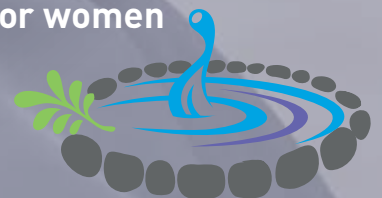




Annual Report
2022 – 2023

Wellsprings 
for women





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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, 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.



Front cover photograph of Aviva White - Gender Equality Practitioner. Photographer - Sophea Pan. Several photographs in this Annual Report are taken by Sophea Pan.

Acknowledgment of Country

Wellsprings for Women acknowledges that it operates on the land of the Bunurong People of the Kulin Nation. We pay respect to elders past, present and emerging. This was, is and will always be Aboriginal land.

Published by
Wellsprings for Women Incorporated

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FROM THE CHAIR



It's hard to believe that another year has flown by. Even harder to believe that at the beginning of July 2022 we were still in the throes of dealing with the fall out of the COVID pandemic. Juggling staff illness because of COVID-19 seems a distant memory, although as I write many people are currently dealing with COVID related illness and flu, it would seem that it might be here for a while.

At Wellsprings for Women, we value care and compassion. We believe in working with those who have given us so much; empowering women to choose how they want to live their lives. That's why we are committed to walking alongside the women who come to Wellsprings, no matter where they are from or what their circumstances might be.

We provide the highest standard of support and advocacy for all our clients and strive to create a safe and inclusive environment for everyone.

We understand that every individual is unique and has different needs. We are committed to listening to the voices of our women and advocating on their behalf whenever possible. We are here to provide support with dignity and respect for all.

At Wellsprings for Women, we believe in the power of every individual. Our commitment is to give voice to those who have been unheard and to ensure that everyone is given the chance to be seen, heard, and valued.

We are committed to creating a safe space where everyone can feel supported in their journey. Our staff are experienced professionals with a deep understanding of the needs of our clients and provide an individualised approach to care. Our Women's Support Program

continues to grow, due to increasing demand for our particular service model.

We have created additional wonderful spaces for women and their children in our back yard. You will read the many initiatives and the recognition of the work of staff through the awards received honouring their hard work.

We couldn't do all this without the support of our Funders, Staff, Board and Volunteers. We are immensely grateful for your generosity, commitment, professionalism, and donations. I want to thank you all for your hard work, your support is greatly appreciated. Wellsprings For Women continues to grow in service delivery, participants, and outreach. We are indeed fortunate to have Dalal Smiley as our extraordinary CEO, leading an amazingly committed and empowering staff.

We also express our gratitude to MECCA's M-Power for providing us with the platform to celebrate womanhood and bring together inspiring people from all walks of life. It is our privilege to stand in solidarity and work towards eliminating all forms of poverty, discrimination, racism, misogyny, and gender inequality.

Thank you all for helping us make a difference in the lives of those around us. We could not do this without you. Your kindness is invaluable. Let us all continue to make a positive impact in our community together.

Thank you again for your generosity - together let's build a better future! Together, we are stronger!

Janet Cribbes
Chairperson

CEO'S REFLECTIONS



Leading with Courage

One of Wellsprings values which was a focus for the year was: Courage. Courage is often undermined by fear. Fear of what consequences await us should we speak out, call it out, and challenge the abuse of power we often come across.

There were so many moments in the last financial year when the future of a number of our programs hung in the balance. At such moments, our concern has always focused on the impact to our clients and participants. As we are increasingly navigating a tight economic climate, we regularly reviewed how to do more with less. We gathered the courage to rise and keep going despite each funding rejection we received.

We had to let go of our Employment Support Program which was in partnership with SECL as the funding came to an end and all attempts to keep it going were declined. But thanks to Ramsay Foundation we were successful in gaining funding for a Housing Support Practitioner to work with our Family Violence case management team.

We partnered with our colleagues in the City of Greater Dandenong Neighbourhood Houses in preparing a budget submission to Dandenong Council to support our request for on-going core funding. Our funding from Dandenong Council had dropped off in the last few years since they changed their community grants model.

We faced a challenge with our Cultural Cuisines Social Enterprise following the launch of the food trailer. With no funding to support this fragile start-up, we almost shut it down, but then decided to review how we can keep it going but on a small scale and within the limits of our financial capacity.

We summoned our collective courage to keep going due to the fact that our clients and participants have limited choices in accessing services and programs that are responsive to their needs. We have to keep going. We have to be here for their sake. We truly believe that we are unique as a women-only, place-based, multicultural, multilingual, grass roots organisation that reaches over 4000 women and 400 children each year, helping them achieve their goals, connect with others, improve their health and wellbeing and gain the confidence to assert themselves as citizens, as women, as carers and workers, as volunteers and learners.

We are strong, undefeated, unwavering, unrelenting and with each rejection, each defeat, each disappointment, we rise again energised by the women and children whose lives we have turned around from despair to hope, from depression to joy, from abuse to safety, and from the shadows to central stage. We will stand up and challenge the abuse of power by decision-makers, we will call out injustices when the need of our clients are devalued, ignored or minimised.

We will speak out! we might be small, but our hearts are big and our voices loud and when it comes to the crunch, we stand strong, fearless and ready to win. We are the Matildas of social justice, safety and equality. We wish we did not have to exist but our world is nowhere near the Utopia we all crave for. So, until then, we are here to stay! And together our courage is our superpower!

Dalal Smiley
Chief Executive Officer

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.



Board Members & CEO



Left to Right: Minh Nguyen - Director, Carmel Collins - Director, Joanne Rosewall - Deputy Chair, Laura Conti - Treasurer, Dalal Smiley - CEO, Georgia Prattis - Director, Janet Cribbes - Chairperson
Missing: Neha Doshi - Board Secretary (Non Board Member)



Jo Stanley

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

Trustees of Kildare Ministries

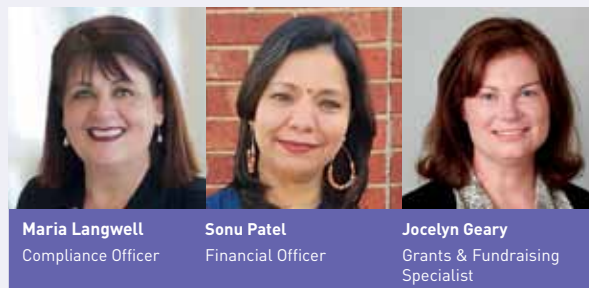


Back L-R: Audrey Brown, Catherine Jackson.
Front L-R: Anne Astin, Kathy McEvoy, Rosemary Copeland & Liz Maguire.



Dalal Smiley
Chief Executive Officer

Management & Staff



Maria Langwell
Compliance Officer

Sonu Patel
Financial Officer

Jocelyn Geary
Grants & Fundraising Specialist



Sandra Maudier
Safety & Equity Manager

Aimee Greenstein
Team Leader

Donna Bracey
Case Worker

Alkhansa Ali
Case Worker

Fatima Ali
Intake/Case Worker

Farida Azimi
Group Facilitator



Aviva White
Gender Equality Practitioner

Rowena Ocampo
Prevention Practitioner

Kayenat Ali
Housing Support Practitioner

Marie Marzovilla
Community Development Practitioner

Shazia Noreen
Homework Club Facilitator

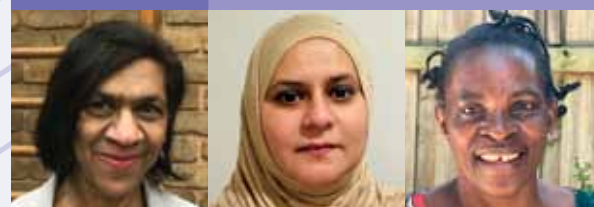


Robyn Erwin
General Manager

Samar Geid
Community Engagement Practitioner

Shokria Hakimi
Cultural Cuisines

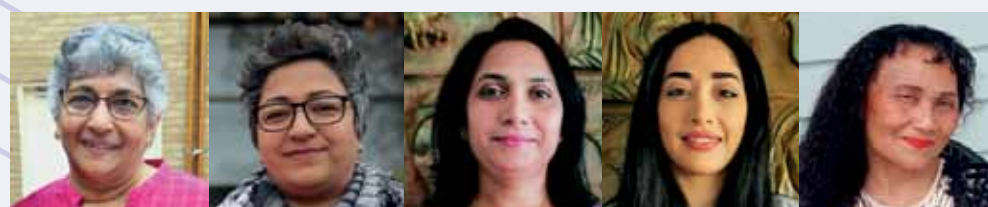
Rumana Kazi
Cultural Cuisines



Medgee Gontran
Playgroup Facilitator

Uzma Memon
Children's Activity Coordinator

Emali Namkindwa
Child Activities Worker



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

Regina Joseph
Tutor



Shipra Plander
Tutor

Silvana Feola
Tutor

Deborah Langmaid
Tutor



Tamara Penaloza
Tutor

Sophea Pan
Systems Officer

Rita Poole
Tutor



Lyn Duguid
Tutor

Diana Lambros
Tutor

STAFF FEEDBACK

We conducted our second staff Pulse Survey for the year and it was comforting to hear that 97% of our staff believed that we were looking after both their general health and well-being as well as their mental health. Here are some of the staff comments:

'I feel privileged to be part of such a wonderful organisation doing such important work!'

'I continue to feel appreciated working at Wellsprings for Women. I also continue to feel privileged to be working within a team of dedicated women who consistently place their clients and participants at the forefront of everything that is undertaken. It is incredible what is achieved on such limited resources!'

'There is always much to do - the support comes both from a professional and personal level - from my Manager through to staff which I interact with. There is an overwhelming culture of women supporting women which permeates both my work priorities and me on a personal level. Within this culture, I know I can fly!'

No longer with Wellsprings:

Amina Rezayiee	Maryam Bayat
Amna Kazmi	Monesa
Asmaa Alshurafa	Mohammad
Diana Fuentes	Qadrea Tahery
Erandi	Reem Elmahdy
Mirihanage	Suja Mathew
Jane Cherotich	Veronica Waugh
Hoghei Risson	Zahra Ahmadi

At a Glance

OUR IMPACT

2021	Figures for Calendar Year	2022
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33092	Total Students Contact Hours	71683
-------	------------------------------	-------

31054	ACFE Students Contact Hours	55520
-------	-----------------------------	-------

NUMBER OF ENROLMENTS

1466	ACFE	2698
------	------	------

446	Non ACFE	905
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2021	Figures for Calendar Year	2022
------	---------------------------	------

51	Number of Programs	75
----	--------------------	----

25	Student Placements	33
----	--------------------	----



2021	WEBSITE - Financial Year	2022
------	--------------------------	------

136,367	Visits	232,882
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FAMILY VIOLENCE CASE WORK - Financial Year

433	Number of women supported	306
-----	---------------------------	-----

41	Countries of birth	32
----	--------------------	----

2737	Service delivery hours	3148
------	------------------------	------

91	High risk cases	43
----	-----------------	----

138	Women assisted to leave	95
-----	-------------------------	----



FOOD & MATERIAL AID - Financial Year



1986	Clients	1906
------	---------	------

326+	Food/material aid parcels	485+
------	---------------------------	------

1562+	Cooked meals	1600+
-------	--------------	-------

6250	Food & Fuel vouchers	775
------	----------------------	-----

Valued at \$28,000



> AKOSIA, performs at MECCA M-POWER's International Women's Day luncheon in March at the National Gallery of Victoria. Photographer: @lizzsunshine





Participants and Tutors in various classes

English as an Additional Language

Our Pre-accredited English as an Additional Language (EAL) programs are offered at three levels and on different days of the week. Participants are placed in classes according to the level of their literacy, numeracy and digital literacy abilities, their interests, needs and learning strategies. Classes are delivered onsite at Dandenong and at different locations in the City of Casey and Shire of Cardinia. The EAL programs are delivered face-to-face, and/or online. Participants are supported by volunteers in the classroom, and individually as required. Some of our EAL Program focus on specific areas of interest such as English for the L Plate or English for Living in Australia.

"I have learnt a lot in this course. It changed my life. I can do shopping and talk to the doctor. It's great when I speak in English & can solve my problems by myself".

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. Participants learn about Australia, its people, laws, values, rights and responsibilities, and what it means to become an Australian citizen. This course provides women with an opportunity to develop their skills and the confidence to communicate and contribute to the community with a prospect of applying for Australian Citizenship more effectively.

“

This course is very helpful because the teacher teaches things about Australia, the government, the laws of the country and our responsibilities. We also talk about values and practise the questions for the test so we feel more confident. Many of my classmates already passed the Citizenship test after finishing the course. I hope to do the same.”

Programs Contextualised to Industries

Our contextualised pre-accredited courses are language, literacy, digital literacy and numeracy programs contextualised to specific industries including Aged Care, Early Childhood, Hospitality, Arboriculture, Community Services, Working with People with Disabilities and Working in the Domestic and Family Violence Sector. In these courses, participants have the opportunity to learn about the specific industry requirements and develop skills to confidently apply for employment or further study in the field of their choice.

"When I started my Introduction to Aged Care class last term it was my first class in Australia. I had a baby and no family or friends to help me here. I felt very tired because my baby cried at night and I couldn't sleep. At Wellsprings I met other women with babies and made friends. They gave me advice and now I sleep and feel better. I'm happy to come to class, meet my friends, practise English and learn about work in Australia. The classes gave me confidence and better communication skills. I applied for a job two months ago and now I work part time at a chocolate factory and come to school two days a week."

English for Sewing Program

Our English for Sewing programs are for learners who would like to become familiar with the basics of using a sewing machine, measuring, following instructions, cutting and planning while learning the language involved in the processes. 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.

English Conversation Classes

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

Family Learning Partnership Program

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.

Digital Literacy and Computing Skills programs

The Digital Literacy and Computing Skills programs focus on encouraging women to develop these skills for everyday life, further study and/or employment. Programs are delivered at different levels: Beginners, Programs are delivered at different levels: Beginners, Intermediate and Advanced and they focus on different aspects according to the interests of the participants and their level of expertise.

"I really enjoy my Family Learning Program not just because I'm improving my English skills but also because I feel comfortable to share my personal life with my teacher and classmates, I don't feel alone anymore. I'm very happy also because my child can stay with me in the classroom and we can learn together. Thank you, Wellsprings."

Saturday School Programs

Saturday programs include language literacy and numeracy classes for beginners and intermediate levels, Dari literacy and numeracy classes, and a Homework Support Group for the children of the participants attending classes on the day. The Homework Support session helps school age children with their weekly homework and encourages the development of skills to improve their schoolwork during the week.

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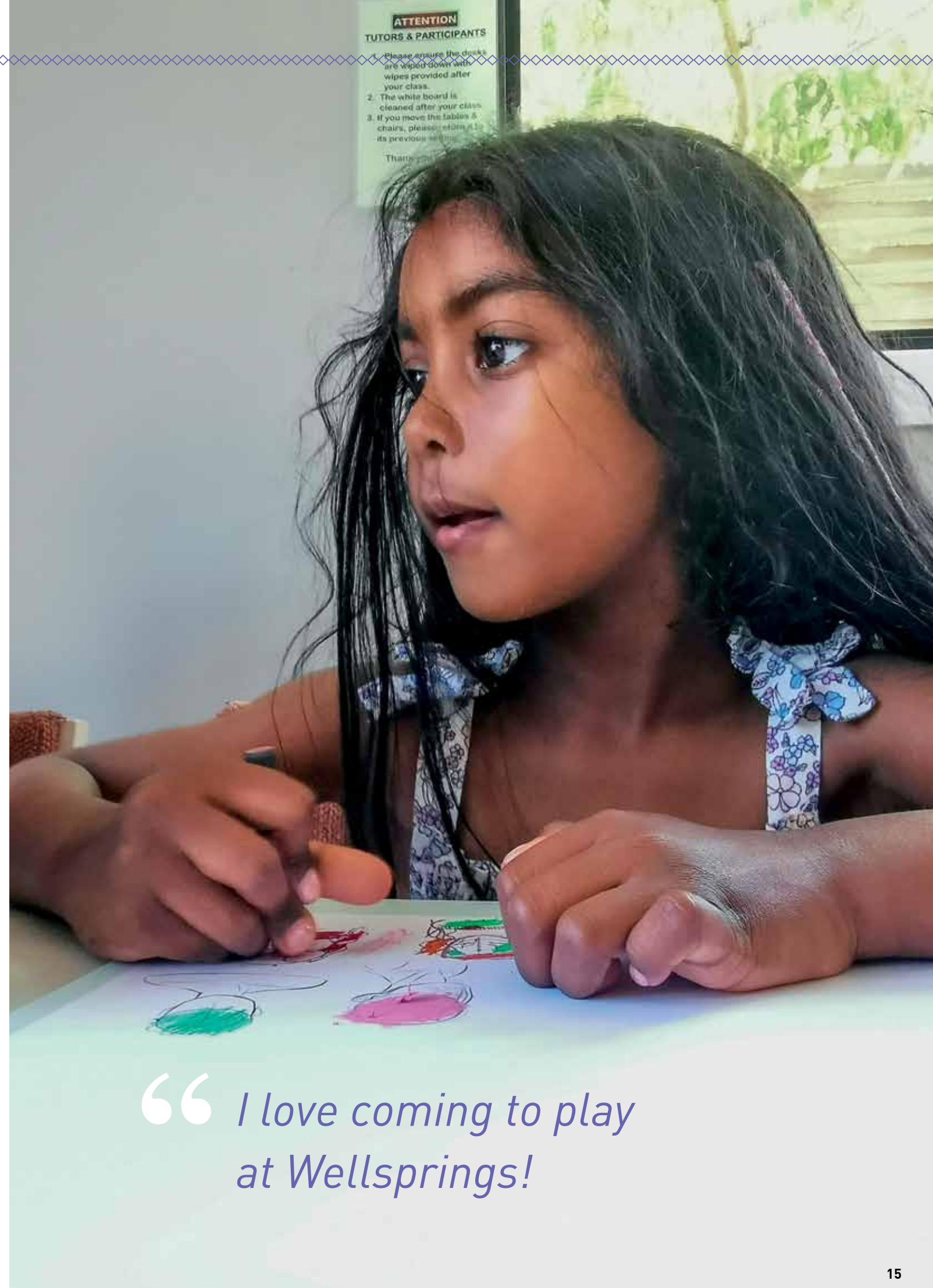
"I like the Saturday School because I can work during the week and learn English and computers on Saturday. My two children come with me and do their homework with the Study Support teacher."

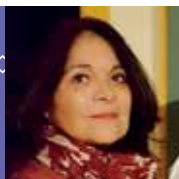
Homework Clubs

Every year, the Centre for Multicultural Youth and Foundation House offer funding under Victorian Government's Learning Beyond the Bell scheme for Out of School Hours Learning Support Programs better known as Homework Clubs. Wellsprings for Women has been running outreach Homework Support programs for three years in nearby schools and Community Centres. Our current partnership program with Barton Primary School includes a Girl's Literacy Circle program for grade 6 students that provides a soft gender equity lens through literature study. In 2022, as part of our Saturday School Programs, we commenced our own Homework Club to support primary school aged migrant students between grades 2 to grade 6. The program supports students with their weekly homework and development of their literacy and numeracy skills.

“

I love coming to play at Wellsprings!





Women's Support Program

Our Women's Support Program is a targeted and specialised family violence service that supports women in Dandenong, Casey, and Cardinia. The team of five case-managers has supported over 306 clients in 2022-2023. The program offers comprehensive family violence risk assessments, safety planning, and support to women in relationships or those who have left, regardless of their visa status or cultural background. The case workers apply an intersectional approach, considering the complexity of violence and clients' past traumas. The workers use trauma-informed

and strength-based methods in a culturally safe environment. They also provide ongoing safety planning, measure risk levels through MARAM assessment, and offer referrals to internal and external agencies and programs. The positive feedback from women shows the impact of the great work done by the Women's Support Team.

Sakina's Story (Name changed)

Sakina, a 37-yo Pashto speaking Afghan immigrant, arrived in Australia in 2015. She sought refuge from a tumultuous and abusive marriage marked by coercive control, physical, verbal, emotional, and financial abuse. In

August 2022, the Orange Door referred Sakina to Wellsprings for Women. Our client faced a myriad of pressing needs – emotional and cultural support, legal assistance for divorce, custody issues, employment and housing for her safety, material support, financial aid, and food vouchers. Together we devised a safety plan providing her with social, legal, housing and employment support. Wellsprings swiftly rallied around Sakina, providing vital assistance. With funding from GIVIT, we supplied her with essentials like – a washing machine, a cot and car seat for her baby. Legal Aid was secured from Peninsula Legal and Victoria Legal Aid for extending her Intervention Order, divorce proceedings, and child custody matters. Emotional support and cultural understanding were offered consistently. To bolster her independence, Wellsprings assisted Sakina in finding employment and securing private housing while conducting ongoing safety assessments. Sakina praised Wellsprings for Women's cultural inclusivity, non-judgmental approach, and efficient support. Our staff's kindness and hospitality made her journey less daunting. Access to interpreters and in-language case management further eased communication. Sakina has emerged from her ordeal stronger and more empowered, expressing happiness, safety, and pride in her decision to break free from her abusive marriage. Sakina feels empowered, safe, and independent.

Employment Support Program

Our Employment Support program was a joint initiative delivered in partnership with South East Community Links. The program aimed to support clients secure employment – assisting with resume writing, interview preparation, job search and all the needs associated with

employment or pathways to employment, including holistic support. The program was funded from 2021-2023. During its tenure, the project supported 249 clients – 70% of whom secured employment, while 30% improved job readiness.

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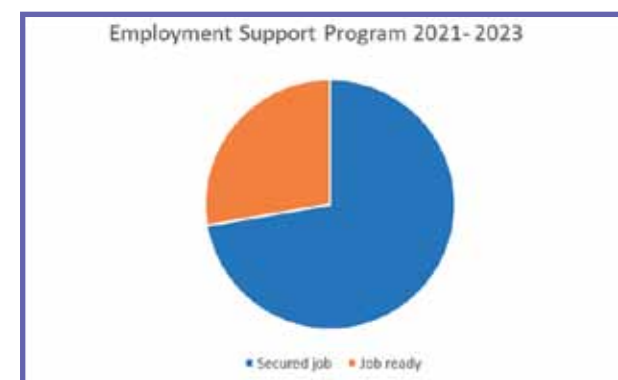
“Thank you for everything you did for me to achieve my goals, just want to let you know that I obtained my license last month and my CERT III”

Gender Equality & Prevention of Violence Against Women

Preventing violence against women through the promotion of gender equality continues to be one of our foremost priorities. Gender equity underpins all that we do at Wellsprings, and an intersectional gender-lens is embedded across all of our programs and services. We deliver over 15 prevention related programs, activities, and events each year. Some highlights from 2022-2023 include:

16 Days of Activism 2022

16 Days is our favourite time of year! In 2022, we joined forces with MiCare to deliver a range of activities. First up was Voices of Courage – a panel discussion on bystander action in a multicultural context. Our host, Hala Abdelnour, and panellists, Anu Krishnan, Diana Sayed, Nazir Yousafi & Solange Ardiles examined the differences and nuances that culturally and linguistically diverse people face when trying to “call it out”, and included reflections, stories and strategies for bystander action whilst also facing systemic prejudice. We also produced a series of videos interviewing migrant and refugee youth on respect; as well as attending various events across Dandenong, Casey & Cardinia.



Be the Voice Magazine

Wellsprings was funded under the City of Casey's Empowering Communities Project. Our Safety & Equality Matters project aimed to come up with culturally considered best-practice solutions to prevent family violence. Without knowing where the project would go or what the output would be, 10 local women fiercely entered a process of capacity building. Although their experiences were diverse, they found commonalities through story. It was in this storytelling where there was most impact, and we began a process of co-design to create a community-led magazine. In May 2023, Wellsprings published 'Be the Voice' – a digital and print publication that addresses and discusses family violence. The magazine serves as a powerful platform to shed light on three pressing aspects of family violence – early and forced marriage, coercive control, and sexual assault. Within its pages, readers will discover a collection of stories, poems, illustrations, and thought-provoking facts and figures, meticulously crafted to illuminate the diverse forms of family violence experienced by migrant and refugee women. Since its publication, Be the Voice has been talked about online in news media, as well as on ABC Breakfast radio with Margaret Paul.



Gender Equality Masterclass, at the 2023 Neighbourhood Houses Victoria Conference

Wellsprings for Women proudly participated in the long-awaited Neighbourhood Houses Victoria 2023 Conference, marking the return of face-to-face gatherings after a hiatus of three years thanks to the pandemic. It was an honour for us to not only attend the conference but also host a fully booked Gender Equality Masterclass for interested delegates from Neighbourhood Houses across Victoria. Our masterclass explored concepts surrounding gender equity, intersectionality, managing resistance and applying an intersectional gender lens. Participants came from all parts of Victoria, and deepened their knowledge, skills and confidence in applying a gender-lens.

Mental Health First Aid

Wellsprings has been recognised as Gold Standard Mental Health First Aid Workplace and supports other organisations to foster the same skills in their staff and volunteers. Standard MHFA training teaches members of the public how to assist a person who is experiencing a mental health problem or crisis. MHFA teaches participants how to recognise the signs of a mental health problem and how to have a conversation with someone who may be struggling with their mental health. This year, our Prevention Practitioner attended facilitator training, and has since delivered MHFA to nine community hub leaders from the Western suburbs.

"Thoroughly enjoyed this course, very insightful and feel more confident and gained knowledge on how to deal with certain situations."

"The instructor was lovely, very clear in making discussion and always open to answer questions."



Seminars, Conferences and Professional Development

"Fantastic. Thank you. Made me feel uncomfortable, but I learnt so much and I look forward to learning more and incorporating this into my life and work" & "LOVED the videos and resources!"



Mental Health Promotion

Wellsprings is delivering a Mental Health Promotion Project with CALD women, under the Diverse Communities Grant. The project aims to train and support women from migrant and refugee backgrounds as Mental Health First Aiders and Educators in their respective communities and to develop culturally appropriate resources on mental health to be used for awareness raising and education. After training the participants in MHFA, we began a process of codesign, working closely with a graphic designer to develop key messages which will resonate with the community. Two of the participants from this project completed their instructor training and will be providing Standard Mental Health First Aid.

Parenting in Australia

Our Parenting in Australia Program has been redeveloped this year. The program aims to work with families to build parents' skills in raising children in a manner that fosters gender equality. Although it had been running successfully for some time, this year we decided to re-design and develop some of the existing content. Through a process of consultation with past participants and other service providers – our new program was born. A flexible 4–6-week program, tailored specifically to the cohort of participants. Since July 2022, we have delivered

the program eight times at six locations to a total of 84 participants. In response to request for further deliveries of the program, we developed a Facilitator Handbook & Training program for staff who may be interested in delivering the program. Our most recent facilitator training was attended by 10 staff.

A Story from Woodbine

When people from different cultures and faiths become parents, it is normal to have different opinions on how to raise children. At Woodbine Family and Community Centre where we deliver the Support Program for Mothers and Children (Parenting Program), we value the importance of consulting with the participants as to how each of the topics are delivered and which activities are suitable, culturally safe, and appropriate. For the topic on Culture and Religion in Parenting, the women have agreed to share the Indian “Godh Bhara” – Baby Shower with one of our Guest Speakers. The women came in cultural dress, performed rituals and customs, offered blessings, and shared food. The event provided an opportunity for the women to socialise and share the baby shower practices in their home country: Malaysia, Sri Lanka, Afghanistan, Iran,

and Philippines. As a result of this activity, the women have decided to do an Afghan/Persian end of term celebration with music, songs, and dance. It is important to note that maintaining customs and practices may be challenging for most migrant parents, but it fosters the values of inclusion, respect, and acceptance.

“Thank you for making this event happen. I learned a lot and shared my own customs and practices as well”.

Self-Care Program

Our Self-Care program encourages and supports women to prioritise their mental and physical health, with a focus on gender equity. Since July 2022 we delivered our Self Care program to 67 women both onsite and through outreach at the Fountain Gate Primary School Community Hub. Focus topics are guided by participant's interest. As the health topics requested often require specialist information, Wellsprings works collaboratively with the Water Well Project – an agency which provides targeted interactive and inclusive health education sessions for CALD communities facilitated by volunteer healthcare professionals. Some topics delivered in the last year include: Navigating the Australian Health System, Sun Smart and Skin Health, Dementia, Kidney Health, Healthy Eating and Nutrition, Menstrual Health, Health Screenings, Positive Body Image, Falls and Balance, Bone and Joint Health. These information sessions are

complemented by activities such as hair and make-up, beauty and practical health tips, yoga and dance, aboriginal art and dot painting, and a free guided tour to Lysterfield Park.

Girls on the Move (GOTM)

GOTM is a youth program that aims to build the capacity of CALD young women's skill set to participate in sports; whilst encouraging the development of non-technical skills; including leadership, communication, co-operation and teamwork. Through sports, the girls partake in meaningful conversations and activities that bring reflections about gender equity. We create a space to influence change and empower the girls to reflect on decision making, empowering them to recognise their role within the community. Since July 2022, we have worked across 3 local schools; St John's Regional College, Noble Park Primary School, & Noble Park Language School.

Story from Girls on the Move

Lucy is in year seven at St John's Regional College. She had always been interested in sports, and wanted to represent St John's at school sports competitions, but she wasn't confident enough. Since starting GOTM, Lily uses the program to train, create friendships and build confidence. “I really enjoy the time at GOTM as I can feel the encouragement from my friends and the trust they are putting in me”. Lily has built up confidence in herself and is now representing her school in badminton.



Refugee English Support Program

Our Refugee English Support Program aims to support refugee students and their families to strengthen connections with schools and provide further opportunities for their learning in Australia. We have been working with four different local schools; St Francis Xavier, Narre Warren South Primary and Secondary, and Lyndhurst College.

The classes are delivered through outreach on school premises. During each term, participants were encouraged to increase their family capacity and confidence to engage in their child's education, be involved with school activities, improve their communication skills, have healthier relationships, and understand the education system in Australia. Classes were interactive and practical, every week we support literacy and numeracy of English as a second language through different topics that participants use daily.

Community Partnerships

• Barton Primary School

Wellsprings has partnered with Barton Primary School in Cranbourne West to strengthen school and community connections through education and recreation-based program delivered on site. The project currently includes four separate programs running across the week. The programs delivered include a Family Learning Partnership program for multicultural mothers and their pre-school children and a Mother's Connection Circle where women learn about support services available, parenting challenges

and professional development, as well as enjoying activities like Zumba and women's soccer. There is also a Creativity program for women to enjoy and learn painting, sewing and crocheting skills. The Girl's Literacy Circle supports multicultural girls to improve their literacy skills while developing their confidence in class participation.

• Communities for Children – Cranbourne

Wellsprings is a Facilitating Partner for the Communities for Children (CFC) Cranbourne under the auspices of Windermere. Communities for Children is a Federal Government initiative that supports disadvantaged children and families with community-based programs. As part of the Wellsprings partnership project, we are delivering three programs within the City of Casey's Cranbourne area. The Bounce Back sessions at Mayone Bulluk include the evidence-based Parent Child Mother Goose program where mother and child learn skills that strengthen their bond through play with songs, rhymes and lullabies to use in their everyday lives. The Support Program for Mothers and Children at Woodbine provides a friendly space where mothers can engage in topics about parenting, education and health, as well as participate in creative hands-on activities. The Abecedarian program is a new activity delivered at Mayone Bulluk. The mothers and children engage in weekly sessions that deliver the Abecedarian Approach learning strategies that enhance a child's development through educational activities.



POEM:

Courageous Hearts

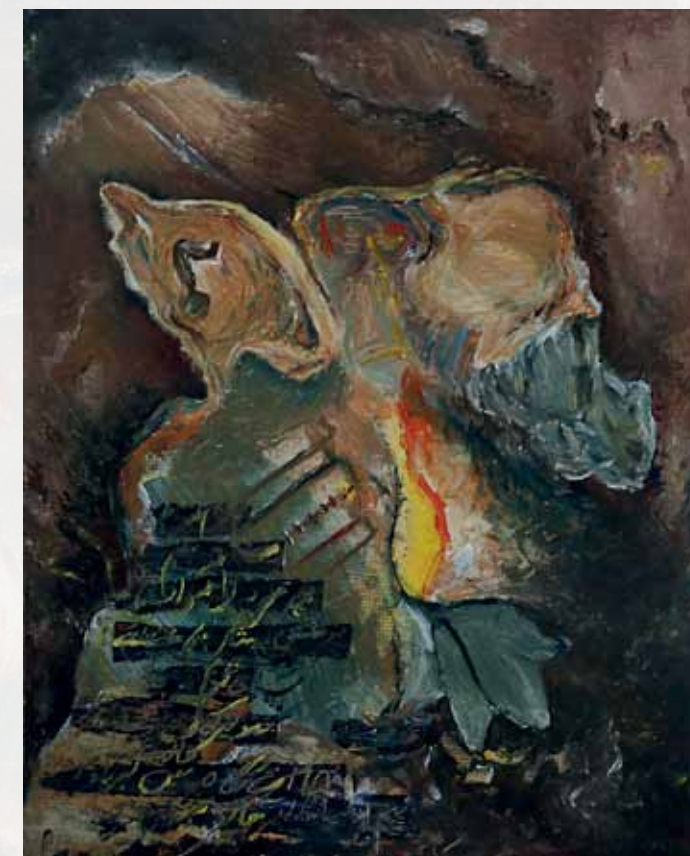
by Fatima Ali

In the court, hope rises high,
For justice and a brighter sky.
A fighter, resilient, she stands tall,
In the face of violence, she won't fall.

Her scars, a testament of strength,
Yet she fights for justice, despite the length.
Concerned for you, her caring heart,
Covering your face, a protective start.

Intersectionality, layers of oppression,
Books teach, but reality's a lesson.
Learning from clients, coworkers too,
Their stories inspire, shaping what you do.

Women who left, those who couldn't break free,
And those trapped in toxicity, we see.
Hundreds of reasons, complex and vast,
We stand together, learning from the past.



VALE - June O'Doherty

Many of you will remember June O'Doherty as a much loved, lively, talented and dedicated long term volunteer at Wellsprings for Women. June led English Conversation classes, taught Art, was a member of the choir and passionate member of the Fundraising Committee. A few years ago June put together a wonderful booklet containing stories of how some of our participants arrived in Australia. Sadly, June passed away last November aged 90. May her soul rest in peace. Her legacy will continue at Wellsprings with a class room named after her.



Catering, Road Safety and Driving

Cultural Cuisines

Cultural Cuisines is our catering social enterprise. All customers not only loved the taste of dishes from Afghanistan, India, Lebanon, Sri Lanka, Pakistan, Egypt, Palestine, Sudan, South Sudan and Jordan but also greatly value the philosophy of the enterprise in monetising and showcasing skills women already have, providing them with extra training and valuable workplace experience.

Highlights of the year included gaining Social Traders Social Enterprise Certification, purchasing and launching a custom-made food trailer and catering for nearly 200 people at Wellsprings Annual dinner. Over 15 women also received training in food handling and English for Hospitality

In 2023 we focussed on finding Cultural Cuisines' niche in a way that leaves satisfied customers eager to come back whilst matching the realities of the lives of the women the enterprise aims to serve through employment experiences. The focus now is on providing lunches and morning and afternoon teas.

Playgroups

Wellsprings has operated several playgroups each based on the Parent-Child Mother Goose program teaching strategies to strengthen attachment between young children and their carers through songs and stories. In addition to incorporating playgroups into our Bounce Back community lunch and Communities for Children program in Cranbourne West, independent playgroups are held at Dandenong South Primary School Hub, Dandenong Library and Springvale Library.

Playgroup is a process for families, babies, and young children to learn skills for life.

Every family gains in different ways. Some learn structure and process, others information about community, social connectivity, how to engage with children, language, and all, most importantly, strengthen the bond between parents or carers and child.

Childminding

Wellsprings has continued to provide childminding for children whilst their mothers attend Wellsprings classes, both at Dandenong and at our outreach classes and activities, a crucial service in enabling women to learn and gain the skills they need. We have taken significant steps to enhance the value of the experiences children have whilst in our care, with our Child Activities Coordinator sharing strategies with our team of volunteers from both Mother Goose Parent Child Playgroup and Abecedarian teaching and learning strategies.

The majority of the childminders are volunteers, including several who also attend classes at Wellsprings. We are grateful for the many skills they bring from their own life experiences and for their willingness to learn new skills and techniques whilst also gaining valuable workplace experience that may help their own future employment.

Road Safety for New Arrivals

In partnership with VicRoads, Wellsprings again delivered the Road Safety for New Arrivals program with 45 women receiving 5 theory classes on driving and using roads safely and 2 driving lessons. The highlight of the classes is a visit from Victoria Police, crucial to building understanding of police roles and relationships. Several women successfully gained their licence after completing the program whilst others require more on road practice before taking this step.

“

'I need to drive a car because car is very important for everything – school pickup, hospital, to go to work. To be independent and to manage my time.'

Bike Riding

From the beginning of 2023, Wellsprings for Women has been developing a partnership with Bicycle Network to provide women with skills to ride a bike. A skilled trainer supports small groups of women with little or no prior riding experience to build their confidence and skills, step by step.

It is wonderful to see the exhilaration on the faces of women when they return having mastered the skill of balance and being able to ride independently.

We look forward to our partnership with Bicycle Network growing as we work together to achieve our joint vision of more women enjoying the health and clean transport options of cycling.

Pathways to Volunteering for Migrant and Refugee Women

Using a co-design approach, Wellsprings for Women developed and piloted a training program to support women from refugee, asylum seeker or migrant backgrounds to become volunteers.

The program identified volunteering benefits, barriers and ways to overcome these, options, and pathways to future employment.

In a second program volunteer-using organisations explored the benefits of having migrant and refugee women as volunteers and how they could make it easier for these women to gain positions.

The co-design team members' reflection on their own struggles and journeys shaped the programs. For many, volunteering had allowed them to overcome a sense of loss of identity and confidence in their search for ways to apply their skills in a new culture and situation.

'We learned as women we had an awful lot of skills on the home front, like handling finances, and other organisational skills that we did not know we possessed.'

'...new migrants in Australia should know about this because the barriers at the beginning are enormous and this take control our mind and it doesn't permit keep going.'

Women's Friendship Café

This year Wellsprings' extended its reach to Clyde North with a new Wellsprings' Women's Friendship Café. Meeting at Ramleggh Family and Children's Centre in the heart of a new suburb in Casey's growth area, many women have welcomed opportunity to come to the Friendship café to gain connections to others in their community with up to 30 women attending.

The Café operates on a philosophy of being open for any women to come when they can and as they feel comfortable to do so. Each week includes an activity or speaker relevant to the participants' interests and needs. The women also enthusiastically enjoy a weekly Zumba class.

Through those attending the Café, we soon identified a strong need for English language skills and were able to introduce a new English class in the adjacent Primary School.

Acting Against Racism

The Acting Against Racism Program successfully piloted a program for connecting and empowering migrant women from non-English speaking backgrounds so that they can work together to develop mechanisms to promote social justice and to protect them from human rights abuses.

'For me I think I found myself.'
'This program was very informative and motivative and helped me to develop my confidence in different aspects'

By trialling a variety of methods of engagement, we identified an effective model that involved a first phase of 'connection to self', followed by a 'connection to community' phase.

Our Program also enhanced our understanding that the best way to transmit messages of social justice and human rights for this particular multicultural community in South Eastern Melbourne is via social connection through community groups for women.

Finally, the Program was able to create strong group cohesion amongst a group of women with mixed ages, original nationalities, education and language proficiency.



Beyond the Basics

The Beyond the Basics program, funded by the Scanlon Foundation, supports women to learn higher English language and developed, according to the interests and situations of the women enrolled, to having a focus on addressing language and communication challenges faced in everyday life.

A 'Yarning Circle' toolkit was used to explore some of the cultural practices of Aboriginal and Torres Strait Islander Australians. Attendees practiced their conversational English while sharing their own stories of gathering and sharing with their community members. Other sessions introduced ChatGPT as a communication support tool that could be used in situations such as preparing for medical appointments and using song to explore their own voices and words relating to immigration challenges.

*'It made me more confident and speak more fluently and better'
'I really enjoyed listening to all our stories... Thanks Hannah for teaching us interesting topics and encouraging us to be confident speaking English.'*

Choir

In the last year, we have had members in and out of hospital, mental health challenges, ill family members needing care, support through bereavement, and also joy, triumphs and good news shared. We carpool with non-driving members picked up by members who do drive.

We have learnt 3 new songs. We wrote lyrics for 'I got Joy' ourselves expressing how we felt about singing and Wellsprings. "You'll never walk alone" is about walking with someone through times of stress supporting them to get through it and survive. Our latest song "Fight Song" is our most challenging yet with multiple harmonies and 3 parts which interchange. This song is about how you can be tossed around by life, be very stressed and still fight to get through it and make your voice heard!

"Singing together with you ladies is the highlight of my week"

Covid Projects

Throughout 2022 there remained a very real need to keep the community educated about Covid precautions and risks, despite 'covid messaging and precaution fatigue'. Taking advantage of Wellsprings' established community connections and reputation, our team of bicultural workers developed a 'Covid plus' strategy, combining covid messaging with other topics of interest, to successfully create attention and interaction with participants in each information session.

The 'Are you ready for Summer' presentation encouraged the audience to make a 'family plan' of preparedness for both heat waves and Covid waves, which could quite possibly coincide in Victoria.

Covid briefings and peer support were provided by the Local Communities Taskforce, led by the City of Casey, with additional support from FECCA and heat health messaging was supported by Enliven.

Bounce Back at Hampton Park

Community lunch and activities continued at Arthur Wren Hall in Hampton Park with attendance of 80 women plus children on some weeks. A physical activity class delivered by a professional personal trainer has proved to be a popular addition to the much sought after lunch. A Mother Goose Playgroup engages mothers and children in singing and bonding activities. Special events continue to be the highlight as we celebrate cultural occasions like Eid with activities that include dancing and surprise visits from Mickey and Minnie Mouse. Information sessions kept women up to date on covid precautions, health eating habits and local services.

“

"I love coming to Bounce Back to meet my friends, learn to speak English, get fit, and my kids and I enjoy lunch, sing songs, and have fun" Narjis Hashimi.



"Knowing I can come here and have a safe and supported place with people who care means so much to me. Singing together and hearing our voices blend gives me such a feeling of unity and belonging, I don't know what I'd do without it".

Volunteers

Volunteers continue to be crucial to delivery of many of Wellsprings' services.

Our childminding coordinator has done an amazing job in finding and training childminders for each of our growing number of outreach classes throughout Casey and beyond, as well as volunteers to care for children at Wellsprings in Dandenong. This has included many women who themselves attend classes.

Other volunteers have assisted in classroom support, administration, hospitality or in running programs.

'The proudest thing about being a volunteer is I feel valued and respected into the organisation'

'Volunteers are valued and when we are working, there is no difference who's staff and who's volunteer. We are a family.'

“

'The women at Wellsprings are so supportive of each other and always welcoming and accepting all people.'

Staff & Volunteers - Term Gathering

At the start of each term, we hold a meeting for all staff and volunteers to catch up and set the scene for the term ahead. It is always such a joy to gather and reflect on what we have done and achieved and what lies ahead. Every staff and volunteer engaged at Wellsprings is a woman who is working for change; a change where every woman is living safely, and pursuing her fulfilment, a change where our society values, respects and elevates women to have a voice, be heard and seen, make decisions, lead, and be remembered for the legacy she leaves behind. I love Wellsprings and the community we have created. I love what we do, how we change lives and how we are changed in the process.



International Women's Day

We partnered with Chisholm TAFE to host an event for International Women's Day – centred around the theme of Embracing Equity. We were joined by a fantastic and diverse range of female and femme-presenting speakers – Cr Eden Foster, Anaab Rooble, Nida Iqbal and Ricki Spencer. Our speakers took turns sharing their personal stories and struggles, celebrating how far we have come, and acknowledging that there is work still to be done. Throughout the event, Ren Alessandra, a Melbourne-based spoken word poet, weaved her original pieces in between each speaker, drawing on themes of feminism and family. One hundred and twenty people registered for the event, and even more joined us online via Zoom. The event was a great success and was a fantastic and warm way of celebrating equity and International Women's Day.

Launch of Cultural Cuisines Food Truck

On the 17th of March our Local Member of parliament, the Honourable Gabrielle Williams along with the Mayor of Greater Dandenong, Cr Eden Foster, Local MP, Lee Tarlamis, and Wellsprings Chairperson Janet Cribbes, launched our Cultural Cuisines food truck. The event coincided with St Patrick's day and Cultural Diversity Week. The event celebrated the culmination of two years of solid work of raising funds to purchase a mobile food vehicle that can be used by Wellsprings participants as a way to earn an income. Attendees at the event enjoyed the food on offer, and danced to the rhythms of African drumming.

Cultural Diversity Week and International Day for the Elimination of Racial Discrimination

In class, the teachers discussed with the students the significance and magnificence

of living in a country rich in diverse cultures and free of racial discrimination. They also discussed the importance of intercultural dialogues for living in peace. Learners with low levels of communication skills in English worked on a world map where they identified the location of their own countries and the journey they underwent to arrive in Australia. These activities were used not only to commemorate the days but also to further develop oral communication, literacy and numeracy skills in English.

Senior staff also attended the annual Multicultural gala dinner hosted by the Victorian Multicultural Commission, where they enjoyed the food, celebrations and networking with Colleagues in the sector.

Annual Wellsprings for Women's Iftar

Our Annual Ramadan Iftar dinner continues to gain popularity each year. This year, we hosted the event at St. John's Regional College's renowned Graduate Restaurant. The room was packed with the delightful company of our esteemed guests from the local and state, governments, police force, fellow Community Organisations, and other local groups. Ramadan Iftar is one of the greatest opportunities for us to spend time together and celebrate the rituals of the holy month of Ramadan alongside the passionate Wellsprings staff, participants, volunteers, and community members.

In addition to the delightful camaraderie, the highlight of the evening was the exceptional food prepared by the talented Cultural Cuisines team; leaving everyone satisfied and full. Our diversity is a source of enrichment, and this gathering showcased the unity and collective efforts towards building a better society.



Know My Story - Poster Launch

Hayat Doughan, Su Sullivan, Mmaskepe Motlalepula Sejo, Joyce Rebeiro, Larra Juab, Leila Ashtiani, Liseby Lapierre, Maria Sampey, Sri Samy and Zakia Baig are ten women who left their home countries and settled in Australia and who have overcome challenges to make significant contributions to shaping Dandenong through their work and dedication to community.

The Know My Story project involved the telling of each of the women's stories across

a range of media in ways that highlight their strength, rather than being seen from a deficit point of view. The first stage was a portrait poster exhibition opened at Harmony Square Dandenong by City of Greater Dandenong Mayor, Cr Eden Foster on Wednesday 22 February, 2023. The exhibition was displayed at both Dandenong and Springvale libraries.



Qadrea Tahery's farewell

(Homework Club Tutor)



FUNDRAISING EVENTS



High Tea

On 22 July we held a very enjoyable High Tea event at Killester College which attracted 120 supporters. We were delighted to have joining us Tina Taylor MP, the Parliamentary Secretary for Skills and Training, and Greater Dandenong Mayor Cr Eden Foster and Cr Sophie Tan. Our staff, volunteers as well as staff from Cultural Cuisines prepared a sumptuous menu that included sweet and savouries enjoyed by all. It was our seventh high tea, the first to be held outside of our premises in Dandenong, and our best so far in terms of number of attendees, and feedback received. We thank Killester College's principal Sally Buick and Assistant Principal Loreto Canon for inviting us into their space and enabling us to have such a momentous gathering.



Fundraising Dinner

The best ever fundraising event happened on Thursday 6 October, attended by over 180 guests, sponsored by City of Greater Dandenong. Our fabulous Patron, Jo Stanley emceed the event, our Cultural Cuisines provided the delicious food, and our guest speaker, Rosie Batty, Champion of elimination of violence against women delivered a powerful message that resonated with the purpose of the evening. This was about raising funds to meet the needs of women experiencing family violence. Our local Members of Parliament; Minister Gabrielle Williams and MP Lee Tarlamis both attended to add their endorsement. It was such a pleasure to be able to gather again and celebrate our grass roots efforts. Thank you to Cr Jim Memeti, Mayor of Greater Dandenong and councillors, our staff, volunteers, Board directors, Kildare Ministries Trustees, Presentation Sisters, our Choir, guests, long term friends and new friends, and colleagues from the various organisations present. We thank you for supporting our work and for your generosity and compassion.

Run Melbourne

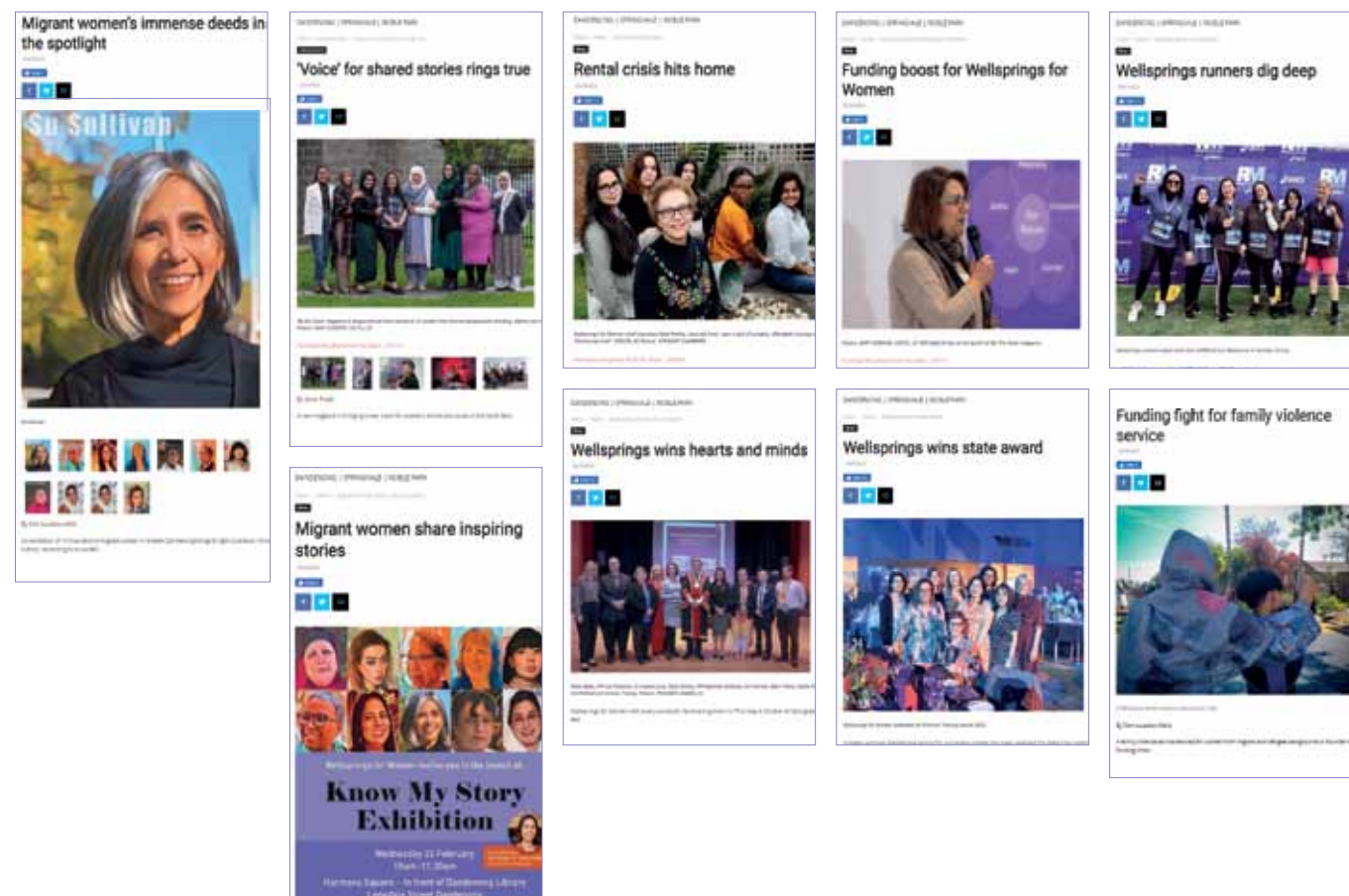
On a cold Sunday morning in July, 6 Wellsprings staff made their way into the city to participate in the Run Melbourne event. Lots of encouragement was shared as we ran, walked and danced around the 5km route with the inspiration of raising funds for Wellsprings keeping us all going. Together we raised funds to support our programs and look forward to doing even better next year and having extra staff, volunteers and supporters join us!



Newspaper Articles



Star Journal News Articles - Dandenong, Springvale & Noble Park



2022 – 2023 Wellsprings won the following awards



Wellsprings for Women wins the 2022 Victorian Community Training Provider of The Year

We were very thrilled to win the prestigious Victorian Community Training Provider of The Year which was a huge accomplishment thanks to the hard work of our tutors, and staff.

We were recognised for the range and quality of education courses we provide plus the wrap around services such as child minding, emergency relief, material aid, and case management to women impacted by mental health, isolation, family violence, poverty and homelessness.

Cultural Cuisines Wins a Learn Local Award

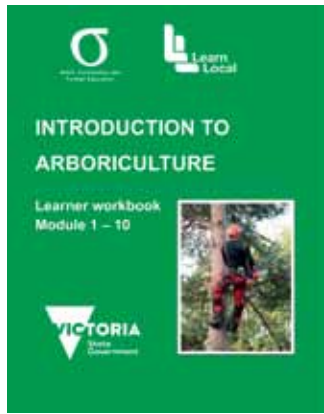
On February 2023, our Cultural Cuisines Program won the Learn Local Award for a Pre-accredited program in hospitality training and pathway to employment. Cultural Cuisines is a start-up social enterprise that provides training and employment opportunities to women from migrant and refugee backgrounds who face barriers in securing a job through mainstream channels.



Sophea Pan Photo Published

Congratulations to our talented Systems Officer and Tutor, Sophea Pan who entered a photographic competition organised by Greater Dandenong City Council. Her photo taken of Springvale Library was chosen from over 300 photos submitted, to be published in the Council's annual calendar. These calendars were delivered to each household in Dandenong. We attended the launch event and were thrilled to share Sophea's excitement to see her work published. Kudos to you Sophea. We are so lucky to have you at Wellsprings. Well done!





Achievement of accreditation against the stringent Victorian Government's Human Service Standards (HSS) and the Quality Industry Council's (QIC) Health and Community Service Standards in late May 2020 secured a funding extension which enabled Wellsprings for Women to continue to delivery its essential Family Violence services from July 2022 – June 2024. In 2022/23, Wellsprings for Women adopted a robust self-assurance regime to ensure its activities are addressing legislation and regulatory requirements at all times, demonstrated through the strong results of both external and internal audits undertaken throughout this period.

As part of this self-assuring regime, Wellsprings for Women strengthened its feedback mechanisms by encouraging feedback from its clients, education participants, staff and other stakeholders. This feedback has proven to be invaluable in contributing to the improvement of the client experience across all our programs and services.

Client and education participant feedback data demonstrates consistent high levels of client satisfaction. Of the 159 clients and participants who provided informal feedback during 2022/23:

- 67% stated that the services exceeded their expectations, and
- 25% stated that the services met their expectations.

Comments overwhelmingly pointed to the professionalism and commitment of Wellspring for Women staff at all levels and across all programs and services. As evidenced by this satisfaction data, Wellsprings for Women is making a significant difference. We feel blessed to receive comments such as:

“I now have the knowledge of what to do when I feel unsafe”

- *‘Words cannot describe how I feel after all I have gone through....Wellsprings for Women has given me hope and purpose to live’*
- *‘Before I came to Wellsprings, I couldn’t write or read anything but now I’m able to write my name and I can read and write the alphabet and I’m able to count 1-10 in English - this is a very big thing for me’*
- *‘I now feel safe and in control of my life’*
- *‘I have achieved a lot of experience from this course...you gave me confidence...I’m not scared anymore’, and*
- *‘Wellsprings for Women is a lovely house for all migrants - We have begun our new life at Wellsprings for Women’.*





VOLUNTEERS' PROFILE

Country of Birth: 16

Afghanistan, Australia, China, India, Malaysia, Mauritius, New Zealand, Peru, Pakistan, Portuguese, Philippine, Sri Lanka, Sudan, Singapore, United Kingdom, Vietnam.

Age range:

22 – 78

Languages: 21

Arabic, Chinese, Dari, English, Filipino, French, Gujarati, German, Hindi, Hazaragi, Italian, Mandarin, Malayalam, Malay, Panjabi, Pashto, Spanish, Sinhalese, Tamil, Tetum, Urdu, Vietnamese.

Local Government Area:

Cities of Boroondara, Cardinia, Casey, Frankston, Greater Dandenong, Glen Eira, Kingston, Knox, Mornington Peninsula, Port Phillip.

STAFF PROFILE

Countries of Birth: 21

Afghanistan, Argentina, Australia, Burundi, Columbia, Cambodia, Chile, Greece, India, Iran, Italy, Kenya, Lebanon, Mauritius, Pakistan, Philippines, Poland, Singapore, Samoa, Spain, South Africa.

Age Range:

21 – 73

Languages Spoken: 25

Arabic, Dari, English, Farsi, Filipino-Tagalog, French, Garhwali, Greek, Gujarati, Hazaragi, Hindi, Italian, Khmer, Konkani, Kalenjin, Mandarin, Pashto, Persian, Polish, Punjabi, Russian, Samoan, Spanish, Swahili, Urdu.

Local Government: 10

Cities of Bayside, Cardinia, Casey, Greater Dandenong, Frankston, Kingston, Knox, Monash, Nillumbik, Whitehorse.

PARTICIPANTS' PROFILE

Country of Birth: 45

Afghanistan, Australia, Bangladesh, Bosnia and Herzegovina, Cambodia, Canada, Colombia, Djibouti, Egypt, El Salvador, England, Eritrea, Ethiopia, Germany, Hong Kong (SAR of China), India, Indonesia, Iran, Iraq, Kuwait, Lebanon, Liberia, Malaysia, Myanmar (Burma), Nepal, Pakistan, Peru, Samoa, Saudi Arabia, South Sudan, Sri Lanka, Sudan, Syria, Thailand, The former Yugoslav Republic of Macedonia, Turkey, Vietnam, Yemen, Taiwan, Thailand, Tonga, Turkey, Vietnam, Yemen, Zimbabwe.

Age range: 1-83

Languages Spoken: 41

Albanian, Anuak, Arabic, Armenian, Assyrian Neo-Aramaic, Burmese, Cantonese, Dari, Dinka, English, Gujarati, Hazaraghi, Hindi, Indonesian, Karen, Khmer, Liberian (Liberian English), Macedonian, Malay, Malayalam, Mandarin, Nepali, Nuer, Pashto, Persian (excluding Dari), Polish, Punjabi, Rohingya, Samoan, Sindhi, Sinhalese, Somali, Spanish, Tamil, Thai, Tigré, Turkish, Turkmen, Urdu, Uzbek, Vietnamese.

Local Suburbs: 53 Berwick, Bonbeach, Brighton, Carrum Downs, Caulfield, Clayton South, Clayton, Clyde North, Clyde, Cranbourne East, Cranbourne North, Cranbourne West, Cranbourne, Dandenong North, Doveton, Emerald, Endeavour Hills, Epping, Eumemmerring, Footscray, Frankston North, Frankston, Hallam, Hampton Park, Homebush, Hughesdale, Keysborough, Kogarah, Lalor, Langwarrin, Laverton North, Lynbrook, Lyndhurst, Malvern East, Mount Waverley, Mulgrave, Narre Warren North, Narre Warren South, Narre Warren, Newstead, Noble Park, Pakenham, Parkdale, Ringwood, Scoresby, Springvale South, Springvale, St Kilda East, Templestowe, Thornbury.

Wellsprings for Women Incorporated

Financial Statements

For the Year Ended 30 June 2023

Statement of Surplus or Deficit and Other Comprehensive Income

	Note	2023 \$	2022 \$
Revenue	2	2,637,879	2,224,563
Administrative expenses		(314,615)	(233,505)
Consultancy expenses		(255,928)	(222,632)
Depreciation expense		(28,273)	(5,614)
Employee benefits expense		(1,868,528)	(1,611,931)
Food trailer expenses		(29,922)	-
Fundraising expenses		(2,024)	(100)
Surplus Before Income Tax Expense		138,589	150,781
Income tax expense		-	-
Surplus After Income Tax Expense		138,589	150,781
Other comprehensive income for the year (net of tax)		-	-
Total Comprehensive Income for the year		138,589	150,781

Statement of Financial Position

	Note	2023 \$	2022 \$
Current Assets			
Cash & cash equivalents	7	1,399,764	1,055,014
Trade receivables & other assets	3	28,814	34,288
Financial assets - Term deposit held		-	410,166
Assets Held For Sale	4	45,455	-
Total Current Assets		1,474,033	1,499,529
Non Current Assets			
Financial assets - Term deposit held		500,000	
Plant and equipment	5	130,725	58,796
Total Non Current Assets		630,725	58,796
Total Assets		2,104,758	1,558,325
Current Liabilities			
Trade and other payables		108,126	111,480
Loan from Trustee of Kildare Ministries		13,500	-
Provisions	6	132,168	103,622
Income received in advance		1,143,464	768,921
Total Current Liabilities		1,397,258	984,023
Non-Current Liabilities			
Provisions	6	14,355	19,746
Total Non-Current Liabilities		14,355	19,746
Total Liabilities		1,411,613	1,003,769
Net Assets		693,145	554,556
Equity			
Accumulated surplus		693,145	554,556
Total Equity		693,145	554,556

Statement of Changes in Equity

	Accumulated Surplus \$	Total \$
Balance at 1 July 2021	403,775	403,775
Deficit attributable to members	150,781	150,781
Balance at 30 June 2022	554,556	554,556
Surplus attributable to members	138,589	138,589
Balance at 30 June 2023	693,145	693,145

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	2023 \$	2022 \$
Cash Flows from Operating Activities			
Cash receipts from customers		2,347,584	1,890,641
Cash payments to suppliers and employees		(2,451,216)	(1,961,360)
Received from philanthropy, donations and fundraising		669,172	314,127
Interest received		1,140	455
Net cash inflow from operating activities	7 (b)	566,680	243,863
Cash Flows from Investing Activities			
Payment for plant & equipment		(145,657)	(33,636)
Net cash outflow from investing activities		(145,657)	(33,636)
Cash Flows from Financing Activities			
Borrowings received (net movement)		13,500	-
Term deposit purchased (net movement)		(89,834)	-
Net cash outflow from investing activities		(76,334)	-
Net increase in cash held		344,689	210,227
Cash at beginning of financial year		1,055,075	844,848
Cash at end of financial year	7 (a)	1,399,764	1,055,075

Notes To and Forming Part of the Financial Statements for the year ended 30th June 2023

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.)

	2023 \$	2022 \$
2. Operating Surplus		
Included in operating surplus are the following revenues and expenses:		
Federal Government	48,635	44,982
State Government	1,093,224	1,159,493
ACFE	445,455	295,526
Local Government	186,765	336,608
Philanthropy	483,523	193,065
Donations	185,649	84,917
Donations - committed	-	36,145
Fees	9,471	13,421
COVID related income	32,166	-
Other	152,991	60,406
Total	2,637,879	2,224,563
Remuneration of auditors - Stannards Accountants and Advisors.		
The cost of the audit is paid for by Kildare Ministries.	4,000	4,000

	2023 \$	2022 \$
3. Trade Receivables & Other Assets		
Current		
Trade and other receivables	28,814	34,288
Prepayments	28,814	34,288
4. Assets held for sale		
Current		
Motor vehicle and food truck	45,455	
During the 2022 financial year, the Association undertook a fundraising exercise to raise donations for the purchase of a food. Having been used to undertake the program intended, the food truck and tow vehicle are now held for sale.		
5. Plant & Equipment		
Leasehold Improvements – at cost	171,436	73,347
Less: Accumulated Depreciation	(41,348)	(15,910)
	130,088	57,437
Plant & equipment – at cost	46,006	43,893
Less: Accumulated depreciation	(45,369)	(42,534)
	637	1,359
Total plant & equipment	130,725	58,796
6. Provisions		
Current		
Provision for holiday pay	100,804	87,440
Provision for long service leave	31,364	16,182
	132,168	103,622
Non-Current		
Provision for long service leave	14,355	19,746

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

7. 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:

	2023	2022
	\$	\$
Cash on hand	483	400
Cash at bank	1,399,281	1,054,675
	1,399,764	1,055,075

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

Operating surplus / (deficit)	138,589	150,781
Non Cash Flows in Operating Surplus:		
Depreciation expense	28,273	5,614
Change in Operating Assets & Liabilities:		
- (increase)/decrease in trade receivables and	5,474	(24,938)
- increase/(decrease) in trade and other payables	(3,354)	58,737
- increase/(decrease) in income in advance	374,543	5,598
- increase/(decrease) in provisions	23,155	48,071
Net cash from / (used in) operating activities	566,680	243,863

8. Contingencies

In the opinion of the Committee of Management, the Association did not have any contingencies at 30 June 2023.

9. 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.

10. 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: 8 September 2023

**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 2023, 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 2023 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 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
Director
Date: 8 September 2023

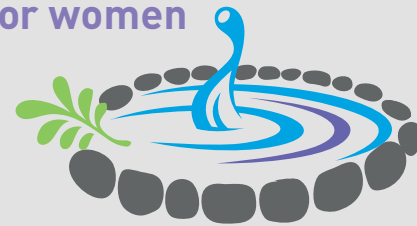
Wellsprings for Women gratefully acknowledges the support of:



Special thanks to our Donors & Supporters:

Avilla College, CCI, Gabrielle Williams MP, Josephine's Shoes, Julian Hill MP, Kellister College, Kensi Candles, Kilbreda Secondary College, Kildare Ministries, Presentation Sisters Victoria, St John's Regional College, St Joseph's College Echuca, St Paul Apostle Parish Endeavour Hills, St Vincent De Paul, Star of the Sea and numerous Individual friends of Wellsprings

Wellsprings
for women



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