



**Women's Health in the South East
ANNUAL REPORT 2006**

Chairperson's Report



I have always been secure in WHISE's commitment to women; to go where other women feared to go; to move away from the conventional, the mainstream.

WHISE has stood firm against all manner of storms, women committed to the feminist philosophy, side by side in unity all through the years. Much more than just the feminist philosophy is the commitment to marginalised women. To those women I honour you. During 2006 we said goodbye to Susan Glasgow who for 9 years championed WHISE to the position it is now in. Prior to her time as Manager/CEO Susan was on the WHISE council for several years. Susan's name is revered in the women's health circle and WHISE has always been held up as an example of best practice. Is "thank you" enough!?

Also we said goodbye to staff members Geraldina Alveraz-Poblete, Sue Pompei and April Jenkins.

Volunteers Marie Underwood who has been part of WHISE for 13 years as a council member and the peer support person for the Lesbian Self Help Group and later the Bayside Women to Women Group - thank you Marie. Many thanks also go to Mavis Biggins, volunteer, during the past four years.

From a council perspective we say goodbye to Rosemary Burrell. Rosemary was one of the founding women from Southern Women's Action Group, without whose persistence WHISE would not have been formed.

We also thank Rose Coulter for her valuable contribution on council over the past 4 years and Louise Goodwin who was with us for a short time.

In 2005 women's health services underwent accreditation for the first time linking our funding to the operations of the organisation. Therefore it is of particular importance to create a marketing and fundraising arm for the future.

2006 has been a time when WHISE has been consolidating from within, it is also a time when we welcomed our new CEO, Jodie Hughson, who commenced on 10 January 2006. A new computer network which will allow us to provide services on the web such as chat rooms. A new Systems and Service Coordinator to ensure we get it right and a new Business and Finance Development Manager who will ensure we know how to market our service and develop fund raising skills so at least some of our funding is other than from the department and allows us to earmark women's areas not funded by the department.

As I write, council and staff are about to set the planning cycle for the next 3 years.

I can only hope that the spirit from which WHISE began will be remembered; at a time when funding directions indicate priorities I am sure that WHISE will be able to meet these priorities and also hold onto the ideology and direction for which WHISE was intended.

I wish the council, staff and members of WHISE a great future.

Olivia Watts

CEO's Report

It is hard to believe the year has slipped away so fast! Being an election year there has been much activity in the political arena and a lot of rhetoric has done the rounds so to speak! It is a great time for reflecting on the past of Women's Health and developing a strong action plan for the future. Women's Health Association of Victoria has published the paper "Setting the Agenda" which provides a great background and resource for Women's Health services and their members (available on request for members of WHISE).

There is much data now being published that allows for a greater "drilling down" of where best to direct our limited resources and a strong evidence base from which to lobby governments for commitment to increase resources to better address inequity for women. All of us can contribute to advocating in our communities using this information to inform and lobby for better funded services for women.

During my first 10 months at WHISE it has been my immense pleasure to have met some extremely amazing women. Many of these women, from diverse backgrounds, have encountered much adversity in their personal lives and still continue to speak out and make a difference to women's lives.

One of these women I am very pleased to say has joined the WHISE team as a project officer, Nida Hussein, and will continue on with the great work Athena Nguyen had commenced. I sadly farewell Athena and wish her all the best whilst embracing the different skills and attributes Nida will bring to the role.

The next 12 months will see some exciting activities around our Health Promotion priorities of Mental Health, Violence Against Women and Sexual and Reproductive Health for Women. We embrace our members and encourage all of you to attend the upcoming open forums so we can plan our work to best suit your needs. More information will be sent out to invite you all to these events in the near future. I look forward to meeting you at one of the events and encourage you to be an active member of WHISE at these events and all year round.



Jodie Hughson

Capacity Building

Week Without Violence

is an annual event which takes place over the last week in October. For Week Without Violence 2005, there was a state-wide theme of Children and Adolescents.

A working party was established with representation from youth services and family violence services.

In addition, the Week Without Violence community education stage 2 formed a partnership with the Respect, Protect, Connect program, which is a school-based violence prevention program for young people. A one-day forum took place at Eumemmerring Secondary College (Glen Eagles campus) to Year 7 students. The students had a fantastic time being entertained by the guest speaker and enjoying a yummy lunch together.

Kristine Hill

Women Hearing Other Women (WHOW)

This is a self-help group for mature women that meet to:

- support and encourage each other in a caring environment
- learn about leadership and to support each other in that role
- challenge ageing positively by provision of information and support.

This year the WHOW group has been to the cityk movies, an outing to Sorrento, had a trivia afternoon and had guest speakers talk about different issues of interest. They have had a wonderful time and many women have made lasting friendships through their involvement in the group.

Kristine Hill

Self Help Groups

Focus on Women

The Focus on Women group received a minor grant from Bayside City Council and were able to significantly expand their activities to include art classes and day trips.



Afghani Women's Group

To provide gender and culturally appropriate opportunities for recreation, the group negotiated with Jubilee Park Aquatic Centre to establish a weekly swimming group. The swimming program has been a great success with around 30 women participating each week.

Training

The How to Run Groups for Women training program continued to be one of our most popular training programs and tailored programs were delivered at the request of several agencies.

Vietnam Veteran's Counselling Service 2005 (Elisabeth and Sam)

Specialist training for wives of Vietnam veterans and wives of peace keepers.

Craft and Social Group

This was a self-help group for women of any age who had an interest in the crafts. Women had the opportunity to come together and talk to one another while making Christmas decorations or cards. Unfortunately, the facilitator of this group has moved away so this group is no longer meeting.

Kristine Hill

Casey Cardinia Community Health Service : February–March 2006

(Elisabeth, Sam and Siri)

Specialised training for volunteers to run groups for women experiencing post natal depression.



Connecting Women Connecting Communities : April-May 2006

(Athena, Sam and Siri)

For refugee women to assist them to establish their own women's groups. The program was modified to enable the use of an Sudanese Arabic and Dari interpreter.



Feedback from participants

The feedback has been overwhelmingly positive about the program. One participant said, "I feel more confident and know that I hold the training to facilitate groups"

"The participants enjoyed coming to the program, meeting and working with other women, and the main criticism of the program was that they wanted the program to be longer."

Siri Gunawardana

Mental Health & Social Connectedness

Connecting Women, Connecting Communities

Mid-2005 saw the exciting beginnings of a volunteer home visitation program for newly arrived and socially isolated refugee women in the City of Casey and City of Greater Dandenong. Sixteen women from the local community have volunteered to visit refugee and migrant women who have recently arrived in Australia from Sudan, Afghanistan, Iraq, Somalia and Ethiopia. Through the program, social connections and friendships have been formed as women have attempted to overcome the social isolation often experienced due to lack of English, lack of transportation, family responsibilities, alienation and unfamiliarity with the local area and Australian culture. As part of the program, WHISE has also had the opportunity to run two Gender & Cultural Diversity training workshops – one for high school teachers, and one for general service providers – as well as a 'How to Run Groups for Women' training workshop for Dari and Sudanese Arabic speaking women. WHISE would like to thank the Department of Immigration and Multicultural Affairs for funding this project, and the Connecting Casey CALD Women Project developed by Wellsprings for Women upon which this program was based.

Athena Nguyen

Respect Protect Connect

An ongoing collaboration with South East Centre Against Sexual Assault (SECASA). A project promoting anti-violence strategies to young people, mostly held in secondary schools.

Through discussion, role plays and interactive group work, young people are empowered and resourced to take more control of their life circumstances.

This year the Respect Protect Connect program celebrated its 10 year anniversary. This year has been the busiest year in the programs history with 51 schools receiving the program, 330 separate workshops delivered to young women and men, totalling 7,766 different young people participating in workshops.

Kristine Hill



Website Under Construction

Our apologies to those of you who have tried to access our website and could not. We are currently upgrading our site but of course this work takes time. We hope your patience will be rewarded when our new site is up and running.

Heidi Norman

Midsumma Festival



In February, as part of the Midsumma Festival (Melbourne's Gay and Lesbian Festival) WHISE held a forum for young women.

There are many support groups and services being developed for same-sex attracted young people (SSAY) and several groups for older lesbian women, but nothing much that is suitable for women in their twenties. This was the group the forum was planned for.

The women who attended - a total of 14 - ranged in age from 17 to early 30's. This was just the age range I was planning for. The discussion ranged across what is already available and what women would like to have available.

The consensus seemed to be that though nightclubs and bars are frequented primarily by young women, not all young women feel comfortable in these places. Instead they would like venues and functions where they can share common interests, such as book clubs, and where they can meet and converse. The idea of somewhere that they can sit and drink tea was appealing for many!

The afternoon was very successful, with many of the young women sharing information about what activities they currently enjoy, and some of them making plans for meeting again. The information gained about the wants and needs of these women will be useful in planning future events.

Elisabeth Speller

did you know ...

Family Violence is the leading contributor to death, disability and illness in Victorian women aged 15-44.

Community Building/Leadership Program

This project has assisted WHISE in training and supporting volunteers to adopt a broader range of roles and skills within the organisation and to create avenues to be involved in Primary Care Partnership levels.

In order to consult, nurture, support and provide training to local women from the community into the volunteer program at WHISE and to provide pathways for women to participate at Primary Care Partnership levels, WHISE extensively consulted with staff members to determine the needs of WHISE in relation to increasing volunteer participation and how WHISE could best assist all its volunteers. From these discussions a consultation process was established to provide an opportunity for current volunteers to offer their thoughts on their experiences as volunteers and how best to improve their participation in the organisation.

10 volunteers from diverse backgrounds attended an informal consultation session, which included morning tea, having interpreters on the day assisted CALD needs. Relevant information was gathered through a questionnaire, small group work and whole group activities. Through this participatory process WHISE was able to assess its volunteer practices and improve on them by centralising and streamlining its volunteer training processes and procedures, and most importantly increase volunteer participation and responsibilities as stated by volunteers themselves. For example, women noted their need for expanding skills, sharing of skills, mentoring from women at WHISE (staff members), increased responsibilities, and social opportunities.

The volunteer program has assisted the research conducted to better coordinate, train, and support current and new volunteers. Because of this process WHISE, with its new training manual, has been successful in increasing the number of Administration Volunteers from 2 to 6 women, and as a direct result of the volunteer consultation, volunteer administration duties were expanded. For example, volunteers can now train in phone and basic reception skills.

This project has only had positive results for both the organisation and the volunteers. It has strengthened the capacity for WHISE to support the volunteers and it is encouraging to know that 2 of our volunteers have decided to be involved in our ethics working group, working alongside Council and staff.

Heidi Norman & Geri Salas, Project Co-ordinators



**Engaging culturally and linguistically
diverse groups regarding
the issue of family violence**

Women's Health in the South East is part way through a 6 month long research project called 'Engaging Culturally and Linguistically Diverse groups regarding the issue of Family Violence'. We are working with Cardinia-Casey Community Health Service for this new project which aims to improve levels of access by CALD families to Family Violence services in the City of Casey and the City of Greater Dandenong.

"Family Violence affects one in five women and is the leading cause of death, disability and illness in Victorian women aged 15 to 44 years" (VicHealth, 2004).

CALD communities have a low awareness of the nature and impact of Domestic Violence and experience a range of barriers to disclosing the violence and seeking help. Women from diverse cultural groups continue to suffer violence with little or no intervention from the criminal justice system, health and counselling support, or social and community supports. Some of the factors which affect migrant women's access to services are: lack of language proficiency, employment status, employment opportunities, isolation, dislocation and shifting family roles. Racist attitudes and behaviour exacerbate the impact of other factors (Neville, 2001).

This research will be carried out over the next few months with consultations with CALD groups as well as workers. If you would like to be involved in any of the consultations, please contact **Sandra Maudier** on 9783 3211 or email at smaudier@whise.org.au

1. VicHealth. 2004. *The health costs of violence: Measuring the burden of disease caused by intimate partner violence, Australia.*

2. Neville, M., 2001. *The Role of an Advocacy Organisation in Addressing the Problem of Family Violence for Women from Minority Groups, NSW, Australia.*

did you know ...

The casualisation of work has impacted greatly on women, particularly women working in the hospitality and services industries. This leads to unpredictable hours and pay and a lack of leave provisions, including annual leave, sick leave and carer's leave. It also impacts negatively on women's ability to accumulate superannuation.



Casey Women's Partnership—The Farmers' Market and Lunch

WHISE has been privileged to be a member of a group, the Casey Women's Partnership, which was formed by agencies within the City of Casey, to focus on activities for Women in the Casey region. It has been my personal pleasure to have been involved in the organising of a Women's Market Day and Lunch in August this year. The focus of the day was healthy eating and attracted around 80 women from culturally and linguistically diverse backgrounds. The day consisted of a morning walk-around at the Casey Farmers' Market and then a shared lunch using fresh healthy produce. The room was a-buzz with conversation, enhanced by a background of Latin American and African music and the splendour and colour of costume from around the world. There were women from approximately 10 culturally diverse backgrounds who spoke 7 different languages, with interpreters on hand to facilitate conversation between the women. A great day was had by all with many new friendships formed and a huge demand for further days such as this in the future.

Jodie Hughson

did you know ...

- in 2002, only 27% of all Australian parliamentarians were women
- only 10% of supreme court judges are women
- only 21% of people earning \$1,500+ per week are women



Please remember to complete your membership form and return to us so that we can keep your WHISE membership current, and in turn keep you informed of news and coming attractions!

Irene MacFadyen

Profit & Loss Statement as at 30th June 2006

WOMENS HEALTH IN THE SOUTH EAST INC
ABN 90 641 895 966
T/A Womens Health in the South East
Womens Health in the South East Inc
Detailed Profit and Loss Statement
For the year ended 30 June 2006

	2006 \$
Income	
Project Funding	61,200.00
H & CS Operating Grant	465,127.72
Respect/Protect Program	26,654.09
Family Violence - Education & Training	92,473.75
General Program Income	
Donations Received	80.00
Vic. Queer Spirit Conference	
Distribution from partnerships	
Interest received	14,596.34
Other income	6,637.74
Administration Income	23,118.90
Education & Training Income	18,932.32
Employee Contributions FBT	759.00
Total income	709,579.86

Expenses	
Accountancy	2,431.82
Advertising and promotion	3,619.36
Administration Costs	15,340.20
Bank Fees And Charges	95.11
Computer Expenses	3,056.60
Committee Costs	6,337.32
Community Grants	11,027.27
D.V Support Group	3,097.00
Depreciation	19,154.00
Fringe benefits tax	1,030.00
Insurance	
Laundry	4,163.89
Legal fees	4,636.36
Light & power	2,770.23
Employee Leave	-6,041.00
Motor Vehicle Expenses	11,881.38
Motor Vehicle - Lease	6,860.51
Postage	2,980.79
Printing & stationery	6,346.28
Rent on land & buildings	26,102.33
Repairs & maintenance	348.80
Research - Other Programs/Projects	15,933.64
Network Funding	
Workforce Development	27,386.43
Resource Development	
Staff amenities	1,825.48
Peer Educators	6,268.15
Subscriptions	3,513.45
Sundry expenses	727.36
Superannuation	38,268.21
Telephone	4,606.56
Travel, accom & conference	2,623.20
Wages	445,750.63
Workcover	9,633.68
Total expenses	681,775.04

Profit from ordinary activities before income tax	27,804.82
Net profit attributable to the association	27,804.82
Total changes in equity of the association	27,804.82

Opening retained profits	177,295.00
Net profit attributable to the association	27,804.82
Transfer To Capital Fund	
Closing retained profits	205,099.82

Balance Scheet as at 30th June 2006

	\$	\$
Assets		
Current Assets		
Cash At Bank	137,207.00	
- Gift Fund	622.00	
CBA - Cash Management Trust	189,048.00	
Cash on hand	500.00	
Receivables - Trade debtors	3,598.00	
Total Current Assets	330,975.00	
Non-Current Assets		
Property, Plant and Equipment		
Fixtures & Fittings	10,543.00	
Less: Accumulated depreciation	-5,795.00	4,748.00
Equipment - Low Value Pool	1,248.00	
Less: Accumulated depreciation	-232.00	1,016.00
Office equipment	86,720.00	
Less: Accumulated depreciation	-34,987.00	51,733.00
Motor vehicles - at cost	65,039.00	
Less: Accumulated depreciation	-28,140.00	36,899.00
Total Non-Current Assets	94,396.00	
Total Assets	425,371.00	
Current Liabilities		
Unsecured: - Trade creditors	4,874.53	
Provision for Employee entitlements	30,473.00	
Current Tax Liabilities	25,853.65	
Advance payments - Income	25,000.00	
Total Liabilities	86,201.18	
Net Assets	339,169.82	

Auditor's Report

AUDIT REPORT INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN'S HEALTH IN THE SOUTH EAST

Scope

We have audited the attached Financial Statement's comprising of Annual Financial Indicators Statement and Certificate for the year ended 30 June 2006. The organisation's directors / management are responsible for the preparation and presentation of the financial statement/s and the information it/they contain/s.

The Statement/s has been prepared for the Department of Human Services to show accountability for the grants received and not for any purpose other than that for which it was prepared. We have conducted an independent audit of the statement/s in order to express an opinion on them/it as required by the Department of Human Services.

Our audit has been conducted in accordance with applicable Australian Auditing Standards and/or standards prescribed by the Australian Accounting Standards Board to provide reasonable assurance as to whether the financial statements are free of material misstatement. Our procedures included an examination, on a test basis, of evidence supporting the amounts disclosed in the financial statements. These procedures have been undertaken to form an opinion as to whether, in all material respects, the statements are presented fairly in accordance with the requirements of the Department of Human Services.

The audit opinion expressed in this report has been formed on the above basis.

Audit opinion

In our opinion, the attached financial statements, as listed below, of **Women's health in the South East Inc.**

- (i) presents fairly the transactions for the year ending 30/06/06 of **Women's health in the South East Inc.** as required by the Department of Human Services: and
- (ii) have been extracted from the financial records of **Women's health in the South East Inc.** which have been prepared on the basis of accounting policies consistent with applicable Australian Accounting Standards.

Firm Name CIA TAX
(and seal if applicable)
Signature [Signature]
Partner Name STEVEN ENICOTT
Partner
Member of CPA / ICA (NIA)
(Circle relevant organisation)
City MELBOURNE
Date 05/10/06

Staff Members

Jodie Hughson

CEO

Jenny Milenkovic

Business & Finance Manager

Sandra Maudier

Project Worker

Kristine Hill

Young Women's Project Worker

Geraldine Salas

Health Information & Resource Worker

Sam Seamer

Women's Social Health Advocate

Heidi Norman

Systems & Services Coordinator

Elisabeth Speller

Women's Social Health Advocate

Siri Gunawardana

Program Trainer & Facilitator

Volunteers

Administration

Janet Atkins

Mavis Biggins

Anne Kraeme

Sashi Subasinghe

Suraya Haider

Faye Pinnick

Respect Protect Connect

Anna Baxendale

Natalie Hendy

Kelly Norris

Eleanor Clyne-Kingshott

Melanie Oliver

Heather Shearer

Ruby Koomen

Natalie Harper

Romy Roth

Lauren Paterson

Regena Schirmer

WAAG Group

Rebecca Maxwell

Afghani Women's Group

Masooda Akbary

Shaima Shakoor

Bayside Women 2 Women

Marie Underwood

Women Hearing Other Women

Angela Skoljarev

Rosa Waters

Mavis Biggins

Disordered Eating Support Group

Bev Ross

Julie Phillips

Kyra-Ly Joy

Casey/Cardinia Rainbow Social Group

Kyra-Ly Joy

Rasheeda Khan

Students

Anna Bendell

Bianca Walsh

Kelly Daymond

Focus on Women Support Group

Audrey Vivian

Council

Rosemary Burrell

Rosemary Coulter

Gail Quilliam

Olivia Watts

Rachael Flanagan

Carmel Croft

Maureen Mirabella

Elaine Hall-Foote

Chairperson

Vice-Chairperson

Treasurer

Assistant Treasurer

Farewells ...

To the following staff members who have moved on to greener pastures we send our warmest wishes for their very best future success and happiness:

- Athena Nguyen, Community Settlement Support Services Project Worker
- April Jenkins, Admin Worker
- Geraldina Alvarez-Poblete, Staff Development Coordinator
- Sue Pompei, Finance Manager

And we will surely miss Mavis Biggins, a faithful and dedicated volunteer for four years at WHISE, as she settles into her new life in Morwell although she has managed to call in a couple of times since she left ... ! Perhaps she misses us as much as we miss her.

Hurry back ...

Geri Salas, our Health Information & Resource Worker who is taking maternity leave. We're all hoping for brand-new-baby cuddles in due course.

and ...

since 1996 childcare costs have increased by 50%

Welcome ...

Jenny Milenkovic is our new Business & Finance Manager and obviously enjoying the challenge of getting the very important bits 'ship-shape'...!!

Nida Hussein, who started with WHISE as a volunteer, has been appointed the new Community Settlement Support Services Project Worker and doing a splendid job in the process.

Women's Health in the South East

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