

toora

Women Inc.
ANNUAL REPORT
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safety, respect and choice for women

Acknowledgement *Funded by*

Toora Women Inc. acknowledges the Aboriginal People as the Traditional Custodians of this land that we live and work on. We would like to pay our respects to their elders past and present, to celebrate their ongoing contribution to Australian culture and express our gratitude for the privilege of being here.

- Australian Government Department of Health
- ACT Health Directorate
- National Affordable Housing Agreement and the National Partnership Agreement on Homelessness, which are jointly funded by the ACT and Australian Governments.
- Inclusive Participation Funding Program, Sport and Recreation Services, Chief Minister, Treasury and Economic Development Directorate
- Myer Foundation
- Snow Foundation
- Soroptimist International Australia

Services and programs

ADMINISTRATION OFFICE

- Executive
- Administration
- Finance
- Property Management

ACCOMMODATION AND SUPPORT SERVICES

- Toora House Supported Accommodation
- Heira Domestic Violence Program
- Coming Home Program
- Aleta Outreach Program

ALCOHOL AND OTHER DRUG SERVICE

- Toora AOD Day Program
- Lesley's Place Residential Program
- Marzenna House Transitional Program
- Toora AOD Outreach Program

COUNSELLING SERVICE

- AOD counselling
- Domestic, family and sexual violence counselling
- Generalist counselling



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Board report

It is with great pleasure that I write my first report as Board Chair.

Taking over the reigns from Carmel McBride in November 2015 was both daunting and humbling given the extraordinary role that she had played at an extremely difficult and challenging time in the history of Toora Women Inc. (Toora). Carmel, during her four-year term as Chair, along with Board members, Advisory Forum representatives, Susan Clarke-Lindfield as Executive Officer, the Leadership team and dedicated staff, encountered huge obstacles that had to be faced head on both pragmatically yet sensitively in order to secure Toora's future in these changing times. To say that it was not easy is a huge understatement, but as a result, I believe Toora has emerged stronger, wiser and more resilient than ever!

On behalf of the Toora Board, I would firstly like to praise the amazing workers who tirelessly provide

specialist care, support and advocacy in a wide variety of settings — allowing wrap around support based on the complex needs of women and children, from within the mission of Safety, Respect and Choice for Women. The Board acknowledges that this work is challenging and requires patience, empathy, expert knowledge and exceptional communication skills and we applaud you for your commitment, dedication, resilience and willingness to try new things.

As we head into the last year of our three year strategic and business plans, it is amazing to see how Toora has grown and matured into a progressive organisation looking for new, evidence based ways to provide gender responsive quality services that are holistic, outcome focused and able to adapt to our client needs. Our four strategic goals continue to be relevant and provide a clear direction for the Board, leadership and staff.



Our new branding and bedding in of our innovative and contemporary One Toora model has prepared us to strategically and systematically identify additional opportunities to increase the profile of Toora. This includes with our local and national politicians, Commonwealth and ACT Government Departmental representatives and at various forums that Board members and staff attend throughout the year.

In an environment where not-for-profit organisations are increasingly being asked to do more for less, and ongoing funding is not a certainty, the Board will continue to actively explore other non-government funding streams. As Board members with various skills, interests and connections, we willingly and proudly have taken on the roles of both ambassadors and advocates for Toora in the wider community.

Finally, I would like to thank our current Board members Gail Freeman (Treasurer), Lyn Hearfield (Secretary), Susan Clarke-Lindfield (Executive Director), Fika Wangke and Indijana Kegan (Advisory Forum representatives) for their commitment, wise advice, insight, enthusiasm and passion for the work of Toora. Each bring unique skills and experience that make up the mosaic of a diverse Board with unique yet complimentary abilities as well as a common desire to share and contribute positively. I would particularly like to welcome our newest Board member Rebekha Pattison as a community representative.

Over the last 12 months we have farewelled Nooshin Guitoo, Kate Bills, Flor Sermeno and Grishma Rajkotia (Advisory Forum representative) and would like to formally thank each of them for their contribution and wish them well in their future endeavors.

Providing secretariat support to the Board is essential to the smooth running of our Board meetings. On behalf of the Board I would also like to thank Judy



**TOORA HAS GROWN AND MATURED
INTO A PROGRESSIVE ORGANISATION
LOOKING FOR NEW, EVIDENCE
BASED WAYS TO PROVIDE GENDER
RESPONSIVE QUALITY SERVICES**

Ford for the excellent secretarial support she provided to the Board and wish her well in her new position. I would also like to welcome Fiona Eskandarinezhad who has ably stepped in as our new minute taker and secretariat.

Last but certainly not least, on behalf of the Board I would like to acknowledge our professional and dedicated Executive Director Susan Clarke-Lindfield. Susan's passion for women's issues permeates all that she does. She is strategic in her approach and is always seeking out new evidence to improve the services that Toora provides. She does this through a transformational leadership style that is highly valued in such a changing and demanding environment.

Thank you for the trust and support that has been provided to me over the last year. I look forward to continuing to work with such amazingly talented women who are so committed to supporting women where and when they need it most.

Joan C Scott
Chair

Executive Director's report

Hello everyone and welcome to our 34th Annual Report. It's been a tremendously busy and productive second year of our strategic plan and we were fortunate to successfully meet the majority of our strategic goals. This report covers the highlights:

Strategic Goal 1

To provide gender responsive quality services that are holistic, evidence based and outcome focused

LAUNCH OF THE COUNSELLING SERVICE

In response to the difficulties our clients faced accessing affordable and timely counselling, this year we launched our own Toora Counselling Service. It's been a big year establishing this service from the ground up and our heartfelt thanks go to our clinical team for their tireless commitment.

Based at our Civic office, our counsellors specialise in trauma relating to both alcohol and other drug use and domestic violence. This popular service does outreach to other Toora sites, which further reduces the barriers that may inhibit vulnerable women in reaching out for the support they need.



ONE TOORA STRATEGY

Toora Women Inc. recognises that our clients have complex needs and there are many obstacles to gaining holistic support and rebuilding their lives. Inspired by the *ACT Human Services Blueprint* and *The Road Home Homelessness White Paper* (Strategy 3 'agencies will become more integrated to make it easier for homeless people to get all the services they need without having to repeat their story over and over again'), our One Toora approach removes the barriers between our homelessness, domestic violence, mental health and alcohol and other drug (AOD) services to ensure 'one Toora, one team, one client journey'.

In moving to a One Toora model this year, we had three primary goals:

1. A more efficient and streamlined service delivery system
2. Improved collaboration and knowledge sharing across the organisation
3. Measurable improvements in health, social conditions and psychological wellbeing of clients

It is still early days, but changes we have made so far are showing positive results. For instance, every 4 months, one staff member from each team rotates to another service. These exchanges proved to be very successful, with clear client benefits in having a team member with current expertise in the corresponding field.

Rotated AOD staff are now running relapse prevention and harm minimisation groups at Toora Domestic Violence and Homelessness Service (TDVHS) and there have been an increase in internal client referrals to our AOD Service.

Rotated homelessness/DV staff has resulted in an increase in successful housing applications for clients in our AOD service who might otherwise exit treatment into homelessness. In addition, women in our AOD service

who are victims of domestic/family violence are getting a higher level of specialist support eg. improved safety planning, successful DVO's.

In January, we merged our Coming Home program into Toora Accommodation and Support Services and the two staff members moved to Toora House where they now receive the support of a much larger team. Clients benefit from this merging through improved access to homelessness and domestic violence resources.

With the merging of Coming Home, we took the opportunity to restructure our management to a new streamlined One Toora model. Mirsada Draskovic has taken on the role of Director, Domestic Violence and Homelessness Services and Rebecca Wood is now Director, AOD and Clinical Services. Three team leader positions were created to help them with their roles.

On 30th May the whole organisation came together for a planning day to discuss the benefits and barriers to achieving a One Toora service delivery model and contributed to developing a road map to effectively transition.

IMPROVE OUR DATA ANALYSIS

Our data collection and analysis of our homelessness and domestic violence services through SHIP is very high quality, however AOD data continued to be problematic during this period. Two years after moving to a cloud-based client management system called RediCASE and despite the best efforts of staff and supervisors, we still could not run the reports that we needed for day-to-day service management or for the funding reports. A decision was made at the end of this year that it was time to search for other alternatives and a contract signed with Infoxchange for their SRS platform.



Strategic Goal 2: To inform people of who we are and what we do

NEW BRAND AND LOGO ESTABLISHED.

Over the year, we continued to establish and embed our new brand. The website was updated, organisational and DV pamphlets plus a new banner were designed and distributed. Large inroads have been made to update the numerous forms throughout the organisation.

Strategic Goal 3: To be a sustainable organisation with diverse funding streams

RENEWED THE FUNDING CONTRACTS

We have been extremely fortunate this year in having the three primary funding contracts renewed for our homelessness/domestic violence and alcohol and other drug services. Our State contracts with Community Services Directorate and ACT Health have been renewed for 3+ years and Commonwealth Government (AOD) rolled over for another 12 months. This provides much needed stability for our services.

We were also fortunate to receive \$95,000 to enhance our AOD services. This was part of an ACT Government strategy to address the increase in ice users and we used this funding to employ a second AOD counsellor.

Strategic Goal 4: To ensure organisational capacity and capability to meet the needs of existing and future clients

PARTNERSHIP WITH EVERYMAN AUSTRALIA

Toora has a strong partnership with EveryMan Australia (formerly Canberra Men's Centre) in developing both the Complex Needs and Respectful Relationships programs, in which we have established a shared practice in working with clients with high and complex needs. These are either standalone clients for each agency or shared clients from the same family/relationship.

As part of the Complex Needs Project, Toora's Director of AOD and Clinical Services plus our Counsellor attended a week-long internship at Bower Place in Adelaide and the rest of our service delivery staff received training to foundation level in the Bower Place Method. We are still working on the development of an interagency community of practice.

PAYROLL SYSTEMS

We had the challenge of outsourcing our payroll systems to a cloud based platform called EasyEMPLOYER in January. We haven't formally evaluated it yet, however identify many benefits around rostering, timesheet management and being able to see staffing across Toora on any given day i.e. who is at work, who is sick, who is at what training. We can also run some quite informative reports for workforce planning.



DEVELOPING LEADERS PROGRAM

Manager and team leader succession planning systems are now firmly in place and this year we established a program to upskill individuals and ensure that they receive the training and mentoring they need before being placed in 'acting' positions. We wrote an initial program for six months and held the first training day in June. A specialist trainer delivered a theoretical understanding of strategic management and then in the afternoon, the participants were able to apply their learning to developing strategies for Toora around domestic violence. Six staff members applied to be part of this program.

QUALITY ASSURANCE

We have completed all projects as part of our 2015-16 quality improvement plan and have successfully passed our Mid-cycle assessment in June this year.

KEY CHALLENGES AND OPPORTUNITIES IN THE FUTURE

In many ways it's hard to know what challenges lie ahead in this rapidly changing environment for not-for-profits. We can say however, that the Board and Leadership have worked diligently to put structures in place so Toora has the flexibility and resilience to meet whatever comes our way. In this upcoming year we plan to continue to advance the One Toora strategy to value-add to our client journeys, increase our number of domestic violence counsellors and continue to improve systems that identify clear client outcomes.

At the time of writing this report, Toora Women Inc. in partnership with EveryMan Australia, successfully tendered for the homelessness funding contracts previously held by Inanna Inc.

Toora will be taking on the Women and Children, Families and Head Tenant programs, while EveryMan will be responsible for the Indigenous Program and Indigenous Boarding House. We believe that this is the first time in Australia that a gender specialist women's service has entered into a legal partnership with a gender specialist men's service.

MANY THANKS

I am fortunate to have a committed and hardworking Board of Management and would like to thank them for their support throughout the year. I also have a dedicated executive team and thank Rebecca Wood, Mirsada Draskovic, Tess Rogel and Fiona Eskandarinezhad for their vision and commitment in fitting Leadership responsibilities into their very busy jobs.

I would also like to thank the staff of Toora. I have no doubt that we would not be in such a strong position as an organisation, if it were not for excellent client outcomes that their hard work brings about.

Together, we run an organisation that I am proud to be part of.

Susan Clarke-Lindfield

Executive Director



Sorry Day 2016

Toora Accommodation and Support Services

Toora Accommodation and Support Services (TASS) has completed a very successful year of service delivery to clients who are homeless or at risk of homelessness due to domestic violence, incarceration, alcohol and other drugs use and mental health issues. We were very pleased to have received a further three years of funding for our Specialist Homelessness Services, which allows us to provide ongoing services to clients in our community under the new banner of Toora Domestic Violence and Homelessness Services.

Throughout the year, we maintained our three programs, which include Toora House Supported Accommodation Program, Heira Domestic Violence Program and Aleta Outreach Program, and successfully integrated the Coming Home Program for women exiting prison early in 2016. I would like to acknowledge and thank the Coming Home Program and TASS workers for their hard work to maintain a high level of service delivery while the service underwent changes.

One of our major highlights this year was the refurbishment of the shed attached to Toora House. This was achieved through the hard work of a TASS worker who approached and liaised with a range of local organisations which donated materials as well as some of their worker's time for the refurbishment. This shed is now being used to run different groups for our clients.

With the help of funds received from the Inclusion Participation Program, we have been successfully running yoga classes for our residential clients. The two eight-week sessions of yoga for our clients were run by a qualified yoga instructor for our linguistically diverse backgrounds (CALD) clients, Aboriginal and Torres Strait Islander clients and older clients. We were also able to support one of our staff in attaining qualifications to become a yoga instructor, who is now running weekly yoga classes for our clients. The yoga classes encourage clients to improve their self-awareness, level of motivation, independence and to learn breathing techniques to help manage stress. These classes also support clients' participation in a health promoting recreational activity which helps reduce the sense of isolation that our clients often feel.

TASS snapshot



Heira Domestic Violence Program

Heira believes that women have a right to live free of violence and provides shared supported accommodation for women with or without children escaping domestic violence. The specialist service is dedicated to providing a safe and secure environment for women where race, culture and other differences are respected and valued. We also provide outreach support to women in the community living in domestic violence relationships and/or women who are experiencing difficulties in maintaining their independent living.

Toora House Accommodation and Support Program

The service provides shared supported accommodation for women with or without children who are homeless due to a variety of issues including dependencies on alcohol or other drugs and mental health issues. Support includes assisting women to recognise their strengths, expertise, knowledge and skills. We also provide outreach support to women in the community who are experiencing difficulties in maintaining their independent living.

Coming Home Program

Coming Home provides accommodation and outreach support for women exiting the Alexander Maconochie Centre, which includes support beginning while in incarceration and following through to their release back into the community.

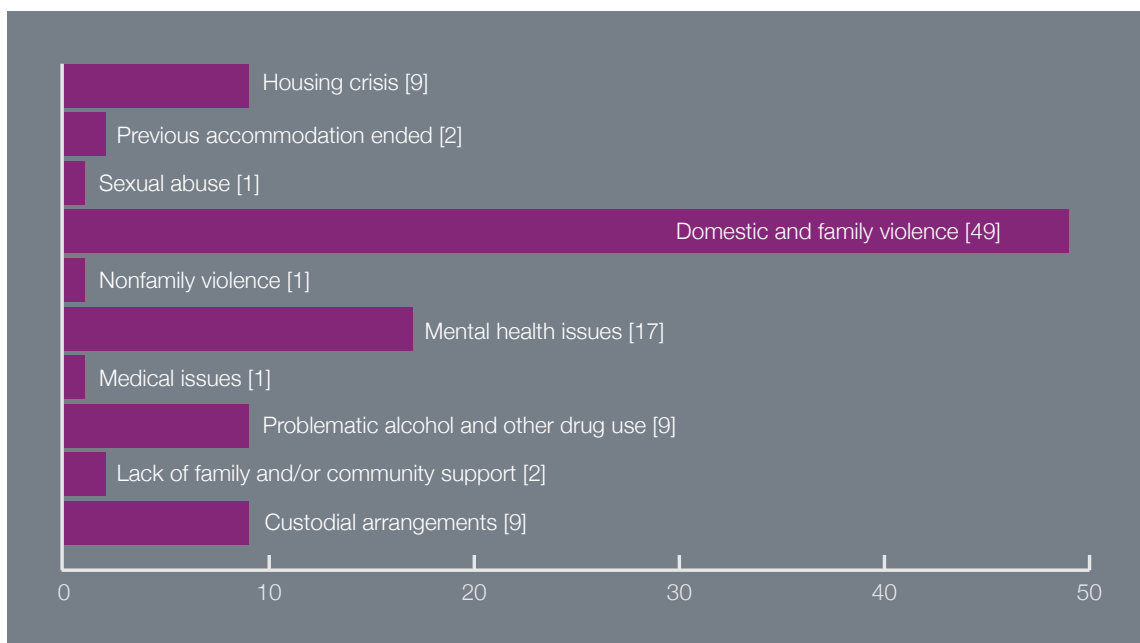


Figure 2. Main presenting reasons for homelessness.

Service Profile

TASS provided services to 296 clients through our residential, outreach and women exiting prison programs. Residential clients from TASS and Heira DV Program had an average length of 85.2 days of support for closed support periods, and Aleta Outreach Program clients had an average length of 140.3 days of support for closed support periods. Our clients, in the Coming Home Program have had an average length of 271.6 days of support for closed support periods.

In 2015-16 the five main reasons for clients to access our services have been domestic and family violence (49%), mental health (17%), problematic drug and alcohol use (9%), custodial arrangements (9%), and housing crisis (9%).

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TASS PROVIDED SERVICES TO
296 CLIENTS
THROUGH OUR RESIDENTIAL,
OUTREACH AND WOMEN EXITING
PRISON PROGRAMS





Developing leaders program

Heira Domestic Violence Program

In the last three years, Heira Domestic Violence Program has seen a substantial rise in women escaping domestic and family violence accessing our residential and outreach service. In 2013-14, 35% of Toora residential services clients and 11.3% of our outreach clients requested assistance with domestic and family violence and in 2015-16 this number increased further to 64.6% with our residential clients and 44% with our outreach clients.

As part of our outreach service Heira, we have continued to work with single women as well as women accompanied by children in the community who are currently living in or have left violent relationships. We have supported these women with safety planning, by advocating on their behalf with private and community rental landlords/agencies, by linking them with appropriate community networks and relevant local organisations offering programs and support for children, with the aim of supporting them to maintain their independent accommodation in the community, without having to leave their home and enter into crisis accommodation.

In 2015-16, we continued to support clients with very complex immigration issues both in our residential and outreach services. We provided intense advocacy support to 13 women from culturally and CALD, who were escaping domestic and family

violence. As highlighted in previous reports, Heira has identified and raised the lack of affordable migration agent services for women experiencing domestic and family violence and with no income in the ACT. With the establishment of the Legal Aid Migration Clinic in the ACT in the last year, we continue to work collaboratively with the Clinic in helping our clients understand what options they have and to inform them about potential outcomes.

We continued to work with clients from CALD backgrounds who have escaped domestic and family violence, and have no income due to immigration issues. Unfortunately, there is ongoing lack of resources for these women. Heira continued to collaborate with agencies when possible to support these clients, but we are often not able to procure any financial assistance for them. As these women are often limited in their capacity to earn a living due to their visa conditions, we continued to support them until they are able to obtain financial assistance which can take, in some cases, more than a year.

Heira has started to address the identified gap of long waiting periods for our clients to access counselling by providing in-house counselling at our crisis houses through Toora Counselling Service. The in-house counselling has been particularly beneficial for our clients who have experienced domestic violence and who for safety reasons cannot access counselling services situated in the city.

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I WAS SO HAPPY WITH THE SUPPORT WITH ACCOMMODATION FROM TOORA AND I FELT SAFE. WITH THE HELP OF MY CASE WORKER AND TOORA I WAS ABLE TO MOVE INTO A NEW PROPERTY CLOSER TO MY FAMILY WHO WERE ABLE TO LOOK AFTER ME AFTER A MAJOR KNEE OPERATION.

Client

“

TASS'S SUPPORT HAS BEEN VERY SIGNIFICANT IN HELPING ME MAKE IMPROVEMENTS IN MY LIFE. TASS HAS BEEN VERY HELPFUL IN HELPING ME GET INTO THE DAY PROGRAM AND ALSO WITH HOUSING.

Client

Toora Homelessness Programs

We continue to see clients with complex alcohol and other drugs (AOD) and mental health issues accessing Toora House Supported Accommodation Program. Many of our clients are active AOD users while in our service and they are able to maintain their accommodation with us through their engagement with aspects of case management. We have found it that can be challenging to support these clients to find suitable exit points as they are not ready to address their addiction issues. Through collaborative and joint case management with our Toora AOD services, either the AOD Day Program or AOD residential support, we have successfully worked with these women to address their addiction issues as soon as the opportunity opened up.

As part of our Aleta Outreach Program, we continued to work during this past year with clients who have independent accommodation through private rentals, Housing ACT and Community Housing. We have assisted our clients by working intensively with them to develop their support networks and link them with

local organisations within the community. We support them to maintain their physical health, mental health, budgeting skills with the aim of sustaining their tenancy.

As part of the Coming Home Program, we continued to provide outreach support to clients who are currently incarcerated at the Alexander Maconochie Centre but will be exiting soon, as well as clients who have already exited. Our caseworkers have provided case management which looks at supporting these women to reintegrate into the community, linking them with support networks, and reconnecting them with family and other support people in order to reduce the risk of reoffending.

Collaboration

One of the highlights has been our collaboration with the Human Trafficking and Slavery Unit to provide support and accommodation to women escaping slavery. In addition to attending the workshops on Human Trafficking and Slavery, we have worked very closely with Salvation Army's Human Trafficking and

Slavery Unit, Australian Federal Police, and the Red Cross to provide collaborative case management and thus ensured the joint outcome for the client.

TASS has also been working closely and collaboratively with ACT Disability Aged and Carer Advocacy Service (ADACAS) and Partners in Recovery to provide joint case management for clients with disabilities and mental health issues, to support our clients to achieve their desired outcomes.

We are also in the process of developing a Respectful Relationships package with EveryMan Australia. Our close partnership with EveryMan has allowed us to work with both parties of a violent relationship and to provide separate, safe and tailored services to men and women to address the violence and AOD addictions. This will further support our clients who would like to continue in their relationships while looking for ways to ensure their safety.

As part of our Coming Home Program, we continued to work with ThroughCare, Probation and Parole, Alexander Maconochie Centre, Prisoners Aid ACT to provide support to women exiting prison. We worked closely with Throughcare to ensure that our clients have access to brokerage to support them with access to basic necessities and services that would support their reintegration into the community.

In close collaboration with community organisations like Victims of Crime, Victims Liaison Office, YWCA Canberra Child, Youth and Service, Women's Health Service and Domestic Violence Crisis Service, we were further able to support clients living in or escaping domestic and family violence, needing support with safety planning, and advocacy with Housing ACT and other agencies.

Throughout the year, we continued to build on the good working relationship with First Point which was the referral point for all our residential clients.

Systemic Input

In the past year, our team leaders and I have been a part of the Better Services consultation workshops around preferred service experiences of clients escaping domestic and family violence, clients experiencing homelessness, and clients from CALD backgrounds.

As a member of the Joint Pathways Executive, I provide input on the experiences, trends and gaps in service delivery to women experiencing domestic violence and/or homelessness and contribute to the collaboration among the various agencies represented at Joint Pathways, the Specialist Homelessness Sector and the Community Services Directorate.

We participated in the activities of 16 Days of Activism against Gender Based Violence organised by the YWCA. As part of Toora Women Inc.'s wide participation in this global campaign, our team together with YWCA Canberra, Doris Women's Refuge and Beryl Women's Refuge, participated in a Day of Action on the lawns of Parliament House to pay respects to the lives lost this year to domestic and family violence and called on the government to do more to end domestic and family violence.

We also participated in the 'This is Not a 'Wife Beater' Campaign, which aims to challenge the language, attitudes, stereotypes and behaviours that minimise and condone domestic and family violence. The campaign promotes a shift from a culture entrenched in violence-supportive language and attitudes to one that celebrates respectful relationships, contributing to a safer community for all.

One of our team members was the recipient of a scholarship to attend the two day National Complex Needs Conference, to participate in seminars and workshops on working with CALD clients, and engaging with Aboriginal and Torres Strait Islander clients.





**THANK YOU TOORA.
I AM VERY GRATEFUL FOR YOUR
HELP. YOU HELPED ME GET A
VISA AFTER LEAVING MY VIOLENT
HUSBAND. I NOW HAVE MY
DAUGHTER WITH ME.**

Client



**COMING HOME PROGRAM HAS
GIVEN ME REAL COMFORT. I
COULDN'T HAVE STAYED OUT OF
FROM AMC THIS LONG WITHOUT
YOUR SUPPORT. I LIKED THE
SUPPORT GIVEN TO ME AT COURT
AND I REALLY LIKED THE TOORA
DAY PROGRAM.**

Client

As part of the Coming Home Program, we continued to be involved with the Justice Reform Group (JRG) meetings, where we were part of the panel for new custodial recruits training at the AMC in 2015-16.

As a member of the Multi-Disciplinary Panel, I continue to regularly provide information, present to and advocate to government and non-government partners about the significant and growing housing needs for women in our community.

Key Trends

One of the continuing trends that we have identified is an increasing number of older women accessing both our residential and outreach services. Within our residential services, 30% of our clients were over the age of 45, and 41.66% of our clients were over the

age of 45 in our outreach services. Clients over the age of 45 have difficulty entering the private rental market due to their age being a barrier to gain paid employment, and the lack of affordable independent private rental.

We continued to see a lack of affordable exit points for clients with mental health and other trauma related issues due to the lack of Housing ACT properties. We have found that the housing eligibility criteria for the Multi-Disciplinary Panel has become limited and tight and hence there are clients with mental health issues and those who, through severe trauma, are falling through the gaps with no exit points.

We have also experienced a lack of services which are willing to support clients with mental health issues living in the community who need a low level of support to continue living independently in the



community. This has been identified especially with support for clients from CALD backgrounds with mental health issues.

As part of our Coming Home Program, we continued to support women waiting in prisons for parole due to the lack of exit points in the community. Women continue to be exited out into homelessness due to lack of housing options in the ACT. Sometimes the only option they have in the community is living with their relatives, but this cannot be considered due to their bail conditions.

Future Direction

In the new year, our service will be renamed Toora Domestic Violence and Homeless Services (TDVHS).

We are excited about the provision of a 'One Toora' model to our clients which means that there is only one entry point for clients into Toora to access all TWI services. Under our 'One Toora' approach, we are thus able to support the client to achieve their desired outcomes through collaborative and joint case management between the different services that Toora Women Inc. offers.

Toora Domestic Violence and Homelessness Services have been funded to provide services to single women and women with children over the next three years. We are excited and look forward to working with women with accompanying children. The service will ensure that our properties are child friendly and appropriately equipped prior to receiving women with accompanying children at our residential services.

TDVHS is also looking to start a few new programs for our clients, including the Relapse Prevention Group and Respectful Relationships Skills Program.



I WANT TO THANK TOORA STAFF FOR THE WONDERFUL SUPPORT GIVEN. MY CLIENT NOW HAS STABLE HOUSING, AND TOORA STAFF HAVE MADE A MASSIVE DIFFERENCE IN MY CLIENT'S LIFE AND HAVE MADE MY JOB AS HER DOCTOR MUCH EASIER.

Feedback from another service

The Service is also collaborating with Toora Counselling Service and is looking to provide our active substance using clients with in-house counselling to provide our clients with timely counselling opportunities.

Thank You

I would like to thank the TASS team for their hard work throughout the past year. Without the hard work of each TASS team member, we would not be here today.

I would also like to thank the Toora AOD team for all their hard work, and also to Susan and our Board for leading us through another challenging year.

I would like to acknowledge and thank Bunnings, Ikea, Soroptimists, Zonta Club of Canberra and Share the Dignity who have supported us to provide our clients with basic necessities and other services. Thank you to the lovely workers from Bunnings who donated their time to paint our shed.

Mirsada Draskovic

Director, Domestic Violence and Homelessness Services



Toora birthday 2015

Toora alcohol and other drug services (AOD)

Thanks

Toora Women Inc.'s Alcohol and Other Drug (Toora AOD) Service has truly blossomed over the last 12 months. The AOD team have shown enormous amounts of initiative and dedication towards service development and have taken on more and more challenges in their stride. I would like to begin by thanking each member of the AOD team for their hard work, dedication and commitment. The team have worked together to develop a more streamline service for the women that chose to share their recovery with us.

The team said good bye to Vivian Pearce in December 2015, a long standing member of Toora who had facilitated the Day Program for many years. We also said good bye to Sheila Ligo, acting manager for Toora AOD service for 5 months. We would like to thank them both for their personal contribution to Toora Women Inc.

We welcomed on board Kristy Morris and Madeline Maslo as case coordinators and Indijana Kegan as the AOD Services Team leader. Indi joined us from Toora's Homelessness and Domestic Violence

Service. All have been invaluable additions to the team. I am also extremely grateful for the way the team have openly welcomed me as their new Director of AOD and Clinical Services. For this, I thank you all.

Service Innovations

The Alcohol and Other Drug team started the year by opening an Outreach Program to support women in early AOD recovery. The Outreach Program ensures that women are supported by Toora AOD Service's from their first point of contact with the service.

A referral is taken over the phone to determine program suitability and then a face-to-face assessment is carried out. The woman meets her caseworker at the assessment ensuring that she only has to tell her story once. Here, a recovery plan is put together to support her individual needs. Women, on this program have access to our weekly drop in sessions where they can meet with their case workers and can attend individual workshops such as Relapse Prevention, Smart Recovery and The Naloxone Take Home Program.

Toora AOD snapshot



AOD Day Program

An eight-week abstinence based program, integrated with intensive case management for women. The program offers vocational education in AOD harm minimisation, relapse prevention and living skills enabling women to build on their strengths and develop new skills. The program allows participants to work in groups in a safe and respectful environment and to explore their own personal issues that led to the misuse of drugs and alcohol

Lesley's Place

A Residential Service assisting women and accompanying children in their AOD recovery, through pre-program outreach, support, case management and aftercare. The program is for women who have already completed a supervised withdrawal yet require short term, day-to-day support in their recovery.

Marzenna House

A Transitional Residential service offering AOD supports and case management for women and accompanying children. It is for women who have already established their recovery and are seeking additional longer term support before returning to the wider community.



“

I HAVE LEARNT LIFE SKILLS AND PARENTING SKILLS THAT I WILL USE FOR THE REST OF MY LIFE. I HAVE KNOWLEDGE OF MY ADDICTION THAT WILL HELP ME TO STAY CLEAN AND SOBER AND I BELIEVE THIS PROGRAM SAVED MY LIFE AND HAS GIVEN MY CHILDREN THE CHANCE TO HAVE A HAPPY HEALTHY MOTHER.

Client

“

LESLEY'S PLACE GAVE ME A SAFE ENVIRONMENT AND HELPED ME TO UNDERSTAND MYSELF, MY ADDICTION AND MY UPBRINGING. MARZENNA THEN ENABLED ME TO ESTABLISH A SUPPORT NETWORK AND LEAD A NORMAL LIFE AGAIN.

Client

Changes have been prevalent throughout the year in the AOD service. When the Day Program facilitator resigned and the service was unsuccessful in finding a suitably qualified replacement, the AOD team attended a development week and all were trained in delivering the Day Program content. The teams were merged and all based at Lesley's place and a roster was developed so everyone gets to deliver the Day program and share their various skills, knowledge and expertise with the clients. The client's feedback has been overwhelmingly positive. Women have reported an increase in confidence, self-esteem and mindfulness through gaining a better understanding of AOD dependency and feel they get more from the program now they have a variety of workers sharing their strengths through program delivery. Due to the success of this roster, the 16-week role rotations have been removed and weekly rosters put into place. Each week the team now all share the tasks set such as referral, assessment and intakes.

The AOD Service has invested in two case coordinators being trained as SMART Recovery facilitators. SMART recovery is a Self-Management

and Recovery Training package that assists people with any problematic behaviour, including alcohol and drug addiction, to learn tools to help themselves and start managing their addictive behaviours. The facilitators are registered now with SMART Recovery and are gathering participants for the first group which will be run weekly.

Organisational cross-Toora staff exchanges started up in January with the aim of upskilling all staff. The program rotates one staff member from the Toora AOD Service and exchanges them with a worker from Toora Domestic Violence and Homelessness Service for a 16-week period. This is proving vital in upskilling workers and supporting Toora clients more efficiently. Workers are able to share best practice to one another and learn valuable information about the different areas of each specialised service. Many clients across Toora experience multi-morbidity issues so having all workers upskilled with knowledge is essential for appropriate client care. We can see the benefits for service delivery as the level of collaboration and communication between services has significantly increased since rotations began.

Collaborations

Toora AOD Service has developed a partnership with Canberra Alliance for Harm Minimisation and Advocacy (CAHMA) who deliver the Naloxone Take Home Program. The program is being run once every eight weeks at Toora in order to reduce the risk of fatal overdose with client's opioid-type dependencies. The program ensures clients can leave the service trained in the overdose prevention and management program, with those eligible being issued their own Naloxone to take home. Most Toora staff have received this training so they are aware of what to do should an opioid overdose occur.

The service has continued to work effectively with EveryMan Australia. Staff have started to implement the Bower Place Method into their case management, making the referral process from one agency to another a smoother transition as both services are using the same framework and methodology. Furthermore, a Respectful Relationships Program is currently being developed with EveryMan to support those in domestic violence relationships.

We continue to have an effective partnership with the Canberra Hospital Withdrawal Unit along with other drug and alcohol services in the community such as Directions, Arcadia House, Karralika Programs, Canberra Recovery Service and the Canberra Hospital Methadone Clinic. We also continue to visit the Alexander Maconochie Centre and all AOD staff now have security training and clearance checks completed.

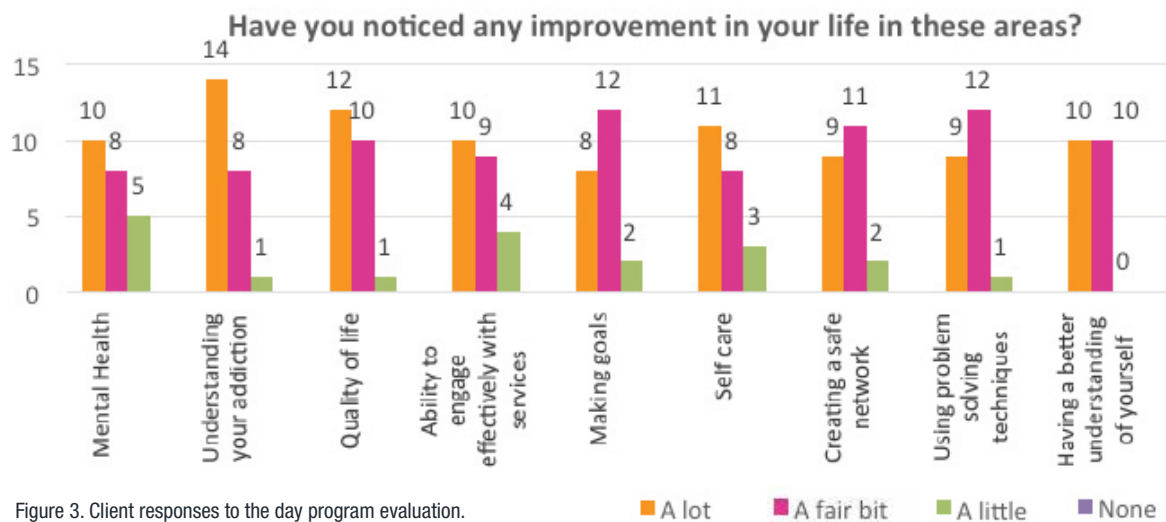
Lesley's Place Residential site is still a destination visited by the Comorbidity Bus Tour which proves invaluable for information sharing between services.



Key Trends

Alcohol, methamphetamine and opioids are the three main drugs of choice for the women who access Toora services. Many of the alcohol dependant users have no drug addictions, whereas the methamphetamine dependent users have poly drug use issues with alcohol and heroin being part of this potentially lethal cocktail. Alcohol users have a better treatment completion rate in our programs than those of methamphetamine users, which correlates with the research that methamphetamine users have a higher relapse rate. Toora AOD Service is in the process of developing a methamphetamine only program for these clients.

Marzenna House has seen some extremely successful outcomes this year. Women that have chosen to attend Marzenna after a period in longer term rehabilitation, along with some women that transitioned straight from Lesley's Place, have all exited the service abstinent, housed and either working or continuing further studies.



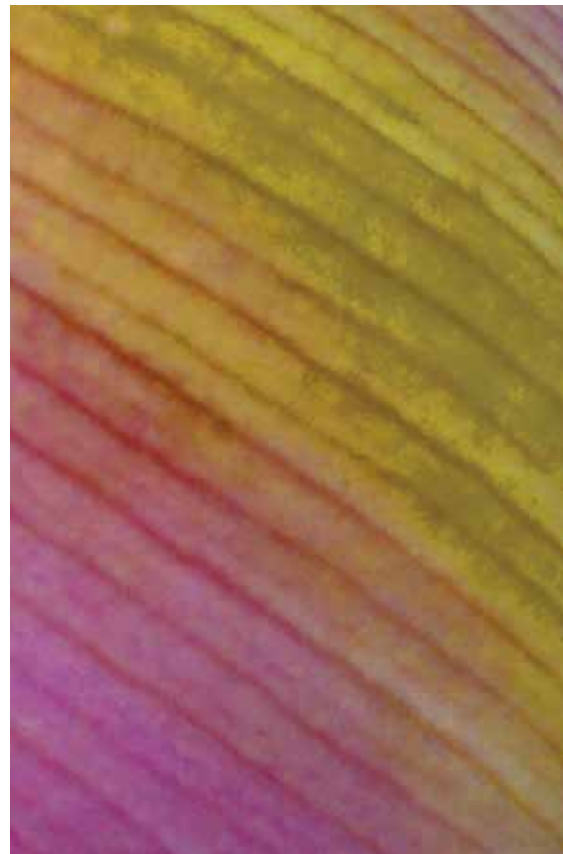
Client Satisfaction Surveys

The positive outcomes for the women using Toora's services are heart-warming and can be shown by the evaluation surveys the women complete on exit.

23 women completed a feedback survey before leaving the Day Program between 2015–16. The clients attending the Day Program expressed high satisfaction regarding their gained skills and knowledge and the support received.

The Day Program has achieved many positive outcomes for its clients as summarized in the above graph. Clients valued the Day Program in particular for providing them a framework, a nurturing environment on their road of recovery and its helpful and passionate staff.

"The Day Program gave me the chance to have a routine, purpose, safe place and knowledge and tools for life while in very early recovery. (...) This is the longest I have been consistently clean and sober in over 22 years. The Day Program has been a vital part of my recovery! I am GRATEFUL for it!"



Future Directions

The AOD Service has faced problems this year with its data collecting system RediCASE not living up to expectations as it was not able to consolidate data from our four branches of service delivery. The team faced a constant battle with this system and were having to store data on many various spreadsheets to ensure it was not lost and unavailable for reporting on. This in itself is time consuming and stressful for the workers and takes the time away from their face to face contact with the clients. A decision has been made to sign a contract with Infoxchange for their SRS platform and we look forward to using this new data system.

Toora AOD Service continues to seeing an increase in “Ice” use in the clients we are assessing and

continue to undergo training to meet the needs of this increasing population. The nature of relapse patterns in this population using “Ice” means that we have to look into new methods of service delivery and possibly extended treatment delivery settings and outreach supports.

A therapeutic education program based on Toora’s AOD Day Program has been developed and is going to be delivered at the Alexander Maconochie Centre (AMC). Unfortunately, this program has yet to be run in the AMC due to low staffing levels however conversations are in process to see how we may be able to move forward with this in the next few months.

Rebecca Wood

Director, AOD and Clinical Services



Counselling service launch 2015

Toora Counselling Service

Toora Counselling snapshot



Toora Counselling Service provides support to women with complex issues who have experienced past or present traumas such as the impact of their own or another's drug and alcohol use, mental health issues, domestic, family and sexual violence, homelessness or needing support to stay out of the homelessness system, and women in the ACT corrections system.



Thanks

This year, Toora Women Inc. (Toora) has proudly been able to respond to the in-house demands of its clients by opening our very own counselling service. This service hit the ground running in November and has not stopped since the doors opened. I would like to thank the counselling team for their dedication and passion towards the services they deliver and the women they support. I believe the counsellors in this team work magic, as women come here to share their most traumatic life events, yet both counsellors and clients leave the sessions smiling.

Service Innovations

Tracey Jones began the service as project manager in July 2015 scoping out the gaps in Canberra services for women suffering from various types of trauma. Tracey was keen to start the service as her background is in gestalt therapy where her true passion lies. I joined Tracey in the September as a clinical specialist / counsellor and together we developed the infrastructure and referral processes for the service. The Counselling Service was born and set up in the WIREDD space in Civic and has now been completely refurbished into a main office area and two individual counselling rooms. Later in the year, Karin Woods joined the team as an additional counsellor and the service was able to start seeing more and more women. A student placement scheme was also introduced where students studying to be social workers /counsellors can come to the service to complete their placements.

The Counselling Service assists women in dealing with issues such as drug and alcohol addictions, homelessness, domestic violence and other traumas they may have experienced. The service builds interpersonal relationships with these individuals to help them develop self-awareness and understanding in order to support them in making positive changes in their lives. It allows a continuation of care as it runs hand-in-hand with our Day Program, Coming Home Program and residential settings for drug and alcohol, domestic violence and homelessness services.

Women experience a seamless internal referral process to access the counselling service when they feel they are ready for this step of their journey. Counselling Packages of 4, 8 and 12 weekly sessions are offered with the option to negotiate further sessions, if required. Counsellors offer a range of therapeutic interventions and counselling

skills, using therapies such as Cognitive Behavioural Therapy, Solution Focused Therapy and Gestalt Therapy. All counsellors are registered with an approved Australian body. Toora's counsellors are bound by code of ethics, good practice and confidentiality and are required to attend regular clinical supervisions, team meetings and follow an ongoing programme of continual professional development.

The Counselling Service also offers an outreach service to women who are living at other Toora sites, such as Toora Accommodation and Support Service for homeless clients and Heira for clients escaping domestic violence. This service is priceless as some of the women in these services fear for their safety and are not comfortable travelling to the city.

Toora Counselling Service conducts ongoing evaluations to ensure that feedback is received from clients. The Service has achieved overwhelming positive outcomes for its clients with the survey data confirming a range of positive client outcomes such as being able to better deal with challenges in life, improved sense of wellbeing, improved relationships with the family and social environment and improved motivation for change.

Key Trends

- A large number of the women seen for alcohol and other drug issues have experienced domestic violence.
- A large number of the women seen who have experienced domestic violence have disclosed childhood sexual assault.
- Most of the women seen who have experienced childhood sexual assault require longer term counselling due to trauma they have experienced.

- Some of the women we see who have had methamphetamine as their primary drug of concern, also have mental health diagnoses.
- It is sometimes difficult to engage the women who are coming off Methamphetamine, due to their inability to focus.

Collaborations

Toora Counselling Service worked in collaboration with EveryMan Australia and both Tracey and I flew to Adelaide to attend a week long internship at Bower Place with other staff from Inanna and EveryMan Australia. The training ensured that the three agencies were all following the same Bower Place Framework when working with clients. At Toora, this further ensures that the clients have a seamless journey through the services and will only have to tell their story once.

Future Directions

I am excited for the future of Toora Women Inc.'s Counselling Service. With such positive client outcomes driven through a compassionate and devoted team, I am filled with confidence that this service will continue to grow and support the lives of the women sharing their recovery journey with Toora.

Rebecca Wood

Director, AOD and Clinical Services



Toora Financial statements



Toora's Birthday 2015

TOORA WOMEN INC

ABN: 11 099 754 393

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TOORA WOMEN INC

ABN: 11 099 754 393

Committee's Report

For the year ended 30 June 2016

The committee members submit the financial report of the Association for the financial 30 June 2016.

Committee members

The names of committee members throughout the year and at the date of this report are:

Joan Scott	(Chair)
Gail Freeman	(Treasurer)
Fika Wangke	(appointed 25 February 2016)
Indijana Kegan	(non-voting)
Susie Van den Heuvel	(appointed 28 July 2016)
Rebekha Pattison	(appointed 21 April 2016)
Lyn Hearfield	(Secretary)
Susan Clarke-Lindfield	(Executive Director)

Carmel McBride	resigned 12 Nov 2015
Kate Bills	resigned 17 Dec 2015
Nooshin Guitoo	resigned 17 Dec 2015
Grishma Rajlotia	resigned 25 Feb 2016
Flor Sermeno	resigned 26 Mar 2016

Principal activities

The principal activity of the Association during the financial year was supporting women with complex issues such as:

- Domestic and sexual violence
- The impact of their own or another's drug and alcohol use and/or mental health issues
- Homelessness or the need to stay out of the homelessness system
- The ACT Corrections

Operating result

The surplus of the Association for the financial year after providing for income tax amounted to - \$2851

Signed in accordance with a resolution of the Members of the Committee:

Dated 21 Nov. 2016



Joan Scott (Chair)



Gail Freeman (Treasurer)

TOORA WOMEN INC**ABN: 11 099 754 393****Statement of Changes in Equity****For the year ended 30 June 2016**

	2016	2015
	\$	\$
Equity		
Brought Forward Retained	484,960.73	486,288.63
Current Year Earnings	2,851.45	(1,327.90)
Total Equity	487,812.18	484,960.73

The accompanying notes form part of these financial statements.

Page 2

TOORA WOMEN INC**ABN: 11 099 754 393****Income and Expenditure Statement****As at 30 June 2016**

	2016	2015
	\$	\$
Income		
Income	2,952,010.57	3,060,876.55
	2,952,010.57	3,060,876.55
Expenses		
Accounting Fees	600.00	1,740.00
Advertising & Promotion	15,276.83	9,115.67
Assets Purchased < \$5000	25,451.46	13,225.03
Audit Fees	8,800.00	8,800.00
Bank Charges	1,045.11	867.90
Board/Governance Expenses	1,516.02	2,027.09
Business Planning Reporting Ev	9,905.00	247,493.49
Cleaning & Pest Services	4,925.60	4,380.82
Client Support Services	75,635.15	81,194.48
Computer Expenses	23,656.36	21,895.84
Consultancy Fees	13,129.18	13,833.97
Depreciation	24,821.18	34,078.12
Employment Support	8,296.86	14,281.93
Equipment hire/lease	9,799.11	8,750.04
Fees & Permits	126.35	507.19
Fringe Benefit Tax	3,238.60	3,736.03
Fundraising costs	2,627.27	202.18
Health & Safety	1,618.45	2,351.19
Insurance	21,943.85	24,315.87
Legal Fees	1,181.09	7,530.90
Meetings	868.26	424.29
Membership Fees	3,317.94	3,609.99
On-Costs	262,593.74	239,451.43
Postage	1,025.72	384.04
Printing & Stationery	6,834.13	13,117.62
Provisional Accounts	4,573.24	52,097.37
Publications & Information Res	509.29	560.71
Rent	155,433.88	160,469.90
Repairs & Maintenance	25,554.06	17,616.89
Salary outsourcing	9,403.80	-
Security	1,240.00	1,078.20
Staff Amenities	2,372.52	1,743.24
Telephone/Fax/Internet	48,503.39	47,011.57
Training & Development	11,009.69	10,923.81
Travel & accommodation	1,837.97	2,970.48
Utilities	45,663.22	44,308.30
Vehicle Expenses	52,232.77	49,528.77
Wages	2,062,592.03	1,828,270.36
Women Exiting Corrections(B&RC)	-	88,309.74

The accompanying notes form part of these financial statements.

Page 3

TOORA WOMEN INC**ABN: 11 099 754 393****Income and Expenditure Statement****As at 30 June 2016**

	2016	2015
	\$	\$
	2,949,159.12	3,062,204.45
Surplus for the year	2,851.45	(1,327.90)

*The accompanying notes form part of these financial statements.**Page 4***TOORA WOMEN INC****ABN: 11 099 754 393****Assets and Liabilities Statement****For the year ended 30 June 2016**

	2016	2015
	\$	\$
Current Assets		
Cash on Hand	1,207,111.26	1,120,660.85
Petty Cash	2,350.00	2,300.00
Trade Debtors	14,845.02	22,761.26
Prepayments	14,325.92	17,691.25
Total Current Assets	1,238,632.20	1,163,413.36
Non-Current Assets		
Leasehold Improvements at Cost	68,004.54	59,768.18
L'hoid Imprvmnts Accum. Deprec	(51,038.02)	(48,164.88)
Motor Vehicles	88,921.13	69,168.82
Total Non-Current Assets	105,887.65	80,772.12
Total Assets	1,344,519.85	1,244,185.48
Current Liabilities		
Trade Creditors	41,729.25	80,370.43
Accrued Expenses	-	54,625.44
Accrued payroll	48,396.56	-
Carry over to next year	-	11,348.00
Grants in Advance	81,878.98	3,748.41
Annual Leave Provision	147,105.74	135,760.31
Leave Loading Provision	29,421.15	24,824.48
Sick Leave Provision	20,000.00	20,000.00
Portable LSL	8,526.41	-
GST Collected	58,973.10	2,486.75
GST Paid	(13,078.30)	(506.58)
PAYG Tax Payable	47,427.71	-
FBT Instalments	335.98	(3,632.99)
Provision for TIS -Sidney Myer	10,000.00	-
Prov for detainees Snow Founda	10,000.00	-
Prov for TIS- Canberra Campus	1,500.00	-
Prov -Nicotine repl Newcastle	1,000.00	-
Brokerage holding account	7,912.38	-
Salary Packaging Holding	18,786.24	-
Total Current Liabilities	519,915.20	329,024.25
Non-Current Liabilities		
Long Service Leave Provision	111,052.46	152,761.87
Provision for new assets	70,148.08	70,148.08
Specialised Staffing Futur Pro	75,713.25	145,713.25
Business Development	46,577.30	61,577.30
Superannuation Payable	24,423.38	-
Super b4 tax holding acct	8,876.00	-
Total Non-Current Liabilities	336,792.47	430,200.50

*The accompanying notes form part of these financial statements.**Page 5*

TOORA WOMEN INC

ABN: 11 099 754 393

Assets and Liabilities Statement

For the year ended 30 June 2016

	2016 \$	2015 \$
Total Liabilities	856,707.67	759,224.75
Net Assets	487,812.18	484,960.73

The accompanying notes form part of these financial statements.

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TOORA WOMEN INC

ABN: 11 099 754 393

Notes to the Financial Statements

For the year ended 30 June 2016

The financial statements cover TOORA WOMEN INC as an individual entity. TOORA WOMEN INC is a not-for-profit association incorporated in under the *Associations Incorporation Act (ACT) 1991 (The Act)*.

The functional and presentation currency of TOORA WOMEN INC is Australian dollars.

Basis of Preparation

In the opinion of the Committee of Management, the association is a reporting entity since there are likely to exist users of the financial report who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These financial statements have been prepared to meet the reporting requirements of the Act.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors and AASB 1054 Australian Additional Disclosures.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Significant accounting policies adopted in the preparation of these financial statements are presented below and

1 Summary of Significant Accounting Policies

Revenue and Other Income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Association and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

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

Rendering of services

Revenue in relation to rendering of services is recognised depending on whether the outcome of the services can be estimated reliably. If the outcome can be estimated reliably then the stage of completion of the services is used to determine the appropriate level of revenue to be recognised in the period.

If the outcome cannot be reliably estimated then revenue is recognised to the extent of expenses recognised that are recoverable.

These notes should be read in conjunction with the attached compilation report of Accountants.

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TOORA WOMEN INC**ABN: 11 099 754 393****Notes to the Financial Statements****For the year ended 30 June 2016****Cash and Cash Equivalents**

Cash and cash equivalents comprises cash on hand, demand deposits and short- term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

Property, plant and equipment

Each class of plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment of losses.

Plant and equipment is depreciated on a straight-line basis over the assets useful life to the Association, commencing when the asset is ready for use.

Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cash flows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cash flows. Changes in the measurement of the liability are recognised in profit or loss.

Events Occurring After the Reporting Date

Contracts have been signed with the ACT Government for 5 programs. This will have a significant effect on the financial position of the association for the financial year ending 2017.

Contingencies

In the opinion of the Committee of Management, the Association did not have any contingencies at 30 June 2016.

Event after the Balance Sheet Date

There are no post balance day events.

These notes should be read in conjunction with the attached compilation report of Accountants.

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TOORA WOMEN INC

ABN: 11 099 754 393

Notes to the Financial Statements

For the year ended 30 June 2016

Association Details

The registered office and principal place of business of the association is:

TOORA WOMEN INC
Community Hub
Hilder Street Weston ACT

These notes should be read in conjunction with the attached compilation report of Accountants.

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TOORA WOMEN INC

ABN: 11 099 754 393

Notes to the Financial Statements

For the year ended 30 June 2016

	Note	2016 \$	2015 \$
2 Cash and Cash Equivalents			
Cash on Hand		1,207,111.26	1,120,660.85
Petty Cash		2,350.00	2,300.00
		<u>1,116,352.35</u>	<u>1,074,815.19</u>
3 Trade and Other Receivables			
Current			
Trade Debtors		14,845.02	22,761.26
Prepayments		14,325.92	17,691.25
		<u>29,170.94</u>	<u>40,452.51</u>
4 Other Assets			
Current			
Commonwealth Cheque A/c		93,108.91	48,145.66
		<u>93,108.91</u>	<u>48,145.66</u>
5 Property, Plant and Equipment			
Leasehold Improvements at Cost		68,004.54	59,768.18
L'hoid Imprvmnts Accum. Deprec		(51,038.02)	(48,164.88)
Motor Vehicles			
Motor Vehicles at Cost		241,334.51	258,391.23
Motor Vehicle Accum. Deprec.		(152,413.38)	(189,222.41)
		<u>88,921.13</u>	<u>69,168.82</u>
Total property, plant and equipment		<u>105,887.65</u>	<u>80,772.12</u>
6 Trade and Other Payables			
Current			
Trade Creditors		41,729.25	80,370.43
Accrued Expenses		-	54,625.44
Accrued payroll		48,396.56	-
Carry over to next year		-	11,348.00
Grants in Advance		81,878.98	3,748.41

These notes should be read in conjunction with the attached compilation report of Accountants.

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TOORA WOMEN INC**ABN: 11 099 754 393****Notes to the Financial Statements****For the year ended 30 June 2016**

	<i>Note</i>	2016	2015
		\$	\$
		<u>172,004.79</u>	<u>150,092.28</u>
7 Provisions			
Current			
Annual Leave Provision		147,105.74	135,760.31
Leave Loading Provision		29,421.15	24,824.48
Sick Leave Provision		20,000.00	20,000.00
Portable LSL		8,526.41	-
GST Collected		58,973.10	2,486.75
GST Paid		(13,078.30)	(506.58)
PAYG Tax Payable		47,427.71	-
FBT Instalments		335.98	(3,632.99)
Provision for TIS -Sidney Myer		10,000.00	-
Prov for detainees Snow Foundation		10,000.00	-
Prov for TIS- Canberra Campus		1,500.00	-
Prov -Nicotine repl Newcastle		1,000.00	-
		<u>321,211.79</u>	<u>178,931.97</u>
Non-Current			
Long Service Leave Provision		111,052.46	152,761.87
Provision for new assets		70,148.08	70,148.08
Specialised Staffing Futur Pro		75,713.25	145,713.25
Business Development		46,577.30	61,577.30
		<u>303,491.09</u>	<u>430,200.50</u>
8 Other Liabilities			
Current			
Brokerage holding account		7,912.38	-
Salary Packaging Holding		18,786.24	-
		<u>26,698.62</u>	<u>-</u>
Non-Current			
Superannuation Payable		24,423.38	-
Super before tax holding account		8,878.00	-
		<u>33,301.38</u>	<u>-</u>

These notes should be read in conjunction with the attached compilation report of Accountants.

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TOORA WOMEN INC**ABN: 11 099 754 393****Independent Audit Report to the members of TOORA WOMEN INC****Report on the Financial Report**

I have audited the accompanying financial report being a special purpose financial report, of TOORA WOMEN INC which comprises the assets and liabilities statement as at 30 June 2016, the income and expenditure statement and statement of changes in equity for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the statement by members of the committee.

Officers' Responsibility for the Financial Report

The officers of TOORA WOMEN INC are responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1, is appropriate to meet the requirements of the Associations Incorporation Act (ACT) 1991 and is appropriate to meet the needs of the members. The officers' responsibility also includes such internal control as the officers determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on my audit. I conducted my audit in accordance with Australian Auditing Standards. Those standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about 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 entity's 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial report.

Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of TOORA WOMEN INC as at 30 June 2016, and its financial performance and its cash flows for the year then ended in accordance with Associations Incorporation Act (ACT) 1991.

Stephen Bray



Mawson
23 September 2016

TOORA WOMEN INC
11 099 754 393

Statement by Members of the Committee

ABN: 11 099 754 393

Statement by Members of Committee

The committee has determined that the Association is not a reporting entity and that this general purpose financial report should be prepared in accordance with the accounting policies outlined in Note 2 to the financial statements


In the opinion of the committee the financial report as set out:

1. Presents fairly the financial position of TOORA WOMEN INC as at 30 June 2016 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that TOORA WOMEN INC will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:

Dated *21 Nov.* 2016


Joan Scott (Chair)


Gail Freeman (Treasurer)

TOORA WOMEN INC
ABN 11 099 754 393

Statement of Cash Flows
For the Year Ended 30 June 2016

	Note	2016 \$	2015 \$
Cash flows from Operating Activities			
Receipts from Customers		2,961,563	2,796,105
Payments to Suppliers and Employees		(2,949,159)	(2,814,720)
Interest Received		9,553	17,289
Net Cash Outflow from Operating Activities		<u>2,851</u>	<u>1,328</u>
Cash Flows from Investing Activities			
Purchase of Property, Plant & Equipment		47,895	-
Cash Flows from Financing Activities			
Proceeds from borrowings		35,704	11,050
Repayment of borrowings			-
Net Increase in Cash Held		<u>86,450</u>	<u>12,378</u>
Cash and Cash Equivalents as at 30 June 2016		<u><u>1,207,111</u></u>	<u><u>1,120,661</u></u>

*The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Accountants.*

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Sorry Day Walk



Toora Administration Office	P 6122 7000 F 6122 7099 E TooraAdmin@toora.org.au E property@toora.org.au
Toora Accommodation and Support Services	P 6247 2399 F 6122 7099 E TooraHouse@toora.org.au E cominghome@toora.org.au E heira@toora.org.au
Toora Alcohol and Other Drug Services	P 6241 7233 F 6122 7099 E tooraAODservice@toora.org.au
Toora Counselling Service	P 6241 7233 F 6122 7099 E tooraAODservice@toora.org.au

