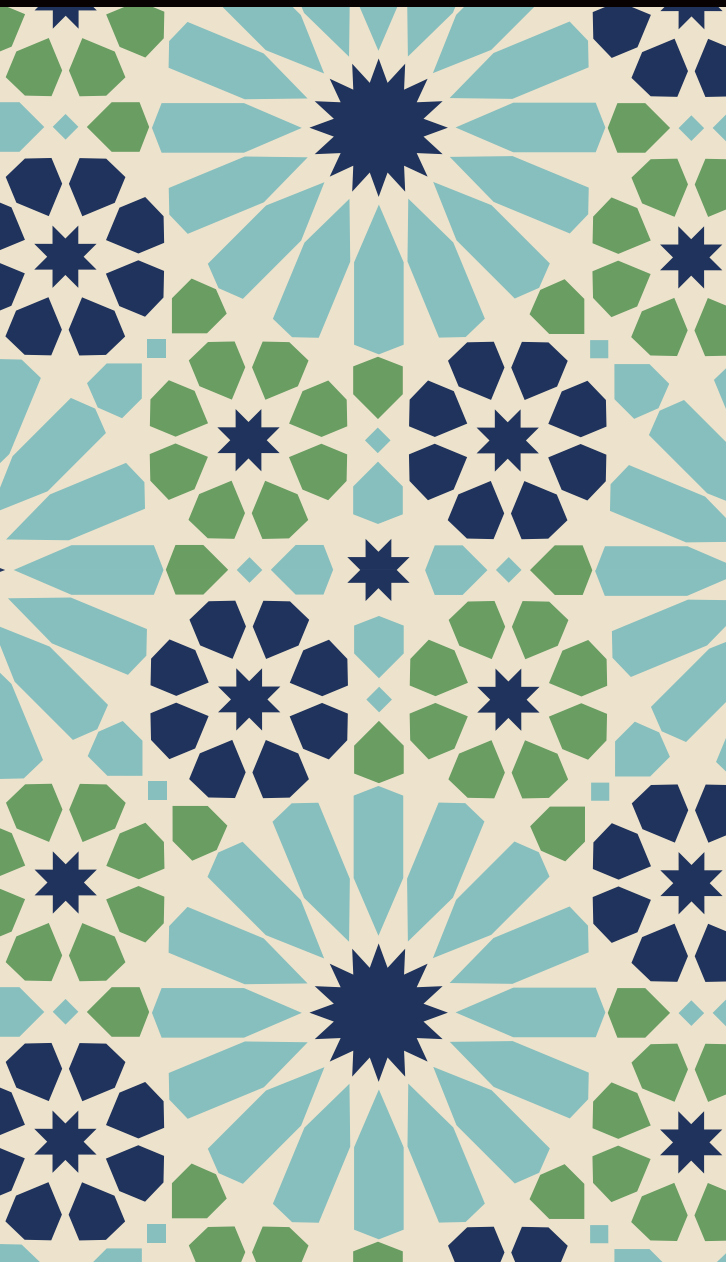




Annual Report 2010





ISLAMIC WOMEN'S WELFARE COUNCIL

of Victoria Inc.

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Client Feedback

"The workshop met all my expectations. I met other women to network with; I became enthusiastic about my own development as a Muslim woman because of the training and skills I learnt."

"I was surprised at myself. The workshop made me realize that I am not alone in the many situations I find myself in and I gained so many skills that will help me in my personal and professional life"

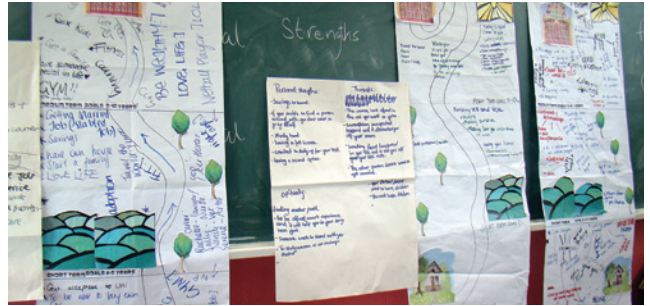
"Has improved my self esteem so much I can't tell you and made a huge difference to my self confidence."

"Made me aware of how we stereotype other people so I now listen carefully and am more aware of people and how I see them."

"We want to have sessions with our husbands and children, so they can also learn about the issues and can learn strategies to manage their difficulties."

"We want more sessions on parenting skills. We are able to use communication and listening strategies a lot with our children."

"We now have a clearer direction of where the organisation should be heading and are more confidence in the way forward. I personally feel more confident to take a leadership role in the organisation"



The women who make up the Council

Executive committee

Tasneem Chopra
Chairperson

Fazila Hajeb
Vice Chairperson

Rasheeda Cooper
Treasurer

Hena Kalam
Secretary

Members

Nasya Bahfen
Heidi Abdel-Raouf

Nawal Ali

Anisa Buckley
Urfa Masood

Current staff

Joumanah El Matrah
Executive Director

Nuzhat Lotia
Manager and Research & Education
Group Work SILC Program:
Leadership Development and
Cornerstones Projects

Sultan Cinar
Legal Literacy Coordinator
Citizenship Project

Jaweria Khalid
Women's Groupwork
Settlement Worker
Parenting Resettlement Project

Asha Bedar
Research & Education Worker
SILC Program: Leadership
Development Program and
Cornerstones Projects

Zakia Ebrahim
Casework Supervisor

Filiz Mehmet
Young Women's Worker
Young Women's Project

Saffiah El Attar
Young Women's Worker
Young Women's Project

Rita Biro
Office Manager

Chairperson's Report

It is with great pleasure that I present to you the Annual Report of the Islamic Women's Welfare Council for 2010. This report marks a milestone in the evolution of the Council as it comes at the cusp of our statewide service assuming a national profile. This will be reflected in our organisational name change to the *Australian Muslim Women's Centre for Human Rights*, which Joumanah will elaborate upon further in her Director's Report. Suffice it to say, this name change represents a trajectory the Council has long been pursuing in the welfare sector, seeking to engender change in the outcomes for Muslim women via human rights advocacy.

The past year has seen the Council engaged with innumerable services, ranging from client contacts, group work, community projects, policy input and advocacy, all of which are detailed in this report. But what you won't see so transparently, is the reality that this work is conducted against a backdrop of often increased obstacles for Muslim women. The communal fallout of anti-Islamic backlash, or Islamophobia, in recent months has rendered the Council's support services frequently in overdrive. Countering women's experiences of discrimination

with timely representations to peak government bodies has now become an indispensable component of our brief. In many ways, this response based work informs our foray into human rights advocacy as per our new organisational shift.

I wish to take this opportunity to commend our excellent Committee of Management team whose skill set and positive outlook have greatly contributed to the 'can-do' vibe the Council so boldly puts forward. And enormous thanks to Joumanah, our stellar Director, without whose foresight and humanity the Council would be lost. The dedicated and exceptionally professional staff too, who work tirelessly year after year, are also testimony to the dynamic of this organisation that believes every woman they engage has the capacity to contribute, given the support and opportunity.

And finally thanks to our funding bodies both government and private. Their commitment to us affirms unequivocally, that our service is imperative in addressing the welfare matters of this multicultural country.

Tasneem Chopra

Executive Director's Report

This year has been particularly meaningful for the Council as it embraces a new name and national focus along with a new strategic vision. Our new title, Australian Muslim Women's Centre for Human Rights, reflects our development as an organisation over the last few years, as well as our growing commitment to promote Muslim women's human rights in Australia. This, we believe, more accurately reflects who we are as an organisation, and embeds us in a growing international Muslim women's movement, which we aim to represent in Australia.

Our new strategic vision outlined in this Annual Report does not reduce our commitment to local communities of Muslim women in Victoria. We will continue to be local service providers and advocates, while we undertake nationally focused campaigns and make representations for the rights of Australian Muslim women.

In addition to the redevelopment of our organisation and a new national focus, we have undertaken training with the complex and challenging Dr Amina Wadud on Islam and Muslim women. We have also continued to work with our international sisters, Musawah, in their work on bringing equality into the Muslim family.

Victoria remains our priority with 2567 service contacts with Muslim women and 1309 service contacts with professionals. Our group work programs have remained strong and we have continued our work with women in rural Victoria. This past year has seen us consolidate our work with Muslim children all over Victoria, strengthening our relationship with primarily and secondary schools. I would like to express a special thanks to all those schools that have welcomed our programs and assisted us to undertake our work despite their heavy workloads. Working with children represents not only a way of assisting women to parent, but primarily an investment in the future.

As usual there are many people I need to thank. I would like to give special thanks to the staff, whose work both in quality and productivity speaks for itself. I would like to thank the exceptional committee of management as they've steered this organisation into new territory and potentially a new life. Finally, I'd like to thank our donors who make our work possible: Department of Immigration and Citizenship; Department of Family, Housing, Community Services and Indigenous Affairs; The Ian Potter Foundation; R.E Ross Trust; The Helen McPherson Smith Trust; and the Victorian Women's Trust.

Joumanah El Matrah

The SILC program

The 2010 financial year saw the SILC (Self-esteem, Identity, Leadership and Community) program consolidate its work within its four main project areas:

- the National Leadership Grant for inter-state work with various Muslim women's groups around Australia,
- FAHCSIA's 'Cornerstones' on healthy family relationships,
- Ian Potter's 'Aydill' project aimed at developing peace values with children and parents; and
- the R.E Ross funded SILC leadership workshops.

The National Leadership Grant took forward the work that we had begun with Muslim women's groups around Australia, focusing on raising awareness of gender justice, human rights, and organisational development. Over the last year, a total of three organisational development workshops were run as part of the National Leadership project around Australia. These were run in Sydney, Adelaide and Perth.

To finalise the project, we organised and facilitated a two day workshop in Melbourne with key representatives from interstate groups with whom we have been working over the past two years. Women from Perth, Adelaide, Sydney, Brisbane and Melbourne participated. Together we identified, discussed and prioritised critical issues related to Muslim women in Australia, shared our experiences and discussed possible collaborations and positions.

In addition to capacity-building, SILC's empowerment-based groupwork with women continues both as part of Ian Potter's Aydill and R.E Ross projects. This year we have worked with women of Afghani, Turkish and Horn of Africa backgrounds in collaboration with Carlton Neighbourhood House and Doutta Galla Community Health Centre. While self-awareness and self-esteem featured as an important component of all the workshops, each

workshop stream was furthered adapted to the specific needs of the groups. With some workshops the focus remained on social awareness, gender justice, human rights, communication and leadership skills and community strategies; with others, the focus was on parenting and relationships.

Our work with schools, both mainstream and Islamic, is now an established and regular part of SILC and falls under both the Cornerstones and Aydill projects. As part of Cornerstones, which we completed in June 2010, we ran a total of five workshops. Two of these were run with girls in secondary school, two with boys in secondary school and one with Afghani women. The school workshops covered a range of issues relevant to young people: healthy relationships, youth issues and complex identities as migrants or refugees and Muslims. The focus on the women's workshop was almost entirely on confidence building and healthy family relationships as the group was made up of relatively more newly arrived women from refugee backgrounds with high needs of settlement and emotional support. In addition, 2 radio programmes were also run as part of the project in Somali and Turkish.

This of course does not represent all our work for the year, but does provide an insight into the type of work we undertake with women and children.

It has been a year in which our links with Muslim women's group across Australia have been strengthened and recognised, giving us a distinct identity as a leading organisation for Muslim women's human rights issues nationwide. Our work in schools and especially the interest it has generated in both mainstream and Islamic schools has also placed us in a unique position among community organisations working with children from diverse backgrounds. Overall, we have provided a range of modules to a variety of groups differing in age, ethnicity and location, making 2010 a year of great diversity!

Citizenship and Anti-violence Project

This year has seen the Citizenship and Anti-violence Project continue to provide services to newly arrived Muslim women. The core activities of the project included providing short contact services, information sessions and workshops, to build the capacities of clients for effective settlement in Australia. The short contact service was accessed by clients requiring simple advice, information or referrals. The information sessions focused on improving newly arrived women's knowledge and information about the legal system in Australia as it relates to protection of children, family law and family violence. The sessions are presented in community languages and the methodology is interactive, enabling effective knowledge transfer. Workshops on Family Law and Family Violence Law were conducted in rural Victoria in Shepparton and Dandenong for the Afghani community in collaboration with Victoria Legal Aid. An important contribution of these sessions and workshops were that they offered an opportunity to disadvantaged women, to gain knowledge about their rights for early intervention, and prevention strategies under the relevant legal frameworks. This project consolidated its strong working relationships, with the Broadmeadows Legal Service, Fitzroy Legal Service, Shepparton Legal Aid and Victoria Legal Aid.

Another focus of the project this year has been intensive capacity building of Muslim women through a leadership development and mentoring

workshop. The leadership workshop was conducted in partnership with the Immigrant Women's Domestic Violence Service with a focus on developing effective communication and analytical skills, to deal with social, family and personal issues and take on a leadership role in resolving problems. The mentoring project was the first of its kind that focused on Muslim and migrant women. It was developed in collaboration with Legal Centres and the Court Network. The aim was to support Muslim women in furthering their skills & knowledge, and to work as volunteers providing information and support to other Muslim women in accessing the legal and court system. The mentoring activity led to the development of a training module for migrant women working as volunteers within the legal system. In addition, the project continued to build and strengthen its linkages and networks through participation in meetings, as well as providing secondary consultations to mainstream service providers.

The highlight of the year for the projects has been setting the foundation for work with community radio stations to air regular programs on family law with the aim to educate communities about their rights and responsibilities. This work is ongoing and we aim to develop a network of community radio station representatives, legal centre workers and community workers to ensure programs are aired on a regular basis.

Parenting Project

The parenting project has worked extensively with newly arrived Afghani women residing in the cities of Dandenong and Casey, as well as rural Victoria, in Shepparton. The work focused on supporting and empowering mothers in dealing with parenting issues that are compounded by the settlement process in a new country and culture.

The highlight of the parenting project's work this year was a one day conference on parenting, held in May 2010. The conference focused on bringing newly arrived mothers from across Melbourne to participate in sessions on parenting skills. The conference was held at the Northcote Town Hall and was attended by 80 women. The day provided mothers with various concurrent workshops that they could participate in. The Council provided childcare on site to 50 children so that mothers could effectively participate in the sessions without having to worry about their children. The theme of the conference was parenting in a new culture, a topic addressed by the keynote speaker in the plenary. For the rest of the day, workshops offered newly arrived parents practical parenting skills such as communicating effectively with children, conflict management in the family and positive parenting strategies. The conference was enormously successful, and the clients provided excellent feedback.

The project also initiated sessions on the education system in Australia, based on the feedback received from newly arrived parents who wanted to gain a better understanding of the Australian educational system so that they could better support and guide their children's education. A session was organised for Afghani mothers in association with the South Eastern Education Department in Dandenong.

In addition to these new initiatives, the parenting project continued with its core activities of groupwork sessions, one-off information sessions and casework. This work included three groupwork sessions in south east Melbourne and one session in Shepparton, primarily with Afghani women, focusing on parenting in Australian culture and effective communication with children. One hundred and seventy women attended these sessions with most of the women having been in Australia for less than three years. Many of them had never attended a parenting program before and the feedback indicates that they found the sessions very useful. The women reported that they felt more confident about their parenting training and had also gained information about mainstream services that they can access. The women felt that it was important for them to learn about adapting their parenting practices to suit their new context and environment to facilitate their family's settlement.

Furthermore, four radio programs on positive parenting in Turkish, Somali and Arabic were aired with very positive feedback from the audience and the radio presenters. Other work included training and capacity building of service providers through sessions on Islam and the Muslim community in Australia; consultations, interviews and articles on issues such as banning of the burqa, Sharia, polygyny, sharia tribunal and practices of Ramadan. Another important aspect of our capacity building work includes participation in networks and meetings to present the Muslim communities' issues and concerns to generalist service providers.

The past year has been exhilarating for the parenting project with the success of the parenting conference and we are looking forward to another rewarding year.

Young Women's project

Group work and group information sessions delivered in secondary colleges across Melbourne metropolitan continue to be a rewarding and professionally challenging aspect of our project. These activities are in addition to the critical casework services delivered by the program and which are reported on separately.

The Young Women's project facilitated skills based group work programs at Minaret, Fountain Gate and Shepparton colleges. Groups consisted of participants from many communities including Afghanistan, Horn of Africa, South East Asia and Turkey. The programs covered a range of topics including identity, community and social inclusion, self-esteem, gender and communication. Participants surveyed at the conclusion of each program indicated that they felt more confident to speak about their thoughts and feelings relating to social and political issues impacting on them, more confident about settling in Australia, and increasingly positive about the educational and social pathways open to them. Further, they were more confident about facing potential challenges within the wider Australian community.

Group information sessions were held at Gilmore Girls, Reservoir and Fountain Gate Secondary Schools, and were well attended. They enabled participants to come together to talk and reflect on their settlement experiences, and their hopes and aspirations for the future. The sessions also provided school staff the opportunity to learn more about the Council and how it may assist them when working with young Muslim women requiring assistance.

The Young Women's Conference, "Building your future with academic and life skills" was a great success, bringing together 85 young Muslim women from diverse backgrounds. Victoria and La Trobe Universities, Victoria Legal Aid, Kangan Batman Institute of TAFE, RMIT and Eating Disorders Victoria, ran stalls on site and provided critical information regarding educational pathways and health and well being. The Conference not only provided a basis for information sharing and skill development, but also enabled participants to build their social networks and meet other young Muslim women from across Victoria. Participant feedback indicated the conference provided an opportunity for young women to meet, share information and learn from each other.

The conferences significantly increased the social and cultural connectedness of young Muslim women, especially those living in rural communities such as Shepparton. Shepparton young women identified issues such as social isolation, limitations on opportunities to meet with other young Muslim women due to geographical restrictions and cultural and religious restraints. Additionally, they identified issues such as being visibly, culturally and religiously "different" to others within their small communities as heightening negative perceptions of them, limiting wider social inclusion and acceptance. The conference offered an opportunity to normalise life experiences for these young women and social and culturally positive outlets for participation and inclusion.

Continued program reflection and planning has seen a change in direction of the project which has included future planning for the Homework Support Program to be run in 2011, and a fresh and innovative approach to existing activities.

Young Women's and Parenting Program Casework Services

The Parenting and Young Women's Casework Services (CWS) have continued to address complex issues faced by newly arrived and refugee Muslim women in Victoria. CWS received and accepted over 500 referrals from both mainstream service providers and self-referrals from clients facing issues relating to mental health, family violence and breakdown, parenting issues, homelessness and financial and legal aid, immigration advice and support to assist with the challenges of settlement in a new country and community.

CWS has also worked closely with clients in order to address immediate needs and in facilitating their transition to mainstream services with over 700 referrals made to sector services on behalf of clients. This has progressively enhanced and built our clients' knowledge of, and ability to navigate and access mainstream support services independently, to build personal capacity to solve problems as they arise and in gaining and demonstrating greater independence and the confidence to manage their own affairs.

CWS continues to be a strong presence at Community Sector Network Meetings sharing information and building strong relationships to promote the service and identify opportunities for more collaborative work practices across the sector. Frequently, our clients often do not access mainstream services directly due to language, cultural and/or religious barriers. CWS regularly provides information and clarification to sector staff at these meetings and during formal consultations regarding Islam and the context in which our clients come to require assistance from the Council and other sector services. In this context, CWS continues to play a vital role in advocating for our clients' rights and needs, in particular with access to mental health services, accommodation providers, government, education providers and support and ancillary services.

CWS continues its commitment to working with our clients, and the community sector from the most informed and innovative way, and which continues to honour, advocate and promote Muslim women's cultural, religious, social and political identities, and rights in the wider Australian context.

Facts and figures overview

Casework support to women	1940
Secondary Consultations	190
Groupwork sessions	79
Participants	952
Children's groupwork sessions	38
Participants	823
Two day organisational development and leadership workshops	6
Number of participants	74
Education/training/presentations	15
Number of education/training/ presentations/participants	500
Community consultations	25
Number of consultation participants	158
Homework group sessions	73
Number of homework group participants	1680
Workshops for Muslim women	56
Participants	404
Conferences organised	2

Objectives and Vision of old organisation

Islamic Women's Welfare Council of Victoria is a community welfare organisation established and managed by Muslim women for Muslim women. The Council was established in 1991, as a non-religious organisation reflecting the ethnic, cultural, linguistic and sectarian diversity of Muslim women living in the state of Victoria.

The Council is founded on the belief that meaningful change in the status of Muslim women is to be achieved through the improved situation of Muslim women individually and building their capacity collectively. To this end, the Council aims to facilitate Muslim women's full participation in Australian society. The Council is a grass roots organisation, informed by the historical, present and evolving status and needs of Muslim women, reflecting the impressive and complex diversity present in the Muslim Australian community.

The Islamic Women's Welfare Council aims to facilitate Muslim women's full participation in Australian society by:

- developing and delivering programs and services to meet the needs of Muslim women in a manner consistent with their values,
- empowering Muslim women through information, skill development, support and advocacy,
- promoting social justice, access and equity in the provision of services to Muslim women,
- promoting women's right to equality, justice, and self determination,
- promoting the complexity and diversity of Muslim women's identities, and building an interconnectedness between women through increased awareness of their common and diverse challenges,
- working to eliminate discrimination against Muslim women both within their community and in the broader social, economic and political spheres of Australia.

- contributing to the development of knowledge about Muslims at all levels of government, amongst professionals and within the general community,

The Council's work has been well recognised by various levels of government, the service system and by the community. Current work priorities of the Council include:

- settlement of newly arrived women into Victoria,
- poverty and housing,
- violence against Muslim women,
- capacity building and leadership development,
- education and training,
- economic participation.

The Council works toward these priorities by:

- providing a generalist support service,
- assisting women to locate housing and shelter,
- undertaking a community education campaign on citizenship and Australian law,
- providing parenting education sessions,
- developing leadership capacities in Muslim women
- facilitating communication skill development among young women,
- conducting research and community education campaign on violence against Muslim women,
- working against racial, religious and gender based crimes and vilification of Muslim women,
- lobbying and advocating on behalf of Muslim women.

Services available to Muslim women

All Muslim women living in Victoria are entitled to access services and programs provided by the Council. Current services operating at the Council include:

- information and referral,
- individual casework support and counselling,
- range of skill development group work and community education sessions,
- recreation and support groups,
- individual mentoring programs,
- volunteer and student placements.

For mainstream and community organisations, government and academic institutions:

- cross-cultural training and training on Islam,
- secondary consultations,
- research,
- projects,
- student/volunteer placements,
- publications.

Islamic Women's Welfare Council Office

Annual General Meeting 2009

Keynote address introduced – Alexandra Willis: Founding Producer of Doha Debates – BBC World Program

Biography: Alexandra Willis was the founding producer of the Doha Debates for 5 years from their inception in 2004 until the end of their fifth series.

The Doha Debates, a project of the Qatar Foundation, are the premier forum for debate and free speech in the Arab world and are chaired by award-winning journalist Tim Sebastian. They are filmed at the headquarters of Qatar Foundation and broadcast around the globe on the BBC World News international television channel each month.

Before moving to Doha, Ali was a journalist with BBC News for over 10 years – first based in Russia in the BBC's Moscow Bureau, and then in London on the hard-hitting interview programme "HardTalk with Tim Sebastian". Ali has an M.A. in Russian literature and international politics from the University of St. Andrews in Scotland.

Alexandra Willis

- Thanks Joumanah
- Going to talk about Arab women's empowerment
- Initiated by wife of Amir of Qatar
- Mainly other nationalities in Qatar
- Vision: to educate population
- Conditions for debates 5 and half years ago: would have complete independence. Remarkable achievements. Picked up challenging issues.
- Level of free speech that didn't exist anywhere in the world.
- Filmed it in Ameera's (of Qatar) office. Opened up herself for criticism and challenge because debates were so public on BBC.
- Explained format
- Gave context – her role in identifying speakers
- Audience was mainly students, many women
- Raised voice and voted in the end
- Introduced clips
- Video played: snippets from show
- Very encouraged by the impact
- Made possible by reform, vibrant curiosity and enthusiasm by people
- Programme was top-rated in the BBC
- Delighted by how this sparked civil engagement and free speech
- Now there's a debating association
- Female students most enthusiastic
- Women routinely turned up
- Men involved too, but more women
- In its purest form, debating can be extremely empowering
- Audience members, sometimes actually changed their minds after listening
- Qatar now has debating societies and leagues
 - Sends teams to championships
 - Now there are Arab debaters
 - Hope you will find this inspiring, thanks to Her highness and educational reform

Income statement for the year ended 30 June 2010

	Note	2010 \$	2009 \$
Income			
Grant Income		618,003	523,293
Interest received		5,434	723
Membership Fees		118	28
Consultancy Fees		649	15,381
Donations		5,626	615
Project Management & Admin. Reimbursements		64,268	57,730
Melbourne Uni Service Fees		18,875	13,224
		712,973	610,994
Expenditure			
Salaries		418,379	354,165
Superannuation		37,201	25,091
Staff Travel		29,470	37,052
Staff Amenities		1,120	2,175
Other Employment Costs		2,802	4,614
Accounting and audit fees		17,056	7,840
Bank Charges		401	397
Cleaning		1,761	1,637
Capital Expenditure (minor equipment)		1,884	4,326
Depreciation		328	-
Evaluation Expenses		500	9,300
Postage		345	688
Printing/Photocopy/Fax		10,326	10,698
Rent & Rates		19,090	20,281
Maintenance		2,728	125
Catering		5,229	4,411
Resources		85	593
Office Expenses		1,546	6,531

	Note	2010 \$	2009 \$
Expenditure			
Sundries		(203)	1,797
Telephone		6,956	5,509
A.G.M. Costs		4,645	31
Insurance		13,684	4,933
Training Costs		9,136	60
Publications/Subscriptions/Membership		1,044	1,002
Provision for Annual Leave		18,353	-
Provision for Long Service Leave		438	-
Consultancy / Professional Fees		5,061	9,679
Marketing & Promotions		682	-
Tutoring Fees		3,470	2,250
Conferences & Forums		3,876	174
Utilities Costs		1,877	2,048
Interpreting & Translation Costs		2,341	2,603
IT & Software Costs		4,150	4,598
Project Management Costs		63,861	36,934
Administration Support Fee		-	11,067
Venue Hire		1,346	6,084
Childcare		2,289	310
		693,257	579,003
Profit before income tax		19,716	31,991
Income tax expense	2	-	-
Profit after income tax		19,716	31,991
Retained Profits at the beginning of the financial year		87,392	55,401
Retained Profits at the end of the financial year		107,108	87,392

Balance sheet

as at 30 June 2010

	Note	2010 \$	2009 \$
Current assets			
Cash		3 333,541	256,492
Trade and other receivables	4	20,723	23,674
Total current assets		354,264	280,166
Non current assets			
Property, plant and equipment	5	7,234	1,363
Total non current assets		7,234	1,363
Total assets		361,498	281,529
Current liabilities			
Trade and other creditors	6	54,471	48,533
Amounts received in advance	7	118,460	-
Project balances	8	-	82,937
Provisions	9	81,459	62,667
Total current liabilities		254,390	194,137
Total liabilities		254,390	194,137
Net assets		107,108	87,392
Members' funds			
Retained profits		107,108	87,392
Total members' funds		107,108	87,392

Notes to the financial statements for the year ended 30 June 2010

Note 1: Statement of Significant Accounting Policies

This financial report is special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporations Act 1981 (Vic). The committee has determined that the association is not a reporting entity.

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

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

a. Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks, and other short-term highly investment with original maturities of three months or less.

b. Income tax

The income tax expense (revenue) for the year comprises current income tax expense (income). The association does not apply deferred tax.

Current income tax expense charged to the profit and loss is the tax payable on taxable income calculated using applicable income tax rates enacted, or substantially enacted, as at the end of the reporting period. Current tax liabilities (assets)

are therefore measured at the amounts expected to be paid to (recovered from) the relevant taxation authority.

The Association is exempt from paying income tax by virtue of Section 50–45 of the Income Tax Assessment Act, 1997. Accordingly, tax effect accounting has not been adopted.

c. Property, Plant and Equipment

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all property, plant and equipment is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use. Leasehold Improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

d. Employee Entitlements

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amount expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of estimated future cash outflows to be made for those benefits.

Provision is made for the Association's liability for long service leave from commencement of employment, not from the 5 year employment period normally accrued as industry practice.

e. Provisions

Provisions are recognised when the Association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

f. Impairment of Assets

At the end of each reporting period, the entity reviews the carrying values of its tangible and intangible assets to determine whether there is an indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expenses to the income statement.

g. Revenue

Revenue is brought to account when received and to the extent that it relates to the subsequent period it is disclosed as a liability.

Grant Income

Grant income received, other than for specific purposes, is brought to account for the period to which the grant relates.

Deferred Income

Unspent grant income received in relation to specific projects and events is not brought to account as revenue in the current year but deferred as a liability in the financial statements until spent for the purpose received.

Capital Grants

Grant Income received relating to the purchase of capital items is shown as Unamortised Capital Grant and brought to account over the expected life of the asset in proportion to the related depreciation charge.

Interest Revenue

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

Donations

Donation income is recognised when the entity obtains control over the funds which is generally at the time of receipt.

h. Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payable in the assets and liabilities statement are shown inclusive of GST.

Notes to the financial statements for the year ended 30 June 2010

	2010 \$	2009 \$
Note 2: Income Tax Expense		
Prima facie tax payable on operating profit at 30% (2009: 30%)	5,915	9,597
Less tax effect of: non-taxable member income arising from principle of mutuality	(5,915)	(9,597)
Income tax expense	-	-
Note 3: Cash and cash equivalents		
Cash at bank	333,541	256,492
Note 4: Trade and other receivables		
Trade and other receivables	20,723	23,674
Note 5: Property, plant and equipment		
Office equipment – at cost	7,562	1,363
Less: Accumulated depreciation	(328)	-
	7,234	1,363
Note 6: Trade and other payables		
Creditors and accruals	48,572	39,347
GST amounts payable	5,899	9,186
	54,471	48,533
Note 7: Amounts received in advance		
Grants in advance	118,460	-

	2010 \$	2009 \$
Note 8: Project balances		
Project balance – Danks	-	9,901
Project balance – Ian Potter	-	30,235
Project balance – Leith	-	7,901
Project balance – Attorney General's Dept.	-	34,900
	-	82,937

Note 9: Provisions

Current

Provision for annual leave	55,410	37,056
Provision for long service leave	26,049	25,611
	81,459	62,667

Note 10: Reconciliation of cash flow from operations with profit from ordinary

Activities after Income Tax

Profit after income tax	19,716	31,991
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**Cash flows excluded from operating profit
attributable to operating activities**

Non-cash flows in profit

Depreciation	328	-
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Changes in assets and liabilities;

(Increase)/decrease in trade and other receivables	2,951	(23,674)
Increase/(decrease) in trade and other payables	(28)	38,272
Increase/(decrease) in amounts received in advance	118,460	(16,892)
Increase/(decrease) in project balances	(82,937)	47,144
Increase/(decrease) in provisions	18,792	18,586
Net cash provided by Operating Activities	77,282	95,427

Independent audit report to the members of islamic women's welfare council of victoria inc.

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Islamic Women's Welfare Council of Victoria Inc., which comprises the assets and liabilities statement as at 30 June 2010 for the year then ended, the income and expenditure statement, a summary of significant accounting policies, other explanatory notes and the statement by members of the committee.

Committee's Responsibility for the Financial Report

The committee of the association is responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are consistent with the financial reporting requirements of the Associations Incorporation Act 1981 (Vic) and are appropriate to meet the needs of the members. The committee's responsibilities also include designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conduct our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making presentation of the financial report 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the committee's financial reporting under the Associations Incorporation Act 1981 (Vic). We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

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

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

Auditor's Opinion

In our opinion:

The financial report of Islamic Women's Welfare Council of Victoria Inc. is in accordance with the Associations Incorporation Act 1981 (Vic) including:

- i. giving a true and fair view of the Association's financial position as at 30 June 2010 and of its performance and its cash flows for the year ended on that date; and
- ii. complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporation Act 1981 (Vic).



Sean Denham

Sean Denham & Associates

Dated: 18 August 2010

CPA's

Suite 6, 707 Mt Alexander Road, Moonee Ponds Vic 3039



THE AUSTRALIAN MUSLIM WOMEN'S CENTRE FOR HUMAN RIGHTS
Equality without Exception

Our Strategic Intent

The Australian Muslim Women's Centre for Human Rights is an organisation of Muslim women working to advance the rights and status of Muslim women in Australia.

We are a non religious organisation because we understand that the diversity of the Muslim community in Australia means that there is not sufficient consensus on critical issues related to the status of women in Islam. This recognition of diversity ensures our accessibility and relevance to all sects, schools and groups within the Muslim community.

As an organisation committed to human rights, we will not remain silent when Islam is used to undermine the status of Muslim women but will intervene in these instances with facts and informed analysis.

Our intent is to challenge cultural hierarchies or any system of monopolization or exclusion that result in reducing the rights and status of Muslim women.

Our framework of understanding is the international Muslim women's movement for equality and dignity but our action and concern is focused on the local communities in Australia where Muslim women live.

We work for the rights of Muslim women by:

- empowering women's self-determination
- bringing a human rights approach to bear on issues of inequality and disadvantage
- working with individuals, the community, and government to advocate for equality within the Australian context

We aim to inspire positive action by others and aspire to continuously enhance the quality, impact and effectiveness of our work.

Our Principles

The one foundational principle that informs our approach to our work is that Muslim women's equality is:

- without exception
- without qualification
- without threat

Our Work

Who are we?

In 1991 the Islamic Women's Welfare Council of Victoria (The Council) was established by Muslim women for Muslim women. The Council was founded on the belief that meaningful change to the status of Muslim women could be achieved through the improved situation of Muslim women individually and by building their collective capacity.

In December 2011, the Council's name was changed to the Australian Muslim Women's Centre for Human Rights (the Centre) to better reflect the Council's significant role as a human rights defender. This change recognises the singularity of our voice and work on Muslim women's human rights across Australia.

As advocates of Muslim women's rights, we are in chorus with a multitude of Muslims all over the world supporting a vision of Islam at its most progressive, immediate and pertinent to the challenges Muslim women face. Our work in Australia contributes to the already substantial work on Muslim women's human rights taking place across the world in Muslim and non-Muslim majority countries.

How do we see the world?

For the most part, Muslim women who migrated to Australia did so as heirs of a rich, pluralistic tradition, but also as bearers of significant disadvantage, discrimination and, at times, violence. In the context of our history, Islam has been both a liberating and oppressive force in the lives of women, influenced by the vision and limitations of patriarchal society.

THE AUSTRALIAN MUSLIM WOMEN'S CENTRE FOR HUMAN RIGHTS

Equality without Exception

Historicising how Islam was understood and brought to bear on the status of women testifies to the diversity and plurality of tradition and practice: there has been not one Islam in which all Muslims have participated, but a multiplicity of Islamic interpretations in which many people have lived.

The pursuit of justice and equality for Muslim women has been present to varying degrees in all historical periods and across all cultures and societies. While this pursuit has not always resulted in structural and institutional change, it has nonetheless featured as part of Muslim women's history. Today, all over the world, Muslim women are working and mobilising for change.

This global movement for parity is relevant to Australian Muslim women, whether immigrants or daughters of immigrants, because it brings us closer to the challenge of equality in the Australian context, not just equality with Muslim men but equality with all Australian citizens.

How does our world view influence our work?

We take a non religious, non sectarian approach to our work and adopt a social justice lens to Islam when it is used to justify any infringement against women. This allows us to work with all Muslim women. We believe that there is not one view of Islam that represents all Muslims in Australia and, further, that the diversity of Muslims in Australia is a strength.

We believe that Muslim women must be the impetus for change in their status as citizens.

What are the core areas of work we undertake?

We prioritise very practical work for women that improve their lives in tangible and measurable ways. We work with individuals, groups and service providers in the following areas:

- case work, referrals, secondary consultation and outreach
- advocacy
- community based program and service delivery
- capacity building
- leadership development
- policy development
- partnership projects

We have recently established the Australian Institute for Minority Women (the Institute) to operate as the research and consultancy arm of the Centre. The experience of Muslim women as a minority has much in common with women's experiences from other minority groups. The Institute was created because, we believe, the expertise we formed working with Muslim women could be useful to all minority women. As well as providing an insight into the conditions and situations of minorities in Australia generally, the Institute seeks to build an alliance with other minority women in Australia as a gesture of solidarity. The Institute undertakes the following activities:

- research
- training development and delivery
- publications
- consultancy services



THE AUSTRALIAN MUSLIM WOMEN'S CENTRE FOR HUMAN RIGHTS

Equality without Exception

The Australian Muslim Women's Centre for Human Rights

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