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## Committee of Management

### *Elected Members*

#### **Executive Committee**

Leila Alloush	Chairperson
Tasneem Moosajee	Vice Chairperson
Rasheeda Cooper	Secretary
Fikriye Demirel	Treasurer

#### **Members**

Maryam Clarkson  
Hulya Akguner  
Dakhylina Madkhul

### *Funding Representatives*

Jenny Norvick	DIMIA
Steve White	Dept of Family and Community Services
Christa Monet	Lance Reichstein Foundation

### *Acknowledgements*

The Department of Immigration and Multicultural Affairs

Ecumenical Migration Centre

Refugee and Immigration Legal Centre

Fitzroy and Carlton Community Cooperative

Federal Department of Family and Community Services

Reichstein Foundation

## Staff

### *Workers*

Joumanah El Matrah	Co-ordinator
Amuna Abdella	Community Development Worker Parenting and Resettlement Program*
Munira Muhmoud	Community Development Worker Parenting and Resettlement Program Recreation Project
Nilgun Olcayoz	Community Development Worker Parenting and Resettlement Program
Nilufer Yaman	Secondary Consultant Gathering Pieces to Speak Project

### *New Staff*

Sultan Cinar	Community Development Worker Citizenship, Violence & Resettlement Program
Nuzhat Lotia	Research and Education Worker SILC : Leadership Development Program
Asha Bedar	Research and Education Worker SILC : Leadership Development Program

### *Students and Volunteers*

Fiona McInnes	Student on Placement
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### *Mentoring Program*

Inas Mussa	Jihan Martin
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### *Previous Staff*

Fatima Tawfek	Community Development Worker
Halime Durzen	Community Development Worker



Committee of Management 2002

# Chairperson's Report

Chairperson

It is with great pleasure that I present the Annual Report of the Islamic Women's welfare Council of Victoria (IWWCV) for the year 2002.

IWWCV has grown considerably, in terms of its projects and community responsibilities. This meant that Ms. Joumanah El Matrah was promoted to a Coordinator's role with responsibilities for the day-to-day management of the organization and funded projects.

Throughout the year our staff continued to be committed to providing high quality services to a wide range of audiences' especially Muslim women. For our staff and our Committee of Management, the year has been busy and very challenging. IWWCV worked hard to support many Muslim women who experienced racist attacks as a result of international events that had nothing to do with them.

The racist attacks on Muslim women have forced many of them to be isolated in their homes and to stop participating in community life.

IWWCV is proud to have made serious attempts in educating the public about the impact of racism on Muslim and the Australian community as a whole which prouds itself on its cultural diversity.

IWWCV's achievement for the year includes the following:

- Highly specialized and accountable settlement service to newly arrived Muslim women and their families
- Research projects and production of research reports
- Structural Advocacy on behalf of Muslim women

Through strategic planning involving staff and Committee of Management members, IWWCV made considerable achievement in areas such:

- assisting the settlement of newly arrived Muslim women migrants and refugees
- facilitating the long-term settlement of Muslim women and their families in the community.
- participating in an integration service system to support Muslim women
- advocating for the needs of Muslim and refugees.

Our management group operated IWWCV in an efficient and effective manner.

IWWCV met all the requirements of work programs effectively and efficiently, and continued to provide direction and appropriate strategic planning for Muslim women.

Our staff worked very hard in terms of case management, research, community development, service and policy development practices.

Furthermore, there is an increased level of demand on IWWCV as a peak Muslim women organization in Victoria.

On behalf of IWWCV Committee of Management, I would like to thank our staff, volunteers and students for their hard work, commitment and professionalism.

I also wish to thank the Department of Immigration, Multicultural and Indigenous Affairs (DIMIA), the Federal Department of Family and Community Services, the Reichstein Foundation, the Ecumenical Migration Centre and all agencies that provided financial, professional and personal support to the IWWCV and Muslim women.

I hope the year 2003 will be another year of growth for IWWCV and above all a year of peace in the world.

Leila Alloush  
Chairperson.



**AGM 2001 Edinburgh Gardens**

# Mission, Objectives & Philosophy

## Mission Statement

*"The Islamic Women's Welfare Council of Victoria will promote and reflect the needs of Muslim women in Victoria who represent diverse linguistic, national and individual backgrounds"*

## Objectives

- To identify the needs of Muslim women in Victoria.
- To empower Muslim women and increase their participation in the decision making processes at community and governmental level.
- To promote social justice and equity in the provision of services to Muslim women.
- To increase Muslim women's independence and self-esteem.
- To represent and advocate on behalf of Muslim women in respect to the provision of social welfare services.
- To develop and deliver programs and services to meet the needs of Muslim women in a way that is consistent with Islamic values and community needs.
- To provide where appropriate, counselling, information, and referral services to Muslim women.
- To facilitate the establishment of self-help groups for Muslim women.
- To co-operate with other women's organisations to achieve better outcomes for Muslim women, in terms of service provision.
- To liaise with appropriate community groups and service organisations, for optimal utilisation of available resources.
- To receive and utilise funds and resources to improve the prospects of successful settlement and integration of Muslim women into Australian society.
- To manage and monitor funded programs, so that funding and accountability requirements are fully met.

## Philosophy

- All women should have access to services which promote their right to self determination and respect their cultural and religious background.
- \* There is a need for increased awareness among service providers of issues affecting Muslim women.



**AGM 2001 Edinburgh Gardens**

## The Organisation

The Islamic Women's Welfare Council of Victoria (IWWCV) was established in response to an increased need for culturally appropriate housing and domestic violence services targeting Muslim women. The first meeting was held in August 1991, and was attended by Muslim women across the communities and the welfare sector.

Since then the membership and the work of the organisation has substantially increased. The work on IWWCV has been well recognised by the service system and the community, and has attracted different sources of funding.

The Islamic Women's Welfare Council is a community based welfare organisation.

### Key Services Areas are:

- Casework, Counselling and Support
- Education and Training
- Secondary consultation
- Parenting support programs
- Structural Advocacy

### Key Community Development Initiatives:

- Leadership development for Muslim Women.
- Domestic Violence community education and structural advocacy
- Media campaign for Muslim women
- Racial and religious vilification education campaign.

# Workers Reports

## Joumanah El Matrah

This passing year for Islamic Women’s Welfare Council of Victoria has been an expansive and complex year, marked by a radically changed and changing environment. Muslim women have generally been a disadvantaged group within Australian society, and there is evidence that the nature of this disadvantage will become far more complex and pervasive, and will undoubtedly be influenced the current global environment. The challenge for the coming year will be the extent to which Muslim women can be shielded from the effects of the current global political environment, without rendering invisible their disadvantage within the cultural-economic borders of Australian society. As an organisation IWWCV will to contend with new forms of vulnerability for an already highly disadvantaged and vulnerable group of women, and therefore new forms of advocacy will need to be explored.

In the context of this new environment, we have consolidated on our core work, expanded our vision and the programs we provide to Muslim women living in Victoria. The infrastructure of IWWCV has also altered significantly with the creation of new positions.

As the year comes to a close IWWCV has achieved the following:

Casework Contacts:	2,900
Group work sessions to Muslim women	30
Education and Training Sessions	19
Secondary Consultations	250

IWWCV has also participated in many community consultations, including those undertaken by: Victorian Law Reform Commission, Department of Justice, Office for Women’s Policy, Victorian Multicultural Commission of Victoria, and the Department of Education.

We have also become members of;

- The Victorian Women’s Trust
- Ministerial Advisory Council for Cultural and Linguistic Diversity (DHS)

## New Visions and Directions for IWWCV

The above work of the Council focused on the key areas of housing, education, violence, leadership development and community education as they relate to the successful settlement of Muslim women into Australian society.

In the past year, IWWCV has commenced some of its new work with two initiatives: a parenting service providing group work and individual support for newly arrived women living in Victoria, and a project researching women’s experiences of sexual violence. Both projects have developed in response to women’s needs, and therefore reflect the breadth of issues Muslim women must contend with.

## New Projects

### Citizenship and Violence Project

Funded by the Department of Immigration and Multicultural and Indigenous Affairs. This project will develop various forms of community education to support Muslim communities coming into contact with Australian law. An emphasis will be placed on sections of the legal system that disrupt the settlement process for women.

### Young Women’s Project

A new project funded by the Department of Immigration and Multicultural and Indigenous Affairs. This project will work extensively with young Muslim women around settlement related services with an emphasis on communication skill development.

### SILC Project (Self Esteem, identity, Leadership and Community)

Funded by the Department of Family and Community Services, this project is community education program designed to facilitate the leadership capacity of Muslim women. This program focuses on marginalised women within the Muslim communities; young women, newly arrived women. Capacity building will focus on four key areas; education, community leadership, parenting and violence.

# Workers Reports

# Reports

## Recreation Program

In partnership with Centacare Catholic Family Services. This program will provide recreational activities and a health education program for Muslim women.

## International Developments

### Centre for Women's Leadership, Rutgers University, USA

In June this year, I was invited to attend the 9th Global Leadership Institute ' Realising the Vision of Women's Rights; Understanding the Intersections of Racism, Sexism and other Oppressions. The institute ran over a two week period with women attending from 12 different countries. It was an amazing time, with enormous opportunity to network globally with other women's organizations addressing racism and gender inequality. From this period, a number of organizations, in such countries as Sri Lanka and some of the former Balkan states, have taken our publications to use in their work. This is an important contribution for IWWCV.

## Churchill Trust

This study scholarship will explore how women's organizations overseas work to improve women's status, and the areas in which these organization have managed to effect meaningful change in the socio- economic position of women. Five key countries will be visited including: Pakistan, America, Canada, Lebanon and Egypt. This project will also seek to establish linkages, share resources and strategies with Muslim women's organizations overseas.

In all of these new projects, one of the most exciting changes at IWWCV has been that increased funding has allowed IWWCV to diversify its staff to include more women from different cultural backgrounds thereby increasing our capacity to more effectively incorporate and reflect the diversity of Muslim women living in Victoria. The immediate affect of this diversity has been striking and invaluable.

I would like to thank all the women who have worked so hard to cope with what has been a challenging year for Muslim women generally. A heart felt thanks to the amazing women who make up the staff of IWWCV, all of these women have come onboard at a time of great change and have nonetheless done great work, extended our vision and perhaps most importantly created a supportive, gregarious and dynamic work environment. I wanted also to thank Inas Mussa and Jihan Martin for all the time they dedicated to us with generosity and care, and who have done so without any formal requirement to do so. A thank you to our wonderful student Fiona McInnes, who made a great contribution to our team (and speaks the best Arabic I've ever heard!!). A note of gratitude for a fantastic Committee of Management, and a special thanks to the committee members who have spent weekends working with me, spent endless phone time providing advice and wisdom and have undertaken numerous proof reading exercises. Finally, I would like to thank Nilufer Yaman for her brilliance, and for being kind enough to share it with me. The expansive and positive changes at IWWCV could not have occurred without such an impressive and dedicated group of women.

Joumanah El Matrah  
Coordinator

## Munira Mahmoud

I would like to begin by introducing myself and my history prior to coming to Islamic Women's Welfare Council of Victoria. My name is Munira Mahmoud, a Muslim by religion and from Eritrea (Horn of Africa) background.

I came to Australia in 1994 from Sudan having spent a few years there as a refugee. I finished my secondary and university education in Khartoum. I have post graduate studies in Australia and am now completing a Masters in International Social Work at La Trobe University in Australia.

I worked extensively as a volunteer prior to coming to Australia, predominantly in refugee camps in Sudan. Since my arrival in Australia, I have undertaken the following work:

- As an African Support Worker at Springvale Community Health Center in Family and Reproductive Education Program (FAREP).

# Workers Reports

- As a Community Development Worker with Neighborhood House and Church of All Nations (CAN) for the Horn of Africa Community in Carlton area.
- I was a Settlement Support Worker with the African Australian Welfare Council of Victoria (AAWC) for two years.

## My time with Islamic Women's Welfare Council of Victoria

I started working with the Islamic Women's Welfare Council (IWWCV) on the 4th of September 2002, as Community Worker for the Parenting and Resettlement program. I therefore work extensively with newly arrived Muslim women who parent large families, or women who have children with significant behavioural or other issues that significantly undermine Muslim women's settlement in Australia.

My work with women varies considerably from providing parenting support and education, to advocating on behalf of their children in critical situations related to schooling and mental health. The main issues faced by Muslim women relate to housing, immigration, family relationships, career, Centrelink, cross cultural, legal issues, material support and drug use. I have assisted many clients seeking safe housing for themselves and their children, and have reviewed policy changes which have significantly extended the waiting period for women seeking public housing.

The need for housing poses a considerable burden on Muslim women and therefore IWWCV, I have therefore initiated the process of increasing our current transition properties to better meet the needs of the women who access our support. Joumanah, myself and staff from Metro Housing Office are currently discussing housing options for Muslim women and the 'creative' ways we might be able to house women in crisis.

I have participated in many network meetings including those in Moreland and Hume as well as MRC networks. From these meetings I have consulted with many workers on community needs and priorities including: housing/accommodation, education, health, immigration, and of course, youth and family issues. In this process, it has been possible to establish a base for cooperation and referral with many community agencies and other service providers.

The relationship between parents and children, with kids getting involved in risky behavior is very delicate and complex issue. I have had contact with parents who have children with troubling addictions to various forms of drugs. I think as an organisation we could do far more work on this issue and I plan develop school holiday programs for affected parents and children to spend time together exploring dependency to drugs and its impact on various family member. There is a real issues of family members being isolated from each other in this country, kids spend all day at school, and will often come home and watch television, which does not allow for strong relationships to develop parents and children. Giving families time away together during school holidays will ideally give way to improved relations and therefore improved capacity among family members to deal with problems.

Currently, in my outreach capacity to women in the Carlton, North Melbourne, Flemington and Kensington areas, I am in the process of planning information sessions and social gathering activities for women and families. These sessions will be an opportunity for women to share their cultural and traditional cooking and handicraft skills. These activities will be held weekly (every Friday evening for about three hours).

I am also planning to establish a women's group, to function as a project which operates as credit without interest scheme. Participating women contribute a specific amount of money weekly, which is then provided interest-free to individual members on a rotational basis; or a "Merry go Round". This program is going to be popular with the women because it acts as an alternative to a bank loan, is readily accessible to women, interest free, increases member social interaction and is run by the women who participate in the scheme, giving them a sense of empowerment.

Munira Mahmoud  
Community Development Worker

Reports

# Workers Report

## NILGUN OLCAYOZ

Our Parenting and Resettlement Program provides culturally appropriate, complex family casework and group work services for Muslim women sole parents, especially those from newly arrived and emerging communities. Our program prioritises women with large families or women who have children with challenging behaviour.

### CASE WORK

Homelessness, domestic violence and family breakdown with refugees and isolated women and children constitute a major part of our casework. The number of referrals to the IWWCV has dramatically increased in my time. Provision of transitional housing and support for homeless clients with family violence issues continues to dominate our casework load. Homeless women with children, limited mobility and limited English language skills require intensive/time-consuming work to access respite care, childcare, social support and permanent accommodation.

Providing culturally appropriate crisis and supported accommodation is pivotal to our service delivery program. This service, whilst essential, is increasingly impacting on workers' time needed to implement the rest of the work program. A funded housing support worker is needed in order to free our time to implement positive parenting programs.

### GROUP WORK

Groupwork sessions were provided to focus on parenting issues, social interaction and peer support. Two groups were facilitated focusing on the principles of positive parenting. This program was called "Parenting Education Program". A health issues group was also facilitated. We have received very positive feedback from the group members about service delivery for Muslim women sole parents.

### AIM OF THE "PARENTING EDUCATION PROGRAM"

Immigration brings difficulties such as lack of language, limited family and community support and differences in religious and community beliefs. All of these factors impact on a Muslim woman's capacity to find healthy child rearing strategies in a new country.

Muslim women who attended our group work sessions, repeatedly articulated the difficulties of parenting within two cultures which often contradict each other. It is essential therefore to work with women to identify and use positive parenting skills and to navigate their way through the difficult situation parenting in two cultures. Ideally, women will use positive parenting skills to help their children participate in and value both cultures. In conclusion, child/adolescent and parenting services received information, support and secondary consultation to enable them to provide an accessible, responsive and culturally relevant service to Muslim sole parent families.

On a personal endnote, it has been a great challenge to work with Muslim women. Although I have worked in the community sector for a long time, prior to IWWCV, I did not know the extent of difficulties faced by Muslim women. The environment at IWWCV is professional and caring, and this has facilitated my capacity to undertake challenges. I have a feeling from IWWCV and Joumanah especially, that I am simultaneously encouraged to learn further, but that my skills are excellent and highly esteemed. The foundation of skills and knowledge that I bring to IWWCV are well regarded and valued.

Nilgun Olcayoz  
Community Development Worker

# Workers Report

## Amuna Abdella

The parenting project provides settlement related family casework and group work services to Muslim women sole parents facilitating their settlement in Victoria. Muslim women who are sole parents, tend to be overwhelmed by the demands of resettlement in a new and culturally different country. Being in a new environment and the pressures of parenting in Australian context, can place the well being of the entire family at risk. Two workers share the one position of this program. In between us, we speak six languages, and a background in psychology, social work, community development and research work experience and education.

The project provides casework support for sole parents, giving the priority to women with large families, (the project was overwhelmed by the number of referral from other organization or self-referral). We also provide group work on issues associated with parenting. This year prior to my maternity leave, we provided group sessions on 'What it looks like to be a single mother for a teenage girl,' and another program on 'Strategies to discipline teenage kids'. Furthermore, our program has successfully become a secondary consultation resource for different workers and organisation around Victoria.

The project is currently in the process of documenting issues for Muslim women who are singly mothers, and effective strategies for community education on parenting. Some of this information will be used to develop professional training seminars.

Amuna Abdella  
Community Development Worker

*Amuna Abdulla is currently on maternity leave with her son Marwan, and her latest child Nada, who is an honorary member of IWWCV*

## Halime Durzen

Halime worked for IWWCV for a very short period, undertaking community consultations, radio programs and casework responsibilities. She was a great addition to IWWCV and we sorely miss her presence with us.

# Workers Report



**Fatima Tawfek**

Fatima Tawfek, one of our community development workers, has been with us for 4 years. Sadly in April this year Fatima decided to move on from IWWCV. Her contribution to the welfare of Muslim women has been tremendous and she will be sorely missed.

Over the past year IWWCV were involved with a number of ongoing clients especially those occupying four IWWCV transitional housing properties. We have a growing amount of advice and referral cases but were forced to accept only a limited number of long-term cases.

Our schools work continued to make inroads towards “culture change” within schools through activities designed to highlight the value of collaborative activities between our service, school staff and young Muslim girls within the schools.

We helped schools become active partners in the appreciation and inclusion of the Muslim students’ perspectives in the life of the schools through:

- Leading information sessions and discussion groups of students and staff to deal with the emotion and incidences of racism, which affected Muslim students following September 11th events overseas.
- Facilitating the contribution of young Muslim women to Voice newsletter. This gave an opportunity to students (and staff) to reflect on and communicate their views on issues, which affect student self-esteem, personal identity and educational outcomes.

Students and staff, which continued to be involved with our initiatives, are from

- Shepparton/Cobram,
- Noble Park Secondary College,
- Minaret College,
- Preston Girls Secondary College,
- Brunswick Secondary College,
- Box Forest Secondary College,
- King Khaled Islamic School and
- Upfield Secondary College.

## Voice Newsletter

“Voice” continued to grow as a major communication, information sharing and education tool for Muslim women, young Muslim women and the wider community especially services catering for the needs of Muslim women across Victoria.

We have invited subscription from individuals and organisations and the response has been very encouraging. A mail out of an evaluation questionnaire about Voice has also resulted in very positive feedback about the newsletter.

The IWWCV worked to complete a valuable experimental stage of Voice newsletter production. Appropriate funding and resources are now required to redevelop the newsletter in a manner, which is necessary to fulfil its envisaged potential.

Fatima Tawfek  
Community Development Worker



## “Young Muslim Women Achieve”

NATIONAL YOUTH WEEK 2002

A grant was given to Islamic Women’s Welfare Council of Victoria by the Department of Education, Employment and Training to run a major youth celebration titled “Young Muslim Women Achieve”.

Up to 150 young Muslim school girls, welfare staff and teachers and young women from refuges and the general community (as well as some mothers) attended. They were inspired and entertained through a girls only program, planned and presented by the youth themselves.

Those who attended were students and staff from Preston Girls Secondary College, Broadmeadows Fawkner, Ilim College, Minaret College, King Khaled Islamic College, Noble Park Secondary, Upfield, Broadmeadows language centre, AMES, and youth workers from various agencies.

Many newly arrived students from Afghanistan, Iraq, Somalia mingled with students and staff from Turkey, Lebanon, Kuwait, Palestine, Algeria, Yemen, Egypt, Pakistan, Fiji, Singapore, Jordan, Syria, Indonesia and Australia.

The program included inspirational talks, interactive workshops, Islamic singing and a colourful fashion parade.

Contributors highlighted the effort various youth put towards achieving and realising their potential and unique identities whilst at the same time promoting harmony through education and interaction with the community at large.

The Islamic Women’s Welfare Council of Victoria’s “Voice” newsletter was distributed and information was given about Islamic youth camps and other activities. Whilst photographic exhibition titled “cross sections” showing works of newly arrived young Muslim women from ‘Shepparton/Cobram New Settlers Youth Network’ was displayed.

The “Young Muslim Women Achieve” event was promoted through many Victorian schools, women’s refuges, Migrant Resource Centres, Mosques, the Islamic Council of Victoria, Youth Issues Network, SBS Radio and Hume Leader newspaper.

The event was very successful providing an atmosphere of acceptance, friendship and support. Evaluation comments were asked of the women on the day. These are some of the comments.

*“Everything was well-organised and I really loved the nashid singing... it was excellent”*

*“Group activities, interaction, meeting new people, getting to know more Muslim friends, fashion show, the information that was given”.*

Generally, the girls agreed that it was a great chance to socialise with other Muslim girls, voice opinions and be entertained at the same time.

There was a call, however, by the girls for greater opportunities to socialise and recreate in the future:

*“There should be more activities for Muslim girls like girl gyms, sports activities, outings, gatherings which bring girls together because most activities ....are hard to find for girls only.”*

Fatima Tawfek  
Community Development Worker



# Student Experience

# Student

What an amazing past six months! My third year student placement at IWWCV as part of my social work degree at RMIT has been many things: crazy, frustrating, challenging, stressful, exhilarating, confronting and fun! It is difficult for me to summarise my experience in only a few short words, however, I consider myself to be extremely fortunate to have worked along side such inspiring, strong and beautiful women.

The wonderful part about doing my placement at IWWCV is that every day is different, never knowing what to expect, and the new and challenging path I will be lead down next. From a housing crisis to learning about Meningococcal disease, from international family law to carpet cleaning. It has broadened my views about what social work is and given me a strong foundation for the future.

Throughout my student placement, the biggest challenge of all, the cause of much frustration and occasionally joy, is the housing situation many Muslim women face throughout Melbourne. Waiting lists for public housing, particularly in the inner north and western areas where many Muslim communities live, can have a waiting period of many years before a house can be secured. In the meantime, many women rely on transitional housing, hostel accommodation or the generosity of their friends and family.

A newly emerging disadvantaged group that I have been working with around housing issues are New Zealand citizens from refugee backgrounds, particularly single mothers with large families. A new law introduced in Australia in February last year means that any New Zealand citizen who arrived after the 26th of February 2001 will no longer be eligible to receive benefits that other permanent residents receive, even after a two year waiting period. Centrelink payments, public housing and the bond loan scheme are no longer available for these New Zealand citizens. The lack of financial support and housing options for these families create very difficult situations. Many families have been given incorrect information about their rights as New Zealand citizens, and as a result, much of my time has been spent on concentrating on informing service users and service providers on the new laws. While this issue has been a source of great frustration for both workers and service users, it has created the opportunity for the Ecumenical Migration Centre, community groups, Office of Housing and Department of Immigration, Multicultural and

Indigenous Affairs to come together and produce an easy to read fact sheet. Inas Mussa and myself were pleased to attend the launch of the fact sheet, and look forward to its distribution.

Getting to know the women I have been working with over my placement has definitely been the highlight for me. It has been such an honour and a privilege to hear their stories, and to gain an insight in to how it is for many women growing up or settling in Australia. I am continuously amazed by the stories I hear of hope, courage, strength and adaptability that the women have developed through out their life journeys, and only hope that some of it may rub off on me!

I would like to take this opportunity to thank all the women and families I have worked with over the past six months, thank you for sharing your culture, language and history with me. Thank you to IWWCV for the honour of doing my placement with your organisation – well known at RMIT for its challenging but incredibly rewarding experience. Finally, thank you, shukrun and tesekkur ederim so much to Joumanah, Amuna, Nilgun, Munira, Sultan and Inas for your inspiring, devoted and professional way of working and for all your words of wisdom – work and life related! I have learnt so much, thank you.

Fiona McInnes  
Student on placement

# Consultant's Report

Last year I was contracted by the Islamic Women's Welfare Council to work as a consultant in the following areas:

## Staff support

Over the last few years the demands on the Council's resources substantially increased as the nature and importance its work gained recognition. This, and other factors such as the increased number of Muslim refugees and the community events following September 11, placed significant demands on the Council's two part-time workers and made it necessary to seek additional resources. I contributed to this developmental process by

- submission and report writing
- supporting and supervising staff
- assisting in recruitment of new staff
- assisting in development of workplans
- assisting the Council in advocacy and lobbying

Since the appointment of a full time coordinator in July, my work in this area is minimal and it is performed in a voluntary capacity.

## Gathering Pieces to Speak Project

As part of its broader work on violence against Muslim women the Council developed and implemented this action research project on sexual violence. The purpose of the project is to explore how victim survivors can be better supported by their families, communities and the service system and, in the process of exploration, to raise the Muslim communities' awareness on sexual assault and its consequences. Lance Reichstein Foundation provided a small grant towards the project costs.

The project was conducted from March to October in 2002. It focused on the Turkish and Arabic speaking and Horn of Africa communities. Project activities included:

- interviews with victim/survivors of sexual assault
- interviews with community workers and religious leaders
- consultations with women's groups, and
- a forum for community workers to discuss future actions against sexual assault

More than a hundred people participated in this process. Two Centres Against Sexual Assault, CASA House and Northern CASA, contributed their expertise and participated in the organisation of the forum. Australian Lebanese Welfare Council, Northern Metropolitan Migrant Resource Centre, North Richmond and Sunraysia Community Health Centres and FARREP Program are among the other organisations that provided significant contribution to the project.

The project found that an extreme culture of silence exists on the issue of sexual assault that prevents victim/survivors from seeking justice and help in healing. At the end of the community workers' forum, a group was formed to organise further action on community education against sexual assault and to further develop the service system to provide appropriate and effective responses to victim/survivors.

The report of the project is available from the Council.

Nilufer Yaman  
Islamic Women's Welfare Consultant

Consultant

# Minutes from AGM 2001

## Islamic Women's Welfare Council of Victoria: Minutes of the 2001 Annual General Meeting.

**Thursday 8 November 2001,  
Edinburgh Gardens, Fitzroy**

### THOSE ATTENDING

Ludita Trifa, Sara Zuccarelli, Lenore Manderson, Rascale Alloley, Jenny Norvick, Vicki Ponsford, Wahibi Moussa, Kerry Bafler, Lenole Breskin, Dorota Jones-Olsiamkin, Joumana Deinnaoui, Jose Campin, Ali Gurdag, Maryam Bekris, Kerry Gartland, Tara Kelly, Rocio Amezcuita, Sheikh Issa Farzam, Anne Manicas, Nadine Bartholomeusz-Raymond, Lisa Centmi-Smartland, Kirsten Mackenzie, Aynur Canbolat, Serene Teffaha, Anne Giddens, Adrienne Harris, Kiri Heccukita, Irene Tkalcevic, Dr Khairy Majeed, Samera Mohamed, Leila Alloush, Kate Colvin, Firhana Imam, Carol Ransley, Nora Thomas, Shazia Book, Devaki Monain, Inaam Barakat, Heider Aljboory, Lilshael Moosajee, Ainslie Hannan, Manar Eltchelebi, Adele Murdob, Slwa Zayed, Dkhylina Madkhul, Oula Almatrah, Joan Kirner, Maryam Clarkson, Fikriye Demirel, Rasheeda Cooper, Christina Dawson, Fatima Tawfek, Maria Dimopoulos, Lucy McConvich, Wafa Ibrahim, Hiam Merhi, Stephanie Canchi, Gabby Fakhri, Samia Baho, Christa Gunsenheimer, Helen Koureskas, Maria Vamvakinou, Joumanah Elmatrah.

### 1. Welcome

Leila Alloush, the Chairperson, formally welcomed all members and guests to the Annual General Meeting.

### 2. Apologies

Acknowledged but not recorded

### 3. Confirmation of Minutes of Previous Annual General Meeting

### 4. Chairperson's Report

As per written Chairperson's Report in the Annual Report 2001.

### 5. Treasurer's Report

Presented by Fikriye Demirel as per the Annual Report 2001.

Moved to be accepted by Maryam Clarkson, seconded by Rasheeda Cooper

### 6. Appointment of Auditor

Pobjoy, Mulhall and Associates were appointed as the Auditors for 2001/2002 financial year

### 7. Appointment of Public Officer

Joumanah El Matrah was appointed as Public Officer

### 8. Announcement of Election of Year 2002 Committee of Management by Maria Vamvakinou

The Committee of Management for the year 2002 is:

- Leila Alloush,
- Rasheeda Cooper,
- Fikriye Demirel,
- Tasneem Moosajee,
- Maryam Clarkson,
- Amuna Abdella and
- Munira Mahmud

Deemed Elected.

### 9. Worker's Report

Fatima Tawfek and Joumanah El Matrah presented their reports (see Annual Report 2001 for details)



Speakers at the AGM 2001.

# Minutes from AGM 2001

## 10. Speaker - Vicki Tsianakas, Postgraduate Researcher in Health Sciences

Vicki spoke about her current research on "Clinical Health Concerns of Muslim Women". She spoke of the importance and difficulties of equal access to health care for non-English speaking background women, particularly Muslim women.. Her conclusions were that more research needs to be done and that communication of the concerns of Muslim women to health care providers needs to improve.

## 11. Speaker - Honorary Joan Kirner, AM, former Premier of Victoria

Joan Kirner congratulated the Council on its achievements over the past years since its formation. She spoke of the impact of the events of September 11 on the Victorian community and the need for respect and standing together. In addressing racism and discrimination against Muslim Women, Joan emphasised the need to focus on our purpose and values and to break our goals down into small steps.

## 12. Speaker - Maria Vamvakinou, Federal Member for Calwell

Spoke about the contribution of multiculturalism to Australian Society and the threat of racism.

## 13. Close of the Meeting

Special Welcome given to Yasser Soliman from the Islamic Council of Victoria. Gifts of Appreciation were given to Vicki Tsianakas, Joan Kirner, Maria Vamvakinou, Joumanah El Matrah, Fatima Tawfek, Rasheeda Cooper, Maryam Clarkson, Christina Dawson and Tasneem Moosajee.



Maryam Clarkson and Rasheeda Cooper.  
AGM 2001

# Audited Financial Report

ISLAMIC WOMEN'S WELFARE COUNCIL OF VICTORIA INC.  
REG. NO. A0025162 S  
STATEMENT OF INCOME AND EXPENDITURE  
FOR THE YEAR ENDED 30TH JUNE. 2002

<b><u>INCOME:</u></b>	<b>2002</b>	<b>2001</b>
Grant - DIMA Recurrent	95,757	54,946
Grant - Kildonan	-	1,875
Grant - City of Darebin	-	1,700
Grant - Vic. Multicultural Comm.	1,500	1,500
Grant - City of Moreland	-	500
Interest Received	26	43
Membership Fees	236	84
Sundry Income	200	42
Consultancy Fees	492	1,900
Sale of Publications	244	230
Reichstein Foundation	15,000	-
Dept. of Education	1,000	-
Newsletter	310	-
<b><u>INCOME TOTAL</u></b>	<b><u>114,755</u></b>	<b><u>62,820</u></b>
<b><u>LESS EXPENDITURE:</u></b>		
As per statement attached	<u>101,198</u>	<u>68,172</u>
<b><u>SURPLUS/(DEFICIT) FOR THE YEAR</u></b>	<b><u>\$ 13,557</u></b>	<b><u>\$ (5,352)</u></b>

# Audited Financial Report

**ISLAMIC WOMEN'S WELFARE COUNCIL OF VICTORIA INC.  
REG. NO. A0025162 S  
STATEMENT OF INCOME AND EXPENDITURE  
FOR THE YEAR ENDED 30TH JUNE. 2002**

<b><u>EXPENDITURE:</u></b>	<b>2002</b>	<b>2001</b>
Salaries	63,204	40,279
Workcover	616	647
Superannuation	4,747	3,217
Staff Travel	1,216	464
Audit Fees	1,050	900
Bank Charges	160	230
Book-Keeping/Payroll Fees	2,104	1,798
Capital Expenditure	245	2,868
Computer Costs	-	182
Postage	531	270
Printing/Photocopy/Fax	1,551	1,595
Rent	6,958	5,059
Resources	-	-
Stationery	1,517	992
Sundries	6,091	841
Telephone	1,146	1,951
Keys	-	-
A.G.M. Costs	-	145
Insurance	1,579	1,583
Meetings	-	322
Office Fair Trading	-	30
Publications/Subscriptions/Memberships	394	729
Staff Advertising	-	-
Provision for Annual Leave	(537)	900
Provision for Long Service Leave	-	670
Awards	-	525
Consultancy	4,200	1,975
Supervision	4,355	-
Travel - Program	71	-
<b><u>Total Expenditure</u></b>	<b>\$ 101,198</b>	<b>\$ 68,172</b>

Financial

# Audited Financial Report

ISLAMIC WOMEN'S WELFARE COUNCIL OF VICTORIA INC.  
REG. NO. A0025162 S  
STATEMENT OF ASSETS AND LIABILITIES

AS AT 30TH JUNE, 2002

<b><u>ASSETS</u></b>	<b>2002</b>	<b>2001</b>
Cash at Fitzroy Cariton Credit Co-op- A/c 3385	47,812	73
Cash at Fitzroy Cariton Credit Co-op- A/c 3419	17,051	8,151
<b>Total Cash</b>	<b>64,863</b>	<b>8,224</b>
<b><u>LESS LIABILITIES</u></b>		
Provision for Annual Leave	1,136	1,673
Provision for Long Service Leave	2,355	2,355
Grant in Advance - D.I.M.A.	40,143	-
Creditors	5,717	2,241
<b>Total Liabilities</b>	<b>49,351</b>	<b>6,269</b>
<b><u>NET ASSETS</u></b>	<b>\$ 15,512</b>	<b>\$ 1,955</b>
<b><u>ACCUMULATED SURPLUS</u></b>		
Balance 30th June 2001	1,955	7,307
Add Surplus/(Deficit) for the year	13,557	(5,352)
<b><u>BALANCE AS AT 30TH JUNE 2002</u></b>	<b>\$ 15,512</b>	<b>\$ 1,955</b>

# Audited Financial Report

**ISLAMIC WOMEN'S WELFARE COUNCIL OF VICTORIA INC.  
REG. NO. A0025162 S**

**NOTES TO AND FORMING PART OF THE SPECIAL PURPOSE  
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH JUNE, 2002**

## **NOTE 1 - STATEMENT OF ACCOUNTING POLICIES**

These financial statements are special purpose financial reports prepared for use by the Committee and members of Islamic Women's Welfare Council of Victoria Inc. The Committee has determined that the Association is not a reporting entity and there is no requirement to apply Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) in the preparation and presentation of these statements.

These statements are prepared on an accrual basis from the records of the Association. They are based on historic costs and do not take into account changing money value or except where stated, current valuations of non current assets. Accounting policies have been consistently applied, unless otherwise stated.

Financial

# Audited Financial Report

**ISLAMIC WOMEN'S WELFARE COUNCIL OF VICTORIA INC.  
REG. NO. A0025162 S**

## **INDEPENDENT AUDIT REPORT**

To the Members of Islamic Women's Welfare Council of Victoria Inc.

### **Scope**

I have audited the attached financial statements, being a special purpose financial report, of Islamic Women's Welfare Council of Victoria Inc. for the year ended 30th June, 2002. The Committee of Management is responsible for the financial statements and have determined that the accounting policies used and described in Note 1 to the financial statements are appropriate to meet the requirements of the Associations Incorporation Act 1981 and the needs of the members. I have conducted an independent audit of the financial statements in order to express an opinion on them to the members of Islamic Women's Welfare Council of Victoria Inc. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

The financial statements have been prepared for distribution to the members for the purpose of meeting the requirements of the constitution. I disclaim any assumption of responsibility for any reliance on this report or on the financial statements to which it relates to any person other than the members, or for any purpose other than for which it was prepared.

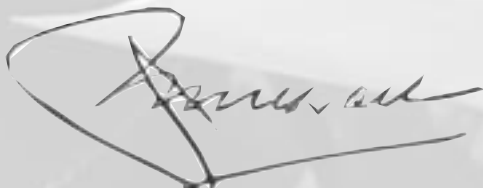
My audit has been conducted in accordance with Australian Auditing Standards. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with the accounting policies described in Note 1 to the financial statements. (These policies do not require the application of all Accounting Standards and UIG Consensus Views).

The audit opinion expressed in this report has been formed on the above basis.

### **Audit Opinion**

In my opinion the financial statements present fairly, in accordance with the accounting policies described in the Notes to the financial statements and the requirements of the Associations Incorporation Act 1981, the financial position of Islamic Women's Welfare Council of Victoria Inc. as at 30th June, 2002, and the results from operations for the year then ended.

Dated this 6th day of November, 2002



**JOHN MULHALL CPA  
POBJOY MULHALL & ASSOCIATES  
CERTIFIED PRACTISING ACCOUNTANTS**

19-21 Argyle Place South  
Cariton 3053  
Registered Company Auditor