



Women's
Legal Service Qld

ANNUAL REPORT
2022–2023

Acknowledgement of Country

WLSQ acknowledges the Traditional Custodians of the lands on which we live and work, particularly the Turrbul, Yuggera, Gubbi Gubbi, Ugarapul peoples and the Yugambeh Language Region on whose lands our offices sit. We recognise their continuing connection to this Country, its waters, and culture. We acknowledge that their sovereignty was never ceded. We pay our respects to Elders, past and present, and we especially honour First Nations women and the traditions they carry.

Women’s Legal Service Queensland (WLSQ) gratefully acknowledges our funding partners below:



QUEENSLAND GOVERNMENT
Department of Justice and Attorney-General



Queensland Government
Queensland Department of Children, Youth Justice and Multicultural Affairs





Australian Government
Attorney-General’s Department



Australian Government
Department of Social Services





This Centre is accredited by
NACLC
National Association of Community Legal Centres



REGISTERED CHARITY
acnc.gov.au/charityregister



FIA



ORGANISATIONAL MEMBER
CODE COMPLIANT

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MESSAGE

from the Chair and CEO

This year has been a period of significant growth and change both in our service and in the State and Federal legislative landscape. At the highest level we have seen an increase of approximately 80% in the number of women we have been able to support. We are very grateful for the incredible contribution of our volunteers, Ambassadors, donors, supporters, Patron, Board and funders.

This report serves as a testament to the unwavering dedication and commitment of our team members, whose collective efforts have changed the lives of thousands of women despite the turbulent landscape.

We have continued to demonstrate commitment to our core values and our strategic objective to create safer futures for women and children. From achieving significant debt reduction for women to developing new partnerships for service delivery, we have remained committed to continuous improvement in the pursuit of justice.

This year, our emphasis on deepening and expanding our engagement throughout the sector and through regional, rural, and remote Queensland has both helped us identify new community needs and positioned us well as we move towards the end of the federal funding cycle.

In this report, we aim to provide an overview of the significant achievements, challenges, and strategic initiatives that have shaped our journey over the past twelve months.

By reflecting on our accomplishments and identifying areas for further improvement, we reaffirm our commitment to leading systemic change to promote women's rights and to occupying an enduring place in the sector.

We acknowledge our clients and thank them for the trust they show in us. It is our privilege to support them as they courageously forge a path to a better future.



Nadia Bromley
WLSQ CEO

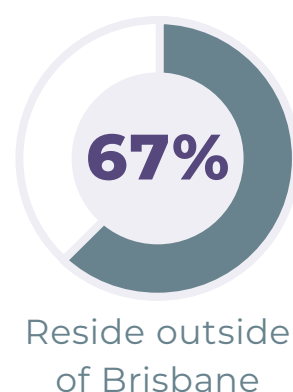
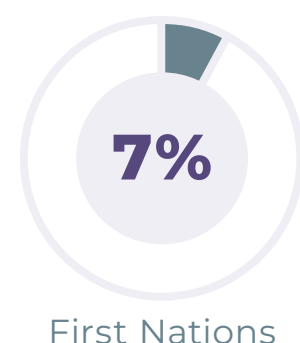
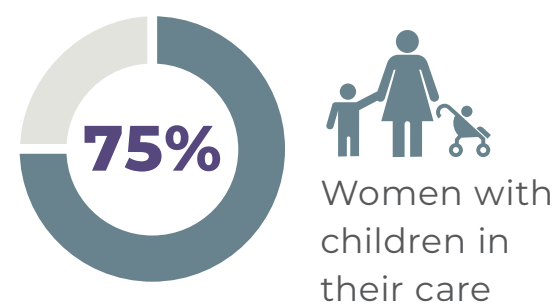
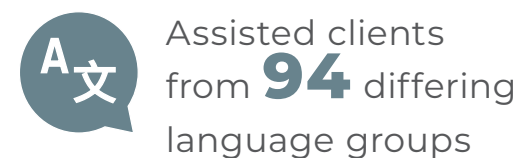
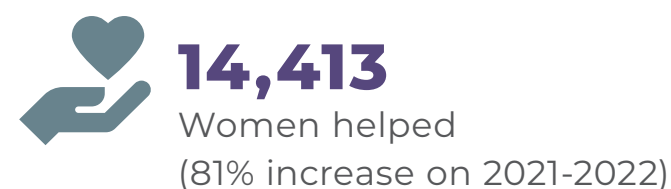
Genevieve Dee
WLSQ CHAIR



We acknowledge our clients and recognise the strength and resilience of the women who are brave enough to seek our help.

2022-23

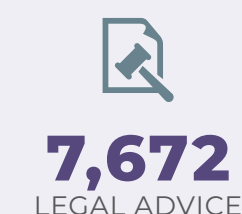
At a glance



STATEWIDE HELPLINE



SERVICES PROVIDED



ABOUT WLSQ

OUR MISSION

Accessible legal and social justice for a safer future for women and children.

OUR VALUES

Women's Legal Service Queensland's values inform our behaviours and actions and influence our decisions and how we work.

They are informed by feminist principles



care



respect



inclusivity



accountability



collaboration

WLSQ is committed to a society where every woman:

Can live free from violence and discrimination

Can tell her story, have it heard and respected, without judgement

Receives a just and equitable outcome from legal and social systems

WHO WE ARE

WLSQ is a for-purpose organisation providing free legal advice and other key supporting services, accessed through a variety of pathways. Our services are provided through our dedicated employees and volunteers, with oversight from our CEO, Chair and Board.

WLSQ sincerely thanks our Board, Patron, and Ambassadors for their significant support.

CHAIR
Genevieve Dee

PATRON
The Honourable
Ann Lyons

BOARD
Treasurer:
Cindy Noij
Director:
Helen Baker
Director:
Rebecca Culverhouse
Director:
Anne Dale
Director:
Alison De Marco
Director:
Amanda Rohan

AMBASSADORS
Famin Ahmed
Katelyn Aslett
Lorilie Cunningham
Dr Rachael Field
Brendon Mann
Brendan Smith
Marisa Vecchio AM

Accessible legal and social justice for
a safer future for women and children.



1

ACCESS
to justice

In 2022-2023, WLSQ provided a total of 45,035 services to people seeking guidance on matters related to family law, domestic and family violence (DFV), and care and protection issues. These services were accessed by clients through multiple channels, including our Statewide Helpline, Rural, Regional, and Remote (RRR) Priority Advice Line, referrals made by support services, our domestic violence duty lawyer services, as well as by utilising the resources of our robust volunteer network.

STATEWIDE HELPLINE

The Statewide Helpline and the RRR Priority Advice Line remained the initial points of contact for many women seeking support. In our experience, women continue to encounter many hurdles in attending in-person appointments. These challenges arise in a variety of ways, including child care responsibilities, experiences of DFV, disabilities, or living in a RRR location. As such, our Helpline and RRR lines continued to be the primary means for many women to access our specialised legal services.

In October 2022, the Helpline extended its operating hours from finishing at 3pm to 4.30pm, providing women with greater flexibility to seek assistance. Furthermore, the Helpline increased from four to six team members per day to meet increasing demand.


These enhancements significantly boosted the Helpline's capacity to support the community, resulting in a notable increase of 21% in calls answered compared with the previous financial year. From July 2022 to June 2023, the Helpline answered 16,195 calls and actioned 1,098 external referrals received from 142 referral partners during this period.




16,195 Calls answered



65 Calls per day average



21% Increase in calls answered, 2021-2022



7.5 Minutes average call duration



8.2 Minutes average wait time

LEGAL ADVICE CLINICS

In 2022-2023, WLSQ continued telephone and in person client advice clinics with WLSQ employed lawyers and volunteer lawyers. Our valued volunteer lawyers provided legal advice to an additional 1,004 women via the Monday evening drop-in clinics and telephone advice clinics.

DOMESTIC VIOLENCE
DUTY LAWYER

WLSQ lawyers and volunteer paralegals continued to provide duty lawyer assistance to women attending the Holland Park, Caboolture, and Ipswich Magistrates Court for domestic violence matters. At Holland Park Magistrates Court, we experienced an increase in demand from 1,604 clients in 2021-2022 to 1,885 clients in 2022-2023.

CASEWORK

The experienced casework teams at WLSQ provided ongoing legal assistance to women who experienced DFV and who were unable to represent themselves or access legal advice through other services. These ongoing legal services, including representation in limited circumstances, has ensured that women from culturally and linguistically diverse (CALD) or First Nations backgrounds, or those at risk of homelessness, experiencing financial abuse or disadvantage, or living with disabilities, receive the critical legal support and assistance required. In 2022-2023, WLSQ also assisted numerous women experiencing various forms of systems abuse, such as being misidentified as the respondent in domestic violence protection order applications despite being the person most in need of protection.

COUNSELLING NOTES
PROTECT PROGRAM (CNP)

The CNP program, operating in partnership with Legal Aid Queensland, experienced a further increase in the number of victim-survivors requiring assistance to protect their counselling notes. In 2022-2023, WLSQ represented victim-survivors in all Queensland court jurisdictions. The CNP team continued to work collaboratively with colleagues in the legal profession and community legal sector, advocating for further review and amendments to the Sexual Assault Counselling Privilege legislation to ensure the rights of victim-survivors and their records are protected.

Thanh's
Story*

I am a 45-year-old woman from Vietnam. My husband and I immigrated to Queensland to raise our three children. I started working as a casual cleaner to support my family. After some time, I began to experience significant domestic violence.

One night, after a particularly violent incident, I managed to get away and call the police. I was referred to a DFV service and given a place for my children and I in a refuge. The police sought a domestic violence protection order against my husband which was made but, as I have difficulties reading and understanding English, I did not fully understand the order.

My situation continued to be challenging until a further incident occurred and my husband was charged with breaching the order. I needed help but didn't have enough money for a lawyer.

A DFV service referred me to WLSQ for advice. WLSQ helped me write letters, understand the court process, and complete the court forms. My lawyer also helped me prepare for court, giving me the advice, information and confidence needed to represent myself. WLSQ also made sure I had an interpreter for each court event to ensure I was being heard and could understand the orders being made.

After working with WLSQ, I feel hopeful for the future, in particular that I will soon be able to take important steps to move on with my life.

**Names and identifying details changed to protect confidentiality*

2

OUTREACH

RURAL, REGIONAL AND REMOTE ADVICE

WLSQ continued to prioritise women from RRR communities by triaging enquiries through our Statewide Helpline and RRR Priority Advice Line. We also had a strong focus on RRR communities in our Community Legal Education (CLE) program, visiting many new locations, and working collaboratively with the Royal Flying Doctor Service (Queensland Section) to increase our impact for remote communities.

We understand that women from RRR communities experience specific vulnerabilities including geographical and social isolation, difficulty accessing legal advice due to being conflicted out of local providers, a lack of anonymity when accessing services, and limited safe housing alternatives.

We are particularly grateful to our generous donors who have assisted with our work with RRR clients and service providers.

CORRECTIONAL CENTRES

WLSQ provided in person and telephone legal advice and assistance to women in Brisbane Women's Correctional Centre at Wacol and the Southern Queensland Correctional Centre at Gatton.

This included advice and assistance regarding family law, child protection, and DFV. Women in correctional facilities have often experienced multiple forms of trauma and disadvantage and have limited access to legal services. WLSQ is keen to continue to work with our funders and the broader sector to continue improving our services in this space.

FAMILY RELATIONSHIP CENTRES

WLSQ provided legal advice and assistance to women attending the Logan and Mount Gravatt Family Relationship Centres (FRC) including resuming an in-person clinic at Mount Gravatt. It is vitally important for women to have access to quality legal advice throughout the dispute resolution process, particularly before entering into agreements, and we deeply value our relationship with the FRC, which facilitates this support.

DOMESTIC VIOLENCE ACTION CENTRE (DVAC) – IPSWICH

In February 2023, WLSQ commenced a monthly legal advice clinic in collaboration with DVAC at Ipswich. WLSQ employed lawyers provided advice and assistance regarding family law, domestic violence or child protection matters. This has been an invaluable partnership and identified a strategic need for us to contemplate expanding our presence in this area. We are grateful to the DVAC staff for inviting us to work in partnership with them.



Susan's Story*

Susan accessed WLSQ for help with her domestic violence and family law matters to improve the safety and wellbeing for herself and her children. In addition to her legal matters, she was pregnant and facing homelessness. Facing a high-risk pregnancy and unable to work, Susan, a non-Australian citizen with restricted Centrelink assistance, encountered further hurdles with the administration of her payments. Susan was also a victim-survivor of domestic violence, with police laying charges in relation to breaches of a domestic violence protection order.

The WLSQ lawyer supported Susan by:

- Enhancing the conditions of the protection order in court. This helped improve her safety and increased her confidence.
- Drafting court documents for Susan to seek international relocation, allowing her to access support from her family, housing, and employment in her home country.

WLSQ's timely intervention was crucial and led to an urgent final hearing for Susan's case, expediting the resolution of her international relocation matter for her and her children.

**Names and identifying details changed to protect confidentiality*



3

CREATING
safer futures

Women who turn to WLSQ for assistance may be at various stages of their journey towards safety. To provide tailored support, WLSQ offers a range of specialised services, including social work support, Domestic Violence Units, Health Justice Partnerships, the Temporary Visa Holders Experiencing Violence Pilot, and our Financial Abuse Prevention Unit.

HIGH-RISK DOMESTIC VIOLENCE UNITS

WLSQ continued to operate High-Risk Domestic Violence Units (DVUs) located in Brisbane, Caboolture, and the Gold Coast. Our specialised DVUs provide intensive support to assist women with complex legal and social needs who are experiencing high-risk DFV. This includes ongoing casework assistance and representative work. Our DVU solicitors, paralegals and social workers also give priority to First Nations women, those from a CALD background, or women with disabilities who meet the DVU criteria.

HEALTH JUSTICE PARTNERSHIPS

The WLSQ Health Justice Partnership (HJP) program provides a safe framework for women in health care settings to access legal advice and assistance. HJP solicitors provided ongoing support, education and information to health care providers and staff within the established partnerships to ensure women seeking assistance in health settings are aware of their options. Direct assistance was provided to women through clinics attended in the following hospital and health care settings:

GOLD COAST <ul style="list-style-type: none">Gold Coast University HospitalRobina Hospital	METRO SOUTH <ul style="list-style-type: none">Logan HospitalMater HospitalPrincess Alexandra HospitalQEII HospitalRedlands Hospital	METRO NORTH <ul style="list-style-type: none">Caboolture HospitalRedcliffe HospitalThe Royal Brisbane and Women's Hospital	YOUNG MOTHERS FOR YOUNG WOMEN GROUPS <ul style="list-style-type: none">CabooltureCoorparoo
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SOCIAL WORK

The social work team expanded in 2022 and now have a dedicated social worker in each of the Gold Coast and Caboolture offices in addition to the team based in Brisbane.

WLSQ's social workers offer emotional and practical assistance to clients in conjunction with, or after, their interaction with WLSQ's legal services. Having specialised social workers available enhances the legal services for clients by delivering personalised, prompt, and comprehensive support. Social workers employ a trauma-informed approach, prioritising safety, and wellbeing to help clients address their legal concerns. Depending on the unique needs of each client, assistance is provided through a socio-legal assessment, guided by the client's goals following legal advice.

Social Work Context

Over the past year, the social work team observed many more women experiencing significant financial hardship and rental stress, due to increasing costs of necessities and rising rents in addition to the financial burden of DFV including financial abuse. The scarcity of affordable housing options has prolonged periods of risk and disruption for women who are having to remain in unsafe relationships, live separated 'under one roof', or choose the uncertainty of homelessness with lengthy stays in crisis accommodation or living in tents and caravans with children.

The social work team also noted an increase in the number of clients presenting with complex mental health needs resulting from DFV. Often their mental health needs have been unidentified or unmet for an extended period, while clients have been in crisis or have had to move away from their support networks when relocating for their safety.

Systemic barriers to housing and support services have prevented some clients progressing their legal matter and recovery, with several clients either returning or continuing to access assistance from WLSQ social workers while on the waitlist for services.

With consideration of emerging trends in clients' needs, our social workers have proactively established relationships with a range of external services including mental health support services and housing services to build effective referral pathways in our local communities. Throughout the year, the social work team participated in DFV networks and events and joined their WLSQ solicitor colleagues in delivering several CLE sessions, bringing a wider trauma informed and safety context to the CLE workshops and webinars.

In 2022-2023, the WLSQ social work team assisted

473 clients:

96% experienced DFV

40% flagged as urgent cases due to DFV or suicide risk

6% Identified as Aboriginal and Torres Strait Islander

34% Identified as culturally and linguistically diverse

33% Identified as having a disability

“My WLSQ social worker was the most wonderful and supportive social worker. Her support and encouragement quite literally saved me, and I will forever be grateful for her help.” – WLSQ client

Lucy's Story*

When I initially called the WLSQ Statewide Helpline, I was scared, overwhelmed, and needing legal advice about a Domestic Violence Protection Order (DVO). I received support from a lawyer regarding the DVO and a social worker for ongoing case management, counselling, and support for the DFV I was experiencing.

The social worker supported me with my DVO application which ultimately helped the Magistrate to understand my situation, I was granted a Temporary Protection Order (TPO) whilst the ongoing DFV court matters were occurring. She supported me with a Legal Aid application and referrals to other services for ongoing support. My social worker completed safety planning with me so I felt prepared for different possibilities in the future. She helped me recognise the violence I had experienced and offered validation and emotional support during the process. She empowered me and made me feel like I was on the right track.

My social worker took my calls and ensured I was supported each step of the way. If I was unsure of my next step legally, she would refer me back for legal advice. She talked to me after court appearances, which was helpful as this was a scary process. When the DVO was finalised, I felt relieved.

After years of being scared, I finally felt strong enough to apply for the DVO and address the violence I had experienced. I don't know if I would be where I am without the social work support I received. This was the scariest thing I have ever done, but if I didn't reach out and get the support, I wouldn't have been able to set boundaries and feel safe in my home.

I am now feeling more confident in myself, and they have helped support me to begin my healing and self-care journey.

**Names and identifying details changed to protect confidentiality*



TEMPORARY VISA HOLDERS EXPERIENCING VIOLENCE PILOT

29%
Increase in clients
assisted from
2021-2022

- WLSQ continued to participate in the Temporary Visa Pilot Program (TVPP) funded by the Department of Social Services and renewed our partnership with the Refugee and Immigration Legal Service. The TVPP provides free legal assistance to women on temporary visas who have complex family and migration law needs and are experiencing DFV. The women assisted by the pilot are often dealing with concerns or threats regarding deportation and the prospect of being separated from their children whilst also navigating cultural or linguistic barriers and a lack of access to resources such as Medicare, community housing or child care rebates. Since commencing in 2021, the Pilot Program has ensured there is dedicated access to justice for women on temporary visas and has assisted many women to achieve permanent residency.



FINANCIAL ABUSE PREVENTION UNIT

248
clients assisted
72 one-off clients
and 176 case files

\$1,882,578
Total debt
reductions
and grants

- The Financial Abuse Prevention Unit (FAPU) assists women when they have made the decision to leave or have left an abusive partner to help with reviewing their financial options, budgeting, and practical strategies to build financial security for themselves and their children.
- The reduction and waiving of debt has significant and long-term impacts on victim-survivors, many of whom would have long term financial challenges and limited options due to significant debt incurred during relationships involving DFV.
- Coast2Bay Housing Group Partnership**
- WLSQ formed a partnership with the Supported Accommodation Service, Coast2Bay Housing Group. Through consultation and warm referral processes, WLSQ and Coast2Bay Housing recognised that many women who engaged with WLSQ's Caboolture DVU, Health Justice Partnerships and FAPU team are experiencing homelessness or housing insecurity. The partnership involves the WLSQ Financial Counsellor and Financial Capability Worker visiting Coast2Bay Housing's Caboolture emergency accommodation complex every week to offer financial counselling and other support services. It was through one of these attendances that FAPU connected with Anna*.

Anna's story*

After experiencing ongoing domestic violence, Anna and her children were struggling without the support of family and friends, and they were facing homelessness.

Anna says, "I was a victim of serious domestic violence. This led to the loss of our home, car, and whatever financial security I had managed to preserve after leaving my husband of 12 years. Over the years, my confidence and independence eroded. I doubted my ability to do anything, other than being a mother."

Coast2Bay Housing Group helped Anna into crisis accommodation, and Anna then met with a lawyer and the WLSQ FAPU team.

Anna says, "Though emotionally draining and painful at times, WLSQ supported me and

equipped me to deal with my debt. They somehow managed to instil confidence back in me. I was starting to believe in myself again. It was eye opening, freeing, and empowering to know I had started to regain my independence. I was no longer overwhelmed by the thought of debt."

Working together with Anna, WLSQ's FAPU team were able to address Anna's debts through both waivers and hardship agreements. WLSQ also assisted Anna to access funds and counselling sessions through Victims Assist Queensland. With her divorce finalised and equipped with the tools and skills from WLSQ's FAPU team, Anna is now facing the future with confidence.

**Names and identifying details changed to protect confidentiality*

4

REFORM and Education

LAW REFORM

As a specialist service, WLSQ is uniquely positioned to understand the experiences of our clients and identify issues which need to be addressed. In the past year, WLSQ continued to engage on key issues to achieve better outcomes for women in the justice system.

This year saw an unprecedented volume of law reform and consultation in Queensland. WLSQ was involved in a huge array of forums, sessions, formal submissions, and hearings. Much of this work arose from the implementation of both reports of the Women's Safety and Justice Taskforce, the report from the Independent Commission of Inquiry into Queensland Police Service responses to DFV, and the Commission of Inquiry into Forensic DNA testing in Queensland.

There were a range of other legislations to which WLSQ contributed, including via numerous submissions. These related to a broad range of topics including support for victims of crime, weapons laws, housing laws, alcohol sales and delivery, civil surveillance, and many other matters which impact directly on the lives of women.

WLSQ also played a significant role in law reform at a federal level. As a member of Women's Legal Services Australia (WLSA), WLSQ contributed to more than 20 submissions across a wide range of issues, including family law, gender equality, the national principles to address coercive control, federal budgets, sexual consent laws, and migration laws.

In 2022-2023, Nadia Bromley, sat on and/or contributed to the following Boards and Advisory Groups:

- Domestic and Family Violence Death Review Advisory Board
- Ending Violence Against Women Queensland - committee member

- QCOSS Community Services CEO Network
- Queensland Women and Girls' Health Strategy
- Queensland Police Service DFV Advisory Group
- Queensland Women's Safety and Justice Taskforce Implementation
- WLSA Leadership Board

EDUCATION AND ENGAGEMENT

CLE plays a pivotal role in fostering legal literacy and empowerment for women and the service providers who support them. The critical impact of CLE is its ability to bridge the gap between people and the law; to both increase awareness, and empower people to navigate the complexities of the legal system.

In 2022-23, WLSQ continued to deliver a wide range of CLE activities across Queensland. Late in 2022, WLSQ welcomed a full-time Community Legal Education Officer to coordinate and plan the organisation's CLE activities.

WLSQ ACKNOWLEDGES AND THANKS:

Arrow Energy whose support allowed WLSQ to deliver eight online webinars to community service providers across Queensland. The webinars discussed a range of topics including new and emerging areas of law; trauma informed legal practice; adolescent to parent violence (in collaboration with Brisbane Domestic Violence Service); and women living in Australia on a temporary visa (in collaboration with the Refugee and Immigration Legal Service).

The Clayton Utz Foundation whose support made it possible for a lawyer and a social worker to deliver workshops to service providers in Toowoomba, Mount Isa, and Mackay.



The Myer Community Fund provided grant funding to allow us to develop three videos for the WLSQ website to support the prevention of DFV. We look forward to releasing the video series later in 2023.

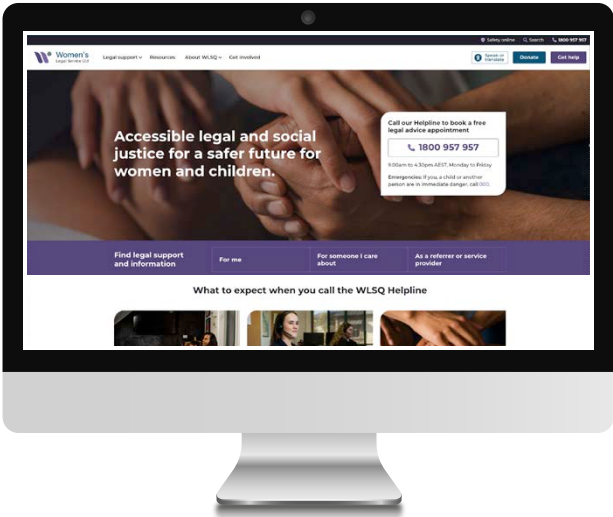
The Ningana Trust generously supported a project to develop and deliver DFV training to the Royal Flying Doctor Service Queensland's aeromedical and primary health care teams to enhance their understanding and knowledge of DFV, and provide appropriate and safe responses to DFV in the delivery of rural health care.

WLSQ WEBSITE


WLSQ was the fortunate beneficiary of a significant donation from our ambassadors Brendon Mann and Brendan Smith to facilitate the development of a new website. In 2022-2023, a project team was formed to support the creation of a new website, with improved accessibility, features, and layout. WLSQ sincerely thanks Brendon Mann, Brendan Smith, and Epic Hair Designs for funding this significant resource.


WLSQ RECONCILIATION ACTION PLAN WORKING GROUP (RAPWG)


In 2022-2023, WLSQ established a RAPWG, comprising members from various teams within the organisation. An important achievement was the registration to begin the Reflect RAP with Reconciliation Australia. The Group submitted a full first draft to Reconciliation Australia and anticipate launching the document in early 2024. As part of the organisation's commitment to reconciliation, many of the initiatives of the plan are underway.





OUR REACH


 **23,152** (13% increase)


 **7,176** (67% increase)

 **7,847** (46% increase)

 **4,304**

 **151,757** Website views

 **55,756** Website users

 **50,438** WLSQ homepage and factsheet views



OUR COMMUNITY



1,004
women
received free
legal advice



160
volunteers

In addition to our incredible team, the work of WLSQ is made possible by a substantial group of dedicated and professional volunteers. We thank our volunteers whose knowledge and expertise have assisted WLSQ to deliver quality legal and support services to Queensland women needing help. WLSQ was supported by more than 160 volunteers on our weekly, fortnightly, and monthly rosters:

- 1,004 women received timely and free legal advice from 74 volunteer advice lawyers.
- 1,876 women received free legal advice through our domestic violence duty lawyer service at Caboolture, Holland Park, and the Ipswich Magistrate’s Courts, supported by a team of 40 volunteer paralegals.
- A team of 62 volunteers provided paralegal and administration support during the day, and assisted with our evening legal advice drop-in clinic at the Annerley office.

We celebrate the extraordinary contribution and milestones of eight volunteers:

- 15 years: Nichola Di Muzio
- 10 years: Belinda Jeffrey, Kelli Martin, Natalie Powell
- Five years: Carolyn McKenna, Stacey Glover , Joelene Nel, Orlena Moloney



ADVICE LAWYERS

Aleisha Edwards	Emily Ownsworth	Laura Wainwright	Sarah Hampson
Amy McBreen	Gillian Shepherd	Lauren Baker	Sarah-Jane MacDonald
Annabel Burton	Hannah Hall	Lezah Gildea-Marega	Sarahjane Robertson
Ashlyn Trebbin	Hannah Robinson	Marie Sambanis	Shani Mitchell
Avril Cowarn	Heather Owens	Melinda Gao	Shelby MacDonald
Belinda Jeffrey	Jane Guerin	Melissa Lanthois	Skye O'Dwyer
Breony Dowling	Janelle Osborne	Michelle Close	Stacey Glover
Brooke Nickerson	Jay Rose	Natalie Powell	Sue Westall
Caitlin Wilson	Jen Franklin	Nichola Di Muzio	Tarah Tosh
Candice Bell	Jessica Grumelart	Nicole Jevtovic	Tarryn Rea
Carolyn McKenna	Jessica Purcell	Niki Schomberg	Valeria Leo
Catherine Bub	Joelene Nel	Orlena Moloney	Wendy Miller
Chai Hoe	Justine Booth	Patricia Keyworth	Zina Ceric
Chloe Jackson	Kaitlin De Souza	Phoebe Courtney	Zoe Adams
Clare Dart	Kate Alroe	Pravinita Singh Pillay	Zoe Busch
Clare Jobson	Kathryn McLoughlin	Rachel Gillies	
Debra Effeney	Kelli Laura Martin	Rachel Stuart	
Dora Ko	Kiarah Grace Kelly	Rebecca Bellamy	
Ebony Morris	Kirstie Colls	Sandra Kelly	

PRO BONO FIRMS AND BARRISTERS

Clayton Utz	Clare Dart	Matthew Coe	Richard Galloway
Hopgood Ganim	Emma Fitzgerald	Matthew Pollock	Robert Lake
Landers & Rogers - Alex North	Genevieve Feely	Paula Eviston	Scott Casey
MinterEllison	Jann Taylor	Paula Moreau	Zoe Brereton
Alexandra Burke	Karen Carmody	Dr Rachel Varshney	
	Madeline Murphy	Renee Kirk	



“WLSQ empowers women to navigate the complexities of the legal system, to break free of abusive environments and to put in place protective measures for themselves and their children. Being able to play a part in that extremely important work has been very rewarding.” Natalie Powell (10 years)

PARALEGAL AND ADMINISTRATIVE SUPPORT

Ailis Rogers	Joughin	Lucinda Nelson	Rebecca Le
Aleek Kaur	Elizabeth Barnes	Luxia Tang	Rhiannon Kocho
Alexandra Burke	Elle Honess	Macey Bennett	Sally Scott
Alice Ingabire	Ellen Moroney	Mackenzie	Sarah Baade
Allira Bagley-Wilson	Emily Woodhouse	Mackenzie Wright	Sarah Robertson
Amy Cook	Eno-obong Akpan	Marisha Tuialii	Sarah van Rooyen
Angela Rodriguez	Gemma Rowell	Mia Smith	Shareen Gaundar
Ayak Chol	Georgia Jocumsen	Michaela Jewell	Shristi Semwal
Aynsley Scott	Hannah Hall	Mo Mulenga	Siobhan Holden
Bethany Krarup	Heidi Pooler	Mollie Giles	Skye Nicoll
Bridget Dowdle	Imogen Forster	Montana Winlaw	Stephanie Barnes
Brigid Kelly	Imogen O’Leary	Nanci Sergi	Suzi Jefferies
Brittany Exley	Jade Buckland	Natalie Corica	Tamara Seeto
Brooke Nickerson	Jen Clark	Neema Joseph	Tanzih Ahmed
Charity Hera	Jen Williams	Neneh Butler	Taylor Neumann
Augustine	Jessica Matthews	Nicki Forbes	Vanessa Boonphut
Charlotte Sutton	Jessica Mawson	Nimra Amir	Yehanka Ranasinghe
Chloe Leavy	Jocelyn Wilson	Noor Ibrahim	
Danielle Huinga	Joyce Ding	Panna Biri	
Darcie Hockings	Kano Nawagawa	Parisa Hedberg	
Dhuva Ravi	Kara Batchelor	Pearl Frankis	
Ekaterina Trimasova	Kate Prostamo	Phoebe Evans	
Elisabeth Fritz-	Lili Gibson-Tesese	Rebecca Chapman	

STUDENT PLACEMENTS

Kate Prostamo	Mackenzie Wright
Kylie Jackson	Montana Winlaw
Lauren Warburton	Neema Joseph



Having volunteered with WLSQ for a decade, I am constantly inspired by the incredible work they do, as well as the strength and resilience of women seeking help. Ensuring legal support and social justice is accessible for all is not only important to me, but it has also become a core pillar of my business and is instilled into my team members from day one. For me, supporting WLSQ is incredibly rewarding and just one of the ways I am working to provide a safer future for my daughters.” Kelli Martin (10 years)

EVENT VOLUNTEERS

Our sincere appreciation to all the volunteers who have donated their time and skills (often at night and on weekends) to help raise awareness and vital funds for WLSQ.

Gabrielle Adams	Izzie Forsyth	Patricia McCloskey	Azaan Shariff
Jasmine Avery	Adrian Giacominato	Tia McCloskey	Louise Sing
Harpeet Baines	Annabel Gray	Jemma Meier	Mia Smith
Janet Bellinger	Lauren Green	Lucie Miller	Ashwini Soni
Roonie Blue	Mitchell Grimmond	Janet Moncrieff	Jae Spann
Emma Boddington - Stubbs	Carlee Hay	Suzanne Moore	John Stubbs
Gabrielle Brisbane	Cailin Hill	Alice Muir	Greta Sweeney
Suzanne Brooks	Katie Hobbs	Clare Munro	Lydia Swift
Michelle Brough	Jeanette Hodgson	Shanae Munro	Brie Swift
Isobel Buckley	Jozefa Hoffmann	Tracey Mutch	Faiva Taue
Abbey Caller	Audrey Jinks	Fatema Nazari	Mya Tillack
Estella Caro	Rachel Kang	Sasha Ness	Patricia Tracey
Cathy Carmody	Charley Kenna	Brittney Nielsen	Priya Virdee - Hero
Lily Carmody	Dominique Kesler	Hannah Nofz	Amanda Vundreng
Carmen Catalano	Gemma King	Annalise Nofz	Erin Walford
Mackenzie Clay	Beth Kowalenko	Anne Pearce	Hayley Walker
Sian Cochran	Rachel Li	Judy Pilbeam	Joshua Waterfall
Angie Creed	Max Lloyd	Tayah Puglisi	Jo Whelan
Jessica Cuning	Morgan Lynch	Rebecca Qiuu	Lizzie White
Laura Devereux	Sarah - Jane	Mareesa Robertson	Jessica Wigglesworth
Ana-Marija Dimeska	MacDonald	Jennifer Rosengren	Jocelyn Wilson
Jessica Dixon	Paige Mackie	Melanie Ross	Maggie Wu
Lyla Evans	Jess Marks	Faye Ross	Naomi Zwart
Rebecca Ferguson	Amanda Martin	Tiana Rukavina	
Stella Follari	Sophie McCleary	Kim Setterlund	
	Annie McCloskey	Pushti Shah	



“WLSQ is an organisation that I only get more passionate about as time goes on. I see the hard work that it takes to offer services relying on limited funds and resources. WLSQ offers so much to so many women who may otherwise be unable to access legal assistance. I want to help these women as much as I can and sometimes feel embarrassed that I usually limit my time on the third Monday of each month to only two clients. It is a pleasure to work with the WLSQ team and to have worked with other volunteers over many years. My modest contribution allows me to try to show some kindness to those whose lives are not as fortunate as mine, without being ‘on the clock’.” Nichola Di Muzio (15 Years)

KIND HEARTS GIFT CO

In 2023, Kind Hearts Gift Co generously provided a monthly gift hamper to acknowledge and celebrate the commitment and compassion displayed by our remarkable volunteers, as well as supported our events by contributing beautiful floral. We are sincerely grateful for the continued support of Melanie Ross and the Kind Hearts Gift Co team.

AVID READER BOOKSTORE

In 2023, Fiona Stager from Avid Reader Bookstore extended support by awarding a monthly book voucher to recognise the dedication and compassion of our volunteers. Their commitment to WLSQ is deeply appreciated, and we are grateful for their continued support.

2023 NATIONAL VOLUNTEER WEEK

A big thank you to Allens for hosting our 2023 National Volunteer Week celebration in May. Epic Hair Designs kindly donated a prize and gift vouchers for the special event. We appreciate their support.



"WLSQ is an organisation close to my heart. Every one of us has either been a victim, or known someone who has been a victim, of domestic violence, and to be able to offer support and advice to those in need is so important. The work WLSQ does is phenomenal, and it is great to see how far reaching WLSQ is able to offer support, in both the city and regional areas. I am very proud to be a part of WLSQ and look forward to seeing the organisation continue to grow in the future." Carolyn McKenna (5 years)



"I have volunteered for WLSQ for the last five years, and

I really enjoy it. It's having to really think about practical advice. Sometimes it's more around that practicality than legality in helping to find a solution for the clients. Each client has been so very grateful, which also makes things incredibly rewarding. I think all practitioners should be volunteering for the likes of WLSQ – it is great for thinking on our feet and for problem solving!" Orlena Moloney (5 years)



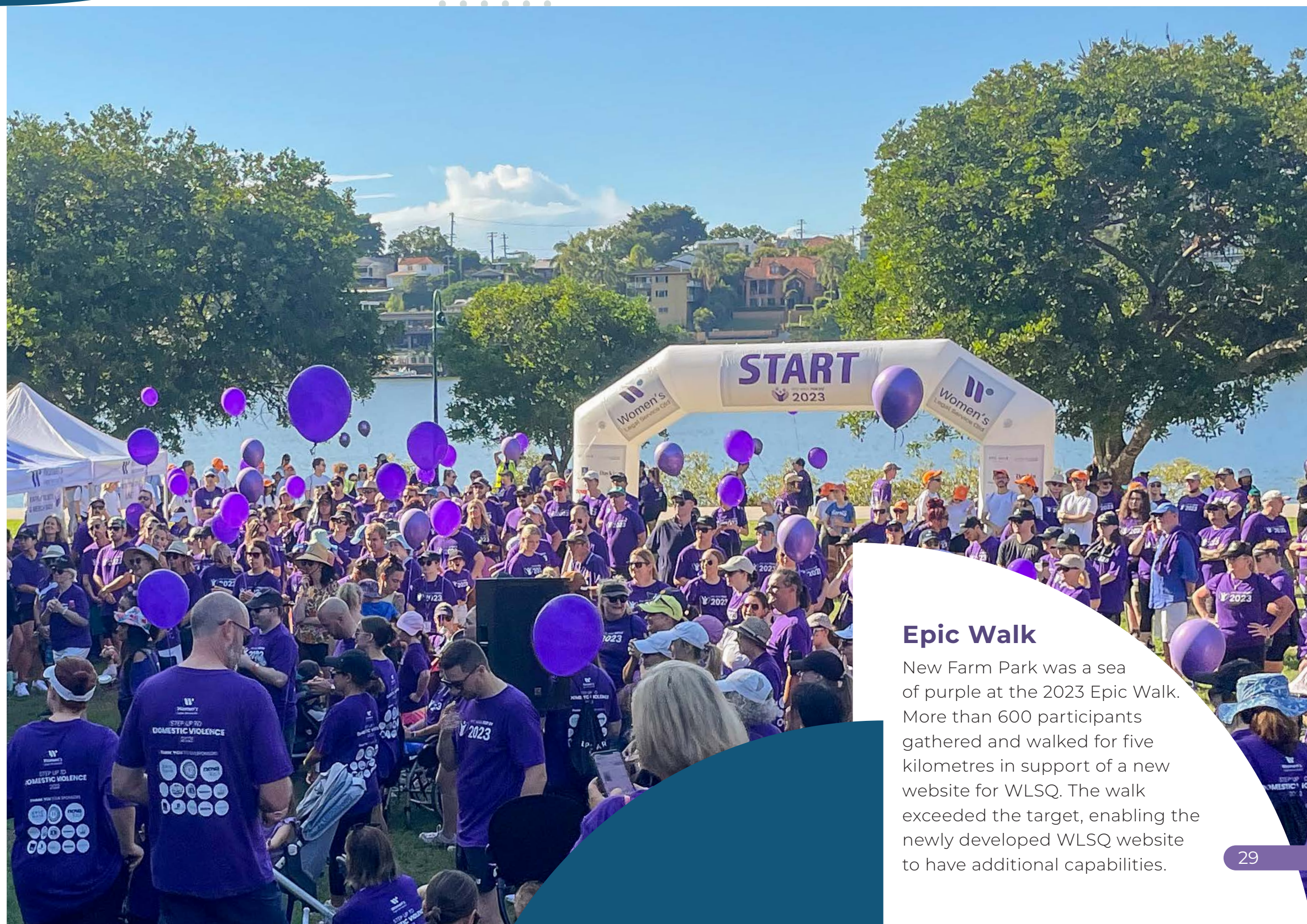
6 OUR Supporters

Community involvement and contributions are crucial in sustaining WLSQ's essential work. In the past financial year, our dedicated community supporters and signature events have collectively contributed necessary funds for our vital programs.

We extend our heartfelt appreciation to our Patron, Ambassadors, legal professionals, government departments and stakeholders, event participants, fundraisers, volunteers, and all who supported our initiatives. We achieved remarkable results, with events like Labels on the Lawn and Dancing CEOs. Additionally, donation appeals garnered generous donations in support of WLSQ services, for which we are profoundly grateful.

Generous philanthropic support, grant funding, and donors have expanded WLSQ's reach, enabling us to launch new projects, enhance our practices, provide community education, and ensure our services are responsive to the needs of the community, providing life-changing and life saving assistance.

To our supporters, thank you for your shared dedication in working towards a safer future for women and children.



Epic Walk

New Farm Park was a sea of purple at the 2023 Epic Walk. More than 600 participants gathered and walked for five kilometres in support of a new website for WLSQ. The walk exceeded the target, enabling the newly developed WLSQ website to have additional capabilities.

“I love volunteering to raise much needed funds because that's what will change lives for the current and next generation.”
Jozefa Hoffmann



GOVERNMENT

- Brisbane City Council
- Department of Child Safety, Youth & Women
- Department of Industry, Innovation and Science (Stronger Communities Programme)
- Department of Justice and Attorney-General (Gambling Community Benefit Fund)
- Legal Aid Queensland

“I’m extremely passionate for the incredible difference WLSQ makes in the lives of so many wounded women, and children.

For them, there would be little or no hope, no possibilities of a different future, if it wasn’t for the support, care, and professional help they receive through WLSQ. Much of their pain and fear is alleviated by having someone to support them, and give them hope, during this most difficult and harrowing time in their life.

Funding is desperately needed so that more women and children have a different future.” Jozefa Hoffmann

A HUGE THANK YOU TO OUR COMMUNITY AND CORPORATE SUPPORTERS, PHILANTHROPISTS, TRUSTS AND FOUNDATIONS

- | | | |
|---------------------------------|--|--|
| • Adagold Aviation | • Brisbane Racing Club | • Emporium Hotels |
| • ADCO Constructions | • Bunnings | • Epic Hair Designs |
| • Allens | • Casa Chow | • Events by Castillo |
| • Amanda Reboul Champagne | • Caxton Hotel | • Exhibition Restaurant |
| • API Childcare Centres | • CC's Pampered Pups | • Ezybidz |
| • Aquila Restaurant | • Cherrypicka | • Famin Makes |
| • Arrow Energy | • Ciao Papi | • Feel Better Box |
| • Australian Property Institute | • City Cave Stones Corner | • Felons Brewing Co |
| • Avid Reader Bookstore | • Clayton Utz | • Financial Counselling Foundation |
| • Babel Creative | • Clayton Utz Foundation | • Five Star Cinemas |
| • Ballet International Gala | • Club KT | • Gadens |
| • Banc Brasserie & Wine Bar | • Coffee Commune | • Glen and Lisa Richards Family Foundation |
| • Baskin & Robbins | • Colin Biggers & Paisely | • Good360 Australia |
| • Baxter Charitable Foundation | • Core Metrics | • Greenhouse the Bathhouse |
| • Big W | • Cork & Chroma | • Hanworth House |
| • Bloom PR | • Councillor Nicole Johnston | • Harlow Yoga |
| • Bond University | • Da Biuso | • Hazelwood Estate |
| • Brazilian Beauty | • Deloitte Digital Australia / The Deloitte Foundation | • Hopgood Ganim |
| • Brisbane Broncos | • Diamond Experiences | • Hotel X |
| • Brisbane Central Ward | • dk active | • Hyatt Regency Brisbane |
| | • Eden Health Retreat | • Joode |
| | • Elaurante | |

- | | | |
|---------------------------|--|--|
| • KAILO | • Queensland Community Foundation (Queensland Gives) | • Une Piece |
| • Keren Brown Interiors | • Queensland Law Society | • Victoria Park |
| • Ketchup's Bank Glamping | • Revel Brewing Co | • Ward Family Foundation |
| • Kind Hearts Gift Co | • Riverlife | • Whitsundays Private Charters |
| • KPMG | • ROMEO Digital | • Wil Valor |
| • La Dar Skin & Wellness | • Ruby Olive | • Wolff Coffee Roasters |
| • Lions Club of Teneriffe | • Russell Pitman | • Women Lawyers Association of Queensland Inc. |
| • Louenhide | • SFH Designs | • Women's Network Australia |
| • Love Me Again Markets | • Shepherd Family Foundation | • Xennox Diamonds |
| • Mad Dance House | • Smith & Li | • Yangaro |
| • Madame Wu Restaurant | • Somerville House | • Zonta Club of Brisbane Breakfast |
| • MinterEllison | • Starfire Diamond Jewellery | |
| • Miss Luxe | • Studio Pilates Arana Hills | |
| • Moet Hennessy | • Tangalooma Island Resort | |
| • Morgans | • Tara Castle | |
| • Motorola | • Taste Whitsundays | |
| • My Giving Table | • The Fitting Room | |
| • Myer Brisbane City | • The GPT Group / ONE ONE ONE Eagle Street | |
| • Myer Community Fund | • Tillerman Restaurant | |
| • National Storage | • Tim Fairfax AC and Gina Fairfax AC | |
| • Ningana Trust | • TwistedMR | |
| • Our Gallerie | • Underground Opera | |
| • Panda Pearls | | |
| • Paul White Foundation | | |
| • Pekol Family | | |
| • Pub Choir | | |
| • QPAC | | |

A special thank you to our community of individual supporters for their personal donations.

CC's Pampered Pups

Pets provide incredible support but sadly can also be impacted by DFV. WLSQ thanks CC's Pampered Pups for raising awareness and funds for WLSQ through their 5th anniversary celebration.

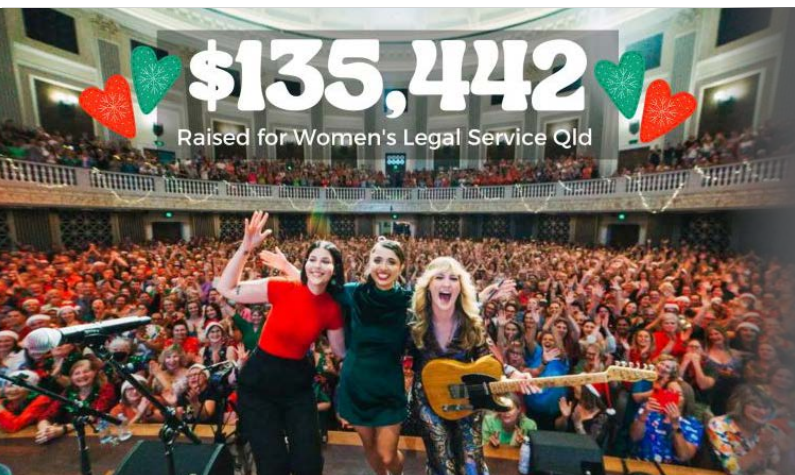


ADCO Community Day

ADCO Constructions has been supporting WLSQ for the past two years through their Community Day program, bringing in a team of amazing volunteers to ensure our Annerley location is well-maintained and inviting for staff, clients, and volunteers. We are so grateful for their kind-hearted support and hard work.

The Deloitte Foundation and Deloitte Digital Australia

A huge thank you to The Deloitte Foundation and Deloitte Digital team for completing a significant digital uplift project. This initiative has boosted our fundraising and marketing capabilities by enhancing our systems and skills, ultimately leading to better results for both our team and the women we assist.



Pub Choir Result

More than 2,500 voices united in song in aid of WLSQ at the 2022 Pub Choir Christmas Concert. Our deep appreciation to Astrid Jorgensen, John Patterson, the talented Pub Choir team and sponsors.



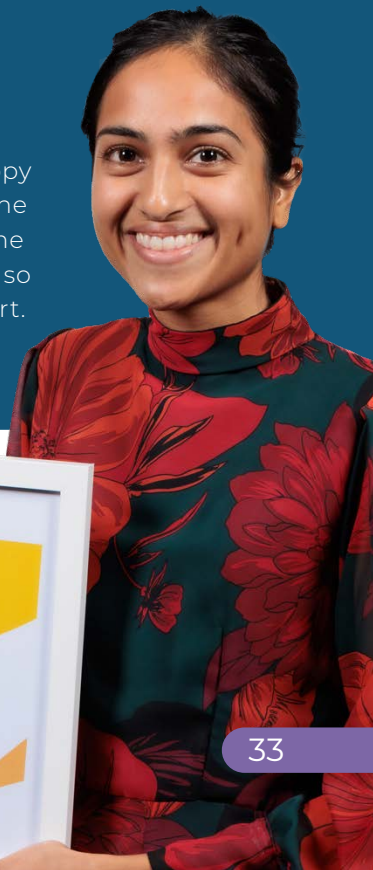
Tim Fairfax AC and Gina Fairfax AC

The long term support of Mr and Mrs Fairfax has allowed WLSQ to extend our services into RRR areas of Queensland, allowing for more women in regional communities to receive support when experiencing DFV. We are truly grateful for their generosity and kindness.



WLSQ Ambassadors Famin Ahmed, Brendon Mann and Brendan Smith

We are so proud of Famin, Brendon and Brendan who were all finalists in the Queensland Community Foundation's 2023 Philanthropy Awards, with Famin named the Emerging Philanthropist of the Year. Congratulations, we are so fortunate to have your support.



Women Lawyers Association of Queensland Awards Dinner

Each year, the Women Lawyers Association of Queensland recognises the achievements of women in Queensland's legal profession and hosts an awards dinner. Women's Legal Service Queensland and the Beryl Donkin Memorial Scholarship Fund were the lucky beneficiaries of the event with over \$25,000 raised. We thank them for their continued support!





Labels on the Lawn

A record-breaking Labels on the Lawn was held by WLSQ Ambassador Marisa Vecchio AM and the Hanworth House team. Months of sorting generous donations, along with auctions and raffles raised over \$150,000 for the work of WLSQ. We thank Marisa, Sophia Stathis, Jaimi-Lee Shepherd, and the many volunteers who contributed countless hours and went above and beyond to assist WLSQ

“The Hanworth House Team and I are incredibly proud and committed to continue support of all the incredible and essential work of WLSQ through many endeavours. Including our signature event, Labels on the Lawn, an event that wouldn't be possible without our huge community of generous donors, volunteers and suppliers who provide immense support to make it possible and help grow bigger and better each year. We are delighted to know that every single item of clothing raises funds to directly help women and children who are affected by domestic violence. We couldn't ask for a better team to work with than those at WLSQ. To raise a record amount for them is also a bonus.”

WLSQ Ambassador, Marisa Vecchio AM



Fashion Finds

All remaining stock from Labels on the Lawn was put to great use through the one day sale “Fashion Finds at the Old Museum”. More than \$20,000 was raised for WLSQ thanks to the Hanworth House Team, Shweta Khan, and the team of volunteers.

Myer Brisbane

In February, WLSQ was the beneficiary of the Myer Brisbane Register Round Up campaign. Our thanks to the Myer team who went to great effort in also raising awareness.

API Childcare Centres

“API Childcare Centres, our corporate partners, team, and families were proud to provide gift donations to support WLSQ clients and children, making sure that they know there is a community of care and support for them. We look forward to continuing our very important connection again.” Lynne Dixon, Operations Manager, API Childcare Centres.



Christmas Relief

Providing a sense of the festive season for children can be another source of stress for women experiencing DFV.



International Women's Day Breakfast

WLSQ was a co-beneficiary of the Queensland Law Society International Women's Day Breakfast. The esteemed panel shared important messages about supporting and advancing women in the profession.



Felons Brewing Company

The female brewer's initiative of Felons Brewing Company and Howard Smith Wharves kindly selected WLSQ to be the beneficiary of International Women's Day. This support also focused on raising awareness about domestic violence and how to seek help from WLSQ.

The theme of the 2023 International Women's Day “Embrace Equity” was enacted on the local level through widespread community support. Our sincere thanks to Diamond Experiences in partnership with the Hyatt Regency Brisbane for hosting an important panel discussion on how to advance equity.



Women's Network Australia

Women's Network Australia also hosted an inspirational panel event on diversity and equity, led by Kate Davies, CEO of Netball Queensland, along with Sara Shams, disability advocate and health care professional, and Kelli Martin, long-term WLSQ volunteer and Managing Partner of KLM Solicitors.



Une Piece Female Founders

WLSQ was fortunate to be the beneficiary of the Une Piece Female Founders event for International Women's Day, with women in business rallying around each other and our Service.



Pekol Family

Thanks to the generous support from the Pekol family, a new vehicle for WLSQ was delivered and is already in high use. 'Danica', named in honour of Mrs Pekol, is utilised for WLSQ domestic violence duty lawyer services, delivery of court documentation, stakeholder meetings, CLE and WLSQ general operations. WLSQ is grateful for this important practical support and legacy.



Department of Justice and Attorney-General (Gambling Community Benefit Fund)

With the need for our services growing every year, we were running out of space at our Annerley offices to hold private, confidential client appointments and phone appointments. Many thanks to the Gambling Community Benefit Fund for funding the creation of three new offices spaces, allowing us to assist more women across the community.



Next year, WLSQ proudly marks its 40th anniversary - a momentous occasion that symbolises four decades of unwavering dedication to promoting justice and equality for women in Queensland. As we reflect on our remarkable journey, we also look forward to commemorating this significant milestone and celebrating the enduring legacy of WLSQ throughout 2024. To commemorate this important milestone, WLSQ developed a tagline which will feature across the WLSQ 40th anniversary communications: 'For Her, With Her – Commemorating 40 years of Women's Legal Service Queensland'.



Legal Profession Breakfast

The 9th Annual Legal Profession Breakfast received support from more than 600 members of the profession, both in person and online. The event featured a thought-provoking panel discussion on the theme "Together We Can" focusing on DFV, with contributions from Zoe Rathus AM, Anoushka Dowling, Michael Jeh and Dr. Brian Sullivan. Angela Lynch AM was the recipient of the 2022 Dame Quentin Bryce Domestic Violence Prevention Advocate Award. Thanks to our valued sponsors and supporters \$131,000 was raised for WLSQ.

SPONSORS

Principal Sponsor

Gadens

Major Sponsors

- Allens
- Ashurst
- Bar Association of Queensland
- Clayton Utz
- Colin Biggers & Paisley
- Corrs Chambers Westgarth
- DLA Piper
- King & Wood Mallesons
- Law In Order
- McInnes Wilson Lawyers
- MinterEllison
- Quay 11 Chambers
- Queensland Law Society
- Thomson Geer Lawyers
- VIQ Solutions
- Westpac

Event Sponsors

- Elston
- Hopgood Ganim Lawyers
- Konica Minolta
- LEAP
- Event Partners**
- 5 Minutes for Me
- Brisbane City Council
- Epicure
- Great Expectation Speakers and Trainers
- Kind Hearts Gift Co
- Norwest Group
- The Legal Forecast

2023 DANCING CEOS



“Volunteering for WLSQ is always such a rewarding and fun experience. I am fortunate enough to give my time to assist in giving back to people who need it most and raise much needed funds for such a deserving cause.

When I volunteer, I meet like-minded people who are all committed to the cause and are on a mission to raise funds and awareness for the women and families who need it most. Every fundraising event gives a great insight into how WLSQ helps women and their families get through difficult times. I am proud to be working with such a wonderful team.” Patricia McCloskey

(Patricia is pictured on the left)

“The feeling of knowing I could make a difference to the lives of women suffering at the hands of domestic violence and achieving this by raising \$106,000 has been a feeling I can’t put into words. The journey of fundraising and dancing was one I will never forget. It was one of my most memorable, exciting, and fulfilling achievements in life. I am grateful for this opportunity, honoured and humbled to be a Dancing CEO and being awarded the Fundraising Champion of 2023.”
Shweta Khan

Our nine 2023 Dancing CEOs bravely took to the stage for an unforgettable night of performances and incredible impact for WLSQ with \$575,722 raised. The event was the culmination of nine months of training, rehearsals, events, fundraising, and awareness raising. WLSQ is extremely appreciative of the significant commitment of the participating CEOs, all of whom juggle businesses and families while also being involved with the busy Dancing CEOs campaign.

WLSQ thanks all participating CEOs, sponsors, raffle donors and attendees:

- Shweta Khan (Fundraising Champion - \$106,000 raised)
- Fusun Batey (Community Awareness Champion)
- Pia Lane (Spirit of Dancing CEOs Champion)
- Pedro Marin Ramirez (People’s Choice Champion)
- Shannen Simmons (Judges’ Choice Champion)
- Kiani Mills
- Massimo Guida
- Darren Tuck
- Clinton Viertal

Judges

- Clare Sheng
- Karl Schwantes
- Penny Wolff
- Sarah Hutson
- MC: Josh Holt

SPONSORS

Platinum Dollar Matching Sponsor

- Hanworth House

Platinum

- Adagold Aviation
- AIS Water
- Babel Creative
- Brisbane City Council
- Epicure
- Mad Dance House
- Norwest Group
- The Post Lounge
- Whitehaven Event Co
- Whitsundays Private Charters
- Yangaro

Gold

- Elston
- LeadershipHQ
- TechPath
- Xennox Diamonds

Creative Partners

- CPX Printing & Logistics
- Creative Movement
- Epic Hair Designs
- Event Letters
- Hitched Events
- Kind Hearts Gift Co
- MD Photography
- Miss Luxe
- Moet Hennessy
- Motorola
- Photo Illustrated
- Queensland Trophy Distributors
- Skylighter Fireworks
- Smith & Li
- Sweet Talk
- The Fitting Room
- TwistedMR

7

FINANCE

Women's Legal Service Queensland Limited
Special Purpose Financial Report for the
Year Ended 30 June 2023

BOARD'S Report

Your Board submit the financial report of Women's Legal Service Qld Limited for the financial year ended 30 June 2023.

BOARD OF DIRECTORS

The names of the Directors throughout the year and at the date of this report are:

- Anne Dale (resigned 7 Dec 2022, re-commenced 10 Jul 2023)
- Hannah Taylor (resigned 7 Dec 2022)
- Genevieve Dee
- Alison de Marco
- Amanda Rohan
- Cindy Noij
- Helen Baker
- Rebecca Culverhouse

PRINCIPAL ACTIVITIES

The principal activities of the company during the financial year were to provide free legal and social work services to Queensland women. The company assists women in the areas of family law, child support, domestic violence and child protection, as well as providing community legal education.

SIGNIFICANT CHANGES

Women's Legal Service changed legal structure in July 2023, from an Incorporated Association to a Company Limited by Guarantee.

OPERATING RESULT

The profit of the company for the year amounted to \$1,553,088.

Signed in accordance with a resolution of the Directors:

Genevieve Dee

CHAIR

Cindy Noij

TREASURER

Dated 21.11.2023

Statement of Profit or Loss and Other Comprehensive Income

FOR THE YEAR ENDED 30 JUNE 2023

	2023 \$	2022 \$
INCOME		
Grants - Recurrent		
- Vulnerable Women's Funding	2,968,513	1,167,661
- NLAP - CLSP - Commonwealth Funding	829,576	816,408
- NLAP - CLSP - State Funding	1,239,427	1,185,771
- Department of Attorney General	-	122,652
- Department of Communities	250,972	234,578
- Department of Social Services	525,891	396,762
- Legal Aid Queensland	197,838	197,838
- NLAP - CFLA Commonwealth	-	80,421
- NLAP - CSHL State	-	226,668
- NLAP - RPCC State	-	37,141
- NLAP - WSP Commonwealth	2,271,725	1,587,275
- Financial Counselling Foundation	130,000	130,000
Donations	516,604	468,092
Duty Lawyer Services	220,919	174,841
Fundraising	1,244,733	953,549
Gain on Sale of Assets	43,975	(1,260)
Grants - One Off	250,806	270,474
Interest Income	34,188	5,174
Sundry Income	1,872	2,925
	10,727,039	8,056,970

Statement of Financial Position

FOR THE YEAR ENDED 30 JUNE 2023

	2023 \$	2022 \$
EXPENDITURE		
Bank Charges	30,185	15,700
Client Disbursements & Support	25,022	53,815
Communications	143,165	93,668
Consultancy Fees	190,423	380,636
Depreciation	173,235	127,725
Depreciation - right-of-use assets	81,301	14,541
Finance, Audit & Accounting	29,836	24,462
Fundraising Expenses	341,667	270,965
Insurance	47,462	38,489
Interest Paid	2,173	8,246
Interest on lease liabilities	18,380	2,658
Law Reform	-	3,280
Legal Fees	54,316	-
Library, Resources & Subscriptions	89,374	89,013
Marketing	32,771	21,619
Meeting Expenses	157,064	40,461
Minor Equipment	22,546	24,467
Office Overheads	202,645	196,572
Other Premises Costs	190,544	256,790
Program & Planning	1,790	187,900
Repairs & Maintenance	33,393	36,322
Salaries & On-Costs	6,626,526	5,221,261
Staff Recruitment	30,375	317,972
Staff Training	154,374	39,671
Sundry Expenses	1,113	8,241
Travelling Expenses	71,163	25,562
	8,750,843	7,500,036
SURPLUS FOR THE YEAR	1,976,196	556,934
OTHER COMPREHENSIVE INCOME		
Land and Buildings Revaluation	(423,108)	1,455,210
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	1,553,088	2,012,144

Statement of Financial Position

FOR THE YEAR ENDED 30 JUNE 2023

		2023 \$	2022 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	5,388,864	3,796,628
Trade and other receivables	4	94,902	14,199
Other current assets	5	146,810	108,917
TOTAL CURRENT ASSETS		5,630,576	3,919,744
NON-CURRENT ASSETS			
Right-of-use assets	6	207,606	207,606
Property, plant and equipment	7	3,968,988	3,968,988
TOTAL NON-CURRENT ASSETS		3,860,383	4,176,594
TOTAL ASSETS		9,490,959	8,096,338
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	388,926	386,657
Short-term financial liabilities	9	-	37,113
Employee provisions	10	763,316	695,052
Deferred income	11	1,622,616	1,884,796
Lease liabilities	6	78,782	85,006
TOTAL CURRENT LIABILITIES		2,853,640	3,088,624
NON-CURRENT LIABILITIES			
Long-term financial liabilities	9	-	-
Lease liabilities	6	213,658	137,141
TOTAL NON-CURRENT LIABILITIES		213,658	137,141
TOTAL LIABILITIES		3,067,298	3,225,765
NET ASSETS		6,423,661	4,870,573
EQUITY			
Reserves		1,032,102	1,455,210
Retained surplus		3,415,363	2,858,429
Current year surplus		1,976,196	556,934
TOTAL EQUITY		6,423,661	4,870,573

Statement of Changes in Equity

FOR THE YEAR ENDED 30 JUNE 2023

	Land & Building Reserve	Retained Surpluses	Total Equity
	\$	\$	\$
Balance at 1 July 2021	-	2,858,429	2,858,429
Surplus after income tax for the year	-	556,934	556,934
Other comprehensive income for the year, net of tax	1,455,210	-	1,455,210
Total comprehensive income for the year	1,455,210	556,934	2,012,144
Balance at 30 June 2022	1,455,210	3,415,363	4,870,573
Balance at 1 July 2022	1,455,210	3,415,363	2,858,429
Surplus after income tax for the year	-	1,976,196	1,976,196
Other comprehensive income for the year, net of tax	(423,108)	-	(423,108)
Total comprehensive income for the year	(423,108)	1,976,196	1,553,088
Balance at 30 June 2023	1,032,102	5,391,559	6,423,661

Statement of Cash Flows

FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
Cash Flows from Operating Activities			
Receipts from customers (inclusive of GST)		8,566,788	7,603,655
Donations and other receipts		1,903,424	1,599,490
Payments to suppliers and employees		(8,665,150)	(8,208,046)
Interest received		34,188	5,174
Net Cash Inflow from Operating Activities		1,839,250	1,000,273
Cash Flows from Investing Activities			
Purchase of property, plant and equipment		(207,730)	(216,483)
Net Cash Outflow from Investing Activities		(207,730)	(216,483)
Cash Flows from Financing Activities			
Repayment of Loan		(37,113)	(349,056)
Interest paid		(2,173)	(8,246)
Net Cash Outflow from Financing Activities		(39,286)	(357,302)
Net increase/(decrease) in cash held		1,592,236	426,488
Cash at the beginning of the financial year		3,796,628	3,370,140
Cash at the end of the financial year	3	5,388,864	3,796,628

NOTES

to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2023

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of preparation

In the Board’s opinion, the company is not a reporting entity because there are no users dependent on general purpose financial statements.

These are special purpose financial statements that have been prepared for the purposes of complying with the Australian Charities and Not-for-profits Commission Act 2012 and the Corporations Act 2001, the Charitable Fundraising Act 1991 and associated regulations. The board have determined that the accounting policies adopted are appropriate to meet the needs of the members of Women’s Legal Service Qld Ltd.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (“AASB”) and the disclosure requirements of AASB 101 ‘Presentation of Financial Statements’, AASB 107 ‘Statement of Cash Flows’, AASB 108 ‘Accounting Policies, Changes in Accounting Estimates and Errors’, AASB 1048 ‘Interpretation of Standards’ and AASB 1054 ‘Australian Additional Disclosures’, as appropriate for not-for-profit oriented entities.

Historical cost convention

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

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company’s accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions are significant to the financial statements, are disclosed in Note 2.

a. Property, plant and equipment

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

Assets measured using the revaluation model are carried at fair value at the revaluation date less any subsequent accumulated depreciation and impairment losses. Revaluations are performed whenever there is a material movement in the value of an asset under the revaluation model.

The carrying amount of plant and equipment is reviewed annually by the Directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets’ employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts. In the event the carrying amount of plant and equipment is greater than the recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(l) for details of impairment).

b. Depreciation

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Class of Fixed Asset	Depreciation Rate
Property Improvements	2.5% - 20%
Motor Vehicles	20%
Office Furniture & Equipment	20% - 25%

The residual values, useful lives and depreciation methods are review, and adjusted if appropriate, at each reporting date.

An item of property, plant and equipment is de-recognised upon disposal or when there is no future economic benefit to the company. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

c. Employer provisions

Provision is made for the company’s liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee provisions have been measured at the amounts expected to be paid when the liability is settled. Contributions are made by the company to an employee superannuation fund and are charged as expenses when incurred. Employee entitlements to the non-salary portion of total employment package benefits unpaid at balance date are recorded as a liability.

d. Income tax

The company is exempt from income tax under section 50-10 of the Income Tax Assessment Act 1997.

e. Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

f. Comparative figures

Comparative figures, where necessary, have been reclassified in order to comply with the presentation adopted in the figures reported.

g. Economic dependence

The company is dependent on Government funding to operate. As at the date of this report the committee has no reason to believe the Government will not continue to support the organisation.

h. Revenue recognition

The entity recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the company is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the entity: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Sales revenue

Events, fundraising and raffles are recognised when the event occurs, not on the receipt of funds and are carried forward as a liability until the event takes place.

Donations

Donations are recognised at the time the pledge is made.

Grants

Grant revenue is recognised in profit or loss when the entity satisfies the performance obligations stated within the funding agreements.

If conditions are attached to the grant which must be satisfied before the entity 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.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

i. Trade and other receivables

Trade and other receivables include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

j. Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

k. Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of six months or less.

l. Impairments of assets

At the end of each reporting period, the committee reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in profit or loss.

m. Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of assets that necessarily take a substantial period of time to prepare for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use of sale.

All other borrowing costs are recognised in the statement of profit or loss and other comprehensive income in the period in which they are incurred.

n. New Accounting Standards and Interpretations not yet mandatory or early adopted

The entity has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ("AASB") that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

2 CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses.

Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Estimation of useful lives of assets

The entity determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Buildings and Land are estimated at fair market value.

Employee benefits provision

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

3 CASH AND CASH EQUIVALENTS

	2023 \$	2022 \$
Cash at Bank	3,730,444	2,656,055
Term Deposits	1,658,209	1,140,297
Cash on Hand	211	276
	<u>5,388,864</u>	<u>3,796,628</u>

4 TRADE AND OTHER RECEIVABLES

CURRENT		
Trade Debtors	94,902	14,199
	<u>94,902</u>	<u>14,199</u>

5 OTHER ASSETS

	2023 \$	2022 \$
Deposit	52,335	42,853
Prepayments	94,475	66,064
	<u>146,810</u>	<u>108,917</u>

6 RIGHT OF USE ASSETS

Right-of-use assets		
Leases for Properties	365,457	222,147
Leases for Properties	(95,842)	(14,541)
	<u>269,615</u>	<u>207,606</u>
Right-of use Lease liabilities		
CURRENT		
Leases for Properties	78,782	85,006
NON-CURRENT		
Leases for Properties	213,658	137,141
	<u>292,440</u>	<u>222,147</u>

7 PROPERTY, PLANT AND EQUIPMENT

LAND AND BUILDINGS

Buildings - At Fair Value	2,500,000	2,923,108
	2,500,000	2,923,108

PROPERTY IMPROVEMENTS

Property Improvements	1,167,346	1,022,416
Less Accumulated Depreciation	(268,035)	(230,205)
	899,311	792,211

Total Land and Buildings	3,399,311	3,715,319
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PLANT AND EQUIPMENT

MOTOR VEHICLES

Motor Vehicles	42,403	42,403
Less Accumulated Depreciation	(42,403)	(42,403)
	-	-

OFFICE FURNITURE & EQUIPMENT

Office Furniture & Equipment	510,492	465,265
Less Accumulated Depreciation	(319,035)	(211,596)
	-	-

Total Land and Buildings	3,399,311	3,715,319
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TOTAL PROPERTY, PLANT & EQUIPMENT	3,590,768	3,968,988
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The Entity's properties were revalued at 30 June 2023 by external valuation. Valuations were made on the basis of open market value in an arm's length transaction based on similar properties. An adjustment was made in the current financial year for the revaluation decrease through the Statement of Profit and Loss and Other Comprehensive Income.

8 TRADE AND OTHER PAYABLES

	2023	2022
	\$	\$
CURRENT		
Credit Cards	-	965
Accrued Expenses	44,580	56,160
Trade Creditors	87,315	115,731
GST Payable	125,657	122,795
PAYC Payable	105,565	91,006
Other Payables	25,809	-
	388,926	386,657

9 BORROWINGS

CURRENT		
Loan - CBA Mortgage Loan	-	37,113
	-	37,113

10 EMPLOYEE PROVISIONS

CURRENT		
Annual Leave Provision	398,382	334,628
Leave Loading Provision	-	58,560
Long Service Leave Provision	352,126	291,528
Paid Parental Leave Payable	1,787	-
TOIL Payable	11,021	10,336
	763,316	695,052

11 OTHER

Income in advance	1,622,616	1,884,796
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12 EVENTS AFTER THE REPORTING PERIOD

Women's Legal Service Queensland Limited changed legal structure in July 2023, from an Incorporated Association to a Company Limited by Guarantee.

No other matter or other circumstance has arisen since 30 June 2023 that has significantly affected, or may significantly affect the entity's operations, the results of those operations, or the entity's state of affairs in future financial years.

13 CONTINGENT LIABILITIES AND CONTINGENT ASSETS

The entity has no contingent liabilities and assets as at 30 June 2023 and 30 June 2022.

14 KEY MANAGEMENT PERSONNEL

Key Management Personnel costs for 2023 are exempt (2022: \$784,928).

STATEMENT
by Directors of the Board

The Board has determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

- In accordance with a resolution of the Board of Women's Legal Service Queensland Limited, the Directors declare that:
1. The financial statements as set out on pages 3 to 12 present a true and fair view of the financial position of Women's Legal Service Queensland Limited as at 30 June 2023 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the Australian Charities and Not for Profits Commission Act 2012; and
 2. At the date of this statement, there are reasonable grounds to believe that Women's Legal Service Queensland Limited will be able to pay its debts as and when they fall due.

This statement is signed for and on behalf of the Board by:

Genevieve Dee

CHAIR

Cindy Noij

TREASURER

Dated 21.11.2023

Auditor's Report

AUDITOR'S INDEPENDENCE DECLARATION



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DECLARATION OF INDEPENDENCE BY R M SWABY TO THE DIRECTORS OF WOMEN'S LEGAL SERVICE QUEENSLAND LIMITED

As lead auditor of Women's Legal Service Queensland Limited for the year ended 30 June 2023, I declare that, to the best of my knowledge and belief, there have been:

1. No contraventions of the auditor independence requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
2. No contraventions of any applicable code of professional conduct in relation to the audit.

R M Swaby
Director

BDO Audit Pty Ltd

Brisbane, 21 November 2023



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INDEPENDENT AUDITOR'S REPORT

To the members of Women's Legal Service Queensland Limited

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Women's Legal Service Queensland Limited (the registered entity), which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial report, including a summary of significant accounting policies, and the responsible entities' declaration.

In our opinion the accompanying financial report of Women's Legal Service Queensland Limited, is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) Giving a true and fair view of the registered entity's financial position as at 30 June 2023 and of its financial performance for the year then ended; and
- (ii) Complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

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 registered entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (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 for the purpose of fulfilling the registered entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Other information

Those charged with governance are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the registered entity's annual report, but does not include the financial report and our auditor's report thereon.



Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of responsible entities for the Financial Report

The responsible entities of the registered entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the committee members. The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible entities are responsible for assessing the registered entity'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 responsible entities either intend to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities 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. 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.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website (<http://www.auasb.gov.au/Home.aspx>) at:

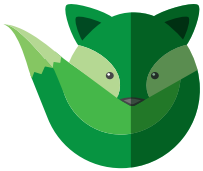
http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

This description forms part of our auditor's report.

BDO Audit Pty Ltd

R M Swaby
Director

Brisbane, 21 November 2023



This report was designed by the social enterprise
Green Fox Studio who share a passion for social
change and drive for equality.



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