



23rd

Annual Report

2007-2008

IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION NSW, INC





OBJECTIVES

The Association is a non-profit, benevolent and empowering organisation whose aims and objectives are as follows:

- a) To alleviate the poverty and distress of migrant and refugee women
- b) To provide appropriate services to immigrant and refugee women in need, particularly those without any other avenues of assistance, those who are isolated, and those at risk of homelessness, abuse and ill health.
- c) To assist immigrant and refugee women to achieve equal participation in society and the opportunity to express their own economic, political, social, religious, cultural and sexual identity.



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Chairperson's Report



Chairperson: LINA CABAERO

the root causes and consequences of forced migration. We therefore have commenced conversations with new alliances and became one of the pioneers in establishing international movements aimed to promote and work for the rights of immigrants and refugees all over the world. The following are the major alliances we joined -

The Sydney Alliance

Initiated by trade unions, faith-based institutions and other cause-oriented organisations. We became a member of the Sydney Alliance to contribute to building communities that promote respect for diversity and creation of a culture of cooperation amongst community organisations. Sydney Alliance is a non-party political. Its primary purpose is to act towards the achievement of social change and peace building in our communities for the common good.

AMMORE (Action Network for Marriage Migrants' Rights and Empowerment) Established in September 2007 in Taipei, Taiwan. We were one of the founding organisations. Jane Corpuz-Brock, the IWSA EO, was the Keynote Speaker. Jane also shared IWSA's experiences in assisting women with temporary spouse visa.

International Migrants' Alliance (IMA)

Was founded in June 2008 in Hong Kong. IMA has put one of its priorities to hold advocacy and campaigns on human rights violations, abuses and violence committed against immigrants and refugees. IMA's framework of analysis on the root causes of migration points to the neo-liberal globalisation strategies implemented by neo-colonial (dependent) states where labour export and forced migration are rampant.

The above are just some of the key achievements of IWSA. The other sections of our report outline the highlights of our activities. We have the details of our project reports in another format that we submit to our funding bodies.

I would like to express my deepest and sincerest gratitude to all of my colleagues in the IWSA Management Committee. On behalf of the Management Committee I thank all IWSA members, volunteers, the Department of Community Services, the Office of Fair Trading, service recipients and community partners. Without you, it is so difficult to think how we could have ever achieved our goals for this year.

The Immigrant Women's Speakout Association endeavoured to widen and deepen its reach to the various grass-roots groups and organisations locally and globally. I would like to thank all our staff members with the leadership of Jane Corpuz-Brock, Executive Officer and the rest of my colleagues, the Management Committee and all of IWSA membership for the job well done this year. I would like to point out the major activities that makes IWSA as one of the key stakeholders in policy work and service provision:

Strengthening our base: IWSA membership

Our Management Committee and staff members made a priority to reactivate our member organisations and other community partners. We also made efforts to connect to newly formed ethno-specific women's groups and invited them to our activities and become IWSA members. For next year, we will be reaching out to other groups and service providers and encourage them to be our partners in IWSA activities.

CEDAW (United Nations Convention on the Elimination of Discrimination against Women) Consultation and Immigrant and Refugee Women's Roundtable

IWSA held several conversations, focus groups and community gatherings of immigrant and refugee women in Sydney and in Lismore. We collated these main points and recommendations brought by participants and presented to the CEDAW Consultation held in February 2008 in Sydney and Immigrant and Refugee Women's Roundtable in April 2008 in Canberra.

IWSA linking arms with wider network (Sydney Alliance, AMMORE (Action Network for Marriage Migrants' Rights and Empowerment), IMA (International Migrants' Alliance))

The need to exchange experiences and ideas and be able to work closely with other organisations are one of the key tasks of our advocacy and service provision. Together with those we would like to address systemic issues concerning

Executive Officer's Report

Executive Officer: JANE CORPUZ-BROCK



This has been a very colourful year. IWSA has done many activities and we selected some of them as highlights of this year's report.

We celebrated the 100 years of International Women's Day (IWD). It has been an honour for the Immigrant Women's Speakout Association to be one of the organisations that joined the March 8 celebrations in Sydney. Our perspective on what IWD means for immigrant and refugee women is rooted on equal opportunity and social justice. I believe this is what has driven our work this year. The following are the other highlights of our activities:

IWSA at the 2020 Summit (Local)

We were invited to participate at the Local 2020 Summit held on 5th of April 2008 at the Bankstown Sports Club. Rukshana Sarwar participated on behalf of IWSA. There were more than 200 people from government and non-government agencies, local businesses and

community organisations that participated in this local summit.

The Immigrant Women's Speakout Association joined the small group discussion on: strengthening communities, families and social inclusion. All the results from the small group discussions were documented and have been sent to the Prime Minister. It was emphasised in the discussion that government on all levels must implement projects efficiently to meet the needs of the local residents. It was also recognised that funding and resources are vital factors in implementing long-term programs. IWSA had put forward the following:

- the importance of including the grassroots members and local communities in planning and in decision-making if we want to achieve productive outcomes and sustainable communities
- the mainstream media must present articles and essays to promote multiculturalism based on respect, equal opportunity and social justice.

National 2020 Summit: Sara Hagdoosti, member of IWSA Young NESB Women's Group was one of the participants to the 2020 Summit. She attended the Canberra week-end discussions where she raised the issues, needs and recommendations that IWSA also presented at the Immigrant and Refugee Women's Roundtable held in Canberra in April 2008.

Young NESB Women's Group

Ketty Guerra, IWSA Management Committee member, initiated the formation of the Young NESB Women's Group. The first activity of the group was a panel presentation on young women and sexuality at the "Let's Talk about Sex" - Young Women's Gathering on Sexual Reproductive Health held in Randwick. This national conference brought together young women and also some men. The conference is one of the avenues to get the attention of policy makers to have better outcomes for young Australians on the issue of sexual and reproductive health. The panel members from NESB Young Women's Group presented their individual perception of sexuality and reproductive health with corresponding recommendations. Kyungja Jung, DV Policy Officer (until January 2008) assisted the IWSA panel in their presentation.

Pre-election Forum on Federal Election

IWSA co-organised a Pre-election Forum on September 2007, with the Asian Women at Work. This forum was held in Parramatta which provided immigrant and refugee women the opportunity to present their concerns

and proposed actions to the representatives of the various political parties.

Thank you

On behalf of the IWSA Management Committee and staff I would like to thank all those who assisted us throughout the year -

- Service recipients who have put their trust in our ability to provide services for them
- IWSA members and other community partners who continually encourage us and are proud to be part of this wonderful organisation
- Maria Casbolt, our Community Program Officer at the Department of Community Services for her assistance and care.
- Project Officers of the Think Smart Grant at the Office of Fair Trading in particular Neneth Costa who provided support in the IWSA production of Audio CD on accessing OFT information about rights and responsibilities of tenants in private rental.
- Volunteers and students in placement whose assistance is highly commendable.

We farewelled and thanked Maria Eva Tingson, Kyungja Jung and Melissa Vogt who all have moved on to work in another industry.

I thank my co-workers and the Management Committee for their dedication in putting the IWSA service provision aligned and responsive to the changing needs of immigrant and refugee women.



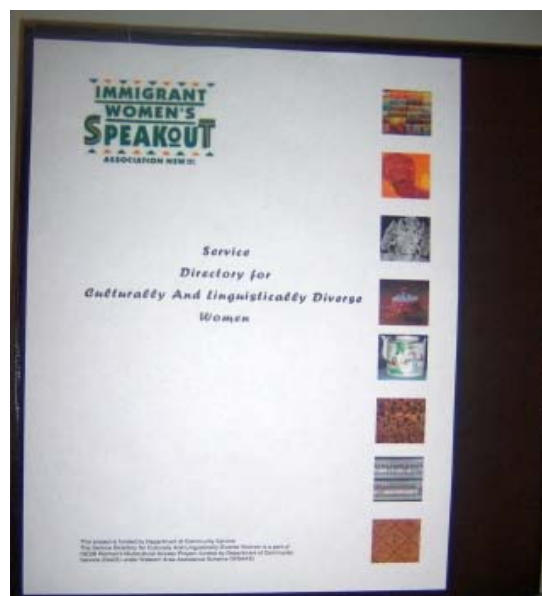
Information and Referral

This year IWSA have had an increased number of women and service providers who asked for information and resources. Most of the requests for educational resources are for Audio CDs on Domestic and Family Violence with radio plays on *"What is Domestic Violence?"* and *"What is Apprehended Violence Order (AVO)?"* and Information Card that contains list of services on domestic and family violence.

The number of phone call intake had also increased. The most requested information was access to services for immigrant and refugee women. Enquiries range from advice and counselling to legal services.

Snap Shot of IWSA Client Intake (01-15 June 2008)

Issues	No of enquiries
Domestic Violence	10
General Information	5
IWSA Services	4
Employment	7
Women's Issues	6
Immigration	7
Education/Training	4
Accommodation/Housing	8
Finance /Centrelink	3
Organisations / Service Providers	10
Legal	4
Family Issues	20
Aged Care/Disability	5
Total	93



IWSA's Service Directory for CALD Women has been distributed to IWSA members are non-funded ethno-specific women's groups and associations, as resource in their information and referral activities.

Immigrant and Refugee Women's Gathering

On 14 February, IWSA held its first immigrant and refugee women's gathering this year in Parramatta.

Solidarity with Aboriginal People

At the first part of the gathering, on behalf of IWSA Management Committee (MC), Rosemary Kariuki (MC Representative) applauded the Rudd government's apology to the stolen generation of aboriginal peoples for all decades of hardships and difficulties endured as consequences of policies and programs by governments.

Issues, needs, gaps and actions

The gathering documented current concerns and issues faced by immigrant and refugee women. Participants provided proposals for action and presented these to the new government at the Immigrant and Refugee Women's Roundtable convened by the Federal Government's Office for Women in April 2008. The list of concerns and action proposals will be used in undertaking advocacy and cam-

paign for policy change and provision of appropriate services for immigrant and refugee women.

The following are the issues and concerns discussed and have been included to the list of proposals presented to the federal government:

1. Family Law: focus on divorce
2. Women at Risk: women with disability
3. Homelessness and the Rent Crisis: public housing
4. Employment. Young NESB women
5. Failure of the mainstream services of the previous government

The details of the above concerns and corresponding action proposals have been collated and presented at various policy meetings and forums at the state and national levels.

Crisis Counselling, Advice and Casework (short-term): Family and Domestic Violence

The NEB Women Domestic Violence project provided assistance and support to service recipients on various areas of concerns and issues. These included accessing the Family Violence Provisions, referral to community legal centres, accommodation (refuges), women's health centres, Centrelink, psychologist, GPs, counsellors, community associations, women's support network and other services.

The DV Team's efforts are focused on building a network of support for our service recipients. This network is comprised of community service providers, women's organisations and other appropriate services.

Casework Profile

Throughout this period we supported **152** on-going clients from different ethnic backgrounds.

Background	No of clients	Background	No of Clients	Background	No of Clients
Afghanistan	5	Indonesia	5	Philippines	13
Bangladesh	4	Iran	8	Russia	3
Bosnia & Herzegovina	1	Iraq	4	Serbia	2
Brazil	2	Kenya	1	Sierra Leone	4
Cambodia	4	Korea	6	Sri Lanka	1
China	22	Lebanon	6	Sudan	4
Egypt	5	Liberia	3	Sweden	1
England	1	Macedonia	2	Thailand	6
Ethiopia	1	Malaysia	1	Tonga	1
Fiji	6	Nepal	1	Turkey	3
Gambia	1	Netherlands	2	Ukraine	1
Hong Kong	2	Nigeria	1	Uruguay	2
India	12	Peru	1	Vietnam	4
Total	152				

During the support period, the clients received sustained assistance. The clients expressed on the feedback gathered the following comments about IWSA services for NESB women:

- they have wider awareness of their problem and how this is affecting them
- equipped with information on domestic violence and how to access services they need

85% of the service recipients required intensive support. IWSA Team assisted most of them in completing their statutory declaration forms and crisis counselling. The clients are provided with ongoing support and information by telephone and face-to-face sessions in sustained manner. The team provided 456 face-to-face sessions and 304 telephone sessions to these ongoing clients. Interpreters were used by 110 clients. 64 of these clients have dependant children aged 2 - 24 years and 9 clients were pregnant while the domestic violence happened.



One-off clients requesting assistance on Domestic and Family Violence

The whole WSA Team responded to more than 2,162 calls (1,372 grassroots service recipients and 790 service providers) throughout the period in July 2007-June 2008. Service recipients were provided with crisis counselling, information on domestic violence, advice on access to services, human rights and provided other culturally appropriate services.

40% of these calls are from service providers (Domestic Violence Helpline, refuges, Centrelink, community organisations, welfare institutions, Women's Health centres, Migrant Resource Centres, hospitals, and Department of Community Services social workers, CALD communities, Australia Centre for Languages who requested specific information about Domestic Violence issues and the Family Violence Provisions. Most of these service providers referred clients to our service.

Referral Source	On-going clients	One-off clients
Personal	30%	60%
Organization	70%	40%

On-Going and One-Off clients — Family and Domestic Violence Project

Country of origin	No. of on-going clients	On-going clients with children	On-going clients no child	No. of one-off clients
Afghanistan	5	4	1	37
Bangladesh	4	1	3	37
Bosnia & Herzegovina	1	0	1	17
Brazil	1	0	1	7
Cambodia	4	2	2	23
China	22	10	12	264
Egypt	5	3	2	40
England	1	0	1	3
Ethiopia	1	1	0	15
Fiji	6	1	5	41
Gambia	1	0	1	3
Hong Kong	2	1	1	72
India	12	6	6	48
Indonesia	5	1	4	41
Iran	8	4	4	40
Iraq	4	0	4	43
Kenya	1	0	1	5
Korea	6	2	4	58
Lebanon	6	2	4	98
Liberia	3	1	2	15
Macedonia	2	0	2	12
Malaysia	1	1	0	3
Nepal	1	0	1	7
The Netherlands	2	0	2	3
Nigeria	1	0	1	5
Peru	1	1	0	5
Philippines	13	4	9	48
Russia	3	2	1	10
Serbia	2	2	0	15
Sierra Leone	4	1	3	35
Sri Lanka	2	1	1	57
Sudan	4	3	1	38
Sweden	1	0	1	3
Thailand	6	3	3	66
Tonga	1	1	0	5
Turkey	3	1	2	39
Ukraine	1	1	0	25
Uruguay	2	1	1	10
Vietnam	4	3	1	48
Total	152	64	88	1341

Group Activities for NESB Women - Carer for Children



IWSA held group activities to support NESB women caring for children. Many of them are mothers, grandmothers and some are aunts.

- Wednesday Support Group: The carers after bringing their children or grandchildren to school, meet on Wednesdays at the IWSA Women's Chat Room. This year, we provided them with skills in English conversation, slow and gentle body exercises and computer literacy, accessing information on the internet about the situation of the Afghan women in Afghanistan: the Dari-speaking and Persian-speaking. Many among our on-going service recipients/clients joined these activities.
- Friday NESB Women's Study Group: Most of them are Afghan women who are also carers of young children. This year they centred their study on their role in the society and also the teachings of Islam on social justice and women. Some of the topics discussed this year were the origins of Reclaim the Night, White Ribbon Day, 16 Days of Activism to end Violence against Women and United Nations International Day for the Elimination of Violence against Women.
- NESB Women's Outings with their children: There were 130 participants including 35 children. Many of them have received support from our DV Team. We have been to Centennial Park and Watson's Bay where participants expressed they have had a very enjoyable and happy time with their children.

The group activities presented above provided opportunity for women to overcome isolation, have conversations with other women, get to know each other, learn, explore and gain skills in reading and speaking the English language, cooking food from other ethnic communities like China and Vietnam and basic literacy in using the computer.

The outcomes of the above key activities:

- Increased level of knowledge and better understanding of the issues: violence against women, child protection and parenting, women's rights and updates from their countries of origin for example: Afghanistan, Philippines, Fiji, China, Iran, and others.
- Mobilised the NESB women to take part in policy forums, women's march and other forms of public gathering, writing speeches and sending updates to their communities
- Better understanding of the role of a women's organisation and being one of the members of IWSA
- Presented opportunities for women to have get-together in a supportive environment where they feel comfortable in discussing issues and concern
- Supported the emerging communities to maintain the positive aspects of their culture and practice their tradition within the Australian multicultural society
- Established relationship with the other ethno-specific groups, for example with Sri Lankan, Filipinas, Indian and Lebanese and together they shared and exchanged important information that they need
- Empowered and assisted them in regaining self-esteem and confidence
- Knowledge on the United Nations Convention on the Rights of the Child



Community Education and Training

Community Education

The community education activities made inroads in deeper awareness of NESB women on domestic (DV) and family violence (FV). The activities helped the participants widen their understanding on the impact of DV/FV on their children. NESB women who have children said that parents' behaviour in the family and in the community are like audio visual messages to children. Parents' behaviour is one of the factors that shaped

tion for NESB women with children and how to access services

- Apprehended Violence Order (AVO) and protection for children at risk
- Domestic violence and impact on NESB women with children
- Overview of Family Violence Provisions

There were 195 NESB women with young children, who



their children's attitude to certain aspects of their life such as resolving conflict in a relationship.

This year's community education activities also helped in raising awareness of many service providers on various socio-cultural factors that have to be considered in providing culturally appropriate and accessible services for the victims of DV and FV.

Our community education covered many types information and we have focused on:

- Understanding domestic/family violence: informa-

tion for NESB women with children and how to access services

- Apprehended Violence Order (AVO) and protection for children at risk
- Domestic violence and impact on NESB women with children
- Overview of Family Violence Provisions

There were 195 NESB women with young children, who

We thank the following institutions and organisations for having sponsored and organised the sessions and for providing us opportunities to undertake community education: TAFE Meadowbank, TAFE Nirimba, Chinese Women's Group-Hurstville, Sutherland City Council, Multicultural Women's Group at the Royal Hospital for Women – Randwick, Tandeera Women's Refuge (Newcastle)

Training

We have trained 40 community leaders and service providers in Family Violence Provisions (FVP) of the Migration Regulations. Feedback collected after the trainings showed that 88% of the participants have learned the essential information and skills in providing support to NESB women accessing FVP. After the training some of the trained community leaders gave feedback. They said that they have provided information to NESB women on how they can access services and gave the contact details of key services that can help them access FVP.

The Department of Immigration and Citizenship (DIAC) Training Unit had contracted IWSA to provide training in Family Harmony for Settlement Grants Program (SGP) workers. There were 15 SGP workers who participated. The core knowledge and skills covered in the training

were: understanding the impact of acculturation and settlement within the context of family violence and child protection, responding effectively to family violence, managing DV issues presented in the workplace, the law and its impact, referrals and identifying appropriate services and raising community awareness on family violence and cross-cultural communication strategies

We also provided training in "Working Cross-culturally on Domestic Violence", to 22 community workers. The participants' feedback indicated that training contents are very useful and relevant to their service provision. IWSA intends to review the training curriculum in the context of emerging needs of NESB women, changes in legal system and to adjust the content to the priorities of IWSA's service provision.



Policy and Advocacy

The Immigrant Women's Speakout Association of NSW continues to in-put major policies and programs to various agencies of government and non-government sectors. We have been actively involved with responding to policy issues regarding Family Violence Provisions, sexual assault and family law. In between policy work IWSA organised and facilitated the NESB DV Network, participated in interagency meetings, advisory bodies and presented issues and needs of NESB women and their children in those forums. One of these advisory groups is the Ethnic Affairs Advisory Group (EAAG), which is being convened by the Department of Community Services Multicultural Service Unit (MSU).

Campaign on Eliminating Violence against Women



IWSA organised the Forum on Family Violence Provisions (FVP) on 24 June 2008 at the Parramatta Town Hall. Ms Suhad Kamand, Coordinator and Principal Solicitor of IARC (Immigration Advice and Rights Centre) was the Guest Speaker. It was attended by over 60 NESB women from the community and some service providers. The forum revisited ongoing issues: access to the Family Violence Provisions of the Migration Regulations, the role of Centrelink as independent expert on FVP cases that need review, the change from DVP to FVP and current implementation processes, for example in completing the DIAC Statutory Declaration Form 1040. The outcomes and participants' recommendations have been presented at the NESB DV Network dialogue with DIAC staff. Most participants expressed

that they have changed their perception about NESB women DV victims. After the forum they realised that these women genuinely experienced DV and they have not made fraudulent claims and they can continue to apply for permanent residency.

Submission to the NSW Parliamentary Inquiry on children and young people 9 -14 years of age in NSW

In May 2008 IWSA Policy Officer, Sussie Lee and Project Officers Rukshana Sarwar and Mariam James prepared our submission into the inquiry on children and young people aged 9-14 years. The aim of this submission is to explore the current issues and concerns of NESB families with children (9-14 years old) who are



settling in Australia. The paper provided recommendations and actions needed to address the issues and to support those families and children. The submission based its analysis and recommendation from the IWSA clients who gave consent for the use of their data. The following are issues gathered from clients' data:

- Domestic Violence
- Housing
- Employment of parents
- Intergenerational conflict
- School environment

IWSA has written other policy submissions and also media statements.

100th year of International Women's Day

March and Information Stall, Hyde Park, Sydney

International Women's Day (IWD) and migrant women in paid and unpaid job

The origin of the IWD brings to mind the many immigrant and refugee women working in exploitative conditions. Most often we find them in workplaces such as small manufacturing and those outworkers who are in sweatshops. IWSA commits to advocate for labour law that will guarantee just and fair work conditions for all women, in particular immigrants and refugees. Our involvement with the Asian Women at Work and the MET (Migrant Refugee Education Training and Employment Action Group) is one of the strategies we use in responding to the needs of immigrant and refugee women in paid jobs or are in search of paid work.

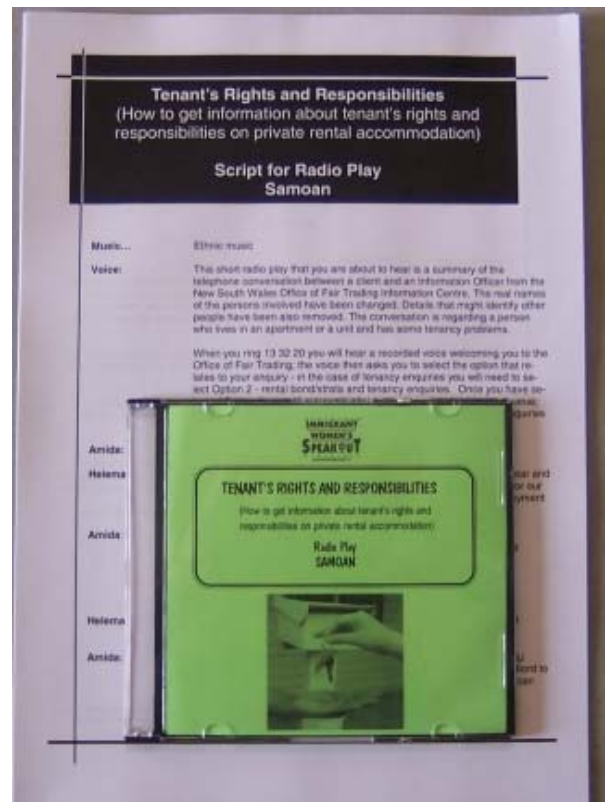


Production of Resources to Raise Community Awareness

IWSA produced a Radio Play titled “Tenants’ Rights and Responsibilities” – how to access information from the Office of Fair Trading. This has been re-recorded on Audio CD format and was aired over SBS Radio Community Language Program and by the following: Pashto, Dari, Farsi, Assyrian, Dinka, Samoan and Tongan language programs that are being aired over community radio stations.

On 29 August 2007, the Hon Linda Burney, Minister for the Office of Fair Trading (at that time) launched the Audio CD and handed the copies of the Audio CD to the leaders of the following communities: Pashto (Afghanistan), Dari (Afghanistan), Farsi (Iran), Assyrian (Iraq), Dinka (Sudanese), Samoan (Samoa) and Tongan (Tonga).

The project proved to be an innovative resource that had met the needs of target recipients in private rental accommodation. This resource helped the recipients in overcoming the barriers to traditional communication; promoted the delivery of social justice outcomes to CALD tenants in private rental accommodation; and generated and had spread awareness of tenancy issues to the target audiences. The following were some of the feedback gathered from listeners:



- The radio play “Tenants’ Rights and Responsibilities” – showed how to access information from the Office of Fair Trading and provided a very common situation that depicted an issue which many listeners always face in dealing with their landlord.
- The information is in plain language and very clear.
- This audio CD is useful for many refugees who had been living in camps for long period and have not learned how to read their community language.
- We learned that we can call the Office of Fair Trading regarding our rights and responsibilities as consumers.

IWSA distributed 450 Audio CDs to community organisations and radio programs all over Sydney and in rural areas.



Network of Service Providers

NESB Domestic Violence Network (NDVN)

With the leadership of our DV Team we continue to convene and resource the NESB Domestic Violence Network (NDVN). This year the participants agreed to hold meetings around New South Wales. We have started having meetings in Central Sydney, North Sydney, Inner West, Far West and next year we are targeting to have meeting in rural areas. NDVN also developed a strategy to get more participants to the meeting. We have invited a guest speaker to present an agreed topic in every meeting. We have had great response both from the guest speakers and to everyone who attended the meetings. It is a great opportunity for all service providers and community organisation from government and non-government services to participate and share information on issues affecting NESB women with family and children.

On the 12th April 2008 meeting the NDVN has had speakers on the research made on the implementation of "Staying Home Leaving Violence" Program. The presentation had provided very useful information on how this scheme operates. The meeting was held in Campbelltown. We thank the Benevolent Society for hosting the meeting. The speakers were Maria Kissouri Project Officer (Eastern Sydney) and Angie Gehle and Johaua Iris (both from W.A.S.H. House), Western Sydney. Maria has been one of the participants in the "Staying Home Leaving Violence" Program.

On the 10th of June 2008, DVNN had Ashur Isaac, the Community Youth Worker for the Assyrian-Australian association as speaker on "Family Violence and impact on NESB children/youth" in Manly. Ashur discussed the following topics: family violence and impact on children/youth, issues, concerns, referrals, interventions and recommendations. We thank the Manly Community Centre for hosting this meeting.

This year we have been holding the NDVN meetings in different localities. We have reached out to service providers and community leaders in areas outside Sydney, for example in Newcastle.

MET (Migrant and Refugee Education, Training and Employment Action Group)

IWSA revived its active participation with MET. In particular IWSA is concerned about immigrant and refugee women with children in paid jobs. At MET, we have participated in collating and analysing issues and needs of migrants and refugees. We have put forward the issue of affordable and accessible child care and provision of culturally appropriate child care service for NESB women and their family. MET actively held dialogues with key politicians dealing with education, training and employment at the federal level. IWSA had been a participant in all of these dialogues.



Treasurer's Report

By the Management Committee

We say this every year, and so we should. At IWSA (Immigrant Women's Speakout Association) we have a great team of workers: Staff members, Volunteers and Members, and to them we say a very big thank you for your hard work and support. Then to Jane Corpuz-Brock, IWSA's Executive Officer, once again great leadership and team work.

During the 2007-2008 financial year (as in other years) IWSA had the two core programs. The Support Service for NESB Women in Domestic and Family Violence, funded by DoCS (Department of Community Services) from its Supported Accommodation Assistance Program (SAAP) and the Immigrant Women's Resource Centre – Multicultural Project, funded from the Community Services Grants Program (CSGP) by DoCS as well. IWSA also completed a small project for the Department of Fair Trading on Tenancy Rights.

IWSA acknowledges our valuable partnerships with all the government agencies we work with on various levels, the Federal, State and Local. These partnerships are important to us in delivering community programs. These partnerships enable us to continue to provide services and resources to immigrant and refugee women, children and families.

Most of all we value the support we receive from the Department of Community Services and the funding we receive that allows us to respond to the needs of immigrant and refugee women with young children.

During the Financial Year 2007-2008 IWSA made submission for the following projects:

- Settlement Grants Program (SGP) – Department of Immigration and Citizenship (DIAC)
- Western Sydney Area Assistance Scheme (WSAAS) – Department of Community Services.
- Capacity Building Grants – Office for Women (Federal) through Women's Services Network (WESNET)

While we were not successful in being awarded these projects (SGP, WSAAS and Capacity-Building) we successfully obtained a grant from the Parramatta Leagues Club, through the CDSE of the Parramatta Council for \$10,000 to run an Aquatic Fitness Project for NESB women in the Parramatta Local Government Area.

We assisted the NIRWA (Network of Immigrant and Refugee Women of Australia) write a funding submission to the Office for Women (Federal) for a grant of \$100,000. The funding was approved. NIRWA is our voice on national level. The NIRWA 12-month Project is being auspiced by the YWCA (Young Women's Christian Association) with one Project Worker based in Canberra.

IWSA continues its work in the community as a peak organisation and is further committed to seeking funding for new projects.

Of course all our achievements are possible due not only to a great team of staff but also to sound management and support from a hardworking and dedicated Committee.

On behalf of the IWSA, we also say thank you to Camille Moldrich our Accountant, Emina Kovac our Administration Officer, and Sandra Grollmus our external Auditor.

Once again it is with immense satisfaction that we present the statements of financial performance on the following pages. They are true and accurate view of IWSA's financial position. I further state that IWSA is a sound organisation financially and will have no problem paying its debts as and when they fall due. We present these short form Financial Reports for the year ended 30 June 2008

SANDRA D. GROLLMUS
Registered Company Auditor
Registered Tax Agent

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INDEPENDENT AUDITOR'S REPORT TO THRE MEMBERS OF
IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION INC.

To: The MEMBERS

SCOPE

I have audited the attached financial report of IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION INC. comprising Balance Sheet as at 30 June 2008 and Income and Expenditure Statements for the year then ended. The Committee is responsible for the preparation and presentation of the financial statements and the information contained therein. I have conducted an independent audit of the financial statements in order to express an opinion on them to the members.

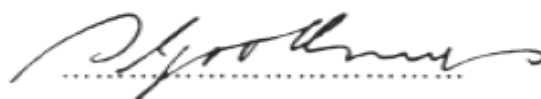
My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with the requirements of Australian Accounting Standards and other mandatory professional reporting requirements so as to present a view of the Organisation which is consistent with my understanding of its financial position and the results of its operations.

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

AUDIT OPINION

In my opinion the financial report of IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION INC., presents fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements, the financial position as at 30 June 2008 and the results of its operations for the year then ended.

Dated at 17/11/08



SANDRA GROULMUS
Registered Company Auditor
Registered No. 1254

IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION OF NSW INC
BALANCE SHEET FOR THE YEAR ENDED 30 JUNE 2008

	<u>2008</u>	<u>2007</u>
<u>ASSETS</u>		
<u>CURRENT ASSETS</u>		
Petty Cash On Hand	\$ 300	\$ 300
Commonwealth Bank Operating Account	\$ 65,774	\$ 107,838
Rental Bond	\$ 6,672	\$ 6,672
Prepayments	\$ 11,004	\$ -
Sundry Debtors & Income Receivable	\$ 1,501	\$ 1,501
Income Receivable	\$ 3,250	\$ -
Income Receivable -Work Cover	\$ -	\$ 13,372
Total Current Assets	\$ 88,501	\$ 129,683
<u>NON-CURRENT ASSETS</u>		
Equipment at cost	\$ 3,150	\$ 3,150
Furniture at cost	\$ 757	\$ 757
Less Accumulated Depreciation	-\$ 3,907	-\$ 3,907
Total Non-Current Assets	\$ -	\$ -
TOTAL ASSETS	\$ 88,501	\$ 129,683
<u>LIABILITIES</u>		
<u>CURRENT LIABILITIES</u>		
Accrued Expenses - General	\$ -	\$ -
- GST	-\$ 20,578	-\$ 11,017
- Payroll Expenses	\$ 14,700	\$ 25,456
Total Accrued Expenses	-\$ 5,878.00	\$ 14,439.00
Provisions		
Employment - Annual Leave/Sick Leave	\$ 13,601	\$ 14,382
- Long Service Leave	\$ 10,804	\$ 8,894
Total Employment Provisions	\$ 24,405	\$ 23,276
Other - Project Development	\$ 1,359	\$ 1,359
- OH&S Compliance	\$ 5,955	\$ 7,772
- Provisions for Policies & Proc	\$ 5,000	\$ 5,000
- Staff Training & Devl - DV Proj	\$ 9,200	\$ 9,200
- Staff Training & Development	\$ 5,312	\$ 5,312
- OFT One off Grant - Tenancy	\$ -	\$ 20,000
Total Other Provision	\$ 26,826	\$ 48,643
TOTAL LIABILITIES	\$ 45,353	\$ 86,358
NET ASSETS	\$ 43,148	\$ 43,325
Accumulated Funds B/F	\$ 43,325	\$ 51,575
Deficit for the Year	(177.00)	(8,250.00)
Accumulated Funds C/F	\$ 43,148	\$ 43,325

IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION OF NSW INC CONSOLIDATED
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2008

	<u>2008</u>	<u>2007</u>
Unutilised Funds Brought Forward	\$ -	\$ 57,144
<u>INCOME</u>		
Grants Received 2008	\$ 324,013	\$ 314,306
Project provision & transfers from Bal Sheet	\$ 20,000	\$ 42,637
Lifeline Referrals	\$ 4,800	\$ 3,500
Donations	\$ -	\$ 250
Bank Interest Received	\$ 874	\$ 1,407
Membership Fees	\$ 925	\$ 1,153
Rent & Admin support	\$ 9,848	\$ 7,580
Sundry Income	\$ 272	\$ 805
Workshop Collections	\$ 3,120	\$ 3,400
Total Income	\$ 363,852	\$ 432,182
Less		
<u>EXPENDITURE</u>		
Staff Expenses		
Salaries & Wages	\$ 231,600	\$ 300,933
Superannuation	\$ 20,360	\$ 26,031
Allowances & Reimbursements	\$ -	\$ 1,245
Professional Development, Conferences	\$ 2,525	\$ 2,140
Provisions-Annual Leave	\$ 2,059.00	-\$ 17,205.00
Long Service Leave	\$ 1,910.00	-\$ 7,463.00
Maternity Leave	\$ -	\$ -
Time-in-lieu	\$ -	-\$ 3,740
Relief Staff - DV Project	\$ -	\$ -
Devl & Training Rural Areas	\$ -	\$ -
Devl & Training - DV Project	\$ -	\$ -
Workers Compensation Insurance	\$ 8,210	\$ 15,979
Other Expenses		
Accounting, & Legal	\$ 7,880	\$ 6,337
Advertising-Staff	\$ 1,492	\$ -
AGM, MC, Expenses	\$ 1,557	\$ 1,606
Amenities, Hospitality, Sundries	\$ 2,233	\$ 3,491
Audit & Legal Fees	\$ 4,592	\$ 5,217
Bank Charges	\$ 434	\$ 602
Computer Support, Service & Equipment	\$ 1,312	\$ 2,701
Electricity	\$ 1,328	\$ 1,686
General Insurance	\$ 3,220	\$ 1,791
Memberships & Subscriptions	\$ 3,171	\$ 1,599
Newsletter/Publications	\$ 1,202	\$ 7,176
Postage	\$ 1,428	\$ 2,405
Printing & Photocopying, Stationery	\$ 7,658	\$ 11,629
Project Expenditure	\$ 23,273	\$ 21,096
Promotion (includes 25th Anniv Expns)	\$ -	\$ 5,010
Rent	\$ 18,510	\$ 24,474
Repairs & Maintenance & Security	\$ 1,146	\$ 3,824
Stationery	\$ -	\$ 4,895
Telephone, Fax, Internet	\$ 15,574	\$ 14,619
Travel	\$ 1,355	\$ 2,354
Total Expenses	\$ 364,029	\$ 440,432
Unutilised Funds Carried Forward	(\$177)	(\$8,250)
Statement of Accumulated Funds		
Deficit for The Year	(\$177)	(\$8,250)
Accumulated Funds Brought Forward	\$ 43,325	\$ 51,575
Accumulated Funds As At Year End 2008	\$ 43,148.00	\$ 43,325.00

IWSA MANAGEMENT COMMITTEE AND STAFF 2007-2008

MANAGEMENT COMMITTEE:

Chairperson	Lina Cabaero
Treasurer	Clorinda Lee
Secretary	Ketty Guerra
Office Bearers	Behka Custovic
	Lara Palombo
	Neena Sinha
	Rosemary Kariuki
	Yong Kwon
	Mei-lin Marlin
	Muyesser Durur



STAFF:

Executive Officer	Jane Corpuz - Brock
DV Policy Officers	Sussie Lee, Kyungja Jung Lin Zhao, Melissa Vogt, & Janet Verceles
DV Project Officers	Rukhshana Sarwar Mariam James
Bookkeeper	Camille Moldrich
Admin Officer	Emina Kovac
Caretaker	Kawkab Jada



FAREWELLED DURING THE YEAR:

DV Policy Officers	Kyungja Jung, Melissa Vogt
DV Worker	Maria Eva Tingson





2008 – 2009 MEMBERSHIP FORM

Name/Organisation:	
Contact Person:	
Address:	
Telephone: (H)..... (W)..... (M).....	
Fax:	Email:
Language/s Spoken:	
Enclosed is a cheque/money order for \$..... being payment of membership.	

INDIVIDUAL MEMBERSHIP: ☐ New ☐ Renewal

Individual membership (unwaged):	Free
Individual membership (waged):	
<input type="checkbox"/> Annual Income less than \$35 000pa	\$11 (incl GST)
<input type="checkbox"/> Annual Income \$35 000pa – \$50 000pa	\$16.50 (incl GST)
<input type="checkbox"/> Annual Income more than \$50 000pa	\$27.50 (incl GST)

ORGANISATION MEMBERSHIP: ☐ New ☐ Renewal

<input type="checkbox"/> Less than 50 financial members	\$5.50 (incl GST)
<input type="checkbox"/> More than 50 financial members	\$11 (incl GST)
<input type="checkbox"/> Funded Organisations	\$22 (incl GST)

Your Organisation is (please tick all applicable):

Ethno-specific Organisation	<input type="checkbox"/>	Multi-ethnic Organisation	<input type="checkbox"/>
Women's Service	<input type="checkbox"/>		
Domestic Violence Service	<input type="checkbox"/>	Other	<input type="checkbox"/>

DONATION

Amount:

THANK YOU FOR YOUR SUPPORT

I agree to abide by the aims and objectives of Immigrant Women's Speakout Association Inc.

Signed: _____ Date: _____

PO Box 9031, Harris Park NSW 2150
Telephone (02) 9635 8022 • Fax (02) 9635 8176
Email: women@speakout.org.au

CONTACT US:

Immigrant Women's Speakout Association of NSW Inc

PO Box 9031, HARRIS PARK NSW 2150

Ph: (02) 9635 8022 Fax: (02) 9635 8176

women@speakout.org.au www.speakout.org.au

