

POSITIVE WOMEN VICTORIA

ANNUAL REPORT



2019-2020

ABOUT

Positive Women Victoria (PWV) is the only community-based organisation specifically funded to support women living with HIV in Australia and was established by and for women living with HIV. PWV provides peer support, information and advocacy for women in Victoria living with HIV.

For over 30 years, PWV has responded to the changing needs of women living with HIV, recognising the impact gender has on the way women (femmes, cis women, and trans women) experience HIV and addressing the specific needs and emerging issues that affect women living with HIV in Victoria.

PWV is funded by the Victorian Department of Health and Human Services to provide health promotion to women living with HIV.

Our Vision

All women and girls living with HIV in Australia are free from stigma and supported in their unique journey.

Our Mission

Supporting, representing and promoting effective change for women and girls living with HIV to enable their needs to be met.

Structure & Management

PWV is registered with the Australian Charities and Not-for-profits Commission (ACNC).

It is an incorporated association governed by a Board of Management. PWV offers support and advocacy for all women living with HIV regardless of whether or not they are members of the organisation.

CONTENTS

4

Words from the Chair

Georgina Whitchurch

5 - 6

Words from the EO

Kirsty Machon

7 - 8

Treasurer's Report

Kylie Tempest

9 - 10

Peer Support

11

Tell the Story

12 - 21

Financials

23

Board + Staff

24

Contact



WORDS FROM THE CHAIR

Greetings to all from the Chair



What a year we have all had.

2020 will be the year that nobody forgets and sadly, not because it has been full of amazing achievements and progress, which it has, but of course the onset of the personal, physical and emotional restrictions that accompanied COVID made it memorable for all the wrong reasons.

My thoughts and love go out to all of you who have suffered in isolation and dealing with the seesaw effect of restriction changes that affected the majority of Victorians. Let's hope that we can come out of this before the year ends with smiles and celebrations.

Now we'll move onto the amazing progress and achievements for Positive Women Victoria this year.

As some of you will know, Heather Ellis had to vacate her role as Chair of the Board at the beginning of the year in order to be able to apply for the role of project manager for the Tell the Story project funded through Gilead. It is an amazing project designed to really hit stigma in the eyes and I know that Heather is doing that as best she can within the COVID restrictions. Many members have agreed to tell their stories on our brand new podcast, *Our Stories: Ending HIV Stigma*, launched in September, and will continue to roll out as more members sign up to talk of their journey. I would encourage you to be brave and tell your story through this project and help us attack the stigma that we have all faced at some stage and still do.

I was voted in as Chair of the Board following Heather's exit in February and my first meeting in that role was on Zoom. I found it very difficult as I did not know anything about Zoom or how this particular Board operated. I have since learned a lot more about Zoom. In May, then the Board came together very strongly through an amazing training session and followed up

with extra meetings to get to know each other. I found these processes most beneficial and necessary for the Board to work well as a great team to continue to lead PWV into the future for service to members.

We still have much to do and the next year will be a busy one updating policies and other guiding documents for the Board. We have a strong Board now with a suitable balance of members and associate members.

This year saw the culmination of an updated Strategic Plan that has been signed off and recently distributed to all members and the ever important key stakeholders.

A comprehensive review of the Peer Support program has been conducted and the report is just recently to hand. I envisage you will hear more of this next year.

A new database system is to be installed for PWV and hopefully completed before the year end. It will replace a rather cumbersome system that has certainly reached its use-by date.

DHHS recently hosted an HIV consultation workshop to gain input for the next five years or more regarding future funding and delivery of services in Victoria. The workshop was attended by many including three from PWV; being myself, Heather Ellis and Kirsty Machon, our Executive Officer. It was strongly attended with representation from key organisations. The outcomes from the group discussions were powerful with highlighting the need to combat stigma, amend discriminatory laws, prevention and many other aspects.

This brings me to what is PWV all about? If you get a chance, watch the story on our website from Bev Greet, a PWV co-founder, as she recalls how it began and how it has developed over thirty plus years.

How do we support our women members especially in this difficult time of isolation social distancing?

The peer support team have done their very best to support those in need and they have taken on more working hours to cover more members. But it's still not enough as we cannot be in contact with everyone or get together like we have done in the past. Whilst Zoom and other visual electronic platforms are available, it is just not the same as seeing someone in person and having a good chat and some laughs and hugs over a coffee or wine or two.

The postponement of our annual Retreat was a hard pill to swallow for many, not the least being the dedicated members who had put in their time and effort to find a fantastic location and set-up the plan. We guarantee that it will happen one day, we just cannot say when.

I encourage you all to remain in contact with the members that you know and miss and are able to contact through social media or phone.

We all need to stay strong and safe and know that there is a future just waiting for us to enjoy and spend time with our positive women friends. Soon I hope.

With very warm regards,

Georgina Whitchurch





WORDS FROM THE EO

Every so often, a startling world event lands with wide-reaching personal and social effects. In October 2019, when Positive Women Victoria moved to bright, new offices with our wonderful colleagues and allies at Living Positive Victoria, none of us would have imagined that six months later, we would be turning out the lights and learning to work together and with members in an entirely different, almost completely virtual, way. In March, none of us supposed (despite being ambushed by COVID) that we would still be working remotely six months later.

Our offices may have remained dark, but it is a testament to the spirit, imagination and empathy of the PWV staff, Board and members that we have, in fact, been able to not only rapidly respond to the immediate problem of COVID, but continue to lay important foundations for our future.

It wasn't exactly easily to shift from a model of service centred on supporting individuals and building community through personal and face-to-face contact. But PWV has, with hard work and the occasional false start, risen to the occasion, buoyed by the good will and patience of our members.

There have been 38 women newly introduced to peer support services, from 14 different countries of origin, many during the pandemic shutdown. Support has been provided by phone, email, and new methods including the now-ubiquitous Zoom. The skill and generosity of the staff in nurturing and new and longstanding members during this time has been commendable. Many members have been severely affected by COVID, due to factors including immigration or visa status, housing insecurity, social isolation, or loss of income. With a much-welcome boost from the Department of Health & Human Services to support continuity of care, we were able to provide food assistance, extended staff hours, medical co-payment assistance, and a staff member (Bernadette Roberts) who dedicated her time to checking in on our over 360 members. Despite lockdown, we increased overall member contacts by 38 percent.

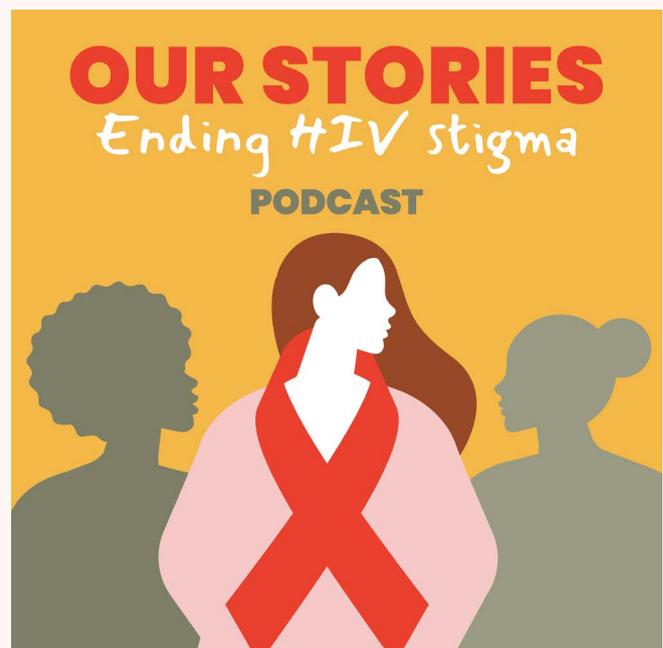
Working online sharpens your skills and necessitates new ways of doing business.

Each of our members has a unique story. For many, life with HIV has gone hand-in-hand with being confronted by, and overcoming, the sometimes overwhelming force of HIV-related stigma. In 2019, Positive Women Victoria secured a grant from Gilead Sciences to help us tackle stigma head-on, and encourage women to share their stories and learn about and celebrate liberating developments like improved treatment and U=U. The amazing Heather Ellis (a former PWV Chair) fiercely dedicated to fighting stigma, was made for this role. Despite the setback of COVID, Heather has led this project with guts and gusto, and the outcomes so far — including an amazing podcast series and a media guide — are outlined in this report.

Storytelling is important too for another partnership project, looking at the barriers to and experiences of women living with HIV to participation in clinical research. This joint project with the Australian Research Centre in Sex, Health & Society will capture the experiences of women and doctors to inform



OUR NEW HIV MEDIA GUIDE, JUST FOR WOMEN.



PWV'S GROUND BREAKING PODCAST SERIES, LAUNCHED IN SEPTEMBER.



approaches to trial design that encourage women to participate in trials to identify a HIV cure.

In November 2019, Peer Engagement Coordinator, Heather Mugwagwa, and Peer Support Worker, Melissa Iddles, supported women living with HIV from African communities to come together for the first time to learn about providing peer support. This was done in partnership with the Victorian African Health Action Network and with a grant from the Victorian Women's Trust. It was an important achievement from PWV's dedicated and talented peer leadership, and this great community of women has since reconvened for our very first online lunch group.

Working online sharpens your skills and necessitates new ways of doing business. Our Health Promotion & Communications Coordinator, Kayla Larson, has done wonderful work improving our regular communications to members by email, crafting attractive, easy-to-digest updates on activities, events and opportunities for engagement. She also re-vamped our Positively Women newsletter to great impact. Last and far from least, Kayla took charge of implementing our beautiful new website, delivering this on time and on budget, and meaning we now have a simple and easy way to regularly communicate. Thanks to those of our members who also took part in a beautiful photoshoot to support the website with gorgeous visuals.

"Advocacy" is also our job, and COVID has not diverted this effort. We have made submissions into aged care, argued for the decriminalisation of sex work, and engaged members in consultation around HIV and breastfeeding. We have contributed to the national HIV debate through our membership of the National Association of People Living with HIV Australia. With Living Positive Victoria and Thorne Harbour Health — who provide ongoing support for our peer program for which we are grateful — we continue to contribute to the strategic leadership team on HIV through the Department of

Health and Human Services.

PWV's energetic and determined Board has signed off on a comprehensive new Strategic Plan, underpinned by a searching examination of our peer support program, and with this thoughtful report, we can identify the best ways to keep this core of what we do accessible, relevant and sustainable. A brand new database will protect our members' interests and make communication easier. We thank Living Positive Victoria, who have generously allowed us to use technology developed for them as the basis for this project.

We salute the gains and acknowledge positive things learned in 2019-20, but there has been loss, too. Postponing the much-loved Retreat was a wrenching decision for all. The death of PWV's Patron Anne Phelan was grieved by many members who had been warmed by her humour and heartened by her generosity of spirit over decades.

Three other outstanding supporters must be thanked. Thorne Harbour Health remains a great ally in service provision and formidable force in health advocacy, and supports PWV's peer services. Living Positive Victoria also supports our peer program, and partners on Phoenix, but cares for PWV in so many other big and small ways. And the unprecedented challenge of the pandemic has not diminished the commitment of the Victorian Department of Health and Human Services to supporting PWV, nor to the goal of eliminating HIV stigma: and ultimately, to ending HIV.

The marvellous Chair, mighty Board and incredible hardworking staff of PWV must be thanked for the focus that has carried the organisation through such turbulent waters, to come out with renewed vigour, and largely, atop the crest of the wave.

Kirsty Machon

EO

TREASURER'S REPORT

2019-20 has been an incredibly strange and challenging year. COVID has certainly tested the resilience of our staff, our Board and our members, and I am pleased to say I think we have managed to adapt quickly to the changing environment and carry on in the restricted but functional environment.

Positive Women Victoria (PWV) has reported a surplus for 2020 of \$27,862 which is unsurprising considering the restrictions that are in place in response to COVID. Certain events for which we had budgeted have had to be cancelled this year, which has been disappointing, but we hope to come back bigger and better as soon as restrictions have been lifted and we can begin planning again.

We have maintained our income levels despite these difficult times. Total turnover of \$401,134 is in line with 2018-19 financial year turnover of \$401,272. Our program support funds have increased by 35 percent, with a new grant from Gilead Sciences to work on an initiative to challenge the impacts of stigma and discrimination among women living with HIV.

This project commenced in April, with \$7,000 of the grant recognised in 2020, and the balance of \$24K to be spent in 2020-21 as the activities roll out, including our exciting new podcast series, a media kit, and a webinar.

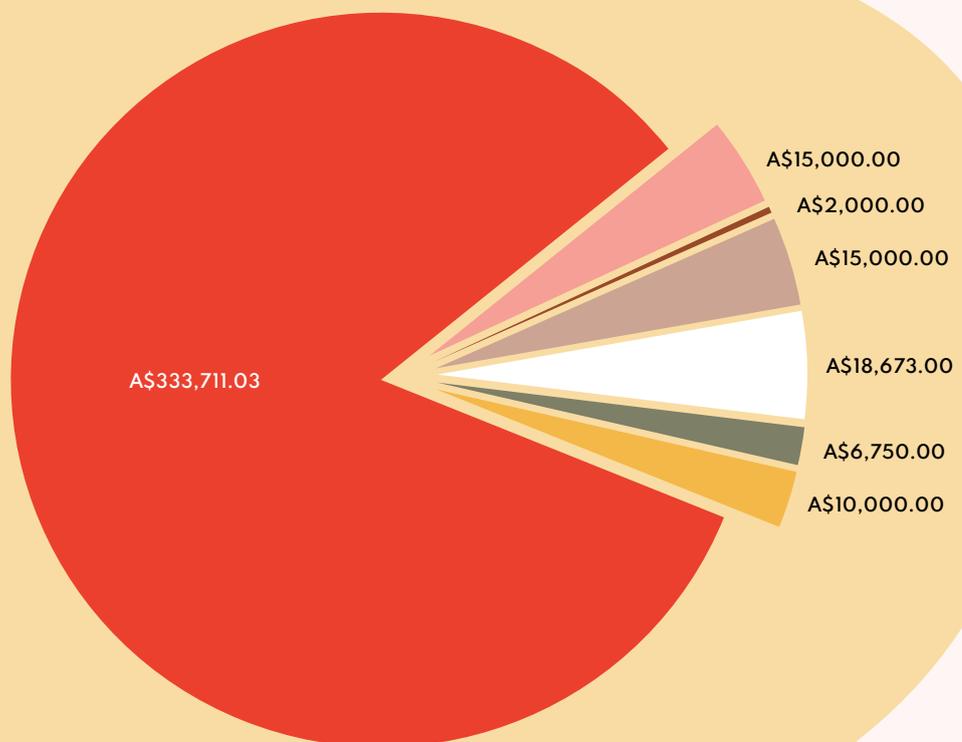
Living Positive Victoria and Thorne Harbour Health continue to contribute funds to our peer support program which continues to be vital to helping PWV support the physical, emotional and social wellbeing of our members.

Donations remain strong, with a special thanks to Valerie Lehman who donated \$13,000 and the Pethard Charitable Trust, who donated \$5,000, which has been recognised in the 2019-20 figures. But of course all donations, no matter how big or small, deserve recognition and we are doing everything we can to make every dollar make a difference to reduce stigma, increase education nationally and enhance our ongoing support.

We express our gratitude to all of these organisations and individuals for their ongoing recognition of the importance of supporting a dedicated, stand-alone organisation for women living with HIV.

Income Source

- DHHS
- THORNE HARBOUR
- AFRICAN WOMEN GRANT
- COVID
- DONATIONS
- GILEAD
- LPV



The Victorian State Government's Department of Health and Human Services (DHHS) continues to be our major funder, providing us with \$343,233 in grant funding this year, an increase from 2019 \$315,627 of 3.8 percent. This year, DHHS support was increased with a one-off payment of \$15,000 to support care and services during the pandemic shutdowns, and this enabled us to increase staff hours and capacity within the peer support program, and to boost emergency relief through avenues such as our voucher program.

We express our gratitude to all of these organisations and individuals for their ongoing recognition of the importance of supporting a dedicated, stand-alone organisation for women living with HIV.

PWV is in a strong position from a cash flow perspective with cash assets on hand of over \$414,000. This financial confidence has given PWV the ability to hire the additional assistance when needed to ensure we manage to reach out to members through the difficult COVID times, resulting in our staffing costs increasing by 20 percent, but for maximum benefit.

These savings enable PWV to support some major projects during 2020-21, including the development of a new database and member management system to support us in maintaining all records with the highest degree of confidence.

In 2019-20, surplus enabled us to undertake another major project, a brand new Positive Women Victoria website, which went live in January 2019, and has massively increased our capacity to communicate quickly with members, and benefit from podcasts, videos, rapid news response, and more. In the 2019-20 financial year, we also undertook a strategic examination of our peer support program and its needs, and the findings of our consultation and interviews have provided us with constructive feedback to strengthen service delivery effectively.

In October 2019, Positive Women Victoria and Living Positive Victoria moved into great new premises at 95 Coventry Street, Southbank. The DHHS supports this lease arrangement on behalf of the HIV community organisations and again, we express our appreciation of the Department's recognition of the importance of a dedicated space for the community organisations that support people living with HIV. The new location is fantastic and fit for purpose, so we look forward to going back to the office in due course.

Before I finish I would like to thank our Board, staff and volunteers for their ongoing commitment to supporting women living with HIV. Many people give generously of their time, talent and resources to ensure that PWV can continue to offer the support and advocacy it provides to women living with HIV, and for this we are deeply appreciative.

Kylie Tempest

Treasurer



PEER SUPPORT



PWV'S 2019 WOMEN'S DAY HAD A BOLLYWOOD THEME.

Contacts with the peer support program have increased by approximately 11 percent since July 2019. There has been a 38 percent increase in total individual member contacts relating to events and activities, opportunities to participate in other programs, and women seeking general information about PWV or HIV.

The year was clearly divided between pre-pandemic and pandemic. The peer support team has been fortunate to be able to work from home, enabling continued provision of support.

Face-to-face peer support is a crucial centrepiece of the organisation's program, and includes outreach work through partner clinics and services, as well as opportunities for women to meet up with the team one-on-one in social settings such as over coffee.

Since mid-March 2020, it has not been possible to provide face-to-face services due to COVID restrictions, but in response the team has:

- increased the available telephone support
- introduced new options for engagement, such as by Zoom; and
- continued to engage and follow-up through mechanisms including email, text or further phone calls as appropriate.

Most members have been very understanding of this, and willing to learn to utilise new options. If support with technologies has been needed, the team has assisted women to navigate these new ways of communicating.

Throughout the period of lockdown (between April and June) the capacity of the team was increased with the addition of a casual peer support worker, and increased hours for permanent staff time.

Member-to-member connections have also been facilitated by PWV staff (for example, women seeking to make contact with other women with a similar cultural background, a shared language, or age).

Social isolation has been an issue for some women during this time, and the peer support team has been particularly attentive to this, following up members for whom this has been a concern.

Financial support during COVID

For some women, the pandemic has meant a serious loss of income. Vulnerable members have included those who:

- have a visa status affecting or preventing access to financial support such as JobSeeker or JobKeeper
- are older, are geographically isolated, or living alone and/or with limited or little family support

- newly-diagnosed women, who have had to access services during a complex time of lockdowns and telemedicine; and
- vulnerable members with complex health issues or support needs, such as housing uncertainty.

We were supported in our efforts to maintain continuity of care by the Department of Health & Human Services, recognising this key need. We have been able to support women through:

- referral to the Living Positive Victoria Flip Fund, expanded to provide COVID-related relief to PWV members
- the PWV Rose Fund
- PWV emergency relief vouchers; and
- THH (pantry and emergency relief).

In addition, PWV also introduced a one-off COVID emergency fund to provide support for members whose capacity to meet essential medical costs and co-payments was impacted by the pandemic.

Research

We have not lost our focus on other activities that maintain our focus on HIV advocacy. In partnership with La Trobe University, we have commenced interviewing women virtually for important research designed to understand the experiences of women in relation to clinical research and trials. Information from the Missing Voices project will inform strategies for increasing women's engagement with HIV cure and other HIV clinical research.

Referrals

Incoming referrals have been ongoing from partners, including: Monash Infectious Diseases Clinic; Northern Hospital; The Alfred; Barwon Health; Melbourne Sexual Health Centre; Royal Melbourne Hospital; and Bolton Clarke nursing.

Outreach services have been provided fortnightly at the Thorne Harbour Health PLC and Monash ID clinic, and we continue to take referrals from these partners during the pandemic closures.

Women are regularly referred to other services for support, including: employment services; counselling services; legal support services; housing services; and services for women with specific needs such as support with immigration or asylum, financial counselling, and family violence.

Staff

Throughout the year, Peer Engagement & Research Coordinator, Heather Mugwagwa, and Peer Support Worker, Melissa Iddles, have been additionally supported by two casual staff members: Emma Sheldon-Collins and Bernadette Roberts.

Events

Events held over the year have included a Wellbeing Weekend for women recently engaged with PWV, a Women's Day at the PLC, the Phoenix for Women workshop (jointly run with LPV) and the Frankston lunch group.

A peer support training day for women living with HIV from African communities was a fantastic first; supported by staff from the Victorian African Health Action Network, and a grant from the Victorian Women's Benevolent Trust.

Since lockdown, PWV has held two 'Get Together: Online' events and a virtual forum for African women and women from diverse backgrounds.

The events that PWV has been required to put on hold due to the COVID lockdown include a secondary Phoenix for Women workshop (in partnership with LPV), the Annual Retreat and our International Women's Day celebration.

Training

The team always welcomes ways to learn, grow and find out new ways to meet peoples' needs and provide services well and safely. Training undertaken this year covered a variety of topics, including: working with patients with complex mental health needs; trauma-informed care and practice; and best-practice in consent and record-keeping. Conference attendance was also part of ongoing learning.



DANCE CELEBRATION, BOLLYWOOD STYLE.

TELL THE STORY

Telling it Like It Is

Heather Ellis explains how COVID has not held her back in her passion to tackle stigma through an innovative project.

The *Women & HIV: Tell the Story* project by Positive Women Victoria and funded by a Gilead Together grant from Gilead Sciences, commenced in April 2020 and has been an outstanding success. The project aims to empower women to feel confident to tell their own stories about their diverse lives living with HIV. This innovative peer lead-project of activities focuses on building resilience and confidence, challenging stigma for women living with HIV.

While COVID meant the project's face-to-face activities (a workshop, forum and video) were put on hold, other aspects of the project like a podcast, a media guide, a digital magazine of written stories and a virtual U=U (Undetectable = Untransmittable) educational forum and panel, have continued as planned.

In September, PWV launched the podcast, *Our Stories: Ending HIV Stigma*, which is about women, by women living with HIV in Australia and challenges the myths and stereotypes that feed HIV stigma. Each fortnightly-released podcast episode features a one-on-one 30-minute conversation with a woman living with HIV where topics discussed include: achieving their goals; navigating sex and relationships; pregnancy; and motherhood. They discuss what it means to be confident in the knowledge that where HIV is undetectable — HIV cannot be transmitted in this new era of U=U.

Another project activity was the *Women & HIV: Media Guide*, launched in October. The media guide is the first of its kind specifically addressing issues affecting women living with HIV and provides journalists, researchers and others, with information for accurate and sensitive reporting and writing of stories about women living with HIV. The media guide is designed to help journalists understand the role they play in challenging outdated and stigmatising myths about HIV, and raising awareness across the community of important developments in HIV treatment and prevention.

Other activities of the *Tell the Story* project include:

- A digital collection of written articles, entitled *These Are Our Stories*, by women living with HIV who share their story of their HIV journey in their own words; and
- A virtual *U=U Is Your Story Too* educational forum and panel will be filmed and made available online, an opportunity to raise global awareness of U=U across many communities.

And when COVID restrictions are lifted, an exciting *Tell Your Story* workshop facilitated by a professional voice and confidence-building coach will empower women with the skills

to use their voice to feel confident to tell their own story about living with HIV, whether this is publicly, to raise awareness and challenge HIV stigma within the general community or privately, with family, friends, potential partners, employers or in a healthcare setting.

The final activity of the project is a short video where a group of women living with HIV will share their HIV journey focusing on the topic areas of dating and relationships, support from family and friends, and motherhood that aims to challenge HIV stigma and myths in this new era of U=U, and what it means for women.

This innovative peer lead-project of activities focuses on building resilience and confidence, challenging stigma for women living with HIV.

Women & HIV: Tell the Story was funded by a grant of \$31,500 from the Gilead Sciences '2019 Gilead Together Grant program in Australia' as part the Gilead Asia Pacific Rainbow Grant program. The aim of the program is to support people living with HIV to enable them to reach their full potential and live a fulfilling life, reduce stigma and raise awareness of HIV to ensure rates of diagnosis continue to decline.

If you are interested in telling your story, or just being part of the project to gain skills and confidence, please contact Positive Women Victoria.

Heather Ellis

Peer Project Leader



THE WOMEN & HIV: TELL THE STORY PROJECT TAKES ON HIV STIGMA.

FINANCIAL REPORT

POSITIVE WOMEN (VICTORIA) INCORPORATED

FOR THE YEAR ENDED 30 JUNE 2020

Financial Report

- **Income & Expenditure Statement**
- **Statement of Financial Position**
- **Statement of Cash Flows**
- **Notes to the Financial Statements**

Statement by the Board of Management

Independent Audit Report

Disclaimer

Detailed Income & Expenditure Statement



INCOME & EXPENDITURE STATEMENT

FOR THE YEAR ENDED 30 JUNE 2020

| | NOTES | 2020 \$ | 2019 \$ |
|--|-------|---------------|------------|
| REVENUE FROM ORDINARY ACTIVITIES | 2 | 401,134 | 401,273 |
| EMPLOYEE EXPENSE | | (306,378) | (243,428) |
| DEPRECIATION AND AMORTISATION EXPENSES | | (1,996) | - |
| LEGAL EXPENSES | | (1,250) | (1,750) |
| PROJECT EXPENSES | | (12,565) | (15,468) |
| RENT | | - | - |
| OTHER EXPENSES FROM ORDINARY ACTIVITIES | | (51,084) | (79,912) |
| SURPLUS/(LOSS) BEFORE INCOME TAX EXPENSE (INCOME TAX REVENUE) | | 27,861 | 60,715 |
| INCOME TAX REVENUE (INCOME TAX EXPENSE) | | | |
| SURPLUS/(LOSS) AFTER INCOME TAX EXPENSE (INCOME TAX REVENUE) | | 27,861 | 60,715 |

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2020

| | NOTES | 2020 \$ | 2019 \$ |
|--------------------------------------|-------|----------------|------------|
| CURRENT ASSETS | | | |
| CASH ASSETS | 3 | 414,129 | 358,469 |
| RECEIVABLES | 4 | 50 | 13,230 |
| OTHER | 5 | - | - |
| TOTAL CURRENT ASSETS | | 414,179 | 371,699 |
| NON-CURRENT ASSETS | | | |
| FIXED ASSETS | 6 | 9,484 | 1,500 |
| TOTAL NON CURRENT ASSETS | | 9,484 | 1,500 |
| TOTAL ASSETS | | 423,663 | 373,199 |
| CURRENT LIABILITIES | | | |
| PAYABLES | 7 | 29,892 | 38,759 |
| PROVISIONS | 8 | 19,446 | 7,476 |
| OTHER | 9 | 34,500 | 15,000 |
| TOTAL CURRENT LIABILITIES | | 83,838 | 61,235 |
| NON-CURRENT LIABILITIES | | | |
| PROVISIONS | 8 | - | - |
| TOTAL NON-CURRENT LIABILITIES | | - | - |
| TOTAL LIABILITIES | | 83,838 | 61,235 |
| NET ASSETS | | 339,825 | 311,964 |
| MEMBERS' FUNDS | | | |
| RETAINED SURPLUS | 10 | 339,825 | 311,964 |
| TOTAL MEMBERS' FUNDS | | 339,825 | 311,964 |

THE ACCOMPANYING NOTES FORM PART OF THESE FINANCIAL STATEMENTS.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2020

| | NOTES | 2020 \$ | 2019 \$ |
|---|--------|------------|------------|
| CASH FLOW FROM OPERATING ACTIVITIES | | | |
| RECEIPTS FROM GOVERNMENT AND SPONSORS | | 469,007 | 413,301 |
| PAYMENTS TO SUPPLIERS AND EMPLOYEES | | (406,210) | (358,444) |
| INTEREST RECEIVED | | 2,843 | 3,342 |
| NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES | 11 (b) | 65,640 | 58,199 |
| CASH FLOW FROM INVESTING ACTIVITIES | | | |
| PAYMENT FOR PROPERTY, PLANT AND EQUIPMENT | | (9,980) | - |
| NET CASH USED IN INVESTING ACTIVITIES | | (9,980) | - |
| CASH FLOW FROM FINANCING ACTIVITIES | | | |
| NET CASH PROVIDED BY/(USED IN) FINANCING ACTIVITIES | | - | - |
| NET INCREASE/(DECREASE) IN CASH HELD | | 55,660 | 58,199 |
| CASH AT BEGINNING OF FINANCIAL YEAR | | 358,469 | 300,270 |
| CASH AT END OF FINANCIAL YEAR | 11 (a) | 414,129 | 358,469 |

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2020

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012 (Vic). The Board of Management has determined that the association is not a reporting entity.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non current assets.

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report:

(a) Fixed Assets

Fixed assets are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all fixed assets are depreciated over the useful lives of the assets to the association commencing from the time the asset was held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The carrying amount of fixed assets is reviewed annually by the Board of Management to ensure it is not in excess of the recoverable amount of those assets.

The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets' employment and subsequent disposal. The expected net cash flows have not been discounted to their present values in determining recoverable amounts.

Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, are depreciated over their estimated useful lives to the association commencing from the time the asset is held ready for use. Properties held for investment purposes are not subject to a depreciation charge. Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

THE ACCOMPANYING NOTES FORM PART OF THESE FINANCIAL STATEMENTS.

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

| Class of Fixed Asset | Depreciation Rate |
|------------------------------|--------------------------|
| Office Furniture & Equipment | 10-40% |

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

Asset classes carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

(b) Leases

Leases of fixed assets, where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the association are classified as finance leases. Finance leases are capitalised, recording an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual values. Leased assets are depreciated on a straight line basis over their estimated useful lives where it is likely that the association will obtain ownership of the asset, or over the term of the lease. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

(c) Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on costs. Other employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the association to an employee superannuation fund and are charged as expenses when incurred.

(d) Revenue

Revenue from sale of goods is recognised upon the delivery of goods to customers.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

If conditions are attached to the grant that must be satisfied before the association is eligible to receive the contribution, recognition of the grant as revenue will be deferred until those conditions are satisfied.

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

| | NOTES | 2020 \$ | 2019 \$ |
|---|-------|----------------|------------|
| NOTE 2: REVENUE OPERATING ACTIVITIES | | | |
| - INTEREST | 2(a) | 2,843 | 3,342 |
| - OPERATING GRANTS | | 343,233 | 330,628 |
| - DONATIONS AND SPONSORSHIP | | 52,423 | 60,830 |
| - CONFERENCE INCOME | | - | - |
| - OTHER INCOME | | 2,635 | 6,473 |
| | | 401,134 | 401,273 |
| (a) INTEREST FROM: | | | |
| - BANK ACCOUNT DEPOSITS | | 2,843 | 3,342 |
| NOTE 3: CASH ASSETS | | | |
| CASH ON HAND | | - | 201 |
| CASH AT BANK | | 49,299 | 9,974 |
| CASH AT BANK DGR | | - | - |
| ROSE FUND BANK ACCOUNTS | | 42,921 | 39,332 |
| ROSE FUND INVESTMENT ACCOUNTS | | - | 62,704 |
| ING INVESTMENT ACCOUNTS | | - | 131,951 |
| CASH RESERVE | | 321,909 | 114,307 |
| | | 414,129 | 358,469 |
| NOTE 4: RECEIVABLES | | | |
| CURRENT | | | |
| TRADE DEBTORS | | 50 | 13,230 |
| ACCRUED INTEREST | | - | - |
| OTHER DEBTORS | | - | - |
| | | 50 | 13,230 |
| NOTE 5: OTHER ASSETS | | | |
| CURRENT | | | |
| PREPAID EXPENSES | | - | - |
| | | - | - |
| NOTE 6: FIXED ASSETS | | | |
| (a) PLANT AND EQUIPMENT | | | |
| AT COST | | 38,086 | 38,086 |
| LESS ACCUMULATED DEPRECIATION | | (38,086) | (38,086) |
| | | - | - |
| (b) ARTWORK | | | |
| AT COST | | 1,500 | 1,500 |
| LESS ACCUMULATED DEPRECIATION | | - | - |
| | | 1,500 | 1,500 |
| (c) WEBSITE DEVELOPMENT | | | |
| AT COST | | 9,980 | - |
| LESS ACCUMULATED DEPRECIATION | | (1,996) | - |
| | | 7,984 | - |
| TOTAL PLANT AND EQUIPMENT | | 9,484 | 1,500 |

| | | |
|---|----------------|----------|
| NOTE 7: PAYABLES | | |
| CURRENT | | |
| UNSECURED LIABILITIES: | | |
| TRADE CREDITORS | 21,071 | 11,658 |
| SUNDRY CREDITORS AND ACCRUALS | 8,821 | 27,101 |
| | 29,892 | 38,759 |
| NOTE 8: PROVISIONS | | |
| CURRENT | | |
| EMPLOYEE BENEFITS - PROVISION FOR ANNUAL LEAVE | 19,446 | 7,476 |
| NON-CURRENT | | |
| EMPLOYEE BENEFITS - PROVISION FOR LONG SERVICE LEAVE | - | - |
| AGGREGATE EMPLOYEE BENEFITS LIABILITY | 19,446 | 7,476 |
| NOTE 9: OTHER LIABILITIES | | |
| CURRENT | | |
| PREPAID INCOME | 10,000 | 13,000 |
| UNEXPENDED GRANTS | 24,500 | 2,000 |
| | 34,500 | 15,000 |
| NOTE 10: RETAINED SURPLUS | | |
| RETAINED SURPLUS AT THE BEGINNING OF THE FINANCIAL YEAR | 311,964 | 251,249 |
| NET SURPLUS (LOSS) ATTRIBUTABLE TO MEMBERS OF THE ENTITY | 27,861 | 60,715 |
| RETAINED SURPLUS AT THE END OF THE FINANCIAL YEAR | 339,825 | 311,964 |
| NOTE 11: CASH FLOW INFORMATION | | |
| (a) RECONCILIATION OF CASH | | |
| CASH AT THE END OF THE FINANCIAL YEAR AS SHOWN IN THE STATEMENT OF CASH FLOWS IS RECONCILED TO THE RELATED ITEMS IN THE STATEMENT OF FINANCIAL POSITION AS FOLLOWS: | | |
| CASH ON HAND | - | 201 |
| CASH AT BANK | 414,129 | 358,268 |
| | 414,129 | 358,469 |
| (b) RECONCILIATION OF CASH FLOW FROM OPERATIONS WITH PROFIT FROM ORDINARY ACTIVITIES AFTER INCOME TAX | | |
| SURPLUS (DEFICIT) FROM ORDINARY ACTIVITIES AFTER INCOME TAX | 27,861 | 60,715 |
| NON CASH FLOWS IN PROFIT FROM ORDINARY ACTIVITIES | | |
| DEPRECIATION | 1,996 | - |
| CHANGES IN ASSETS AND LIABILITIES: | | |
| (INCREASE)/DECREASE IN RECEIVABLES | 13,180 | (12,372) |
| (INCREASE)/DECREASE IN OTHER ASSETS | | 12,927 |
| INCREASE/(DECREASE) IN PREPAID INCOME | 19,500 | (7,030) |
| INCREASE/(DECREASE) IN PAYABLES | (8,868) | 1,833 |
| INCREASE/(DECREASE) IN PROVISIONS | 11,971 | 2,126 |
| CASH FLOWS PROVIDED BY (USED IN) OPERATIONS | 65,640 | 58,199 |
| NOTE 12: ASSOCIATION DETAILS | | |
| THE PRINCIPAL PLACE OF BUSINESS OF THE ASSOCIATION IS: | | |
| POSITIVE WOMEN (VICTORIA) INCORPORATED | | |
| COVENTRY HOUSE, | | |
| GROUND FLOOR | | |
| 95 COVENTRY ST, SOUTHBANK VIC 3006 | | |

NOTE 13: EVENTS OCCURING AFTER THE BALANCE DATE

Since the balance date, increased levels of community transmission of COVID-19 across Victoria has seen increased restrictions put in place for the State. During this time, the association has continued to operate however, not in the same manner, or to the same extent, as historically.

The pandemic has had a significant and direct financial impact during, and since, the period reported within these financial statements.

Due to the significant uncertainty surrounding the future impacts of the pandemic on the local and international economies, it is not possible to estimate the full impact of the COVID-19 pandemic on the association operations or financial results at the time of signing.

Management, and those charged with governance, will continue to monitor the financial and non-financial impacts of the pandemic on operations, and will put in place various mitigation strategies in response to any changes.

These financial statements have been prepared based upon conditions in place at the balance date, and events that have occurred since the balance date to the time of signing. As the major impact of pandemic related events occurred after the balance date, and are not evidence of conditions in place at the balance date, no adjustments have been made to these financial statements as a direct result of pandemic related subsequent events.

Management, and those charged with governance, have considered results to the date of signing, forward forecasts and cashflow budgets, and believe the association will continue to be able to pay its debts as and when they become payable, despite the impacts of COVID-19 on the broader economy, for a period of twelve months from the date of this report. However, should further restrictions on trade be implemented (or current restrictions further extended) by the State Government, this could alter this position and view.

No other matters or circumstances have arisen between the end of the financial period, and the date of this report, which have directly, significantly affected or may significantly affect the operations of the association, the results of those operations or the state of affairs of the association in future financial years.

STATEMENT BY THE BOARD OF MANAGEMENT

The Board have determined that the association is not a reporting entity.

The board have determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the board the financial report:

1. Presents a true and fair view of the financial position of Positive Women (Victoria) Incorporated as at 30 June 2020 and its performance for the financial year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Positive Women (Victoria) Incorporated will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the board and is signed for and on behalf of the Board by:

Dated this 28 day of September 2020



Georgina Whitchurch

Chair



Kylie Tempest

Treasurer

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF POSITIVE WOMEN (VICTORIA) INCORPORATED

Report on the Financial Report

Opinion

I have audited the financial report of Positive Women (Victoria) Incorporated (the association), which comprises the Statement of Financial Position as at 30 June 2020, the income and expenditure statement and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by members of the committee on the annual statements giving a true and fair view of the financial position and performance of the association.

In my opinion, the accompanying financial report gives a true and fair view of the financial position of the association as at 30 June 2020 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the *Associations Incorporation Reform Act 2012 (Vic)*.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. I am independent of the association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter – Basis of Accounting

I draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the association to meet the requirements of the *Associations Incorporation Reform Act 2012 (Vic)*. As a result, the financial report may not be suitable for another purpose. My opinion is not modified in respect of this matter.

Responsibilities of the Committee for the Financial Report

The committee is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the *Associations Incorporation Reform Act 2012 (Vic)*, and for such internal control as the committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee.
- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit

evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Dated this 28 day of September 2020



John Woodward

Chartered Accountant

Level 5
398 Lonsdale Street, Melbourne VIC 3000

DISCLAIMER TO THE MEMBERS OF POSITIVE WOMEN (VICTORIA) INCORPORATED

The additional financial data following is in accordance with the books and records of the association which have been subjected to the auditing procedures applied in our statutory audit of the association for the financial year ended 30 June 2020. It will be appreciated that our statutory audit did not cover all details of the additional financial data. Accordingly, I do not express an opinion on such financial data and we give no warranty of accuracy or reliability in respect of the data provided. Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person (other than Positive Women (Victoria) Incorporated) in respect of such data, including any errors of omissions therein however caused.

Dated this 28 day of September 2020



John Woodward

Chartered Accountant

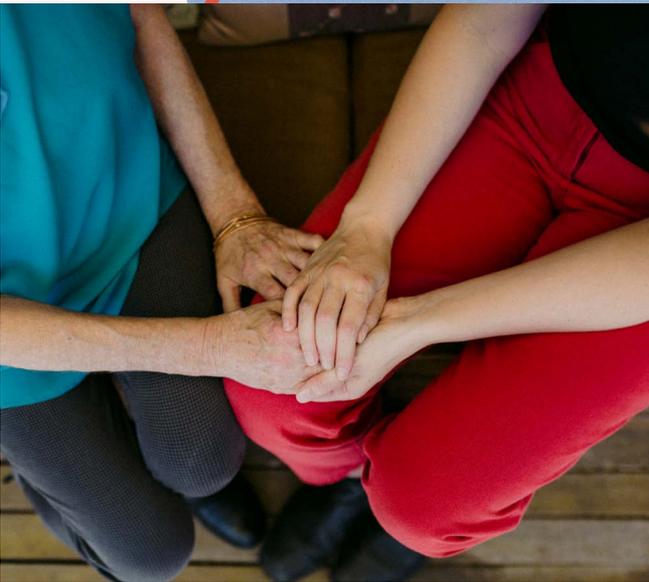
THESE FINANCIAL STATEMENTS SHOULD BE READ IN CONJUNCTION WITH THE ATTACHED DISCLAIMER.

DETAILED INCOME AND EXPENDITURE STATEMENT

FOR THE YEAR ENDED 30 JUNE 2020

| | 2020 \$ | 2019 \$ |
|---|----------------|------------|
| INCOME | | |
| INTEREST | 2,843 | 3,342 |
| SUBSIDIES AND GRANTS | 343,233 | 330,628 |
| CONFERENCE INCOME | - | - |
| DONATIONS AND SPONSORSHIP | 52,423 | 60,830 |
| SUNDRY INCOME | 2,635 | 6,473 |
| TOTAL INCOME | 401,134 | 401,273 |
| LESS EXPENSES | | |
| ACCOUNTING FEES | 9,840 | 10,530 |
| ADVOCACY EXPENSES | 801 | 7,485 |
| AUDIT FEES | 3,200 | 3,200 |
| BANK CHARGES | 5 | - |
| BOARD & AGM EXPENSES | 1,959 | 2,845 |
| COMPUTER & IT CONSULTANT EXPENSES | 2,002 | 3,004 |
| COMPLIANCE FEES | 312 | - |
| CONFERENCES & SEMINARS | 3,944 | 4,612 |
| CONSULTING FEES | - | - |
| DEPRECIATION & AMORTISATION | 1,996 | - |
| HOLIDAY PAY PROVISION INCREASE/(DECREASE) | 11,971 | 2,126 |
| INSURANCES (INC WORKCOVER) | 3,949 | 3,297 |
| LEGAL AND COMPLIANCE FEES | 1,250 | 1,750 |
| OFFICE EXPENSES | 429 | 338 |
| PLANNING EXPENSES | - | 260 |
| PORTABLE LONG SERVICE LEAVE | 4,468 | - |
| POSTAGE AND COURIERS | - | - |
| PRINTING AND STATIONERY | 147 | 796 |
| PROFESSIONAL DEVELOPMENT - STAFF | 2,087 | 2,234 |
| PROFESSIONAL DEVELOPMENT - BOARD | 2,850 | - |
| PROMOTION EXPENSES | 1,544 | 993 |
| PROJECT EXPENSES | 12,565 | 15,468 |
| SPONSORSHIP/DONATIONS | - | - |
| CARRIED FORWARD EXPENSES | 65,319 | 58,938 |
| CARRIED FORWARD EXPENSES | 65,319 | 58,938 |
| RECRUITMENT COSTS | - | - |
| RENT | - | - |
| SALARIES AND WAGES | 262,009 | 217,647 |
| STAFF TRAINING AND WELFARE | 345 | 479 |
| STAFF WORKPLACE COUNSELLING | 766 | 2,320 |
| STORAGE COSTS | - | - |
| SUBSCRIPTIONS & MEMBERSHIPS | 1,446 | 1,029 |
| SUNDRY EXPENSES | - | - |
| SUPERANNUATION | 25,002 | 20,358 |
| SUPPORT EXPENSES | 13,371 | 36,931 |
| TELEPHONE | 2,072 | 1,493 |
| TRAVELLING EXPENSES, ACCOMMODATION AND CONFERENCE | 2,011 | 866 |
| WEBSITE EXPENSES | 932 | 497 |
| TOTAL EXPENSES | 373,273 | 340,558 |
| SURPLUS/(LOSS) | 27,861 | 60,715 |

THESE FINANCIAL STATEMENTS SHOULD BE READ IN CONJUNCTION WITH THE ATTACHED DISCLAIMER.



IMAGES THROUGHOUT THIS REPORT BY KATE DISHER-QUILL AND KAYLA LARSON.

BOARD + STAFF

Board

Heather Ellis (Chair and Director to February 2020)

Georgina Whitchurch (Appointed November 2019, Chair from February 2020)

Melinda Spencer (Vice Chair)

Kylie Tempest (Treasurer)

Sally Sharman (Director and Board Secretary to November 2019)

Monique Hanley (Director, appointed November 2019)

Rachel Meisner (Director, appointed November 2019, Board Secretary from February 2020)

Stephanie Raper (Director)

Nicki Russell (Director)

Emma Sheldon-Collins (Director, appointed June 2020)

Maggie Taaffe (Director)

Bev Trotter (Director)

Staff

Permanent staff

Dr Kirsty Machon, Executive Officer

Melissa Iddles, Peer Support Worker

Kayla Larson, Health Promotion & Communications Coordinator (appointed September 2020)

Heather Mugwagwa, Peer Engagement & Research Coordinator

Casual and project staff

Heather Ellis, Peer Project Leader: Women and HIV, Tell the Story (commenced April 2019)

Bernadette Roberts, Peer Support Worker (casual July-October 2019 and April-June 2020)

Emma Sheldon-Collins, Peer Support Worker (casual July-September 2019)

Thank you to our members, Board members and supporters who have shared their personal stories via our podcast, by supporting other women, contributing to much needed research into women's health, and so much more. By being visible and speaking your truth, your involvement in PWV's work has been invaluable.



CONTACT US

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PH | (03) 9863 8747

 facebook.com/PositiveWomenVictoria

 [@PosWomenVic](https://twitter.com/PosWomenVic)

 PositiveWomen.org.au

Positive Women Victoria acknowledges the lands on which we work are on the traditional lands and waterways on the Kulin Nations.

We pay our respects to Elders both past, present and emerging, and acknowledge their continued spiritual relationship and connection to their country.

