

POSITIVE WOMEN VICTORIA

# ANNUAL REPORT



2021-2022

## ANNUAL REPORT 2021-2022

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### 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.

Since 1988, 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.

### COVER ART

#### “LOVE POSITIVE WOMEN FLOWER PHOTO” BY JANE SIMON

“Love Positive Women Flower Photo” by Jane Simon was inspired by the global “Love Positive Women” project started by Canadian HIV advocate and woman living with HIV Jessica Whitbread.

This international HIV advocacy project uses the framing of Valentine’s Day to encourage individuals and communities to direct love and care towards HIV positive women. The image was made with foraged flowers from around the Inner West of Sydney and made into postcards for community groups and positive women.

To learn more visit: [Love Positive Women](http://Love Positive Women)

<https://visualaids.org/projects/love-positive-women>

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## WORDS FROM THE CHAIR



STEPHANIE RAPER - CHAIR

I am extremely proud to deliver to you a vibrant and ever-evolving peer support and advocacy organisation: Positive Women Victoria. I'm Steph and for the past six months, I've had the honour of being Chair of the Board. Having been involved with the Board over 15 years, and a Director since 2018, I felt it was time I have my first run as Chair.

The Board this year included five consistent, dedicated and hard-working women who I might remind everyone are completely voluntary. You have all done an amazing job. Thank you to Emma Sheldon-Collins (retiring Vice-Chair), Rachel Meisner (Treasurer), Nicki Russell (Secretary), Regina Kipruto (Director), and Eva Muslimah (who stepped down in June 2022). I also wanted to acknowledge outgoing Chair, Mel Spencer, who retired from the Board in January.

I am a little sad that Emma is leaving us as her current term comes to an end, but forever grateful for her contribution. Whilst quite literally holding a new-born, Emma's commitment to the Board never faulted. Emma: Positive Women thanks you.

Any Board would be incomplete without its executive officer but we have the best of the best. Our EO, Kirsty Machon continues to guide us all towards the best possible outcomes for our members. The transparency and loyalty of our EO has been priceless. I truly appreciate every minute of work Kirsty has put in for the benefit of our organisation.

At our 2022 AGM we will welcome a new Board member, Stephanie Lee Dafnomilis. We are extremely lucky to have such a young and courageous woman joining our Board. I have been inspired getting to know Stephanie and I look forward to working with her, I hope for many years to come.

Our peer-support staff have been as busy as ever during 2021-22. We appointed a new peer-support worker, Emily Parsons who has already made her stamp and is reaching out to many women. The heart and soul of your organisation is peer-support and the work our staff do every day is life changing. I can't thank you all enough.



Positive Women Victoria is currently a true not-for-profit. We have come through COVID with a modest deficit, by agreement, drawing on previous surpluses to ensure we could rebound from COVID with support for the events and activities that had been precluded by lockdowns.

In 2022-23, we will be aiming to deliver a break-even budget. This stability has not been an easy feat over the years, but I feel confident in the organisation's financial future. I have immense faith in our treasurer, Rachel Meisner, who was even kind enough to have provided training for the current Board and patient enough to answer all our questions.

There you have it! An incredible team dedicated to the peer support of HIV positive women; a concept unheard of until our founder, Bev Greet made our first steps.

I will happily be looking to continue as Chair. I am here to walk with you all.

Thank you for all the support.

**Stephanie Raper**

Chair



AN NSPIRATION CHART CREATED BY MEMBERS AS A PEER SUPPORT ACTIVITY AT THE PWV ANNUAL RETREAT 2022 HELD AT PORTSEA.

“The heart and soul of your organisation is peer-support and the work our staff do every day is life changing.”



## WORDS FROM THE EXECUTIVE OFFICER



KIRSTY MACHON - EXECUTIVE OFFICER

The enthusiasm among PWVs members and clients for engagement and social interaction after two years of COVID is high. The second half of 2021 was again marked by restrictions on activities and much uncertainty, but in 2022, we were able to offer successful and well-attended face-to-face and social events. These included a spectacular Annual Retreat in a new venue at Portsea, women's health days, social lunches as well as online offerings such as webinars.

COVID has certainly reminded us why community matters, and why solidarity is important. PWV welcomed new members from 11 countries of origin and with their many social and support needs, this has led us to focus on how we can build the right partnerships, pathways and referral networks for women if PWV is not the right service to meet all their needs. We introduced a new Peer Support Service Delivery Framework after an extensive review of member and staffing needs conducted during 2021. We also introduced a new and integrated client management system to support service delivery, events planning and member and stakeholder communication in a way which is effective, and protects the safety and confidentiality of all our clients while improving our capacity to report on our work and understand and map member needs.

In June 2022, Heather Mugwagwa, PWVs Peer Engagement Coordinator, left PWV. In her six years, Heather had done a stellar job helping PWV engage successfully with a membership characterised by the huge range of women's individual cultural or language backgrounds, life stories, and individual needs. We were delighted to appoint the wonderful Emily Parsons, after a competitive recruitment process, as Peer Support Worker. And Melissa Iddles has taken up a new role designed to lead PWV in developing new pathways, partnerships and referral models.

After a couple of years challenged by the inability to meet face-to-face and enjoy the social and collegiate interaction that helps Boards thrive, we were able to focus again this important aspect of the organisation. Mel Spencer, acting Chair from July 2021 and elected Chair in November, stepped aside in January after a three-year commitment and PWV thanks her for her hard work and leadership. She was succeeded by Stephanie Raper, a long-time Board member with a lifelong engagement with PWV, who is supported by Emma Sheldon-Collins (Vice-

Chair), Rachel Meisner (Treasurer) and Nicki Russell (Secretary).

As a small peer-led organisation with a culturally and geographical diverse membership made up of women with busy and varied lives, it's crucial that PWV is always considering succession planning to ensure the organisation stays healthy and viable. We were very lucky to be awarded a 2021 Positive Action Community Grant from ViiV Healthcare to undertake the unique Reaching Your Potential Program. We developed a program of four workshops to offer 10 women the chance to learn about what they can offer and bring from their own personal experience to help in the efforts to make sure all women living with HIV can thrive, have personal agency, and help end HIV stigma.

The Reaching Your Potential program was overseen by a steering group of women living with HIV and led by Communications and Engagement Coordinator, Heather Ellis. The program was delivered in the second part of 2022, but included in this report because our grant was received in 2021. It consisted of workshops focused on communication skills, interview techniques, and life skills development, as well as a special workshop focused on the history of the advocacy of women living with HIV in Australia, and its achievements.

We are indebted to the organisations we work closely with. We thank Living Positive Victoria, for continued support of our peer support program, for management of our shared facilities at Coventry House, and for collaborating on programs and events like Phoenix for Women. Thorne Harbour Health also contributes to PWVs peer support program, and has provided access to meeting spaces and facilities, and jointly advocated with us to ensure Victoria is delivering policy and legal reforms to support all people living with HIV and end stigma.

The Department of Health continues to be committed to PWV's work as our major funder. That commitment has not faltered, we are grateful for and proud of this support.

### Kirsty Machon

Executive Officer

*"As a small peer-led organisation with a culturally and geographical diverse membership made up of women with busy and varied lives, it's crucial that PWV is always considering succession planning to ensure the organisation stays healthy and viable."*



## Positive Women Victoria – advocacy during 2021–2022

PWV has a strong commitment to advocacy and this year we were involved in advocating for our members as well as presentations at conferences.

### Personal member advocacy highlights:

- Supported a member in obtaining Australian permanent residency.
- Supported members engaged in complex legal issues including family violence and privacy breaches in conjunction with other services.

### Presentations and conferences

- Breastfeeding Resource for Women Living With HIV in Australia (NAPWHA & PWV) - launched at ASHM HIV Conference Virtual 2021 in conjunction with ASHM Guidance for Healthcare Providers with presentations by Heather Ellis and Kirsty Machon
- ASHM Guidance for Healthcare Providers regarding infant feeding options for people living with HIV - presented at International workshop on HIV and Women 2022 Virtual by Kirsty Machon.
- Missing Voices research partnership between PWV and the Australian Research Centre in Health and Society exploring women's engagement with HIV clinical research: interim findings presented at ASHM 2021 (Heather Mugwagwa) and Community Round Table (Kirsty Machon)
- Contribution to Working Group on the development of resources for sex workers who are living with HIV by Kirsty Machon.

### PWV also participates in:

- The Victorian Department of Health HIV Working Group, and Advisory Committee Sexual, Reproductive Health & Viral Hepatitis.
- The Community Advisory Board of the HIV Cure Consortium.
- Alfred Hospital HIV Services Advisory Group.
- HIV Interagency Anal Cancer Advocacy Group.
- PWV contributed to discussions around the review of the Victorian HIV Strategy 2017-2020 for the 2021-2025 Strategy.



Download the Breastfeeding Resource and Guidance at: <https://positivewomen.org.au/pregnancy-breastfeeding/>

# TREASURER REPORT

This year we have all been adjusting to the “new normal” and I know that, despite easing of restrictions, this has been a very difficult year for me – as it has been for many.

Financial year 2021-2022 has seen a welcome return to in-person activities and events and Positive Women Victoria (PWV) has continued its important work of supporting, advocating for and connecting our members. Our focus this year has been on seeking more opportunities to lead and support advocacy and capacity building for our members and I am so proud of the achievements and creativity of PWV staff and members. My fellow Board members and I share a great sense of gratitude to be able to play a role and are optimistic about what the future brings.

PWV has reported a deficit for 2022 of \$35,289, which is offset by a prior year surplus of \$28,371. The difference was primarily due to the end of COVID-related support. Historically, PWV has underspent compared to budget. As over recent financial years, we are able to utilise prior year surpluses to ensure that we are able to continue to provide support and advocacy for our community. Utilising these surplus funds in the 2022 financial year enabled us to complete the project of implementing our new member database and events management system. It also meant we were ensured we were able to provide opportunities for member events and engagement, both face-to-face and online, which had not been available to use during COVID. In addition, in 2022, it also ensured we were able to offer, once again, additional capacity at our annual Retreat.

Our revenue has decreased compared to last year, with \$378,844 revenue in 2021-2022 being a decrease on our 2020-2021 revenue of \$447,121. Primarily this decrease is due to COVID related stimulus in 2020-2021 and the fact that in 2021, we brought in a grant of \$25,000 for our wonderful Reaching Your Potential program. The program was rolled out in the months since June 2022 being completed in October 2022, and so is represented as prepaid income in the forthcoming 2022-23 financial year.

Since 2020-2021 we increased our core peer support hours and brought in additional staff support to provide greater support to our members. Even though the restrictions have eased, the challenges and fallout of COVID are still impacting on our members and we are committed to providing ongoing support, education and advocacy.

Living Positive Victoria and Thorne Harbour Health continue to contribute funds to our Peer Support Program. This is vital to helping PWV support the physical, emotional and social wellbeing of our members, and we are grateful to these organisations for the commitment to women living with HIV expressed through this partnership support.

Donations included \$2,000 from the Pethard Tarax Charitable Trust, and other smaller donations made through our Give Now platform. In this challenging environment all donations, no matter how big or small, deserve recognition and we are doing everything we can to use every dollar to make an impact by



RACHEL MEISNER - TREASURER



reducing stigma, increasing education nationally and enhancing our ongoing support.

The Victorian State Government’s Department of Health continues to be our major funder, providing us with \$350,773 in grant funding this year, an increase on \$341,207 in 2021.

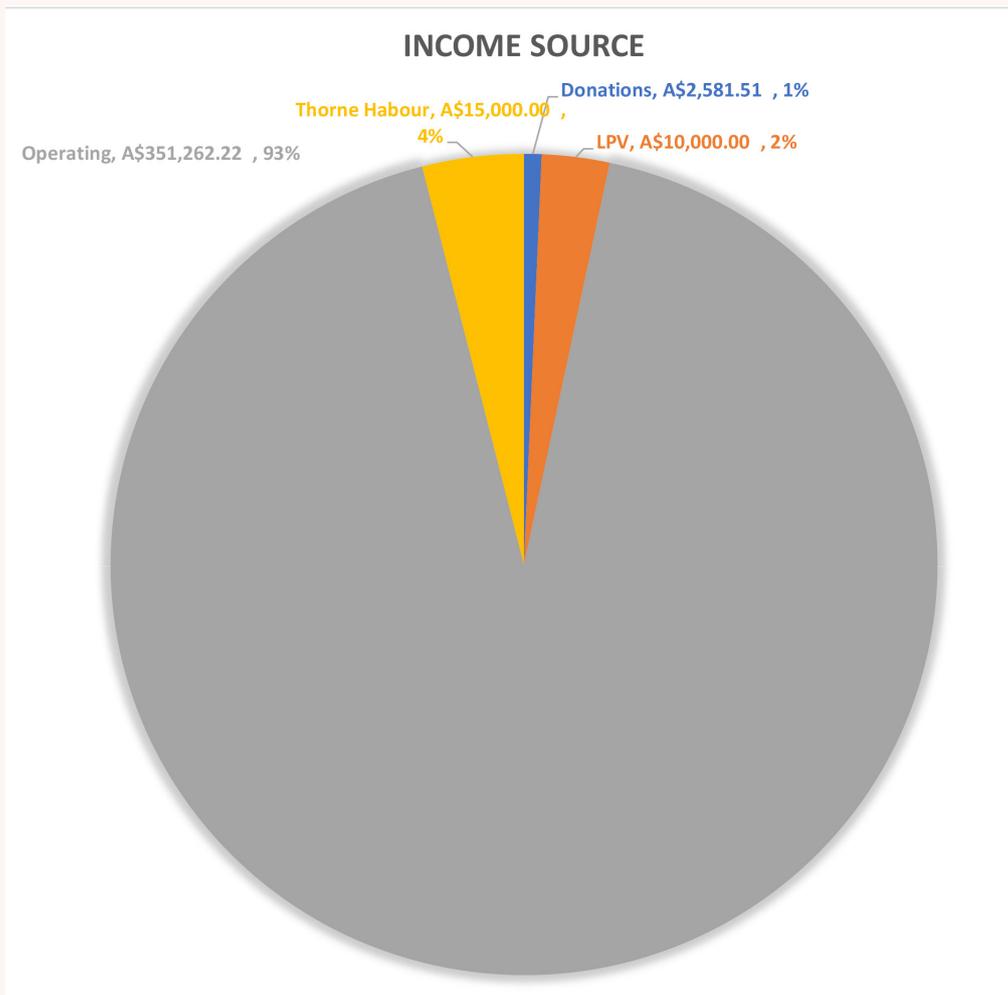
We express our gratitude to all of these organisations and individuals for their ongoing recognition of the importance of supporting a dedicated, stand-alone organisation for women living with HIV.

PWV is in a strong position from a cash flow perspective, with cash assets on hand of nearly \$380,000. This financial confidence has given PWV the ability to continue to provide additional assistance when needed and to ensure we are able to advocate for and support our members.

Our staff, volunteers, EO and Board continue to demonstrate commitment and compassion in supporting our members and advocating on their behalf. 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 we are deeply grateful for their ongoing commitment.

## Rachel Meisner

Treasurer



"Even though the restrictions have eased, the challenges and fallout of COVID are still impacting on our members and we are committed to providing ongoing support, education and advocacy."



## PEER SUPPORT

Eighteen women living with HIV joined Positive Women Victoria as clients or members during the 2021-22 year, bringing the number of women we support to 392. Many are women who have a new or recent diagnosis, and this level of referral and engagement demonstrates that service providers appreciate the importance and value of peer support. (To provide some context, 2021 saw 15 new notifications of HIV in women across Victoria.) The percentage of our new members and clients born in a country other than Australia continues to increase, with 78 percent of new members/clients coming from 11 different countries of origin. PWV also supports nine women who identify as transgender women or as non-binary.

Referrals come from partner services including Monash Health, the Alfred and Royal Melbourne hospitals, Barwon Health, Bolton Clarke nursing service, Living Positive Victoria and Thorne Harbour Health (including their Positive Living Centre). Four women self-referred after learning about us following their diagnosis.

Over the year, 182 individual clients/members were substantively engaged in one-on-one and other peer support, through a total of 1802 client and member contacts, an increase of almost 100 contacts since 2020-21. To meet ongoing need, PWV increased the peer support staff permanent hours. We farewelled Heather Mugwagwa, after six years and a huge contribution to peer support at PWV, and welcomed Bernadette Roberts (April 2022) and Emily Parsons (appointed June 2022) as new peer support workers. In July 2022, Melissa Iddles moved into a new Partnerships and Pathways Leader position.

New and existing members and clients are supported through in-person catch-ups and meetings, phone, email, text or online options like Zoom. For clients whose first language is not English we may organise interpreters. Peer support workers often receive or organise referrals from or to other social or health services.

It's been great to see members and clients engage using different technologies, especially during COVID, though for some clients or members, this is not feasible or possible due to cost, lack of equipment, confidence or confidentiality. Many of our clients/members live in rural/regional or outer metropolitan areas with limited transport options or mobility, so technology can be important for these connections. But the team will work with clients to identify and overcome any barriers that our clients can face. An important part of peer support is to help women identify new possibilities, and confidently meet life's challenges.

It can be life-changing for members or clients to meet or speak with other members or clients who may share language, culture or a specific life experience as well as a HIV diagnosis, and we facilitate this connection where we can.



PWV'S ANNUAL RETREAT 2022 WAS HELD AT PORTSEA FOR THE FIRST TIME.

### Peer support staff development

In 2021-22, peer support staff participated in training on:

- HIV, migration and the law
- Governance
- COVID and HIV
- Injectable HIV treatments
- Communicating with complex-needs clients

*"Eighteen women living with HIV joined Positive Women Victoria as clients or members during the 2021-22 year, bringing the number of women we support to 392."*



# THE YEAR IN REVIEW

## Events, Webinars & Advocacy

As we came out of lockdowns in late 2021, we also had to manage the new circumstances of COVID, developing vaccination and other policies to keep members, clients and our staff safe.

During that period, we were able to hold just one face-to-face event, a Xmas picnic. But members/clients were kept engaged with online catch-ups, health promotion webinars on gut health and on menopause, and online sessions such as Dating: A Private Discussion, Phoenix for Women (held in conjunction with Living Positive Victoria) and a special session on financial counselling.

In March 2022, we resumed in-person events and welcomed 25 women to the Annual Retreat at the Portsea Village Resort. We also held several in-person lunch events between April and June. We had a total of 119 individual attendances at online or in person events over the year.

In the words of a member attending an event for the first time,

*“I became a new person. When you mix with other people who understand, you feel much better.”*

Many of our members have complex health, social or individual support needs. This year we have supported a successful application for permanent residency, and assisted women to access legal support, family violence support, financial counselling, and psychological or social wellbeing.

As part of our advocacy program, PWV staff presented at international and national conferences and meetings on topics including HIV, women and breastfeeding, and the outcomes of an important research project on the needs and experiences of women living with HIV in clinical research.

## Services and partner organisations we have worked with in 2021-22

- Living Positive Victoria
- Thorne Harbour Health and the Positive Living Centre
- National Association of People with HIV Australia (NAPWHA)
- Australian Research Centre in Sex, Health and Society
- Monash Health
- The Royal Melbourne Hospital
- The Alfred Hospital
- The Northern Hospital
- Barwon Health
- Bolton Clarke
- Fitzroy Legal Service
- HIV/AIDS Legal Centre
- Melbourne Sexual Health Centre
- ASHM

MELISSA IDDLES

BERNADETTE ROBERTS

EMILY PARSONS

The PWV Peer Support Team

**Your Gut Health & HIV webinar**  
Tuesday, 14 September 2021 @ 7:00pm



Hosted by Positive Women Victoria  
Panellists: Professor Sharon Lewin & clinical nutritionist Skye Wiles

Watch the recording of [Your Gut Health & HIV webinar](https://positivewomen.org.au/tell-the-story/watch/) and the [Menopause & Women Living With HIV webinar](https://positivewomen.org.au/tell-the-story/watch/) at: <https://positivewomen.org.au/tell-the-story/watch/>

**MENOPAUSE & WOMEN LIVING WITH HIV webinar**  
Tuesday, 16 November 2021 at 7pm to 8pm AEDT



Dr Nneka Nwokolo:  
With expert panellist Dr Nneka Nwokolo, an honorary HIV and sexual health consultant from the UK who has specialised knowledge of menopause and women living with HIV.

**PositiveWomen**  
Support and advocacy for women living with HIV

# FINANCIAL REPORT

POSITIVE WOMEN (VICTORIA) INCORPORATED  
FOR THE YEAR ENDED 30 JUNE 2022

## *Financial Report*

- Board of Management Report
- Income and Expenditure Statement
- Statement of Financial Position
- Statement of Changes in Equity
- Statement of Cash Flows
- Notes to the Financial Statements

## *Statement by the Board of Management*

## *Independent Audit Report*

## *Disclaimer*

## *Detailed Income & Expenditure Statement*



# BOARD OF MANAGEMENT REPORT

The Board of Management present this report of Positive Women (Victoria) Incorporated for the financial year ended 30th June 2022.

## BOARD OF MANAGEMENT

<b>Chair</b>	<b>Stephanie Raper appointed February 2022</b>
<b>Immediate Past Chair</b>	<b>Mel Spencer appointed Chair November 2021. Resigned from Board January 2022</b>
<b>Chair on Leave</b>	<b>Georgina Whitchurch on leave June 2021-October 2021</b>
<b>Vice Chair</b>	<b>Emma Sheldon-Collins appointed February 2022</b>
<b>Immediate Past Vice Chair</b>	<b>Stephanie Raper appointed November 2021 to February 2022</b>
<b>Past Vice Chair</b>	<b>Mel Spencer to November 2021</b>
<b>Treasurer</b>	<b>Rachel Meisner</b>
<b>Secretary</b>	<b>Nicole (Nicki) Russell appointed November 2021</b>
<b>Immediate Past Secretary</b>	<b>Monique Hanley stepped down at the AGM November 2021</b>
<b>Board Member</b>	<b>Kylie Tempest stepped down at the AGM November 2021</b>
<b>Board Member</b>	<b>Eva Muslimah elected at the AGM November 2021. Stepped down June 2022</b>
<b>Board Member</b>	<b>Regina Kipruto co-opted August 2021. Elected November 2021 at the AGM</b>
<b>Board Member</b>	<b>Georgina Whitchurch stepped down at the AGM November 2021</b>
<b>Board Member</b>	<b>Monique Hanley stepped down at the AGM November 2021</b>

## OBJECTIVES OF THE ASSOCIATION

Positive Women Victoria provides information, support and advocacy for Victorian women living with HIV in Victoria.

## SIGNIFICANT CHANGES

No significant changes occurred in the nature of this activity during the year.

## OPERATING RESULT

The Surplus (Deficit) for ordinary activities after providing for income tax amounted to: (\$35,289), Surplus for 2021 \$28,371.

Signed in accordance with a resolution of the Board of Management



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**Stephanie Raper**  
Chair



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**Rachel Meisner**  
Treasurer

# INCOME & EXPENDITURE STATEMENT

FOR THE YEAR ENDED 30 JUNE 2022

	NOTES	2022 \$	2021 \$
REVENUE FROM ORDINARY ACTIVITIES	2	378,844	447,121
<b>TOTAL REVENUE</b>		<b>378,844</b>	<b>447,121</b>
EMPLOYEE EXPENSE		(333,337)	(310,805)
DEPRECIATION AND AMORTISATION EXPENSES		(6,116)	(6,116)
LEGAL EXPENSES		-	-
PROJECT EXPENSES		(29,405)	(57,122)
OTHER EXPENSES FROM ORDINARY ACTIVITIES		(45,275)	(44,707)
<b>TOTAL EXPENSES</b>		<b>(414,133)</b>	<b>(418,750)</b>
<b>OPERATING SURPLUS BEFORE INCOME TAX EXPENSE (INCOME TAX REVENUE)</b>		<b>(35,289)</b>	<b>28,371</b>
<b>SURPLUS/(LOSS) AFTER INCOME TAX EXPENSE (INCOME TAX REVENUE)</b>		<b>(35,289)</b>	<b>28,371</b>
OTHER COMPREHENSIVE INCOME		-	-
<b>TOTAL COMPREHENSIVE INCOME (LOSS)</b>		<b>(35,289)</b>	<b>28,371</b>

# STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2022

	NOTES	2022 \$	2021 \$
<b>CURRENT ASSETS</b>			
CASH ASSETS	3	378,491	390,501
RECEIVABLES	4	11,000	4,203
OTHER	5	5,209	-
<b>TOTAL CURRENT ASSETS</b>		<b>394,700</b>	<b>394,704</b>
<b>NON-CURRENT ASSETS</b>			
FIXED ASSETS	6	12,092	18,208
<b>TOTAL NON CURRENT ASSETS</b>		<b>12,092</b>	<b>18,208</b>
<b>TOTAL ASSETS</b>		<b>406,792</b>	<b>412,912</b>
<b>CURRENT LIABILITIES</b>			
PAYABLES	7	28,184	25,660
PROVISIONS	8	20,701	19,056
OTHER	9	25,000	-
<b>TOTAL CURRENT LIABILITIES</b>		<b>73,885</b>	<b>44,716</b>
<b>NON-CURRENT LIABILITIES</b>			
PROVISIONS	8	-	-
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>-</b>	<b>-</b>
<b>TOTAL LIABILITIES</b>		<b>73,885</b>	<b>44,716</b>
<b>NET ASSETS</b>		<b>332,907</b>	<b>368,196</b>
<b>MEMBERS' FUNDS</b>			
RETAINED SURPLUS	10	332,907	368,196
<b>TOTAL MEMBERS' FUNDS</b>		<b>332,907</b>	<b>368,196</b>

## STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2022

	RETAINED EARNINGS \$	TOTAL EQUITY \$
<b>BALANCE AT END OF FINANCIAL YEAR</b>	339,825	339,825
<b>2021</b>		
SURPLUS (DEFICIT) FOR THE YEAR ENDED 30/06/2022	28,371	28,371
<b>BALANCE AT END OF THE YEAR 2021</b>	<b>368,196</b>	<b>368,196</b>
<b>2022</b>		
SURPLUS (DEFICIT) FOR THE YEAR ENDED 30/06/2022	(35,289)	(35,289)
<b>BALANCE AT END OF THE YEAR 2022</b>	<b>332,907</b>	<b>332,907</b>

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2022

	NOTES	2022 \$	2021 \$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
RECEIPTS FROM GOVERNMENT AND SPONSORS		372,047	408,322
PAYMENTS TO SUPPLIERS AND EMPLOYEES		(384,120)	(417,257)
INTEREST RECEIVED		63	147
NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES	11(b)	<b>(12,010)</b>	<b>(8,788)</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
PAYMENT FOR PROPERTY, PLANT AND EQUIPMENT		-	(14,840)
NET CASH USED IN INVESTING ACTIVITIES		-	(14,840)
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>			
NET CASH PROVIDED BY/(USED IN) FINANCING ACTIVITIES		-	-
NET INCREASE/(DECREASE) IN CASH HELD		(12,010)	(23,628)
CASH AT BEGINNING OF FINANCIAL YEAR		390,501	414,129
CASH AT END OF FINANCIAL YEAR	11(a)	<b>378,491</b>	<b>390,501</b>

# NOTES TO THE FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2022

### 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 and the Australian Charities and Not-for- profits Commission Act 2012 (ACNC) Act. 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 Association adopted AASB 1058 , AASB 15 and AASB 16 effective from the 1st July 2019

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 depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Office Furniture & Equipment	20-50%

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

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

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

The Association has adopted AASB 15 Revenue from Contracts with Customers from the 1st July 2019 whereby the entity recognises revenue when the amount of revenue can be reliably measured, and it is probable that the future economic benefits will flow to the entity and specific criteria have been met for each of Positive Women (Victoria) Incorporated's activities.

Revenue is recognised based on the contractual specific period the revenue is applicable to. All revenue is stated net of the amount of goods and services tax (GST).

	NOTES	2022 \$	2021 \$
<b>NOTE 2: REVENUE OPERATING ACTIVITIES</b>			
- INTEREST	2(a)	63	147
- OPERATING GRANTS		350,773	341,207
- DONATIONS AND SPONSORSHIP		27,582	61,570
- CONFERENCE INCOME		-	-
- OTHER INCOME		426	44,197
		<b>378,844</b>	<b>447,121</b>
(a) INTEREST FROM:			
- BANK ACCOUNT DEPOSITS		<b>63</b>	<b>147</b>
<b>NOTE 3: CASH ASSETS</b>			
CASH AT BANK		26,586	8,328
ROSE FUND BANK ACCOUNTS		49,824	50,156
CASH RESERVE		302,081	332,017
		<b>378,491</b>	<b>390,501</b>
<b>NOTE 4: RECEIVABLES</b>			
CURRENT			
TRADE DEBTORS		11,000	4,125
OTHER DEBTORS		-	78
		<b>11,000</b>	<b>4,203</b>
<b>NOTE 5: OTHER ASSETS</b>			
CURRENT			
PREPAID EXPENSES		<b>5,209</b>	-
		<b>5,209</b>	-
<b>NOTE 6: FIXED ASSETS</b>			
(a) PLANT AND EQUIPMENT			
AT COST		41,926	41,926
LESS ACCUMULATED DEPRECIATION		(41,926)	(40,006)
		-	<b>1,920</b>
(b) ARTWORK			
AT COST		1,500	1,500
LESS ACCUMULATED DEPRECIATION		-	-
		1,500	1,500
(c) WEBSITE DEVELOPMENT			
AT COST		20,980	20,980
LESS ACCUMULATED DEPRECIATION		(10,388)	(6,192)
		<b>10,592</b>	<b>14,788</b>
TOTAL PLANT AND EQUIPMENT		<b>12,092</b>	<b>18,208</b>
<b>NOTE 7: PAYABLES</b>			
CURRENT			
UNSECURED LIABILITIES:			
TRADE CREDITORS		6,517	9,935
SUNDRY CREDITORS AND ACCRUALS		21,667	15,725
		<b>28,184</b>	<b>25,660</b>

	NOTES	2022 \$	2021 \$
<b>NOTE 8: PROVISIONS</b>			
CURRENT			
EMPLOYEE BENEFITS - PROVISION FOR ANNUAL LEAVE		20,701	19,056
NON CURRENT			
EMPLOYEE BENEFITS - PROVISION FOR LONG SERVICE LEAVE		-	-
AGGREGATE EMPLOYEE BENEFITS LIABILITY		<b>20,701</b>	<b>19,056</b>
<b>NOTE 9: OTHER LIABILITIES</b>			
CURRENT			
PREPAID INCOME		-	-
UNEXPENDED GRANTS		<b>25,000</b>	-
		<b>25,000</b>	-
<b>NOTE 10: RETAINED SURPLUS</b>			
RETAINED SURPLUS AT THE BEGINNING OF THE FINANCIAL YEAR		368,196	339,825
NET SURPLUS (LOSS) ATTRIBUTABLE TO MEMBERS OF THE ENTITY		(35,289)	28,371
RETAINED SURPLUS AT THE END OF THE FINANCIAL YEAR		<b>332,907</b>	<b>368,196</b>
<b>NOTE 11: CASH FLOW INFORMATION</b>			
(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		-	-
CASH AT BANK		378,491	390,501
		378,491	390,501
(b) RECONCILIATION OF CASH FLOW FROM OPERATIONS WITH PROFIT FROM ORDINARY ACTIVITIES AFTER INCOME TAX			
SURPLUS (DEFICIT) FROM ORDINARY ACTIVITIES AFTER INCOME TAX		(35,289)	28,371
NON CASH FLOWS IN PROFIT FROM ORDINARY ACTIVITIES			
DEPRECIATION		6,116	6,116
CHANGES IN ASSETS AND LIABILITIES:			
(INCREASE)/DECREASE IN RECEIVABLES		(6,797)	(4,153)
(INCREASE)/DECREASE IN OTHER ASSETS		(5,209)	-
INCREASE/(DECREASE) IN PREPAID INCOME		25,000	-
INCREASE/(DECREASE) IN PAYABLES		2,524	(38,732)
INCREASE/(DECREASE) IN PROVISIONS		1,645	(390)
CASH FLOWS PROVIDED BY (USED IN) OPERATIONS		<b>(12,010)</b>	<b>(8,788)</b>
<b>NOTE 12: ASSOCIATION DETAILS</b>			
THE PRINCIPAL PLACE OF BUSINESS OF THE ASSOCIATION IS: POSITIVE WOMEN (VICTORIA) INCORPORATED COVENTRY HOUSE, GROUND FLOOR 95 COVENTRY ST, SOUTHBANK VIC 3006			
<b>NOTE 13: RENTAL BENEFIT RECEIVED BY THE ASSOCIATION</b>			
POSITIVE WOMEN (VICTORIA) INC RECEIVES THE BENEFIT OF THEIR RENTAL OCCUPANCY LEASE BEING PAID BY THEIR MAIN FUNDING BODY			

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2022

### NOTE 14: 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 2022 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 5th day of October 2022



.....  
**Rachel Meisner**  
Treasurer



.....  
**Stephanie Raper**  
Chair

# 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 2022, the Statement of Profit or Loss and other Comprehensive Income, Statement of Changes in Equity 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 Board of Management 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 2022 and of its financial performance for the year then ended in accordance with Australian Accounting Standards to the extent described in Note 1 to the financial statements and the requirements of the Associations Incorporation Reform Act 2012 and the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act).

**Basis for Opinion:** I conducted my audit in accordance with Australian Auditing Standards. My 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 my 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 and the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act). 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 Board of Management for the Financial Report:** The Board of Management 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 and the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act), and for such internal control as the board 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 board 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 board 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:** My 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 board.
- Conclude on the appropriateness of the board'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 board 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 5th day of October 2022



**Eric Townsend**  
E Townsend & Co  
Chartered Accountant  
15 Taylor Street, Ashburton Vic 3147

# LEAD AUDITOR'S INDEPENDENCE DECLARATION UNDER THE ASSOCIATIONS INCORPORATION REFORM ACT (2012) AND THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT (ACNC)

To: the Board of Management of Positive Women (Victoria) Inc

I declare that, to the best of my knowledge and belief, in relation to the audit of the financial year ended 30th June 2022 there has been:

- No contraventions of the auditor independence requirements as set out in the Associations Incorporation Reform Act 2012 and the Australian Charities and Not-for-profits Commission Act (ACNC) in relation to the audit ; and
- No contraventions of any applicable code of professional conduct in relation to the audit.

**Name of Auditor** Eric Townsend  
**Name of Firm** E. Townsend & Co  
**Address** 15 Taylor Street  
P O Box 625  
ASHBURTON Vic 3147

Dated this 5th day of October 2022



Eric Townsend  
Chartered Accountant

# DETAILED INCOME AND EXPENDITURE STATEMENT

## FOR THE YEAR ENDED 30 JUNE 2022

	2022	2021
	\$	\$
<b>INCOME</b>		
SUBSIDIES AND GRANTS	350,773	341,207
CONFERENCE INCOME	-	-
DONATIONS AND SPONSORSHIP	27,582	61,570
INTEREST	63	147
SUNDRY INCOME	426	44,197
<b>TOTAL INCOME</b>	<b>378,844</b>	<b>447,121</b>
<b>LESS EXPENSES</b>		
ACCOUNTING FEES	11,271	12,749
ADVOCACY EXPENSES	-	192
AUDIT FEES	3,600	3,250
BANK CHARGES	-	12
BOARD & ANNUAL REPORT	2,365	2,301
COMPUTER & IT CONSULTANT EXPENSES	3,499	1,956
COMPUTER WEBSITE COSTS	47	-
CONFERENCES & SEMINARS	1,711	1,584
CONSULTING FEES	-	-
DEPRECIATION & AMORTISATION	6,116	6,116
HOLIDAY PAY PROVISION INCREASE/(DECREASE)	1,644	(390)
INSURANCES (INC WORKCOVER)	4,634	3,837
LEGAL AND COMPLIANCE FEES	299	340
OFFICE EXPENSES	429	338
PORTABLE LONG SERVICE LEAVE	4,742	4,584
POSTAGE AND COURIERS	-	14
PRINTING AND STATIONERY	51	2,691
PROFESSIONAL DEVELOPMENT - STAFF	3,809	2,079
PROFESSIONAL DEVELOPMENT - BOARD	6,575	-
PROMOTION EXPENSES	1,425	2,128
PROJECT CONSULTANTS	2,900	26,127
SALARIES AND WAGES	294,625	277,845
STAFF AMENITIES	1,015	153
STAFF WORKPLACE COUNSELLING	2,690	1,680
SUBSCRIPTIONS & MEMBERSHIPS	2,602	2,308
SUPERANNUATION	28,604	25,950
SUPPORT EXPENSES	26,504	30,995
TELEPHONE	2,577	2,505
TRAVELLING EXPENSES, ACCOMMODATION AND CONFERENCE	108	886
WEBSITE EXPENSES	716	6,858
<b>TOTAL EXPENSES</b>	<b>414,129</b>	<b>418,750</b>
<b>SURPLUS/(LOSS)</b>	<b>(35,285)</b>	<b>28,371</b>

## BOARD + STAFF

### Board as at 30 June 2022

**Stephanie Raper** (Chair, Appointed February 2022)

**Emma Sheldon-Collins** (Vice Chair, appointed February 2022)

**Rachel Meisner** (Treasurer)

**Nicki Russell** (Secretary)

**Regina Kipruto**(Director)

### Staff

#### Permanent staff

**Dr Kirsty Machon**, Executive Officer

**Melissa Iddles**, Partnership & Pathways Leader

**Heather Ellis**, Communications & Engagements Coordinator  
(appointed April 2021)

**Bernadette Roberts**, Peer Support Worker

**Emily Parsons**, Peer Support Worker (appointed June 2022)

Thank you to our members, Board members and supporters who have shared their personal stories, 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.



# REACHING YOUR POTENTIAL

## A confidence & skills building course for women living with HIV

Reaching Your Potential is a skills-and-confidence building and mentoring program for women living with HIV and led by women living with HIV. The program was facilitated by Positive Women Victoria and funded by a Positive Action Community grant from ViiV Healthcare Australia.

With funding and recruitment in late 2021 and early 2022, the program was run as four workshops over seven months during 2022. This unique and innovative program laid the foundation for up to ten women (WLHIV) to reach their potential in both their personal and work life, but also encouraged them to recognise their potential to be future advocates in the HIV community in whatever capacity they may wish or choose.

Each workshop focused on things like communication, the history of the HIV response and what advocacy means. Women also learned how their own personal experience can be used to make change, both for themselves and for others.

Some of the sessions are also delivered by professional leadership and life-skills coaches as well as women living with HIV who are leaders and advocates for HIV awareness and prevention, and for ending HIV-related stigma.

## WORKSHOP 1: COMMUNICATE!

**Workshop 1: Commuicate!** was facilitated by leading communications coach Christina Canters. Christina shared expert tips and secrets on the art of effective communication.

Program participants gained an insight into communication mindset skills to develop their confidence, influence and impact- whether in the workplace or personal life. They participated in practicing speaking in front of the group and how to control nerves through breathing exercises. As well as a leading communications coach, Christina Canters, also hosts the podcast, [Stand Out Get Noticed](#), which is all about helping people to communicate powerfully- and has received over 2 million downloads across 280 episodes. She is particularly passionate about helping women to find their voice, speak up and feel powerful within themselves.

*“The ability to breathe and focus for a talk and guide to write a speech that will gain attention.”*

*“The presentation we did to the group really helped my confidence to talk in public.”*



REACHING YOUR POTENTIAL PROGRAM PARTICIPANTS, AND PWV CO-FOUNDER BEV GREET AS AN OBSERVER (FAR RIGHT), AT WORKSHOP 1: COMMUNICATE!, WHICH FOCUSED ON THE MINDSET OF EFFECTIVE COMMUNICATION.

## WORKSHOP 2: SHOW ME THE CAMERA

Workshop 2: Show Me The Camera was a one-day film-and-audio interactive workshop aimed at building the participants' confidence and ability to be comfortable in front of a camera. Guided by experts and other women living with HIV who have many years of being interviewed, participants experienced a 'real life' scenerio of being filmed for a conversational-style television interview.

Women were interviewed on a topic of their choice and at no stage during filming were they asked about their HIV journey unless they chose this as their interview topic. Six of the women, by their own choice, shared their HIV story with five agreeing to publish the videos on Positive Women Victoria website. Three of the women chose topics that focused on motherhood, family and starting a new life in Australia.

PWV were very fortunate to have the professional expertise of Dee Mason, Joy FM broadcaster and interviewer. And Brent Masters from Masters Media and Mark Harrison from NBS Productions, as the professional film and editing crew. The end result of Workshop 2 were 10 professionally produced 10-minute videos in the style of interview shows seen on ABC or SBS television.

Participants put into action the communication skills they gained in workshop 1 and had some fun while looking their best with corporate outfits donated by Fitted For Work. This not-for-profit organisation helps women nationally prepare for work with free corporate and designer outfits, a resume service and interview skills. With support from MAC Cosmetics, PWV also engaged a professional make-up artist, who had all the women looking fabulous.

*"Being filmed by Mark and Brent. They made us feel at ease and not first timers. So loved the experience and it improved my confidence. Thank you."*



JESSICA, A REACHING YOUR POTENTIAL PARTICIPANT, IS INTERVIEWED BY DEE MASON.

*Fantastic. Quality of videos far exceeded my expectations. Brent and Mark were fantastic and Dee was an amazing interviewer who made us all feel very comfortable.*



CHRISSY, A REACHING YOUR POTENTIAL PARTICIPANT, INTERVIEWED BY DEE MASON.



EMILY, A REACHING YOUR POTENTIAL PARTICIPANT, INTERVIEWED BY DEE MASON.

*Words can't describe how much I loved the experience of this filming workshop. It was one of the most empowering things I've done in my life and I have already used the footage when disclosing.*

[WATCH A SELECTION OF THE REACHING YOUR POTENTIAL INTERVIEWS](https://positivewomen.org.au/tell-the-story/watch/)  
<https://positivewomen.org.au/tell-the-story/watch/>

## WORKSHOP 3: BE THE CHANGE

Workshop 3: Be The Change focused on HIV advocacy and was delivered by women living with HIV who are leaders and advocates. Five advocates, women living with HIV, who have been active in the HIV response, some for decades, shared their experiences in their varied HIV advocacy roles.

The advocates included Christabel Millar, Susan Paxton, PWV chair Stephanie Raper and PWV co-founder Bev Greet spoke about how they became involved in advocacy, what role they played and the impact of their advocacy on raising awareness and ending HIV-related stigma. They also gave advice to the participants as emerging advocates on building confidence and public speaking skills.

Program participants were also invited to consider their own experiences, and how these could contribute, through using their voice and shared experience, to an agenda for change for women living with HIV. The women also brain-stormed some ideas for action, which will be presented to PWV for consideration.

Workshop 3 and Workshop 4 were held over a weekend with an informal graduate dinner held on Saturday night.

*"I love every bit of Christabel Millar's story and being the appointed president of Living Positive Victoria."*

### So what can you do as an HIV Advocate?

- **Volunteer opportunities**
  - Positive Women Victoria and Living Positive Victoria
- **Positive Women Victoria**
  - Nominatate to become a board director
- **Living Positive Victoria**
  - Nominatate to become a board director
- **Positive Speakers Bureau (LPV)**
  - Regular paid speaking opportunities at schools, universities, not-for-profits, corporate sector including pharmaceuticals, Candlelight Memorial and World AIDS Day events.
- **National Network of Women Living With HIV**
  - Network of Women Living with HIV is managed by NAPWA (National Association of People With HIV Australia) and is an advisory group by and for women living with HIV, constituted to provide collaboration between those involved in policy and advocacy work for women living with HIV in Australia



*"Amazing to hear other women's stories was incredible. It is definitely made me think of volunteering."*

*"Great speakers sharing their journey and advocacy over the years."*

*"All fantastic. The speakers really inspired me."*



REACHING YOUR POTENTIAL PROGRAM PARTICIPANTS AT WORKSHOP 3: BE THE CHANGE, WHICH FOCUSED ON HIV ADVOCATES SHARING THEIR STORIES.

## WORKSHOP 4: MAKE THE CHANGE

Workshop 4: Make The Change focused on personality traits and how to harness strengths for positive growth mindsets.

PWV engaged professional life skills and leadership coach Bec Fox who is also a specialist in transformational mindset, personality profiling and cultural wellness.

Bec developed a specialised Unleash Your Power module for this Make the Change workshop, which introduced the women to the Extended DISC personality profile. After completing the DISC analysis women learned about their individual strengths and stretches and how each person communicates. They then learned strategies for:

- Managing stress and positive growth mindsets for optimal performance.
- Managing limiting behaviours and increasing self esteem.
- Highlighting individual strengths to establish future goals.

After identifying their individual personality traits, Bec guided the women through how nurturing these traits can further their growth to gain confidence to reach their potential. This might be in their work life, personal life and also as an HIV advocate if they choose.

Bec also hosts the podcast [Wild n Fearless: Women Inspiring Legendary Dreams](#).

### ACHIEVEMENTS FROM REACHING YOUR POTENTIAL

On completion of PWVs Reaching Your Potential program, some of the women have advised they want to become HIV advocates and contribute to the HIV response. Some have enrolled in the training program to join the Positive Speakers' Bureau (run by Living Positive Victoria), or have joined the Positive Women Victoria board or expressed interest in volunteering in whatever way is meaningful for them.

Others such as emerging HIV advocates Stephanie Lee and Chrissie Sibanda have used skills gained from the program to further develop their HIV advocacy presence on social media, start a film project and register a charity. Stephanie Lee's short film project aims to help end HIV stigma and raise awareness of U=U. Learn more and donate at [Steph's HIV Film Project Go Fund Me](#) page.

<https://www.gofundme.com/f/hiv-short-film-project>

Chrissie's [Stop HIV Stigma](#) on Facebook is gaining a global following and she is in the process of registering a charitable foundation to help AIDS orphans in Zimbabwe and raise awareness of U=U and end HIV-related stigma.

### ACKNOWLEDGEMENTS:

The Reaching Your Potential program was made possible with a Positive Action Community grant from ViiV Healthcare Australia in 2021.

Positive Women Victoria also acknowledges the following for their support and dedication to making Reaching Your Potential an outstanding success.

Thank you:

[The C Method - Christina Canters](#)

[Unleash Your Power - Bec Fox](#)

[Masters Media - Brent Masters](#)

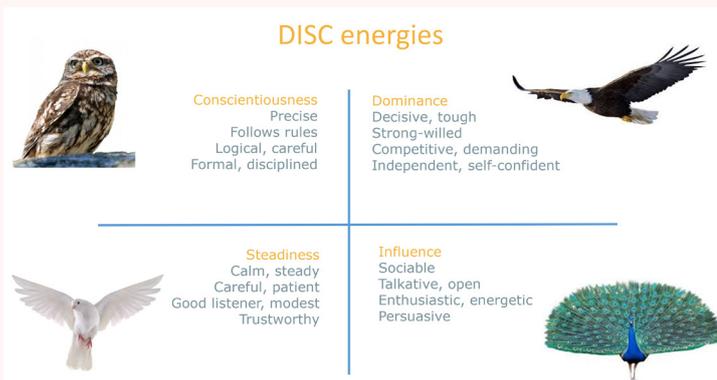
[NBS Productions - Mark Harrison](#)

[Studio Mason - Dee Mason](#)

[Fitted For Work](#)

[MAC Cosmetics](#)

[Sienna Daisy Makeup](#)



*"Bec Fox was fantastic. She really empowered me and I could see all the women felt the same."*

*"I gained great insight on who I am. Who I can be. And how I can achieve that."*

*"The program has given me the confidence I need to be the #1V advocate I want to be."*

## CONTACT US

Positive Women Victoria  
Coventry House  
Ground Floor, 95 Coventry Street  
Southbank VIC 3006

E | [info@positivewomen.org.au](mailto:info@positivewomen.org.au)

W | [positivewomen.org.au](http://positivewomen.org.au)

PH | (03) 9863 8747

 [facebook.com/PositiveWomenVictoria](https://facebook.com/PositiveWomenVictoria)

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

 [PositiveWomen.org.au](http://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.

