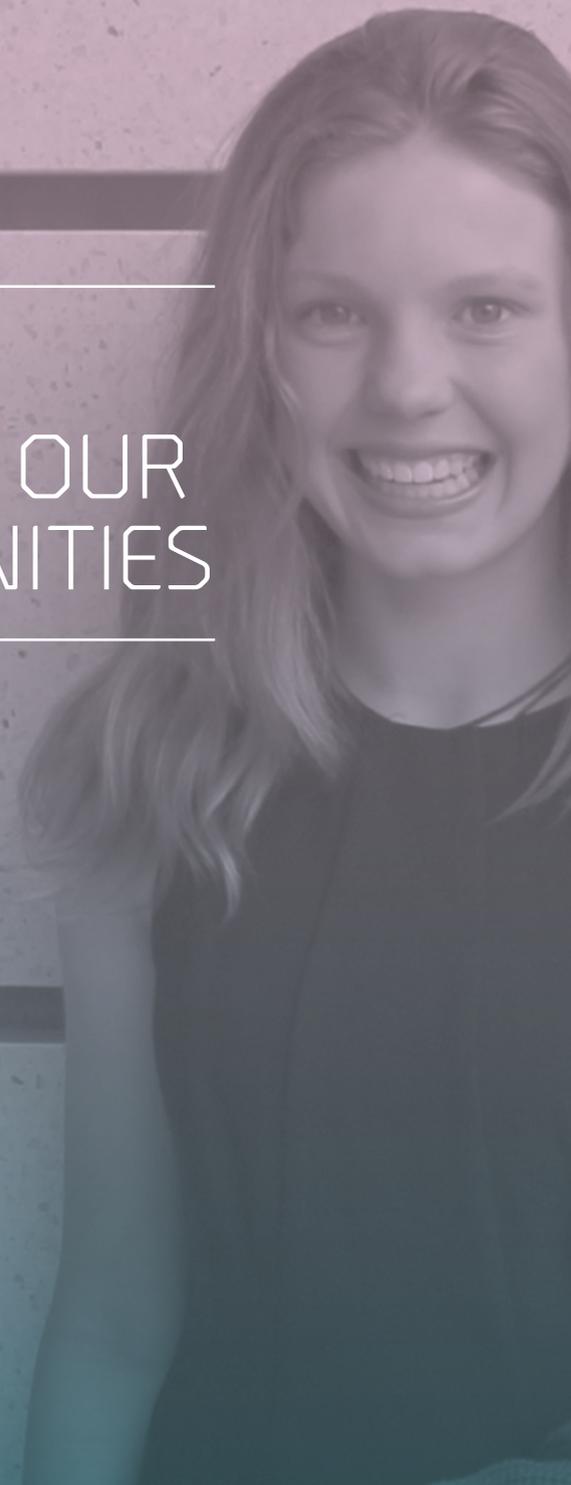

WOMEN SHAPING OUR COMMUNITIES



YWCA
CANBERRA

ANNUAL REPORT
2014-15



Printed on 100% recycled paper

YWCA Canberra ABN 48 008 389 151

Acknowledgement

YWCA Canberra proudly recognises the rights of Aboriginal and Torres Strait Islander peoples, including the right to own and control their cultures, and pays respect around these rights. YWCA Canberra commits to respecting and actively supporting the diversity of Aboriginal and Torres Strait Islander cultures and worldviews.

WOMEN
SHAPING OUR
COMMUNITIES



THE YWCA CANBERRA STORY

YWCA Canberra is a feminist, not-for-profit organisation that has provided community services and represented women's issues in Canberra since 1929.

Through our national Member Association, YWCA Australia, we are part of the World YWCA network, which connects 125 countries across the globe.

Our rich history of supporting women and girls in Canberra through the Great Depression, the Second World War, and the rapid social and cultural changes Canberra has experienced in recent years, continues to inform and influence our work.

Today we provide quality, innovative services for women, girls and families in the ACT and surrounding regions. We work in the areas of children's services, community development, housing, youth services, personal and professional training, women's leadership and advocacy.

As a membership-based, non-religious organisation, we encourage the participation of people of all cultures, beliefs and ages in our movement. Strengthened by diversity, we welcome members who are committed to recognising and celebrating the value of every human being.

CONTENTS

THE YWCA CANBERRA STORY	4	STRATEGIC DIRECTION FOUR	42
PRESIDENT AND EXECUTIVE DIRECTOR'S REPORT	6	COMMUNITIES ARE SAFE, INCLUSIVE AND CONNECTED.	
WHAT DRIVES US	8	Respect NOW	43
Our Motivation	8	Mura Lanyon Youth and Community Centre	44
Our Values	9	Child, Youth and Family Gateway	45
Our Strategic Directions	10	Tuggeranong Network Coordination	46
Our Strategic Priorities 2015-17	11		
MEASURING OUR IMPACT	12	STRATEGIC DIRECTION FIVE	48
STRATEGIC DIRECTION ONE	14	CHILDREN AND YOUNG PEOPLE HAVE THE SKILLS AND ATTRIBUTES TO CREATE A BETTER FUTURE.	
WOMEN, YOUNG WOMEN AND GIRLS ARE INFLUENCING, LEADING AND DECIDING		YWCA Computer Clubhouse	49
<i>She Leads</i> Pathway	16	Youth Engagement	53
Great Ydeas small grants program	25	Every Girl	55
Board Traineeship program	28	Lanyon Literacy Project	56
Commission on the Status of Women	29	Youth Connections	58
		Circles of Support	58
STRATEGIC DIRECTION TWO	30	STRATEGIC DIRECTION SIX	60
WOMEN ARE SECURE, INDEPENDENT AND PARTICIPATING ECONOMICALLY.		YWCA CANBERRA IS A LEADING, ETHICAL, AND SUSTAINABLE ORGANISATION.	
Early Childhood Services	32	Governance and corporate structure	61
School Age Care	33	2014-15 Board Members	61
Family Day Care	34	Organisational structure	62
Training Unit	34	Reconciliation	63
		Environmental sustainability	64
STRATEGIC DIRECTION THREE	36	Financial sustainability	64
WOMEN AND THEIR FAMILIES HAVE ACCESS TO THE CONDITIONS AND RESOURCES THEY NEED TO LEAD HEALTHY LIVES.		YWCA Australia report back	66
Housing Support Unit	37	World YWCA Day Round the World Breakfast	68
Affordable Housing Program	38	Acknowledgements	69
Supportive Tenancy Service	39		
Outreach Energy and Water Efficiency Program	40		
Lanyon Food Hub	41		

A REPORT FROM OUR PRESIDENT AND EXECUTIVE DIRECTOR

We would like to begin by thanking our staff, Board, members, funding bodies, corporate partners and friends. The 2014-15 year has seen YWCA Canberra pursue many of its strategic goals. Our success is only made possible through the generous support and contributions from all who believe in and support our work, which aims to make a positive contribution to the social, cultural and economic development of the ACT.

Canberra is a city that welcomes innovation and change, so we have been dauntless and bold in the delivery of our services, programs and advocacy in our communities this year.

Providing opportunities for women to ignite their leadership journeys has featured strongly on our calendar of events this year, delivered primarily through our *She Leads* programs. This year we launched a new initiative, the *She Leads* College Conference, a one day leadership event for young women in years 11 and 12. We also continued to deliver our successful *She Leads* Diploma, *She Leads* Conference and *She Leads* Workshops, for women seeking to develop their leadership potential.

This year, our Great Ydeas grants program again supported local women entrepreneurs and women leading change. One of our most popular membership programs, these small grants provide exciting opportunities for our members to kick start their own innovative projects, businesses and pursue unique professional development opportunities.

We have been thrilled to see our membership continue to flourish. We now have over 500 active members contributing to a collective voice for gender equality in Canberra and beyond.

Our membership engagement activities have also expanded this year, with members undertaking fundraising for our programs, and engaging in our advocacy campaigns. Our monthly member event, *She Meets*, is a popular way for members to network, socialise and discuss issues of importance to them. Our members have also made a significant contribution to our social media presence this year, through conversations about feminism, gender equity, and prevention of violence locally and internationally.

Our Children's Services offerings grew significantly this year, with the grand opening of our third early learning service, Winyu, in Gungahlin in May. We were delighted with our success in tendering for the first early childhood education and care service provided in an ACT Government workplace.

FROM ITS DESIGN STAGE,
WINYU HAS SHOWCASED
THE VERY BEST IN EARLY
CHILDHOOD EDUCATION
AND CARE.



▶ **KATE CHIPPERFIELD**
BOARD PRESIDENT



▶ **FRANCES CRIMMINS**
EXECUTIVE DIRECTOR

The service's innovative, flexible and research-based approach has piqued the interest of the Gungahlin and wider Canberra community. Since opening, Winyu has welcomed the ACT Chief Minister Andrew Barr, local MLAs, and leading early childhood academics eager to collaborate. These relationships are critical to expanding the impact and reach of our early childhood services in the ACT.

Our Community Services portfolio continues to deliver exemplary services to some of the most vulnerable in our community, at a time when traditional funding models have been reduced and are unlikely to be restored. Our Affordable Housing program now has an additional eight tenancies, and our housing support services have increased capacity to work with more homeless families, many who have experienced domestic violence. As we continue to see increased awareness of the devastating impact domestic violence has in our community, demand for frontline services will grow.

YWCA Canberra has a strong history of providing youth engagement programs that are adaptive and flexible to meet the changing needs of young people, especially young women. Our Computer Clubhouse wonderfully demonstrates that we are at the forefront of services that provide real pathways to employment for young people.

Australia has critical skills gaps in the areas of science, technology, engineering

and maths (STEM), which is why our Clubhouse engages young people to build pathways into STEM careers. Supported by our youth engagement team and funded through corporate and philanthropic partnerships, the Clubhouse has grown from strength to strength in its first 12 months of operation. This facility is a blueprint for a sustainable, collaborative service that involves community, industry, and government.

Our education and training programs had a record year in terms of student enrolments through our Registered Training Organisation. Our student cohort comprises women and men from diverse cultural backgrounds and experiences, and we have been proud to celebrate their educational achievements throughout the past 12 months.

The Board has continued to provide strategic leadership to the organisation through engaged governance. This year, our Directors oversaw the full implementation of our new investment strategy, which will ensure our financial sustainability continues long into the future. We are proud that our Board continues to exemplify our commitment to creating a pipeline of future female leaders, through our Board Traineeship program, and the appointment of young women to our Board.

We are excited to share our achievements this year with you, and hope you enjoy reading this annual report.



▶ WHAT DRIVES US

OUR MOTIVATION

As a feminist organisation, YWCA Canberra believes that everyone has the right to contribute to and share equally in the benefits of the community's social, cultural and economic development.

We work towards a world where reconciliation, justice, peace, health, human dignity, freedom and care for the environment are promoted and sustained through women's leadership.

In all of our work, we apply a human rights-based approach by realising women's rights and the rights of vulnerable people in the Canberra community.

OUR VALUES

LEADERSHIP

We develop the leadership of women, young women and girls.

EQUALITY

We ensure equality of opportunity, rights and access to social, cultural, and economic wellbeing are promoted in all the work we do.

ADVOCACY

We are a feminist organisation. We advocate to improve the quality of life of women, families and communities across the ACT.

DIVERSITY

We value the diversity of people in our community and respect differences in culture, race, religion, sexuality, abilities and lifestyles.

EMPOWERMENT

We support women's self-determination through the provision of information, skills and resources.

RECONCILIATION

We work with Aboriginal and Torres Strait Islander peoples to improve the wellbeing of the whole community.

STEWARDSHIP

We manage our financial and environmental resources to bring about maximum benefit to the Canberra community.





OUR STRATEGIC DIRECTIONS

1. Women, young women and girls are influencing, leading and deciding

Women, young women and girls are leaders in their communities, and participate in decision-making processes on a local, national and international level.

2. Women are secure, independent and are participating economically

Women are safe both in their homes and the broader community, and are able to participate freely and fully in the workforce to lead valued and economically independent lives.

3. Women and their families have access to the conditions and resources they need to lead healthy lives

Women and their families are able to access safe and affordable housing, education, therapeutic services and affordable childcare.

4. Communities are safe, inclusive and connected

All members of our community live lives free from violence, whether it is physical or emotional, and are connected to vibrant, well-resourced and professional support networks.

5. Children and young people have the skills and attributes to create a better future

Children and young people are supported to develop their skills and knowledge, and are able to contribute positively to their communities.

6. YWCA Canberra is a leading, ethical and sustainable organisation

YWCA Canberra continues to promote and enact ethical and sustainable practices in all areas of its work, and leads the way for the community sector in best practice and strengths-based approaches. We will continue to partner with and support the national and world YWCA movements.

OUR STRATEGIC PRIORITIES 2015-17

STRATEGIC PRIORITY 1: INVESTMENT MANAGEMENT

Leverage our investments to ensure the sustainability of the organisation.

- » Implement, monitor and report on the Strategic Investment Policy
- » Resolve opportunities for expansion of affordable housing properties
- » Maintenance of property assets

STRATEGIC PRIORITY 2: BE AN EMPLOYER OF CHOICE

Invest in the organisation's most important assets - its people.

- » Build our reputation as an employer of choice for women
- » Create easy-to-use resources and processes that support best practice people management
- » Use data to inform key human capital decisions and processes
- » Develop a proactive work health safety culture
- » Organisational succession planning

STRATEGIC PRIORITY 3: CORPORATE INFRASTRUCTURE

Invest in the organisation's corporate infrastructure to ensure best practice governance, management, quality service delivery and continuous improvement.

- » Make significant improvements to the organisation's ICT infrastructure, processes and procedures
- » Planned maintenance and investment program for childcare facilities
- » Ensure all external and internal communications are conducted in line with the 12-month strategic communication plan

- » Ensure robust and accountable governance structures are in place
- » Implement business and human resource management software to support efficient and robust business systems

STRATEGIC PRIORITY 4: HIGH QUALITY SERVICE DELIVERY

Identify opportunities for growth and innovation in our community services, children's services, and training and education services.

- » Continued investment in measurement and evaluation culture
- » Maintain external quality frameworks compliance
- » Implement an accredited risk management system
- » Raise our advocacy, policy and research profile
- » Deploy cloud-based Attaché accounting and payroll systems

STRATEGIC PRIORITY 5: DIVERSIFY INCOME STREAMS

Develop independent income streams to enhance our role as a leading not-for-profit (NFP) organisation.

- » Grow and strengthen our membership and donor base
- » Enhance our success rate with large grant and tender applications from both government and philanthropic sources
- » Raise our profile as a sustainable, innovative, leading NFP in Canberra
- » Expand Registered Training Organisation services to other YWCAs in Australia



▶ MEASURING OUR IMPACT

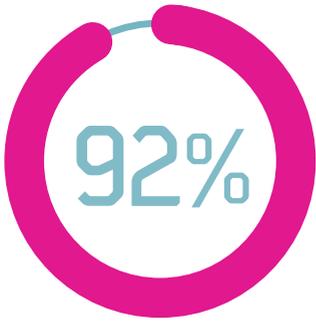
YWCA CANBERRA HAS LONG BEEN COMMITTED TO MAKING A POSITIVE IMPACT ON OUR COMMUNITY. TO HELP MEASURE THE DIFFERENCE WE ARE MAKING TO OUR SERVICE USERS, WE ARE UTILISING THE EVALUATION AND REPORTING FRAMEWORK, RESULTS BASED ACCOUNTABILITY™ (RBA).

THIS YEAR, WE STRENGTHENED OUR REPORTING METHODOLOGY TO SUPPORT OUR SERVICE USERS TO ACHIEVE POSITIVE OUTCOMES.

► **STAFF INCREASING
THEIR CAPACITY AND
KNOWLEDGE IN RBA:**

HOW MUCH?

Staff across our range of Children's Services completed RBA training



92% OF STAFF SURVEYED
REPORTED THE TRAINING
AS GOOD OR EXCELLENT



85%

85% of staff surveyed reported an increase in confidence to apply an RBA lens to their work.

While programs and services across the organisation have different quality assurance requirements, reporting methodologies, and continuous improvement processes, RBA has provided a consistent overarching framework.

This year, we engaged 180 Degrees Consulting in a pro-bono project to provide a report and recommendations on client-focused outcomes, tools and ways to strengthen feedback mechanisms.

In this Annual Report, we have used our RBA data to articulate our program outcomes, showcase our performance, as well as illustrate how we are contributing to better outcomes across the ACT through population statistics.

Our next steps with the RBA project involve an investment in new software to further improve the collection and tracking of our RBA data which will in turn support and inform our ongoing work.

◀ STRATEGIC DIRECTION ONE



WOMEN,
YOUNG WOMEN
AND GIRLS ARE
INFLUENCING,
LEADING AND
DECIDING

WOMEN, YOUNG WOMEN AND GIRLS ARE LEADERS IN THEIR COMMUNITIES, AND PARTICIPATE IN DECISION-MAKING PROCESSES ON A LOCAL, NATIONAL AND INTERNATIONAL LEVEL.

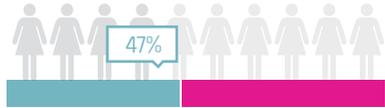


55% OF YOUNG WOMEN SURVEYED IN THE ACT CONSIDER THEMSELVES TO BE LEADERS¹ (2015)



41% OF SEATS IN THE ACT LEGISLATIVE ASSEMBLY ARE HELD BY WOMEN² (2015)

47% OF DIRECTORSHIPS ON ACT GOVERNMENT BOARDS AND COMMITTEES WERE HELD BY WOMEN³ (2013)



29.8%

29.8% OF ACT BUSINESSES WERE OWNED BY WOMEN IN 2012⁴



37.4% OF SENIOR EXECUTIVE ACT PUBLIC SERVICE POSITIONS WERE HELD BY WOMEN IN 2011⁵

¹ YWCA Australia, YWCA of Adelaide, YWCA Canberra, YWCA Qld, YWCA Victoria and South Australian Community Health Research Unit (2012), *SHE Speaks: A YWCA survey of girls and young women aged 15-30 years*.

² ACT Legislative Assembly (2015), 'Current members', ACT Legislative Assembly

³ ACT Government Community Services (2013), *The ACT Women's Plan 2010-2015, 2013 Progress Report*

⁴ Australian Bureau of Statistics (2013), *Counts of Australian Business Operators, 2011-2012, Table 1.11, cat.no.8175.0.*

⁵ Ibid.

SHE LEADS PATHWAY

EQUIPPING WOMEN WITH THE SKILLS TO DEVELOP THEIR LEADERSHIP POTENTIAL, THROUGH THE *SHE LEADS* DIPLOMA OF MANAGEMENT, THE *SHE LEADS* CONFERENCE, THE *SHE LEADS* COLLEGE CONFERENCE, AND *SHE LEADS* WORKSHOPS.



39% OF APPOINTMENTS ON AUSTRALIAN GOVERNMENT BOARDS WERE HELD BY WOMEN (2014)⁶

SHE LEADS DIPLOMA

The *She Leads* Diploma of Management is at the cutting edge of leadership development, providing students with the opportunity to explore and refine their leadership identity, and reflect on their experiences, strengths, values, and vision for the future. Through this process, participants learn how to become an authentic and effective leader.

The *She Leads* Diploma of Management is a nationally recognised qualification delivered through YWCA Canberra's Registered Training Organisation.

One of the highlights of the Diploma program is the regular panel sessions with high calibre women leaders from all sectors.



85% of directorships on community sector boards in Australia were held by women (2012)⁷



15.8% OF DIRECTORSHIPS ON ASX BOARDS WERE HELD BY WOMEN (2013)⁸

⁶ Gender Balance on Australian Government Boards 2014

⁷ YWCA Australia, Women on Boards and Australian Council of Social Service (2012), *Reflecting Gender Diversity: An analysis of gender diversity in the leadership of the community sector: Inaugural survey results.*

⁸ <http://www.womenonboards.org.au/pubs/bdi/2013/asx.htm>

This year, Diploma guest panellists have included:

- » Federal Member for Canberra, Gai Brodtmann
- » Then CEO of the Canberra Business Chamber, Chris Faulks
- » Journalist and presenter, Anne Fulwood
- » Former Deputy Secretary Defence People Group, Department of Defence, Carmel McGregor

A diverse range of women leaders across the health, government, finance and not-for-profit sectors have also generously shared their experience.



SHE LEADS CONFERENCE

Building on the success of the inaugural event in May 2014, the second *She Leads* Conference was held at Hotel Realm on 19 May with the theme *Discover. Connect. Ignite.*

More than 240 women at all stages of their leadership journeys attended the conference to hear from established women leaders in a series of keynote and panel sessions.

SPEAKERS INCLUDED:

Stephanie Lorenzo
Founder & CEO, PROJECT FUTURES

Yamini Naidu
Storyteller, speaker & author

Clare Bowditch
Musician & actor

Professor Gillian Triggs
President, Australian Human Rights Commission

Kate Carnell AO
CEO, Australian Chamber of Commerce & Industry

Nipuni Wijewickrema
2014 Young Canberra Citizen of the Year

Emma Bennison
Co-CEO, Arts Access Australia

Tjanara Goreng Goreng
Assistant Professor of Indigenous Studies, University of Canberra

Rebecca Skinner
Deputy Secretary, Defence People, Department of Defence

Dai Le
Founder & CEO, Diverse Australasian Women's Network

Hala Batainah
Federal Director, Microsoft Australia

Stephanie Foster
Deputy Australian Public Service Commissioner

Jessica May
Founder & CEO, Enabled Employment



“The She Leads Conference opened my eyes to the amazing community of diverse women in Canberra and gave me a pause to think about the path ahead for me as a young woman just starting my career.”

- CONFERENCE ATTENDEE





“ I found the conference to be a well run and inspiring event. It’s nice to get the opportunity to meet other women who gather with a similar sense of purpose. [It was] fabulous to hear true leaders speak from their hearts about personal and professional journeys. ”

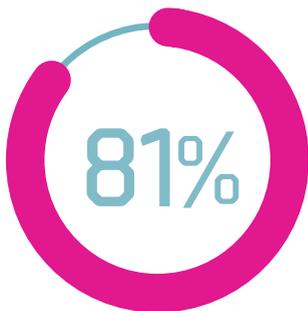
- CONFERENCE ATTENDEE



► SHE LEADS CONFERENCE

152

152 FEEDBACK RESPONSES WERE RECEIVED



81% SAID THAT THE *SHE LEADS* CONFERENCE GAVE THEM MORE CONFIDENCE TO BE A LEADER



80%

80% said that the *She Leads* Conference gave them **greater awareness of the impact of gender bias** on women's leadership opportunities



Hosted by MC Tracey Spicer, the day was a great success with 98% of survey respondents rating the conference as 'excellent' (67%) or 'good' (31%), and more than 93% indicating they would recommend the conference to others.

This year, we also held optional Masterclasses and a cocktail function the evening before the main event. More than 75 women attended the Masterclasses, on the topics of Innovative Leadership, Resilience at Work, and Building Your Online Profile.

This year the conference was generously supported by our principal partner PwC, along with Goosebumps, Women's Agenda, Newcastle, Aspen Medical, Capital Chemist, HESTA, HorizonOne and Microsoft.

The event also received great media coverage with interviews and stories featured on radio (2CC, 666ABC Canberra, Canberra FM), in print (*the Canberra Times*, *Canberra Weekly*) and online (*Women's Agenda*, *Her Canberra*, *ABC Online*).



SHE LEADS COLLEGE CONFERENCE

This year, the inaugural *She Leads* College Conference was held at the Ann Harding Centre at the University of Canberra on 5 May.

The event was developed in response to demand from educators following the success of the inaugural *She Leads* Conference in 2014.

Schools and colleges from across the ACT and Queanbeyan were represented by more than 100 young women in years 11 and 12, with the majority (69%) representing ACT public colleges. The conference provided a safe space for girls to be inspired by young women leaders, and gain the confidence, knowledge and practical skills to kick start their leadership journeys.

Hosted by MC Zoya Patel, 2015 ACT Young Woman of the Year, the program was divided into two parts - workshop sessions in the morning, and a keynote/panel session in the afternoon. The workshop sessions addressed leadership identity, facilitated by Heather Dawson, and gender stereotypes, facilitated by Young Vagabond. Speakers included Carly Findlay, Sally Moylan, Ashleigh Grogan and Haylee Collins.

The conference was supported by our Principal Partner, Defence Force Recruiting, along with the Rotary Club of Belconnen, University of Canberra, Goosebumps, Newcastle, HESTA and Belconnen Fresh Food Markets.



▶ SHE LEADS COLLEGE CONFERENCE

68

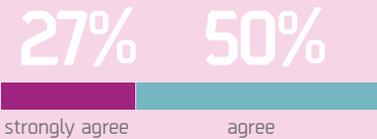
68 RESPONSES TO AN ATTENDEE SURVEY WERE RECEIVED.



62% OF SURVEY RESPONDENTS RATED THE CONFERENCE AS EXCELLENT WHILE 32% RATED IT AS GOOD.



that as a result of the *She Leads* College Conference they now have a greater understanding of leadership.



that they now have practical tools that they can apply to accelerate their leadership journeys.

"Today was an inspiring day - there were great stories on how women achieved becoming a leader. It inspires me to accomplish my goals making sure to make right choices, and controlling my life and path."

- CONFERENCE ATTENDEE

"This was an amazing event. I am glad I attended as I learnt a lot and I definitely feel more confident. Definitely keep doing this event as it will inspire many young women and boost their confidence."

- CONFERENCE ATTENDEE

"This conference was so interesting and engaging. I walk away incredibly enlightened about all the different topics discussed here today. I would love to come again."

- CONFERENCE ATTENDEE

"I enjoyed every moment that I spent here and the influence and inspiration that came with it, which is opening up my determination into becoming an inspiring and confident leader."

- CONFERENCE ATTENDEE

SHE LEADS WORKSHOPS

The *She Leads* Workshops develop women's skills and confidence to take on leadership roles within their community. This work is aligned with our strategic goal of women influencing, leading and deciding.

Workshops are run regularly throughout the year by women with expertise in the areas of board finance and governance, in order to prepare women to step into board positions.

These workshops are designed to address the under-representation of women on boards, by empowering women with the skills to participate in community leadership through board and committee membership.

This year a governance workshop was facilitated by YWCA Canberra Board President Kate Chipperfield, Vice President Caitlin Sandercock, and former President Jane Alver. Thirty-two emerging women leaders attended the interactive workshop.

In addition, a finance workshop was facilitated by Betty Ferguson, YWCA Canberra's former Treasurer.

On the back of the success of these workshops, YWCA Canberra is now looking to expand the *She Leads* Workshop program to include other topics and skill areas.

.....

"Fantastic, well run, good mix of presentations and activities that required interaction. Presenters were fantastic. I learnt new information about different types of boards and how they run and enjoyed having practice at being on a board during the activity."

- SHE LEADS GOVERNANCE WORKSHOP PARTICIPANT

"I feel as though I now have a good understanding of basic business models and financial reporting/record keeping."

- SHE LEADS FINANCE WORKSHOP PARTICIPANT



GREAT YDEAS SMALL GRANTS PROGRAM

SUPPORTING LOCAL WOMEN AND GIRLS TO PURSUE A PROFESSIONAL DEVELOPMENT OPPORTUNITY, PILOT A PROJECT, OR ADDRESS A NEED IN THE COMMUNITY.

Our annual Great Ydeas small grants program fosters the innovation, entrepreneurship, and leadership of women in the ACT.

Launched in 2010 in celebration of YWCA Canberra's 80th anniversary, more than 30 women have since received grants of up to \$2000 to undertake pilot projects, start small businesses, participate in professional development opportunities, or address social needs in the community.

Each year in April, grant recipients are announced at our Round the World Breakfast event, in celebration of World YWCA Day.

YWCA Canberra has also extended its support for Great Ydeas recipients this year by offering to auspice some of the projects beyond the grant period. The programs we are currently auspicating are Country to Canberra and For Purpose.

2014 RECIPIENTS

Caitlin Sandercock - The Development and Aid Workers Network (DAWN)

Caitlin used her Great Ydeas funding to build a user-friendly website, which is the engine of DAWN.

DAWN is an interactive knowledge hub for volunteer and professional aid and development workers facilitating unbiased, outcome-focused support across the health, employment and legal spheres, accessible from around the world. The new website has helped Caitlin significantly increase user numbers and lift the profile of DAWN among aid and development workers.

Caterina Giorgi - For Purpose

Caterina ran a series of highly successful workshops that develop innovation, skills and collaboration among not-for-profit or 'for purpose' sector professionals.

The topics of the workshops included policy and advocacy, design thinking, and strategic communications.

Caterina is now continuing her For Purpose workshops under the auspice of YWCA Canberra.



IN 2014, FIVE RECIPIENTS RECEIVED \$2000 EACH, AND COMPLETED THEIR PROJECTS IN THE 2014-15 YEAR.

2014



IN 2015, FIVE SUCCESSFUL APPLICATIONS, REPRESENTING SIX PARTICIPANTS, HAVE RECEIVED BETWEEN \$600 AND \$2000 EACH TO LAUNCH THEIR PROJECTS.

2015

Hannah McCann - Hive Conference, Berlin

ANU PhD student Hannah McCann attended the Femme Hive Conference in Berlin, where she presented her research on femme identity with people from the LGBTQI international community.

The experience has informed the final chapters of Hannah's PhD thesis, assisting her to make a unique and positive contribution to the field of femme identity.

Hannah Wandel - Country to Canberra

Country to Canberra brings girls from rural and regional Australia to Canberra to meet with powerful women leaders, and inspire them to continue their own leadership journey.

Through an essay competition, Hannah selected three teenage girls to win a trip to Canberra, which included a 'Power Breakfast' and meetings with some of our country's most influential women and men.

Hannah facilitated meetings between the girls and over 25 politicians and executives, including:

- » **Julie Bishop MP**
Minister for Foreign Affairs
- » **Senator Katy Gallagher**
Then the ACT Chief Minister
- » **Gai Brodtmann MP**
Federal Member for Canberra
- » **Frances Crimmins**
Executive Director of YWCA Canberra
- » **Rebecca Skinner**
Deputy Secretary Defence People Group - Department of Defence
- » **Stephanie Foster**
Deputy Australian Public Service Commissioner
- » **Senator Fiona Nash**
Assistant Minister for Health
- » **Senator Jan McLucas**
Senator for Queensland

- » **Senator Anne Ruston**
Senator for South Australia
- » **Senator Lee Rhiannon**
Senator for New South Wales
- » **Barnaby Joyce MP**
Minister for Agriculture

The program was a great success, and is now expanded and ongoing, under the auspice of YWCA Canberra.

Heidi Zajac - Cooking Circles

Heidi Zajac was inspired to create Cooking Circles after a trip to Timor Leste in 2012. Her Great Ydeas grant enabled her to travel back to Timor Leste to foster friendships and understanding via cooking gatherings for women in their homes. Stories from this visit can be found on the Cooking Circles blog, www.cookingcircles.org.

Heidi held a launch event in April and is now taking Cooking Circles into its next phase, collaborating with women who are socially isolated and Timorese women living in Australia.

2015 RECIPIENTS**Hannah Massingham and Billi McCarthy-Price - WomenCANPlay**

WomenCANPlay is a web-based not-for-profit project that aims to increase female sports participation. This inspiring project will provide information on the opportunities available in sports, connect young women with a welcoming network of sportswomen, help build participation through scholarship opportunities, and conduct research on the factors which contribute to low sports participation among women.

Clare Conroy - Women Talk Work

The Women Talk Work podcast will feature interviews with women in a range of jobs and at a range of levels, to get an insight into what the working lives of Australian women are really like.



The interviews will explore what an average day/week involves, the interviewee's highlights, frustrations and future aspirations, what success in this particular job looks like, and what makes work interesting and enjoyable - or not. Importantly, the interviews will also discuss why women have made certain choices regarding their work and how work fits within the broader context of their lives.

Chiara Grassia - Girls Rock! Canberra

Girls Rock! Canberra is a school holiday program that aims to empower girls aged 8-17 through music, encouraging creativity, and fostering teamwork and leadership skills. Chiara will use the grant funding to travel to the USA to volunteer at two Girls Rock! camps, before returning to run the inaugural Girls Rock! Canberra at Ainslie Arts Centre in January 2016.

Lee Constable - SoapBox

SoapBox is a radio program that provides a platform to local people to discuss their social justice passions. It will be produced and broadcast on community radio station 2XXFM, and re-broadcast on national digital youth broadcaster SYN Nation.

Soapbox will be a weekly interview presented live, of those who are involved in initiatives and projects which make the Canberra community more sustainable and equitable. It aims to inspire listeners to consider social equality and environmental sustainability, and will promote services and initiatives available within our community.

Rosanna Stevens - menstruation book project

Rosanna is an accomplished young Canberra writer who wrote a popular essay on the social abnormalisation and normalisation of menstruation in 2014, published by *The Lifted Brow*. With the support of publishers, Rosanna is embarking on research to turn the essay into a non-fiction book. The book will provide commentary on how the world perceives, treats, shames and celebrates menstruation. Rosanna will travel to Cusco in Peru to participate in a five-day intensive about Peruvian and shamanic women's knowledge around menstruation, to inform her writing.

BOARD TRAINEESHIP PROGRAM

PROVIDING MEANINGFUL LEADERSHIP PATHWAYS FOR YOUNG WOMEN.

YWCA Canberra's Board Traineeship Program is an integral part of our commitment to building leadership pathways for young women. The program provides our members under the age of 30 with the opportunity to actively participate on our Board, without the financial or legal responsibilities of being directors.

The program is underpinned by our commitment to quotas, with 30 per cent of our board positions being filled by young women aged 30 years or under. This ensures that we maintain a culture of diversity on our board, and foster an intergenerational dialogue, which guides the work we do.

In 2014-15, we had four talented young women participate in the program: Hannah Wandel, Imogen Jacobs, Alexia Fuller and Jillian Kempton.

The Board Traineeships continue to be a valuable professional development opportunity for our members, and an innovative way for us to continue to foster young women's leadership in the ACT.

"The YWCA Canberra Board Traineeship is one of the only programs of its kind that is specifically designed to give women, and especially young women like myself, the opportunity to experience what it means to be a leader: to participate in board meetings and be in the discussions that decide the direction and investments of an organisation; to see the emails that go around between board members where there is both healthy debate and celebration of the organisation's achievements."

- BOARD TRAINEE DIANA TJOENG

"Prior to joining YWCA Canberra, I had an idea of what the organisation stood for. But over the past 12 months, I have been fortunate to gain a real understanding and insight into the breadth and depth of community programs that the Y has designed, funds and/or implements that fill very real needs within the community. From the Food Hub, to the provision of affordable housing, children's services and certified training programs, to name but a few."

- BOARD TRAINEE NIKKI WRIGHT

COMMISSION ON THE STATUS OF WOMEN

ADVANCING EQUALITY FOR WOMEN ON THE INTERNATIONAL STAGE.

In March, YWCA Canberra members Jane Alver and Alisa Draskovic joined YWCA Australia's delegation to the 59th UN Commission on the Status of Women (CSW) in New York.

The CSW is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. A functional commission of the Economic and Social Council, it was established by Council Resolution 11(II) of 21 June 1946.

The CSW is instrumental in promoting women's rights, documenting the reality of women's lives throughout the world, and shaping global standards on gender equality and the empowerment of women.

The objectives for the YWCA Australia delegation were to:

- » Provide support and women power to the World YWCA delegation, particularly in the second week (when the Australian delegation remained and many others from the World and other YWCAs returned home)
- » Create a fun, supportive, safe environment for all YWCA and wider delegates
- » Raise the profile and influence of YWCA Australia in the processes of the political declaration, working methods review, and side and parallel events
- » Expand our individual and collective feminist and advocacy journey.



◀ STRATEGIC DIRECTION TWO

WOMEN ARE SECURE, INDEPENDENT & PARTICIPATING ECONOMICALLY



YWCA CANBERRA RECOGNISES THE IMPERATIVE OF FINANCIAL SECURITY FOR WOMEN BY SUPPORTING THEIR ACCESS TO ECONOMIC PARTICIPATION. WE STRIVE FOR A COMMUNITY THAT ENABLES WOMEN TO ENHANCE THEIR SKILLS AND LIFELONG LEARNING, SUPPORTS THEM IN THEIR CARING RESPONSIBILITIES, AND EQUALLY VALUES THEIR ECONOMIC CONTRIBUTION. IN THIS WAY, FAMILIES, WORKPLACES AND THE COMMUNITY CAN SUPPORT WOMEN TO ACHIEVE ECONOMIC SECURITY AND INDEPENDENCE.

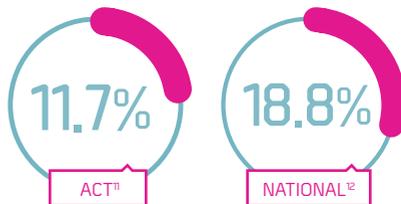
POPULATION STATISTICS

66.1

OF WOMEN IN THE ACT PARTICIPATED IN THE WORKFORCE⁹

COMPARED TO 64.8%
NATIONALLY¹⁰

THE GENDER PAY GAP



⁹Australian Bureau of Statistics (2015), *Labour Force, Australia, June 2015*, Table 11, cat.no. 6202.0

¹⁰*ibid.*

¹¹https://www.wgea.gov.au/sites/default/files/Gender_Pay_Gap_Factsheet.pdf

¹²*ibid.*

EARLY CHILDHOOD SERVICES

LEADING THE WAY IN QUALITY EARLY CHILDHOOD SERVICES ACROSS CANBERRA.

It has been a year of expansion for YWCA Canberra's early childhood services. Having successfully tendered for a 90-place service at Winyu House in Gungahlin, we were delighted to open this new service in May. The provision of this service is an ACT Government initiative, and the first early childhood facility to be offered in an ACT Government building, with public servants having prioritised access.

The grand opening event featured a beautifully prepared Welcome to Country by Ngunnawal Elder Agnes Shea, and Megan Fitzharris MLA officially opening the service. YWCA Canberra Board Members, other MLAs, and the Winyu staff team were all there to celebrate the beginning of this new, exciting journey.

Winyu is unique in Canberra; current early childhood research provides the foundation for a flexible, mixed-age environment for children, reflecting an authentic community. Child-focused and gender-neutral philosophies guide our educators in their daily practice and promote an atmosphere where stereotypes and traditional roles are challenged.

With three early childhood services now covering the north, south and inner-city suburbs of Canberra, we continue to build our reputation for providing consistent, high quality and innovative early education and care services. One of the ways in which we maintain this high standard is by ensuring our staff have access to training and ongoing professional development, as well as flexible working arrangements.

Our team has also been active in advocacy this year, submitting a report to the Productivity Commission's Public Enquiry into Childcare and Early Childhood Learning.



"The work that you all do is incredibly important to us, and in our eyes you are doing this all exceptionally well."

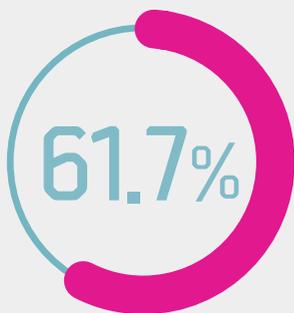
- PARENT

"We continue to be impressed by the meals that are nutritious, varied, interesting, and most importantly eaten and enjoyed."

- PARENT

"Such a caring, enthusiastic team, in such a remarkable environment."

- PARENT



61.7% OF AUSTRALIAN FAMILIES SURVEYED NEEDED ADDITIONAL CHILDCARE FOR WORK-RELATED REASONS

SCHOOL AGE CARE

PROVIDING A NURTURING ENVIRONMENT FOR CHILDREN IN BEFORE SCHOOL, AFTER SCHOOL AND HOLIDAY CARE PROGRAMS.

YWCA Canberra currently operates 13 school age care (SAC) programs across the Canberra region, and we are continually seeking opportunities for growth.

This year, many of our SAC programs were assessed and rated under the National Quality Framework, with our final program undergoing this cycle in March. The assessment and rating cycles have allowed our SAC teams opportunity to critically reflect on their programs and practice, and to work towards quality improvements. Our Children's Services Quality Support Unit continues to provide support to all SAC programs, ensuring continuous quality improvement and exceptional care across all our services.

A highlight for our SAC services this year was participating in our respectful relationships education campaign, Respect NOW. Through these workshops and our paper crane making, many of the children wished for a world where everyone is safe and respected.

FAMILY DAY CARE

PROVIDING QUALITY, HOME-BASED, FLEXIBLE CARE.

YWCA Canberra's family day care (FDC) provides quality home-based early education and care for children aged six weeks to 12 years. We continue to be a leading provider of FDC, running one of the largest employer-based schemes in Australia.

This year, the loss of operational funding under the Federal Community Support Program, largely used to fund our Children's Services Quality Support Unit, required us to implement some changes. We have now consolidated our FDC and school age care support units, allowing us to continue to support our educators, ensuring quality care, and providing ongoing professional development and training.

Our FDC educators will continue to receive professional development on an ongoing basis, which is consistent with the National Quality Framework. Some of the topics for training this year have been using recycled materials, art for educators, the role of the adult in children's play, keeping children safe, noticing and recording learning, networking, and connecting with community.

This year we were thrilled that one of our FDC educators, LiXue (Amy) Mann, received the ACT Education and Care Gala Award for Excellence in Practice and Pedagogy. Amy has been an educator with YWCA Canberra since 2012.

Another educator, Teresa White, reached the milestone of 30 years working with YWCA Canberra in May. This was acknowledged by our Board as well as celebrated by her friends and colleagues.

TRAINING UNIT

DELIVERING NATIONALLY RECOGNISED TRAINING, AND NURTURING A CULTURE OF LEARNING.

YWCA Canberra's Training Unit is a Registered Training Organisation, providing courses in early childhood education and care, training and assessment, business administration, management, and first aid.

This year we delivered training to around 400 learners, with 149 graduating with nationally recognised qualifications, and many more receiving their First Aid Certificate.

We also experienced a large increase in the number of participants enrolled in our *She Leads* Diploma (from 15 students in 2013-14 to 30 in 2014-15), reflecting the success of the program. It is now our third most popular course, accounting for 21 per cent of our total number of students.

Our early childhood education and care, and training and assessment qualifications remain the most popular programs, accounting for 55 per cent and 22 per cent of students respectively. Our early childhood education and care courses also continue to attract early childhood jobseekers in Canberra.

This year we delivered a Certificate IV in Training and Assessment to 30 NSW Department of Family and Community Services staff members.

There have been many changes to VET training packages this year, however we have maintained our high quality of delivery and learning support. More than 85 per cent of our students were satisfied with the education and training they received, while more than 80 per cent of employers highly valued the training outcomes achieved by their staff.

¹⁴National Centre for Vocational Education Research (2014), Students and Courses 2014, Table 1.

¹⁵National Centre for Vocational Education Research (2014), Australian education & training statistics 2014, Table 7.



25,900

Approximately 25,900 people in the ACT enrolled in VET qualifications¹⁴



92% of VET graduates in the ACT became employed and/or continued on to further study after completing a course¹⁵

WOMEN & THEIR FAMILIES HAVE ACCESS TO THE CONDITIONS & RESOURCES THEY NEED TO LEAD HEALTHY LIVES



WOMEN AND THEIR FAMILIES ARE ABLE TO ACCESS SAFE AND AFFORDABLE HOUSING, EDUCATION, THERAPEUTIC SERVICES AND AFFORDABLE CHILDCARE.

HOUSING SUPPORT UNIT

PROVIDING ACCOMMODATION AND SUPPORT TO WOMEN AND FAMILIES TRANSITIONING OUT OF HOMELESSNESS.

Despite funding challenges, our Housing Support Unit continued to provide excellent case management and supported accommodation to families in transitional housing this year.

Our team has experienced a great deal of change over the past year, including a change of management, and the relocation of staff from Havelock House to our Central Office.

In late 2014, we completed a full review of our policy and procedures as part of our registration as a National Community Housing Provider. We are now a Community Housing Provider Tier 3, under the National Regulatory System for Community Housing.

We have recently employed two new housing support officers who have brought new and specialised skills to the team. All of our support officers are highly experienced in case management, advocacy and providing practical support to families experiencing or at risk of homelessness.

Our program operates from a strengths-based, family-focused, child-centered and trauma-informed model. This means families are supported to identify their needs, resources and challenges, including their children, and then co-design a case plan with their housing support officer.

▶ DID YOU KNOW?



13% OF AUSTRALIANS ARE CONSIDERED TO BE IN **RELATIVE INCOME POVERTY**¹⁶



37.6% OF AUSTRALIAN WOMEN IN LOW INCOME HOUSEHOLDS ARE **EXPERIENCING HOUSING STRESS**¹⁷

HOMELESS POPULATION IN 2011



¹⁶ Australian Institute of Health and Welfare (2015), Australia's Welfare 2015.

¹⁷ Australian Bureau of Statistics (2015), Gender Indicators, Australia, February 2015, Housing Circumstances, cat no. 4125.0.

¹⁸ Australian Bureau of Statistics (2014), Census of Population and Housing: Estimating Homelessness, 2011, Table 1.1, cat.no.2049.0

¹⁹ Ibid

"We want to award a big gold star to the workers, for the time and effort you have given us. I think they went above and beyond."

- TRANSITIONAL HOUSING RESIDENT

195

SERVICE USERS IN TOTAL



42 IDENTIFIED DOMESTIC VIOLENCE AS A REASON FOR SEEKING ASSISTANCE

150 IDENTIFIED HOUSING AFFORDABILITY STRESS AS A REASON FOR SEEKING ASSISTANCE

16 IDENTIFIED AS ABORIGINAL

2 IDENTIFIED AS TORRES STRAIT ISLANDER

147 WERE BORN IN AUSTRALIA

48 WERE BORN OVERSEAS

AFFORDABLE HOUSING PROGRAM

PROVIDING AFFORDABLE HOUSING FOR OLDER WOMEN IN THE CANBERRA COMMUNITY.

This year we continued to provide affordable accommodation for five women at Lady Heydon House. As part of the affordable housing model, tenants pay 74.9 per cent of market rent and are entitled to Commonwealth Rent Assistance.

YWCA Canberra also took over the management of Betty Searle House this year, which provides accommodation for older single women. This accommodation includes eight bedrooms each with an adjoining ensuite, two communal kitchens, a shared laundry, a guest bedroom, three communal lounge rooms, a beautiful sunroom, external garden and a shared vegetable plot.

We were offered this contract after a period of conflict and instability among the residents, and subsequently provided an experienced supported tenancy manager to work with the tenants. As part of this process, regular house meetings and consultations were instigated, alongside referral and advocacy services. Tenants are consulted on occupancy matters, and are provided with clear information regarding the ongoing management of their shared home.

This year we continued our management of the Eclipse Apartments in Bruce, which provide high quality affordable housing for young women earning between \$35,204 and \$47,904 per annum. This accommodation provides tenants with an opportunity to access safe, affordable and secure accommodation, while building their careers or pursuing their studies.



In memory of Patricia (Trish) McDonald

31.12.1947 - 5.10.2014

Trish was a tireless and selfless worker for many years for Canberra's most vulnerable residents.

She served with YWCA Canberra as an outreach worker from 9 September 1997 until her untimely death.

She will be remembered as a great humanitarian, a tireless advocate and a most generous soul to all who knew her.

SUPPORTIVE TENANCY SERVICE

**WORKING WITH PEOPLE WHOSE
HOUSING IS AT RISK, TO MAINTAIN
A SAFE AND STABLE HOME.**

The Supportive Tenancy Service (STS) operates as a partnership between Woden Community Service, YWCA Canberra, and Belconnen Community Service. Funding is provided under the National Affordable Housing Agreement and the National Partnership Agreement on Homelessness, which are jointly funded by the ACT and Federal Governments.

This year the STS has established collaborative relationships with a range of support services to assist people experiencing tenancy issues.

There were 470 support periods (including outreach, supported tenancy and post-tenancy support) recorded for the STS over the period from January to June. This was an increase of 124 from the previous six months and is a clear indication of the high demand for this service.

OUTREACH ENERGY AND WATER EFFICIENCY PROGRAM

HELPING MEMBERS OF THE COMMUNITY REDUCE THEIR HOUSEHOLD ENERGY COSTS.

Our Outreach Energy and Water Efficiency Program assists low income households and people experiencing financial hardship by providing advice and education on how to save water and energy.

Each household visited received a heated throw rug, an energy saving kit, a shower timer, a thermometer, and draught excluders.

We also assessed households for eligibility to receive a new energy efficient refrigerator, or referral to an energy assessor to conduct a formal assessment and retrofit. This can include low-cost modifications to the home such as draught proofing and installation of block-out curtains to increase energy efficiency and comfort levels.

This year the program assisted 263 households, including 184 initial home visits, the provision of 389 appliances and household items, and 95 referrals for retrofits.

Through this program, we continue to work in collaboration with ACT Smart Home Energy Advice Service, the No Interest Loan Scheme, the ActewAGL Energy Efficiency Improvement Scheme, and a range of other community organisations.

"I am more aware of the 'small things' that save energy, such as turning off power points when not in use."

– CLIENT

"It makes a huge difference, energy wise, to cover windows and seal doors, etc, plus having energy efficient appliances."

– CLIENT

"I thought it was really good. I don't use the heater as much now, and have learnt little changes. The fridge was out of date and hot water usage has reduced – really helpful."

– CLIENT



LANYON FOOD HUB

PROVIDING FREE FOOD TO MEMBERS OF THE TUGGERANONG COMMUNITY IN NEED.

Located at the Mura Lanyon Youth and Community Centre, the Food Hub has been a critical part of the Tuggeranong community since its official opening in 2012. To date, the Food Hub and its award-winning volunteer team have provided much needed relief to over 1169 families and individuals.

Our dedicated volunteers not only ensure the shelves are stocked and presentable each week, but they are the first point of contact for clients, referring them to our other services as needed. Our volunteers also run the Lanyon Ladle, a soup kitchen that operates on the same day as the Food Hub throughout the colder months of the year.

Funding for the Food Hub comes from the Department of Social Services, supplemented by generous donations from community members. This year we experienced a dramatic increase in donations, due to our successful Fiver4Food and Frugal Feast appeals. This has helped to make up the shortfall after DSS funding for Emergency Relief in the ACT fell by 17 per cent this financial year.

To ensure our Food Hub funds have maximum purchasing power, we source the majority of our stock from Foodbank NSW/ACT, and meat from a local butcher. In addition, we receive regular deliveries of donated food from OzHarvest, which is a great help.

► DID YOU KNOW?

199 UP TO 199 EMERGENCY RELIEF CLIENTS ACCESSED LANYON FOOD HUB IN A GIVEN MONTH

144 AN AVERAGE OF 144 EMERGENCY RELIEF CLIENTS ACCESSED LANYON FOOD HUB EACH MONTH

290 AN ESTIMATED 290 EMERGENCY RELIEF CLIENTS ACCESSED LANYON FOOD HUB IN 2014-15

THIS YEAR, OUR FUNDRAISING APPEALS **RAISED SIGNIFICANT FUNDS** TO KEEP OUR FOOD HUB STOCKED DESPITE A FUNDING SHORTFALL:

\$11,788

was raised by our Frugal Feast appeal in December 2014

\$13,000

was raised by our Fiver4Food appeal in June 2015



COMMUNITIES ARE SAFE, INCLUSIVE AND CONNECTED

ALL MEMBERS OF OUR COMMUNITY LIVE LIVES FREE FROM VIOLENCE, WHETHER IT IS PHYSICAL OR EMOTIONAL, AND ARE CONNECTED TO VIBRANT, WELL-RESOURCED AND PROFESSIONAL SUPPORT NETWORKS.

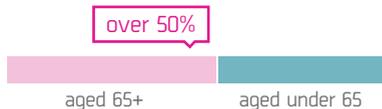
▶ DID YOU KNOW?



71% OF AUSTRALIANS HAD ACTIVELY PARTICIPATED IN A SOCIAL, COMMUNITY OR POLITICAL GROUP IN 2014²⁰

23%

23% OF AUSTRALIANS SURVEYED IN 2015 HAD EXPERIENCED SOCIAL EXCLUSION INCLUDING OVER 50% OF AUSTRALIANS AGED 65+ YEARS²¹



AN ESTIMATED 17% OF AUSTRALIAN WOMEN HAVE EXPERIENCED SEXUAL VIOLENCE SINCE THE AGE OF 15²²

RESPECT NOW

CAMPAIGNING FOR RESPECTFUL RELATIONSHIPS PROGRAMS IN ACT SCHOOLS.

This year, YWCA Canberra was at the forefront of driving change to end violence against women in our community.

On International Women's Day in March, we launched the Respect NOW campaign, calling on the ACT Government to commit to ending violence against women through primary prevention. The campaign brought together our membership, corporate partners and the community to advocate on this issue, generating a groundswell of support and media attention.

As part of the campaign, we engaged the University of Canberra Capitals basketball team as our Respect Champions, and worked with our school age care programs to run special Respect NOW workshops. Children had a great time learning how to make paper cranes, as a symbol of peace, and talking about respectful relationships with members of the UC Caps.

Hearing from young people about their wishes to live in a world free from violence, where everyone is respected and valued equally, further reinforced the need for a whole-of-community approach to end violence against women, through effective primary prevention.

We also engaged our members with an online petition seeking a commitment to primary prevention from the ACT Government. We received over 600 signatures to the petition, sparking an important public discussion about supporting young people to live lives free from violence.

²⁰ Australian Bureau of Statistics (2014), *General Social Survey: Summary Results, Australian, 2010, cat.no.4159.0*

²¹ aihw.gov.au, 2015)

²² (Australian Bureau of Statistics (2014), *Personal Safety, Australia, 2012, cat.no.4906.0*)

WE WANT TO LIVE
IN A WORLD FREE
FROM VIOLENCE
AGAINST WOMEN



#RESPECTNOW



THE MURA LANYON YOUTH AND COMMUNITY CENTRE

PROMOTING COMMUNITY COHESION
AND PARTICIPATION IN SOUTH
TUGGERANONG, THROUGH THE PROVISION
AND FACILITATION OF INNOVATIVE AND
RESPONSIVE COMMUNITY PROGRAMS.

Respect NOW was successful, with the ACT Government announcing a funding allocation of \$615,000 to implement primary violence prevention initiatives into public schools. We continue to work with the ACT Government and the Education and Training Directorate to ensure that any programs implemented are best practice and evidence-based.

This year we received funding through the Audrey Fagan Violence Prevention grants program to develop a special online resource to complement our existing respectful relationships work. We have been working closely with our partner, Goosebumps, to develop Relationship Things Online. This website is an interactive online resource filled with information on respect, communication, making choices, being respectful in an online environment, safe sex and consent.

The Mura Lanyon Youth and Community Centre operates within a strengths-based community development framework. Through the centre and its programs and services, we aim to empower vulnerable, socially isolated and marginalised people in our community.

This year, a huge variety of groups successfully ran activities at the centre, including the ACT Nannies, a young mums group, scouts, playgroups, seniors, and educational and health programs. Many of the groups utilised the bus that was generously donated to the centre by the Snow Foundation.

We are currently seeking to assist new groups to become established and use the centre's facilities, which include a Youth Centre, Community Café, a community garden, and workshop and training spaces.



100

AVERAGE NUMBER OF
COMMUNITY GROUPS
THAT USE MURA
LANYON YOUTH &
COMMUNITY CENTRE

372

NUMBER OF PEOPLE
WHO PARTICIPATED
IN A RANGE OF SKILL
DEVELOPMENT
PROGRAMS

13

COMMUNITY-BUILDING
EVENTS DELIVERED

41

PARTNERSHIPS
ESTABLISHED
TO ENHANCE
SERVICE DELIVERY

4

NEW GROUPS
ESTABLISHED

CHILD, YOUTH AND FAMILY GATEWAY

SUPPORTING VULNERABLE CHILDREN,
YOUNG PEOPLE AND THEIR FAMILIES.

The Child, Youth and Family Gateway (CYFG) is delivered in partnership with Barnardos Australia, Belconnen Community Service, Woden Community Service and YWCA Canberra, and is funded by the Community Services Directorate on behalf of the ACT Government.

YWCA Canberra employs a Gateway Engagement Officer for the Tuggeranong region, who provides an entry point for vulnerable children, young people and families to gain information, receive initial support and access a range of services.

Our Gateway Engagement Officer is now co-located with Care and Protection Services and Housing ACT as part of the One Human Service Gateway. This co-location has resulted in increased collaboration between all three services, providing better support and coverage for our clients.

Our Gateway Engagement Officer has promoted the CYFG in schools and services in the Tuggeranong region, and via forums such as Youth Week, school expos, and network meetings. Spreading information has meant more people in the local community are now aware of how to access services and support.

TUGGERANONG NETWORK COORDINATION

MAPPING SERVICES AND IDENTIFYING GAPS IN THE TUGGERANONG COMMUNITY.

Our Network Coordinator develops stronger working relationships with services, to provide improved access to services for vulnerable families in the Tuggeranong region.

This year we facilitated a mental health forum with more than 45 people, to develop a shared understanding of children's and young people's mental health being everyone's business. Speakers included representatives from Child Adolescent Mental Services, Tuggeranong Targeted Student Support Network, Headspace, Care and Protection Services Centralised Intake Team, and a school psychologist. The forum was well received and the feedback indicated interest in more events of this nature in the future.

In partnership with the Tuggeranong Arts Centre and The Smith Family, we hosted a Tuggeranong Interagency Network Forum in May. The theme of the forum was Resistance, Resilience and Reform, exploring the need for reform and advocacy in the community service sector in the ACT. Another goal of the event was to promote stronger inter-agency cooperation and collaboration, in order to deliver better long-term outcomes for clients. Speakers included ACTCOSS Director, Susan Helyar, The Smith Family's Senior Research and Advocacy Officer, Gillian Considine, and CEO of the Tuggeranong Arts Centre, Rauny Worm.

This year YWCA Canberra and the Tuggeranong Child and Family Centre were appointed as lead organisations in the coordination of the Commonwealth-funded Child Aware Local Initiative (CALI) for Tuggeranong. A capacity-building project, CALI supports communities to undertake early intervention and prevention activities which contribute to keeping children safe and well.

A steering group was established and a comprehensive action plan developed, including a range of early intervention strategies for vulnerable families. The plan includes collaborative strategies to address gaps and unmet needs within existing resources, with a focus on access to education and support.





CHILDREN AND
YOUNG PEOPLE
HAVE THE SKILLS
AND ATTRIBUTES
TO CREATE A
BETTER FUTURE

CHILDREN AND YOUNG PEOPLE ARE SUPPORTED TO DEVELOP THEIR SKILLS AND KNOWLEDGE, AND ARE ABLE TO CONTRIBUTE POSITIVELY TO THEIR COMMUNITIES.

► DID YOU KNOW?



9.8% OF YOUNG CHILDREN IN THE ACT WERE CONSIDERED **DEVELOPMENTALLY VULNERABLE** (2012)²³

COMPARED TO 10.9% **NATIONALLY** (2012)²⁴

95.2%

95.2% OF YEAR 7 STUDENTS IN THE ACT DEMONSTRATED **LITERACY SKILLS AT OR ABOVE THE NATIONAL MINIMUM STANDARDS** (2015)²⁵

COMPARED TO 92.5% **NATIONALLY** (2012)²⁶

YWCA COMPUTER CLUBHOUSE

EMPOWERING YOUNG PEOPLE FROM UNDER-SERVED COMMUNITIES THROUGH TECHNOLOGY AND PROFESSIONAL MENTORING.

The YWCA Computer Clubhouse is an innovative, creative, out-of-school learning space. At the Clubhouse, young people from under-served communities work with adult mentors to develop new skills, explore their ideas, and build confidence in themselves through the use of technology.

Our Clubhouse addresses significant equity issues in the Tuggeranong region, and re-engages young people in education and in their community. In particular, the Clubhouse targets disadvantaged young people aged 10 to 18, young women and girls, and young people from Aboriginal and Torres Strait Islander backgrounds.

We opened our Clubhouse doors to its first members in June 2014, to help us further develop and design the space. On 10 October we held our Grand Opening, where a host of corporate, philanthropic, government and community partners celebrated alongside our young Clubhouse members and their families.

Guests included staff from the Australian Federal Police, Dimension Data, Lockheed Martin Australia, Microsoft, HSBC, the Snow Foundation, and CollabIT. Gail Breslow, Director of the Intel Computer Clubhouse Network, travelled from Boston to speak at the event and tour the facility and surrounding communities.

²³ Commonwealth of Australia (2014) "Table: Percentage of children developmentally vulnerable in 2012", Australian Early Development Census, <http://www.aecd.gov.au/data/data-explorer>

²⁴ Ibid.

²⁵ Australian Curriculum, Assessment and Reporting Authority (2015) "Trend results: Percentages at or above the national minimum standard", National Assessment Program, <http://reports.acara.edu.au/NAP/NaplanResults>

²⁶ Ibid





This year, we have run outreach sessions at schools in the Tuggeranong region, engaging students at Lake Tuggeranong College, Erindale College, Calwell High School, Lanyon High School, Wanniasa High School, Caroline Chisholm Senior Campus, Namadgi School and Richardson Primary School. Typically these sessions are run with approximately 10 participants, with many subsequently signing up as new Clubhouse members.

This year one of our members was offered the opportunity to undertake work experience with local creative agency, Coordinate, and the Canberra Brave ice hockey team. Photographer Paul Furness worked with our young member to photograph a Canberra Braves vs Adelaide Adrenaline game, with plans to continue this working relationship.

An important part of the Clubhouse program is mentors who volunteer their time to our members to create, invent and explore together, using the latest in technology. We are grateful for the talented mentors who are part of the Clubhouse, and are actively seeking to enlist more.

We also acknowledge our corporate, government and community partners for their time, energy, passion and commitment to this project. We would like to make special mention of our volunteer steering committee members who have leveraged their networks to help build our supporter base: Hala Batainah, Tony Henshaw, Greg Castle, Julian Barrington-Smith, Paul Van Campenhaut and Jason Borton.

CLUBHOUSE MEMBERSHIP

120
MEMBERS IN TOTAL

12
AVERAGE DAILY MEMBER ATTENDANCE

22.8% FEMALE MEMBERS

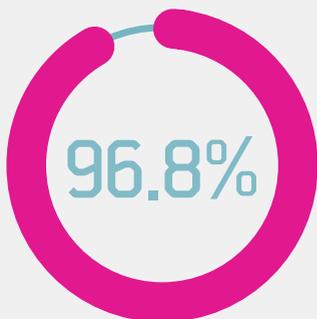
11.4% ABORIGINAL AND/OR TORRES STRAIT ISLANDER MEMBERS

51.9% MEMBERS IN PRIMARY SCHOOL

43% MEMBERS IN HIGH SCHOOL

5% MEMBERS IN COLLEGE

► DID YOU KNOW?



96.8% OF YEAR 7 STUDENTS IN THE ACT DEMONSTRATED NUMERACY SKILLS AT OR ABOVE THE NATIONAL MINIMUM STANDARD (2015)²⁷

COMPARED TO 96%
NATIONALLY (2015)²⁸



90.9% OF YOUNG PEOPLE AGED 15 TO 19 YEARS IN THE ACT WERE FULLY ENGAGED IN EDUCATION OR WORK (2013).²⁹

²⁷ Ibid

²⁸ Ibid

²⁹ Australian Bureau of Statistics (2013), Education and Work, Australia - Additional data cubes, May 2013, Table 1.11, cat. no. 6227.0.55.003

YOUTH ENGAGEMENT

WORKING WITH YOUNG PEOPLE AGED 12-25 TO STRENGTHEN THEIR SUPPORT NETWORKS IN SAFE ENVIRONMENTS.

Our youth engagement staff work with young people, their schools and the broader community to identify their strengths, interests and needs, and develop appropriate programs and services to help them reach their potential. Young people are supported through group and structured activities, information provision, advocacy, one-on-one support and referrals.

This year our Youth Engagement programs included:

- » Outreach in schools and the community
- » Lanyon Literacy
- » Y-Aspire
- » Every Girl
- » Structured drop-in at the Mura Lanyon Youth and Community Centre
- » Free holiday programs
- » Young mums program in partnership with the Tuggeranong Child and Family Centre
- » Young leadership group
- » Caroline Chisholm Fun Fair
- » Flexible Learning Options
- » Nutrilicious

Partnerships are paramount for the wide number of programs, activities and events the Youth Engagement team can provide. This year it has been a priority to further develop relationships with other services, to enhance our range of programs.

We have also seen growing numbers of young people attend drop-in at the Mura Lanyon Youth and Community Centre. As part of our program of continuous improvement, the Youth Engagement team continually seeks feedback from young people to ensure needs are addressed.

"This is really good for him, and he makes a good hot-chocolate."

- PARENT OF A DROP-IN CLIENT

"I really love it here."

- DROP-IN CLIENT



▶ DID YOU KNOW?

68%

68% of participants made new friends or became better friends with their peers as a result of attending the holiday program



88% OR PARTICIPANTS FELT INCLUDED AND SUPPORTED ON THE HOLIDAY PROGRAM

268

Highest drop-in attendance in one month: March.

EVERY GIRL

EQUIPPING GIRLS AGED NINE TO 14 WITH THE TOOLS TO REALISE THEIR FULL POTENTIAL.

Every Girl develops positive self esteem, resilience and community connectedness in girls aged nine to 14. As a strengths-and rights-based program, it empowers girls to speak about issues that are important to them by helping them discover their individual voice and strengths, and by giving them a deeper understanding of their human rights.

This year, Every Girl was delivered to 35 year four, five and six girls at Richardson Primary School and Charles Conder Primary School. Participants were excited about learning different ways to speak up and to make change in their personal, local, national and global communities.

Upon completion, participants displayed increased self-confidence, and a greater understanding of their strengths and their human rights. The program received very positive feedback from the participants.

"I have learned in Every Girl that everyone has wonderful and beautiful talents, including myself."

- PARTICIPANT

"I was included in everything and felt so safe in Every Girl."

- PARTICIPANT

"Advice I'd give to another girl is... be confident in yourself, don't give up and do something you love."

- PARTICIPANT

"You have the right to say what you want to say and what you think is right."

- PARTICIPANT

"I can belong even though I look different to other people."

- PARTICIPANT



► DID YOU KNOW?

89%

89% of participants completed the program (attended at least five of the eight sessions)



48% OF PARTICIPANTS REPORTED AN INCREASE IN SELF ESTEEM

59% of participants rated the program overall as good or excellent



GOOD OR EXCELLENT

74%

74% of participants reported having a greater understanding of human rights after the program.

LANYON LITERACY PROJECT

IMPROVING LITERACY OUTCOMES FOR HIGH SCHOOL STUDENTS.

Currently in its third year, the Lanyon Literacy Project is a successful collaboration between YWCA Canberra and Lanyon High School. The program works with students who are struggling readers and who are showing signs of disengaging from education.

The program aims to:

- » Improve the literacy learning opportunities and outcomes of disengaged students
- » Develop a model for literacy support and showcase effective literacy practices
- » Adopt innovative and cutting-edge literacy practices that incorporate the use of technology.

Twelve young people participated in the program this year, working intensively one-on-one with trained tutors. They will complete the program later in 2015, with participants producing a series of short stories as their final project.

The program also includes an excursion to a bookstore where participants are able to purchase a book to take home, as well as visit the local library; a highlight for many.

Teachers of the participants have commented on the increase in self-esteem the students gain as part of the program.



COMPTON
BIGGEST EVER SALE

20% OFF

ALL FULL PRICE

BIGGEST EVER SALE

20% OFF
ALL FULL PRICE

The Boy on the Boat
Lisa Thompson

The Diary of a Young Girl
Anne Frank

The Enchantments of the Moon
Katherine Arden

The Enchantments of the Moon
Katherine Arden

The Diary of a Young Girl
Anne Frank

The Enchantments of the Moon
Katherine Arden

20% OFF
ALL FULL PRICE

YOUTH CONNECTIONS

SUPPORTING YOUNG PEOPLE TO REMAIN ENGAGED IN EDUCATION, AND TRANSITION INTO ALTERNATIVE PATHWAYS OR WORK.

Funded until December 2014, Youth Connections was a program that ensured young people received the support they needed to remain engaged or to re-engage in education, training or employment.

This year, our Youth Connections Support Worker ran a number of programs with young people in the Tuggeranong area who were or at risk of disengaging from education or training. These included a Bell Shakespeare Theatre program in partnership with Wanniasa High School, Money Smart, and Living Skills in partnership with Lanyon High School's TREK class.

Nine young people also participated in a Pictures of Life workshop, run in collaboration with PhotoAccess from the Manuka Arts Centre and the Big Picture Academy at Lake Tuggeranong College. The workshop provided young people with creative and technical photography skills. Pictures of Life encouraged participants to reflect on their lives and express the perspective of life as a young person through their artwork. An exhibition of their work was held at the Tuggeranong Arts Centre.

CIRCLES OF SUPPORT

SUPPORTING CHILDREN AND YOUNG PEOPLE WHO ARE EXPERIENCING SOCIAL, EMOTIONAL OR BEHAVIOURAL DIFFICULTIES.

Circles of Support is a counselling service for children and young people aged eight to 15 years, and their families. Our counsellors use a relationship-based therapeutic model and are extremely flexible in the way that they deliver services. Through the program we provide centre-based counselling as well as outreach, according to the needs of the clients.

This year, the program received funding from the YWCA Canberra Board to employ an additional counselor, which increased the capacity of the program significantly. In addition to providing centre-based and outreach counselling to 114 individuals from 66 families, staff ran four eight-week Circles of Security™ parenting programs.

Participants in the parenting groups rated the program highly, agreeing that the program helped them to feel closer to their children, helped them interact better with them, and taught them more about parenting.

Families that accessed the service reported improvements in their relationships and parents generally reported an increase in their parenting capacity.



"I feel I understand my kids a little more and can read my kids better."

- CLIENT

"I feel I am better at having conversations about important emotions with my kids."

- CLIENT



YWCA CANBERRA IS A LEADING, ETHICAL, AND SUSTAINABLE ORGANISATION



YWCA CANBERRA CONTINUES TO PROMOTE AND ENACT ETHICAL AND SUSTAINABLE PRACTICES IN ALL AREAS OF ITS WORK, AND LEADS THE WAY FOR THE COMMUNITY SECTOR IN BEST PRACTICE AND STENGTHS-BASED APPROACHES. WE WILL CONTINUE TO PARTNER WITH AND SUPPORT THE NATIONAL AND WORLD YWCA MOVEMENTS.

GOVERNANCE AND CORPORATE STRUCTURE

YWCA Canberra's Board comprises 12 company directors who govern and define the strategic goals under best practice accountability, and financial and compliance standards and processes. The Executive Director, as the sole employee on the Board, is accountable for the day-to-day management of the organisation.

YWCA Canberra's Executive Management Team makes key decisions about the organisation's strategic directions, accountability frameworks, organisational development, policies, and quality assurance. This team is supported by unit and program managers who have supervisory and service-delivery responsibilities.

2014-15 BOARD MEMBERS



KATE CHIPPERFIELD*



JULIE MCKAY*



CAITLIN SANDERCOCK*



ANGELA KOCH



FRANCES CRIMMINS



BETH COX



SARAH STEWART



HEIDI ZAJAC*



SARAH BURR*



DR JESS MOORE



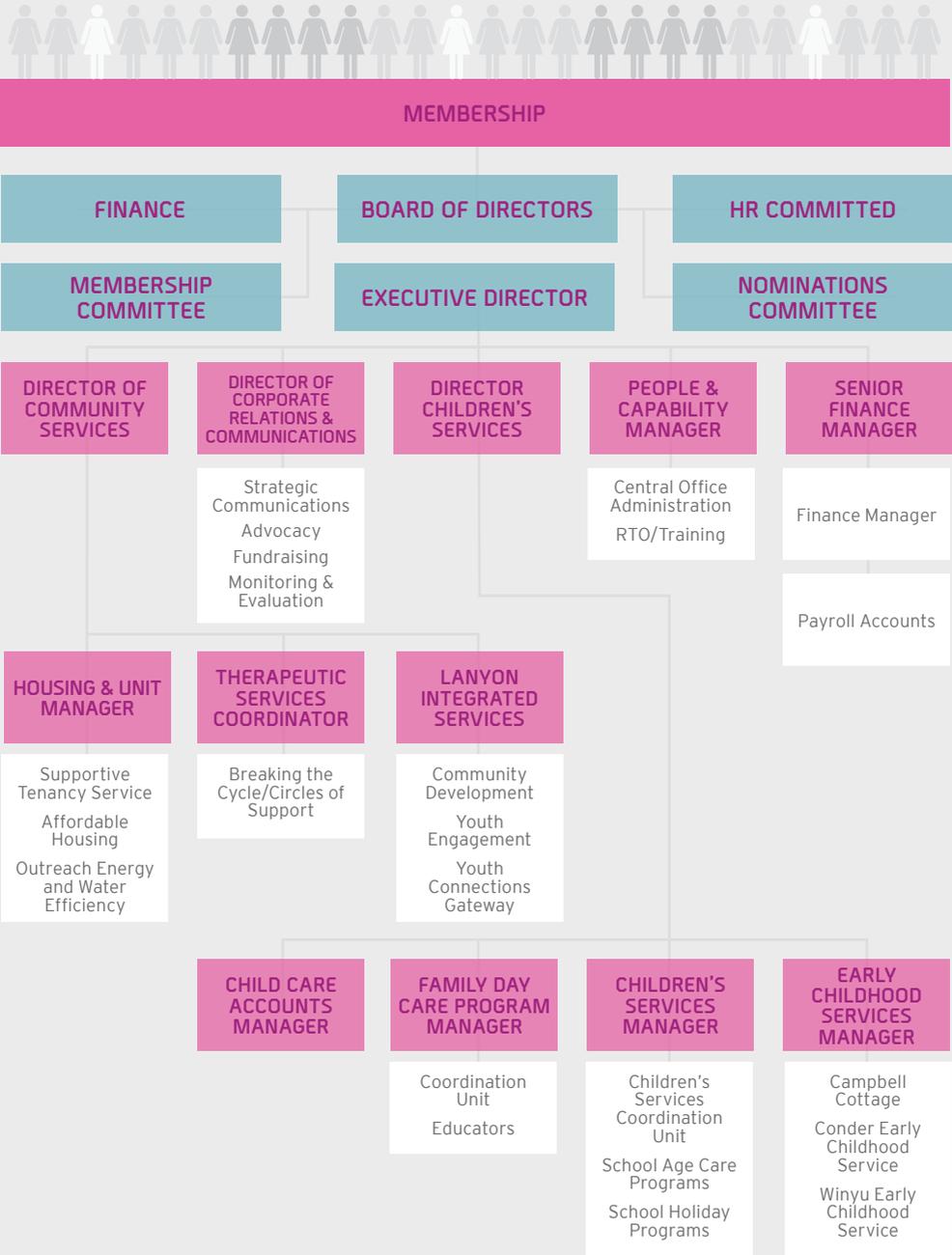
ALISA DRASKOVIC*



HEATHER MCCAULEY

*Denotes young women aged 30 years or under at time of appointment. YWCA Canberra maintains a commitment to ensuring that 30% of its Board positions are held by young women.

ORGANISATIONAL STRUCTURE



RECONCILIATION

YWCA Canberra's first Reconciliation Action Plan (RAP) was launched in 2009. The document was a valuable tool for articulating actions that we would undertake to contribute to reconciliation between Aboriginal and Torres Strait Islander peoples, and the wider community.

This year, we launched our new Stretch RAP, which indicates that we have embedded the principles and practices of reconciliation in our everyday business. Through the Stretch RAP, we are able to focus on increasing activities and setting more ambitious targets.

Notable achievements this year included:

- » More staff received cultural awareness training
- » Staff organised and participated in events for Closing the Gap, National Reconciliation Week, NAIDOC Week, and National Aboriginal and Torres Strait Islander Children's Day.

We also strengthened our relationships with Aboriginal and Torres Strait Islander communities and organisations through co-organising events during National Reconciliation Week and NAIDOC Week.

We have continued to build on our partnerships with the ACT Nannies Group, Gulanga Program and Gugan Gulwan. This year we partnered with Gugan Gulwan to host an event for National Aboriginal and Torres Strait Islander Children's Day at our Mura Lanyon Youth and Community Centre. It was a great opportunity to learn about the crucial impact that community, culture and family play in the life of every Aboriginal and Torres Strait Islander child.

Through this increased engagement, staff and programs continue to connect with local community organisations to strengthen reconciliation in Canberra.



OUR SECURITY AS AT 30 JUNE

	2011	2012	2013	2014	2015
Cash reserves	\$3.973m	\$4.393m	\$3.674m	\$6.642m	\$3.535m
Property, plant and equipment *	\$4.457m	\$4.474m	\$5.331m	*\$2.191m	\$3.993m

*Revaluation of property takes place every three years and was last was conducted in June 2014.

WHERE DID OUR INCOME COME FROM?

	2010/11	2011/12	2012/13	2013/14	2014/15
Community services	\$2.968m	\$2.791m	\$3.085m	\$2.721m	\$2.529m
Children's services	\$5.311m	\$5.653m	\$7.071m	\$7.338m	\$7.576m
Other services	\$0.174m	\$0.379m	\$0.564m	\$0.550m	\$0.566m
Investment and property income	\$0.630m	\$0.619m	\$0.501m	\$0.430m	\$0.438m
Training and education services	\$0.156m	\$0.290m	\$0.362m	\$0.397m	\$0.571m
TOTAL	\$9.239m	\$9.732m	\$11.583m	\$11.436m	\$11.680m

PAST FIVE YEARS OPERATIONAL RESULTS

	2010/11	2011/12	2012/13	2013/14	2014/15
Surplus for the year	\$668,366	\$87,163	\$99,316	\$237,257	(\$51,751)
Non-operational income	(\$425,121)	(\$ 5,400)	\$77,640	(\$123,261)	(\$ 4,240)
Operational result - surplus	\$243,245	\$81,763	\$176,956	\$113,996	(\$55,991)

Our deficit in 2015 is mainly due to the preliminary expenses incurred for the fit-out of the Winyu Early Childhood Service, as well as the recruitment and training of new employees for the service.

YWCA AUSTRALIA REPORT BACK

WOMEN LEADING LOCAL, NATIONAL AND GLOBAL CHANGE.

The year began on a high for YWCA Australia, when we welcomed 21 colleagues from 12 YWCAs to Melbourne for the International AIDS Conference. Bringing a vital voice of young women of faith to the meeting, the YWCA delegates were strong advocates for a progressive agenda that included access for young women and girls to comprehensive sexuality education and access to contraception.

Our national voice for young women was strengthened with the release of the She Speaks Report, showcasing the views of over 1600 young women and girls. The survey respondents called on the Prime Minister to show leadership to end gender stereotypes, and results showed that 79% of participants believed that gender stereotypes affected their day-to-day lives.

A team of YWCA young women from around the country took the report to the Federal Parliament, and the findings from the report have informed our advocacy during the year. This included our analysis of the Federal Budget presented at our Young Women's Budget Briefing event, our work to oppose changes to paid parental leave, and influencing the Council of Australian Governments to address gender-based violence in an online environment.

We were delighted to receive the pro-bono support of creative agency Imagination to redevelop the branding of YWCA Australia, which was launched to great acclaim in November. The new brand celebrates the many facets of the YWCA's work and honours our global brand: the triangle of mind-body-spirit. We have been thrilled to see many Member Associations across Australia adopt the brand as their own.

Every Girl, our program targeting girls in the final two years of primary school, has gone from strength to strength. We celebrated International Day of the Girl in Perth with the Honourable Senator Michaelia Cash, Minister Assisting the Prime Minister on Women, and Every Girls from Lockridge Primary School. With the support of the Australian Government, we reached 254 girls with our eight-week program which focuses on leadership, human rights and finding each girl's voice for change.

We celebrated the hard work of sisters in Timor Leste when the YWCA of Timor Leste was registered with the Timorese Government. The dedicated support of the YWCA Australia Timor Leste Working Group has seen members self-funding trips to Timor during the vital establishment phase. We were delighted that the movement was able to raise funds at our AGM to support the participation of YWCA of Timor Leste women at the forthcoming World Council.



The Equality Rights Alliance had a very strong year making strategic gender-based interventions on housing policy, taxation reform, young women's sexual and reproductive health and rights, and leading the gender equality sections on the human rights reports to the UN.

In March, YWCA Australia took a delegation of eight women to the UN Commission on the Status of Women meeting, marking the twentieth anniversary of the UN Fourth World Conference on Women. Highlights included a strong role lobbying on resolutions adopted by the CSW; a standing room only NGO workshop on gender stereotypes and their impact on violence against women and leadership; and a powerful workshop focused on Indigenous women's leadership. Krista Seddon, Cara Gleeson, Alisa Draskovic and Claire Tatyzo contributed to the emerging Young Feminists Group at the CSW, including taking a leading role in the Twitter-thon organised to put pressure on governments in the final days of the CSW.

We finished the year with the YWCA Australia Board committing to an accelerated timeline for the Sustainability Project. This vital project will ensure that the YWCA in Australia is strongly positioned to meet the needs of young women, girls and women in our community, with an organisational model that strengthens our collaboration, reach, voice and impact. We are looking forward to working with the movement on the next steps.





WORLD YWCA DAY ROUND THE WORLD BREAKFAST

IN APRIL, YWCA CANBERRA CONTINUED ITS TRADITION OF HOSTING A 'ROUND THE WORLD BREAKFAST' TO CELEBRATE WORLD YWCA DAY IN SOLIDARITY WITH YWCAS AROUND THE GLOBE.

World YWCA Day is a chance to celebrate women's leadership and acknowledge our part in a global movement of women working for justice, peace, health, human dignity, freedom and caring for the environment.

This year's event was sold out, with over 120 members and friends being treated to a delicious breakfast while listening to inspiring speeches from our Executive Director, Frances Crimmins, and former ACT Senator, the Honourable Kate Lundy.

Ms Lundy shared insights into her personal leadership journey, including the importance of public policy that promotes gender equality, and the incredible support she had received from established women leaders along the way.

During the celebrations, we announced the successful recipients for this year's Great Ydeas small grants program. We look forward to reporting back on the outcome of these fantastic projects in next year's annual report.

A total of \$3500 was raised at the breakfast, which was donated to the Global Power to Change Fund. These funds will support women's leadership initiatives run by our sister YWCAs in developing countries.

We would like to acknowledge and sincerely thank the businesses and individuals who donated prizes for our raffle and silent auction:

- » Kate Luke from Kate Luke Photography
- » Simon Le from Simon Le Coaching
- » Julie Okely from Dilkara Essence of Australia
- » Janine Yokom, YWCA Canberra member
- » Erin-Claire Barrow from Erin-Claire Illustrations
- » University of Canberra Capitals
- » Betty Ferguson, YWCA Canberra member

We would also like to acknowledge our corporate and community friends who purchased tables:

- » Griffin Legal
- » JB Were and NAB
- » EY
- » Westpac
- » Catholic Super
- » YWCA Australia

ACKNOWLEDGEMENTS

WE WOULD LIKE TO THANK THE FOLLOWING INDIVIDUALS AND ORGANISATIONS FOR THEIR VALUED SUPPORT.

OUR STAFF

Thank you to our wonderful staff team for their hard work over the past year.

ACT AND FEDERAL GOVERNMENT

ACT Department of Education and Training

ACT Department of Territory and Municipal Services

ACT Health

ACT Community Services

ACT Office for Children, Youth and Family Support

ACT Office for Women

ACT Office for Housing and Community Services

Australian Government Department of Education

Australian Government Department of Employment

Australian Government Department of Social Services

FOUNDATIONS

The Snow Foundation

CORPORATE PARTNERS

AARNet

Academy of Interactive Entertainment

AcidLabs

ACT Chamber of Commerce

Aspen Medical

Belconnen Fresh Food Markets

Bing Lee Belconnen

Calvary John James Hospital

Canberra Deakin Football Club

Canberra Museum and Gallery

Capital Chemist

CollabIT

Coordinate

Defence Force Recruiting

Dimension Data

Endota Spa

EY

Good Guys Tuggeranong

Goosebumps

Griffin Legal

Hardwickes

HerCanberra

HESTA

Horizon One Recruitment

HSBC

Intravision

Limelight Cinema, Tuggeranong

Lockheed Martin Australia

Meyer Vandenberg

Microsoft

Newcast

NICTA

PwC

Rotary Club of Belconnen

Think Act Relate

Top-to-Toe Hair Salon Lanyon

Tosolini's Food to Go

Tree Eighty3

University of Canberra

WACOM Australia
Westpac Social Sector Banking
Woolworths Lanyon
Women's Agenda
Zonta Canberra Chapter

DONORS

We are grateful for all the donations we received, big and small, from members and supporters throughout the year. We would like to acknowledge the following donors for their financial contributions of \$100 or more:

Margaret Alver
Carol Anderson
Adam Bak
Sarah Ball
Andrew Barr
Liz Billings
Hala Batainah
Amy Bichell
Matt Blenkin
Sarah Burr
Megan Carey
Tara Cheyne
Andrea Close
Clare Conroy
Beth Cox
Colleen Duff
Betty Ferguson
Margaret Finnigan
Sandra Forbes
Kate Gardiner
Christine Goode
Steve Gunn

Victoria Grey
Stephen Gunn
Jeffrey Harris
Deb Hawker
Mary James
Lynette Johns-Boast
Fiona Jolly
Elizabeth Kentwell
Joanna Le
Elizabeth McAllister
Peter McColl
Rona MacNiven
Daniel Macpherson
Wendy Mason
Cathi Moore
Karen Ottaway
Aaron Pakula
Shane Rattenbury
Shari Read
Marion Reilly
Robert Rowland
Geoffrey Rutledge
Alyssa Shaw
Andrew Snaidero
Sorooptimist International Of Canberra
Alia Trevanion
Rebecca Vassarotti
Viiew PTY LTD
Cecelia Waugh
Mary Webb
Tony Weir
Roxie Wisbey

VOLUNTEERS

Margaret Akers
 Jane Alver
 Norma Bellofatto
 Yvette Berry
 Judith Byrnes
 Kate Chipperfield
 Desma Christensen
 Danielle Concette
 Cass Deans
 Karen Douglas
 Betty Ferguson
 Marita Forde
 Rhonda Izzard
 Jacqueline Jago
 Sarah Langford
 Mitch Langman
 Santina Marchetti
 Patrick Quiggin
 Dale Rogers
 Caitlin Sandercock
 Irene Scott
 Sharen Scott
 Alyssa Shaw
 Paul Sukumar Kanagasubba Lyer
 Adrian Vella
 Harriet Walker

COMMUNITY PARTNERS

180 Degrees Consulting, ANU branch
 ACT Aboriginal and Torres Strait
 Islander Cultural Centre
 ACT Inclusion Support Agency ACTCOSS
 ACT Disability, Aged and Carer
 Advocacy Service

ACT Flexible Learning Options
 ACT Nannies
 ACT Playgroup Association
 ACT Young Carers
 Alana and Madeline Foundation
 Alzheimers ACT
 Argyle Community Housing
 Australian Red Cross, ACT
 Australian Sports Commission
 Barnardos
 Belconnen Community Services
 Burrunju Aboriginal Corporation
 Canberra After Hours Locum Medical Service
 Canberra Institute of Technology
 Beryl Women Inc
 Beyond Blue
 Calwell High School
 Care Financial
 Carers ACT
 Caroline Chisholm High School
 Caroline Chisholm Senior Campus
 Canberra Rape Crisis Centre
 Centrelink
 Charles Conder Primary School
 CHC Affordable Housing
 Circus Quirkus
 Domestic Violence Crisis Service
 Doris Women's Refuge
 Dymocks Tuggeranong
 Early Links to Learning Playgroup
 Erindale College
 Erindale PCYC
 Families ACT
 Firstpoint

Franklin Charity House
Greening Australia
Gugan Gulwan Youth Aboriginal Corporation
Gulanga Program, ACTCOSS
Gungahlin Child and Family Centre
Hawker Primary School
Headspace
Helping Hand
Junction Youth Health Service
Kingsford Smith School
Kippax Uniting Church
Knitting Nanna
Lake Tuggeranong College
Lanyon High School
Lanyon Pharmacy
Lanyon Valley Scouts
Lyneham Primary School
Macquarie Primary School
Majura Primary School
Marymead
Marymead Indigenous Families Unit
Maternal and Child Health ACT
Migrant Resource Centre
Mount Rogers Primary School
Namadgi High School
National Gallery of Australia
National Portrait Gallery
National Heart Foundation
Ngunnawal Primary School
Northside Community Service
Northside Women's Supported
Accommodation
Nutrition Australia
O'Connor Cooperative School
OzHarvest
PhotoAccess Gallery
Police Citizens Youth Club
Reconciliation Australia
Relationships Australia
Richardson Primary School
Rosary Primary School
Salvation Army Dickson
Sexual Health and Family Planning ACT
Simplicity Retreats
St Bede's Primary School
St Benedict's Primary School
St Thomas More's Primary School
St Vincent de Paul
Street Law
Ted Noffs Foundation ACT
The Connection
Therapies ACT
The Smith Family Tuggeranong
Toora Women's Refuge
Tuggeranong Child and Family Centre
Tuggeranong Community Council
Tuggeranong Hyperdome Turner School
Tuggeranong Valley Scouts
Tuggeranong Valley Seniors
United Way
Wanniassa High School
Winnunga Nimmityjah Aboriginal Health
Service
Woden Community Services
Woden Youth Centre
Women's Information and Referral Centre
Youth Coalition of the ACT

YWCA CANBERRA

Level 2, 71 Northbourne Avenue
Canberra ACT 2601

P | 02 6175 9900 F | 02 6175 9991

E | canberra@ywca-canberra.org.au



[facebook.com/ywcacanberra](https://www.facebook.com/ywcacanberra)



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



[@ywcacanberra](https://www.instagram.com/ywcacanberra)

YWCA-CANBERRA.ORG.AU



YWCA
CANBERRA