



ISLAMIC WOMEN'S WELFARE COUNCIL *of Victoria Inc.*

Annual Report 2008

Published by:

Islamic Women's Welfare Council of Victoria Inc.

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Council structure

Committee of Management

Executive committee

Tasneem Chopra	Chairperson
Urfa Masood	Vice Chairperson
Rasheeda Cooper	Treasurer
Hena Kalam	Secretary

Members

Nasya Bahfen

Fazila Hajeb

Anisa Buckley

Current Staff

Joumanah El Matrah	Executive Director
Nuzhat Lotia	Manager and Research & Education Group Work SILC: Leadership Development Program and Cornerstones Program
Sultan Cinar	Legal Literacy Coordinator Citizenship Program
Nagwa Yassin	Community Development Worker Parenting & Resettlement Program
Jaweria Khalid	Women's Groupwork Settlement Worker Diversity, Choices & Communications Program & Parenting & Resettlement Program
Moona Hammoud	Young Women's Settlement Worker Diversity, Choices Communications Program
Maisa Dornaika	Project Worker Building Futures Program
Asha Bedar	Research & Education Worker SILC: Leadership Development Program and Cornerstones Program
Student	Ahlem Merhi



Objectives and Vision

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 and that of their community,
- 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 the complexity and diversity of Muslim women's identities, and building an interconnectedness between women through increased awareness of their common and diverse challenges,
- promoting women's right to equality, justice, and self determination,
- 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 housing and generalist support service,
- undertaking a community education campaign on citizenship and Australian law,
- providing parenting education sessions,
- developing leadership capacities in Muslim women
- facilitating identity development and communication skill development among young women,
- conducting research and community education campaign on sexual violence against Muslim women,
- conducting research into school retention rates among young Arab and Muslim women and other issues relevant to 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 counseling,
- 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

Chairperson's Report

It is with great pleasure I present to you the 2008 Annual Report for the Islamic Women's Welfare Council of Victoria. This has been a year of organisational growth amidst a global climate of critical change. At the ground level, the Council has provided services to its clients in areas of counselling, advocacy and empowerment. At a secondary level, links have been forged with key organisations to ensure the Council's continued presence across local, state and national initiatives where the wellbeing of Muslim women features paramount.

The COM members have enjoyed a tremendous year in overseeing projects, grappling with community issues and contributing to the role of the Council in addressing concerns for its clients. Certainly the diverse cultural and professional background of the COM has enhanced its operational response to these issues in a way that is both progressive and relevant to the wide-ranging needs of this client group. Under the stewardship of Joumanah El Matrah as Director, the Council has continued to grow in its vision and in the high calibre of services it delivers. And as always, the amazing team of workers that comprise this organisation have continued in their efforts to provide the highest quality output in every area of their portfolios.

Of the more outstanding achievements this year, the completion of the Racial Violence Report stands out as a major milestone. Certainly the outcomes from this research document

indicate the need for the Council to further its work in both community education, as well as in reaching out to Muslim women who have distanced themselves from society for fear of being vilified. Ultimately the scope for this issue to be resolved over time gives the Council great hope. And certainly the pathways upon which to explore this solution now present an immediate challenge for us all.

With a great many achievements under the Council's belt this year, there is still little room for complacency. As always the staff and Director remain constantly vigilant about issues affecting Muslim in this state, and indeed, this country. And with such a remarkable team of capable and visionary women at the helm, the future looks fantastic.

Tasneem Chopra

Executive Director's Report

This year is particularly meaningful for the Council as it sees the realisation of its four year research project exploring Muslim women's experiences of racism and discrimination in the post September 11th, 2001 environment. This is the culmination of seven years work for the Council in its advocacy and pursuit to investigate and document women's experiences of racism as real and significant. For many years now we have been concerned about the possible impact of the past seven years of global tensions and the socio political environment on the lives of Muslim women.

For many years now we have said that this reality had to be explored in detail and through the prism of those affected. The affects of terrorism, particularly Bali, has been terrible on Australian society, with the loss of many innocent lives. Our report focuses on a very small aspect of this, concentrating on the views and beliefs of Victorians about Muslims and Muslim women's experiences in Victoria post September 11th, 2001 environment. Our research clearly demonstrated that Muslim women continue to experience ongoing daily forms of racism, and have withdrawn themselves from the public space. A significant number of Victorians surveyed hold positive views of Muslims and minority communities in general, but a substantial number hold negative views of Muslim women. Our overall purpose in undertaking this research was to develop with Muslims and non Muslims a range of strategies to assist mutual understanding and respectful co-existence, and all the participants involved in our research provided a great number of recommendations towards improving intercultural relations. In this regard, the report provides a great deal to be optimistic about for future intercommunity harmony.

It is important to note however, that the research clearly demonstrates that ordinary Muslim women are in desperate need of protection, and their safety and that of their children is often put at risk, and secondly mainstream Victorians continue to have little to no contact with Muslims in this state.

There are also many other important achievements worthy of note this year, particularly our ongoing capacity building work with sister organisations across Australia. Our goal continues to be a strong Muslim women's national network representing the Muslim

community on issues vital to its well being and status in Australian society. In addition to this, we are very excited to have been provided with the opportunity to pilot a peace education program across Victoria. It will be the first of its kind in Australia and builds on a long period of research and reflection for the Council about what is important and necessary for the community's development.

Our core work has remained consistent, providing 4841 services to women and children, and 2050 services to mainstream communities and service providers this calendar year. Continually the work of our staff speaks for itself; as always they are innovative, tremendously productive and amazing women in their own right. It is because of our wonderful team that this year we have had a strong presence with Muslim women on a statewide and national level.

As usual there are many people we need to thank; our fantastic committee of management of course deserves a special mention for their work and infinite level of generosity. The Fitzroy and Carlton Community Co-operative, as well as Department of Immigration and Citizenship and Department of Family, Housing, Community Services and Indigenous Affairs; both their Local Answers Section and the Office for Women, The Ian Potter Foundation, Invergowrie Foundation and the Victorian Multicultural Commission. We need to say special thanks to the Myer Foundation for their support of research into racial violence against Muslim women. The Foundation assisted when state and federal levels of government shied away from the controversy of the topic.

Joumanah El Matrah

Highlights 2008

Muslim Women's Conference

The Muslim women's conference held in February 2008 was very successful in bringing together Muslim women from diverse communities to discuss issues of importance to them and to strengthen their linkages and networks within and across communities. The conference was attended by a total of 120 women from diverse backgrounds, including the Horn of Africa, Afghani, Turkish, Kurdish and Arab communities. The conference's keynote speakers were Hanifa Deen, author and former director of SBS, and Tasneem Chopra, Chairperson of the Islamic Women's Welfare Council of Victoria. The theme of both their speeches was the struggles and achievements of migrant Muslim women in Australia. Interpreters were available to translate for Turkish, Arabic and Dari speaking women.

Women at the conference attended sessions on a range of topics:

- Building stronger families,
- Leadership & community participation
- Women's rights & responsibilities
- Migration: a citizen's approach,
- Welfare system: a social justice approach and
- Settlement: how the younger generation do it differently.

The feedback from the conference was extremely positive with women wanting similar events in future on a regular basis. The women who have participated in the conference have said the following about their participation in and learning from the conference workshops and how useful it was:

- Talking about past experiences and what you can do in future.
- Family issues and the values of parents.
- Stronger families session was very useful.
- I loved every moment I spent in here.
- Have more conferences please.
- Excellent, I wish it had gone for longer.
- Clear and would like more such meetings.
- It was very clear and well organised and I like the personal stories that the facilitator shared with us.

- About how one person can make a difference in someone's life.
- Learning about law – learned new things.
- Activities that clarified problems.

We would like to thank Amal El Khoury, Gabby Fakhri, Flora Culpan and Adele Murdolo for their skilled facilitation of workshops.

Young Women's Conferences:

In order to enable greater access to young Muslim women in Shepparton, we held a young Muslim Women's Conference in Shepparton itself, titled, 'Staying Healthy'. This was held in partnership with Shepparton Uniting Care Cutting Edge Service, a partner we greatly value. The day consisted of a keynote speaker and concurrent sessions, providing important information for participants. A total of thirty young immigrant women from Afghani, Iraqi and Sudanese backgrounds living in Shepparton attended the conference. Schools represented included; Shepparton High School, McGuire College, Goulburn Ovens Institute of TAFE and Wilmot Road Primary School.

In addition, our annual Melbourne based conference titled, 'The Law and Our Rights – A conference for young Muslim women' was held October 2008 at the Hume Global Learning Centre in Broadmeadows. The day consisted of two keynote speakers and five sessions focusing on improving participants' knowledge of the legal system and laws in Australia. The workshops were facilitated by presenters from relevant agencies working in the area of law and youth. The afternoon consisted of three different dance workshops. A total of 90 young women from diverse ethnic and linguistic backgrounds attended the conference. Schools represented included; Gilmore Girls College, East Preston Islamic College, Noble Park English Language School, Eumemmerring College, Preston Girls Secondary College, Goulburn Ovens Institute of TAFE and Shepparton High School.

Feedback from both conferences was extremely positive and requests from young women and schools to hold similar events continue to flow in.

Project reports

Citizenship report

2008 was full of activity for the Citizenship Project in working with Muslim women to improve their access to main stream services through case work, community education programs, community development initiatives, and leadership training programs. During the year, our casework support service worked on providing information and referral to Muslim women and their families. The case work aims to set goals for each client according to their needs in order to achieve the best outcomes.

This year the project ran legal education programs in collaboration with Youth Law Foundation and the Broadmeadows Legal Service. We also coordinated a series of radio programs that were broadcast on community stations to inform Muslim listeners of the legal rights and responsibilities of both the Police and individual citizens with additional information provided on the powers of ticket inspectors on public transport systems in Victoria. Fifteen radio segments were broadcast to target Afghani, Sudanese, Kurdish and Turkish communities. Radio programs run in Dari, Arabic, Turkish language. The feedback from the community was very positive and the information provided was very useful for them.

In addition, the project conducted information sessions to newly arrived Muslim communities providing culturally and linguistically sensitive orientation/life skills information. Six such sessions focusing on employment, education and training programs, legal services available in the North, money management and public transport were held.

Our information provision work was supported by intensive community development programs aimed at enabling Muslim women and their families to participate in the wider Australian community and to identify common goals and interests, develop a shared purpose and promote a sense of identity and belonging. During the year, a capacity building and leadership program was run for twelve weeks with Kurdish and Turkish women.

An important part of the capacity development work of the project has been to develop skills among Muslim women to assist them to find permanent employment. In this initiative we also supported them to train in small business development. We collaborated with CERES and AMES to undertake the CERES Food Project, a community sustaining social enterprise producing certified organic food products while providing accredited training in hospitality (Cert II Kitchen Operations). We provided ongoing support to the women and they successfully completed and graduated in July 2008. Following on from this success, Somali and Turkish speaking women were recruited to attend the "AMES Social Enterprise Information Session for CALD Communities". Two sessions were held with interested community members and both groups expressed an interest in setting up catering services that specialize in Turkish and Somali cuisine respectively. Since then, the Council has been involved in a partnership with the Spectrum Migrant Resource Centre to organise a Certificate III Children Services Course developed for Muslim women. The course commenced in September 2008 and will run thrice a week for seven months.

Many of the Muslim women from the North that we work with were concerned about the Royal Women's Hospital's (RWH) "pull back strategy" and asked us to be involved in their lobbying efforts. The project has been involved in participating in the "Fair Go For Hume" group since April this year. The group was formed in response to the RWH denying women living in Hume access to its maternity services. The group is made up of local community women directly affected by the new strategy. It includes women from a range of ages, faiths, cultures, and employment status and income levels. One of the demands of the group is for the State Government to review maternity services at the Northern Hospital and all hospitals across Victoria and to provide uniform quality services for pregnant women. The group has had several meetings with local parliament members from the North, the State Health Minister, RWH Chairperson and the Northern Hospital's management. We are very proud to support

community women working passionately for their community.

The Citizenship project has also supported other projects such as consultation groups to assess translated written material on disability services for Arabic, Somali and Turkish speaker. Another project that we supported was the 'Women Understanding Money in Australia' project run by Women Health in the North. The project aimed at empowering newly arrived women with the knowledge and skills needed to manage finances in Australia. We supported the project by recruiting and referring potential bilingual facilitators from diverse backgrounds (women who completed Leadership Training with IWWCV) for a two day facilitator training course. Three of our leadership training participants attended the course. These trained facilitators have developed and run six weeks education programs for their own communities on managing finances in Australia.

In the end, I would like to sincerely thank all my colleagues at the Council for a productive year as well as other service providers who worked with us to develop and deliver programs.

Young Women's Workers' Report

The Council's Young Women's Program has continued its work with young newly arrived and refugee Muslim women in secondary schools across Victoria in 2008. The core work of the program has continued to be support and advocacy for individual women and intensive group work support in schools. This year we have worked with 470 young women. We held two conferences this year, one in Melbourne and another in Shepparton to provide young women with an opportunity and a safe environment to receive information about Victorian law relating to youth and health issues associated with settlement and migration. Both conferences focused on providing an opportunity for young women to voice any concerns or personal dilemmas they might have regarding these two topics.

We have remained focused on intensive support and coaching for young women to contend with issues at home, in the community and at school. Accessing affordable and long term housing remains a dominant issue in our individual work with women. Other issues young Muslim women face are legal and financial, family violence and breakdown, homelessness and mental health.

This year we organised groupwork programs throughout 2008 with Eumemmerring College and Noble Park English Language School. All sessions were well attended by young women who had immigrated from Afghanistan, Burma, China, Turkey, Serbia and Sudan. We have also commenced work in Shepparton targeting young women who have recently arrived from Afghanistan. Groupwork sessions with young Muslim women have focused on issues such as gender development, self esteem, identity development, health and wellbeing, and positive communication skills.

We held several one off workshops with Carwatha College, Peter Lalor Secondary College, East Preston Islamic College, Noble Park English Language School, Australian International Academy, Gilmore College for Girls and Eumemmerring College. The workshops covered diverse skills required by young women such as leadership, but also other issues pertinent to their settlement such as health and well being and living in a diverse society.

We have increased our networks with mainstream schools and agencies to support our case work and groupwork services. This also assists us to promote our program and work in various agencies involved with young people. We have produced an E-newsletter to inform teachers and workers in the sector about current programs and upcoming events of the Council.

We have really enjoyed working with young Muslim women in secondary schools across Melbourne and Victoria and are looking forward to continuing our work in 2009.

Parenting Program Report

The Council's Parenting project aims to provide support to newly arrived mothers and their families to settle in Australia successfully. We have had a busy year in this regard, particularly with our work in rural Victoria. In addition to our work in Shepparton, the parenting program worked in the Cities of Casey, Maribynong, Yarra, Hobsons Bay, Hume, and Brimbank. The women we have worked with in 2008 were primarily immigrants from Afghanistan, Sudan, Somalia, Iran and Iraq. The support we provided women included case work, group work support; intensive and one off information sessions. We also tried to reach a broad audience through radio programs to raise awareness and understanding of parenting and parenting difficulties for Muslims in Australia, with a focus on newly arrived families.

The program was extremely busy with case work throughout the year. This was due to the increased number of cases of acrimonious Islamic divorces, family violence and requests for family mediation and counseling. Housing continued to be an issue for our clients and many sole parents continue to experience significant barriers to locating safe housing for their families.

Intensive group work programs were conducted with Sudanese women in June and October 2008 in Shepparton. The sessions included information and discussion on child development, disciplining techniques and effective ways of communicating with children. Sixteen women participated in each program. Women in this region continue to need support to be able to settle in this region. We hope however, that the future will see a number of women leaders emerge from that community, particularly on issues of parenting.

The Council held sixteen consultations with Muslim women regarding their parenting concerns and needs. The purpose of these consultations was to ensure that our parenting program is useful and meaningful to the community and that it adequately supports women. Some of the needs that were identified were information on child development

and child behavior, developing effective communication channels and methods between parents and children, dealing with language and cultural barriers, integrating into the wider community, role of fathers, sports facilities for children etc.

An important aspect of the program's work is also maintaining links with relevant agencies within the sector. Networking supports our case work and group work program, and without the support of other workers our work would not be possible. Over the year we have attended networking meetings and met with agencies such as the community health centers, domestic violence services, legal aid centers, housing services and other community and human services to talk with them either on behalf of our clients, to learn about their role and to inform them of the program's work.

In order to facilitate Muslim women's integration in Australia, we also provide the information sessions on Islam and on Muslim communities for communities and agencies including schools (teachers and students), as well as community and health centers. The Council has received great feedback on these sessions and we continue to receive requests for further training. We also participated in several radio interviews organised by 2GB, SBS National and SBS Arabic radio stations to build awareness about Islam and Muslims in the wider community. This year our media work focused on controversial issues such as polygny and honour killing of young women. This work was led by Joumanah on behalf of the program.

Finally, community radio programs also form an important part of the program's strategy in building awareness and knowledge of newly arrived Muslim women, particularly aimed at those women who are unable to read a lot of the information that is available from services. The programs are aired during community radio programs and cover parenting related information. A series of programs on adolescent parenting was aired on SBS Arabic radio and Turkish 3ZZZ radio. The programs were well received by the community and radio stations have requested the Council to run similar programs in the future.

Building Futures Project Worker's Report

The 'Building Futures' Homework Support Program gives direct support to young Muslim women through homework tutoring support. The program has been running seven years now and continues to be in demand. The program supports young Muslim women in secondary school (year 7 to year 12) who are at risk of dropping out. Currently we have two weekly sessions operating in Footscray and Preston.

Those who attend the homework program are generally newly arrived young women who may not have an adequate home environment conducive to study. In this regards the program is extremely useful for disadvantaged young women. Students complain that the two weekly sessions for homework group are not enough and that another day would be beneficial.

In addition to the homework support that is provided through this program, we assist young women to develop an interest in career planning, as well as providing general case work service when needed by the young women.. As a youth worker is has been a challenging yet rewarding experience to work with these young women. It has been great to witness how much the young women have improved in their school work and their attitudes towards education in general. The young women's confidence and self esteem has flourished and the negative stigma of homework support is not like it was few years ago. Women attend the group on a regular basis and feel comfortable to do so, without being judged or criticized by their peers.

I have enjoyed working with young women and teachers within the school settings. I watched the success of the program and have felt particularly excited about the growth of the program in 2009 to include one off workshops that assist young people in schooling. None of the above would be possible without the funding and support of the Invergowrie Foundation; it has been a privilege working with them. It has also been amazing to work with the positive and motivated people within the program, and I am looking forward to 2009 with new tutors and students.

SILC Report

2008 was a year of new horizons for SILC, the Self-esteem, Identity, Leadership and Community development programme! For the past six years, the programme had been focusing on developing the awareness, skills and leadership capacities of Muslim women. While this remains the overall goal of the programme, this year, we ventured into new waters, first by moving more fully into our work with children in primary schools and second, by consolidating our work with Muslim women's organisations across Australia.

In 2007, we piloted our children's group module with two schools in Melbourne. The success of the programme encouraged us to target more schools, and in 2008 we completed 7 groups (grades 1 – 4) with Bellevue Park and Fawkner Primary schools, with the aim of improving their self-confidence and life skills, covering the following topics:

- Self-esteem
- Identifying and dealing with feelings
- Peaceful social skills
- Gender
- Tolerance and dealing with diversity

The groups comprised 5 – 6 sessions of about 45 minutes each, involving a range of activities combining learning and fun, such as drawing, stories, role-plays, go-arounds, picture stories, etc. Verbal and written feedback from the teachers and the children themselves has been very positive, and we now plan to work extensively with both primary and secondary schools around Victoria in the coming years. *Cornerstones*, focusing on family values and integration and *Aydill*, focusing on life skills, peace values and harmony have allowed us to make our life skills development work with children a significant part of our programme goals. An exciting aspect of this project is that it also includes extensive work with secondary school students, parents and teachers, thus making life skills and peace values an important focus of our work.

Similarly, we had begun some work with Muslim women's organisations nationwide (Adelaide, Perth and Sydney), but this became a major focus of our work in 2008 as part of SILC. This year we ran 5 training workshops with women's organisations; one each in Melbourne, Sydney, Darwin, Perth and Canberra. The response from all of these organisations has been extremely positive, and training workshops have also been set up for organisations in Adelaide, Brisbane and Hobart for early 2009. Towards the end of the year, we hope to have a national network of Muslim women's organisations, collaborating on important issues affecting Australian Muslim women.

An exciting first for Cornerstones in 2008 was the Victorian conference for Muslim women, organised in collaboration with the Council's Citizenship Project. The conference brought together an ethnically and linguistically diverse group of 150 Muslim women from across the state to participate in seminars and small group workshops on a range of issues relevant to them: leadership, racism and welfare services. Participant evaluations indicated that they had found the conference to be very effective and relevant, and that they would like more events of this kind in the future.

During the year, we also continued our leadership and personal development workshops with women in Victoria. Three

workshops were completed; one with Arabic-speaking women, one with women from Iraqi background (also Arabic-speaking) and one with Turkish-speaking women. Marital and family relationships and women's issues, needs, rights and leadership remained the main focus of the Cornerstones groups. All the participants responded very well to the groups and reported that the process had been a meaningful awareness-raising and learning experience for them.

Two Arabic radio programmes were also aired by Cornerstones this year; one on Muslim women and parenting issues, and the other on Muslim women and leadership.

Last, but not least, in addition to our work directly with the community, we continued our crucial material development work throughout the year. In early 2008, we worked successfully on a number of submissions, resulting in funding for our continuing work with schools and organisations. Three group work modules were also developed during the year for use with: a) children in primary schools, b) children in secondary schools and c) parents.

Overall, 2008 has been a transformational year for the SILC program, opening up new areas and strategies for us and allowing us to make our work more holistic, effective, meaningful and sustainable.

Facts and figures overview

Casework support to women:	3000	Number of consultation participants:	158
Secondary Consultations:	155	Homework group sessions:	73
Groupwork sessions:	79	Number of homework group participants:	1680
Participants:	952	Workshops for Muslim women:	56
Children's groupwork sessions:	38	Participants:	404
Participants:	823	Conferences organised:	
Two day organizational development and leadership workshops:	6	'The Law Our Rights' Young Muslim Women's Conference Participants:	90
Number of participants:	74	'Staying Healthy' Young Muslim Women's Conference Shepparton Participants:	30
Education/training/presentations:	15	'Communities' Leadership and Muslim Women' Muslim Women's Conference Participants:	120
Number of education/training/presentations/participants:	500		
Community consultations:	25		

Committee and project membership

- AMES IHSS and SGP Settlement Services Forum Action Group
- Advisory Committee Human Rights Law Resource Centre
- Project Member: Fair Go for Hume
- Advisory Group: Centre for Australian African Women Issues
- Advisory Committee Islamic Women's Health Promotion, Department of Human Services
- Board of Advisors: Centre for Dialogue, La Trobe University
- Project Member; Immigrant Women's Domestic Violence Service And Multicultural Centre for Women's Health Engaging Multicultural and Faith Communities in Prevention of Violence against Women
- Project Member; CERES and AMES Catering social enterprise program
- CMY Statewide Multicultural Youth Issues Network
- Advisory Member: Police and Community Multicultural Advisory Committee (PACMAC)
- Advisory Committee: FECCA Women's Steering Committee
- Advisory Committee: National Centre of Excellence for Islamic Studies Australia

Minutes of IWWCV'S 2007 Annual General Meeting

1. **Opening Performance:** Percussion and Vocals Performance by Rasheeda Cooper & Fazila Hajeb
2. **Opening** by Tasneem Chopra
3. **Apologies:** Fikriye Demirel, Grace Johnson, Naomi Schwarz, Nasya Bahfen, Manar Chelebi and Sandra Morris
4. **Chairperson's Report:** presented by Tasneem Chopra
5. **Confirmation of minutes of the last Annual General Meeting:** Moved to be accepted by Tasneem Chopra and seconded by Hena Kalam
6. **Treasurer's Report:** Presented by Rasheeda Cooper. Moved by Hena Kalam and seconded by Fazila Hajeb
7. **Appointment of Auditor:** Sean Denham to continue to exist as the auditors for 2007. Moved to be accepted by Tasneem Chopra and seconded by Hena Kalam
8. **Appointment of Public Officer:** Nominated to Joumanah El Matrah. Moved by Rasheeda Cooper and seconded by Tasneem Chopra
9. **Nominations:** Renominations made by Tasneem Chopra, Rasheeda Cooper, Urfa Masood, Nasya Bahfen, Hena Kalam and Fazila Hajeb
10. **Returning Officer:** Gabrielle Fakhri
11. **Keynote Address:** Hena Kalam introduces Farah Farouque

Farah Farouque is a senior writer at the Age with a brief to range over a broad canvas of current affairs topics. Until very recently, she was the paper's social affairs editor, leading a team of reporters ranging over social policy from demographic change to ethnic affairs. She has also covered Victorian and federal politics, including three years in the Federal Parliament's

press gallery when Paul Keating was prime minister. She has been posted on several short-term international assignments for *The Age* and sister paper *The Sydney Morning Herald*, including the Bali bombings of 2002 and the tsunami disaster in Sri Lanka in 2004/05. In 2001, she was awarded an Asialink/University of Melbourne fellowship which involved a three-month professional work exchange at *Tempo* news magazine, Jakarta. On a lighter note Farah is a self confessed popular culture junkie and regularly writes Green Guide reviews. She began her newspaper career in 1992, and has degrees in law and rts from the University of Adelaide. She was born in Sri Lanka and her family migrated to Australia in the mid-70s.

12. **Close:** Hena Kalam thanks everyone for coming

Attended by:

Adele Murdolo	Munira Mohamed
Anne-Laure	Mumtaza Hamid
Aziz Cooper	Mary Danckert
Asha Bedar	Moona Hammoud
Alison Smith	Maisa Dornaika
Barry Strmelj	Monalisa Fazzaa
Fazila Hajeb	Nada Kalam
Farah Farouque	Nuzhat Lotia
Gabrielle Fakhri	Nazli Farouque
Hena Kalam	Nagwa Yassin
Heidi Abdel Raouf	Rasheeda Cooper
Josie Prioletti	Rosanaria Tascone
Jaweria Khalid	Sultan Cinar
Jane Stanley	Tony Wakefield
Joumanah El Matrah	Tasneem Chopra
Lisa Shearer	Urfa Masood
Lisa Sarmas	Wafa Ibrahim
Marina Karlos	

Special thanks to our funding bodies

Department of Immigration and
Citizenship

Department of Families, Housing,
Community Service and Indigenous
Affairs

The Invergowrie Foundation

Federal Attorney General's
Department

The Ian Potter Foundation

Special Thanks

3CR Community Radio

3ZZZ Radio

ABC Childcare Learning Centres

Alevi Community Council

AMES Victoria

Anglicare Victoria

Arabic Welfare Inc

Australian International Academy

Banksia Gardens
Community Centre

Belle Vue Park Primary School

Bliss Fitness and Wellbeing Gym

Broadmeadows Anglicare
Community House

Broadmeadows Health Service

Broadmeadows Legal Service

Canberra Islamic Centre,
Women's Committee

Cancer Council of Victoria

Carlton Family Resource Centre

Carwatha College

Centre for Multicultural Youth

Centrelink Victoria

CERES

Dance 101

Darebin Community Health Centre

Department of Human Services

Doutta Gala Community
Health Service

East Preston Islamic College

Eumemmerring College

Fawkner Community Health Centre

Fawkner Primary School

Footscray Community Legal Centre

Gilmore College for Girls

Goulburn Ovens Institute of TAFE

Goulburn Valley Community
Health Service

Greater Dandenong Community
Health Centre

Hip to Hip Middle Eastern
Dance Studio

Homestead Community Centre

Hume Central Secondary College

Hume Global Learning Centre

Imam Ali Islamic Centre

Immigrant Women's Domestic
Violence Service

Islamic Society of Northern
Territory Inc., Women's Group

Kangan Batman TAFE

Kurdish Association

La Trobe University

Law Institute of Victoria

McGuire College

McKillop Family Services

Meadow Fair North Primary School

Metrowest Housing Services

Minaret College

Monash University Education Unit

Moreland City Council

Moreland Community
Health Service

Moreland Community Legal Centre

Moreland Energy

Multicultural Centre
for Women's Health

Muslim Women's National
Network, Sydney

Muslim Women's Support
Centre, Perth

Myriad Consultancy Service

Noble Park English
Language School

North Richmond Community
Health Centre

Northern Hospital

Orana Family Services

Peter Lalor Secondary College

Preston Girls Secondary College

RMIT Bundoora

Roxburgh College

Royal Melbourne Hospital

Royal Women's Hospital

Salvation Army Victoria

SBS Ethnic Radio

SBS Radio, Arabic Service

Shepparton High School

Spectrum Migrant
Resource Centres

St Vincent De Paul Housing
Services

Swinburne University

The Drum

TIS

Uniting Care Cutting Edge in
Shepparton and Cobram

University of Melbourne

VCAT

VicHealth – Mental Health
and Wellbeing Unit

Victoria Legal Aid

Victoria University

Victorian Equal Opportunity Board

Victorian Human Rights and Equal
Opportunity Commission

Welfare Rights Unit

Wells Spring Community Centre

Western Suburbs Legal Service

Whittlesea Community
Connections

WISE – Disability Employment
Service

Women's Health in the North

Women's Health West

Women's Legal Service Inc

Yarra Community Health Service

Yarra Community Housing

Young Women's Crisis Service

Youth Law

YWCA Victoria

Income Statement for the Year Ended 30 June 2008

Income	Note	2008 \$	2007 \$
Grant – Dept of Planning & Community Development		7,500	–
Grant – Ilhan Foundation		–	10,000
Grant – Invergowrie Foundation		26,035	6,883
Grant – Myer Foundation		4,190	2,000
Grant – Attorney General’s Department		–	47,544
Grant – FACSIA		110,555	106,640
Grant – DIAC – 1		72,622	67,400
Grant – DIAC – 2		90,000	71,359
Grant – DIAC – 3		123,694	110,436
Grant – DIAC – 5		–	2,179
Grant – DIAC – 6		–	11,808
Grant – DIAC – 7		36,131	27,369
Grant – DIAC – IMAM’s Project		–	32,000
Grant – Dept. for Victorian Communities		–	10,000
Interest received		379	288
Membership Fees		190	129
Sundry Income		1,239	665
Consultancy Fees		13,578	16,594
Sales & Publication		58	894
Donations		749	574
Project Management & Admin. Reimbursements		19,717	15,178
		506,637	539,940

Expenditure

Salaries	337,064	338,707
Workcover	11,202	7,568
Superannuation	28,057	29,262
Staff Travel	14,577	13,792
Audit Fees	2,050	1,700
Bank Charges	7	70
Bookkeeping/Payroll Fees	3,588	5,784
Capital Expenditure (minor equipment)	520	10,600
Postage	511	60
Printing/Photocopy/Fax	7,947	2,747
Rent & Rates	19,093	16,867
Maintenance	275	2,916
Catering	4,172	1,832
Resources	890	136
Office Expenses	10,656	11,409

Income Statement for the Year Ended 30 June 2008

Expenditure	Note	2008 \$	2007 \$
Sundries		8,854	9,609
Telephone		1,411	4,682
A.G.M. Costs		308	4,457
Insurance		7,272	5,322
Meeting Costs		959	270
Training Costs		2,969	1,084
Publications/Subscriptions/Membership		634	577
Provision for Annual Leave		(785)	8,305
Provision for Long Service Leave		17,068	862
Consultancy		4,050	6,636
Professional Fees		1,801	–
Marketing & Promotions		1,846	2,575
Tutoring Fees		6,515	2,300
Conferences & Forums		455	606
Utilities & Telephone Costs		4,565	4,984
Interpreting & Translation Costs		320	4,803
IT & Software Costs		3,277	4,357
Administration Costs		1,324	4,724
Project Management Costs		21,217	10,902
Project Activities		811	1,242
Renovation Costs		–	12,136
Childcare		560	1,033
		526,040	534,916
Profit before income tax		(19,403)	5,024
Income tax expense	2		
Profit after income tax		(19,403)	5,024
Retained Profits at the beginning of the financial year		74,804	69,780
Retained Profits at the end of the financial year		55,401	74,804

Balance Sheet as at 30 June 2008

	Note	2008 \$	2007 \$
Current assets			
Cash	3	162,428	232,842
Total current assets		162,428	232,842
Total assets			
		162,428	232,842
Current liabilities			
Trade and other creditors	4	10,261	11,232
Amounts received in advance	5	16,892	17,117
Project balances	6	35,793	101,891
Provisions	7	44,081	27,798
Total current liabilities		107,027	158,038
Total liabilities			
		107,027	158,038
Net assets			
		55,401	74,804
Members' funds			
Retained profits		55,401	74,804
Total members' funds		55,401	74,804

Notes to the Financial Statements for the Year Ended 30 June 2008

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 (Vic). The committee has determined that the association is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the Associations Incorporation Act (Vic.) and the following Australian Accounting Standards:

AASB 112 Income Taxes
AASB 1031 Materiality
AASB 110 Events after the Balance Sheet Date
AASB 119 Employee Benefits
AASB 137 Provisions

No other applicable Accounting Standards, Urgent Issue Group Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

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

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

a Income Tax

The charge for current income tax expenses is based on profit for the year adjusted for non-assessable or disallowed items. It is calculated using tax rates that have been enacted by the balance sheet date.

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.

b Fixed Assets

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

The depreciable amount of all fixed assets are depreciated over the useful lives of the association commencing from the time the asset is held ready for use.

c. Employee Entitlements

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to balance date. 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.

Notes to the Financial Statements for the Year Ended 30 June 2008

Note 2: Income Tax Expense

	Note	2008 \$	2007 \$
Prima facie tax payable on operating profit at 30% (2007: 30%)		(5,821)	1,507
Less tax effect of:			
- non-taxable member income arising from principle of mutuality		5,821	(1,507)
Income tax expense			

Note 3: Cash and cash equivalents

Cash at bank		162,428	232,842
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Note 4: Trade and other payables

Creditors and accruals		10,261	11,232
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Note 5: Amounts received in advance

Grants in advance		16,892	17,117
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Note 6: Project balances

Project balance – DIAC #1			4,022
Project balance – DIAC #3		642	5,788
Project balance – DIAC #7			36,131
Project balance – FACSIA			20,799
Project balance – Attorney General's Dept.		35,151	35,151
		35,793	101,891

Note 7: Provisions

Current

Provision for annual leave		20,254	21,039
Provision for long service leave		23,827	6,759
		44,081	27,798

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 balance sheet, statement of cash flows as at 30 June 2008, and the income statement, a summary of significant accounting policies, other explanatory notes and the statement by members of the committee.

In our opinion:

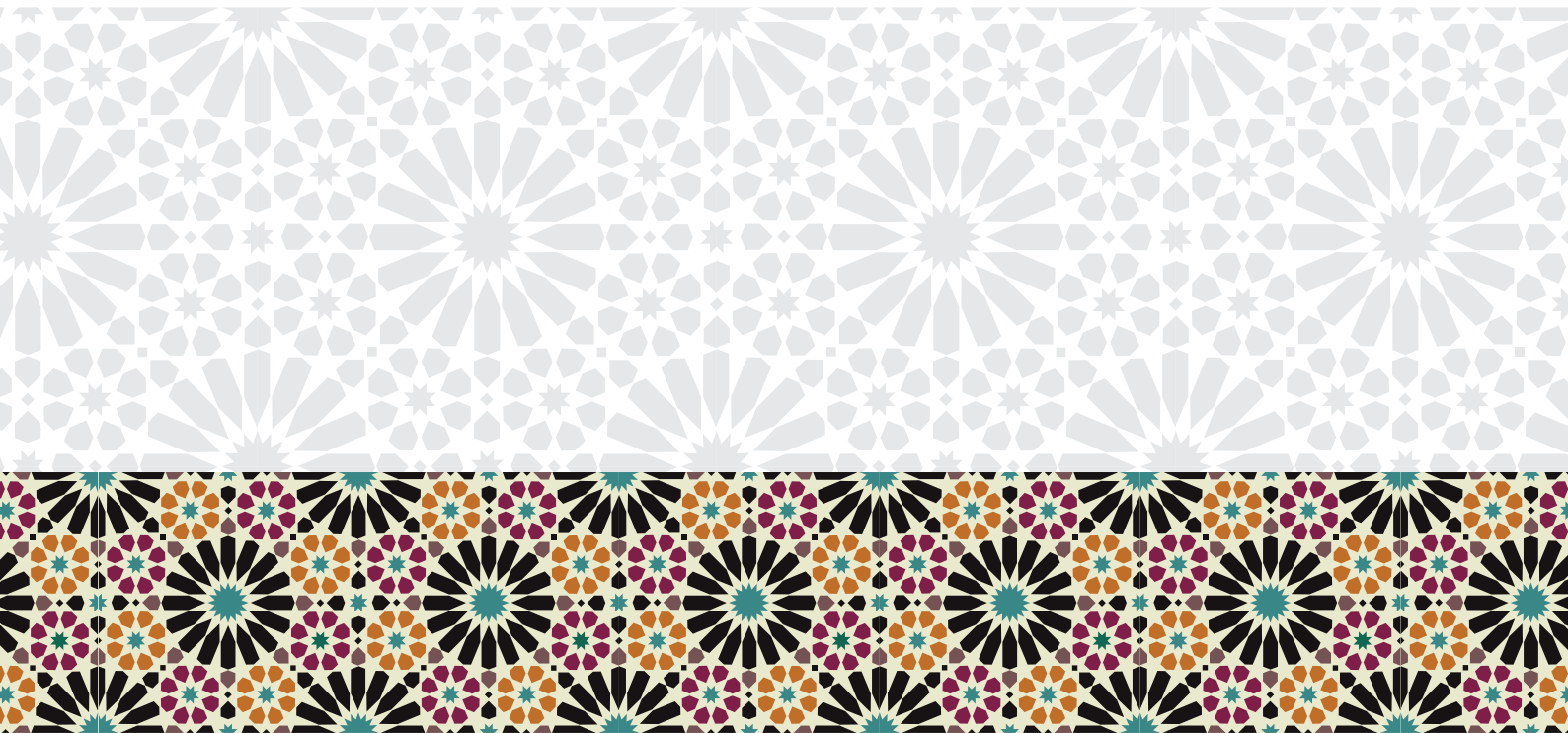
The financial report of Islamic Women's Welfare Council of Victoria Inc. is in accordance with the Associations Incorporation Act (Victoria 1981) including:

- i giving a true and fair view of the Association's financial position as at 30 June 2008 and of their performance for the year ended on that date; and
- ii complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporation Act (Victoria 1981).



Sean Denham

Dated: 28 August 2008
Sean Denham & Associates
CPA's
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Council of Victoria Inc.

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