

AGA is the best place for me. I love how knowledgeable and accepting the place is. It's like an extension of my family.

AGA has helped me find myself, and to be proud of what I found.

There is a compassion and empathy at AGA that makes me feel safe and understood.



A note from the Chair

As we come to the close of another incredibly busy year for A Gender Agenda (AGA), it is worth reflecting on how much we have achieved. We have turned our new premises into a hub for the intersex, trans, and gender diverse community. It is a safe and welcoming place where our community can gather and support each other.

Over the last 12 months alone, we have had over 1000 attendances at AGA community events. We have also extended our reach and improved services for our community, particularly in relation to mental health, by providing professional development and training about intersex, trans, and gender diversity. We delivered over 110 hours of training between February and June 2018 to community workers, counsellors, psychologists, doctors, and other professionals.

AGA has been a leading force in law reform for many years, and this year we played a central role in the *Re Kelvin* case. As a result of the win we had in this case, young trans people can now access hormones without having to seek a court order first. This has already made a huge difference to the lives of many of our younger members, relieving the emotional and financial burden of an unnecessary and discriminatory legal process that, in the past, prevented many people from accessing the medical services they wanted and needed at a critical time in their lives. Thank you to the team at the Human Rights Law Centre for supporting this case.

We have made progress in engaging with the needs of intersex members through our intersex project worker Cody, who has done a great job in making information and support available. Cody, whose position is funded through the Canberra LGBTIQ Community Consortium (the Consortium), has offered valuable insights to our training and education programs. Our work with the Consortium and other key stakeholders has enabled us to work collaboratively and achieve better outcomes for our community than we could have done alone.

We have recently signed a partnership agreement with the AIDS Action Council to deliver LGBTIQ 101 training programs together. This training partnership will allow us to provide much needed training in a way that ensures the intersex, trans, and gender diverse community is truly represented – and is not just the T and the I on the end of LGBTI. The partnership will complement the specialised training AGA is increasingly offering on intersex, trans, and gender diversity. Philippa Moss from AIDS Action Council has continued to be an enthusiastic supporter of our work and has once again made a positive contribution to AGA this year.

Our Executive Director, Sel Cooper, took over the helm in November 2017 and has already made a huge difference to the organisation. Sel's professional and supportive approach has enabled us to maintain a stable and effective team of staff.

Majka has done an exceptional job in looking after our very successful events calendar, which has delivered a wide range of excellent programs for our members throughout the year. Tim took a break from AGA earlier this year to spend more time with their family, and we also wish Helena well with the university course they have recently started in Sydney. Both workers have continued to stay on with AGA on a casual basis. Helena did a fantastic job at getting AGA's new training program up and has delivered some excellent training throughout the year.

We have also been very fortunate to have had the support of Michael, who has been doing casual work for AGA. Michael will be moving overseas next year for work, and AGA wishes him the very best.

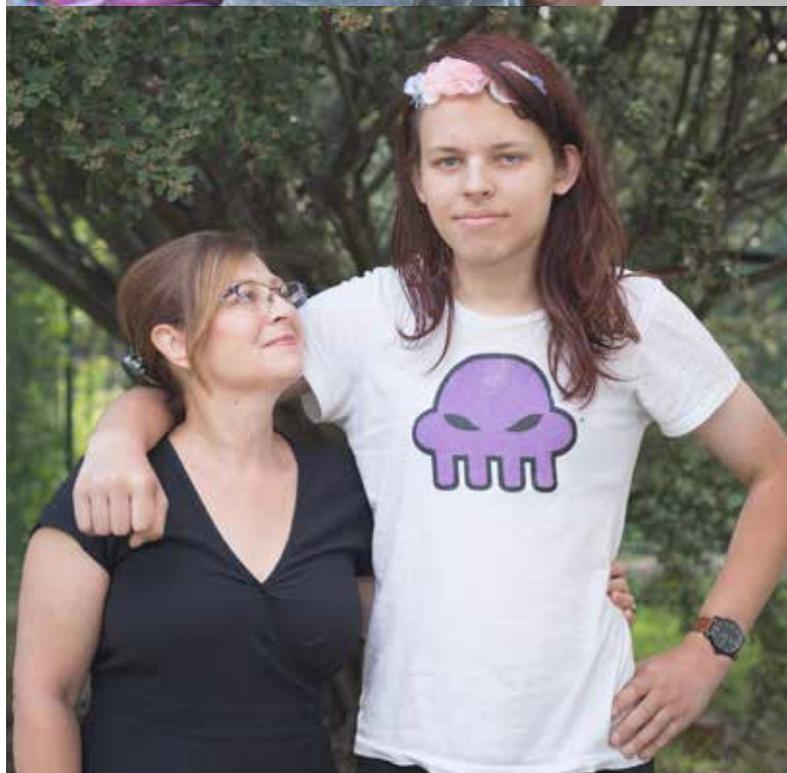
We have recently welcomed two new workers to AGA: Anne, our Corporate Support Officer; and Joel, our Deputy Executive Director and Training Manager. We are excited to have them both on board and look forward to the possibilities of the year ahead.

Without our dedicated staff, AGA would not be able to do what we do. Thank you all, you do an extraordinary job.

Thank you also to the board members of AGA. The Board provides strategic direction and governance for the Organisation. The behind-the-scenes work of the Board in supporting the Executive Director and the Organisation is essential.

The future for AGA looks bright, and our new strategic plan, which was developed by the Board after consultation with members and stakeholders, sets the direction for AGA over the next three years. One of the exciting projects we are engaging with is the development of a gender clinic in the ACT. Early engagement with this project will provide us with the opportunity to ensure that the clinic operates to support our community and is informed by its lived experience.

Jake Blight
Chair



Working towards our strategic priorities

Our 2016-19 Strategic Plan established our strategic priorities, which continue to drive the important work that we do. We're delighted to present our 2018 Annual Report in alignment with our strategic priorities.



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Strategic Priority One

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

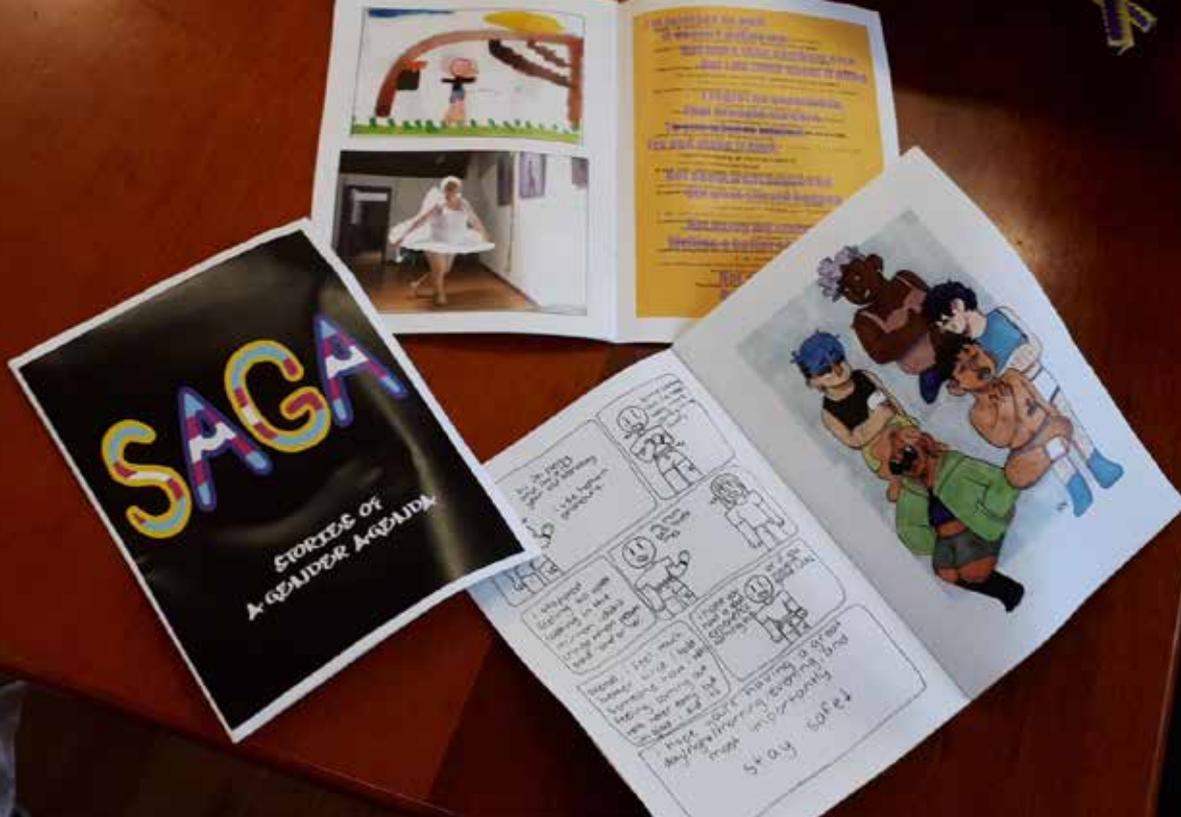
AGA's community development framework empowers our community members by putting them in the driver's seat when identifying and addressing issues of importance to our community. Together, we are creating a community that is stronger, more connected, and more sustainable.

An important part of this approach is having a safe space for community members to meet.

This year, AGA moved into long-term premises that are well suited to the needs of our staff, our members, and the broader community. One of the many benefits of the new AGA House is improved physical access for our members, with a number of bus routes to the area,

as well as a ramp that allows disability access to the building.

At first, the level of reverberation in our new Community Room was making it hard for some of our members to feel relaxed. We listened to our members and took action, installing panels in the room to dampen the sound. As a result, the noise levels lowered significantly, and the Community Room is now a more comfortable and welcoming space. We also have a Kids Room, which allows members to bring their children with them. Members can now talk to staff and engage in events safe in the knowledge that there will be activities available for their children.



HOW WE ARE ENGAGING OUR COMMUNITY

Each year, AGA is contracted by the ACT Government to provide 100 hours of workshops and activities to support individuals, partners, and other family members who are intersex, trans, and gender diverse. AGA supports members to build on skills and to increase confidence to encourage participation in the community. This year, we not only reached our target but surpassed it, with an incredibly diverse array of events, workshops, and activities. Thanks to the overwhelming success of our calendar of events, our reach has expanded significantly. Through the development of the Community Engagement Plan, AGA created programs to respond to identified areas of need. We are also in the process of consulting with Aboriginal and Torres Strait Islander communities to ensure our services are culturally safe and inclusive.

Below we give a summary of some of the key events, workshops, and activities that we have run over the year in order to respond to our first strategic priority.

INCREASED SUPPORT DURING DIFFICULT TIMES

The marriage equality postal survey made 2017 an extremely difficult year for our community. While the outcome of the postal survey brought us closer to an inclusive community free from marginalisation, discrimination, and stigma, the process caused immense distress for many of our members. AGA rallied to support our community through this difficult time by offering additional events and support to our members.

SAGA: STORIES OF AGA

In the lead up to the postal survey, the media often misrepresented our community, portraying us in a negative light. We know that our community is incredibly creative, and that creative expression can be used as a great outlet, especially when combined with activism. Creating a zine allowed us to regularly bring our community together, thereby offering additional support. It also gave our members an opportunity to create pieces of work that truly represented the strength and vibrancy of the people in our community, uniting members across different demographics as they shared stories and art in a proud celebration of our community's diversity.

We launched the zine, *SAGA – Stories of AGA*, in November 2017, with the Gorman House Arts Centre providing a fun and friendly environment on the day. The launch provided a space for us to showcase our members' hard work on the zine, as well as the amazing talents that the people in our community have, with members providing entertainment for the event, including slam poetry, hilarious interviews, and ballet. It was terrific to see so many people of all ages attend the launch, including the many non-members that came along to offer their support on the day.

The launch was a wonderful celebration of AGA and our members and injected some much-needed positivity into an otherwise difficult time. Many thanks to our host, Lisa Skye, and to all the AGA members who helped out on the day with set up and pack down, selling copies of the zine and refreshments, and running the badge-making table. We would also like to thank Ziggy, who ran our

art workshops and collated the zine. While the process of compiling SAGA was particularly significant in 2017, the resulting zine remains an important and meaningful printed resource for AGA.

PARTNERING WITH THE MESSENGERS PROGRAM FOR MESSENGERS ART

Run across the ACT, the Messengers Program is an early intervention mental health program focussing on art and creative expression. Given the program's popularity among AGA's young members, Messengers offered to run an ongoing in-house program at the new AGA House. Messengers Art gives trans, gender diverse, and intersex young people aged 12-25 the opportunity to come together every month and express themselves through art.

In March 2018, participants worked as a group to create portraits of people they admire and respect. The group created two amazing portraits – one of Star Lady, a transwoman who advocates for the rights of young people, and one of Tony Briffa, an intersex advocate and former Mayor of Hobsons Bay in Victoria. The paintings were framed and now sit hanging above the fireplace in our Community Room at AGA House.

Messengers Art has been a great addition to the AGA calendar, and one that we hope to continue to run at AGA House in the future.

SINGING WORKSHOP

In April 2018, AGA members both young and old came together for a wonderful afternoon of singing. For a variety of reasons, many people in our community give up singing and/or other musical expression. This workshop allowed members who had abandoned their musical inclinations the opportunity to re-engage with music in a safe and welcoming space. For other participants, it was a chance to step outside of their comfort zones and try something new. Regardless of their musical backgrounds, this inclusive singing workshop gave our members the opportunity to explore their voices and have some fun. Sincere thanks to Kimberley Steele, a local musician, music teacher, and choir director, who ran the workshop for AGA.



IDAHOBIT COMEDY WORKSHOP

The International Day Against Homophobia, Biphobia, Intersexism, and Transphobia is celebrated annually on 17 May. AGA marked the occasion with a light-hearted comedy workshop. Our community experiences discrimination at an alarmingly high rate, and we wanted to arm our members with the skills to use comedy to combat discrimination based on sexual identity or difference with a smile. The workshop demonstrated how comedy can be used as an effective tool in the face of hostility.

Many thanks to Sparrow Folk, an inspirational Canberra comedy duo who ran the workshop on the day. Known for their ability to work with and positively portray marginalised communities, they welcomed the opportunity to learn about the issues faced by our community.

Sparrow Folk have been able to use the platform of comedy to challenge and call out discrimination. AGA members turned up on the day to hear about Sparrow Folk's work in this space, to learn some different techniques, and to create their own comedy performances.

TABLETOP GROUP

Based on community demand and ongoing popularity, we established this monthly event for members to get together and play board, card, and role-playing games during drop-in sessions. Over time, we hope that our members will build on their confidence to facilitate tabletop game playing, so that the group can become self-sufficient. In the meantime, this group offers a fun and relaxing environment for our members to come together and simply have some fun.

INTERSEX COMMUNITY GROUP

The Intersex Project Worker position was initiated and supported by the Consortium, in which AGA is a partner. Since its inception, the position has been able to achieve the following:

Intersex Support Group

Flying under a new banner – “intersex@aga” – we compiled important materials to build trust in available intersex services as independent of other support groups. We extended the new name and branding to a Twitter account to connect with intersex activists and communities, promoting AGA as an intersex service provider. We have facilitated groups every two months, and while attendance is still sporadic at best, it has provided many intersex people, their parents, and partners with access to specialised support. It has also helped to establish referral pathways to intersex organisations and to build community trust in AGA.

Side by Side

Side by Side is a monthly event that has been established

to provide a regularly occurring support group open to parents, partners, carers, and friends. Based on the attendance of autonomous and shared intersex support groups, Side by Side is the first ongoing and resourced peer support group of its kind in Australia.

Intersex Awareness Day

In collaboration with the Office of LGBTIQ Affairs and Intersex Human Rights Australia (IHRA), AGA stepped up to deliver a sold-out public information event at the Canberra Museum and Gallery. This special event took place in October 2017, with 60 people in attendance.

Intersex Day of Solidarity

In November 2017, AGA joined forces with Steph Lum of IHRA to mark the Intersex Day of Solidarity. Held at AGA House, the documentary film *Intersexion* was screened, with a follow up question and answer session. This event offered our members the chance to gain a better understanding of who intersex people are and the issues that they face.



Thank you to group facilitators

As you can see from the range of events we have been running, our group facilitators have really been working hard over the last year. We would like to send out a huge thankyou to all of them. They have done a fantastic job engaging with AGA's members and boosting our capacity to run such a diverse calendar of events. In particular, we'd like to thank the following people and organisations:

- Ziggy Davey, who runs our monthly art group
- Peakgrove Solutions, Equine Assisted Experiences
- Callie Doyle-Scott, who runs our monthly writing group
- Kimberley Steele, who ran our singing workshop
- Sparrow Folk, who ran our comedy workshop
- The AIDS Action Council, for their support with events throughout the year
- Relationships Australia, and in particular Chris Cole, who supports with counselling and also at some drop-in events
- Anastasija Kukic, who conducted art projects, including a painted mural on our garden shed
- Messengers Art - Tuggeranong arts program



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Strategic Priority Two

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

In order for our community to enjoy improved human rights, AGA is proudly working to effect systemic change as we advocate for more inclusive laws, policies, and practices throughout the Territory and beyond.

SAFE AND INCLUSIVE SCHOOLS INITIATIVE

As we know, the Federal Government defunded the Safe Schools Coalition last year. We are lucky enough to live in the ACT, where our local government has funded the Safe and Inclusive Schools Initiative (SAIS). AGA was a partner of the Safe Schools Coalition and continues to be a partner of SAIS. We are looking forward to increasing our engagement opportunities with schools through SAIS over the next year.

Additionally, AGA has been consulting on the training to be facilitated by SAIS in schools across the ACT. As consultants, we have been able to ensure that the training is providing accurate information about our community and the issues our young people are facing, both at school and in the wider community. AGA has also been able to visit several schools this year, including Lyneham High School and Calwell High School. During these visits, we were able to engage with some LGBTIQ+ students and share information with them about AGA and our community. These school visits provided a safe space for young people to ask questions about our community, as well as what transition may include for them. As a result of our school visits, a couple of young people have engaged with either AGA or another LGBTIQ+ youth group in their area.

FAMILY COURT CASE ON STAGE 2 HORMONES

AGA played a leading role in the *Re Kelvin* case, which at last removes legal discrimination against trans young people seeking access to gender-affirming hormone therapy. Trans people under 18 will now be in the same legal position as any other young person in Australia seeking access to prescription medication: medical specialists will be able to prescribe hormone therapy in accordance with best practice guidelines. This means that decisions about gender-affirming hormone therapy can be made by the young person, in consultation with their interdisciplinary health-care team, and depending on their personal circumstances, their parents. The court will retain its role in resolving disputed cases, as it does with any other medical treatment.

AGA has seen increasing numbers of young people and parents of trans youth seeking out support. Requiring families of trans youth who are seeking gender-affirming hormones to go to court is intrusive and discriminatory, at a particularly challenging time for a group of young people already at high risk of suicide. The Court's decision means trans young people, like any young person seeking medical treatment, will be able to make decisions about gender-affirming hormone therapy with the guidance of medical professionals and their parents, rather than judges. Here are some of our community members' responses to the court's decision:



*"When I told my son about the decision in *Re Kelvin* he cried with relief. No longer would our family have to go through the difficult and expensive process of going to court to enable him to continue his transition. Why should my child have to prove himself in court? He has done nothing wrong."*

AN AGA MEMBER, AND A PARENT OF A TRANS CHILD



"I have been on puberty blockers for 8 months and I've been desperate to start Stage 2 hormones since I came out to my family and peers just over a year ago. Stage 2 hormones will make my body change to match how I feel on the inside. My doctors and counsellor agree that this is the right course of action for me. My parents and friends are all really supportive. When I found out that we would have to get a lawyer and go to court and that it could take 6-12 months or longer to get through all of that, I was incredibly devastated, and it made my mental health even worse. Not having to go to court will be a huge relief for me and my family."

A YOUNG AGA MEMBER



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Strategic Priority Three

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

Our contract with the ACT Government also includes the yearly provision of 125 hours of individualised education and information sessions to community, medical, mental health, and government agencies, in order to assist them in providing services that are more inclusive and better meet the needs of intersex, trans and gender diverse people. Again, we achieved this goal over the year, and feedback from health professionals continues to be well received.

When it comes to the key issues facing our community in terms of service provision, sadly not much has changed. We continue to hear of the concerning experiences our members face in accessing safe and affordable health care, both in physical and mental health. We recognise this is an ongoing problem for our community, and AGA is consistently working to break down barriers to accessing care.

REFERRAL SERVICES

During 2017-2018, AGA continued to refer members to counselling and medical services that are knowledgeable about the issues faced by our community. We would like to particularly thank AIDS Action Council and Relationships Australia Canberra Region for their commitment to working with our members. This year, we have also extended our referral options to include local youth centres that are able to provide case management services for our young people, as well as the Messengers Program, the early intervention mental health art group for young people outlined previously. It was through referrals to Messengers that our Messengers Art program came into existence.

TRAINING SERVICES

AGA consulting, training, and education programs continue to be evidence based and informed by the lived experience of the community we represent. AGA has



developed and delivered targeted training packages that have been well attended by professionals and members of the community. These programs have been facilitated at AGA House and have included:

Professional Development

This intensive training program is delivered over 6 weeks and aims to enable participants to better understand and support the intersex, trans, and gender diverse community. This training has been designed for professionals, counsellors, and therapists.

Consent in Health Care Settings – Professional Development

Designed with health care and social services professionals in mind, this training program explores how consent is understood, communicated, and maintained. This program is jointly facilitated with AIDS Action Council.

Understanding Sex and Gender Diversity

A workshop for people wanting to better understand and support the intersex, trans, and gender diverse community.

NETWORKING OPPORTUNITIES AND ONGOING SUPPORT

AGA has launched a new website to ensure improved accessibility and up-to-date information for all of our online visitors. A number of different search engines have been used to make sure our members and the community can easily find appropriate resources, support, and information. Additionally, AGA has developed new information sheets and brochures, particularly on what it means to be intersex, trans, and gender diverse.

A local law student, Daniel, also completed placement at AGA. We are utilising this placement opportunity to work on a project with the ACT Human Rights and Discrimination Commissioner, to develop a document for the ACT that is equivalent to an existing one in Victoria. This document will support organisations, employees, and employers when people transition in the workplace. We launched the document at CBR Fair Day.

CONTRIBUTING TO THE DEVELOPMENT OF BEYOND BLUE'S BEYOND NOW – SUICIDE SAFETY PLANNING

We were grateful to have the opportunity earlier this year to participate in the development of *Beyond Now – Suicide Safety Planning*. This online tool and application enables individuals to design a safety plan tailored to their individual experiences. From there, users can share the information with their trusted friends, family, or health professionals, allowing them to offer support in times of suicidal thoughts or crisis. In collaboration with our Consortium partners, we were able to draw on our collective lived experience, community knowledge, and professional expertise to ensure that the experiences and needs of our community were accurately reflected in this tool. As a result, we can confidently recommend it to our community.





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Strategic Priority Four

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

In order to continue to ensure our credibility and to remain progressive for our community, AGA staff have taken part in extensive professional development this year. We have also implemented a new membership strategy, we have taken multiple steps to ensure that our community's lived experience remains central to all that we do, and we have been improving avenues for generating a sustainable income stream.

ENSURING CREDIBILITY THROUGH NETWORKING AND PROFESSIONAL DEVELOPMENT

In order for AGA's staff to stay across current issues facing our community, networking and ongoing professional development have been essential. This year, we have taken part in a variety of conferences and retreats, learning some valuable lessons along the way.

AISSGA Intersex Retreat and AGM

The Androgen Insensitive Syndrome Support Group Australia (AISSGA) is a peer support, information, and advocacy group for people affected by AIS and/or related intersex variations and variations of sex characteristics, and their families. In October 2017, AGA took part in the AISSGA retreat, establishing our presence among intersex organisations and participating as a stakeholder in their annual general meeting. At this retreat, AGA developed key knowledge and support skills for our intersex community members.

Affirming the Darlington Statement

The Darlington Statement is a joint product of the Australian and Aotearoa/New Zealand intersex

communities, finalised at the conclusion of an intersex community retreat held in Darlington in March 2017. The statement calls for respect of bodily autonomy, effective rights-based oversight of clinical decisions, and access to affirmative health care and peer support for intersex people.

The affirmation is based on the philosophy “nothing about us without us.”

We affirm our commitment to the Darlington Statement, developed by intersex organisations and advocates in 2017, which articulates the human rights demands of people with intersex variations in Australia and Aotearoa/ New Zealand.

We actively acknowledge the distinctiveness of and diversity within the intersex population, and respect the intersex movement, without tokenism, or instrumentalising or co-opting intersex as a means to other ends.

We commit to adopting the human rights and legal reform, health and wellbeing, peer support, education, awareness and employment objectives of the Statement alongside other allies, and intersex organisations and advocates.

AGA took part in a second retreat in April 2018, where participants developed affirmation statements for individual and organisational allies to commit to working alongside intersex-led organisations, and for advocates to pursue the Statement's objectives as a set of common goals.

During this retreat, working groups were also established to find ways of improving connections to key demographics in order to better serve their needs. Additionally, AGA continued to support the youth working group in establishing a new intersex youth support hub called YOUTH&I, to be launched in 2018.

Health in Difference

In April 2018, over 400 community members, community organisations, health practitioners, researchers, academics, policy makers, advocates, and government officials came together in Sydney for the Health in Difference conference, where they discussed important issues about improving LGBTIQ health. AGA took an active role in the Conference Working Group, which included confirming the attendance of a number of speakers, assisting with programming for the conference, and chairing a session on transgender healthcare. AGA also organised two scholarships for members to attend the conference, which were generously funded by the Consortium.

Better Together

The Better Together conference, held in Melbourne in January 2018, provided a space for participants to discuss issues of intersectionality in LGBTIQ+ communities. As a result of attending this conference, AGA learned more about how to include people with autism, as well as the deaf community, and the Aboriginal and Torres Strait Islander communities.

THE LGBTIQ COMMUNITY CONSORTIUM

The Consortium has been working diligently to respond to the unmet needs of LGBTIQ people living in Canberra, as identified in our community needs assessment. Due to the low number of young people that participated in the original assessment, the Consortium is working to identify the specific needs of young LGBTIQ people in our community. The results of this process will be incorporated into the existing work plan, ensuring the Consortium is addressing the needs of LGBTIQ people across their life span.

This year, AGA, with the support of the Consortium, recruited an Intersex Project Officer to provide specialist training, education, and support to respond to the needs of intersex people in the Canberra community. Having a designated Intersex Project Worker has created many new opportunities for the Consortium, including being able to provide advice to Government about the service needs of intersex people in our community. This is an important achievement that we hope will see the lived experience of intersex people informing policy and services in the future.

THE MEMBERSHIP STRATEGY

AGA's diverse membership ranges from members as young as five years old to those in their 80s. Our members also come from a diversity of cultural backgrounds and experiences, have a range of educational levels and employment practices, and come with vast lived experiences. This multiplicity makes us stronger as a community; we value and respect difference while sharing in our similar experiences.

This year, the Board endorsed a membership strategy designed to increase membership. We also created a marketing plan to provide clarity, information, and a value proposition.

An important part of our day-to-day activities is making sure that we are supporting our members. Events, activities, workshops, resources, and training programs can provide a valuable income stream, while simultaneously building the capability of members, arming them for greater success.

The membership strategy is about being proactive in identifying future members, and this includes our core client group, as well as families, friends, allies, businesses, and groups who support AGA.

VOLUNTEERING

AGA is still working on developing a framework for implementing a tailored volunteering program. Completing this task will require additional time and specialist resources. We hope to develop a program capable of enabling AGA to tap into the skilled resources available across our community.

The volunteers we do have continue to be a great asset to AGA, and our volunteer Board members continue to upskill, with new members attending governance training. We are currently widening our recruitment processes in order to reach people with the skills required to join the AGA Board in support of our governance operations.

We are extremely grateful to the members and families who give of their time and expertise to support us at events.

FUNDING

Fee-for-service training is an area where AGA can both support the intersex, trans, and gender diverse community, while simultaneously generating an income. AGA has started to gain a small income stream through our training programs and will continue to build on this model over the coming year.

MONITORING AND EVALUATION

AGA has been working with Collective Action, a social impact consultancy, to implement the *Contribution to Change (C2C) Framework* – a whole-of-organisation monitoring and evaluation system. The C2C Framework was developed by AIDS Action Council and Collective Action to support community organisations to measure the impact of their programs and services.

This year, we have been working with Collective Action to implement the system. To ensure we are measuring the right things, Collective Action has been working with AGA members and staff to identify how our services contribute to positive outcomes for our members and community. This information was used to develop surveys that will test whether these outcomes are being achieved. Our staff and members valued the opportunity to contribute their knowledge and enjoyed being engaged in the process.

We are now preparing the system that will be used to capture and analyse the information we collect. The C2C Framework is paired with the Socialsuite Technology Platform, which will enable us to continuously and seamlessly collect information about AGA's performance from our staff, volunteers, service users, and stakeholders. When our members and the broader community interact with us, such as by

attending our community groups or training, we will be able to offer them a quick and easy way to provide us with feedback about their experiences. The information we collect will be available to our staff in real time, allowing us to continuously monitor and review our programs and services and create a picture of our contribution to our community.

Soon, our members and stakeholders will be able to anonymously share their feedback with us by completing a survey on their phone or using one of our devices, either on the spot or through a link that can be emailed out. The information we collect will help to ensure our services and programs are of the highest quality and are meeting the needs of our members and community.

We would like to extend our gratitude to AIDS Action Council for sharing the C2C Framework with us and supporting us through the process.



Statement of financial position

AS AT 30 JUNE 2018

	2017 \$	2018 \$
CURRENT ASSETS		
Cash at Bank	138,670	156,927
Prepayments	370	34,794
Receivables Other	514	3,743
TOTAL CURRENT ASSETS	139,554	195,464
NON-CURRENT ASSETS		
Furniture & Fixtures	2,973	6,908
Less Accum Depreciation	(2,973)	(46)
Property, Plant & Equipment	13,568	50,578
Less Accum Depreciation	(7,699)	(3,230)
TOTAL NON-CURRENT ASSETS	5,868	54,211
TOTAL ASSETS	145,422	249,675
CURRENT LIABILITIES		
Creditors and Accrued Expenses	46,517	63,909
Grant Funds Carried Forward	36,754	45,648
Provision for Annual Leave	11,767	9,423
TOTAL CURRENT LIABILITIES	95,038	118,980
TOTAL LIABILITIES	95,038	118,980
NET ASSETS	50,384	130,694
MEMBERS' FUNDS		
Accumulated Funds at Beginning of Year	50,263	50,384
Current Year Surplus (Deficit)	121	80,310
MEMBERS' FUNDS AT END OF YEAR	50,384	130,694

Statement of comprehensive income

FOR THE YEAR ENDED 30 JUNE 2018

	2017 \$	2018 \$
INCOME		
Grants Income	318,953	483,938
Net Grants Brought Forward	–	11,754
Donation and Fundraising Income	1,694	12,817
Interest	574	512
Memberships	801	752
Training Fees	–	6,760
TOTAL INCOME	322,021	516,533
EXPENSES		
Audit Fees	1,200	1,300
Administrative Expenses	31,942	57,397
Employment Expenses	265,120	314,451
Workshop and Event Expenses	678	15,032
Calendar Event Expenses	3,400	9,760
Support and Resource Expenses	2,300	22,779
Strategic Planning & Evaluation Costs	13,350	6,866
Training and Meeting Expenses	3,910	8,638
TOTAL EXPENSES	321,900	436,224
OPERATING SURPLUS/(DEFICIT)	121	80,310

Statement of cashflows

FOR THE YEAR ENDED 30 JUNE 2018

	2017 \$	2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Grants	333,953	504,586
Membership	801	752
Interest Received	574	512
Other Income	1,694	18,587
Payments for Suppliers & Employees	(278,032)	(448,694)
Net Cash Flows from Operating Activities	58,990	75,743
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments for Equipment	(4,933)	(57,486)
Net Cash Flows from Investing Activities	(4,933)	(57,486)
Net Increase / (Decrease) in Cash	54,057	18,257
Cash at the Beginning of the Financial Year	84,670	138,670
Cash at the End of the Financial Year	138,670	156,927
RECONCILIATION OF OPERATING SURPLUS TO NET CASH FLOW FROM OPERATING ACTIVITIES		
Operating Surplus/(Deficit)	121	80,310
Add Back Non-cash Expenses		
Depreciation	1,631	4,098
Disposal of Assets		5,045
CHANGES IN ASSETS AND LIABILITIES		
(Increase)/Decrease in Receivables & Prepayments	4,323	(37,653)
Increase/(Decrease) in Creditors & Accruals	31,814	17,392
Increase/(Decrease) in Unexpended Grants	15,000	8,894
Increase/(Decrease) in Provisions	6,101	(2,344)
Net Cash from Operating Activities	58,990	75,743

Concluding remarks

As 2018 draws to a close, we are proud to reflect on our accomplishments as an organisation. With a new home in AGA House, we are now able to provide a safe and welcoming space for our community members to come together and connect with important information and support services. We have continued to offer support through testing times, with our SAGA zine exemplifying the creative strengths and spirit of our community members as we combat marginalisation, discrimination, and stigma.

We have kept working to overturn discriminatory laws, policies, and practices. Our participation SAIS and the landmark win in *Re Kelvin* demonstrate that we continue to effect meaningful change in this sphere.

We remain an important source of education and training to the community at large. Our referral services and training programs are working to ensure that service provision in the ACT is increasingly inclusive.

As an organisation, we continue to support our staff and members to build their skills and knowledge by participating in and contributing to relevant conferences and retreats, ensuring that the lived experience of our community remains central to all that we do. We are constantly striving to ensure the ongoing sustainability of AGA, and our new membership strategy is a great achievement in this regard. With our innovative monitoring and evaluation system set to launch, we will soon be able to demonstrate the ways in which AGA is meaningfully contributing to positive outcomes for our members and community.

We look forward to sharing our progress with you over the coming year.



AGA People 2017-18

BOARD:

Jake Blight
Chair

Emily Kerr
Secretary

Stuart Ross Walkley
Treasurer

Jill Matthews

Bridie Doyle

Sally Hearder

Samuel Cangelosi

Tayla Avery

Isabel Mudford

Nick Hamilton

STAFF

Sel Cooper
Executive Director

Joel Radcliffe
Deputy Director and Training Manager

Majka McLean Engstrom
Community Engagement Coordinator

Cody Smith
Intersex Project Worker

Anne Bailey
Corporate Support Officer

Michael McGrath
Casual

Helena Willson
Training Coordinator (until July 2018)

Tim Kefford
Project Manager (until April 2018)

A Gender Agenda

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