



**2015-16
Annual Report**

Hobart Women's Shelter



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Our mission

The Hobart Women's Shelter (HWS) is committed to innovation and best practice as we provide support, housing and advocacy for women and children experiencing homelessness and all forms of violence.

Our vision

Create a safe and inclusive community free from violence, inequality and injustice.

Our values

Feminism: We believe in the equality of women in society and this informs our practice and approach.

Safety: We prioritise physical and emotional safety in all aspects of our service and create a safe working environment.

Collaboration: We work collaboratively to build positive, professional and respectful relationships to achieve mutually agreed goals.

Integrity: We value honesty and fairness and strive for accountability in all that we do.

Growth: We embrace change and opportunities for learning.

Diversity: We include all people who identify as women, and their children, regardless of culture, language, ability or sexual orientation. We value the unique contributions and perspectives of all.

Our History

Established in 1974, Hobart Women's Shelter (HWS) is the second oldest continually operating women's and children's refuge in Australia. Opened to operate as a shelter for women and children escaping domestic violence, HWS now provides a holistic range of programs to women and children at risk of homelessness and / or experiencing domestic and / or family violence. HWS aims to empower women and children to lead independent and fulfilling lives and envisions that all women and their children live in a community free from violence and injustice. Where diversity is celebrated and women and children are supported to reach their full potential.

Objectives of HWS

To provide support and a coordinated approach to assist women and children to address their housing, legal, emotional support, health, education, employment, financial support & other needs.

To raise awareness of and advocate for the issues experienced by women and children who are affected by family violence and those who are homeless.

To work within a feminist philosophy to progress the rights and options of women and children in the Tasmanian community.

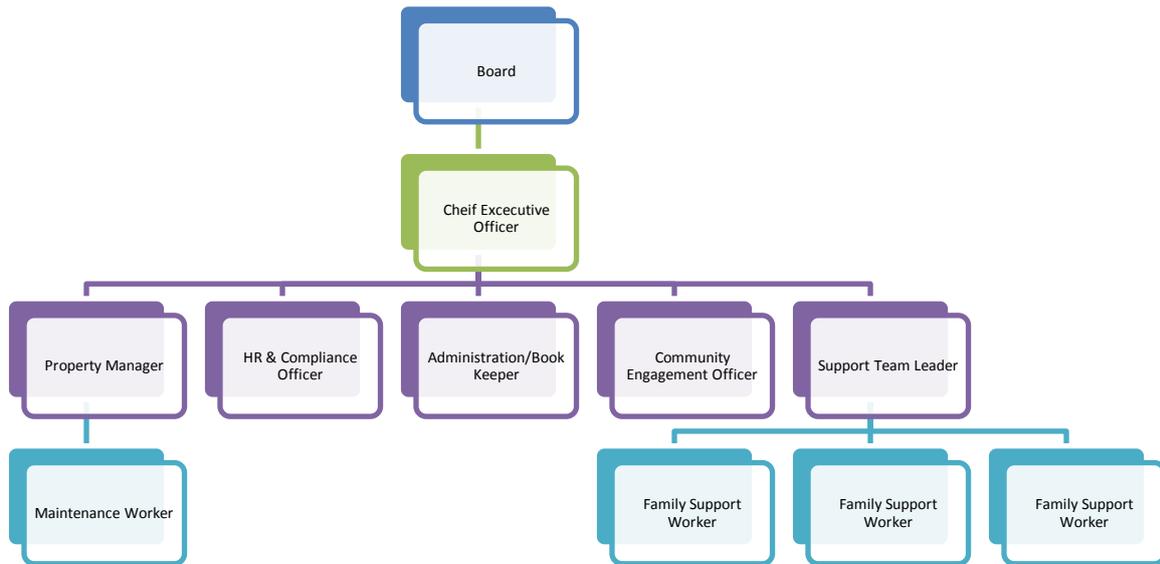
To work with women to help them to access affordable, sustainable long-term housing.

To raise awareness of and advocate for the issues experienced by women and children who are affected by family violence and those who are homeless.

STRUCTURE & MANAGEMENT

Hobart Women’s Shelter is registered with the Australian Charities and Not-For-Profits Commission (ACNC).

Hobart Women’s Shelter Organisational Chart



CHAIRPERSON and CEO'S REPORT

The Hobart Women's Shelter (HWS) is committed to innovation and best practice; as we provide support, housing and advocacy for women and children experiencing homelessness, all forms of violence and other challenges.



Mary Anne Ryan
HWS Chair Person

Although, there is no one pathway into homelessness for women affected by domestic and family violence, the research indicates that a concern for safety is the main motivation for women (and their children) in that situation. A crisis point is generally reached, where they fear for their own safety or that of their children, necessitating their leaving their home for safer accommodation. For some women this point is reached quickly and follows one incident of violence, for others it may take years for them to build up the courage to flee the violence and leave.

Low income earners in particular need more affordable homes, close to other services, but access continues to be an issue with most private rentals being leased to people of moderate to high income. Consequently, low income households are pushed into housing stress.

As in previous years, HWS continues to see an increase in requests for accommodation; we received 1406 requests this year - compared with 982 for the previous year.

- We accommodated 114 women and 165 children during 2015/2016 year, compared to 93 women and 126 children for the 2014/2015 year;
- Domestic and family violence continues, overwhelmingly, to be the major reason women seek crisis accommodation and represents 51.6% of client support periods;
- Housing crisis and housing affordability stress represented 26.3% of our client support periods.
- Other reasons clients sought our support included their previous accommodation having come to an end and relationship and family breakdown.

As requests for crisis accommodation continue to grow, the Tasmanian Government released a \$25.6 million four-year package of measures to tackle family violence - Safe Homes, Safe Families, Tasmania's Family Violence Action Plan 2015-2020 (Safe Homes, Safe Families). Part of this package includes funding to build a new site for the Hobart Women's Shelter, accommodating a 30% increase in our capacity (from 47 beds to an estimated 70 beds). Despite the advantages of a dispersed model such as HWS now operates under, we consider the move to a single site model will improve safety for the women and children. The development will include a co-located administration centre and the space will also facilitate greater intervention activities being offered by us in a new recreational centre to be included in the design. This significant initiative from government has been warmly welcomed by HWS. We are excited by these opportunities and plan to take a holistic approach to services by providing individual development opportunities, in both traditional educational fields (literacy and numeracy) as well as the opportunities for clients to develop physical, social, financial and relationship skills.

HWS is an active participant of the Family Violence Consultative Group, formed to support the delivery of Safe Homes, Safe Families. HWS was also pleased to attend a national workshop, co-ordinated by Australian Housing and Urban Research Institute, with respect to homelessness policy and funding. The workshop was designed to inform future national policy and funding arrangements for homelessness.

Happily, this year HWS has also been the beneficiary of growth in support from the community; receiving many donations from individuals and businesses motivated to make a difference. In particular, we would like to recognise North Hobart Rotary, Royal Hobart Golf Club, St Michaels Collegiate School, Ray Smith, Rod Downie, Energizer Church, Xerox, Page Seager, Priceline, Festival of Voices, Gabrielle Breen, Soul Presbyterian Church, Federal Group, and the Hobart Inner Wheel Rotary Club and the Fuji Xerox shop.

2015-2016 Projects and Initiatives:

Women Moving Forward

The Tasmanian Community Fund and Aurora funded the replacement of a HWS vehicle that was 12 years old. Transportation increases safety and security for women and helps women to overcome both their recent experiences and other barriers to finding safe and stable accommodation. Women using our service are in crisis, having experienced an escalation of violence, increased risk to her children, loss of home and income, employment, health issues, immigration status and even the support of family and friends or any combination of these. Among the many recommendations of the *Victorian Royal Commission into Family Violence* was a recommendation that support services provide transport to help women experiencing homelessness overcome these barriers.

As part of our client-focused approach, HWS support workers have for many years transported and accompanied women to a myriad of appointments that assist them to stabilise their lives and can also include transporting their children, who have often experienced trauma and upheaval. Our consumer feedback survey indicated that 50% of women who use the service think transport was one of the most useful practical supports offered. Through simple services like transportation, HWS can continue to assist women to re-establish a life that is safe, secure and free from violence.

Westpac Foundation Grant

HWS was successful in securing a grant to be used to upskill our own workers and those of our sector partners to build the confidence, skills and knowledge of women who are homeless and/or experiencing domestic violence, so they know their financial rights and how to budget and plan to get their lives back on track. Workers will be trained to assist clients to address identified challenges that are frequently encountered and build clients' capacity with respect to the following areas:

- Setting up separate finances;
- Seeking advice on resolving or pursuing their legal financial entitlements, and finding a solicitor who understands financial abuse;
- Accessing adequate and appropriate child support payments;
- Getting advice about protecting money and limiting debt;
- Managing debts and utilities repayment; and
- Managing the transition back into work or study.

The program will be implemented over the 2016-2017 year.

Mentors in Violence Prevention (MVP) Program

The **Mentors in Violence Prevention (MVP) Program** is a highly interactive training session offering participants concrete options to use during a range of school or social situations (from the "off-hand" or seemingly "harmless" to actual violence). The training sessions open dialogue aimed at encouraging values of community leadership and actions by participants around issues such as: battering, sexual assault, fighting, and bullying.

MVP provides a paradigm shift in attitude and strives to challenge participants to become proactive bystanders when faced with violent situations in real-life situations.

HWS has offered this training in the past and is pleased to do so again.

Accreditation

In 2016 HWS built on our successful accreditation through QIP in 2015 and commenced the accredited process, against the ISO to 9001:2015 standard. This work continues, ensuring that the shelter remains focused on continuous improvement and the achievement of outcomes. We are aiming to have this completed at the end of the 16/17 financial year.

Strategic Planning

Much of the first part of the year was focussed on developing a Strategic Plan and reviewing our Mission, Vision and Values. All the staff, the Board were involved into its planning, development and implementation. That work has now been completed and has provided HWS with the focus and direction needed to work toward common goals, establish agreement around intended outcomes/results, and assess our direction in response to a challenging and changing environment.

The Board

This year we farewell Alayne Baker, Kerry Nettle and Wendy Quinn who are retiring from our Board. All three remain supportive of HWS and will stay in touch. In particular, the Board thanks Wendy Quinn, our Deputy-Chair, who has been serving with us for five years. Wendy has been a significant support to the Chair and other board members during the very challenging years which have passed, that have involved substantial change for HWS. She has shared with us her broad governance and professional experience contributing her wise advice in all our deliberations. Last year's new board members have benefited from her input considerably and we will all miss her. HWS wishes Alayne, Kerry and Wendy all the best in their endeavours and we welcome their future involvement in whatever way is possible.

The Board is working on a revised constitution and hope to have that ready for the upcoming AGM, but in the event that has not been possible a special general meeting will be held in the near future. The Governance sub-committee of the Board has been active in this process and has been systematically reviewing all governance policies and documents. The Board thanks Liz Gillam for her work and leadership in this task.

HWS will be holding a board governance training day in October, to which we have invited the Specialists Women's Coalition. HWS is grateful to Danny Rands of PKF Tasmania who will be presenting the financial statement literacy component of our training day; Danny is giving his time in preparing and presenting on a pro bono basis.



Janet Saunders
Chief Executive Officer

HWS thanks all Board members for the time they give to the shelter; we are indeed fortunate to have such diverse skills and attributes represented on our Board. Happily, this places us in an advantageous position for the exciting year ahead.

We would like to thank our dedicated and passionate staff, volunteers, and our Board for their hard work, professionalism, humility and respect. We are excited to see the building of the new shelter, the opportunities that this brings and continuing our Vision to, *“Create a safe and inclusive community free from violence, inequality and injustice”*.

Mary Anne Ryan, Chair & Janet Saunders, CEO

ABOUT US

Team Leader Report

This was another big year for the HWS, highlighted by the exciting news that we would be part of a new, purpose built shelter as part of the State Government's Safe Homes, Safe Families plan. It has been pleasing to see the continued focus on family violence, including the Victorian Royal Commission into Family Violence, and the Final Report released by the COAG Advisory Panel on Reducing Violence against Women and their Children. These are significant pieces of work that have the potential to spark generational, internationally leading change in the area of family violence. The Hobart Women's Shelter will continue to support the efforts of the government and non-government sectors in working to reduce family and domestic violence.

This year has seen significant numbers in terms of people wanting to access the service, with some months reaching record levels of 1406 unassisted people; in all we could only assist 279 people. Issues surrounding housing affordability and the availability of rental accommodation have increased, as well as the increased focus on domestic violence as outlined.

The team has been involved in several training and professional development opportunities this year. Training attended included trauma informed practice, suicide awareness, borderline personality disorder awareness, methamphetamine use and responses, accidental counsellor, mental health first aid, Drug Education Network information session, family law, child protection and more. We will continue to focus strongly on professional development in coming years, ensuring we have a team fully equipped, ready and able to meet all of the needs and challenges presented.

2015-2016 saw the upgrade of our IT systems which has included the introduction of a smart phone for each staff member. This has improved safety while workers are with clients and improved efficiency by allowing workers to use their calendar, email and other functions whilst offsite with clients or at network meetings.

The team leader has built relationships with other services, and other network and community groups, including the Women's Essential Service Providers (WESP), the Housing Connect Regional Reference Group, Shelter Tasmania Training Reference Group and Domestic Violence Coordinating Committee. By attending these and other network meetings, the team leader will continue to focus on strengthening stakeholder relationships.

"If it wasn't for the support provided I wouldn't have found a position of power to find my own accommodation."

HWS Client. 2016

This year HWS has altered the roles of our support team from "child and youth support workers," and "women's support workers" to family support workers. In line with this change, we made some changes to our child support and childcare arrangements. As such we now work with women and their children from a family centred model, utilising local childcare centres to provide care for children as needed. Feedback to date has been that this model has been effective and streamlined the process for working with families.

Team Leader

Community Engagement Report

Community engagement encompasses a broad cross-section of tasks including grant applications, donations, volunteer recruitment and management, consumer engagement, promotions, networking and community education, which has continued throughout 2015-2016.

Grants

Throughout 2015-2016 the HWS has aimed to provide additional support to women by applying for government, philanthropic and corporate grant programs. In 2015-16 funding for the following projects were either secured or ongoing:

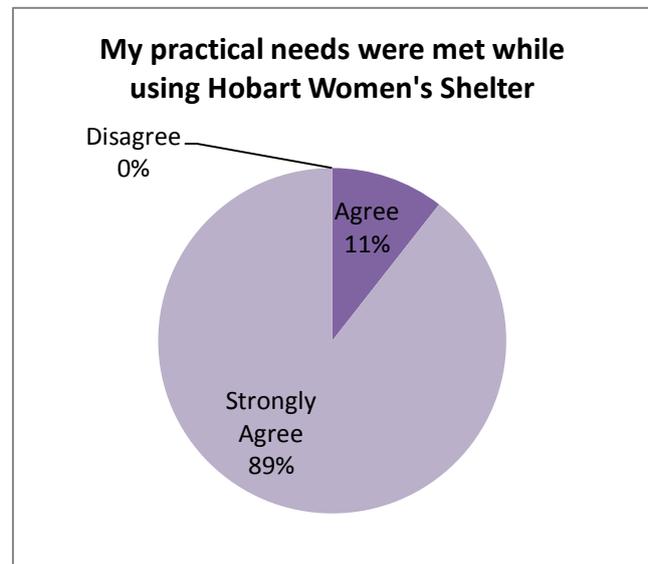
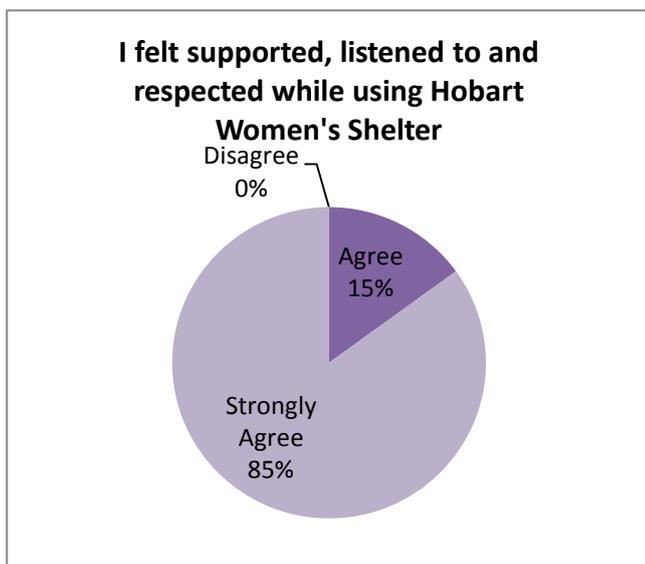
- *Skills TAS*. As an extension of the *From the Inside Out* project, HWS partnered with Hobart Women's Health Centre to work with women engaged with their project reintegration *Just Support*. The project develop stories to include in a booklet designed to link women leaving prison to relevant services; literacy support to edit the participants' stories will be provided by Glenorchy LINC.
- A *Westpac Foundation* grant upskilled HWS workers to build the confidence, skills and knowledge of women who are homeless and/or experiencing domestic violence to know their financial rights, budget and plan to get their lives back on track. The project also provided those with more complex financial needs access to a financial counsellor.
- We were the fortunate recipient of DJ Motors for More program, providing free vehicle servicing for local, not-for-profit organisations.
- The Tasmanian Community Fund and Aurora provided HWS with a grant to purchase a new replacement work vehicle to which we use to transport our clients.



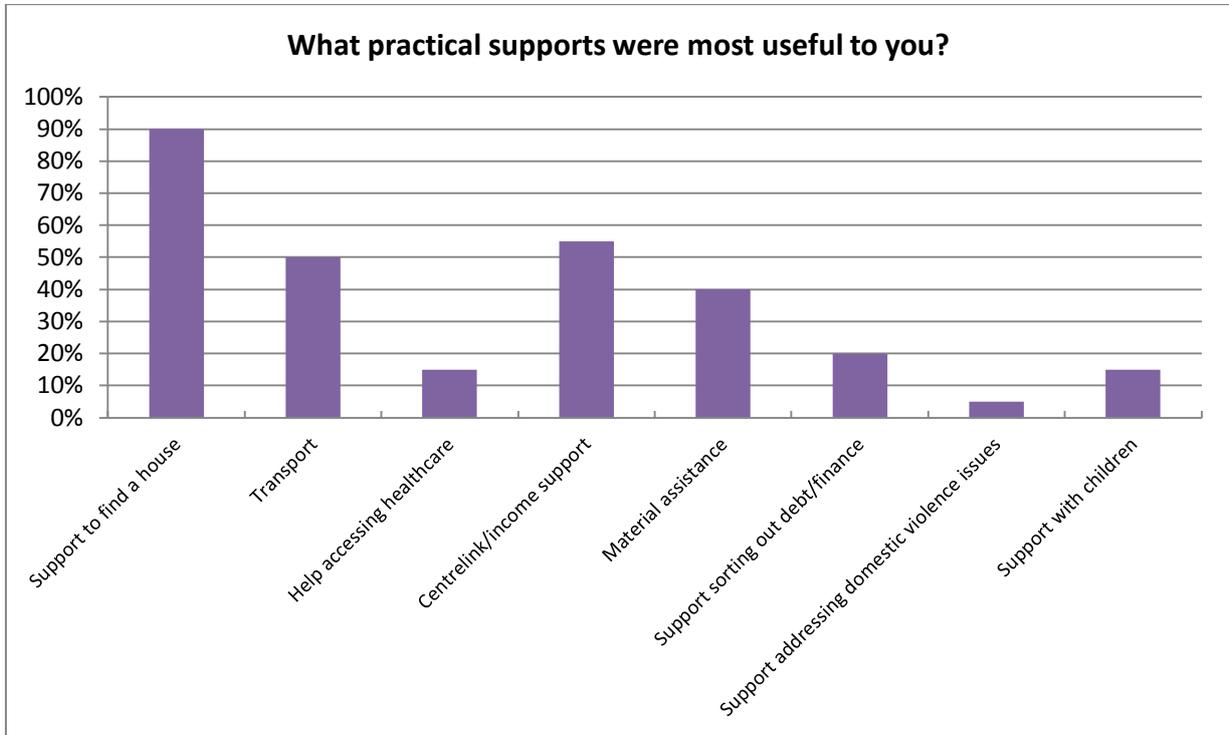
Art Work produced by a HWS client through the *From The Inside Out* Program 2015

Consumer Engagement

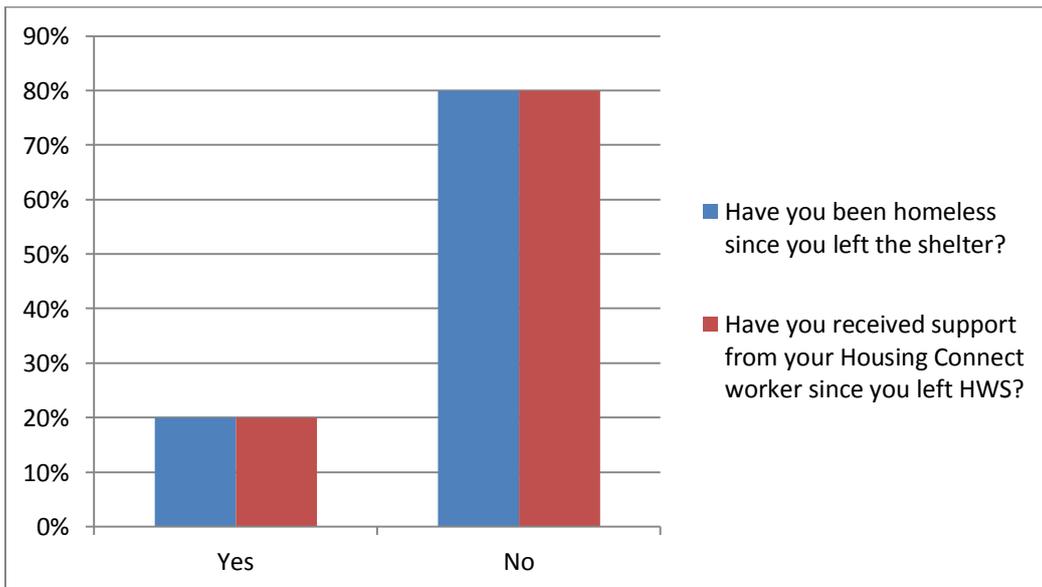
Consumer engagement is essential for HWS to understand whether women feel their needs are being met. In 2015-16 HWS increased its emphasis on engaging with current and past clients in order to improve the level of service provided. From February 2016, Hobart Women's Shelter introduced a revised consumer feedback survey and data analysis tool to improve how we meet the needs of women and children who use our service. Between February-June 2016, 37 surveys were conducted, with the following results:



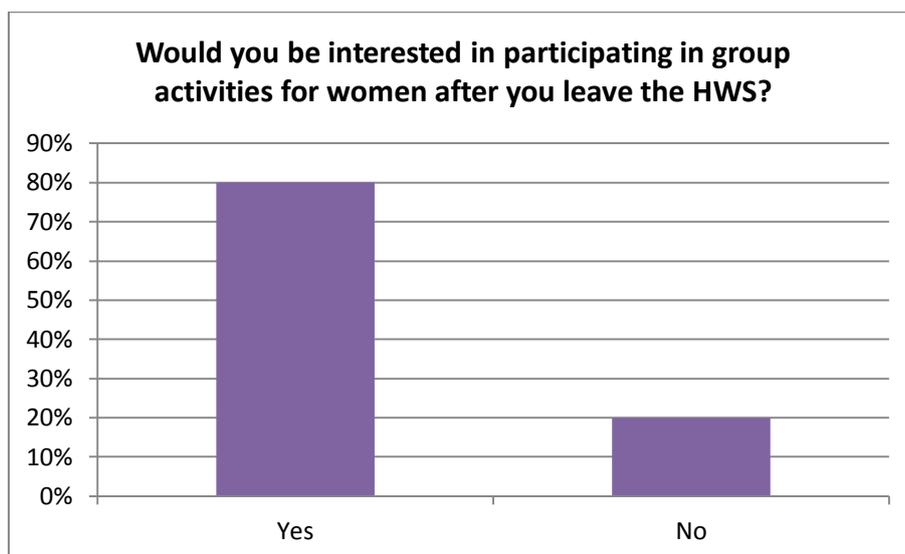
100% of women surveyed stated that they “strongly agreed” or “agreed” that their practical needs were met while using the Hobart Women’s Shelter. Thanks to the tireless work of the family support workers 100% of clients agreed or strongly agreed that they felt supported, listened to and respected whilst accessing the HWS.



Our family support workers provide a holistic service across a number of areas to ensure our clients have each of their individual needs met. Of these support in finding a house, transport, Centrelink/income support and material assistance were identified by clients as the most useful supports provided by the HWS.



Three months post accessing our services 80% of surveyed clients remained in stable accommodation with the remaining 20% re-engaging with Housing Connect services.



With a new non-dispersed model of operation on the horizon the HWS has been surveying clients as to whether or not they would be interested in participating in on-going group support activities facilitated by the HWS once they have moved on to more permanent accommodation. It is exciting for the HWS to note that 80% of past clients surveyed stated that they would be interested in participating in group activities post HWS engagement. We plan to conduct group activities for women to build their confidence and develop networks and other opportunities.

Stakeholder engagement

Hobart Women’s Shelter engages with stakeholders to increase our service effectiveness through partnerships and collaborations. In doing so HWS improves the service we are able to provide to women, our ability to advocate to influence policy and strategy and our ability to strengthen community understanding and awareness. In 2015-16 we focused on the following:

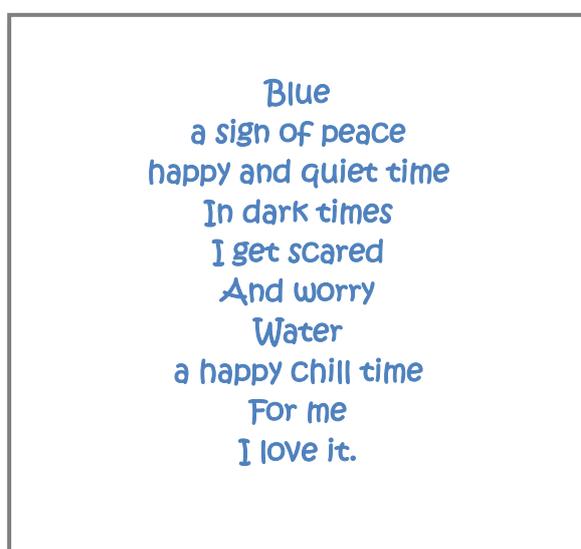
- Using the funds remaining from a Community Support Levy Grant, we partnered with University of Tasmania to run a second Mentors in Violence Prevention (MVP) train the trainer training. MVP is a bystander program teaching people to intervene in situations where they witness violence against women. HWS was also asked to deliver an MVP session to bi-cultural support workers at the Migrant Resource Centre Tasmania.
- The Glenorchy City Council led Family Violence Working Group reformed as the Can Do Family Violence Initiative, HWS played a key role in representing the needs of women experiencing homelessness and family violence.
- Hobart Women’s Shelter participated in Hobart Human Library as both a steering group member, and also a librarian. The Hobart Human Library provides a comfortable space for people to understand and face their prejudices
- A Trauma Recovery Support Group continued to run in partnership with ForensiClinic and promoted to GP, psychologist and other networks by HWS. Four 10-week sessions were held in 2015-16. All groups ran at capacity and received feedback indicating women improved their sense of wellbeing and developed a range of strategies for managing distress.
- HWS participated in a number of community events including Hear our Voices for women from CALD backgrounds and International Women’s Day celebrations at the Australian Tax Office.
- HWS is a member of a range of sector networks, including Women’s Essential Service Providers (WESP), Domestic Violence Coordinating Committee, the Hobart Trauma Network, the Southern Regional Mental Health Network, the Glenorchy Action Interagency Network (GAIN), the Can Do Family Violence Initiative and Volunteering Tasmania Network

Promotions and public relations

Promotions and fostering positive community relationships is essential the support and awareness of the community is crucial for HWS to raise awareness, share information about events and initiatives, and to communicate our donation and other support needs. In 2015-2016 this has included:

- Reinvigorating our Facebook page, accruing 2,263 enthusiastic and supportive followers as of June 2016. The page is used to communicate donation needs, share about shelter activities and raise awareness. It has become an important tool for harnessing community support.
- Launching our new website in December 2015 increased our profile and provided stakeholders and supporters with information about our services. Our website provides a link for supporters to electronically transfer donations and set up systems for regular giving.
- Developing a new logo, aimed at conveying several ideas:
 - The triangle conveys the idea of shelter and of supporting those whose shelter has crumbled
 - The triangle also suggests an upward direction and the idea that things can get better
 - Purple references the underpinning feminist philosophy of the organisation
 - Highlighting 'home' brings to the foreground the idea that we all have a right to a safe home
- New brochures and a banner were developed, with the logo and design, including the development of new, discreet, business card size brochures for distribution to women who are at risk of/attempting to flee from domestic violence.

Community Engagement Officer



Art Work and Poetry produced by HWS clients through the From The Inside Out Program 2015

Property Report 2015 – 2016

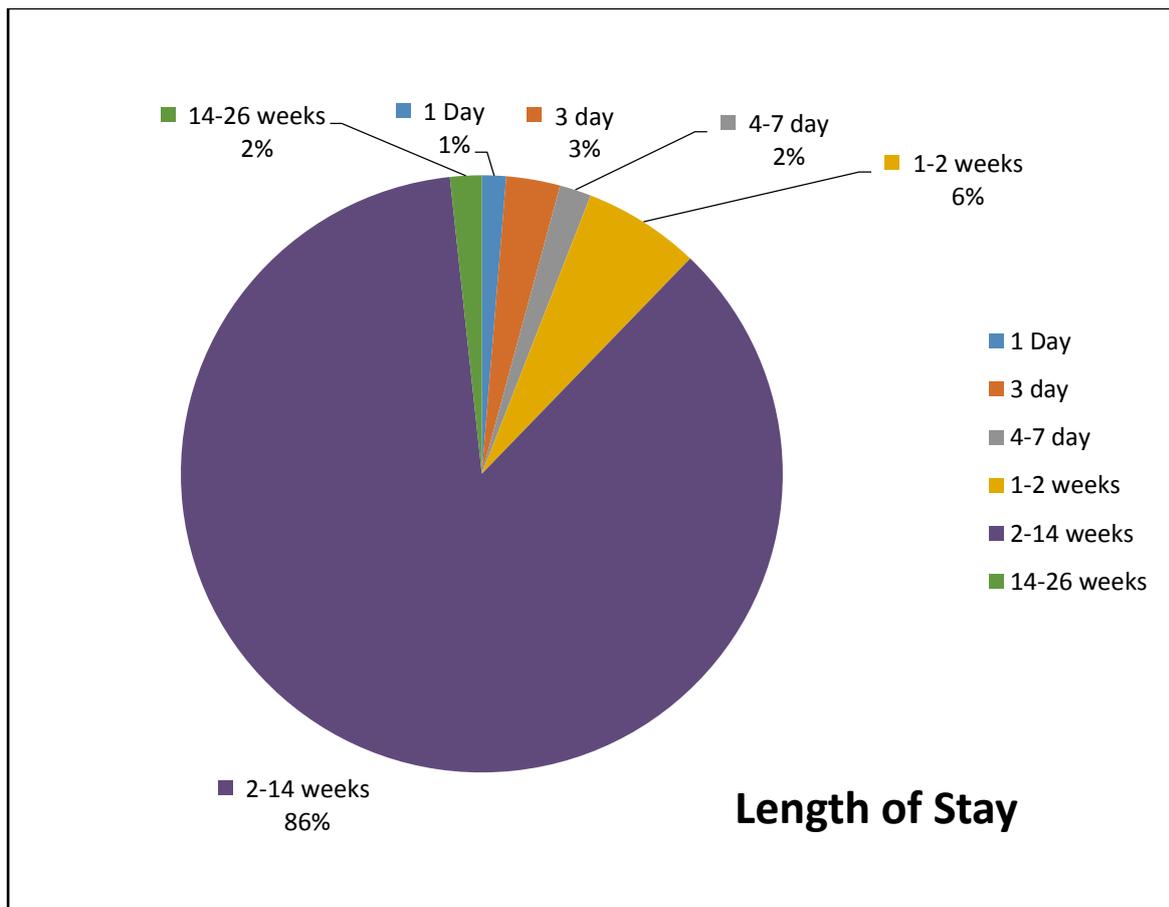
The property program is responsible from the general management of the accommodation properties, asset and stock control, maintenance and ordering. The past financial year has seen the replacement of an aging vehicle fleet, upgrade of the IT system, review of all contractual agreements and the addition of one extra property.

HWS has 11 accommodation properties dispersed throughout the Northern suburbs which include:

- 3 x 3 bedroom houses
- 1 x 3 bedroom unit
- 6 x 2 bedroom units and
- 1 x 1 bedroom unit

HWS is working with Housing Tasmania in building a new supported accommodation model. It is envisaged that the new model will be operational within the next 18 months. The new shelter will not only provide more properties for clients (moving from 11 properties to 15) but will streamline maintenance, lost time in travel, resolve issues related to client safety, damage to properties and result in the provision of a more efficient service.

The average occupancy rate for all properties for the year was 84%, with an average stay of 34 days per client. The HWS has a property turnaround of 1.7 working days (for the cleaning and maintenance of properties) and 2.3 total working days between client exit and new client intake.



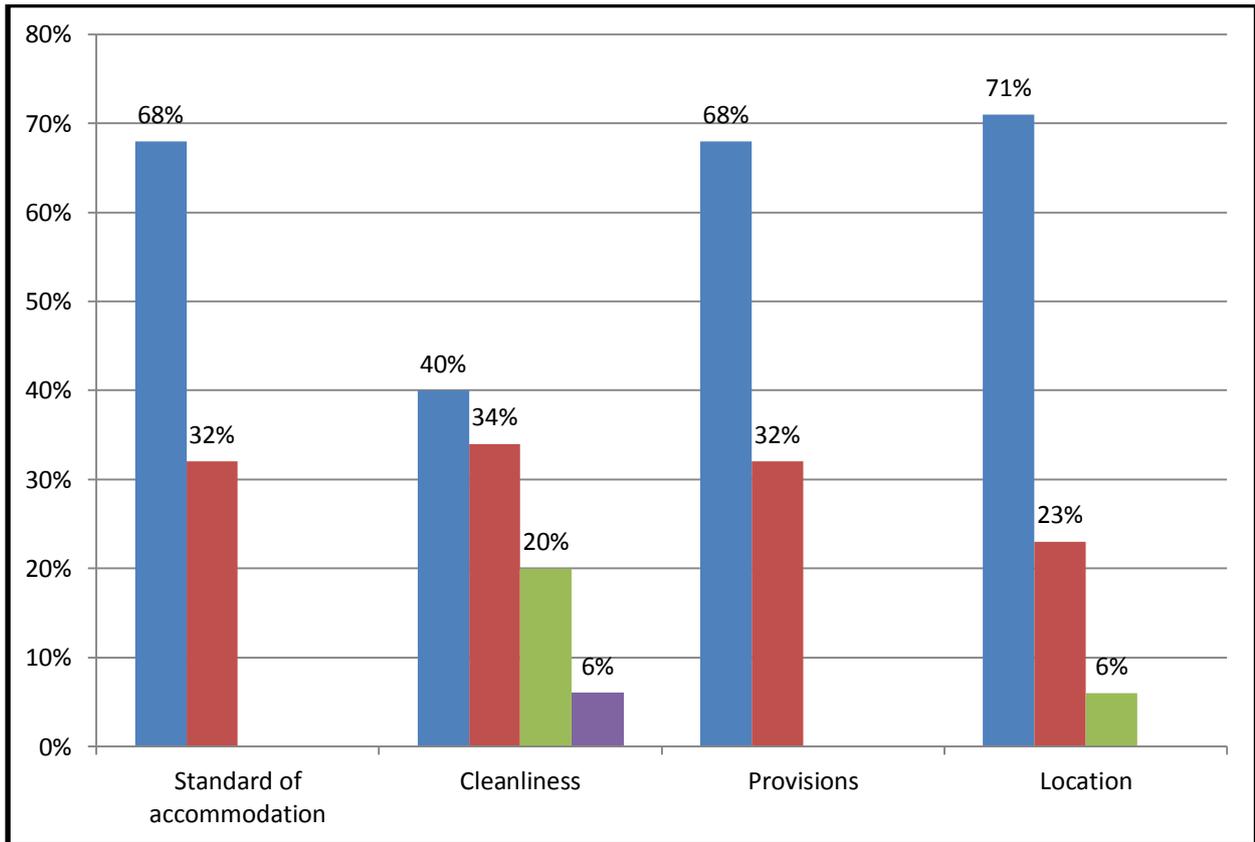
Clients' length of stay exiting HWS accommodation between 01/07/2015 to 30/06/2016.

Maintenance

Due to the age of the housing stock, maintenance has been an ongoing issue. We have had an average of eight maintenance issues per month reported to Housing Tasmania, five maintenance issues per month addressed by the HWS maintenance worker and three maintenance issues per month referred to external contractors.

Property Evaluation

Over the past four months the property manager has been reviewing and implementing systems with respect to monitoring, compliance, policies and procedures.

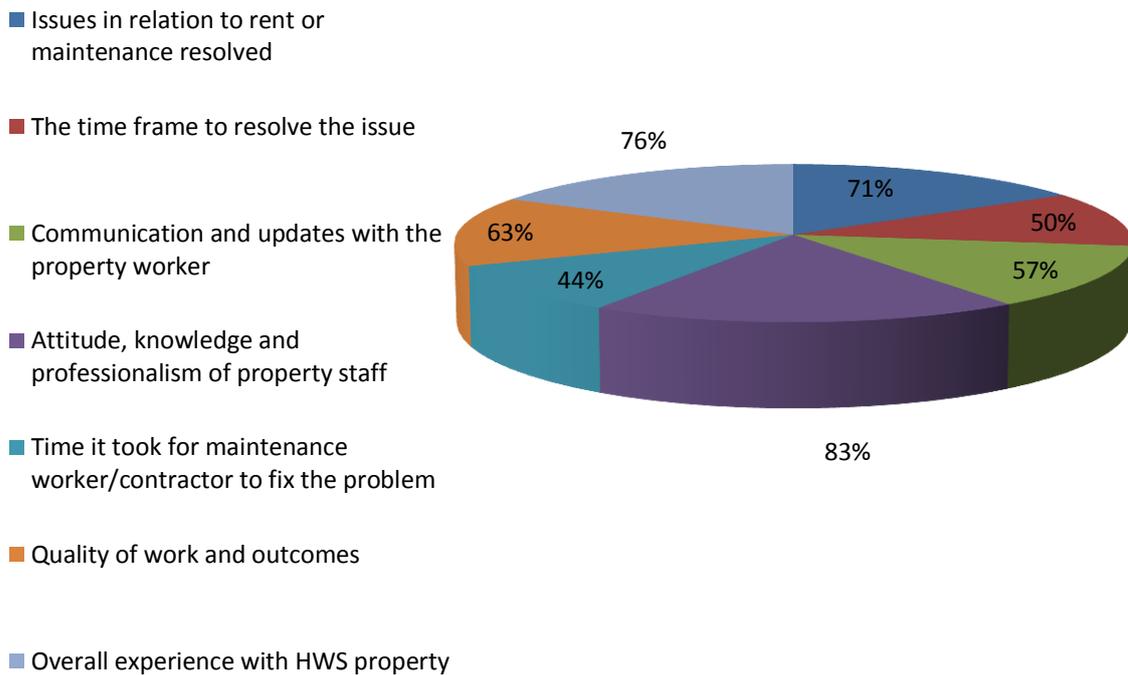


Client satisfaction with accommodation properties at intake.

Client feedback that reviews the standard of accommodation, cleanliness of the property at intake, the provisions provided, and the suitability of the location of the property regarding the properties is collected during each midterm inspection.

An evaluation of the condition of the property and the client services offered in relation to property is provided at the end of the client's stay with HWS. This provides HWS and the client with the opportunity to provide feedback regarding any issues around rent and/or maintenance, and general work practice of property staff and contractors.

Property Experiences Exceeding Expectation



We look forward to a productive and interesting year ahead with the planning and progression of the new site.

Property Manager

HR and Compliance Report 2016

Over the last 12 months the HWS has continued its work on the development of new policies and procedures across each area of the organisation. In 2016 the HWS engaged Alexis Martin, an accreditation/policy officer, to review and update the HWS policies and procedures. This is a new role, which works with the CEO to support the organisation to achieve and maintain accreditation and will be responsible for the development and ongoing management of the Hobart Women's Shelter Quality Framework.

Staff have participated in a wide range of training and development this year which has included:

- Mental Health First Aid Training
- First Aid and CPR Training
- Mentors in Violence Prevention Train the Trainer Training
- Bridges Out of Poverty Training
- Drug Education Network Information Sessions
- Anti-Discrimination, Harassment and Bullying Training with Equal Opportunity Tasmania

With changes on the horizon for HWS in 2016-2017 HWS is pleased that as the 2015-2016 financial year drew to a close we have full team on staff, each with unique professional backgrounds setting us on a path to continue to provide best practice service to the community into the future.

OUR PEOPLE at June 30, 2016

Hobart Women's Shelter Board

Name	Position
Mary Anne Ryan	Chair
Wendy Quinn	Deputy Chair
Vicky Zhang	Treasurer
Elizabeth Avery	Public Officer/Secretary
Miriam Moreton	Board Member
Rebecca Ryan	Board Member
Reshma Dutta	Board Member
Alayne Baker (<i>resigned March 7, 2016</i>)	Board Member
Kerry Nettle	Board Member
Liz Gillam	Board Member
Dr Nicolás Goc	Board Member
Lydia Nicholson	Board Member

Hobart Women's Shelter Staff and Volunteers

Name	Position
Janet Saunders	Chief Executive Officer
<i>Vacancy</i>	Team Leader
Anne Jarvis	Property Manager
Josie Young	Community Engagement Officer
Jackie Li	Administration Coordinator/Book Keeper
Hirut Woldemichael Seboka	Family Support Worker
Angela Pettigrew	Family Support Worker
Nene Manasseh	Family Support Worker
Darren Bird	Cleaning and Maintenance (Contractor)
Carly Wright	Donations Volunteer Manager

"The support of Nene (my family support worker) was wonderful. I couldn't have found a better worker."

HWS Client, 2016

Board Profiles

Mary Anne Ryan, Chair

Mary Anne is a barrister at Derwent & Tamar Chambers, practicing in the areas of family law, relationships law, child protection and guardianship law. Mary Anne also undertakes work as an Independent Children's Lawyer. She came into law having spent many years as a registered nurse. Mary Anne joined the Board since 2009 and Chair since 2014. She is married with two adult children and a chocolate labradoodle.

Wendy Joy Quinn, Deputy Chair

Wendy has been on the board since 2012 and served as our Deputy Chair since 2014. Following her career as an Occupational Therapist and senior executive in the Departments of Health in NSW and Tasmania Wendy is now very happily pursuing an 'encore career'. This includes working part time at the University of Tasmania as a lecturer in the Faculty of Health Sciences and coordinating a post graduate course focused on management and leadership in health and human services. Wendy also finds time to pursue her strong interest in supporting the growth and development of others through individual coaching and group work via her Company WJ Quinn Consulting.

Wendy's commitment to supporting others (particularly women and children), to achieve their full potential is reflected in her voluntary contribution on a number of boards as well as the Hobart Women's Shelter including the Tasmanian/Victorian Uniting AgeWell Board, also as Deputy Chair, and the Hobart Derwent Zonta International Club where she chairs a young women in business scholarship committee. Wendy is the Managing Director of WJ Quinn Consulting where she offers services in the area of leadership and change management for individuals and organizations.

Wendy has a long standing love of music and art stemming back to her work as an Occupational Therapist having seen its power to assist with recovery, healing and hope for a new life. Singing with the Cantiamo Ladies Choir is one of the highlights of her week.

Wendy's qualifications include a Master of Health Science in Developmental Disability from Sydney University. Wendy is a Fellow of the Australian Institute of Management and a Graduate of the Institute of Company Directors.

Vicky Zhang, Treasurer

Vicky joined the Board in 2014 and is a Certified Practice Accountant, with a 10 years' experience in assurance and business advisory service. She has experience with internal and external auditing, specialising in the not-for-profit sector. She also has a strong interest in corporate governance and compliance.

Elizabeth Avery, Public Officer/Secretary

Elizabeth was appointed to the Board of Management in 2011. Having obtained a Bachelor of Arts/Law from the University of Tasmania, Elizabeth was admitted as a practitioner of the Supreme Court in 2005. For the past ten years she has been employed by Tasmania Police, specialising in Safe at Home prosecutions. As an advocate for those affected by family violence Elizabeth joined the Board to promote the advancement of the rights of women and children in this area.

Miriam Moreton

Miriam is the Director for Moreton Group Solution. In this role Miriam has the privilege of working closely with a number of Tasmanian and National organisations to deliver innovative solutions to address barriers and issues inhibiting the organisations growth. Miriam holds a Master of Business Administration and a Master of Commerce from Deakin University and is a member of the Chartered Institute of Procurement and Supply. Miriam cherishes the opportunity to advocate for the advancement of women through her proud association with the Hobart Women's Shelter.

Alayne Baker

Alayne has over 20 years' experience in Human Resource Management across a variety of sectors. Her current role is that of Executive Group HR Manager with DJs. Alayne is active in the community and is committed to supporting and empowering women. She works with a variety of community organisations including the inaugural Chair and member of the Hobart Women's Shelter Board from 2009-2014, Current President of AHRI Tas Council, and previous board member of SHE.

Kerry Nettle

Kerry Nettle is a Registered Nurse and works for the Department of Health and Human Services in the Communicable Diseases Prevention Unit. In her position she assists with the coordination of the National Immunisation Program for Tasmania in collaboration with the Commonwealth Department of Health and provides advice to a range of health care professionals and the public on immunisation issues. She also works as an immunisation nurse for the Hobart City Council providing both their childhood and school based immunisation services.

Kerry has a Graduate Diploma of Advanced Nursing from the University of Tasmania specialising in Family and Child Health and has completed certificates in Neonatal Intensive Care and Midwifery. She worked for many years at the Royal Hobart Hospital in Midwifery and Neonatal Intensive Care before moving into a community role as a Family and Child Health Nurse in the Brighton/Bridgewater area where she worked very closely with young families and mothers until 2007.

Kerry joined us in March 2015 and brings her extensive health and nursing experience to the Board of the Hobart Women's Shelter.

Liz Gillam

Liz is currently Chair of Tasmanian Electoral Commission and a Board Member of the Integrity Commission, the Public Trustee and the Local Government Board.

Most of her working life has been in the public sector. During her time in the Tasmanian State Service, she held the positions of Deputy Director of the Local Government Office and the Office of Status of Women. The latter part of her career was with local government, working in policy development at the Local Government Association of Tasmania.

Lydia Nicholson

Lydia Nicholson joined the board in 2015 from the museum and heritage sector, with experience developing and delivering programs for family, school, adult and community audiences at The Powerhouse Museum, The British Museum and The Australian Museum. She has a Bachelor of Creative Arts with Honours from Flinders University, a Masters of Museum Studies from the University of Sydney and moved to Hobart in 2014 to commence a PhD in History at the University of Tasmania. Lydia has also worked extensively as a theatre performer and playwright and recently toured her solo show to the Edinburgh

Fringe. She brings to the board a passion for community engagement and social justice and an ongoing commitment to valuing and giving voice to Australian women's stories and experiences.

Dr Nicolás Goc

Dr Nicolás Goc is a Senior Lecturer in Journalism, Media and Communications at the University of Tasmania. Nicolás has published widely on journalism, media and gender and is a well-known social historian. Her book, *Women, Infanticide and the Press, 1822–1922: News Narratives in England and Australia* (Ashgate 2013) has been widely reviewed in international journals. She is co-author (with Jason Bainbridge and Liz Tynan) of the standard media and journalism tertiary textbook: *Media and Journalism: New Approaches to Theory and Practice* 3rd edition (OUP 2015). In 2014 she was awarded a National Sound and Film Archive Fellowship to study migrant media and in 2016, as a recipient of a Tasmanian Community Grant, she curated a major exhibition at the Tasmanian Museum and Art Gallery: *Snapshot Photography and Migrant Women – A Tasmanian Experience*. She is a member of the Tasmanian Women's Council which advises the Minister for Women and the State Government on women's issues. She is currently chief investigator on a University of Tasmania Institutional Grant: *Students as Agents of Change: Reducing the Gender Pay Gap*. She is the Founding President of *Convict Women's Press Inc.* a not-for-profit publishing company that publishes research on convict women transported to Australia in the nineteenth century. Nicolás joined the board of the Hobart Women's Shelter in August 2015.

Staff Profiles

The Management Team

Janet Saunders, Chief Executive Officer

Janet has worked in the not for profit sector for 24 years, including 11 years in leadership and management roles. Her experience is complimented by a Master of Business Administration and Diploma in Human Resource Management. Janet's business acumen ensures Hobart Women's Shelter will continue to deliver quality and responsive services and adapt to current and future changes in the sector. She is passionate about empowering women to overcome barriers and reach their full potential. Janet is committed to working collaboratively within the sector, forming new partnerships and engaging with the broader community.

Anne Jarvis, Property Manager

Anne has worked in Community Services for 11 years; working at the Hobart Women's Shelter since 2010. Anne has worked across all areas of women, child and youth support before embarking on a career in property management. Anne has a Diploma of Social and Community Welfare, a Diploma of Youth Work, a Diploma of Social Housing, and has completed the Arts component of a Social Work Degree as well as individual modules from the Diploma of Business Management. Anne is a dedicated member of the team applying her support skills within the role of property management.

Josie Young, Community Engagement Officer

Josie joined the Hobart Women's Shelter in 2016. Josie has worked in the community sector for 10 years, is a published author and has three years management experience. Holding a Masters of International and Community Development and Bachelor of Arts in Public Policy and Political Science, Josie is committed to creating opportunities, and empowering individuals and groups to form positive partnerships and engaging within the broader community. Josie has recently commenced a Bachelor of Arts Professional Honours in Human Services Practice through the University of Tasmania.

The Family Support Team

Angela Pettigrew

Angela commenced employment with HWS in December 2011 and has over the years gained experience working in the areas of both Women's Support and Child and Youth Support and now this year as a Family Support Worker. Angela has found working across all roles has enabled her to gain a better understanding of the issues facing the families that access our service, affected by homelessness and domestic violence.

"This past year I have again had the privilege to support the women and their children that access our service, and continue to be in awe of the strength, spirit and courage they demonstrate under incredibly difficult circumstances."

Hirut Weldemicheal

Hirut arrived in Australia as a refugee in 2004 escaping a life of terror and uncertainty in Ethiopia. Since she arrived in Australia she has worked as a translator and interpreter for *All World Language* until March 2015. Hirut joined the HWS because she is passionate about supporting women and children who are homeless or escaping domestic violence to support women and children they are a subject of a domestic violence and homelessness.

Hirut is a founder, and Secretary and Public Officer for the Ethiopian Community Association Tasmania and an Active Community Cultural Adviser for Hobart Glenorchy City Council. She is also a member of a community reference group for the African Australian Report on the Human Rights and Social Inclusion Issue Project.

Nene Manasseh

Nene has been working at the Hobart Women's Shelter for three years, and has a history of working with people with high and complex needs, who are vulnerable as a result of migration or due to other vulnerabilities. Nene experiences working at the Hobart Women's Shelter as a great experience, as well a privilege because she has always wanted to support those at risk and disadvantage. As a family support worker she enjoys working with women and children at the Hobart Women Shelter and being part of a team.

Outside of her work at the HWS, Nene is involved with a group : Students Against Racism: The Living In Between Project. Nene conducts, organises and provides workshops and presentations for schools and community groups to raise awareness about diversity and educating about children and young people who have been through trauma of war, violence and spent many years in refugee camps, and their life now in Australia, as well as racism they have encountered. The Students Against Racism project helps Nene to better relate and empathise with those who suffer discrimination and disadvantage which has been the experience of women and children HWS works with.

Nene has recently commenced a Bachelor of Arts Professional Honours in Human Services Practice through the University of Tasmania.

The work our support team undertake at the HWS is very challenging. Our staff work with women and children in crisis, within strict time constraints, which requires diligence, hard work, emotional resilience and perseverance. Our team ensure women and children are supported, connected with essential services and housed safely and appropriately during their six week stay with HWS. The support team demonstrates a client focused, dedication and passion for their work every day. The HWS is proud of the team and thank them for the wonderful contribution they make.

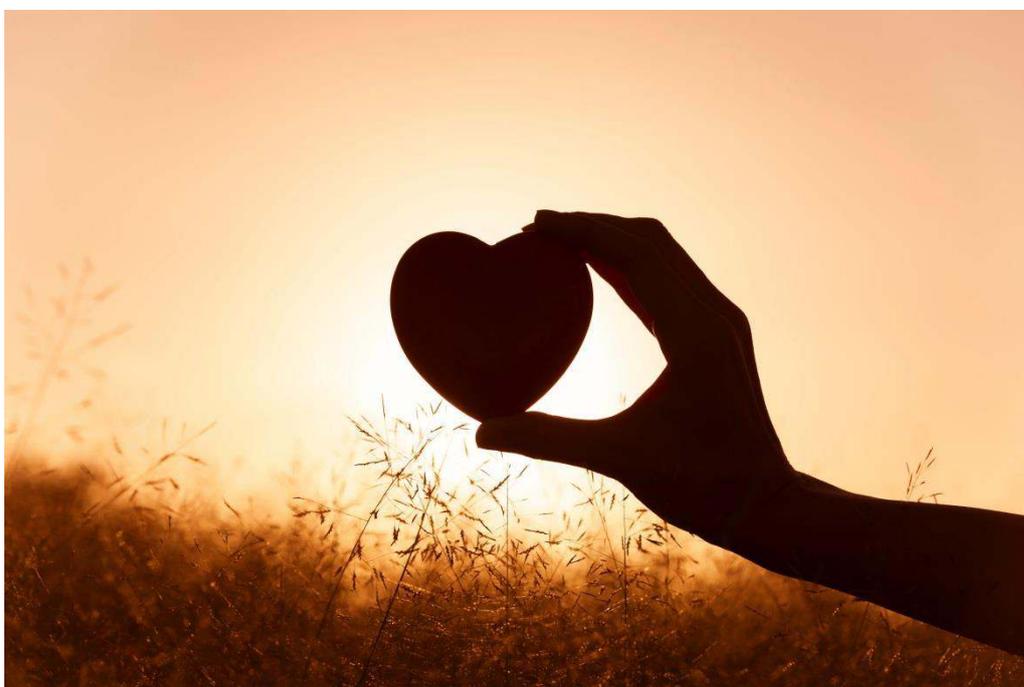
ACKNOWLEDGMENTS & THANK YOU

Donors

The Hobart Women's Shelter was overwhelmed by the level of community support provided over the 2015-2016 financial year. The use of Facebook as a tool to generate support and publicise needs proved extremely effective.

Significant donations (*\$1000+) were received from North Hobart Rotary, Royal Hobart Golf Club, St Michaels Collegiate, Ray Smith, Rod Downie, Energizer Church, Festival of Voices, Gabrielle Breen, Soul Presbyterian Church, Federal Group, and the Hobart Inner Wheel Rotary Club.

Fuji Xerox have continued to support us through the supply of a photocopier, toner and service management. Page Seager provides us with pro-bono industrial assistance. Both Lush and Priceline have provided us with generous donations of soaps, shampoos and toiletries.



Grants and funding

Grant	Purpose/Project	Amount
Tasmanian Community Fund & Aurora Energy	\$11,193.00	The purchase of a new work vehicle.
Westpac Foundation Community Grant	\$8,855	The provision of financial literacy training for service providers.
DJ Motors More for More Service Program	In Kind Support	The provision of free vehicle servicing for local, not-for-profit organizations

Corporate Partners

The Hobart Women's Shelter enjoys strong partnerships with a number of remarkable and generous companies that provide essential resources such as funding, in-kind donations, professional services, opportunities, and the time and service of their employees. We are very grateful for their support.



Community Partners

Over 40 years of operation the Hobart Women's Shelter has built lasting relationships with many service providers, educational providers (including schools) and faith-based groups in the Tasmanian community. Our partners provide meaningful support in the form of in-kind donations, grants and financial donations, and volunteer services year round. The Hobart Women's Shelter are very grateful for the support of our partners.



HOW YOU CAN HELP

Become a corporate partner

Here are some of the ways your company can support the Hobart Women's Shelter:

- Offer employment opportunities/work experience to our women and youth
- Make a company gift or grant to support our programming
- Donation of (or a donations drive for) new goods and supplies
- Company financial donations drive
- Establish a matching gift program for employee donations
- Volunteer service opportunities for your employees
- Provide your company's pro bono services
- Sponsor a Hobart Women Shelter event
- Sponsor a field trip or special event for Hobart Women's Shelter clients
- Sponsor a program/project for Hobart Women's Shelter clients
- Provide training opportunities for Hobart Women's Shelter staff

Become a Community Partner

There are many ways you and your organisation can support Hobart Women's Shelter:

- Make a gift or grant to support our programming
- Donation of (or a donations drive for) new goods and supplies
- Member financial donations drive
- Establish a matching gift program for member donations
- Provide your organisation's pro bono services
- Sponsor a field trip or special event for Hobart Women's Shelter clients

Make a donation

There are so many ways in which you can make financial or material donations to the Hobart Women's Shelter, both one-off and regular donations help us to support women and children in crisis. By signing up to provide regular giving support, you will enable Hobart Women's Shelter to work towards creating a safe and inclusive community free from violence, inequality and injustice.

Your donation could provide some of the following for women re-establishing their lives, donations are used for a variety of purposes from providing children with school uniforms, basic kitchen wares (kettles, toasters, pots and pans) to assist women set up in a new home, and other educational and pro-social needs.

If you are considering donating specific items to the Hobart Women's Shelter, please contact the community engagement officer via email community@hobartws.org.au or by calling 03 6273 8455 to ensure they will meet a current need.

Volunteer your time

Many volunteers dedicate their time to the Hobart Women's Shelter every year to help make all that we do possible. These generous individuals and groups give their time and talents to support the Hobart Women's Shelter and the women, and children we assist. If you would like to become involved please contact the community engagement officer via email community@hobartws.org.au or by calling 03 6273 8455.



Leave a bequest

For a confidential discussion about leaving the Hobart Women's Shelter a gift in your will, please do not hesitate to contact our Chief Executive Officer, Janet Saunders, via email, ceo@hobartws.org.au, by calling 03 6273 8455.

The CEO can provide you with further information on how your bequest could be used in the Hobart Women's Shelter's programs.

Support an event or fundraising activity

If you are considering supporting an event or fundraising activity for the Hobart Women's Shelter, please contact the community engagement officer via email community@hobartws.org.au or by calling 03 6273 8455.

LOOKING TO THE FUTURE

HWS has accomplished much over the past 12 months, and looks forward to many more goals being met in 2016. The HWS staff and board are working in-line with the Strategic Plan 2016-2021 which follows our key objectives, enabling us to progress as an organisation, whilst HWS continues ensuring that we remain focused on continuous improvement and the achievement of outcomes.



CONTACT US

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