



ANNUAL REPORT

Women With Disabilities ACT

1 July 2017 to 30 June 2018

Winner 2012 International Women's Day Award, Community Category

Winner 2015 ACT Chief Minister's Inclusion Awards, Excellence in Championing Human Rights

STRONG WOMEN STRONG VOICES

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WWDACT DIRECTORS' REPORT 2018

Your Directors present their Report and Financial Accounts on the Company for the 12 months ended 30 June 2018.

ACKNOWLEDGEMENT

WWDACT acknowledges the assistance of the ACT Government under the Office for Disability in making it possible to undertake our work.

Women With Disabilities ACT acknowledges and pays respect to the Ngunnawal peoples, the traditional custodians of the ACT Region, on whose land our office is located. We pay our respects their Elders past, present and emerging. We acknowledge their spiritual, social, historical and ongoing connection to these lands and the contribution they make to the life of the Australian Capital Territory.

DIRECTORS

The names of the Directors in Office at any time during the reporting period are:

Louise Bannister
Karen Hedley
Eun-Ju Kim-Baker
Kerry Marshall
Dianne McGowan
Christina Ryan (to February 2018)
Sue Salthouse

OPERATING RESULTS

Women With Disabilities ACT (the Company) became an incorporated association on 13 December 2016. The attached financial reports are for the period 1 July 2017 to 30 June 2018.

The Company finished the 2018 Financial Year with a total equity of \$25, 271, and net profit of \$20,700.

SIGNIFICANT CHANGES IN STATE OF AFFAIRS

There have been no significant changes in the State of Affairs of the Company during the reporting period.

COMPANY OBJECTIVES

The Vision, Mission, Object & Purposes of the Company are set out in Section 3 of the Constitution.

1. WWDACT is committed to the vision of an inclusive society in which women¹ with disabilities live meaningful lives as part of the community.
2. WWDACT is committed to a vision of human rights as a fundamental part of social justice and is guided by the United Nations Conventions on the Rights of Persons with Disabilities, and other human rights instruments.
3. WWDACT is a Disabled People's Organisation, which means it is majority owned and managed by people with disabilities, in this case women with disabilities.
4. WWDACT's Mission is to represent women with disabilities in the ACT and region through feminist and human rights frameworks, including undertaking systemic advocacy on their behalf to address inequality and multiple disadvantage (intersectional discrimination).
5. WWDACT's Object is to seek to overcome the poverty, and the social and economic disadvantages resulting from disability, particularly the disadvantage caused by the intersection of gender and disability. It shall do this by:
 - (a) representing women with disabilities;
 - (b) providing systemic advocacy for women with disabilities;
 - (c) influencing policies of Governments and society to support the principles of inclusion of women with disabilities in the life of the community;
 - (d) providing information to women with disabilities; and
 - (e) providing information and advice to Government and the community on practices to address inequality and disadvantage, of women with disabilities through a human rights framework.

STRATEGIES TO ACHIEVE OBJECTIVES

The Company's strategies to achieve its objectives are outlined in the Principal Activities section below. WWDACT systemic advocacy in areas of relevance to women with disabilities consists of intensive and extensive promotion of the interests of constituents to Government and civil society organisations. WWDACT's further brief is to provide information to constituents about

¹ Women denotes women, girls, non-binary persons and feminine identifying persons.

government policies and programs and to ensure that Government is kept informed of issues raised by ACT women with disabilities.

KEY PERFORMANCE MEASURES

A successful outcome of the Company's systemic advocacy is measured in terms of:

1. consideration of the human rights and fundamental freedoms of women with disabilities as integral components of policies and programs developed by both government and community organisations.
2. Provision of information on policies and programs given to women with disabilities through consultations, forums and newsletters.
3. Provision of information to Government on the issues and concerns of ACT women with disabilities.

VALE EUN-JU

Eun-Ju joined the WWDACT Board at our Annual General meeting in November 2017. We were pleased to welcome a person of such talent and vivacity to our ranks. Eun-Ju brought us a valuable connection with the creative arts scene in Canberra. Following their work with Aboriginal Communities in the Northern Territory, Eun-Ju had a more nuanced understanding of Aboriginal and Torres Strait Islander people and communities, and the Board was grateful to have someone on hand to address this yawning gap in our expertise. Eun-Ju's personal identity was as a genderqueer / non-binary person and they showed great patience and tolerance in explaining this identity to others, and of their adoption of the gender neutral pronouns of 'they', 'them', 'their' along with the honorific of 'Mx'. Because of Eun-Ju's influence, WWDACT expanded our definition of 'women and girls' to add 'non-binary and feminine identifying people' to make us more inclusive of people of diverse identities.

Eun-Ju represented WWDACT at the Health In Difference conference in Sydney in April of 2017 which took place to coincide with the Gay and Lesbian Mardi Gras. In retrospect, Eun-Ju was not well at the time, but with their usual determination and conscientious dedication to their personal passions and work, pushed through to make the trip to Sydney. Eun-Ju was not well enough to attend our May meeting and at that time, the Board granted Eun-Ju leave of absence from further Directors Meetings for as long as they needed to be restored to health. This was not to be.

We were all immensely saddened to learn of their death in early October and remain bereft. Their expertise and perspective on sexuality and life enhanced our Board and WWDACT's work, and they are greatly missed. We extend our sympathies to Eun-Ju's family and friends.

PRINCIPAL ACTIVITIES

The Company acknowledges the assistance it receives from the ACT Government under the Office for Disability to undertake its activities.

ADVOCACY

WWDACT has undertaken systemic advocacy in areas of relevance to women with disability through the following activities.

Advisory Group Membership

WWDACT Director, Louise Bannister, represents us on both the Ministerial Advisory Council for Women, reporting to the Minister for Women, Yvette Berry MLA (MACW) and the Disability Reform Group (DRG) reporting to the Minister for Disability, Rachel Stephen-Smith MLA. This representation provides WWDACT with a valuable two-way conduit between government and our constituents in the area of policy development, project funding and training opportunities. In addition WWDACT convenes the ACT Disability Advocacy Network, which brings together community organisations, Disabled People's Organisations (DPOs) and Advocacy Bodies to share work in supporting people who experience disadvantage in our community. WWDACT is also represented on the Justice and Community Safety Directorate (JACS) Disability Advisory Group. WWDACT CEO, Clare Moore, represents us on the HCCA Access & Design Reference Group and at the ACT Disability Sector Forum.

At a national level, WWDACT Chair, Sue Salhouse, continues to have a place on the Australian Bureau of Statistics (ABS) Advisory body for the Survey of Disability Ageing and Carers. The results of data collected during 2018 are expected to be available in early 2019.

Participation in Meetings/Forums

WWDACT continues to participate in meetings and forums both in the ACT and nationally. We recognise that marginalised sub-communities need to have a 'seat at the table' in order for issues of concern to be considered. The slogan of the disability sector, 'Nothing About us Without Us', still has great resonance and relevance.

In keeping with this, WWDACT participated in the Law Reform Advisory Council meeting to discuss the findings of the Guardianship Review. In addition, two delegates were supported to attend the 'eSafetyWomen' training conducted in Canberra. This was something of a test for trainers who realised that much of their material was not readily accessible to someone with vision impairment.

This training gives women skills to have better control of their online presence. E-Safety is an emerging field of concern as it is becoming apparent that women with disabilities experience technology-facilitated abuse at more than twice the rate of non-disabled women.

The ACT Housing Summit held to develop the new ACT housing equity strategy was an important forum for WWDACT Directors and staff. Women with disabilities continue to be overrepresented in the lowest income quintile, and are one of the largest users of social and public housing and at highest risk of homelessness. The combination of renting stress, insecure tenancies, and distance from transport, serve to isolate women with disabilities and are a barrier to accessing employment. These factors are also a barrier to seeking a pathway to safety in situations of Domestic and Family Violence (DFV).

Three WWDACT Directors (Dianne McGowan, Sue Salhouse and Eun-Ju Kim-Baker) and member Kerry Snell took part in the Gender Equality Forum sponsored by MACW and the Office for Women in February. Through story sharing, a picture of the implementation of women's policy in the areas of housing/homelessness; respectful relationships, business mentoring, leadership, and persistent gender stereotypes in jobs led to discussion on how we can change to a system with structures which better suit the diversity of women. All policy areas need attention to include women with disabilities. To ignore this is to disadvantage nearly 20% of women in the ACT.

WWDACT's work to reduce the incidence and prevalence of violence against women with disabilities continues. WWDACT took part in the Australian Network for Research on Women's Safety (ANROWS) meeting for the development of the National Common Risk Assessment Framework (CRAF). This is an action under the Nation Plan to Reduce Violence Against Women and their Children. The action was a recommendation of the Advisory Panel to COAG on the National Plan in 2016. The framework which provides a common structured and systematic approach to addressing the risks for all women experiencing domestic and family violence and sexual assault is part of the response to violence and aids in improving their safety.

The impact of violence on children was the subject of an extraordinary meeting sponsored by the Domestic Violence Prevention Council. WWDACT participated in this meeting and believe it was important to draw attention to the heightened levels of anxiety experienced by children when the person being abused is a woman with disabilities. WWDACT drew attention to the prevalence of violence and abuse experienced by children with disabilities and emphasised the need to address this through improving the disability awareness of counsellors and other practitioners in the violence sector.

WWDACT also took part in forums on Elimination of Restrictive Practices and the setting up of the office of Senior Practitioner; the Australian Human Rights Commission consultation for its

Inquiry into Domestic and Family Violence; the YWCA She Leads forum on intersectionality; contributed to research into early intervention in domestic and family violence; and to a consultation conducted by the Department of Foreign Affairs and Trade (DFAT) on improving violence prevalence indicators in Asia Pacific and collection of data in that region.

Policy Papers

WWDACT has continued to have input to policy development through its submissions to government in response to policy and discussion papers or inquiries. In addition, WWDACT contributes to discussion in the community sector.

WWDACT contributed an article to the ACTCOSS quarterly magazine (Issue 81, Spring 2017) with a theme of Addressing Early Intervention gaps in the ACT. The WWDACT article focussed on the service gaps which persist in the ACT for women with disabilities, including the ongoing lack of alternative accommodation options for women with disabilities who are experiencing Domestic and Family Violence.

To mark the International Day for People with Disabilities (IDPWD) WWDACT contributed an opinion piece to the Canberra Times \I-Day supplement.

Nationally, WWDACT contributed to the Gender Budget Analysis undertaken by the Social Policy Committee of the National Foundation of Australian Women (NFAW). In the absence of a federal government gender analysis, this analysis is undertaken every year by NFAW. Whilst WWDACT was relieved at the Budget commitment to fund the NDIS, it continues to be cautious about long term financial security for the Scheme, because this funding is dependent on parallel funding being contributed by the states and territories. Concern continues over the erosion of funding for women with disabilities who will not be eligible for the NDIS, and in the tough measures to encourage lawful behaviour of income support recipients which may plunge many women with disabilities into further poverty. WWDACT is also concerned about the undervalued work in the disability sector. Support Work and Personal Care Work is a gendered profession where work is low-paid and casualised and/or part time where staff lack appropriate training. There is an almost non-existent career path structure resulting in high staff turnover in the sector.

WWDACT made submissions to the inquiry into the implementation, performance and governance of the NDIS in the ACT; the proposal to amend the ACT Crimes Act to adopt a new definition of consent; the Restorative Justice Referrals discussion paper, and the Inquiry into Domestic and Family Violence policy approaches and responses.

Projects

Australian Women's Archives Project. WWDACT is working with the NFAW on the Australian Women's Archives Projects to lodge biographies of 7 women leaders with disabilities in the ACT with the National Library of Australia. Interviews have been conducted by University of Melbourne historian, Dr Nikki Henningham, and will be lodged in the Australian National Library Women and Leadership archive. In addition WWDACT is preparing an exhibition which will showcase these women. The exhibition is scheduled for March 2019 to coincide with International Women's Day.

Contraception and Consent Project. WWDACT has commenced work on the second part of our Contraception and Consent Project. After undertaking an analysis of national and international Consent laws in 2017, WWDACT has begun an investigation into how women and girls with disabilities obtain information and education on sexual and reproductive rights, sexuality and respectful, safe relationships. Surveys of women with disabilities were in the field in the second half of 2018.

Drop-In Socials. WWDACT has commenced an outreach program to give our constituents an opportunity to meet and talk with peers, as well as learn more about WWDACT and become members. The Drop-Ins are staged about every 6 weeks. Each one is hosted by a WWDACT Director. They are held at different times of the day, including evenings and weekends, and in different regions of Canberra. In this way WWDACT hopes to make it possible for women with disabilities to have direct contact with us to raise issues. Some Drop-Ins will have specific topic for discussion whereas others will be purely social. Our first Drop-in, held at the Canberra Museum and Gallery was attended by 8 women as well as Minister Stephen-Smith.

E-learning modules on Domestic and Family Violence. November 2017 marked the completion of an 18 month project conducted in partnership with the ACT Human Rights Commission (HRC) to develop two e-learning modules which are now available on the ACT HRC website. The first module is designed to raise awareness of Domestic and Family violence for disability support workers and the second is to raise disability awareness for workers in the Domestic and Family Violence sector.

Youth Leadership Project. WWDACT is developing a project which will identify young leaders with disabilities and provide mentorship and leadership development for these young people in 2019. An event, entitled Pitch Your Passion, will be held in March 2019 to provide an open-mike opportunity for them to talk about making changes in whatever subject area interests them.

Direct Feedback to Governments & Community

In addition to our input to government through submissions to discussion papers, WWDACT also holds frequent meetings with the staff of government directorates.

During the financial year, WWDACT has held meetings with government members and staff from the Community Services Directorate and the National Disability Insurance Agency (NDIA) about the need for rapid-turn-around Plan Review for NDIS participants finding a pathway to safety after violence, and contributed to the Women's Safety Audit for the Multicultural Festival to ensure that the Festival would be a welcoming and safe venue for women with disabilities.

A WWDACT working group on reproductive rights was convened in late November. This national group will meet on ad hoc basis to advance thinking on the rights of women with disabilities to express their sexuality and be supported, where necessary, to form relationships.

WWDACT conducted a forum on Leadership as part of its AGM in November 2017. With the aid of an ACT 1-day grant, WWDACT held a successful forum on Leadership on 30 November. Interstate leading disability activist on reproductive rights for women with disabilities was the keynote speaker. WWDACT celebrated its 2 decades years of leadership in the Territory. The e-learning modules

Presentations

WWDACT Chair presented the keynote address to the Disability Employment Australia National Conference looking at choice and control in the context of changes to Disability Employment Services.

WWDACT Chair also presented to the Council of Australasian Tribunals conference on projects for matters to come to the Tribunal after the full rollout of the NDIS.

In March 2018, the Canberra Business Chamber working with the Office for Disability, asked WWDACT to be part of a video they were producing to promote employment of people with disabilities by small and medium sized enterprises. WWDACT Director, Dianne McGowan, and her previous employer Eric Martin took part in this video.

INFORMATION

Website

The Launch of the new WWDACT branding has given the organisation a new and more futuristic feel. This is evidenced in the new WWDACT website which began operation in the new year. This online presence enables members to enrol electronically and is the repository for all papers and reports over more than a decade of work. The Fortnightly e-Bulletins are also posted online.

WWDACT Bulletin

WWDACT published 21 fortnightly e-Bulletins during the year. Each bulletin contains topical information about gender and/or disability issues and includes information on social justice reach to 224 individuals or organisations. e-Bulletins containing local, national and international news of relevance to women with disabilities, including events and activities in the ACT, updates on the NDIS, information about the UN CRPD

SOCIAL MEDIA

WWDACT Facebook

WWDACT has increased its Facebook likes to more than 500, and increase which has been occurring consistently over each quarter since the launch of our website. Individual posts have reached up to 3000 people. There have been about 10-15 posts per week by the WWDACT Social Media Director, Karen Hedley and the CEO.

Twitter - @WWDACT

@WWDACT has close to 300 followers, and is increasing by over 10% per 6-month period, and is following 344 individuals/organisations. The @WWDACT activity reached 5,259 in June, and tweets regularly on WWDACT news, invitations to WWDACT and other events, advocacy around the country and disability or gender items.

STAFF

Penny Everett. Penny was the first staff member appointed temporarily by WWDACT after it became an incorporated organisation. Recently returned from working in international aid in Cambodia, Penny worked intensively for 6 months establishing the new office within the offices of the Sexual Health and Family Planning ACT (SHFPACT) offices in University Avenue Canberra, purchasing equipment, and setting up the banking, before she was able to find as position with another community organisation in Canberra.

Maëlla Ducassoux. Maëlla worked as a Research Officer for 6 months, undertaking research into national and international laws pertaining to the granting of consent to use contraceptive to women with disabilities with a decision-making impairment. This study included review of Article 12 (Equal Recognition Before the Law) of the UN Convention on the Rights of Persons with Disabilities. She completed the Research Project in August 2017 before returning to France to complete her Legal Studies. Her report will be launch in 2019 along with the launch of the report into the practical applications of these laws in the ACT.

Caro Roach. Caro was appointed as the first CEO of an incorporated WWDACT in August 2017. She continued the work of purchasing equipment and setting up our comprehensive record keeping systems, as well as commencing the liaison with a graphic designer to develop the new WWDACT branding. A family move to Melbourne meant that Caro relocated south in the first quarter of 2018.

Clare Moore. Clare became our second CEO in April 2018. Clare is an emerging young leader in social justice and brings a new vibrancy to the organisation. She uses her IT and social media skills to ensure the WWDACT messages are widely disseminated, and has increased the reach of the organisation. Through her networking WWDACT is reaching a wider spectrum of age groups and interests, particularly to young feminists and people with disabilities. Clare was the recipient of a scholarship from the ACT Office for Disability to take part in the inaugural *Future Shapers* course conducted by the Disability Leadership Institute. After an intensive in-house week of study, Clare will undertake mentored and peer reviewed 'change project' which will help transform WWDACT's to address future challenges.

Hannah Thomson. Hannah joined WWDACT as the part-time Communications & Administration officer in early 2018, working 4 hours per week to update our databases and t assist with publication of the fortnightly newsletter. Unfortunately, due to a change in her disability symptoms, she has had to temporarily stop working with WWDACT.

DIVIDENDS PAID OR RECOMMENDED

The memorandum of association of the Company prohibits the payment of dividends.

INFORMATION ON DIRECTORS

Information on directors is as follows:

Louise Bannister

WWDACT Director

Louise has been involved with WWDACT since 1998 and works to promote health and wellbeing for women with disabilities including improving access to women's health screening services. She is passionate about the right for individual choice and control and about creating a fully inclusive community through mentoring, education, advocacy, and leadership. Louise represents WWDACT on the Ministerial Advisory Council on Women; and on the ACT Disability Reference Group. She is the former Deputy Chair of the Disability Advisory Council, and continues to work with ACT Health and the government to improve women with disabilities' access to services and education. Louise has been recognized for her work in the community. She was awarded the Chief Minister's Award for Inclusion by an Individual (2012), and was a Finalist in the Women of Spirit Awards (2009), and a National Finalist for the Australian Centre for Leadership of Women Leadership Achievement Award (2006).

Karen Hedley

WWDACT Director

Karen has been working with people with disabilities for 30 years. She has a focus on human rights and self-advocacy, and a growing interest in the specific issues facing women. She was awarded the ACT Chief Minister's Inclusion Award for Lifetime Achievement in Support Work in 2015. Karen aims to empower, influence and inform others and to this end she has established a number of successful blogs and Facebook groups and pages relating to disability, and continues her career in the community sector.

Eun-Ju Kim Baker

WWDACT Director

Eun-Ju was a specialist policy writer and advisor with 8 years of diverse experience working in government and non-government agencies in the NT and ACT. Their passion was working with vulnerable groups to achieve structural change, and they had expertise in targeted law reform that cuts through bureaucratic red tape and engages with the lived experience of people for whom the laws are actually drafted.

Eun-Ju had spent part of their working life in the NT working with the NT Anti-discrimination Commission; NT Public Interest Disclosures & Privacy Commission and the NT Department of Health. In addition their work at the Ruby Gaea Against Rape office and refuge saw them drafting plain English community legal education resources. In the ACT they worked for the AIDS Action Council and the ANU College of Law. Their concern about violence against people across a diverse range of communities, led to work with the Australian Women Against Violence Alliance.

Eun-Ju's work was of such a high quality that it was recognised with a series of awards including an ANU internship with the Shadow Attorney General in 2017, an ANU residential scholarship for academic excellence; and the 2015 Annual Justice and Community Safety Directorate (JACS) Prize for the highest score in a Law Reform subject.

Kerry Marshall

WWDACT Director

Born with Spina Bifida, Kerry is a Social Worker with a keen interest in mental health, mentoring, inclusion, human rights and social justice. Kerry has been a Canberra resident for more than 30 years and is passionate about improving the profile, status and lives of women with disabilities in the ACT and Region.

Dianne McGowan

WWDACT Treasurer

Di is a qualified bookkeeper and has worked extensively in both the disability sector and the private sector. She has been a member of WWDACT since it was first formed in 1995 and has supported the organisation with financial advice since its inception. She worked as the bookkeeper for Women With Disabilities Australia (WWDA) for a number of years when the national office was located in Canberra. She retired from her employment as the Accounts Manager for Eric Martin & Associates, a specialist in access architecture at the end of October 2017.

Di has lived with disability all her life, and from a young age she has known that keeping active is an important part of maintaining mobility. In the last 12 months since retiring she spends five hours a week exercising. Di also loves spending time with her 3 grandchildren, having coffee with friends and going to the movies.

WWDACT is a wonderful organisation to be associated with. Di has made life-long friends and being on the Board has given her many opportunities to improve her skills and more importantly being part a movement to improve the lives of women with disabilities in the ACT.

Christina Ryan

WWDACT Public Officer

Christina has been a member of the WWDACT Steering Committee since its formation in the 1990s and was a member of the inaugural Board in 2016, a position she continued to hold until February 2018. WWDACT accepted her resignation reluctantly to enable Christina to have more time for her work as the Director of the Disability Leadership Institute. She continues as the Public Officer for WWDACT.

Sue Salthouse
WWDACT Chair

Sue is an educator and disability rights advocate, and has worked in both education and disability in Central Australia, Nepal, and Italy. She was a member of the University of Canberra Council from 2012 to 2018, and is the ACT Representative on the Independent Advisory Council of the National Disability Insurance Scheme. She is the immediate past Co-Chair of the Disability Reference Group advising the ACT Government on the implementation of the National Disability Strategy. She has been an inaugural board member, and Chair of the Australian Communications Consumer Action Network, and is a former president of Women With Disabilities Australia. She has advocated for improved access to services, education and employment for women with disabilities. She was the 2015 Canberra Citizen of the Year, 2014 ACT Senior Woman of the Year, and a nominee for the 2014 Senior Australian of the Year.

MEETINGS OF DIRECTORS

	DIRECTORS' MEETINGS	
	Number eligible to attend	Number attended
Louise Bannister	10	7
Karen Hedley	10	9
Eun-Ju Kim baker	10	3
Kerry Marshall	10	9
Dianne McGowan	10	9
Christina Ryan	8	6
Sue Salthouse	10	10

The Company is limited by Guarantee. Under Section 6.3 of the WWDACT Constitution, each Member's liability on winding up is limited to a maximum of \$2.00.

FINANCIAL REPORT

FINANCIAL ACCOUNTS 2017 Women With Disabilities ACT

Balance Sheet

As of June 2018

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Assets

CBA 1041 9858	\$25,369	
Petty Cash	<u>-\$46</u>	
Total Assets		\$25, 323

Liabilities

Payroll Liabilities		
Long Service Leave	\$53	
Super Payable	<u>\$0</u>	
Total Payroll Liabilities	<u>\$53</u>	
Total Liabilities		\$53

Net Assets

\$25, 271

Equity

Retained Earnings	\$ 4, 570	
Current Earnings	<u>\$20, 700</u>	
Total Equity		<u>\$25, 271</u>

Women With Disabilities ACT

Profit & Loss [Cash]

July 2017 through June 2018

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Income

Disabilities ACT Contract	\$94,728	
NFAW Grant	\$ 5,000	
Donations	\$ 101	
Office for Disability I-Day Grant	\$ 4,450	
Youth Leadership Grant	\$18,550	
Total Income		<u>\$122,829</u>

Expenses

Board Expenses		
Board Professional Development	\$115	
Catering Board Meetings	\$149	
Travel/Parking/KM Allowance	\$366	
Total Board Expenses		<u>\$629</u>
Community Engagement		
Auslan Interpretation	\$286	
Catering for Forums	\$ 34	
Consultancy	\$12,400	
Travel Support Costs	\$581	
Volunteers Reimbursement Support	\$ 99	
Total Community Engagement		<u>\$13,401</u>
Infrastructure (building, equipment, digital support)		
Business Insurance	\$771	
IT Support	\$243	
Mobile Phone Purchase & Cost	\$708	
Office 365 Licence Renewal	\$210	
Public Liability Insurance	\$330	
Rent	\$4,400	
Webhosting Melb. IT	\$858	
Total Infrastructure		<u>\$7,520</u>
Operational Expenses		
Bank Charges	\$ 2	
Bookkeeping Fees	\$1,540	
Postage	\$ 24	
Office Supplies	\$ 457	
Total Operational Expenses		<u>\$7,277</u>

Women With Disabilities ACT

Profit & Loss [Cash]

July 2017 through June 2018 (Continued)

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Communications		
Marketing	\$2, 245	
Memberships & Publications	\$643	
Printing	\$1, 342	
Website Costs	\$1, 853	
Total Communications		<u>\$6, 082</u>
Salaries & on costs		
Wages	\$55, 151	
Long Service leave	\$840	
Superannuation	\$5, 149	
Workers Compensation Insurance	\$621	
Total Salaries & on costs		<u>\$61, 761</u>
Staff Related Costs		
Conference, Training & Educations	\$825	
Staff Recruitment	\$184	
Total Staff Related Costs		<u>\$1009</u>
Project Grants		
Carer supports for Community Engagement	\$198	
Catering	\$1, 656	
Performance & Equipment	\$850	
Presentation/marketing materials	\$146	
Speaker Fee	\$1, 500	
Venue Hire	\$100	
Total Project Grants		<u>\$4, 450</u>
Total Expenses		<u>\$102, 129</u>
Operating Profit		<u>\$20, 700</u>
Other Expenses		
Net Profit (Loss)		<u>\$20, 700</u>

REVIEW OF FINANCES - INDEPENDENT DECLARATION

I, Gaurav Bhatia, being a Certified Professional Accountant (CPA Australia) and independent of the affairs of WWDACT, declare that I have reviewed the financial accounts of the organisation, and declare that they are a true representation of the financial affairs of the Company.



gaurav bhatia (Nov 14, 2018)

Signature: Gaurav Bhatia

Dated this 14th November 2018

WWDACT DIRECTORS' DECLARATION

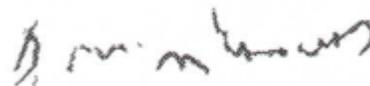
The Directors of the Company make a resolution to declare that:

- (a) the financial statements and notes, set out in the attached reports
 - (i) comply with Accounting Standards;
 - (ii) give a true and fair view of the financial position as at 30 June 2017 and performance, as represented by the results of the operations and cash flows, for the year ended 30 June 2017; and
 - (iii) in the Directors' opinion, have been made out in accordance with the **Australian Capital Territory Associations Incorporation Act 1991**; and
- (b) at the date of this declaration, in the Directors' opinion, there are reasonable grounds to believe that Women With Disabilities ACT will be able to pay its debts as and when they become due and payable in Australia.

For and on behalf of the Directors



Sue Salthouse
Chair & Director



Dianne McGowan
Treasurer & Director

Date: 29 October 2018

MINUTES OF AGM MEETING 2017

Women With Disabilities ACT Annual General Meeting Thursday, 30 November MINUTES

Present: Sue Salthouse, Dianne McGowan, Karen Hedley, Kerry Marshall, Louise Bannister, Christina Ryan, Amy Bryan, Alexa McLaughlin, Kerry Snell, Catherine Settle, Eun Ju Kim-Baker, Sharon Kensell, Laura Pinscopo, Bonnie Millen, Caro Roach (Observer).

Supporters: Carla Millner, Siobhan Clair, Sunita Mahat, Malou Midgley, Fabienne Mwizerwa, Ruth Fearnside, Liane Hinds, Pieta Manning, Caitlin Manning, Bob Bannister, Sarah Bannister, Dean Nimmo.

Apologies: Nil.

Thi Nha Tran, Board Nominee, had had to leave the event prior to the commencement of the AGM.

1. Welcome and Introduction

The meeting commenced at 7.30pm. Chair, Sue Salthouse, welcomed members and supporters to the meeting, and gave an acknowledgement of the Ngunnawal people as custodians of the land on which the meeting was held.

2. Acceptance of Directors' Report (Chair's Overview of the 2016-2017 year)

The Chair noted that the Directors' Report had been circulated to members, and was tabled. She gave a brief overview of the work of WWDACT in the 2016-17 year, before inviting further questions on the report. No questions were received.

MOTION: that the Directors' Report for 2016-17 be accepted as tabled.

Moved: Sue Salthouse
Seconded: Kerry Snell
Passed unanimously

3. Acceptance of Financial Statements 2017

The Chair noted that the Financial Statements had been circulated as part of the Directors' Report and were tabled. She then handed the floor of the meeting to the Treasurer, Dianne McGowan. The Treasurer then asked for questions about the Financial Reports. No Questions were received.

MOTION: that the Financial Reports for 2016-17 be accepted as tabled.

Moved: Dianne McGowan
Seconded: Louise Bannister

Passed unanimously

4. Appointment of Auditor for 2017 – 2018

The Treasurer then handed the floor back to the Chair. The Chair noted that the appointment of an auditor is not necessary at present because WWDACT does not yet have Deductible Gift Recipient (Charitable) status and as such can have financial statements reviewed by an Chartered Public Accountant as was done for the current financial reports. The question was raised by Alexa McLaughlin as to obligations for audit under the ACT Associations Incorporation Act 1991. WWDACT has had advice that the threshold income for formal audit under this Act is \$250,000, an amount greater than WWDACT's current income.

MOTION: that Gaurav Bhatia, the current CPA who reviewed the 2016-17 financial reports, be appointed as the accountant until such time as DGR status is achieved and an auditor is required.

Moved: Sue Salthouse
Seconded: Karen Hedley
Passed unanimously

5. Announcement of Board nominations received and proxies

The Chair noted that the nomination information for the two nominees for the single board position had been circulated and were tabled. She introduced **Eun Ju Kim-Baker**, and noted that the second candidate **Thi Nha Tran** had had to leave the event earlier.

6. Election of new Director & Returning Officer's Report

The Chair introduced Ruth Fearnside to act as Returning Officer and Liane Hinds to act as Scrutineer. Voting papers and pens were distributed, and ballots cast in the sealed ballot box. The Returning Officer and Scrutineer withdrew to a separate room to count votes.

On return the Returning Officer announced that **Eun Ju Kim-Baker** is the successful candidate. The result was verified by the Scrutineer. Eun Ju will join the WWDACT Board effective from the AGM. She was welcomed by the Chair with unanimous applause from those present.

7. Any Other Business

No other business was raised.

8. CLOSE AGM

The meeting closed at 7.50pm.