

2019-2020 ANNUAL REPORT



**ABORIGINAL AND TORRES STRAIT ISLANDER WOMEN'S LEGAL
SERVICES NQ INC.**

ABN 42 109 450 961

ABORIGINAL AND TORRES STRAIT ISLANDER WOMEN'S LEGAL SERVICES NQ INC.

ABN: 42 109 450 961

Servicing the North Queensland Region and Palm Island

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For appointments:

Monday to Friday 9:00am to 4:00pm

Front Cover by Gail Mabo

Traditional Country: Mer (Murray Island)

Born in Townsville, Gail Mabo is the middle daughter of Eddie 'Koiki' Mabo (D) and Bonita Mabo (D) and is an artist, performer, choreographer, speaker and cultural consultant. ¹

Title of Artwork: Bindal Dreaming

¹https://www.townsville.qld.gov.au/__data/assets/pdf_file/0031/19984/Suwon-craft-fair.pdf



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TRADITIONAL ACKNOWLEDGEMENT

The Aboriginal and Torres Strait Islander Women's Legal Services NQ Inc ("ATSIWLSNQ") acknowledge and pay our respects the Wulgurakaba, Bindal and Bwgcolman peoples across whose lands we conduct our core business. We pay our respects to all Traditional Owners across whose lands we conduct our business. We pay our sincere respects to the Aboriginal and Torres Strait Islander elders past, present and emerging.

WHO WE ARE

The ATSIWLSNQ is a not-for-profit, community based, culturally competent women's legal service, developed and operated by and for Aboriginal and Torres Strait Islander women. Based in Townsville, we provide free legal services in North Queensland and in an area that extends south to Sarina, north to the Torres Strait, west to the Northern Territory boarder, and east to Palm Island.

OUR PLEDGE

- To provide an environment which is culturally safe and culturally competent
 - To treat our clients with respect, courtesy and professionalism and to listen to their concerns
 - To provide Aboriginal and Torres Strait Islander women with information about the law and the services we offer
 - To respond to our clients' enquiries and requests for information in an accurate and timely manner
 - To provide quality legal advice and representation to the extent of our resources
 - To provide Aboriginal and Torres Strait Islander women with alternative/assisted legal referral if we are unable to assist them
-

OUR MISSION

To empower Aboriginal and Torres Strait Islander women by providing legal services and raising awareness through community legal education, advocacy and law reform

OUR LOGO

The woman holding the child is the association. The flower represents the beauty of all Aboriginal and Torres Strait Islander women. The vines represent the family and keeping culture alive.



CHAIRPERSON'S REPORT

As the 2019-2020 Chairperson of the Aboriginal and Torres Strait Islander Women's Legal Services NQ Inc. ("ATSIWLSNQ"), I am pleased to present the Annual Report for the 2019-20 financial year.

2020 has been quite a year and has brought many new challenges for the organisation to face. The impacts of COVID-19 resulted in the organisation having to convert to remote working from March 2020 – July 2020. The impacts of lockdown had an immense impact on our clients, with the courts adjourning a majority of matters for months.

Despite the challenges faced by the Aboriginal and Torres Strait Islander Women's Legal Services, the staff have shown incredible resilience during this time to continue to deliver an important service to our women and children.

STAFF MEMBERS

The ATSIWLSNQ Management Committee values the diligence, skill and integrity of the staff at ATSIWLSNQ, in ensuring that services are professionally delivered to Aboriginal and Torres Strait Islander women.

On behalf of the Management Committee, I would like to acknowledge the work of the Principal Solicitor, Cathy Pereira, and the ATSIWLSNQ staff:

- Florence Onus (Community Engagement Officer/ Cultural Advisor, Townsville)
- Erica Kyle (Admin Assistant)
- Andrea Kyle-Sailor (Community Engagement Officer/ Cultural Advisor, Palm Island)
- Cathy Pereira (Principal Solicitor/ Co-ordinator)
- Cherie McLaughlin (Office Manager)
- Tania Young (Solicitor)
- Other staff members who have left over the year:
 - Angela Carroll (Solicitor)
 - Carly Baker (Solicitor)

- Yuliana Pascoe (Paralegal and Office Assistant)
 - Volunteers including Rachel Wrench, Isabelle Wrigh, Rachael Edwards, Abby Tinlin and Tyneal Palesoó.

MANAGEMENT COMMITTEE MEMBERS

I would like to acknowledge this year's Management Committee Members who have dedicated their own time to the governance tasks of ATSIWLSNQ. The dedication from these strong and knowledgeable women, is reflected in the service's ongoing success.

Our members for the 2019-2020 period have been Babette Doherty, Tanya Morris, Nina Shibasaki and Topsy Tapim. A special acknowledgement to former Treasurer, Marilyn Smith, who resigned from the organisation in February 2020. Marilyn has been an asset to the organisation since she joined at the beginning in 2006.

FUNDING

I would like to acknowledge both the Commonwealth and State Government funders for their support for the valuable work undertaken by ATSIWLSNQ.

Department of Justice and Attorney General

I would like to thank the Department of Justice and Attorney General (QLD) for its continued support of the organisation and administering the state funding. Our organisation managed to secure ongoing funding for 2020-2025.

Department of Prime Minister and Cabinet

I would like to thank the Department of Prime Minister and Cabinet ("DPMC") for its continued financial support under the Indigenous Women's Outreach Project ("IWOP"). I would also like to thank the DPMC for providing ongoing funding for 2020-2023.

COMMUNITY EVENTS AND ACTIVITIES

ATSIWLSNQ participated in numerous events during the end of 2019. As a result of COVID-19, all events originally scheduled in the first six (6) months of 2020 were pushed back.

SNAICC Conference

Our Townsville Community Engagement Officer/ Cultural Advisor, Florence Onus presented at the 8th National SNAICC Conference in Adelaide in September 2019. Florence presented the '*Stolen Generations Teaching and Learning Kit*' to a plenary session and discussed how it encourages teaching staff to engage with the local Aboriginal Elders and families from the Stolen Generations as a resource

to educate schools and staff of the lived experiences of the local community and the ongoing ripple effects impact of past policies and practices have on today's generations.

Empowering Women against Sexual Violence Filming

Following on from our successful Morning Tea event in February 2019, Florence represented our organisation in a follow up documentary film. The film showcased the services behind the Empowering Women against Sexual Violence Morning Tea. Florence provided information during her interview about the services available in Townsville for sexual violence survivors.

Black Lives Matter March

In June 2020, our service supported and marched alongside 300 residents in the Townsville Black Lives Matter March. Florence Onus spoke at the event and provided a history on Aboriginal deaths in police custody, citing reference to the 1998 Royal Commission into Aboriginal Deaths in Custody.

Thank you again to the Management Committee and staff for all your hard work and let's continue this dedication into 2020-2021.



BABETTE DOHERTY

ATSIWLSNQ Chairperson 2019-2020



TREASURER'S REPORT

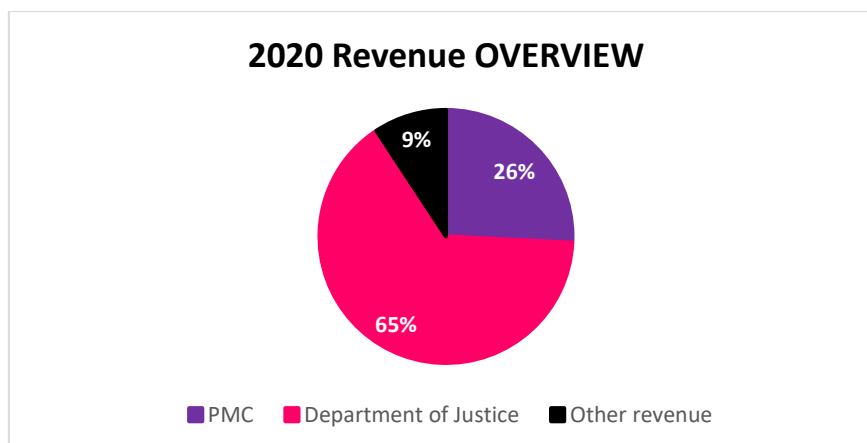
FINANCIAL YEAR SUMMARY

This year has seen the continued support of two key funding programs, the Indigenous Women's Program Funding (IWP) funded by the Department of Prime Minister and Cabinet ("PMC"), and legal and outreach services funded by the Department of Justice and Attorney-General (Qld) ("DJAG").

A total of **\$221,831** was received from PMC which represents approximately 26% of total revenue received by the service. Funding under this program is confirmed to 30 June 2023.

The service received a total of **\$558,526** in core funding this year from DJAG. **\$78,918** of carried forward funding from 2018/19 was also injected into the 2019/20 service program. This funding has enabled the service to provide Aboriginal and Torres Strait Islander women with the means for early intervention, reducing the level of personal and family conflict as well as providing access to quality dispute resolution, rather than costly litigation. DJAG funding represents 65% of the services revenue. Of the total funding received, a total of **\$73,263** had not been spent within the 2019/20 financial year and has been carried forward for use in 2020/21.

Other revenue of **\$79,659** was also received during the year. Other revenue mostly comprises the JobKeeper subsidy received from the Commonwealth Government in response to the COVID-19 pandemic.



IMPACTS OF COVID-19

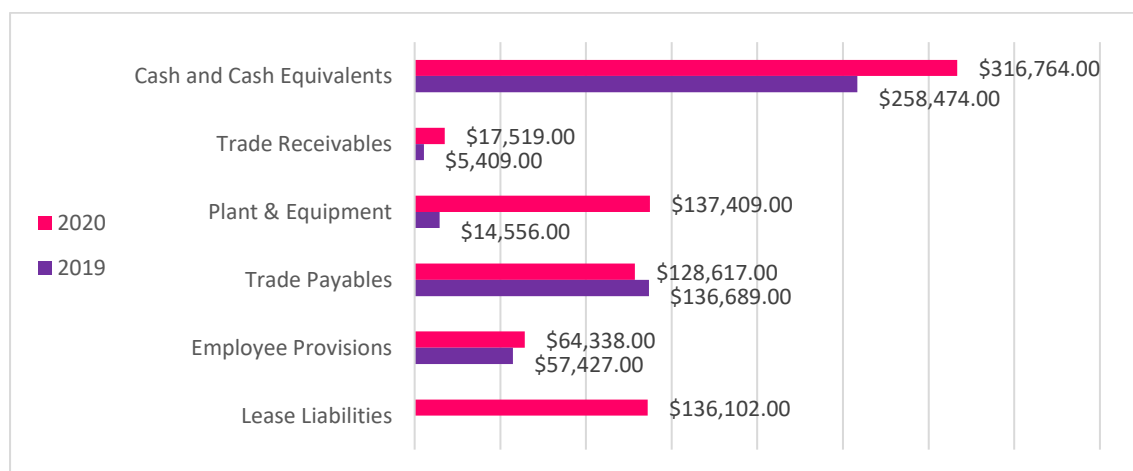
In late March 2020, the service was affected by the QLD Government Health Directive for the COVID-19 pandemic. During this period, staff worked from home and the service's usual outgoings were significantly reduced. The main reductions occurred in the areas of stationery, printing, cleaning, travel and client services. There was a marked reduction in travel outgoings. Palm Island was shut down altogether for until the end of the financial year and our domestic violence duty lawyer service on Palm Island did not resume in person until 21 July 2020. The cancellation of the CLC Queensland Annual State Conference, also resulted in accrual of unspent funds in the second half of the 2019-20 financial year. The combined effect of unforeseen factors arising out of the impacts of COVID-19 resulted in unspent funds.

KEY FINANCIAL INFORMATION

- Revenue has increased by approximately 13% from 2019/20 which is mostly attributable to an increase in other revenue.
- A total of \$316,764 is currently held in cash and cash equivalents (including term deposits). This has increased by 23% from the prior year. This is mostly attributed to additional financial support provided by the Commonwealth Government to support organisations through the COVID-19 pandemic.
- At 30 June 2020, ATSIWLSNQ has a current position of 1.56 (2019: 1.39), which means that the service has sufficient current assets to be able to pay current liabilities as and when they fall due. The current position has strengthened year on year.
- The service has invested in digital upgrades during the year which has increased organisational efficiency and flexibility.

- The total provision for employee benefits (annual leave and long service leave) has remained consistent year on year.
- AASB 16 *Leases* was applicable for the entity for the first time in 2020. This has resulted in a lease liability totaling \$136,102 being brought to account. This represents the net present value of future amounts payable under the lease. A corresponding right of use asset has also been brought to account.
- The auditor, Coutts Reddington Chartered Accountants, has issued an unmodified audit opinion on 29 September 2020.

BALANCE SHEET COMPARISON



LOOKING TO THE FUTURE

The service has successfully secured the following funding:

- PMC – confirmed to 30 June 2022, total of \$593,563
- DJAG (core funding) – confirmed to 30 June 2025, total of \$3,399,180
- Legal Aid Queensland – COVID-19 Front Line Legal Assistance (one-off funding) \$160,842 received in August 2020

\$73,263 of unspent funds have been carried forward for use in the 2020/21 financial year.

In addition to the continued delivery of core services, management are investing in capacity growth to support administrative and legal functions and organisational efficiency, specifically the creation of two new positions in the organisational structure.



PRINCIPAL SOLICITOR'S REPORT

ACKNOWLEDGEMENT

I acknowledge the Wulgurukaba, Bindal and Bwgcolman peoples across whose lands we conduct our core business. I pay my respects to the traditional owners past present and emerging across whose lands we conduct our business.

2019-20

From 1 January 2020, Queensland celebrated the first months of the implementation of the *Human Rights Act 2019* ("the Act"), an Act to *respect, protect and promote human rights* in Queensland. This is a significant milestone for Queensland. The Act provides a sound basis for better decision-making by government departments and agencies and service providers, and an acknowledgement of the human rights of Queenslanders. ATSIWLSNQ has been promoting a greater awareness of human rights through our legal and community activities. We anticipate that the Act will bring about a change of culture in the community and in the decision-making processes of government agencies and we welcome the change.

Concurrent with the early months of the Act, Queensland Health Directives were issued to protect the health of the community and prevent the uncontrolled spread of COVID-19 that has occurred in other parts of the world, resulting in lockdowns to services and government agencies. The lockdowns affected many individuals and impacted the operation of businesses including community and legal services in the first half of 2020.

The first half of 2020 was a challenging period for many, including the Aboriginal and Torres Strait Islander Women's Legal Services NQ ("ATSIWLSNQ"). The Queensland Health Directives impacted

on our capacity to deliver some services and to refer clients to support services, many of which were no longer available. I acknowledge the clients and other members of the Aboriginal and Torres Strait Islander communities who were affected adversely in ways ranging from availability of services to accessing needed support services, capacity to visit family, capacity to visit children in out of home care and to attend funerals and other family events.

Some impacts have been profound or even life changing for Aboriginal and Torres Strait Islander women unable to access support for domestic violence, elderly women cut off from family or services and expectant mothers who were unable to access support services prior to the birth of their child. Women on Palm Island were unable to access “in person” legal support during the period that Palm Island was locked down with no movement to or from the island. There have also been many positive learning opportunities from the lock down period for organisations.

ATSIWLSNQ as an organisation has proved resilient during the 2019-20 year. We learned to work remotely as a team, to deliver legal services flexibly and to meet additional challenges such as remote support, maintaining confidentiality in a moving work space and maintaining networks remotely.

We have met and exceeded most of our goals during the year. This did not necessarily translate into legal assistance for every woman who needed it, as there remains a substantial level of unmet need among Aboriginal and Torres Strait Islander women in North Queensland. There have always been constraints on our capacity to deliver all of the services needed to Aboriginal and Torres Strait Islander women in North Queensland due to resources. The COVID-19 lockdowns added some extra constraints, which included the inability to deliver services in person, having longer court adjournments and the temporary closure of “in person” legal outreach services.

DELIVERY OF SERVICES

ATSIWLSNQ delivers services holistically and collaboratively with other services in the community. The Health Directive lockdowns imposed some constraints on collaborative practice as a number of client support services were closed or on reduced capacity for months during the COVID-19 lockdown period.

Clients were affected, not only by limitations on the delivery of legal services but by the unavailability of non-legal support services from organisations which had either suspended services or had reduced capacity to deliver due to the Health Directives. This meant, for example, that women with child protection issues, which constitute 20% of our legal casework, were unable to access support services needed to address child protection issues or to maintain visits with children in out-of-home care. In some cases services were fully suspended, while other services were reduced or delivered differently.

In many cases, there were no or limited avenues of referral for women who were in need, including, for example expectant mothers who had been identified as having “risk issues” that would likely lead to the

removal of their baby. These women required urgent support services prior to the birth of their child. The absence of these support services led to the removal of babies from their mothers at birth, a profound and life changing impact for both the child and the mother.

Our preferred way of delivering services to clients, interactively and “in person”, was constrained. The suspension of our fortnightly legal and DV duty lawyer visits to Palm Island during Palm Island’s lock down period, resulted in lack of access to services for some women on Palm Island. As phone reception remains unreliable on Palm Island and there is no legal services hub at this time the lockdown meant that many women and their families were cut off from support.

COMMUNITY ENGAGEMENT

Over the whole period of the 2019-20 year, our community engagement remained robust and proactive, thanks largely to the work of our cultural advisers / community development workers, Andrea Kyle-Sailor and Florence Onus. Florence and Andrea also offset some of the impacts of the lockdowns for clients, through their dedication and continued commitment to community.

Florence Onus has been a hardworking advocate for Aboriginal and Torres Strait Islander women, both prior to and during her employment with ATSIWLSNQ. Community engagement during the year included engagement with government and non-government community organisations. Her work has included support for ATSIWLSNQ legal outreach services, engagement with the Palm Island Community Company, attendance and representation at NAIDOC Day events, participation with groups supporting women in prison, including CREST, Sisters Inside and PICC. Florence leads the TIDDAS healing and mentoring group for Aboriginal and Torres Strait Islander women recovering from domestic and family violence, which meets weekly. Florence has also been involved in a collaborative project with PICC, providing support to women in prison on their own healing journey from domestic violence and other trauma. Florence has also provided cultural competency presentations at schools, at the JCU students’ clinical education sessions and by way of in-house training for staff.

Andrea Kyle-Sailor has a long history of supporting women experiencing domestic violence on Palm Island and has been involved in a range of local and State-wide issues. Andrea was on the reference group for the development of the Magistrates Court’s Reconciliation Action Plan and Andrea has also been elected to the Palm Island council. In her work with ATSIWLSNQ, Andrea collaborates with community organisations such as the Community Justice Group, and community networks on Palm Island and facilitates women accessing legal advice and representation. Andrea provides information to women on Palm Island in relation to legal issues such as domestic violence and a range of other civil issues. One significant aspect of Andrea’s work is to assist women who have experienced domestic violence to access victim assistance. She also assists women to access other support services such as those offered by the North Queensland Domestic and Family Violence Resource Service (“NQDVRS”) and PICC. Andrea continues to provide “in person” support for women on Palm Island,

which includes court support and home visits when appropriate and necessary. Andrea provides court support and legal referrals at the Palm Island Magistrates Court for women listed in domestic and family violence matters.

Because of their connections to community, both Florence and Andrea frequently receive out-of work-hours calls from women needing assistance with domestic violence.

LEGAL SERVICES

Domestic and Family Violence duty lawyer service on Palm Island

ATSIWLSNQ provides a fortnightly domestic and family violence duty lawyer service to the Palm Island Magistrates Court. The duty lawyer service extends to a child protection duty lawyer service, although Palm Island child protection matters are usually run from Townsville, with occasional matters in the Palm Island circuit court.

There are continuing high numbers of domestic and family violence matters in the Palm Island Magistrates Court. Some of these matters are dealt with in criminal proceedings, but many are brought in civil actions as a result of Police Protection Notices and private applications for Protection Orders under the *Domestic and Family Violence Protection Act 2012*.

ATSIWLSNQ provides more than a DFV duty lawyer service on Palm Island, we also provide casework and legal representation services, as well as on-demand services and legal information.

Other Legal Outreach Services

In addition to the Palm Island outreach and DFV duty lawyer service, ATSIWLSNQ solicitors provided legal outreach services through legal clinics in Townsville, Charters Towers and Townsville Correctional Centre. Outreach services have also been provided to Ingham, both in person at the Hinchinbrook community Hub and by phone where “in person” attendance was not possible. The purpose of legal outreach is to make legal services more easily accessible to Aboriginal and Torres Strait Islander women in outer suburbs, regional towns and women who are in prison or who are attending other services, who may also need legal advice.

Outreach legal clinics and community engagement were provided on a monthly, and in the case of Ingham and the prison, on an “as needs” basis, until suspension under the Queensland Health Directives from March 2020. Legal outreach services were provided at the following places:

- Charters Towers (Prospect Community Centre)
- The Women’s Centre in Aitkenvale, Townsville
- Community Gro (formerly the Upper Ross Community Centre) at Rasmussen, an outer suburb of Townsville
- North Qld Domestic Violence Resource Service (“NQDVRS”) in Townsville

- Hinchinbrook Community hub in Ingham
- Townsville Correctional Centre, Women's Unit.

Our solicitors have also provided community legal education in outreach locations, on issues such as domestic violence, family law and child protection and how to access legal services.

WALK-IN AND ON-DEMAND SERVICES AND REFERRALS

As part of its commitment to the principle of accessibility, ATSIWLSNQ is as responsive as it can be to requests for immediate advice, legal information and/or legal representation. In addition to providing advice and assistance by appointment, solicitors are required to provide phone advice on demand whenever possible and to be available to women who walk in without an appointment. Women who are in crisis or have poor access to transport may have a small window of opportunity to obtain legal advice and we try to be responsive to this need.

ATSIWLSNQ receives referrals from the Qld Police Service (QPS) via the online referral system, for women who require assistance in areas of civil or family law. Referrals usually arise from police attending callouts for domestic violence assistance, where a woman also needs assistance in relation to a family law or ongoing domestic / family violence issues.

Case example – “walk in” – urgent matter

“Mary”* had experienced domestic violence during her relationship with her ex-partner and after separation. There was a high level of coercive control including financial control, threats, personal denigration and manipulation. After separation, Mary tried to sort out parenting arrangements through family dispute resolution, but her ex-partner did not participate. He threatened to take their child. Mary had sought advice and assistance from the NQ Domestic Violence Resource Service in relation to domestic violence but had not proceeded with an application. After family dispute resolution with her ex-partner failed, her ex-partner absconded with their child. Mary came to our office distraught and seeking urgent help to have her baby returned to her. ATSIWLSNQ immediately assisted Mary to try to secure the return of the child. When this was not possible without legal proceedings, ATSIWLSNQ assisted Mary with an urgent application to the Federal Circuit Court for the return of her child. The child was returned to her within days as a result of the urgent application. **not her real name*

COMPLEX CASEWORK AND WORKING COLLABORATIVELY

ATSIWLSNQ balances quick response advice, information and domestic violence duty lawyer work, with casework, including complex casework. At any time, ATSIWLSNQ has upwards of 70+ open files,

a number of which are “complex cases”. ATSIWLSNQ has seen a steady increase in legal casework from the previous financial year, a trend that has continued into the 2020-21 financial year.

Complex casework often involves multiple issues and requires intense support. The women we assist with complex casework are often in crisis. Many women are experiencing multiple disadvantage, such as financial disadvantage, homelessness, and unemployment resulting in multiple interconnected legal issues. By way of example, a legal matter, such as domestic / family violence may have multiple other related issues, such as debt acquired due to domestic violence, child protection issues due to domestic violence and homelessness due to family breakdown.

A substantial amount of casework undertaken by ATSIWLSNQ includes court representation, which is subject to assessment under casework guidelines. ATSIWLSNQ case guidelines take into consideration a woman’s need and capacity, case merit and the service’s capacity.

Many women also require non-legal support to assist them to participate effectively in their legal matters. This requires ATSIWLSNQ to maintain a strong level of collaboration with non-legal services. This holistic approach to services requires that our clients’ legal problems are fully identified and that the support services required for women to achieve the outcome sought are known and accessible.

Holistic services are most urgently indicated where women have low literacy levels, feel intimidated by the courts and confused by the legal processes, or where there are cultural barriers or a physical, mental or intellectual impairment. Fifteen percent of the women that ATSIWLSNQ assisted in the 2019-20 year had a disability, including physical disabilities which presented barriers to women accessing services, as well as mental health issues, intellectual impairments and women with acquired brain injuries.

ATSIWLSNQ works in collaboration with both legal and non-legal support services to ensure that the needs of Aboriginal and Torres Strait Islander women in our areas of practice are supported. We cross-refer to legal services such as the Aboriginal and Torres Strait Islander Legal Service (“ATSILS”), Queensland Indigenous Family Violence Service (“QIFVLS”), North Queensland Women’s Legal Service, Legal Aid Qld and private law firms and other specialist community legal centres. Legal referrals are made in situations where ATSIWLSNQ does not have the capacity to assist, or there is a conflict of interest, or another legal service provides a specialist service which we do not provide. ATSIWLSNQ is also the recipient of numerous referrals from the services we cross-refer to as well as from the police and other non-legal services.

Non-legal services that we cross-refer to include the Townsville Aboriginal and Torres Strait Islander Health Service (“TAIHS”), North Qld Domestic Violence Resource Service (“NQDVRS”), the Women’s Centre, the Sexual Assault Response Team (“SART”), Victim Assist Queensland, rehabilitation services, Queensland Youth Services and the Community Justice Groups in Townsville and on Palm Island. By way of example, ATSIWLSNQ collaborates substantially with NQDVRS, which can assist

with preparation of a domestic / family violence Protection Order application for women if ATSIWLSNQ is not able to provide immediate assistance. Women may then access ATSIWLSNQ for ongoing legal representation.

At the beginning of the 2020-21 year, we employed a client support officer to support clients and facilitate referrals to relevant non-legal services. This support is under temporary funding, yet is essential to meet the needs of our clients, whose needs are often complex due to multiple indicators of disadvantage. Unfortunately, the funding for this position was not available during the 2019–20 financial year.

Case example complex casework

Case 1

ATSIWLSNQ agreed to assist “Michelle”* with her child protection matter. Michelle has a mild intellectual disability. Michelle’s disability combined with her alcohol and marijuana dependency impacted on her ability to parent baby Raymond, resulting in Raymond being removed by child safety. Child Safety applied to the court for a long term guardianship order to remove Raymond permanently from his mother. ATSIWLSNQ supported Michelle to engage with the family wellbeing unit at TAIHS, which helped her to address the risk issues. Michelle remained sober for almost one year with support from TAIHS. Unfortunately during the COVID-19 lockdowns, Michelle had limited support and no contact with Raymond for 4 months resulting in a relapse. Once services resumed, Michelle voluntarily committed to Rehab for 3 months, while still supported by TAIHS. Since leaving rehab, Michelle has continued to engage with TAIHS and has connected with other support services for relapse prevention. Since achieving these goals, ATSIWLSNQ has assisted Michelle with obtaining increased contact with Raymond, with a reunification plan being implemented to progress contact to overnights unsupervised contact. ATSIWLSNQ have been working with Michelle to have her order reduced to a 2 year short term order. ** Not her real name*

Case 2

ATSIWLSNQ provided legal representation for “Anne”* who was the maternal grandmother for children subject to a child protection matter. Anne had supported her grandchildren and wanted to be a party to the child protection matter and seek custody of the children until the child protection proceedings were finalised. This was consistent with the Child Placement Principles. Child Safety could not place the children with Anne under a kinship arrangement as she did not hold a Blue Card. The children rejected their out of home placements and absconded to live with Anne. Because it was not a Child Safety placement, Anne was not entitled to financial support as a kinship carer, which created financial hardship for her. Anne was supported by TAIHS, which monitored the children and checked on their progress during the Health Directive lockdowns. ATSIWLSNQ provided legal representation to Anne and obtained a court order for Anne to have custody of the children. ATSIWLSNQ assisted Anne with an application for a Blue Card. A Blue Card was eventually issued and a kinship placement approved and Anne received financial support to assist her with the care of her grandchildren.

** Not her real name*

Case Study - collaboration

ATSIWLSNQ assisted “Jacinta”*, who was from a remote community. Jacinta was homeless, had been the victim of domestic and family violence. Jacinta had disability, although the extent of this and the types of disability had not been fully assessed. Jacinta had low literacy skills and English was not her first language. ATSIWLSNQ legally represented Jacinta in DFV proceedings and Protection Orders were made for her. Jacinta also had a child protection matter and had engaged with a support service. Jacinta’s support service agreed to arrange a disability assessment in relation to one of Jacinta’s disabilities and to apply for an NDIS package. On completion of the assessment Jacinta was given an NDIS package with a different support service. Jacinta then disengaged and could not be located. Had ATSIWLSNQ had a client support officer at that time, it is possible that Jacinta may have been located and ATSIWLSNQ could have provided continuity of legal support. The role of the client support officer requires extensive networks within community, which may have assisted in locating Jacinta.

**Not her real name*

PROBLEM TYPES

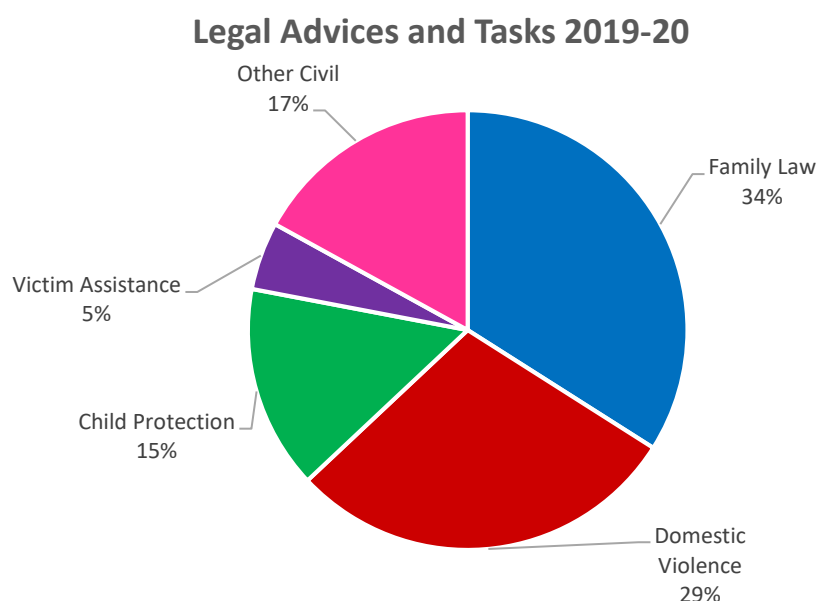
The core areas of practice for ATSIWLSNQ are in areas of greatest demand, namely Family / Domestic Violence, Family Law and Child Protection. ATSIWLSNQ also provides advice and representation in civil matters such as anti-discrimination and Blue Card applications among others.

Legal Advices and Tasks

These are matters for which advice or minor support is provided in a range of matter types. These are matters which are less complex and do not require a legal representation file to be opened.

We note a sharp rise in women seeking legal advice for domestic / family violence (DFV) matters in the past 2 years. In 2017-18, the demand for domestic violence services comprised only **16%** of legal advice and tasks. In 2018-19, the demand had risen to nearly one quarter of our legal advice and task work at **24%**. In the two years to the 2019-20 financial year, domestic violence is now nearly one third, at **29%** of legal advice and tasks. This is a significant rise in only two years.

Some of the reasons driving the increase include increased referrals from DFV agencies and other not for profit organisations and the police in the past 2 years. The COVID-19 lock downs under the Queensland Health Directive may have also been a factor in driving the demand for legal services for domestic and family violence, given the weight of evidence showing this occurring in other parts of the country where there have been lockdowns and women have been exposed to domestic violence and isolated from supports during lockdown.

TABLE 1*Matter types for Legal Advices and Tasks 2019-20*

Legal Advices and Tasks	NO.	%
Family Law	351	34%
Domestic Violence	303	29%
Child Protection	156	15%
Victims Assist	48	5%
Other Civil	174	17%

Representation files

Family and domestic violence legal matters have remained a large part of our legal representation files, at **40%** constituting more than one third of our legal casework files.

Since 2018, the percentage of Victim Assist files has tripled. This represents a marked rise in two years but a steady trend compared with 2018-19. This may reflect the more serious nature of domestic violence being experienced by our clients and also a greater willingness to report domestic violence, since most of our victim assist matters arise out of domestic violence and must be supported by reporting of the domestic violence.

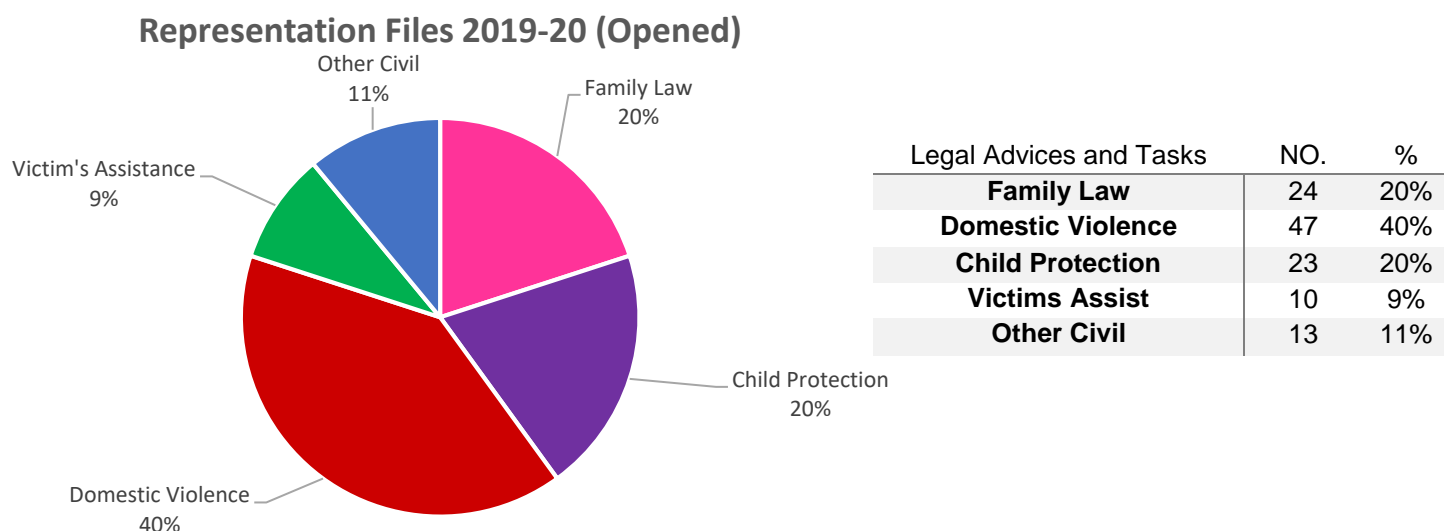
The percentage of child protection matters have remained more or less consistent over a two-year period. Many women whose children are in the child protection system are experiencing inter-generational trauma as a result of past policies of child removal affecting their parents and grandparents.

Child protection files are usually complex, requiring a significant investment of time due to the volume of material and the level of collaborative work needed to support women to have their children reunified with them. ATSIWLSNQ strives to support women to safely reunify their children with them.

Family Law files represented a lower percentage of our total files during 2019-20. This was not due to a reduction in demand, but rather that the demands on ATSIWLSNQ legal services in 2020 resulted in an increasing number of family law matters being referred on where we did not have capacity to assist.

TABLE 2

Legal Representation Files Opened during 2019-20



UNMET NEED

ATSIWLSNQ does not have the capacity to meet the needs of all of the Aboriginal and Torres Strait Islander women who seek and need legal assistance, despite our best efforts. In the 2019-20 financial year, 131 women were recorded as being referred on due to capacity issues. (It should be noted that this does not include referrals for reasons other than capacity). This probably represents an under-estimation of the unmet need, as it only represents the women who were recorded as having been given information about referral services or who were actually assisted with a referral. Not all those who we are unable to assist want or are given a referral. The numbers of referrals has risen dramatically in the months since the lockdowns were lifted, which will appear in the next year's statistics.

COURT ATTENDANCES AND INVOLVEMENT WITH THE SPECIALIST DV COURT

ATSIWLSNQ continues to provide court and tribunal representation locally and remotely. During the 2019-20 financial year we provided representation in the following courts and tribunals:

- The Federal Circuit Court of Australia, Townsville (family law matters)
- The Family Court of Australia, Townsville (Magellan matter)

- Specialist DFV courts in Townsville and Palm Island
- Magistrates Court, Children's Court and QCAT in Townsville
- Ayr Magistrates Court (DFV only)
- Ingham Magistrates Court (DFV)

ACCOUNTABILITY

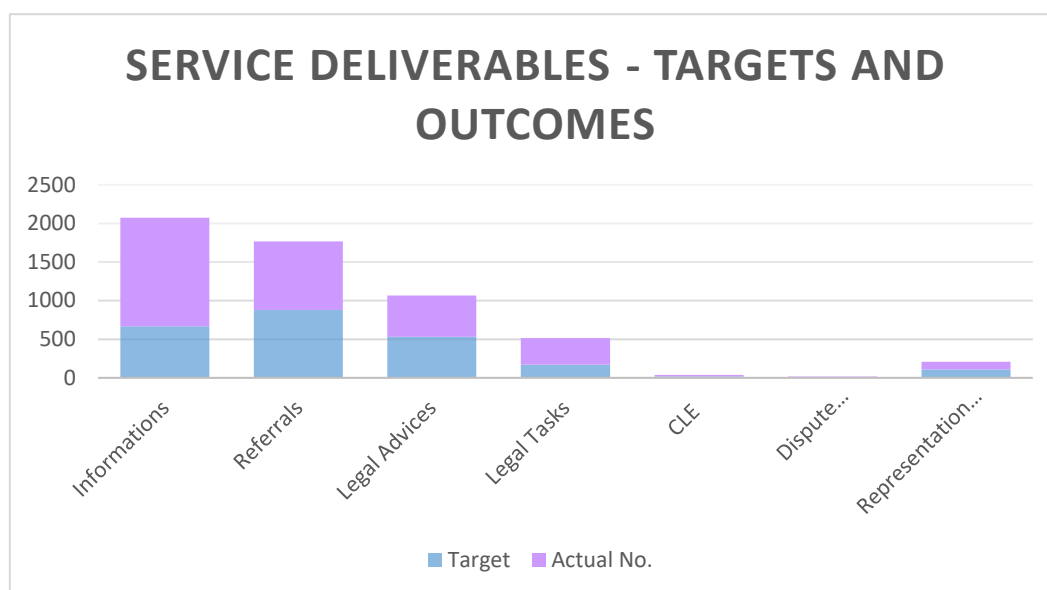
ATSIWLSNQ receives 70% of its core funding from the Queensland Department of Justice and Attorney General ("DJAG"), including its Palm Island service. The remainder of its funding comes from Department of Prime Minister and Cabinet ("PM&C"). Each funder has accountability requirements under their respective service agreements.

ATSIWLSNQ has met and exceeded most of its 2019-2020 annual targets. Our compliance under both funding streams is contained in the following table:

TABLE 3

Targets and Compliance

		<u>Target</u>	<u>Actual Nos.</u>
Informations		670	1404
Referrals		880	886
Legal Advices		533	535
Legal Tasks		170	344
Duty Lawyer		33	77
CLE Resources		10	3
CLE Activities		18	18
Dispute Resolution Files	Opened		9
	Closed	8	11
Court/ Other Representation Files	Opened	30	110
	Closed	110	98
Law Reform		2	3

TABLE 4*Service Deliverables*

	Target	Actual No.
Informations	670	1404
Referrals	880	886
Legal Advices	533	535
Legal Tasks	170	344
CLE	18	18
Dispute Resolution Files closed	8	11
Representation Files closed	110	98

COMMUNITY LEGAL EDUCATION

Although there were constraints on our ability to deliver community legal education (CLE) in the second half of the financial year, ATSIWLSNQ was able to meet targets, which included the following CLE activities.

TABLE 5*Summary of CLE Activities and Resources for the 2019-20 period*

Area of law/ Issue	Resources/activities
Domestic violence	CLE power point presentations were delivered to: women in the Townsville Correctional Centre; the Community re-entry services team (CREST) for women exiting prison; Garbutt community centre; TAIHS; Townsville Drop-In Centre; James Cook University Clinical induction program. Participation in panel discussion on feminist theory and DFV – online forum with NQDVRS.
Child Protection	Power point presentations to women in the Townsville Correctional Centre; CREST; TAIHS; Palm Island Community Company; Garbutt community centre; Townsville Drop-In Centre; James Cook University Clinical induction program. Fact sheet on social assessment.
Family law	Power point presentations to women in the Townsville Correctional Centre; CREST; TAIHS; Palm Island Community Company; Garbutt community centre; Townsville Drop-In Centre; James Cook University Clinical induction program. Fact sheet on social assessment.
Accessing legal help	CLE to Townsville Correctional Centre; CREST; TAIHS; Palm Island Community Company; Garbutt community centre; Townsville Drop-In Centre
Cultural competency	Power point presentation and talk to JCU clinical studies students on working with Aboriginal and Torres Strait Islander people and in-house cultural competency training for new staff.
Aboriginal and Torres Strait Islander issues	ATSIWLSNQ participated in the “Black Lives Matter” rally in Townsville in June 2020 and Florence Onus was a key speaker at the event. 2 articles were also submitted to an International journal in relation to Aboriginal and Torres Strait Islander histories of discriminatory policies.

CULTURAL COMPETENCY

As an identified service for Aboriginal and Torres Strait Islander women, ATSIWLSNQ values the importance of cultural competence as an accessibility issue for Aboriginal and Torres Strait Islander women seeking legal services. ATSIWLSNQ is managed by a committee of dedicated Aboriginal and Torres Strait Islander women and maintains identified indigenous positions within the organisation.

ATSIWLSNQ actively encourages the recruitment of Aboriginal and Torres Strait Islander women for positions within the organisation. All staff undertake cultural competency training on at least a biennial basis and have had the benefit of in-house cultural competency training from Florence Onus during the 2019-20 year.

ATSIWLSNQ staff actively participate in community events and law reform activities which promote the interests of Aboriginal and Torres Strait Islander women.

Two of the identified positions within ATSIWLSNQ are the positions of cultural advisor/ community development workers in Townsville and Palm Island. ATSIWLSNQ has been fortunate to have Florence Onus and Andrea Kyle-Sailor working with the Townsville and Palm Island communities to improve accessibility to legal services for Aboriginal and Torres Strait Islander women in the community.

Andrea Kyle-Sailor provides cultural competency guidance for solicitors working on Palm Island when interacting with clients and community organisations.

LAW REFORM

During the 2019-20 year, ATSIWLSNQ provided submissions on the issues of Child Protection reform and the traditional adoption Bill.

COMMUNITY PARTNERS

ATSIWLSNQ works collaboratively with the community legal sector, other legal providers and community support services. Community partnerships have helped to build strength in promoting the safety of women and their children by improving awareness among other community organisations and increasing collaborative planning and engagement. Collaboration addresses cost efficiency in the community legal sector by sharing resources and avoiding duplication of services. Where there is a specialist or complementary service, clients have the benefit of the best service available.

On behalf of ATSIWLSNQ, I would to acknowledge and thank our community partners during the 2019-20 year, in particular:

- Townsville Aboriginal and Islander Health Service ("TAIHS") (referral pathways, numerous referrals for support for vulnerable women)
- Townsville Community Justice Group
- Palm Island Community Corporation
- Palm Island Community Justice Group (referral pathways)
- The Women's Shelter, Palm Island
- North Queensland Domestic Violence Resource Service ("NQDVRS")
- Women's Centre Aitkenvale (monthly legal clinic)
- Victim Assist Queensland
- Qld Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP)
- North Queensland Women's Legal Service (cross-referrals)

- Townsville Community Law CLC (“TCL”), Legal Aid Queensland (“LAQ”), and Qld Indigenous Family Violence Legal Service (“QIFVLS”) (cross referrals and collaboration through the North Queensland Legal Aid Forum (“NQLAF”))
- James Cook University’s student placement program (3 students placed under Clinical Studies programs during 2017-18)
- Upper Ross Community Centre aka “Community Gro” (outreach legal advice)
- The Operational Working Group for the specialist DV courts on Palm Island and in Townsville
- Prospect Neighbourhood Centre, Charters Towers
- Sexual Assault Response Team
- QPS Police Referral system

This is not a complete list of our community partners, but represents the majority of people and community organisations with whom we have collaborated during the 2018-19.

NQLAF

ATSIWLSNQ has consistently attended and participated in the North Queensland Legal Assistance Forum (NQLAF) meetings during the 2019-20 year.

CLINICAL STUDIES, MEETINGS AND ACTIVITIES

ATSIWLSNQ thanks Michael Murray and Townsville Community Law for providing leadership, collaboration and CLC engagement in forums for student and CLC engagement for Clinical Placement students on issues of Human Rights. A further special acknowledgment to principal solicitor at Townsville Community Law, Bill Mitchell for his leadership in areas of Human Rights.

OTHER ACKNOWLEDGEMENTS

ATSIWLSNQ thanks staff at CLCQld for their dedication and proactive support for CLC’s in Queensland, for providing forums for leadership and collaboration and support for accreditation and best practice within CLC’s in Queensland. Particular thanks to Penny Sullivan who has provided extensive support for accreditation upgrades and site visits.

FUNDERS AND DONORS

On behalf of ATSIWLSNQ I thank our funding bodies for their ongoing support for the service. In particular I would like to thank the following.

We thank the Queensland Department of Justice and Attorney General (DJAG) for its ongoing provision of funding to our service and for funding and recognising the need for our Palm Island services.

We thank the Department of Prime Minister and Cabinet for its funding under the Indigenous Women's Outreach Project.

We thank the CLSP team, in particular Sarah Hellen, for management of the community legal service program.

STAFF AND VOLUNTEERS

In 2019-20, JCU law students undertook their Clinical Studies Placement with ATSIWLSNQ. We thank all of the students for their energy, dedication, insights and contributions to our service.

I would like to acknowledge all of the staff and volunteers during the 2019-20 year, who demonstrated a high level of commitment, skill and dedication. Particular thanks to :

Erica Kyle – reception, administrative duties, data entry.

Erica has continued to provide a culturally safe environment where clients feel welcome and supported. Erica shares responsibility for maintaining the database and has continued to grow through professional development and skilful application to tasks.

Florence Onus – cultural advisor/ community development worker. Florence has been a dynamic force in the organisation, providing leadership on cultural issues, community engagement and advocacy in relation to Aboriginal and Torres Strait Islander rights and issues.

Andrea Kyle Sailor - cultural advisor/ community development worker on Palm Island. Andrea has given years of dedication to the women of Palm Island and to the work of ATSIWSNQ and has been an outspoken advocate in community issues. Andrea's support for women experiencing DFV and attending court on Palm and providing guidance to the solicitors is much valued.

Cherie McLaughlin – office manager. Cherie has provided diligent and skilful support for the service, including assistance with all financial reports, assistance with policies and procedures and has provided guidance, oversight and streamlining for the management of the office.

Tania Young – solicitor, has been an invaluable asset to the service, providing high quality work. Tania has worked diligently, taken on complex cases and has provided a consistent DFV duty lawyer service to Palm Island as well as attending other outreach clinics.

Yuliana Pascoe – administrative assistant (temporary). Yuliana provided valuable support to the management of the service during Cherie's period of maternity leave. Her support helped to keep the organisation functioning during this period.

Carly Baker – solicitor, undertook legal casework and outreach service to Charters Towers. Carly also participated in some community events including NAIDOC day celebrations.

Rachel Wrench, Isabelle Wright, Rachael Edwards and Tyneal Palesoó – clinical studies students, who provided dedicated and high quality work and diligent attention to their work.

Abby Tinlin – solicitor, provided volunteer services to ATSIWLSNQ in 2019. Abby contributed to the capacity and work of the service.

MANAGEMENT COMMITTEE

I would like to thank our Management Committee and extend our sincere appreciation for their ongoing support. The management committee members are busy women who have taken the time to provide governance to ATSIWLSNQ. I speak for all staff in expressing our appreciation for their dedication and guidance to the service throughout the year.

CPD, PII AND CROSS CHECK

CPD, PII training and Cross Check requirements were met during the year. ATSIWLSNQ successfully completed its cross checks of legal files by QIFVLS on 18 September 2020.

ACCREDITATION

ATSIWLSNQ is an accredited community legal centre and during the 2019-20 year undertook a substantial review of its policies, procedures and delegations. ATSIWLSNQ holds a current certificate of accreditation, current to 21 April 2023.



CATHY PEREIRA

ATSIWLSNQ Principal Solicitor/Coordinator

ATSIWLSNQ MANAGEMENT COMMITTEE



BABETTE DOHERTY

2019 – 2020, CHAIRPERSON

Babette is an Aboriginal woman from the Birri Gubba Nation and has been an active member of the ATSIWLSNQ since 2013. Babette is passionate about social justice. Currently, Babette is the Regional Coordinator for Victim's Assist Queensland ensuring people know about and have access to assistance to recover from violence crimes.



TANYA MORRIS

2019 – 2020, VICE CHAIRPERSON

Tanya is an Aboriginal woman from the Bar-Barrum people, West and South-West of Herberton in Far North Queensland. Tanya has been an active member of the ATSIWLSNQ since 2014 in a variety of roles. Tanya currently works as the Outreach Regional Coordinator (North West and Central West Queensland) with CheckUp Australia.



TOPSY TAPIM

2019 – 2020, SECRETARY

Topsy is a proud Daureb and Waggadagam woman with ties to the Murray Island on her father's side, and the Mabuiag Island on her mother's side/ Topsy has been active member of the ATSIWLSNQ since 2017. Topsy works as the Community Connect Worker at the Upper Ross Community Centre (Community Gro), providing assistance as a cultural advisor, mentor and facilitator.



NINA SHIBASAKI

2019 – 2020, TREASURER

Nina is a proud Dauareb women from Murray Island that is located in the Eastern Islands of Zenadth Kes (Torres Strait). Nina is the newest committee member of ATSIWLSNQ, joining us in February 2020 as our Treasurer. Nina has extensive community experience, having previously work at Townsville Aboriginal and Islander Health Services (TAIHS) for 14 years as a CPAC worker and Recognised Entity Advisor/ FGM facilitator. Nina currently works as an Anti-Violence Advisor with Sisters Inside.



MARILYN SMITH

2019 – 2020, OUTGOING TREASURER

Marilyn is a descendant from Murray Island – Mer, and has been an active member of ATSIWLSNQ since 2006. Marilyn resigned from our committee in February 2019 and we thank her for her hard work and dedication to the service for the past 14 years.

Marilyn Smith

Marilyn Smith was born in Townsville on the 13th February 1952. She is the eldest child of Nina Harris (D) and Roddy Smith (D) and the eldest sibling of twelve. Marilyn attended her first year of education at Belgian Gardens State School before she and other four sister and brothers were fostered into the Sailor family at Halifax where she completed grade two to six.

Marilyn completed primary school grade seven at Merinda State School when she and her siblings were relocated to live with their Mum, Uncle George and two new siblings in a quaint railway cottage at the end of the main drag in the little township north of Bowen. Secondary education then was completed to the level of Junior at Bowen State High School. Shortly after, the family returned to live in Townsville to spend time with her mother's aging father Ebo, originally from Murray Island.

Marilyn's first job at the age of sixteen was one of house cleaning, she says, for a very strict and fussy woman who requested she move furniture before sweeping and mopping and clean fluff from the corners of her husband's business shirts with a tooth brush before washing. Marilyn is grateful for this experience as, she says, it may have had a hand in making her a fussy house cleaner of her own home even though her mother was an impeccable house keeper and her mother before that.

The house cleaning job lasted a week before her application at Woolworths in Flinders Street, was accepted. Marilyn worked for Woolworths in Townsville, then as a young mother of David aged two years, at Mt Isa. Marilyn's other employment listed as, teacher aide for seven years at Belgian Gardens School, two years play group leader at the ABC Kindergarten Mt Isa, teacher aide at Vincent and Currajong schools, before deciding to attend JCU to become a teacher herself. This lasted one semester before the Freudian concept drove her into the Social Sciences stream. Marilyn attended JCU as a mature aged student, full time for three years, while raising her two primary school aged daughters and two nieces. She graduated at the age of fifty with a Bachelor of Community Welfare Degree.

Armed with her degree and ready to stand up for her people, Marilyn took up a position at TAIHS working with Stolen Generation people then Social & Emotional Wellbeing and was a caseworker in the TAIHS Stronger Families Program to assist in school retention. Marilyn remained in this job until retirement.

Marilyn enjoys her retirement and currently devotes her time volunteering with Townsville Community Justice Group. Marilyn is the proud mother of three grown children, David (D), Emma and Alex Rose, Grandmother of six, great grandmother of eight.

Marilyn has been a member of the Aboriginal and Torres Strait Islander Women's Legal Service NQ since it began in 2006.

To acknowledge her hard work and dedication to the organisation, the Aboriginal and Torres Strait Islander Women's Legal Services NQ are awarding Marilyn with a lifetime membership at the 2020 Annual General Meeting.



Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc.

ABN: 42 109 450 961

Financial Statements

For the Year Ended 30 June 2020

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

ABN: 42 109 450 961

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For the Year Ended 30 June 2020

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Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

ABN: 42 109 450 961

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2020

		2020	2019
	Note	\$	\$
Revenue			
Grant income		780,358	775,707
Interest received		2,568	3,557
ATO Cash Flow Boost		62,500	-
Other income		14,591	2,265
		860,017	781,529
Expenditure			
Employee benefits expense		(629,712)	(604,874)
Depreciation		(31,759)	(4,412)
Accounting fees		(20,040)	(17,470)
Auditors remuneration		(1,851)	(1,500)
Client support services		(8,286)	(18,194)
Insurance		(4,285)	(3,962)
Printing and stationery		(7,130)	(9,469)
Lease interest		(12,658)	-
Rent		(2,253)	(36,264)
Telephone and fax		(6,903)	(7,623)
Travelling expenses		(10,329)	(14,027)
Other expenses	3	(56,990)	(63,734)
		(791,996)	(781,529)
Surplus before income tax expense		68,021	-
Income tax expense		-	-
Surplus after income tax expense		68,021	-
Other comprehensive income		-	-
Total comprehensive income for the year		68,021	-

The comparatives have not been restated on adoption of AASB 15 / 1058 and AASB 16 and therefore comparative information is presented using the previous standards relating to revenue and leases.

The accompanying notes form part of these financial statements.

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

ABN: 42 109 450 961

Statement of Financial Position

As at 30 June 2020

	Note	2020 \$	2019 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	187,654	132,272
Other assets	5	17,519	5,409
Other financial assets	6	129,110	126,202
TOTAL CURRENT ASSETS		334,283	263,883
NON-CURRENT ASSETS			
Property, plant and equipment	7	137,409	14,556
TOTAL NON-CURRENT ASSETS		137,409	14,556
TOTAL ASSETS		471,692	278,439
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	128,617	136,689
Employee benefits	9	59,552	53,741
Lease liability		24,073	-
TOTAL CURRENT LIABILITIES		212,242	190,430
NON-CURRENT LIABILITIES			
Employee benefits	9	4,786	3,686
Lease liability		112,029	-
TOTAL NON-CURRENT LIABILITIES		116,815	3,686
TOTAL LIABILITIES		329,057	194,116
NET ASSETS		142,635	84,323
EQUITY			
Retained surplus		142,635	84,323
TOTAL EQUITY		142,635	84,323

The comparatives have not been restated on adoption of AASB 15 / 1058 and AASB 16 and therefore the comparative information is presented using the previous standards relating to revenue and leases.

The accompanying notes form part of these financial statements.

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

ABN: 42 109 450 961

Statement of Changes in Equity

For the Year Ended 30 June 2020

2020

	Retained Surplus	Total
	\$	\$
Balance at 1 July 2019	84,323	84,323
Adjustment on initial application of AASB 16	(9,709)	(9,709)
Restated balance at 1 July 2019	74,614	74,614
Surplus for the year	68,021	68,021
Balance at 30 June 2020	142,635	142,635

2019

	Retained Surplus	Total
	\$	\$
Balance at 1 July 2018	84,323	84,323
Surplus for the year	-	-
Balance at 30 June 2019	84,323	84,323

The comparatives have not been restated on adoption of AASB 15 / 1058 and AASB 16 and therefore comparative information is presented using the previous standards relating to revenue and leases.

The accompanying notes form part of these financial statements.

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

ABN: 42 109 450 961

Statement of Cash Flows

For the Year Ended 30 June 2020

	2020	2019
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	839,883	777,404
Payments to suppliers and employees	(743,086)	(898,045)
Interest received	2,568	3,557
Finance costs	(12,658)	-
Net cash provided by/(used in) operating activities	10(b) <u>86,507</u>	<u>(117,084)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of property, plant and equipment	(6,423)	(3,281)
Reduction of lease liability	<u>(21,794)</u>	<u>-</u>
Net cash provided by/(used in) investing activities	<u>(28,217)</u>	<u>(3,281)</u>
Net increase/(decrease) in cash and cash equivalents held	58,290	(120,365)
Cash and cash equivalents at beginning of year	<u>258,474</u>	<u>378,839</u>
Cash and cash equivalents at end of financial year	10(a) <u>316,764</u>	<u>258,474</u>

The comparatives have not been restated on adoption of AASB 15 / 1058 and AASB 16 and therefore comparative information is presented using the previous standards relating to revenue and leases.

The accompanying notes form part of these financial statements.

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

ABN: 42 109 450 961

Notes to the Financial Statements

For the Year Ended 30 June 2020

The financial report covers Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc as an individual entity. Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc is a not-for-profit Association, registered and domiciled in Australia.

The principal activities of the Association for the year ended 30 June 2020 were to provide legal advice and representation to Aboriginal and Torres Strait Islander Women in North Queensland.

The functional and presentation currency of Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared under the historical cost convention.

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Association's accounting policies.

2 Significant Accounting Policies

(a) Income Tax

The Association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(b) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

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Cash flows in the statement of cash flows are included on a gross basis and 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.

(c) Revenue and other income

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

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

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

ABN: 42 109 450 961

Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Significant Accounting Policies

(c) Revenue and other income

Grant revenue

Grant revenue is recognised in the statement of profit or loss and other comprehensive income when the Association satisfies the performance obligations stated within the funding agreements.

If conditions are attached to the grant which must be satisfied before the Association is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied.

Interest revenue

Interest is recognised using the effective interest rate method.

Other income

Other income is recognised on an accruals basis when the Association is entitled to it.

(d) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value. Deposits with maturity dates greater than three months are considered financial assets.

On initial recognition, financial assets are measured at fair value plus transaction costs and subsequently measured at amortised cost in accordance with *AASB 9 Financial Instruments*.

(e) Leases

Right-of-use asset

At the lease commencement, the Association recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Association believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

ABN: 42 109 450 961

lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

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Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Significant Accounting Policies

(e) Leases

Lease liability

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Association's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Association's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

(f) 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.

Depreciation

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

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Plant and Equipment	20-50%
Furniture, Fixtures and Fittings	10-25%
Motor Vehicles	25-33%

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

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At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(g) Employee benefits

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

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

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

ABN: 42 109 450 961

Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Significant Accounting Policies

(h) Adoption of new and revised accounting standards

AASB 15 Revenue from Contracts with Customers / AASB 1058 Income of Not-for-Profit entities

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc has adopted *AASB15 Revenue from Contracts with Customers / AASB 1058 Income of Not-for-Profit entities* for the first time in the current financial year with a date of initial application of 1 July 2019. The Association has assessed these standards and determined that the key funding arrangements with PM&C and DJAG are captured under AASB15. However, because all deliverables have been achieved in the current financial year with a funding surplus, the Association has been approved to carry forward this funding for use in the 2021 financial year.

AASB 16 Leases

Aboriginal & Torres Strait Islander Women's Legal Services NQ has adopted AASB 16 from 1 July 2019. The standard replaces AASB 117 '*Leases*' and for lessees eliminates the classification of operating leases and finance leases. Except for short-term leases and leases of low-value assets, right-of-use assets and corresponding lease liabilities are recognised in the statement of financial position. Straight-line operating lease expense recognition is replaced with a depreciation charge for the right-of-use assets (included in operating costs) and interest expense on the recognised lease liabilities (included in finance costs). For classification within the statement of cash flows, the interest portion is disclosed in operating activities and the principal portion of the lease payments are separately disclosed in financing activities.

In applying AASB 16 for the first time, Aboriginal & Torres Strait Islander Women's Legal Services NQ has utilised the following practical expedient permitted by the standard:

- elected not to recognise right-of-use assets and lease liabilities for leases that were determined to be of low-value under the guidance provided by the standard.

After practical expedients applied, a right-of-use asset and lease liability have been recognised in the Statement of Financial Position for the lease of the office premises.

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

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Impact of adoption

AASB 15, AASB 1058 and AASB 16 were adopted using the modified retrospective approach and as such comparatives have not been restated. An adjustment to retained openings has been recorded as at 1 July 2019 to reflect the adoption of the right-of-use asset and lease liability on this date.

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

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Notes to the Financial Statements

For the Year Ended 30 June 2020

3 Other expenses

	2020	2019
	\$	\$
Computer expenses	16,013	10,716
Consultancy fees	-	2,000
Fees & permits	749	-
Meeting expenses	198	1,958
Membership fees	5,838	6,591
Motor vehicle expenses	4,050	4,952
Operating expenses	12,055	26,471
Publications & info resources	19	93
Training & development (staff)	5,397	5,809
Uniforms	780	-
Utilities	11,891	5,144
Total other expenses	56,990	63,734

4 Cash and Cash Equivalents

	2020	2019
	\$	\$
Cash at bank	187,654	132,272
Total cash and cash equivalents	187,654	132,272

5 Other Assets

	2020	2019
	\$	\$
CURRENT		
Prepayments	4,083	4,118
Accrued income	13,436	1,291
Total other assets	17,519	5,409

6 Other Financial Assets

2020	2019
\$	\$

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

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CURRENT

Financial assets at amortised cost	129,110	126,202
Total current other financial assets	129,110	126,202

Comparative figures are presented in line with *AASB 139 Financial Instruments* which has been superseded by *AASB 9 Financial Instruments*, effective 1 July 2018. Retrospective application of *AASB 9 Financial Instruments* is not mandated. Adoption of *AASB 9 Financial Instruments* has resulted in a change in measurement principles and classification of financial assets held by the Association.

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

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Notes to the Financial Statements

For the Year Ended 30 June 2020

7 Property, plant and equipment

	2020	2019
	\$	\$
<i>Right-of-use asset - building</i>		
At cost	238,872	-
Accumulated amortisation	(117,224)	-
Total right-of-use asset - building	121,648	-
PLANT AND EQUIPMENT		
<i>Furniture, fixtures and fittings</i>		
At cost	9,144	9,144
Accumulated depreciation	(7,387)	(7,193)
Total furniture, fixtures and fittings	1,757	1,951
<i>Motor vehicles</i>		
At cost	23,023	23,023
Accumulated depreciation	(17,729)	(15,989)
Total motor vehicles	5,294	7,034
<i>Plant and equipment</i>		
At cost	45,823	39,400
Accumulated depreciation	(37,113)	(33,829)
Total plant and equipment	8,710	5,571
Total property, plant and equipment	137,409	14,556

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

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Notes to the Financial Statements

For the Year Ended 30 June 2020

7 Property, plant and equipment

(a) Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Right-of-use asset - building	Plant and Equipment	Furniture, Fixtures and Fittings	Motor Vehicles	Total
	\$	\$	\$	\$	\$
Year ended 30 June 2020					
Balance at the beginning of year	-	5,571	1,951	7,034	14,556
Additions	238,872	6,423	-	-	245,295
Depreciation/amortisation expense	(117,224)	(3,284)	(184)	(1,740)	(122,442)
Balance at the end of the year	121,648	8,710	1,767	5,294	137,409

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

ABN: 42 109 450 961

Notes to the Financial Statements

For the Year Ended 30 June 2020

8 Trade and Other Payables

	2020	2019
	\$	\$
CURRENT		
Trade payables	3,319	7,309
GST payable	9,897	12,486
Accrued expenses	19,745	17,705
PAYG payable	10,442	8,858
Superannuation payable	11,951	11,414
Unexpended grants	73,263	78,918
Total current trade and other payables	128,617	136,689

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

9 Employee Benefits

	2020	2019
	\$	\$
CURRENT		
Annual leave	37,516	34,138
Long service leave	22,036	19,603
Total current employee benefits	59,552	53,741
NON-CURRENT		
Long service leave	4,786	3,686
Total non-current employee benefits	4,786	3,686

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

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Notes to the Financial Statements

For the Year Ended 30 June 2020

10 Cash Flow Information

(a) Reconciliation of cash

		2020	2019
		\$	\$
<i>Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:</i>			
Cash and cash equivalents	4	187,654	132,272
Other financial assets	6	129,110	126,202
Total cash per statement of cash flows		316,764	258,474

(b) Reconciliation of surplus for the year to cashflows from operating activities

Reconciliation of net surplus to net cash provided by operating activities:

	2020	2019
	\$	\$
Surplus for the year	68,021	-
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	31,759	4,412
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	(12,145)	(30)
- (increase)/decrease in prepayments	35	(538)
- increase/(decrease) in trade and other payables	(8,073)	(120,856)
- increase/(decrease) in employee benefits	6,910	(72)
Cashflows from operations	86,507	(117,084)

11 Key Management Personnel Remuneration

The total remuneration paid to key management personnel of the Association is \$ 113,650 (2019: \$ 111,741).

12 Related Parties

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

ABN: 42 109 450 961

Key management personnel - refer to Note 11.

There were no transactions with related parties during the current and previous financial year.

13 Contingencies & Commitments

In the opinion of those charged with governance, the Association did not have any contingencies or commitments at 30 June 2020 (30 June 2019: None).

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

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Notes to the Financial Statements

For the Year Ended 30 June 2020

14 Events after the end of the Reporting Period

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

15 Economic Dependency

The Association is dependent upon grant funding from the various government funding bodies to continue its current level of activities. Grant revenue represents 93% of total revenue and is received from Legal Aid Queensland and the Department of the Prime Minister and Cabinet. Legal Aid Queensland have confirmed that funding will continue to the Association until 30 June 2023 and the Department of the Prime Minister and Cabinet have confirmed that funding will continue until 30 June 2025.

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc


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Responsible Person's Declaration

The responsible persons declare that in the responsible persons' opinion:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.

Responsible person 
Nina Shibasaki - Treasurer

Responsible person 
Babette Doherty - Chairperson

Dated 11/02/2021

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

ABN: 42 109 450 961

Statement of Income & Expenditure

Commonwealth - Department of Prime Minister and Cabinet (4-BBOSKAV)

For the year ended 30 June 2020

	2020 \$	2019 \$
Income		
Operating grants	221,831	221,831
Unexpended grants (B/F)	-	-
Other income	998	1,918
	<u>222,830</u>	<u>223,749</u>
Expenditure		
Accounting Fees	6,670	7,428
Advertising & Promotion	877	941
Audit Fees	550	638
Bank charges	45	-
Bank guarantees	126	218
Cleaning	891	4,110
Client support	3,696	9,445
Computer expenses	4,096	4,557
Consultancy fees	-	850
Depreciation expense	9,526	1,315
Equipment hire	162	297
Fees & Permits	249	-
Insurance	1,426	1,626
Lease interest expense	4,214	-
Meeting expenses	66	305
Motor vehicle expenses	1,330	2,106
Postage, freight & courier	314	917
Printing & stationery	2,373	3,627
Program resources	35	-
Publications, memberships & subscriptions	2,057	3,077
Rent	794	15,420
Repairs & maintenance	258	376
Employee benefits expense	170,180	148,140
Staff amenities	495	935
Sundry expenses	764	3,673
Telephone & fax	2,169	3,241
Training & development (Staff)	1,819	2,443
Travel & accommodation	3,438	5,874
Uniforms	260	-
Utilities	3,949	2,187
	<u>222,830</u>	<u>223,749</u>
Excess of Income over Expenditure	<u>-</u>	<u>-</u>

Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc

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Statement of Income & Expenditure

State - Department of Justice & Attorney-General (LASF001-2017-20)

For the year ended 30 June 2020

	2020 \$	2019 \$
Income		
Commonwealth Funding (AG)	543,583	527,278
Digital upgrade grant - State	9,288	-
Grants brought forward	78,918	102,016
ATO Cash Flow Boost	62,500	-
Other income	16,161	4,629
	<u>710,450</u>	<u>633,923</u>
Expenditure		
Accounting Fees	13,370	10,042
Advertising & Promotion	1,740	1,220
Audit Fees	1,102	862
Bank charges	91	-
Bank guarantees	252	294
Cleaning	1,786	5,556
Client support	4,718	12,772
Computer expenses	11,818	5,810
Consultancy fees	-	1,150
Depreciation expense	22,233	3,097
Equipment hire	325	401
Equipment purchases <\$1000	-	-
Fees & Permits	500	-
Insurance	2,859	2,336
Lease interest expense	8,445	-
Meeting expenses	132	412
Motor vehicle expenses	2,720	2,846
Postage, freight & courier	630	1,240
Printing & stationery	4,757	4,553
Program resources	71	-
Publications, memberships & subscriptions	3,800	3,605
Rent	1,459	20,844
Repairs & maintenance	517	444
Employee benefits expense	459,532	456,734
Staff amenities	1,081	1,284
Sundry expenses	1,531	646
Telephone & fax	4,734	4,382
Training & development (Staff)	3,578	3,367
Travel & accommodation	6,892	8,152
Uniforms	520	-
Utilities	7,916	2,957
	<u>569,107</u>	<u>555,005</u>
Excess of Income over Expenditure	<u>141,343</u>	<u>78,918</u>
<i>Cash Flow Boost income used to offset GST and PAYG</i>	62,500	-
<i>Capital expenditure</i>	5,424	-
<i>Digital upgrade grant not carried forward</i>	156	-
Unexpended grants	<u>73,263</u>	<u>78,918</u>



Directors
Bruce Coutts B.Com, LLB (Grad)(Hons) FCA
Greg Redington OAM B.Com FCA



Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc.

Independent Auditor's Report to the Board of Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc.

Opinion

We have audited the financial report of Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc. (the association), which comprises the committee's report, statement of financial position as at 30 June 2020 and the statement of profit or loss for the period then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial report of Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc. presents fairly, in all material respects, the financial position of Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc. as at 30 June 2020 and of its financial performance for the period then ended in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the Associations Incorporation Act 1981 Queensland.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc. to meet the requirements of the Associations Incorporation Act 1981. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Committee for the Financial Report

The committee of Aboriginal & Torres Strait Islander Women's Legal Services NQ Inc. is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the Associations Incorporation Act 1981 Queensland and for such internal control as the committee determines is necessary to enable the preparation and fair presentation of a financial report that is free of material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibility for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists.

Coutts Redington Pty Ltd ACN 075 917 556

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Liability Limited by a scheme approved under Professional Standards Legislation

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee.
- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Coutts Redington
Chartered Accountants
278 Ross River Road
Aitkenvale, Qld, 4814



Director: Greg Redington

STAKEHOLDERS

- Community Legal Centres Queensland
- Legal Aid Queensland
- Townsville Community Law Inc.
- North Queensland Women's Legal Service (NQWLS)
- Queensland Indigenous Family Violence Legal Service (QIFVLS)
- Aboriginal and Torres Strait Islander Legal Service (ATSILS)
- Relationships Australia
- Victim Assist
- Police Support Link
- The Women's Centre, Aitkenvale
- The Court Network
- North Queensland Domestic Violence Resource Service
- TAIHS
- Townsville Community Hub
- Garbutt Community Hub
- Upper Ross Community Centre (Community Gro)
- North of Townsville Community Hub
- Prospect Community Centre
- Palm Island Community Company
- The Women's Centre, Palm Island
- Burdekin Community Centre
- Malanbarra Community Hub
- Flora House
- Red Cross
- Anglicare
- Yumba Meta Dale Parker
- Palm Island Community Council
- James Cook University
- Big Eye Theatre

CURRENT STAFF

- Florence Onus (Community Engagement Officer/ Cultural Advisor, Townsville)
- Andrea Kyle-Sailor (Community Engagement Officer/ Cultural Advisor, Palm Island)
- Cathy Pereira (Principal Solicitor/ Co-ordinator)
- Cherie McLaughlin (Office Manager)
- Erica Kyle (Admin Assistant)
- Tania Young (Solicitor)

FORMER STAFF

- Angela Carroll (Solicitor)
- Carly Baker (Solicitor)
- Yuliana Pascoe (Paralegal and Office Assistant)

VOLUNTEERS

- Rachel Wrench (JCU Clinical Student)
- Isabelle Wright (JCU Clinical Student)
- Rachael Edwards (JCU Clinical Student)
- Tyneal Paleso'o (Practical Legal Training Placement)
- Abby Tinlin (Volunteer Lawyer)

ACKNOWLEDGMENTS

Aboriginal and Torres Strait Islander Women's Legal Services NQ Inc. Funding Bodies:



Australian Government
Attorney-General's Department



Australian Government
Department of the Prime Minister and Cabinet



NOTES



Back Cover by Bai (Wareed) Tapau

Traditional Country: Mer (Murray) Island

Bai has been painting since she was a young child. She has a Diploma in Art and her artwork is exhibited in various galleries around the Townsville region.



**ABORIGINAL AND TORRES STRAIT ISLANDER WOMEN'S LEGAL
SERVICES NQ INC.**

ABN 42 109 450 961