

Annual Report 2018 – 2019



Celebrating 25 Years



Wellsprings 
for women





Wellsprings 
for women





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Wellsprings for Women Incorporated is a women only organisation.

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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.

History of Wellsprings

The Presentation Sisters

The Presentation Sisters who have a long history of supporting girls and women's education established Wellsprings for Women in 1994. Sister Ann Halpin was instrumental in advocating for the opening of Wellsprings for Women's Centre. Over the last twenty-five years, Wellsprings grew in response to the changing needs of women in the Dandenong and surrounding areas. Today Wellsprings employs 21 staff and is supported by over 95 volunteers. We have participants from 47 countries of birth speaking over 21 different languages.

Kildare Ministries

From 2014, a new governance structure named Kildare Ministries was created. Significantly this new structure involves 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 as one of the Kildare Ministries' Community Works.

Management & Staff



Holly Gordon
Education Coordinator



Robyn Erwin
Volunteers Coordinator



Ayesha Awan
Womens Support
Coordinator



Lora Hares
Women's Health & Safety
Coordinator



Dalal Smiley
Chief Executive Officer



Mehwish Zaidi
Project Officer



Monira Tahery
Enrolment Project Officer



Jasmine Robbins
Administration / Secretary



Sonu Patel
Finance Officer



Indri Jarvis
Tutor



Mandy Seehusen
Tutor



Rida Khan
Comms/Project Officer



Rita Poole
Tutor



Deborah Langmaid
Tutor



Medgee Conran
Caretaker



Salma Subhani
Tutor



Suja Mathew
Tutor



Sandra Hanke
Tutor



Aisha Mahboob
Tutor



Chithrika Senanayake
Administrative Assistant



Helen Sanders
Tutor

STAFF PROFILE

Country of Birth:

Australia,
India, Pakistan,
Afghanistan,
Lebanon, Egypt,
Mauritius, Sri Lanka
Myanmar,
South Sudan.

Age Group:

25 - 67

Languages Spoken:

English, Gujarati,
Hindi, Konkani,
Dari, Arabic, Urdu,
French, Pashtoo,
Persian, Punjabi,
Hazaragi, Burmese.

Local Government:

Cities of Greater
Dandenong, Casey,
Cardinia, Kingston,
Knox, Monash.

No longer with Wellsprings:

Rose Elias 17/12/18 (Passed away), Rabia Babar 21/12/18, Samah Taha 25/8/19,
Jolene Stewert 14/8/19, Libby Price 28/6/19



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.



Members of the Board



Janet Cribbes Chairperson



Joanne Rosewall Deputy Chair



Carmel Collins Director



Minh Nguyen Director



Joy Marrocco Director



Georgia Prattis Director



Laura Conti Treasurer



Neha Do Shi
Board Secretary





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



From The Chair

Dear Friends,

I am pleased to welcome you to the 2019 annual Chair's report. I am delighted to have the pleasure of sharing with you the activities of 2018/2019; Wellsprings is going from strength to strength.

There has been much to rejoice in this year. Wellsprings celebrated its 25th Anniversary, auspiciously celebrated in August at Parliament House. It was a fitting recognition of the hard work and dedication of the staff and volunteers of Wellsprings. A recognition too of the commitment of the Presentation Sisters Victoria in their continuing presence in the Dandenong area. We are now embraced by Kildare Ministries.

Last year, I wrote of the news that we would be extending our building. On 26th June, my birth date, we opened the Rose Room, a multipurpose space for the women who attend the Centre. Member for Bruce, Julian Hill, opened the new facility. It was the funding given by Julian Hill MP that allowed for leveraging to raise the money needed to pay for the expansion.

The Rose Room was dedicated to a wonderful staff member who had been of service to the women attending Wellspring for 15 years. Rose Elias sadly passed away earlier this year, leaving behind a legacy of passion and compassion for the work she engaged in at Wellsprings. Rose was much loved and is very missed.

This year, the Board and I, particularly want to congratulate and honour the CEO, staff and volunteers of Wellsprings. As a testament of their hard work, they received not one but three awards and one runner up award in the Victorian Learn Local Awards, run by the Education Department of Victoria. It is a massive affirmation of the hard work and talent of the staff and volunteers at Wellsprings for Women. My sincere thanks also extends to the Board of Wellsprings who are dedicated and committed to ensuring our governance and statutory obligations are continually met. Special thanks to Minh Nguyen and the volunteers, who have worked tirelessly this year documenting and publishing the history of Wellsprings for Women.

Many of you who have taken part in one or more of the Wellsprings activities will have met our inaugural Patron, Jo Stanley. We have been delighted by her company at several of our functions and look forward to seeing more of Jo as she continues to support us in ensuring that the voice of the women at Wellsprings are heard by new audiences.

In the midst of all this excitement we should not forget that it still has been a challenging year for our African Communities. With the political focus on the African gangs and the media frenzy that often accompanies the reporting, it is distressing and anguishing for the participants who attend Wellsprings. Our staff and volunteers do their best to support these communities. Despite the difficulties, what also stands out is the courage and resilience the women and their families display in facing these challenges. They are troubling times. We also continue to support and work with organisations who are shining a light on the injustices of the people seeking asylum on Manus and Naru Islands. We continue to advocate for a fair and just society.

In concluding I would like to thank all the funding bodies who have contributed to supporting the ongoing work of Wellsprings for Women. We are certainly in a solid financial position to continue to expand and grow the service and outreach, without our funders and donors this would not be possible. Our deep gratitude to you all. We certainly look forward to 2020 to ensure our impact and success in meeting the needs of the women who participate in Wellsprings programs.

Janet Cribbes
Chairperson





CEO's Reflections

Since July 2018, we have been busy planning for Wellsprings 25th anniversary officially falling on 22 July 2019. Twenty five years marked an important milestone in Wellsprings' history which we were keen to highlight and share the celebrations with friends, colleagues, supporters, donors, staff, volunteers and funding bodies.

The anniversary brought with it many gifts and blessings; we completed the building of Rose Room, increased our student contact hours, began new programs, grew our budget, and won a number of awards including being a finalist in the inaugural Fiona Richardson Gender Equality Award, and winning key Learn Local awards.

There is so much happening at Wellsprings well beyond the learning inherent in various programs. As women interact and engage in dialogue, they are building their intercultural knowledge and communication skills. I often stop in the kitchen while participants are having their morning or afternoon break. I overheard a conversation where one participant was inquiring about the Dari alphabet and pronunciations of words especially as some of the sounds in the Dari language were quite difficult to reproduce in English. The two women were deeply involved in the conversation and learning from each other. It was just a beautiful moment that captured the essence of what I love about Wellsprings; in sociological terms this is a classic example of bridging social capital.

This past year our work in raising awareness on gender equality, respectful relationships, and prevention of violence against women reached more than 500 women. We also helped and supported many women who disclosed family violence. The women were very reluctant to be referred to specialised family violence services. A situation that has put a lot of pressure on Wellsprings staff and volunteers, but it was necessary and unavoidable to continue providing the support needed. We have identified key gaps in the family violence services sector relating to prevention, early intervention and response in culturally and linguistically diverse communities. We elevated our advocacy levels and continued to voice our concerns hoping that our persistence will eventually lead to the development and delivery of appropriate and inclusive programs for women from migrant and refugee backgrounds.

We have a lot to showcase in this annual report which presents a summary of each of the programs we have delivered in 2018/2019. I would like to thank Wellsprings staff who work so well together, supporting each other, embodying Wellsprings values and going above and beyond their roles. Thanks to Wellsprings volunteers who give their time, share their skills, and support the participants and staff day in day out in so many ways. We rely heavily on the input and contributions of our volunteers who include the students on placement as well as the Work for The Dole placements.

Thanks to Kildare Ministries and the Trustees, The Presentation Sisters, Our Board Directors, our new Patron Jo Stanley, our Funding bodies, supporters, partners and donors.

It is only through such collective support that we feel encouraged and confident to move forward into the new year and tackle the challenges heading our way.

Dalal Smiley
Chief Executive Officer



Wellsprings for Women wins key Learn Local Awards

We were particularly delighted this year to host a visit by the honourable Minister for Training and Skills and Minister for Higher Education, Ms Gayle Tierney who subsequently presented Chithrika Senanayake, participant in the Creative Enterprising Women program with The Ro Allen Award recognising Pre-accredited Learner Excellence at the annual Learn Local Awards on 23 August 2019. Wellsprings also won the Learn Local Legend Award, and the Pre-Accredited Pathway Program Award for the Creative Enterprising Women. Our Child Minding volunteers were selected as finalist in the in the category of Volunteer Team Awards.

Honouring the footsteps of Nano Nagle and Ann Halpin's Dream

The 13th of August was a momentous occasion when more than one hundred guests gathered in Parliament House to celebrate Wellsprings 25th anniversary.

The Honourable Minister for Women Gabrielle Williams congratulated Wellsprings on the impact and difference its services and programs have made in the lives of more than 6000 women since its inception. The Minister also launched a special souvenir edition summarising Wellsprings' history; Celebrating 25 Years of Women at The Well.

Joanne Rosewall Deputy Chair presented an excellent summary of Wellsprings history highlighting key milestones.

Joining the celebration were members of Presentation Sisters, whose mission and vision led to the establishment of Wellsprings in 1994.

Other attendees were members of parliament, previous and current Board members, Kildare Ministries members and trustees, volunteers, staff, donors, funding bodies, friends and supporters.

Jo Stanley acted as Master of Ceremony and introduced Wellsprings Donor Program. Everyone at the event shared their memories and stories of Wellsprings and heartfelt wishes were expressed for Wellsprings to continue shining like a beacon of hope for women affected by isolation, poverty, racism, discrimination, family violence or mental illness.

Lifting women to be the best they can be, is what motivated the founders of Wellsprings and continues to be the main driving force.



At a Glance

2017/2018

2018/2019

39,557

Total Student Contact Hours

43,890

13,092

ACFE Student Contact Hours

27,068

Number of Enrolments in:

463

English Classes

883



154



Computers

214

30

Choir

44



79



Craft

99

98

Sewing

96



52

Primary School Children in Programs

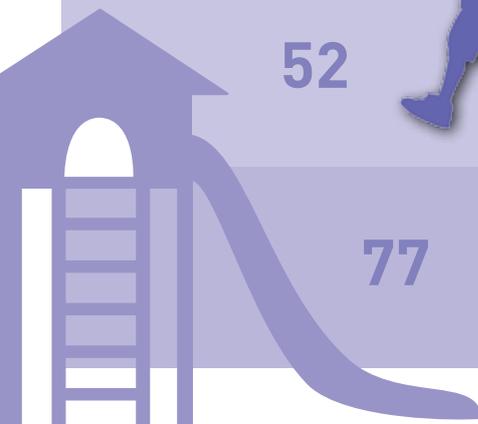
55



77

Children in Child Minding

132



2017/2018

2018/2019

36

Programs



49

8



Excursions

4

21

Events



25

230



Network Meetings

243

14

External Guest Speakers



14

24

Student Placements

24

92



Volunteers

126

372

Visitors

411

42,604

Website Hits



54,712

1542

Phone Calls

1637



Programs

Literacy as a Life-Long Learning

Wellsprings Education and support programs have increased significantly this financial year from 36 to 49 programs and classes on offer across the cities of Greater Dandenong and Casey.

We continue to have a strong focus on pre-accredited education– building skills such as English language and literacy, employment skills, confidence building and business skills. These programs offer tailored pathways for women into further study, employment or volunteering roles through Adult Community and Further Education (ACFE) funding.

Such was the high demand for our Learn Local classes, by early term 2, we had met over half of our 2019 student contact hour requirements. We were therefore successful in applying for additional hours which allowed us to increase our funded delivery hours from 13,092 student contact hours (SCH) to 17,728 SCH. However, we delivered 27,068 SCH to ACFE students– an over delivery of 9,340 SCH.

English as an Additional Language

English classes remain our highest demand class. Wellsprings offers 3 levels of English as well as other modes including individual tutoring where possible both at Wellsprings Centre, and throughout the Cities of Casey and Dandenong. English classes have had 883 enrolments during the 2018/19 financial year.

These English Classes offer dynamic learning opportunities from a 'learn to learn' model of basics, to conversation circles, English for Driving, English for Sewing and outings into the community.



“I learnt to write and speak from this English class, I feel very good now because I can have conversations with lots of friends and I am getting better in my English day by day.”

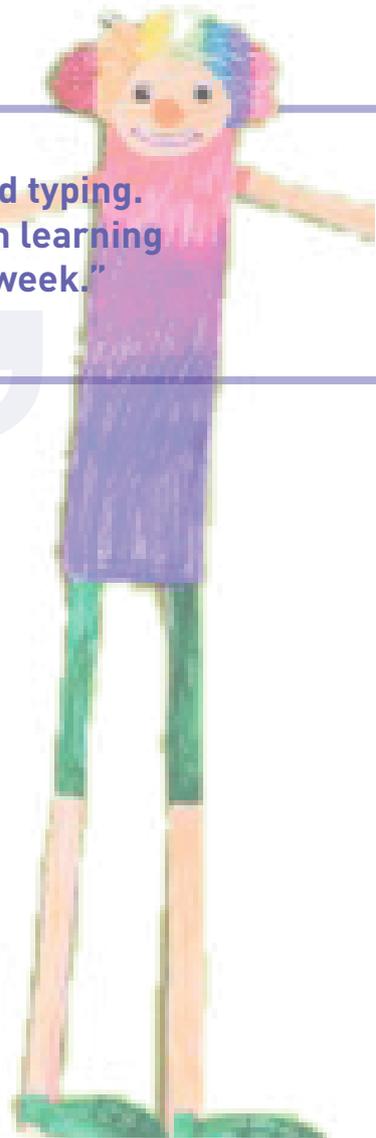


“I like to learn computer skills like word, presentation and typing. I enjoyed learning how to organise files. I am interested in learning more about word and excel. I love to come to class every week.”

Digital Literacy

Wellsprings offers multiple digital literacy classes starting from beginners to more advanced classes such as Intel and courses covering important computer skills for work and study. These programs are popular with our participants and this financial year, we had 214 enrolments into our Digital Literacy programs. Participants in the classes running at Wellsprings are enjoying the digital literacy space within our new Rose Room.

Responding to the needs of our volunteers and senior participants, we have added digital literacy for Seniors through the Federal Government's Be Connected Program.



Creative Enterprising Women Capacity and Innovation Fund Grant (Round 10)

Our ACFE Capacity and Innovation Fund (CAIF) grant program Creative Enterprising Women (CEW) has been a great success-- building confidence, skills and helping women to start their own micro-enterprise businesses. The program had 22 women participate this financial year. CEW program won the 2019 Learn Local Award for Outstanding Pre-Accredited Pathway Program. Furthermore, one of the CEW participants, Chithrika Senanayake won the Learner of the Year Award for embracing all learning opportunities offered to her and starting her own reflexology business.

Discovering New Careers

This 5 week ACFE LEAP program has been successfully offering women an opportunity to broaden their options for non-traditional career pathways. Women are given a space to gain information and build their own researching skills to help them understand study commitments and application processes, job prospects and pay rates. Some women have already taken pathways into further study through local RTOs. A strength of this program has been the exciting female guest speakers such as women working in the building industry and the Victorian Police Force.

“We enjoy many laughs about the more unusual fashion ideas, colour coordination, mistakes and shared life experiences.”





Introduction to Community Services

This program explores different jobs in the Community Sector and beyond. Participants explore the skills required to enter this field, study pathways and what it takes to succeed. Dynamic guest speakers such as students, workers and training providers from the industry animate the content and allow the women time to ask their burning questions. Strong pathways are created – Participant Christina enrolled in Cert III in Aged Care at a local RTO and is reportedly enjoying the course.

Presentation and Public Speaking

The Presentation and Public Speaking Program has been building women's skills and capacity to form and deliver important messages to the wider community. Whether it is developing their confidence or broadening their experience to secure a better job, women have been applying the skills they learn in this program in a range of settings.

Financial Literacy and Wellbeing

In 2018, Wellsprings were on the reference group for the Learn Local Purse Project (later named SARA) – a response from one of the recommendations from the Royal Commission into Family Violence which aimed to increase the financial wellbeing of women in Victoria. We are now happy to be part of the pilot project which we are running as Financial Literacy and Wellbeing. Women not only learn vital skills to increase their financial literacy, they are also given time to discuss important topics such as defining financial abuse and cultural considerations around money and family.

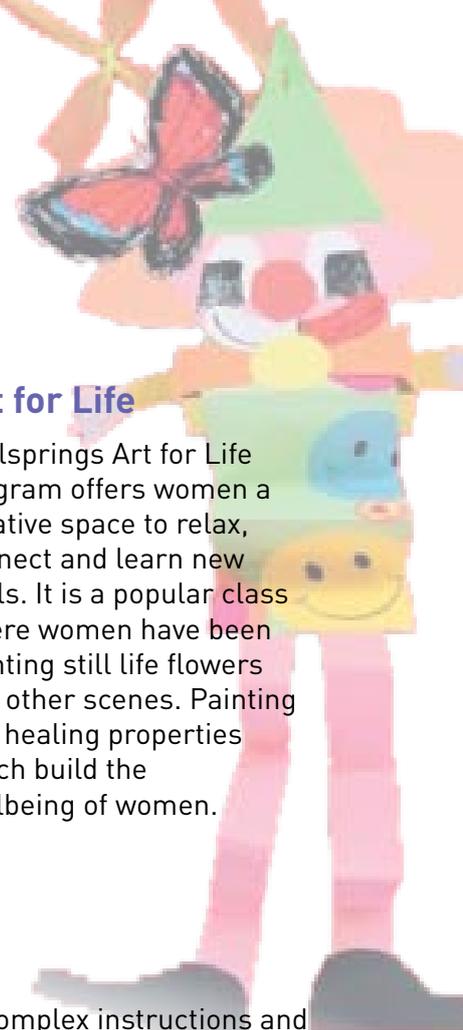
Mothers Engagement with Schools

Mothers Engagement with School (MES) is a program which operated within primary schools for mothers to build their language and capacity to interact with their children's school. Learning skills like how to read a newsletter and pick up important information, who are the key staff and how to reach them, how to support children with homework and more. It also frames the Australian Education System, helping them to support their children's and their own future by understanding the higher education options in Australia.



Art for Life

Wellsprings Art for Life program offers women a creative space to relax, connect and learn new skills. It is a popular class where women have been painting still life flowers and other scenes. Painting has healing properties which build the wellbeing of women.



Sewing

Sewing builds many important skills such as English Language, following complex instructions and problem-solving. Wellsprings sewing classes continue to be a hub of excitement and busy project making. This financial year, the class sizes have stayed relatively the same, with demand remaining strong. Our dedicated team of paid and voluntary sewing tutors work tirelessly to assist women from a range of sewing abilities and some with very limited English language to complete their projects to a high standard. 96 women enrolled in Sewing this financial year.





Making a Difference Program

The Making a Difference (MAD) program has run through Casey and the City of Greater Dandenong and aims to build women's capacity to identify and discuss topics important to them. They then learn how to take action to make a difference in areas that affect them such as writing letters to parliament. This program has been a dynamic way for women to get involved in making a difference in their community and learning advocacy skills.



Ageless Grace

Ageless Grace continues to run in the morning before classes start and has increased to twice per week with two new volunteers being funded by Wellsprings to train as instructors. It is a great way for women to start their day and is a gentle exercise that activates the body and mind. Women who attend this class state that they feel more relaxed and engaged for their learning.

Choir

The Wellsprings Choir meets weekly to build connections, confidence and skills– all while having many laughs and shared moments of joy and sorrow. The group saw the sad departure of some key members this year due to illness and other commitments, and also lost its choir leader Libby, due to conflicting commitments. However, the remaining members are committed to stay and take the choir forward. We enjoyed their dynamic performance at the Annual Fundraising Dinner in 2018. The choir had 44 enrolments this financial year.



Craft

As in many years past, the adult craft classes at Wellspring remain a vibrant hub of making, laughter, activity and peer support and friendship for women from diverse abilities and backgrounds.

The craft classes had 30 participants this financial year. They remain very active in contributing to their local community. This year they contributed items such as quilts for Wellsprings fundraising dinner. They often go on excursions to craft shows together. This year the group attended a weekend at Presentation Family Centre in Balnarring which was thoroughly enjoyed by everyone.

The group has extended into the community with a group they call “Friends of WFW Craft Groups” - women who have some connection to WFW and are creating Rugs, squares, for KOGO and prem baby beanies which are passed on to charities.

“This was the first time in 30 years I have been away since school camp ... I am so glad I came.”

“... because I have to use public transport I don't go out much ... it is too hard. I have never been anywhere like this before.”

Afghan Women's Friendship Group

This program is run by volunteers and continues to be a space for Afghan women to get together and read the Quran in Arabic Language. Women can discuss topics and build friendships and supports. These women also attend other programs throughout the week such as English.

Supported Cycling Program

In January Wellsprings for Women partnered with Good Cycles to train 11 women of migrant and refugee backgrounds in bike repairs and riding. At the end of the program each participant received a bike, a helmet, lights and bike lock.

The women learnt skills to completely dismantle and then put a bicycle together. The women will be able to maintain their own and their children's bikes ensuring that they can continue to ride. Women also learnt basic bike riding skills. Prior bike riding skills ranged from never having ridden to competent riders. All enhanced their skills. Beginner riders were gaining balance skills, with some achieving this and able to ride short distances.

For many this was the first time they had used tools and this gave them confidence to try new things and to 'have-a-go' at repairing things around their homes. One woman commented that previously she had seen using tools as something only for her husband to do, but now knows that she has the ability too.



Gardening

A small but enthusiastic group of women meet fortnightly to raise vegetables in Wellsprings raised garden beds. Good crops of broad beans, strawberries, lettuce, roquette were raised as gardening tips, stories and laughter were shared. A particular thanks to Maria for bringing in seedlings she raised and teaching us all how to grow Timorese leafy green vegetables.





Grandma's Group

Being a Grandma can be a wonderful experience but it also comes with challenges. Over this year, Wellsprings provided women who are Grandma's, potential Grandma's or at an age when they could be a Grandma, to come together to share their stories, learn, be supported and to laugh.

Some sessions focussed on maintaining physical health, we had 2 sessions with life coach Dr Yasmin Raja teaching us all to value, believe in and love ourselves and we were treated to hand and foot massages provided by Wellsprings volunteers Shirley and Chithrika. We discussed the joys grandchildren provide. We worked through and were supported in discussions around the difficulties grandmas face as they take on the 'part-time' responsibilities for raising their grandchildren, particularly as 'parenting' and 'discipline' are viewed differently by different generations and in different cultures.

A memorable session was held when the Grandma's shared their memories of times with their own grandmother, what they had learnt from them and the role they had in their own upbringing. It was a wonderful window into different cultures in different times. I am sure each of these women will be remembered equally as fondly and with as much respect by their own grandchildren and by their friends.

Mentorship Program

The Mentorship group meets weekly at Wellsprings for Women.

Mentorship group provides an opportunity for socially isolated women to get together, meet new people and make friends. Participants learn and discuss a new topic and do some creative activity in the first hour of the session and do yoga in the second hour of the session every week.

As part of the Mentorship program, one on one sessions are provided to women with complex needs. Women are supported with referrals to specialised family violence services, housing, accommodation, employment and filling out forms.

Making Australia Home

A new exciting program commenced in term two at Wellsprings for Women called Making Australia Home. The main purpose of the program is to support migrant and refugee women to integrate into social, economic and civil society in Australia by developing their skills and cultural competencies. The program also builds the participant's knowledge about services and how to access them.

The participants have learned about the work and services provided by different agencies including Monash Health, Foundation House and Centre for Multicultural Youth. Moreover, the participants learned about Australian history and culture as well as about diverse cultures that the participants identified with.

At the end of the term participants went on an excursion to Lady Lavender tea room. The event provided a learning and networking opportunity for the participants of the program and they indulged in trying their first Devonshire Tea experience.



Cooking: The Art of Belonging

This program brings together women from multicultural backgrounds to share their ideas, stories and information about their culture with the group and through their food at events. It has been a great opportunity for them to make friends and get connected to the wider community. Women are provided with an opportunity to attend an accredited Food Handling course and generate an income from catering events organized by Wellsprings. Events have included International Women's Day, Volunteer's lunches and a formal dinner hosted by St Johns Regional College. Our participants also catered for the Big Picnic event held by South East Community links, Harmony Festival at Cardinia and continue to cook for our programs at Wellsprings.

This program has been very successful in creating pathways and opportunities for 32 participants to gain confidence, learn new skills, start their own catering businesses and get connected with other organisations in the community.



Mental Health and Wellbeing

Wellsprings continues to advocate for and support women experiencing mental health issues, and promote good health of all women. In 2019, we wrote a submission to the Royal Commission into Victoria's Mental Health Care System. Wellsprings continued to train our volunteers and staff in Standard Mental Health First Aid, training 33 women in 2018/19. We also began offering the training to our Neighbourhood House Network and trained 32 staff, volunteers and Board members. We also invested in training another Wellsprings staff member to become an Accredited Mental Health First Aid Instructor so we can continue to offer this evidence based training to our staff and volunteers.

Each year, our Women's Health Expo grows and has become a hub of activity for women to support their own and each other's physical and mental wellbeing.

“An eye opener for me, and changed some of my perceptions about mental health issues. The instructor was excellent, very knowledgeable, very experienced and taught the course in such a way, as to give the class a good clear understanding of each component throughout the course.”

– Mental Health First Aid course participant



Programs for Youth and Children

Stitch Her Story

In 2018, Wellsprings undertook a partnership program with the City of Greater Dandenong called Let's Talk. This program encouraged young women and girls to explore and share their thoughts and needs. Wellsprings then formed a youth advisory group, which approached a number of organisations and conducted consultations in the community to seek ideas for programs to cater to young women. This group also sought to continue the work done by the Let's Talk program. In early 2019, we participated in another program run by the City of Greater Dandenong called Stitch Her Story which illustrated intergenerational challenges and bridged gaps between women and young women and girls from migrant backgrounds.



Sole Sistas

In Partnership with the City of Greater Dandenong, Wellsprings co-facilitated a walking group for young women and girls. This was a great way to engage girls in physical activities and get them familiar with services in the local area, including Wellsprings for Women.





Programs for Youth and Children Continued

After School Art and Craft

The after school art and craft program has been moving around different primary schools offering groups of disadvantaged or disengaged children access to a creative and fun extra-curricular activities.

This financial Year, the program was provided to 55 children and ran at Doveton College and at both campuses at Springvale Rise Primary School.

Study Support

The study support program offers children the opportunity to not just work on their homework, but gain valuable social and academic support for gaps in their learning and English Language acquisition.

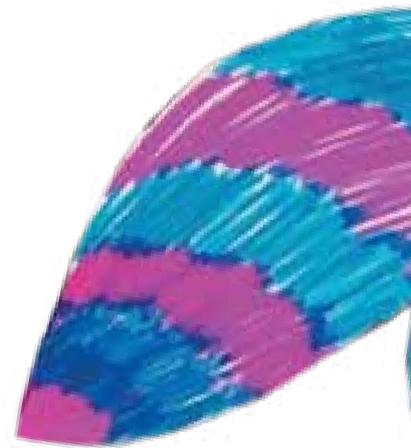
While the program began at Wellsprings, parents were struggling to bring their children to the Centre after school. We therefore responded to their needs and moved the program to Dandenong South Primary School to make it easier for parents to access the service for their children. We have been working closely with the Dandenong South Community Hub leaders and the school who provided additional support through a space and some teacher aides to work alongside our staff. 55 Children enrolled in this program this financial year.

Playgroups

Wellsprings runs a number of supported playgroups throughout the cities of Dandenong and Casey. With 26 children enrolled, this program is vital for mothers to support each other and develop their children's social and emotional wellbeing. Wellsprings volunteers and staff have trained in delivering the Parent-Child Mothergoose program for quality delivery.

Child Minding

Wellsprings volunteer child minding program is crucial to allow women with pre-school aged children to attend classes and begin their education or employment pathways. In 2018/19, there were 1067 child attendances in the child minding room. Key Wellsprings volunteers in the child-minding room have been trained in delivering the Parent-Child Mothergoose program for quality delivery- this means the children are gaining skills that will set them up well for pre-school and school activities and learning.







Girl Guides

Wellsprings for Women has in partnership with Girl Guides established a Wellsprings Girl Guides group. Our teen Guides work on a project #saynotoviolence Campaign. They worked together with Chisholm Dandenong TAFE. Each Guide made a poster and received an award from Chisholm TAFE for their dedication in spreading awareness on Family Violence. The Guides had numerous outdoor activities of rock painting, making slime, play-doh game.

Girl Guides did science experiments with the STEM (Science, Technology, Engineering and Mathematics) program.

The girls also worked on a project of #saynotoplastic in response to Global warming. At the end of each term we celebrated by having pajama party movie night complete with popcorn, gift-bags and lots and lots of fun. To be a Girl Guide you must follow the Guide Law and make a promise. So far, over 20 girls have made their promises.

“I promise that I will do my best, to be true to myself and develop my beliefs. To serve my community and Australia and live by the Guide Law.”

- The Guide Promise



EVENTS

Wellsprings continued its tradition of hosting many colourful events this year and being represented at 25 events. We held our first ever Iftar which welcomed Muslim and non-Muslim women to share in learning about the month of Ramadan and Eid El Fitr as well as celebrating Mother's Day together.

Our Cooking the Art of Belonging program catered for many of the events held at Wellsprings and beyond including National Volunteer Week, Harmony Day and Seniors Week. Wellsprings hosted Biggest Morning Tea events and raised money for the Cancer Council. Our Annual Health Expo was another great success, bringing professional health checks and healthy activities and food to around 100 people.



Volunteering, Student and Work Placements

Why do women want to volunteer at Wellsprings? This is something discussed with all new volunteers. Some will share something of their own struggles and successes in overcoming barriers or getting through difficult times and are wanting to 'give back' or help other women through their challenges. Some will want to gain experience before entering the paid workforce. Some need to complete voluntary hours in order to receive benefit payments. Some are retired and want to continue to use their skills. Some have brought skills from their home country that they want to continue to practice these. However, consistently the key reason is that they just want to help other women. The other consistent comment made at some time during the interview is something like *'I feel that this is the place I want to be.'*

As a result, Wellsprings has an amazing array of skills being applied by volunteers to benefit our programs. These include women with qualifications in law, psychology, business, marketing, computer science, banking, business and data analysis, teaching, childcare, nursing, art, health, administration and more. Others simply and valuably have skills and talents gained from life's experiences.

Our childminders have continued in their efforts to make meaningful engagement for children whose mothers are taking our classes. Several volunteers completed the Mother Goose Parent Child program training and now have children singing songs with actions and getting involved in the routine of pack-up time, story time, song time etc. It was a huge thrill for the team to be selected as finalists in the state-wide Learn Local Team award and definitely well deserved.

Home Visitation volunteers continue to amaze us with the care and dedication taken with their clients in very challenging situations. Many have gone above and beyond what is expected in supporting their clients.

Volunteers have also enjoyed some fun times with many lunches and celebrations and a trip to the Royal Botanical Gardens to celebrate National Volunteers Week.

We thank all our volunteers for giving of their time and skills to make Wellsprings the welcoming, nourishing and impactful place it is.





Thanks to the volunteers who have moved on and are no longer able to volunteer at Wellsprings. Many thanks to:

Taran Ahluwalia
Tzigane Belanszky
Jorgelina Perez de Prazo
Sarah Fitzsimons
Kim Fusinato
Danielle Hassall
Shazia Khanum

Lean Lim
Dalal Masri
Christine Micah
Nadia Mohamadi
Mehwish Mohammed
June O'Doherty
Margaret Palmer

Colleen Pummeroy
Suraksha Regmi
Eva Silverstein
Kalsoom Tayaab
Nilifur Uduman
Saleha Azizi

Welcome also to the many volunteers who have joined us this year including:

Mazhatul Yasmin Raja
Fatima Rezaie
Juliana Glavimnas
Zahra Hashemi
Karin Araneda
Shatil Ara
Ebonie Eagles
Irfan Tamsil
Maimoona Siddique
Sonya Rose'meyer
Shazia Khanum
Nadia Alawie
Sandra Hanke
Al Khansa Ali
Kalsoom Tayyab
Thuy Linh Pham
Priyanka Adhyaru
Elham Kolasinac
nuri anahi gil
Hamna Ghazal Alam
Tayeba Formoly
Dalal Masri

Christene Paine
Jenny Lind Montalban
Masooma Afzali
anita davine
Shahgul Mozafari
Molly Bonnefin
Nilufer Uduman
Brenda Jennings
Wahida Alifi Camron
Kokab Raheela Khan
Asma Asiaee iman
Dinu Premaratne
Zubaida Zubaida
Jan Flanagan
Nadia Mohammadi
Samira Barakzay
Tzigane Belanszky
Mary King
Jubaida Gulshanara
Monica Gov
Christine Powell
Asma Asiaee

Mary Vandanelst
Shulan Yang
Ghiwa Chhaidi
Sadia Razzaq
Zianna Ahmed
Imane Taherti
Loreen Mubayiwa
Lucy Molony
Sandeep Kaur
Ruth Pinto
Marilyn Brillantes
Carol Churchill
Viyom Obura
Shirley Leisester
Helen Pobiedonoscrew
Kubra Naseri
Afshan Asif
Joanna Hanley
Lauren Rafferty
Susan Rose

Student Placements

There will always be a need for professionals to work in Centres like Wellsprings and to do so they need to study and to gain hands-on experience. Wellsprings is pleased to be able to welcome such students to complete their compulsory industry placements. Indeed, Wellsprings gains greatly from having extra hands on deck and especially hands that are hungry for the experience of working with vulnerable women. Demand for placements has increased with free TAFE courses and as students report back to their institutions the value of their time at Wellsprings and the range of experiences they gain.

Student Placements include students studying a Masters or Bachelor of Social Work, Diploma in Community Services, Mental Health or Counselling, through to Year 11 or 12 students studying Certificates in Community or Health Services. We are able to challenge those at the higher levels, particularly with involvement in the Home Visitation program and find plenty of tasks to meet the level of study for those at other levels. It's also very useful to have students here to fill in when extra hands are needed in the kitchen or childminding areas – but all these are the reality of working in this sector and at times can provide a welcome break from the more intense tasks.

It has been particularly rewarding to have a number of students choose to continue their involvement with Wellsprings as volunteers after the conclusion of their placement.

Employment Placements

We have continued our partnership with Matchworks in providing work placement experience for women who have been receiving unemployment benefits for 12 months or more. Women attend Wellsprings and assist with a range of tasks including administration, hospitality, cleaning, and childminding. Some come eager for the experience whilst those who may arrive initially unsure are supported and soon grow in confidence, finding their place in the organisation. Working in this scheme gives women the opportunity to understand their own abilities and through this, extra motivation to gain the employment they are seeking.





Home Visitation

Wellsprings Home Visitation program remains a vital program for supporting some of the most vulnerable and isolated women in our community. This financial year, we supported 73 women and provided 150 hours of individual home visitation visits. Women are referred to the program by a number of agencies as well as self-referrals to support connection to the community. We have seen an increase in the complexities of the circumstances these women are facing including family violence, legal support, homelessness and financial issues. We have therefore increased the training of our volunteers including Mental Health First Aid and are working closely with the Women’s Health and Safety Coordinator. We have also recently taken on Food Bank donations which are providing much needed support for our home visitation participants.

Women’s Health and Safety

Women’s Health and Safety program involved design and delivery of a series of interactive awareness raising workshops targeting migrant and refugee women in Dandenong, Casey and Cardinia on issues related to gender equity, respectful relationships and prevention of violence against women. Community education workshops incorporated training tools that engage women with low education and low levels of English comprehension.

The sessions have been designed to gradually build women’s understanding of these concepts leading to making the links between gender inequality and family violence. The project has involved community members in developing and piloting the content of the workshops and providing input on the language used to describe the key concepts. The project has reached to around 400 women from CALD background.

Program activities are informed by a reference group which comprised the services and organisations working in the south east region of Melbourne with migrant and refugee cohorts. Moreover, the project opened doors for our participants to get involved in the national campaign on eliminating violence against women and they participated in the rally in November plus our Girl Guides group developed a poster promoting services to women experiencing family violence.

We are using the findings and learnings from this project to advocate for better targeted resources for migrant and refugee women accessing the family violence service system. We have been involved in the advocacy to government and decision-makers on the gaps in services experienced by migrant and refugee women living in abusive relationships. We have raised these concerns with the Minister for Prevention of Family Violence and with Family Safety Victoria.

Also, continued advocacy to other service providers on the needs of migrant and refugee women and the barriers they face that preclude them from reporting to police or disclosing family violence.

There were media articles published in the local newspaper about our work with migrant and refugee women on promoting gender equity in the CALD communities. Women’s Health and Safety program was a finalist for the Fiona Richardson award for gender equity.

We have contributed to the development of the SARA program which we are currently delivering and which is about Financial Literacy and Wellbeing for Women.

“I’m really glad I attended this session, I have learned to raise my daughter and son equally”

– Women’s Health and Safety community education session participant

Annual Dinner

Our 2018 Annual Dinner was held at St Mary's Community Centre in Dandenong. Local MP Gabrielle Williams and Cr Roz Blades from the City of Greater Dandenong both highlighted the valuable contribution Wellsprings makes to our community; providing a welcoming and safe place with educational programs and other activities that support and enable women to live their lives unimpeded by social, economic, cultural or language barriers. Wellsprings Choir, led by Libby, presented a fine rendition of several songs which as always, included "I Have a Dream". The "Modogs" Band were part of the entertainment this year and the dance floor was filled with both young and old, all definitely enjoying the songs of the 70's, 80's and 90's. Jumabi Mohamad Ali, a Wellsprings Alumni and Ambassador, shared a very moving account of her journey to a new life in Australia. Jumabi arrived as a refugee in Melbourne in 2013 and attended several different classes at Wellsprings. Feeling confident in her "new home" she began volunteering at her children's school and is now employed there as a full time Multicultural Educator. The Raffle Prizes and other items were donated by the Volunteers and Friends of Wellspring and the plants on the tables were again generously donated by Oasis Horticulture and special thanks to Ashburton IGA, Dan Murphy's, Lunar Drive-in, Puffing Billy, Kenshi Candles, Josie Hewitt, Eva, Chandi and Darryl.

The proceeds from this fundraiser went towards the building of our new "Rose Room".

April Fundraiser

On 24th April we hosted a Multicultural Dinner at Rahimi Afghan Restaurant. Attended by 100 people we again enjoyed the delicious food and were entertained by Bollywood dancer Amal James. A highlight of the evening was the dance floor full of enthusiastic patrons participating in the Bollywood dance workshop led by Amal. Our Mayor Cr Roz Blades spoke on behalf of Greater Dandenong Council and we welcomed newly elected councillor Sophie Tan. Federal MP Julian Hill praised Wellsprings for their fantastic contribution to the local community. Thanks to all those who donated prizes for the Raffle which along with the sale of the Participants' handcrafts was once again very popular.



High Tea

Silver was the colour of the day at this year's High Tea on Saturday 20th July where we acknowledged and celebrated the official opening of Wellsprings, 25 years ago.

Jo Stanley, our Patron, welcomed everyone including our special guest Sonya Kilkenny MP who was representing Gabrielle Williams, Minister for the Prevention of Family Violence, Minister for Women. Sonya launched the animated video, "Zeinab's Story" which explores the issues and complexity of Family Violence. There were plenty of compliments about the pretty china provided by Bayside CWA and all the delicious, tasty food cooked by the committee and volunteers. Sr Roma Carroll, who was also present at the official opening of Wellsprings, along with Helen Sanders blew out the candles on the birthday cupcakes made by Regina. Funds raised from this event went to the Women's Cooking Program.



Wellsprings in the media

Rania Maslari, Lisa Elliott and Ayesha Awan watch Zeinab's Story. 10/12/11

Photo: GARY SIBBONS

Animation draws on women's struggle

By Cam Lucadote-Wells

To stay or to go:
That's the dilemma depicted in a two-minute animation Zeinab's Story, a tale of a refugee woman grappling with family violence.

The video aimed at migrant and refugee women was set to be launched at a Wellsprings for Women's High Tea on 29 July.

"Zeinab's dilemma is common to all women experiencing family violence," Wellsprings chief executive Dalal Smiley said.

"But is particularly intensified and complicated when the victim is of refugee background and the violence is not physical but emotional, financial and psychological."

It is part of a Federal-funded family violence being rolled out by Wellsprings.

Its aim was to encourage women in family violence situations to seek help, but acknowledging there are barriers to overcome.

For many leaving and reporting family violence, it can lead to shame and ostracism from their community.

Some women on spouse's visas face husbands threatening to cancel their visas if they leave the home, Ms Smiley said.

"Migrant and refugee women who disclose what they are going through, do not wish to be referred to other specialised family violence services, nor report the violence to police," Ms Smiley said.

"They do not necessarily want to leave, but are searching for support, guidance and help which can take months or years before they make a decision."

Dose of virtual reality

27/06/2018



Julian Hill opens the Rose Room computer lab with Christine, Daniela, Janet, Ashish and Neelka. 27/06/18, by Photos: GARY SIBBONS

A new learning space named after a much-loved colleague has been opened at Wellsprings for Women.

The Rose Room, named after the late Rose Elias, will house a computer lab as well as host programs on financial literacy, business skills and entrepreneurship.

Chief executive Dalal Smiley said Ms Elias, who died in March 2018, had contributed to Wellsprings' growth and to helping the most disadvantaged women in the community.

Bruce MP Julian Hill, who successfully recommended the room for a Federal grant, opened the space on 26 June.

It coincided with the launch of Wellsprings' new program Digital Literacy for Seniors, with a hands-on demonstration of virtual-reality games. The program is funded by Be Connected.

The Rose Room was funded by the Federal Government, the State Government, Gandel Philanthropy, Jack Brookhoff Foundation and CO Giving.

Rose lifted others with joy

22/06/2018



Rose Elias welcomed and cared for others at Wellsprings for Women.

Wellsprings for Women has lost a treasured staff member after months of illness.

Rose Elias 52, died on 16 March, leaving a legacy of a welcoming and caring nature and a smile that brightened everyone's day.

About 50 members of Wellsprings held a tribute for Ms Elias on 19 March.

During the event, they shared stories and memories, speaking passionately about the impact she had on their lives.

Some spoke of how Ms Elias helped them out of isolation and to become happy and fulfilled women who were connected to the community.

"The Tribute was both a time to mourn Rose's death and celebrate her life and legacy," Wellsprings chief executive Dalal Smiley said.

"We certainly missed her so much especially at such a difficult time following the New Zealand tragedy, as she would have been the key person our participants would go to for comfort, reassurance and succour".

Arriving in Australia in 1998, Ms Elias often said her family were the first South Sudanese to settle in Dandenong.

She started at Wellsprings on a placement as a community-development student, meeting the service's founder Sister Ann Hulpin.

Learn-to-cycle course wheeled out again

13/01/2019



Cycling students Hana Alwan and Phawonka Bannakue at the Good Cycles training centre in Dandenong. JANEZ, 21 Photos: GARY WOODHEAD

It's time again to get on your bikes.

Wellsprings for Women has launched a repeat of its popular Good Cycles Program, which trains women to ride a bike, pull it apart and re-assemble it.

At the end of the six-session course in Dandenong, the 11 riders get a free bike and helmet and access to the Wellsprings riders meet to practice their cycling.

There's a long waiting list of migrant and refugee women wanting to join up, says Wellsprings chief executive Dalal Smiley.

"We could not accommodate all of them in the first round.

"So we applied for a grant from (Gruiser Dandenong) Council and got it.

"We have to keep searching for more funding to give more migrant and refugee women the opportunity to cycle."

Jo Stanley joins Wellsprings cause

04/01/2019



Jo Stanley, (far second right) is joined by Wellsprings for Women board members Carmel Collins, Leena Elmi, Georgette Hutton, Janet Critchley, Sharron Stewart, Sarah Stanley and Jo Horwood.

Wellsprings for Women's inaugural patron Jo Stanley says she'll do anything for women feeling isolated and unsafe.

The well-known radio and TV presenter was recently announced in the position just ahead of the Dandenong service centre's 25th anniversary year in 2019.

The centre offers women's services to alleviate poverty, unemployment, dislocation, mental health and family violence in the South East.

A "thrill" Ms Stanley said she was hoping to open new avenues and networks for Wellsprings.

"I have been fortunate in my life to have always felt safe and supported.

"Because of this, I am passionate about doing whatever I can for women whose experiences have meant they have been isolated, disadvantaged and unsafe.

"It is a grassroots organisation with limited resources but unlimited capacity for welcoming the most disadvantaged women in the South East of Melbourne."

Wellsprings chairperson Janet Critchley said Ms Stanley's connections, skills and experience would be "extremely valuable".

Ms Stanley is an experienced radio broadcaster, as well as currently appearing on The House of Wellness on Channel 7.

She created the Play Like A Girl kids' book series, which tackles gender equality, resilience and girls in sport.

She is a member of the Menzies Council on Women's Equality.

Worldly feast sells out

10/01/2019



Hana Alwan, Phawonka Bannakue and Janice Edwards prepare the Wellsprings Women's Cooking Group's feast. JANEZ, 21 Photos:

Student chefs at Wellsprings graduated to putting on their first commercial feast for 60 diners.

After 18 months of cooking the world's cuisines, Wellsprings Women's Cooking Group staged a multicultural feast at St John's Regional College Training Restaurant on 15 June.

The meals were drawn from an expertise of five traditional cuisines.

Wellsprings chief executive Dalal Smiley said the migrant and refugee women were passionate about cooking and interested in turning it into a career.

"Most of them have experienced enormous barriers in accessing employment through mainstream channels."

Wellsprings patron Jo Stanley was the MC for the booked-out event.

St John's hospitality students helped in the cooking, cleaning and serving of food and beverages. They also learn about the cultures and traditions represented on the night.

Funding crunch for 'first responder'

04/01/2019



Wellsprings for Women staff discuss with a family violence expert. JANEZ, 21 Photos: GUY LAWRENCE

By Cam Lucadamo-Wells

Wellsprings for Women regards itself as a "first responder" to family violence.

However from August, its family violence service is facing an uncertain future with its federal funding coming to an end.

"We will be pursuing other sources of funding to build on our existing work," chief executive Dalal Smiley said.

The group has seen a growing number of women living in or escaping family violence.

Some abused women, who are not ready to leave the relationship, miss out on support from specialised family violence services, she said.

"Especially women from migrant, refugee or asylum seeker backgrounds face enormous barriers to leaving a violent relationship."

The barriers include full financial dependence on their partners, being on a spouse's visa or not having support networks.

Ms Smiley said the service will help any woman who needs help. Its priority is to make sure the woman and her children are safe.

Wellsprings secured federal funding in late 2017 to design and run a program on gender equality, respectful relationships and prevention of violence against women.

VOLUNTEERS' PROFILE

Country:

India, Pakistan, Bangladesh, Afghanistan, Malaysia, Peru, Egypt, Sri Lanka, Italy, Rhodesia, Zimbabwe, Philippines, Lebanon, Holland, Mauritius, Iran, Vietnam, Mauritius, France, Burma, England, Seychelles, Eritrea, United States of America, Cambodia.

Languages:

Hindi, Arabic, Urdu, English, Gujarati, Telugu, Punjabi, Rahinga, Malay, Hazaragi, Pashtu, Farsi, Bengali, German, Spanish, Sinhalese, Italian, French, Cantonese, Iranian, Persian, Tagalog, French, Bangla, Marathi, Vietnamese, Shona, Russian, Khmer, Malay.

Age range:

19 – 87

LGA:

Bayside, Boroondarah, Cardinia, Casey, Glen Eira, Greater Dandenong, Kingston, Knox, Maroondah, Monash, Whittlesea.

PARTICIPANTS' PROFILE

Participants: 47 countries (up from 39) Afghanistan, Albania, Armenia, Australia, Bangladesh, Bosnia And Herzegovina, Brazil, Burma (Myanmar), Cambodia, Chile, China (Excludes Sars And Taiwan Province), Cook Islands, East Timor, Egypt, England, Eritrea, Ethiopia, India, Indonesia, Iran, Iraq, Japan, Korea, Republic Of (South), Lebanon, Malaysia, Maldives, Malta, Mauritius, Nepal, New Zealand, Pakistan, Philippines, Rwanda, Samoa, Seychelles, Sierra Leone, Slovenia, Somalia, Sri Lanka, Sudan, Syria, Taiwan (Province Of China), Thailand, Turkey, United Arab Emirates, Uruguay, Vietnam.

Participants: 49 Languages

Participants attending programs ranged from 5 years (Children's Art and Craft) to 87 (Choir). This does not include children attending the child minding room, or the Supported Playgroups who range from 0 to 5 years.

Languages Spoken:

Bahasa, Bangla, Bengali, Czech, Dari, English, Farsi, French, German, Hazaragi, Hindi, Italian, Malay, Persian, Punjabi, Serbian, Sinhalese, Spanish, Tagalog, Urdu, Vietnamese.

Participants: 42 Suburbs Dandenong, Hallam, Noble Park, Endeavour Hills, Narre Warren, Narre Warren South, Springvale, Hampton Park, Cranbourne, Dandenong North, Doveton, Keysborough, Berwick, Pakenham, Clayton South, Cranbourne North, Lynbrook, Mulgrave, Springvale South, Cheltenham, Cranbourne East, Narre Warren North, Bentleigh, Carrum Downs, Cranbourne West, Dandenong South, Eumemmerring, Patterson Lakes, Templestowe, Boolarra, Boronia, Caulfield North, Clarinda, Clayton, Clyde North, Dadswells Bridge, Emerald, Lyndhurst, Ringwood, Rowville, Vermont South, Wantirna.



Wellsprings for Women Incorporated

Financial Statements

For the Year Ended 30 June 2019

Statement of Surplus or Deficit and Other Comprehensive Income

| | | 2019 | 2018 |
|--|------|--------------|---------------|
| | Note | \$ | \$ |
| Revenue | 2 | 734,283 | 639,290 |
| Administrative expenses | | (138,972) | (95,671) |
| Consultancy expenses | | (48,877) | - |
| Depreciation expense | | (6,960) | (7,545) |
| Employee benefits expense | | (524,672) | (483,001) |
| Fundraising expenses | | (9,943) | (13,580) |
| Other expenses | | - | (521) |
| Surplus Before Income Tax Expense | | 4,859 | 38,972 |
| Income tax expense | | - | - |
| Surplus After Income Tax Expense | | 4,859 | 38,972 |
| Other comprehensive income for the year (net of tax) | | - | - |
| Total Comprehensive Income for the year attributable to the members | | 4,859 | 38,972 |

Statement of Financial Position

| | Note | 2019 \$ | 2018 \$ |
|--------------------------------------|------|--------------|--------------|
| Current Assets | | | |
| Cash & cash equivalents | 6 | 659,558 | 547,071 |
| Trade receivables & other assets | 3 | 2,510 | 4,071 |
| Total Current Assets | | 662,068 | 551,142 |
| Non Current Assets | | | |
| Plant and equipment | 4 | 44,529 | 15,979 |
| Total Non Current Assets | | 44,529 | 15,979 |
| Total Assets | | 706,597 | 567,121 |
| Current Liabilities | | | |
| Trade and other payables | | 63,188 | 46,711 |
| Provisions | 5 | 36,208 | 46,224 |
| Income received in advance | | 270,582 | 140,892 |
| Total Current Liabilities | | 369,978 | 233,827 |
| Non-Current Liabilities | | | |
| Provisions | 5 | 3,680 | 5,214 |
| Total Non-Current Liabilities | | 3,680 | 5,214 |
| Total Liabilities | | 373,658 | 239,041 |
| Net Assets | | 332,939 | 328,080 |
| Equity | | | |
| Accumulated surplus | | 332,939 | 328,080 |
| Total Equity | | 332,939 | 328,080 |

Statement of Changes in Equity

| | Accumulated Surplus \$ | Total \$ |
|---------------------------------|------------------------------|-------------|
| Balance at 1 July 2017 | 289,108 | 289,108 |
| Deficit attributable to members | 38,972 | 38,972 |
| Balance at 30 June 2018 | 328,080 | 328,080 |
| Surplus attributable to members | 4,859 | 4,859 |
| Balance at 30 June 2019 | 332,939 | 332,939 |

Statement of Cash Flows

| | Note | 2019 \$ | 2018 \$ |
|---|------|------------|------------|
| Cash Flows from Operating Activities | | | |
| Cash receipts from customers | | 670,556 | 457,898 |
| Cash payments to suppliers and employees | | (715,144) | (554,377) |
| Received from philanthropy, donations and fundraising | | 186,859 | 230,564 |
| Interest received | | 5,726 | 4,457 |
| Net cash inflow from operating activities | 6 | 147,997 | 138,542 |
| Cash Flows from Investing Activities | | | |
| Payment for plant & equipment | | (35,510) | (3,098) |
| Net cash outflow from investing activities | | (35,510) | (3,098) |
| Net increase in cash held | | | |
| Cash at beginning of financial year | | 547,071 | 411,627 |
| Cash at end of financial year | 6 | 659,558 | 547,071 |

Notes To and Forming Part of the Financial Statements for the year ended 30th June 2019

1. Statement of Significant Accounting Policies

The Board of Management have prepared the financial statements on the basis that the Association is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the Associations Incorporation Reform Act 2012. The Association is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with the recognition and measurement requirements specified by all Australian Accounting Standards and Interpretations, and the disclosure requirements that are mandatory under the Australian Accounting Standards applicable to entities reporting under the Associations Incorporation Reform Act 2012 and the significant accounting policies disclosed below, which the Board of Management have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period 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 unless otherwise stated in the notes. The amounts presented in the financial statements have been rounded to the nearest dollar.

Reporting Basis and Conventions

The financial report has been prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets, and financial assets and financial liabilities for which the fair value basis of accounting has been applied.

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts are shown within short term borrowings in current liabilities on the statement of financial position.

Plant and Equipment

Plant and equipment is measured on the cost basis less depreciation and impairment losses.

Plant and equipment is measured initially at cost. Cost includes all directly attributable expenditure incurred including costs to get the asset ready for its use as intended by management. Costs include an estimate of any expenditure expected to be incurred at the end of the asset's useful life.

The carrying amount of plant and equipment is reviewed annually by the Board of Management for indications of impairment. If any such indications exist, an impairment test is carried out, and any impairment losses on the assets recognise.

Depreciation

The depreciable amount of all plant and equipment is depreciated on a straight-line basis over their useful lives (commencing from the time the asset is ready 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 depreciable amount is the carrying value of the asset less estimated residual amounts. The residual amount is based on what a similar asset of the expected condition of the asset at the end of its useful life could be sold for.

The assets' residual values and useful lives are reviewed, and adjusted as appropriate, at each statement of financial position date. Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the income statement.

Depreciation rates vary between 10% and 25%.

Impairment of Assets

At each reporting date, the Association reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement.

Where it is not possible to estimate the recoverable amount of an individual asset, the Association estimates the recoverable amount of the cash generating unit to which the asset belongs.

Employee Entitlements

Provision is made in respect of the Association's liability for annual leave and long service leave at balance date. Long service leave is accrued in respect of all employees with more than 7 years service with the Association which it is believed approximates the provisions of all Australian Accounting Pronouncements.

Contributions are made to an employee superannuation fund and are charged as expenses when incurred. The Association has no legal obligation to provide benefits to employees on retirement.

Trade Payables

Trade payables are initially measured at fair value.

Revenue

Revenue from the rendering of services is recognised upon the delivery of services to customers. Revenue from the sale of goods is recognised once ownership passes. Revenue from grants is recognised upon receipt when the Association takes receipt of the grant, it is probable that the economic benefits gained will flow to the entity and the amount can be reliably measured.

Revenue from donations is recognised upon receipt.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Income Tax

The Association is exempt from income tax under item 9.1 of Section 50-45 of the ITAA 97.

Goods and Services Tax (GST)

Revenues and expenses 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. Cash flows are presented in the cash flow statement on a gross basis, except for the GST component of investing and financial activities, which are disclosed as operating cash flows.

Notes To and Forming Part of the Financial Statements (Cont.)

Comparative Figures

Comparative figures have been adjusted to conform to changes in presentation for the current financial year.

Critical Accounting Estimates and Judgements

The Board of Management evaluate estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Association. There were no key estimates in the compilation of the financial report.

New Accounting Standards for Application in Future Periods

- AASB 16: Leases (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;
- 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;
- by applying a practical expedient, a lessee is permitted 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

The Board of Management anticipate that the adoption of AASB 16 will not impact the financial statements.

Notes To and Forming Part of the Financial Statements (Cont.)

| | 2019 | 2018 |
|--|----------------|----------------|
| | \$ | \$ |
| 2. Operating Surplus | | |
| Included in operating surplus are the following revenues and expenses: | | |
| Federal Government | 81,500 | 20,000 |
| State Government | 111,754 | 75,489 |
| ACFE | 164,736 | 155,075 |
| Local Government | 143,822 | 129,776 |
| Philanthropy | 130,842 | 151,033 |
| Fundraising | 34,897 | 28,704 |
| Donations | 21,120 | 54,867 |
| Fees | 8,723 | 13,111 |
| Other | 36,889 | 11,235 |
| Total Revenue | 734,283 | 639,290 |

A donation received and recognised as income during 2017/2018 for the amount of \$37,818 was allocated to an infrastructure project completed in 2018/2019.

Remuneration of auditors -
Stannards Accountants and Advisors.

| | 2019 | 2018 |
|--|-------|-------|
| | \$ | \$ |
| The cost of the audit is paid for by Kildare Ministries. | 4,000 | 4,000 |

3. Trade Receivables & Other Assets

| Current | | |
|-----------------------------|-------|-------|
| Trade and other receivables | 2,510 | 1,678 |
| Prepayments | - | 2,393 |
| | 2,510 | 4,071 |

4. Plant & Equipment

| | | |
|----------------------------------|---------|---------|
| Leasehold Improvements – at cost | 39,711 | 7,557 |
| Less: Accumulated Depreciation | (3,997) | (2,973) |
| | 35,714 | 4,584 |

| | | |
|------------------------------------|---------------|---------------|
| Plant & equipment – at cost | 40,678 | 37,321 |
| Less: Accumulated depreciation | (31,863) | (25,926) |
| | 8,815 | 11,395 |
| Total plant & equipment | 44,529 | 15,979 |

5. Provisions

| Current | | |
|----------------------------------|--------|--------|
| Provision for holiday pay | 22,897 | 24,300 |
| Provision for long service leave | 13,311 | 21,924 |
| | 36,208 | 46,224 |
| Non-Current | | |
| Provision for long service leave | 3,680 | 5,214 |

Provision for Employee Benefits

Provision for employee benefits represents amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the Association does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the Association does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

Notes To and Forming Part of the Financial Statements (Cont.)

6. Notes to the Statement of Cash Flows

(a) Reconciliation of Cash

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:

| | 2019 | 2018 |
|--------------|---------|---------|
| | \$ | \$ |
| Cash on hand | 32 | 315 |
| Cash at bank | 659,526 | 546,756 |
| | 659,558 | 547,071 |

(b) Reconciliation of Net Cash provided by Operating Activities to Operating Surplus or Deficit

| | | |
|---|----------------|----------------|
| Operating surplus / (deficit) | 4,859 | 38,972 |
| Non Cash Flows in Operating Surplus: | | |
| Depreciation expense | 6,960 | 7,545 |
| Change in Operating Assets & Liabilities: | | |
| - (increase)/decrease in trade receivables and | (832) | 10,032 |
| - (increase)/decrease in prepayments | 2,393 | (2,393) |
| - increase/(decrease) in trade and other payables | 16,477 | 8,999 |
| - increase/(decrease) in income in advance | 129,690 | 43,597 |
| - increase/(decrease) in provisions | (11,550) | 31,790 |
| Net cash from / (used in) operating activities | 147,997 | 138,542 |

7. Contingencies

In the opinion of the Board of Management, the Association did not have any contingencies at 30 June 2019.

8. Events Occurring after 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.

9. Other Details

The registered office of the Association is:

Wellsprings for Women Incorporated

79 Langhorne Street

Dandenong VIC 3175

The Board of Management's Declaration

The officers of the Board of Management have determined that the Association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

The officers of the Board of Management declare that:

- 1 The financial statements and notes are in accordance with the Associations Incorporation Reform Act 2012;
 - a. Comply with Accounting Standards as described in Note 1 to the financial statements; and
 - b. Give a true and fair view of the financial position as at 30 June 2019 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 of the financial statements.
- 2 In the officer's opinion, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Management.

Title Deputy Chair
Mrs. Joanne M. Rosewall

Title Treasurer.
Ms. Laura M. Conti

Dated 19/09/2019

**Independent Audit Report
To the Members of Wellspings for Women Inc**

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report, being a special purpose financial report, of Wellspings for Women Inc, ("the Association"), which comprises the statement of financial position as at 30 June 2019, the statement of profit or loss 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 Board of Management's declaration.

In our opinion 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 2012*, including:

- a) giving a true and fair view of the Association's financial position as at 30 June 2019 and of its financial performance for the year 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 ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

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 Board of Management's financial reporting responsibilities under the *Australian Charities and Not for Profit Commission Act 2012* and the *Associations Incorporation Reform Act 2012*. As a result, the financial report may not be suitable for another purpose.

Responsibilities of the Board of Management for the Financial Report

The Board of Management 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 *Associations Incorporation Reform Act 2012* and for such internal control as the Board of Management 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 of Management 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 of Management either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.



**Independent Audit Report
To the Members of Wellspings for Women Inc (cont'd)**

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

A handwritten signature in black ink, appearing to read "M Shulman", is written over a horizontal line.

Michael Shulman
Partner
Date: 7 October 2019



Special thanks to:

Funding Bodies:

City of Greater Dandenong, City of Casey, Department of Health and Human Services, Department of Education, ACFE Board Presentation Sisters Victoria, Victorian Multicultural Commission, Department of Social Services, Department of Industry, Innovation and Sciences, Victorian Women's Trust, Flora, Frank Leith Charitable Trust Fund, Department of Home Affairs, CCI Giving Foundation, Jack Brockhoff Foundation, Mercy Foundation, VicRoads, BeConnected, Bennelong Foundation, Gandel Philanthropy, Equity Trustees and Australian Community Foundation.

Donors & Supporters:

Presentation Sisters Victoria, Kildare Ministries, St John's Regional College, Sigma Healthcare, St Joseph's Parish Boronia, St Paul Apostle Parish Endeavour Hills, Avilla College, Star of the Sea, Zonta Club of Frankston, Josephine's Shoes, Hughesdale Spiritualist Society, St Vincent De Paul, Kilbreda Secondary College, Kellister College, Country Women Association Bayside, Julian Hill MP and numerous individual friends of Wellsprings.



Collaborating Agencies:

Red Cross, Anglicare, Uniting, Enliven, Matchworks, Berry Street, WAYSS, SMRC, Chisholm TAFE, Women's Health in the South East, St Vincent De Paul, Windermere, Our Place, Doveton College, Neighbourhood Houses in Dandenong, Noble Park, Springvale and Keysborough, South East Community Links, In Touch, Foundation House and Monash Health & Lifeline.

Wellsprings for Women gratefully acknowledges the support of:



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for women



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