



Annual Report 2012-2013



women leading change

2012-2013 — Making an impact



President Report – Emma Bird



It gives me great pleasure to present the 2013 president's report. The YWCA Australia Board has experienced some big changes over the past 12 months.

At Convention in Albury/Wodonga in November 2012, we farewelled the previous National Board and a new board was elected, including Co-Presidents,

Jessica Hamilton and myself. We thank the 2010-2013 Board for their amazing effort, under the leadership of Yvette Park, in guiding the movement to unanimous adoption of the Strategic Directions 2013-16. I believe the all of the Member Associations, Life Members and other stakeholders felt consulted and included in the process which culminated in the adoption of the Strategic Directions; the methodology has provided a model which will be used again in the future.

Since the election, there have been significant changes to the composition of the National Board. We have a new treasurer, Yvonne Barnikel, and new nominee directors from Darwin, Queensland, NSW and Victoria. We have also farewelled Jessica Hamilton from the Co-presidency. Jess remains involved in the background, but circumstances precluded her from continuing in the role of Co-President. Therefore, as per the YWCA Australia Constitution, I have now taken the role of President. Convention in Albury/Wodonga was a great success with 64 participants. In addition to the adoption of the Strategic Directions 2013-2016, we adopted a range of amendments to the YWCA Australia Constitution, strengthening the document adopted in 2004. While the resolution to introduce quotas for young women's representation on Member Association Boards failed, a recommendation calling on the YWCA Australia to support the development of a pipeline of young women members was adopted

and has led to the establishment of the Young Women's Working Group of the YWCA Australia Board. We welcomed guest speakers on the changes to the charitable sector and trends in housing. We enjoyed the wonderful hospitality of the people of Albury/Wodonga, especially at the Saturday night celebration where we were treated to pizzas from the outdoor community pizza oven, as well as entertainment from local musical groups.

Since Convention, the Board has been looking at the implementation of the 2013-16 Strategic Directions. We have embarked on a Brand Discussion, and are seeking professional pro bono support for the process. We also discussed Brand at the Presidents' meeting in Canberra in August, and I am very confident that we will be able to work together to achieve an outcome with which all members can engage, which reflects our commonality and our shared history, as well as our future goals.

We have also begun discussion of a Signature Policy Initiative, which will give us a platform from which we can raise our profile and ensure our ongoing place in this ever-changing market.

A new development we're excited by relates to the opportunities presented by the National Community Housing Association registration process and the shared model that this could provide to YWCA Member Associations across the country. We will be discussing this in more detail with our members at our AGM in November in Brisbane.

I was privileged to attend the World YWCA International Leadership Institute in Bangkok in May this year. It was attended by over 70 young women from 44 countries around the world, and was an amazing opportunity for these women to come together and discuss leadership opportunities and how they can work in their own communities, sharing experiences and resources. I was part of a team of mentors, giving the young

President report continued

women an additional resource to call on, as well as attending mentoring training sessions to improve my own leadership.

The World YWCA is currently undertaking their Envisioning 2035 process. We are able to input this process in various ways, including via a survey on the World YWCA website.

I would like to say a brief thank you to our dedicated YWCA Australia staff, who manage geographical diversity of both themselves and the Board with cheerfulness and professionalism.

Thanks also to the National Board for their commitment and enthusiasm - I always look forward to our meetings and discussions! I am very excited about what we can achieve together over the next two years - and beyond.

cancer surgery. This year we have welcomed a new partnership with the Prostate and Breast Cancer Foundation and renewed our relationship with Avon. Their support has enabled training of Encore Coordinators across Australia, vital to the delivery of the program in local pools around the country.

We celebrated with Michelle Deshong and Rebecca Vassarotti when they were appointed to the Australian Government Delegation to the UN Commission on the Status of Women. YWCA women from Australia joined over 90 YWCA women from around the world at the CSW, which this year focused on violence against women and girls. The team brought together general members, Board members and staff members from Member Associations and YWCA Australia, and made contributions to the World YWCA advocacy and through panel presentations in the NGO forum space.

YWCA Australia, with partners the Australian Council of Social Service and Women on Boards, launched the first ever Gender Audit of the Community Sector in October. With national press coverage, the report showed women occupy more leadership roles than other sectors, but remain under-represented. Drawing from our Member expertise we prepared a submission to the community consultations for the Federal Budget and provided commentary on budget night. YWCA Australia continued to follow the charity reform agenda and welcomed the adoption of a statutory definition of charity at the end of the Parliamentary year. As the financial year ended, our work on the federal election campaign was kicking off, with great social media, campaign tools and election events in Canberra and Perth.

YWCA Australia continued to auspice the Equality Rights Alliance (ERA) and the National Aboriginal and Torres Strait Islander Women's Alliance (NATSIWA), both of whom have been refunded for a further three years. The Alliances provide important input to the government on gender equality.

YWCA Australia have continued to participate in the World YWCA movement. Locally, the Timor Leste Committee and Pacific Committee have driven our work in the region. In July we joined YWCAs around the Pacific to focus on young women's programs and governance, leading to the Power to Change project among the YWCAs of Australia, Aotearoa New Zealand, Fiji, PNG and Solomon Islands. In November YWCA members Angela Lauman and Chelsea Lewis travelled to the International Training Institute on Violence Against

Executive Officer Report - Dr Caroline Lambert

Celebrating the success of our new crop of YWCA Every Girls has been a highlight of the YWCA year in Australia in 2012-2013. With the support of the Australian Government, YWCAs around Australia have delivered Every Girl to over 150 girls around Australia. Working from a strengths-based, human rights



framework the Every Girls have delivered community change projects focusing on homelessness, animal welfare, student welfare, education of girls in developing countries, and anti-homophobia.

Every Girls also spoke on the same platform as Prime Minister Julia Gillard on the inaugural UN Day of the Girl and attended a morning tea with (then) Minister Collins, Senator Cash (now the Minister for Women) and Senator Rhiannon to learn about the experience of being a woman in politics. Following the success of our first year, we were delighted to learn that the Australian Government has decided to fund Every Girl for a further three years.

Working with our Members we have continued to deliver Encore to women recovering from breast

EO report continued

North Korea for the International Training Institute on Violence Against Women and Peace Building, and in May YWCA Australia President Emma Bird attended the International Leadership Institute for Young Women.

As ever, I am indebted to the magnificent YWCA Australia Staff Team: Alison Laird, Candice Smith, Dorinda Cox, Elizabeth Phillips, Hannah Gissane, Heather Walker, Helen Dalley-Fisher, Jenny Davidson, Maren Strachan, Michelle Deshong, Megan Daley, Emma Davidson and Ruth Miller. It is wonderful to work with you all. Likewise, it is a pleasure to work with the Board of YWCA Australia, with the Life Members and with our Member Associations. Together, we are greater than the sum of our parts.



Caroline, Roslyn Dundas and Alice Iwebu Kale at the YWCA Pacific Leaders Summit, July 2012

International Impact

YWCA Australia continued to be an active participant in YWCA work at the regional and global level. This year we participated in International Training Institutes in Korea and Bangkok, the Pacific Leaders Governance Forum and Young Women's Leadership Forum in Fiji and the Commission on the Status of Women held annually at the UN in New York.

The World YWCA International Training Institute on Violence Against Women (VAW) and Peace Building was held from 8-13 November 2012 in the northern city of Cheorwan in South Korea. Angela Lauman from YWCA Canberra and Chelsea Lewis from YWCA Adelaide joined 50 women from 30 YWCAs, 40% of whom were young women.

In addition to exchanging ideas for programs and advocacy to end VAW and build peace, participants learnt more about international human rights, from experts such as Heisoo Shin, who has been a member of the UN Committee on the Elimination of Discrimination against Women (CEDAW) and the Committee on Economic, Social and Cultural Rights. Heisoo affirmed the World YWCA purpose to develop the leadership and collective power of women and girls when she told the participants:

*"My determination makes difference.
Collective actions make changes".*

The ITI was used by the World YWCA to feed into their preparations for the Human Rights Council and the Commission on the Status of Women, and to take action on 2011 World YWCA Council Resolution that called for strengthening North Korean women and children's human rights.



Participants at the Korea International Training Institute

The YWCA Australia President Emma Bird attended the World YWCA International Leadership Institute in Bangkok from 23 – 27 May 2013. Over 70 participants from 47 countries came together, hosted by the YWCA of Thailand. The theme was "Her Future. The Future Young Women Want". Emma was one of

the group of mentors there to support the young women leaders.

The Institute included sessions on sexual and reproductive health and rights and violence against women and speakers such as a human rights activist from the Asia Pacific Forum on Women, Law and Development who provided insights into her journey. Excitingly, the meeting also heard from a representative from AusAID who announced that they will fund Phase 2 of the YWCA Asia Pacific Young Women's Leadership Programme which allows young women to lead development projects in their own community! Participants contributed to the World YWCA's policy document for post-2015 discussions, also called "Her Future. The Future Young Women Want", and visited YWCA Thailand programs.

YWCA women from Australia also contributed to the Pacific Young Women's Forum and the Pacific Governance Workshop, which is covered in the report of the Pacific Working Group.

This year, YWCA women from Australia again participated at the UN Commission on the Status of Women meeting held at the UN in New York. The delegation was led by Caroline Lambert, Executive Officer, YWCA Australia along with Cara Gleeson*, YWCA Victoria Member, Raechel Mathews, YWCA NSW Staff Member, Heather McAulay*, YWCA Australia Board Member, Fiona Meade, YWCA of Adelaide Member, and Angela Lauman*, YWCA of Canberra Staff Member. We were delighted when Rebecca Vassarotti (Executive Director, YWCA of Canberra) and Michelle Deshong (NATSIWA Program Manager, YWCA staff member) were appointed as two of four NGO representatives of the Australian Government Delegation. The Australian Government delegation worked incredibly hard to secure effective Agreed Conclusions and advocated for references to young women at a couple of points in the text.

(* denotes young woman—aged 30 or under)

The Fifty Seventh Session of the UN Commission on the Status of Women had a number of wonderful highlights, most particularly the fact that the meeting adopted the Agreed Conclusions on Violence Against Women. There was a high degree of concern prior to the meeting that, in the wake of the failure to adopt Agreed Conclusions on Rural Women in the previous year, the more contentious issue of Violence Against Women would prove impossible to negotiate. In reality the UN Member States adopted Agreed Conclusions which resoundingly committed to ending violence against women and girls, including strong agreements on promoting gender equality, women's empowerment, and ensuring reproductive rights and access to sexual and reproductive health services. Another important outcome of the Agreed Conclusions was the recognition accorded to women human rights defenders, who often come under attack when they defend universal human rights, including sexual and reproductive health and rights. The Agreed Conclusions explicitly called for accessible and affordable health care services, including sexual and reproductive health services such as emergency contraception and safe abortion, for victims of violence.



Australian YWCA members with Minister Julie Collins, Commissioner Elizabeth Broderick, Ambassador for Women and Girl Penny Williams at CSW

For the first time the CSW Agreed Conclusions urged governments to procure and supply female condoms, which the World YWCA celebrated having focused on the promotion of female condoms for many years. World YWCA also welcomed the strong recognition of the links between HIV and violence against women was noted throughout the Agreed Conclusions, and that the Commission called for an end to child, early and forced marriage, which is an increasing problem in many



YWCA Australia delegates Michelle Deshong, Caroline Lambert, Heather McAulay, and Cara Gleeson at CSW

countries. Worldwide, 67 million girls are forced into marriage before the age of 18. Countries also committed to improving safety of girls on their way to and from school, at school, and in playgrounds; ensuring educational opportunities for girls who already married and/or pregnant; and preventing, investigating, and punishing acts of violence against women and girls that are perpetrated by people in positions of authority, such as teachers and religious leaders. The Agreed Conclusions emphasized the role of men and boys in ending violence against women and called on governments to engage, educate, encourage, and support men and boys to take responsibility for their sexual and reproductive behaviour and become strategic partners and allies in the prevention and elimination of all forms of discrimination and violence against women and girls.



World YWCA President Deborah Thomas with YWCA General Secretaries and staff at CSW 2013

The YWCA movement made a tremendous contribution to the meeting, especially in the side events and parallel events, and the International Training Institute program run just prior to the CSW and during the second week was a great opportunity to transfer skills between YWCA members. Two World YWCA highlights included the high-level panel on Early and Forced Marriage, moderated by World YWCA General Secretary Nyaradzayi Gumbonzvanda and the launching of *The Future Young Women Want* advocacy document on the Post-2015 Framework by Ambassador Penny Williams (see below). YWCA Australia Members and Staff team in attendance at CSW were recognised by the World YWCA and colleagues across Government, the UN system and the NGO sector for their contributions.

We hosted three NGO workshops on women's public and political participation which showcased three YWCA women: Michelle Deshong, YWCA Australia, Angela Lauman, YWCA of Canberra, and Desiree Hoffman, YWCA USA along with a Canadian colleague from the union movement. We

were delighted to welcome Australian Sex Discrimination Commissioner Liz Broderick as a speaker at our Valuing Unpaid Caring Work event, co-hosting with Economic Security for Women. And we channelled the lessons of colleagues from around the world at an event, co-hosted with Women's International League for Peace and Freedom, on the lessons for Australia on being a member of the Security Council.

At an informal early morning breakfast, young women from the World YWCA movement shared stories and challenges for Commissioner Liz Broderick, Australia's Global Ambassador for Women and Girls, Penny Williams, and Melissa Stutsel, Director of the Gender Policy and Coordination Section of the Australian aid program. In addition to sharing information on their work at home, the women in the meeting put forward cogent critiques of their country situations. From Naheel demonstrating a super sharp critique of the intersections of feminism and conflict through her description of programs that seek to respond to the daily impact on women of living under occupation in the Palestinian Territories to Magda from Colombia ask Ambassador Williams why the Security Council defined their agenda to preclude action to be taken to help internally displaced people, the women of the YWCA movement demonstrated why this informal breakfast meeting continues to be a highlight for many on their CSW agenda, and shows the strength of the YWCA's participation at the CSW.

YWCA Australia National & Regional Impact

Convention 2012

The tri-annual YWCA Convention brought together representatives from YWCAs across Australia to make governance decisions and share knowledge. The 2012 Convention was hosted by the YWCA of Albury Wodonga on 17-18 November 2012.

Of key importance were amendments to the YWCA Australia Constitution and the adoption of the 2013-2016 Strategic Directions, both the result of extensive consultation across the YWCA movement. Susan Brennan, World YWCA Vice-President and former President of World YWCA and YWCA of Melbourne was made a Life Member of YWCA Australia to honour her significant contribution to the YWCA, in particular to young women.

Convention also included sessions on good governance, the forthcoming World Council meeting, to be held in Thailand in 2015, and issues arising from the sector, including the new NFP Commission and other sector reform, and affordable housing.



Helen McGowan, Jude , Kat Bennet, Caroline Lambert and Susan Brennan at Convention 2012

YWCA Australia Board Sub-Committees

Pacific Working Group

Strengthening the relationships between YWCAs in the Pacific, the Pacific Working Group was originally formed in 2009 by the National Board of YWCA

Australia as the YWCA Pacific Committee. Over 2012-13 the Committee supported the implementation of a World YWCA Power to Change funded program building governance skills within YWCAs of the region, and commenced structural change with the support of the YWCA Australia Board elected in 2012.

In July 2012 World YWCA and AusAid undertook

a Pacific Leaders Summit in Fiji. The summit included two events: a 5-day leadership training for emerging young women leaders from across the Pacific and a 3-day governance and movement building workshop for YWCA Executives and Board members. Young women from Australia, New Zealand, Fiji, PNG, Solomon Islands and Samoa participated in the wide-ranging course developing skills and preparing detailed plans to facilitate programs in their home countries.



Young Women at the Pacific Leaders Conference in Fiji

YWCA Australia working with World YWCA Board member Alice Iwebu Kale led the governance and movement-building workshop for Presidents and Board members with the main focus to assist member Associations with the implementation of the YWCA Standards and Good Management and Accountability (SGMA). The SGMA were developed by the World YWCA to improve the accountability and operations of all its members across the World. The governance program also linked board skills to the Pacific Young Women's Leadership Strategy, focusing on being safe, respected, included, connected, and skilled in governance leadership. The opportunity to explore our different structures and strategies for tackling shared challenges was a welcome part of the workshops, as was renewed relationships across the region.

Together, the meeting of Executives, Presidents and Board members looked at a regional action plan for the achievement of the SGMA across the Pacific. A Power to Change grant from the World YWCA to undertake targeted, localised governance training is now being auspiced by the YWCA of Australia. This project aims to share leadership experiences and resources across the region with each country's National Board, building long lasting and organic networks and skills. Materials for these sessions have been crafted by Liz Billings, former acting CEO of the YWCA Victoria working with YWCA Pacific Committee Chair Roslyn Dundas. The first training session under this program took place in July 2013 with the National Board of YWCA of PNG, with future sessions planned with the YWCA of Solomon

Islands and YWCA Fiji. The YWCA of Aotearoa/NZ have been working with the YWCA of Samoa.

YWCA Australia National Board took the opportunity to review the structure of its committee and is progressing towards greater collaboration of the YWCA Pacific and Timor-Leste Committees. This new structure included a renewal of membership, and re-structuring them as working groups under an umbrella committee. It is hoped that the new combined committee structure will provide a space for cross-fertilisation of ideas and a forum for discussing plans and challenges. It will also provide opportunities to bring a greater strategic focus to the work of both working groups.

Roslyn Dundas, Chair

Timor Leste Committee

Timor Leste Committee (TLC) had an eventful year supporting the evolution of the YWCA in Timor Leste evolution following a decision in the September 2011 to work towards its establishment. Support was given to our sisters in Timor Leste (TL) on many fronts. Most notable achievements were:

"Women Leading Change in Timor Leste – Get to know YWCA" training

TLC was instrumental in initiating this training, organised in partnership with YWCA of Timor Leste and YWCA Solomon Islands and funded by World YWCA through AusAid. The purpose was to train the young women of Timor Leste on YWCA as a movement, its organisational structure in relation to the World YWCA, the common challenges faced by YWCAs around the world and in the Pacific, and strategies used to overcome these challenges. 21 young women fully participated in this four day training, delivered by two international trainers from YWCA Solomon Islands, together with Gizela de Carvalho a Timorese women and a member and founder of YWCA-TL. In addition, TLC enabled Mira Fonseca, a Timorese woman based and studying in Melbourne and a TLC member to visit TL for four weeks in order to assist with coordinating the training.

YWCA in TL – a journey towards registration

TLC provided a practical support to YWCA in Timor Leste by making available funds needed to employ a part time coordinator and to establish an office as well as finance for operational costs. This assistance was given with the development of the Constitution and with writing an application to the local registration body.

Visits to Timor Leste by several members, some more than once. Even though the trips were self funded, TLC played a major role in developing a



Prudencia Exposto Tilman (middle), the first employee of YWCA TL, discussing plans with young women

plan of action in supporting our sisters in TL. We also link with and support Timorese women who come to Australia to gain new skills. Through such connections TLC has enjoyed a close friendship and partnerships with many organisations, particularly women's NGOs in Timor Leste.

Submission to Australian Government House of Representatives Joint Standing Committee on Foreign Affairs enquiry into Australia's relationship with Timor-Leste. The key points in the YWCA submission recognise that the young women in Timor-Leste face multiple and complex challenges, including poverty, inadequate education and employment opportunities, pervasive inequality and discrimination, and gender-based violence, yet few programs give sole focus to young women or their development. A membership-based association such as YWCA can play a major role in supporting young women, developing their leadership and contributing to young women's empowerment. The YWCA movement has the capacity and commitment to make a tangible contribution to improving women's lives in Timor-Leste, particularly young women.

Timor Leste Committee takes great pride in providing support and building close relationships with our sisters in Timor Leste.

Gordana Morphett, Chair

Nominations Committee

The Nominations Committee has had a particularly busy year, with Commission of Status of Women nominations, Convention, AGM young women's fund nominations, together with calls for members of the Young Women's working group, Timor Leste working group, Pacific Working group, and much more. It is a very interesting way to get involved in the national Y and to see the full range of opportunities available as well as get an insight into the great members who apply. A big thanks to all those who have been a part of the nominations committee. Of course, we have had the incredible support of Caroline Lambert and Heather Walker and we thank them both sincerely.

Jane Alver, Chair

National Programs

YWCA Australia continues to provide support and manage compliance and professional development for our national programs, which have gone from strength to strength in the past year.

Every Girl

With funding from the Federal Government Office for Women, our young women's leadership and self esteem program, Every Girl has been delivered by local YWCAs to over 150 girls in disadvantaged communities across Australia. The program is having a very positive impact on participants' resilience, sense of community engagement and understanding of their human rights. Feedback from schools, principals, teachers and girls has all been very positive, such as this statement from a girl finishing Every Girl:

*"I learnt to believe in myself...
I learnt that my voice is powerful...
I'm funny and loving and caring".*

A highlight of the program was participating in the inaugural International Day of the Girl on 11 October 2012. Every Girl participants joined then-Prime Minister Julia Gillard as speakers at a reception at Australia Parliament House. The following morning they attended a morning tea with Minister Collins, Senator Cash and Senator Rhiannon to learn about the experience of being a woman in politics.

The Federal Government Office for Women has funded Every Girl for another three years, 2013-2016, so we are delighted to be able to deliver the program to many more girls around Australia.



Every Girl participants meet Julia Gillard on International Day of the Girl, 11 October 2012.

Encore

In 2012, Encore marked its 30th year of delivery in Australia. This well established and highly regarded program continues to be delivered by local YWCAs free-of-charge to women who have experienced breast cancer at over 60 locations across Australia - from Geraldton to Toowoomba , from Darwin to Hobart.

Nationally we have been delighted to have the ongoing support of long time corporate sponsor Avon Australia. We have also welcomed the Prostate and Breast Cancer Foundation as a funder of Encore. Their support ensures that the high standards are maintained and program staff are supported.

In partnership with YWCA NSW, new Encore facilitators have been accredited and existing facilitators have been provided with professional development. Thanks are due to the amazing facilitators who do so much to support the women in their programs and contribute many extra hours, organising, promoting and fundraising for their programs. Without our dedicated facilitators there would be no Encore!



Three of our Encore facilitators in NSW

Internationally, we have reinvigorated our partnerships with YWCAs in Canada, Japan and New Zealand who deliver Encore under license from YWCA Australia. The YWCA of Belarus is interested in establishing Encore for women in their community who need support following breast cancer.

The year ended with great news of funding from the Australian Government Department of Health and Ageing to review Encore and integrate the latest best practice in exercising after breast cancer surgery. The new program will be rolled out in 2013-2014.

Advocacy

In collaboration with our Member Associations, YWCA Australia had another successful year advocating for changes to laws, policies and programs relating to the work of YWCAs in Australia.

Highlights include:

Parliamentary Advocacy

In October 2012, YWCA Australia together with CEOs/Executive Directors from our Member Associations, met with representatives from the Australian Government, the Federal Opposition and the Australian Greens to discuss topics including YWCA Encore, YWCA Every Girl, affordable rental housing, and reforms to the regulation of the not for profit sector.

Landmark Gender Audit of the Not for Profit (NFP) sector

Working with Women on Boards (WOB) and the Australian Council for Social Service (ACOSS), YWCA Australia produced a key study on the number of women in leadership positions in Australia's not-for-profit community sector. The report, released in September 2012, found the participation of women on boards and in senior management positions is higher than in other sectors, but still has some way to go to achieve true gender equality, especially in organisations with larger financial turnovers.

Not for Profit (NFP) sector reform

YWCA Australia continued to be active in consultations around our new regulator – the Australian Charities and Not-for-Profits Commission (ACNC), which commenced operation on 3 December 2012. In July and August 2012 we made submissions to parliamentary inquiries into legislation establishing

the ACNC, playing our part in the sector's strong advocacy around this legislation which resulted in great improvements to the original Bills. We made a submission on ACNC governance and reporting framework and participated in Community Council for Australia (CCA) forums that included the opportunity to speak with the Assistant Treasurer and Treasury officials on NFP reform issues.

Definition of charity

In letters and parliamentary visits, YWCA Australia advocated for the new statutory definition of charity to include the provision of affordable housing and the promotion of equality to be specifically as charitable purposes. We made a submission on the draft legislation in May 2013. Despite our recommendations not being picked up, the definition is still an excellent one and we are thrilled that it will commence on 1 January 2014.

Charitable tax concessions

We continued to liaise with the Australian Government about proposed changes to tax concessions for charities which would affect taxation arrangements for 'unrelated commercial activities' operated by charities. As well as making written submissions, we met with the Assistant Treasurer to discuss the proposed changes in detail. We also made a submission to the NFP Tax Concessions Working Group in December 2012.

Income support payments

In August 2012 we made a submission to a Senate Inquiry about the adequacy of Newstart and other income support payments, submitting that the low rate of Newstart severely disadvantages recipients, is a barrier to work and education participation, and needs to be raised by \$50 a week. We also supported the ACOSS *\$35 is not enough!* campaign, and in April 2013 our Executive Officer joined more than forty prominent Australians and leading heads of charities, unions, and national community welfare organisations in signing an Open Letter to the Federal Government which called for an increase in income support allowance payments.

Federal budget

YWCA Australia again made a submission to the Australian Government providing input to the 2012-2013 federal budget. We made a series of recommendations that included lifting the Newstart Allowance, reversing the changes to sole parent payments, lifting Australia's Official Development Assistance (ODA) funding, adequately funding the NDIS and funding allocations for programs that YWCAs deliver.



YWCA Australia Members with Minister Julie Collins,
Ambassador Penny Williams and Commissioner
Elizabeth Broderick



Caroline faces the media
on Budget night,
May 2013

YWCA Australia also attended the budget night “lock up” in May 2013 to examine various aspects of the budget. We released an immediate media statement and our Executive Officer participated in the Parliament House Budget night press line-up.

Housing

Affordable rental housing was again a key topic discussed in our October 2012 parliamentary meetings and a key issue in our pre-budget submission. We advocated for an affordable housing growth fund, the continuation of the National Rental Affordability Scheme (NRAS), and tax changes to promote investment in affordable rental housing. Our collaborative work involved continuing as a member of the Australians for Affordable Housing campaign, a group of more than 60 national housing, welfare and community sector organisations calling on both federal and state governments to take action to overcome the housing affordability crisis, and participating in the work of the Equality Rights Alliance (ERA) housing working group and in ACOSS work on tax issues affecting housing affordability.

She Speaks survey

This survey, conducted through YWCAs in South Australia, Victoria, the ACT, Queensland and Western Australia, canvassed girls and young women on a range of issues. Participants provided their feedback on leadership, gender equality, work, role models and other key issues. The survey was released on International Women’s Day on (8 March 2013).

Election

We made preparations for a YWCA Australia pre-federal election campaign, details of which will be included in the 2013-2014 Annual Report.

Anti-discrimination, women’s economic equality, violence against women

YWCA Australia continues to work in collaboration with colleagues in the sector in the areas of anti-discrimination, women’s economic equality and violence against women.

Impacting our Sector

Equality Rights Alliance (ERA)

YWCA Australia auspices the Equality Rights Alliance (ERA), one of the six National Women’s Alliances funded by the Australian government through the Office for Women.

ERA is Australia’s largest network of organisations with an interest in advancing women’s equality. ERA has a focus on gender equality, women’s leadership and women’s diversity, including bringing young women’s voices to policy and decision making. To advance gender equality, ERA adopts a human rights framework and advocates for adherence to international human rights principles.

2012-13 was an exciting year for ERA, with significant changes in the staff team and a busy program of member engagement and policy work. We started the year with a new program manager, Helen Dalley-Fisher in place. Over the course of the year our project coordinator, Emma Davidson and our admin officer, Katie Walsh-Smith moved on to new pastures, leaving behind a legacy of innovative and dynamic work and gifting to the new team a thriving program – thanks for everything, Emma and Katie!

We welcomed Hannah Gissane and Liz Phillips to the roles of project coordinator and admin officer respectively. The new team built a speedy rapport but we sadly bid farewell to Liz in June 2013. The admin officer role is now filled by Candice Smith, who is settling in beautifully.

We also welcomed two new members to ERA – the Older Women’s Network NSW and Women’s Housing Limited, bringing our membership to 60 organisations. Both organisations have significant expertise in policy areas which are core to ERA’s work.

Closing the wealth gap for women

In 2012-13 ERA continued its work developing the capacity of women and women’s organisations to participate in the Federal budget process. This year we decided to focus our budget asks on affordable and appropriate housing for women. We convened discussions with member organisations and prepare a pre-budget submission for the 2013-14 Federal budget, and then brought member organisations to Parliament House in Canberra on 20 August 2012 for a day of direct advocacy with parliamentarians regarding the recommendations in our submission.



Senator Penny Wright
@PennyWrites

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Just had a great meeting with @eraaustralia, thanks for stopping by Julie & Jenny!
pic.twitter.com/PWRf29qG

Reply Retweet Favorite



Senator Penny Wright's tweet of her Pin-a-Pollie Day meeting with ERA member representatives Julie Morris (NCWA) and Jennifer Strauss (AFGW)
(Image © Senator Wright)

ERA secretariat staff also met with relevant Treasury and FaHCSIA officials to promote the budget recommendations.

Women's Equality in Laws

ERA continued its ongoing role as coordinator of a women-centred response to the Government's anti-discrimination law consolidation project, convening an email group and two forums for interested organisations and experts and making two submissions to Senate Committees following the release of the draft bill.

Housing Policy to Meet the Needs of Women

ERA is advocating for the development of a long-term national strategy for affordable and accessible housing that includes a gender analysis and response to women's housing needs.

In 2012-13, ERA:

established a member-led working group to identify key areas of housing need for women and prepared ERA's policy position in relation to these areas; included recommendations regarding affordable housing for women in our pre-budget submission;

worked with stakeholders in the housing sector to ensure that recommendations for affordable housing include a focus on accessible housing and a gender focus; and

expanded the online housing resources hub on the ERA website.

Gender Aware Policy Analysis and Stronger, Resourced Gender Machinery

ERA continued to host the Settle Petal Website with content and strategic direction provided by the ERA Young Women's Advisory Group (YWAG). Settle Petal encouraged direct engagement by women under 30 years in active debate about issues facing Australian women. We then brought the YWAG women together in Canberra for a two day meeting and training session in June 2013.

National Women's Alliance Collaboration Project – Priorities for Women

In the lead up to the 2013 Federal election, ERA led a project of the National Women's Alliances to increase women's effective participation in the election. The Priorities for Women project involved two separate activities – the first was the development of a website resource which encouraged women to vote effectively, independently and in an informed manner. The site organised information about how to vote in a manner which made it relevant to various different groups of women and also features animations about how to vote in the Senate and house ballots.



Priorities for Women website WomentVote.org.au

The second part of the project involved each Alliance identifying a mainstream policy issue which requires a gender analysis in order to highlight the need for a gender lens on all policy work. As part of this work, ERA developed a 'Housing-Stress-O-Meter' web survey, designed to highlight the diverse forms of housing stress experienced by women across Australia.

Special Policy Project – Capacity Building for Members

ERA also held a series of networking events in cities around Australia to encourage member organisations to share information about their organisational objectives, identify issues of importance to local women and discuss current projects or campaigns. Coffee catch-up meetings

were held in Sydney, Melbourne, Canberra, Perth, Brisbane, Darwin and Adelaide.



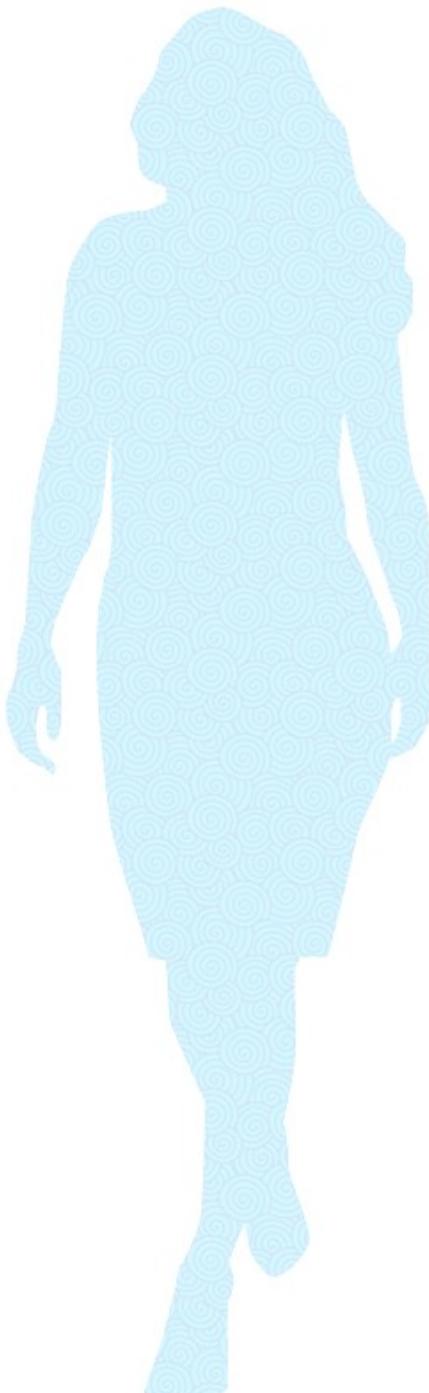
Participants at the Perth coffee catch up
in February

NATSIWA

YWCA Australia finalised its three-year auspice of the National Aboriginal and Torres Strait Islander Women's Alliance (NATSIWA). Over the course of the year, NATSIWA members worked to achieve the registration of NATSIWA as an independent organisation, achieving that status on International Women's Day 2013. This followed the hard work of Michelle Deshong, NATSIWA Co-Program Manager, in drafting the Constitution to meet the requirements established by the Office of the Registrar of Indigenous Corporations. Michelle and her Co-Program Manager Dorinda Cox worked with Liz Philips and Ruth Miller and the NATSIWA Advisory Group/Board to host the Member Meeting in February, which saw the adoption of the Constitution.

NATSIWA members and staff attended the Commission on the Status of Women and made a significant contribution to the meeting.

Dorinda and Michelle also shepherded the completion of the policy research reports and advocacy sheets on child protection, violence against women, a review of the Australian Government's response to the UN Committee on the Elimination of Discrimination Against Women's recommendations on the status of Aboriginal and Torres Strait Islander women in Australia, and a report on the experiences of Aboriginal and Torres Strait Islander women and the superannuation industry.



Local Impact — YWCAs around Australia

YWCA of Adelaide

Standing out from the crowd

A report by the Productivity Commission in 2010 provided a fresh insight in to the scale and breadth of the not for profit (NFP) sector in Australia. It identified over 600,000 NFP organisations in total, of which 59,000 were deemed 'economically significant'. So how can the YWCA of Adelaide stand out from the crowd in this large and diverse sector?

To meet this challenge, the YWCA of Adelaide has been working hard to develop, deliver and integrate a three-pronged approach to building our competitive advantage – unique **research**, impactful **programs** and effective **advocacy**.

Together, these strategies are positioning the YWCA of Adelaide as the go-to organisation when it comes to supporting the leadership development of young women in South Australia.

YWCA research

In 2011-12, we launched our inaugural SHE Speaks Survey in partnership with Flinders University. In 2012-13, responses from young women to the survey increased to nearly 500. Our plan is to grow survey respondents to 1,000 by 2015.

This level of response, combined with the quality and consistency of data, is helping to inform our service delivery, and consolidate our reputation for thought leadership.

YWCA leadership programs

In response to SHE Speaks we launched our SHE Leads conference and program to address the issues that young women raised through the survey – increasing confidence & self-esteem, developing



Guests at YWCA Adelaide's Round the World Breakfast in April 2013 express their rights!

skills, building support networks, and learning from female role models.

But this is only the start. We have bold plans to build a leadership pathway through the YWCA, starting in primary school and ending at Board level.

In 2012-13 we implemented the following components of our leadership pathway:

A respectful relationships program in primary schools;
a leadership development program;
a coaching and mentoring program;
Board Training for members;
International advocacy opportunities for members.

YWCA programs that influence attitudes and behaviours

Working in tandem with our leadership programs, the YWCA of Adelaide delivers primary prevention programs that work to stop problems before they start. Programs like Respect-Communicate-Choose, which works with primary school children to reduce violence against women by challenging gender stereotypes and educating young people on how to seek assistance and be an active bystander.

YWCA advocacy

We back up our research and our programs by advocating for public policy and resources that will enhance the leadership development of young women.

In March 2013, for example, our 2013-14 State Budget submission called for a sustained investment in primary prevention programs that work with schools long term to create a respectful culture; a culture which promotes positive behaviours, and assists students to challenge attitudes that condone gender inequality.

One measure of the impact of our advocacy approach is the number of media items citing the YWCA of Adelaide or quoting our spokespeople. The figures speak for themselves. In 2012-13, we had 33 substantial media mentions; a mention once every 7 working days.

YWCA sustainability

To stand out from the crowd and 'own' a segment of the NFP sector in Adelaide, the YWCA of Adelaide needs to balance strategic investment with judicious financial control.

In 2012-13 we increased members' equity by over \$700K, whilst at the same time investing in our

programs, our support functions and our staff.

Future focus

The YWCA of Adelaide has an exciting roadmap ahead.

In 2013–14 we aim to:

- Introduce a leadership program for young women in years 11–12
- Double attendance at the annual SHE Leads conference;
- Ensure 20 young women graduate from our SHE Leads program;
- Introduce a transformative leadership program for more experienced women in partnership with the YWCA of Canberra;
- Extend our SHE Leads coaching & mentoring programs;
- Extend our Board training to include more subject specific workshops;
- Introduce a Board trainee program;
- Embed our Gender Equality Matters (GEM) program with key South Australian employers.

We know that our members and our stakeholders are as excited as we are about a unique organisation that, even after 134 years, can still stand out from the crowd.

YWCA of Albury Wodonga

Our local association is now in our 71st year of existence within the cross border communities servicing the Albury Wodonga region. The depth and breadth of our community reach was revealed recently as we sorted through 30 archival boxes which had been in storage for five years. We identified gems including a range of banners, testimonials and administrivia relating to the days when we operated hostels for young women, offered programs in self esteem and self defense and focused on young women's leadership.

This long history together with our shared connections with sister YWCAs across Australia and the world, continue to inspire and inform our work. We are proud stewards of this heritage whilst aspiring to achieve our shared vision of achieving positive change by providing advocacy and services for women, families and communities.

Five years ago our association's direction changed as we finished running 'operational' programs. We sold our property and invested \$300,000 in a term deposit which generates an annual income stream. This income is passed on to our local philanthropic fund, the Border Trust and together we collaborate on running a grants program which delivers programs to encourage young women's leadership.

In the past twelve months, our association's highlight was hosting the YWCA Australia convention. Our co-president Kat Bennett arranged for us to be the first community group to use the new Wodonga Cube, which is the civic centre of Wodonga with state of the art facilities. This venue was perfect for us; intimate, cosy, with inside and outside space to gather. Our Saturday night dinner was at the Albury community wood fired oven where we shared pizzas, singing and stories.

We have maintained an active Governance Board with good representation of young women (including one of our current co-presidents) and a membership base of over 50 members. We meet bimonthly; sometimes using the YWCA Australia teleconference facility for evening meetings, and at other times meeting for a breakfast meeting in either Albury or Wodonga. Our Board and membership committee use the online intranet hosted by the YWCA Australia to communicate with each other and to store our minutes and foundation documents.



YWCA Albury Wodonga Board members meeting

YWCA of Broken Hill

The last 12 months have been very positive in terms of the progress of the YWCA of Broken Hill.

Our facilities were used on a regular basis by our women's Patchwork group. Community organisations also took advantage of the meeting spaces we can provide for their monthly meetings. These included the Domestic Violence group, which the



Participants from YWCA of Broken Hill's 8 week patchwork class display their creation

YWCA of Broken Hill auspices.

The Monday and Thursday afternoon Girl's club groups continued each term with diverse and interesting programs which included life skills such as cooking, budgeting and leadership skills. Fun activities such as the successful Halloween disco continue to attract young participants. Our Christmas Pageant float was a credit to our Girls Club members and was enjoyed by all who participated on the day.

We have also been working to support the Country Education Foundation, which we now auspice. This philanthropic program offers financial support to students in rural and regional areas to assist them to complete secondary education and progress with career plans.

In 2012, we provided a program to assist to develop community and self awareness among school age girls. Community organisations such as the Lifeline Financial counsellor, the NSW Health Service dietitian and Child and Adolescent Mental Health (CAMHS), also one of our Board members gave the girls some insight on 'job preparedness'. We provided two programs including one for students with a disability.

Fundraising remains an important aspect of our organisation. Cake stalls, and a very popular Quiz Night were held in conjunction with the Quota

International of the Silver City. Funds raised from the Quiz Night were distributed between Stewart House in Sydney and the local North Public School's Early Intervention Outreach program. Our annual Craft Market and the continuing use of the hall by a dance group has made our job easier.

The conducting of the 'Giving Service' for 2012, during which we make a donation of non-perishable food items for distribution to Meals on Wheels recipients, was a joint effort by members of our Board. It is always enjoyable to spend time together celebrating the year that has been and the next to come with friends from within the YWCA of Broken Hill and invited guests.

We have continued to grapple with appropriate reporting to our statutory reporting bodies and collecting and collating the data they require is an ongoing goal.

A focus for 2013 will be to begin to do some renovations to make sure the Hall retains its charm.

YWCA of Canberra

During 2012- 2013 the YWCA of Canberra has reflected and celebrated on how we have met and exceeded the milestones of the first five years of our long-term strategic plan.

Some key highlight for this financial year has been:

Launch of our Affordable Housing Program

Affordable housing provides an option for those who are ineligible for public housing but who are unable to afford rent in the private market.



Governor-General Quentin Bryce, Patron of YWCA Canberra, launches their affordable housing with Executive Director Rebecca Vassarotti and President Ruth Pitt

This year we opened Lady Heydon House, five studio units in a group house for older women and two one bedroom apartments. Lady Heydon House and the purchase of two NRAS one bedroom units was the culmination of a number of streams of work, over a number of years, and the launch was an amazing opportunity to see the tangible results. The aspiration of becoming an affordable housing provider stemmed from our concerns about the limited options available to women and families who had accessed our services and were now in need of their own accommodation.

Respect Communicate Choose

We commenced delivery of our primary violence prevention program *Respect Communicate Choose* which aims to give young people the tools and support to develop, promote and perpetuate equal, safe and respectful relationships, with the ultimate goal of preventing violence against women.

Respect, Communicate, Choose is a primary violence prevention program targeted at children ages 9-12 to be delivered in schools. The program is aligned with standards of good practice for primary prevention programs and national school and curriculum frameworks. It builds upon the YWCA of Canberra's existing *Relationship Things* work, which aims to better equip young men and women to develop and maintain safe and respectful relationships, with the ultimate goal of preventing violence against women.

Launch of She Leads Program

She Leads is a Diploma of Management course that draws on best practice to address the unique challenges facing young women at the early stages of their leadership journey and support them to achieve their potential by providing access to new skills and opportunities.

Children's Services

We celebrated the twentieth birthday of Campbell Cottage, one of our Long Day Care Centres, following an 18 month renovation. The centre is now a very modern child care centre and the staff and families are very happy in the new look centre that now hold 67 children.

Our Family Day Care grew significantly at the start of the year as we successfully transmitted another community provider's family day care program. We now have over 50 family day care staff across Canberra.

Every Girl

We delivered two Every Girl programs in a school holiday format with 34 girls completing the program. We took advantage of the fact we have the federal

government on our doorstep and Parliament House. The girls were able to have a very personal experience with meeting and interviewing women in parliament.



Participants in the Aboriginal and Torres Strait Islander women's leadership program

Membership Engagement

Finally 2013 has also been a big year for our members. From internships with the World YWCA office in Geneva, to participating in the United Nations Commission on the Status of Women, to using Great Ideas grants to implement their ideas for the change that they want to create, we have been proud to be the catalyst for so many amazing opportunities and to have supported our members on their leadership journeys.

YWCA of Darwin

It has been a busy year for YWCA Darwin, with new ventures, new programs in development, new frameworks and the continued commitment to and delivery of our many existing programs. In response to the changing external environment, the Board developed a new strategic plan which will see the YWCA of Darwin responding to the challenge of self-sustainability whilst still delivering on and growing its suite of programs that support vulnerable and disadvantaged young people, families and women.

Food for Futures

Our new social enterprise of the YWCA of Darwin commenced operations on 18 March 2013. It provides three nutritious meals a day to the clients of the medical accommodation program at Barbara James House, a fully-catered meeting and function facility, and frozen meals. We also operate out of our budget accommodation hostel,

Banyan View Lodge, in the form of a Café Cart selling coffee and prepared sweet and savoury food and with an evening dining facility.

Trainees will gain practical, sought after qualifications and experience in a supported environment, either Certificate III in Commercial Cooking in the commercial kitchen at Barbara James House or Certificate III Hospitality at Banyan View Lodge, which includes on-site training in the everyday running of an accommodation facility.

Women's Transitional Accommodation Program (WTAP)

January 2013 saw the launch of our self-funded *Women's Transitional Accommodation Program* (WTAP). The program offers three months accommodation to up to six women, 35 years and older, who are homeless or at risk of being homeless and who have few alternative accommodation options in the Greater Darwin region. Clients are housed within Banyan Lodge and supported to access ongoing accommodation options in the community.

Youth housing and program

Young people experiencing homelessness in the Northern Territory is at critical levels. Our Youth Housing Programs provide accommodation and support for young people experiencing homelessness, combined with opportunities for young people to develop independence, skills and healing. We provide a range of crisis and medium- and long-term accommodation for young people aged 15-24 years and for some, their young children as well, who are homeless or at risk of homelessness.

Our programs for young people include a *Youth Diversion Program*, providing case management support with young people who have committed



Happy clients of
Darwin's youth housing
programs



offenses; *Navigate Program*, providing a range of engaging and challenging group work activities for young men and women at risk to build upon their strengths and to facilitate building transferable skills; and Every Girl which was delivered to six 9-10 year old girls at Humpty Doo Public School.

Family programs

The Domestic and Family Violence Centre in Palmerston provides supported crisis and medium-term accommodation to families seeking shelter from domestic and family violence.

The Parenting Programs provide support services to young mothers with young children. The program maximises early intervention opportunities by enabling parents to develop social networks, increase parenting skills, linkages to service providers, mentoring and role modelling.

Encore also continues to be delivered.

Medical accommodation programs

People travel vast distances to access specialist medical services in Darwin. Over the year, 2294 people were accommodated in our two venues, Barbara James House and Dr. Helen Phillipps Cottages.

Our budget travel facility *Banyan View Lodge* has benefited from an extensive repair program and the kitchenette fitted out as a Food for Futures servery and the front gardens for the Food for Futures Coffee Cart. The income from Banyan View Lodge helps to support our important community work.

All in all, 3,285 people were supported through our community programs and many goals have been reached, with more to follow.

YWCA Hunter Region

2012/2013 has seen considerable growth in the programs at the YWCA Hunter Region, particularly evident with our children's programs.

Our strategic plan has been further developed which has assisted us in aligning our whole organisation with the vision, so that meaningful growth towards stated outcomes can occur. Our vision states our desire to be "A progressive organisation with dynamic community partnerships. Confident, resourced women and families contributing to their communities".

YWCA Hunter Region's key highlights for this financial year have been:

Increasing Membership - to connect individuals to the need. One of the first tasks that our ED undertook was a Membership drive in partnership with the Board. Quarterly Members newsletters have been sent out to keep Members updated and provide information about opportunities to become further involved.

Expansion of Children's Programs including Vacation Care, Play Group and Kindergym

The National Quality Framework (NQF), a Federal government initiative for child care, raises quality and drives continuous improvement and consistency in Australian education and care services. Despite extensive early concerns with the original paperwork submitted in 2012 and after considerable rewriting of policies and procedures, coupled with building upgrades to comply with building and safety codes, the YWCA Hunter was granted Accreditation under the National Quality Framework for our vacation care program.

We reached new heights in the Vacation Care program this year enrolling twice the number of families than the previous year. This growth looks set to continue. To cater for the growth in the Kindergym numbers 2 additional sessions were introduced.

The Thursday morning Y-Kids Playgroup continues to draw great numbers of children into the building as they incorporate many different educational topics into a fun and innovative program.

It was exciting to launch the *Every Girl* program into the first school in the Hunter this year and we have already booked and anticipate growth for 2013 and 2014. The program was very well received by the



[Every Girl participants in the Hunter Region](#)

school and the students who participated. YWCA Hunter is extremely grateful to YWCA Australia for securing funding to enable this terrific program to be delivered in the Hunter. We believe that the program has tremendous potential to impact the lives and futures of the young girls who participate

There continues to be a great demand for the *Encore* program in the Hunter and we look to expand this program into the upper Hunter in the coming year.



[YWCA Hunters' Fair Trade market stall](#)

The Y celebrated International Women's Day this year in conjunction with the popular coffee strip of Darby St to bring an international flavour with multicultural delights to the area. Facepainting, clowning, magic shows, hip hop dancing, belly dancing, market stalls and live music were just some of the attractions. This event effectively raised our profile in the community with our site gaining positive exposure through the activities held onsite.

Launching YWCA Hunter Region's Fair Trade Market Stall

Our stall provides the local community with ethically produced Fair Trade crafts, home-wares, children's items, fashion and art from around the world. When items are purchased from our stall, the purchaser partners with YWCA Hunter Region to support disadvantaged women and families from around the globe.

It is not just a business but a constant delight to provide affordable accommodation for our international students who show so much appreciation for this service and a fascination with the Australian culture. These young ladies attend the city campus of the Newcastle University and are within easy walking distance of our premises. It is our hope that we can enrich their lives as they most certainly enrich ours.

YWCA NSW

In the exciting, yet challenging and ever-changing environment, which now seems to be the norm in the Australian not for profit industry, YWCA NSW celebrated its 134th year. During 2012-13, we delivered against the initial phase of our 2012-2015 Strategic Plan. Our work in community continues to impact at the grass roots level and we are committed to embedding the corporate and professional framework that has been built over the past few years. For example, our Social Inclusion program, delivered to senior social housing residents in the Randwick LGA in Sydney, saw local lives changed, health and wellbeing outcomes improved and an increased connection to the local community.

Our ongoing focus on the Results Based Accountability methodology to measure the effectiveness of our programs has also yielded greater support, enabling us to deliver programs, based on community needs, to support our mission.

We have renewed our Employment Services contract through to 2015. The 2012-13 income year was a challenging period in a competitive market and while our surplus from this enterprise was down on the forecast outcome, it remains another important independent source of revenue.

By leveraging our networks we have established new partnerships with a number of blue chip corporates as well as respected and recognised Trusts and Foundations. We also remain grateful for the enormous support we receive from the Federal and State Governments across a range of grants and funding programs.

In line with our 'We are BOLD' organisational value, we have focussed on our longer-term aspirations. In 2013, we continued to invest in our asset base, including the second stage of the accommodation upgrade at Y Hotel City South and significant repairs to the Lismore and Campbelltown offices. A new payroll system, implemented early in the financial year, will deliver significant operational efficiencies.

Excitingly, in 2012-13, we launched two new annual fundraising events, aimed at engaging a broad supporter demographic and raising funds for Big Brothers Big Sisters. In November, *A Night at The Rock Opera* was THE music extravaganza of our year, with over 1,600 guests joining Australian greats like Glenn Shorrock, Jon Stevens, Casey Donovan and John Waters, who belted out songs from *Jesus Christ Superstar*, *Tommy* and *The Rocky Horror Picture Show*. March 2013 saw teams battle it out on static cycles at our inaugural *Breaking the Cycle* event, organised by our Y Connect Committee, a passionate group of under 30s.



Full house at the inaugural YWCA Night at the Rock Opera

Changes in the Australian legislative environment affected YWCA NSW in 2012-13. The introduction of the Australian Not for Profit Commission (ACNC) was the result of a long consultation process in which we were involved, together with YWCA Australia and other YWCAs across Australia.

Our governance model remains strong with a women-led independent Board of Directors. During the year, we welcomed to the Board, Francine Biddulph, Head of Human Resources at HSBC Bank Australia. We continue to rely heavily on the wealth of experience and expertise provided by our volunteer committees, most particularly the Finance Committee and the Property Development Committee.

YWCA of Perth

We started the financial year with a visit from the YWCA Australia board, who held their face to face meeting in Perth. We took advantage of this to hold a 'meet the Y' event, inviting some new faces along to hear about the activities that the YWCA undertakes at a local, national and international level. This is an important part of our



YWCA Australia Board members and YWCA Perth Board members meet members of the community

strategy of introducing new people into the Y – both to raise our profile in Perth and to build a wider network of supporters and potential members.

We were very excited to launch the Every Girl program here in Perth. As part of the national pilot program, we were funded to run the program at Beckenham Primary School. This was a great opportunity for us to broaden our program offering in Perth.

Our former Encore Coordinator, Janine Parker, was instrumental in launching the Encore Rose nationally. An idea thought up by Janine and support by the Landsdale Rose Garden, part of the proceeds of every Encore Rose sold goes to the Encore program nationally. This was launched at the Garden Show in Melbourne and we were also able to participate in the Perth Garden Show and promote the Encore program.

With a combination of Health Department funding and fundraising, we continue to run the Encore program at a number of sites around WA.

Finally, several of the board attended a ‘coffee catch-up’ with the Equality Rights Alliance (ERA) in February. The ERA provides an excellent way for the YWCA in Perth and our members to engage in the policy debate on matters impacting women.

We continue to run a scholarship program for girls entering their final year of studies with a local high school. In attending the presentation evening for these students, it is great to see that a number of

the recipients go on to receive awards for their academic and community achievements within the school. Whilst the scholarships are not large, it can make the difference between a student being able to participate in activities – rather than missing out because of financial constraints.



2012 YWCA Perth scholarship winners

There are some exciting things happening over the next 12 months, however we will continue to face challenges in raising the profile of the YWCA in Perth and in attracting new members, program participants and financial supporters. Fortunately we have a small but enthusiastic group of women who are up to the challenge!

YWCA Port Pirie

The long-standing and stalwart members of the Port Pirie YWCA Group continue to meet regularly to provide one another with friendship, fellowship and support.

YWCA Queensland

YWCA Queensland is pleased to present this brief snapshot of our work during 2012-2013.

We supported and housed 198 individuals in our affordable community housing facilities in Toowoomba and Townsville.

We increased engagement between Y Housing tenants and their community by – for example, establishing a walking group and hosting cooking classes with Red Cross in our commercial kitchen.

We provided pathways for 30 Y Ability clients to enjoy a better quality of life through our Day Program and Residential Care services.



The Encore Rose is launched at the Perth Garden Show

We received HDAA accreditation, confirming that our service delivery meets or exceeds the rigorous standards set by the Human Services Quality Framework.

We provided innovative programs, education and training to more than 400 participants and volunteers in a variety of areas including young women's leadership programs Y Bloom and Every Girl, and our after breast cancer program, YWCA Encore.



Casey, Bailey and Chantel from YBloom with Cerian Morris from UQ Business School

We continued to promote the importance of community in improving people's wellbeing through our work in Y Ability, Y Works and Y Housing.

Central to our overarching work in developing the collective power of women and girls, we expanded Y Bloom into new schools, working with girls in Year 9 to develop their self-awareness, self-confidence and fundamental leadership skills.

Y Bloom blossomed into a follow-on program, Y Bloom Plus, which assists girls in Year 10 to identify study and career pathways, with the support of our partner The University of Queensland.



Y Bloom girls

We undertook significant program development in expanding our Y Bloom program aimed at Year 9 girls into Y Bloom Plus, a pathway program for Year 10 girls interested in pursuing higher education.

We established the Count Me In program in the Western Downs which aims to help get local women into the local workforce.

We became a partner in the Partners in Recovery mental health initiative.

We provided many opportunities for women and girls to develop their leadership skills through our various programs.

We participated in the SheSpeaks survey, collecting and publicising the views of young women from around Queensland.

We participated alongside our fellow community organisations in awareness-raising events such as Reconciliation Week and Disability Action Week.

We facilitated 100s of people to get involved in sport and recreation activities in Rockhampton.

And, in 2013 we are celebrating 125 years of the YWCA's work with and for Queensland women!

YWCA Victoria

Over the past twelve months we have focused on building long-term financial sustainability for YWCA Victoria. More specifically, we have transformed our business model, through the sale of the Jasper Hotel. The Jasper Hotel had been a wonderful asset to our organisation for more than 38 years. Built by our membership, its intent was to provide us with a dedicated space that would allow us to deliver our work in the community.

The Hotel has had many incarnations over the years: it has been a safe place for women to stay; we have delivered our community programs from its rooms; and, more recently, it was transformed into a four-star boutique hotel, known as the Jasper. With each incarnation, Boards, members and staff have considered the very best use of the space to help achieve our mission of improving the lives of Victoria's women and girls. Those who have served before us demonstrated great courage and dedication each time they reinvented the building to meet the needs of our organisation and community and we pay tribute to the strong legacy they have left for YWCA Victoria.

Since the redevelopment of the Jasper Hotel in 2005, our organisation has relied upon the proceeds to support our core business in head



Staff and members farewell the Jasper

office, community programs and housing. However, in recent times the Hotel no longer delivered the very best return for the YWCA and, after careful consideration, with the support of expert advisors, the decision was made to sell the Jasper, clear the debt and reinvest the profits for the long-term. The sale of the Hotel delivered an outstanding financial result for YWCA Victoria and an investment strategy has been developed for the growth in perpetuity of these funds.

While these significant structural changes have been taking place, we have continued to care for and connect women across Victoria through the provision of safe and affordable housing and mentoring, leadership, self-development and social inclusion programs for women and girls.

This year was the first full year of operation for our Richmond House and Marshall Street properties since renovation and construction and both performed above expectation. Women now occupy 79% of the available properties and Richmond House in particular has been able to provide a home for women escaping violence and oppression, through referrals from the Red Cross and the Royal District Nursing Service.

In Melbourne, Bendigo and Geelong, YWCA Victoria continued to deliver and grow the other programs we are known for, such as Encore - now

celebrating 30 years, Women at Work and Asista. We also introduced programs that extended our reach to more women across the state. This included providing nine Be Your Best programs across metropolitan Melbourne and rural Victoria to more than 100 women offenders and an adapted program to 10 women serving sentences at a women's minimum-security prison.

The Women Achieving New Direction (WAND) program, based at Richmond House, introduced residents to a range of health and wellbeing, social, educational and leadership experiences. In doing so it reduced the social isolation experienced by many residents and helped build a positive living environment that supported stable tenancies.

Pre-accredited courses were provided for new mothers, socially isolated young women and women wanting to return to the paid workforce as pathways to employment or further education, and innovative community arts projects in Geelong kept the YWCA at the forefront of women's advocacy.

YWCA Victoria also launched the YWCA Every Girl leadership program for girls in 3 primary schools in Melbourne and Geelong, and now has four successful Every Girl programs under our belt.



WAND participants launch their cookbook

In Memoriam—Bess Carr

During the past year we mourned the passing and celebrated the lifelong contribution to the YWCA of Bess Carr. Bess died on 21 January 2013 aged 92, after a short illness. She remained a dynamic and vital member of the YWCA until the end.

Bess joined the YWCA in 1957 as a member of the Golden Circle Club of Broken Hill.

Bess served on the Board of the YWCA of Broken Hill and was a two term President of the Association. Bess attended her First World Council in Melbourne in 1967. In 1973 Bess was awarded Life Membership of the YWCA of Broken Hill and is still a much loved member of that Association.

Between 1969 and 1975 Bess was a member of the South Australian YWCA State Council, with one term as State President.

In 1975, following the death of her husband, Bill, Bess moved to Melbourne, and joined the National Executive of the YWCA of Australia. In that year, too, she attended the World Council Meeting in Vancouver, Canada, as a member of the Australian delegation. During Bess's term on National Executive she served as Vice President for four years, Chaired the National Finance Committee and stepped into a finance role when needed.

In 1978, she participated in the World YWCA Regional Conference held in Fiji, and in 1979 was a delegate to the World Council Meeting in Athens, Greece. She attended the Samoan National Convention during that trip, as well as visiting many other overseas YWCAs during her time with the YWCA.

During 1980 Bess was seconded to the Victorian State YWCA as Acting President, and served as President until 1982. During her term two major projects were undertaken by the Victorian State YWCA, the "Recreational Opportunities for Migrant Women" project and the "Ethnic Arts Project" – both of which Bess was particularly involved in.

Bess Carr was awarded Life Membership of the YWCA Australia in 1985 at Convention in Geelong.

In the years following her YWCA Australia Life Membership, Bess maintained an active YWCA life, attending five World Councils, including her last Council in 2007 in Nairobi where Bess had the distinction of being the oldest YWCA member in



attendance.

Bess has been a stalwart of the YWCA Australia Timor Leste Committee, for a long time being the finance officer for this group which has been supporting the development of a YWCA in Timor. In 2011 Bess was made a Life Member of YWCA Victoria, the final YWCA honour she received. Bess's last YWCA activity was at Convention Albury -Wodonga in November 2012, which seems fitting as Bess's commitment to YWCA Australia Conventions was legendary.

Bess was awarded the Medal of the Order of Australia in 2008, for her many years of dedication to young women at YWCA. We will miss our gorgeous Bess Carr and send our condolences to her family.

YWCA Australia Board Members

YWCA Australia Board Members pre-Convention (November 2012)

Yvette Park – President
Roslyn Dundas – Vice President
Cara McFadden – Vice President
Emma Bird – Treasurer
Liz Dibbs
Jessica Hamilton
Simone Hansch-Maher
Annetay Henderson-Sapir
Laura Hutchison
Helen McGowan
Kate Presswell

YWCA Australia Board Members post-Convention

Emma Bird – Co-President
Jessica Hamilton - Co-President (resigned)
Yvonne Barnikel - Treasurer
Nicole Graham
Heather McAulay
Elizabeth McLardy (resigned)
Mary O'Brien
Togo O'Brien (resigned)
Laura Hutchison (resigned)
Krista Seddon
Helen Walton
Camille Woodward

Treasurer's Report – Yvonne Barnikel



2013 was another strong year for YWCA Australia. This was the first year we have been able to leverage off the work to provide transparency of the Trust funds and reserves, enabling the Board to appropriately pledge funds from part of the income of the invested balances for the next financial year.

The most significant movement in the accounts has been in relation to the funds relating to the Alice Springs trust reserve to YWCA Australia. It is a constitutional requirement that any remaining funds upon closure of a YWCA in Australia are held by YWCA Australia for a period of ten years. At the end of those ten years, if a YWCA is not re-established in that area, those funds become YWCA Australia's income. The YWCA of Darwin has undertaken a review of the needs of Alice Springs and also looked at the wider Northern Territory needs and proposed a plan to use the funds to support the development of the YWCA in the wider territory needs. The Board has reviewed this proposal and has approved a step plan for YWCA Darwin to utilise the income from the funds to extend its programs into areas outside of the greater Darwin metropolitan areas. Once initial targets have been met, the Board will consider the distribution of further capital. This is a unique opportunity for YWCA Darwin to expand its reach of services across the Territory and we look forward to supporting their success in the future.

The maturity of the Alice Springs funds had a significant impact on our financial report, as did the similar maturity of the Wagga Wagga funds in the prior year. The full amount was required under Accounting Standards to be recognised as income of \$231,023 in the current year relating to Alice Springs compared to \$354,749 in the prior year relating to Wagga Wagga. You will notice this in our Statement of Comprehensive income as other income, or in note 2 to the financial statements. This amount was then transferred to the Alice Springs Fund as part of the transfer to reserves.

After any transfers to reserves, the surplus for 2013 was \$4,284 predominately relating to small amounts of savings against budgeted spend.

With the funding of the Everygirl program for the next three years and the governance processes over the Trust funds now in full operation, 2014 is

set to be a successful year for YWCA Australia.

My thanks to the YWCA of Canberra who provided our sub-contracted book-keeping and the staff of YWCA Australia for their ongoing work in relation to our financial management. My thanks also to my colleagues on Finance Committee.



Tapestry created by a client of one of YWCA of Darwin's housing programs

Audited Financial Statements



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www.hardwickes.com.au

Hardwickes
ABN 35 973 938 183

Young Women's Christian Association of Australia
ABN 74111663873

Hardwickes Partners Pty Ltd
ABN 21 008 401 536

Auditors Independence Declaration under Section 307C of the Corporations Act 2001 to the Directors of Young Women's Christian Association of Australia

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2013, there have been:

- (i) no contraventions of the auditor independence requirements as set out in 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.

Hardwickes Chartered Accountants

Robert Johnson
FCA Chartered Accountants
Canberra
31/10/2013

Audited Financial Statements

YWCA Australia
(A COMPANY LIMITED BY GUARANTEE)
ABN 74 111 663 873

Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2013

		2013	2012
	Note	\$	\$
Revenue	2	1,198,148	973,749
Other income	2	326,019	453,365
Administrative expenses		(491,902)	(243,840)
Advocacy, consult & site visits		(47,970)	(71,273)
Employee benefits expense		(627,281)	(546,037)
Equipment expense		(16,294)	(13,128)
Depreciation and amortisation expense	6(a)	(7,723)	(9,250)
Services and utilities expense		(30,041)	(25,487)
World quota		(14,997)	(12,100)
National board expense		(28,975)	(34,719)
Surplus for the year		258,984	471,280
Income tax expense	1(g)	-	-
Surplus for the year after income tax		258,984	471,280
Other comprehensive income			
Items that will not be reclassified subsequently to profit or loss			
Transfer from surplus to reserves		(254,700)	(434,962)
Other comprehensive income for the year		(254,700)	(434,962)
Remainder of surplus held as retained earnings		4,284	36,318

Audited Financial Statements

YWCA Australia
(A COMPANY LIMITED BY GUARANTEE)
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Statement of Financial Position
For the 30 June 2013

	Note	2013 \$	2012 \$
ASSETS			
CURRENT ASSETS			
Cash on hand	3	391,626	780,057
Accounts receivable and other debtors	4	49,780	18,808
Financial assets	5	1,013,954	951,598
Other assets	7	7,291	520
TOTAL CURRENT ASSETS		1,462,651	1,750,983
NON-CURRENT ASSETS			
Property, plant and equipment	6	41,075	39,714
TOTAL NON-CURRENT ASSETS		41,075	39,714
TOTAL ASSETS		1,503,726	1,790,697
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	115,076	122,171
Other financial liabilities	9	-	220,980
Unexpended grants	10	65,922	385,535
TOTAL CURRENT LIABILITIES		180,998	728,686
NON-CURRENT LIABILITIES			
Employee benefits	11	15,261	13,528
TOTAL NON-CURRENT LIABILITIES		15,261	13,528
TOTAL LIABILITIES		196,259	742,214
NET ASSETS		1,307,467	1,048,483
EQUITY			
Reserves	12(i)	1,206,030	951,330
Retained earnings		101,437	97,153
TOTAL EQUITY		1,307,467	1,048,483

With thanks to...

Life Members

Ann Drummond	Jocelyn Murphy
Annette Heathwood	Joy Oakley
Bess Carr	Juli Dugdale
Cathi Moore	Kate Dixon
Dame Beryl Beaurepaire	Kathleen Edwards
Diana Kilford	Libby Norton
Heather Crosby	Louise Quinn
Helen Paterson	Mary Broughton
Jacq Burridge	Mary Guthrie
Jacqui Mason	Millie Howells
Joan Meredith	Tricia Szirom
Joan Miller	Viv Ashcroft

Volunteers

YWCA Australia National Board
YWCA Australia Board Sub Committee and Working Group Members
YWCA Archive Project Team: Kathleen Edwards, Nancy Lane, Fiona Stewart
Gender Audit: Nell Whiteway, and our project partners Women on Boards and the Australian Council of Social Service

Funders

Australian Government Office for Women
Australian Government Department of Health
Avon
Prostate and Breast Cancer Foundation
A special thank you to our individual donors

Pro bono support

Deloitte Touche Tohmatsu
Mallesons Stephens Jacque (now King Wood Mallesons)
Roslyn Dundas and Dave McClelland
Viola Eco Graphic Design
Big and Small Productions
Liz Billings

Thank you to our wonderful YWCA Australia Staff Team

Dorinda Cox, NATSIWA Program Manager
Megan Daley, NATSIWA Administration Officer
Helen Dalley Fisher, ERA Program Manager
Emma Davidson, ERA Project Coordinator
Jenny Davidson, Deputy Director
Michelle Deshong, NATSIWA Program Manager
Hannah Gissane, ERA Project Coordinator
Alison Laird, Policy Coordinator
Dr Caroline Lambert, Executive Officer
Ruth Miller, NATSIWA Administration Officer
Elizabeth Phillips, ERA Administration Officer
Candice Smith, ERA Administration Officer
Maren Strachan, Acting Deputy Director
Heather Walker, Administration Officer

Keep up with YWCA Australia throughout the year online at www.ywca.org.au or follow us on Facebook and Twitter

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ABN 74 111 663 873



YWCA Australia
Annual Report 2012-2013