



**Annual Report**  
2021 – 2022

**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.

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Wellsprings for Women Incorporated is a women only organisation.

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## From The Chair



As always, my heart is full when reflecting on the work at Wellsprings for Women over the past year. We are truly blessed to have such an extraordinary group of dedicated staff, supporters and Board.

We have seen another extraordinary year, not without challenges and uncertainty along the way, with some remarkable and noteworthy achievements.

Hard to imagine now that we have spent two years in significant lockdowns, compelling all of us to dig a little deeper, living with the impacts and consequences as many were directly impacted with covid through sickness, or deaths. The ability to navigate the COVID environment and the uncertainties around funding and programming, creatively and flexibly, is a true testament to the human condition. We can all be proud of the response from Wellsprings as Board, staff, and volunteers. Together we worked to keep everyone in the work environment safe. Whilst we are not Covid free anywhere in the world, we manage to work with the knowledge that we have adapted for best practice and safety to deliver our programs.

Notwithstanding this complexity of the challenges, we managed to achieve much. Our service delivery and reach has increased substantially as our budget.

The Board and staff have delivered a new strategic plan, with a refreshed vision: All Women Shaping their Own lives. With the compassionate, inclusive, and professional staff contributing their skills and talent to deliver this new strategic plan for 2021 to 2025.

Thanks to the dedication of the Board, staff, volunteers, and funders we have delivered a range of existing but also new innovative projects providing more options for women and girls to choose how they want to shape their lives.

Wellsprings has been recognised for their work as leading trainers being finalists in a number of awards. You will see in the body of the annual report another incredible year of work by the team.

My thanks to Maria Langwell, for her contribution leading the team with Dalal to deliver with the board the accreditation process that met all the requirements of the Department of Family, Fairness and Housing Human Services Standards and the QIP governance standards. An enormous effort for an organisation of Wellspring's size. I particularly would like to thank the Policy, Compliance and Risk committee for their outstanding contribution to the Accreditation process.

Through Kildare Ministries Trustees we completed a review of the board. We are grateful to Les Stahl for his contribution in leading this process and for the feedback on our Governance, policies, procedures and governance for mission receiving a resounding level of compliance and practice.

Our thanks to all our generous funders and supporters, to Kildare Ministries for their guidance and to the Presentation Sisters who continue to generously support the works of Wellsprings for Women.

Finally, the board would like to thank our CEO Dalal Smiley and the staff of Wellsprings for their commitment above and beyond the call of duty.

**Janet Cribbes**  
Chairperson

## CEO's Reflections



2022 started with everyone returning on site. Our classes have been full and we have put on additional classes to meet the demand. Our Saturday school is thriving with two English classes, a Dari class and study support for primary school children.

The highlight for the last twelve months include the following:

- We have completed our accreditation process and met all the requirements of the DFFH Human Services Standards and the QIP Governance standards
- We secured another year of funding for the case management work done by the Women's Support Team
- We secured \$90,000 towards purchasing a food trailer
- We launched our resources on Anti-Racism, COVID education and Gender Equality. The event was a huge success and attended by Minister Gabrielle Williams shortly before her portfolio changed to Mental Health. Also, the Chairperson of the Victorian Multicultural Commission, Vivienne Nguyen attended the event and launched the Anti-racism resources.
- We held a very successful inaugural Multicultural Encounter festival in Balnarring in partnership with SaltBush (previously known as Presentation Family Centre)
- Our Family Learning Partnership won a Multicultural Excellence Award for Innovation
- We won a Refugee Business Award in recognition of our work in supporting the employment, and participation of refugees and asylum seekers

- As CEO, I delivered a keynote speech at VALBEC conference in May on how Wellsprings approaches adult education. A transcript of the speech was published in the August edition of FinePrint
- We have started an innovative project in partnership with CMY called a Seat at the Table, which involves two young females from migrant and refugee backgrounds, attending our Board meetings to observe and learn how Boards function
- Our Cultural Cuisines Social Enterprise is progressing with regular catering orders and a dedicated team of women very passionate about taking this burgeoning social enterprise to the next level
- Our Education program continues to provide new contributions to the sector and in the past year we were finalists as a Community Training Organisation of the Year in the Victorian Training Awards for 2021, and our Family Learning Partnership was finalist in the Learn Local Awards for a Pre-accredited education program
- We won the 2022 Victorian Training Awards as Community Training Provider of the Year
- We are finalist in the Learn Local Awards for our Introduction to Hospitality course and its link to our Cultural Cuisines Social Enterprise.

There is much more to report on our achievements for the past 12 months, all of which were made possible due to the amazing team of managers and staff, volunteers and students on placement that engaged in so many programs we have managed to design and deliver. Thanks to our supportive Board members who worked very hard this year to undertake the various accreditation requirements. Thanks to Kildare Ministries (KM) for their guidance and stewardship and the opportunities made available to us through the KM schools and community works.

Thanks to the Presentation Sisters for continuing to support us, financially and spiritually and to all our funding bodies, philanthropic organisations and supporters for continuing to believe in our work and motivating us along the way to keep our vision front and centre of all we do;

All Women Shaping their Own Lives.

**Dalal Smiley**  
Chief Executive Officer

## Members of the Board

### 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.

#### Kildare Ministries

In 2014, a new governance structure named Kildare Ministries was created. 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.



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

### Trustees of Kildare Ministries



Back L-R - Rosemary Copeland, Brigid Arthur csb, Audrey Brown. Front L-R- Denis Fitzgerald, Kathy McEvoy, Anne Astin  
Absent: Catherine Jackson.



#### 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



**Maria Langwell** Compliance Officer  
**Sonu Patel** Financial Officer



**Sandra Maudier** Safety & Equity Manager  
**Aimee Greenstein** Team Leader  
**Jane Cherotich** Case Worker  
**Alkhansa Ali** Case Worker  
**Erandi Mirihanage** Case Worker  
**Fatima Ali** Intake/Case Worker



**Aviva White** Gender Equality Practitioner  
**Rowena Macapagal** Prevention Practitioner  
**Kayenat Ali** Employment Support Practitioner



**Robyn Erwin** General Manager  
**Samar Geid** Cultural Cuisines Coordinator  
**Shokria Hakimi** Head Chef Cultural Cuisines  
**Maryam Bayat** Cultural Cuisines  
**Asmaa Alshurafa** Cultural Cuisines  
**Rumana Kazi** Cultural Cuisines



**Regina Joseph** Projects Officer  
**Marie Marzovilla** Community Development Coordinator  
**Hoghei Risson** COVID Projects Coordinator  
**Medgee Gontran** Playgroup Facilitator  
**Uzma Memon** Children's Activity Coordinator  
**Amina Rezayiee** Project Officer



**Jasmine Robbins** Office Manager  
**Monira Tahery** Enrolment Officer  
**Lata D'Souza** Administration Officer  
**Nilofar Samedi** Admin/Reception  
**Sina Sua** Housekeeper

## Education Team



**Gladys Torres**  
Education Manager



**Beata Wasiak** Senior Tutor  
**Hsein Chiam** Tutor  
**Qadrea Tahery** Tutor



**Shipra Plander** Tutor  
**Silvana Feola** Tutor  
**Deborah Langmaid** Tutor



**Suja Mathew** Tutor  
**Sophea Pan** Systems Officer  
**Rita Poole** Tutor



**Monesa Mohammad** Tutor  
**Reem Elmahdy** 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.

### No longer with Wellsprings:

Deepa Kumaran	Mandy Seehusen
Emily McKie	Mmaskepe Sejo
Glenis Cheyne	Nimra Zubair
Holly Gordon	Sandra Hanke
Jane Ferris	Susan Rajendran
Kaitlyn McGougan	Syeda Amna Kazmi
Lejla Voloder	Thanuja Herath
Lorraine McBride	Lara Taylor

## Vision

All women shaping their own lives

## Mission

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

## Values

Courage, Hospitality, Hope, Compassion, Justice, Wonder

## Our Plan

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



## Strategic

## Goals

### 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

### 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

# At a Glance

## OUR IMPACT

2020	Figures for Calendar Year	2021
31142	Total Students Contact Hours	33092
27760	ACFE Students Contact Hours delivered	31054
NUMBER OF ENROLMENTS		
1432	ACFE	1466
417	Non ACFE	446
2020	Figures for Calendar Year	2021
48	Program	51
29	Student Placement	25

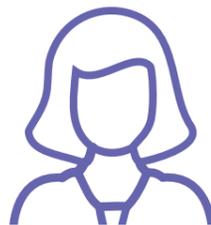
## WEBSITE - Financial Year

20-21: 104,615 visits  
21-22: 136,367 visits



## WOMEN'S SUPPORT PROGRAM - Financial Year

433 - women have been supported one-to-one  
41 - different countries  
2737 - hours of direct contact  
91 - high risk cases, living in the relationship  
138 - women assisted in leaving the relationship



## FOOD & MATERIAL AID - Financial Year

1986 Clients  
326+ Food/material aid parcels [include fruits, rice, pasta, disposable masks & gloves, hand sanitizers, toiletries]  
1562+ Cooked meals  
6250 Food vouchers



## AWARDS

2021 - 2022 Wellsprings won the following awards



Above - Refugee business award

Top Right - Finalist in CMY Education awards.

Bottom Right- Victorian Training Awards, Community training Provider of the Year

Bottom Below - 2021 Multicultural Excellence Award for Learn Local - Family Learning Partnership

Top Below - Finalist in 2021 Learn Local Awards for Family Learning Partnerships





## EDUCATION

### English as an Additional Language [EAL]

Our pre-accredited English as an Additional Language programs are offered at three levels. Participants are assessed before starting the program and are placed in classes according to the level of their speaking, listening, reading, writing, numeracy skills, digital literacy abilities, their interests, needs and learning strategies. Classes are delivered on site at Dandenong and at different locations in the City of Casey. The EAL programs are delivered face-to-face, and/or online. Participants are supported by volunteers in the classroom, and also individually.

*“After doing SFWS – Aged Care course at Wellsprings for Women I passed my test to do Certificate 3 in Individual Support. Now, I finished my course and I have been working in Disability and Home Care Support. I’m very happy with my jobs”*



### Programs Contextualised to the Industries

The language, literacy and numeracy programs are contextualised to specific industries including Aged Care, Early Childhood, Hospitality, Cleaning, Arboriculture and Community Services. In these courses, participants have the opportunity to learn about the industry requirements; pathways to further study and employment options; build up their language, literacy and numeracy skills to access the specific fields and develop skills to apply confidently in the workplace environment.

“

*I learnt a lot in my English class. I can talk to my Case Manager in English now, before I needed and interpreter. My teacher teaches very clearly, she is serious. We like her.*



“

*In class, we all speak, laugh and learn about the parts of the body, we ask and answer questions and talk about many things. The teachers are nice and happy. We love our teachers.”*

### English for Citizenship

English for Citizenship is a language, 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 laws and education and rights and responsibilities. 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.

*“This course is amazing. We learnt more information about Australia and the law. I want to get my Australian Citizenship and my Australian passport to work and travel.”*

### English for Sewing Program

We increased our English for Sewing programs this year by adding another off site class in partnership with St Therese Primary school. These courses are for learners who would like to become familiar with the basics of using a sewing machine, measuring, following instructions, cutting and planning. The programs help participants to build up their confidence in working with structured activities relating to sewing while developing and consolidating communication skills in English.

“

*I like to learn sewing. I practise my English while I can make clothes for me and my family. My teacher is very nice. She talks slowly and shows me how to use the patterns.*

### English Conversation Classes

The English Conversation classes support participants who want to develop their oral communication skills, expand vocabulary, improve pronunciation, use proper sentence structure for spoken language and gain confidence when communicating. The sessions, delivered in a friendly environment, are always dynamic and full of opportunities to practise and participate.

The content of the sessions covers all the different aspects of the spoken language simultaneously, for formal and informal interactions. Participants in the Advanced



### Family Learning Partnership Project (FLP)

This language, literacy and numeracy program is delivered to small groups of women and their children in supported environments. The course, delivered in an integrated way by a tutor for the mothers and a fully trained Mother Goose childminding facilitator for the children, 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.



“

*My son and I learnt a lot of new things and songs in this class. We sing the songs at home also with my big children... Twinkle, twinkle little star...*

### Digital Literacy and Computing Skills programs

The Digital Literacy and Computing Skills programs focus on encouraging women to develop these essential skills for everyday life, further study and/or employment. Programs are delivered at different levels: Beginners, Intermediate and Advanced and they focus on different aspects according to the interests of the participants. The content covers Typing skills; Microsoft Word; Power Point and Excel; The Internet; Building up Skills to Work and Study Online; Employment and Entertainment and online platforms such as Zoom, Google Classrooms and Google teams.

### Refugee Education Support Program (RESP)

The Refugee Education Support Program (RESP) is a partnership between the Department of Education and Training, Centre for Multicultural Youth and Foundation House developed to support refugee students and their families to strengthen connections with schools and provide further opportunities for their learning in Australia.

Wellsprings for Women and RESP collaborated in delivering an outreach program for refugee, asylum seeker and recently arrived migrant women from three local primary schools with English and digital literacy classes. The program provided important access to learning for the mothers with preschool aged children by including a trained child facilitator to engage in activities while the mothers studied with a tutor.

Additionally, the RESP project included a partnership with a fourth local school to deliver a literacy circle for CALD students in grades 5 & 6 focusing on English reading and comprehension.

The project was due to commence in 2021, however, due to COVID-19 had to be postponed and was delivered starting term 1, 2022 until the end of the financial year.

**TOTAL PARTICIPANTS: 42 (13 mothers and 29 children)**



### Homework Support Program

The Out of School Hours Learning Support Program (OSHLSP) is a partnership between the Centre for Multicultural Youth and Foundation House and is part of Victorian Government's Learning Beyond the Bell scheme.

Wellsprings for Women has been running an OSHLSP since 2020 and has continued to support migrant primary school students over the last financial year. The Homework Support Program includes a girls only student literacy circle program, in partnership with a local primary, that provides a soft gender equity lens through literature study and an Online program which delivers weekly sessions for students between grades 3 to grade 6 via Zoom. The Online delivery provides easy access to families across the Dandenong, Casey and Cardinia LGAs.

The program has also been delivered at Doveton library to target the specific needs of their local community children during the Covid pandemic. The Wellsprings Homework Support Program was a finalist in the 2022 MY Education Awards OSHLSP of the Year – Metropolitan category.

**TOTAL PARTICIPANTS: 52**

### 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.

### Learning Together – Art & Crafts Program

The Learning Together Program is a partnership between Wellsprings for Women and the Doveton

library catering to local children aged two to seven, and their mothers. The aim of the program is to provide the opportunity for creative and social development to prepare children to enter Kindergarten and Primary School. It also provides a safe space for mothers to feel socially connected and supported while they engage in learning activities with their children. Women are provided with information regarding other programs and further support available at Wellsprings for Women while they attend the sessions. The program has been running since term 1, 2022.

**TOTAL PARTICIPANTS: 21 (7 mothers and 14 children)**

### St. Therese Community Hub

Wellsprings for Women has been in partnership with St. Therese Community Hub since term 4, 2021. The partnership initially started with delivery of a Mothers English Education Program (MEEP) for CALD mothers with preschool aged children. The project provided St. Therese Primary School community mothers the opportunity to attend English and digital literacy classes while their children were engaged with a trained child facilitator. The partnership has successfully expanded with delivery of the Parenting in Australia Program during term 2.

**TOTAL PARTICIPANTS: 20**



## SAFETY & EQUITY

### Gender Equality and Prevention of Violence Against Women

Our focus on preventing violence against women through the promotion of gender equality has continued over the last year. As part of this we have delivered a wide range of programs, events, activities and resources, including:

- The delivery of our Parenting in Australia Program which aims to improve parents' understanding of gender equality and respectful relationships. The program has become increasingly popular for outreach deliveries, across Dandenong and Casey.
- Our Self Care program which continues to support women to prioritise their mental and physical health, with a recent focus on art therapy and yoga as a means of relieving stress.
- The delivery of our Gender Equality and Family Violence 2 day training workshop to fifteen workers from neighbourhood houses across Southern Melbourne.
- Being a part of the Critical Friend Network (Respectful Relationships) for four schools across Cardinia



- Visits to all our off-site programs across Dandenong and Casey to deliver an introductory session on gender equality and its link to family violence.
- Hosted a webinar 'Women in Work: A feminist perspective' exploring the stories of three different women, working in three different industries.
- Hosted a 'Respect is: CELEBRATING WOMEN' event as part of the 16 Days of Activism 2021, which brought women together after prolonged times of lockdown.
- Participation and celebration of International Women's Day 2022.
- The development of a Practise and Implementation Guide for Girls on the Move, which encourages leadership, communication, cooperation and teamwork, whilst maintaining a gender lens and promoting primary prevention.



### Girls on the Move

Students at 3 schools have enjoyed getting active through Wellsprings for Women's Girls on the Move program, focusing on encouraging girls from multicultural backgrounds to engage in sport and physical activities. Whilst covid lockdowns limited the program in 2021, activities recommenced in 2022 at St John's Regional College and Noble Park Secondary College with up to 17 girls enjoying badminton, volleyball, basketball, gym workouts and other games each week. A focus on fun and allowing participants to choose each week's activities has been key to its success.

### Employment Support

The employment support program is a joint partnership with South East Community Links. The program supports clients with their efforts in securing a paid job. They receive help in creating/updating their resume and cover letter, helping them to build confidence to attend a job interview, helping them with job search, connecting clients to employers or employment services, supporting them to find work experience or volunteer work, supporting them to learn about the courses they can take and to enrol, connecting them with employment, training and educational opportunities and other services/Supports (Holistic supports) based on their needs.



*Thank you very much for your helping and the job you found for me, I really appreciate your hard working, efforts for me and your organization that helps women in all sectors*



### Self Care Program

Our Self-Care program continues to offer a safe space for women to relax and enjoy a time for themselves. Participants got in touch with their inner creativity, engaging in the therapeutic process of mosaic making. Each decorative piece created explores different themes that the participants have expressed through their work. Responses from evaluation report 100% of participants rated the program 5/5 stars. 80% of participants were satisfied with the discussion, and the other 20% were neutral. 100% of participants reported the topics helpful. 60% of participants had suggestions for further inclusion, such as eye and ear health, PCOS, and blood sugar. 100% of participants said the program exceeded their expectations. Comments from evaluation include:

*“Wellsprings very good”  
“I like learn something new”.*

### Women’s Support Program

Our Women’s support program provides a specialist family violence service embedded within Wellsprings. It engages five case workers and some student placements. Case workers have supported over 380 clients since the program started. Wellsprings intake worker conducts a risk assessment using the comprehensive MARAM risk assessment tool and safety plan.

The WSP provides emotional support to women experiencing family violence including women who choose to remain in the relationship. This may involve: contacting victim-survivors to listen to regularly with respect, empathise without judgement, review safety measures, offer ongoing support and connections with other programs and services based on needs.

Some of the quotes and testament from the women who have been supported by the women support team, not just the number of women they support but the quality of support continues and so many women have been touched by the great work the women support team is doing.

### Parenting in Australia

Our Parenting in Australia Program has been successfully running both onsite and through outreach locations across Casey. The program aims to improve culturally and linguistically diverse parents’ understanding of the Respectful Relationships initiative delivered in schools and minimise anxieties and misconceptions associated with the program; as well as work with families to build parents’ skills in raising boys and girls in a manner that fosters gender equality. Having two of our staff members trained in the Critical Friend Program in the Southern Melbourne region, and actively working with four local schools has enabled us to relay an accurate depiction of the situation in schools, as well as provide the necessary clarity for parents who may not be familiar with certain facets of the education system. Our PIA content is constantly changing and has continued to adapt, since its initial development as we customize the content to meet the mothers’ needs.

“

*A great session, very informative and successful*





## PROGRAMS

### Anti Racism Project

Wellsprings for Women partnered with Saltbush Balnarring Beach to bring Multiculturalism to the Peninsula with a one day festival in January 2022 featuring vibrant flavours, sound, dancing and friendship.

A suite of Anti-Racism resources has been developed and are now available for use as discussion starters, displays or use on social media. These can all be accessed via the Wellsprings for Women website: Anti-Racism Resources – Wellsprings for Women and include:

- Four animations demonstrating aspects of anti-racism including: Bystander Intervention, Equal Opportunity for All, No Detention for Asylum Seekers and Celebrating Cultural Diversity. Posters and postcards reflecting the messages of each animation are also available.
- Intercultural Encounters is a set of 9 posters and postcards based on interviews where women discussed their friendships with women from different cultural backgrounds. They explore barriers that can exist and how these can be overcome.
- The Stories of Racism podcast series feature 4 migrant women who share their experiences of racism from blatant hate speech to unconscious prejudices, how they deal with it and their hopes for the future.



### Covid Projects

- Wellsprings bilingual staff formed part of a wider Covid Taskforce providing key messages to multicultural communities, focusing on selected language groups including Arabic, Dari, Farsi, Hazargi, English, Sinhalese and Urdu. Using culturally sensitive mechanisms, women were helped to understand and comply with health directions and received accurate information on the vaccine. They were also provided with isolation kits, food relief, health information and COVID-19 testing. Online information sessions, social media, information stalls and visits to existing groups all contributed to raising understanding.
- The team excelled in developing appropriate and accessible resources including the production of several short videos in selected languages.

- In February 2022, Wellsprings employed two Covid case managers who have provided individual support to women to receive Covid vaccinations. By talking one to one they ensure women have the necessary knowledge and understanding to make an informed choice and assist them in overcoming any barriers to accessing the vaccination for themselves or their children.



### Road Safety for New Arrivals

Twenty two women participated in the Road Safety for New Arrivals program funded by VicRoads across 3 rounds.

The program consists of 5 theory lessons and 4 free driving lessons. The first program began as a face to face class but switched to an online format due to Covid lockdowns. Whilst this worked reasonably well, the following 2 programs were delayed to allow face to face delivery.

Evaluations have shown that the participants gain strong understanding of road rules. Many participants have limited capacity for travel and see gaining their driving licence as key to removing barriers to their participation in many aspects of society, including work or study. Some participants successfully gained their licence after completing the class whilst others require further practice and confidence before sitting the test.

### Nature's Champions

The Nature's Champions program has focussed on opportunities for women to gain experience in growing vegetables at Wellsprings and learning skills to do this at home. We are grateful to South East Water for funding this program.





### Cultural Cuisines

Cultural Cuisines is an exciting social enterprise providing catering for a multitude of events and activities whilst giving skills, confidence and experience for women from diverse backgrounds to work in the hospitality industry.

The program provides weekly classes teaching women to cook the dishes of many cultures, reflecting the backgrounds of the participants, as well as the skills to do this to a commercial quality and scale. This included an 8-week customised training program developed and delivered in partnership with William Angliss Institute covering everything from event planning and coordination to fine cooking skills.

Excitingly, this project was chosen by the City of Greater Dandenong's business networking unit SEBN (South East Business Networks) as the beneficiaries of their Annual Swing For Charity fundraising event, raising over \$35,000 towards the purchase of a food truck. The food truck / trailer will expand opportunities for Cultural Cuisines, enabling food sales at festivals and events or at regular sites (eg selling lunches to workers in industrial area). This will create extra opportunities for our trainee caterers to prepare and sell meals, putting their training into practice whilst gaining confidence and customer service experiences.

Demand for Cultural Cuisines' catering has grown exponentially throughout 2022 with highlights including:

- Catering for the Level Crossing Removal Project at 3 sites simultaneously feeding around 400 workers in March 2022
- Lunch for 150 staff and guests at Star of the Sea College in Brighton;
- Catering for several local organisations and council meetings including for the City of Greater Dandenong, City of Casey, Victoria Police, South East Community Links, Country Fire Authority (CFA), and private functions
- Catering for Welcome events for new arrivals from Afghanistan in each of the Cities of Dandenong, Cardinia and Casey.

The value of the Cultural Cuisines program is not just in the delicious food the women create. The greater value is the pride, self-belief and employment pathways created as refugee and migrant women proudly present their food, showcasing their cultures and capabilities and receiving respect and compliments from happy customers.

### Bounce Back

The Bounce Back program was conceived in 2021 to bring women together following Covid restrictions and lockdowns. Each week, the program provides a nutritious lunch prepared by the Cultural Cuisines team for women and children at Arthur Wren Hall in Hampton Park as well the opportunity for women to meet, connect and socialise. Guest speakers deliver information or specialists are available to assist women in understanding anything from recycling to how to get legal advice and Wellsprings' bicultural workers and Covid case managers have provided information and support regarding Covid safety and vaccinations.

During 2021 lockdowns, lunches were packed into takeaway containers for families to collect, often accompanied by food parcels.





### Pathways to Volunteering Program

Wellsprings for Women received funding to co-design a program that trains women from migrant and refugee backgrounds in acquiring volunteering skills and how to seek volunteering opportunities as a way to build community connections or securing experience for employment. The project will also develop a training program for agencies on how to attract and retain migrant and refugee women volunteers.

### Volunteers

Volunteering opportunities were severely limited during lockdown but it has been great to welcome a growing number of volunteers back to support Wellsprings' programs and activities in 2022. As English classes have grown, tutors have valued the assistance of volunteers. Our childminding volunteers have proven themselves as champions dealing with children who have had little time away from their mothers during lockdowns. Other volunteers have helped with our weekly Bounce Back lunch, Friendship Café, Family Learning Partnership, homework support programs, reception and administration. Thanks to all Wellsprings volunteers for giving your unique skills and for helping our participants to feel connected.

### Students On Placement

Wellsprings contributed to enabling an ongoing workforce of women with skills to work in the community sector by hosting students studying in this area for their workplace placements. Students greatly value the diversity of experience they gain at Wellsprings with opportunities to support services across the organisation from assisting with practical day to day tasks including childminding and community lunches, to assisting in classes, at times leading class activities, providing one to one support, contacting participants for enrolments or evaluations, conducting research or gaining insights into case management.

In the second half of 2021, Covid lockdowns limited many of these experiences but gave students the opportunity to learn to adapt and participate in finding creative ways to deliver services. One highlight was a successful online Seniors Week event developed and delivered by student placements involving women sharing favourite recipes and the stories from their lives that make their recipes significant in their lives.

Throughout 2021-22 Wellsprings hosted a total of 25 student placements including:

- 5 VCAL students
- 8 Diploma of Community Services
- 3 Bachelor of Community Services
- 3 Masters of Social Work
- 2 Bachelor of Social Work
- 1 Bachelor of Public Health
- 3 Bachelor of Mental Health, Alcohol and Other Drugs





## EVENTS

### Launch of Resources

On Thursday 16th of July, Wellsprings celebrated the launch of our new resources on Anti-Racism, COVID-19 and Gender Equality. The event was attended by a range of service providers across Metropolitan Melbourne, including those from the Department of Families, Fairness and Housing, the Orange Door, Family Safety Victoria, the Victorian Multicultural Commission, the Cities of Greater Dandenong, Casey and Cardinia, Women's Health in the South-East, MiCare, Monash Health, Indian Care, Anglicare, Victoria Police and WISE Employment. At the event, our resources were officially launched by the Honourable Gabrielle Williams MP, Minister for Aboriginal Affairs, Prevention of Family Violence and Minister for Women, and Viv Nguyen AM, Chairperson of the Victorian Multicultural Commission. Both Viv and Minister Williams reflected on the importance of creating content that is culturally aware and considered for multicultural communities.



### International Women's Day

We had a very successful International Women's Day at Wellsprings – which we celebrated all week, with themed education classes, fast-facts and giveaways.

### Cultural Diversity Week

We hosted a morning tea and invited a range of service providers to join us and our participants as we enjoyed a laid back gathering with food and lots of laughter.



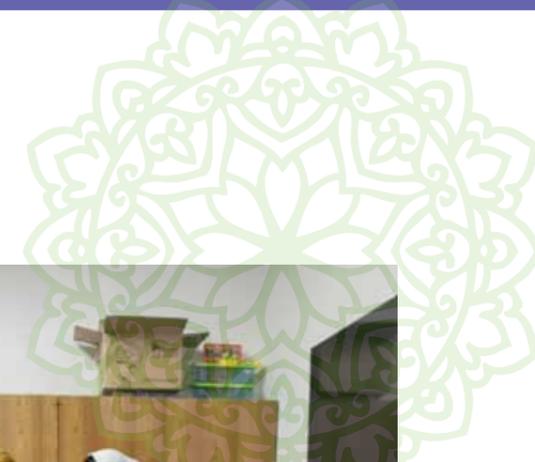
### Iftar 2022

Our third Iftar was a huge success as we gathered with over 50 invited guests from a number of agencies. We broke the fast with our Muslim sisters and colleagues. Cultural Cuisines cooked a feast and we played quiz games testing the guests' knowledge of the month of Ramadan.



### Women's Health Expo

As part of the Partners for Change initiative, we were funded to host a women's health expo – Wellness & Wellbeing. The funding enabled us to host the event on Friday 3rd June. The major highlight of the event was to see our participants engaging in conversations with the various health experts that were present on the day. Our tutors briefed our participants in the weeks leading up to the event, and the women were confidently approaching the health professionals with concerns and questions for further help. After two years of health discourse focused prominently on the pandemic, it was meaningful to have an event that focused on women's general health and wellbeing. After consulting with fifty participants across our onsite programs to determine interest areas, we hosted six stalls including a reflexologist, the Australian College of Optometry, the Australian Physiotherapy Association, SunSmart, Monash Health and Breast Screen Victoria.



## Fundraising Events

### High Tea

"On 2nd July a sunny winters' afternoon, familiar faces and new ones gathered at Wellsprings for the High Tea Fundraiser. The bunting and tables laid out with all the antique crockery and tableware created an elegant setting. After a two year break it wasn't long before the reconnecting started, the room buzzing with chatter and laughter.

A big thank you to all the volunteers who worked leading up to the event and on the day and thanks also to those who donated the Drinks, Raffle and Door prizes, and other goodies. The bonus of the day was that we raised over \$4,000 for our Cultural Cuisines Social Enterprise.

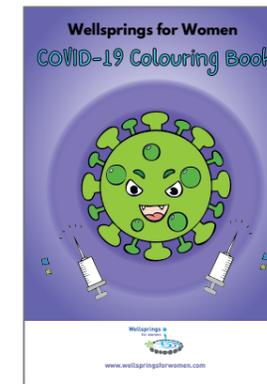
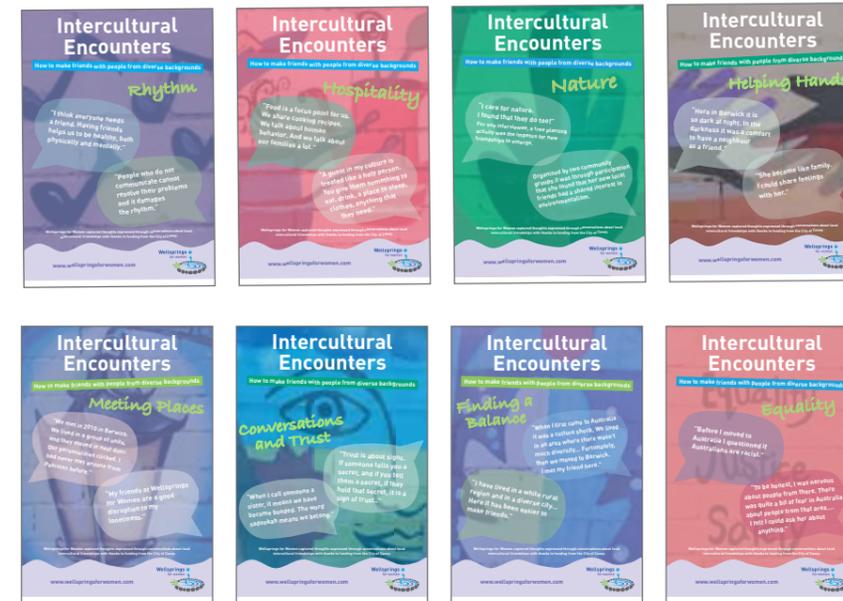


### Swing for Charity

Wellspring for Women was selected as the 2022 charity to receive funds raised from the Annual Golf tournament held by Greater Dandenong Council's event: Take a Swing for Charity. The funds will help Wellsprings buy its long awaited food trailer. \$35,000 was raised which was a great effort.



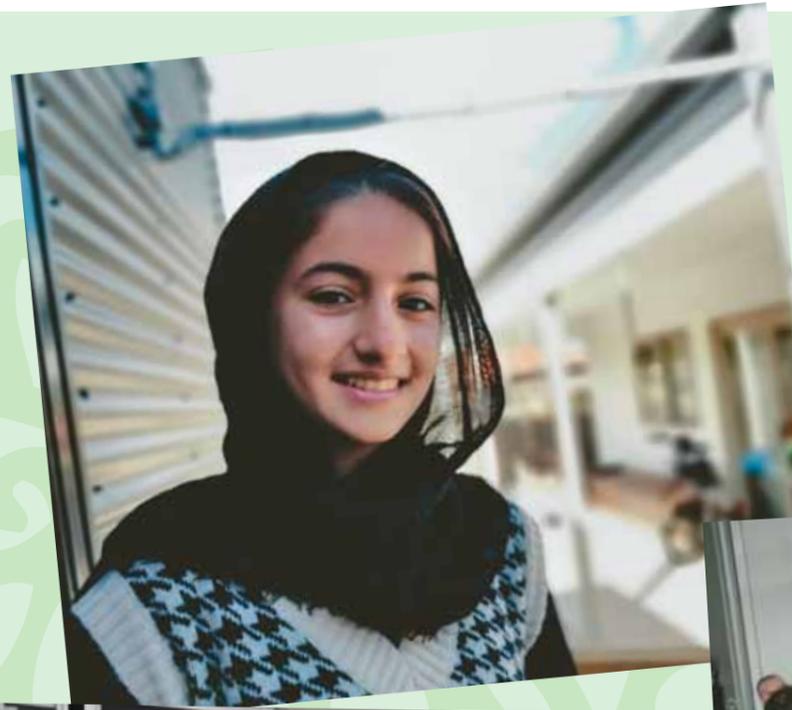
## Resources



Veshali is excited about school tomorrow. She can't wait to play with her friends and learn new things from her teachers.



GALLERY - 2022



## VOLUNTEERS' PROFILE

### Country of Birth:

Afghanistan, Australia, China, England, India, Iran, Lebanon, Malaysia, Mauritius, New Zealand, Pakistan, Peru, Sri Lanka, Thailand, Ukraine, United States of America, Yemen.

### Languages:

Arabic, Burmese, Chinese, Creole, Dari, English, French, Hazaragi, Hindi, Italian, Lao, Malaysian, Pashto, Persian, Russian, Sinhalese, Spanish, Thai, Ukrainian, Urdu.

### Age range:

24 – 78

### LGA:

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



## PARTICIPANTS' PROFILE

**Country of Birth: 44** Afghanistan, Armenia, Australia, Bangladesh, Bosnia and Herzegovina, Cambodia, Chile, China (excludes SARs and Taiwan), Cook Islands, Djibouti, Egypt, El Salvador, England, Eritrea, Ethiopia, Fiji, Gaza Strip and West Bank, India, Indonesia, Iran, Iraq, Italy, Kenya, Lebanon, Liberia, Malaysia, Mauritius, Myanmar (Burma), Nepal, Pakistan, Peru, Philippines, Samoa, Saudi Arabia, Serbia, Seychelles, South Sudan, Sri Lanka, Sudan, Syria, Taiwan, Thailand, Vietnam, Yemen.

### Languages Spoken: 37

Amharic, Anuak, Arabic, Armenian, Assyrian Neo-Aramaic, Bandjalang, Burmese, Cantonese, Dari, English, French, Hazaragi, Hindi, Indonesian, Italian, Khmer, Kurdish, Liberian, Malay, Malayalam, Mandarin, Nepali, Pashto, Persian (excluding Dari), Polish, Punjabi, Samoan, Sinhalese, Somali, Spanish, Tagalog, Tamil, Tigré, Urdu, Vietnamese.

**Local Suburbs: 47** Berwick, Brighton, Carrum Downs, Caulfield, Cheltenham, Chippendale, Clayton South, Clifton Hill, Clyde North, Clyde, Cranbourne East, Cranbourne North, Cranbourne West, Cranbourne, Dandenong North, Dandenong South, Dandenong, Dingley Village, Doveton, Emerald, Endeavour Hills, Eumemmerring, Footscray, Frankston, Hallam, Hampton Park, Keysborough, Lower Plenty, Lynbrook, Lyndhurst, Maribyrnong, Mount Waverley, Mulgrave, Narre Warren North, Narre Warren South, Narre Warren, Noble Park North, Noble Park, Oakleigh South, Plumpton, Ringwood, Rowville, Scoresby, Springvale South, Springvale, Thornbury.

## Wellsprings for Women Incorporated

### Financial Statements

For the Year Ended 30 June 2022

#### Statement of Surplus or Deficit and Other Comprehensive Income

	Note	2022 \$	2021 \$
Revenue	2	2,224,563	1,690,570
Administrative expenses		(233,505)	(185,744)
Consultancy expenses		(222,632)	(159,087)
Depreciation expense		(5,614)	(8,230)
Employee benefits expense		(1,611,931)	(1,272,879)
Fundraising expenses		(100)	-
<b>Surplus Before Income Tax Expense</b>		<b>150,781</b>	<b>64,630</b>
Income tax expense		-	-
<b>Surplus After Income Tax Expense</b>		<b>150,781</b>	<b>64,630</b>
Other comprehensive income for the year (net of tax)		-	-
<b>Total Comprehensive Income for the year</b>		<b>150,781</b>	<b>64,630</b>

#### Statement of Financial Position

	Note	2022 \$	2021 \$
<b>Current Assets</b>			
Cash & cash equivalents	6	1,465,241	1,255,014
Trade receivables & other assets	3	34,288	9,350
<b>Total Current Assets</b>		<b>1,499,529</b>	<b>1,264,364</b>
<b>Non Current Assets</b>			
Plant and equipment	4	58,796	30,774
<b>Total Non Current Assets</b>		<b>58,796</b>	<b>30,774</b>
<b>Total Assets</b>		<b>1,558,325</b>	<b>1,295,138</b>
<b>Current Liabilities</b>			
Trade and other payables		111,480	52,743
Provisions	5	103,622	58,248
Income received in advance		768,921	763,323
<b>Total Current Liabilities</b>		<b>984,023</b>	<b>874,314</b>
<b>Non-Current Liabilities</b>			
Provisions	5	19,746	17,049
<b>Total Non-Current Liabilities</b>		<b>19,746</b>	<b>17,049</b>
<b>Total Liabilities</b>		<b>1,003,769</b>	<b>891,363</b>
<b>Net Assets</b>		<b>554,556</b>	<b>403,775</b>
<b>Equity</b>			
Accumulated surplus		554,556	403,775
<b>Total Equity</b>		<b>554,556</b>	<b>403,775</b>

#### Statement of Changes in Equity

	Accumulated Surplus \$	Total \$
<b>Balance at 1 July 2020</b>	339,145	339,145
Deficit attributable to members	64,630	64,630
<b>Balance at 30 June 2021</b>	<b>403,775</b>	<b>403,775</b>
Surplus attributable to members	150,781	150,781
<b>Balance at 30 June 2022</b>	<b>554,556</b>	<b>554,556</b>

The \$36,145 of committed donations, as outlined in note 2, has been recognised in the Surplus attributable to members for the year ended 30 June 2022 and therefore, such funds are included within the closing equity balance of \$554,556.

## Statement of Cash Flows

	Note	2022 \$	2021 \$
<b>Cash Flows from Operating Activities</b>			
Cash receipts from customers		1,890,641	1,608,436
Cash payments to suppliers and employees		(1,961,360)	(1,617,948)
Received from philanthropy, donations and fundraising		314,127	305,017
Interest received		455	666
<b>Net cash inflow from operating activities</b>	6 (b)	243,863	296,171
<b>Cash Flows from Investing Activities</b>			
Payment for plant & equipment		(33,636)	-
<b>Net cash outflow from investing activities</b>		(33,636)	-
<b>Net increase in cash held</b>			
Cash at beginning of financial year		1,255,014	958,843
<b>Cash at end of financial year</b>	6 (a)	1,465,241	1,255,014

## Notes To and Forming Part of the Financial Statements for the year ended 30th June 2022

### 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.)

	2022	2021
	\$	\$
<b>2. Operating Surplus</b>		
Included in operating surplus are the following revenues and expenses:		
Federal Government	44,982	62,633
State Government	1,159,493	483,660
ACFE	295,526	191,409
Local Government	336,608	130,673
Philanthropy	193,065	272,318
Donations	84,917	32,699
Donations - committed	36,145	-
Fees	13,421	18,661
COVID related income	-	465,700
Other	60,406	32,817
<b>Total</b>	<b>2,224,563</b>	<b>1,690,570</b>

During the year, the Association undertook a fundraising exercise to raise donations for the purchase of a food truck. At balance date, \$36,145 had been raised and recognised as a committed donation in the Statement of Surplus or Deficit. The total cost of the truck is \$54,182.

Remuneration of auditors - Stannards Accountants and Advisors.	4,000	4,000
The cost of the audit is paid for by Kildare Ministries.		

	2022	2021
	\$	\$
<b>3. Trade Receivables &amp; Other Assets</b>		
<b>Current</b>		
Trade and other receivables	34,288	9,350
Prepayments	34,288	9,350
<b>4. Plant &amp; Equipment</b>		
Leasehold Improvements – at cost	73,347	39,711
Less: Accumulated Depreciation	(15,910)	(11,939)
	57,437	27,772
Plant & equipment – at cost	43,893	43,893
Less: Accumulated depreciation	(42,534)	(40,891)
	1,359	3,002
<b>Total plant &amp; equipment</b>	<b>58,796</b>	<b>30,774</b>
<b>5. Provisions</b>		
<b>Current</b>		
Provision for holiday pay	87,440	55,210
Provision for long service leave	16,182	3,038
	103,622	58,248
<b>Non-Current</b>		
Provision for long service leave	19,746	17,049

### 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:

	2022	2021
	\$	\$
Cash on hand	400	400
Cash at bank	1,464,841	1,254,614
	1,464,841	1,255,014

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

Operating surplus / (deficit)	150,781	64,630
Non Cash Flows in Operating Surplus:		
Depreciation expense	5,614	8,230
Change in Operating Assets & Liabilities:		
- (increase)/decrease in trade receivables and	(24,938)	8,910
- increase/(decrease) in trade and other payables	58,737	(33,457)
- increase/(decrease) in income in advance	5,598	232,459
- increase/(decrease) in provisions	48,071	33,219
<b>Net cash from / (used in) operating activities</b>	<b>243,863</b>	<b>296,171</b>

### 7. Contingencies

In the opinion of the Committee of Management, the Association did not have any contingencies at 30 June 2022.

### 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.



Laura M Conti  
Title: Treasurer



Janet Cribbes  
Title: Board Chair

Dated: 5 September 2022

## 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 2022, the statement of surplus or deficit and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the 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 2022 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.

### 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



James Dickson  
Partner  
Date: 5 September 2022

# Wellsprings for Women – Timeline 1994 - 2022

1994 - 1998    2000 - 2001    2005 - 2007    2009 - 2010    2013 - 2014    2015    2016 - 2018    2019    2020    2021    2022

**1994**  
Ann Halpin opens Wellsprings for Women with the support of the Presentation Sisters

**1995**  
Home Visitation Program starts

**Open half a day per week**

**2000**  
Approved for registration as a Learn Local DGR Status approved

**2001**  
Becomes an incorporated association

**Open 2 days per week**

**2005**  
Receives Neighbourhood Houses (NH) Coordination Funding

**Open 4 days per week**

**2007**  
Receives funding for social support programs

**2009**  
Ann Halpin awarded City of Greater Dandenong Citizen of the Year

Ann Halpin passes away  
Appointment of Manager

**2010**  
Ann Halpin posthumously awarded Holt Australia Day Award  
  
Ann Halpin posthumously inducted onto the Victorian Honour Roll of Women

**2013**  
City of Greater Dandenong names Halpin Way in honour of Ann Halpin

**2014**  
Wellsprings amalgamated into Kildare Ministries

**Awards:**  
Finalist - Learn Local Award Learner of the Year  
Angela Saenzh

Ann Halpin posthumously inducted onto the Victorian Honour Roll of Women

**2015**  
Staff member trained as accredited mental health first aid instructor

**Awards:**  
Finalist - Victoria Community Training Provider of the Year Award

Winner - A Picture Paints a Thousand Words NH Vic Award for the video "Crafting Pathways"

**Open 5 days per week**  
**200 participants per-week**

**2016**  
Organisational Review  
New structure  
New Strategic Plan 2016 - 2021

**Awards:**  
Superhero Finalists Award - Volunteers  
Marg U'ren, Di Pullin, Mahjabeen Azim

**2017**  
Appointment of CEO  
New website  
New logo

**2018**  
Creative Enterprising Women launched  
Child minding onsite services  
Work for the Dole Program  
Womens Health and Safety Program

**2019**  
Cultural Cuisines Enterprise launched  
25th Anniversary - held in Parliament House

Capacity building for responding to family violence disclosures  
Opening of Rose Room and addition of accessible toilet  
First Iftar Dinner

**Learn Local Awards:**  
Winner - Pre-Accredited Pathway Program Award for Creative Enterprising Women  
  
Winner - Ro Allen Award recognising Pre-Accredited Learner Excellence - Chithrika Senanayake

Winner - Local Legends Award  
Finalist - Child minding Volunteers Team Awards  
Winner - VMC Multicultural Award for Excellence for Cooking the Art of Belonging

**2020**  
Global Pandemic - online courses

Think Impact independent report on SROI on Wellsprings for Women's Support Program

Research on impact of migration on gender roles

Online seminars on gender equality and family violence

**Awards:**  
Winner - Innovation in a time of COVID Acknowledgement Award

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

Winner - Fiona Richardson Gender Equality Award from Neighbourhood Houses Vic for Making a Difference Program

**2021**  
2021-2026 Strategic Plan  
New kitchen  
Renovated office spaces

IT equipment & digital literacy training delivered to clients

Homework Support  
Online Saturday School EAL1

Joined EAP  
Established a Women's Support Program  
Prescribed under the MARAM

**Awards:**  
Finalist - Gender Equality Award Neighbourhood Houses Victoria  
- Girls on the Move

Awarded Mental Health First Aid Gold Skilled Workplace Recognition

**Open 5+ days per week**  
**460 Participants**

**2022**  
Premises expanded with 2 new PODs. Completed Accreditation process and met all the requirements DFFH Human Services Standards and the Governance standards.

In house equality & compliance capability  
Cultural Cuisine has achieved Social Enterprise Certification. Additional staff, Food Trailer, growth in orders.  
Launched publications/resources on Anti-Racism, COVID education, Gender Equality, EAL Books, Calendar.  
Opened 2 friendship Cafés in City of Casey  
Delivery of programs in partnership schools

Onsite Saturday classes ie Dari class, School Study Support, 2 EAL classes, Digital Literacy

Online Sunday primary school homework support  
Girls on the Move in 4 schools  
Increased outreach

Drama program  
Dedicated early childhood staff  
Successful inaugural Multicultural Encounter festival in Balnarring in partnership with Saltbush

Innovative project in partnership with CMY - 'Seat at the Table', 2 young females migrant/refugee attending Board meetings to observe and learn Boards functions

**Awards:**  
Winner - Family Learning Partnership won a Multicultural Excellence Award for Innovation.

Winner - Refugee Business Award in recognition of work in supporting the employment, and participation of refugees and asylum seekers  
Finalist - Community Training Organisation of the Year in the Victorian Training Awards

**Open 6 days per week**  
**644 Participants per week**

It is at The Well that women met for centuries and shared stories



Wellsprings for Women gratefully acknowledges the support of:



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Avilla College, CCI Giving, Equal Employment Opportunity Network, GIVIT, Good360, Ikea, Josephine's Shoes, Kellister College, Kensi Candles, Kilbreda Secondary College, Kildare Ministries, Make a Difference Community, Presentation Sisters Victoria, RMBL, Share the Dignity, Sigma Healthcare, St John's Regional College, St Joseph's College Echuca, St Paul Apostle Parish Endeavour Hills, St Vincent De Paul, Star of the Sea.

Wellsprings for women



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