

2023-24 Annual Report



WIO

working it out

Tasmania's gender, sexuality and intersex
support, education & advocacy service

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OUR HISTORY

WIO emerged out of the campaign to decriminalise male homosexuality in Tasmania in the 1990's. The widespread community backlash against the decriminalisation led to a spike in suicides amongst young, gay Tasmanians. A number of concerned community members and allies formed a group to address this growing problem, eventually commissioning a report. This report, *Working It Out: A needs-based analysis of sexual minority youth in North West Tasmania*, called for the provision of specialist services to support Tasmania's LGBTIQA+ people and the organisation was thus born.

ACKNOWLEDGEMENTS

Working It Out pays our respect to the traditional owners and custodians of this land



and water, the country of the palawa here in Lutruwita. Sovereignty has never been ceded. It always was and always will be, Aboriginal land.

We acknowledge the contemporary Aboriginal communities, who have survived invasion and dispossession, and continue to maintain their identity, culture and Indigenous rights. We recognise the value of continuing Aboriginal knowledge and cultural practice, which informs our understandings of history, culture, science and the environment.

We also acknowledge LGBTIQA+ advocates, friends and allies whose courage and strengths have helped to make this a more just society for lesbian, gay, bisexual, transgender, intersex, queer and asexual/aromantic populations and their friends and families. Their commitment to change, their resistance and courage to achieve justice has impacted on all of us to some degree. For some of us there is ongoing hurt, anger or frustration. We are mindful of this in both the way we work and engage with others.

LANGUAGE

Working It Out uses the umbrella term LGBTIQA+ because it is recognisable to many of the organisations and individuals we interact with. However, when working within our population groups we use the language of the people in the room, mindful that there are diverse expressions of body, relationship, gender and biological sex.



When using the umbrella term LGBTIQA+ we explain why we do so. All language evolves and changes. Using respectful and inclusive language means checking with the person about how they identify and the pronouns they use for themselves.

The word 'families' includes chosen families, recognising the complex relationships which can underpin the lives of LGBTIQA+ people.



Our Vision <p>Is of a just and inclusive society that celebrates people of diverse sexualities, sex and genders.</p> Our Mission <p>To create change through lived-experience-based education, support and advocacy which enables LGBTIQ+ Tasmanians to live their best lives.</p> Our Values <ul style="list-style-type: none">• Pride• Respect• Cultural Safety• Reflection• Creativity	Our Focus <p>We work to support all Tasmanians of diverse sexuality, sex and gender and across all domains and sectors. However, based on recent research and service mapping, we have identified the following as key areas of focus for our work 2022-2025.</p> COMMUNITIES <p>Trans and gender diverse, intersex, young people, older people, people with disabilities, diverse cultural communities</p> DOMAINS <p>Primary: Preventative mental health, community connection Emerging: Therapeutic mental health, intimate partner and family violence, alcohol and other drugs, homelessness, and housing insecurity</p>
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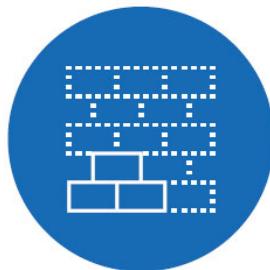
Goal 1: Support



Goal 2: Connect



Goal 3: Build



Goal 4: Grow



FROM THE CHAIR & CEO

The 2023-24 year was a milestone in WIO's history as we continued to implement our 2022-25 Strategic Plan. In addition to the great work the organisation does day in and day out in supporting, educating and advocating for LGBTIQA+ Tasmanians, we also celebrated achievements in several key areas.

One we are particularly proud of is having offices in three locations across the state (Burnie, Launceston and Hobart) with two or more staff in each location for the first time in the organisation's history. This reflects our commitment to being a statewide organisation and the significant growth in service provision across the north and north west since 2021. The addition of new Pride Coffee gatherings in Queenstown and Rosebery also saw us commit to engagement on the west coast.

This year also saw the implementation of an organisational restructure. Historically, WIO had relied on a flat structure, where the CEO managed all staff, a structure that was unsustainable and limiting the organisation's capacity to grow. By restructuring the organisation, we were able to create two new management roles. Olivia Hogarth became Manager of Learning & Programs and Andrew Badcock was our Manager of Policy & Support. The new managers worked with the CEO to create an executive team. This team worked collaboratively throughout the year to consider issues, changes and ideas, and to share the load of running the organisation. The change also allowed WIO to address the 'one person dependency' problem. that the lone CEO model had represented.

The restructure further allowed us to create a dedicated 'Support Team' which provided better engagement and support for our direct service delivery staff.

Funding hit a milestone in the year, with WIO achieving its highest level of funding ever. We received new funding for our work in schools, for the delivery of the Age Care Volunteer Visitors scheme and for our policy and research work. This stood alongside existing funding for important programs such as Better Lives (improving outcomes for people with innate variations of sex characteristics), the Working It Out Together buddy program, Peer Navigators in the north and north west, the Silver Rainbow Program and Everyone Can Play. Funding across such a broad spectrum of programs and sectors allowed WIO to contribute to the lives of many people across the state. WIO also continued to up-skill the community and mainstream service providers via our popular fee-for-service training program.

In line with our strategic vision, we pursued new opportunities to target those issues and communities of greatest need. On behalf of the Department of Health we finalised community and sector consultations to develop a dedicated LGBTIQA+ mental health service model aimed at addressing the significant mental health issues impacting our communities. Our consultant, Noel Fittock, delivered a visionary model of care that was statewide, holistic and incorporated the benefits of community-led support with clinical mental health services. Our ongoing work will be to advocate for the funding of this model of care to ensure it becomes a reality.

FROM THE CHAIR & CEO

To help improve outcomes in existing mental health services, we developed and piloted a new 2-day course specifically targeting mental health professionals called 'Positive Mental Health Outcomes for LGBTIQA+ Clients'. This course again took a holistic approach to looking at the lives of LGBTIQA+ Tasmanians and provided a framework of care that uniquely addressed their issues and needs. Feedback from the course was excellent, and we will continue to promote and deliver the course across the state.

We partnered with Engender Equality to pilot two initiatives in the LGBTIQA+ domestic and family violence space. One was to work with Engender Equality to offer a dedicated LGBTIQA+ domestic and family violence service. This is a first for Tasmania and the service began its gentle roll out at the end of this financial year. Engender Equality are also working with WIO to develop an LGBTIQA+ specific family and domestic violence practice model to be used by mainstream family and domestic violence services, helping to ensure that LGBTIQA+ Tasmanians who experience family violence can get support from a range of quality providers across the state.#

We also took our first steps into to the alcohol and other drug (AOD) space.

We continued to advocate widely and strongly for better outcomes for LGBTIQA+ Tasmanians in all areas of life. In addition to our participation in many reference groups, committees, submission and consultative processes, we were also proud to co-host, along with LGBTIQ+ Health Australia, a parliamentary briefing on gender affirming health care. The event, attended by over 60 parliamentarians, government officials and community members, pushed back against vocal elements of the anti-trans movement trying to undermine confidence in Tasmania's model of gender affirming care.

The WIO Board worked cohesively across the year to support the organisation and to ensure changes met the strategic vision. Our new constitution worked well, as did our revised sub-committee structure.

The dedicated and passionate WIO staff and volunteers formed the heart of the organisation. Their care and commitment to better outcomes for the LGBTIQA+ community is lived out every day in the organisation and collectively we say thank you to them, as well as thank you to our members, allies and funders.



Benjamin Jones, Chair

Benjamin & Lynn



Dr Lynn Jarvis, CEO





OUR ACHIEVEMENTS & IMPACT

1:1 Support

WIO supported individuals and their families across the state via our Peer Navigator/Support Worker staff, with free in-person sessions available in Burnie, Devonport, Launceston, Hobart, plus via phone and online. Our capacity was increased during the year with a temporary grant from the Department of Premier and Cabinet to help manage the impact of the Commission of Inquiry into Child Sex Abuse in Government Institutions.

Peer Groups

Offered 22 separate monthly peer support groups across the state, adding 7 new groups during the year. These include Pride Coffees in Rosebery (**new**), Queenstown (**new**), Smithton, Burnie, Devonport, Deloraine and Launceston; D&D Launceston (**new**), Pride Games (**new**); Out in Launceston (**new**); Gender groups in Burnie (**new**), Devonport (**new**), Hobart and online; Parenting group; Partners group; Carers group; OUTspace Hobart, Burnie and Devonport, Launceston; and Trans Pride Coffee Hobart (**new**).

Professional Learning

- Provided free training to staff in government schools via the Valuing Diversity Framework program; in aged care via the Silver Rainbow program; in sporting organisations via the Everyone Can Play program, and to health and education personnel supporting people with innate variations of sex characteristics via the Better Lives program.
- Provided fee-for-service training across Tasmania to a variety of service organisations, health providers and businesses.

Web updates

- Updated our website to make it available in 263 languages.
- Worked with Migrant Resource Centre Tasmania to develop the Safer Together Resources in 15 key languages: A guide to rights and protections for LGBTIQA+ people in Australia and lutruwita/Tasmania. <https://mrctas.org.au/resources>





OUR ACHIEVEMENTS & IMPACT — examples

For individuals

'A' reached out to WIO saying she was very isolated, didn't have friends and could not hide her gender anymore but was afraid to come out as a trans woman. She described that she only had contact with her online community but even there she had been misgendered for her appearance and her voice. She said that she didn't know how to appear more feminine.

With support, 'A' decided to start participating in a safe setting where they can engage in an affirming way. She started attending an in-person group that she describes as her only affirming space and now she feels she has friends and a sense of community in her area.

So helpful. I would not have got this outcome without your help.

For organisations

Laurel House (sexual assault support service) engaged WIO to deliver our Being LGBTIQA+ Inclusive training package to their staff. This was followed by them submitting an application to the Tasmanian Government's LGBTIQA+ Community Grants Program to cover the cost of the Executive Team to attend WIO's How2 LGBTIQA+ Inclusion Training Program. How2 is a four-day training course, designed around the Rainbow Tick accreditation, guiding organisations through the six standards that make up the Tick, enabling them to embed inclusion across all aspects of their organisation.

The training was well delivered, well informed and well supported. As a participant I felt looked after and supported with care.

For systemic change

The Better Lives project is working to create better outcomes for people with innate variations of sex characteristics (intersex). During a second round of professional learning at a major hospital, involving paediatric nurses, social workers and allied health workers, workers brought up a hospital protocol which they now realised did not accommodate the needs of their intersex patients.

After the session the Better Lives project officer followed up with the Department of Health and secured a commitment to change the protocol to suit contemporary understandings of innate variations of sex characteristics.







OUR ACHIEVEMENTS & IMPACT

NEW Aged Care Volunteer Visitors Scheme

WIO was successful in its application to become a specialist LGBTI Aged Care Community Visitor's Scheme provider for Tasmania, offering volunteer visitors for older LGBTI folk in both aged care facilities or receiving age care services in their own home. Our **Rainbow Connections** program has been busy gearing up, and recruiting both volunteers and participants. A key learning has been that older LGBTI people remain largely invisible in our aged care service system and ongoing awareness building and advocacy is required.



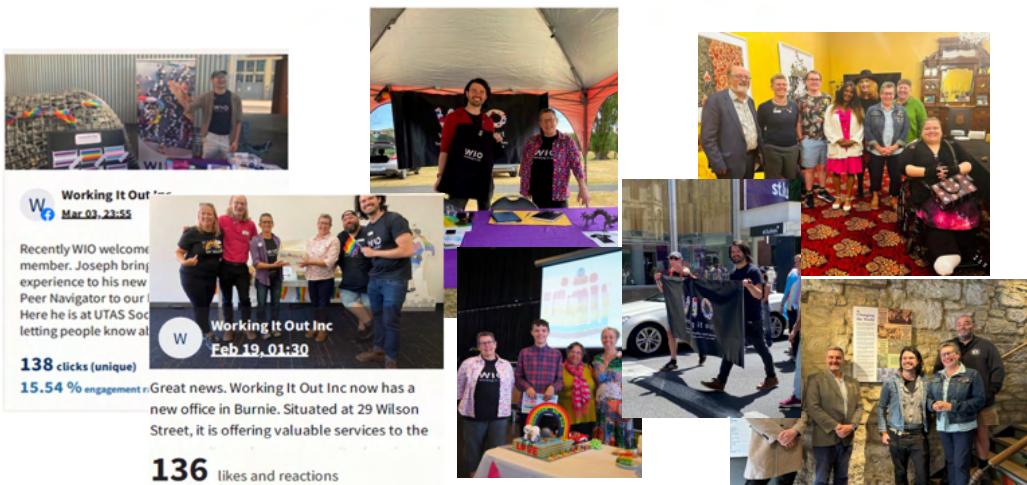
Working It Out Together

In 2023-24 our Working It Out Together volunteer buddy program was granted another year's funding as part of the State Government's Suicide Prevention Strategy. 17 new volunteers signed up, and 10 new participants, with 12 matches added during the year to support ongoing connection and engagement with community.



In the community

WIO connected to the broader community via our social media activity and by participating in a range of community events, including the TasPride Festival, Pride in the Park, Wear It Purple Day, health & wellbeing expos, the commemoration of Tasmania's win at the UN court of Human Rights and more.





OUR ACHIEVEMENTS & IMPACT



IDAHOBIT & Dorothies Award

Our annual IDAHOBIT breakfast was another sold out event in Hobart with over 180 eager organisations and individuals participating to acknowledge this important day. Our annual Dorothies Award this year encouraged and recognised inclusive practices in Government Agencies. The Department of Health, with its long-term commitment to LGBTIQA+ inclusion, was the winner.

Community Feedback

We sought feedback from the community via our bi-annual Community Engagement survey. 223 people took the time to respond and provide feedback on our services and activities, giving us an overall rating of 4.55/5 and a range of ideas for the future. Survey results are available [HERE](#).

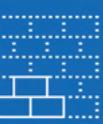


Community Services Awards Finalist

WIO was a proud finalist in the 2023 Tasmanian Community Achievement Awards - for the Blueline Laundry Empowerment through Diversity and Inclusion Award.







OUR ACHIEVEMENTS & IMPACT

Child Safety

- In response to the Tasmanian Government's new Child Safety Framework and Regulations, WIO undertook extensive work to ensure young people are safe, supported and heard in our organisation. This involved a suite of new and updated policies and procedures to ensure we met all new standards, and that staff and Board Directors received education and training.
- It also involved us consulting with young people to create our Charter of Commitment. Young people highlighted areas that were important for them when engaging in WIO spaces and with WIO staff. These were Safety, Help, Trust, Respect, Action and Inform.



Dedicated Mental Health Service Model

- Responding to the 'Telling Us Their Story' Survey report and community advocacy and consultation, the Mental Health Alcohol and Drug Directorate commissioned Working It Out to design a dedicated mental health service.
- Through extensive consultations, a statewide service model was presented to the department late in 2023 for an integrated Wellbeing Service, incorporating existing preventative mental health strategies and socials supports with the provision of specialist clinical services.

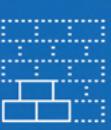


Expanded presence and activities statewide

- Despite always being a statewide organisation it has been challenging at times to provide services across the state. Thus, it was with great pleasure that we opened a dedicated WIO office in Burnie, with two staff members (Garry and Ceilidh) during the year. With two staff in also in Launceston (Alex/Joseph and Kelli), activities in the north, north west have definitely been on the up.
- We also added new 'Pride Coffee' events to the West coast, Gender Groups for Burnie and Devonport, a range of activities in Launceston and Trans Pride Coffee meetups in the south to our offerings.
- Through some additional short term funding, we were also able to extend our support session availability, leading to a 30% increase in our support appointments over that time.



Garry & Sharon (DoH) at the
Opening of the Burnie
Office



OUR ACHIEVEMENTS & IMPACT

Better Lives Launch

In August 2023, in a national first, we launched 3 booklets designed specifically for people with innate variations of sex characteristics as part of the Better Lives project. The booklets were launched at the Launceston General Hospital. Special guests included Lola Cowle, Senior Executive Office of the Tasmanian Community Fund, and Dr Morgan Carpenter, Executive Office of Intersex Human Rights Australia.



Adding the 'A'

- The 'A' (for asexual) was officially added to the WIO acronym last year.
- Along with this symbolic action, WIO has been developing its capacity by:
 - Having our 'A' staff share their expertise
 - Providing dedicated training and resources to all staff
 - Advocating for this community's needs in reviews, policies and consultation processes where we notice there is no direct 'A' input

Valuing Diversity Framework— our work in schools

With a new 3-year funding agreement with the Department for Education, Children & Young People, we continue to develop and expand our capacity building activities to support better outcomes for LGBTIQA+ young people in our schools. Activities in the past year included:

- 3 x *Establishing and Sustaining Pride Groups in Schools* workshops
- 2 x *Supporting LGBTIQA+ Young People for Positive Outcomes* Professional learning sessions for school social workers and psychologists
- *LGBTIQA+ Cultural Safety* training for Teacher Assistants studying at TasTAFE
- Creating an activities booklet for Pride Group adult advisors
- Sending our monthly *Pride in Tassie Schools* newsletter to 220+ recipients

Professional Development and Learning

Staff participated in a range of professional development activities and conferences, including:

- Health In Difference Conference, Canberra
- AusPath Conference, Melbourne
- LGBTI Ageing and Aged Care Conference, online
- takara nipa luna, Blak Led Tours
- Collaborative Leadership: Creating Cultures of Accountability, Structuring Safety & Justice-Doing in Community Work, Vikki Reynolds
- Blue Knot Trauma Informed - Three Phased Approach
- IAR-DST (Initial Assessment and Referral - Decision Support Tool) training
- Foundations on The Safeguarding of Children and Young People Training
- Cultural Awareness and/or Working with Interpreters training





OUR ACHIEVEMENTS & IMPACT

New LGBTIQA+ Specialist Family & Domestic Violence Service

- Leveraging the expertise of both WIO and Engender Equality, Engender Equality was able to access funding to develop and deliver a specialist LGBTIQA+ Family Violence Counselling service in collaboration with WIO. This is the first service of its type in Tasmania and offers much needed support to the community. Free, confidential counselling sessions are now available at both Engender Equality and WIO offices as well as online via telehealth.
- In addition, WIO also supported Engender Equality to apply for funding to develop a specific LGBTIQA+ family and sexual violence practitioners framework which will underpin the work of Engender Equality in this space, but that will also be made available to the broader family and sexual violence sector in the state.

New Policy and Research role

- Throughout its history WIO has played a key role in providing LGBTIQA+ policy and research advice and support to government (state and federal), the broader community and health and well being sectors.
- This year, for the first time ever, we received specific funding for this work, from the Department of Premier & Cabinet, meaning we were able to employ a dedicated Policy & Research Officer (Andrew Badcock). This in turn meant we have been able to respond to a significant number of reviews and consultations. Some key submissions/reports include:
 - National Housing & Homelessness Plan
 - Tasmanian Housing Strategy Discussion Paper
 - Expungement of Historical Offences Amendment Bill
 - Working with Vulnerable People Regulations review
 - Disability Inclusion Act
 - Early Response Distress Service Model
 - Conversion Practice Legislation
 - Keep Children Safe
 - Australian Human Rights Trans Misinformation
 - Elder Abuse (led by COTA Tasmania)



- WIO has had membership of the following groups and committees:
 - Whole of Government LGBTIQA+ Reference Group (Lynn Jarvis, Community Co-chair)
 - Emergency Services (DPFEM) LGBTIQA+ Reference Group
 - Department for Education, Children & Young People (DECYP) LGBTIQA+ Working Group
 - Department of Justice (DoJ) LGBTIQA+ Reference Group (Andrew Badcock, Community Co-chair)
 - Department of Health (DoH) LGBTIQA+ Reference Group
 - Family and Sexual Violence Consultative Group
 - Child and Youth Wellbeing Community Consultation Committee
 - Premier's Mental Health & Suicide Prevention Advisory Council - Priority Populations Community Representatives Advisory and Youth Working Groups
 - LGBTIQA+ Health Australia Full Members Roundtable
 - Sexual and Reproduction Health Action Group
 - Mental Health Council of Tasmania's Leaders Forum
 - Alcohol & Drug Foundation Community Advisory Committee
 - Partners in Palliative Care Reference group

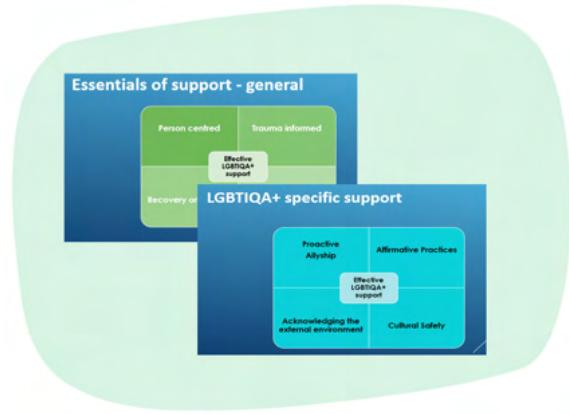


Grow

OUR ACHIEVEMENTS & IMPACT

New professional learning package for the Mental Health Sector

- The WIO team created and piloted a two-day, bespoke course for mental health professionals - *Positive Mental Health Outcomes for LGBTQA+ Clients* – in conjunction with MindOut, in May.
- Feedback was extremely positive and more courses are planned for the future.



Alcohol and Other Drug (AOD) project

- In another first for WIO we undertook a project in the AOD space.
- Funded by the Alcohol and Drug Foundation, WIO designed and delivered a report: *'Community AOD Survey Findings (2024) - IDENTIFYING TASMANIAN LGBTQA+ COMMUNITY NEEDS AND ACTIVITIES'*.
- We surveyed over 80 Tasmanians to find out what would support better health and well-being outcomes for community members in relation to their alcohol and drug use.
- The report helped form the basis of a larger AOD preventative project starting in 2024, via the Pride Foundation Australia, and it will also be used to pilot other initiatives going forward.

Parliamentary Briefing Gender Affirming Care in Tasmania

- With the support of LGBTIQ+ Health Australia, and in collaboration with Equality Tasmania, WIO hosted a parliamentary briefing session in Parliament House in May 2024.
- This briefing was in response to a ramped up campaign by anti-trans actors to call for a review of current gender affirming services in Tasmania after the release of the Cass Review in the UK.
- Three speakers provided an overview of current health issues for T&GD people in Australia and what strategies supported positive health outcomes; insight into lived experiences; and a look at clinical systems and services currently available in Tasmania. Speakers were:
 - Prof Adam Bourne, Latrobe University
 - Jeremy Wiggins, CEO, Transcend Australia
 - Dr Miranda Hann, GP, Tasmania
- The audience heard that Tasmania's model was already providing holistic care as recommended by the Cass Review, and so no investigation was required, but that greater resourcing and investment was needed to ensure quality care for everyone.





WIO Board

Dani Cairns	Chair (July 23 - March 24)/Deputy Chair
Benjamin Jones	Director/Chair (March - June 24)
Anna Macnab	Treasurer
Rowan Richardson	Secretary
Miranda Hann	Director
Scoutt Winter	Director
Ellen MacDonald	Director
Kerryn Drysdale	Director

Farewelled during the year:

Andrew Mitchell	Deputy Chair
------------------------	---------------------



Dani



Benjamin



Anna



Rowan



Miranda



Scoutt



Ellen



Kerryn

Our Team

Andrew Badcock	Manager, Policy & Support
Ani Cooper	LGBTIQA+ Support Worker
Ceilidh Newbury	Working It Out Together Project Officer
Chloe Black	Community Engagement & Communications Officer
Daniel Howard	LGBTIQA+ Schools Inclusion Officer
Garry Wakefield	LGBTIQA+ Peer Navigator/Community Worker
Jenny Schorta	Finance Officer
Jo McLennan	LGBTIQA+ Peer Navigator/Community Worker
Kai Chambers	LGBTIQA+ Support Worker/Peer Worker
Kelli Charles	LGBTIQA+ Schools Inclusion Officer
Lynn Jarvis	Chief Executive Officer
Olivia (Liv) Hogarth	Manager, Learning & Programs
Ruth Shegog	Compliance Manager
Simone-lisa Anderson	Better Lives Project Officer
Tracey Wing	Educator/Trainer
Worthy Sigler	Rainbow Connections Project Officer
Yalei Wilson	Peer Group Facilitator

Farewelled during the year

Alex	LGBTIQA+ Community Worker
Rose Matthews	Cleaner



Back: Ruth, Ceilidh, Worthy, Jo, Andrew, Daniel
Middle: Liv, Kelli, Adrian (Engender Equality), Chloe, Garry, Kai
Front: Yalei, Lynn, Tracey, Simone-lisa
Insert: Ani, Jenny

MEMBERS

To our 130+ Members for your ongoing support— being connected to the community via our members is vital to the ongoing success of WIO.

FUNDERS

- Department of Health (state)
- Department of Health & Ageing (federal)
- LGBTIQ+ Health Australia
- Department of Premier and Cabinet
- Department of State Growth
- Department for Education, Children & Young People
- Tasmanian Community Fund
- Alcohol & Drug Foundation

VOLUNTEERS

To those who put their hands up to volunteer with us during the year, including participants in the Working It Out Together and Rainbow Connections programs and assistants with our peer support groups.

Also, a **BIG** thank you to those of you who helped us by providing your expertise for free, particularly Shane Dalgleish and Andrew Morrell from Network Integrated Support Services (IT) and Sean McBain (graphic design).

DONORS

A special thank you to our donation champions: Tracy Colhoun (Red Parker), Patrice Woodland, Rebecca Dorgelo, Nurman Noor and Kerryn Drysdale.

To everyone who made donations, to groups who held an event for us and donated the proceeds, to Red Parka for donating a portion of their sales, and to those who donated on GiveOut Day or at any other time during the year—thank you.

Your contribution matters, no matter what the size or frequency!

SPONSORS & PARTNERS

To Care2Serve for their generous sponsorship.



And to Equality Tasmania, Engender Equality, NW Pride, TasPride, Intersex Human Rights Australia, The Link Youth Service, Launceston Volunteers for Community, YFCC, MHLET and University of Tasmania for working in partnership with us.

Working It Out Inc.

Statement of Comprehensive Income For the Year Ended 30 June 2024

	2024	2023
	\$	\$
Income		
Grant funding	1,409,938	1,106,848
Other income	125,274	122,072
Total Income	<u>1,535,212</u>	<u>1,228,920</u>
Less: Expenses		
Other operating expenses	297,840	212,040
Employee expenses	1,185,445	933,995
Motor vehicle expenses	3,395	2,597
Total Expenses	<u>1,486,680</u>	<u>1,148,632</u>
Net surplus/(deficit) for the year	<u>48,532</u>	<u>80,288</u>
Other comprehensive income	-	-
Total comprehensive income	<u>48,532</u>	<u>80,288</u>

Working It Out Inc.

Statement of Changes in Equity For the Year Ended 30 June 2024

2024

	Restricted Reserve	Accumulated Surpluses	Total
	\$	\$	\$
Balance at 1 July 2023	200,465	331,566	532,031
Net surplus/(deficit) for the year	-	48,532	48,532
Transfer to/(from) reserves	67,782	(67,782)	-
Balance at 30 June 2024	<u>268,247</u>	<u>312,316</u>	<u>580,563</u>

2023

	Restricted Reserve	Accumulated Surpluses	Total
	\$	\$	\$
Balance at 1 July 2022	181,119	270,624	451,743
Net surplus/(deficit) for the year	-	80,288	80,288
Transfer to/(from) reserves	19,346	(19,346)	-
Balance at 30 June 2023	<u>200,465</u>	<u>331,566</u>	<u>532,031</u>



Tasmania's gender, sexuality and intersex
support, education & advocacy service

workingitout.org.au



signpost.org.au

beingproud.org.au

regionalpodcast.wixsite.com/hear-queer-tas



[workingitoutinc](#)



[@workingitoutinc](#)

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SUPPORTED BY

