CEO (from Mar 2020)</i></div> <div>Colleen Russell <i>Policy and Quality Improvement Officer</i></div> <div>Claudia Slegers <i>Communications Officer</i></div> <div>Narelle Sullivan <i>Business Development Coordinator (until Sep 2019)</i></div>	<div>Ada Conroy <i>Senior Workforce Development Officer</i></div> <div>Robin Gregory <i>Regional Integration Resource Officer</i></div> <div>Sessional Trainers: <i>Alice Bailey Alex Gale Charelle Jackson Sharon Simon</i></div>	<div>Jaspreet Kaur <i>Training Coordinator</i></div>	<div>Amal Abikar</div> <div>Eman Al-Dasuqi</div> <div>Nour Al Hadi</div> <div>Yesim Atesci</div> <div>Heyam Haddad</div> <div>Nimo Hersi</div> <div>Sharmila Kaul</div> <div>Renzhi Liao</div> <div>Amina Mohamed Adam</div> <div>Farah Moualla</div> <div>Kai-Hsing Peng</div> <div>Saranaya Pranavatharsasarma</div> <div>Thirunanthini Sivarajan</div> <div>Shazia Syed</div> <div>Saleha Talash</div> <div>Shima Tehrani Homa</div> <div>Thaera Yonan</div>
<div>WHIN'S BOARD OF GOVERNANCE</div> <div>Teresa Capetola <i>Chair</i></div> <div>Sabitra Kaphle <i>Deputy Chair</i></div> <div>Marketa Silhar <i>Treasurer</i></div> <div>Jennifer Arnold <i>(until Oct 2019)</i></div> <div>Lauren Cordwell</div> <div>Peta Fualau</div> <div>Phoebe Prossor</div> <div>Tanya Stelmach</div> <div>Katherine Wositzky</div> <div>Elizabeth Young</div> <div>Karen Huxley <i>(from Oct 2019)</i></div>				



1920

2019-2020 FINANCIALS

**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.**

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 2020, 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 2020 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 2020, 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.
- 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.

Inherent uncertainty

Without qualification to the statement expressed above, attention is drawn to the following matter set out in Note 3 to the financial statements for the year ended 30th June, 2020

The financial statements of the company have been prepared on a going concern basis. The company's operations are subject to a major risk due COVID-19 which is currently affecting local and world economies, the extent of duration and impact is unknown at the time of preparation of this report.

Auditor's name and signature:

William J Griffin



Name of firm:

aplFINANCIAL Pty Ltd

Address:

Level 1, 32 Business Park Drive
Notting Hill VIC 3178

Dated this

17th

day of

August

2020

Profit and Loss Statement for the Year Ended 30th June, 2020

	2020 \$	2019 \$
INCOME		
Grants		
Dept of Health & Human Services	946,034	921,921
Special Projects	1,479,502	1,380,068
Interest Received	17,556	27,158
Other	121,816	146,335
Reimbursements	50	1,439
	2,564,958	2,476,921
EXPENDITURE		
Administration	74,098	90,534
Annual Leave	32,742	367
Consultancy Fees	76,728	108,961
Depreciation	12,843	11,749
Health Education Resources	4,990	7,885
Long Service Leave	19,282	25,590
Motor Vehicle Expenses	14,941	20,990
Occupancy Costs	89,775	107,504
Project Costs	660,850	687,849
Printing & Production	43,292	42,743
Salaries	1,264,749	1,148,523
Staff Training & Development	23,808	19,038
Superannuation Contributions	120,151	111,607
Workcover	17,504	14,649
	2,455,755	2,397,989
SURPLUS / (DEFICIT)	109,203	78,932

Balance Sheet as at 30th June, 2020

	2020 \$	2019 \$
EQUITY		
Unappropriated Profit	1,086,373	977,170
TOTAL EQUITY	1,086,373	977,170
Represented by:		
CURRENT ASSETS		
Cash on Hand Note 2	2,086	884
Cash at Bank Note 2	1,786,479	1,576,961
Sundry Debtors	7,116	6,116
Trade Debtors	40,417	41,235
	<u>1,836,116</u>	<u>1,625,196</u>
NON-CURRENT ASSETS		
Motor Vehicles	74,606	74,606
Less Accumulated Depreciation	<u>-72,893</u>	<u>-71,180</u>
	1,713	3,426
Office Equipment	132,923	89,141
Less Accumulated Depreciation	<u>-74,330</u>	<u>-63,299</u>
	58,593	25,842
Office Furniture	1,460	1,460
Less Accumulated Depreciation	<u>-1,064</u>	<u>-966</u>
	396	494
	<u>60,702</u>	<u>29,762</u>
TOTAL ASSETS	1,896,817	1,654,958

	2020 \$	2019 \$
CURRENT LIABILITIES		
Trade Creditors	5,745	12,458
Sundry Creditors	65,708	86,430
Unearned Income Note 3	490,007	366,033
Provision for Annual Leave	121,363	88,621
Provision for Long Service Leave	<u>127,621</u>	<u>124,245</u>
TOTAL LIABILITIES	810,444	677,787
NET ASSETS	1,086,373	977,171

Statement of Cash Flows for the Year Ended 30th June 2020

	2020 \$	2019 \$
CASH FLOW FROM OPERATING ACTIVITIES		
Receipts from Government grants (Recurrent)	1,165,430	1,073,546
Receipts from other sources	1,749,318	1,665,848
Payments to suppliers and employees	- 2,677,783	- 2,652,499
Interest received	17,556	27,158
Net cash provided by (used in) operating activities (Note 2)	254,521	114,053
CASH FLOW FROM INVESTING ACTIVITIES		
Proceeds from (payment for) property, plant, equipment and motor vehicles	- 43,782	- 8,292
Proceeds from (payment for) investments	-	-
Net cash provided by (used in) investing activities	- 43,782	- 8,292
CASH FLOW FROM FINANCING ACTIVITIES		
Proceeds from (payment for) loans	-	-
Net cash provided by (used in) financing activities	-	-
Net increase (decrease) in cash held	210,739	105,761
Cash at beginning of year	1,577,844	1,472,083
Cash at end of reporting period (Note 3)	1,788,583	1,577,844
RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO OPERATING PROFIT		
Operating profit (loss) after income tax	109,203	78,932
Depreciation of non current assets	12,843	11,749
(Increase)/decrease in current receivables	819	55,093
(Increase)/decrease in prepayments	-1,000	-

Statement of Cash Flows for the Year Ended 30th June 2020

	2020	2019
	\$	\$
Increase/(decrease) trade creditors	-6,714	-40,857
Increase/(decrease) in sundry creditors and accruals	-20,722	-6,094
Increase/(decrease) in leave provisions	36,118	10,889
Increase/(decrease) in unearned income	123,974	4,341
Increase/(decrease) in provisions	-	-
	254.521	114.053

Statement of Change of Equity for the Year Ended 30th June, 2020

	2020	2019
	\$	\$
Balance as at 1st July	977,170	898,238
Add Surplus / (Deficit)	109,203	78,932
Balance as at 30th June	1,086,373	977,170

Notes to the Financial Statements for the Year Ended 30th June 2020

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.

Notes to the Financial Statements for the Year Ended 30th June 2020

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

	2020	2019
	\$	\$
Cash on Hand	2,086	884
Cash at Bank	1,786,497	1,576,960
Total Cash on Hand and at Bank	1,788,583	1,577,844

NOTE 3: UNEARNED INCOME

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

	2020	2019
	\$	\$
Building a Respectful Community - Community Evaluation	28,360	0
Family Violence	51,655	0
Gender and Disaster (GAD) Pod	58,956	46,776
COVID-19 Capacity Building Funding	28,632	0
Leaders in Prevention of Violence against Women (PVAW) Forum	0	10,000
Let's Talk Money	204,908	209,621
Prevention of Violence against Women (PVAW) Capacity Building	46,760	83,000
Sexual and Reproductive Health	10,000	0
Side By Side	60,735	16,636
	490,007	366,033

Notes to the Financial Statements for the Year Ended 30th June 2020

NOTE 4: COVID-19 IMPACT

In mid-March 2020 and at the date of this report, the local economy and global economies are being affected by COVID-19, also known as Coronavirus. WHIN followed State and Federal Government advice every step of the way and WHIN staff have been working from home and continue to do so. There is inherent uncertainty in relation to the world economy, which may affect the ability of WHIN to deliver some of the services and projects that funding has been received for. These funds are reported as liabilities in the balance sheet as unearned income until the service or project is delivered. We are reporting the 2020 financial results to the best of our knowledge at the time of production.



**WOMEN'S HEALTH
IN THE NORTH**

voice • choice • power

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