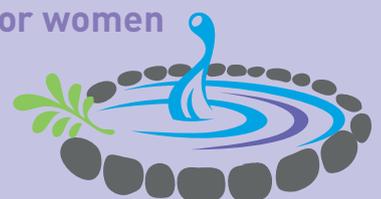




Annual Report
2016 – 2017

Wellsprings 
for women





**Published by
Wellsprings for Women Incorporated**

Wellsprings for Women Incorporated is a women only organisation.

79 Langhorne Street, Dandenong 3175, Victoria

Telephone: **(03) 9701 3740**

Fax: (03) 9793 9536

Email: administration@wellspringsforwomen.com

www.wellspringsforwomen.com



Contents

Who we are	4
The Chairperson's Report	6
Wellsprings Strategic Framework	7
The Chief Executive Officer's Report	8
History	9
Major Programs	10
Profiles	20
Professional Development	22
At a Glance	23
Financial Pages	24
Special Thanks to	35

Wellsprings 
for women



The Board



Who we are

Wellsprings for Women is a women's only centre providing a range of programs and services aimed at supporting and building women's capabilities and health and wellbeing. We operate in Dandenong, and outreach to Casey and Cardinia. Our centre is child-friendly and run by staff and a dedicated group of volunteers.

Wellsprings for Women's programs and services are underpinned by community development principles, human rights and equality.



Janet Cribbes Chairperson



Joanne Rosewall Deputy Chair



Bod Shyam Treasurer



Minh Nguyen Director



Judy Ryan Director



Carmel Collins Director



Neha Do Shi
Board Secretary

Wellsprings' values are:
Justice, Compassion, Hope, Hospitality and Courage

Management & Staff



Dalal Smiley
Chief Executive Officer



Rose Elias
Community Development Coordinator



Holly Gordon
Education Coordinator



Robyn Erwin
Volunteers Coordinator



Rabia Babar
Social Media Coordinator / Teacher



Marzia Wardak
Project Officer



Jasmine Robbins
Administration / Secretary



Sonu Patel
Finance Officer



Mandy Seehusen
Teacher



Rita Poole
Teacher



Samah Taha
Teacher



Monira Tahery
Enrolment Officer

Wellsprings for Women was founded by Presentation Sisters Victoria and is governed by Kildare Ministries. Wellsprings for Women reflects the spirit and tradition of the founders. Kildare Ministries values the transformative power of education, welcome and inclusion.



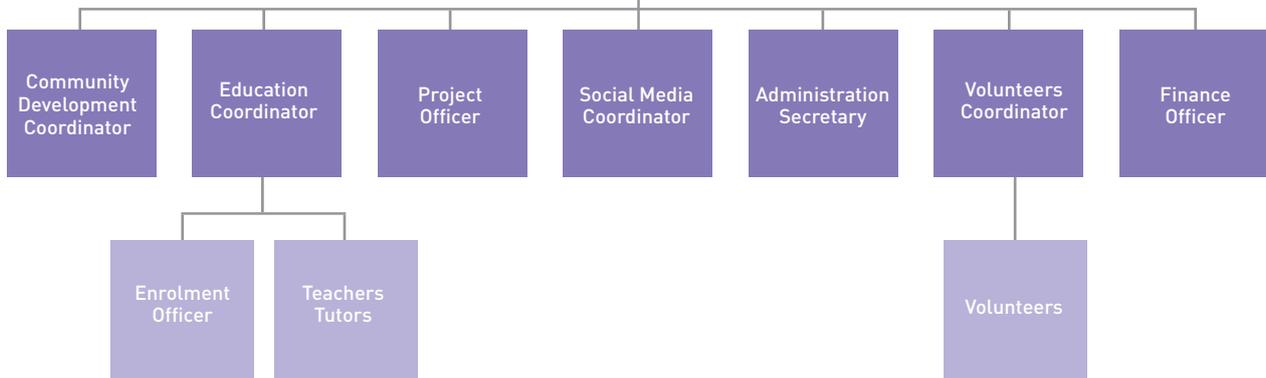
STAFF PROFILE

Country of Birth: Australia, India, Pakistan, Afghanistan, Lebanon, Egypt, South Sudan.

Age Group: 31 - 67

Languages Spoken: English, Gujarati, Hindi, Konkani, Dari, Arabic, Urdu, French, Pashtoo, Persian, Punjabi, Hazaragi.

Local Government: Cities of Greater Dandenong, Casey, Cardinia, Kingston, Knox.





The Chairperson's Report

This time last year the Board and staff were working through a new strategic direction for Wellsprings for Women. During that process Joyce Rebeiro took ill and we farewelled a fine, distinguished woman, one of the founding members of Wellsprings, and a woman who made an outstanding contribution to the organisation throughout her life.

As I write we are in the process of implementing the Strategic Plan 2017-2021, and we have a bold vision to extend our services into neighbouring localities where women are identified as disadvantaged or vulnerable. We know women travel many kilometres to come to Wellsprings, and we know our services for women work amazingly well. We know, too, that strong, healthy communities are built not far from home. Consequently, we will extend Wellsprings' current services in the communities where vulnerable women live.

Women are the lifeblood of the family, and having a supportive community of women around them helps shoulder everyday burdens and complex struggles. Wellsprings is such a supportive community of women who help women. Now in our twenty-third year, we have demonstrated how our work, particularly with refugee women, is empowering and life transforming.

The pillars of our Strategic Plan 2017–2021 are to:

- increase service delivery and range of programs offered
- develop a strong advocacy platform
- establish our first social enterprise to empower women to form micro businesses

Extending our reach into other municipalities means organisational changes. We have, for the first time, a Chief Executive Officer, Dr Dalal Smiley. We warmly welcomed her to Wellsprings. In the few short months she has been at the helm, Dalal has already made a remarkable contribution and energetically begun to roll out the new Strategic Plan.

With change comes loss. We acknowledge the work of the past Manager, Veronica Hassett - her contribution over the past fifteen years was significant. For eight of those years she managed Wellsprings. We thank her and wish her well in the next chapter of her life.

Our work would not have been possible without our partners, Arrus Knoble Management Consultants. Vicky McIver and Lisa Wood have made valuable contributions throughout the 2016/17 financial year. I personally thank them for their support and professional input.

Welcome to new Board members Carmel Collins and Minh Nguyen. They have already made an enormous contribution. And farewell to Ruth McGowan and Fiona Killackey, we sincerely thank them for everything they've done for Wellsprings.

“Our commitment to remain focused on the women we serve, and the programs we run empowering and healing women, is unwavering.”

We are in the process of recruiting two more Board members. I hope to have more news in the next report.

To the hard working staff who continued to provide quality work throughout this dramatic change, the Board extends it's deep gratitude. And, to the volunteers, without whom we could not do our work, equally, we thank you for bearing the change. Your generosity, big and small, is appreciated.

Thank you also to the Presentation Sisters Victoria who supported Wellsprings financially, and with solidarity, through this year of change. We look forward to continuing with Kildare Ministries, now that the transfer of titles is complete.

We continue to be grateful to our funders; we could not provide quality services to vulnerable women without you. And finally, but by no means least, we extend our heartfelt gratitude for the generosity of our donors who make such loyal and tremendous financial contributions – we would be so much less without your support.

Our commitment to remain focused on the women we serve, and the programs we run empowering and healing women, is unwavering.

Janet Cribbes

Chairperson

Wellsprings Strategic Framework for 2017-2021

Vision What we want to be			
Welcoming places, caring for and empowering women			
Mission Why we exist			
To help acceptance, healing and growth by providing programs and pathways for isolated and vulnerable women, locally and from emerging communities			
Values What is important to us			
Justice, Compassion, Hope, Hospitality and Courage			
Our Strategy & Outcome			
To ensure that we strengthen our ability and resources to develop and implement effective and meaningful programs for isolated and vulnerable women			
Our Goals			
Be responsive and caring to the needs of vulnerable and isolated women	Advocate for and with women	Build partnerships to better meet the needs of women	Grow our future to ensure that we can provide responsive services for women
Targets & Initiatives			
Deliver responsive and caring Programs	Marketing and events Strengthen Advocacy	Partnership with like-minded organisations	Strengthen Governance Build Resources and Fundraising



The Chief Executive Officer's Report

I started as CEO at Wellsprings on 23 March 2017. My appointment was a result of a review and restructure at Wellsprings that the Board undertook in 2016. I took on this role because I believe in everything it represents. My background is in community development. I was amongst the first intake of students recruited in the mid 80's to study community development which positioned itself as a social sciences discipline, totally different from what were common studies at the time in welfare and social work. Community development was exactly what I was looking for but did not know how to articulate it.

It raised my awareness to my position in society, to structural inequalities, the root causes of poverty and disadvantage, the various economic and political systems that impact on our lives, what universal human rights were all about, the position of women in the world and the various theories that we can use as tools to understand the world we live in, our role, our agency and how we can organise for change. Wellsprings is all about community development and empowerment of women through education, networking, information, support, advocacy, building skills and capacity, creating pathways and opportunities, building better, more just and more environmentally sustainable futures.

As I walk into the office at Wellsprings every day, I am greeted by women either helping out as volunteers, or facilitating learning as tutors and teachers, or persevering with their learning despite how challenging it might be.

As 2017 unravels, Wellsprings continues to be the welcoming, caring and nurturing place for women looking to grow, searching for belonging and hoping to make a contribution to their family and community. While the Wellsprings' legacy lives on, it is also time to reach out and explore new areas of endeavor that will enable us to help more women in more ways.

We are strengthening our role in the prevention of violence against women, and by expanding our services after hours to engage with students and working women. We are building more partnerships and bolstering our efforts to establish a Wellsprings Enterprise as a vehicle for women to become the entrepreneurs they yearn to be. We are fortunate to have an inspiring history to guide our future and underpin the essence of what Wellsprings is all about. It is an inclusive family of women and children from all corners of the world, meeting, learning, planning, producing, celebrating, sharing, caring, struggling, supporting, persevering and never giving up.

This period of renewal opens many doors for Wellsprings to move ahead with the continual support of its Board members, staff, volunteers, participants, friends, funders and donors.

This annual report for 2016/2017 is testament to the phenomenal work achieved by highly committed, capable and selfless individuals driven to make a difference, motivated by our values of Justice, Compassion, Hope, Hospitality and Courage.

I am very privileged to be associated with and inducted into the Wellsprings community.

Dalal Smiley

Chief Executive Officer

“This period of renewal opens many doors for Wellsprings to move ahead with the continual support of its Board members, staff, volunteers, participants, friends, funders and donors.”

History of Wellsprings

The Presentation Sisters

Wellsprings for Women has its roots in the history of The Presentation Sisters. The Presentation Sisters were founded in 1775 by Nano Nagle to meet the needs of the poor in penal Ireland.

The Sisters came to Victoria in 1873 and to Dandenong in 1912, where they established schools in Dandenong and surrounding suburbs. Moving out of the schools in the 1980s, opportunities arose for the Presentation Sisters to respond in new ways to emerging community needs.

On July 22 1994 Wellsprings was officially opened and operated as a drop-in centre for women.

Over the last 23 years the programs have gradually increased to the point where the centre is now open five days a week, providing over 38,500 participant contact hours per year. There are 12 staff and over 70 volunteers.

The enormous changes in migration patterns in Australia are reflected in the vibrant multicultural nature of our centre, where we have participants from 26 countries of birth speaking over 20 different languages.

Sister Ann Halpin, the founder of Wellsprings, was declared a Living Treasure of the City of Greater Dandenong in 1998 and is the namesake of 'Halpin Way' in the heart of Dandenong.

Kildare Ministries

From 2014, a new governance structure named Kildare Ministries was created. Kildare Ministries has received the authority to act as a Church body (Public Juridic Person). Significantly, this new structure will involve lay people at all levels of governance in its educational and community works.

Kildare Ministries comprises the educational and community works formerly governed by the NSW Province of the Brigidine Congregation, the Victorian Province of Brigidine Congregation and the Presentation Congregation of Victoria.

Wellsprings for Women Incorporated is considered one of the Kildare Ministries Community Works.



> Ann Halpin



Major Programs

Learn Local Classes

Wellsprings is a proud 'Learn Local' Organisation, offering quality pre-accredited courses. Participants in this program with permanent residency are funded through the Victorian Government Adult, Community and Further Education (ACFE). Our pre-accredited ACFE programs are designed for women to gain skills in English and Computers. They focus on building confidence and pathways to nationally accredited training or employment.

Pre-accredited training addresses the needs of adults who have experienced barriers to education such as proficiency in English language, low literacy, under-employment or having had time out of the workforce to raise children or care for family members. Learners may find it difficult to undertake accredited programs as their first step back into education and training, and our programs build specific skills to assist them to reach their long-term goals.

English as an Additional Language

Offering three levels, our pre-accredited English programs have seen 92 women enrolled last financial year who have completed 8778 hours of class time. The courses are designed to address speaking, listening, reading and writing. A range of dynamic task-oriented activities are employed from exploring clothing, leisure and film club to presentations which build the learners employability skills.

While progress can be gradual with Level 1 English, a 'Learn Learn' model allows them to participate in formal education, sometimes for the first time. Moving through Level 2 and 3, the program demonstrates impressive improvement in the regular learners who have gone on to the next step and are now writing letters and job applications in Level 3. The lower level groups are given extra time and support in the form of a volunteer who sits with them one-to-one, enabling them to complete the given task.

“I love coming to my English class as I am learning new words every day and feel more confident in speaking with people around me. I enjoy making new friends here and sharing our stories with each other”.

Computers

Offering four programs, our pre-accredited computer classes have seen 62 women enrolled this year who have completed a total of 4636 of class time. The courses aim to prepare the learners for further studies or employment by equipping them with the required digital skills.

Computers for Work and Study focuses on interpersonal skills such as team work, problem solving and above all, planning and management. The course has achieved a lot of popularity and is facilitating women to pursue further studies. General Computers and Digital Learning aim to increase women’s digital literacy, increasing autonomy in their everyday lives. Considering the needs and pace of the learner group, the program is structured in a way that provides them a smooth orientation to the world of technology, while keeping all the fun and enjoyment alive. These courses have successfully removed the initial barrier of hesitation and apprehension that held back some learners, as they now freely experiment with their devices.

“I am attending this class from February and I feel when I am in the class I learn a lot. I am able to do some work, which I was unable to do before. I love coming to this class.”



Additional English Language Classes

Our team of dedicated volunteers continue to help meet the needs of our participants by offering various additional English language classes. Funding for our pre-accredited classes is limited to permanent residents, therefore the provision of these additional and free classes is vital to allow us to meet the needs of all women, regardless of residency status. Everyday English and English Conversation are highly popular volunteer run programs which have supported 69 and 12 women respectively over this year. English Conversation is a child-friendly class focusing on everyday topics where women gather in small circles with a volunteer and feel safe and comfortable to practice their spoken English. Everyday English offers participants much needed spoken, written and practical English for everyday life in Australia.

Learning to Live in Australia [LLA]

Learning to Live in Australia [LLA] is a program designed by Wellsprings to provide skills and knowledge to enable women newly arrived in Australia to understand and operate effectively within Australian society. All classes include language skills whilst discussing topics relating to day-to-day life in Australia. A wide range of topics are covered such as parenting skills, summer safety, healthy eating, library use, cultural celebrations and holidays, appliance repairs and tradespeople, road signs and rules etc. Classes are interactive and involve small group discussions and activities.

The program also includes occasional excursions, hands-on activities, computer skills and guest speakers.

Learning to Live in Australia (LLA) classes have been operating with 31 refugee and asylum seeker women enrolled.

In response to participants' interest, a parenting expert conducted three sessions on effective parenting skills. Participants greatly valued the information, discussion and interactive nature of these sessions.

In December the group greatly enjoyed an excursion to the beach.



“I feel comfortable when I am in the class, my teacher is helping me very much. When we don't know about anything, she explains it very well.”





Productive Learning in Australia [PLA]

This program aims to develop social enterprise skills of the learners who have the potential or are desirous to set up their own business. The course offers a holistic package on retail with sessions on numeracy, literacy, digital literacy and crafts.

Sessions on numeracy, literacy and computers are blended well into the craft components to allow the learners to apply the newly acquired knowledge. Given the group is struggling with basic calculations and other numerical components, the tutors regularly customise their session plans to address the learning gaps. Likewise, the digital sessions have also been tailored to suit the purpose and cover topics such as online marketing, job-seeking, designing and creating portfolio.

PLA participants have made amazing progress over the first 12 months of their course. Many began with very low confidence and self-esteem levels as well as lacking in literacy and numeracy skills. Through a mixture of classroom activities and a specifically designed two-day drama workshop, the women's confidence and skills have improved enormously.

Some students have already begun selling products to people within their own networks, whilst others are preparing for further study or job seeking. One woman who began the program after only a short time in Australia, with low English levels, has enrolled in an RMIT sewing class and, with their support, is now selling bags to a boutique shop in the CBD.

“It’s different from other classes. Working in the op shop I met people who have nothing, no blankets to keep them warm or anything and I think about what it would be like if I am like this”

Social Media

Social Media role was established for the first time at Wellsprings in February 2016 with a focus on digital marketing and promotion of our programs/services through social media platforms.

Wellsprings social media aims to enhance the organisation's visibility through its Facebook & Twitter page, YouTube videos, Website updates, and articles in the Dandenong journal.

The medium has been successful in reaching out to people, as many new enrolments came to our door through the weekly ads in the Dandenong journal. Though our participants have not yet acquired the digital skills to browse through Wellsprings' Facebook updates, they still show eagerness to stay connected and learn how to overcome the gap.

The Wellsprings website has been redesigned with the pro-bono assistance of website expert, Debby Kloot. We thank Debby for her contribution, dedication and support throughout the transition to the new website.



Sewing

The sewing programs at Wellsprings have continued to be one of our most popular programs. Currently 25 women enjoy this class, which is run and coordinated by a dedicated and skilled team of volunteers. In this bustling program, which now spills into multiple sessions and rooms, women learn a range of sewing skills including basic sewing machine skills and using and reading patterns.

Participants have made clothing such as pyjamas and dresses for themselves and some have even designed and drafted their own patterns. The women build not only their sewing skills, but also confidence and friendships.

“They teach us so many things and we make friends while we work. I had not sewn since I was in Egypt 25 years ago, now I am learning to draft patterns for myself.”

Art for the Love of It

‘Art for the Love of It’ is a beloved and longstanding program at Wellsprings offering eight participants a skilled volunteer tutor who is their teacher and so much more. This class is a creative space for learning, painting, building friendship, connection and much laughter.

This year has been a challenging one for the group with many members facing health issues and bereavement. But the creativity and connection has continued with the group exploring an image of a group of dancing ladies, each being encouraged to interpret and approach the image in their own way. Participants looked forward to returning to their program and the care, affection and laughter keeps these women returning to the group through all of life’s challenges.

“A wonderful place to spend a very happy, carefree two hours. Full of laughter and the getting of knowledge and wisdom!! Everyone brings their own type of energy to the class and a great time is had by all. The paintings are coming on a treat and very professional. Everyone is supportive of other during sad times and health matters.”



Craft Classes

Craft programs at Wellsprings run two days per week and aim to build the confidence, esteem and health of women while they learn new craft skills. These two classes give 22 participants time and a safe, creative space to form friendships with like-minded women.

As well as learning new skills, participants have been busy knitting and crocheting for 1) KoGo (Knit one Give one) for homeless and disadvantaged people. Blankets and hats have been donated to Backpacks 4 VicKids for children who are not living at home. Tea Cosies were again made and donated to Craft-a-Cure who auction them to raise money for Cancer Research. Participants choose what organisations they would donate to using their own resources or paying it forward by using donated materials.

“ I would never have got through this year without this ...”

Choir

Wellsprings Choir continues to meet for women who ‘just like to get together to sing and socialise’. Throughout the year the choir has been ably led initially by volunteers Heather-Mae Celins and Heather Wearne and, since April, Libby Price. Each week 12 to 14 women gather and add to the life of Wellsprings with music and laughter. The main outcome of the choir is the joy the participants receive by singing but they have also brought joy to others. The choir performed at the Southern Cross Care facility in Dandenong and at the Wellsprings Annual Dinner, where they led all present in singing the Abba Song, “I Have a Dream”, the song so dear to the heart of Wellsprings’ Founder, Ann Halpin.

Line Dancing

Wellsprings new volunteer-run Line Dancing class is proving a fun-filled way to get moving, have a laugh and learn something new! The participants have been toe tapping, “stepping” outside their comfort zone and forming friendships. The women line up in rows and execute the same movements in a synchronized manner, a great way to keep the mind active!

Volunteering

Wellsprings for Women continues to rely on the goodwill and skills of our many volunteers to be able to deliver its services to isolated women of Dandenong and surrounding areas.

Through 2016-17 our volunteer numbers have grown to include 66 active volunteers carrying out a range of roles including administration, hospitality, tutoring, tutor support, child activities, mentoring, fundraising and more. Special thanks to June O’Doherty, Val Campbell, Sue Wilson, Judy Bellesini and Gail Lo-Bartolo for taking on roles of leading classes.

This year we farewelled some long-term volunteers including Judy Bellesini, Vona Beirs, Donna Bowker, Niluka Van Hagt, Vicki Collier and Marg U’ren and we thank each of them for giving so generously with their time, skills and dedication to supporting isolated women and Wellsprings.

Both new and existing volunteers have joined the new Wellsprings Mentor program. These volunteers give their time to share their skills, expertise, friendship and support with women in need of assistance in a particular area of their lives either on a one-to-one basis or as part of the Mentor social group sessions. This crucial program is completely reliant on volunteers and we are most grateful for their commitment.

Our volunteer pool is growing in diversity with over a third of all volunteers now from CALD (Culturally and Linguistically Diverse) backgrounds. This allows women to receive support from women from their own cultural and language background but also provides positive role models for women to aspire to.

Wellsprings volunteers come from a range of backgrounds, and many have experienced difficulties at some time in their own lives, but common to all our volunteers is the desire to just help other women. In addition to the work they do, they bring laughter, friendship and joy. It is a privilege to meet and work with each of the women who choose to volunteer at Wellsprings.



Community Development

Wellsprings Mentor Program:

Wellsprings Mentor Program is a key program at Wellsprings.

It aims to connect isolated women residing in the Cities of Casey, Cardinia and Greater Dandenong into the wider community. The program provides access to information, offers one-to-one support and matches participants with trained volunteers and also creates pathways and opportunity for participants to take up volunteering roles.

The program has been supporting 29 socially isolated women through a one-on-one approach, and 37 participants and their children aged five and under have attended the Mentor Social Group.

The program has been of great benefit to a range of socially isolated participants in providing specific skills and support that reduce their social isolation, building their trust and confidence. There have been some significant successes including:

- Providing information and pathways for participants including: health, education, employment, access to government services, and other community services through one-on-one support
- Engaging women from 16 diverse cultural backgrounds

“I like this one-to-one mentoring class. It is very important for me. I am very happy to learn from this class. I am also learning the way I want to. I want to continue this class. I like my mentor as well. She is very helpful. Thank you.”

Wellsprings Home Visitation Program:

The Home Visitation Program has been reviewed in the last 12 months and has restarted in July 2017. The program seeks to empower women who are isolated (especially those from culturally diverse backgrounds) within the Cities of Greater Dandenong, Casey and Cardinia. The isolation of the women may be due to the traumatic effects of migration, mental illness, family breakdown, poor health, family violence, limited education and homelessness.

The program provides information, connections and pathways to future education and employment, and is committed to providing women with options and opportunities to assist them to take full control of their own lives.

“It is so good to have someone calling me and caring about me, and asking me if I need anything. My life has changed, and I am able to access many services.”

Afghan Women’s Friendship Group:

Afghan Women’s Friendship Group is a newly established group at Wellsprings for Women which started in April, 2017. Afghan women gather for socialising, literacy classes and other recreational activities. It is run by a volunteer and its main goal is to provide a space for isolated women to get out of their houses, have some time for themselves, learn something new and make friends.

Events

Excursions:

Wellsprings for Women is committed to making a difference and creating memorable experiences for all participants, by organising amazing excursions where they can explore new places.

End of Year and Beach Safety Excursion (Frankston Beach):

In Term 4 of 2016, all Wellsprings' participants, volunteers and staff enjoyed their day of fun and nice sunshine at the Frankston Beach, while making new friends and learning how to stay safe in and around the water.

Caribbean Gardens & Market:

In the first week of term 4 of 2016, the Wellsprings Mentor & Productive Learning in Australia Programs at Wellsprings had a wonderful "ladies' day out" as they shopped, explored and shared laughter at the Caribbean Gardens & Market. About 30 participants, volunteers and staff, attended the fantastic excursion.

The Australian Gardens at the Royal Botanic Gardens - Cranbourne:

12 participants, one carer and staff visited the Australian Textile Exhibition (Quilt Show) in March 2017. There was a display of textiles, quilts, soft furnishings and handbags created using Australian Textiles. The organiser was Leesa Chandler of Chandler's Cottage. As a bonus the Botanical Fabricators also had handmade fabric items for sale and a display of local quilter's works.

The beautiful quilts and handbags inspired participants to complete unfinished objects or design something individual. The afternoon tea gave participants a chance to have a relaxed meal together with lots of discussion and laughter.

“This is amazing ... I never knew that people could make these ...”







VOLUNTEERS PROFILE

Country of Birth: Mauritius, Afghanistan, Australia, Malaysia, Indonesia, Bangladesh, India, Sri Lanka, Burma.

Age Group: 24 - 85

Languages Spoken: French, Dari, Sudanese, English, Bahasa, Malay, Italian, Spanish, Bangla, Punjabi, Hindi, Indi, Hazaragi, Urdu, Persian, Pashtoo, Burmese, Sinhalese.

Local Government: Cities of Greater Dandenong, Casey, Cardinia, Mornington Peninsula Shire, Kingston, Knox, Manningham, Monash, Glen Eira, Bayside, Stonnington.

PARTICIPANTS' PROFILE

Country of Birth: Afghanistan, India, Australia, Pakistan, Sudan, South Sudan, Iran, Thailand, Indonesia, Burma, Chile, China, Egypt, El Salvador, England, Eritrea, Estonia, Iraq, Korea, Liberia, New Zealand, Philippines, Rwanda, Sri Lanka, Turkey.

Age Group: 20-79

Languages Spoken: Arabic, Burmese, Chinese, Dari, Dinka, English, Spanish, Farsi, French, Hindi, Korean, Filipino, Romanian, Sinhalese, Spanish, Urdu, Tamil, Turkish, Thai, Vietnamese, Bahasa, Hazaragi.

Local Government: Cities of Greater Dandenong, Casey, Cardinia, Monash, Frankston, Kingston, Latrobe, Maroondah and Mornington Peninsula Shire.



Professional Development

Staff and Volunteers participated in a number of professional development sessions including the following:

- Domestic Violence Alert Training – delivered by Lifeline
- Beyond the Violence delivered by Anglicare
- Mental Health First Aid
- Resilience Workshops
- Mentoring Programs
- Mind Mapping
- Financial Management





At a Glance

1. **Number of enrolments in 2016-2017**
 - a. English as an Additional Language: **92**
 - b. Computer: **62**
 - c. Productive Learning in Australia: **13**
 - d. English Conversation: **69**
 - e. Art: **12**
 - f. Choir: **25**
 - g. Craft: **45**
 - h. Learning to Live in Australia (LLA): **80**
 - i. Sewing: **51**
2. **Children attending with parents: 25**
3. **Student contact hours: 38,610**
4. **Volunteers: 66**
5. **Asylum Seekers: 25**
6. **Events: 12**
7. **Programs: 21**
8. **Excursions: 2**
9. **Students placement: 1**
10. **External guest speakers: 8**
11. **Networking meetings: 50**
12. **Visitors: 342**
13. **Phone calls: 798**
14. **One-On-One support: 783**
15. **Website hits: 15,403**

Wellsprings for Women Incorporated

Financial Statements

For the Year Ended 30 June 2017

Statement of Surplus or Deficit and Other Comprehensive Income

		2017	2016
	Note	\$	\$
Revenue	3	494,627	510,240
Program delivery costs		(242,732)	(181,638)
Administrative expenses		(52,697)	(41,629)
Marketing expenses		(2,489)	(2,364)
Salaries and wages		(215,839)	(190,093)
Other expenses		(1,458)	(14,046)
Surplus / (deficit) for the year		(20,588)	80,470
Other comprehensive income			
Total comprehensive income for the year		(20,588)	80,470

Statement of Financial Position

	Note	2017 \$	2016 \$
Assets			
Current Assets			
Cash and cash equivalents		411,626	417,268
Trade and other receivables		11,710	150
Total Current Assets		443,336	417,418
Non-Current Assets			
Plant and equipment	4	20,425	17,696
Total Non-Current Assets		20,425	17,696
Total Assets		443,761	435,114
Liabilities			
Current Liabilities			
Trade and other payables		37,712	26,184
Employee benefits	6	14,433	19,768
Deferred income - grants received		97,295	78,895
Total Current Liabilities		149,440	124,847
Non-Current Liabilities			
Employee benefits		5,214	572
Total Non-Current Liabilities		5,214	572
Total Liabilities		154,654	125,419
Net Assets		289,107	309,695
Equity			
Retained earnings		289,107	309,695
Total Equity		289,107	309,695

Statement of Changes in Equity

2017	Retained Surplus \$
Balance at 01 July, 2015	229,225
Surplus attributable to members of the entity	80,470
Balance at 30 June 2016	309,695
Loss attributable to members of the entity	(20,588)
Balance as at 30 June 2017	289,107

Statement of Cash Flows

	Note	2017 \$	2016 \$
Cash Flows from Operating Activities:			
Receipts from customers and funding bodies		437,890	506,723
Payments to suppliers and employees		(480,164)	(465,427)
Donations received		40,688	50,981
Interest received		4,489	6,229
Net cash provided by/(used in) operating activities	8	3,303	98,506
Cash Flows from Investing Activities:			
Purchase of plant and equipment		(8,945)	(5,276)
Net cash used in investing activities		(8,945)	(5,276)
Net increase/(decrease) in cash and cash equivalents held		(5,642)	93,230
Cash and cash equivalents at beginning of year		417,268	324,038
Cash and cash equivalents at end of financial year		411,626	417,268

Notes to the Financial Statements

1. Basis of Preparation

This financial report is a special purpose financial statements prepared in order to satisfy the financial reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012 (the ACNC Act)* and the *Associations Incorporation Reform Act 2012*. The board of management has determined that the not-for-profit Association is not a reporting entity.

In the opinion of the Committee of Management, the Association is not a reporting entity since there are unlikely to exist users of the financial report who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the ACNC Act.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 *Presentation of Financial Statements*, AASB 107 *Statement of Cash Flows*, AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* and AASB 1054 *Australian Additional Disclosures*.

2. Summary of Significant Accounting Policies

(a) Cash and Cash Equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

Bank overdrafts also form part of cash equivalents for the purpose of the statement of cash flows and are presented within current liabilities on the statement of financial position.

(b) Plant and Equipment

Each class of plant and equipment is carried at cost less any accumulated depreciation and impairment of losses.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets useful life to the Association, commencing when the asset is ready for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed Asset Class	Depreciation Rate
Furniture, Fixtures and Fittings	10-25%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(c) Employee Benefits

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than twelve months after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

Employee benefits are presented as current liabilities in the statement of financial position if the Association does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.

(d) Revenue and other Income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Association and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

Grant Revenue

The association has received a number of grants during the year. Once the association has been notified of the successful outcome of a grant application, the terms and conditions of each grant are reviewed to determine whether the funds relate to a reciprocal grant (i.e. payment for services rendered) in which case it is accounted for under AASB 118 Revenue or a non-reciprocal grant in which case it is accounted for under AASB 1004 Contributions.

When grant revenue is identified as non reciprocal it is recognised in the statement of surplus or deficit and other comprehensive income when the entity obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

When grant revenue is deemed to be reciprocal in nature the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered.

Notes to the Financial Statements

Interest Revenue

Interest is recognised using the effective interest method.

Rendering of Services

Revenue in relation to rendering of services is recognised depending on whether the outcome of the services can be estimated reliably. If the outcome can be estimated reliably then the stage of completion of the services is used to determine the appropriate level of revenue to be recognised in the period.

If the outcome cannot be reliably estimated then revenue is recognised to the extent of expenses recognised that are recoverable.

(e) Income Tax

The Association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

(f) 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 Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

(g) New Accounting Standards for Application in Future Periods

Accounting Standards issued by the AASB that are not yet mandatorily applicable to the Association, together with an assessment of the potential impact of such pronouncements on the Association when adopted in future periods, are discussed below:

- AASB 9: *Financial Instruments* and associated Amending Standards (applicable to annual reporting periods beginning on or after 1 January 2018).

The Standard will be applicable retrospectively (subject to the provisions on hedge accounting outlined below) and includes revised requirements for the classification and measurement of financial instruments, revised recognition and derecognition requirements for financial instruments and simplified requirements for hedge accounting.

The key changes that may affect the Association on initial application include certain simplifications to the classification of financial assets, simplifications to the accounting of embedded derivatives, upfront accounting for expected credit loss, and the irrevocable election to recognise gains and losses on investments in equity instruments that are not held for trading in other comprehensive income. AASB 9 also introduces a new model for hedge accounting that will allow greater flexibility in the ability to hedge risk, particularly with respect to hedges of non-financial items. Should the entity elect to change its hedge policies in line with the new hedge accounting requirements of the Standard, the application of such accounting would be largely prospective.

The Board of Management anticipates that the adoption of AASB 9 will not impact on the Association's financial statements.

- AASB 15: *Revenue from Contracts with Customers* (applicable to annual reporting periods beginning on or after 1 January 2018, as deferred by AASB 2015-8: *Amendments to Australian Accounting Standards – Effective Date of AASB 15*).

When effective, this Standard will replace the current accounting requirements applicable to revenue with a single, principles-based model. Apart from a limited numbers of exemption, including leases, the new revenue model in AASB 15 will apply to all contracts with customers as well as non-monetary exchanges between entities in the same line of business to facilitate sales to customers and potential customers.

The core principle of the Standard is that an entity will recognise revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for the goods or services. To achieve this objective, AASB 15 provides the following five-step process:

- identify the contract(s) with a customer;
- identify the performance obligations in the contracts(s);
- determine the transaction price;
- allocate the transaction price to the performance obligations in the contract(s); and
- recognise revenue when (or as) the performance obligations are satisfied.

The Transitional provisions of this Standard permit an entity to either: restate the contracts that existed in each prior period presented per AASB 108: *Accounting Policies, Changes in Accounting Estimates and Errors* (subject to certain practical expedients in AASB 15); or recognise the cumulative effect of retrospective of retrospective application to incomplete contracts on the date of initial application. There are also enhanced disclosure requirements regarding revenue.

The Board anticipate that the adoption of AASB 15 will not impact on the Association's financial statements

- AASB 16: *Lease* (applicable to annual reporting periods beginning on or after 1 January 2019).

When effective, this Standard will replace the current accounting requirements applicable to leases in AASB 117: *Leases* and related Interpretations. AASB 16 introduces a single lessee accounting model that eliminates the requirement for leases to be classified as operating or finance leases.

The main changes introduced by the new Standard include:

- recognition of a right-to-use asset and liability for all leases (excluding short-term leases with less than 12 months of tenure and leases relating to low-value assets);
- depreciation of right-to-use assets in line with AASB 116: *Property, Plant and Equipment* in profit or loss and unwinding of the liability in principal and interest components;
- inclusion of variable lease payments that depend on an index or a rate are included in the initial measurement of the lease liability using the index or rate at the commencement date;
- application of a practical expedient to permit a lessee to elect not to separate non-lease components and instead account for all components as a lease; and
- additional disclosure requirements.

The transitional provisions of AASB 16 allow a lessee to either retrospectively apply the Standard to comparatives in line with AASB 108: *Accounting Policies, Changes in Accounting Estimates and Errors* or recognise the cumulative effect of retrospective application as an adjustment to opening equity on the date of initial application.

Although the Board anticipate that the adoption of AASB 16 will impact the Association's financial statements, it is impracticable at this stage to provide a reasonable estimate of such impact.

- AASB 2014-10: Amendments to Australian Accounting Standards – *Sale of Contribution of Assets between an investor and its Associate or Joint Venture* (applicable to annual reporting periods beginning on or after 1 January 2018, as deferred by AASB 2015-10: *Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128*).

This Standard amends AASB 10: *Consolidated Financial Statements* with regards to a parent losing control over a subsidiary that is not a "business" as defined in AASB 3: *Business Combinations* to an associate or joint venture, and requires that:

- A gain or loss (including any amounts in other comprehensive income (OCI)) be recognised only to the extent of the unrelated investor's interest in that associate or joint venture;
- The remaining gain or loss be eliminated against the carrying amount of the investment in that associate or joint venture; and
- Any gain or loss from remeasuring the remaining investment in the former subsidiary at fair value also be recognised only to the extent of the unrelated investor's interest in the associate or joint venture.
- The remaining gain or loss should be eliminated against the carrying amount of the remaining investment.

The application of AASB 2014-10 will result in a change in accounting policies for transactions of loss of control over subsidiaries (involving an associate or joint venture) that are businesses per AASB 3 for which gains or losses were previously recognised only to the extent of the unrelated investor's interest.

The transitional provisions require that the Standard should be applied prospectively to sales or contributions of subsidiaries to associates or joint ventures occurring on or after 1 January 2018. Although the Board anticipate that the adoption of AASB 2014-10 may have an impact of the Association's financial statements, it is impracticable at this stage to provide a reasonable estimate of such impact.

Notes to the Financial Statements

	2017	2016
	\$	\$
3. Revenue and Other Income		
- grant income	304,332	286,640
- program income	120,396	110,871
- donations	40,688	50,981
- fundraising income	23,756	53,587
- interest received	4,889	6,229
- other income	866	1,932
Total Revenue	494,627	510,240
4. Property, Plant and Equipment		
Plant and Equipment		
Furniture, fixtures and fittings		
At cost	41,781	31,373
Accumulated depreciation	(21,356)	(13,677)
Total furniture, fixtures and fittings	20,425	17,696
Total plant and equipment	20,425	17,696
5. Trade and other Payables		
Current		
Other payables	27,444	15,670
GST payable	10,268	10,514
	37,712	26,184
6. Employee Benefits		
Current liabilities		
Long service leave	4,518	6,955
Provision for annual leave	9,915	12,813
	14,433	19,768
Non-current liabilities		
Long service leave	5,214	572

7. Contingencies

In the opinion of the Committee of Management, the Association did not have any contingencies at 30 June 2016.

8. Cash Flow Information

Reconciliation of net income to net cash provided by operating activities:

	2017	2016
	\$	\$
Surplus for the year	(20,588)	80,470
Non-cash flows in profit:		
- depreciation	6,216	8,059
Changes in assets and liabilities, net of the effects of purchase and disposal of subsidiaries:		
- (increase)/decrease in trade and other receivables	(11,560)	182
- (increase)/decrease in prepayments	-598	
- increase/(decrease) in trade and other payables	29,928	18,733
- increase/(decrease) in provisions	(693)	(9,536)
Cashflow from operations	3,303	98,506

9. Events Occurring after the Reporting Date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association, the results of those operations, or the state of affairs of the Association in future financial years.

10. Association Details

The registered office of the association is:

Wellsprings for Women Incorporated

79 Langhorne Street
Dandenong VIC 3175

Certificate by the Board of Management

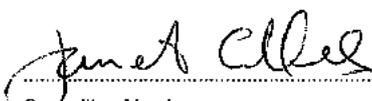
The Board of Management has determined that the association is not a reporting entity, and that this special purpose financial report should be prepared in accordance with the basis of preparation and the significant accounting policies outlined in Notes 1 and 2 to the financial statements.

In the opinion of the Board of Management the financial report as set out on pages 1 to 11:

1. Presents a true and fair view of the financial position of Wellsprings for Women Inc. as at 30 June 2017 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Wellsprings for Women inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board of Management and is signed for and on behalf of the Board of Management by:

Dated


.....
Committee Member


.....
Committee Member

**Independent Audit Report
To The Members of Wellsprings for Women Incorporated**

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report, being a special purpose financial report, of Wellsprings for Women Incorporated, ("the Association"), which comprises the statement of financial position as at 30 June 2017, the statement of surplus or deficit and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the Certificate by the Board of Management.

In our opinion, except for the possible effects of the matter described in the Basis of Qualified Opinion paragraph, the accompanying financial report of the Association is in accordance with the *Australian Charities and Not for Profit Commission Act 2012* and the *Association Incorporations Act 2001*, including:

- a. giving a true and fair view of the Association's financial position as at 30 June 2017 and of its financial performance for the year ended on that date in accordance with the accounting policies described in Note 1; and
- b. complying with Australian Accounting Standards to the extent described in Note 1.

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 independence requirements of the *Corporations Act 2001* and 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 confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the Committee of the Association, would be in the same terms if given to the Board as at the time of this auditor's report.

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

Basis of Qualified Opinion

Donations and fundraising income are significant sources of cash receipts for Wellsprings. The Board of Management has determined that it is impracticable to establish control over the collection of such cash proceeds prior to entry into the financial records. Accordingly, our audit procedures with respect to cash proceeds from these sources had to be restricted to the amounts recorded in the financial records. We therefore are unable to express an opinion whether these cash proceeds obtained by Wellsprings are complete.

Emphasis of Matter – Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Committees' financial reporting responsibilities under the *Corporations Act 2001*. As a result, the financial report may not be suitable for another purpose.

**Independent Audit Report
To The Members of Wellsprings for Women Incorporated (Cont'd)**

Responsibilities of the Board for the Financial Report

The Board of the Association are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the Committee determine 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 Board are responsible for assessing the ability of the Association to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board either intend to liquidate the Association or to cease operations, or have 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 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.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Stannards Accountants and Advisors



Michael Shulman
Partner
Date 24 August 2017

Board who left in 2016-2017

Ruth McGowan
Director till May 2017

Fiona Killackey
Director till Feb 2017

Joyce Rebeiro
Director till Sep 2016

Staff who left in 2016-2017

Heather Wearne
Program & Grants till Feb 2017

Veronica Hassett
Manager till Dec 2016

Marie Hester
Tutor till Dec 2016

Volunteers

Taran Ahluwalia
Mahjabeen Azim
Amina Alikozai
Razia Bakhtiar
Angelina Bandayo
Jill Baskett
Elizabeth Benedetti
Salmah Bibi
Margaret Bills
Heather-mae Celins
Margaret Clarke
Merisa Chong
Jan Cristoforo
Ann Dalton
Erica Denis
Helen Druitt
Elizabeth Flood
Antoinette Gargano
Abhrat Gebrekidan

Rosemary Gibson
Marie Medgee Gontran
Daniella Hardouin
Marie Hester
Samah Hodges
Marline El Kaliouby
Farida Begum Isa
Mursheda Jahan
Simran Jeet Kaur
Mary King
Elvira Koneri
Maureen Kulak
(Guat) Lean Lim
Gail Lo-Bartolo
Sebiha Logo
Fatima Mahzooz
Nicole Martin
Caroline Mellington
Maylisa Mudyito

Shani Naseer
Jacqui O'Connor
June O'Doherty
Margaret Palmer
Frances Parer
Jagrutt Patal
Josephine Pellissier
Angie Pereira
Moiria Petrie
Diana Pullin
Pushtoon Rahmani
Laura Rankin
Helen Sanders
Mandy Seehusen
Yvonne Sherwin
Eva Silverstein
Joan Smith
Jolene Stewart
Amalia Tadros

Samah Taha
Mahbooba Tahsin
Judy Taylor
Philippa Wilson
Kathy West
Patricia Whittle
Susan Wilson
Jill Wood
Amira Zaki

Till Dec 2016

Vona Beiers
Judith Bellesini
Donna Bowker
Vicki Collier
Margaret U'ren
Niluka Von Hagt



Special thanks to:

Funding Bodies:

Cities of Greater Dandenong, City of Casey, Department of Health and Human Services, Department of Education, Presentation Sisters Victoria, Margaret Lawrence Bequest, The R E Ross Trust, Bank of Melbourne - Neighbourhood Fund, Tobin Brothers Foundation, The Andrews Foundation and Scanlon Foundation.

Donors & Supporters:

Presentation Sisters Victoria, Kildare Ministries, Rotary Club Dandenong East, St John's Regional College, Sigma Healthcare, Avocare, St Joseph's Parish Boronia, St Paul Apostle Parish Endeavour Hills, Avilla College, PCW Windsor, Star of the Sea, Zonta Club of Frankston, Josephine's Shoes, Hughesdale Spiritualist Society, St Vincent De Paul, Kilbreda Secondary College, Deakin University Business School and numerous individual friends of Wellsprings.

Collaborating Agencies:

Red Cross, Anglicare, Uniting Care Connections, Enliven, Max Solutions, Matchworks & Lifeline.

Nominations & Awards:

Three volunteers - Marg U'ren, Di Pullin, and Mahjabeen Azim were shortlisted as Superhero finalists for the Greyhound Community Fund 'Community Superhero's award'.



Wellsprings for Women gratefully acknowledges the support of:



Proudly supported by

City of Casey



Wellsprings 
for women



79 Langhorne Street, Dandenong 3175

Telephone: (03) 9701 3740

Fax: (03) 9793 9536

Email: administration@wellspringsforwomen.com

ABN No. 18 282 739 596

www.wellspringsforwomen.com