

WOMEN'S HEALTH IN THE NORTH

ANNUAL REPORT

2021-2022



whin.org.au



WOMEN'S HEALTH
IN THE NORTH
voice • choice • power

Acknowledgements

WHIN would like to acknowledge our funding bodies:

- Department of Health, Victoria
- Department of Families, Fairness and Housing
- Department of Jobs, Precincts and Regions, Victoria
- Department of Premier and Cabinet, Victoria
- Department of Social Services, Australian Government
- Ecstra Foundation



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



Women's Health In the North acknowledges Victorian Aboriginal people as the Traditional Owners of the land on which we provide our services – the Wurundjeri Woi-wurrung people of the Kulin nation – and pay our respect to their Elders past, present and future. WHIN acknowledges that Aboriginal sovereignty was never given up and that we stand on stolen land. We are committed to Aboriginal self-determination and to supporting Treaty and truth-telling processes.

We recognise the ongoing leadership role of the Aboriginal community on gender equality and the health, safety and wellbeing of women and gender-diverse people. As First Peoples, Aboriginal Victorians are best placed to determine a culturally appropriate path to these in their communities.

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WOMEN'S HEALTH IN THE NORTH

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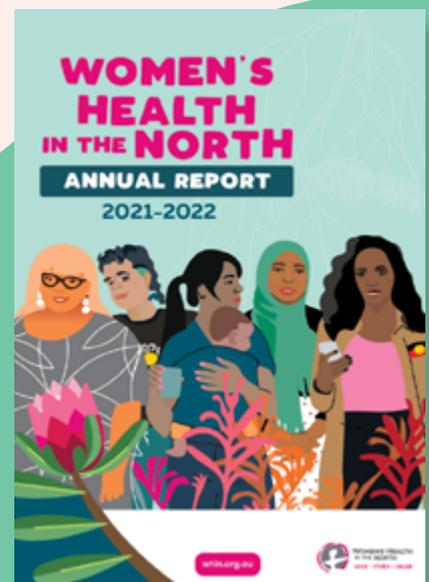
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This year's Annual Report and cover image design by Jacq Moon

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WHIN's Vision

MISSION

WHIN works to eliminate gender inequalities and improve the health, safety and wellbeing of women and gender-diverse people.

VALUES

Feminist. Ethical.
Inclusive. Courageous.
Collaborative.

VISION

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

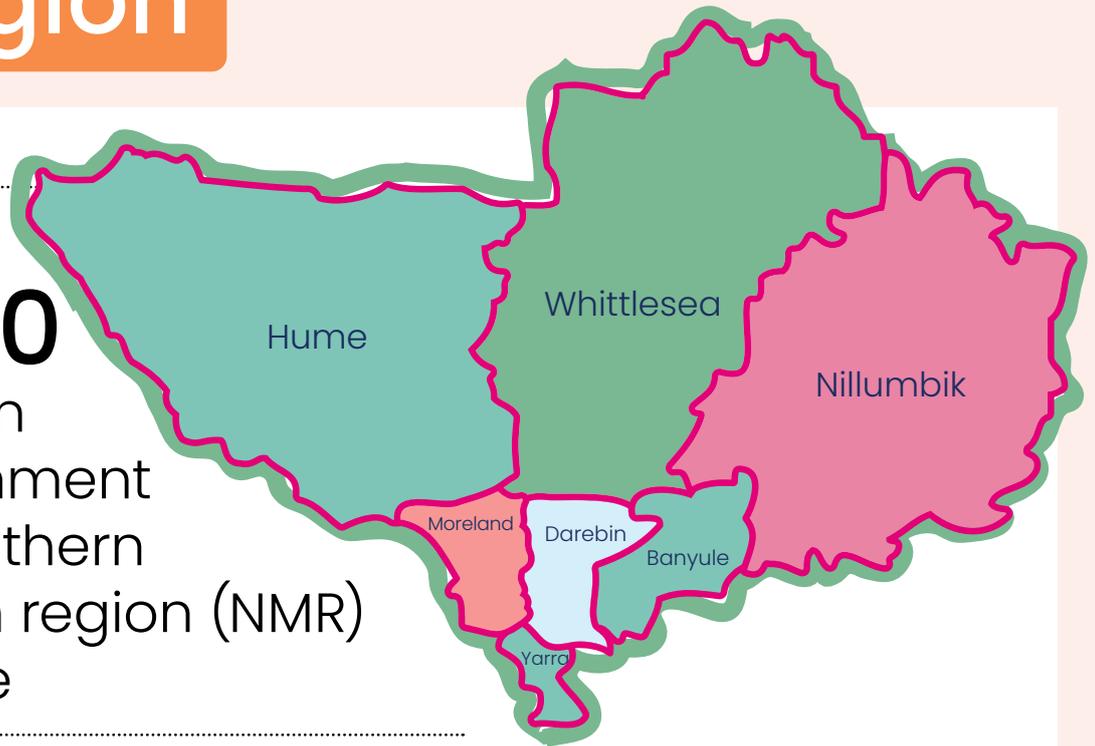


Women's Health In the North (WHIN) is a member of Gender Equity Victoria (GEN VIC), the peak body for gender equity organisations, practitioners and supporters in Victoria. GEN VIC works with organisations across Victoria to advance a shared vision of gender equality, health and freedom from violence for all women, girls and gender-diverse people 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 and gender-diverse people at a state-wide level.



Our Region

Over
544,500
women live in
WHIN's catchment
area, the northern
metropolitan region (NMR)
of Melbourne



(Australian Bureau of Statistics 2022, Census figures)

OVER
40%



of women and girls living in
the NMR speak a language
other than English at home,
including: Arabic, Cantonese,
Mandarin, Punjabi, Turkish,
Urdu, and Vietnamese
among many others.



Aboriginal and
Torres Strait Islander
Australians number
8,426 people,
approximately **51%**
of whom are female
(approx 4,262).

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 the health, safety and wellbeing of women and gender-diverse people in the northern metropolitan region.

Chair and CEO Report



▶ Helen Riseborough
(pictured on left)
Katherine Wositzky
(pictured on right).

As we reflect on the previous year and assess the achievements of our organisation, WHIN's Board, CEO and staff are proud to present a comprehensive report of our work in the 2021–22 financial year.

During this period, the WHIN Board developed an insightful, thoughtful and expansive Strategic Plan for 2022–26 for our organisation. WHIN's Board engaged the services of Changemsmith Consulting to survey our members and stakeholders and inform the development of our new Strategic Plan. The ideas and input were very valuable.



This year marked significant developments at WHIN and in the Women's Health Service sector.

We were thrilled to receive a major boost in funding from the Victorian Government in the state budget.

The joint advocacy and influencing efforts of the Women's Health Services, with support from our peak body, Gender Equity Victoria, bore fruit. The funding boost acknowledges the importance of the work of Women's Health Services in this state and WHIN's role in state and regional influence and leadership.

We are proud of our diverse workforce that brings a depth of skills, experience, cultural understandings and community connections to WHIN's work. We have demonstrated the impact of women connecting directly with their communities, in their languages, to effect change in women's health, safety and wellbeing.

Migrant and refugee women employed at WHIN with Jobs Victoria funding over the past two years, are now employed in permanent and ongoing roles with the commitment to boost funding to WHIN by

the Department of Health. This embeds our commitment to migrant and refugee women working as Health Promotion professionals in all WHIN's priority areas across our region.

Over 12 years, the Gender and Disaster Pod (GAD Pod) has undertaken ground-breaking and highly respected and impactful work supported by the partnership between WHIN, Women's Health Goulburn North East and Monash University's Disaster Resilience Initiative. In late 2021, we received news that we were recipients of a major funding grant from the federal government to expand GAD Pod training across Australia over the coming four years. In keeping with a new national focus, the GAD Pod partners agreed to create a new organisation, Gender and Disaster Australia (GADAus). So, with mixed emotions, WHIN has finally let go our formal ties as the new organisation takes flight. WHIN will continue to serve the work through a representation on the new Board of Directors. We congratulate the staff members associated with GADAus and thank the partners for their courage to invest in and support the GAD Pod work over many years.

This year WHIN farewelled two outstanding contributors to the Board—Teresa Capetola and Peta Fualau—both serving six years on the Board. Teresa was the Chair of the Board for four years and Peta served as Chair of the Development and Renewal Committee of the Board for four years. Their contribution to the organisation, to the Board and CEO, and to various committees was exceptional. We would like to acknowledge and thank them both.

Katherine Wositzky, Board Chairperson

Helen Riseborough, CEO

WHIN's Priorities and Projects

**Gender Equity,
Health &
Wellbeing**

**Family Violence
System
Leadership
(NIFVS)**

**Community
Programs**

**Sexual and
Reproductive
Health**



**Preventing
Gender-Based
Violence**

**Environmental
Justice with
Gender & Disaster
Australia**

Our Impact and Reach

140

training/education sessions were delivered by WHIN staff

2,492

participants attended WHIN training/education sessions

389

WHIN members

5

events held with **229 attendees**



Conducted **174** consultations with individuals and organisations



Vaccine Ambassador Program educators distributed **1,055** COVID-19 rapid antigen test kits to migrant and refugee communities



Governance and Leadership of 15 Strategic Partnerships, including

- Led, convened and resourced **Building a Respectful Community Partnership**: 26 organisations working together to prevent gender-based violence across the NMR
- Led, convened and resourced the **Going South In the North online Community of Practice**
- Chaired and convened the **GEN VIC SRH Community of Practice**, the state-wide mechanism for collaboration and resource sharing among the women's health services in SRH
- Led, convened and resourced the **Family Violence Regional Integration Committee** to advance family violence system leadership
- Coordinated, supported and monitored **NIFVS Counselling and Support Alliance**, comprising **13** community health and specialist family violence services.

Newsletters

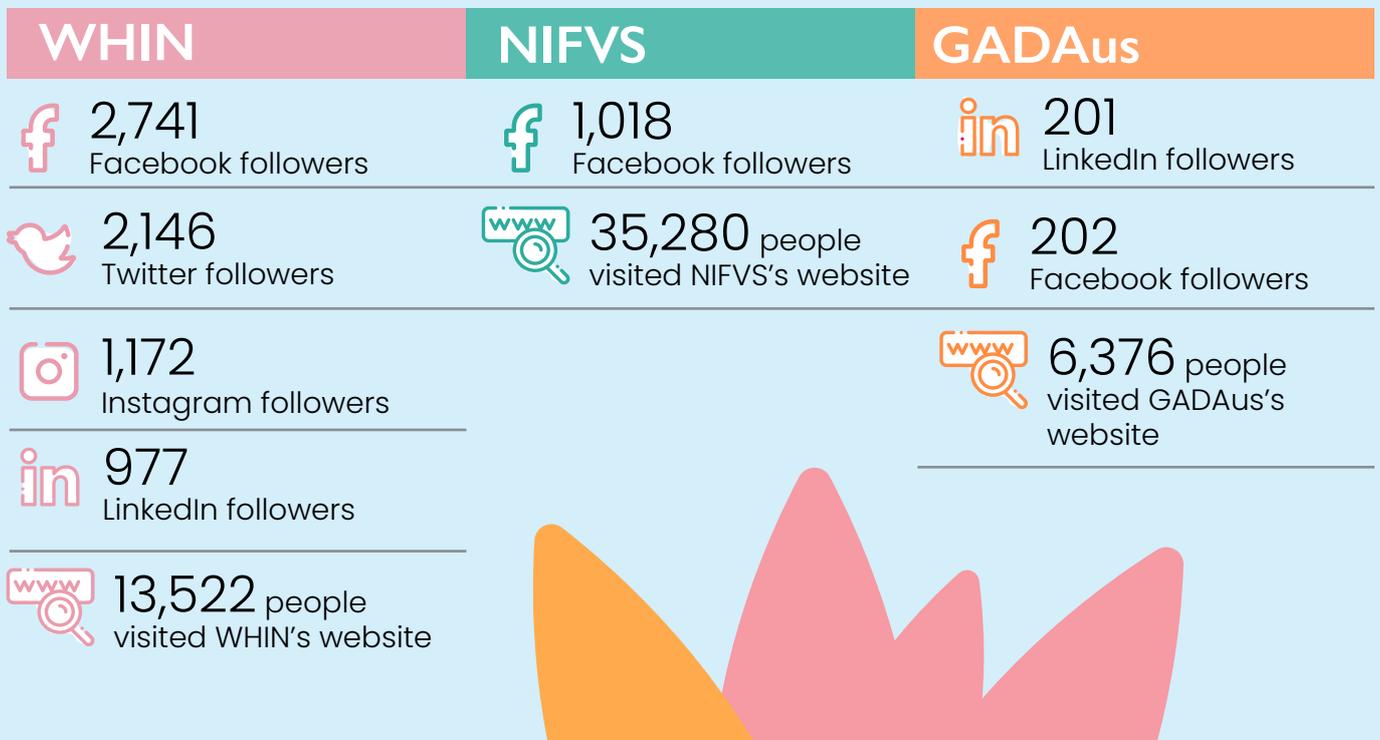
1,023 people received 12 editions of WHIN e-News

48 people received 4 editions of SRH e-News (commenced March 2022)

3,897 people received 11 editions of NIFVS eNews

1,808 people received 12 editions of 'GAD Pod Communique'

Online Presence:



Contributed:

-  feedback on the **Draft National Plan to End Violence against Women and Children**, which supersedes the earlier National Plan 2010–2022 and outlines the government's strategies for the next decade in ending domestic and gender-based violence.
-  submission to Inquiry into economic equity for Victorian women
-  submission to the discussion paper for the new *Safe and Strong* strategy

7 JOURNAL ARTICLES PUBLISHED

12 CONFERENCE/FORUM PRESENTATIONS DELIVERED



Informing Women and Workforces: Our Resources

71 resources produced,

downloadable from WHIN's resources webpages (www.whin.org.au/resources)

Preventing Gender-Based Violence Resources

- > Compiled, designed and printed 14 'Stories of Achievement' posters that spotlighted case studies in NMR, initially displayed at the BRC Practice Forum, will be published as a booklet
- > Updated and added to custom tiles for '16 Days of Activism against Gender-Based Violence' 2021 campaign



- > Newly created tiles for 16 Days of Activism against Gender-Based Violence 2021

SRH Resources

- > Sex Ed 101 (hard copy)
- > Social media tiles for SRH Week, Endometriosis Awareness Month and IDAHOBIT - International Day Against Homophobia, Biphobia, Intersexism and Transphobia
- > Recording of Early Medical Abortion information session for health professionals available online.



- > Sexual and Reproductive Health Week social media tile



- > A sample of IDAHOBIT social media tiles

NIFVS

- NIFVS Multi-language Family Violence Posters
- Observing, Documenting & Sharing: Engaging Perpetrators Under MARAM
- Consultation and Beyond: Engaging Survivor Advocates webinar
- New to Family Violence Work portal

To access NIFVS resources, see www.nifvs.org.au/resources



➤ NIFVS Family Violence Posters

Community Programs

- Produced 20 social media tiles to combat vaccine hesitancy in migrant and refugee women and inform about pop-up COVID-19 vaccination clinics



➤ social media tiles combatting vaccination hesitancy

Environmental Justice with GAD Australia

- chapter 'Gender-Based Violence and Disaster' for Oxford Research Encyclopedia of Natural Hazard Science
- edited edition of Australian Journal of Emergency Medicine Edition on 'Gender Justice in Disaster: Inspiring Action'



Gender Equity, Health and Wellbeing

Achievements:

- supported Gender Equality Act 2020 implementation as a key partner in the Action for Gender Equality Partnership, including:
 - › engaging with public entities to support their Gender Equality Action Plan (GEAP) development
 - › reviewing GEAPs from a compliance perspective
 - › contributing written content to several GEAPs for public entities.
- delivered four Intersectionality workshops in partnership with GenWest, creating a collective learning space for Gender Equity (GE) and Prevention of Violence Against Women (PVAW) practitioners.



Over 100 women

from across the northern region gathered on International Women's Day to chat and see a free screening of film 'Misbehaviour'.

8

training sessions delivered to 111 practitioners

21

gender equality consultations

provided with public entities for implementation of the Gender Equality Act

Partner in We're Game!

Prevention in Practice Grant in collaboration with Merri Health through Sport and Recreation Victoria's 'Preventing Violence Through Sport' grants.

Submission

to the discussion paper for the new *Safe and Strong strategy*



Health Promotion Officer Nisha Liyanage (left) conducting 'Gender Equity in the Early Years' training with early childhood educators



For more info, see our website:

Gender Equity, Health and Wellbeing

▶ www.whin.org.au/current-work/gender-equity-health-and-wellbeing/

Preventing Gender-Based Violence

Achievements:

- published the Building a Respectful Community Strategy 2022–2026 (BRC Strategy) to guide organisations preventing gender-based violence and promote gender equity in workplaces, community groups and neighbourhoods across the NMR.
- launched the BRC Strategy 2022–2026 at a WHIN event with guest speakers including Commissioner Dr Niki Vincent, MP Kat Theophanous, and attended by government representatives and partner organisations
- supported initial rollout of the new BRC Strategy leading partnership meetings, providing consultation to partners and delivering prevention training to community settings in the NMR
- convened and led a BRC Practice Forum for BRC partners and Prevention of Violence Against Women (PVAW) practitioners to build their capacity and leadership to prevent gender-based violence in our region
- developed 'Stories of Achievement' posters to spotlight PVAW case studies in the region
- posted and shared 18 custom tile designs as a part of WHIN's 2021 '16 Days of Activism against Gender-Based Violence' campaign. Each day presented an action an individual or organisation could take to challenge attitudes that allow violence in our society.



BRC Strategy 2022–26 launch featured, from left, speakers Kat Theophanous, MP for Northcote, and Gender Equality Commissioner Niki Vincent, WHIN CEO Helen Riseborough



LEADERSHIP AND GOVERNANCE

- Led, convened and resourced **Building a Respectful Community Partnership**: 26 organisations working together to prevent gender-based violence across the NMR; convened 7 BRC networks and committee meetings

DELIVERED

9

prevention training session

(5 'Active Bystander' sessions and 4 'Intersectional Approaches to PVAW') to 198 participants from local government, community health services and wider community

PROVIDED

19

consultations

including to BRC partners and WHIN's collaborative development of the 'Intersectional Approaches to PVAW' workshop series.



For more info, see our website:
Preventing Gender-Based Violence

▶ www.whin.org.au/current-work/preventing-gender-based-violence/

Sexual and Reproductive Health

Achievements:

- delivered an Early Medical Abortion information session in partnership with GenWest, featuring tailored content for health professionals
- commenced development of WHIN's SRH strategy for 2022–2026. (published September 2022)
- established WHIN's Sexual and Reproductive Health e-News
- contributed content on breaking down masturbation myths to 1800 My Options' Sextember Zine in September 2021, a publication highlighting best practice resources across Victoria
- produced 100 printed copies of Sex Ed 101 resource and distributed to other women's health services, Northern Centre Against Sexual Assault, secondary school nurses, sexual health nurses, community health centres and councils



WHIN's SRH team: from left SRH Coordinator Tilly Mahoney, Health Promotion Officers Intesar Homed and Heti Mackallah, and student Olivia Walsh.

60+

project/program/plan consultations including departmental consultations for state-wide SRH strategies and frameworks



6

SRH workshops delivered to further educate organisations and local government



SEXUAL AND REPRODUCTIVE HEALTH GOVERNANCE AND LEADERSHIP

- led, convened and resourced the Going South In the North online Community of Practice
- chaired and convened the GEN VIC SRH Community of Practice (CoP), the state-wide mechanism for collaboration and resource sharing among the women's health services in SRH
- contributed to three GEN VIC working groups relating to social media, advocacy and research and evidence. These collaborated on campaigns and webinars
- convened and established the Early Medical Abortion working group in partnership with GenWest. EMA session developed and delivered in partnership with GenWest, The Royal Women's Hospital and North Western Melbourne PHN, to over 40 attendees.

Family and Reproductive Rights Program (FARREP)

Achievements:

- delivered five professional development sessions about refugee women's health and female genital cutting (FGC) to 120+ community service and health professionals
- provided 90+ one-on-one phone/zoom consultations and needs analyses with members of communities that traditionally practice FGC
- 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
- launched an International Day of Zero Tolerance for Female Genital Cutting social media campaign supporting the United Nations' efforts to eradicate the practice



For more info, see our website:
Sexual and Reproductive Health

▶ www.whin.org.au/current-work/sexual-and-reproductive-health/



delivered **5 sessions** about **refugee women's health** and FGC to 120+ community service and health professionals

Mental Health of Migrant and Refugee Women

Investigated impact of COVID-19 on migrant and refugee women's mental health, exploring social connectedness, economic participation and freedom from discrimination and violence. This was part of the upcoming report *Unpacking the Determinants: Migrant and Refugee Women's Mental Health*.

CONDUCTED

3

focus groups
with **14** migrant
and refugee
women

- ▶ contributed to monthly meetings of the Women's Mental Health Alliance
- ▶ conducted 3 consultations with mental health organisations

Family Violence System Leadership

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

WHIN's NIFVS team supports the Committee and professionals responding to family violence through workforce development, information and resources to support effective response.

 NIFVS has its own website (www.nifvs.org.au) for family violence professionals.

Wow, the new website looks amazing! It is easy to see the huge amount of work that has gone into making this happen. And as well as looking awesome, it is so much easier to navigate ...



DELIVERED
28
training sessions
to 749
participants

NIFVS Communications

 **35,280**
people visited NIFVS website,
with 85,051 total pageviews

 **1,011**
people follow NIFVS's Facebook page

 **3,897** people
received 11 editions of NIFVS eNews



The NIFVS team, from left: Ada Conroy, Senior Workforce Development Coordinator; Veronica Hunt, Principal Strategic Advisor, and Robin Gregory, Communication and Project Officer



Northern Integrated Family Violence Services Partnership

For professionals supporting the safety of victim survivors in Melbourne's northern metropolitan region



Achievements:

- redesigned the NIFVS website to improve accessibility for all professionals responding to family violence in the region.
- updated and redesigned NIFVS Family Violence Posters with inclusive images and updated information in English, Arabic, Assyrian, Chinese, Hindi, Punjabi and Vietnamese.
- led Week Without Violence 2021 in the NMR, with over 30 organisations and many more individuals campaigning to 'Connect, Listen, Believe: Contribute to healthy, happy families in our communities' and creating a virtual Clothesline with messages to end family violence
- supported three specialist family violence organisations to deliver 'Family Violence and Sexual Assault Graduate Program' across NMR, an initiative of Family Safety Victoria to build workforce capacity for the specialist family violence, sexual assault and primary prevention sectors.



NIFVS GOVERNANCE AND LEADERSHIP

- led, convened and resourced the **Family Violence Regional Integration Committee** to advance family violence system leadership
- coordinated, supported and monitored **NIFVS Counselling and Support Alliance**, comprising **13** community health and specialist family violence services, providing counselling and group work to 442 victim survivors
- led, convened and resourced 6 communities of practice to achieve regional integration across family violence services:
 - › Safe and Together
 - › Counselling and Support Alliance – Counsellors
 - › Counselling and Support Alliance – Team Leaders
 - › Family Violence Graduates
 - › Family Violence Capacity Builders
 - › Resisting Collusion
- strengthened collaboration with regional governance structures relevant to family violence
- attended **Statewide Family Violence Integration Advisory Committee** and 19 other Statewide meetings and consultations.



- developed and recorded **2 new webinars** viewed 104 times
- 5 previously recorded webinars viewed **2,550 times** in 2021–22
- delivered **28 training sessions** to 749 participants



COMMUNITY PROGRAMS: 'Let's Talk Money'

WHIN's award-winning financial literacy program 'Let's Talk Money' continued to deliver practical financial information and empower migrant and refugee women in a range of community languages. The program also creates employment pathways for bilingual peer educators through employment experience and training.

Achievements:

- delivering a training intensive for new peer educators: for workshops on financial resilience and COVID-19, financial rights and responsibilities, budgeting, saving, banking, credit cards and loans, debt management, legal awareness, tenancy rights and responsibilities, tax, superannuation, Centrelink
- commenced latest community workshop rollout

RECRUITED

8

new peer educators

languages spoken include Hindi, Urdu, Tamil, Turkish, Arabic, Marathi, Greek, Mandarin, Vietnamese



WHIN's Coordinator of Community Programs Manasi Wagh-Nikam



For more info, see our website: **Let's Talk Money**



www.whin.org.au/current-work/gender-equity-health-and-wellbeing/lets-talk-money/

COMMUNITY PROGRAMS: 'Vaccine Ambassador Program'

The Vaccine Ambassador Program engaged and trained health educators to provide culturally appropriate support and information on COVID-19 vaccinations to migrant and refugee communities. Discussions and social media addressed frequently asked questions about vaccines and vaccine hesitancy.

Achievements:

- provided in-language information during four pop-up vaccine clinics to address vaccine hesitancy
- educated migrant and refugee parents to increase understanding of safety and efficacy of vaccinating children



WHIN Health Educator Gemana Malih talking with a parent at a vaccination pop-up event

COVID-19



distributed **1,055 COVID-19 rapid antigen test kits** to migrant and refugee communities

COMMUNITY PROGRAMS:

'Workforce of Multilingual Health Educators' (WOMHEn)

Achievements:

- delivered COVID-19 vaccination information in eight languages to communities to address vaccine hesitancy
- delivered multilingual health education workshops on COVID-19, nutrition and exercise, mental health, sexual and reproductive health and related topics as identified by communities
- collaborated with Multicultural Centre For Women's Health to train new health educators
- featured in media coverage by ABC as causal factor in increasing COVID-19 vaccination rates in Melbourne's north
- made submission to *Inquiry into economic equity for Victorian women*

WHIN continued as a proud partner in the WOMHEn project with Multicultural Centre for Women's Health, Gender Equity Victoria and other women's health services across Victoria. WHIN's rapid response multilingual health workforce delivered COVID-19 information and health information to migrant and refugee women in our region. The first project phase was delivered as part of the Working for Victoria program, with ongoing funding through Jan-June 2022 from the Department of Families, Fairness and Housing.

Communities rally behind campaign



DELIVERED

31

workshops
to 636 migrant and
refugee women

- recruited and trained seven new multilingual health educators
- provided support and education in 8 languages: English, Hindi, Punjabi, Tamil, Arabic, Marathi, Greek, Macedonian

—
snippet of ABC article about the role of the WOMHEn project in encouraging more people in the NMR to get COVID-19 vaccinated, featuring WHIN's WOMHEn staff.

Environmental Justice with Gender & Disaster Australia

Through the work of Gender and Disaster Australia (formerly GAD Pod), WHIN's environmental justice work during 2021–2022 continued to focus on disasters and gender.

Gender and Disaster Australia (GAD Aus) began as a partnership of WHIN with Women's Health Goulburn North East and the Monash University Disaster Resilience Initiative. Prompted by foundational research with Black Saturday survivors, this partnership promoted an understanding of the role of gender in survivor responses to disasters and embedded these insights into emergency management practice. Approaching disaster management through a gendered lens allows a more accurate assessment of the different

Achievements:

- funded for 4 years under the National Plan to Reduce Violence Against Women and Their Children to expand gender and disaster training on a national level
- established new company, Gender and Disaster Australia
- wrote chapter 'Gender-Based Violence and Disaster' for The Oxford Research Encyclopedia of Natural Hazard Science
- convened and hosted the 7th Claire Zara Memorial Oration at Australian Emergency Management Conference
- edited Australian Journal of Emergency Management special edition on 'Gender Justice in Disaster: Inspiring Action'.

GAD Pod Communications

- **201 GAD** Australia LinkedIn followers
- **202 GAD** Australia Facebook followers
- **6,376** people visited GAD Australia's website

vulnerabilities and strengths of women and men, and those of diverse sexual and gender identities.

From July 1 2022, Gender and Disaster Australia is continuing its work as a separate entity: see genderanddisaster.com.au for more information.

With GAD Australia's evolution into an independent company, WHIN will now pivot more toward advocating for a gender lens in tackling climate change and disaster planning response and preparedness. In this developing work area, we will take opportunities to engage with health systems, emergency services and local government on climate action and disaster planning processes.



delivered **9 training sessions to 150 people** from various organisations (National Red Cross, Lismore communities impacted by floods, Local Government)

1808

subscribers to the GAD Pod Communique

10

presentations delivered to 729 people

7

journal articles published



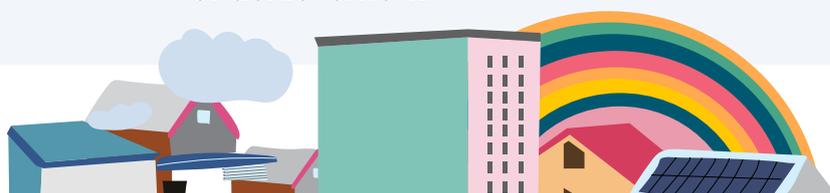
Staff celebration of GAD Australia Funding. From left, Steve O'Malley, WHIN CEO Helen Riseborough, Rachel Mackay, Dr Debra Parkinson, Liam Leonard, Jaspreet Kaur, Andrew Wilson-Annan

A Strong, Sustainable Organisation

In May 2022, the Victorian State Government announced additional budget funding of \$19.4 million for Victoria's 12 women's health services over the next two years. WHIN's staff and Board were excited about this first funding increase for our health promotion and primary prevention work in over 30 years.

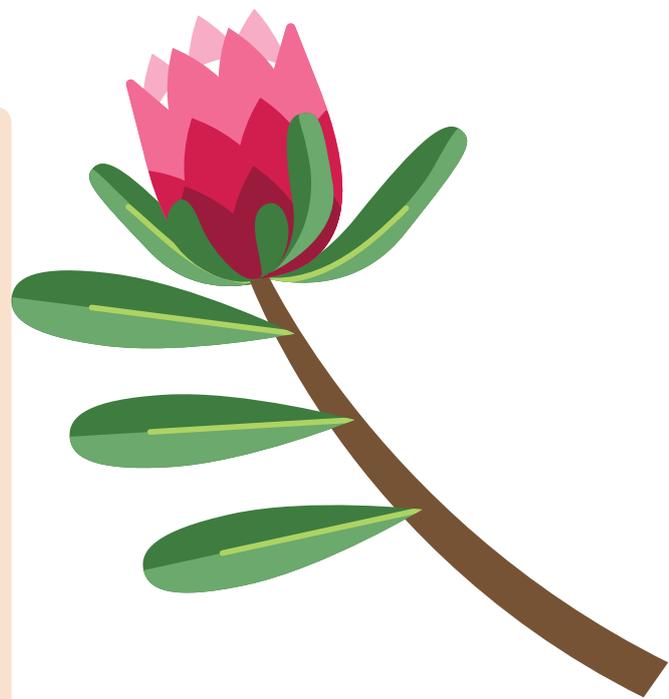
Achievements:

- developed and adopted a new WHIN Strategic Plan 2022–26
- undertook an extensive stakeholder engagement exercise to inform WHIN's new strategic plan
- WHIN membership adopted updates to the WHIN Constitution
- received funding boost from the Commonwealth Department of Social Services to Gender and Disaster Pod work to extend training to a national level
- established Gender and Disaster Australia as an independent organisation
- following a review of financial governance, WHIN engaged a new auditor
- improvements to WHIN's financial and payroll systems
- commenced negotiations with WHIN staff toward a new Enterprise Agreement
- achieved a workable hybrid model of work locations, adapting systems and processes to achieve this
- re-structured the Corporate Services Team to better support the work of a growing organisation
- continued to support staff with their technical and other needs when working from home
- implemented Two-Factor-Authentication for enhanced IT security of WHIN's devices
- engaged a new graphic designer
- engaged a communications consultant
- adopted new policies covering Staff Conflict of Interest; Cyber Security and Data Protection; Information & Communications Technology and Electronic Communications; Ethical Purchasing; Environmental Sustainability; and External Complaints Handling
- reviewed and updated Human Resources policies, Occupational Health & Safety policies, Incident and Injury Reporting Procedure, new staff induction documents, and working from home checklist
- commenced the development of a three-year Quality Improvement Plan
- implemented an Expression of Interest process for recruiting applicants to appointed positions on the Board of Governance
- regularly updated WHIN's COVID-Safe plan in line with public health advice
- marked 30 years of WHIN in operation by producing a short film, first screened at WHIN's AGM in October 2021, featuring WHIN CEO Helen Riseborough and then Board Chair Teresa Capetola planting the first of 30 trees across Melbourne's northern metropolitan region in honour of 30 years of achievement.



WHIN is thrilled and relieved to receive the Victorian government's announcement of additional funding for women's health services. This increase in funding will allow us to reach many more communities in Melbourne's north. Victorian women were hit hardest by the pandemic, and critical funding for gender equity, family violence, financial literacy and women's health will contribute to ensuring a recovery that is equitable.

Helen Riseborough, WHIN's CEO



WHIN staff, 2021

With continuing intermittent COVID-19 challenges, WHIN has returned to staff working partly or mainly from home as needed, with systems and processes adapted to support this. Our staff continued using a mix of digital platforms and face-to-face interaction for internal and external communication and program delivery, as appropriate for different contexts and times.



Staff and Board

WHIN'S BOARD OF GOVERNANCE

Teresa Capetola
Chair (until Oct 2021)

Katherine Wositzky
Chair (from Nov 2021)

Sabitra Kaphle
Deputy Chair
(until Oct 2021)

Lauren Cordwell
Deputy Chair
(from Nov 2021)

Marketa Silhar
Treasurer

Peta Fualau
(until Oct 2021)

Phoebe Prossor

Tanya Stelmach

Elizabeth Young

Karen Huxley

Helen Riseborough
Chief Executive Officer

Claudia Slegers

Communications
Coordinator

Jessica Leonard

Communications
Consultant-Digital
(from Mar 2022)

Colleen Russell

Policy & Compliance
Consultant

CORPORATE SERVICES TEAM

Adriana Uteda
Manager,
Corporate Services

Elizabeth Gray

Administration Officer
(until Mar 2022)

Giuditta Monsone

Finance Officer

Kester Naismith

Administration Officer
and Executive to the
CEO

Megan Testro

Administration Officer,
Casual (from Mar to
May 2022)

Kate Le Plastrier

Administration Officer,
Casual (from June 2022)

NIFVS COORDINATION TEAM

Sarah Johnson
Principal Strategic
Advisor, NIFVS
(until Sep 2021)

Ronnie Hunt
Principal Strategic
Advisor, NIFVS
(from Oct 2021)

Ada Conroy

Senior Workforce
Development Officer,
NIFVS

Robin Gregory

Regional Integration
Resource Officer, NIFVS

Genine Clements

Sessional Trainer
(from Oct 2021)

Jessica Kirwan

Sessional Trainer
(from Mar 2022)

Sharon Simon

Sessional Trainer

GENDER AND DISASTER POD (GAD POD) TEAM

Deb Parkinson
Manager, Research, Policy
and Advocacy and the
GAD Pod (until Dec 2021)

Jaspreet Kaur

Training Coordinator,
GAD Pod (until Dec 2021)

HEALTH PROMOTION TEAM

Rosie Brennan

Manager, Health Promotion (parental leave from Aug 2021)

Sue Rosenhain

Acting Manager, Health Promotion (from Aug, 2021)

Community Programs

Including Workforce
of Multilingual Health
Educators (WOMHEN),
'Let's Talk Money' (LTM)
and Vaccine Ambassador

Manasi Wagh-Nikam

Community Programs
Coordinator

Eman Al Dasuqi

Health Educator, WOMHEN

Huda Al Saba

Health Educator, WOMHEN

Farhana Kuthupdeen

Health Educator, WOMHEN

Neha Gogia

Health Educator, WOMHEN

Gemana Malih

Health Educator, WOMHEN

Daniela Mitreska

Health Educator, WOMHEN

Maria Zygourakis

Health Educator, WOMHEN

Jun Zeccola

Health Promotion Officer,
Peer Educator Team
Leader, LTM (from Jan to
June 2022)

Shazia Syed

Health Educator, WOMHEN
(until Dec 2021)
Health Promotion Officer,
LTM (from Dec 2021)

Serena Huang

Peer Educator, LTM
(from April 2022)

Xuan Vu

Peer Educator, LTM
(from April 2022)

Youxin Zhu

Peer Educator, LTM
(from April 2022)

Sidika Ahmet

Peer Educator, LTM
(from April 2022)

Sexual and Reproductive Health (SRH)

Tilly Mahoney

Health Promotion
Officer, SRH
(until Aug 2021)
Coordinator, SRH
(from Aug 2021)

Intesar Homed

Health Promotion Officer,
SRH

Heti Mackallah

Health Promotion Officer,
SRH (from Dec 2021)

Gender Equity and Preventing Gender-Based Violence (GE & PGBV)

Rebecca Tipper

Acting Coordinator,
Gender Equity and
Preventing Violence
Against Women (GE &
PVAW) (until Aug 2021)

Coordinator, Preventing
Violence Against
Women (PVAW) (from
Aug 2021 until Dec 2021)

Melissa Collins

Prevention Coordinator,
Gender Equality and
Preventing Gender-
Based Violence (GE &
PGBV) (from Jan 2022)

Sydel Fernandes

Health Promotion
Officer, GE Training
(on parental leave from
May 2022)

Nisha Liyanage

Health Promotion
Officer, GE & PGBV

Malavika Kadwadkar

Health Promotion
Officer, GE & PGBV
(from Oct 2021)

Health Educator,
WOMHEN

Katrina Dickinson

Health Promotion
Officer, GE & PGBV
(from June 2022)

Jessica Croft

Sessional Trainer

WHIN Financials

for the Year Ended 30th June 2022



INDEPENDENT AUDIT REPORT TO THE MEMBERS OF WOMEN'S HEALTH IN THE NORTH INC.

Opinion

We have audited the financial report, being a special report, of the Women's Health in the North Inc., which comprises the balance sheet as 30 June 2022, the statement of comprehensive income, statement of changes in equity and cash flow statement for the year then ended, and notes to the financial statement, and the statement by members of the committee.

In our opinion, the accompanying financial report presents fairly, in all material respects, the financial position of the Women's Health in the North Inc. as at 30 June 2022, and its financial performance for the year then ended in accordance with the financial reporting requirements of the *Associations Incorporation Reform Act 2012 (VIC)* and the *Australian Charities and Not-for-profits Commission Act 2012*.

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 Women's Health in the North Inc. 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, and we have 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.

Emphasis of Matter – Basis of Accounting

Without modifying our opinion, we draw attention to note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purposes fulfilling the members' financial reporting responsibilities under the *Associations Incorporation Reform Act 2012 (VIC)* and *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose.

Responsibilities of Management and Those Charged with Governance for the Financial Report

The board of management is responsible for the preparation of the financial report in accordance with the requirements of the *Associations Incorporation Reform Act 2012 (VIC)* and the *Australian Charities and Not-for-profits Commission Act 2012*, and for such internal control as the committee determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the board of management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the Women's Health in the North Inc. or to cease operations, or has no realistic alternative but to do so. Those charged with governance are responsible for overseeing the Women's Health in the North Inc's financial reporting process.

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 Australian Auditing Standards will always detect a material misstatement when it exists.

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WHIN Financials

for the Year Ended 30th June 2022



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 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 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 Women's Health in the North Inc'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 Women's Health in the North Inc'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 Women's Health in the North Inc. 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 those charged with governance 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.

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

McLaren Hunt

**MCLAREN HUNT
AUDIT AND ASSURANCE**

N.L. McClean

**N.L. MCLEAN
PARTNER**

Dated at Warrnambool, 23 August 2022

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Comprehensive Income Statement

for the Year Ended 30th June 2022

	2022	2021
INCOME	\$	\$
Dept of Health & Human Services Grants	1,235,872	949,757
Special Projects	2,011,240	1,760,933
Interest Received	12,701	14,698
Other	229,988	66,177
Reimbursements	24,670	103,967
	3,514,471	2,895,532
EXPENDITURE		
Employee Benefits Expense	2,172,921	1,637,834
Project Costs	685,976	657,920
Consultancy Fees	197,655	149,262
Administration	114,404	78,190
Occupancy Costs	13,552	73,716
Interest Expense	3,524	-
Depreciation and Amortisation	89,098	29,970
Motor Vehicle Expenses	21,919	7,902
Printing & Production	16,182	11,405
Health Education Resources	4,249	4,008
	3,319,480	2,650,208
COMPREHENSIVE RESULT	194,991	245,324

The accompanying notes form part of these financial statements.

Balance Sheet

As at 30th June 2022

	Note	2022	2021
ASSETS		\$	\$
CURRENT ASSETS			
Cash and Cash Equivalents		872,706	476,113
Trade and Other Receivables	3	152,428	109,732
Financial Assets		1,200,000	1,201,458
		2,225,134	1,787,303
NON-CURRENT ASSETS			
Plant and Equipment	4	49,542	65,055
Right of Use Assets	5	63,389	-
		112,931	65,055
TOTAL ASSETS		2,338,065	1,852,358
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	6	89,509	102,363
Other Liabilities	7	445,054	198,068
Lease Liability		65,411	-
Leave Entitlements	8	207,135	220,230
		807,109	520,661
NON CURRENT LIABILITIES			
Leave Entitlements	8	4,270	-
TOTAL LIABILITIES		811,379	520,661
NET ASSETS		1,526,687	1,331,696
EQUITY			
Retained Earnings		1,526,687	1,331,696
TOTAL EQUITY		1,526,687	1,331,696

The accompanying notes form part of these financial statements.

Statement of Change of Equity

For the Year Ended 30th June 2022

	2022	2021
Total Equity at the Beginning of the Financial Year	1,331,696	1,086,372
Comprehensive Result	194,991	245,324
Total Equity at the End of the Financial year	1,526,687	1,331,696

The accompanying notes form part of these financial statements.

Statement of Cashflows

For the year ended 30 June 2022

		2022	2021
CASH FLOW FROM OPERATING ACTIVITIES	Note	\$	\$
Receipts from Government grants (Recurrent)		1,631,144	690,594
Receipts from other sources		2,433,160	2,107,171
GST received/(paid)		(322,075)	-
Payments to suppliers and employees		(3,294,317)	(2,889,152)
Interest received		8,700	14,698
Net cash provided by (used in) operating activities (Note 2)		456,612	(76,689)
CASH FLOW FROM INVESTING ACTIVITIES			
Payments for plant, equipment and motor vehicles		(137,342)	(34,323)
Proceeds from sale of plant, equipment and motor vehicles		10,454	-
Proceeds from (payment for) investments		1,458	-
Net cash provided by (used in) investing activities		(125,430)	(34,323)
CASH FLOW FROM FINANCING ACTIVITIES			
Net movement in lease liability		65,411	-
Net cash provided by (used in) financing activities		65,411	-
Net increase (decrease) in cash held		369,593	(111,012)
Cash at beginning of year		476,113	587,125
Cash at end of reporting period (Note 3)	10	872,706	476,113

Notes to the Financial Statements

For the Year Ended 30th June 2022

Note 1: Statement of Significant Accounting Policies

These special purpose financial statements have been prepared in accordance with the Corporations Act 2001, Australian Accounting Standards and Interpretations of the Australian Accounting Standards Board and International Financial Reporting Standards as issued by the International Accounting Standards Board. The entity is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

(a) Income Tax

Women's Health In the North Inc. holds deductible gift recipient status and is exempt for income tax purposes. No provision for income tax has been raised.

(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.

(c) Cash and Cash Equivalents

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

(d) Revenue Recognition

Operating grants, donations and bequests

When the entity received operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the Entity:

- identifies each performance obligation relating to the grant;
- recognizes a contract liability for its obligations under the agreement; and
- recognizes revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Entity:

- recognizes the asset received in accordance with the recognition requirements of other applicable accounting standards (eg AASB 9, AASB 16, AASB 116 and AASB 138);
- recognizes related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer); and
- recognizes income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Capital Grants

When the Entity receives a capital grant, it recognizes a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognized under other Australian Accounting Standards.

The Entity recognizes income in profit or loss when or as the Entity satisfies its obligations under the terms of the grant.

Interest Income

Interest income is recognized using the effective interest method.

(e) Fair Value of Assets and Liabilities

The Entity measures some of its assets and liabilities at fair value on either a recurring or non-recurring basis, depending on the requirements of the applicable Accounting Standard.

Fair value is the price the Entity would receive to sell an asset or would have to pay to transfer a liability in an orderly (ie unforced) transaction between independent, knowledgeable and willing market participants at the measurement date.

As fair value is a market-based measure, the

Notes to the Financial Statements

For the Year Ended 30th June 2022

closest equivalent observable market pricing information is used to determine fair value. Adjustments to market values may be made having regard to the characteristics of the specific asset or liability. The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximize, to the extent possible, the use of observable market data.

To the extent possible, market information is extracted from either the principal market for the asset or liability (ie the market with the greatest volume and level of activity for the asset or liability) or, in the absence of such a market, the most advantageous market available to the entity at the end of the reporting period (ie the market that maximises the receipts from the sale of the asset or minimises the payments made to transfer the liability, after taking into account transaction costs and transport costs).

For non-financial assets, the fair value measurement also takes into account a market participant's ability to use the asset in its highest and best use or to sell it to another market participant that would use the asset in its highest and best use.

The fair value of liabilities and the entity's own equity instruments (excluding those related to share-based payment arrangements) may be valued, where there is no observable market price in relation to the transfer of such financial instruments, by reference to observable market information where such instruments are held as assets. Where this information is not available, other valuation techniques are adopted and, where significant, are detailed in the respective note to the financial statements.

(f) Plant and Equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(g) for details of impairment).

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable

that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. All other repairs and maintenance are recognised as expenses in profit or loss in the financial period in which they are incurred.

Plant and equipment that have been contributed at no cost or for nominal cost are recognised at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised lease assets, but excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the entity commencing from the time the asset is available for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised as income in profit or loss in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained surplus.

(g) Leases

The Entity as Lessee

At inception of a contract, the Entity assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Entity where the Entity is a lessee. However, all contracts that are classified as short-term leases (ie a lease with a remaining lease term of 12 months or less) and leases of low-value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially, the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Entity uses the incremental borrowing rate.

Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index

Notes to the Financial Statements

For the Year Ended 30th June 2022

or rate at the

- the amount expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options if lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest.

Where a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Entity anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

(g) Financial Instruments

Initial Recognition and Measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the entity commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain significant financing component or if the practical expedient was applied as specified in AASB 15.63.

(h) Employee Benefits

Short-term employee benefits

Provision is made for the Entity's obligation for short-term employee benefits. Short-term employee benefits are benefits

(other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled. The Entity's obligations for short-term employee benefits such as wages, salaries and sick leave are recognised as a part of current trade and other payables in the balance sheet.

Other long-term employee benefits

Provision is made for employees' annual leave entitlements not expected to be settled wholly before 12 months after the

end of the annual reporting period in which the employees render the related service. Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to end-of-reporting-period market yields on government bonds that have maturity dates approximating the terms of the obligations. Any remeasurements of other long-term employee benefit obligations due to changes in assumptions are recognised in profit or loss in the periods in which the changes occur. The Entity's obligations for long-term employee benefits are presented as non-current provisions in its balance sheet, except where the Entity does not have an unconditional right to defer settlement for at least 12 months after the reporting date, in which case the obligations are presented as current provisions.

Long service leave portability

Employees entitled to the long service leave portability scheme will have their long service leave entitlement held by the scheme from the 1st of July 2019. If the employee is entitled to a higher benefit of longer service leave or is not entitled to the scheme, their benefit will be calculated per the short-term or other long-term employee benefits.

Notes to the Financial Statements

For the Year Ended 30th June 2022

(i) Key Estimates

Impairment

The Entity assesses impairment at the end of each reporting period by evaluation of conditions and events specific to the

Entity that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporates various key assumptions.

No impairment has been recognised.

(j) Key Judgements

Provision for impairment of Receivables

Management has completed an assessment of Receivables outstanding and a small provision has been made for long outstanding debtors which are unlikely to be collected.

Employee Benefits

For the purposes of measurement, AASB 119: Employee Benefits defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. As the Entity expects that all of its employees would use all of their annual leave entitlements earned during a reporting period before 12 months after the end of the reporting period, the Entity believes that obligations for annual leave entitlements satisfy the definition of short-term employee benefits and, therefore, can

be measured at the (undiscounted) amounts expected to be paid to employees when the obligations are settled.

Lease term and Option to Extend under AASB 16

The lease term is defined as the non-cancellable period of a lease together with bond periods covered by an option to

extend the lease if the lessee is reasonably certain to exercise that option; and also periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option. The options that are reasonably going to be exercised is a key management judgement that the Entity will make. The Entity determines the likeliness to exercise the options on a lease-by-lease basis looking at various factors such as which assets are strategic and which are key to future strategy of the association.

Performance obligations under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/type, cost/value, quantity and the period of transfer to the goods or services promised.

Note 2: Employee Benefits Expense

	2022	2021
	\$	\$
Salaries	1,947,972	1,458,112
Superannuation Contributions	189,576	140,369
Staff Training & Development	22,466	22,047
Workcover	12,907	17,305
	2,172,921	1,637,833

Note 3: Trade and Other Receivables

	2022	2021
	\$	\$
Trade Debtors	142,201	102,616
Less Provision for Doubtful Debts	(4,939)	
Sundry Debtors	9,218	7,116
Rental Bond Receivable	5,948	
	152,428	109,732

Notes to the Financial Statements

For the Year Ended 30th June 2022

Note 4: Plant and Equipment

	2022	2021
	\$	\$
Motor Vehicles	58,474	81,801
Less Accumulated Depreciation	(46,481)	(57,236)
	11,993	24,565
Office Equipment	143,199	132,634
Less Accumulated Depreciation	(105,903)	(92,460)
	37,296	40,173
Office Furniture	1,460	1,460
Less Accumulated Depreciation	(1,207)	(1,144)
	253	316
	49,542	65,055

Note 5: Right of Use Assets

	2022	2021
	\$	\$
Right of Use Building	126,777	-
Accumulated Amortisation	(63,388)	-
	63,389	-

Note 6: Trade and Other Payables

	2022	2021
	\$	\$
Trade Creditors	11,937	35,958
Sundry Creditors	7,723	3,375
Accrued Salaries and Wages	32,415	-
GST Payable	(20,859)	29,930
PAYG Payable	38,460	20,096
Superannuation Payable	19,833	13,004
	89,509	102,363

Note 7: Other Liabilities - Unearned Income

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

	2022	2021
	\$	\$
Gender and Disaster (GAD) Pod	142,088	43,048
Working for Victoria	121,303	19,671
Family Violence	62,511	-
Prevention of Violence against Women (PVAW) Capacity Building	34,000	32,720
Migrant and Refugee Women and Mental Health - Determinants	29,552	-
Side By Side	27,166	-
Let's Talk Money	21,352	-
HP Income Diversification	4,500	14,000
COVID Vaccination Community Grant	2,582	-
Mind Cycle	-	49,369
Building a Respectful Community - Community Evaluation	-	19,360
Intersectionality Framework	-	18,399
IFV Tg Fee4Service	-	1,500
	445,054	198,068

Notes to the Financial Statements

for the Year Ended 30th June 2022

Note 8: Leave Entitlements

	2022	2021
	\$	\$
Current		
Time in Lieu	7,671	-
Provision for Annual Leave	129,185	104,518
Provision for Long Service Leave	70,279	115,713
	207,135	220,230
Non Current		
Provision for Long Service Leave	4,270	-
Total Leave Entitlements	211,405	220,230

Note 9: Reconciliation of Net Cash Provided by Operating Activities to Operating Profit

	2022	2021
	\$	\$
Comprehensive Result for the year	194,991	109,203
Non Cash Flows in Operating Result		
Depreciation of non current assets	89,098	12,843
Profit on sale of plant, equipment and motor vehicles	(10,298)	-
Provision for doubtful debts	4,939	-
Changes in assets and liabilities		
(Increase)/decrease in trade and other receivables	(47,424)	(181)
Increase/(decrease) trade and other payables	(12,854)	(27,436)
Increase/(decrease) in leave entitlements	(8,825)	36,118
Increase/(decrease) in other liabilities	246,985	123,974
Cash Flows from Operating Activities	456,612	254,521

Note 10: Reconciliation of Cash

	2022	2021
	\$	\$
Cash at the end of the financial year as shown in the Cash Flow Statement is reconciled to the related items in the Balance Sheet as follows:		
Cash and Cash Equivalents	872,706	476,113

Responsible Persons Statement

For the Year Ended 30th June 2022

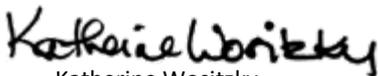
Declaration

The financial statements and notes forming part of this document fairly present the organisation's financial position at 30th June 2022 and its performance for the year ended on that date in accordance with the Australian Charities and Not-for-profits Commission Act 2012, and:

- (a) comply with Australian Accounting Standards; and
- (b) give a true and fair view of the financial position of the entity as at 30th June 2022 and of its performance for the year ended on that date; and
- (c) the financial statements and notes satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012.

There are reasonable grounds to believe that the organisation will be able to pay its debts as and when they become due and payable.

This declaration is signed in accordance with subs 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.



Katherine Wositzky
Chairperson



Helen Riseborough
Chief Executive Officer



Adriana Uteda
Manager, Corporate Services

Women's Health In the North

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