# Annual Report 2014–15



Aboriginal Family Violence Prevention & Legal Service Victoria Standing Firm Against Family Violence



this difficult time was amazing. The incident alone had a huge impact on me and the idea of having to navigate the legal system on my own is really frightening. The work of FVPLS is much needed.

#### **Acknowledgment**

The Aboriginal Family Violence Prevention and Legal Service Victoria (FVPLS Victoria), its staff and directors would like to acknowledge the First Peoples and traditional owners of the lands and waterways on which we work and live and on which our clients across Victoria work and live. We pay our respects to our elders both past and present, and all Aboriginal and Torres Strait Islander people's within our boundaries from whatever Aboriginal or Torres Strait Island nation you may come from.

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30 June 2015	17

# Thank you

# Thank you to our funders and other supporters

We express our appreciation to the following:

#### **Our funding bodies**

- Department of Prime Minister and Cabinet
- Department of Families, Housing, Community Services and Indigenous Affairs
- Department of Health & Human Services, Victoria
- Indigenous Land Corporation
- Department of Justice, Victoria
- Victorian Legal Services Board
- Victoria Legal Aid
- William Buckland Foundation
- Victoria Law Foundation
- Grampians Regional Aboriginal Justice Advisory Committee
- The Cancer Council of Victoria
- City of Darebin
- Commission for Aboriginal Children and Young People

#### Pro bono and other supporters

- Lander & Rogers pro bono support
- Herbert Smith Freehills pro bono support
- Telstra Corporation through the Phone Card and Recharge Assistance Programs

We also acknowledge the many donors who have supported us during 2014–2015.

## About us

FVPLS Victoria is an Aboriginal Community Controlled, not-for-profit frontline legal service provider. Established over 13 years ago, FVPLS Victoria is the only legal assistance service in Victoria exclusively dedicated to assisting Aboriginal victims/survivors of family violence and sexual assault.

FVPLS Victoria provides culturally safe and holistic, frontline legal assistance to Aboriginal and Torres Strait Islander victims/survivors of family violence and sexual assault. FVPLS Victoria also provides early intervention/prevention and community legal education to the Aboriginal community, the legal, Aboriginal and domestic violence sector. In addition, with support from other funding sources, FVPLS Victoria undertakes policy and law reform work to identify systemic issues in need of reform and advocate for strengthened law and justice outcomes for Aboriginal victims/survivors.

FVPLS Victoria is open to Aboriginal men, women and children who have experienced or are at risk of family violence or sexual assault, as well as non-Aboriginal carers of Aboriginal children who are victims/survivors of family violence.

FVPLS Victoria's legal services include advice, court representation and ongoing casework in the areas of:

- family violence intervention orders;
- child protection;
- · family law;
- victims of crime assistance;

As an Aboriginal Community Controlled Organisation, FVPLS Victoria is directed by an Aboriginal Board and has a range of systems and policies in place to ensure we provide culturally safe services in direct response to community need.

FVPLS Victoria plays a key role in advocating for systemic change to improve legal and justice system responses for Aboriginal victims/survivors of family violence. With assistance from philanthropic funding, FVPLS Victoria undertakes strategic policy and law reform work and stakeholder engagement. FVPLS Victoria's expertise is regularly called upon within the sector and we are an active member of a wide range of government advisory panels.

FVPLS Victoria's Chief Executive Officer, is also the Convenor of the National Family Violence Prevention Legal Services Forum ('National FVPLS Forum') and FVPLS Victoria hosts the Secretariat of the National FVPLS Forum.

FVPLS Victoria has offices in:

- Abbotsford
- Barwon South West
- Gippsland
- Mildura

## **FVPLS Victoria Directors**

#### Marion Hansen, Chairperson

(Initially appointed 2002)

Marion has worked in various positions within the Aboriginal community for more than 40 years. She is currently employed by the Department of Health Southern Region as Coordinator, Aboriginal Health. Marion has taken a lead role in advocating for the prevention of family violence in Aboriginal communities. Marion's leadership in this area is well recognised through her representation on key state-wide forums.

#### Karen Bryant, Deputy Chairperson

(Initially appointed 2002)

Karen currently works as the Aboriginal Liaison Officer at the Northern Hospital. Previously she worked for many years at the only Aboriginal women's refuge in Victoria. Karen is a well-respected leader in the Aboriginal community.

#### **Damien Goodall, Secretary**

(Initially appointed 2002)

Damien is a proud Koori man who is the Family Services Coordinator at Yoowinna Wurnalung Healing Service, based in Lakes Entrance, which provides programs and services to support Aboriginal victims affected by family violence. Damien has extensive experience in the areas of men's programs and the safety of Aboriginal women and children. Damien is well respected in the Aboriginal community for the work he undertakes in the prevention of family violence.

#### Jaynaya Williams

(Initially appointed 2007)

Jaynaya is a young Aboriginal woman who works for the Victorian Aboriginal Community Controlled Health Organisation (VACCHO). Jaynaya is considered a role model for the work that she undertakes in respect of family violence in Aboriginal communities.

#### **Bernice Clarke**

(Appointed 2013)

Bernice is a Gunditimara/Kirrae woman. She was the driving force in setting up the Gunditimara Co-operative back in the late 70's, early 80's. Bernice is currently on the board at the Gunditimara Co-operative, and has extensive knowledge on how a board should operate. She has also completed a Certificate IV in Business Governance.

#### Jessie Lloyd

(Appointed 2013)

Originally from the tropics of North Queensland, Jessie is a proud Aboriginal and Torres Strait Islander woman. An award winning singer, musician and producer, Jessie has toured and performed around Australia and is now focusing on community development and self-determination for Indigenous people through the media of music and the arts. Jessie has extensive music business and arts management skills and is currently the CEO of Songlines Aboriginal Music Corporation and producer of acts such as Skin Choir, the Koorie Tiddas, Sunshine Sisters and Black Jacks.



Directors – Marion Hansen, Damien Goodall and Bernice Clarke with Graham Atkinson (Indigenous Land Corporation) and Antoinette Braybrook (CEO)



# Chairperson's report

In looking back over the 2014–15 it has been a year of strength, serious challenges and great achievements for FVPLS Victoria. This year after many difficult and challenging months FVPLS Victoria survived the Commonwealth 'Indigenous Advancement Strategy' tender process and secured funding for a further three years. Whilst we acknowledge this funding and celebrate our survival we will continue to advocate for greater investment in our service to make sure Aboriginal victims/survivors of family violence have appropriate access to justice, including legal advice and representation that recognises and addresses their unique circumstances and needs. We strongly believe that we should be appropriately resourced to ensure all Aboriginal victims of family violence in Victoria, regardless of their location, can, if required, access our culturally safe holistic services.

FVPLS Victoria through its submission into the Royal Commission into Family Violence recommended both the Federal and State Governments make a commitment to longer term funding of 5 years to enable FVPLS Victoria service to:

- meet demand for our specialist, culturally safe, frontline legal assistance services, including through expansion to state-wide coverage;
- continue and expand our highly successful, culturally targeted early intervention prevention programs and community legal education programs; and
- continue to provide high level policy advice and undertake advocacy and law reform activities to strengthen law and justice outcomes for Aboriginal victims/survivors of family violence.

I am very excited to report FVPLS Victoria through support from the Indigenous Land Corporation relocated into our very own building in June this year. We can now begin to work on the development of a multi-use Koori Women's Hub which will be the realisation of over a decade of dreaming and planning.

We have had a significant impact over the past year with our integrated services reaching thousands of people across Victoria. Our lawyers provided around 900 casework services to over 500 clients with more than 800 children. We held our 95th Sisters Day Out taking our participant tally to more than 7,000 Aboriginal women across Victoria. We hosted the Royal Commission into Family Violence at our Dilly Bag program, profiling the powerful impact of this intimate and intensive, early intervention and prevention program. We successfully launched the 'Ochre Ribbon Campaign' to raise awareness of the impacts of family violence on Aboriginal women and children and end family violence in our communities.

We continued to be a strong voice for Aboriginal victims/survivors of Family Violence to politicians and policy makers across the country. Our CEO was re-elected National Convenor of the National FVPLS Forum. This reflects FVPLS Victoria's active participation and support for the National Forum who, among other things in the past year, have been key to the concerted effort to sustain funding to specialised Family Violence Prevention Legal Services.

FVPLS Victoria contributed to more Inquiries, Royal Commissions, Senate Hearings and consultations than

ever before, including the Royal Commission into Family Violence here in Victoria. We continued to spark debate and government attention through a radically increased media campaign in print and electronic media, locally and nationally.

We continue our ongoing commitment to support and build upon a strong Aboriginal workforce with one third of our staff being Aboriginal. This year we also get to celebrate two of our young Aboriginal employees who successfully achieved a Diploma of Aboriginal and Torres Strait Islander Legal Advocacy through Tranby Aboriginal College.

Further reason to celebrate across the year was in recognition of FVPLS Victoria's excellence in legal practice and community advocacy. Our CEO Antoinette Braybrook won the Law Institute of Victoria's 2015 'Access to Justice/Pro Bono' Award, while FVPLS Victoria was a finalist for the Law Institute's 'Community Organisation of the Year' Award. In addition, our high-achieving CEO was also the recipient of the Australian Centre for Leadership for Women's 'Sustaining Women's Empowerment in Communities and Organisations' (SWECO) Award for empowering Aboriginal and Torres Strait Islander women.

Despite all of our positive impacts, FVPLS Victoria still need to continue to fight for funding. This continued challenge comes at a time when, tragically, family violence is escalating. Across Victoria, police reports of family violence against Aboriginal people (predominantly women and children) have tripled in less than a decade. This is despite evidence that the majority of family violence incidents go unreported and the

reality that Aboriginal women are markedly less likely to disclose family violence due to a multitude of complex barriers to reporting or seeking assistance.

It is our hope that expressions of commitment to reversing the impacts of family violence and stamping out family and intimate partner violence will translate into renewed, sustained and increased funding commitments to FVPLS Victoria and all FVPLS units across the country.

I conclude by congratulating our CEO, Antoinette Braybrook, and all of the dedicated staff at FVPLS Victoria for their work and passionate commitment. These last 12 months have been the most challenging in the history of FVPLS Victoria but, we must also remember to celebrate our many fabulous achievements

As always, I would also like to thank my fellow Directors for their support and commitment during the year. This is an organisation that provides vital services to the most legally marginalised women in country. This is an organisation that we can all be proud to be associated with.

I would like to finish by paying tribute to the Aboriginal women we assist. Their stories, so often silenced by the system speak a truth about resilience, survival and courage. As an organisation we will continue to demand Koori victims/survivors especially our women and children have access to culturally safe services to support their rights to live their lives without fear of violence.

#### Marion Hansen Chairperson



# A building of our own

# Our new building: FVPLS Victoria finds a new home on Hoddle Street, Abbotsford

With the assistance of a grant from the Indigenous Land Corporation, FVPLS Victoria has been able to purchase our own building, which we moved into in June 2015. Our official opening was a well-attended NAIDOC event combined with our official opening. We thank Aunty Di Kerr for her Welcome to Country and also the speakers on the day. These included our own CEO, Antoinette Braybrook, our Chairperson, Marion Hansen, Graham Atkinson from the Indigenous Land Corporation and Minister for Housing, Disability and Ageing (as well as Mental Health, Equality, and Creative Industries), Martin Foley, who reiterated the Victorian Government's

commitment to preventative action on family violence and support for FVPLS Victoria.

Identifying a suitable building was a challenge and long process, but we are pleased to have secured one which is conveniently located on Hoddle Street, Abbotsford, and large enough (700 sq metres) to offer opportunities to expand our services and offer improved amenities to our clients, community and staff. In addition to providing more space for our staff and volunteers, the move to our own building provides the organisation the opportunity to fulfil a long awaited dream of establishing the Koori Women's Hub. Our vision for a new building and Koori Women's Hub was first proposed in 2007 and adopted by the Board in the FVPLS Victoria Strategic Plan.



## Koori Women's Hub

In late 2014–15, FVPLS Victoria was successful in securing an Innovation and Transformation grant from Victoria Legal Aid. This will fund a 12 month project to conduct consultation around the concept of the Koori Women's Hub and to design new service models and a long term blueprint for the Hub to ensure it best supports the needs and aspirations of the Koori community in Victoria. At the launch of FVPLS Victoria's new premises, our CEO Antoinette Braybrook was quoted outlining our vision for the hub:

"This multi-purpose hub is the new home for FVPLS Victoria and will allow us to work together with other services to support Koori victims/survivors to access their rights to live their lives without fear and violence."

I look forward to working in partnership with all levels of government and Aboriginal community controlled and mainstream services to see the potential of our new site realised for the full benefit of Koori communities across Victoria – especially our women and children who are most at risk of family violence.

The Innovation and Transformation Fund was established by Victoria Legal Aid to support new approaches and new ways of working in the community legal sector. Acting Director Civil Justice Access and Equity Dan Nicholson has noted the calibre of the first four grant recipients, including FVPLS Victoria, which supports the fund's aim of "strengthening the largest and most dynamic community legal centre sector in the country".

The long term vision for the Koori Women's Hub is to:

- Be a cultural retreat offering Aboriginal women the opportunity to have time out in a culturally safe environment;
- Be a centre for networking and community activities, hosting events, strengthening relationships and developing referral pathways;
- Be a one stop shop for Aboriginal women to access legal and support services across a range of agencies;
- Extend our capacity as a resource centre providing cultural awareness training and advice for the sector;
- Provide new opportunities for employment and traineeships of Aboriginal staff; and
- Be a state-wide resource, building on the FVPLS Victoria model of the head office in Melbourne which currently resources regional offices in Warrnambool, Mildura and Bairnsdale.

This project provides crucial support for the development phase of the Hub, with funding for 12 months from September 2015. A Steering Committee with interested agencies and community members has been established to guide the development and delivery of the project. We look forward to reporting on this new and exciting plan for FVPLS Victoria.



Making it official – Marion Hansen and Graham Atkinson

# Highlights

## In the last 12 months we have achieved:

#### Survival!

• Secured funding for three years under the Commonwealth 'Indigenous Advancement Strategy' tender process.

#### Innovation!

- Successfully purchased our own building with support from the Indigenous Land Corporation.
- Launched a plan to develop the new premises into a one-of-a-kind, multi-purpose community hub in partnership with government, non-profit, community and specialist services.
- Created Young Luv a new program to promote healthy relationships, developed by and for young Aboriginal women.

#### **Community impact!**

- Our integrated services reached more than 4,000 people across Victoria during the 2013–14 financial year.
- Our lawyers provided more than 1000 casework services to over 500 clients with more than 800 children.
- We held our 95th Sisters Day Out® taking our participant tally to almost 7,000 Aboriginal women across Victoria.
- We hosted the Royal Commission into Family Violence at our Dilly Bag program, profiling the powerful impact of this intimate and intensive, early intervention/prevention program.
- We successfully launched the Ochre Ribbon Campaign to raise awareness of the impacts of family violence on Aboriginal women and children and end family violence in our communities.

#### Profile and professional recognition!

- Our CEO, Antoinette Braybrook won the Law Institute of Victoria's 2015 'Access to Justice/Pro Bono' Award.
- FVPLS Victoria was selected as a finalist for the Law Institute of Victoria's 'Community Organisation of the Year' Award.
- Our CEO won the Australian Centre for Leadership for Women's SWECO Award for empowering Aboriginal and Torres Strait Islander women.
- Achieved accreditation through Department of Health and Human Services assessment processes.



# Growing advocacy for systemic change!

- Contributed to more Inquiries, Royal Commissions, Senate Hearings and consultations than ever before.
- Sparked debate and government attention through a radically increased media campaign in print and electronic media, locally and nationally.
- Our CEO was re-elected National Convenor of the National FVPLS Forum.

#### **Strong Aboriginal workforce!**

- Achieved one third Aboriginal employment across our organisation.
- Built the capacity of our Aboriginal workforce through supporting two of our young employees to complete a Diploma of Aboriginal and Torres Strait Islander Legal Advocacy through Tranby Aboriginal College.

As we conclude our 13th year of operation, FVPLS Victoria remains a 'force to be reckoned with'!

# Legal practice

Aboriginal Family Violence Prevention and Legal Service Victoria (FVPLS) has continued to lead the way in the provision of quality holistic legal services to the Aboriginal and Torres Strait Islander community affected by family violence. The majority of those clients, of course are women and children.

Our legal team practices in a client focussed way that ensures clients are supported through their legal needs by addressing their non-legal needs alongside in-house paralegal support staff as well as by referral to external agencies.

#### Our head office

FVPLS has moved to a new building in June 2015. It is expected that this will provide the basis for a strong future and will provide the groundwork for the realisation of a long held dream of creating a Koori Women's Hub. The legal team eagerly await the next phase of this project, to enable an even greater response to the legal and other needs of those impacted by family violence.

Our Paralegal Support team have worked tirelessly to ensure each victim/survivor of Family violence who contacts FVPLS is heard and linked into services that will assist in their healing and in ensuring their access to services is assisted. The support provided to clients by the paralegal support team continues throughout their legal matter and can include court support and access to emergency relief. The feedback from clients about the invaluable role of the paralegal support team is testament to the commitment and understanding of these women in what are often very difficult circumstances.

The legal team is comprised of five lawyers, two of whom are senior practitioners and have developed their practices within community in a way that ensures clients are provided with legal assistance to assist their recovery. They are well respected across their client base for the unfaltering dedication they show.

#### **Regional Offices**

Our regional offices continue to grow the service to ensure community is aware of their rights and has access to legal assistance as required. The regional offices are located in:

#### Bairnsdale, Warrnambool and Mildura.

The regional offices play a crucial role in ensuring local responses to community needs. Without these vital service responses the victim/survivors of family violence would not have access to and the benefit of the holistic services required.

#### Outreach

The legal teams, in Melbourne and across the regions, continue to participate in community – conducting regular outreach and offering support in community rather than seeking that those affected travel to the offices for assistance or advice

Regular outreaches have been developed in the Dame Phyllis Frost Centre (reaching some of the most disempowered members of the community). These attendances have allowed lawyers and paralegal staff to provide valuable advice and legal assistance to women prior to release. These women require support that ought to be culturally safe and designed to set them up for return to community and to family.

We also conduct regular outreach to the Elizabeth Morgan House – providing legal responses to women in crisis. The collaboration with EMH has allowed for solutions that reach beyond a single focus response.

The decisions of FVPLS to attend community and places where community are gathered is indicative of a commitment to assist greater numbers of people impacted by family violence, either in an education and early intervention capacity or to ensure legal assistance is available to those unable to attend our office.

#### **Feedback from clients**

Clients complete surveys at the conclusion of their legal cases and at legal education and other community events. This is what they have told us:

"I would like to give you a big thank you for your service. It is a service I feel that I trust and helpful."

"Really valuable service."

"I was extremely pleased with the service. All my needs were met."

"We could not have been treated better."

"We need this Service!!!"

"If FVPLS Victoria did not exist, it could make my matter much harder and difficult."

"Excellent staff, excellent work ethic, fantastic support."

"The service could not be better. Extremely satisfied with service from solicitors and friendly support team."

"The support I received during this difficult time is amazing."

"(Lawyer) you will be sadly missed; you have been a great legal representative and also a friend."

"FVPLS made me feel comfortable and will recommend FVPLS to anyone who needs your help."

#### In conclusion

These past 12 months have brought to the attention of the mainstream community, legal service providers and politicians the crisis that exists in respect of family violence, sexual violence and in particular violence against women and children.

Amidst the spotlight on Rosie Batty as Australian of the Year we see a Royal Commission into Family Violence and the ongoing Royal Commission into Institutional Responses to Child Sexual Abuse. Daily media looks to the stories that have impacted on individuals and affected community. The focus is squarely on family

violence and the capacity for community and government to respond.

These findings or stories are not new for FVPLS Victoria who assist hundreds of victim/survivors and reach thousands of women each year. The impact of family violence on the Aboriginal and Torres Strait Islander communities is great and the capacity to respond is clearly impacted on by the decisions of those in power and allocation of resources.

The real stories of clients of FVPLS Victoria exist beyond the ambit of the Royal Commission and the decisions of politicians and of government. The lives that are impacted by the hard work and commitment of the FVPLS Victoria will continue to be seen. The message must be heard though that the level of violence and under-resourcing is unacceptable and, as Antoinette Braybrook (CEO) says, "Aboriginal women's lives matter".

# Community legal education

Despite the enormous challenges faced by FVPLS Victoria during the 2014–2015 year its level of Community Legal Education and Early Intervention and Prevention activity and scope of its impact has been significant. The funding from the Victorian Legal Services Board for a dedicated CLE manager provided FVPLS Victoria with organisational capacity to develop deliver and expand its Community Legal Education and Early Intervention/ Prevention activity

#### Sharing our expertise

FVPLS Victoria successfully delivered training sessions in a diverse range of agencies during 2014-15 including community agencies such as DVRC, Senior Rights Victoria, hospitals and Victorian Legal Aid.

These presentations are designed to capacity build health practitioners, lawyers and agency staff across the community and private sectors to work effectively and respectfully with Aboriginal clients, particularly Aboriginal victims/survivors of family violence.

# CLE New Project – The Housing Debt Negotiating Project

One of FVPLS Victoria's CLE initiatives was the *Housing Debt Negotiation Project* developed in partnership with Justice Connect. The project was conceptualised in recognition of family violence as a major contributor to homelessness for women in Australia.

The focus of the project was assisting Aboriginal Victims/ survivors of family violence understand their rights and the legal system around debt and housing. FVPLS Victoria and Justice Connect delivered a series of workshops for Aboriginal women in metropolitan Melbourne, including a workshop at ACES (Aboriginal Community Elders Services).

#### Ongoing Commitment – Child Protection and Royal Commission into Child Sexual Abuse

In 2014–2015 FVPLS Victoria facilitated Royal Commission into Institutional Responses to Child Sexual Abuse information workshops, hosting Tammy Anderson to perform 'I Don't Want To Play House'.

These workshops provided a culturally safe space to

discuss issues, share stories and become informed about providing evidence to the Royal Commission. The legal service working with the Royal Commission, knowmore, utilised FVPLS Victoria's established community reputation to deliver CLE presentations at the events and reported this practice had significantly increased referrals from the Aboriginal community.

FVPLS Victoria also honoured its commitment to delivering the *Koori Women's Legal Clinics* across Victoria, providing a 'one-stop-shop' for Koori women seeking information, support and legal advice. This project is started in 2013 and has created a safe space for Aboriginal women to talk about family violence and the law.

#### **New CLE resources**

The IVO Breach diary was a resource developed to assist FVPLS Victoria's clients to keep record of incidents of breach and perpetrators activities that might assist to proof breaches of Intervention Orders.

In 2015, the CLE team developed a new infographic containing information and statistics about Aboriginal family violence. The resource was created to raise awareness about how family violence impacts Aboriginal communities.

# Community Engagement - The Ochre Ribbon Campaign

FVPLS Victoria launched an inaugural Ochre Ribbon Campaign on Friday 22 May 2015. The event was held at



Mary Cowley, Mark Dreyfus QC MP, Antoinette Braybrook, Aunty Georgina Nicholson, The Hon. Fiona Richardson MP, Rob Hulls and Deputy Chief Magistrate Felicity Broughton

Charcoal Lane, Fitzroy and brought together community members, parliamentarian's commonwealth and state, government departments, Aboriginal and mainstream organisations and other supporters of FVPLS Victoria. On the occasion of the launch, our CEO, Antoinette Braybrook highlighted the importance of raising awareness of the impacts of family violence in Koori communities;

'family violence is not part of our culture; it is time to break the cycle of family violence in Aboriginal communities. [However] We cannot ignore this violence and its tragic impacts on our women and children. Everyone in our community needs to stand up and take notice. We have to work together to support our Aboriginal sisters to access their rights to live without fear or violence and ensure that organisations supporting our women, children and men are given long-term and secure funding so they can provide culturally safe and ongoing support.'

The Ochre Ribbon Campaign is an initiative of the National Family Violence Prevention Legal Services Forum (NFVPLS) comprising 13 member organisations, including FVPLS Victoria.



# Early intervention and prevention

Early intervention and Prevention (EIP) are core part of FVPLS Victoria's suite of services. As a state-wide, specialist Aboriginal service and the only legal service in Victoria exclusively dedicated to assisting Aboriginal victims/survivors of family violence, we play a key role in this area. FVPLS Victoria recognizes that a combination of preventative education, community engagement and legal assistance (as both early intervention and response) are all crucial parts of the continuum of services required to address and reduce family violence against Aboriginal people – especially women and children.

During 2014–15 more than 790 community members attended Sisters Day Out, Royal Commission into Institutional Responses to Child Sexual Abuse and Dilly Bag workshops.

#### **Exciting new Program**

This financial year, the Community Legal Education and Early Intervention and Prevention program has evolved to include an exciting new program to support young Aboriginal girls and women.



In the last year, Meriki Onus, FVPLS Victoria's community legal education worker and Nikahlia Braybrook, our community engagement worker have developed and facilitated this interactive, discussion-based exploration of healthy relationships for Koori women and girls aged between 13 and 18.

Young Luv is about engaging young women to speak about and understand:

- the dynamics of healthy relationships,
- safety while dating, including how to access appropriate support and services,
- recognising inappropriate or unsafe behaviour, and
- safety online and appropriate use of social media.

Participants develop skills for identifying respectful and healthy boundaries in relationships and are also given space to identify issues that may have arisen in their local communities.

Young women who participate in Young Luv are encouraged to reflect on their own aspirations and dreams and as a group, participants identify the impacts that unhealthy relationships can have on them and others. A crucial element of the workshop is that participants develop planning, exit and coping strategies to deal with local issues and unwelcome or unhealthy relationship dynamics.

The Young Luv workshop is a positive opportunity for young women to reflect on their own strengths and capacity to make positive decisions.

The program is funded by the Department of Justice and Regulation and its implementation phase in scheduled for 2015–2016.

#### Sisters Day Out®

Despite of funding uncertainty to keep these workshops alive, the Sisters Day Out and Dilly Bag workshops have remained as popular and effective as ever. In 2014-2015, the Dilly Bag and Sisters Day Out programs were funded by the Department of Health and Human Services, Department of Justice, Mildura District Aboriginal

Services (MDAS), PapScreen Victoria (Cancer Council Victoria) and Prime Minister and Cabinet (PM&C).

FVPLS Victoria was thrilled to hold its 95th Sisters Day Out® workshop in 2015. Sisters Day Out has reached over 7000 Aboriginal women Victoria-wide and has become a vital element of FVPLS Victoria's work to raise awareness and provide support for Aboriginal victims/survivors of family violence.

In the 2014–15 year FVPLS delivered our Sisters Day Out in Echuca, Safety Beach/Hastings, Geelong, Seymour, Horsham, Robinvale, Portland, Healesville, Lake Tyers and Warragul.

Sisters Day Out also provides a range of community agencies and service providers to attend the workshop. This element of the program is a demonstration of how FVPLS Victoria through its EIP programs provides agencies and participants the opportunity to informally interact and share information relating to family violence in a culturally safe and trusted space.

Victorian organisations who have participated in Sisters Day Out events include, family violence support services, health services, parenting support services, community legal services, Medicare, Centrelink, the Ombudsman's office, Aboriginal Corporations, housing services, relationships services, Indigenous studies support services, Quit Victoria, Victorian Aboriginal child care services, gamblers support services, and women's support services.

FVPLS Victoria is currently planning for its 100th Sisters Day Out to be held in early 2016.

#### Dilly Bag and Dilly Bag the Journey

The *Dilly Bag* workshops are also part of FVPLS Victoria's early intervention and prevention program and are based on cultural principles that help Aboriginal women in their personal healing journey. These workshops prevent and reduce family violence by drawing on Aboriginal culture and Aboriginal women's traditional role as nurturers and leaders. The workshop format and activities emphasise self-nurturing and healing from

trauma, promote cultural identification, and assist women to strengthen resilience.

In 2014–2015, FVPLS Victoria was able to conduct seven *Dilly Bag* workshops across Victoria for Aboriginal women from the following locations, Geelong, Echuca, Robinvale, Swan Hill, Portland, Gippsland and Horsham.

We also hosted the Royal Commission into Family Violence at our *Dilly Bag* program held at Wattle Point, profiling the powerful impact of this intimate and intensive, early intervention/prevention program. The Commission had the opportunity to hear directly from the women about their own personal experiences, and their observations and ideas about how the legal, service and education systems respond, and should respond to family violence.

#### Campaigning to save Sister Day Out®

Sisters Day Out® and Dilly Bag have been independently evaluated and shown to have positive and sustainable impacts on its participants.

Despite years of successful delivery of these participatory programs, FVPLS Victoria have been unable to secure ongoing funding to resource these critically important workshops.

Aboriginal women have long been recognised as one of the most legally disadvantaged groups in Australia and experience disproportionate and unacceptably high levels of family violence and its devastating repercussions on their children.

Our essential early intervention and prevention activities promote resilience in individuals and communities to reduce the likelihood of family violence occurring and/or to prevent family violence related issues from escalating. We urgently require resources to continue to deliver our crucial and effective workshops.

Join our campaign #savesistersdayout today and help us continue our important work to reduce the social isolation experienced by family violence victims/survivors and the impacts of family violence.



# Law reform and advocacy

# Advocating for systemic and long-term policy and law reform

As in the previous year's FVPLS Victoria is grateful to the William Buckland Foundation for providing a grant of funding to allow FVPLS Victoria to employ a policy worker and to maintain a policy development function. FVPLS Victoria does not receive any government funding to undertake policy, law reform and advocacy work.

FVPLS Victoria views policy, law reform and advocacy work as an essential component of its prevention and early intervention work. It has the potential to deliver powerful outcomes to improve the way the community, the legal system and authorities respond to and address family violence. We believe it can prevent and reduce family violence through reforming laws, policies and practices that deter victim/survivors from seeking assistance, address systemic barriers and create the evidence necessary for a sustainably funded service model that is commensurate with need.

As with other areas of FVPLS Victoria's work, the policy and law reform work was conducted in a period of funding uncertainty. We believe the policy and law reform work, both within the FVPLS Victoria and the National Forum, played an integral role in securing our ongoing funding.

Funding from the William Buckland Foundation supported FVPLS Victoria to contribute to a number of key policy and law reforms inquiries including:

- FVPLS Victoria submission to Royal Commission into Family Violence July 2015
- Submission to Parliamentary Inquiry into the Children, Youth and Families Amendment (Restriction on the Making of Permanent Care Orders) Bill 2015 – June 2015
- Submission to Family Law Council reference on families with complex needs and the intersection between child protection and family law – May 2015
- Submission to Senate Inquiry into Access to Legal Services; Aboriginal and Torres Strait Islander experiences of law enforcement and justice systems – May 2015
- Submission to Senate Inquiry into Out of Home Care
   October 2014
- Submission to Senate Inquiry into Domestic Violence
   July 2014
- Submission to the Royal Commission into Institutional Responses to Child Sexual Abuse concerning victims of crime compensation – July 2014

Of particular importance to FVPLS Victoria has been the Royal Commission into Domestic Violence. We believe that this inquiry provides an unprecedented opportunity to address the systemic barriers facing Aboriginal victim/ survivors. FVPLS Victoria has worked closely with the Royal Commission throughout the last year including providing a submission and giving evidence at a hearing.

Contributions were also made to the following submissions:

- The joint NGO report to the Universal Periodic Review of Australia's human rights compliance;
- Submission by Coalition of Aboriginal Services to the Royal Commission into Institutional Responses to Child Sex Abuse's Consultation Paper on Redress & Civil Litigation – March 2015; and
- National FVPLS Forum's submissions to Commonwealth Senate Inquiries into the Indigenous Advancement Strategy Tender Process, Access to Legal Assistance Services, Domestic Violence, Out of Home Care and the Abbott Government's Budget Cuts, as well as the Family Law Council Review of Families with Complex Needs; and
- The Koori Caucus submission to the review of the Victorian Charter of Human Rights.

Our CEO Antoinette Braybrook has given the following speeches:

- Royal Commission into Family Violence preparation of evidence for hearing, July 2015, Melbourne, Victoria;
- Preventing Violence against Women Conference, October 2014, Bendigo, Victoria;
- Police Forum Panel on Family Violence, November 2014, Melbourne, Victoria;
- 14th Australasian Conference on Child Abuse and Neglect, March 2015, Aotearoa, New Zealand;
- The Victorian launch of the National FVPLS Forum's 'Ochre Ribbon Campaign' to end violence against women, May 2015, Melbourne, Victoria;
- Live radio broadcast by John Faine on the steps of Parliament House regarding the Royal Commission into Family Violence, May 2015, Melbourne;
- Progress 2015, May 2015, Melbourne, Victoria;
- National press conference on release of Federal Budget, May 2015, Canberra, ACT;
- Family Law Pathways Wear an Ochre Ribbon Event, July 2015, Melbourne, Victoria;
- FVPLS Victoria Office Launch, July 2015, Abbotsford, Victoria;
- Vic Health Conference Ending Violence against Women Conference, July 2015, Melbourne, Victoria;
- Victoria Women Lawyer's panel presentation on Intervention Orders, July 2015, Melbourne, Victoria;

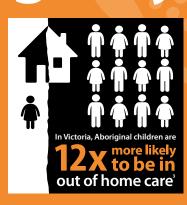
FVPLS Victoria remains committed to strategic policy, advocacy and law reform work to address the systemic barriers faced by our clients and to advocate for law reform where required to empower Aboriginal victims/ survivors of family violence.

**FVPLS Victoria – facts about family violence in Aboriginal communities** 

# National Emergency



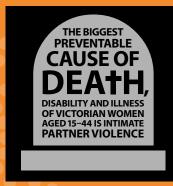
















offer your support

The Aboriginal Family Violence Prevention and Legal Service Victoria (FVPLS Victoria) was established in 2002 to provide assistance to Aboriginal and Torres Strait Islander victims of family violence and sexual assault and to work with families and communities affected by violence. We also assist non-Aboriginal & Torres Strait Islander parents or carers of Aboriginal & Torres Strait Islander children. FVPLS Victoria provides free legal advice, referral, ongoing casework and court representation. We assist with Family Violence Intervention Orders, Family Law, Child Protection and Victims of Crime Assistance. In addition to these legal services we also deliver a suite of programs under our Community Legal Education Program. FVPLS Victoria is also committed to actively advocating for Iong term systemic change for Aboriginal and Torres Strait Islander victims/survivors of family violence through our law reform and policy work.

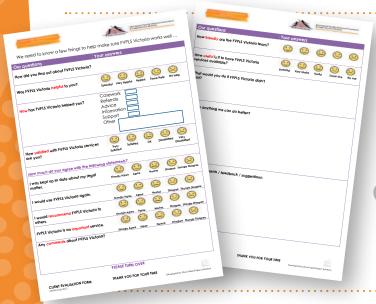


Aboriginal Family Violence Prevention & Legal Service Victoria Standing Firm Against Family Violence

Head office 292 Hoddle Street, Abbotsford 3067 Ph: 03 9244 3333 Freecall: 1800 105 303 Email: information@fvpls.org Website: www.fvpls.org 💆 @FVPLSVictoria

1. The Australian Productivity Commission, Overcoming Indigenous Disarbantage — Key Indicators 2014, 2014, page 4.93, table 4A.11.2.2. Victorian Auditor General, Accessibility of Mainstream Services for Aboriginal Victorians, May 2014, page 5.1.3. Australian Incititute of Health and Welfare, Family Victories and their Childer, The Cost of Victories, Australian Community, 2015, page 5.1.4. The Health Council to Beduze Victories and other Children, The Cost of Victories, Page 4.93, textralian Incititute of Health and Welfare, Family Victories among Aboriginal Amiliary Community, 2014, page 1.93. Australian Incititute of Health and Welfare, Page 5.94. Australian Incititute of Health and Welfare,

# Measuring our impact



#### **Our clients**

Excellent staff, excellent work ethic, fantastic support base. Overall wonderful.

A really valuable service. Thank you again for your support.

CWe need this service!!!. ??

#### Community Legal Education – What was good about today's session?

Loved the presentation – To connect with the girls with you as young women was great to see. Great talks/Excellent stuff.

Talking about things that needed to be said and talked about.

# CC Everything! >>

That we all got to share and learn other people's opinion.

The way it was delivered, having young Aboriginal presenters, contents of the program was fantastic.

# Sisters Day Out – What was good about today's workshop?

It was good to see some sisters that I don't get a chance to see also to know people are here to help.

C Helped with my confidence. I have not stepped smiling all day.

It has improved myself esteem and self-worth I feel valued, connected, safe and beautiful.



## The National FVPLS Forum

The National Family Violence Prevention Legal Services Forum (National FVPLS Forum) was established in May 2012 as the national peak body with authority to speak about the needs of Aboriginal and Torres Strait Islander victim/survivors of family violence. It is comprised of 14 member organisations who deliver Family Violence Prevention Legal Services across the country. FVPLS Victoria's CEO Antoinette Braybrook is currently elected as the National Convenor of the National FVPLS Forum. FVPLS Victoria also hosts the Secretariat, which supports the National Convenor and Forum members.

The National FVPLS Forum develops and promotes the specialist expertise and skills of FVPLS services, builds the capacity for quality practice of each FVPLS unit, engages in policy and law reform advocacy and provides a national voice for Aboriginal and Torres Strait Islander victim/survivors of family violence.

The greatest challenge for the National FVPLS Forum this year has been responding to the reforms in Indigenous Affairs that were announced in the May 2014 Federal Budget. The FVPLS funding was moved from the Attorney-General's Department into the Indigenous Advancement Strategy (IAS) within the Department of the Prime Minister and Cabinet. The IAS subsequently rationalised Indigenous programs into five program streams, collapsing the FVPLS program, from a standalone program with direct funding allocation, into a broad Safety and Wellbeing Program.

Because of these changes to the federal funding environment, FVPLS members have had to competitively apply for funds through the Safety and Wellbeing Program, creating significant uncertainty, anxiety and disruption for FVPLS members around the country. In response, the National FVPLS Forum coordinated an advocacy strategy that included political engagement, media and working with partners and stakeholders to secure ongoing support. At least partly as a consequence of this advocacy all FVPLS members were successful in securing funding for at least two years.

Whilst the other five members secured three year funding agreements.

In the past year the National FVPLS Forum has been incredibly active, making submissions to seven governmental inquiries, including:

- the Senate Inquiry into Domestic Violence;
- the Senate Inquiry into the effect of cuts or changes in the Commonwealth budget;
- the Senate Inquiry into Out-of-Home Care;
- the Family Law Council Reference on Families with Complex Needs and the Intersection of the Family Law and Child Protection Systems;
- the Senate Inquiry into Access to Legal Assistance Services;
- the Senate Inquiry into the Commonwealth Indigenous Advancement Strategy Tendering Process; and
- the Australian Human Rights Commission Examination of Children Affected by Family and Domestic Violence.

We have also participated in a number of forums including the Australian Legal Assistance Forum, the Change the Record Campaign and are a member of Chamber 1 of the National Congress of Australia's First Peoples.

Over the last year the national profile of FVPLS members has grown significantly and has attracted positive media engagement. For example, Antoinette Braybrook, the FVPLS Victoria's CEO and National Forum Convenor has been extensively quoted in media coverage of family violence issues and funding of legal services. The Secretariat has also established strong relationships with Parliamentary representatives across the three major parties. For example, Ken Wyatt MP, subsequently appointed Federal Assistant Minister Health, attended FVPLS National Forum in [April?] 2015.

Moving into an election year the National FVPLS Forum will continue its advocacy, policy and law reform work. The secretariat will continue to work with FVPLS members to build their capacity and increase access to justice for victim/survivors of family violence.



## Our staff

#### **Head office (Collingwood)**

Chief executive officer Antoinette Braybrook

Programs executive officer Paula Stewart

Principal legal officer Jillian Prior (Acting)

CLE manager Arti Chetty
Finance manager Maggie Barford
State senior lawyer Barbara Shalit
Regional senior lawyer Dale Gerner
Child protection lawyer Anne Lenton

Family violence lawyers Amy Moore, Avital Kamil

Community legal education worker Meriki Onus

Paralegal support workers Debbie Edsall, Morgan Miller, Falea'i Fesili, Vanessa Day,

Amy Sherman

Policy officer Laura Vines
Reception and office support Petra Theilhaber

Workshop program project officers Wanda Braybrook, Kelly Faldon

Community engagement worker Nikahlia Braybrook Executive support Samantha Nixon

Program support Ashleigh Crees, Margaret Portelli

Executive officer, National FVPLS Secretariat Alisoun Neville

#### **Gippsland regional office (Bairnsdale)**

Lawyer Heather McLean Paralegal support worker Chloe Kenny

#### Mildura office

Lawyer Kim Avers

Paralegal support workers Natalie Larsek, Renee Cumming

#### **Barwon South West regional office (Warrnambool)**

Lawyer Barbara Tindall
Paralegal support worker Sarah Bain

#### **Past staff**

We acknowledge the contribution of the following former staff members of FVPLS Victoria during the year: Avril Cowarn, Kathy Davis, Barbara Egan, Nopporn Jittasilp, Deborah Liebhaber, Kate Maclennan, Tania McKenna, Suzanne McKenzie, Gabrielle Paino, Ginger Ridgeway, Justine Russell and Emily Turner.

#### Volunteers

Ester Faine-Vallantin

Liza Harwood

Claire Alexander

Lucy Broughton

Amber Karanikolas

Carolyn Tariq

Ivana Blekic

<sup>\*</sup> As at 30 June 2014

Aboriginal and Torres Strait Islander Corporation Family Violence Prevention & Legal Service (Victoria) Financial statements for the year ended 30 June 2015

# Directors' Report

#### **Directors**

#### Name of Director

Marion Hansen Jessie Lloyd Damien Goodall Jaynaya Williams Karen Bryant Bernice Clarke

#### Directors' Meetings

During the year 5 Directors' meetings were held.

#### **Operating Result**

The profit of the company for the financial year after providing for income tax amounted to:

Year ended 30 June 2015 \$ 30 June 2014 \$ \$ (116,837) 31,866

#### **Significant Changes in the State of Affairs**

No significant changes in the corporation's state of affairs occurred during the financial year.

#### **Principal Activities**

The principal activities of the corporation during the course of the year were Assistance to Aboriginal victims/ survivors of family violence and sexual assault through, Legal Advice, Counselling, Information, referral and support, Community Education, Policy and Advocacy. No significant change in the nature of these activities occurred during the year.

#### **After Balance Date Events**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the corporation, the results of those operations, or the state of affairs of the company in subsequent financial years.

#### **Future Developments**

The corporation expects to maintain the present status and level of operations and hence there are no likely developments in the operations in future financial years.

#### **Environmental Issues**

The corporation's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

#### **Directors' Benefits**

No director has received or has become entitled to receive, during or since the financial year, a benefit because of a contract made by the corporation or related body corporate with a director, a firm which a director is a member or an entity in which a director has a substantial financial interest.

#### **Indemnifying Officer or Auditor**

No indemnities have been given or agreed to be given or insurance premiums paid or agreed to be paid, during or since the end of the financial year, to any person who is or has been an officer or auditor of the corporation.

#### **Proceedings on Behalf of Corporation**

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the corporation is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings. The company was not a party to any such proceedings during the year.

#### **Auditors Independence Declaration**

A copy of the auditor's independence declaration as required under section 339–50 of the *Corporations* (*Aboriginal and Torres Strait Islander*) *Act 2006* has been included.

Signed in accordance with a resolution of the Board of Directors:

Marion Hansen Director

M. Hansen

Jaynaya Williams Director

Dated this 16th day of September 2015.

# Statement of Financial Performance for the year ended 30 June 2015

Grant Income         2,130,286         2,358,895           Department of Justice         35,2042         196,324           Mctoria Legal Ald         333,779         196,324           Kotrolia Legal Ald         333,779         102,000           Legal Services Board         15,000         130,000           Victoria Police         40,909         10,009           Department of Human Services         324,455         297,654           Other Gants         80,530         210,709           Grants brought forward         836,728         309,971           Grants Gardied forward         (931,507)         (753,751)           Other Income         173,555         54,75           Interest received         40,273         52,457           Interest received         40,273	Income	2015	2014	
Department of Justice         352,042         196,324           Yictoria Legal Id         333,779         224,912           FAIRCSIA         -         102,000           Legal Services Board         135,000         130,000           Victoria Police         -         40,909           Department of Human Services         324455         297,654           Other Grants         80,530         710,709           Grants brought forward         (931,507)         (73,571)           Grants carried forward         (931,507)         (73,575)           Other Income         173,555         54,575           Interest received         40,273         52,457           Interest received         40,300         39,916 </td <td>Grant Income</td> <td></td> <td></td> <td></td>	Grant Income			
Department of Justice   332,042   196,324   Victoria Legal Aid   333,779   234,912   FAHCSIA	Dept Prime Minister & Cabinet	2,130,286	2,358,895	
FAHCSIA		352,042	196,324	
Legal Services Board         135,000           Mictoria Police         — 40,909           Department of Human Services         324,455         297,654           Other Grants         82,530         210,709           Grants brought forward         836,728         309,971           Grants carried forward         (931,507)         (753,751)           Other income         173,555         54,575           Interest received         40,273         52,457           Total Income         3,477,141         3,294,655           Expenses           Expenses           Staff Costs           Salaries         1,944,957         1,663,459           Staff Case Provisions         44,300         39,916           Staff Leave Provisions         44,300         39,916           Staff Leave Provisions         44,816         41,271           Leave Loading         2,0075         17,695           Operating Expenses           Audit Fees         5,599         998           Advertising & Promotion         13,844         7,67           Bank Changes         1,337         1,233           Client Dyenses         1,394	Victoria Legal Aid	333,779	234,912	
Victoria Police   4.0999   Popartment of Human Services   324,455   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,654   297,65		-		
Department of Human Services         324,455         297,654           Other Grants         82,530         210,709           Grants brought forward         836,728         369,971           Cants carried forward         (931,507)         (753,751)           Total fricome         173,555         54,575           Interest received         40,273         52,457           Total Income         3,477,141         3,294,655           Expenses           Staff Costs           Staff Leave Provisions         44,300         39,916           Superannuation         179,422         150,837           Workcover         47,816         41,271           Leave Loading         20,075         1,7695           Operating Expenses           Audit Fees         5,599         998           Advertising & Promotion         13,844         7,767           Bank Charges         1,337         1,233           Client Expenses         1,959         998           Advertising & Promotion         13,844         7,767           Bank Charges         1,337         1,233           Client Expenses         1,959         9,98		135,000		
Other Grants         82,530         210,709           Grants tought forward         (931,507)         (753,751)           Orants carried forward         (931,507)         (753,751)           Other income         173,555         54,575           Interest received         40,273         52,457           Total Income         3,477,141         3,294,655           Expenses           Staff Cease Provisions           Salaries         1,944,957         1,663,459           Staff Leave Provisions         44,300         38,916           Superannuation         179,422         150,837           Workcover         47,816         41,271           Leave Loading         20,075         17,695           Operating Expenses           Audit Fees         5,599         98           Advertising & Promotion         13,844         7,767           Bank Charges         1,337         1,233           Client Expenses         40,569         4,2359           Consultants/Facilitators         69,920         70,680           Elpe Pexpenses         189,885         210,304           Insurance         10,894         8,610           Motor Ve		-		
Grants brought forward Grants carried forward				
Grants carried forward  32,63,313 3,187,623 Other income 173,555 Interest received 40,273 152,457 Interest received 40,273 Interest received 40,275 Interest received 40,475 Interest receive receive received 40,475 Interest receive receive receive receive receive receive receive receive receive				
Other income         3,263,313         3,187,623           Interest received         40,273         52,457           Total Income         3,477,141         3,294,655           Expenses         8           Staff Costs         1,944,957         1,663,459           Staff Leave Provisions         44,300         39,916           Superannuation         179,422         150,837           Workcover         47,816         41,271           Leave Loading         20,075         1,7695           Operating Expenses         2,236,570         1,913,178           Addertising & Promotion         13,844         7,767           Bank Charges         1,337         1,233           Client Expenses         40,569         42,359           Consultants/Facilitators         69,920         70,680           EIPP expenses         18,9885         210,304           Insurance         10,894         8,610           Motor Vehicle Expenses         31,990         32,768           Office Furniture & Equipment         5,525         5,478           Postage & Courier         12,560         8,737           Recruitment         11,442         40,47           Retri & Occupancy Cost				
Other income         173:555         54:575           Interest received         40,273         52,457           Total Income         3,477,141         3,294:655           Expenses         5           Staff Costs         1,944,957         1,663,459           Staff Leave Provisions         44,300         39,916           Superannuation         179:422         150,837           Workcover         47,816         41,271           Leave Loading         2,0075         17,695           Operating Expenses           Audit Fees         5,599         998           Advertising & Promotion         13,844         7,767           Bank Charges         1,337         1,233           Client Expenses         40,559         42,359           Consultants/Facilitators         69,920         70,680           EIPP expenses         189,885         210,304           Insurance         10,894         8,610           Motor Vehicle Expenses         31,990         32,768           Office Furniture & Equipment         5,525         5,478           Postage & Courier         2,560         8,737           Recruitment         11,442         4,047	Grants carried forward			
Interest received   40,273   52,457     Total Income   3,477,141   3,294,655     September   Staff Costs   Salaries   1,944,957   1,663,459   Staff Leave Provisions   44,300   39,916   Superannuation   179,422   150,837   Workcover   47,816   41,271   Leave Loading   20,075   17,695				
Total Income   3,477,141   3,294,655				
Staff Costs   1,944,957   1,663,459   Staff Leave Provisions   44,300   39,916   Superannuation   179,422   150,837   Workcover   47,816   41,271   Leave Loading   20,075   17,695   2,236,570   1,913,178   Coperating Expenses   2,236,570   1,913,178   Coperating Expenses   3,344   7,767   Sank Charges   1,337   1,233   Client Expenses   40,569   42,359   Consultants/Facilitators   69,920   70,680   EIPP expenses   1,337   1,233   Client Expenses   1,337   1,233   Client Expenses   40,569   42,359   Consultants/Facilitators   69,920   70,680   EIPP expenses   189,885   210,304   Insurance   10,894   8,610   Motor Vehicle Expenses   31,990   32,768   Office Furniture & Equipment   5,525   5,478   Postage & Courier   1,442   4,047   Rent & Occupancy Costs   243,123   242,978   Relephone/Fax/Internet   50,379   48,435   Training & Professional Development   21,601   15,641   CLE Expenses   41,459   56,936   Meetings & Conferences   41,450   45,77   7,611   45,411   45,411   45,411   45,411   45,411   45,411   45,411   45,411   45,411   45,411   45,411   45,411   45,411   45,411	Interest received		52,457	
Staff Costs           Stairies         1,944,957         1,663,459           Staff Leave Provisions         44,300         39,916           Superannuation         179,422         150,837           Workcover         47,816         41,271           Leave Loading         20,075         17,695           Operating Expenses           Audit Fees         5,599         998           Advertising & Promotion         13,844         7,767           Bank Charges         1,337         1,233           Client Expenses         40,569         42,359           Consultants/Facilitators         69,920         70,680           EIPP expenses         18,9885         210,304           Insurance         10,894         8,610           Motor Vehicle Expenses         31,990         32,768           Office Furniture & Equipment         5,525         5,478           Postage & Courier         12,560         8,737           Recruitment         11,442         4,047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,435           Taining & Professional Development         21,601	Total Income	3,477,141	3,294,655	
Salaries         1,944,957         1,663,459           Staff Leave Provisions         44,300         39,916           Superannuation         179,422         150,837           Workcover         47,816         41,271           Leave Loading         20,075         1,7695           Audit Fees         2,236,570         1,913,178           Operating Expenses           Audit Fees         5,599         998           Advertising & Promotion         13,844         7,767           Bank Charges         1,337         1,233           Client Expenses         1,0559         42,359           Consultants/Facilitators         69,920         70,680           EIPP expenses         189,885         210,304           Insurance         10,894         8,610           Motor Vehicle Expenses         31,990         32,768           Office Furniture & Equipment         5,525         5,478           Postage & Courier         12,560         8,737           Recruitment         11,442         4047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,435           Training & Professional Developm				
Staff Leave Provisions         44,300         39,916           Superannuation         179,422         150,837           Workcover         47,816         41,271           Leave Loading         20,075         17,695           Operating Expenses           Audit Fees         5,599         998           Advertising & Promotion         13,844         7,767           Bank Charges         1,337         1,233           Client Expenses         40,569         42,359           Consultants/Facilitators         69,920         70,680           EIPP expenses         189,885         210,304           Insurance         10,894         8,610           Motor Vehicle Expenses         31,990         32,768           Office Furniture & Equipment         5,525         5,478           Postage & Courier         12,550         8,737           Recruitment         11,442         4,047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,435           Training & Professional Development         21,601         15,641           LIE Expenses         26,117         29,653           IT Support <td></td> <td>1.044.057</td> <td>1.662.450</td> <td></td>		1.044.057	1.662.450	
Superanuation         179,422         150,837           Workcover         47,816         41,271           Leave Loading         20,075         17,695           Audit Fees         2,236,570         1,913,178           Operating Expenses           Audit Fees         5,599         998           Advertising & Promotion         13,844         7,767           Bank Charges         1,337         1,233           Client Expenses         40,569         42,359           Consultants/Facilitators         69,920         70,680           EIPP expenses         189,885         210,304           Insurance         10,894         8,610           Motor Vehicle Expenses         31,990         32,768           Office Furniture & Equipment         5,525         5,478           Postage & Courier         12,560         8,737           Recruitment         11,442         4,047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,485           Training & Professional Development         21,601         15,641           CLE Expenses         26,117         29,653           IT Support				
Varieticology   Variety				
Leave Loading   20,075   17,695				
Operating Expenses           Audit Fees         5,599         998           Advertising & Promotion         13,844         7,767           Bank Charges         1,337         1,233           Client Expenses         40,569         42,359           Consultants/Facilitators         69,920         70,680           EIPP expenses         189,885         210,304           Insurance         10,894         8,610           Motor Vehicle Expenses         31,990         32,768           Office Furniture & Equipment         5,525         5,478           Postage & Courier         12,560         8,737           Recruitment         11,442         4,047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,435           Training & Professional Development         21,601         15,641           CLE Expenses         26,117         29,653           Training & Professional Development         21,601         15,641           CLE Expenses         8,323         11,290           Meetings & Conferences         41,459         56,936           Memberships & Subscriptions         11,070         7,601				
Operating Expenses           Audit Fees         5,599         998           Advertising & Promotion         13,844         7,767           Bank Charges         1,337         1,233           Client Expenses         40,569         42,359           Consultants/Facilitators         69,920         70,680           EIPP expenses         189,885         210,304           Insurance         10,894         8,610           Motor Vehicle Expenses         31,990         32,768           Office Furniture & Equipment         5,525         5,478           Postage & Courier         12,560         8,737           Recruitment         11,442         4,047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,435           Training & Professional Development         21,601         15,641           CLE Expenses         26,117         29,653           IT Support         33,698         37,916           Library & Resources         41,459         56,936           Meetings & Conferences         41,459         56,936           Memberships & Subscriptions         11,070         7,601           Office Su				
Advertising & Promotion         13,844         7,767           Bank Charges         1,337         1,233           Client Expenses         40,569         42,359           Consultants/Facilitators         69,920         70,680           EIPP expenses         189,885         210,304           Insurance         10,894         8,610           Motor Vehicle Expenses         31,990         32,768           Office Furniture & Equipment         5,525         5,478           Postage & Courier         12,560         8,737           Recruitment         11,442         4,047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,435           Training & Professional Development         21,601         15,641           CLE Expenses         26,117         29,653           IT Support         33,698         37,916           Library & Resources         8,323         11,290           Meetings & Conferences         41,459         56,936           Memberships & Subscriptions         11,070         7,601           Office Supplies         15,858         16,590           Practising Certificates         4,186	Operating Expenses	_,,	.,,	
Bank Charges         1,337         1,233           Client Expenses         40,569         42,359           Consultants/Facilitators         69,920         70,680           EIPP expenses         189,885         210,304           Insurance         10,894         8,610           Motor Vehicle Expenses         31,990         32,768           Office Furniture & Equipment         5,525         5,788           Postage & Courier         12,560         8,737           Recruitment         11,442         4,047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,435           Training & Professional Development         21,601         15,641           CLE Expenses         26,117         29,653           IT Support         33,698         37,916           Library & Resources         8,323         11,290           Meetings & Conferences         41,459         56,936           Memberships & Subscriptions         11,070         7,601           Office Supplies         15,858         16,590           Practising Certificates         4,186         4,577           Printing & Copying         11,476         <	Audit Fees	5,599	998	
Client Expenses       40,569       42,359         Consultants/Facilitators       69,920       70,680         EIPP expenses       189,885       210,304         Insurance       10,894       8,610         Motor Vehicle Expenses       31,990       32,768         Office Furniture & Equipment       5,525       5,478         Postage & Courier       12,560       8,737         Recruitment       11,442       4,047         Rent & Occupancy Costs       243,123       242,978         Telephone/Fax/Internet       50,379       48,435         Training & Professional Development       21,601       15,641         CLE Expenses       26,117       29,653         IT Support       33,698       37,916         Library & Resources       8,323       11,290         Meetings & Conferences       41,459       56,936         Memberships & Subscriptions       11,070       7,601         Office Supplies       15,858       16,590         Practising Certificates       4,186       4,577         Printing & Copying       11,476       8,646         Project Expenses       232,733       263,881         R&M Equipment/Replacement       1,841       <	Advertising & Promotion	13,844	7,767	
Consultants/Facilitators         69,920         70,680           EIPP expenses         189,885         210,304           Insurance         10,894         8,610           Motor Vehicle Expenses         31,990         32,768           Office Furniture & Equipment         5,525         5,478           Postage & Courier         12,560         8,737           Recruitment         11,442         4,047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,435           Training & Professional Development         21,601         15,641           CLE Expenses         26,117         29,653           IT Support         33,698         37,916           Library & Resources         8,323         11,290           Meetings & Conferences         41,459         56,936           Memberships & Subscriptions         11,070         7,601           Office Supplies         15,858         16,590           Practising Certificates         4,186         4,577           Printing & Copying         11,476         8,646           Project Expenses         232,733         263,881           R&M Equipment/Replacement         1,84	Bank Charges			
EIPP expenses       189,885       210,304         Insurance       10,894       8,610         Motor Vehicle Expenses       31,990       32,768         Office Furniture & Equipment       5,525       5,478         Postage & Courier       12,560       8,737         Recruitment       11,442       4,047         Rent & Occupancy Costs       243,123       242,978         Telephone/Fax/Internet       50,379       48,435         Training & Professional Development       21,601       15,641         CLE Expenses       26,117       29,653         IT Support       33,698       37,916         Library & Resources       8,323       11,290         Meetings & Conferences       41,459       56,936         Memberships & Subscriptions       11,070       7,601         Office Supplies       15,858       16,590         Practising Certificates       4,186       4,577         Printing & Copying       11,476       8,646         Project Expenses       232,733       263,881         R&M Equipment/Replacement       1,841       1,030         Relocation Expenses       50,623       —         Staff Costs       18,642       18,914				
Insurance   10,894   8,610   Motor Vehicle Expenses   31,990   32,768   Office Furniture & Equipment   5,525   5,478   Office Furniture & Equipment   12,560   8,737   Recruitment   11,442   4,047   Rent & Occupancy Costs   243,123   242,978   Telephone/Fax/Internet   50,379   48,435   Training & Professional Development   21,601   15,641   CLE Expenses   26,117   29,653   Training & Resources   8,323   11,290   Meetings & Conferences   41,459   56,936   Memberships & Subscriptions   11,070   7,601   Office Supplies   15,858   16,590   Practising Certificates   4,186   4,577   Printing & Copying   11,476   8,646   Project Expenses   232,733   263,881   R&M Equipment/Replacement   1,841   1,030   Relocation Expenses   50,623   — Staff Costs   18,642   18,914   Travel Expenses   134,633   147,132   Travel Expenses   134,633   147,132   Depreciation — Buildings   13,351   — Depreciation — Motor Vehicles   23,507   31,344   Travel Expenses   3,262,789   2,692,038   Surplus (Deficit) from Ordinary Activities   (116,837)   31,866   Surplus (Deficit) from Ordinary Activities   (116,837)   31,866				
Motor Vehicle Expenses         31,990         32,768           Office Furniture & Equipment         5,525         5,478           Postage & Courier         12,560         8,737           Recruitment         11,442         4,047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,435           Training & Professional Development         21,601         15,641           CLE Expenses         26,117         29,653           IT Support         33,698         37,916           Library & Resources         8,323         11,290           Meetings & Conferences         41,459         56,936           Memberships & Subscriptions         11,070         7,601           Office Supplies         15,858         16,590           Practising Certificates         4,186         4,577           Printing & Copying         11,476         8,646           Project Expenses         232,733         263,881           R&M Equipment/Replacement         1,841         1,030           Relocation Expenses         50,623         -           Staff Costs         13,642         18,914           Travel Expenses         13,463				
Office Furniture & Equipment         5,525         5,478           Postage & Courier         12,560         8,737           Recruitment         11,442         4,047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,435           Training & Professional Development         21,601         15,641           CLE Expenses         26,117         29,653           IT Support         33,698         37,916           Library & Resources         8,323         11,290           Meetings & Conferences         41,459         56,936           Memberships & Subscriptions         11,070         7,601           Office Supplies         15,858         16,590           Practising Certificates         4,186         4,577           Printing & Copying         11,476         8,646           Project Expenses         232,733         263,881           R&M Equipment/Replacement         1,841         1,030           Relocation Expenses         50,623         -           Staff Costs         18,642         18,914           Travel Expenses         13,633         147,132           1,304,201         937,732				
Postage & Courier         12,560         8,737           Recruitment         11,442         4,047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,435           Training & Professional Development         21,601         15,641           CLE Expenses         26,117         29,653           IT Support         33,698         37,916           Library & Resources         8,323         11,290           Meetings & Conferences         41,459         56,936           Memberships & Subscriptions         11,070         7,601           Office Supplies         15,858         16,590           Practising Certificates         4,186         4,577           Printing & Copying         11,476         8,646           Project Expenses         232,733         263,881           R&M Equipment/Replacement         1,841         1,030           Relocation Expenses         50,623         -           Staff Costs         18,642         18,914           Travel Expenses         13,4633         147,132           Depreciation         - State Costs         - State Costs           Total Expenses         3,262,789				
Recruitment         11,442         4,047           Rent & Occupancy Costs         243,123         242,978           Telephone/Fax/Internet         50,379         48,435           Training & Professional Development         21,601         15,641           CLE Expenses         26,117         29,653           IT Support         33,698         37,916           Library & Resources         8,323         11,290           Meetings & Conferences         41,459         56,936           Memberships & Subscriptions         11,070         7,601           Office Supplies         15,858         16,590           Practising Certificates         4,186         4,577           Printing & Copying         11,476         8,646           Project Expenses         232,733         263,881           R&M Equipment/Replacement         1,841         1,030           Relocation Expenses         50,623         —           Staff Costs         18,642         18,914           Travel Expenses         13,4633         147,132           Depreciation — Buildings         —         —           Depreciation — Motor Vehicles         23,507         31,344           Total Expenses				
Rent & Occupancy Costs       243,123       242,978         Telephone/Fax/Internet       50,379       48,435         Training & Professional Development       21,601       15,641         CLE Expenses       26,117       29,653         IT Support       33,698       37,916         Library & Resources       8,323       11,290         Meetings & Conferences       41,459       56,936         Memberships & Subscriptions       11,070       7,601         Office Supplies       15,858       16,590         Practising Certificates       4,186       4,577         Printing & Copying       11,476       8,646         Project Expenses       232,733       263,881         R&M Equipment/Replacement       1,841       1,030         Relocation Expenses       50,623       -         Staff Costs       18,642       18,914         Travel Expenses       13,4633       147,132         Depreciation       937,732         Depreciation – Buildings       13,351       -         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses       3,262,789       2,692,038         Surplus (Deficit) from Ordinary Activities       (116,837) <td></td> <td></td> <td></td> <td></td>				
Telephone/Fax/Internet       50,379       48,435         Training & Professional Development       21,601       15,641         CLE Expenses       26,117       29,653         IT Support       33,698       37,916         Library & Resources       8,323       11,290         Meetings & Conferences       41,459       56,936         Memberships & Subscriptions       11,070       7,601         Office Supplies       15,858       16,590         Practising Certificates       4,186       4,577         Printing & Copying       11,476       8,646         Project Expenses       232,733       263,881         R&M Equipment/Replacement       1,841       1,030         Relocation Expenses       50,623       -         Staff Costs       18,642       18,914         Travel Expenses       13,4633       147,132         Depreciation       937,732         Depreciation – Buildings       13,351       -         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866 <td></td> <td></td> <td></td> <td></td>				
Training & Professional Development     21,601     15,641       CLE Expenses     26,117     29,653       IT Support     33,698     37,916       Library & Resources     8,323     11,290       Meetings & Conferences     41,459     56,936       Memberships & Subscriptions     11,070     7,601       Office Supplies     15,858     16,590       Practising Certificates     4,186     4,577       Printing & Copying     11,476     8,646       Project Expenses     232,733     263,881       R&M Equipment/Replacement     1,841     1,030       Relocation Expenses     50,623     -       Staff Costs     18,642     18,914       Travel Expenses     134,633     147,132       Depreciation       Depreciation – Buildings     13,351     -       Depreciation – Office Furniture Equipment     21,223     14,066       Depreciation – Motor Vehicles     23,507     31,344       Total Expenses     3,262,789     2,692,038       Surplus (Deficit) from Ordinary Activities     (116,837)     31,866				
CLE Expenses       26,117       29,653         IT Support       33,698       37,916         Library & Resources       8,323       11,290         Meetings & Conferences       41,459       56,936         Memberships & Subscriptions       11,070       7,601         Office Supplies       15,858       16,590         Practising Certificates       4,186       4,577         Printing & Copying       11,476       8,646         Project Expenses       232,733       263,881         R&M Equipment/Replacement       1,841       1,030         Relocation Expenses       50,623       -         Staff Costs       18,642       18,914         Travel Expenses       13,4633       147,132         Depreciation       313,633       147,132         Depreciation – Buildings       13,351       -         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866				
IT Support		· · · · · · · · · · · · · · · · · · ·		
Library & Resources       8,323       11,290         Meetings & Conferences       41,459       56,936         Memberships & Subscriptions       11,070       7,601         Office Supplies       15,858       16,590         Practising Certificates       4,186       4,577         Printing & Copying       11,476       8,646         Project Expenses       232,733       263,881         R&M Equipment/Replacement       1,841       1,030         Relocation Expenses       50,623       -         Staff Costs       18,642       18,914         Travel Expenses       134,633       147,132         Depreciation       937,732         Depreciation – Buildings       13,351       -         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866				
Meetings & Conferences       41,459       56,936         Memberships & Subscriptions       11,070       7,601         Office Supplies       15,858       16,590         Practising Certificates       4,186       4,577         Printing & Copying       11,476       8,646         Project Expenses       232,733       263,881         R&M Equipment/Replacement       1,841       1,030         Relocation Expenses       50,623       -         Staff Costs       18,642       18,914         Travel Expenses       134,633       147,132         Depreciation       937,732         Depreciation – Buildings       13,351       -         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses       3,262,789       2,692,038         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866				
Office Supplies       15,858       16,590         Practising Certificates       4,186       4,577         Printing & Copying       11,476       8,646         Project Expenses       232,733       263,881         R&M Equipment/Replacement       1,841       1,030         Relocation Expenses       50,623       -         Staff Costs       18,642       18,914         Travel Expenses       134,633       147,132         Depreciation         Depreciation – Buildings       13,351       -         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866				
Practising Certificates       4,186       4,577         Printing & Copying       11,476       8,646         Project Expenses       232,733       263,881         R&M Equipment/Replacement       1,841       1,030         Relocation Expenses       50,623       -         Staff Costs       18,642       18,914         Travel Expenses       134,633       147,132         Depreciation         Depreciation – Buildings       13,351       -         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866	Memberships & Subscriptions	11,070	7,601	
Printing & Copying       11,476       8,646         Project Expenses       232,733       263,881         R&M Equipment/Replacement       1,841       1,030         Relocation Expenses       50,623       -         Staff Costs       18,642       18,914         Travel Expenses       134,633       147,132         Depreciation         Depreciation – Buildings       13,351       -         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses       3,262,789       2,692,038         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866		15,858	16,590	
Project Expenses       232,733       263,881         R&M Equipment/Replacement       1,841       1,030         Relocation Expenses       50,623       -         Staff Costs       18,642       18,914         Travel Expenses       134,633       147,132         Depreciation         Depreciation – Buildings       13,351       -         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses       3,262,789       2,692,038         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866				
R&M Equipment/Replacement       1,841       1,030         Relocation Expenses       50,623       -         Staff Costs       18,642       18,914         Travel Expenses       134,633       147,132         Depreciation         Depreciation – Buildings       13,351       -         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses       3,262,789       2,692,038         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866	5 ,, 5	•		
Relocation Expenses       50,623       –         Staff Costs       18,642       18,914         Travel Expenses       134,633       147,132         Depreciation         Depreciation – Buildings       13,351       –         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses       3,262,789       2,692,038         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866		· · · · · · · · · · · · · · · · · · ·		
Staff Costs       18,642       18,914         Travel Expenses       134,633       147,132         Depreciation         Depreciation – Buildings       13,351       –         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses       3,262,789       2,692,038         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866			1,030	
Travel Expenses       134,633       147,132         Depreciation       1,304,201       937,732         Depreciation – Buildings       13,351       –         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses       3,262,789       2,692,038         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866			10.014	
1,304,201   937,732		· · · · · · · · · · · · · · · · · · ·		
Depreciation         Depreciation – Buildings       13,351       –         Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses       3,262,789       2,692,038         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866	Traver Expenses		· · · · · · · · · · · · · · · · · · ·	
Depreciation – Office Furniture Equipment       21,223       14,066         Depreciation – Motor Vehicles       23,507       31,344         Total Expenses         3,262,789       2,692,038         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866	Depreciation	1,50 1,201	751,1152	
Depreciation - Office Furniture Equipment       21,223       14,066         Depreciation - Motor Vehicles       23,507       31,344         45,410         Total Expenses       3,262,789       2,692,038         Surplus (Deficit) from Ordinary Activities       (116,837)       31,866		13,351	_	
45,410       Total Expenses     3,262,789     2,692,038       Surplus (Deficit) from Ordinary Activities     (116,837)     31,866			14,066	
Total Expenses         3,262,789         2,692,038           Surplus (Deficit) from Ordinary Activities         (116,837)         31,866	Depreciation – Motor Vehicles	23,507	<u> </u>	
Surplus (Deficit) from Ordinary Activities (116,837) 31,866	Total Funances	2 262 700		
		(116,837)	31,800	

# Statement of Financial Position as at 30 June 2015

	2015	2014
Assets		
Current Assets		
Cash assets	1,600,888	1,942,852
Receivables	239,709	114,106
Other	79,950	53,192
Total Current Assets	1,920,547	2,110,150
Non-Current Assets		
Property, plant and equipment	2,039,213	103,097
Total Non-Current Assets	2,039,213	103,097
Total Assets	3,959,760	2,213,247
Liabilities		
Current Liabilities		
Payables	287,649	149,064
Financial liabilities	15,537	16,448
Current tax liabilities	76,795	73,252
Provisions	214,756	170,456
Other	1,060,478	968,645
Total Current Liabilities	1,655,215	1,377,865
Total Liabilities	1,655,215	1,377,865
Net Assets	2,304,545	835,382
Equity		
Retained profits	2,304,545	835,382
Total Equity	2,304,545	835,382

# Statement of Cash Flow for the year ended 30 June 2015

	2015	2014
Cash Flow From Operating Activities		
Receipts from customers	3,311,265	3,144,775
Payments to suppliers and employees	(3,285,295)	(2,697,245)
Interest received	40,273	52,457
Net cash provided by (used in) operating activities	66,243	499,987
Cash Flow From Non Recurring Income		
Net cash provided by (used in) Capital grant received	1,586,000	-
Cash Flow From Investing Activities		
Payment for:		
Other Assets	901	(1,716)
Payments for property, plant and equipment	(1,994,197)	(13,243)
Net cash provided by (used in) investing activities	(1,993,296)	(14,959)
Cash Flow From Financing Activities		
Repayment of borrowings	(911)	(467)
Net cash provided by (used in) financing activities	(911)	(467)
Net increase (decrease) in cash held	(341,964)	484,561
Cash at the beginning of the year	1,942,852	1,458,291
Cash at the end of the year	1,600,888	1,942,852
Reconciliation Of Net Cash Provided By/Use	d In Operating Activiti	ies To Operating
Profit After Income Tax		
Operating surplus (Deficit) after tax	(116,837)	31,866
Depreciation C.	58,081	45,410
Changes in assets and liabilities net of effects of purchases and c (Increase) decrease in trade and term debtors	isposais of controlled entitles: (125,603)	(97,423)
(Increase) decrease in trade and term debiors  (Increase) decrease in prepayments	(123,603)	9,900
Increase) decrease in prepayments  Increase (decrease) in trade creditors and accruals	92,355	28,030
Increase (decrease) in other creditors	138,063	380,084
Increase (decrease) in employee entitlements	44,300	44,916
Increase (decrease) in sundry provisions	3,543	57,204
··	<u>`</u>	<u>`</u>
Net cash provided by operating activities	66,243	499,987
Reconciliation Of Net Cash Provided By (Use	d In) Non Recurring Inc	ome After Incom
Capital grant received –Indigenous Land Corporation	1,586,000	_
Increase (decrease) in income tay navable	_	_
Increase (decrease) in income tax payable		

# Notes to the Financial Statements For the year ended 30 June 2015

# Statement of Significant Accounting Policies

The financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board and the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and where appropriate the relevant applied provisions of the *Corporations Act 2001*.

The financial report covers Aboriginal and Torres Strait Islander Corporation Family Violence Prevention & Legal Service (Victoria) as an individual entity. Aboriginal and Torres Strait Islander Corporation Family Violence Prevention & Legal Service (Victoria) is a corporation, incorporated and domiciled in Australia under the Corporations (Aboriginal and Torres Strait Islander) Act 2006.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

The following is a summary of the material accounting policies adopted by the economic entity in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

#### Income tax

The corporation is a Public Benevolent Institution and is exempt from Australian Income Tax and has an FBT and GST Concession. Its is endorsed as a Deductible Gift Recipient under section 30–15 of the *Income Tax Assessment Act 1997*. Donations of \$2 or more are tax deductible.

#### **Property, Plant and Equipment**

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation.

#### a) Property

Freehold land and buildings are measured on the fair value basis, being the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction. It is a policy of Aboriginal and Torres Strait Islander Corporation Family Violence Prevention & Legal Service (Victoria) to have an independent valuation every three years, with annual appraisals being made by the directors.

#### b) Plant and equipment

The carrying amount of plant and equipment is reviewed annually to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining the recoverable amounts.

The cost of fixed assets constructed within Aboriginal and Torres Strait Islander Corporation Family Violence Prevention & Legal Service (Victoria) includes the cost of materials, direct labour, borrowing costs and an appropriate proportion of fixed and variable overheads.

#### c) Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, is depreciated on a straight line basis over their useful lives to Aboriginal and Torres Strait Islander Corporation Family Violence Prevention & Legal Service (Victoria) commencing from the time the asset is held ready for use.

The depreciation rates used for each class of depreciable asset are:

Class of Asset Depreciation Rate %

Buildings 2%
Other plant and equipment 13.1%
Motor vehicles 20%

#### **Employee entitlements**

Provision is made for the liability for employee entitlements arising from services rendered by employees to balance date. Employee entitlements expected to be settled within one year together with entitlements arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at their nominal amount. Other employee entitlements payable later than one year have been measured at the present value of the estimated future cash out flows to be made for those entitlements.

Contributions are made by Aboriginal and Torres Strait Islander Corporation Family Violence Prevention & Legal Service (Victoria) to an employee superannuation fund and are charged as expenses when incurred.

#### Cash

For the purpose of the statement of cash flows, cash includes cash on hand and in all call deposits with banks or financial institutions, investments in money market instruments maturing within less than two months, net of bank overdrafts.

#### **Comparative Figures**

Where required by Accounting Standards comparative figures have been adjusted to conform with changes in presentation for the current financial year.

#### Revenue

All revenue is stated net of the amount of goods and services tax (GST).

#### **Contingent Liabilities**

	2015	2014
Indigenous Land Corporation	1,960,328	-
	1,960,328	-

The Indigenous Land Corporation provided a Capital Grant of \$1,586,000 to assist with the purchase and refurbishment of the land and buildings at 292 Hoddle Street, Abbotsford, Victoria. The Aboriginal and Torres Strait Islander Corporation Family Violence Prevention and Legal Service (Victoria) provided the balance of the funds to acquire and refurbish this property. The Indigenous Land Corporation holds a Caveat over 292 Hoddle Street, Abbotsford, Victoria, to ensure the property remains under Aboriginal control

# Independent Auditor's Report

#### **Report on the Financial Report**

We have audited the accompanying financial report of Aboriginal and Torres Strait Islander Corporation Family Violence Prevention & Legal Service (Victoria) (the corporation), which comprises the Directors' Declaration, the Statement of Profit or Loss and Other Comprehensive Income, the Statement of Financial Position, Statement of Cash Flows, Statement of Changes In Equity, a summary of significant accounting policies and other explanatory notes for the financial year ended 30 June 2015.

## Directors' Responsibility for the Financial Report

The directors of the corporation are responsible for the preparation and fair presentation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and appropriate applied provisions of the *Corporations Act 2001* and for such internal control as the directors 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 Note 1, the directors also state, in accordance with Accounting Standard AASB 101: Presentation of Financial Statements, that the financial statements comply with International Financial Reporting Standards (IFRS).

#### **Auditor's Responsibility**

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and applied provisions of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations (Aboriginal and Torres* 

Strait Islander) Act 2006 and the appropriate applied provisions of the Corporations Act 2001, provided to the directors of Aboriginal and Torres Strait Islander Corporation Family Violence Prevention & Legal Service (Victoria) on 30 June 2015 would be in the same terms if provided to the directors as at the time of this auditor's report.

#### **Opinion**

In our opinion:

- a. the financial report of Aboriginal and Torres Strait Islander Corporation Family Violence Prevention & Legal Service (Victoria) is in accordance with the Corporations (Aboriginal and Torres Strait Islander) Act 2006 and the applied provisions of the Corporations Act 2001, including:
  - (i) giving a true and fair view of the company's financial position as at 30 June 2015 and of its performance for the year ended on that date; and
  - (ii) complying with Australian Accounting Standards (including Australian Accounting Interpretations) the Corporations (Aboriginal and Torres strait Islander) Regulations 2006 and Corporations Regulations 2001;
- b. The financial report also complies with International Financial Reporting Standards as disclosed in Note 1.

TST AUDIT & ASSURANCE PTY. LTD

#### **TST Audit & Assurance Pty Ltd**

Authorised Audit Company Number: 453122 Chartered Accountants

**Anthony Robert Ager** 

Director – Audit & Assurance Chartered Accountant

Dated this 23rd day of September 2015

# Auditor's Independence Declaration

# Under Section 339–50 of the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*

# To THE DIRECTORS OF: Aboriginal and Torres Strait Islander Corporation Family Violence Prevention & Legal Service (Victoria)

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2015 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and applied provisions of the *Corporations Act 2001* in relation to the Audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit

TST AUDIT & ASSURANCE PTY. LTD

**TST Audit & Assurance Pty Ltd** 

Authorised Audit Company Number: 453122 Chartered Accountants

**Anthony Robert Ager** 

Sony Ager

Director – Audit & Assurance Chartered Accountant

Dated this 23rd day of September 2015







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Aboriginal Family Violence Prevention & Legal Service Victoria Standing Firm Against Family Violence

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