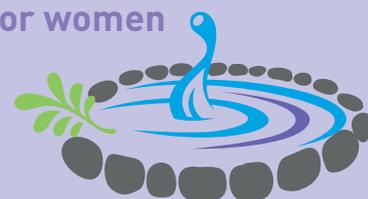




Annual Report 2017 – 2018



Wellsprings 
for women



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Wellsprings for Women Incorporated**

Wellsprings for Women Incorporated is a women only organisation.

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www.wellspringsforwomen.com



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-four years, Wellsprings grew in response to the changing needs of women in the Dandenong and surrounding areas. Today Wellsprings employs 14 staff and is supported by over 76 volunteers. We have participants from 26 countries of birth speaking over 20 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.

Humble sister still missed

What's in a Name delves into the fascinating stories and personalities behind some of the city's best-known street names. This week the Journal looks at central Dandenong's Holpin Way, named in honour of Sister Ann Halpin.

A member of Ann Halpin's legacy takes pride of place in central Dandenong.

Greater Dandenong Council unveiled an interpretive sign bearing the story of how the new Halpin Way got its name in September 2013.

Ms Halpin was a City of Greater Dandenong Living Treasure and passed away in 2008 following a seven-month battle with a brain tumour.

She was born in 1928 in St Kilda, the eldest and only girl of six children born to William and Nancy Halpin.

At age 20, Ms Halpin was working in a bank. At 21, her strong need to help others through



education drew her to join the Presentation Sisters.

Her training as a teacher took her to Our Lady of Lourdes, Armadale, and her first position as principal was at St Joseph's in Forcena.

She arrived in Dandenong as the St Mary's Primary School principal in 1974 and became part of the strong commitment to Dandenong the Presentation Sisters had held since the first sisters arrived there to teach in 1912.

After further study she took on parish pastoral work and encountered isolated refugees and migrants, particularly women.

She approached her colleagues with a vision to help through breaking down language and cultural barriers.

The Presentation Sisters vacated their Langhorne Street home and opened the doors to Wellsprings for Women in 1993.

At first, 10 women attended for two hours on a Friday morning. The centre now helps hundreds of women and is open weekdays for English lessons, craft courses, computer training and more.

Presentation Sister Bernadette Keating said Sr Halpin was creative and a born organizer with a deep concern for people.

"Ann's spirit is with us to this day and this signage will remind us that it's still there in the future," she said.



Ann Halpin.

Management & Staff



Dalal Smiley
Chief Executive Officer



Holly Gordon
Education Coordinator



Robyn Erwin
Volunteers Coordinator



Rose Elias
Community Development Coordinator



Lora Hares
Women's Health & Safety Coordinator



Ayesha Awan
Project Officer



Monira Tahery
Enrolment Officer



Jasmine Robbins
Administration / Secretary



Sonu Patel
Finance Officer



Rabia Babar
Social Media Coordinator / Tutor



Mandy Seehusen
Tutor



Samah Taha
Tutor



Rita Poole
Tutor



Deborah Langmaid
Tutor



Medgee Contran
Caretaker



Jolene Stewart
Project Officer (Casual)



Libby Price
Choir Leader

STAFF PROFILE

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

Age Group: 31 - 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.



Members of The Board



Janet Cribbes Chairperson



Joanne Rosewall Deputy Chair



Carmel Collins Director



Minh Nguyen Director



Joy Marrocco Director



Georgia Prattis Director

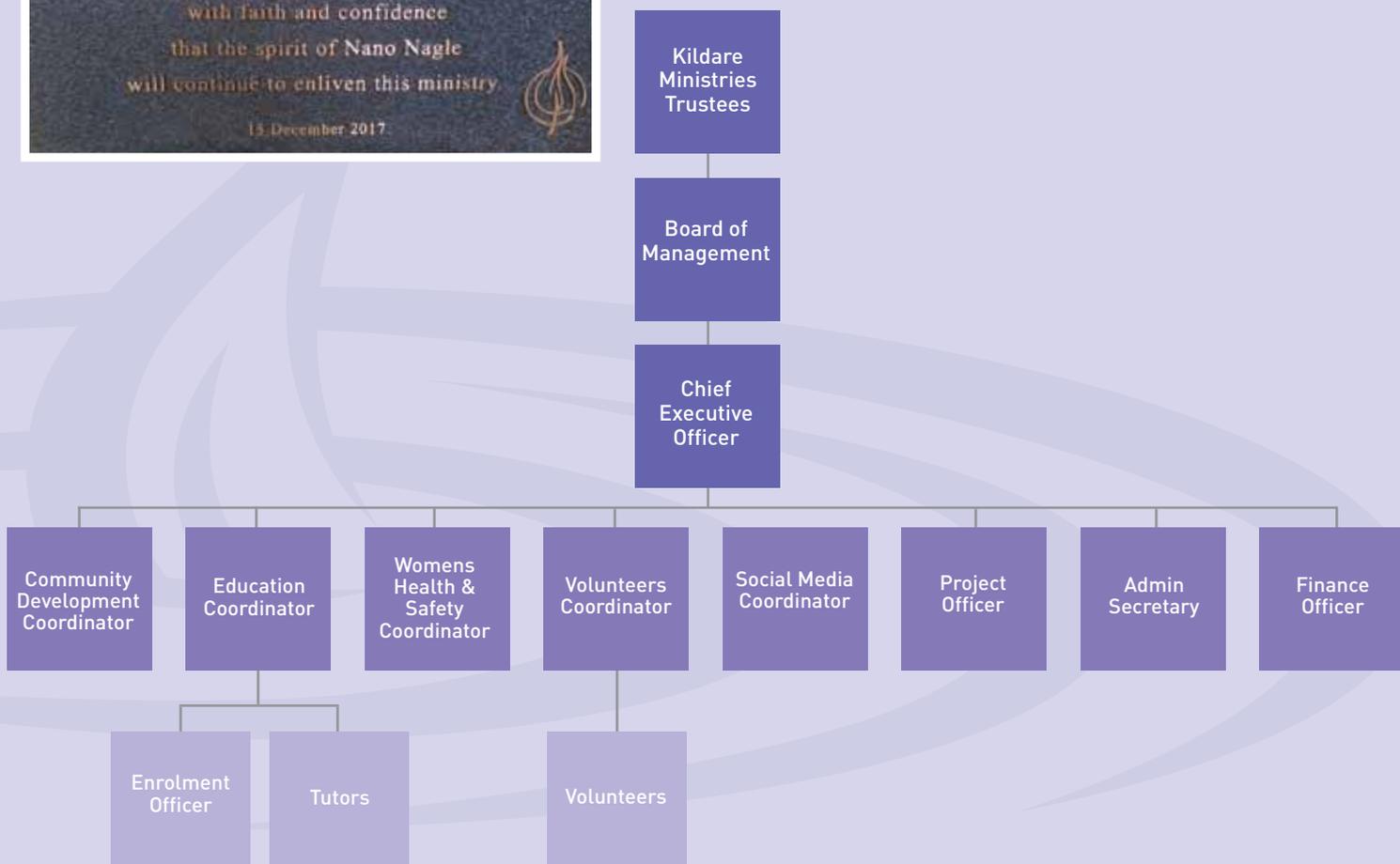


Laura Conti Treasurer



Neha Do Shi
Board Secretary

Wellsprings 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.





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

Welcome to the Chair's report for 2018. It gives me great pleasure to be writing this report. Let me begin with a thank you to the staff and volunteers at Wellsprings for Women. It has been a remarkable year. As per the 2017 -2021 strategic plan we have continued to increase our reach and services to neighbouring municipalities. The outreach services into Cardinia and Casey have expanded our program delivery. We have a range of new innovative programs which have been made possible with new funding partners and collaborative partnerships with new organisations.

I am pleased to also announce that we will be extending our building to include a new space for women programs, which would incorporate an access toilet. Our CEO has been extremely hardworking, securing funding grants to meet the costs for these extensions.

Over the past three years, the previous Chairperson and myself have written about the transfer of Wellsprings for Women to Kildare Ministries. Our new governance structure with Kildare Ministries is now fully operational. The programs and services are not changed with the new governance structure. The values that underpin Wellsprings are also the values of Kildare Ministries; Justice, Compassion, Hope, Courage and Hospitality. Values that guide all the work at Wellsprings. The final ritual for the transfer of the building to Kildare Ministries was a significant occasion for Presentation Sisters Victoria. I would like to take this opportunity to thank Presentation Sisters for their 25 years of stewardship and financial support. The transition to Kildare Ministries leadership has been smooth, welcoming, supportive and full of hope for the future of Wellsprings for Women.

The Board has been hard working as ever. A meeting was held in January 2018 to set the priorities and focus for 2018. We have welcomed three new board members, Georgia Prattis, Joy Marrocco and Laura Conti, our new treasurer. We thank Bod Shyam, previous Treasurer for her guidance through our transition to a new structure. There are three new sub committees that have been formed and working well. We also congratulate Laura and Joy who welcomed new baby boys to their family.

We have an interesting and exciting year ahead. New programs, extended hours and a new building will ensure that we are responding to the needs of the women who attend the service. We continue to be an organisation dedicated to meeting the needs of the women who celebrate, learn and are empowered and share hope for the future. None of this would be possible without the support of our funding partners. We are extremely grateful for your continued support and investment into Wellsprings for Women. To the hard working fundraising committee, who work tirelessly to deliver quality and fun events, we say thank you.

With this I wish all staff, volunteers, Board and funding bodies continuing collaboration, success and an impactful 2019.

Janet Cribbes
Chairperson



“We have an interesting and exciting year ahead. New programs, extended hours and a new building will ensure that we are responding to the needs of the women who attend the service.”

CEO's Reflections



“We listened and heard the many stories of trauma by women experiencing family violence, mental health issues or sexual abuse.”

It has been 24 years since Wellsprings for women first opened its doors to welcome women who needed to connect with others, seek help and assistance, build relationships and build a sense of belonging.

Twenty four years of dedicated service to women by women and at the core of the service is Education as a key goal. A mutual pact of learning between the women who come to Wellsprings and the women who provide the services, whether staff, volunteers or students.

We learn from our participants as much as they learn from us. They bring into the Centre their life experiences, wisdom and insights as generous gifts that we are privileged to receive and be enriched by their offerings.

In this Annual Report, you will gain a glimpse of the programs we offer, and the work we do and the achievements we made. But I also hope we succeed in conveying much more than what we deliver; the essence of what Wellsprings is all about, a space for women to be, to do, to belong, to connect, to explore, to grow, to have a voice, to discover and honour their inner strengths and pursue without fear their aspirations and dreams.

It has been a very challenging year as we witnessed growing hostilities in our country evident by persistent attacks on multiculturalism, Muslims and young Africans. The pressure is mounting on vulnerable people eager to secure their right to citizenship and a permanent home, to pass a number of tests that have nothing to do with the strength of their character or desire to simply get on with their lives and focus on their future as ordinary law-abiding Australian citizens. We began running citizenship classes this year and IELTS to help women prepare for the citizenship test. The number and type of questions they had to memorise astounded me. One of our participants sat the test several times, failed, and is still trying.

We shouldered the anguish and distress of asylum seekers who lost all available supports and are left to fend for themselves. We listened and heard the many stories of trauma by women experiencing family violence or mental health issues or sexual abuse.

What stands out at the end is the resilience of the women, their will to survive, overcome, succeed, and forge better paths if not for themselves, then for their children. They are the unsung heroes who keep Wellsprings relevant, and give meaning to who we are, what we do and why. They just keep on going shutting out the background noises and malicious voices, focusing on what is best about Australia and Australians; The survival and triumph of the underdog and the slowly fading fair go which can still be found in the most ordinary and unassuming places in our neighbourhoods. May we pull together in 2018 and beyond to recapture what a Fair Go is; a chance, an opportunity for everyone regardless of class, gender, ethnicity, race or faith to find a home, a community and a country to belong to; multicultural Australia.

Dalal Smiley

Chief Executive Officer



“We learn from our participants as much as they learn from us. They bring into the Centre their life experiences, wisdom and insights as generous gifts that we are privileged to receive and be enriched by their offerings.”

At a Glance

2016/2017

2017/2018

38,610

Total Student Contact Hours

39,557

9120

ACFE Student Contact Hours

13092

Number of Enrolments in:

161

English Classes



463

62



Computers

154

25

Choir



30

45

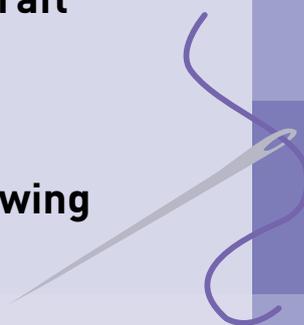


Craft

79

51

Sewing



98

N/A



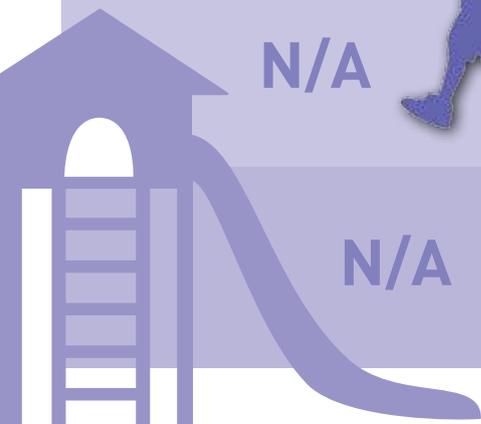
Primary School Children in Programs

52

N/A

Children in Child Minding

77



2016/2017

2017/2018

21

Programs



36

2



Excursions

8

12

Events



21

50



Network Meetings

230

8

External Guest Speakers



14

1

Student Placements

24

66

Volunteers

92

342



Visitors

372

15,403

Website Hits



42,604

798

Phone Calls



1542

Programs

Learn Local Classes

Wellsprings continues to offer quality pre-accredited courses including adult literacy and numeracy and employment skills courses, building confidence and broadening pathway options for our participants. Participants in this program with permanent residency are funded through the Victorian Government Adult, Community and Further Education (ACFE). Pre-accredited training addresses the needs of adults who have experienced barriers to education such as language barriers, low literacy, under-employment or having had time out of the workforce to raise children or care for family members. Our programs build specific skills to assist learners to reach their long-term goals when they may find it difficult to undertake accredited programs as their first step back into education and training.

Wellsprings was excited to expand our Learn Local courses in 2017/18 including lengthening the time of three levels of English classes; adding the Introduction to Community Services course, adding two English for Citizenship and IELTS tests classes in the City of Casey; and have funded our ever popular English Conversation classes at Wellsprings which will give them more stability, resources and longevity.

The Capacity and Innovation Fund (CAIF) allowed us to develop the Introduction to Community Services course which was launched in term 2/2018. This dynamic course engaged a variety of guest speakers from local Registered Training Organisations and local employers and is boosting the women's confidence to step into accredited study and entry level employment.

Throughout 2017/18, our ACFE Tutors have been upskilling with webinars, Intel Learn Easy Steps training, Trauma Informed Education and Adult Education Techniques and a workshop by Dandenong Library on their impressive online resources.



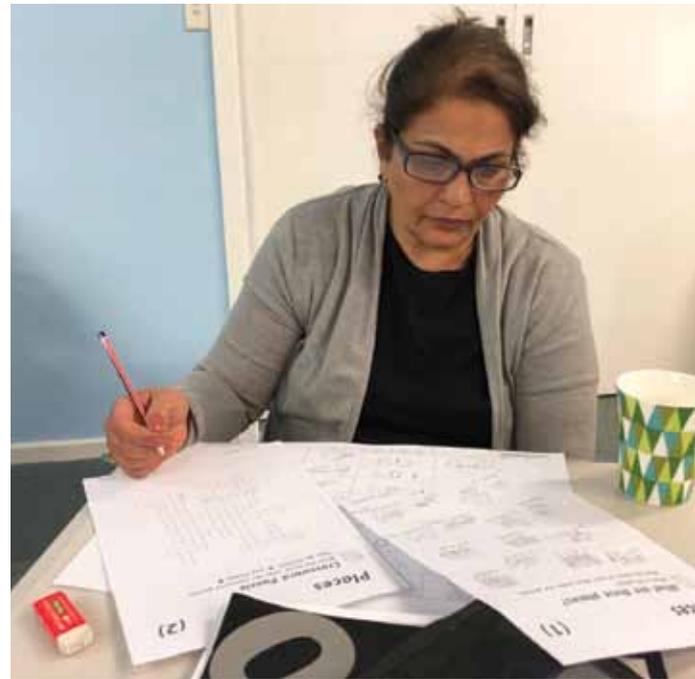
English as an Additional Language

Offering three levels of EAL at Wellsprings, 3 outreach English classes, an English for sewing class and a conversation class, our pre-accredited English programs have seen 345 enrolments last financial year totalling 10,029 student contact hours. The courses are designed to address speaking, listening, reading and writing. A range of dynamic task oriented activities are employed from booking appointments, filling forms, sewing and everyday life to presentations which build the learners employability skills.

While progress can be gradual with Level 1 English, a 'Learn to Learn' model allows them to participate in formal education, sometimes for the first time. Moving through Level 2, 3, and English Conversation class the programs demonstrate 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.

Additional English Language Class

Our team of dedicated volunteers continue to help meet the needs of our participants by offering an additional English language class Everyday English. Funding for our pre-accredited classes is limited to permanent residents, therefore the provision of this additional and free classes is vital to allow us to meet the needs of all women, regardless of residency status. Everyday English is highly popular and has supported 53 women over this financial year to learn English.



“

“The Capacity and Innovation Fund (CAIF) allowed us to develop the Introduction to Community Services course, which was launched in term 2 – 2018.” (Education Coordinator)

”



Computers

Offering five programs, our pre-accredited Computer classes have seen 154 enrolments this financial year who have completed a total 4668 hours of class time. The courses aim to prepare the learners for further studies or employment by equipping them with the required digital skills.

Classes focus on inter-personal skills such as team work, problem solving and above all, planning and self-management. Classes increase women’s digital literacy and increasing autonomy in their everyday lives. The course has achieved a lot of popularity and is facilitating women to pursue further studies. Considering the needs and pace of the learner group, the programs are 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.



Sewing

Sewing is a very satisfying skill enjoyed by many women and this popular class has logged 98 enrolments and 2960 student contact hours. We have a Wednesday evening sewing for English class and a dedicated team of volunteers run two very popular sewing programs each Thursday. The skill levels and complexity of the garments made by the women vary broadly. Several women participating in the Thursday programs have learnt basic sewing skills from their mothers, when quite young. However, they may not have had the opportunity to sew for quite some time. They join our program to reconnect with and further their skills and complete many attractive and creative pieces of clothing. Women who have never sewn also join and begin by tracing a pattern, cutting out fabric pieces and using the sewing machine. With the careful guidance of staff and volunteers in a friendly and supportive environment, the women select the fabric and patterns for their individual projects.

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



Ageless Grace

Ageless Grace is an exercise program which helps keeping the body and brain fit and healthy. As well as that, it is a lot of fun. The exercises are made up of gentle, natural movements which are performed while sitting in a chair. We use a range of music to create rhythm for some of the actions. For some other movements we rely on imagination, memory and playfulness. We move all our joints, our arms, legs, spine and muscles in many different ways as provided by the guidelines of the Ageless Grace inventor, Denise Medved in USA. Currently, we run two sessions per week, and they are both very popular with 38 women in total enrolling. Sitting in a chair provides support and freedom of movement. Consequently, the program is suitable for all ages and abilities. We are also using this opportunity to educate our participants about the importance of brain function, movement and activity in our daily lives.



“We are also using this opportunity to educate our participants about the importance of brain function, movement and activity in our daily lives.”

(Ageless Grace Facilitator)



Choir

The Wellsprings Singing Group meets every Thursday morning, and is a fun and friendly space for singers of all levels. The emphasis is on friendship and singing for fun, rather than being “perfect singers,” although we do some voice training exercises to improve our overall sound. The group is kept singing along by Libby Price as Community Singing Leader, and Helen Druitt on piano. Together, the team works on fun “sing along” songs, and is starting to add some more challenging repertoire including a capella and 2-3 part harmony songs. Although we do not consider ourselves a performance group, the group have made a few public performances at the Wellsprings for Women AGM and annual dinner. We also like to visit the local Southern Cross Aged Care centre once a term, inviting the residents to sing along to their old favourites. In December, members from VoKallista Community Choir (Tecoma) joined us for the December Christmas Carol session, which was a particular favourite for members. We hope to continue joining our local communities together through song, and welcome new women to join the group. All you need is a love of singing, a sense of fun and a willingness to join in.



“We hope to continue joining our local communities together through song, and welcome new women to join the group.”

(Choir participant)



Craft

Adult Craft Classes at Wellsprings for Women run Monday morning and Tuesday afternoon. The aim of these groups is to give women time in a safe, creative space to form friendships, learn a new craft or improve existing skills, through building their confidence, self-esteem and trust, thus improving their health and wellbeing.

On average about 20 women attend each week. Special projects this year included creating Knitted and Crocheting items from donated wool or from their own resources to :- 1) KOGO, knit one give one – fingerless gloves, scarves and beanies for homeless or disadvantage people. 2) Snuggle rugs for Backpacks 4 Vic Kids an organisation that supports children living away from home. 3) Tea Cosies for Craft-a-Cure, who auction / sell the cosies to raise funds for Cancer Research. 4) Cards, knitted and stitched items were created for special events at Wellsprings for Women. 5) Participants arranged a display and demonstration of their work for Senior's Week.

On a lighter note the participants enjoyed an excursion to the Quilt Show at The Australian Garden's Cranbourne. Also, some attended a "thank you" morning tea at Backpacks 4 Vic kids. This is a very, creative, vibrant and productive group where participants can choose what they wish to create.

Living, Learning, Belonging

This program was funded by both The Andrews Foundation and the Victorian Women's Trust, which enabled us to run it for 12 months and cover a range of topics relevant to migrant and refugee women.

The main features of the program centred on raising the women's awareness of their rights and responsibilities of living in a multicultural society. The women discovered the commonalities as well as the diversity of the cultures that exist within the classroom and the broader community. They shared their experiences of dislocation and resettlement, racism and discrimination they faced in Australia, as well as positive experiences of people who made them feel welcome and embraced them as part of the community. The women explored what it means to belong and be an effective part of the community. Other topics that were explored also included gender equality, respectful relationships and prevention of violence against women. The women engaged in parenting sessions, cyber safety and mindfulness. Participants also went on an excursion and took part in two art therapy classes where they produced a Harmony banner and a Mandala.

“We discussed ways to improve in our household without causing friction or disharmony.” (LLB participant)



After-School Art and Craft Program for Primary School Children

We introduced this year a new program of Art and Craft activities for primary school children, delivered at the schools. This was made possible by a grant from Flora and Frank Leith Charitable Trust. In term 1, the art and craft classes took place at Dandenong Primary school, and in term 2 at St Paul the Apostle North in Endeavour Hills. Thirty-five children participated in this program which continues to be offered at Doveton College.

I enjoyed coming to art club
because I like creating things
and doing art activities.

Drawings featured in this Annual Report were done by primary school children from Dandenong Primary School and St Paul The Apostle North Catholic Primary School as part of our After-School Art and Craft program funded by Flora and Frank Leith Charitable Trust.

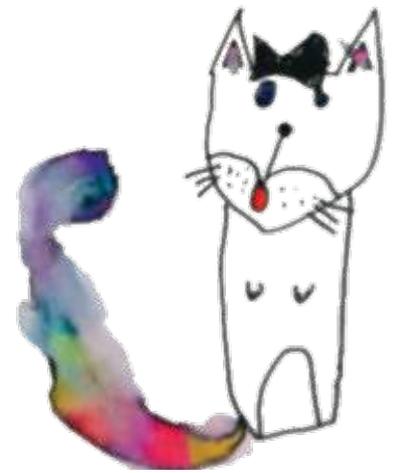




School Holiday Program

In January 2018, the Wellsprings for Women School Holiday Program commenced with financial backing from The City of Greater Dandenong. The Holiday Program was informed by the success and feedback from the 2016 School holiday Pilot Program. The holiday program achieved its primary objective to provide a positive holiday experience and to keep a connection with our most isolated participants during the 9 weeks in which our regular programs are closed for the Victorian summer School Holidays.

The program engaged 59 individual women and children with 203 attendances logged. 14 volunteers and 3 student interns were also engaged and it was coordinated by 2 Wellsprings staff. The program also engaged 3 external programs including the SaverPlus program, Boomerang Bags (Dingley) and a parenting program run by Anglicare. Internal programs included art and craft day and gardening workshops. Women and Children reported very high levels of satisfaction with the program and had some great suggestions for future programs.



“I love to come to Wellsprings and we had too much fun doing all the (activities). My kids (had) fun making things. I learn new games for at home” - Participant with children



Women's needs analysis

Wellsprings for Women conducted a women's needs analysis with responses from over 100 women being 19.8% born in Afghanistan, 12.87% born in Sri Lanka, 6% born in India, 6% born in Lebanon, 6% born in Pakistan. 65.7% of the women are married, and 80% have children. 58% of the women did not attend any community groups. Majority of the respondents rated their health as good with 8% indicating they had health concerns. 40% of the women indicated feeling lonely and requiring assistance. 35% indicated they were facing problems and had no help. 58% of the women reported that they wanted to improve their English, 41% wanted to find a job and 35.25% needed more guidance and information on understanding Australian society. More than 80% of the women agreed that it is very important to have a women-only centre. The results of the survey are used to assist Wellsprings for Women to plan future programs.

Volunteering

Volunteers continue to provide vital support essential to all Wellsprings activities and classes. This year Wellsprings conducted a Volunteers Satisfaction survey which found that 93.5% of Wellsprings' volunteers are satisfied or very satisfied with their role at Wellsprings. Wellsprings is working to increase regular communication with volunteers as asked for by survey respondents.

One of our longest serving volunteer June O'Doherty received a Special Recognition Award at the Community Superhero Awards presented by Sandown Greyhound Racing Club. June has contributed in a great variety of ways during her 16 years at Wellsprings including:

- via her long-running Art Class,
- as a founding (and continuing) member of the Wellsprings Singers,
- leading Creative Writing Classes,
- leading English Conversation,
- leading Learning to Live in Australia activities,
- as a key member of the Fundraising Committee,
- organising annual sales of art work,
- compiling 3 booklets telling the stories of some of the women in her classes.





June has always gone above and beyond what's required, giving her skills generously and with genuine love and care. It is an honour to have her as a volunteer.

I'd like to particularly highlight the efforts of our childminding volunteers as they have adapted and embraced our new child-minding procedures and the challenges which come with having children in a separate room from their mothers. Each of these women is very skilled in keeping children cared for, happy and occupied. Without them, many of our participants would not have been able to come to classes and participate in Wellsprings programs.

Wellsprings is privileged to have highly skilled volunteers who step up and lead classes and activities. We thank Sue Wilson for leading the sewing class and Val Campbell for leading Everyday English class and wish them well as they have moved on to new stages in their lives. We are pleased to have Caroline Wellington and Eva Silverstein now lead the sewing class and Helen Sanders leading the Everyday English class.

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

Amira Zaki
Crystal Cartwright
Diana Pullin
Jana Solovka
Judy Taylor
Jugratt Patel
Kanthi Hewavitharama
Katarina Vikdic

Kathy West
Maylisa Mudyito
Moira Petrie
Mursheda Jahan
Nicole Martin
Patricia Whittle
Rosemary Gibson
Sam Hodges

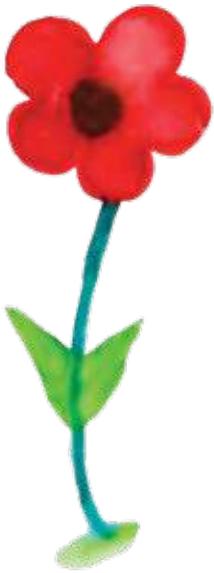
Samah Taha
Sebiha Logo
Senaj Alijerski
Shabhana Bakhtani
Shani Naseer
Simran Jeet Kaur

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

Abigail Levy
Amina Alozai
Anita Ahmadi
Anna Crestani
Bronwen McKean
Chandrika Basanayake
Colleen Pummeroy
Danielle Hassall
Farideh Haghighat
Farzana Khan
Jana Solovka
Jenny McUtchen
Jorgelina De Prado
Katarina Vikdic

Kim Fusinato
Kobra Rahimi
Lavanya Sunderararjan
Leslee Blackham
Maha Shahid
Mildred Tomnay
Nadia Khan
Nahid Akter
Nasima Kakae
Neha Doshi
Patricia Espinas
Rachel Chew
Regina Joseph
Rhonda Dumacich

Rida Khan
Ridhima Tandon
Saleha Azizi
Sam Hodges
Sarah Fitzsimons
Senaj Alijevski
Shabhana Bakhtani
Sharafiyya Jameel
Suraksha Regmi
Thi Houng Nguyen
Thi Kim Thinh Li
Tran Nguyen
Tu Huynh
Zahra Ibrahim



Work for the Dole

This year Wellsprings for the first time engaged with the Work for the Dole program. Job Seekers are placed with Wellsprings for up to 26 weeks whilst they continue in their search for work, providing valuable experience for the job seekers and extra workers for Wellsprings. Seven placements were made with Wellsprings in administration, hospitality, craft and sewing roles. At least one placement was able to secure a paid position due in part to the experience she gained in her role at Wellsprings.

Student Placements

Wellsprings hosted 20 student placements studying VCAL, Diploma, Certificate, Bachelor and Masters courses, in areas including mental health, community services, social work and more, for periods between 1 week and several months. Students take on a range of tasks from assisting with classes, conducting research or evaluations, analysing data, assisting with designing new programs, administration and hospitality, childminding, assisting with events etc.

ReadyGrad

This year Wellsprings took on board a Graduate in IT who worked for 3 months to establish on-line databases for Participants and Volunteers records. The Graduate worked for 3 days a week over 3 months to complete this project.

Women's Health and Safety Program

Women's Health and Safety Program is a two-year project funded by the Department of Social Services and delivered in three locations being; City of Greater Dandenong, Casey and Cardinia.

The aim of the project is to:

- Raise awareness on gender equality, respectful relationships and domestic and family violence within CALD communities
- Successfully engage with key stakeholders and local CALD communities to drive sustainable changes in, attitudes and behaviours that lead to or contribute to violence against women and their children
- Utilize a culturally relevant approach to ensure that activities are appropriate and targeted
- Promote existing supports available within local CALD communities

A reference group was developed consisting of nine organisations that have expressed their interest to be part of the reference group and to provide advice through different phases of planning, implementation and evaluation of the project.

Following are the reference group members:

- Southern Migration and Refugee Centre (SMRC)
- Integrated Family Violence Partnership
- Interfaith Network
- Women's Health in the South East (WHISE)
- Enliven
- Uniting Connections
- InTouch
- City of Casey



ANROWS Action research workshop

Women's Health and Safety Program staff attended ANROWS workshop on 19th and 20th April in Sydney. The workshop was organised to discuss different aspects of action research and to explore and share work experiences on some of the similar challenges and opportunities in working with CALD communities experienced by other funded agencies. An action research primer has been developed as a result of this activity to document the work of the program which would ultimately contribute to the evidence base on working with CALD communities to prevent violence against women.

Men's Reference Group

A new component was added to the Women's Health and Safety Program as a result of consultation and feedback from CALD women. The women participating in the educational sessions emphasised the importance of engaging with men in the space of prevention of violence against women. Based on the feedback from our participants as well as our observations working with CALD communities it was evident that working with men to raise their awareness on issues related to domestic and family violence was very crucial to having long term positive impact in relation to prevention of violence against women. Hence a meeting was held with men from different cultural backgrounds to provide their perspective on how to engage men in the space of preventing domestic and family violence. Wellsprings for Women will be building on this initial meeting.

Educational sessions

Two educational sessions for women from CALD background have been delivered at the Living- Learning Centre in Pakenham. Women from across different ethnic backgrounds including Sudanese, Indian, Afghani, Vietnamese and Chinese communities had participated in the session.

Four educational sessions have been delivered to women from Afghan community in their own language. Since the sessions were run in Dari the main language spoken in the Afghan community the participants were very engaged during the sessions and found the sessions very useful in increasing their knowledge about the drivers of domestic and family violence as well as how to prevent violence against women in their families and in the wider community.

One educational session has been provided to the Doveton college women's group. Participants in the session were from different ethnic groups. The session was run in English with simultaneous translation of the content in different languages.

“Thank you for raising our knowledge about respectful relationships, I would love to use this knowledge to keep my family together and happy”

Home Visitation

Following a review of this program in 2016, Wellsprings renewed its commitment to offering it again to isolated and vulnerable women. We receive regular referrals from various agencies requesting the service for their clients.

We have been continuously receiving new referrals for participants who are either isolated or vulnerable due to a number of different issues. These issues include, mental health, language barriers, domestic violence, financial hardship, no access to transport or limited knowledge of support services, etc. We have almost 20 Home visitation participants with whom we are working very closely. To provide an ongoing support we have almost 11 volunteers who either have one or two home visitation participants. Visits are made on fortnightly basis.

Wellsprings Mentor Program

The Mentor Social Group meets every Wednesday. The group start their session by doing a light exercise followed by a discussion and socialisation session. The participants talk and discuss a new topic every week. Some of the topics they have discussed include; Health and Wellbeing, Australian national anthem, healthy relationships, self-care and family safety. The participants also enjoy doing some art and creative activities as well as cooking sessions.

Participants were also engaged in activities that provided them the opportunity to share their journeys to Australia and some of the challenges and struggles that they have faced.

The Mentorship program is also providing regular one on one support to women with complex needs including Housing, citizenship, job seeking, job network, Centre link, mental health, domestic violence, financial hardship, parenting, disability, employment, limited access to information and services, social isolation and grief.

“I just did something by myself. I’ve never done that before.”





“I like the exercise we do every week, it also gives me the chance to socialise and learn from other participants in the group.” Let’s Talk Program

Let’s Talk

Early in 2018, Wellsprings partnered with the City of Greater Dandenong in hosting a program targeting young women. About 11 young women took part in the program which covered a range of topics on gender equality, gender identity, racism, sexism, leadership, body image, and the various pressures and challenges that face young women in Australia today.

Good Cycles

Wellsprings teamed up with Good Cycles to offer women the chance to learn how to maintain and ride a bike. Ten women from 5 different countries (Afghanistan, India, Vietnam, Sri Lanka, Mauritius) and with ages ranging from their 20’s to their 60’s came together and learnt how to strip a bicycle of all its parts and put them back together again. Having successfully replaced a tube at the first session, one participant stated proudly, ‘I just did something by myself. I’ve never done that before’. They then proceeded to strip and replace cables, peddles, gears, de-railers, etc. Another woman stated, ‘This program is so much fun. I feel so powerful’. At the end of the 6 weeks, each participant received a re-conditioned bicycle from Good Cycles, together with a lock and helmet. At the last session, the women tried out their bikes, some learning to get their balance whilst others ventured out for a longer ride along the Dandenong bike trail. The program was such a success Wellsprings applied for further funding from the City Of Greater Dandenong to run the program again in January 2019.



EVENTS

International Women's Day

With funding from the Victorian Multicultural Commission, we held a big celebration for International Women's Day on the 7th of March, attended by over 70 women, who enjoyed an Afghan lunch cooked on the premises by Wellsprings Women's Cooking Group. The day included Afghan display, fashion parade, presentation on Afghan culture, history and traditions. The celebration also included Trish Kielty as Guest Speaker. Trish founded Avocare which is a social enterprise that supports a number of charities including the Food Bank. Trish also won Citizen of the Year for the City of Greater Dandenong for 2017.

Casey Kid's Carnival Stall

In March 2018, Wellsprings held a stall at Casey Kid's Carnival to promote our programs and conduct needs analysis surveys with women in the community. We had volunteers doing face painting for children and gifts to give away. Sadly, the event got cancelled a couple of hours in when the event flooded with heavy rain. However, the morning was successful and we had a couple of women sign up for programs at Wellsprings.

Mother's Day

Wellsprings for Women celebrated Mother's Day on 9 May 2018 with an immersive experience into the Pakistani culture

The event aimed at generating intercultural understanding and connections between women by sharing what their mothers and grandmothers passed on to them.

The event involved over 70 women of many different cultural backgrounds who worked together on creating a Pakistani experience through cooking Pakistani food, researching Pakistani culture and customs, preparing a presentation to be delivered on the day and wearing traditional clothes to showcase on the day.

National Volunteers Week

In May we celebrated National Volunteers week with an excursion to Fairfield Boathouse. Seventeen volunteers enjoyed a scrumptious Devonshire Tea in beautiful surroundings. Some volunteers stayed in the cosiness of the historic boathouse whilst others ventured out for a walk along the river amongst the gumtrees and across the footbridge. A great time was had by all.

As always we also celebrated the spirit of volunteering with a Volunteers lunch at the end of each term.



Adult Learners Week 2017

In September 2017, we celebrated Adult Learners Week by showcasing the programs we have on offer during a “Bring a Friend” BBQ event at Wellsprings. It was a vibrant day promoting further pathway options within and external to Wellsprings and was attended by 35 women and 6 staff and volunteers.

Intercultural Celebration of Senior Women

On October 10, Wellsprings’ participants joined with other women from the area to participate in Wellsprings’ Intercultural Celebration of Senior Women. Women enjoyed a fabulous display of creations by Wellsprings craft groups, stepped and bounced in time with Zumba and line dancing, feasted on a scrumptious BBQ, listened to a suite of songs from the Wellsprings choir, had a go at bingo, had their hands decorated with henna and generally enjoyed each other’s company. Extra colour was added to the day by the traditional outfits many adorned.

Career and Study Information Session

29 women attended our Career and Study Information Session which was held in November 2017. This session promoted pathway options for women by inviting external guest speakers and allowing time for questions about study pathway options.

Responsible Gambling Awareness Week

In November 2017, we held an event for Responsible Gambling Awareness Week at Wellsprings where we aired the compelling documentary Ka-Ching Pokie Nation. Following the screening, we had a Q&A session supported by a financial counsellor from Connect Health and Community. Many women expressed concern for family members and took support group referral information.

Other events

In 2018 we also celebrated Harmony Day in March, hosted a Biggest Morning Tea, participated in Harmony Festival in March, held a General meeting and a Women’s Health Expo in September.

Cooking: The Art of Belonging

Some serious cooking extravaganza has been taking place at Wellsprings for Women, thanks to funding from Scanlon Foundation. This program involves 15 women, passionate about food, who have received food handling training and have been learning various cuisines from each other. In 2017/2018 they hosted International Women's Day / Afghan culture, Mother's Day / Pakistani culture, Volunteer's lunch / Sudanese culture and Women's Health Expo / Vietnamese culture lunches and learnt from each other's way of cooking, traditions and customs. Power point presentations, fashion shows, dancing and more fun was experienced by our participants and external guests.

They also catered for the Shire of Cardinia's Harmony Festival. Thanks to a grant from the Victorian Women's Trust. The women are considering their options for a potential social enterprise. This is a program that taps into women's existing skills to build intercultural connections and promote and celebrate women's contributions to multicultural Australia.



Afghan women's friendship group

A group of Afghan women get together on Mondays and Tuesdays each week during school terms to learn how to read Quran in Arabic language. They have formed a strong bond as a group and enjoy their time together at Wellsprings for women. They also attend other programs at Wellsprings during the week.

Fundraising

Our Annual Dinner in 2017 was held at - St Paul's Reception Hall in Dandenong. Ms Helen Kapalos - Chairperson of the Victorian Multicultural Commission was our inspiring Guest Speaker. Both Local MP Gabrielle Williams and Cr Angela Long from the City of Greater Dandenong thanked and reiterated the important and valuable role Wellsprings plays in our community.

Sponsorship enabled two tables of participants to attend the Dinner and a highlight of the event was a display of their artistic and creative craftwork.

A new Wellsprings video honouring the work of Ann Halpin, produced by Nadine Chamas was launched. The video also captures the Participants, Staff and Volunteers enjoying the classes and activities that are all part of the learning, celebrating, sharing, supporting and healing that happens at Wellsprings.

Wellsprings Choir again presented a creative rendition of songs and Line Dancing was a new item, led by Volunteer Tutor Moira. Once the music started the dance floor was soon filled with boot scooters, all definitely enjoying themselves.

Raffle Prizes and Silent Auction items were donated by the supporters of Wellsprings as well as Bunnings, Avocare and Dan Murphy and the plants on the tables were donated by Oasis Horticulture.





Fundraising (Cont.)

Once again it was a wonderful event, providing opportunities for catching up socially, prize winning, snapping up bargains, networking and celebrating the dynamic work of Wellsprings for Women in our community.

In April, we held a very successful mini fundraiser at Afghan Rahimi Restaurant in Dandenong. 100 people enjoyed the delicious, tasty food. The welcoming ambience of Rahimi provided the ideal setting for Monira Tahery, our Project Officer, to deliver an inspiring presentation on Afghan Culture, history and customs. A quiz was used to test the guests' knowledge of Afghanistan. The Raffle and Sale of the participants' handcrafts were well supported by all the friends and colleagues who attended this entertaining event.

A cup of tea is the beginning of all great things - great ideas, great friendships, great living.

Celebrating the 24th Birthday of Wellsprings in July, was the occasion for our third very successful High Tea. Again we were lucky to have the beautiful China from Mandy and the Bayside CWA, with the delightful tea cosies, which all added to the ambience of the room. The room was buzzing as old friends were reacquainted and people chatted about their connection with Wellsprings. Dalal spoke about the Presentation Sisters and their involvement in the 24 years of Wellsprings and then invited the sisters who were at the event Mary Power, Merle Parker and Mary Keogh to blow out the birthday candles. The women all enjoyed the tasty sandwiches and savoury delights and fine selection of sweets, all handmade by our committee and other volunteers.

Special thanks to June, who made the ribbon sandwiches and announced that these will be her last lot, having made sandwiches for at least 60 years, for all the many fundraising groups she has been involved in.

The success of this event is made possible through the generous donations of goodies like the plants, drinks, food, raffle and door prizes.



Wellsprings in the media

NEWS

Cycle women's skills spike

By Casey Neill

From bike repair to basket weaving - Wellsprings for Women has it covered.

The Dandenong support service partnered with Good Cycles to provide free bike lessons for six weeks from Thursday 18 October.

Participants will receive one of Good Cycles' other educational initiatives like to keep at the "idea of an hour learned how to ride a bike when we were young," Wellsprings CEO Datal Smiley said.

"We really like to get women out for their bike time in a different direction - and they're looking engaged by it."

Valerie from Noble Park said she was taking part so she could help her kids with their bikes.

"It's doing it more for confidence building and to work with other women," she said.

Elzaha, from Dandenong, said she was taking part because she was trying to fit in a bike that she had to fix it.

"I know how to ride a bike, I just want to be able to fix it," Elzaha said.

"The key is to have someone and not just a program just for it if it can serve funding."

On 11 November it introduced another new course, called *Powering Lives in Stratford*.

It's a five-week job at providing it to women from disadvantaged backgrounds.

"The idea is to find a healthy balance between accepting and understanding your child's environment, but also enabling them to maintain their native culture," Dr Smiley said.

"We all need a little help and advice with our kids every now and then, but for those hours it is more helpful."

Participants in type of change and classes will run on Mondays between 1pm and 3pm. Call Wellsprings on 8331 2161 for more bookings and more information.




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Healthy ideas on the menu

06 September 2018 1:40 PM

With a delicious serve of Vietnamese lunch, health is certainly on the menu at Wellsprings for Women.

At its upcoming Women's Health Expo, there is an array of information on health issues, healthy lifestyles and fun exercise.

The topics include cancer prevention and early detection, healthy eating, mental health, eating disorders, hypertension, diabetes, dementia and osteo-arthritis.

The message is seek early advice on health concerns, have regular check-ups and learn about language and cultural barriers and a lack of familiarity with the health system.

Many of the women who attend Wellsprings don't have easy access to health information due to language and cultural barriers and a lack of familiarity with the health system.

The expo offers multilingual, multicultural staff and volunteers to help with communication on the day.

Fun activities on the day include Zumba, line dancing, meditation and exercises.

Wellsprings' women's cooking group will cook up a Vietnamese lunch and present information on Vietnamese culture.

Wellsprings is a women's-only centre that provides services to the most disadvantaged women in the South East.

The health expo is at Wellsprings for Women, 79 Langhorne Street, Dandenong on Wednesday, 19 September, 10am-3pm.

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Women's cooking group members Angel and Hakima prepare Vietnamese fare. 164738, 81 Picture: STEWART CHAMBERS

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Celebrating solidarity

08 March 2018 11:22 AM

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Wellsprings for Women hosted an Afghan experience to mark International Women's Day.

The Wednesday 7 March event at the Dandenong support service aimed to foster intercultural understanding and connections between women.

Attendees shared what they enjoyed most about their cultural heritage and traditions.

The event involved women of many different cultural backgrounds who worked together on creating an Afghan experience through cooking Afghan food, researching Afghan culture and customs, preparing a presentation to be delivered on the day and wearing traditional Afghan clothes to showcase on the day," Wellsprings for Women CEO Datal Smiley said.

Greater Dandenong Citizen of the Year Trish Kelly from Avocare shared her story of migration as the guest speaker.

"We are grateful for funding from the Victorian Multicultural Commission and the Scanlon Foundation which enabled us to organize the event and make it a real celebration of women's tenacity, resilience and sense of solidarity," Ms Smiley said.

Sharifa and Kobra with Afghan eggplant and tomato dish boursan banjan. 178344 Picture: GARY SIS5ONS

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Celebrating mums through culture

10 May 2018 12:04 PM

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A Dandenong event honoured motherhood with an innovative Pakistan experience.

Wellsprings for Women celebrated Mother's Day on Wednesday 9 May.

Amrugal so many things we learn from our mothers, looking back the way," CEO Datal Smiley said.

One last participants reflected on what their mother's taught them and "and thanking them for the sacrifices they have made to give us a better life."

The event aimed at generating intercultural understanding and connections between women by sharing what their mothers and grandmothers passed on to them," she said.

It holds a secret recipe that is passed down from one generation to the next.

Women from many different cultural backgrounds worked together to create a Pakistani experience through cooking Pakistani food, researching Pakistani culture and customs, preparing and delivering a presentation on the day and wearing traditional clothes.

"We are grateful for funding from the Victorian Multicultural Commission and the Scanlon Foundation which enabled us to organize the event and make it a real celebration of women's tenacity, resilience and sense of solidarity," Ms Smiley said.



Mum and daughter Amrugal Awan and Fatima Awan. 160252 Picture: GARY SIS5ONS

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VOLUNTEERS PROFILE

Country of Birth: Mauritius, Afghanistan, Australia, Malaysia, Indonesia, Bangladesh, India, Sri Lanka, Burma, Thailand, Czechoslovakia, Pakistan, Italy, Serbia, Philippines, Netherlands, Argentina, United States of America, Eritrea, Maldives, Vietnam, France, Nepal, England.

Age Group: 24 - 85

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

Local Government: Cities of Bayside, Boroondara, Brimbank, Cardinia, Casey, Frankston, Greater Dandenong, Glen Eira, Kingston, Knox, Manningham, Melton, Monash, Stonnington, Whittlesea, Yarra Ranges.

PARTICIPANTS' PROFILE

39 countries: Afghanistan, Argentina, Australia, Bangladesh, Burma, Cambodia, Chile, China, Chile, Cook Island, Egypt, EL Salvador, England, Ethiopia, Fiji Island, Guatemala, Holland, India, Indonesia, Iran, Iraq, Italy, Korea, Lebanon, Malaysia, Maldives, Malta, Mauritius, Myanmar, New Zealand, Pakistan, Philippines, Romania, Rwanda, Serbia, Sri Lanka, Somawa, South Sudan, Vietnam.

11 Local Governments: City of Kingston, Greater Dandenong, City of Casey, Cardinia, City of Frankston, City of Knox, City of Maroondah, City of Bayside*, City of Glen Eira, City of Monash, Shire of Cardinia.

42 Languages: Uyghur, Amharic, Oromo, Chinese, Dari, Hazargi, Dinka, Bangla, French, Hindi, Italian, Malta, English, Sign Language, French, Gujarati, Indonesian, Juba, Arabic, Kinyarwanda, Korean, Madi, Malayalam, Mandarin, Nuer, Pashto, Persia, Rohingya, Romanian, Samoan, SINDHI, Sinhala, Somawan, Spanish, Sri Lanka, Tagalog, Tamil, Telugu Indian, THAI, Urdu, Vietnamese, Chinese.

Age range of participants: Participants attending programs age from 5 years old (Art and Craft Program) to up to 88 years old attending the Choir.

The age of the children in child care range from 3 months – 5 years old



Wellsprings for Women Incorporated

Financial Statements

For the Year Ended 30 June 2018

Statement of Surplus or Deficit and Other Comprehensive Income

| | | 2018 | 2017 |
|--|------|---------------|-----------------|
| | Note | \$ | \$ |
| Revenue | 2 | 639,290 | 494,628 |
| Administrative expenses | | (95,671) | (77,872) |
| Depreciation expense | | (7,545) | (6,216) |
| Employee benefits expense | | (483,001) | (423,347) |
| Fundraising expenses | | (13,580) | (7,758) |
| Other expenses | | (521) | (23) |
| Surplus Before Income Tax Expense | | 38,972 | (20,588) |
| Income tax expense | | - | - |
| Surplus After Income Tax Expense | | 38,972 | (20,588) |
| Other comprehensive income for the year (net of tax) | | - | - |
| Total Comprehensive Income for the year | | 38,972 | (20,588) |

Statement of Financial Position

| | Note | 2018 \$ | 2017 \$ |
|--------------------------------------|------|------------|------------|
| Current Assets | | | |
| Cash & cash equivalents | 6 | 547,071 | 411,627 |
| Trade receivables & other assets | 3 | 4,071 | 11,710 |
| Total Current Assets | | 551,142 | 423,337 |
| Non Current Assets | | | |
| Plant and equipment | 4 | 15,979 | 20,426 |
| Total Non Current Assets | | 15,979 | 20,426 |
| Total Assets | | 567,121 | 443,763 |
| Current Liabilities | | | |
| Trade and other payables | | 46,711 | 37,712 |
| Provisions | 5 | 47,758 | 14,434 |
| Income received in advance | | 140,892 | 97,295 |
| Total Current Liabilities | | 235,361 | 149,441 |
| Non-Current Liabilities | | | |
| Provisions | 5 | 3,680 | 5,214 |
| Total Non-Current Liabilities | | 3,680 | 5,214 |
| Total Liabilities | | 239,041 | 154,655 |
| Net Assets | | 328,080 | 289,108 |
| Equity | | | |
| Accumulated surplus | | 328,080 | 289,108 |
| Total Equity | | 328,080 | 289,108 |

Statement of Changes in Equity

| | Accumulated Surplus \$ | Total \$ |
|---------------------------------|------------------------------|-------------|
| Balance at 1 July 2016 | 309,696 | 309,696 |
| Deficit attributable to members | (20,588) | (20,588) |
| Balance at 30 June 2017 | 289,108 | 289,108 |
| Surplus attributable to members | 38,972 | 38,972 |
| Balance at 30 June 2018 | 328,080 | 328,080 |

Statement of Cash Flows

| | Note | 2018 \$ | 2017 \$ |
|---|------|------------|------------|
| Cash Flows from Operating Activities | | | |
| Cash receipts from customers | | 457,898 | 437,890 |
| Cash payments to suppliers and employees | | (554,377) | (479,764) |
| Donations received | | 230,564 | 40,688 |
| Interest received | | 4,457 | 4,489 |
| Net cash inflow from operating activities | 6 | 138,542 | 3,303 |
| Cash Flows from Investing Activities | | | |
| Payment for plant & equipment | | (3,098) | (8,945) |
| Net cash outflow from investing activities | | (3,098) | (8,945) |
| Net increase in cash held | | | |
| Cash at beginning of financial year | | 411,627 | 417,269 |
| Cash at end of financial year | 6 | 547,071 | 411,627 |

Notes To and Forming Part of the Financial Statements for the year ended 30th June 2018

1. Statement of Significant Accounting Policies

The Board of Management have prepared the financial statements on the basis that the Association is a nonreporting 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

- 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
- The Board of Management do not anticipate that the adoption of AASB 9 will have a material impact on its 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. Except for a limited number of exceptions, including leases, the new revenue model in AASB 15 will apply to all contracts and 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.

This Standard will require retrospective restatement, as well as enhanced disclosures regarding revenue.

The Board of Management do not anticipate that the adoption of AASB 15 will have a material impact on the Association's financial statements.

- 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.

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

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

| | 2018 | 2017 |
|--|----------------|----------------|
| | \$ | \$ |
| 2. Operating Surplus | | |
| Included in operating surplus are the following revenues and expenses: | | |
| Federal Government | 20,000 | - |
| State Government | 230,564 | 191,005 |
| Local Government | 129,776 | 122,195 |
| Philanthropy | 151,033 | 97,272 |
| Fundraising | 28,704 | 23,756 |
| Donations | 54,867 | 40,688 |
| Fees | 13,111 | 14,258 |
| Other | 11,235 | 5,454 |
| Total Revenue | 639,290 | 494,628 |

Donation income received during the year includes an amount of \$37,818 which has been allocated to an ongoing infrastructure project to be completed in 2018/2019.

| | | |
|---|-------|-------|
| Remuneration of auditors - Stannards Accountants and Advisors. The cost of the audit is paid for by Kildare Ministries. | 8,000 | 8,000 |
|---|-------|-------|

3. Trade Receivables & Other Assets

Current

| | | |
|----------------------------------|--------------|---------------|
| Trade and other receivables | 1,678 | 11,710 |
| Prepayments | 2,393 | - |
| Total plant and equipment | 4,071 | 11,710 |

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

| | 2018 | 2017 |
|----------------------------------|---------------|---------------|
| | \$ | \$ |
| 4. Plant & Equipment | | |
| Leasehold Improvements – at cost | 7,557 | 7,557 |
| Less: Accumulated Depreciation | (2,973) | (2,218) |
| | 4,584 | 5,339 |
| <hr/> | | |
| Plant & equipment – at cost | 37,321 | 34,224 |
| Less: Accumulated depreciation | (25,926) | (19,137) |
| | 11,395 | 15,087 |
| Total plant and equipment | 15,979 | 20,426 |

5. Provisions

Current

| | | |
|----------------------------------|--------|--------|
| Provision for holiday pay | 24,300 | 9,915 |
| Provision for long service leave | 23,458 | 4,519 |
| | 47,758 | 14,434 |

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.

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:

| | | |
|--------------|---------|---------|
| Cash on hand | 315 | 349 |
| Cash at bank | 546,756 | 411,278 |
| | 547,071 | 411,627 |

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

| | 2018 | 2017 |
|---|----------------|--------------|
| | \$ | \$ |
| Operating surplus / (deficit) | 38,972 | (20,588) |
| Non Cash Flows in Operating Surplus: | | |
| Depreciation expense | 7,545 | 6,216 |
| Change in Operating Assets & Liabilities: | 10,032 | (11,560) |
| - (increase)/decrease in prepayments | (2,393) | - |
| - increase/(decrease) in trade and other payables | 8,999 | 11,528 |
| - increase/(decrease) in income in advance | 43,597 | 18,400 |
| - increase/(decrease) in provisions | 31,790 | (693) |
| Net cash from / (used in) operating activities | 138,542 | 3,303 |

7. Contingencies

In the opinion of the Committee of Management, the Association did not have any contingencies at 30 June 2018.

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 2018 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 Chairperson
Janet Celles

Title Treasurer
[Signature]
Dated: 20/9/18

**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 2018, 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, 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 2012*, including:

- a) giving a true and fair view of the Association's financial position as at 30 June 2018 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 *Associations Incorporation Reform Act 2012* 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 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 Wellspings. 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 Wellspings 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 Board of Management's financial reporting responsibilities under the *Associations Incorporation Reform Act 2012*. As a result, the financial report may not be suitable for another purpose.

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

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.

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: October 3, 2018



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, The Andrews Foundation, Scanlon Foundation, Victorian Multicultural Commission, Department of Social Services, Department of Industry, Innovation and Sciences, Greyhound Community Fund, Victorian Women's Trust, Flora and Frank Leith Charitable Trust Fund.

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, Kellister College, Country Women Association Bayside, Deakin University Business School, St Michael's Primary School Ashburton, Gabriele Williams MP, 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, Dandenong Primary School, Fleetwood Primary School, St Mary's Primary School, St Paul The Apostle North Primary School, Pakenham Living and Learning Centre, Neighbourhood Houses in Dandenong, Noble Park, Springvale and Keysborough, Monash Health & Lifeline.

Nominations & Awards:

June Doherty received a Special Recognition Award at the Community Superhero Awards presented by Sandown Greyhound Racing Club for her 16 years of volunteering at Wellsprings for Women.



Wellsprings for Women gratefully acknowledges the support of:

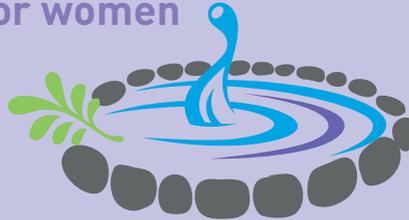


Proudly supported by

City of Casey



Wellsprings
for women



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