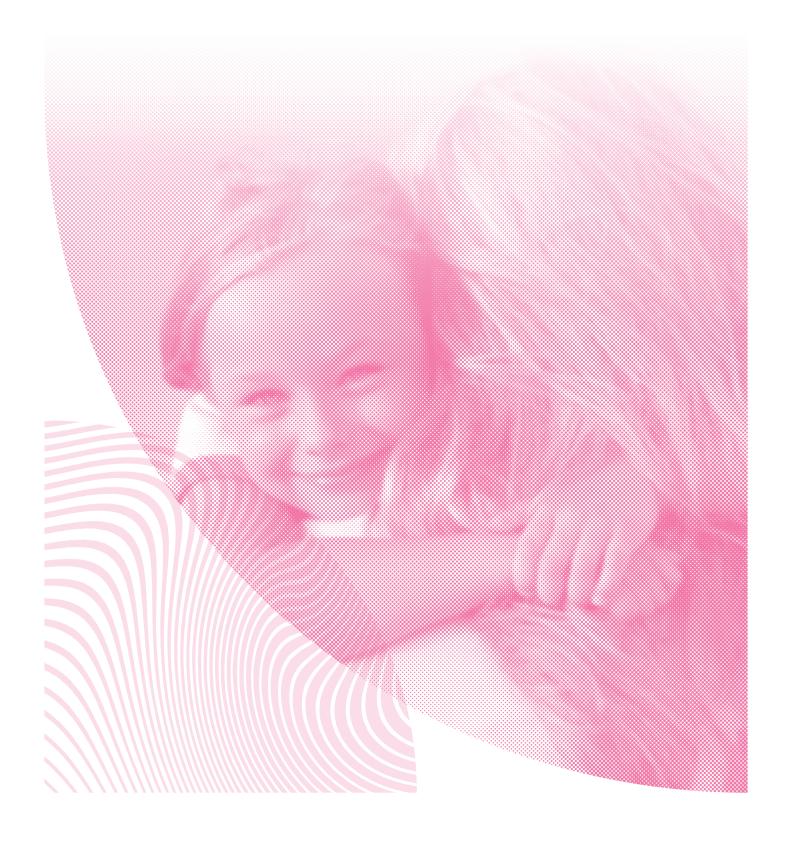
Women's legal service



2016–2017 Annual Report



Staff retreat 2016

NQWLS Vision, Mission & Values

Vision

Access to Justice for all women living in North and Far North Queensland.

Values

Integrity, Service, Respect, Empowerment, Innovation

Mission

NQWLS seeks to advocate for and empower women by providing free, accessible and high quality legal advice and assistance. NQWLS also works holistically with the broader community by providing education to address injustice and inequity experienced by women.

"Empowered women, empower women"

JUAL REPORT 2016-2017

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NOWLS 'in a nutshell'

North Queensland Women's Legal Service (NQWLS) is a specialist community legal centre (CLC). Operating since 1996, it has provided more than 85,000 free legal services for women living in communities across the top half of Queensland.

NQWLS has offices in Townsville and Cairns which are open Monday to Friday from 9am to 5pm. A flexible service model increases accessibility to services, especially for women living in rural, regional and remote communities. Access to legal help is available through both NQWLS offices, as follows:

- · Face to face and telephone appointments
- 1800 Telephone Advice Service
- Appointments via Skype from 'hot spots' in Mackay, the Whitsundays, Mt Isa, Cooktown, Kuranda
- Volunteer Evening Advice Service
- Legal Advice Clinics held monthly in Ayr, Charters Towers, Ingham, Innisfail, Mareeba, Atherton, Mossman and Port Douglas
- Legal Advice Clinics held monthly at the Women's Centre and NQ Domestic Violence Resource Service, Townsville
- Telephone Advice Service for women in the Townsville Correctional Centre
- Duty Lawyer Services at the Domestic Violence Courts, Townsville and Cairns
- Duty Lawyer Services at the Federal Circuit Court, Townsville and Cairns
- Domestic Violence Legal Service, providing complex casework services, including court representation

NQWLS also undertakes community legal education, community development and law reform activities in addition to the direct client services.

We acknowledge and thank the Commonwealth Attorney General's Department and the Queensland Attorney General's Department for the funding provided to NQWLS.

We also thank those individuals and organisations that made generous donations to NQWLS in the course of the year to support its work and ensure access to vital legal services for the women of North and Far North Oueensland.

"I felt very supported and highly valued before, during and after my appointment. I'm grateful for NQWLS time today, as well as the offer of ongoing legal help and access to the free call phone service."

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2016-17 - A Year to Remember

The past year has been another huge one for NQWLS. New services got underway, new people joined the staff/management/volunteer team and an increased number of free legal services were delivered.

Highlights of the year included the fantastic 20th anniversary celebration dinners, held in both Cairns and Townsville, with 120 guests attending each event. Past and present staff, management committee members, volunteers and community partners came together to share memories and to reflect on the work and achievements of the many women who have contributed their time and skills over the years, to make NQWLS the centre of excellence that it is today.

We take this opportunity to sincerely thank our guest speakers including, at the Cairns dinner, Her Honour Judge Josephine Willis, Deborah Boulden, Deb Malthouse, Norma Tranby and Mandy Shircore; and at the Townsville dinner we were honoured to have Jackie Kerr, Pauline Woodbridge, Jasmin Phillips, Ann Florence and Hayley Grainger as guest speakers.

NQWLS took the opportunity to launch its 'You Can't Beat a Woman' (YCBAW) campaign at the celebration dinner in Townsville, reminding guests that this was the first ever fundraising campaign NQWLS organised in 1996 - now being resurrected at the 20th anniversary celebrations.

Information about how you can support the campaign and purchase a YCBAW T-shirt or badge can be found on the website at www.nqwls.com.au

Sincere thanks to the fantastic NQWLS staff, management and volunteer team for another year of hard work and commitment, making sure that women across the North and Far North Queensland have access to high quality, free legal services by going the 'extra mile' and maximizing our resources to full capacity.

Anne Lewis Director



Her Honour Judge Josephine Willis and Deborah Boulden receive NQWLS Life Membership at the 20th Anniversary Celebration in Cairns

NQWLS people

Management Committee Executive

Natasha Busby (President)

Kate Pateman (Vice President)

Renae Stocks (Secretary)

Iodie Woolcock (Treasurer)

General committee members

Ann Carrington Melissa Nielser

Sally Watson Diane Ruhl

Amalie Grima Kacey Sinardi

Staff - Cairns office

Leah Muller Rachael Ozanne-Pik

Moira McGovern Rebecca Grouios

Hayley Grainger

Staff - Townsville office

Glenda Demopoulos Jodie Woodward

Tania Young Danielle O'Connor

Robyn Gee Samantha Kelley

Sharell O'Brien Anne Lewis

NOWLS Cairns

There is no doubt that 2016-17 was a year of growth and expansion for the Cairns office, with NQWLS going from strength to strength. In January 2017, for the first time in its 21 year history, NQWLS employed a 3rd solicitor in the Cairns office. This allowed us to deliver even more services for vulnerable women in Far North Queensland (FNQ). Just as well, because the demand for assistance continued to increase throughout the year. Staff responded to these demands by exploring innovative and flexible service delivery methods.

From the Cairns office, women received assistance through face to face, telephone and Skype appointments, also through the duty lawyer services available at both the Domestic Violence and Federal Circuit Courts. For those that could not access the help they needed by any of these options, the solicitors went to the women meeting them at other services, the Shelters, doctors surgeries, the hospital and even at coffee shops!

The Cairns solicitors also delivered monthly outreach advice clinics throughout the FNQ region. The outreach clinics are vital to increase access to justice for women who live in rural and remote areas where legal services are limited, or non-existent, and women cannot travel to Cairns for appointments. We would like to thank our community partners who, without their invaluable ongoing support, the clinics would not happen. We thank: Women's Centre Tablelands, Mareeba Information & Support Centre, Community Support Centre Innisfail, Mossman Community Centre and Port Douglas Neighbourhood Centre.

The Volunteer Evening Advice Service completed its first 12 months of operation and provided an extra 8 appointments each week from the Cairns Office. We would like to thank our wonderful volunteer solicitors who donated their time and skills each month to help vulnerable women in North and Far North Queensland. We thank: Patricia Cope, Julie Hodge, Mairi Kerfoot, Kirsten Lesina, Julie Mason, Nicky Mitchell, Helen Oliver, Peta Parsons, Lettice Patterson, Elena Pelbart, and Bonnie Stevenson. We also acknowledge and thank local solicitors Mel Esposito and Menik Gunasekera who generously volunteered their time and came into the office on a weekly basis to provide free advice and assistance to women.

NQWLS also had a number of law students regularly volunteer their time throughout the year. The students provided invaluable legal and administrative support to the staff team and we would like to thank Jade Dibben, Melissa Jonsson, Abi Juniper, Vatiseva Kacikilagi, Vanessa Kavanamur, Nadia Myles, Elissa Pidgeon, Zara Spencer-Brown, Kylie Walmsley, Narelle Vergini, and Rachael Owens. Thanks also to Tina Pavitt who attended as a volunteer admin support worker.

The 2016-2017 year also saw the largest number of students undertake in the Cairns office. In 2016, we welcomed Trish Lee, our first ever Social Work student, who undertook her final 4th year placement with us. The benefits of having a social worker in a service such as NQWLS were immense and helped to ensure that all of woman's legal and non-legal needs were being met.



NOWLS Cairns staff



NQWLS also hosted 4th year law students Madeleine Cowe and Kylie Walmsley, who completed the JCU Legal Placement subject, as well as Elissa Pidgeon, our first ever Practical Legal Training (PLT) placement student in the Cairns office.

Community Legal Centres (CLCs) by their very name and nature are part of the community and NQWLS staff attended and participated in a number of community activities throughout the year, including:

- Participation in Cairns RLAF meetings
- Participation in the Cairns Collective Impact on DV meetings
- Attendance at the Cairns Business Women's Network event with Rosie Batty
- Participation in the Aboriginal & Torres Strait Island
 Family Law Pathways Network, Cairns
- Participation in Red Rose Rallies, to honour those women killed by their partners
- Various DV Prevention Month activities
- · Send Hope Not Flowers fundraising lunch
- Beauty and the Beast movie fundraiser night (Cairns Cinema)
- · LawRight Walk for Justice event
- NOWLS 20th Birthday Celebration Dinner (Cairns)

Staff were invited to speak at other community engagement events throughout the year. For example, Rachael was invited to speak at a Rotary Club of Cairns breakfast and Hayley was asked to deliver a feminist perspective on the intersection between the Domestic Violence, Child Protection and Family Law systems and their impact upon women, to the James Cook University 4th Year Social Students.

The Cairns staff team also had a busy year advocating for and working towards changes in the legal system to better support vulnerable women, including membership of the Cairns Collective Impact on Domestic and Family Violence and contributing to a common 'risk assessment model' to assess risk of lethality in domestic violence cases. NQWLS also made submissions about the benefits or otherwise of a domestic violence disclosure scheme to allow a person to request another person's domestic violence history.

Hayley was appointed to the Qld Law Society committee to develop the Domestic and Family Violence Best Practice Guidelines and was also elected to the Community Legal Centres Queensland management committee.

NQWLS' involvement in the Cairns community was recognised by being the recipients of the FNQ Law Association's Annual Ball proceeds and further recognised by Hayley's nomination for the Cairns Regional Council's International Women's Day Award.



Red Rose Rally 2017

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NOWLS - Townsville office

The 2016-2017 year was similarly fast-paced for the Townsville office, with demand for free legal services continuing to increase there too. The three (3) 'core service' solicitors worked tirelessly, providing advice and casework services to thousands of women over the year.

The Townsville solicitors also travel on a monthly basis to rural and remote locations beyond Townsville, again because legal services are limited or non-existent and the distance is too far for women to travel in to the NQWLS Townsville office for appointments. We are especially grateful to our community partners for their invaluable, ongoing support of the monthly outreach advice clinics. We sincerely thank the Burdekin Community Association, Prospect Community Services and the Hinchinbrook Community Support Centre.

In Townsville, the first year of operation for the Volunteer Evening Advice Service provided an extra 12 appointments per week for women to access legal advice. We thank our wonderful volunteer solicitors who continue to give generously of their time and expertise to help vulnerable women from across the region. Hats off to Rayarna Ritchie, Courtney Aitken, Sarah Belford, Emma Donald, Nikki Dawson, Audrey Bevan, Natalie Elms, Diana Falcomer, Diane Grace, Di Turner, Jess Shuttleworth, Janice Mayes, Kate Pateman and Claire Sullivan.

The Townsville office also had a number of law students regularly volunteer their time throughout the year. The students provided invaluable support to the staff team and we offer our thanks and appreciation to Carly Baker, Amelia Doolan, Hannah McNeale, Courtney Beveridge, Toni Millar, Kaitlin Lewis, Ebiny Morris, Brooke McBeath and Sylvia Aiai Opu.

The Townsville office also welcomed its first PLT placement student, Julia Adamski, who completed a 15 week placement. Julia made a significant contribution through her work at NQWLS and we thank her for her time and creativity.

The commencement of Semester 2 in 2016 saw yet another milestone for NQWLS with the commencement and roll out of the James Cook University's (JCU) Clinical Legal Studies Program - a final year elective subject for law students. We were pleased to have Caitlyn Bowthorpe as our first student in the Program. We thank the Townsville Community Legal Service and Mandy Shircore of JCU School of Law & Business, for their guidance and support in getting the Program up and running at NQWLS.

In another 'first' for the year, Townsville office also welcomed 4th year law student, Demi-Lee Luke, who completed the capstone subject, Legal Placement.

Staff attended and participated in many community activities throughout the year, including:

- Participation in NQLAF meetings
- · Participation in Dovetail meetings
- Participation in Family Law Pathways Network & events
- Participation at the Safer Families Expo in Ingham and other DV Prevention Month activities
- · Willows Shopping Centre 'Reach Out'
- Participation in White Ribbon Townsville committee
 & local events
- Participation in Red Rose Rallies & annual Candlelight
 Vigil at Women's Centre
- Participation in the annual 'Tackle Domestic Violence' campaign
- Hosting the annual International Women's Day morning tea, in conjunction with the Anti-Discrimination Commission Old
- Participation in Zonta's International Women's Day Cocktail Event, where Jodie was guest speaker
- Participation in Zonta's 'Photo Voices' exhibition, where Jodie was guest speaker
- Beauty & the Beast movie fundraiser night (Townsville cinema)
- Sharell spoke at the Queensland Public Sector's 'Women in Leadership' Conference
- Sharell was a finalist for the Queensland Young Australian of the Year Awards
- Presentation at Queensland Parliamentary Breakfast by Anne
- Presentation for local Soroptomists, by Anne & Sharell
- Presentation at The Magic House, by Sam
- NQWLS 20th Birthday Celebration Dinner (Townsville)

"It has been a privilege to be a volunteer at NQWLS. It has given me invaluable insight into the real-life workings of the legal system and the incredible service NQWLS provides. I am so grateful to the women of NQWLS for their patient guidance and for taking me under their wings."

Hannah McNeale
Law student volunteer

Domestic Violence Legal Service

The Domestic Violence Legal Service (DVLS) is a specialist program within NQWLS. It is a holistic, wrap-around complex casework and representation service for the most at risk and vulnerable women. It is funded under the Women's Safety Package. Following community consultations and an establishment phase, the DVLS started accepting client referrals in April 2016.

With increasing numbers of women experiencing family or domestic violence seeking help, the demand for DVLS is always high. Women are referred to DVLS from many other legal assistance and community support services across the NQWLS' vast service region.

The 2016-17 year saw the DVLS solicitors establishing a presence at the Townsville Magistrates Court and the Federal Circuit Court by appearing in these Courts on behalf of clients on a regular basis.

We expect that the DVLS will continue to evolve over time and as such we regularly review all practices and procedures to ensure we are maximising the resources available to us, for the benefit of the women we assist. Of course, working collaboratively with our community partners is key to making best use of resources within the community and ensuring a holistic service is provided for women escaping violence.

For example, at the initial interview, the DVLS team will discuss both the legal and the non-legal issues that a woman may require support and assistance with. The intake process explores issues of concern for the woman, such safety, health, housing, education/employment, and any other related legal needs. This helps the DVLS team to make supported referrals, or assist the client in other ways to engage with the relevant agency for the support that they need.

Building upon this, during the past year DVLS established two (2) outreach legal advice clinics - at the Women's Centre and at the North Queensland Domestic Violence Resource Service, Townsville. These stakeholders are important referral pathways, both into the DVLS and from DVLS to the women's services, as needed.

The year has not been without its challenges. The large catchment area in which NQWLS delivers services has been one such challenge for the DVLS. The DVLS has received requests for assistance from clients who are either outside Townsville, or who live in Townsville but have had proceedings commenced against them in a different registry other than Townsville. This is often very difficult and requires more time to obtain the instructions required to complete the casework.

Beyond the geographic challenges, DVLS clients are highly vulnerable, they are at risk, they often have literacy issues, or difficulty with using technology, and they are inherently affected by trauma. All of these factors mean that accessing the DVLS can be difficult for some clients.

The difficulties, complexities and significant trauma that our clients face can take a toll, not only on the client, but also on staff. Vicarious trauma is something we remain vigilant about. NQWLS staff work from a trauma informed practice (TIP) model, they attend TIP training each year and have ongoing support within the workplace.

"Due to my overwhelming circumstances it was very comforting to have the solicitor explain the legal situation in simple terms. I am very appreciative of all their help with my legal issues, and for the solicitor to represent me in a caring and professional manner that the solicitor did. The solicitor gave me great advice that was easy to understand"

Regardless of the challenges, the DVLS team have achieved a number of great outcomes and some of those most rewarding include being told by our clients that we "have changed their life". We have had clients tell us that they now feel empowered, stronger, have had the ability to return to studies or work and feel they have a chance to build a whole new life.

We strongly believe that being able to help women with all of their legal and non-legal needs, in an holistic, full casework and representation multi-jurisdictional model, has resulted in important life-changing results for women which we only wish we could provide for every woman who accesses NQWLS.



YCBAW Badge

Community Legal Education

NQWLS' key education program – the Ask Nola website, resources and monthly webinar series – continued to evolve during 2016-17. The network of 'Nola' members has grown steadily and positive feedback about the broadcast webinars has been a highlight. Archived webinars are accessible via the website and membership of the network is free for community workers, students and professionals. We are grateful to guest presenters during 2016-17 including Damien Butler from Colin Biggers Paisley, Bryony Walters from QSTARS and Susie Dormer from On Bundock.

Thanks to an initiative by Community Legal Centres Queensland (CLCQ), NQWLS now has Browsealoud software added to both the general public and the Ask Nola websites. This means that all information and resources on the websites can be accessed in 92 different languages. Thank you, James Farrell and the CLCQ team!

NQWLS staff continued to deliver a number of 'Healthy Relationships' sessions, based on the LoveBites program, to local high schools through its collaborative partnership with Catholic Education and by requests from other schools.

A workshop on family law and domestic violence issues relevant to a school community was presented at the 2016 Catholic Schools Principals' Conference Another request came from Ignatius Park College. NQWLS staff had the opportunity to talk about social justice, access to free legal services and the purpose of community legal centres to a large group of teenage boys.

In conjunction with Centacare, NQWLS presented a session in the 'Real Girls' workshops at Pimlico State High School.

Staff presented a session about the origin and purpose of the 'Tackle Domestic Violence' Campaign at the NACLC Conference in Freemantle. NQWLS thanks and acknowledges the Campaign partners, the North Queensland Cowboys and JCU Townsville Fire, as well as other community partners including Zonta, Relationships Australia, White Ribbon and the Aboriginal & Torres Strait Islander Women's Legal Service who all worked together at the annual event during Domestic Violence Awareness month in 2017.

Another workshop was presented for a local Grandparents Group on Magnetic Island for their annual retreat, providing information and resources about legal issues affecting them in connection with family law, domestic violence and child protection matters.



Tackle Domestic Violence Campaign 2017

Law Reform

NQWLS made submissions with regards to a number of policy or law reform issues, both independently and in conjunction with the Women's Legal Services Australia (WLSA) Network and the Cairns Collective Impact on Domestic Violence.

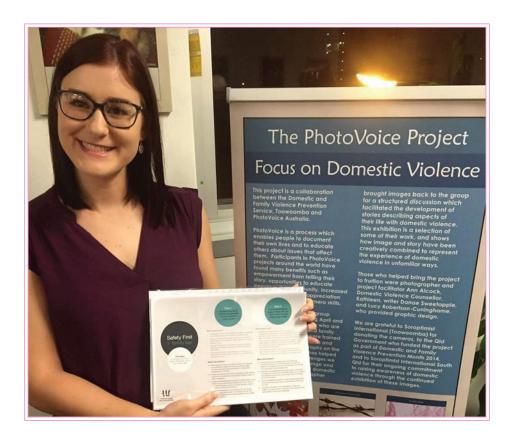
This included:

- Submissions regarding development of a common 'risk assessment model' to assess risk of lethality in domestic violence cases
- Submissions regarding a domestic violence history disclosure scheme
- Submissions regarding strangulation laws
- Submissions regarding amendments to the Domestic & Family Violence Act

Facts & Figures

- New clients increased by 34% from last year
- · Services delivered increased by 39% from last year
- Women affected by domestic violence increased from 62% to 96% of all clients
- Women identifying as Aboriginal or Torres Strait Islander increased from 12% to 16%
- Women disclosing disability were 8% of all clients
- Women at risk of homelessness were 8% of all clients

"The solicitor and the entire team of NQWLS are amazing people with professional, caring, supportive, understanding attitude and personality. They made the process that much easier by having the support and guidance. Thank you"



Direct Client Services

Information & Referrals	3959
Legal Advice & Legal Tasks	3108
Duty Lawyer Services	669
Casework / Court Rep'n	669
TOTAL CLIENT SERVICES	8405

Non Casework Services

Community Legal Education	27
Law Reform / Policy	4

Unmet Legal Need

NQWLS increased the number of hours its 1800 Legal Advice Line operated in 2016-17. Yet even with this increased access, there were still 6439 calls that could not be answered due to lack of resources. Data shows that for every 1 call we answered, another 6 calls could not be answered.

The increased hours of operation of the Advice Line helped reduce the 'bottleneck' from 1 call in 8 being answered last year, down to 1 call in 6 this year. However, the fact that 6439 calls were unable to be unanswered is a clear indicator of unmet legal need across the top half of Queensland. Access to timely legal assistance and support is crucial for women affected by domestic violence and family breakdown.

NOWLS client stories

Never too old...

At 70 years old, Dorothy found herself living at a women's shelter after leaving her abusive husband of 45 years. Dorothy tried leaving a number of years prior, but ended up homeless and returned to the relationship.

Dorothy sought NQWLS assistance to negotiate a property settlement with her ex-husband. Both Dorothy and her husband were on a pension and the only asset of the relationship was the matrimonial home. Dorothy was reluctant to finalise the property matters with her ex-husband as she feared for her safety and did not believe that she was entitled to anything as she had left the relationship.

After a number of appointments with NQWLS lawyers and NQWLS client support worker, Dorothy was able to find accommodation and the courage to commence property settlement negotiations. Dorothy's ex-husband refused to engage in negotiations and Dorothy had no choice but to commence proceedings to obtain her entitlement. NQWLS assisted Dorothy with commencing property settlement proceedings and represented her until the matter was finalised. After a number of Court appearances and a mediation, Dorothy received a cash settlement and finalised her property matters with her ex-husband, to her immense relief.

"Without the help of the solicitor I would not have understood the proceedings in court. The solicitor's assistance on the day of court was a huge stress off for a person who has never been in a court room before. Although the solicitor was very busy on the days I attended court, the solicitor always made time to prepare and make notes for my court hearing. The NQWLS legal service is a service that needs to remain present in dealing with situations like mine. The free legal service has made a huge difference in my situation."

Teenager in need of protection ...

Gillian is a young woman, 17 years of age. She sought assistance with regards to obtaining an urgent temporary protection order before service of her application, due to the serious acts of domestic violence committed against her by her also young, former partner. The acts included incidents of choking, hacking all of her social media sites and her personal email. Gillian was extremely fearful of her former partner as he was continuing to contact her even after service of the application upon him. He begged her to withdraw the application and asked her to recommence the relationship, which would have been in breach of the temporary protection order which was in place.

The NQWLS lawyer supported the young woman throughout the process so that she could find the strength to continue on to a final hearing. At the hearing, Gillian was relieved when she obtained a 5 year final protection order with several specific conditions to keep her safe.

Getting beyond language barriers ...

Ano came to Australia after meeting Johnny through a mutual friend and got married. She is learning English, but still has some difficulties in communicating. Ano is now separated from Johnny and is the primary carer of their children, reliant solely on Centrelink benefits and child support. Ano did not understand the separation processes, including child support.

After perusing the documents she brought to NQWLS, we found that Johnny had been underpaying her by thousands of dollars of child support. NQWLS appealed to the Child Support agency on Ano's behalf. Johnny has begun to pay back the child support that Ano and the children should rightfully have had and she is relieved that the financial stress on her family has now been reduced.

Collaborative community response

NQWLS assisted a young Aboriginal mother to have her 11 month old baby, Sally, returned to her care after the baby's father had taken her to Mt Isa.

Penny walked into NQWLS on a Thursday morning, very distressed telling us that Sally's father, Larry, had taken Sally the previous morning and had refused to return her to Penny's care. She had just received a phone call from Larry telling her he was taking Sally back to Mt Isa with him. Penny was distraught and did not know what to do. She had contacted the Police but was told they were unable to do anything.

Penny and her children had been relocated away from Mt Isa by DV Connect and the Police after a very serious incident of domestic violence where Larry threatened Penny and her mother with a knife. During the same incident Sally was injured when Larry pushed Penny over whilst she was carrying her. Penny fell and Sally was injured. Penny's other child (who was not Larry's) was also injured as Penny fell onto him.

Penny had a domestic violence order against Larry after the incident and he was not supposed to contact her at all. Larry rang Penny continuously begging her to allow him to see Sally just for about half an hour. Penny finally agreed and arrangements were made for Sally to spend half an hour with Larry at his mother's house. Larry did not return Sally as agreed and refused to come out of the house.

Penny had always been Sally's primary carer and she had never been apart from her, and to make matters worse, Penny was also still breastfeeding Sally. Apart from the emotional harm of being taken away from her, Penny had serious concerns for Sally's safety given Larry's heavy alcohol use and mental health issues. Larry had a significant history of depression and had previously attempted suicide, including one occasion when Penny returned home and found him bleeding everywhere after cutting his wrists.

NQWLS immediately contacted the Police and requested a welfare check on Sally. Court documents were prepared to allow Penny to file an urgent recovery order in the Federal Circuit Court in Cairns to have Sally returned to her care. The documents were filed on Monday and Penny was granted a hearing on the Wednesday morning. NQWLS also prepared an application for Legal Aid with a warm referral seeking an urgent grant of aid to represent Penny at the hearing of her application. Legal Aid was granted and she had a solicitor represent her. The order was granted and Sally was returned to her care on Friday morning.

Once Sally was safely back in Penny's care, NQWLS then assisted Penny to report the breaches of the Domestic Violence Order to the Police.

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NOWLS client feedback

"You helped me so much and lift this very heavy weight off my shoulder. I feel so grateful with all the help and assistance through this legal battle. I really appreciate it."

"Thanks for the wonderful job the lawyer did so many times in court. I feel anxious and afraid when my ex speaks brutally toward me and my lawyer. I did feel very safe because I knew I had a solicitor to stop the mental abuse. For that I cannot say how grateful I am for the service of this wonderful organization."

"I turned up to the court feeling confused and extremely nervous. I was absolutely thrilled and so grateful that the solicitor was there to assist me. The solicitor was amazing and helped me through the entire process. The solicitor is a credit to the organisation. Thank you"

"I found all services at the court house and conversations with the volunteers also to be such incredible value. Such support is great. Thank you"

"I gratefully appreciate this service. I do not know what I would have done without it, but most likely I would be in a bad situation which I am sincerely grateful that did not happen. As I am able to receive free and excellent legal advice. Thank you"

"The solicitor always provided me the most useful advice. The solicitor was understanding of the law and legal processes was excellent. The solicitor has helped me greatly. The solicitor is my hero plus angel."

"Before I received the assistance from the NQWLS, I felt like I was blind. I didn't know where to go and what to do. After I received the assistance I felt much better and more hopeful to deal with the matter moving forward." "I felt very comfortable having the solicitor represent me in front of the judge as I was already sickened of even facing the respondent in the legal matter. Fantastic service every time. Thank you all"

"I would like to thank the solicitors for their time, advice, guidance and compassion. I hope you all know just how much your work is appreciated by people like me. I pray that you receive more funding to assist other people like me also."

"I am very appreciative and thankful for the extra mile put in by the solicitor."

"The NQWLS assistance made a difference in my life. I felt like I was being understood and felt like I was not alone in this situation. Keep up the good work and thank you for everything."

"The solicitor was extremely knowledgeable, understanding and patient in dealing with my matter in what was a highly stressful and foreign process to me. I am grateful because the solicitor explained the process in words that I could understand so that I knew what was going on and what options I had. I cannot speak highly enough of the assistance the solicitor provided for me. The solicitor was the light to a very long tunnel"

"Thank you NQWLS. If I had not met up with the solicitor I would not be able to seek legal advice and would not have been strong enough to carry on. The solicitor spoke confidently and positive. The solicitor's persona gave me strength. Also the guidance of the solicitor through affidavits, court proceeding and appearance was very helpful. The solicitor explained the process in terms I could understand by breaking down every legal proceeding and documents. The solicitor allowed me to breathe again. "

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NOWLS Acknowledgments

NQWLS wants to thank and acknowledge every individual and organisation that it has worked with during 2016-17. There are too many to mention individually of course. However, NQWLS believes that working together to improve access to justice and equality before the law puts the "unity" into COMM-UNITY. Everyone benefits when we choose collaboration, rather than competition.

We appreciate and thank NACLC and CLCQ and WLSA for their tireless efforts to support all community legal centres, year in and year out.

We are especially grateful to Dan Creasey and the great team at Colin Biggers & Paisley for their ongoing work and commitment by providing volunteer and pro bono legal services in a wide range of legal matters for NQWLS' clients through the North Queensland Access to Justice Project, as well as the many other ways that support has been provided.

We thank GHD Pty Ltd for generously donating laptops and IT support to establish the RRR Legal Assistance Project and the setting up of Skype 'hot spots' across the service region

We thank Lulu, Natalie, Angela and the rest of the team at our 'sister service' - Women's Legal Service Queensland - for collaborating with us on various projects through the year, including staff training events, community legal education workshops out west and with client referrals.

We thank the Gambling Community Benefit Fund for providing a grant to allow us to purchase a gazebo for both the Townsville and Cairns offices as a resource for our work 'outdoors' at various community events, including the 'Tackle Domestic Violence' campaign each year.

"Having the NQWLS solicitor represent me helped me put my mind at ease and also helped relieve the level of anxiety I was feeling. The solicitor helped me define what was important to the court"

We thank the local Soroptimists and Zonta clubs and members for their amazing support once again and for donations made to support NQWLS services.

Thank you to the women who gathered at the Magic House and to the Holy Spirit School for your interest in our work and donations.

Huge 'thank you' to all of the friends and supporters of NQWLS Annual Fundraiser Movie Night, including the

many local businesses who donated prizes for raffles. In Cairns that is Event Cinemas Cairns, I Do Flowers, Entia Jewellery, Eat Real, Big Mum Creations, Shoetopia. In Townsville that is Cowboys Leagues Club, Fitness with Zoe, The Brewery, Event Cinemas, Lashes by Dee, Make Up Mirror, Fig Tree on Gregory, Zarraffa's Coffee, Salt Therapy NQ, Body Works Emmett Therapy, Absolute Cleaning Crew, NQ Cowboys, Woolworths, Sandwich Express and a special thank you to Dan Murphy's for providing the wine tasting again!

"The solicitor has been a massive help to me with my legal matters. I thank the solicitor from the bottom of my heart. Don't know what I would have done without the solicitor's advice plus help in general. I felt the solicitor has gone plus above her role for me."

We are very grateful to Brad Boterhoek & one very brave client for telling her story on video. Your support and work is greatly appreciated.

We are super grateful to Cindy & Townsville Bookkeeping Services, also to Ann & Ardette Cleaning Service and to Brett and the team at Evolution IT.

Sincere thanks to everyone who has taken up NQWLS membership and who has made donations to help sustain the frontline, free legal services for women.



JCU Townsville Fire and NQWLS at 'Safer Families' Day in Ingham

A special mention, for a special woman...

Before NQWLS received its first funding grant in 1996, Madge Sceriha, along with a group of other visionary and activist women in Townsville, worked hard to establish a volunteer evening advice service, operating out of the Townsville Women's Centre. Volunteer lawyers and community workers set up a roster to provide free legal advice on a 'call in' basis each week on Wednesday evenings. It was a 'multi-disciplinary model' aimed at ensuring women's legal and other support needs would both be addressed. It was definitely pioneering work for that time!

Madge maintained her support, connection and membership with NQWLS for over 20 years, until her passing on 5 December 2016.

Madge was a social worker who worked tirelessly in the community sector both before and after her retirement, when she continued to work as a volunteer, giving her passion, energy and expertise to many local organisations.

In her eighties, Madge took up the challenge and made her mark as the President of Townsville Regional Committee on the Ageing (TRCOTA), initiating and coordinating the first hugely successful Symposium on Ageing, held at JCU over 2 days in the week before her death. She was one of the founding and much loved members of Seniors Creating Change.

You would be unable to find anyone in the community sector in Townsville who did not hold Madge in the highest esteem. She was an outstanding woman, worker, mother, wife, daughter and friend to many. She embodied the 'wise woman' energy and shared it freely with everyone.

Madge made a huge difference in the lives of many people. She is forever missed, but her beaming smile and beautiful energy will always live on in our hearts.

Thank you, Madge, for all that you gave to NQWLS.



Madge

NOWLS' Treasurer's Report

On behalf of the Management Committee, I present the following Treasurer's Report for the year ended 30 June 2017.

I am very pleased to report, the Service has continued to operate within budget for another financial year, with the audited financial results reflecting another successful year of operations. Total operational government funding received in the year amounted to \$1.3M, which includes \$350K received under the Commonwealth Government's 'Women's Safety Package'. In 2017, for the first time in many years, the Service entirely expended all Community Legal Services Program (CLSP) funding in the financial year. This is a great sign for the NOWLS as it aligns our inputs with our outputs - ie applying all resources available, to produce the maximum benefits to the community. In this regard, we are operating as close to "maximum capacity" as possible, which can be evidenced through some outstanding key performance measures achieved by the inspiring team. Our annual expenditure is represented by:

Employee benefits	77%
Rent & Utilities	11%
MV & Travel Expenses	3%
Other Expenditure	9%

We have had a challenging year, financially, with the funding process for CLCs going to tender for the first time ever in late 2016. Whilst we are strengthening in our sustainability projects, with increasing self-generated income, the tender process and the concern of not securing adequate funding into the future, left us feeling grim. But thanks to an enormous effort from the team, we submitted a high quality tender application resulting in our funding being renewed to 30 June 2020. Whilst this is of course great news, we were still not funded to the level required to operate across two locations (Townsville and Cairns) to provide services to women living in communities across the vast area that is the top half of Queensland.

As well as the new tender process, CLCs were also worried about the 'funding cliff' for most of the year. The proposed cuts to CLC funding scheduled for 1 July 2017 created a lot of uncertainty and hindered forward planning. However, at the 11th hour, CLCs were told that the intended funding cuts would be reversed by Attorney General George Brandis. NQWLS staff had lobbied local members in Townsville and Cairns, working together with other CLCs across the country, with NACLC, CLCQ and the broader community on the 'Fund Equal Justice' campaign, so this outcome was a great relief for everyone.

Whilst we have no carry forward surpluses under the CLSP program, we continue to maintain a healthy level of cash surplus's (\$1.3M) which have been set aside for capital replacements (including Motor Vehicles), to meet our obligations to employees, and to make some progress in achieving our strategic objectives. One of objectives being the ongoing viability of the service in the community, reducing our reliance on government funding in the longer term.

As part of this 'Sustainability Project' we have engaged an independent consultant to assist and challenge us in defining our ideal 'Sustainable Business Model'. I look forward to reporting great things in this space in the future, as we translate our vision into reality.

Our Position:

Total Assets	\$1.37M		
Total Liabilities	\$1.13M		
Current Position (working capital)	\$0.23M		
Current Ratio	1.2:1		

The above demonstrates a good level of financial health, and sufficient cash reserves to meet all debts as and when they fall due. I am confident the service will continue in this strong financial position as we enter the 2018 financial year.

I would like to thank both the staff team and the management committee for another successful year. The road travelled is not always an easy one in community legal services, but thankfully we have a very skilled and dedicated team.

Jodie Woolcock

Treasurer



Fund Equal Justice Campaign

Responsible Entities' Report

Your responsible entities' submit the financial report of North Queensland Women's Legal Service Inc for the financial year ended 30 June 2017.

Responsible Entities'

The names of the responsible entities' in office at any time during or since the end of the year are:

Natasha Busby

Kate Pateman

Renee Stocks

Jodie Woolcock

Diane Ruhl

Ann Carrington

Kacey Sinardi

Sally Watson

Melissa Neilsen

Principal Activities

The principal activities of the association during the financial year were:

To assist North Queensland Women, particularly the disadvantaged and marginalised women, to obtain access to legal services.

Significant Changes

No significant change in the nature of these activities occurred during the financial year.

Operating Result

The profit after providing for income tax amounted to \$NIL.

Signed in accordance with a resolution of the responsible entities':

Natasha Busby

Jodie Woolcock

Dated this <u>A</u>3day of October 2017

Statement of Income and Expenditure

	Note	2017 \$	2016 \$
Revenue	2	1,465,674.04	1,295,110.82
Employee benefits expense		(1,098,132.43)	(914,761.76)
Depreciation		(17,338.00)	(19,207.00)
Other expenses		(350,203.61)	(361,142.06)
Surplus before income tax			
Income tax expense			
Surplus for the year			ANY Princessor was the Assessment of Assessm

Asset and Liability Statement

As at 30 June 2017

	Note	2017 \$	2016 \$
Assets			
Current Assets			
Cash assets	3	1,311,931.47	1,309,697.51
Other	5	1,166.19	1,888.60
Total Current Assets		1,313,097.66	1,311,586.11
Non-Current Assets			
Property, plant and equipment	6	61,475.24	74,433.24
Total Non-Current Assets		61,475.24	74,433.24
Total Assets		1,374,572.90	1,386,019.35
Liabilities			
Current Liabilities			
Payables	7	922,681.36	964,102.50
Financial liabilities	8	6,629.87	7,899.87
Current tax liabilities	9	355.38	355.33
Provisions	10	154,081.99	134,011.98
Total Current Liabilities		1,083,748.60	1,106,369.68
Non-Current Liabilities			
Provisions	10	50,995.06	39,820.43
Total Non-Current Liabilities		50,995.06	39,820.43
Total Liabilities		1,134,743.66	1,146,190.11
Net Assets		239,829.24	239,829,24
Members' Funds			
Retained profits		239,829.24	239,829.24
Total Members' Funds		239,829.24	239,829.24



Statement of Changes in Equity

	Retained surplus \$	Total \$
Balance at 1 July 2015 Comprehensive income Surplus for the year	239,829	239,829
Total comprehensive income for the year attributable to members of the association		
Balance at 30 June 2016	239,829	239,829
Balance at 1 July 2016 Comprehensive income Surplus for the year	239,829	239,829
Total comprehensive income for the year attributable to members of the association		det interesse og engagen grænde fill fill fillen interejet og en
Balance at 30 June 2017	239,829	239,829

For the year ended 30 June 2017

Note 1: Statement of Significant Accounting Policies

The financial statements cover North Queensland Women's Legal Service Inc as an individual entity. North Queensland Women's Legal Service Inc is an association incorporated in Queensland and operating pursuant to the Associations Incorporation Act (Qld) 1981. The financial statements were authorised for issue on the date of signing the Responsible Entities' Report.

These special purpose financial statements have been prepared in order to satisfy the financial reporting requirements of the Associations Incorporations Act (Qld) 1981, Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012 (ACNC Act) and Division 60 of the Australian Charities and Not-for-Profits Commission Regulation 2013 (ACNC Regulation). The association is a not-for-profit entity for financial reporting purposes under Australian accounting Standards. The responsible entities' have determined that the association is not a reporting entity. The responsible entities' have determined that the accounting policies adopted are appropriate to meet the needs of the members.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) and the disclosure requirements of AASB 108 "Accounting Policies, Changes in Accounting Estimates and Errors", AAS1031 "Materiality", AASB 1048 "Interpretation of Standards" and AASB 1054 "Australian Additional Disclosures", as appropriate for not-for-profit oriented entities.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where stated specifically, current valuations of non-current assets. The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

Income tax

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

Plant and Equipment

All plant and equipment are initially measured at cost and are depreciated over their useful lives to the association. The carrying amount of plant and equipment is reviewed annually by the responsible entities' to ensure it is not in excess of the recoverable amount. The recoverable amount is assessed on the basis of expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to present values in determining recoverable amounts.

Depreciation

The depreciable amount of all fixed assets is depreciated on a straight line basis over their useful lives to the association commencing from the time the asset is held ready for use. The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.



For the year ended 30 June 2017

Employee Benefits

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 reasonably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Liabilities for wages and salaries, including non-monetary benefits, annual, personal and long service leave are measured at the amounts expected to be paid when the liability is settled. Annual, personal and long service leave expected to be settled within 12 months are recorded as current liabilities. Annual, personal and long service leave not expected to be settled within 12 months are recorded as non-current liabilities.

Cash on Hand

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

Revenue and Other Income

Grant revenue is recognised in the income and expenditure statement when the entity obtains control over the funds. When there are conditions attached to grant revenue relating to the use of those grants for specific purposes it is recognised in the balance sheet as a liability until such conditions are met or services provided.

Interest revenue is recoginsed when received.

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

All revenue is stated net of the amount of goods and services tax.

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 payables in the assets and liabilities statement are shown inclusive of GST.

Economic Dependence

The North Queensland Women's Legal Service Inc is dependent on various funding agencies for the majority of its revenue used to operate the business. At the date of this report the Management Committee has no reason to believe those agencies will not continue their support for the 2017/18 financial year.

	2017	2016
Note 2: Revenue and Other Income		
Revenue:		
Unexpended grants brought forward	328,218.34	435,937.00
Unexpended project brought forward	635,767.69	558,799.04
Reallocate funds	(40,417.87)	
Memberships received	363.61	486.36
Program Management	13,000.00	
Other Funding	111,088.77	24,914.69
Funding - Commonwealth	513,452.64	505,367.00
Funding - Commonwealth (Women's Safety)	350,000.00	350,000.00
Funding - State	328,244.36	319,071.00
Small Govt Grants	4,189.09	3,990.91
Clinical Program	445.45	
Interest received	37,585.13	46,657.04
Donations	7,677.90	12,597.91
Events	16,450.36	
Sundry income	669.38	1,275.90
Unexpended grants carried forward	(371,745.10)	(328,218.34)
Unexpended projects carried forward	(469,315.71)	(635,767.69)
	1,465,674.04	1,295,110.82

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Notes to the Financial Statement

	2017	2016
Note 3: Cash assets		
Bank accounts:		
Bendigo Bank Cash Management	172,939.47	206,274.22
Bendigo Bank Term Deposit	568,854.69	554,481.88
Bendigo Bank Term Deposit 2	558,583.23	537,672.80
Bendigo Bank Term Deposit 2505	11,054.08	10,768.61
Other cash items:		
Cash on hand	300.00	300.00
Petty Cash - Cairns	200.00	200.00
	1,311,931.47	1,309,697.51
Note 5: Other Assets		
Current		
Prepayments	1,166.19	1,888.60
	1,166.19	1,888.60
	,	7.00
Note 6: Property, Plant and Equipment		
Plant and equipment:		
- At cost	106,023.24	101,643.24
- Less: Accumulated depreciation	(44,548.00)	(27,210.00
	61,475.24	74,433.24
	61,475.24	74,433.24
	019170121	17,700.49

	2017	2016
Note 7: Payables		
Trade creditors	66,117.37	115.67
Other creditors	856,563.99	963,986.83
	922,681.36	964,102.50
	922,681.36	964,102.50
Note 8: Financial Liabilities		
Current		
Bendigo Credit Card	6,629.87	7,899.87
	6,629.87	7,899.87
	6,629.87	7,899.87
Note 9: Tax Liabilities		
Note 9: Tax Liabilities		
	355.38	355.33



	2017	2016
Note 10: Provisions		
Current		
Staff entitlements	154,081.99	134,011.98
	154,081.99	134,011.98
Non Current		
Staff entitlements	50,995.06	39,820.43
	50,995.06	39,820.43
Note 11: Auditors' Remuneration		
Remuneration of the auditor of the company for: Auditing or reviewing the financial report	6,000.00	5,500.00
Other services	6,000.00	5,500.00

NOTE 12: MOVEMENT IN CARRYING AMOUNTS	Office Equipment \$	Motor Vehicles \$	Plant & Equipment	Total \$
NOTE 12: MOVEMENT IN CARRYING AMOUNTS				
Movements in carrying amounts for each class of property, plant and equipment.				
Balance at 1 July 2014	11,842	39,269	393	51,504
Additions	43,843	51,497	-	95,340
Disposals	(7,674)	(29,452)	-	(37,126)
Depreciation expense	(5,852)	(10,125)	(111)	(16,088)
Carrying amount at 30 June 2015	42,159	51,189	282	93,630
Depreciation expense	(6,335)	(12,797)	(75)	(19,207)
Carrying amount at 30 June 2016	35,824	38,392	207	74,423
Additions	4,380	-	-	4,380
Depreciation expense	(7,533)	(9,598)	(207)	(17,338)
Carrying amount at 30 June 2017	32,671	28,794	. 0	61,465

For the year ended 30 June 2017

RESPONSIBLE ENTITIES' DECLARATION

In the Responsible Entities' opinion:

The incorporated association is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purposes of complying with the Associations Incorporations Act (Qld) 1981, Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012 (ACNC Act) and Division 60 of the Australian Charities and Not-for-Profits Commission Regulation 2013 (ACNC Regulation).

- 1. the attached financial statements and notes comply with the Accounting Standards as described in note 1 to the financial statements;
- the attached financial statements and notes give a true and fair view of the incorporated association's financial position as at 30 June 2017 and of its performance for the financial year ended on that date;
- at the date of this statement there are reasonable grounds to believe that North Queensland Women's Legal Service Incorporated will be able to pay its debts as and when they fall due.

This statement is signed for and on behalf of the responsible entities' by:

President

Natasha Bushy

Treasurer

Tadia Waalaask

Dated this $\partial 3$ day of October 2017





ROD PARKER & ASSOCIATES PTY LTD ACCOUNTANTS & BUSINESS ADVISORS

ABN 55 605 925 826

PO Box 1230, Altkenvale Qld 4814 2/35 Fleming St, Altkenvale Qld 4814 PH: (07) 4755 0705 PH: (07) 4755 0706 FAX: (07) 4755 0707 Email: rapchacc@tpg.com.au

AUDITOR'S INDEPENDENCE DECLARATION

TO THE RESPONSIBLE ENTITIES' OF NORTH QUEENSLAND WOMEN'S LEGAL SERVICE INC

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2017 there has been:

- (i) no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not- For-Profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Rod Parker & Associates Pty Ltd

Rod Parker (CPA)

Director

Dated 17/10/2017





ROD PARKER & ASSOCIATES PTY LTD ACCOUNTANTS & BUSINESS ADVISORS

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NORTH QUEENSLAND WOMEN'S LEGAL SERVICE INC Independent Auditor's Report to the Members

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report of the North Queensland Women's Legal Service Inc which comprises the Assets and Liability Statement as at 30 June 2017, the Statement of Comprehensive Income, Statement of Changes in Equity, notes comprising a summary of significant accounting policies and other explanatory information and the responsible entities' declaration.

Responsible Entities' Responsibility for the Financial Report

The responsible entities of the registered entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act), the Associations Incorporations Act (Qld) 1981 and the needs of the members. The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those 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 the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the responsible entities' preparation of the financial report that gives a true and fair view 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 registered entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the responsible entities, as well as evaluating the overall presentation of the financial report.

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

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Opinion

In our opinion, the financial report of the North Queensland Women's Legal Service Inc has been prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 and the requirements of the Associations Incorporation Act (Qld) 1981, including:

- (i) giving a true and fair view of the registered entity's financial position as at 30 June 2017 and of its financial performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the responsible entities' financial reporting responsibilities under the ACNC Act and the Associations Incorporation Act (Qld) 1981. As a result, the financial report may not be suitable for another purpose.

Signed on: 17 October 2017

Rod Parker & Associates Pty Ltd

Rod Parker (Director)















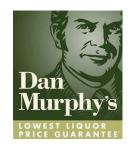


















"Empowered women, empower women"

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