

positive women victoria

# ANNUAL REPORT 2017-2018

## **Annual Report 2017–2018**

Positive Women Victoria

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### **ABOUT Positive Women Victoria**

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 support, information and advocacy for women in Victoria living with HIV. For more than thirty years PWV has responded to the changing needs of women living with HIV, recognising the impact gender has on the way 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 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.

### **MISSION STATEMENT**

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

### **STRUCTURE AND 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.

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# FROM THE CHAIR

Heather Ellis

I AM HONoured and feel deeply privileged to be the new Chair of Positive Women Victoria in this our 30th anniversary year. I have been acting Chair since May 2018 and follow Sarah Feagan, your previous Chair of nearly four years.



During 2018, we entered a new era of development focused on extending our reach in peer support and our advocacy for women living with HIV, an important part of which is education for prevention and to break down stigma. We owe this growth to the culmination of the tireless work and dedication of women who have served on the Board, staff, and as volunteers, and to all our members over the past 30 years. Let us take a moment to reflect on the efforts of all those women, some of whom are no longer with us. It was their vision, and their unwavering commitment to that vision, that has seen Positive Women Victoria remain the only community-based organisation specifically funded to support and advocate for women living with HIV in Australia.

As women living with HIV, we have come so far in the past thirty years but we are still

a minority within a minority, and this means that our specific needs and the issues we face can easily be overlooked. In 2018, Positive Women Victoria pushed for women to be recognised in the national HIV strategy. Under the leadership of former Chair Sarah Feagan, former CEO Alison

Boughey and women representing HIV organisations from all over Australia, we led a national consensus statement on the needs of women living with HIV, which was supported by the Victorian government, and which we have sought to have included in the national HIV strategy.

We are truly blessed to have Dr Kirsty Machon as our new Executive Officer. Appointed in August after a rigorous recruitment process, Kirsty brings more than 25 years' experience in the HIV sector, in journalism, policy development, leadership and governance. We are still pinching ourselves at our unbelievable good fortune that we have her as our new EO. I would also like to thank Heather Mugwagwa, our Peer Support Program Coordinator, who acted as EO since April and managed PWV with a high level of professionalism until



Kirsty's appointment.

This year will be remembered as one of the most significant in the era of HIV since 1996, when the first truly effective HIV medications were discovered. In 2018 the Undetectable=Untransmittable (U=U) message was finally endorsed by health leaders around the globe, building on more than twenty years of scientific evidence that clearly pointed to what has now been demonstrated: people living with HIV on treatments and who have an undetectable viral load cannot transmit HIV. The knowledge that U=U is the key to breaking down HIV stigma, once and for all. U=U is evidence-based, and this means we can confidently and without fear enter a serodiscordant relationship, and enjoy fully all the sexual pleasures of that relationship. But while U=U is a breakthrough for people living with HIV, it is not yet known by the general population. It is vitally important that all HIV support and advocacy organisations, governments both federal and state, and the media, all work together to get this message out to all people in Australia, because U=U = the end of stigma. And this equals support for all people living with HIV, because it is stigma that is the cause of so many of the issues that we continue to face. In the absence of a national awareness campaign targeting the general population that also focuses on education as prevention, a national grassroots social media campaign has already been started by one of our very own members, Cath Smith, who is also a former chair of PWV. Cath has worked tirelessly to get this campaign off the ground and into the minds of all Australians. Thirty years ago, PWV started as a support organisation for women living with HIV. This is our foundation and will always be the cornerstone of our work, and ending stigma is the greatest way we can provide that support.

During 2017, I was heartened to learn that the Victorian government had fully committed to an ambitious HIV strategy focused on testing and treatment, and ending HIV stigma by 2030. And that the implementation of this strategy will be in

partnership with people living with HIV. Positive Women Victoria will lead the way in all areas that concern women, and specifically on issues such as their reproductive rights, including breastfeeding.

At the ASHM 2018 conference in Sydney, I was honoured to be asked to speak on a panel to launch the resource booklet Understanding U=U for Women Living with HIV produced by the Canadian-led international HIV partnership ICASO. This international document outlines what U=U means for women, both sexually and reproductively, including for breastfeeding. As a mother of three, my pregnancies were before U=U, and sadly I could not breastfeed and share the bond that all mothers should have with their baby, because the scientific evidence was just not there eleven and fourteen years ago. But we have come so far, and today not only are women living with HIV with undetectable viral load in many African countries allowed to breastfeed, but also women in Switzerland and the UK are supported in their decisions through clinical policy. As the evidence of U=U grows in the area of breastfeeding, other countries will also follow. And as your Chair, in partnership with our sisters at Femfatales who have produced a submission calling for national guidelines on HIV and breastfeeding (soon to be released), we aim to see Australia join this growing list of countries.

While membership growth is not something to be celebrated in the HIV sector, our membership has grown by 40 women through 2017–18. We are seeing an increase in younger women and international students seeking support from PWV, and your Board, as we enter our new three-year strategy, will also be focused on raising awareness as education for prevention, as well as U=U in the fight against stigma.

For our members, the peer support we provide is vital for their wellbeing, particularly for the newly diagnosed, women who often have no one else to turn to. During 2018, we have seen more than half of these new members being Australian born, but it is often those members not Australian-born

who face the greatest degree of isolation in living with HIV. And this is why our peer support is so important to those members. Our research into the experiences of women living with HIV from Asian countries and from African countries in Victoria demonstrates this need. This year, we completed ground-breaking research into the needs of women living with HIV from African diaspora communities in Victoria. Thank you to Dr Nabreesa Shafeeu and our own Heather Mugwagwa for this research, which was made possible with the generous support of ViV Healthcare. I would also like to thank Gilead Sciences for its ongoing funding for our research into the needs of women living with HIV in Victoria from Asian communities.

During 2018 our peer support team has increased. We now have two staff available covering 5 days, providing peer support via phone calls, one-on-one support and outreach support in clinics and hospitals. The sixth successful Phoenix for newly diagnosed women ran in conjunction with Thorne Harbour Health. The availability of increased hours and the high quality and integrity of our peer support would not be possible without the additional ongoing financial support from both Living Positive Victoria, and Thorne Harbour Health (formerly VAC). Thank you.

We continue to provide and grow our peer-lead support activities, with the annual Retreat proving time and again to be of tremendous value to the health and wellbeing of both long-term members and new members. Some of these members have never reached out for peer support and the Retreat has been the first time they have spoken to another woman living with HIV.

We were so very fortunate this year to receive two generous donations, which enables PWV to extend our peer-lead support activities. In 2019, we will run our very first Wellbeing Weekend aimed at newly diagnosed women. This and several other vital peer-lead support activities would not be possible without the generous donation of \$18,500 from James Addinsall who chose

Positive Women Victoria as his nominated charity in his role as this year's Laird Leatherman. James explained he chose our organisation as he saw it as a unique opportunity to focus attention on the needs of women living with HIV within a men-only space (the Laird Hotel, Melbourne).

PWV has also been honoured to receive a generous donation of \$6,000 from Valerie Lehman, star of the legendary Prisoner television series. In 2016, Val's appearance in I'm A Celebrity, Get me Out of Here, resulted in this generous donation, which allows us to further extend our peer support activities. Valerie's generous commitment to, and her relationship with, Positive Women Victoria extends back almost a decade.

I would like to give an enormous thank you to my fellow Board members, and the dedicated volunteers and staff. Without you, Positive Women Victoria would not be able to provide the vital support and advocacy to our members and engage in raising awareness for education and prevention. Thank you to my Board: Carol el-Hayek, Nancy, Deidre McEwen, Dierdre Pinto, Jackie Roberts, Sally Sharman, Kylie Tempest and Thilaka Satha. Thilaka, who held the position of Vice-Chair brought her high-level skills and experience in strategy and performance management to PWV and has helped place us in such a strong position for future development. Sadly Thilaka, Nancy, Jackie, Carol and Dierdre Pinto all leave the Board this year.

But without the funding we receive annually from the Victorian government's Department of Health and Human Services, we would struggle to provide any of these support and advocacy services. Thank you for recognising and continuing to support this vital need.

Finally, I want to thank all our members, past and present, for seeking us out and believing in us and trusting us to provide you with the support you need and deserve. Thank you for this enormous opportunity to chair your Board in governing Positive Women Victoria as we enter this new era of its development.

# EXECUTIVE OFFICER'S REPORT

Kirsty Machon

**C**OMMENCING in the role in September 2018, I have been very lucky to have the opportunity to work with an organisation that achieves an incredible amount with the funds and staffing available to it.

My first involvement with the community of people living with HIV in Australia began in 1992, when I attended an ACT UP meeting and became involved in campaigns to urgently expedite access to treatment, demand increased and improved hospital care, and counteract the appalling stigma and discrimination faced by people living with HIV and AIDS that had contributed to unresponsive and ineffective policy responses. As a community-based journalist, I was in a position to document and report on some pivotal moments and some of the phenomenal heroes in these crucial years of the fight to end HIV. Later, as a policy



analyst in the national setting, I worked on issues including the ethics and design of trials and research, reproductive rights for women and men and living with HIV, and health and wellbeing in the context of new treatments that were hugely promising in their ability to suppress HIV but

heartbreakingly limited by side effects and the potential for resistance. I was also pleased to be able to provide support for the establishment of a national network of women living with HIV, a group which set about to cement the link between peer support and peer-led advocacy, and continues to operate as Femfatales.

Positive Women Victoria's unique blend of peer support and women-focused advocacy is one of the organisation's great strengths. It is a pleasure to be part of an organisation with an ethos in which peer engagement and female agency and visibility is central, and where directly improving health and

wellbeing outcomes for all women living with HIV is what motivates the staff and its Board, and defines the culture and practice. Over the coming year, we will have some significant issues on our policy radar, not least, how to harness the liberating promise of the U=U moment to transform the lives of women living with HIV.

A substantive achievement for PWV in 2018 was the completion of original research exploring the experiences of women living with HIV from African diaspora communities negotiating clinical and social supports in Victoria. This frank documentation of direct experience has the potential to really have impact on service delivery in the future. Women living with HIV from African backgrounds are often visible only as a collective statistic or data set. This research forces us to look into the reality of diagnosis and life with HIV for many women who face significant barriers: language, certainly, but also, a potentially intimidating and stigmatising migration system, sometimes less than optimal levels of knowledge from health care workers, or misperceptions based on cultural stereotypes. Dr Nabreesa Shafeeu, Heather Mugwagwa, and the organisation's CEO until April 2018, Alison Boughey, are to be congratulated for their leadership and tenacity in putting together this significant piece of work, made possible with the generous support of a Positive Action Community Grant from ViiV Healthcare.

I am pleased that the Board of Positive Women Victoria has responded to demand by increasing the hours available over the coming year for peer support services, and the resourcing available staff to build upon productive existing and emerging partnerships. Our peer work is additionally supported by Living Positive Victoria and by Thorne Harbour Health, who acknowledge its importance and back its autonomy with financial support through Memoranda of Understanding, and by engaging with us on many areas of advocacy and policy. Living Positive Victoria work with us on the Phoenix for Women event, while with Thorne

Harbour Health, our peer support team provides fortnightly services at the Positive Living Centre, collaborates with their community support team, and contributes to policy development. Women's Days were held at the PLC in November and June.

Throughout 2017–18, the staff of Positive Women Victoria recorded 1,152 episodes of individual engagement with members, nearly 1,000 of which were direct peer support engagement: particularly noteworthy given the slender staff and margins on which the organisation runs. We welcomed 40 new women as members, nearly half of whom were born overseas — in countries including Myanmar, Kenya, Argentina, Ethiopia, Nepal and the UK. The organisation has provided outreach in clinics, hospitals, at homes, and over the phone, and through one-on-one peer engagement such as the Phoenix for Women project. Referrals to the organisation this year have come from all over the state, including Melbourne and surrounds, Wodonga, Portland and the Barwon region.

We are a state based organisation, but Positive Women Victoria also provided leadership towards a ground breaking national consensus statement on the needs of women with HIV, and made a powerful submission to the Victorian government on the need to improve visibility of and outcomes for women in the 8th national HIV strategy, now in final draft. In June 2017, Victoria committed to strong HIV strategy with ambitious testing and treatment targets, and very importantly, aims to eliminate HIV related stigma in Victoria by 2030. Positive Women Victoria's submission to the Victorian government recognised the leadership in this State provided a great incentive to encourage all jurisdictions to commit equally to making women visible as part of a coordinated national HIV strategy.

There are huge health and wellbeing benefits being conferred by improved HIV treatments and testing, and biomedical advances in prevention, but there is much yet to be done so that all women living with HIV benefit from these in equal measure. We do



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know that women still continue to be diagnosed later, we do know that women continue to bear considerable and unnecessary burdens from stigma, and discriminatory attitudes — in relation to sexuality, to reproductive choices, and motherhood choices. Discriminatory attitudes may be in part about education, but their effects are not just social. They affect health and wellbeing when women are not offered appropriate testing, when women are diagnosed in contexts where health care providers may be lacking information about privacy, care and referral, or when women struggle in isolation because of a lack of peer support and visible role models.

Positive Women Victoria this year celebrated its 30th birthday, and every year over that 30 years, has worked to nurture and enable those visible leaders and role models.

We are hugely grateful to our sector partners Living Positive Victoria, Thorne Harbour Health (formerly VAC) and in particular the staff of the Positive Living Centre and counselling services. We are thankful to ViiV Healthcare and to Gilead for believing in the importance of funding research into the experiences of women living with HIV to directly inform the evidence base on which to build health outcomes. We thank our donors and supporters, particularly this year, we extend our warmest

thanks to Laird Leatherman James Adinsall for showing the solidarity as a gay man living with HIV by choosing Positive Women Victoria as his charity of choice, and raising a massive \$18,500. We also acknowledge Val Lehman, a longstanding donor and supporter of Positive Women Victoria, and our patron, Anne Phelan.

A thanks is owed to the women who served as volunteers on the Board of Positive Women Victoria over the year, including Sarah Feagan, who stepped down as Chair in April to take on a new role with Living Positive Victoria. Sarah was succeeded by Heather Ellis. Sarah and Heather are both amazing role models: fearless, hardworking and authentic leaders for women living with HIV. Their contributions, as with others who have led Positive Women over its 30 year history, define the organisation's ethic, and have enduring impact.

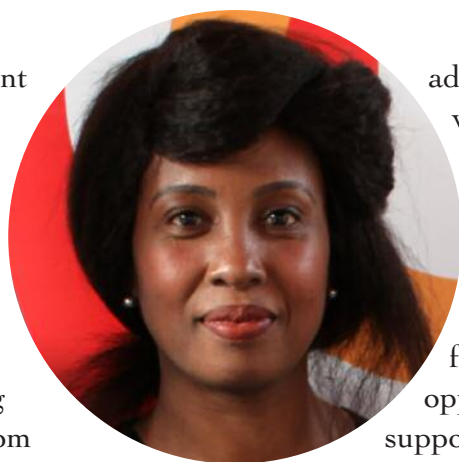
Finally, an enormous thank you to the organisation's staff, Heather Mugwagwa and Melissa Iddles, who provide professional but thoroughly focused and committed peer support for the organisation's members and are advocates for all women living with HIV, and Natalie Browne, whose task it is to communicate the organisation's efforts to members and others, to oversee our social media, and to support the work of the organisation with strong messages of health promotion and community solidarity.

# THOUGHTS FROM THE ACTING CEO

Heather Mugwagwa

**P**ositive Women went through a number of changes this year. Thanks to our resilient and strong team, we managed to stay focused, and continue to support our members throughout this period. During my time as the acting CEO, from March until September 2018, we managed to grow our member base through our tailored and group peer support programs and to complete an important piece of work, a research project exploring the experiences and needs of women living with HIV from African communities in Victoria. The peer support and health promotion program facilitated most of the events we had scheduled for the 2017–2018 financial year which was a great achievement. Our peer support contacts and referral pathways significantly improved during my time as the acting CEO and I feel proud that we managed to achieve our main goal despite our reduced human resource capacity.

Positive Women Victoria is in a good place. We have earned the trust of our members and other stakeholders and partners, as the only funded community organisation



advocating and supporting women living with HIV. I learnt that the HIV sector is rapidly changing, and that there are more opportunities for growth for PWV and moving forward we have opportunities to enhance our support to our members. Another major highlight was the 22nd AIDS Conference which I was able to attend in Amsterdam this year in July. This is the premier international meeting in the HIV sector; the theme of this year's conference was "Breaking Barriers, Building Bridges" which was a call to action to a rights-based approach that will improve access to HIV care to key populations. The conference marked the end of my term as the acting CEO of Positive Women. It was a busy time for all of us, but we have a strong team in the office that supported me throughout the whole process. It was an exciting, and challenging and great opportunity to learn new skills and keep the organisation functioning at capacity.

*Heather Mugwagwa  
Acting Executive Officer, March–September  
Peer Support Program Coordinator*

# TREASURER'S REPORT

Kylie Tempest

**T**he 2017–2018 was my first year as Treasurer and I am very pleased to present the audited Financial Report for Positive Women (Victoria) Inc. (PWV) for the year ended 30 June 2018.

This year, PWV recorded another surplus of \$15,144 building further on the surplus of \$21,833 recorded last year. This has placed PWV in a strong position from a cash flow perspective with cash assets on hand over \$300,000.

The Victorian government's Department of Health and Services (DHHS) continues to be our major funder, providing us with a massive \$302,830 in grant funding this year. Other support for PWV's work came from ViiV Healthcare, the Victorian AIDS Council (now Thorne Harbour Health), Living Positive Victoria and Gilead Sciences. We express our gratitude to all of these organisations for their ongoing recognition of the importance of supporting the support and advocacy work of a dedicated, stand-alone organisation for women living with HIV.

The Coventry House lease provides us with continuity of accommodation until



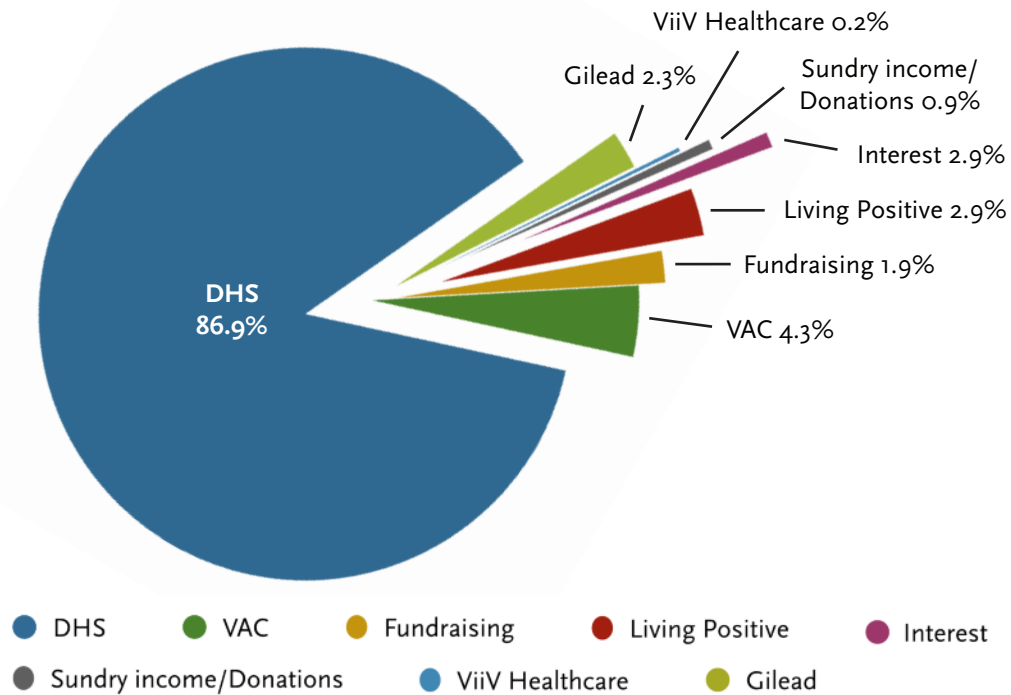
September 2019

arrangements. We share this lease with Living Positive Victoria. In addition to its annual operating grant to PWV, the DHHS also funds 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 supports all people living with HIV.

We are nearing a time when the strategic plan in place for the period 2016 to 2019 will need to be reviewed and revised. As there has been a number of changes this year with respect to key members of staff and board members this will be a great opportunity to review the strategy with a fresh set of eyes and ensure we drive forward with the needs and requirements of our members who rely on the advocacy and support PWV offers.

We have a sub-committee in place working very hard to apply for grants from other possible sources throughout the year in order to attempt to not only help get our name and recognition out there, but to see if we can get additional funding from other sources and

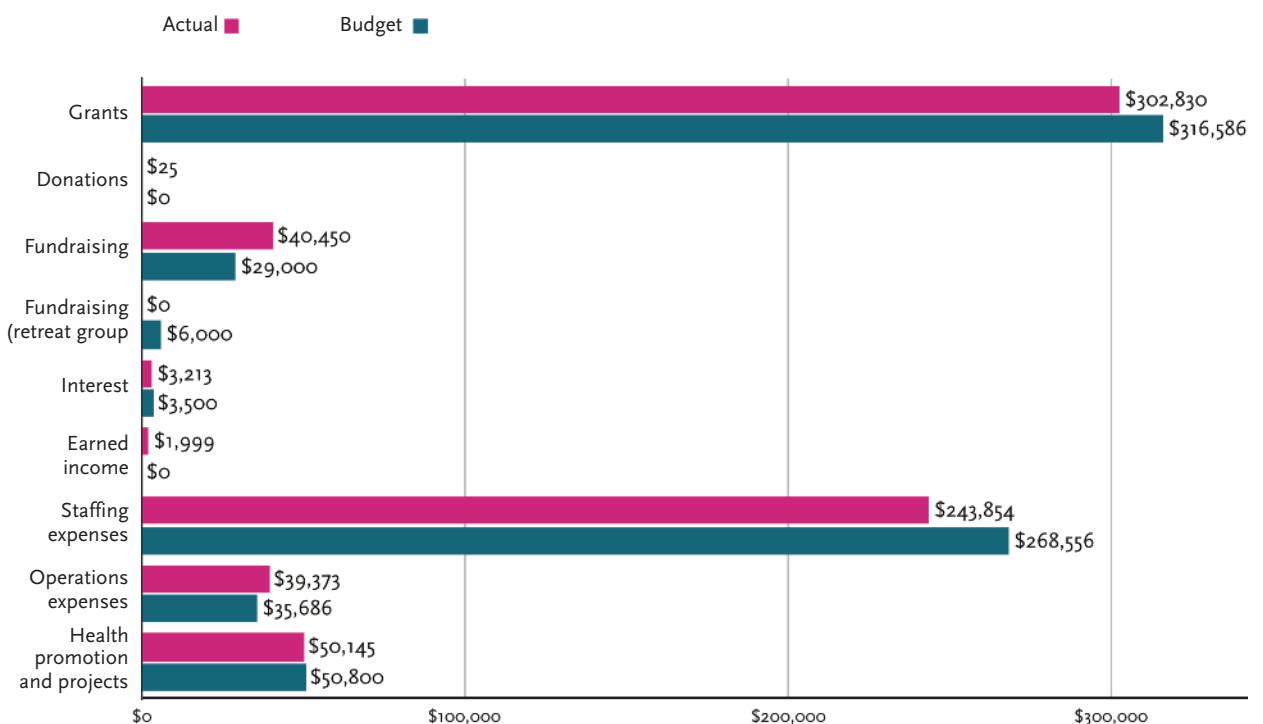


Income Sources 2017-2018

educate ourselves.

We have had incredible success with our Peer Support team working hard with our members and non-members to date. Significant demand in this area as well as other factors has resulted in an increase commitment in staffing to the organisation to meet demands.

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.



Actual (2017-2018) compared to Budget



# THERE TO RELY ON

## Peer support, community partnership and active engagement

**F**OR THE YEAR 2017–2018, Positive Women Victoria's peer support was delivered by two paid workers, Heather Mugwagwa and Melissa Iddles, at a total of 39 hours per week. In February 2018 the organisation was delighted to recruit a third, volunteer peer support worker, Melania Mugamu, bringing the total number of available peer support hours during 2017-18 to 52 per week. Through this, our peer support workers facilitated 979 points of recorded contact with members and women living with HIV. On top of that, the team may have other contact with women who may have questions or seek information anonymously, but which is not recorded for privacy reasons.

There is a significant and growing demand for Positive Women's peer support services, particularly from women living with HIV who have multiple and complex support needs, around issues including family violence, homelessness or housing uncertainty, the use of alcohol or other drugs, gender identification, experiences of stigma and discrimination, cultural and linguistic diversity, immigration, carer responsibilities,

and mental health. Each of these concerns can be significant on its own, and may be exacerbated by a diagnosis of HIV.

There has been a steadily growing number of newly diagnosed women seeking support from Positive Women, and being referred by partner organisations such as clinics, community organisations and partner notification officers.

Growing demand requires that Positive Women continues to invest in training and developing peer support staff and volunteers to equip them with high level skills and resilience. Professional development undertaken by various peer support staff and/or volunteer in the 2017–2018 year included:

- Mental Health First Aid
- Motivational Interviewing
- Health Literacy
- Personality Disorders
- ASHM Conference
- Qualitative Research Skills
- Facilitation training
- Positive Speakers Bureau (public speaking)
- Dealing With Difficult Calls (communication skills)

Feeling the  
serenity at the  
Retreat: welcome  
support in a  
peaceful and  
private setting



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POSITIVE  
WOMEN  
VICTORIA  
ANNUAL  
REPORT  
2017-2018



**Positive Women completed important research into the experiences of women from African communities who are living with HIV in Victoria**

- Racism and Health
- Ongoing supervision and training with an external counsellor.

When women living with HIV make contact with the Peer Support Workers, they are making contact in reference to many areas of their lives where they might need support. Our Peer Support Workers are qualified and trained, and in many cases have shared similar experiences as peers. Below is a list of some of the many nominated reasons for member contact. It is in these various ways that our members need support and our Peer Support Workers provide assistance, advice, referrals, information and support.

- New diagnosis
- Disclosure of HIV status to others
- Children/family
- Mental health
- Fears for the future
- Medication
- Navigating the healthcare sector
- Housing
- Finances
- Employment
- Food
- Sex/relationships
- Legal advice
- Counselling/emotional support
- Inviting/following up on PWV events





Creative output  
from the Art  
Therapy session  
at the PLC

Over 2017–18, the peer support team employed numerous methods to provide unique support to women living with HIV. Each woman is respected individually for her communication preferences, including needs for discretion. Methods employed by the Peer Support Workers to provide support, much of which is one-to-one support via face-to-face, email, SMS, telephone or post

Events held this year included a regular lunch for women living with HIV living in the Frankston area of Melbourne, Phoenix for Women (supporting women dealing with a new diagnosis), a Health and Wellbeing Retreat, Women's Days held in collaboration with the Positive Living Centre, a service managed by our partners at Thorne Harbour Health, an International Women's Day event, and our 30th Birthday Celebration, which brought together many of our longstanding members, and was an opportunity to reflect on the organisation's historical and ongoing significance.

Positive Women Victoria's membership is diverse, in terms of geography, health, age, culture and wellbeing needs. It's important that we continue to provide services as and where they are needed, and maintain a flexible approach to service delivery that is always focused on the individual. We have a fortnightly presence at the PLC, our workers see women and their health care teams in situ

at hospitals and ID clinics, we undertake home visits, we mediate, facilitate and support the maintenance of social connections between our members, we provide and distribute information to women living with HIV, families, medical and health care staff, and other professionals, such as legal professionals. The peer team also works closely with other service that might be suited to the needs of women living with HIV, and refers to and supports connections with those services, which include peer navigation, housing and employment services

This year, an important contribution was in the area of research where, with Positive Action Grant from ViiV Healthcare, Heather Mugwagwa, Dr Nabreesa Shafeeu, and former CEO Alison Boughey led a project that mapped the experiences of women living with HIV from African diaspora communities, and the barriers to and opportunities for their meaningful engagement. We have also commenced, with the support of Gilead Sciences, a research project aimed at mapping barriers to medication access, uptake and adherence to treatment among women from culturally and/or linguistically diverse communities in Victoria.

*Heather Mugwagwa,  
Peer Support Program Coordinator  
Melissa Iddles, Peer Support Worker*

# PUTTING IT OUT THERE, BRINGING US TOGETHER:

Communication and health promotion for change

**W**HAT AN AMAZING JOURNEY it has been since 1988, when between four women living with HIV would meet each fortnight meeting in an inner Melbourne Church. Positive Women Victoria came together in March 2018 to celebrate International Women's Day at the Positive Living Centre. It was an especially significant gathering of women and members, in the 30th birthday year of an organisation founded to support and advocate for women living with HIV, asserting that women were not prepared to live with HIV in silence, shame and isolation.

Thirty years on, Positive Women Victoria salutes the contribution of its founding members Bev Greet and Deborah Gilles, and

its early leaders including Michelle Aterini, Susan Paxton, Sonja Ristov, and Michelle Wesley. Women living with HIV are indebted to this tenacious, daunting and epoch-making effort to establish and build organisation for, by and about women living with HIV, in the face of ferocious stigma discrimination, and at a time when coming out was a huge personal risk, but a tremendously liberating step for the women who founded the organisation, and those that followed. In 2018, Bev continues to be an active contributor to the organisation, and we are thrilled to be able to honour her history through the making of a short film that will document her oral history of the founding and the early years of the organisation.

International Women's Day (IWD) was celebrated at the Positive Living Centre. Our



friends at Thorne Harbour Health (formerly the Victorian AIDS Council) generously lent us the space and provided for guests. The event was a success. We heard from Sarah Feagan (who stepped down as Chair in March 2018), Bev Greet, and Alison Boughey (PWV Executive Officer until March 2018).

Local musicians Clairy Browne and Gabriel Strangio contributed their music to the occasion.

On June 24, we partnered with THH once again, and held a Women's Health Day at the PLC. The Women's Days are important because they are often a stepping stone towards empowering members through self-examination and challenge, collaboration and knowledge sharing. Deirdre Byrne (Thorne Harbour Health) led an art therapy session, and members heard from Jessica Stott from WIRE (Women's Information and Referral Exchange) on the incredibly important topic financial independence and wellbeing. Our peer support workers know too well the effects a HIV diagnosis can have on financial stability, and skills and confidence building in this sphere is crucial. The PLC delivered a lunch to the members that was gave the group an opportunity to come together, connect and share their stories. The day ended with a pantry session, and some skincare goodie bags sourced by Deirdre.

## PEOPLE, PROGRAMS AND PARTNERSHIPS

Other events such as Phoenix, the Retreat and the Frankston Lunch Group have also been a success, particularly for women who are newly diagnosed and women who do not live in the inner areas of Melbourne. As always, we learn and adapt from each of these to make the next stronger. There have now been six Phoenix for Women workshops, and a seventh in South Australia. In the words of one participant: "This was an amazing learning experience for me. So much



**ABOVE IWD 2018  
RIGHT Longtime  
member Susan  
Paxton and Living  
Positive Victoria's  
CEO Richard  
Keane celebrate 30  
years of PWV**



learnt and such a good tool for mapping my future with HIV."

With the assistance of former CEO Alison Boughey, the Health Promotion and Communications role has been assisted to widen its scope through a partnership between the Thorne Harbour Health – Health Promotion Team. Each week, the PWV Health Promotion and Communications Coordinator has been working from the Thorne Harbour head office with the Health Promotion Team. Through this partnership, PWV also acts as a secondary consultant for information around women living with HIV and a resource to the Thorne Harbour Team. This connection has seen Natalie record a podcast on the topic of WLHIV for the Thorne Harbour Health Joy 94.9 radio show, 'Well, Well, Well . . .'

This connection has also fostered PWV's relationship with the Laird Leatherman, James Addinsall. Each year, the Laird in Richmond appoints a 'Laird Leatherman' as a representative of the Leather Community and throughout their title, they raise fund for an organisation of their choice. In 2017, James Addinsall was appointed the Laird Leatherman 2017 title and he picked Positive Women Victoria as his chosen organisation.

CONTINUES ON PAGE 20

# POSITIVE WOMEN VICTORIA 30 YEARS

To see Positive Women Victoria into its 30th year is such a privilege. Our organisation has survived many trials but has come out stronger than ever. I look back on our history with such respect and fondness. And I look forward with much excitement and energy as new women step up to take our organisation into the future.

*Sarah Feagan, Chair, 2014–April 2018*

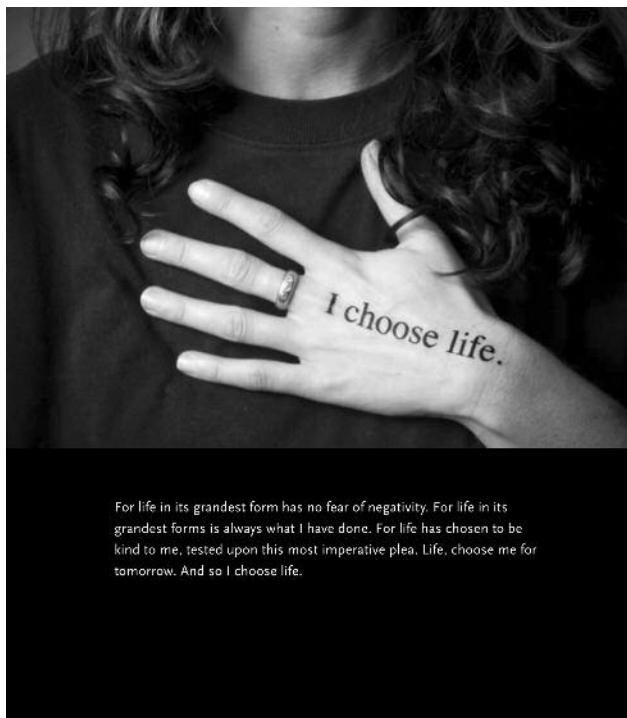
Hope is vital. There is hope for the future.

*Suzanne, Member, 20th Anniversary History 2008*

Deborah and I met in 1988, and from our shared concerns, fears and hopes we decided to set up Positive Women. As the saying goes, 'It just takes two'. Positive Women Vic remains, after 30 years, the only independent funded positive women's group in the country. We were, and still are a diverse bunch, but being women with HIV is a great leveller when no other communality exists.

*Bev Greet, founder, Positive Women Victoria*





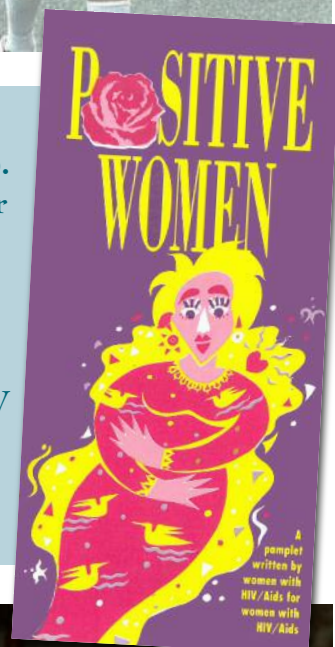
For life in its grandest form has no fear of negativity. For life in its grandest forms is always what I have done. For life has chosen to be kind to me, tested upon this most imperative plea. Life, choose me for tomorrow. And so I choose life.



ABOVE LEFT Image reproduced from *Positive Women: Celebrating 20 years of Advocacy and Support for Women Living with HIV* (2009). This image was the outcome of a collaboration with photographer Michael Coyne and writer Graham Pitts, images and text produced for the *A Body of Knowledge* project. Prue Marks from Orthography assisted us with design, guidance and support. The Australia Council supported this work.

ABOVE RIGHT Susan Paxton bears the torch for women with HIV  
AT RIGHT By women for women: an early brochure

BELOW Marking thirty years at PWV: Marking 30 years:  
Bev Greet and Sarah Feagan cut the cake



Throughout 2017–2018, James hosted numerous events, including the ‘Save or Shave’ Event and a launch of a book he produced called; ‘The Illustrated Guide to the Hanky Code’. Through several events and with the addition of the Benevity Apple Program, James was able to raise over \$18,500 for Positive Women Victoria!

Behind the scenes, the Health Promotion and Communications Coordinator has been working on multiple projects to communicate our messages to our members more effectively. We have a Communications Strategy, and a social media policy. A regular analysis of our members needs gives us important information to understand our membership more comprehensively: we learn from this why women seek support, changes in patterns of contact, the referral pathways that lead to Positive Women, as well as general demographic information that allows

us to paint a strong de-identified picture and means we have confidence that our services are targeted in the best way. some of these being:

- In the last year, there has also been an increase in the traffic and engagement on our social media.
- The Health Promotion and Communications Coordinator has put a lot of work into refreshing Positive Women Victoria’s social media presence, making it more modern and engaging, and while there is more we can and will do, we are pleased the outcomes are bearing fruit too.
- Our increase in engagement means we are reaching more people on a daily basis with our news, information and opportunities to get involved.

*Natalie Browne, Health Promotions  
and Communications Officer*  
*Kirsty Machon, Executive Officer*

## OUR VOLUNTEERS MAKE US STRONGER: Melania’s story

Small organisations can do just so much with the resources. This year, Positive Women Victoria benefited enormously from the contribution of a volunteer member of the Peer Support team, Melania Mugamu. Melania has worked for a number of years as a peer and outreach worker supporting women and families living with and affected by HIV in Zimbabwe. She was connected to Positive Women Victoria in January 2018, and soon joined the PWV team when it became apparent that her much-needed skills would enable the organisation to continue to reach a diverse group of members.

“The burden of living with HIV has always seemed to be so much heavier for women as they managed their own health, the health of their children and faced livelihood and relationship challenges within the context of obvious gender imbalances, says Melania. “It certainly felt harder in my own experience. While I feel passionate about HIV work, I realise that I cannot possibly offer solutions to ladies’ individual challenges. Each story is unique to the person who is experiencing it. I see my role as more of one who walks alongside you in this life journey.”

Melania also worked with consultants to contribute to the authorship of chapter on building resilience for people living with HIV who are from mobile, migrant or refugee backgrounds, including people from African diaspora communities. That work will appear in a forthcoming National HIV Resilience Framework developed by the National Association of People with HIV Australia.

Positive Women Victoria is exceptionally grateful to Melania for her gracious and thoughtful insights, her care for members, and her intellectual and personal contribution to the peer team.



# THE BIG PICTURE OF A GLOBAL EPIDEMIC: THE VIEW FROM AMSTERDAM, 2018

In 2018, the Board of Positive Women Victoria funded Peer Support Program



**AIDS 2018** 22<sup>ND</sup> INTERNATIONAL AIDS CONFERENCE  
AMSTERDAM, NETHERLANDS  
23-27 JULY 2018  
BREAKING BARRIERS • BUILDING BRIDGES

Coordinator and Acting Chief Executive Officer, **Heather Mugwagwa**, to attend the 22nd International AIDS Conference in Amsterdam.

The conference's location in Amsterdam provided PWV with an opportunity to better understand the unique needs and issues facing women from Australia's diaspora communities. PWV will apply learnings in PWV's program implementation and advocacy activities: for example, how PrEP uptake may be able to be promoted among women in low prevalence settings in Australia.

I attended a number of networking events, including meeting with the representatives of the International Community of Women (ICW), and I capitalised on the many collaborative opportunities that presented themselves throughout the conference. The Women's Networking Zones have a specific focus on women living with HIV. Of note was insight into how PWV can support

transgender women living with HIV, and how to effectively change policy in this area. PWV will

apply these learnings to the strategic, operational and membership areas of PWV in keeping with its organisational purpose of supporting and advocating for all women living with HIV.

There is always a huge amount of research generated by the conference. Of importance for women living with HIV was new on the role of inflammation and HIV, and how the inflammatory response specifically affects women at the time of diagnosis, underscoring the importance of commencing treatment. The relationship between disclosure of HIV, U=U and how the continued criminalisation of HIV throughout the world impacts women living in vulnerable settings, with women such as homeless women or those experiencing family violence, was a major theme. PWV can be a voice for WLHIV and promote U=U and use the messages as a way of combating stigma and reducing criminalisation of HIV. We will use learnings from advocacy efforts in other regions to elevate the status of women within Australia's national HIV response.

# BOARD AND STAFF



Heather,  
Melissa and  
Natalie at  
PWV's 30th

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POSITIVE  
WOMEN  
VICTORIA  
ANNUAL  
REPORT  
2017-2018

## BOARD OF DIRECTORS 2017-18

Sarah Feagan  
(Board member, and chair to April 2018)  
Heather Ellis (Chair from May 2017)  
Carol el-Hayek (to June 2018)  
Deidre McEwen  
Nancy (from November 2017)  
Deirdre Pinto  
Bernadette Roberts (to November 2017)  
Jackie Roberts (from November 2017)  
Thilaka Satha  
Sally Sharman (from November 2017)  
Shirley (to November 2017)  
Kylie Tempest (from November 2017)

## STAFF

CHIEF EXECUTIVE OFFICER  
Alison Boughey (to March 2018)  
EXECUTIVE OFFICER  
Kirsty Machon (from September 2018)  
PEER SUPPORT PROGRAM COORDINATOR, AND  
ACTING CHIEF EXECUTIVE OFFICER (March  
to September) Heather Mugwagwa  
PEER SUPPORT WORKER Melissa Iddles  
HEALTH PROMOTION AND COMMUNICATIONS  
COORDINATOR Natalie Browne

## VOLUNTEERS

PEER SUPPORT WORKER Melania Mugamu

POSITIVE WOMEN (VICTORIA) INCORPORATED

# FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2018

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POSITIVE  
WOMEN  
VICTORIA  
ANNUAL  
REPORT  
2017-2018

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- Statement of Financial Position
- Statement of Cash Flows
- Notes to the Financial Statements

### Statement by the Board of Management

### Independent Audit Report

### Additional Information

POSITIVE WOMEN (VICTORIA) INCORPORATED  
INCOME & EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2018

	Notes	2018 \$	2017 \$
Revenue from ordinary activities	2	348,517	333,614
Employee expense		(237,872)	(209,945)
Depreciation and amortisation expenses		(3,880)	(6,774)
Legal expenses		—	(1,050)
Project expenses		(14,530)	(21,084)
Rent		—	—
Other expenses from ordinary activities		(77,091)	(72,928)
<b>Surplus/(Loss) before income tax expense (income tax revenue)</b>			
<b>Income tax revenue (income tax expense)</b>		<b>15,144</b>	<b>21,833</b>
<b>Surplus/(Loss) after income tax expense (income tax revenue)</b>		<b>15,144</b>	<b>21,833</b>

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2018

<b>CURRENT ASSETS</b>			
Cash assets	3	300,270	273,821
Receivables	4	858	—
Other	5	12,927	—
<b>TOTAL CURRENT ASSETS</b>		<b>314,055</b>	<b>273,821</b>
<b>NON-CURRENT ASSETS</b>			
Fixed Assets	6	1,500	1,500
<b>TOTAL NON-CURRENT ASSETS</b>		<b>1,500</b>	<b>1,500</b>
<b>TOTAL ASSETS</b>		<b>315,555</b>	<b>275,321</b>
<b>CURRENT LIABILITIES</b>			
Payables	7	36,926	18,691
Provisions	8	5,350	13,855
Other	9	22,030	6,670
<b>TOTAL CURRENT LIABILITIES</b>		<b>64,306</b>	<b>39,216</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	8	—	—
<b>TOTAL NON-CURRENT LIABILITIES</b>			
<b>TOTAL LIABILITIES</b>		<b>64,306</b>	<b>39,216</b>
<b>NET ASSETS</b>		<b>251,249</b>	<b>236,105</b>
<b>MEMBERS' FUNDS</b>			
Retained surplus	10	251,249	236,105
<b>TOTAL MEMBERS' FUNDS</b>		<b>251,249</b>	<b>236,105</b>

The accompanying notes form part of these financial statements.



POSITIVE WOMEN (VICTORIA) INCORPORATED  
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2018

	Notes	2018 \$	2017 \$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Receipts from Government and Sponsors		394,137	369,648
Payments to suppliers and employees		(367,021)	(309,852)
Interest received		3,213	3,482
<b>Net cash provided by/(used in) operating activities</b>	<b>11(b)</b>	<b>30,329</b>	<b>63,278</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Payment for property, plant and equipment		(3,880)	(3,709)
<b>Net cash used in investing activities</b>		<b>(3,880)</b>	<b>(3,709)</b>
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>			
Net cash provided by/(used in) financing activities		—	—
Net increase/(decrease) in cash held		26,449	59,569
Cash at beginning of financial year		273,821	214,252
<b>Cash at end of financial year</b>	<b>11(a)</b>	<b>300,270</b>	<b>273,821</b>

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

**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.

POSITIVE WOMEN (VICTORIA) INCORPORATED  
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

*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:

<b>Class of Fixed Asset</b>	<b>Depreciation Rate</b>
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).

POSITIVE WOMEN (VICTORIA) INCORPORATED  
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

	Notes	2018 \$	2017 \$
<b>NOTE 2: REVENUE</b>			
<b>Operating activities</b>			
• interest	2(a)	3,213	3,482
• operating grants		302,830	289,133
• other grants		—	3,330
• donations and sponsorship		40,475	36,000
• conference income		—	—
• other income		1,999	1,669
		348,517	333,614
(a) Interest from:			
• Bank account deposits		3,213	3,482
<b>NOTE 3: CASH ASSETS</b>			
Cash on hand		201	201
Cash at Bank		14,800	7,735
Cash at bank DGR		—	14
Rose Fund Bank Accounts		9,380	8,148
Rose Fund investment Accounts		61,875	60,996
ING Investment Accounts		130,098	128,251
Cash Reserve		83,916	68,476
		<b>300,270</b>	<b>273,821</b>
<b>NOTE 4: RECEIVABLES</b>			
<b>CURRENT</b>			
Trade debtors		858	—
Accrued Interest		—	—
Other Debtors		—	—
		<b>858</b>	
<b>NOTE 5: OTHER ASSETS</b>			
<b>CURRENT</b>			
Prepaid expenses		12,927	
		<b>12,927</b>	
<b>NOTE 6: FIXED ASSETS</b>			
(a) Plant and equipment			
At cost		38,086	34,206
Less accumulated depreciation		(38,086)	(34,206)
(b) Artwork			
At cost		1,500	1,500
Less accumulated depreciation		—	—
		1,500	1,500
<b>Total plant and equipment</b>		<b>1,500</b>	<b>1,500</b>

POSITIVE WOMEN (VICTORIA) INCORPORATED  
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

Notes	2018 \$	2017 \$
<b>NOTE 7: PAYABLES</b>		
CURRENT		
Unsecured liabilities:		
Trade creditors	13,885	6,953
Sundry creditors and accruals	23,041	11,738
	<b>36,926</b>	<b>18,691</b>
<b>NOTE 8: PROVISIONS</b>		
CURRENT		
Employee benefits – Provision for Annual Leave	5,350	13,855
NON-CURRENT		
Employee Benefits — Provision for long service leave	—	—
<b>Aggregate employee benefits liability</b>	<b>5,350</b>	<b>13,855</b>
<b>NOTE 9: OTHER LIABILITIES</b>		
CURRENT		
Prepaid Income	5,030	6,670
Unexpended grants	17,000	—
	<b>22,030</b>	<b>6,670</b>
<b>NOTE 10: RETAINED SURPLUS</b>		
Retained surplus at the beginning of the financial year	236,105	214,272
Net surplus (loss) attributable to members of the entity	15,144	21,833
<b>Retained surplus at the end of the financial year</b>	<b>251,249</b>	<b>236,105</b>



POSITIVE WOMEN (VICTORIA) INCORPORATED  
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

Notes	2018 \$	2017 \$
<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	201	201
Cash at bank	300,069	273,620
	<b>300,270</b>	<b>273,821</b>
(b) Reconciliation of cash flow from operations with profit from ordinary activities after income tax		
Surplus (Deficit) from ordinary activities after income tax	15,144	21,833
Non-cash flows in profit from ordinary activities		
Depreciation	3,880	6,774
Changes in assets and liabilities:		
(Increase)/decrease in receivables	(858)	
(Increase)/decrease in other assets	(12,927)	18,280
Increase/(decrease) in prepaid income	15,360	6,670
Increase/(decrease) in payables	18,235	6,179
Increase/(decrease) in provisions	(8,505)	3,542
Cash flows provided by (used in) operations	30,329	63,278

**NOTE 12: ASSOCIATION DETAILS**

The principal place of business of the association is:  
Positive Women (Victoria) Incorporated  
Coventry House,  
Suite 1, 111 Coventry St, Southbank 3006

POSITIVE WOMEN (VICTORIA) INCORPORATED  
STATEMENT BY THE BOARD OF MANAGEMENT FOR THE YEAR ENDED 30 JUNE 2018

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 2018 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:



Heather Ellis  
Chair



Kylie Tempest  
Treasurer

Dated this 9th day of October 2018

# 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 2018, 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 2018 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

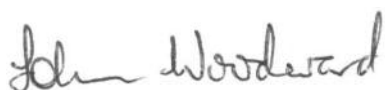
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that 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.

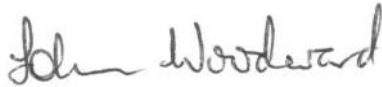


**John Woodward**  
**Chartered Accountant**  
Level 5, 398 Lonsdale Street, Melbourne Vic 3000

Dated this 9th day of October 2018

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 2018. 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.



**John Woodward**  
**Chartered Accountant**

9th October 2018

POSITIVE WOMEN (VICTORIA) INCORPORATED  
DETAILED INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2018

	2018 \$	2017 \$
<b>INCOME</b>		
Interest	3,213	3,482
Subsidies and grants	302,830	292,463
Conference Income	—	—
Donations and sponsorship	40,475	36,000
Sundry Income	1,999	1,669
<b>TOTAL INCOME</b>	<b>348,517</b>	<b>333,614</b>
<b>LESS EXPENSES</b>		
Accounting fees	11,440	12,399
Advocacy expenses	1,118	2,302
Audit fees	3,150	3,200
Bank charges	46	200
Board & AGM Expenses	708	1,077
Computer expenses	18	537
Conferences & Seminars	6,139	3,824
Consulting Fees	—	1,200
Depreciation	3,880	6,774
Holiday pay provision increase/(decrease)	(8,505)	3,542
Insurances (inc Workcover)	2,576	2,244
Legal and Compliance Fees	103	1,050
Office Expenses	1,056	749
Planning expenses	274	222
Postage and Couriers	18	29
Printing and stationery	249	2,549
Professional Development	5,752	4,171
Promotion expenses	8	24
Project expenses	14,530	21,084
Sponsorship/Donations	—	—
Recruitment costs	90	4,768
Rent	—	—
Salaries and wages	224,082	186,713
Staff training and welfare	366	121
Staff Workplace Counselling	—	—
Storage costs	—	—
Subscriptions	967	379
Sundry expenses	—	282
Superannuation	19,719	17,447
Support expenses	35,616	28,498
Telephone	364	436
Travelling expenses, accommodation and conference	7,838	2,910
Website expenses	1,771	3,050
<b>TOTAL EXPENSES</b>	<b>333,373</b>	<b>311,781</b>
<b>SURPLUS(LOSS)</b>	<b>15,144</b>	<b>21,833</b>

These financial statements should be read in conjunction with the attached Disclaimer.

## NOTES



positive women victoria

# ANNUAL REPORT

## 2017-2018

