



project
respect

Annual Report
2014/15

Artwork by Tuyet

To me, painting is like being able to let go and to escape of the business of the world and worries, sorrow or any pressures. When I paint, I feel relaxed and comfortable and present in the moment. I pick something nice and pleasant to be painted. So that when I look at my paintings it makes me happy and hope that it will make others happy, too.

I mainly paint with oil but sometimes also water colours. I also make my own canvas so that my work is more personal and has an element of being self-resourced and self-sustainable.

Tuyet Hamilton

Contents

Our Vision	5
Core Principles	5
Report from the Chair	7
Report from ED	9
Working with Women	11
Outreach and Support	11
Issues Identified by Women	12
Individual and Intensive Case Management Support	13
Specialised support for women who have been trafficked	15
Working with women from CALD background	15
Peer Support	17
Community Lunches	17
Weekends Away	17
Material Aid	17
Women's Words	19
Advocacy	20
Volunteer and Student Program	21
The Team	23
Awards	24
Financial Report	28



Our Vision

Core Principles

Project Respect's vision is for a world where women are free from trafficking, prostitution and sexual exploitation.

We aim to see this achieved by:

- 1 / Supporting women in the sex industry; through direct outreach, practical assistance, referral, ongoing emotional support, social inclusion and a sense of community.
- 2 / Empowering women who have been in the sex industry; using a strengths-based, woman-centred approach, facilitating access to genuine options to rebuild their lives outside the industry, and working to foster their sense of self-esteem and self-worth.
- 3 / Education of the community, informed by women from the sex industry; to bring about greater awareness of the impacts of prostitution and trafficking, and to prevent the exploitation and enslavement of women by the sex industry.
- 4 / Advocacy and activism, informed by women from the sex industry; to address the demand, violence and structural inequalities that maintain the sex industry.
- 5 / Research on the sex industry; to inform evidence-based practice and provide tools for social change.
- 6 / Leading the way in Australia; as the experts in specialist support for women who have been trafficked into the sex industry.

Project Respect's core principles are:

- + Feminist; recognising gender inequality and working to promote women's rights.
- + Women centred; our outreach is focussed on women's needs and experiences, and our activities led and informed by the women we support.
- + Respectful; for all women, acknowledging diversity and celebrating individuality.
- + Proactive; we are committed to being leaders in education, advocacy and research to achieve sustainable social change.
- + Compassionate; our work is grounded in compassion and empathy.
- + Human rights; for all women.
- + Non violence; we reject violence in any form, and focus on preventing violence against women.

Report from the Chair

Valli Mendez

SOMETIMES IT TAKES A CRISIS for an organisation to dedicate itself to renewal and the questioning how things have been done in the past. Project Respect has spent the year re-imagining its future direction after a somewhat shaky start to 2014/2015. With a threat of imminent closure, the community of women supporters and staff spoke very loudly and forcefully that this could not be allowed to happen to an organisation that has been at the forefront of support and service provision to women in the sex industry for fifteen years.

The turnaround for Project Respect would not have been possible but for the support of committed staff, an ever increasing group of volunteers and a dedicated Committee of Management. It has been especially poignant that the Founding Director, Kathleen Maltzahn, returned to Project Respect in 2015 to steer the organisation back so that it can continue to provide the unique frontline services and a community building focus to the women in the sex industry in Victoria.

While intense support for women in the sex industry is often needed, Project Respect is endeavouring to work towards more community building projects in the future that will provide women in the industry the opportunity to gain new skills, enable them to confidently advocate for themselves and for social change, and to have their voices heard directly in the wider community, albeit the Royal Commission and their recent media response to violence against women in the sex industry.

I would like to thank the Federal, State and Local governments (Attorney General's Department, City of Yarra and City of Monash) for their continued interest in and financial support for Project Respect's work and to the Philanthropic organisations (Inner North Community Foundation, StreetSmart, Cabrini, RE Ross, CBB and Mercy Foundation) that have provided much needed funding for specific projects. We also have a number of community members who regularly make donations and whose support over the year contributes to being able to fund some of the smaller things that can make all the difference to women's lives. This year, for the first time in its history, Project Respect received the largest private donation of \$40,000 from the Scharer Bequest. Undoubtedly, we would further welcome such generosity.

Let's build on the momentum of 2015's very public focus of male violence against women and what might be needed to change community attitudes so that Project Respect will happily become redundant and its services no longer needed.

Valli Mendez
CHAIR PROJECT RESPECT

Report from ED/ Founder

Kathleen Maltzahn

THIS YEAR HAS BEEN a tremendously exciting year for Project Respect. After uncertainty at the end of 2014, the new Committee elected at the November AGM has overseen the revitalisation and refocusing of Project Respect with positive results, building on the great work of our previous long-term director, Kelly Hinton.

Returning temporarily after so many years, I can see the many strengths that Project Respect has developed over the years, and it has been rewarding and exciting to build on these.

At the beginning of 2015, as a staff team, we identified the many gaps we could see in services and support for women in the sex industry. This presented us with a conundrum, as we knew staff were already working intensely with many women, and simply didn't have the hours in the day to do extra work. While we knew extra funding was crucial, realistically, even tripling our budget wouldn't be enough to fund the staff we would need to do this work. So we decided to look instead to our wonderful and supportive community, and to think differently about the role of our dedicated paid outreach workers.

In the past months, our outreach workers have shifted from primarily doing direct support with women to working intensively with a smaller number of women, and in the rest of their time, supporting volunteers and students to provide options we couldn't previously offer. They maintain oversight of support for women who need less intense support from us, but don't have to do everything themselves. Reflecting this, we've changed their title to Programs and Advocacy Coordinator (Case Management), a long title that reflects the facilitation role they play now. One of the benefits is that the women we work with have a bigger community to be part of, and can tap more skills and experience.

While we have always had wonderful students and volunteers, this shift in focus has meant that this year we have been able to massively expand their numbers, roles and place in the organisation.

Our students and volunteers have done everything from delivering food to women, planning a specialist program to support Chinese women in the sex industry, writing and translating our outreach newsletter, researching much-needed visa reforms for trafficked women, offering one-on-one and community support to women, researching the impact of family violence on women in the sex industry, developing our submission to the Royal Commission Into Family Violence including interviewing women to ensure their voices are heard, providing advice about working with children experiencing trauma, updating our manual for women who are new to the sex industry, cooking our delicious and much appreciated community lunches, developing a legal information service, answering our phones and managing our files, training staff and volunteers, writing funding proposals, improving our administration systems, conducting outreach to brothels, overseeing office renovation plans and designing a new office layout, speaking to the media, and more. They have helped us become a bigger, more dynamic organisation that better meets women's needs.

One of the exciting parts of this program has been the number of women from the sex industry who have been involved as students and volunteers, ensuring both that their expertise is at the heart of what we do, and providing them with opportunities to develop their skills, often as part of their educational requirements.

Thank you to each and every volunteer and student, who have made Project Respect such a energetic and encouraging place this year, and allowed us to massively increase our responsiveness to women. We have been learning as we went, instituting such a big volunteer program, so thank you for your patience and understanding.

All of this would have been impossible without someone with the skills, temperament and passion to manage all this, and we have been tremendously grateful to our volunteer coordinator Melissa, herself a volunteer, who, with our paid staff, has made our volunteer program work.

We have also focused this year on re-engaging with our members and supporters, moving to a more user-friendly website and data system. We look forward to continuing to strengthen our relationship with members and supporters in the coming year. We know they play a huge and important role in increasing community understanding of women in the sex industry, and are a crucial part of our community and advocacy.

Speaking of advocacy, this has been an important part of our work this year. In March, Kate Connett spoke to ABC TV's Late-line about being an outreach worker, and how this has shaped her views on harm, disadvantage and the sex industry. In the months that followed, we prepared our submission to the Victorian Royal Commission on Family Violence. A number of women who have been in the sex industry participated in ensuring that the submission captured women's experiences of family violence. Through the year, we have also continued to advocate for the rights of trafficked women and of women in the sex industry more generally.

There have also been some big changes in terms of staffing. For the first time in ten years, following the previous Committee's decision to cut staff numbers, Shirley is not working full time with us. We were thrilled, however, that she has been able to return one day a week, and also to see her in a management role in another organisation the rest of the week. Similarly, Yunmi has moved from full-time case work to running our outreach program part time, significantly expanding our outreach by working with great volunteers and students. Shei also returned this year part-time, and we were delighted when she then secured full-time work elsewhere. She was replaced by Rachel Kerrison-Evans, our new administrative officer and receptionist, who in her one-day position both keeps us in order and identifies how volunteers can fill the gaps when she is not here. Fortunately for us, Kate and Lena continued on, and have played a crucial role in refocusing and strengthening our work. Finally, this year, we have created a new Operations Manager role, which Rachel Reilly has ably filled, allowing us to significantly strengthen our work. My heart-felt thanks to all our staff for their fantastic work – they show commitment, ingenuity, skill and good humour, and have helped Project Respect thrive. Our thanks too to Andrea O'Byrne who acted as interim Director at the end of last year, providing important support to staff at a time of change.

Thank you too to our wonderful chair while I have been here, Valli Mendez, and our committed and thoughtful Committee of Management members. I appreciate your guidance and support.

Kathleen Maltzahn
ED/FOUNDER



Working *with* Women

Untitled By Tuyet

WE ASSIST WOMEN ONE-ON-ONE and help them access essential services - such as healthcare and legal representation. We support women in making police reports, gaining child custody, even applying for jobs in a new industry. While many community organisations become targeted, offering just one service, Project Respect remains broad. Led entirely by the needs of women, we place no limits on the length or type of support offered. At the centre of our support work is daily outreach, where we visit brothels in Victoria. We do this so women know we are available to them - without judgement - should they need us.

Our direct support staff go above and beyond, with deep care and compassion for the people they assist. Project Respect is unconventional, because we don't take 'clients'. Instead, we build relationships with women. Project Respect is alternative, because we welcome all women. Regardless of how they experience or think about the sex industry, we work with them. We stand alongside them, for as long and in any way that they need.

Project Respect plays a unique role in connecting women to essential services. The services industry is complex and overloaded, so we make it our job to stand alongside women, guide them through and provide referrals. To enable this, we work with other agencies, ensuring they offer assistance without prejudice. Sadly and unjustly, women in the sex industry can experience discrimination, even from those there to assist them. This can make women fearful and reluctant to seek help. Because we are a connector, we rely on other services to provide housing, or income support, or employment. But what we can, and always give, is our complete emotional support. Human connection. Compassion, and respect.

Outreach and Support

Brothel Outreach is a key activity of Project Respect, providing services and information to women in the sex industry who might not be aware of their rights and what kind of services they can access. Project Respect continuously develops the outreach program, and in 2014/2015, Project Respect separated the outreach program from the individual support program in order to expand the team and subsequently the coverage of the outreach program across the Greater Melbourne Region. The outreach team is now supervised by a staff member, but draws on volunteers and students who have various skills such as experience in the sex industry and bi- and multilingual language skills.

During 2014/2015, Project Respect conducted 145 brothel visits to 74 licenced brothels (of which, 8 brothels appeared closed). Project Respect met 329 women, with 249 (75%) women having Culturally and Linguistically Diverse (CALD) backgrounds - mostly from China, Thailand and South Korea. The biggest age group was 28 to 37 years old which made up half of women (171, 51%) we met. We met 68 women who were over 43 year old which totalled 20% of all the women met.

During brothel visits, it can be difficult for women to disclose issues they are experiencing. Despite this, Project Respect still manages to engage with women. The chart on the right indicates the issues women have raised.

A number of women in the sex industry were suffering from financial hardship and this links to other issues such as being a single mother, material aid, employment and education. One of the most common conversations women initiated with our team was about leaving the sex industry and pursuing further education. Women on student visas regularly discussed their education. Unfortunately, the outreach team was not able to communicate with 91 women out of 249 from CALD backgrounds due to significant language barriers.

Issues women raised during outreach visits



Issues Identified by Women

The following section highlights issues faced by some women in the sex industry that we have engaged with through either one-on-one work or outreach to brothels.

Stigma, Discrimination and Isolation

Women in the sex industry face a large amount of stigma, marginalisation and discrimination due to their involvement in the sex industry. In our experience (and something we advocate against), too often, the general public often perceives a woman's involvement as "a choice" and as choosing to do something "indecent". However, many of the women we met did not have a real choice in entering the sex industry due to lack of alternatives or opportunities. Women also experience discrimination by other service providers and government institutions such as DHHS or other authorities. Women we engage with repeatedly state they have to live behind a mask due to the fear of being judged, including by family and friends, which leads to significant isolation.

Single Motherhood

A large proportion of the women we engage with are single mothers who provide for their children at significant cost to themselves. They often say they are forced to do more shifts, or work longer hours since Federal Government cuts to the Parenting Payment.

Housing

Housing distress continues to be one of the most common and challenging issues faced by women. Approximately 70% of women we engaged with in 2014/2015 were under housing stress or experienced homelessness. Women find it extremely difficult to secure rental properties due to an exceedingly expensive housing market and the shortage of public and community housing and related services. Further, women often don't have proof of income or have difficulties paying rent due to the unpredictable nature of their income. We continue to meet women having to sleep at brothels due to homelessness, which results in women experiencing further exploitation by brothel owners or managers due to their 24-hour presence. Women report that managers may feel as if they "owed them" and hence women felt obliged to work double shifts or agree to be woken up to service a client.

Immigration

Approximately 50% of the women we work with are from CALD backgrounds, of which many are on a variety of temporary visas, requiring regular renewing. The complicated and constantly changing immigration process can make it difficult (especially for those who speak English as an additional language) to navigate the system, resulting in our team often being asked for assistance with immigration. It is very important for women (especially but not limited to women who have been trafficked) to be able to have access to quality immigration advice and support. Further, temporary and student visas (along with international student fees)

are often very expensive and women often remain in the sex industry to be able to pay for these services. (For further information about working with trafficked and CALD women see page 14 & 15)

Physical health and mental health

Physical health issues identified by women we engaged with include extreme or constant fatigue (due to long and/or night shifts or difficulties sleeping), reoccurring thrush and urine infections and pain during intercourse. Further, women often complain about back, feet and knee problems, which are exacerbated as a result of having to wear high heels.

A large number of the women we work with have been diagnosed with mental health issues, most commonly anxiety, depression and post-traumatic stress disorder. Other diagnosed mental health issues include personality disorders, bi-polar disorders or drug-induced psychosis. Some women state that their symptoms are intensified due to their involvement in the sex industry.

Family Violence

Family violence has particular and profound impacts on women from the sex industry. Whilst there is increasing research on and advocacy to address family violence, there is limited research about the relationship between this form of gendered violence and the experiences of women in the sex industry are facing. However, evidence suggests that women in the sex industry face higher rates of family violence than other women. This evidence is reflected by Project Respect's experiences, as a large number of women we engage with report currently living or having lived in a violent partner relationship, or having experienced various forms of family violence. Some women report that they entered the sex industry as a direct result of being in debt due to relationship breakdowns, or in attempt to secure the financial means to exit a violent relationship. In addition, men also perpetrate family violence against women in the sex industry in specific and additional ways. These forms of violence often go unrecognised by the police and specialist family violence services. In 2014/2015 Project Respect put an emphasis on highlighting the interrelation of family violence and the sex industry, including through our submission to the Royal Commission into Family Violence. (To read more about family violence and our submission, see page 20)

Legal issues

Many women we encountered required support with legal queries and support to access legal assistance. The most common issues were seeking intervention orders, custodial issues, fines, debt consideration and having experienced fraud.

Study, Employment and Language Barriers

Women we met often talk about alternative employment pathways or the desire to study. We also noticed an increase of women we encountered who are currently studying (most commonly English, Welfare Studies or Nursing). Some of the women we met talked about

wanting to leave the sex industry, however face barriers due to lack of (recent) mainstream work experience, gaps in their resumes and little formal education (including language barriers).

Sexual abuse/assault and other forms of physical violence

More than half of the women we encountered this year disclosed either childhood and/or adult sexual abuse and/or assault. From our observations, experience of various forms of violence can often be so embedded that they become "normalised", and when talking about the sex industry violence can often be perceived as "part of the job". For example, research indicates women can experience sexual abuse on a regular basis, however do not recognise it as such. Further, women we met during brothel outreach often talk about men biting their nipples, pulling their hair, being forceful and rough during intercourse or forcing women into sexual positions they did not consent to. Sexual and other violence experienced by women in the sex industry often remains unreported, as many women fear being stigmatised or discriminated against, including by the authorities.

Financial Abuse

Despite the fact that it is illegal in Victoria (Sex Work Act 1994) to live on someone's income earned in the sex industry, many women we encountered stated that they are supporting their partner financially. Their partners are also often unemployed, aren't looking for work and rely on the income earned in the sex industry. This year we met one woman who was pressured by her partner to continue to engage in prostitution to support his (and her) drug addiction.

Financial Hardship

A large number of the women we encountered are experiencing financial hardship. The sex industry is perceived as lucrative, however the reality is starkly different. Women often state work in brothels has become quieter over the past few years, lowering the amount of earning capacity. Some women have reported undertaking a 12-hour shift and make no money at all. The sex industry is also currently experiencing a shift from brothel work towards online and private escort work, which is having a huge impact on women, and can place them at a greater risk of potentially experiencing harm. Whilst we cannot assist women financially, women reported that our assistance through material aid has become a big form of additional support for them.

Drug and other substance use

Drugs and the sex industry often have been discussed together. While it is a common perception women enter the sex industry because of a drug habit, in fact the reverse is often true. We find women are introduced to drugs after having entered the sex industry, and then may develop an addiction, which results in a vicious circle of women remaining in the sex industry.

Women report that not only are drugs sometimes provided by their managers, but also by clients who bring drugs to brothels, and sometimes pay with drugs in lieu of money. Amphetamines (which enable women to stay awake and work longer) are reportedly common in the sex industry.

For example, the most common drug reported to be in use this year is 'Ice' (often used in combination with Benzodiazepines described as a tool to "come down" off ice and/or reduce anxiety). We provided women information about the effects of Ice and other drugs, including prescription medication and discussed seeking support through referrals to specialised services. Further, the use of anti-depressants, mood stabilisers and alcohol also remains high.

Self-esteem and body image

A large number of the women we met presented with extremely low self-esteem and/or confidence. We also were able to observe that discussions around body shape and weight loss are common. Many women we met disclosed they didn't feel comfortable in their own bodies. Women are being judged by their looks and body shapes every day when engaging in the sex industry. Some women (particularly those from North and South Korea) report having undergone plastic surgery including breast enhancement, liposuction, facelifts, collagen, Botox and other facial surgeries.

Pornography in brothels

Most brothels continue to show pornography in waiting rooms, the introduction area or rooms where sexual services take place. Women report through the screening of pornography, men's expectations are set to perform certain acts that they have been viewing, such as anal sex, unprotected sex or other pejorative or violent acts.

Individual and Intensive Case Management Support

Project Respect's unique support is individualised, women-centred and strengths-focused and available to any woman in the sex industry who seeks our assistance. There are no waiting lists, no time limits, and no judgment. Our support is tailored, flexible and entirely guided by women and our team goes above and beyond to support women.

In 2014/2015 we provided individualised assistance through intensive case management and long-term one-on-one support to over 159 women and their children (compared to last year 122). The amount of assistance provided has remained high and we were able to respond to all the queries for support despite decrease in funding and staff during this financial year.

Whilst we continue to receive a substantial number of referrals from other community and support organisations, we have noticed a significant increase in self-referrals as a result of our new outreach strategy, which saw a major expansion in brothel visits.



Untitled By Tuyet

Our support included:

- + Assistance in situations of family violence and sexual assault including accompanying women to the police, and assistance with navigating the justice system
- + Support with housing issues and homelessness
- + Support and referrals for legal and immigration queries
- + Assistance for single mothers
- + Support and referrals for mental health and other health issues
- + Helping women with financial issues
- + Assistance with and referrals for employment and education, including English language services
- + Advocacy and support with Child Protection-related queries
- + Referrals and support addressing drug, alcohol and gambling issues
- + Home visits
- + Support for women facing isolation
- + Peer and emotional support
- + Community Activities

When women first contact Project Respect they often find themselves in a situation where they are facing more than just one of the above complex issues. Situations like these can be very stressful for anyone. Further, the pressure for women to earn money in the sex industry amplifies the strain of their situation.

“I am truly privileged to be part of such a beautiful team that are mutually and equally empowering, passionate and supportive.”

“Project Respect has given me so much more and I am forever grateful.”

It is important to listen to the needs of the women and prioritise collaboratively and ensure that they are able to make decisions based on their own judgment. Our team builds rapport with women and provides consistent and reliable support. At the same time it is important to be realistic about how much and what forms of support are available and to not put too much pressure on a woman, as dealing with difficult life situations may take a long time and multiple steps. Most importantly, it is essential to acknowledge the strength and resilience of women.

Specialised support for women who have been trafficked

In 2014/2015 Project Respect continued to provide specialised and highly sensitive support to women who have been trafficked into Australia’s sex industry. This includes intensive case management, outreach and emergency accommodation. This year we assisted 13 survivors of human trafficking.

Our support program is especially important for women who are ineligible to access the Federal Support for Trafficked People Program (administered by the Australian Red Cross). Whilst Project Respect highly respects the Support for Trafficked People Program, unfortunately none of the women supported by us this year were able to access this Program.

“I dream that one day, I will have a normal life like everyone else, to no longer be under his evil regime. When I think about being under his control I am very afraid.”

Women have difficulties accessing the Support for Trafficked People Program due to its conditional nature, which requires women to assist the Australian Federal Police (AFP) with their investigations. AFP is also the authority which decides whether someone can access this form of government support or not.

Some of the women currently supported by Project Respect were willing to cooperate with the AFP, however were only able to access this form of support temporarily or not all, which resulted in one woman being deported back to her home country, and others living in a climate of uncertainty.

Others do not wish to engage with the authorities in Australia due to a range of reasons, including concern about their personal safety and that of their families in their home countries, lack of awareness of their rights and regulations in Australia or because they may have been told that the authorities could not be trusted. This can be intensified for women who come from countries where prostitution is illegal, or due to the fear of punishment upon returning home.

Whilst the majority of the women trafficked and currently supported by Project Respect have been trafficked from overseas - predominantly Asia (North and South Korea, Thailand and Malaysia) - we also supported a further women who had been trafficked domestically in Australia from one state to another. There is no government support available for victims of domestic trafficking and the numbers are almost invisible.

Project Respect’s support to women who have been trafficked ranges from long-term, intensive case management to assisting women in accessing relevant services, peer support and community activities, provision of information and specialised emotional support.

“I am incredibly thankful for the community of Project Respect that saved our lives, gave us a home, supported us with everything and made space in their hearts to love us. Everyone, who has helped us has done so through their big hearts. We have regained trust in our lives.”

In 2014/2015 our assistance included:

- + Supporting women with immigration queries to maintain their lawful status
- + Assisting women in accessing immigration advice
- + Assisting women to secure stable accommodation and provision of emergency accommodation
- + Linking women with local communities and organisations
- + Supporting women in accessing relevant services, including mental and physical health
- + Helping women to access educational services, including English language
- + Supporting women with alternative employment pathways
- + Supporting women in accessing information about the definition of slavery and Australian legislation and how to urgently seek help while under the control of their traffickers
- + Material Aid
- + Including women in Project Respect’s community connectedness and peer support programs

We also continued to participate in a range of advocacy activities, media and community raising events to discuss and educate women about human trafficking. Additionally, Project Respect is part of Australia’s National Roundtable on Human Trafficking and Slavery Senior Officials’ Meeting. (Please refer to page 20 to read more about our advocacy work)

Working with women from CALD backgrounds

Approximately half the women currently supported by Project Respect within the Greater Melbourne area are from CALD backgrounds.

Women from CALD backgrounds (including trafficked women) may often be exposed to additional issues due to factors such as language and cultural barriers, in addition to living and being newly arrived to a country with different rights, laws, regulations culture and customs. A large number of CALD women supported by Project Respect indicated they were on their own in Australia, without any support from family or friends. They are also trying to support their families in their home countries and/or are studying.

A large proportion of women from CALD backgrounds we supported this year do not have Permanent Residency or Citizenship status, and are typically not entitled to any government support or Medicare, and do not qualify to receive support from other services due to their immigration status.

The most common issues of the women from CALD backgrounds we engaged with were related to housing, immigration, difficulties in accessing and navigating support systems due to language barriers, lack of information about their rights, discrimination (including from other support services), barriers to study including expenses, employment, family violence and financial abuse.

We also observed women from CALD backgrounds are often dependant on their partners. This can, for example, be due to their visa status and governmental benefits being dependent on the relationship with the Australian citizen, as well as financially, language barriers and isolation. This may further be exacerbated by family violence.

Peer Support

“I feel better when I come in for lunch. The others make me feel like I am part of a special place.”

“Everyone is so friendly and kind. It made me and my mum think that we’re all in the big family.”

“I love the company and conversations.”

WE ALSO CONNECT WOMEN TOGETHER, supporting them to support one another, in their shared experiences. Intense stigma around the sex industry means it can be isolating. Through community lunches and weekends away we nurture a safe, non-judgemental and supportive network. For many women, Project Respect is simply and powerfully about belonging. It is their place to be. Outside the mainstream, in these rare spaces, women are understood, welcomed, and finally treated with respect.

This is our community and it is so much more than this. Stigma, discrimination and fear make it almost impossible to talk about the sex industry. So women hide what they do. They hide a major part of their lives. Even if a woman leaves the industry, the stigma remains - but the community she had there, instantly slips away. Project Respect offers women an informal space where they can honestly be themselves. Spaces where they can support one another, affirm and grow their incredible strength. Whoever they are, whatever their experiences or opinions, they are welcome.

Community Lunches

Project Respect continued to facilitate our fortnightly community lunches for women in the sex industry. Our lunches are an informal and safe environment, where women are not judged or discriminated against. Women often state that this is one of the rare occasions where they can just be themselves.

Our lunches give women the opportunity to get together, meet other people, share experiences, be supported and have discussions with people who understand their situation.

The women also have a free, freshly cooked and nutritious meal and if they wish they can take some fresh fruit, vegetable and other food home.

A huge thank you to second bite, Streetsmart, Thomas Dux Richmond and Foodbank for all the amazing food we used for the lunch preparation! Your support is much appreciated by both the women and also Project Respect!

Weekends Away

Project Respect once more facilitated two recreational and therapeutic weekends away for 23 women from the sex industry and their children.

Our weekends are held in a peaceful country setting, providing a safe and non-judgmental space where women can relax, get away from daily stresses, gain peer support and have thoughtful discussions with other women. During these weekends, women are often able to develop friendships and other trusting relationships with other participants.

At these weekends, women and their children are provided with healthy food (prepared by our staff, however women are welcomed to cook if they wish), a daily activity and a remedial massage.

This year, we had a large number of children joining us on the weekends. Women and their children stated that this was a great opportunity for a small vacation (which they otherwise wouldn't have been able to afford) and also a great time for mothers and their children to connect by spending time together.

A huge thank you to Cabrini Linen, Streetsmart and the City of Yarra.”

“It was a break and opportunity to get away. I never get that opportunity.”

“It gave us a change to enjoy company of other children and adults.”

“I was feeling quite despondent and disconnected so it was incredible to be able to reconnect socially.”

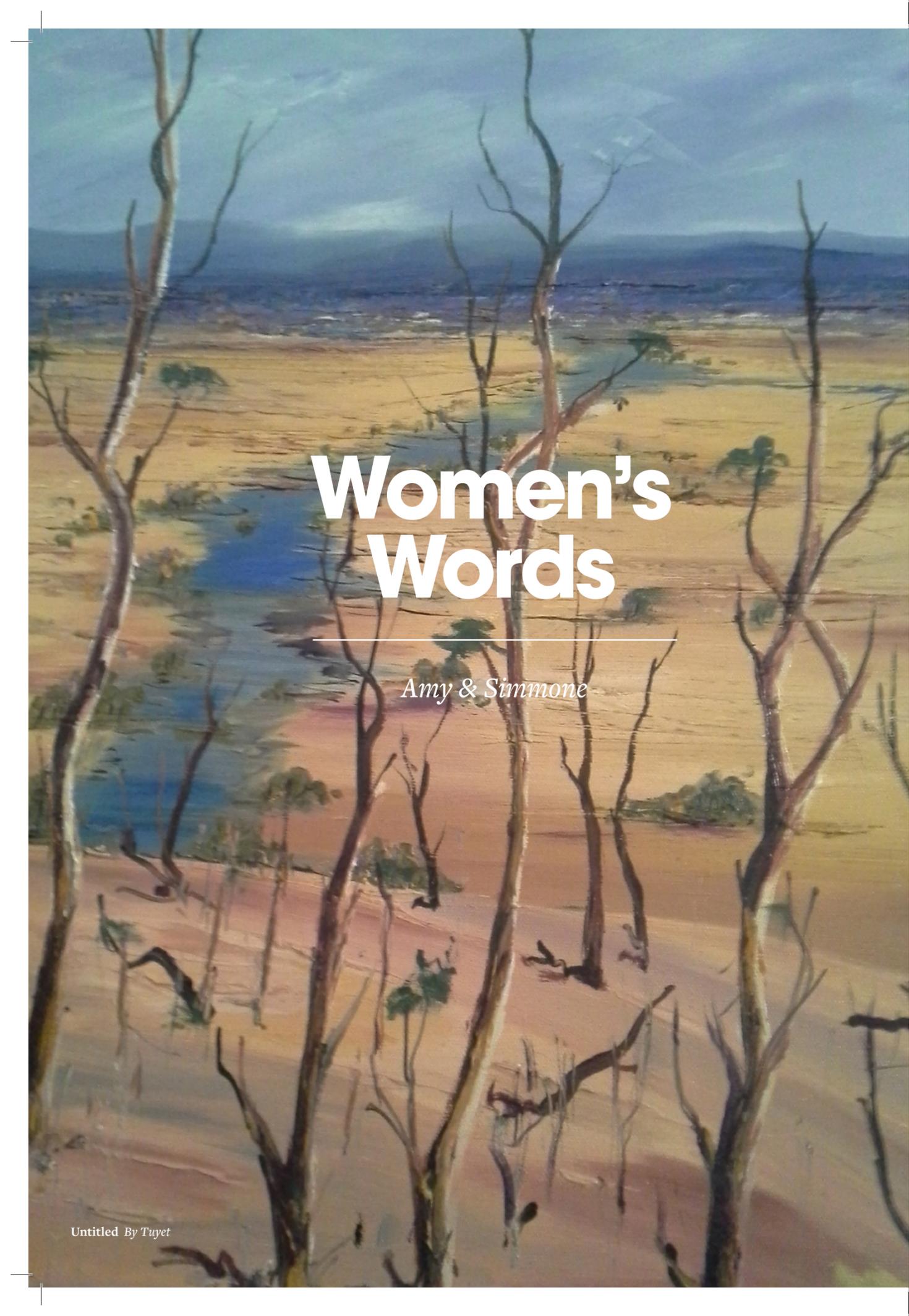
“It connects me with women who share my experiences. I can be open and share my stories, growth and strength. I feel totally welcome.”

Material Aid

We continued to provide material aid to women and their families in the form of food, clothing and household items to everyone individually supported by Project Respect.

Many women report this form of support has become essential to their daily lives. Some women even stated because of this form of extra support, they were able to exit the sex industry and still have enough food to support their families.

Project Respect would like to sincerely thank Mumsfin, St Kilda Mums, New Hope, Deanna Papo, St Marys House of Welcome, Soroptomists, ACRATH and the Malcolm Foundation for their great support.



Women's Words

Amy & Simone

Untitled By Tuyet

Angels of Hope

By Amy

I am currently approaching the end of a university degree in Social Work. I finally returned to this course after years of struggling with my own personal history of abuse, trauma, mental illness, addiction and street work. Consequently leaving me with a criminal record of petty crimes associated to these domains.

I never imagined such extreme desperation and despair could be a part of my life, as I thought it only happened to “those” people. Until the day, I stood in their shoes, waiting on a street corner and it hit me, this can happen to anyone, it does not discriminate.

Unfortunately our society does stigmatize and discriminate, which to my surprise was very much alive within the social work field, as organisations refused my placement proposals based on my past.

So after fighting for my life, to recover and become a functioning, productive member of society again, I now had to fight to get others to give me a chance. Doors of professional opportunities to further my learning were being closed to me unlike fellow students.

This disheartening reality was beginning to break me back down into the box I was once hidden, until I followed a personal dream to volunteer here. Project Respect restored my hope and courage to keep fighting for what I believe in, whilst reinforcing the belief that I can do it.

They not only offered me a placement but completely embrace and value my opinion, insight and experiences, re-framing them as the invaluable assets that they are, incorporating a component always missing from my life; a place where I can thrive as myself without fear of judgment or punishment and a sense of belonging. It is promising to see social workers alike actually practice what they preach.

I am truly privileged to be part of such a beautiful team that are equally empowering, passionate and supportive. This opportunity allows me to continue progressing personally and professionally, securing a bright future. I prayed just to be given a chance but Project Respect has given me so much more than that and I am forever grateful.

Untitled

By Simone

*The wind is howling through the trees,
I hear a dog barking from a distance,
The whistle of a stream train,
I'm at a station, but which station?
There are no signs no lights.
I am alone, cold and in the dark
A train appears pulling in the dark
Slowly, smoke and steam covering the platform.
As the old train leaves there are people everywhere, women,
children and men of all ages.
All bustling around going about their business,
People yelling to buy their produce, fruit & veg, old wares and
second hand clothes.*

*I move towards a stall, though my feet don't move,
I'm stuck, people walk through me like I'm not even there.
I am here, I yell, no one hears
The train I thought, I hear the same dog bark in the distance
But somehow it sounds closer this time,
The whistle, of the train it's loud and seems to go on forever.
As it pulls in, I'm left alone again.
Cold, wet and in the dark.
I turn and a young child approaches me
And whispers in my ear
It's your choice to stay alone.*

Advocacy

WHILE WE WILL ALWAYS SUPPORT women directly, we know that the best outcome is a world free from sexual exploitation - a world without need for our support. To realise this vision, we need broader social change, and this year we have continued to advocate for this change.

It has been deeply encouraging to see the growing public and political attention to violence against women and children over the last year and more, in particularly to family violence. It is vital that government and community responses to family violence recognise the specific issues for women in the sex industry. Because of this, during 2014-2015, we wrote a submission to the Victorian Royal Commission Into Family Violence. Our submission was informed and shaped by a number of women who have been in the sex industry who volunteered to work on the submission. Our submission drew on their insights, research on family violence against women in the sex industry, and our own knowledge based on work with women.

Family violence has particular and profound impacts on women who are (or have been) in the sex industry. Family violence is perpetrated against women in the sex industry in the full range of ways it is perpetrated against women in the broader community, and evidence suggests women in the sex industry may experience family violence at higher rates than other women in the sex industry. In addition, men also perpetrate family violence against women who in the sex industry in seven specific and additional ways. These forms of violence frequently go unrecognised by police, specialist family violence services, and other parts of the family violence system, leaving women at heightened risk.

Women in the sex industry have a particular experience of family violence due to the following factors. They:

- + are frequently subjected to a range of gender-based violence, including during their work in the sex industry, that compounds the family violence they experience, and they are disproportionately likely to have experienced violence as children.
- + experience additional barriers to seeking help when they are subjected to family violence because of entrenched and persistent stigma and discrimination.

- + experience high levels of family violence and other violence against women, but may be less likely to label these experiences as violence because they have been exposed to and have normalised violence in their childhood, in previous relationships and in the sex industry.
- + experience family violence that relates to and is a part of other crimes, such as trafficking in women for marriage and for prostitution.
- + also enter the sex industry as a consequence of family violence, including when they leave relationships with violent men, to gain access to an income.

Moreover, failing to address family and other male violence against women in the sex industry makes other women vulnerable to men's violence. Policy and programs based on a broad understanding of men's violence against women and children in all its forms, across all sites, will be more effective in addressing the root causes of violence against women and in showing men that violence is unacceptable, whether in the family home, on the streets, in the workplace or elsewhere.

We highlighted these issues in relation to the Royal Commission Into Family Violence in a number of ways, including through supporting women from the industry who had experienced family violence to attend consultations with Commissioners and supporting women to make individual submissions to the Commission. Representatives from the Royal Commission came to Project Respect to help women make these submissions, and we greatly appreciate their support in this process. In addition, we prepared our submission to the Commission.

This year we also continued to reach out to the community and decision makers through the media. One highlight was a segment on ABC TV's Lateline about issues for women in the sex industry, which focused on our work with women. Thank you to staff member Kate Connett and one of the women we work with, 'Lisa', for speaking out so eloquently. We also continued to speak directly to the community, through speaking engagements with a range of groups.



Volunteer Program

PROJECT RESPECT HAS OVER TIME, developed a strong volunteer program, providing excellent work experience for those wishing to assist and support us with our work. In the past year, Project Respect felt there was more demand for our support than we had human resources, and so we responded by increasing the volunteer program to better support the existing staff, while developing new streams of volunteering to make the program more robust. The volunteer program now includes the following streams: Administration, Community Development, Casework and Outreach work, Therapeutic Programs, Communications, Research (including policy), Grant Writing and Fundraising (including Strategic Networking).

While the rejuvenated program was still in its infancy towards the end of 2014/2015, over 20 women were engaged in the volunteer program across the different streams. What we also discovered through our volunteer information nights was the diversity of experience, skills and expertise women who wanted to volunteer with Project Respect had to offer. It was through some of these informal conversations that new ideas for programs were born and are now underway.

Student Placement Program

IN ADDITION TO THE REJUVENATED Volunteer Program, Project Respect developed a more structured and streamlined Student Placement Program towards the end of the 2014/2015 year. Project Respect was lucky to have three RMIT Masters students working on a program for Chinese women, as well as several other students from different institutions on placement. The students worked collaboratively or individually on a mix of both research and direct service work with women. The Student Placement Program is assisting Project Respect to expand its breadth of outreach to brothels, support to women, as well as an internal focus on developing better operational procedures.

The Team

Staff

Andrea O'Byrne
INTERIM EXECUTIVE DIRECTOR

Kathleen Maltzahn
FOUNDING DIRECTOR

Kate Connett
ADVOCACY AND PROGRAMS COORDINATOR

Rachel Kerrison-Evans
ADMIN OFFICER AND RECEPTIONIST

Yunmi Lee
OUTREACH COORDINATOR

Rachel Reilly
OPERATIONS MANAGER

Lena Katharina Sivasailam- Pichler
ADVOCACY AND PROGRAMS COORDINATOR

Shei Vadjdi
ADMIN OFFICER

Shirley Woods
STRATEGIC ADVISOR

Committee of Management

Current

Valli Mendez
CHAIR

Norelle Keem
TREASURER

Christine Craik

Ada Conroy

Christie Heart

Aine McGrath

Jacqui Ng

Caroline Norma
SECRETARY

Deanna Papo

Naomi Vallins

Onnie Wilson

Resigned or on leave

Helena Maher (on leave ..., resigned)

Previous Committee (to Nov 2014 AGM)

Tracy Castelino
CHAIR

Avi Tan
VICE CHAIR

Gaye McCulloch
TREASURER

Mischa Barr
SECRETARY

Louise Arkles

Karina Freeman

Emma Smallwood

Volunteers

Lisa Ashton

Deborah Byrne

Anna Chambers

Karan Day

Anna Fasolo

Tegan Larin

Christie Heart

Hayley Hunter

Gabby Lawrence

Manda Malekin

Rowena Morrison

Donna Nedelkos

Mi Hoa Nguyen

Meg Pearce

Priya Prabhu

Sarah Raiter

Malorie Raymakers

Simonne Robertson

Nina Roxburgh

Keat Ling Seu (Kelly)

Susan Shelton

Sarah Skerlak

Lucy Stanton

Allana Smith

Shasta Stevic

Melissa Tines

Miranda Webster

Lisa Wulfsohn

Students on Placement

Karan Day (Kara)

Rebecca Griffin (Bec)

Rongzhen Lin (Erin)

Kea Leng Tao (Kayley)

Yanjun Xu (Leona)

Finally, a very special thank you to those individuals and supporters who are too numerous to mention by name, but are so important to our team at Project Respect

Awards

The Valli Mendez Award

In 2012/2013, Project Respect launched the Valli Mendez award, in recognition of a previous Coordinator, long term volunteer and a current Committee Member at Project Respect.

This award was created to recognise and acknowledge volunteers who go above and beyond in order to support our work. Organisations such as ours would be lost without our super skilled and generous volunteers.

There were many amazing women volunteering at the office this year, and so it was difficult to pick just one - however we managed to narrow it down to two outstanding women:

Melissa Tines – Volunteer Coordinator

Melissa worked tirelessly as the Volunteer Coordinator, and has been instrumental in redeveloping, implementing and overseeing the Volunteer program. Due to Melissa's dedication, passion and drive, Project Respect has an exceptional and robust volunteer program, which keeps on blossoming. The volunteer program is essential in enabling us to better support the women we work with.

Melissa is also very active in many other areas of operation, and has taken the lead in redeveloping our community garden, involving women we support, students and volunteers along the way. Melissa has also been providing one-on-one support to women, and in general, helped out Project Respect in many different capacities.

Keat Ling Seu (Kelly) - Outreach Support Worker

Kelly undertook her position as a volunteer Outreach Support Worker with dedication, commitment and passion, and has assisted in supporting some of the most marginalised, stigmatised and vulnerable women in Australia. Kelly not only conducts Outreach to brothels, but also provides one-on-one complex and highly individualised support for women.

In addition to English, Kelly speaks three languages, Malay, Mandarin and Cantonese, which has proven to be especially beneficial when Project Respect meets women in brothels who have limited English language skills. Thanks to Kelly's skills and dedication, Project Respect has been able to expand its support services to women.

The Kathleen Maltzahn Award

The Kathleen Maltzahn Award, launched in 2011/2012, recognises and acknowledges the work of those women, who go above and beyond in order to support women in the sex industry, including those trafficked. They often do so quietly and unnoticed – doing things because they need to be done, not for credit or the limelight.

One of the things we are most passionate about at Project Respect is ensuring women's voices are heard. This is difficult for women in the sex industry, as it involves outing themselves, and the stigma and discrimination they face afterwards can be devastating.

Simonne Robertson - Foodbank and Casework Support Volunteer

Simonne has worked diligently and untiringly, assisting with pick-up, distribution and then delivery of our Foodbank supplies, which ties in with her position as a Casework Support Volunteer. Simonne is incredibly committed to her work, and undertakes her role with vigorous enthusiasm and passion. Simonne has fostered strong relationships with many of the women which Project Respect supports, and provides emotional support to women who have experienced violence, trauma and often find themselves in isolation within their own homes.

Thanks to the ongoing commitment from Simonne, Project Respect has expanded its support to women, provided regular food delivery AND provided in-home emotional support to women, which in turn decreases the risk of homelessness and isolation – that is a superhuman effort Simonne!

Simonne's presence in the office is quite often a whirlwind of friendliness and, well, noise, but it is the hello and hug many of us look forward to each fortnight!

The Project Respect Student Award

Project Respect is proud and excited to launch a brand new award for the 2014/2015 year! The Project Respect Student Award is in recognition of the highly skilled and dedicated students providing support and conducting research for Project Respect.

Students on placement can spend anywhere from three to five months with Project Respect, and during this time they become an integral part of the team. It is a bittersweet moment when students leave – it means we no longer enjoy their presence at Project Respect, but they get to spread their wings, and head on out and find (paid!) work in the sector.

It was a tough task selecting just one individual, so we selected two recipients this year:

Erin (Rongzhen Lin)

Erin showed herself to be a dedicated, insightful and hard-working woman from the first day she arrived at Project Respect, when she immediately commenced work on her research assignment, as well as assisted with direct service work with a woman who was requiring complex support.

During her placement, Erin played a key role in producing excellent research on “The Needs and Barriers of Chinese Women in the Sex Industry”, while also taking on anything and everything which was given to her in the office - Erin could be found down at the police station or the legal clinic supporting a woman to fill in forms or attend appointments, gardening in the community garden, supporting women at our shelter, assisting with unpacking and storing of Foodbank deliveries or even ducking down to the shops to get some supplies.

Erin also took the initiative to translate our bi-monthly newsletter into Mandarin, allowing Project Respect to communicate with a wider group of women through our Outreach to brothels.

It didn't matter what needed to be done, Erin was there to assist and support Project Respect, staff, volunteers and students in any and every capacity possible.

Kara Day

Kara has worked tirelessly at Project Respect engaging in various areas of Project Respect's operations. She brings a big amount of passion and eagerness to her roles and is someone we can always rely on. She has had two roles with us, as Royal Commission into Family Violence Researcher as well as Outreach and Casework Support Worker. She helped develop Project Respect's submission for the Royal Commission into Family violence, highlighting the specific experiences of women in the sex industry in relation to family violence, discussing a topic which is invisible in many other research papers. Additionally Kara engages with women on a regular basis. She is a valuable member of our outreach team conducting outreach to brothels where she connects with and fosters relationships with women. Kara also facilitates our community lunches which are a great space for women to come together in a safe space to simply talk, share experiences and have a nutritious and freshly cooked meal. Kara not only cooks and but also provides emotional support and engages with women on a one-to-one basis during those lunches.

Thanks to Kara's commitment we were able to expand our outreach program and we also have noticed an increase in women attending our fortnightly community lunches.

We are very privileged to have such a caring and wonderful woman on our team

Financial Report

For the year ended 30 June 2015

Notes to the Financial Statements

1. Summary of Significant Accounting Policies

a / Basis of Preparation

The directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements that have been prepared in order to meet the needs of members.

The financial statements have been prepared in accordance with the significant accounting policies disclosed below which the directors have determined are appropriate to meet the purposes of preparation. Such accounting policies are consistent with the previous period unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes.

b / 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. Bank overdrafts also form part of cash equivalents and presented within current liabilities on the balance sheet.

c / Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

d / Employee Benefits

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 benefits that are expected to be 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 twelve months 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. Cash flows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows. Changes in the measurement of the liability are recognised in profit or loss.

Employee benefits are presented as current liabilities in the balance sheet if the company does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.

e / Property, Plant and Equipment

Property, plant and equipment are carried at cost, independent of directors' valuation. All assets excluding freehold land, are depreciated over their useful lives to the company. Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

f / Leases

OPERATING LEASES

The minimum rental revenue of operating leases with fixed rental increases, where the lessor effectively retains substantially all of the risks and benefits of ownership of the leased item, are recognised on a straight line basis. Revenue from other leases is recognised in accordance with the lease agreement, which is considered to best represent the pattern of service rendered through the provision of the leased asset.

g / 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 entity 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. All revenue is stated net of the amount of goods and services tax (GST).

SALE OF GOODS

Revenue is recognised on transfer of goods to the customer as this is deemed to be the point in time when risks and rewards are transferred and there is no longer any ownership or effective control over the goods.

INTEREST REVENUE

Interest is recognised using the effective interest method.

OTHER REVENUE

Other revenue is recognised when the entity is entitled to the funds.

h / 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). In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. 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 balance sheet.

*The accompanying notes form part of these financial statements.

These financial statements should be read in conjunction with the attached .

Independent Auditor's Report

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of PROJECT RESPECT INC., which comprises the balance sheet as at 30th June 2015, and the income statement, statement of changes in equity and cash flow statement for the year then ended, a summary of significant accounting policies, other explanatory notes and the Committee declaration.

The Responsibility of Committee for the Financial Report

Committee of the association are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the financial reporting requirements of the entity and are appropriate to meet the needs of the members. The Committee responsibility also includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the

assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation and fair presentation of the financial report 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Committee, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the Committee financial reporting under the Constitution. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

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

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional accounting bodies.

Auditor's Opinion

In our opinion, the financial report presents fairly, in all material respects, of the financial position of PROJECT RESPECT INC. as of 30th June 2015 and of its financial performance and its cash flows for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

Lionel R. Arnold
PARTNER

J. L. Collyer & Partners
ACCOUNTANTS

Dated in Glen Waverley on 19th November 2015

Balance Sheet

	2015 (\$)	2014 (\$)		2015 (\$)	2014 (\$)
Equity					
Unappropriated Profit	196,320	227,140			
Total Equity	196,320	227,140			
<i>Represented by:</i>					
CURRENT ASSETS			CURRENT LIABILITIES		
Petty Cash	133	312	Sundry Creditors	19,864	4,183
Cash at Bank	213,862	288,981	ANZ Visa Card	-	1,091
Sundry Debtors	402	33	ATO Integrated Client Account	-	(53,201)
Accounts Receivable	7,750	-	Provision for Holiday Pay	14,150	16,165
Prepayments	800	-	Provision for Long Service Leave	300	14,656
			Provision for GST	-	57,859
	222,946	289,325	PAYG Withholding Payable	-	3,651
NON-CURRENT ASSETS			Income in Advance	18,000	50,000
Office Equipment	325	325	Other Payroll Liabilities	-	12
<i>Less Accumulated Depreciation</i>	216	108		52,315	94,417
	108	216	Total Liabilities	52,315	94,417
Motor Vehicles	49,904	49,904	Net Assets	196,320	227,140
<i>Less Accumulated Depreciation</i>	24,853	18,615			
	25,051	31,289			
Office Furniture & Equipment	1,979	1,979			
<i>Less Accumulated Depreciation</i>	1,451	1,253			
	528	726			
	25,688	32,232			
Total Assets	248,634	321,557			

Statement of Changes in Equity

	2015 (\$)	2014 (\$)
Retained Earnings		
Balance at 1 July 2014	227,140	194,561
Prior Year Adjustment	480	0
Profit Attributable to Members	(31,301)	32,579
Balance at 30 June 2015	196,320	227,140

Statement of Cash Flows

	2015 (\$)	2014 (\$)
Cash Flows from Operating Activities		
Receipts from Customers	325,337	569,620
Payments to Suppliers and Employees	(405,963)	(521,056)
Interest Received	5,510	5,338
Finance Costs	(181)	(3,239)
Net Cash Outflow from Operating Activities	(75,297)	50,664
Net Decrease in Cash Held	(75,297)	50,664
Cash and Cash Equivalents as at 1 July 2014	289,292	238,628
Cash and Cash Equivalents as at 30 June 2015	213,995	289,292

Subsidiary Report for Notes

	2015 (\$)	2014 (\$)
RECONCILIATION OF CASH FLOW FROM OPERATIONS WITH PROFIT AFTER INCOME TAX		
Loss after Income Tax	(31,301)	32,579
ADJUSTMENTS FOR NON-CASH COMPONENTS IN PROFIT:		
Depreciation	6,544	6,544
CHANGES IN ASSETS AND LIABILITIES		
Increase in Trade and Other Receivables	(8,439)	(7)
Decrease in Trade and Other Payables	(25,731)	3,051
Decrease in Provisions	(16,370)	8,497
Net Cash Decrease in Cash Held	(75,297)	50,665

Profit and Loss Statement

	2015 (\$)	2014 (\$)	2015 (\$)	2014 (\$)
Income			Expenditure	
Interest Received	5,510	5,338	Accountancy Fees	13,961
Donations & Fundraising	131,551	36,405	AGM & Annual Report	-
Sales	317	1,705	Advocacy	-
OTHER REVENUE			Audit Fees	1,817
Other Income	2,727	845	Bank Charges	388
GOVERNMENT SUBSIDIES			Bookkeeping Fees	-
Grants - City of Yarra	1,000	67,813	Conferences/Subscriptions	1,573
Grants - City of Monash	8,070	8,070	Consultancy Fees	40,933
Grants - R E Ross Trust	12,000	30,000	Depreciation	6,544
Grants - City Greater Dandenong	-	6,000	Donations	300
Grants - Federal Attorney General (POCA)	155,000	49,000	Fundraising Expenses	-
Grants - Less Carried Forward	-	50,621	General Expenses	36
Grants - Ian Potter	-	13,000	Hire Expenses	-
Grants - NJC	-	(596)	Holiday Pay	(15)
Grants - Westpac Foundation	9,091	-	Insurance	5,278
Grants - General	9,500	14,524	Interest Paid	181
Grants - Attorney General Grant Income	-	49,000	Information Technology	2,229
Grants - Inner Nth Com Grant Income	-	25,900	Legal Costs	96
Grants - Cabrini Grant Income	5,000	5,000	Long Service Leave	(14,356)
Grants - DOH Grant Income	-	150,000	Meeting Expenses	494
Grants - Art Victoria Grant Income	-	22,594	Project costs	5,353
Grants - ACF Grant Income	-	13,586	Rent, Utilities & Office Expenses	21,319
Grants - City of Melbourne Grant Income	-	20,000	Repairs & Maintenance	175
	339,766	568,805	Salaries & Fringe Benefits	228,752
			Sick Leave	-
			Staff Training & Welfare	200
			Storage Fees	315
			Sundry Expenses	-
			Superannuation Contributions	19,964
			Telephone	9,766
			Translation/Consulting	-
			Travelling Expenses	14,083
			Workcover	11,679
				371,067
				536,226
			Surplus/(Deficit) at 30 June 2015	(31,301)
				32,579



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www.projectrespect.org.au

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