



2014 - 2015

ANNUAL REPORT

**The Gender
Centre Inc**

Our New Patron



Professor The Honourable Dame Marie Bashir AD CVO

Professor The Honourable Dame Marie Bashir AD CVO served as Governor of New South Wales from 1 March 2001 to 1 October 2014 and was the first woman to be appointed to the role. Born in Narrandera in the Riverina district of New South Wales, and educated at the Narrandera Public School and Sydney Girls High School, Marie Bashir completed a Bachelor of Medicine and Bachelor of Surgery at the University of Sydney in 1956.

Professor Bashir taught at the Universities of Sydney and NSW, increasingly working with children's services, psychiatry and mental health services, and Indigenous health programs. At the time of her appointment as Governor of New South Wales, she was Clinical Professor of Psychiatry at the University of Sydney; Area Director of Mental Health Services Central Sydney; and Senior Consultant to the Aboriginal Medical Service, Redfern and to the Aboriginal Medical Service, Kempsey. She was appointed an Officer of the Order of Australia in 1988 for her services to child and adolescent health, and was invested by Her Majesty, the Queen, with the insignia of a Commander of the Royal Victorian Order (CVO) in 2006.

In June 2014, Professor Bashir was named as a Dame of the Order of Australia for extraordinary and pre-eminent achievement and merit in service to the administration, public life, and people of New South Wales, to medicine, particularly as an advocate for improved mental health outcomes for the young, marginalised and disadvantaged, to international relations, through the promotion of collaborative health programs, and as a leader in tertiary education.

We believe her long and brilliant experience with young people and those marginalized by society will prove to be significant factors in her patronage of the Gender Centre.

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The Gender Centre

The Gender Centre has been providing services to the transgender and gender diverse communities of NSW for over thirty years.

We are committed to providing services that build the capacity of the transgender and gender diverse communities of NSW to make informed choices through the provision of a wide range of services, activities, information and resources.

Our mission is to operate within a social justice context where equity and diversity are embraced and strength based practice is applied.

The Gender Centre is a Specialist Homelessness and Health related service providing supported transitional housing and health related services to the transgender and gender diverse communities of NSW.

The Services We Provide

- Counselling (including drug and alcohol counselling service);
- Outreach (including night outreach, court, cell and gaol outreach);
- Crisis accommodation program;
- Transitional accommodation program;
- Homelessness prevention and early-intervention program;
- Tenancy support program;
- Case management (including to residents, community clients and inmates)
- Aged and ageing support care services;
- Resource development service (library, kits and fact sheets, magazine, website);
- Transgender Anti-Violence Project;
- Training and support for clients, service providers, partners and loved ones;
- Social events and workshops;
- Support groups for men, women, youth, over 55s and transgender parents); and
- Safe Space Project.

1.0 President's Report

“A world that is inclusive and accepting of an empowered transgender and gender diverse person.”

This is the Gender Centre's new vision. One of the many things that have occurred in the last year is a new strategic plan being developed for the service.

The new vision statement is an idyllic and bold statement. It is also one I believe can be achieved.

When I say one of the many things that have occurred I mean it. Wow, what a year it has been for The Gender Centre.

This last year has seen many changes and some incredibly exciting outcomes for the service. Changes can be challenging and scary things but they can also be rewarding.

As usual the service, staff and clients have met all the changes head on and turned, what for some could be a negative experience, into valuable experiences that benefit all.

For the first time the Gender Centre has a patron. It is with utmost pride and humility that I say Dame Marie Bashir AD, CVO agreed to be the centre's official patron. Dame Marie is the former and second longest-serving governor of New South Wales.

She is also the first female governor of New South Wales. Dame Marie has served the community for decades as a passionate advocate for improved mental health for the young, indigenous, marginalised and disadvantaged.

Having a patron of such respected calibre is of endless benefit to the service. It is also a sign of how highly thought of the Gender Centre is.

This last year also saw the service offices move into a non-residential building for the first time. Moving services offices is no mean feat.

The new premises required a total fit out. The move involved packing up offices used for many years and coordinating the move to ensure the least amount of disruption to our services. I must congratulate everyone, staff and clients alike, in the move, as the new office looks great and adds a whole new dynamic to the service. As well as running workshops and support groups for clients and the community

The Gender Centre continues to provide counselling, assistance with housing, legal matters and general life guidance to so many.

I would like to thank Phinn Borg the Executive Director of the service and his amazing staff. Without such a passionate, hardworking adaptable team the service would not be where it is today.

I would also like to thank Sujay Kentlyn, who left the board this last year for her wonderful work. The board has also had its share of changes with a number of new board members joining us. I have been on the board for many years and I am so very excited to be working with such a dynamic and committed team.

As I said at the start of my report the Gender Centre's vision is idyllic and bold. But never before have I felt so positive about this becoming a reality.

It may take the world a while to catch up to this dream but with the staff, board and most of all clients and community working together we can achieve anything.

Maggie Smith,

President

2.0 Manager's Report

This year the Gender Centre's goals and projects were achieved and again the Centre exceeded all aspects of our funding agreements and obligations. While maintaining our normal services the Gender Centre has also:

- established and maintained strong and positive relationships with a wide range of agencies and service providers;
- continued to review the ways in which services are delivered to ensure the relevance of the programs and publications to our community;
- continued to advocate on behalf of the community across a wide range of issues with a special emphasis on issues facing transgender and gender diverse people in prison;
- responded to family and youth issues through the provision of early intervention support;
- continued to promote the issue of equity in employment for transgender and gender diverse people particularly with the NSW Public Sector;
- continued to promote policy development in external agencies with regard to transgender access and equity;
- continued to update our range of resources and policies;
- Continued to provide placements for students and engage in onsite training at both TAFE and universities;
- worked closely with the management committee and through *Polare* magazine to ensure every opportunity for community input;
- conducted numerous training sessions for both NGO's and government organisations as well as training in the corporate and private sectors;
- upgraded our computers, server and data collecting systems;
- overhauled the Centre's processes, including the redesign of standard forms and documents;
- conducted presentations at national conferences;
- conducted a review of client data collection systems; and
- continued to monitor and improve service delivery with the implementation of quality management services to ensure ongoing quality improvement in the provision of all services provided by the Centre.
- relocation of the Gender Centre to new premises
- successful tender of funds through the Department of Family and Community Services
- acquired additional transitional properties 21 in all
- acquired additional 2 crisis beds

Housing Accreditation

During the 2014-2015 financial year the Gender Centre completed our National Regulatory System Registration to acquire our class 3 housing provider registration which encompassed 7 compliance standards these standard were

Standard 1- Tenant & Housing Service	Standard meet
Standard 2- Housing Assets	Standard meet
Standard 3- Community Engagement	Standard meet
Standard 4- Governance	Standard meet
Standard 5- Probity	Standard meet
Standard 6- Management	Standard meet
Standard 7- Financial Viability	Standard meet

As always the agency collects a comprehensive range of data across all aspects of service delivery from clients entering the Gender Centre for Counselling, case-management, groups, community awareness, workshops, courses, information sessions employment training, outreach and so on, this data is collected every day and at the end of each session the data is then compiled on our data base system this, data is used to inform the direction of service provision and determine outcomes for clients.

This data covers all clients who have a relationship with the agency where service provision has a bearing on ensuring their Health & Welfare needs are met and therefore include early intervention and post crisis support

Client Statistics

All visitors entering the Gender Centre are entered onto our database, which enables us to accurately reflect the numbers of episodes of service provision delivered to each client accessing the service for support.

Between July 2014 to June 2015 the Gender Centre provided over 20'214 occasions of service provision provided to 1338 individual transgender gender diverse gender questioning people and their family members and work colleges .

During the 2014-2015 financial the Gender Centre's client group was made up of:

- 245 individual counselling clients;
- 149 individual outreach client;
- 176 community and residential clients;
- 35 individual clients accessing the over 55s support group;
- 55 individual clients attending the FTM Connect group;
- 22 teenagers accessing Transtopia youth support group on a fortnightly basis;
- 50 parents accessing the parents support group on a monthly basis;
- 22 individual clients accessing the Young Women's support group;
- 15 individual clients accessing the woman's support group on a monthly basis; and
- 15 individual clients accessing the Dubbo support group
- 10 individual clients residing in gaol.
- 544 individuals attending training provided by the Gender Centre

Dubbo Sexual Health Clinic

On site face to face services were established during the 2014-2015 financial year with Dubbo Sexual Health Clinic to provide specialised outreach to transgender and gender diverse people in this region on a regular basis, staff fly in and conduct services with pre-arranged clients.

Residential & Community Clients

The database for residential and community client services has been analysed from the Specialist Homelessness Client Information Management System and is as follows:

- Individual clients having recorded contact through our homelessness programs: 176
- Total recorded homelessness contacts made by The Gender Centre: 4532
- Total recorded travel time involved in working with these clients: 567 hr 28 min
- Total recorded time working with these persons 5838 hr 11 min

3.0 Service Report

3.1 Funding Bodies

The Gender Centre would like to thank our funding bodies, the Department of Family and Community Services (Specialist Homelessness Service (SHS) program), Sydney Local Area Health District for their ongoing financial support during the past year, and the Department of Social Services for the Over 55s Support program.

NSW Department of Family & Community Services Funded Projects

- Homelessness prevention and community awareness of homelessness;
- Early intervention homelessness support (i.e. case-management);
- Post crisis support;
- Supported homelessness accommodation; and
- Supported independent living (i.e. case-management).

NSW Health /Sydney Local Heath District Funded Projects

- Supporting and providing services to clients experiencing gender and health related issues;
- Providing services that raise awareness of gender and health related issues;
- Maintaining a clear and accountable organisational structure;
- Service evaluation; and
- Maintaining links with other support organisations

Department of Social Services Funded Projects

- Developing links with mainstream aged care services
- Provision of appropriate and relevant entry and exit points to aged care support services
- Availability of specialist transgender support staff to aging transgender clients

We look forward to continuing these partnerships to continue to enhance and improve service delivery to the transgender and gender diverse communities into the future.

One-Off Grants

- City of Sydney
- Department of Family and Community Services

3.2 Management Committee

The management committee is constituted in the terms of the "Associations Incorporation Act 1984" and the organisation in general, including the management committee functions as provided by the act and the regulations.

The constitution and rules of the organisation comprise the "Model Rules" provided in the regulations, and these provide clear statements of structure, election and conduct of office bearers and committee, rights and responsibilities and the like, and provides the delegation of day-to-day managerial matters to the general manager by the management committee through the Gender Centre's *Policy and Procedures Manual*.

The management committee holds the ultimate legal and managerial responsibility for the Gender Centre Inc.

The Gender Centre recognises the importance of maintaining an effective and active committee.

As such, clarity in the roles and responsibilities of committee members is essential.

The management committee is primarily responsible for the management of the affairs of the Gender Centre, including financial management and accountability, funding agreements and contracts, administration and accountability in matters relating to incorporation. internal operational policy development and implementation, ensuring adherence to legislation and other binding rules and regulations as well as staff employment and supervision.

Members of the management committee accept a fiduciary relationship with the organisation, and recognise and comply with their responsibilities.

In order to ensure that management committee provides adequate support to the Gender Centre's staff and manager, the Gender Centre's manager ensures that the management committee is regularly and adequately informed of the activities of the Gender Centre and of any issues facing the Gender Centre, both internally and externally and informs the committee of any situations where a judgement or decision made by the Manager is contentious or may have repercussions for the Gender Centre Inc.

Copies of the constitution are held in the office and are available to all members and staff of the Gender Centre.

No service can function well without an effective and committed Management Committee, and as Manager of the Gender Centre I look forward to many more years of committed and dedicated management committee members assisting the service to function effectively.

Members of the Committee 2014-2015

- Col Eglington
- Margaret Smith
- Lorenzo Visser
- Eva Karagiannis
- Virginia Mackay
- Caroline Bugg
- Kimmi Everson
- Eloise Brook

3.3 Staff

Staff, contractors and volunteers for 2013-2014 were:

Manager:	Phinn Borg
Senior Case Manager:	Elizabeth Ceissman
Case Workers:	Laura Coleman Ashley Caccamo
Counsellor:	Anthony Carlino
Outreach Education Workers:	Nicola Sloane Ekarach Thirapat (Birdie)
Over 55s Support Worker:	Laurel Walter
Resource Information Worker:	Katherine Cummings
Greater Western Sydney Caseworker	Rosie Westland
Volunteers:	Rachel Smith
Contractors	
Hornsby I.T.	Russel Cox
Bookkeeping	Serena Cooray
Webmistress	Nicole Moore
Handyman	Dave Harvey

3.4 Staff Training & Development

Staff have attended the following training, seminars and forums during 2013-2014:

- Domestic Violence and A.D.V.O.s - Redfern Legal Centre;
- Working with Clients with Hepatitis C - Hepatitis NSW;
- “We’re family too” Working with GLBTIQ people from Arabic speaking backgrounds - Arab Council Australia;
- LGBTI Aging - Australian Association of Gerontology;
- The Aged Rights Service Forum;
- Living Well, Living Longer Seminar;
- The Suicide Closet Workshop;
- Fire Training
- Jung Society Workshop: Ageing;
- Planning Ahead Seminar;
- Courageous Voices LGBTI Mental Health Conference;
- Client Information Management Systems;
- Trauma-Informed Care for Caseworkers;
- First Aid Course
- Mental Health First Aid

Clinical supervision is provided for all staff involved in client service delivery.

Staff training is conducted with the aim of strengthening staff skills in major areas of client service delivery and organisational development.

3.5 Education & Training for Service Providers

The Gender Centre has continued to provide training to a broad range of services regarding a variety of issues relating to gender and to transgender and gender diverse persons.

The aims of the education packages are:

- To encourage service providers in all areas to work effectively with transgender and gender diverse clients, and provide support to employers in workplaces where a staff member is in transition.
- To encourage employers to uphold anti-discrimination legislation and employ transgender and gender diverse persons who present as the best person for a position.
- To encourage all organisations to treat all people, including transgender and gender diverse people, equitably.
- To support organisations to develop policy and procedures with the intent of affording transgender and gender diverse people equitable rights, opportunities and access.

The steady demand for education and training from the Gender Centre has served to reinforce the improved commitment of the wider community to become informed about transgender and gender diverse people.

The response from those attending the training has been overwhelmingly positive.

During the 2014-2015 financial year training was provided to 1,050 individuals through the corporate sector, specialist women's services, universities, and employers.

Gender Centre staff also spoke at the forums, conferences listed below and provided "webinar" (a seminar conducted over the Internet) sessions.

Education and Training Conducted by the Gender Centre

Table 1: *Training provided and people attending during the 2014-2015 financial year.*

	Attendees
Menai High School	65
Speech at UN Children's Diversity Forum	60
Participation in the Transgender Women's Forum	100
RPA Marie Bashir Mental Health Team	24
NADA Forum presentation	22
Interview with Independent Schools Magazine	3
Unions NSW Workplace transition	42
Uniting Care Emu Plains workplace transition	23
Return visit to workplace with difficulties workplace transition	3
Datacom workplace transition	65
Albion Street	16
Catholic School Hornsby	67

Gorman House	15
Marrickville Police	35
Malaysian Air transition in the workforce	4
Goulburn Police academy	37
STARRS training	22
Hornsby Hospital	42
UNSW indigenous studies	12
Fairfield High School	75
Gosford Headspace	47
Bathurst National Parks	25
Bondi Junction Community Health	9
Tumbi Umbi playhouse	2
Central Coast mental health	6
Dubbo Headspace	9
Toongabbie East school	12
Surry Hills police GLOO training	35
Sydney University Masters students	18

There were two student placements during the 2014-2015 financial year ongoing

3.6 Committees & Consultation

Staff have maintained their representation on or liaised with a number of committees, interagency groups and working parties that address issues of priority to the client group of the Gender Centre. These include:

- SHS Interagency meetings;
- Safe Relationships Project meetings;
- Consumer & Community Advisory Council (SLHD);
- Professional counsellors meetings; and
- Show-net meetings.

3.7 Agency Networking

Staff at the Gender Centre have continued to network with a wide range of services over the 2014-2015 year. Some of these services include:

- Royal Prince Alfred (RPA) Sexual health
- Department of Corrective Services
- Resource and Education Program for Injecting Drug Users (REPIDU)
- NSW Department of Education & Training
- Sex Workers' Outreach Project (SWOP)
- NSW Anti- Discrimination Board
- Youth Block
- Catholic Care (ALIVE Program)
- NSW Department of Housing Burwood
- NSW Police Surry Hills

- NSW Department of Housing Surry Hills
- Taylor square medical centre
- Dr Hespe
- Cerebral palsy association
- Wentworth Housing
- Hume Housing
- The Marie Bashir Unit
- Bobby Goldsmith Foundation
- Employers Federation
- NSW Police Service
- Homelessness NSW
- Salvos
- Gorman House
- The Women's Housing Company
- YWCA
- Centrelink
- Dubbo Sexual Health
- Haymarket centre
- AIDS Council of NSW (ACON)
- NCOSS
- Oasis program
- Sydney Women's homelessness alliance
- Menai High School
- National Parks & wildlife services
- Inner City Legal Centre
- Twenty 10
- Ashfield Community Health Centre
- Uniting Care
- Marrickville Community Health Centre
- Marrickville police
- Aboriginal medical service
- Aboriginal legal service
- Tony Merritt (ATAPS program)
- Long Bay Jail
- Head Space
- City of Sydney Council
- LGBTI National Alliance
- TAFE NSW
- Wesley Mission

- Medicare CAPS program
- Women And Girls' Emergency Centre (WAGEC)
- Vinnies Burwood

3.8 Media Liaison

The Gender Centre has enjoyed a strong presence in the media and in public resources with the following contributions:

- ABC Radio
- Guardian
- Joy 94.5 FM
- 2SER Radio
- ABC Hack Program
- Brisbane Drive by Radio

3.9 Donations

I would like to thank all the individuals and organisations who kindly donated their time, effort, patience, goods and services and/or cash donations to the Gender Centre throughout this financial year including:

- Seahorse Society of NSW;
- Stephan
- Andrew
- NixDesign
- Georg
- Commonwealth Bank
- IAG Insurance

Your efforts and assistance are greatly appreciated.

4.0 Services Provided

4.1 Residential Service

The Gender Centre maintains three supported crisis housing facilities providing thirteen bed spaces and 21 supported transitional housing facilities providing twenty one bed spaces for transgender and gender diverse people who find themselves in need of our residential service.

Residential Service Statistics for the 2014-2015 Financial Year

Table 2: Residential Service statistics for the 2014-2015 financial year show how critical this service is to the ongoing well-being of transgender and gender diverse individuals.

	2014-2015
Residents housed in short-term emergency accommodation	41
Residents housed in medium-term transitional accommodation	13
Total number of bed nights	6066

4.2 Tenancy Support Program

Very often transgender people are excluded from the opportunity to access long-term housing, including private rental, because of the pre-conceived ideas and assumptions that others might have about transgender people or their appearance may not be as expected.

A transgender person's capacity to manage a tenancy is often based on these superficial assumptions and not on the more important issues of having the capacity to manage a tenancy, paying the rent, maintaining the property to a high standard and being a good neighbour.

The Gender Centre can assist with referrals for tenancies and by providing a commitment to support the new tenant in preserving their tenancy.

We can provide early intervention support for tenancy providers such as landlords, real estate agents and community housing providers when they have identified issues that place their tenant at risk of becoming homeless, as well as early intervention and support for tenants who are experiencing difficulties with rent or rental arrears by arranging brokerage for the tenant.

We can also provide support for tenants who are experiencing life issues that place their tenancy at risk - such as difficulty with neighbours.

The successful management of tenancies means long-term tenants, lower vacancy rates and less need for turnaround in occupancy.

The risk of issues arising within the tenancy such as poor property maintenance issues lessens as our case workers support tenants who may be struggling to manage a property due to life issues or changes.

By providing training to prospective tenants on how to preserve a tenancy, so that housing providers can be assured that the applicants referred by the Gender Centre have a solid knowledge of the skills and issues they need to give consideration to when undertaking a tenancy.

Benefits can also include tenancies being more successfully managed so that any tenant who may be struggling can be provided with support before issues become too problematic or require tribunal or other legal action, and the engagement of private enterprise in working with marginalised populations such as transgender people is good corporate citizenship and global corporate social responsibility.

4.3 Counselling Service

The Gender Centre provides a high quality professional psychological service to the transgender and gender diverse community, including residential clients, community clients, partners, family members and friends of transgender and gender diverse people, five days per week at no cost.

The values underpinning our counsellor's work include integrity, respect and compassion. We offer:

- a commitment to assisting clients reach their full personal potential through the provision of our psychological counselling services and programs;
- a commitment to achieving this with fairness and integrity;
- acknowledgement of human rights and respect, dignity and confidentiality. It is of particular concern to remove any barriers to a clients' achievements resulting from their gender, age, cultural , national and/or socio-economic background or disability;

an assurance that our counselling service operates within the bounds of ethical guidelines, and the relevant codes of behaviour for psychologists, counsellors and social workers, including the maintenance of client confidentiality; and

- an assurance that access and equity issues are met for all.

Specialized gender counselling also includes but not limited to:

- - referral to specialist medical services for the purpose of medical transition.
- - Guidance and referral with regards to legal transition.
- - Support in relation to social transition and associated milestones such as coming out to family, development of gender-identity confidence and self-expression.
- - Provision of specialised support and training for other mental health professionals.

The counselling service also provides support and education to school counsellors as well as counsellors in rural areas. The Gender Centre's counselling service can also provide referrals to psychiatrists, endocrinologists and other specialists; supervision to counsellors who have a transgender client; and placement opportunities to student counsellors.

Our counsellor participates in a quarterly professional meeting with other counsellor's endocrinologists, psychiatrists and GP's who have a relationship with our clients, as well as attending monthly supervision for personal development opportunities.

Counselling statistics for the 2014-2015 Financial Year

	2012-2013	2013-2014	2014-2015
individual counselling clients	163	214	
face-to-face counselling sessions	775	699	731
telephone counselling sessions	7	19	79
skype counselling sessions	28	27	78
episodes of telephone contact support	Not collected	268	625
episodes of email contact support	Not collected	388	756
clients attending Counselling for the first time	66	64	100
counselling clients aged between 16 - 25	80	91	111
counselling clients aged between 26 – 30	72	58	74
counselling Clients at risk of harm	19	14	19
clients referred to Mental Health Crisis Team	1	2	0

Table 3: From July 2014 to June 2015 the Counsellor had a total of 214 individual counselling clients and a total of 1351 counselling sessions and contact supports.

As can be seen from the figures above, the number of clients referred to mental health crisis teams is low. This low number is a direct result of our Counsellor effectively working with the each client to effectively stabilise their particular mental health crisis.

The clients most commonly accessing the Gender Centre counselling service are those in the process of exploring their gender issues. They commonly present with a range of issues that vary widely from person to person. The more critical issues frequently experienced by clients accessing our Counselling service include suicidal ideation, family rejection, depression and anxiety.

The following list includes topics that were addressed with counselling clients during the 2014-2015 financial year:

- accommodation
- anxiety
- bullying
- cross-dressing
- depression
- discrimination

- drug and alcohol
- fear
- violence
- isolation
- relationships
- self-harm
- suicide
- employment
- financial issues
- harassment;
- mental health
- religion
- sexual assault
- surgery options
- family issues
- gambling
- hormones
- passing
- school issues
- sexuality
- transition

4.4 Case-Management

Case-management is provided to all clients who access the Gender Centre; this encompasses the three levels of support that FACS identified in the Going Home Staying Home reforms. Clients are able to access community early Intervention case management in order to prevent homelessness, crisis support in accommodation provided by the Centre or post crisis support to re-establish stability once a housing crisis has been resolved. Case management has been particularly useful in providing assistance to clients with a complex range of needs in the past year. Transgender people are among the most marginalised in society and many of our crisis accommodation clients, and some of the community clients present with a complex range of needs.

As a result many of these clients require and use a wide range of services and different forms of assistance including housing, income, health, employment, education and training. In order to achieve positive outcomes and sustainable futures for our clients; case management and support planning are integral parts of both the Gender Centre's residential programs and the services that we provide to the transgender and gender diverse community in general.

For clients residing in our accommodation programs, our case management process reinforces the progress-based nature of our residential service, providing a mechanism whereby realistic goals can be formulated and a comfortable level of progress can be gained by each resident. Support planning assists each client and our staff in working effectively with each other in order to facilitate progress on the part of our clients.

The case management service enables clients to formulate their own individual support plan with the assistance and encouragement of the case worker.

The support plan may encompass short, medium and long-term goals and strategies. Each support plan attempts to address the needs of the client and to work from the client's own view of progress, taking into account any current social, emotional and/or physical limitations that the client may be experiencing, while also assisting them to progress within the Gender Centre's housing program.

Total Combined Case Management, Homelessness prevention, Early Intervention & Post Crisis Statistics for the 2014-2015 Financial Year

	2014	2015
Face-to-face case management sessions with clients		865
Telephone case management sessions with clients		1739
Homelessness prevention contacts		500
Early Intervention sessions		446
Post Crisis contact sessions		243
Total number of SHS Clients		

Table 4: During 2014-2015, case-management statistics clearly show how vital a need this is for the transgender and gender diverse communities.

4.5 Greater Western Sydney Service

The Greater Western Sydney (GWS) position is held in partnership with Wentworth Community Housing and connects The Gender Centre more directly with clients in Western Sydney and the Blue Mountains.

This role focusses on the key elements of the Going Home Staying Home reforms; early intervention and tenancy support. An underpinning process for the GWS role is to stop city drift by helping clients to resettle within the GWS area, reducing the strain on inner city resources.

Early intervention in the GWS area has included increasing support of families with transgender youth and working with their high schools to support transition. Transition in high schools involves working separately with the student cohort and the staff to ensure a smooth, supportive and successful transition. A Blue Mountains school has also extended its commitment to inclusivity and has invited The Gender Centre to provide professional development to their staff at the annual welfare conference. Education in the public arena has also been sought after by the University of Sydney for students in their medical courses. Our GWS worker has delivered workshops to students to deepen their understanding of transgenderism, the components of transition, transgender health and how to apply best practice in medical services.

The GWS worker has forged relationships with other key support organization in the GWS area including Platform Youth, Mission Australia, Anglicare and Katoomba Women's Centre. Outreach engagement in the GWS area has included reaching out to clients during homelessness awareness week, and providing access to services for clients in outer suburbs areas with a high complexity of needs.

From a statistical perspective, we have met our targets and are continuing to support additional clients. The division of complexity of client needs has seen services provided to 7 clients with high complexity, 5 clients with medium complexity and 2 clients with low complexity. This highlights that the majority of our clients require intensive support to resolve homelessness.

A pertinent client success story can be illustrated through the case of Ruby*. Ruby is a 52 year old transgender woman who has only had the courage start living as a woman 2 years ago. Ruby was diagnosed with Gender Dysphoria and attempted suicide. She was referred

to The Gender Centre by her psychologist. By this time, Ruby had started to transition but had been given an eviction notice by her private, independent landlord. Ruby was on the disability pension and private rental through a real estate agent was not affordable. Ruby felt uncomfortable at the prospect of share accommodation as sharing a bathroom with unfamiliar people caused her anxiety; transitioning is a very private matter. As we worked together, Ruby's casework needs quickly extended to include managing her mental health, repairing severed family relationships, studying and accessing her superannuation to fund her surgery.

What was initially an early intervention case metamorphosed into a medium to high complexity case. After a grueling process of forms, developing broader support networks, and hours of searching for accommodation that was both suitable and affordable, each of Ruby's goals were met with success. We were both on tense tenterhooks until the very last minute in resolving Ruby's housing crisis. It was only the day before Ruby had to vacate her residence that she found out that she was approved for the community housing property that we applied for in Penrith. Ruby is now living in her studio apartment in Penrith, completing her Business course at Tafe, and is booked in for her surgery in February 2016.

*Ruby is a pseudonym to protect the privacy of the client.

4.6 Outreach Services

The Gender Centre's Outreach Service provides specialised case management and outreach to transgender and gender diverse people who are confined to hospital or their homes, and to all correctional facilities within N.S.W. The outreach service is able to provide support to clients attending court matters within the greater metropolitan area.

The Outreach Education Service provides weekly Wednesday night outreach to "at risk" street-based sex workers in the metropolitan area of Sydney, including to the Great Western Highway and Canterbury Road areas. The outreach education officer provides referrals to specialist medical, HIV/AIDS, education, legal, welfare, housing and other community services from Wednesday to Friday.

We provide our client group with:

- Safe using and safe sex equipment, at the Gender Centre, on the street, or wherever the need is arises;
- Health information, not just about HIV, but other relevant areas as well such as other sexually transmitted diseases, injecting hormones, safe sex work, and many other health concerns that transgender people encounter;
- Home visits: If for any reason you would like us to visit you at home, please call and we will arrange a time;
- Hospital and prison visits: Transgender people are often at their most vulnerable when in the hands of the gaol or medical system. If you or someone you know is experiencing any difficulties with these, or simply needs some support or questions answered, then this is another branch of outreach that we are here for; and
- Information. If there is something that you would like to know about H.I.V., or one of the many transgender specific health areas; then please feel free to call me. If I don't know the answer, and nobody in the Centre does either, we will do our best to find out for you.

The Gender Centre also provides a night outreach Service to William and Forbes Streets in Darlinghurst for street based sex workers and private parlours in the inner-city and surrounding areas on a Wednesday evening from 6:00pm to midnight.

The first Wednesday of each month we provide outreach to Sydney's greater western suburbs for transgender street-based sex workers, and the last Thursday of each month we provide case management at the Kirketon Road Centre, above the Darlinghurst Fire Station, entrance on Victoria Street, Darlinghurst from 6:00pm until 10:00pm.

Gaol Outreach is available to all transgender and gender questioning clients confined in a correctional centre within the borders of New South Wales (all Gender Centre staff are authorised visitors). Court and cell outreach is available to all transgender and gender questioning clients within the inner-city and surrounding areas.

Condom and Lube Project

The primary aim of the Condom and Lube Project is to ensure that those members of the transgender community who engage in high risk behaviours or lifestyles are provided with appropriate information and resources to safeguard themselves and others from the risk of contracting or spreading HIV/AIDS, Hepatitis C, Sexually Transmitted Infections (STIs) and other Blood Borne Viruses (BBVs).

Outreach Service Statistics

Outreach is an integral part of the Gender Centre's service plan as it continues to provide services to a wide range of clients who may have difficulty in accessing the service otherwise.

The total number of individual outreach clients for the 2014-2015 financial year was 149. These 149 clients received a total of 1,599 episodes of service delivery during that same period.

These figures included our outreach team delivering 517 episodes of service delivery involving personalised education and information covering a range of topics including safe sex, safe injecting practices, HIV/AIDS, Hepatitis C, mental health issues, blood borne viruses, alcohol and other drugs, housing, health, discrimination and legal issues.

A total of 715 safe-sex packs were distributed through the outreach service (including 81 at reception), with each pack including 20 condoms and one tube of lubricant. A total of 15,920 condoms and 1,097 tubes of Lube were distributed

A total of 8,638 items of injecting equipment were also distributed during the course of the year to June 30 2015. This included individual 18, 21, 22 and 23 gauge needles, syringes distributed separately from the 5 and 10 packs (5 and 10 needles, syringes and water).

Total Combined Outreach Statistics for the 2014-2015 Financial Year

	2014	2015
Outreach supports to clients		890
Safe Sex packs		9570
Injecting Equipment		8638
Occasions of service to Correctional & probation & Parole		167
Total number of outreach clients		149

Table 5: During 2014-2015, outreach statistics clearly show how vital a need this is for the transgender and gender diverse communities.

4.7 Over 55s Support Service

The aim of the Gender Centre's Over 55s Support Service is to offer support to clients who are over the age of 55. Support includes frontline crisis and case management, linking clients with other specialised aged care services that are working with transgender and gender diverse people and enable clients to feel safe and secure in accessing these services, provide psycho-social support and opportunities for engagement, enhance the quality of life in relation to independence and self-determination, to promote the needs of transgender and gender-questioning people to aged care service providers, and to provide skills development and training to other aged care service providers, especially generalist services so they can deliver good practice models of service delivery to this unique and diverse community.

The over 55 support project:

- works with and on behalf of older trans people;
- works with trans people of any age who are dealing with matters related to negotiating aged care services;
- works with other services providing support to trans people over 55 years old; and
- is an advocacy service supporting people navigating aged and ageing issues;

Transgender or Gender Diverse people of any age may be having difficulties negotiating services for an aged person who is in your care, or as an older trans person:

- you could be intimidated by, or uncomfortable with negotiating your way through mainstream services;
- you could be in need of help or support to access and negotiate appropriate services;
- you are in need of residential care support, or you are thinking about it;
- you'd like assistance to attend routine health checks or screenings;
- you may be feeling more vulnerable as you age;
- you could be fearful about loss of independence;
- you may just want to talk or you would like someone to advocate on your behalf; or
- you are in need of products or equipment such as incontinence aids or mobility aids.

As a service provider you may wish to provide services to transgender people but you are uncertain how to go about it and:

- you could use some clear information;
- you'd like to know how you can provide sensitive care to transgender elders; and/or
- you'd like some training for your staff in working with transgender and/or gender diverse older people.

Over 55s Support Service Achievements

Key achievements of the over 55s support program during the 2014-2015 financial year have included:

- Supporting an ageing person to successfully navigate a long term hospital stay, discharge and return to independent living with appropriate and welcomed supports in place to sustain this independence;

- Supporting a transgender person to enter an aged care accommodation program in a manner that allowed her to feel safe, supported and comfortable within her new living situation;
- Supporting a client with a long history of mental health and violence to reconnect with service providers in a way that allowed the client to recommence receiving support and navigate the history of aggression so that the likelihood of such episodes recurring is minimized; and
- Working within a co-case management model with multiple service providers to support an ageing transgender person with a developmental disability and complex needs.

Over 55s Support Service Statistics

Connections with mainstream aging services	238
Press releases	59
episodes of individual and specialized case management meetings	211
Contact emails sent to aged care service providers	145
Participants attending the Over 55s Support Group	63
Interagency meetings attended	22
Supported referrals to mainstream services	52
New clients seen by the Over 55s Support Worker	14
Training and information sessions delivered to mainstream aged care services	6
Requests to assist with an ageing transgender family member	11

Table 6: *Individual Over 55s Support Service statistics for the twelve months to 30 June 2015*

4.8 Resource Development

Library

We continue to purchase new books that are of interest to the community. The library collection will continue to be selected in order to maintain a balance between fiction and non-fiction, lay writing such as autobiographies, and professional books relating to gender studies.

We have also received a number of books donated by members of the community and we thank those people concerned for contributing to our resources.

Information Kits

Information kits play an important role in providing information or raising awareness of the issues facing transgender people.

While a number of kits are available, there is an encouragingly high demand for kits from employers, students and professionals. This demand signals an improving response from non-transgender individuals in a range of capacities to recognising and acknowledging the needs and rights of transgender people.

Again overwhelmingly, people seeking information, including those representing employers, are doing so with a clear commitment to being inclusive of transgender people and this signifies a clear shift in attitude from those exhibited in the recent past.

Polare Magazine

Polare magazine is a primary source through which clients have access to community information as well as comprehensive health information with regular contributions provided by health professionals. The response to the magazine in the past year has been extremely positive and reflective of its importance in reaching many clients who would otherwise be isolated.

During the course of 2014-2015 there were:

- 3'200 magazines printed during 2014-2015
- 800 magazines delivered to 25 outlets across the Sydney metropolitan area;
- 1600 magazines posted to subscribers through our mailing list;
- 800 magazines emailed to subscribers on our email mailing list;

Website

The website has become arguably the most comprehensive website of any transgender organisation in the world and is the key area for distributing information via kits and information sheets, news of upcoming events, support for clients and loved ones, latest news and services provided by the Gender Centre.

It continues to be an extremely valuable resource which is available to the wider transgender and gender diverse communities, their allies, other service providers, the media, the medical profession, students and the wider community.

The website provides other service providers with information about the services provided by the Gender Centre and is therefore useful for networking purposes and to assist other service providers should they have contact with a transgender client of their own.

The website also provides access to previous editions of Polare with key articles from the first edition through to our current edition available.

The site also serves as an essential way to promote events and workshops to clients who access the Centre.

As well as the website, the Gender Centre operates a Twitter account, Facebook account, and the Transgender Anti-Violence website clients are now able to access this site to obtain instant updates of what's happening on a daily basis at the Gender Centre.

Facebook, Twitter and Transgender Anti-Violence websites

- Gender Centre Facebook page increased from 560 to 893 likes
- Transgender Anti-Violence Project Facebook page increased from 199 to 580 likes
- Queer Agenda Facebook page 108 likes (this is a new Facebook page)
- F t M Connect Facebook page 905 likes
- Gender Centre twitter account increased from 521 to 638 likes

4.9 Community Support Services

The Client Support program plays a crucial role in providing assistance to clients whose needs are less intensive than those provided through counselling or who require more direct assistance in their support needs in situations that warrant mediation and/or advocacy.

During the 2014-2015 financial year, clients were assisted through a range of individual needs including, accommodation assistance with the Department of Housing and other agencies, Centrelink assistance, assistance dealing with courts and the legal system, employment assistance, advice on transition, referral advice and advocacy.

The Gender Centre provided a wide range of support groups, workshops and events throughout the 2014-2015 financial year.

These services were provided through the Centre's Client Support Program and aimed to provide clients with access to meaningful support and information. These events included:

- Parents of transgender children and youth group;
- Transgender youth group;
- F To M Connect group;
- Women's group;
- Young Women's group
- Over 55 group
- Queer Agenda group
- Transgender Day of Remembrance;
- World AIDS day;
- Transgender Anti-Violence Project;
- Barbecues
- Information talks with guest speakers; and
- Walk-ins

In total there were 900 occasions of service provision delivered to 214 clients through this range of activities.

5.0 Transgender Anti-Violence Project

The Transgender Anti Violence project addresses all forms of violence that impact on the transgender gender diverse and gender questioning community including (but not limited to) domestic violence, sexual violence, anti-transgender harassment and hate crimes, the project no longer has a dedicated staff member driving the project due to the City of Sydney funding running out, the project is still ongoing but in a different form.

The service still provides on line and telephone supports by which people can report and obtain support from all staff following experiences of crime and discrimination, the project also delivers training to service providers and NSW Police.

5.1 Service Evaluation

All staff at the Gender Centre have continued with the aims of providing optimal service for our clients, and in developing a strong and positive relationship with other agencies and our funding bodies. The success in achieving the service's objectives has been monitored throughout the year by a range of processes including:

- Residential data collection and analysis with particular reference to occupancy rates;
- Strengthening focus on case-management practices;
- Analysis of reasons for discharge;
- Monitoring data relating to attendance at in-house groups, resident meetings, number of clients contacted and referrals through outreach;
- Monitoring of circulation levels of print publications and resources;
- Collateral feedback from other agencies and service providers;
- Data collection relating to referral patterns;
- Level of demand for participation in key national, state and local mechanisms, strategies and activities;
- Increased awareness and focus on W.H.& S. issues;
- Feedback from clients regarding complaints, compliments and suggestions; and
- Ongoing commitment to engaging in quality improvement across all programs.

5.2 2014-2015 Financial Statements

The Gender Centre Inc

PO Box 266
Petersham N.S.W. 2049

CONSOLIDATED

Profit & Loss Statement

July 2014 To June 2015

Income				
Recurrent			\$752,300.71	
Non-Recurrent			\$6,539.09	
Interest			\$78.14	
Training Fees			\$884.54	
Amenity Contribution			\$52,774.67	
Admin & Mangement			\$126,168.60	
Donations			\$12,435.80	
Polare Advertising			\$613.62	
Sundry Income			\$13,846.59	
Total Income				\$965,641.76
Expenses				
Admin			\$131,846.03	
Audit Fees			\$4,650.00	
Accounting			\$8,305.45	
Bank Charges			\$1,042.61	
New Account			\$460.00	
Cleaning			\$3,129.45	
Computer Maintenance			\$2,361.82	
Computer Programmes			\$447.24	
Community Information Res			\$5,115.21	
Conference Expenses			\$2,679.15	
Consultant			\$10,392.68	
Consultant Youth Worker			\$1,236.36	
Depreciation			\$1,644.02	
Equipment			\$1,515.33	
Gas & Electricity Utilities			\$11,517.63	
General			\$108.35	
Health Promotion Equipment			\$999.98	
Insurance - General			\$7,713.64	
Internet			\$1,351.90	
Management Committee Exp			\$1,372.81	
Membership / Subscriptions			\$2,746.60	
Books/Magazines/Journals			\$23.75	
Office Expenses			\$928.30	
Postage			\$190.82	
Postage - Polare Mail			\$1,193.56	
Rent			\$33,860.11	
Repairs & Maintenance			\$5,360.05	
Security			\$5,639.09	

Stationery		\$1,011.26	
Telephone		\$9,955.25	
Telephone - Mobile		\$2,474.51	
Transport		\$39.96	
Training Outlays		\$731.82	
Travel & Accommodation		\$2,040.90	
Sundry Expenses		\$199.90	
Client Prog			
Client Prog - Activities	\$218.40		
Client Prog - Amenities	\$21,518.98		
Client Prog - Establishment	\$5,030.00		
Client Prog - Resident Rebate	\$500.00		
Client Prog - Community	\$348.36		
Total Client Prog		\$27,615.74	
Motor Vehicle			
Motor Vehicle - Fuel/Park/Toll	\$7,997.31		
Motor Vehicle Depreceiation	\$9,523.46		
Motor Vehicle - Insurance	\$4,410.89		
Motor Vehicle - Registration	\$1,243.00		
Motor Vehicle - Repairs/Maint	\$1,238.59		
Motor Vehicle - NRMA	\$240.91		
Total Motor Vehicle		\$24,654.16	
Printing			
Printing - Polare	\$375.82		
Printing - Resources	\$4,535.06		
Printing - Stationery	\$59.03		
Total Printing		\$4,969.91	
Resident Prog			
Resident Prog - Amenities	\$4,003.20		
Resident Prog - Food	\$2,841.23		
Total Resident Prog		\$6,844.43	
Employment			
Wages & Salaries Expenses	\$347,985.78		
Other Payroll Salary Sac	\$107,460.01		
Wages - Annual Leave Accrued	\$5,657.45		
Wages - LSL Accrued	\$5,975.50		
Workers Compensation	\$8,082.56		
Staff Supervision	\$60.00		
Staff Recruitment & Training	\$1,116.36		
Super Fund	\$41,209.33		
Payroll Fees	\$4,240.11		
Total Employment		\$521,787.10	
Provisions			
Provisions - Computers	\$8,250.00		
Provisions - Server	\$1,249.98		
Provisions - Bent St Move	\$6,000.00		
Provisions - MV	\$14,760.00		
Total Provisions		\$30,259.98	
Total Expenses			\$880,416.86
Net Profit/(Loss)			\$85,224.90

The Gender Centre Inc

PO Box 266
Petersham N.S.W. 2049

Balance Sheet [Last Year Analysis]

June 2014

	This Year 2014-2015	Last Year 2013-2014	\$ Difference	% Difference
Assets				
Current Assets				
Bank - Freedom Account	\$323,341.90	\$174,517.69	\$148,824.21	85.30%
Bank - Cash	\$171,742.17	\$122,676.76	\$49,065.41	40.00%
Management StG				
Petty Cash on hand	\$591.30	\$123.83	\$467.47	377.50%
Payroll Clearing Account	\$0.00	(\$11,581.96)	\$11,581.96	100.00%
Brokerage	\$767.56	\$642.88	\$124.68	19.40%
Motor Vehicle				
Motor Vehicle	\$0.00	\$50,921.73	(\$50,921.73)	-100.00%
Acc Dep - Motor Vehicle	\$0.00	(\$21,396.00)	\$21,396.00	100.00%
Motor Vehicle Toyota Corolla	\$24,446.74	\$0.00	\$24,446.74	NA
Acc Dep - Motor Veh Corolla	(\$7,917.00)	\$0.00	(\$7,917.00)	NA
Toyota Rukus 2014	\$22,801.09	\$0.00	\$22,801.09	NA
Acc Dep - Rukus 2014	(\$1,237.00)	\$0.00	(\$1,237.00)	NA
Total Motor Vehicle	\$38,093.83	\$29,525.73	\$8,568.10	29.00%
Office Furniture & Equipment				
Office Furniture & Equipment	\$11,784.86	\$11,784.86	\$0.00	0.00%
Acc Dep - Office Furn & Equip	(\$10,005.00)	(\$9,324.00)	(\$681.00)	-7.30%
Photocopier	\$12,871.06	\$0.00	\$12,871.06	NA
Total Office Furniture & Equipment	\$14,650.92	\$2,460.86	\$12,190.06	495.40%
Computer Equipment				
Computer Equipment	\$19,207.43	\$18,571.98	\$635.45	3.40%
Acc Dep - Computer Equipment	(\$18,217.00)	(\$17,694.00)	(\$523.00)	-3.00%
Total Computer Equipment	\$990.43	\$877.98	\$112.45	12.80%
Furniture Marrickville House				
Furniture Marrickville House	\$0.00	\$8,688.10	(\$8,688.10)	-100.00%
Acc Dep - Furniture M'ville	(\$80.00)	(\$8,093.00)	\$8,013.00	99.00%
Total Furniture Marrickville House	(\$80.00)	\$595.10	(\$675.10)	-113.40%
Furniture Haberfield				
Furniture Haberfield	\$1,765.45	\$1,765.45	\$0.00	0.00%
Acc Dep - Furniture Haberfield	(\$1,660.45)	(\$335.00)	(\$1,325.45)	-395.70%
Total Furniture Haberfield	\$105.00	\$1,430.45	(\$1,325.45)	-92.70%
Furniture Morgan St.				
Furniture Morgan St.	\$617.28	\$617.28	\$0.00	0.00%
Acc Dep - Furniture Morgan St.	(\$236.00)	(\$158.00)	(\$78.00)	-49.40%
Total Furniture Morgan	\$381.28	\$459.28	(\$78.00)	-17.00%

St.				
Community Equipment				
Community Equipment	\$3,672.92	\$2,925.82	\$747.10	25.50%
Acc Dep - Community Equip	(\$3,024.00)	(\$2,922.00)	(\$102.00)	-3.50%
Total Community Equipment	\$648.92	\$3.82	\$645.10	16887.40%
Total Current Assets	\$227,891.41	\$158,796.69	\$69,094.72	43.50%
Total Assets	\$551,233.31	\$321,732.42	\$229,500.89	71.30%
Liabilities				
Trade Creditors	\$1,066.00	\$6,546.00	(\$5,480.00)	-83.70%
Employment				
Superannuation Payable	\$5,155.63	\$3,301.41	\$1,854.22	56.20%
Union Fees Payable	\$0.00	\$553.50	(\$553.50)	-100.00%
GroupTax Payable PAYG withhold	\$3,641.00	\$0.00	\$3,641.00	NA
Total Employment	\$8,796.63	\$3,854.91	\$4,941.72	128.20%
GST				
GST Collected	\$29.14	\$0.00	\$29.14	NA
GST Paid	(\$4,469.75)	(\$234.00)	(\$4,235.75)	-1810.10%
Total GST	(\$4,440.61)	(\$234.00)	(\$4,206.61)	-1797.70%
Grants				
Grants In Advance	\$0.00	\$31,421.03	(\$31,421.03)	-100.00%
Donations In Advance	\$0.00	\$754.54	(\$754.54)	-100.00%
Total Grants	\$0.00	\$32,175.57	(\$32,175.57)	-100.00%
Provisions				
Provision For Annual Leave	\$32,924.22	\$35,689.06	(\$2,764.84)	-7.70%
Provision For Relief Wages	\$59,611.75	\$23,611.75	\$36,000.00	152.50%
Provision Long Service Leave	\$45,852.13	\$39,252.69	\$6,599.44	16.80%
Total Provisions	\$138,388.10	\$98,553.50	\$39,834.60	40.40%
Photocopier I/ Free Finance	\$12,627.29	\$0.00	\$12,627.29	NA
Total Liabilities	\$156,437.41	\$140,895.98	\$15,541.43	11.00%
Net Assets	\$394,795.90	\$180,836.44	\$213,959.46	118.30%
Equity				
Retained Earnings	\$75,397.34	\$50,010.95	\$25,386.39	50.80%
Reserves	\$0.00	\$76,113.00	(\$76,113.00)	-100.00%
Reserves Computers	\$26,764.41	\$0.00	\$26,764.41	NA
Reserves Server	\$5,000.04	\$0.00	\$5,000.04	NA
Reserves MV	\$14,760.00	\$0.00	\$14,760.00	NA
Reserves Bent St replacement	\$44,674.00	\$0.00	\$44,674.00	NA
Reserves Tendering	\$4,700.00	\$0.00	\$4,700.00	NA
Reserves Fit Out	\$65,369.46	\$0.00	\$65,369.46	NA
Current Year Earnings	\$158,130.65	\$54,712.49	\$103,418.16	189.00%
Total Equity	\$394,795.90	\$180,836.44	\$213,959.46	118.30%

5.3 Meetings of Directors held during 2014-2015

There have been 6 meetings as per the constitution in the financial year 2014-2015

Name of Board Member	Eligible to attend	Number Attended
Maggie Smith	6	5
Col Eglington	6	4
Kimmi Everson	6	5
Caroline Bugg	6	5
Eva Karagiannis	6	6
Eloise Brook	3	3
Virginia Mackay	6	6
Lorenzo Visser	6	2

Board of Directors declaration

The Office Bearers have determined that this special purpose financial report be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Office Bearers of the entity declare that:

The financial statements and notes as attached give a true and fair view of the entity's financial position as at 30 June 2015 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements;

This declaration is signed for and on behalf of the Board of Directors by the duly elected Office Bearers and in accordance with the Constitution and Rules of The Gender Centre Incorporated:



Signature

President
Position



Signature

Vice President
Position

TRANSTOPIA



GENDER CENTRE

**A place where gender questioning and gender diverse teens
can be themselves.**