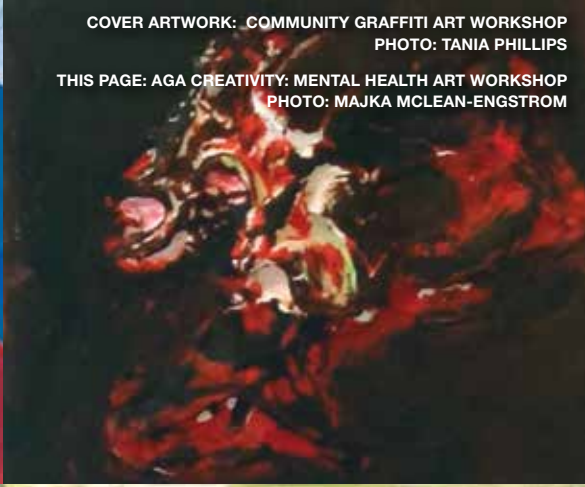




**ANNUAL  
REPORT  
15/16**





“I know I’m not feeling so  
(mentally) well if I haven’t been to  
AGA for a while.”

AGA MEMBER

# A Gender Agenda Annual Report Strategic Goals 2016-2019

## Introduction

During the financial year AGA undertook the process of developing a new strategic plan for the period 2016-2019. This was a comprehensive process that engaged with the community, partners, staff, volunteers and stakeholders. The new strategic plan was finalised in mid 2016 and is now operational.

## Our Community

AGA defines our community as people who are intersex, transgender and gender diverse, as well as their families, friends and allies.

## Our Vision

A world where intersex, transgender and gender diverse people live without discrimination or fear.

# Our mission

WORKING WITH THE INTERSEX, TRANSGENDER AND GENDER DIVERSE COMMUNITY, AGA SEEKS TO REMOVE DISCRIMINATION AND BREAK DOWN BARRIERS. WE DO THIS THROUGH:

IMPROVING THE MENTAL HEALTH, physical health and wellbeing of intersex, transgender and gender diverse people through providing information, resources, social support and connections to services;

IMPROVING THE HUMAN RIGHTS of intersex, transgender and gender diverse people through law reform, and changing policies and practices;

IMPROVING THE UNDERSTANDING of the issues faced by our community through providing education and training to professionals and organisations that work with our community.

# Our values

INCLUSION,  
SAFETY AND  
RESPECT

PRIDE AND  
AMBITION

COURAGE AND  
RESILIENCE

CONTRIBUTION  
AND AGENCY

ACCOUNTABILITY  
AND  
TRANSPARENCY

# How we work

- We recognise the central role of **lived experience** to our organisation;
- We work within a **human rights** framework;
- We recognise the **impact** of the intersectionality of marginalisation;
- We use **community development and empowerment** models of working;
- We recognise the importance of working at the individual, community and systemic level to **create long-term sustainable change**.
- AGA values **collaborative partnerships** and seeks to partner with those who share our values, vision and enable us to increase our impact and effectiveness.

## Strategic priorities

# 1

Our community's mental health, physical health and wellbeing is nurtured through access to safe and welcoming places that provide connection, information and support.

# 2

Our community is not subjected to laws, policies and practices that are discriminatory.

# 3

Our community accesses informed and respectful services in mental health, health, education, social support and other sectors.

# 4

Our organisation is sustainable, credible and professional, and is informed by the lived experience of our community.

# From the Chair

**The period since the last AGM has been one of stability and achievement for AGA. Thanks to a stable board and staffing we have been able to put AGA on a solid foundation to ensure it can continue to grow and deliver for our community.**

Since Tania, our Executive Director, was appointed in November 2015 she has been a continual strong presence at AGA. Her energy and dedication have led AGA from strength to strength. A key achievement of 2015-16 was securing enhanced core funding for the next three years from the ACT Government. In a tough fiscal environment this is an extraordinary outcome. Together Tania and Majka have managed to deliver an amazing number of events for AGA members as well as providing phone support, policy advice and a lot more. There is still more work to do and hopefully they will soon be joined by at least one more member of staff to enable more focus on training and enhancing the ability of other organisations and service providers to deliver services for the intersex, trans and gender diverse community.

Confidence in the staff to manage the day-to-day operations of AGA and the security of stable funding has enabled the board to focus on governance and strategy. The most important product of this is the strategic plan which will guide AGA over the next three years. I would like to thank the many AGA members who contributed to the strategic plan by participating in focus groups, completing the survey or providing other feedback. That input was critical to the development of the plan. The needs of our community are many and it was a difficult job prioritising them to produce an ambitious but achievable plan.

Lastly, I would like to thank Emily, Simone, Stuart, Bridie and Jill who have each served on the board since the last AGM, and who I hope will all re-nominate for next year! Thanks also to past board member Scott. It has been a pleasure working with you all. I would also like to thank Tania and Majka for their hard work and dedication to AGA and Rebecca for her work on the strategic plan and for stepping into the breach when Tania took some well-earned leave.

**Jake Blight**  
**Chair**





providing  
community support  
and advocacy  
for  
gender diverse  
and  
intersex people,  
their family  
and friends

Gender rights  
are **HUMAN RIGHTS**

contact us at  
[support@genderrights.org.au](mailto:support@genderrights.org.au)  
(02) 6162 1924  
[www.genderrights.org.au](http://www.genderrights.org.au)



“AGA is my safe place; I like coming here when the world is hard.”

AGA MEMBER



# From the Executive Director

What an incredible year A Gender Agenda (AGA) has had! With an active stable Board, highly-skilled staff, strategic partnerships, supportive government and a growing diverse engaged membership, AGA has managed to finish this year on a high. All of these elements have contributed to ensuring AGA will not only continue but flourish in the coming years.



## SOME OF THE MANY HIGHLIGHTS OF THE YEAR HAVE INCLUDED:

- Securing enhanced funding from the ACT Government to enable AGA to sustain and grow our important work. This new funding begins in Financial year 2016/17.
- The development of a new Strategic Plan that sets our priorities for the next three years.
- The development and delivery of over 40 programs for the communities we work with to support wellbeing, enhance connection and build skills and knowledge
- Responding to over 250 support calls from individuals, educators, medical and mental health practitioners and other service providers seeking information or referrals.
- Over 20 Outreach visits to schools and services.
- The development of an MoU with Relationships Australia to provide support and priority access to good quality low-cost counselling for members of our community.
- Delivery of professional training to over 30 mental health professionals.
- Input into Dept. of Human Services, forms, training modules, as well as face-to-face training for Centrelink and Medicare frontline staff.
- Providing over 25 service providers and government departments, including ACT Justice & Community Safety Dept., ACT Health, Salvation Army, Pedal Power ACT, Women's Centre for Health Matters, with advice and assistance on inclusive resources, policies and processes.
- Provision of input and lobbying for inclusion of intersex, transgender and gender diverse people in the health needs analysis of the ACT by Capital Health Network.
- Input into the Attorney General's Department and Australian Bureau of Statistics Sex and Gender guidelines consultations.
- Participation in the LGBTIQ Consortium with partners AIDS Action Council, Sexual Health and Family Planning ACT, Northside Community Services
- Participation in lobbying meeting at Parliament House with Parliamentary Friends of LGBTIQ People regarding the burdensome and unnecessary Family Court process required for Stage 2 hormone treatment for trans and gender diverse young people who are under 18.
- Participation in ACT Legislative Inquiry into Youth Self-Harm and Suicide
- Welcoming an increasing number of families, young people and children to AGA.

## STAFFING

All of the above (and much more) has been achieved on a miniscule staffing of 1.2 EFT till December 2015, and 1.6 EFT from January, 2016. Majka, our Community Engagement Coordinator has been outstanding in delivering the success of our community programs this year and it's been a privilege to work with them. Thank you also to Peter Hyndal and Rebecca Vassarotti who assisted us on special projects and to AGA's previous Executive Director, Sue Webeck, and Membership Officer, Jess Walsh, for their great work earlier in the Financial Year. With our enhanced funding we look forward to appointing a Policy, Education & Training Manager in the near future. This will increase AGA's reach and capacity to respond to the many requests we receive in these areas.

Still a long way to go: While we have seen some great strides towards more awareness, acceptance and legal protection of intersex, transgender and gender diverse people, the year has not been without challenges. Our communities still face enormous discrimination at all levels. Our hearts broke when we learned of the Orlando incident in Florida in June and closer to home we saw the ground-breaking Safe Schools program severely constrained after a push by more conservative political forces. The proposed same-sex marriage plebiscite also saw many community members and other organisations extremely concerned about the potential flow-on harmful mental health ramifications of such a polarising process. These events only demonstrate there is still a long way to go before we can truly say that intersex, transgender and gender diverse people can live their lives free of discrimination and fear. This is why the work of AGA is crucial in being part of the solution.





## THANK YOU!

AGA does not work in a vacuum and we can't do it alone. Special mention and vote of thanks also go to key partners and supporters: ACT Human Rights Commission, ACT Legal Aid Commission, Aids Action Council, ACT Sexual Health & Family Planning, headspace, Relationships Australia, Northside Community Services, Henry Davis York Lawyers, LEAD Employment, Jenni Atkinson, Dr Elizabeth Riley and Dr Tushara Wickramariyaratne.

Thanks also to our major funding body the ACT Government, which has shown great leadership and vision in continuing to provide enhanced support for AGA and recognise our importance in working with, and on behalf of the intersex, transgender and gender diverse communities.

Saving the best for last! Thank you to the dedicated AGA Board, volunteers and our fantastic community members. It has been a privilege to work with you. Looking forward to another successful landmark year!

**Tania Phillips**  
Executive Director

# From the Community Engagement Coordinator

**Community Engagement is one of the key areas of AGA's work. Providing a safe and supportive environment for our communities is critical.**

Over the past year, the social support programs at AGA have seen an increase in number and variety. These programs are opportunities for members to engage in the work of AGA, build social supports, gain skills and, where appropriate, provide feedback to AGA and other organisations. As our programs have increased, we have also seen many new faces coming to AGA House and we continue to connect community members with each other and with relevant services.

## **HIGHLIGHTS OF THE YEAR HAVE INCLUDED:**

- A variety of information sessions and workshops run by Legal Aid ACT, Sexual Health and Family Planning ACT, headspace, LEAD Employment, the ACT Human Rights Commission and Relationships Australia;
- A focus on story telling workshops including Equine Adventures, cartooning and art therapy;
- MATE violence prevention training run with the AIDS Action Council;
- Intersex Awareness Day lunch;
- Consultation sessions about gender information collection on government forms;
- Consultation with the Canberra LGBTIQ Consortium on access to services.





“It’s good to have a place where you can feel safe and supported like here (AGA) and at Relationships Australia.”

AGA MEMBER



AGA JOINED FAMILIES LOBBYING FOR CHANGE AT PARLIAMENT HOUSE FOR ACCESS TO STAGE 2 HORMONES FOR YOUNG PEOPLE. PHOTO: MAJKA MCLEAN-ENGSTROM

## GENERAL PROGRAM:

Our general programs have revolved around creating a greater sense of community, storytelling and information provision. To do this, we have run a mix of workshops, information sessions and social events. Our workshops have included skills shares such as knitting and crocheting run during drop-in, a writing workshop and a cartooning workshop. Our social connection events have included regular community dinners and a popular laser tag event. We have celebrated a number of special events, including Wear It Purple Day, Mental Health Week and Intersex Awareness Day.

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## YOUTH GROUP:

Our Youth Group has grown greatly over the past year, and now has a regular group of young people attending as well as creating an open and inviting environment for any new members. Our Youth Group program has included events such as movie nights, games nights, and relaxed dinners. We have also had information sessions on sexual health and healthy relationships as well as on mental health. The Youth Group has grown with the formation of the new Families Group, becoming a space for young people who attend both groups to be able to relax and have a laugh with each other.

## FAMILIES GROUP:

In March we ran a 'Parents and Families Meet Up', where we received strong feedback about having a more regular group specifically for families. The group now meets once a month for dinner and operates on a peer-based model that allows families to meet each other, talk about relevant issues and share information. This group fills a clear need in our community and we are seeing more families, partners and young people coming along than ever.

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## OUTREACH:

AGA has run a number of outreach programs through the year. These include presentations at the A-Z youth group, Burgmann College at ANU and to counselling students at University of Canberra. We have run workshops on social transition for young people and responding to phobia. We have also been involved in the ACT Seniors' Round Table to talk about issues relevant to our community. All of these events have been great opportunities for AGA to educate our local communities.

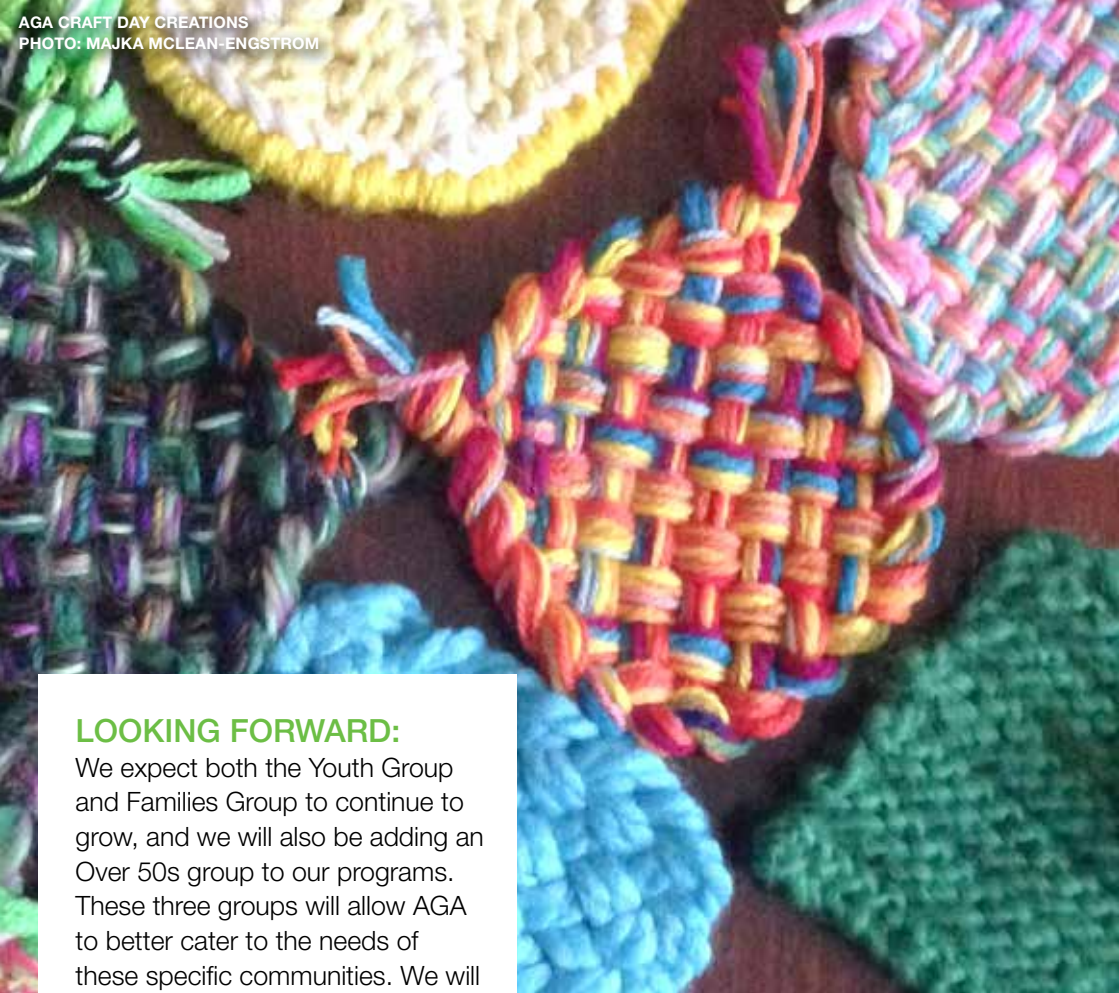
## VOLUNTEERING:

We would like to thank the AIDS Action Council of the ACT and Northside Community Services for being a part of the volunteering partnership over the last year. It has been great to be able to offer our community a number of volunteering opportunities. From the start of 2017, AGA will be running an independent volunteering program, which we hope will make signing up as a volunteer with AGA as smooth as possible. We would like to say a special thank you to some of our volunteers, Garry, Fiona, Thom and Tara, for their help throughout the year. Also many thanks to the AGA Board members who have stepped in on occasion to assist with programs.

**“AGA has been the backbone  
for me and my child”**

AGA MEMBER, PARENT





### LOOKING FORWARD:

We expect both the Youth Group and Families Group to continue to grow, and we will also be adding an Over 50s group to our programs. These three groups will allow AGA to better cater to the needs of these specific communities. We will be continuing to prioritise events that focus on information provision and skills building as well as on social connection and support.

It has been a pleasure to see the AGA community grow over the last year. I have particularly enjoyed seeing our community reaching out and supporting one another, whether that be through group discussions about mental health or quiet individual conversations in the kitchen. Thank you for a great year and I look forward to another fantastic year ahead!

**Majka McLean-Engstrom**  
**Community Engagement Coordinator**



# From the Treasurer

It is with pleasure that I present A Gender Agenda's (AGA) Audited Financial Statements for Financial Year 2015/16 to members.

The end of this Financial Year has seen AGA in a good financial position with a small operating surplus of \$11,434. AGA now has total equity of \$50,263 which provides a ratio of 2.13 (the ratio is a measure of the organisation's ability to pay back its liabilities (debt and accounts payable) which is now in line with company and organisational standards.

The bulk of AGA's income is currently obtained from government grants, with a smaller proportion of income from donations and training fees. It is hoped that in the coming years, AGA will be able to diversify its income streams to enable greater sustainability.

As with previous years and due to the nature of AGA's work, wages and on costs make up the largest expenditure at 69%.

I would like to thank our auditors Houston & Hanna, as well as the AGA Board for their work over the past year.

With skilled staff and a dedicated Board, I am confident that AGA is well placed to continue to grow and offer quality services to our members and the broader community.

**Simone Letheby**  
Treasurer



A GENDER AGENDA INCORPORATED

STATEMENT OF COMMITTEE MEMBERS

In accordance with the requirements of Section 73(1)(c) of the Associations Incorporation Act 1991, the Committee submits its report for the financial year ended 30 June 2016.

1. The names of each member of the Committee at the date of this report are:

Current Members

Jake Blight  
Emily Kerr  
Simone Letherby  
Bridie ( Fiona) Doyle  
Jill Mathews  
Stuart Walkley

Chair  
Secretary  
Treasurer  
Committee Member  
Committee Member  
Committee Member

2. The principal activity of the Association is to build a strong and supportive community for all ages, and all kinds of sex and gender diverse people.

There has been no change to this activity during the year.

3. The net surplus (deficit) the financial year ended 30 June 2016 was: \$ 11,434

Signed: Walkley

Date: 22-8-16

Signed: [Signature]

Date: 22-8-2016



A GENDER AGENDA INCORPORATED  
STATEMENT BY MEMBERS OF THE COMMITTEE  
FOR THE YEAR ENDED 30 JUNE 2016

In the opinion of the committee the financial report

1. Presents a true and fair view of the financial position of A Gender Agenda Incorporated as at 30 June 2016 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
2. At the date of this statement, there are reasonable grounds to believe that A Gender Agenda Incorporated will be able to pay its debts as and when they fall due.

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

Committee Member

Committee Member

Dated this

22

day of AUGUST 2016

# Statement of financial position

AS AT 30 JUNE 2016

	2015 \$	2016 \$
<b>CURRENT ASSETS</b>		
Cash at Bank	84,708	84,613
Prepayments	244	4,007
Receivables Other	7,425	1,200
<b>TOTAL CURRENT ASSETS</b>	<b>92,377</b>	<b>89,820</b>
<b>NON-CURRENT ASSETS</b>		
Furniture & Fixtures	2,973	2,973
Less Accum Depreciation	(2,290)	(2,806)
Property, Plant & Equipment	7,320	8,635
Less Accum Depreciation	(5,431)	(6,235)
<b>TOTAL NON-CURRENT ASSETS</b>	<b>2,571</b>	<b>2,566</b>
<b>TOTAL ASSETS</b>	<b>94,948</b>	<b>92,386</b>
<b>CURRENT LIABILITIES</b>		
Creditors and Accrued Expenses	16,740	14,703
Grant Funds Carried Forward	37,004	21,754
Provision for Annual Leave	2,375	5,666
<b>TOTAL CURRENT LIABILITIES</b>	<b>56,119</b>	<b>42,124</b>
<b>TOTAL LIABILITIES</b>	<b>56,119</b>	<b>42,124</b>
<b>NET ASSETS</b>	<b>38,829</b>	<b>50,263</b>
<b>MEMBERS' FUNDS</b>		
Accumulated Funds at beginning of year	17,119	38,829
Current Year Surplus (Deficit)	21,710	11,434
<b>MEMBERS' FUNDS AT END OF YEAR</b>	<b>38,829</b>	<b>50,263</b>



# Statement of comprehensive income

## FOR THE YEAR ENDED 30 JUNE 2016

	2015 \$	2016 \$
<b>INCOME</b>		
Grants Income	135,436	162,480
Net Grants brought Forward		25,250
Donation and Fundraising Income	13,933	2,880
Interest	1,101	912
Memberships	510	568
Training Fees	7,605	8,020
<b>TOTAL INCOME</b>	<b>158,583</b>	<b>200,110</b>
<b>EXPENSES</b>		
Audit Fees	1,000	1,200
Administrative Expenses	40,528	41,153
Employment Expenses	84,659	129,507
Workshop and Event Expenses	3,111	1,066
Calendar Event Expenses	4,306	1,186
Support and Resource Expenses	2,189	2,174
Strategic Planning & Evaluation Costs	-	9,200
Training and Meeting Expense	1,080	3,190
<b>TOTAL EXPENSES</b>	<b>136,873</b>	<b>188,677</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>21,710</b>	<b>11,434</b>

# Statement of cashflows

FOR THE YEAR ENDED 30 JUNE 2016

	2015 \$	20156 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Grants	157,534	179,480
Membership	510	568
Interest Received	1,101	912
Other Income	21,538	10,900
Payments for Suppliers & Employees	( 123,345)	(190,640)
<b>Net Cash Flows from Operating Activities</b>	<b>57,336</b>	<b>1,220</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Payments for Equipment	-	( 1,315)
<b>Net Cash Flows from Investing Activities</b>	<b>-</b>	<b>( 1,315)</b>
<b>Net Increase / (Decrease) in Cash</b>	<b>1,220</b>	<b>( 95)</b>
<b>Cash at the Beginning of the year</b>	<b>27,372</b>	<b>84,708</b>
<b>Cash at the end of the financial year</b>	<b>28,592</b>	<b>84,613</b>
<b>RECONCILIATION OF OPERATING SURPLUS TO NET CASH FLOW FROM OPERATING ACTIVITIES</b>		
<b>Operating Surplus/(Deficit)</b>	<b>21,710</b>	<b>11,434</b>
<b>Add back Non-cash expenses</b>		
Depreciation	1,455	1,320
<b>CHANGES IN ASSETS AND LIABILITIES</b>		
(Increase)/Decrease in Receivables & Prepayments	( 2,607)	2,462
Increase/(Decrease) in Creditors & Accruals	6,450	( 2,037)
Increase/(Decrease) in Unexpended Grants	29,523	( 15,250)
Increase/(Decrease) in Provisions	805	3,292
<b>Net cash from Operating Activities</b>	<b>57,336</b>	<b>1,220</b>

# NOTES TO THE FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2016

### NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report is a general purpose financial report which has been prepared in accordance with Australian Accounting Standards, Australian Accounting Interpretations and the Associations Incorporations Act (ACT) 1991.

The financial report covers A Gender Agenda Incorporated as an individual entity. The Association as an association incorporated in the ACT under Association Incorporation Act 1991.

The following is a summary of the material accounting policies adopted by the economic entity in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

### BASIS OF PREPARATION ACCOUNTING POLICIES

#### a. Income tax

No provision has been made for income tax as the Association is exempt from taxation under Section 50-5 of the Income Tax Assessment Act 1997.

#### b. Property, Plant and Equipment

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

Where an asset is acquired at no cost, the cost is its fair value as at the date of acquisition

The carrying amount of the assets is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows is discounted to their present values in determining recoverable amounts.

#### Depreciation

The depreciable amount of all fixed assets is depreciated on a diminishing value basis over its useful lives to the

Association commencing from the time the asset is held ready for use.

The depreciating rates used for each class are:

Class of Fixed Asset	Depreciation Rates
Plant & Equipment	11.25% – 40%

#### c. Impairment of Assets

At each reporting date, the Association reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement.

Where it is not possible to estimate the recoverable amount of an individual asset, the group estimates the recoverable amount of the cash-generating unit to which the asset belongs.

#### d. Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

#### e. Revenue

##### *Sales of goods and services*

Revenue is recognised upon the delivery of goods and services to customers.

##### *Government Grants*

Government grants are recognised as income on a systematic and rational basis over the periods necessary to match them with the related costs.

##### *Interest revenue*

Interest is recognised on an accrual basis.



## AGA People 2015-16

### BOARD

Jake Blight  
*Chair*

Emily Kerr  
*Secretary*

Simone Lethaby  
*Treasurer*

Bridie Doyle

Stuart Ross Walkley

Jill Matthews

Scott De Costa

### STAFF

Tania Phillips  
*Executive Director*

Majka Mclean-Engstrom  
*Community Engagement  
Coordinator*

Sue Webeck  
*Executive Director  
(till Nov 2015)*

Jess Walsh  
*Membership Officer  
(till Dec 2015)*

### VOLUNTEERS

Thom

Tara

Garry

Fiona

Stuart

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## A Gender Agenda

PO Box 4010, Ainslie Act 2602

**T:** 02 6162 1924

**E:** [support@genderrights.org.au](mailto:support@genderrights.org.au)

**W:** [www.genderrights.org.au](http://www.genderrights.org.au)

**FB:** [www.facebook.com/A.Gender.Agenda](http://www.facebook.com/A.Gender.Agenda)