

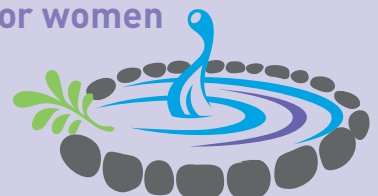


Courage Hope Compassion Justice

Annual Report

2020 – 2021

Wellsprings 
for women





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Wellsprings for Women Incorporated**

Wellsprings for Women Incorporated is a women only organisation.

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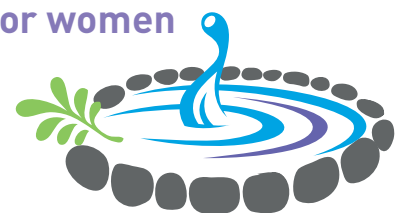
www.wellspringsforwomen.com

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Wellsprings 
for women





Who we are

Wellsprings for Women is a women's only centre providing a range of programs and services that support and build women's capabilities, self-determination and health and wellbeing. We operate in Dandenong, and outreach to Casey and Cardinia. We use a trauma informed and intersectional approach to our work which is 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. Since then Wellsprings grew in response to the changing needs of women in the Dandenong and surrounding areas. Today Wellsprings employs 42 staff and is supported by over 111 volunteers. We have participants from 45 countries of birth speaking over 36 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.

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

Jo Stanley

TV and radio celebrity joined us in late 2018 as our Patron. We are truly grateful for Jo's support since then.



Management & Staff



Dalal Smiley
Chief Executive Officer



Robyn Erwin
Programs Manager



Jane Ferris
Women's Support
Manager



Holly Gordon
Projects Manager &
MHFA Instructor



Sandra Maudier
Prevention of Violence
Against Women Manager



Asmaa Alshurafa
Trainee



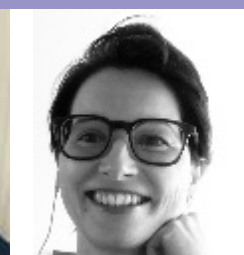
Jasmine Robbins
Office Manager



Sonu Patel
Finance Officer



Glenis Cheyne
Enterprising Women
Coordinator



Lejla Voloder
Anti-Racism Project
Coordinator



Mmaskepe Sejee
Senior Practitioner /
Applied Human Rights



Emily Mckie
Girls on the Move



Engy Abdel Salam
Community Engagement
Worker



Kaitlyn McGougan
Employment Support
Practitioner



Shokria Hakimi
Project Support Worker



Medgee Gontran
Playgroup Facilitator



Aviva White
Gender Equality
Practitioner



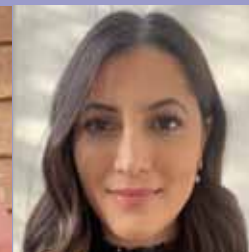
Chero Jane Cherotich
Case Worker



Aimee Greenstein
Case Worker



Alkhansa Ali
Case Worker



Susan Rajendran
Case Worker



Monira Tahery
Enrolment Officer



Chithrika Senanayake
Administrative Assistant



Deepa Kumaran
Administration Assistant



Thanuja Herath
Administration Officer



Sina Sua
Housekeeper

Education Team



Gladys Torres
Education Manager



Marie Marzovilla
Education Partnerships
Coordinator



Beata Wasiak
Senior Tutor



Shipra Plander
Tutor



Mandy Seehusen
Tutor



Sandra Hanke
Tutor



Lara Taylor
Tutor



Silvana Feola
Tutor



Lorraine McBride
Tutor



Suja Mathew
Tutor



Sophea Pan
Systems Officer



Deborah Langmaid
Tutor



Nimra Zubair
Tutor



Reem Elmahdy
Tutor



Rita Poole
Tutor

STAFF PROFILE

Countries of Birth:

Afghanistan, Argentina, Australia, Bangladesh, Bosnia, Botswana, and Herzegovina, Cambodia, Canada, Chile, Egypt, India, Kenya, Lebanon, Mauritius, New Zealand, Pakistan, Poland, South Africa, Sri Lanka, Vietnam, Western Samoa.

Age Group:

23 - 73

Languages Spoken:

Arabic, Bosnian, Croatian, Dari, English, Farsi, French, Garhwali, German, Gujarati, Hazaragi, Hindi, Indonesian, Italian, Khmer, Konkani, Malayalam, Pashtu, Persian, Polish, Punjabi, Russian, Samoan, Saraiki, Serbian, Sinhalese, Spanish, Swahili, Tamil, Urdu.

Local Government:

Cities of Bayside, Cardinia, Casey, Greater Dandenong, Frankston, Kingston, Knox, Melbourne, Monash, Mornington Peninsular Shire, Whitehorse, Wyndham, Yarra Ranges & ACT.

No longer with Wellsprings:

Aisha Mahboob	Neda Najed
Ayesha Awan	Rahila Zeeshan
Barbara Macmull	Rida Khan
Indri Jarvis	Salma Subhani
Kokab Raheela	Samira Barakzay
Lisa Elliott	Thi Le
Mariam Issa	Veronica Waugh
Mehwish Zaidi	
Nahid Akter	

Poupak Mohebatzadeh



Kathy McEvoy
(Co-Chair)



Rosemary Copeland
(Co-Chair)



Brigid Arthur
csb



Anne Astin



Denis Fitzgerald



Catherine Jackson



Audrey Brown

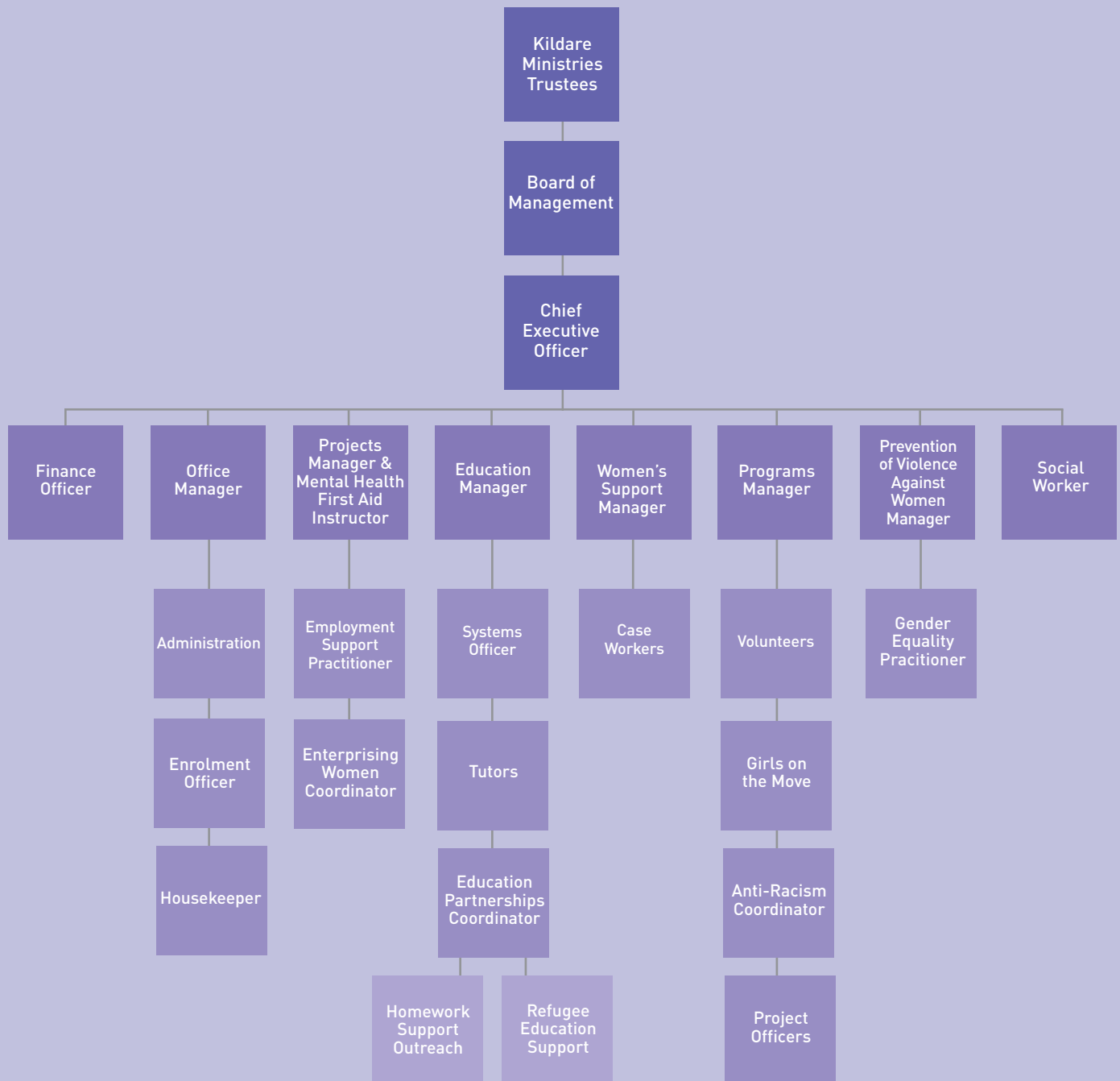


Erica Pegorer Executive Director



Mural by Leila Ashtiani

Organisation Structure



STRATEGIC PLAN

Vision

All women
shaping their
own lives



Mission

Deliver services and programs,
in a safe and welcoming place,
that enable women to thrive



Strategic

1. Education and capacity building

1. Broaden the range of pathways to further training and employment programs
2. Grow our educational portfolio

1. Outcomes

1. Increased number of women engaged in education programs
2. Increased number of women transitioning to employment
3. Increased range of educational courses offered and based on identified need

2. Economic participation

1. Promote the benefits of CALD* women's participation in the workforce
2. Progress our work on social enterprises

2. Outcomes

1. Cultural Cuisines social enterprise operating successfully
2. Well Spring-Cleaning social enterprise is viable and sustainable
3. Evidence-based research promoted by Wellsprings on benefits of CALD women in employment

*Culturally and Linguistically Diverse

Values

Courage, Hospitality,
Hope, Compassion,
Justice, Wonder

Our Plan

Using our strong heritage to strengthen
our capabilities, create more
partnerships and broaden our reach



Goals

3. Women's safety and wellbeing

1. Develop services, programs and policies that advance gender equality
2. Strengthen our Women's Support Program and responses to women subjected to family and domestic violence

3. Outcomes

1. Increased education resources on gender equality developed by Wellsprings
2. Gender equality concepts embedded across Wellsprings education programs
3. Wellsprings is accredited under the Human Services Standards
4. Wellsprings Women's Support Program is well established in assisting CALD* women impacted by family violence

4. A sustainable organisation

1. Commit to responsible and supportive governance
2. Apply targeted communication and advocacy

4. Outcomes

1. Wellsprings partnerships are value-based, effective and outcome-driven
2. Wellsprings has a long term financial plan coupled with investment strategies
3. Wellsprings communication and advocacy plans lead to improved profile, greater outreach and equitable outcomes for women



From The Chair

As I write this, we are currently in the sixth week of our sixth lockdown, hoping with everyone to be able to connect with family and friends this Christmas.

Late last year the board began a process of developing a new strategic plan. My sincere thanks go out to every board member; Joanne Rosewall, Carmel Collins, Minh Nguyen, Georgia Prattis, Laura Conti and Joy Marrocco. We feel immense gratitude for the staff, volunteers,

and trustees for their input, as well as Vicky McIver, for facilitating us through this process. Our Vision is "All Women shaping their own lives". We intend to deliver just that, in alignment with the Kildare Ministry values of Courage, Hospitality, Compassion, Justice, and Wonder. Our focus is to walk with women, meet them where they are, and offer a service that enriches their lives.

Responding with an even greater resolve this year, Wellsprings outperformed their effort of last year. This was achieved by providing new online courses, and by fostering an even stronger response from the Women's Support Program. We're immensely grateful for the funding we received from Family Safety Victoria, which meant we could continue to support the 120 women who were engaged with the program.

To understand the impact of Wellsprings' Women's Support Program, Wellsprings commissioned a Social Return on Investment (SROI) evaluation by Think Impact. This examined the value created over a 12-month period from activities undertaken by the program in 2020. The SROI model found that every dollar invested in the Women's Support Program in 2020, created between \$9.00 and \$13.00 of social and economic value. This is based on a total investment of \$715,000, which lead to over \$7,000,000 in social and economic value returned.

It would be remiss of me not to mention the disaster that has occurred in Afghanistan. This has significantly impacted the participants, staff, and the community we work with, due to personal connections with family and friends involved in this crisis. I want to take this opportunity to implore the government to increase their humanitarian intake of Afghan refugees to at least 20,000. We are a compassionate society. We would applaud any increase.

Our capacity to continue to deliver, manage and grow our resources is what enables Wellsprings to meet the growing needs of the community. Thanks to Sonu Patel for her tireless work to balance the budget and growing income, and our Board treasurer, Laura Conti, who has overseen the financial management. My thanks too, to Carmel Collins, leading the policy subcommittee and to Minh Nguyen and Georgia Prattis ensuring we had an excellent scorecard against the current board review. We are in a great position, and well served, to continue to extend our reach, services, and programs, to deliver and meet increasing demand. Our fundraising subcommittee is busy planning for possible activities for when we can gather again.

I commend the organisation for the record number of awards received in the past financial year, and the many more we were a finalist for. I am sure you will read about it in this report. I would also like to thank the executives, the board and CEO who had the foresight to continue to plan for the unexpected.

Finally, and most importantly my thanks and gratitude to our funders, grant makers, supporters, and generous donors, none of our work would be possible without you. It is my great pleasure to commend the 2020-2021 Annual Report to you, to say thank you for the difference you are making in the lives of the women at Wellsprings for Women.

Janet Cribbes
Chairperson

CEO's Reflections

The Wellsprings for Women's story has ancient ties to activist women in County Cork Ireland who influenced by the leadership of Nano Nagle, took on the role of educating under-privileged children, putting their own lives at risk while breaching the British penal laws of the 1780s.

Today's Wellsprings women are the protagonists of another chapter of the same story which has spread all over the world continuing the Nano Nagle legacy. While life for women has improved in the last 300 years, some aspects of oppression and inequalities persist, and not just in developing countries but also across the world with continuing violence against women, gender pay gaps, lack of opportunities for employment and education, poverty, forced marriages, human trafficking and sexual assaults.

Wellsprings Board, staff and volunteers have worked well together in the last 12 months determined to live up to our mission, focusing on our participants and clients' needs and struggles, ensuring minimum harm resulting from the continuing lockdowns and restrictions.

This was the year where the future of the Women's Support Program (WSP) hung in the balance. Will it survive or will it have to be wound up?

The funding of the 4 case managers and program manager was ending on 30 June 2021. Wellsprings presented a compelling case to the State Government about the need for and value of the WSP as well as its unique and holistic approach. The advocacy and lobbying efforts as well our evidence-based proposition saved the fate of the WSP. This enabled us to continue offering case management services to over 120 women of migrant and refugee backgrounds whose needs are best met by Wellsprings service model.

While we have not been able to get the funding for our food truck as yet, our Cultural Cuisines program is thriving. We have managed to get our kitchen registered with the City of Greater Dandenong and we are partnering with William Angliss to train the participants in further skills to develop Cultural Cuisines into a viable social enterprise.

Other highlights for the year include our Bounce Back program in partnership with the City of Casey offering food relief and activities for mothers and children to reconnect after lockdowns, Girls on the Move was selected as finalist for Gender Equality Award, our Prevention of Violence Against Women will be ongoing due to securing another three years funding. Our Education portfolio continues to grow and adapt to fluctuating lockdowns, as we rely more and more on remote and on line learning.

Wellsprings volunteers are reviewing new ways of contributing their skills and we are supporting both participants and volunteers to develop the digital skills they need to connect on line.

I would like to thank Kildare Ministries Trustees, Wellsprings Board, staff, volunteers and participants for their indomitable spirit, unwavering will to remain hopeful for a better future and an end to the threats of COVID19. As I write this reflection, our Afghan participants and staff are dealing with the devastating news of the return to power for the Taliban regime and the terror it unleashed across their country. We are standing in solidarity with our Afghan communities and doing everything we can to support them emotionally and practically as they try to assist their families to leave Afghanistan and join them in Australia.

We will continue to dare to dream of a post COVID19 world and a return to being together again physically, sharing, caring, celebrating, and imbibing in life, and cherishing those freedoms that we could never again take for granted.

Dalal Smiley
Chief Executive Officer



At a Glance



WELLSPRINGS RESPONSE TO COVID-19

FOOD AND MATERIAL AID

- **420** + food/material aid parcels

- **432** cooked meals delivered



- **150** food Vouchers
- 90 kgs of dry Rice
- 50kgs of dry pasta
- 70 bags of fruits (Apples, Mandarins and Bananas)
- 120 loaves of bread



- **320** + bags of toiletries



- **180** Reusable masks



- **50 x 120** + Boxes disposable masks

- **50** + litres hand sanitizers + 100 x 100ml hand sanitizers



- **50 x 50** Boxes disposal gloves



WELFARE & FAMILY VIOLENCE SUPPORT

- **855** + women supported one-to-one
- **379** + women supported with family violence or other complex issues
- **2656** calls made to women

REMOTE LEARNING

- 160 FREE computers/laptops including accessories
- WIFI provided where needed
- FREE IT helpdesk
- All classes offered FREE (Term 2, 3, & 4, 2020)
- 72,897 Total Student Contact Hours
- 2430 online Sessions
- 17 COVID information sessions were delivered this year

PROFESSIONAL DEVELOPMENT

Numerous staff PD sessions including COVID hygiene, remote teaching, family violence response & Mental Health First Aid.

ADVOCACY & COLLABORATION

- Undertaken community consultations to determine local impacts and needs
- Advocated to Local, State and Federal Governments
- Collaborated with 23 agencies

Recent Awards

2021 Finalist - Gender Equality Award Neighbourhood Houses Vic

2021 Awarded - Mental Health First Aid Gold Skilled Workplace Recognition from MHFA Australia

2020 Winner - Innovation in a time of COVID Acknowledgement Award: Learn Local Provider Delivering Innovative Outcomes

2020 Winner - People's Choice Award for Creating Local Solutions: Cultural Cuisines Program

2020 Winner - Fiona Richardson Gender Equality Award from Neighbourhood Houses Vic

2020 Finalist- Wellsprings' volunteer Abby Levy runner up Citizen of the Year Awards

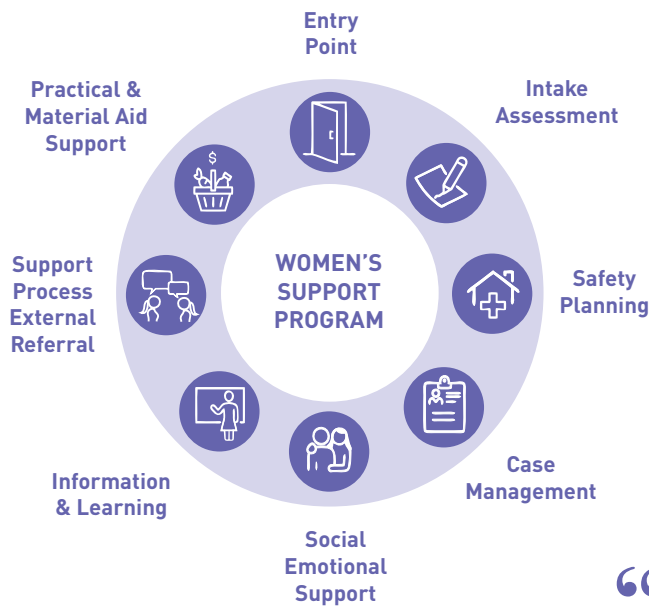


All women shaping their own lives

Women's Support Program



The Women's Support Program has evolved its service model in response to the needs of the women attending our centre. It aims to provide culturally responsive family violence services to migrant and refugee women.



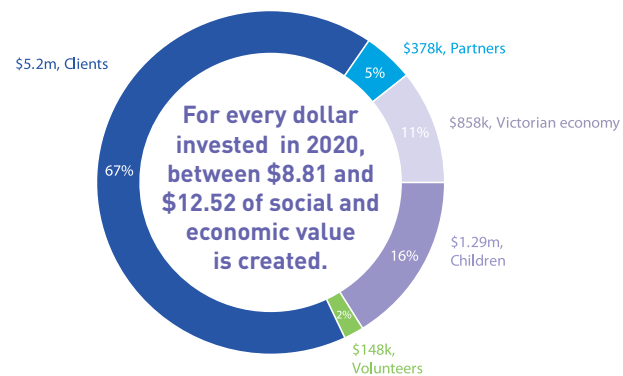
“Thank you, you give me hope, encouraging me to deal with my life, it is better that there is someone there to have my back.
– Client”

“I have developed the courage to stand if me or my children are treated unfairly. Also, I can stand for others who are disadvantaged due to systemic injustice, and unfairness. – Client”

Value created by Women's Support Program

In 2020, \$7.9m of social value was created as a result of activities delivered by the Women's Support Program

“I have one client who has never been able to talk about her experience because of fear of leaving the relationship, but just being able to contact her at a time that suits her is helpful.
– Program staff”



Impact

- Reduced isolation
- Sense of belonging
- Hope for the future
- Civic participation
- Healthy parenting
- Increased capacity to navigate daily life
- Financial support & literacy

The Women's Support Program – client experiences



I am a woman living in the south-eastern suburbs of Melbourne, having migrated to Australia from one of 24 countries (96%). I speak one or more of 28 languages other than English (56%). I am a mother (78%) with one or more children under 2 years of age (23%). I have experienced family violence in my life (50%).



Before being referred to the Women's Support Program (77% in 2020), I was experiencing social isolation (40%) or was looking for emotional or mental health support (66%).



As a result of this Program, I feel a sense of belonging (57%) and hope for the future (69%). I have accessed external services (66%) which I would have been unlikely to access if not for Wellsprings (36%). I have increased capacity to navigate daily life (61%), for social participation (59%) and to parent (47%).



As a result of this Program, I am better able to care for my family (63%) and to meet basic financial/household needs (53%). I have reduced financial and housing stress (48%).



Bridging the digital divide

In 2020 and 2021 we continued to build our participant's digital skills and capabilities.

We distributed laptops and PCs to about 160 women and dongles and internet access to many more. We also set up an IT helpdesk so we were able to support women to connect with their classes. We've been able to engage the majority of the women involved with us but for some life has been quite difficult. Lockdown has forced us to invest more in our digital capability and technology and this is the way forward into the future. We will continue to make our courses and services available both face to face and online. Necessity pushed us into new areas of growth. It's so important to give our participants equipment but often they need support in knowing how to use it. Our IT helper Sulaiman went out and delivered laptops and pcs and showed women how to do things like use Zoom, and create and set up an email account. A lot of the women had no presence online so they were starting from scratch. It's amazing how many feel now so confident and are loving it. It's so liberating for them. They now have things like myGov accounts and through access to the internet they are discovering the joy of being able to do things in a very convenient way.



The Honourable Gabrielle Williams' visit to Wellsprings

On the 5th of March 2021, Minister For Aboriginal Affairs, Women and Prevention of Family Violence, The Honourable Gabrielle Williams attended a meeting at Wellsprings along with the CEO of Family Safety Victoria Eleri Butler, and the Chairperson of the Victorian Multicultural Commission, Viv Nguyen, Wellsprings Board Chair Janet Cribbes and a

Annual General Meeting 2019/2020

Wellsprings for Women held its AGM on 18 November 2020 via a zoom meeting. The AGM was attended by Kildare Ministries trustees – Maree Marsh csb, Rosemary Copeland (Co-Chair), Kathy McEvoy (Co-Chair), Denis Fitzgerald

Board of Directors - Janet Cribbes; Chair of the Board, Directors - Joy Marrocco, Joanne Rosewall, Carmel Collins, Laura Conti (Treasurer).

Minutes of the 2018/2019 AGM were approved. Janet Cribbes, Chair of Wellsprings Board presented her report, which was followed by the CEO report. The following directors were re-appointed for another two years – Janet Cribbes, Georgia Prattis and Joanne Rosewall

The audited financial statement was approved and Board and Trustees commended Wellsprings Board, staff and volunteers on their hard work during the pandemic, as the organisation adjusted to working on line and supporting participants with digital literacy, access to equipment and internet.



Visit of the Presentation Sisters

The 26th of April marks the death of Nano Nagle. This year the Presentation Sisters held a gathering at the Dandenong Community Cemetery where four Presentation Sisters are buried including Ann Halpin who was instrumental in establishing Wellsprings for Women. The sisters were then invited to come along and visit Wellsprings where they had the opportunity to view the mural in the backyard which depicted Nano and her companions as they went out at night carrying a lantern and seeking to gather children for education and support. We were so overjoyed to see all the Sisters again and they loved all the changes happening at Wellsprings including the upgrades to the property which used to be their place of residence years ago.



number of staff and supporters. The purpose of the meeting was to present to the Minister information about our Women's Support Program, its service model and the results of the social and economic impact study of the program undertaken by Think Impact. The meeting was very productive and helped in shining a light on the kind of work being done by Wellsprings that enables many women from migrant and refugee backgrounds to receive the help they need within the safe environment they seek. Following the meeting, further communication took place with FSV and Wellsprings managed to keep the WSP going for the next 12 months as we embark on securing our accreditation in DFFH Human Services Standards.

Vale Merle Mitchell AM (1934-2021)



It is with much sadness we farewell Merle Mitchell a staunch support of Wellsprings for Women. We acknowledge her lifetime achievements including her community involvement in the City of Greater Dandenong. May Merle rest in peace.

COVID information sessions

In September/October 2020 we ran a Survey with 12 multiple choice questions, via phone for Wellsprings' participants and for the wider community via social media. The survey included questions on the symptoms of COVID 19, transmission of the disease, the best practice protection, where to get tested, what to do after the test and self- isolation period. We received a total of 227 responses with above 92% accuracy in answering 10 out of the 12 questions. Two lucky winners received lovely useful gift baskets.



COVID 19 Rollout Project

COVID 19 rollout project started in May 2021 which ran quite successfully despite interruptions caused by lockdowns of various lengths. With regards to the restrictions, the team organised activities to run via online platforms, online surveys, recorded interviews with community members, finding and sourcing anti-vax information and forwarding the details to the department of health, and disseminating COVID 19 vaccination related information sheets on Facebook and WhatsApp groups. Community members were also assisted to book for their vaccination by sharing screen function on Zoom which empowered women to book for their own families by themselves.



EDUCATION

English as an Additional Language [EAL]

Wellsprings for Women offers English as an Additional Language programs at three levels on different days of the week. Participants are assessed before starting the program and are placed in classes according to the level of their speaking, listening, reading and writing skills, digital literacy abilities, their interests, needs and learning strategies.

The EAL classes are delivered at Wellsprings Dandenong and at outreach venues located in Cranbourne, Narre Warren and Hallam. The delivery mode of the programs includes face-to-face, blended and/or online. To support our participants during the lockdown periods to transition to fully online learning and to encourage them to continue being active and motivated, Wellsprings for Women provided computers, laptops, internet access and technical support to all the participants in need. Participants were taught by experienced tutors with a broad understanding of the needs of the CALD communities in the area. Volunteers supported the participants in class and also individually as requested.

Programs have been developed and are continuously reviewed in consultation with tutors, participants, employers, JobActives and other Learn Local and RTO organisations.



“We love coming to class because we learn new things, improve our English, revise things we learnt before but forgot, make friends, get information, see our classmates during lockdowns to feel good and not alone”

Skills for Work and Study [SFWS]

Skills for Work and Study is a pre-accredited, contextualised program designed to improve and further develop learner's industry-specific literacy and numeracy skills for employment or further study. Learners completing this course have the opportunity to develop their literacy and numeracy, learning to learn and employability skills to be better placed to transition into further pre-accredited, accredited or VET level 3 courses at TAFE. Some learners might opt to transition into entry level employment while others might decide to start applying for volunteer roles.

Wellsprings for Women has delivered 3 rounds of SFWS: in terms 4/2020 and 1/2021 the programs were contextualised to the Aged Care industry; and in term 2/2021 the program delivered was contextualised to the Early Childhood field. The delivery of this program throughout the terms successfully transitioned from face-to-face to blended and to full online delivery.

English for Citizenship

English for Citizenship is primarily an English literacy and numeracy course designed to introduce learners from CALD backgrounds to the language associated with the citizenship subject including the importance of the citizenship ceremony, the National Anthem, states and territories, Indigenous Australia, the Government, Australian law and education and rights and responsibilities.

This course aims to support women who have not accessed education, training or previous employment and still have language barriers to communicate. This course provides women with an opportunity to develop their LLN skills and the confidence to more effectively communicate and contribute to the community with a prospect of applying for Australian Citizenship.



English Conversation Classes

This program is designed to support participants interested in developing their oral communication skills, expand vocabulary, improve pronunciation, use proper sentence structure for spoken language and gain confidence when communicating. The content of the lessons focuses on topics to promote discussions and participation in a friendly and safe environment and to develop all the different aspects of the spoken language simultaneously, for formal and informal interactions. The lessons are guided by a very experienced tutor with a broad understanding of the needs of the CALD communities in the area.

The program, originally developed for face-to-face delivery, has been reviewed and modified to transition to online delivery as necessary due to lockdowns.

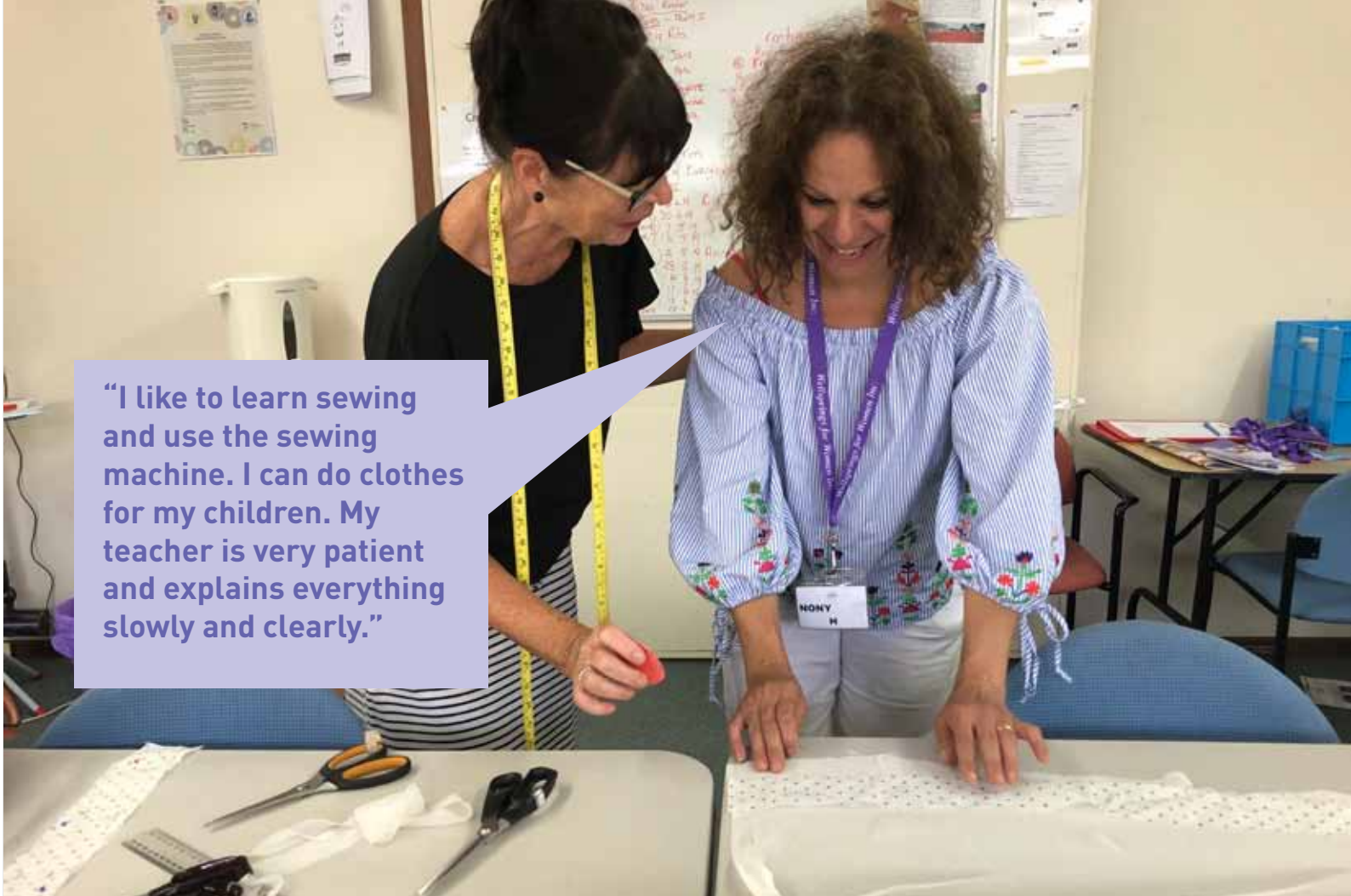
“We like our class with our teacher. We talk about things that are happening and we learn how to say what we need and how to speak with good pronunciation too.”

Digital Literacy and Computing Skills Programs

Learning Digital Literacy and Computing skills has always been encouraged at Wellsprings for Women and very well received by our participants. Since 2020 the need for developing Digital Literacy skills has become imperative for study, work and everyday life and to overcome barriers to move in a world of pandemic, restrictions and lockdowns. Digital literacy and Computing programs are delivered at Wellsprings for Women at different levels: Beginners, Intermediate and Advanced. The programs focus on different aspects according to the interests of the participants. Courses include: Microsoft Word, Power Point and Excel, The Internet, Building up Skills to Work and Study Online and Using Apps for Education, Employment and Entertainment. Platforms include Zoom, Google Classrooms and Google teams and various other platforms.

When lockdowns are not in place and, face-to-face delivery is possible, lessons are taught in our fully equipped Computer Lab. During lockdowns and following the COVID 19 restrictions, lessons are delivered online.

Throughout this financial year, mature participants enjoyed the Be Connected events and programs delivered at Wellsprings for Women. Be connected activities included in these events provided the participants with opportunities to gain and practise Digital Literacy skills and to have fun.



“I like to learn sewing and use the sewing machine. I can do clothes for my children. My teacher is very patient and explains everything slowly and clearly.”

English and Sewing Program

The English and Sewing course has been designed to cater for the growing number of learners who require a more hands-on approach to building their communication skills in English while learning a new skill.

This practical sewing course is for learners who would like to become familiar with the basics of using a sewing machine, measuring, following instructions, cutting and planning. The program helps participants to build their confidence in working with structured activities relating to sewing and develop a range of related sewing skills while practising and building communication skills in English. It will also build their skills to follow detailed instructions and increase their confidence in a structured learning environment. Although planned to be delivered face-to-face, the program was adjusted for online or blended delivery.

Introduction to Community Services

This program was delivered in term 4/2020 and term 2/2021. The course focuses on providing a clear overview of the Community Services Sector or other pathways of interest, namely Aged Care, Community Services/Development, Childcare and Disability Support Work and the specific skill sets required to obtain entry level employment in the field. The course also maximises the learners' chances in gaining entry and succeeding in completing certificate and/or diploma levels of education in VET community services courses at TAFE.

The course responds effectively to the needs of women with limited educational background and English language proficiency to gain sufficient capabilities to pursue further studies. This course also offers pathway options outside of “Community Service” disciplines. Introduction to Working in the Community was successfully delivered face-to-face in 2020 and transitioned to online delivery in 2021.

Family Learning Partnership (FLP)

The aim of this program is to deliver outreach education to socially isolated women and their children facing complex barriers to participation in education and employment. This course is delivered to small groups of women in supported environments. The course, delivered in an integrated way by a tutor for the mothers and a fully trained childminding facilitator for the children has been geared to demonstrate mother-child learning strategies and encourage mothers to be actively involved in the learning development of their children.

The program includes language, literacy and numeracy; digital literacy skills; understanding of the Education System in Victoria and the Australian workplace requirements; songs; storytelling and activities to help the mothers and their children develop skills for everyday life.

The course, originally designed to be delivered face-to-face, was adjusted to be delivered online due to the COVID19 pandemic lockdowns. Wellsprings for Women has been supporting the learners by providing them with equipment, Internet devices and technical support as required.



“I’m really happy with English family program. Not just improved my English I also feel comfortable to share my personal things, I don’t feel alone. I’m very happy and my kid can also learn same time.”





STUDY SUPPORT

Online Study Support

Wellsprings began providing online study support to primary school aged children at the end of 2020. This was in response to the growing need to assist children that were struggling with home learning through last year's lockdowns. It developed further in 2021 to deliver small group sessions for students of each year level between grades 3 to grade 6. There are currently fourteen students attending the sessions every Sunday.

Outreach Homework Support

In 2021, the Homework Club expanded to work in partnership with several local primary schools and the Doveton library. After school sessions were planned to help children in the senior primary grades to complete their homework tasks and receive extra literacy and numeracy support. Due to Covid lockdowns, many of these sessions were delivered online by our tutor and assistant volunteer with over twenty five students enrolled in the outreach programs.



Getting Ready for Work Program

This short and sharp employment focused program was developed to help learners, long-term unemployed women, to identify their employment goals, recognise their current skills and identify their gaps in knowledge and skills to gain employment. Throughout the course learners develop a realistic and innovative plan to address the skills required to enter or re-enter the work force.

“I know now what jobs I could do and how to apply for a job. I improved my communication skills also.”

The course also provides opportunities for participants to learn and practise specific and useful job interview techniques such as: how to verbalise their strengths, knowledge and skills for the job; how to respond to interview questions; how to introduce themselves; body language and other aspects for successful communication and different types of interactions for formal, informal and group interviews. Simulated job interviews and performance feedback are included in the program.

Skilled, Aware, Resourced, Active Program (SARA)

SARA is a non-accredited financial literacy training program targeted at women affected by family violence. It was delivered at Wellspring for Women in term 2/2021 and previously in 2019. The program included sessions on family violence trauma and financial wellbeing topics, communication skills, building up confidence, goal setting, assertive communication and strategies to identify abusive behaviours. The SARA program was designed by the Women's Information and Referral Exchange (WIRE) organisation and funded by ACFEB. It was delivered at Wellsprings by trained tutors and the sessions were supported by the Women's Support Team and the Prevention of Violence Against Women Manager. The program was successfully delivered face-to-face and received excellent feedback from the participants.

“We would like this program to continue. It's very helpful.”

Art for Life and Craft

These classes were developed to cater for the interest and needs of women willing to use or further develop creativity while producing items of artistic value such as paintings and drawings or practical value such as knitted scarves and gloves. The feedback from the women participating in these sessions has always been very positive and the regular attendance to classes demonstrate their enjoyment and motivation. Classes are delivered in a friendly and relaxing atmosphere to reduce anxiety and stress, enhance fine motor skills, help to channel emotions and encourage communication.

Although successive lockdowns have affected the continuity and regularity of the face-to-face delivery of the classes, the group and the tutor have maintained communication within the limits of the restrictions.

“I always enjoyed having a go at drawing. I find it relaxing and fun especially when you can share your work with others afterwards ”



ENTERPRISING WOMEN

This program includes three activities:

1. Cultural Cuisines

Comprising one weekly cooking class and a catering social enterprise program. This program is going from strength to strength and is building a partnership with William Angliss Institute.



“I have completed my Food Safety Supervisor Certificate. We cater every week for the Bounce Back program. I’m new here, I’m just here in Australia for 2 years, so that makes me feel very empowered ” - Asmaa (Trainee).



2. Wellsprings Cleaning Program

Comprising pre-training “Introduction to Cleaning Course”, referrals to professional qualifications and a cleaning social enterprise. While relatively new, this project has formed some strong collaborations which have brought opportunities for women like a COVID-safe cleaning job at the Try-A-Trade Expo.

“We work in groups so we were doing the job very well. The team group leader is very good, she’s very nice with us.”



3. Creative Enterprising Women

This program was being reviewed during the lockdown and will be re-introduced in 2022 as a new revamped program that explores with women their potential and readiness for embarking on having their own businesses, but not before considering all the options available to them to earn an income by using their existing skills.



Girls on the Move

The Girls on the Move program is an exciting new program that engages young women from migrant and refugee backgrounds in sports and physical activities, addressing barriers these young women often face. Activities are designed to be convenient, accessible, cost free, and culturally appropriate. The program also connects the girls to peak sport bodies and clubs in the Cities of Casey, Dandenong and Cardinia Shire. The program got underway during lockdown by reaching out to girls via forming a WhatsAp group encouraging them to become involved in physical activities such as going for a walk.



After lockdown sessions were held at parks in Dandenong and Casey attracting around 15 girls aged between 15 and 22, recruited with the support of the City of Greater Dandenong, City of Casey and Centre for Multicultural Youth (Dandenong). Our partner Reclink Australia facilitated taster sessions including basketball, football, soccer and volleyball. We were able to connect some of the participants to the Big Issue Soccer club to further develop their favourite sport, 2 of whom were finalists in the girls / young women for the City of Greater Dandenong Youth Showcase Award.

An excursion to Carrum Beach was a highlight for participants where they participated in a water safety session led by Lifesaving Victoria.

The opportunity to host activities with students at Hampton Park Secondary College enabled participation of girls who were already connected and removed the barrier of getting to a different venue. Partnerships with Reclink, Monash Cricket Club / Cricket Victoria and Football Victoria provided a range of experiences for the students. We have expanded this school-based model to Noble Park Secondary College and plan to continue to partner with more schools as the program expands.

Girls on the Move was a finalist in the Neighbourhood Houses Victoria Gender Equity Award.



Road Safety for New Arrivals

Road Safety for New Arrivals is a program funded by the Department of Transport. The program consists of 5 theory classes focussing on road rules and safety practices plus 5 free driving lessons for each participant. Driving lessons were not permitted during lockdown and once restrictions were eased sufficiently, there was a huge demand for lessons. Eventually we were able to arrange lessons for all of the participants who wanted to receive them lessons but most need more practice to build confidence to gain their drivers licence.

A visit to the class by the local police was particularly popular and helped to break down barriers and misconceptions.



At The Well

This online program throughout 2020 lockdown periods provided weekly opportunities for women to meet to share stories, hope and concerns, support each other, learn new information, get updates on lockdowns, restrictions and where to seek help.

Sessions were led by guest speakers, staff and volunteers and included topics on wellbeing, youth, home schooling and council elections. We even designed T-shirts to reflect our feelings around family violence and its prevention.

One highlight of the sessions was a talk by our talented volunteer Ruth Pinto who talked about her passion for creativity, providing participants with a virtual tour of her works including a range of styles of paintings and sculptures throughout her home.

Two events were incorporated into the series. Wellsprings regular Women's Health Expo was presented with the help of University of Melbourne Physiotherapy students placement team.

We also held a full day of activities for the Be Connected event incorporating art activities with Noha Aly, Palestinian singing and storytelling with talented performer Aseel Tayah, Lebanese cooking with Mariam, e-learning activities and finishing with an exhausting but fun Bollywood dance class.



Lynbrook M-Connect At St Francis De Sales Primary School

From August to December mums from St Francis school in Lynbrook got together via zoom to connect, discuss the challenges of home schooling and do some wellbeing or fun activities. A small regular group attended and together organised a quilt making project with 24 families across the school each contributing a patch representing one of the school values of love, respect, happiness, excellence, care and compassion, responsibility, enthusiasm and integrity.



Physical Wellbeing

Getting fit classes were delivered once to twice a week throughout the year, primarily to a small group of volunteers and participants ably led by Sophea Pan.

The Walking Group was put on hold during the second half of 2020 but re-commenced in Term 2 of 2021 with volunteer Lyn Duguid leading a small group after the Level 2 English class on Tuesday mornings.

The TAC grant to teach cycling and establish a regular bike riding group has been extended to allow delivery when restrictions ease. We are grateful to The City of Casey for donating 6 bikes to Wellsprings following the closure of Casey Safety Village. Two Wellsprings volunteers completed training in skills to run riding groups and teach adults to ride. One volunteer, Xavier practiced her skills with Wellsprings trainee Asmaa who was thrilled to ride independently at the end of her first lesson. We look forward to more successes in the ensuing year.



Women's Support Program

In August 2020, The Women's Support program underwent an internal review and restructure which led to the appointment of a Manager and 4 bilingual case managers to address the needs of clients with a variety of issues including family and domestic violence. Wellsprings has been prescribed under the Family Violence Information Sharing Scheme (FVISS) and the Child Information Sharing Scheme (CISS). This means that Wellsprings will be working to align its practices to The Multi-Agency Risk Assessment and Management Framework (MARAM). We also will be undergoing accreditation in the Human Services Standards.

The clients that we supported were from Afghanistan, India, Iran, Pakistan, China, Vietnam, Indonesia, Malaysia, Australia, Lebanon, Greek, Kenya, Croatia, Syria, Philippines, Sri Lanka, Cambodia, Iraq, Egypt, Thailand, Nepal, and Turkey.

"It has been the first time I have ever felt supported and cared for and heard thank you"

"Thank you, you give me hope, encouraging me to deal with my life, it is better that there is someone there to have my back."

Bounce Back Program at Arthur Wren

The City of Casey funded Wellsprings for Women to design and deliver a local program in Hampton Park at Arthur Wren Community Centre to bring mothers and children together to reconnect after the long months of lockdowns.

The program was very well received by local communities. It included a combination of activities and a cooked lunch by our Cultural Cuisines team. During the ensuing lockdowns the program focused on providing food relief to families in the area.

During the school holidays the program hosted Bluey who came along and entertained the children. Bounce Back has been quite popular and much needed program that Wellsprings will continue to deliver next year as we re-emerge and reconnect.

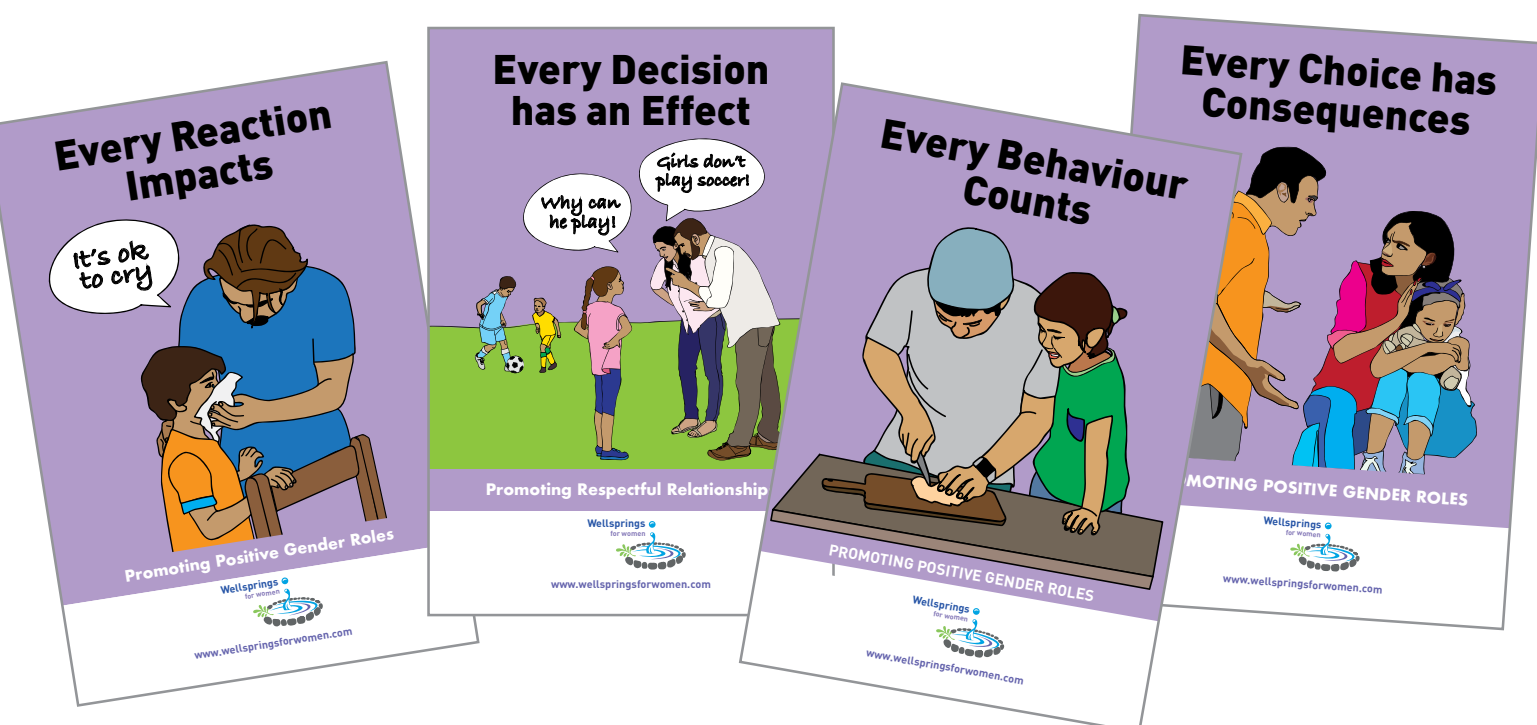


Prevention of Violence Against Women

In the last twelve months Wellsprings maintained a focus on education on gender equality and prevention of family violence. This included embedding gender equality concepts and awareness raising into our English language classes, and the development of our own training modules on human rights, gender equality and prevention of family violence. A number of activities occurred which included:

- Acting as Critical Friend to 3 schools on Gender Equality
- Training 40 active community members from diverse African backgrounds using our newly developed training program
- Holding a seminar 'Love is not abusive' on line with 50 participants, one key note speaker and 2 victim survivors
- Men, Migration, Gender and Family Violence seminar involved 3 speakers 60 participants from various CALD communities. Both seminars were held on line during the 16 days of activism
- On line T-Shirt @ the well providing information about Family Violence in term 4
- Internal training for workers 'Introduction to Family Violence'
- SARA Training Literacy and Financial abuse to 17 participants
- Parenting in Australia to 9 Participants from Pakistan
- International Women's Day in 2021
- Information to English classes and discussions on Gender Equality using the Gender Equality pictorials
- Guest Speaker at Chisholm to the Graduate Certificate of Family Violence
- Supervision of 5 Students on placement

It was very helpful having so many examples of dowry abuse mentioned as well as hearing from the victim survivors about their own personal experiences" (Forum participant)



Mental Health and Wellbeing

Lockdowns have significantly impacted the mental wellbeing of Victorians, and it was highly beneficial that Wellsprings had in place a well-established Mental Health First Aid program.

Our Mental Health First Aid (MHFA) program stepped up to the challenge and had a productive year—namely being awarded Gold Standard MHFA Workplace recognition for embedding a sustainable mental health program within Wellsprings. Our two accredited MHFA instructors upskilled to be able to deliver the blended online MHFA course and trained 196 community sector staff and volunteers. Holly Gordon wrote two online courses—being; a Self-Care program for

community workers, and a Trauma Informed Adult Education course for our tutors. We also advocated for and supported the development of more culturally appropriate scenarios for the MHFA program, and supported Monash Health in establishing a Peer Support MHFA model for the sector.

“I feel very confident after finishing the course that I would react well/better to someone with mental health issues. I especially feel more confident in areas that are very confronting like if someone has a mental health crisis”



Self-Care Program

Self Care program ran weekly without experiencing any major disruptions throughout lockdowns, other than engaging in multiple activities over the zoom. We built external partnerships with services, such as Family Life to develop a program for our participants to learn about mental health. Moreover, participants enjoyed Yoga, meditation, going for a walk, and celebrating end of term achievements. Parenting in Australia program ran in the second term for mothers from Pakistani community. For each session, an external speaker was invited to provide expert knowledge on the relevant topic.

The program became quite popular amongst women from culturally and linguistically diverse backgrounds that it started to attract attention of the schools, community hubs, and local communities. Considering this, the program was arranged to run during the third term in 2021 for Afghan women who contact Wellsprings directly to enrol themselves into different programs.



Events

International Women's Day

In March 2021, Wellsprings Celebrated International Women's Day throughout the week by engaging participants in each class on topics related to gender equality. This generated very interesting discussion about the concept of gender and the difference between sex as a biology and gender as a social construct. Women reflected on their upbringing and when they started noticing the differences between how boys and girls were raised.

Our CEO was invited to speak at an International Women's Day Celebration for the workers on the South Eastern Level Crossing Removal. Our Cultural Cuisine Team also catered for the event which was attended by over 200 people at 4 different sites including Hallam, Mont Albert and Cranbourne.

Cultural Diversity Week - 22nd to 26th March 2021

Wellsprings staff, volunteers and participants celebrated cultural diversity week by holding an event where women shared their favourite food, got dressed up in their beautiful and colourful national dresses, displayed artefacts from their respective countries of birth, and joined in the dancing and singing. The Mayor of Greater Dandenong Cr Angela Long attended the celebration, praised the women on the amazing event they organised, and presented Wellsprings with gift vouchers from the Dandenong market. It was a very enjoyable event that was highly appreciated by all attendees especially after the months of lockdown that kept everyone apart.





Wellsprings Annual Iftar Dinner - 05th May, 2021

Wellsprings held its second Iftar Dinner during which staff, volunteers, Board members, participants, guests and colleagues around 60 attendees broke the fast together, listened to Guest Speaker Dr Raja Yasmin and reflected on the meaning of the holy month of Ramadan and the reasons Muslims fast. The event was covered by SBS Arabic radio and everyone enjoyed each other's company.



Excursion to Balnarring

More than 25 people consisting of participants, staff, volunteers and children headed off to Balnarring Presentation Family Centre on the 12th of February intending to spend the weekend together only to be called to return back to Melbourne due to a snap lockdown announced to start that same evening. The group managed to visit the local children's farm before heading back to Dandenong.



CATERING EVENTS



Gabrielle Williams' visit to Wellsprings



Cultural Diversity Week



Star of the Sea Lunch



Staff End of Year lunch 2020

GALLERY - 2021



Media

01/09/2021
Levelling the playing field | Dandenong Star Journal
02/06/2021

Levelling the playing field



Girls On The Move participants get a taste for sport.



A program tackling Greater Dandenong's low rates of females playing award.

01/09/2021
Wellsprings' glimmer of hope | Dandenong Star Journal
15/09/2021

Wellsprings' glimmer of hope



Family Violence Prevention Minister Gabrielle Williams, Wellsprings CEO Dale Smiley, Multicultural Communities specialist adviser Nicole Ombrosio, Wellsprings chair Janet O'Brien and board members Carmel Collins and George Poulos. 23/02/24_01_Picture: STEWART CHAMBERS

Purchase this photo from Pic Store : 229734

01/02/2021
'Safe place' upgrades | Dandenong Star Journal
22/09/2020


'Safe place' upgrades



Wellsprings for Women community kitchen received a \$44,000 grant for an upgrade.

01/09/2021
First beds set for Keysy garden | Dandenong Star Journal
11/12/2020


First beds set for Keysy garden



Radwaga Community Garden members are introduced to Food Cycles on 10 December.

01/09/2021
Wellsprings' family-violence funds dry up | Dandenong Star Journal
05/03/2021

Wellsprings' family-violence funds dry up



Wellsprings for Women, with chief executive Dale Smiley, pictured front, says its dedicated migrant family violence support services are under threat. 22/9/20_01_Picture: STEWART CHAMBERS

Purchase this photo from Pic Store : 229378

By Cam Lucadou-Wells

A Dandenong family-violence support service for migrant women warns it may close due to a lack of funding.

01/09/2021
When there's a 'well', there's a way | Dandenong Star Journal
14/01/2021

When there's a 'well', there's a way



Photographer: STEWART CHAMBERS 22/06/21_06

01/09/2021
'Gold standard' mind-care | Dandenong Star Journal
15/04/2021

'Gold standard' mind-care




Wellsprings staff, back from left, Emily Crabtree, Marie and Thanyia, centre, Gladys and Roxie, and front, Jennine and Shalene with their 'gold' accreditation. 23/05/20_05_Picture: GARY EDDINGBROOK

Purchase this photo from Pic Store : 232859

01/09/2021
Hampton Park bouncing back | Berwick Star News
26/05/2021

Hampton Park bouncing back



Rishi and Sara celebrate the occasion. Picture: STEWART CHAMBERS 23/04/21_08

Purchase this photo from Pic Store : 237847

Volunteering, Student and Work Placements

Volunteers

Wellsprings has always seen volunteers as integral to the delivery of our services. This year however has been particularly difficult to engage all of our volunteers in doing what they love most – giving their skills and times to the Wellsprings community.

Whilst Wellsprings excelled in converting our classes and activities to an online format, as participants and tutors adapted to this new way of being, incorporating volunteers was an extra step that was too difficult at that stage. When classes were able to be held at Wellsprings with limits on numbers according to the room size, the decision was made to maximise the number of participants rather than having a volunteer present. This was disappointing for many volunteers.

To keep volunteers connected to Wellsprings and each other, weekly zoom sessions were introduced during lockdowns. A regular group came together to talk, share stories, struggles and laughter. A huge thanks to volunteer Abby Levy who came each week with a game or 2 to play. These often generated quite reflective conversations and were always fun. Thanks also to Sophea Pan for regularly joining to lead a few minutes of exercise to music. Led by volunteer Nuri Gil, the group put together a booklet of favourite recipes that was shared with all volunteers at the end of the year.

We were deeply saddened in May when our much loved volunteer Lucy Molony passed away following a battle with cancer. Lucy began volunteering with us in early 2019 and took on roles in the Home Visitation program and English classes. She easily connected with staff, participants and volunteers gaining, and giving friendship and respect from all and was a much valued member of the volunteer zoom get-togethers last year.

Through Terms 1 and 2 2021, we were able to commence bringing some volunteers back on board, supporting the Bounce Back community lunches, childminding, the walking group, one to one tutoring and a couple helping in classes. We look forward to finding new opportunities for remote volunteer contribution and to volunteers again being on site regularly, contributing skills, forming relationships and building connections that are at the heart of why women keep coming back.



Vale Lucy Molony

Student Placements

Finding a placement has been extremely difficult for tertiary students throughout the pandemic.

Wellsprings provided a placement to 29 students in 2020/21.

These included a Masters Social Work student, couple of students in each of the following categories -Bachelor of Social Work, Bachelor of Community Services, Bachelor of Applied Biomedical Science and Applied Public Health, four students - VCAL, five students - Doctor of Physiotherapy and thirteen students - Diploma of Community Services.

For many of these students, a large portion of their placement was done remotely. Students and supervising staff adapted well to this added challenge and the students greatly contributed to communicating with our participants about their needs under lockdown.

Through Family Safety Victoria funding, Wellsprings was able to focus many placement experiences in the area of Family Violence and in doing so, support the growth of a skilled workforce with an understanding of this work in the CALD sector.

Thank you to all our dedicated Volunteers and a warm welcome to the many new ones [names are in bold] who joined us this year. Volunteers* who were not able to contribute during this time but who Wellsprings nevertheless consider as an integral part of our community

Abigail (Abby) Levy
 Abrahah Gerekidan
 Afshan Asif
 Amina Rezayiee
 Angela Joseph
 Ann Dalton
 Antoinette Gargano
Arif Mehmood
 Arshveer Garcha
Barsha Saha
Beverly Deworsop
 Caitlan Pereira
 Carol Churchill
 Caroline Mellington
 Christene Paine
 Christine Powell
 Daniella Hardouin
 Dilrukshi Mohotti
Divya Muthan
 Donna Gallus*
 Elahe Dolatkah
Elaine Smith
 Elizabeth Benedetti
 Emelda Mahuku
 Erica Denis
 Farida Begum Isa
 Farideh Haghighat
 Filma Managube
 Frances Parer
 Gail Lobartolo
Georgette Sayah
 Haruyo Yamamoto
 Hasiba Khaliq
 Helen Pobiedonoscrew
 Helen Sanders
 Irfan Tamsil
 Jacqui O'Connor
 Jan Flanagan

Jan Joyce
 Janet Cristoforo
 Jannine Miers
 Jennifer McUtchen*
 Jill Wood
 Jillian Baskett
 Joanna Hanley*
 Jolene Stewart
 Josephine Pellissier
 Juliza Jamaudin
Justine Spokes
 Kanchana Palanivel
 Karenza Kate Holroyd
 Karthiga Thirukkumara
Khadiza Akhter
 Kobra Rahimi
 Koulla Ispoglou
 Kubra Naseri
 Lauren Rafferty
 Layla Marifat
 Leila Boskani
 Lily Yu
 Louella Noronha
 Louise Cannon*
 Lucy Molony (deceased)
Mabel Yan
 Mahbooba Tahsin
 Mahjabeen Azim
 Manelle Chahine
 Manisha Birdi*
 Maria (Sally) Lay
 Marie Medgee Gontran
 Marie Hester*
 Mary Bielicki
 Mary Vandanelst
 Masooma Afzali
 Maureen Kulak
 Mazhatul Yasmin Raja

Merisa Chong
 Milagros Lopez-Zumoeta
 Milha Paul
 Molly Bonnefin
 Monesa Mohammed
 Muslima Asik
 Nasim Cheraghi
 Natalia Setyawan*
 Neha Doshi
 Nejati Zarifa
Nicole Tumamao
 Nuri Gil
 Oanh Lam
 Pashtoon Rahmani
 Philippa Wilson
 Priyanka Bansal
 Rachel Chew
Reeta Oad
 Regina Felicita Joseph
 Rhonda Domicich*
 Riham Abou Silam
 Ruth Pinto
 Sadia Razzaq
Samantha Nalliah
 Samira Barakzay
 Shekaiba Alizadah
 Sophea Pan*
Sunam Amir
 Susan Rose
 Uzma Memon
 Vea Vaka'uta
 Viyom Obura*
Xavier Maota
Yalda Sidiqi
 Yushitha Samarakoon
 Yvonne Sherwin
 Zahra Ibrahim
 Zahra Sediq

VOLUNTEERS' PROFILE

Country of Birth:

Afghanistan, Bangladesh, Burma, Cambodia, Egypt, England, Eritrea, Holland, India, Indonesia, Iran, Italy, Japan, Lebanon, Malaysia, Mauritius, Pakistan, Peru, Rhodesia, Seychelles, Sri Lanka, Solomon Islands, Timor Leste, Tonga, Vietnam, Zimbabwe.

Languages:

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

Age range:

19 - 84

LGA:

Bayside, Boroondarah, Brimbank, Cardinia, Casey, Glen Eira, Greater Dandenong, Kingston, Knox, Monash, Port Phillip, Yarra Range.



PARTICIPANTS' PROFILE

Country of Birth: 45 Afghanistan, Australia, Bangladesh, Bosnia and Herzegovina, Brazil, Cambodia, Chile, China (excludes SARs and Taiwan), Djibouti, Egypt, El Salvador, England, Eritrea, Ethiopia, Fiji, Gaza Strip and West Bank, India, Indonesia, Iran, Iraq, Italy, Kenya, Kuwait, Lebanon, Malaysia, Mauritius, Morocco, New Zealand, Nigeria, Pakistan, Peru, Philippines, Russian Federation, Samoa, Saudi Arabia, Serbia, Seychelles, South Sudan, Sri Lanka, Sudan, Syria, Thailand, Vietnam, Yemen, Zimbabwe.

Languages Spoken: 36

Amharic, Anuak, Arabic, Bengali, Burmese, Cantonese, Dari, English, French, Hakka, Hazaragi, Hindi, Indonesian, Italian, Khmer, Kurdish, Malay, Malayalam, Mandarin, Oromo, Pashto, Persian (excluding Dari), Polish, Portuguese, Punjabi, Samoan, Shona, Sinhalese, Somali, Spanish, Tagalog, Tamil, Thai, Tigrinya, Urdu, Vietnamese



Local Suburbs: 51 Bankstown, Berwick, Bossley Park, Carrum Downs, Caulfield, Cheltenham, Chippendale, Clayton, Clayton South, Clifton Hill, Clyde, Clyde North, Crace, Cranbourne, Cranbourne East, Cranbourne North, Cranbourne West, Dandenong, Dandenong North, Dingley Village, Doncaster East, Donvale, Doveton, Endeavour Hills, Eumemmerring, Footscray, Glenroy, Greystanes, Hallam, Hampton Park, Kedron, Keysborough, Lower Plenty, Lynbrook, Lyndhurst, Mount Waverley, Narre Warren, Narre Warren North, Narre Warren South, Noble Park, Noble Park North, Officer, Pakenham, Parkdale, Plumpton, South Brisbane, Springvale, Springvale South, Thomastown, Williams Landing, Wynnum West

Age Range:
0 - 84

Wellsprings for Women Incorporated

Financial Statements

For the Year Ended 30 June 2021

Statement of Surplus or Deficit and Other Comprehensive Income

		2021	2020
	Note	\$	\$
Revenue	2	1,690,570	1,046,043
Administrative expenses		(185,744)	(193,142)
Consultancy expenses		(159,087)	(118,062)
Depreciation expense		(8,230)	(8,740)
Employee benefits expense		(1,272,879)	(712,403)
Fundraising expenses		-	(7,490)
Surplus Before Income Tax Expense		64,630	6,206
Income tax expense		-	-
Surplus After Income Tax Expense		64,630	6,206
Other comprehensive income for the year (net of tax)		-	-
Total Comprehensive Income for the year		64,630	6,206

Statement of Financial Position

	Note	2021 \$	2020 \$
Current Assets			
Cash & cash equivalents	6	1,255,014	958,843
Trade receivables & other assets	3	9,350	440
Total Current Assets		1,264,364	959,283
Non Current Assets			
Plant and equipment	4	30,774	39,004
Total Non Current Assets		30,774	39,004
Total Assets		1,295,138	998,287
Current Liabilities			
Trade and other payables		52,743	86,200
Provisions	5	58,248	38,398
Income received in advance		763,323	530,864
Total Current Liabilities		874,314	655,462
Non-Current Liabilities			
Provisions	5	17,049	3,680
Total Non-Current Liabilities		17,049	3,680
Total Liabilities		891,363	659,142
Net Assets		403,775	339,145
Equity			
Accumulated surplus		403,775	339,145
Total Equity		403,775	339,145

Statement of Changes in Equity

	Accumulated Surplus \$	Total \$
Balance at 1 July 2019	332,939	332,939
Deficit attributable to members	6,206	6,206
Balance at 30 June 2020	339,145	339,145
Surplus attributable to members	64,630	64,630
Balance at 30 June 2021	403,775	403,775

Statement of Cash Flows

	Note	2021 \$	2020 \$
Cash Flows from Operating Activities			
Cash receipts from customers		1,608,436	1,079,634
Cash payments to suppliers and employees		(1,617,948)	(1,005,895)
Received from philanthropy, donations and fundraising		305,017	227,459
Interest received		666	1,302
Net cash inflow from operating activities	6	296,171	302,500
Cash Flows from Investing Activities			
Payment for plant & equipment		-	(3,215)
Net cash outflow from investing activities		-	(3,215)
Net increase in cash held		296,171	299,285
Cash at beginning of financial year		958,843	659,558
Cash at end of financial year	6	1,255,014	958,843

Notes To and Forming Part of the Financial Statements for the year ended 30th June 2021

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.

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

	2021 \$	2020 \$
2. Operating Surplus		
Included in operating surplus are the following revenues and expenses:		
Federal Government	62,633	88,500
State Government	483,660	182,479
ACFE	191,409	195,311
Local Government	130,673	155,810
Philanthropy	272,318	147,694
Fundraising	-	18,422
Donations	32,699	61,343
Fees	18,661	10,195
COVID related income	465,700	146,500
Other	32,817	39,789
Total Revenue	1,690,570	1,046,043
Remuneration of auditors - Stannards Accountants and Advisors.		
The cost of the audit is paid for by Kildare Ministries.	4,000	4,000

	2021	2020
	\$	\$
3. Trade Receivables & Other Assets		
Current		
Trade and other receivables	9,350	440
Prepayments	-	-
	9,350	440
4. Plant & Equipment		
Leasehold Improvements – at cost	39,711	39,711
Less: Accumulated Depreciation	(11,939)	(7,968)
	27,772	31,743
Plant & equipment – at cost	43,893	43,893
Less: Accumulated depreciation	(40,891)	(36,632)
	3,002	7,261
Total plant & equipment	30,774	39,004
5. Provisions		
Current		
Provision for holiday pay	55,210	22,612
Provision for long service leave	3,038	15,786
	58,248	38,398
Non-Current		
Provision for long service leave	17,049	3,680

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:

	2021	2020
	\$	\$
Cash on hand	400	400
Cash at bank	1,254,614	958,443
	1,254,614	958,843

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

Operating surplus / (deficit)	64,630	6,206
Non Cash Flows in Operating Surplus:		
Depreciation expense	8,230	8,740
Change in Operating Assets & Liabilities:		
- (increase)/decrease in trade receivables and	8,910	2,070
- increase/(decrease) in trade and other payables	33,457	23,012
- increase/(decrease) in income in advance	232,459	260,282
- increase/(decrease) in provisions	33,219	2,190
Net cash from / (used in) operating activities	296,171	302,500

7. Contingencies

In the opinion of the Committee of Management, the Association did not have any contingencies at 30 June 2021.

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 2021 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: Treasurer laura M Conti

A handwritten signature in black ink, appearing to read 'Laura M Conti', with a stylized flourish at the end.

Title: Board Chair

A handwritten signature in blue ink, appearing to read 'Janet Cullen', with a stylized flourish at the end.

Dated: 15 September 2021



**Independent Audit Report
To the Members of Wellsprings 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 Wellsprings for Women Inc, ("the Association"), which comprises the statement of financial position as at 30 June 2021, 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 2021 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.

Stannards Accountants and Advisors Pty Ltd
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Partners

Marino Angelini, CA
Michael Shulman, CA
Nello Traficante, CPA
Peter Angelini, CA
Nick Jeans, CPA
James Dickson, CA



**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.

A handwritten signature in blue ink that reads "Stannards Accountants and Advisors".

Stannards Accountants and Advisors

A handwritten signature in blue ink, appearing to be "James Dickson".

James Dickson
Partner
Date: 15/09/2021



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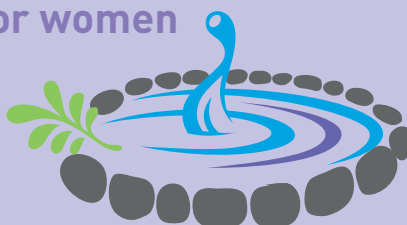
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Wellsprings for Women gratefully acknowledges the support of:



Wellsprings 
for women



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www.wellspringsforwomen.com