



NOTICE OF 2024 ANNUAL GENERAL MEETING

The Annual General Meeting of the Victorian Women Lawyers Association Inc. will be held on:

Tuesday 19 November 2024 (arrive by 5:15pm) for a 5:30pm start

At

**Queen Victoria Women's Centre, 210 Lonsdale Street, Melbourne, Victoria, 3000
and**

by Electronic Meeting Link - <https://events.teams.microsoft.com/event/82637d47-226e-4e5a-be3c-a910db35e5e7@e5217522-56d8-4996-a821-424b64e13cfd>

All members are welcome to attend the AGM. To assist with catering and seating, please let us know in advance if you are planning to attend by registering to attend at <https://vwl.asn.au/vwl-2024-agm/> by no later than **5:30pm Monday 18 November 2024**.

Only **current ordinary members** are eligible to vote at the AGM. Associate members are not eligible to vote. Members intending to vote are requested to confirm that their membership status is that of an ordinary member. If you have not yet renewed your membership for the 2024-2025 financial year, we encourage you to do so now.

Members who are unable to attend the meeting but who wish to appoint a proxy can do so by using the **enclosed** appointment of proxy form and voting ballot. Please forward the Proxy form to VWL's Secretary Annaleise Vulin at vwl@vwl.asn.au by no later than **5:30pm Monday 18 November 2024**.

Agenda

The Agenda for the meeting is **enclosed**.

2023-2024 Financial Reports

The VWL financial report for the year ending 30 June 2024 will be tabled at the AGM.

Executive Committee elections

VWL's Rules of Association changed in 2023 and in accordance with the Rules of Association, the call nominations for the Voting Executive Committee has been conducted and nominations for the Voting Executive are now closed.

If the number of nominations for any position received exceed the positions available, a ballot will be held at the AGM and nominees will be asked to make a short stump speech. If sufficient nominations for the positions are received, those people nominating will stand elected and if for any positions there are no nominations, nominations will be sought at the AGM for those vacancies.

The candidates provided a short summary of their reasons for seeking election to the Voting Executive Committee. This is included in this package to assist members eligible to vote in making a decision, in the event that a ballot is required.



Minutes of the 2023 AGM

The minutes of the 2023 Annual General Meeting will be tabled at the AGM. The minutes are also **enclosed**.

Post-AGM end of year celebration

The VWL end of year celebration will take place immediately following the AGM.

VWL thanks its sponsor Australian Migration Lawyers for hosting the AGM and End of Year Celebration.

If you have any queries regarding the AGM, please contact VWL Secretary Annaleise Vulin at vwl@vwl.asn.au

Joanna Abraham

President
Victorian Women Lawyers

Attachments:

1. Appointment of Proxy Form
2. Election Ballot Paper for Proxies
3. Executive Committee Candidate Summary
4. 2024 Agenda for Annual General Meeting
5. Minutes of 2023 Annual General Meeting
6. Financial Report: Profit and Loss Statement and Balance Sheet for the 2023-2024 Financial Year



VICTORIAN
WOMEN
LAWYERS

2024 Annual General Meeting of the Victorian Women Lawyers Association Inc.

APPOINTMENT OF PROXY – 2024 VWL ANNUAL GENERAL MEETING

I,, an ordinary member of the Victorian Women Lawyers Association Inc., am unable to attend the 2024 VWL Annual General Meeting, to be held at Queen Victoria Women's Centre, 210 Lonsdale Street, Melbourne, Victoria, 3000 or by electronic meeting link on 19 November 2024.

I appoint (an Ordinary Member of Victorian Women Lawyers) or, failing them, the person presiding at the AGM as the chair person, to be my proxy. I authorise them to vote on my behalf on all matters excluding the election of Committee Members.

I attach my Election Ballot Paper with my votes for the Committee Members.

Name:

Signature:

Date:

Please complete and return this form to Annalise Vulin, VWL Secretary, by email vwl@vwl.asn.au. A proxy sent by post or electronically is of no effect unless it is received by VWL no later than **5:30 pm on Monday 18 November 2024**.



2024 Annual General Meeting of the Victorian Women Lawyers Association Inc.

ELECTION BALLOT PAPER – PROXIES

Election of President Office Bearers and Election of Ordinary Members (in accordance with rules 52 and 53)

If more than one Member is nominated for election of President or office bearer, or an ordinary member, a ballot must be held in accordance with rule 54.

In accordance with rule 54.6 the ballot votes of Members who submitted proxy forms must be added to those of the Members Present.

This constitutes my vote for the proxy submission for the election of president or office bearers and ordinary member.

Office Bearers

President - Linda Hart (sole nominee) will be deemed elected.

Vice President - *To vote please ✓ your preferred candidates.*

Nominee 1 Isabella Armao

Nominee 2 Annaleise Vulin

Secretary- There being no nominees prior to the AGM, nominations will be called from the floor.

Treasurer- Elizabeth Cooper (sole nominee) will be deemed elected.



Ordinary Members

Ordinary members should vote for seven (7) candidates for General Members
To vote please X your preferred candidates in the space provided (maximum of 7 names).

Nominee 1	Alanna Ivanova	<input type="checkbox"/>	Nominee 6	Joanna Pandelis	<input type="checkbox"/>
Nominee 2	Alexandra Lioudvigova	<input type="checkbox"/>	Nominee 7	Nina Milner	<input type="checkbox"/>
Nominee 3	Emma Holden	<input type="checkbox"/>	Nominee 8	Oriana Torcasio	<input type="checkbox"/>
Nominee 4	Harriet Whiteley	<input type="checkbox"/>	Nominee 9	Shaniya Vilash	<input type="checkbox"/>
Nominee 5	Isabella Armao	<input type="checkbox"/>	Nominee 10	Sounita Viravout	<input type="checkbox"/>

Name:

Signature:

Date:

Please complete and return this form to Annaleise Vulin, VWL Secretary, by email vwl@vwl.asn.au. A proxy sent by post or electronically is of no effect unless it is received by VWL no later than **5:30 pm on Monday 18 November 2024**.



Executive Committee Candidate Summary

President

Linda Hart

I am a Principal at Hunt & Hunt lawyers. I am also an Accredited Specialist in Wills & Estates and I head up the Wills & Estates practice group. I have been practising for over 20 years and I am passionate about mentoring junior lawyers and supporting women in their career. I am the co-chair of the Women at Hunt & Hunt group where our aim and commitment is to continue to advance women within the firm and offer opportunities and resources to assist women to connect and educate each other.

I have been a member of VWL since 2015. I am currently the Vice-President of VWL and was the Secretary in 2023 & 2022 and was previously the Co-Chair of the Networking Committee in 2020 and 2021. I enjoy meeting new people and building relationships and would love the opportunity to further promote VWL objectives and continue to support our current members.

Vice President

Isabella Armao

As a dedicated VWL member since my student days, my journey from the Work Practices Committee to two years as Co-Chair and a year as an Ordinary Committee Member (Sponsorship Officer) has been driven by a passion for progress. Under my leadership, VWL has held impactful initiatives such as the successful Tough Talks event, the Parental Leave Guide launch, and the re-launch of the Professional Mentoring Program and Coming to the Bar event. In my year as Sponsorship Officer, VWL has been able to welcome two new sponsors (AML and List G) and strengthen relationships with dedicated existing sponsors. I would like the opportunity to work closely with Linda Hart (proposed 2025 President) and continue to foster positive change and enhance VWL's impact, contributing my skills and experience for the benefit of our members and the broader legal community.

Annaleise Vulin

I am the VWL Secretary and was the Publications Co-chair in 2022 and 2023. Prior to that I was a Publications member between 2020 to 2023 and have been a VWL member since 2017. I am a third year solicitor in commercial litigation at Piper Alderman.

In my time as Secretary, I've developed a desire for being a leader at VWL. Taking minutes, I've ascertained our strengths and weaknesses. VWL is one of the most successful women legal representative bodies in Australia, due its member's commitment to running events. This year we have faced challenges (outside of our control) with events. My view is we need to be strategic on the quantity, quality and our direction of events. We also should have more feedback from our members on what we should be focussing on. Further, there are compliance and governance processes that could be implemented to reduce the workload for our voting and general executive.

The above are not easy tasks and not something I can achieve on my own. As Vice President I would have an opportunity to start implementing a 2 year plan and work with our executive and membership to further advance VWL. VWL has an incredible membership base, from veterans who have remained committed to the cause, to new



members who bring fresh ideas. It would be an honour to be the Vice President in 2025. Thank you for your consideration.

Secretary

Nomination Required

Treasurer

Liz Cooper

I have been Treasurer since 2012, except for 2020.

General Members

Alanna Ivanova

Over the past three years of volunteering with VWL, I have had the privilege of being part of and witness to the impact of our organisation for women in the law. I want to continue this important work as a VWL board member because I am committed to empowering women in our community and supporting meaningful action to address important barriers to women in and aspiring to join our profession. With my experience, I can contribute to effective decision-making and leverage my skills to contribute to our progress towards greater equality for women in the law.

Alexandra Lioudvigova

I have part of the VWL executive as communications officer since June 2023. During this time, I have enjoyed meeting like-minded people and contributing to VWL's key decision-making and shaping how the organisation best serves its members and the legal industry. I look forward to the opportunity to continue doing so in 2025.

Emma Holden

Having recently moved to Melbourne after several years practising in Queensland, I'm eager to connect with other women in the legal industry. I'm especially interested in contributing to the wellbeing portfolio, as I recognise the challenges and stresses that come with working in the law.

Harriet Whiteley

I am nominating for an Ordinary Committee Member position to further support and empower women in law. As co-chair of the Networking Committee this year, I have facilitated opportunities for professional and social growth and enabled connections to be fostered among women lawyers. My experience as a student mentee in 2022 and as a Mentoring Committee member in 2023 has strengthened my passion for creating opportunities for meaningful engagement and professional development. I aim to contribute to VWL's mission by advocating for diversity and providing a safe and inclusive environment for women in the legal profession to learn and connect.

Isabella Armao

As a dedicated VWL member since my student days, my journey from the Work Practices Committee to two years as Co-Chair and a year as an Ordinary Committee Member (Sponsorship Officer) has been driven by a passion for progress. Under my leadership, VWL has held impactful initiatives such as the successful Tough Talks event, the Parental Leave Guide launch, and the re-launch of the Professional Mentoring Program and Coming



to the Bar event. In my year as Sponsorship Officer, VWL has been able to welcome two new sponsors (AML and List G) and strengthen relationships with dedicated existing sponsors. I would like the opportunity to continue to foster positive change and enhance VWL's impact, contributing my skills and experience for the benefit of our members and the broader legal community.

Joanna Pandelis

I am committed to and keenly interested in improving the lives of women and children and of women in legal professions.

In the past, I have needed and received assistance from the VWL and view this as an opportunity to give back to a service that has helped so many.

As a clinical psychologist just completed her studies in the JD Law and with many years working with CALO populations, I hope my experience in both law and psychology might be valuable assets to the committee.

Nina Milner

I became a member of VWL in 2019 as an expectant mother, seeking a brighter future and a supportive environment where women can excel in their workplace. For the past three years, I have served as the co-chair of the Work Practices Committee, contributing to various events and initiatives, including the Professional Mentoring Program, the Return-to-Work Guide, and the highly successful Tough Talks event. I currently hold the position of Acting Senior Supervisor in the Legal Services Department at Victoria Police, where I've gained experience in several areas, such as the specialist sexual offenses prosecutions unit, the children's court team, and the family violence unit. In 2021, I was fortunate to receive a scholarship to pursue a Diploma in Governance, which I aim to complete by the end of 2024. My daughter is now four years old, and I take immense pride in the accomplishments of VWL. I would be grateful to be considered for an ordinary member position, allowing us both to continue this journey together.

Oriana Torcasio

Oriana is a government lawyer and has a fervent interest in women's rights and good governance. She has been an active VWL member since 2015 and has been an Executive Member for three years, leading the Mentoring and Special Projects portfolios. Prior to this, she played a key role in establishing and co-chairing VWL's Diversity & Inclusion Committee in 2018, where she led and contributed to a number of initiatives to champion and promote diverse women in law in Victoria. She hopes that her long-term VWL experience, along with her governance knowledge, will allow her to continue to support and promote VWL's profile in 2025.

Shaniya Vilash

I've always had an interest in giving back to community outside of work, empowering women, connecting with people, and assisting in the advancement of our profession in any way possible. Being on the VWL Executive Committee is one way of doing this. With my past experience on LIV's Young Lawyers Executive, VWL's General Executive and as VWL's 2024 Membership and Community Engagement Officer, I believe I have the skills and enthusiasm to continue making valuable contributions for the Membership and Community Engagement portfolio. I'd like the opportunity to continue the work I've been doing to understand our members needs and connect



with people, for another year.

Sounita Viravout

I am the Principal lawyer and Mediator of Onside Family Lawyer, a specialist family law firm doing law differently and focusing on alternative dispute resolution.

I was appointed the Co- Chair of the VWL Diversity and Inclusion Committee in August 2021 and elected an Executive Committee member in 2022, holding the Membership and Community Engagement portfolio helping to expand VWL's membership and strengthening engagement of women lawyers and law students from all over Victoria and from diverse backgrounds and to have offerings that accommodates lawyers with varying levels of post admission experience and subsequently holding the Wellbeing portfolio in 2023 and 2024.

I have a strong passion and commitment to social justice and in advancing women's issues, including assisting, supporting and advancing women in the legal profession, it would be a privilege to serve on the Executive Committee to promote VWL's initiatives in 2025.



2024 Annual General Meeting of the Victorian Women Lawyers Association Inc.

**Queen Victoria Women's Centre
210 Lonsdale Street, Melbourne, Victoria, 3000
(and by electronic meeting link)
Tuesday 19 November 2024 at 5:30pm**

AGM AGENDA

- 1 President's welcome & Acknowledgement of Country**
- 2 Attendance and apologies**
- 3 Approval of Minutes of 2023 Annual General Meeting**
- 4 Executive Committee Annual Report**

Executive Committee members and co-chairs of Committees will report on Committee activities over the previous year as outlined in VWL's Portia publication.
- 5 Treasurer's Report**

The Treasurer of VWL, Elizabeth Cooper, will present audited financial statements for VWL in the 2023-2024 financial year.
- 6 Election of VWL Executive Committee**
 - (a) Election of Officers of the Association: President, Vice-President, Treasurer and Secretary; and
 - (b) Election of seven (7) ordinary members
- 7 Other business**



2023 Annual General Meeting of the Victorian Women Lawyers Association Inc.

Tuesday 28 November 2023 at 5:30pm

MINUTES OF MEETING

1. President's welcome & Acknowledgement of Country

Sophie Levebvre (**the President**) opened the Annual General Meeting of Victorian Women Lawyers ("VWL") for 2023 with an Acknowledgement of Country reiterating VWL's commitment to the Uluru Statement from the Heart.

2. Attendance and apologies

Attendance and proxy register attached. The following were an apology:

- Stephanie Pasharis
- Stephanie Vejar
- Megan Lawton
- Lucy Padula

3. Minutes of 2022 Annual General Meeting

First motion

second by vice president

Minutes for the 2022 approved as a true and correct record and annexed to the minutes below.

Motion to confirm minutes of 2022 AGM carried by majority.

4. Committee Annual Report

The president invited our Voting Executive members to discuss the work they did in their respective portfolios.

Immediate Past President and AWL Representative (Stephanie Pasharis) as Stephanie was an apology the vice-president read out her summary:

"This year, I served as VWL's Australian Women Lawyers representative. AWL is Australia's peak representative body of women lawyers and is governed by a board of directors comprising representatives from each State and Territory women lawyers association.

In early 2023, AWL held its annual planning meeting, where we identified the following areas of focus for AWL going forward for the year:



- Sustainable practice for women lawyers;
- Encouraging diversity and intersectionality in all areas of legal practice;
- Equitable briefing
- Gender pay gap closure within the legal profession;
- Supporting initiatives to stamp out sexual harassment, and encouraging respect at work; and
- Support for indigenous women involved in the justice sector.

This year, AWL continued its advocacy work, with our President and various board members speaking to media outlets including the ABC, Lawyers Weekly, The Age, Lawyerly, AAP, The Australian and The AFR on topics relevant to women lawyers, such as harassment in the legal profession. AWL also published many news articles and submissions on areas of law reform.

This year AWL's Patron, the Hon. Chief Justice Susan Kiefel, retired, and AWL's President attended Her Honour's ceremonial sitting. AWL is extremely grateful for Her Honour's leadership of the legal community since 2017, I am delighted to report that AWL approached the Hon. Justice Jacqueline Gleeson of the HCA to be AWL's new patron following the retirement of Chief Justice Kiefel, who accepted the appointment.

Lastly, AWL is currently planning for next year's conference, to be held in Canberra. The dates are yet to be confirmed, but I would encourage you all to monitor AWL's LinkedIn for updates.

I am delighted to have been re-elected by VWL's Executive Committee to remain as VWL's representative next year. I look forward to assisting AWL organise next year's conference."

Sophie thanked Stephanie for her hard work and announced the VWL Executive Committee had appointed Stephanie to remain VWL's representative of AWL for another 12 months.

Communications Officer: presented by Alexandra Lioudvigova

"I stepped into the role following our previous communication officer, Roxanne Taylor's departure midway through this year. It has been a pleasure stepping into this role and getting involved with the executive operations at VWL and I am pleased to report a good year for the communications portfolio at VWL.

We have maintained strong levels of engagement across our socials, including facebook, linkedin and instagram.

On LinkedIn, our analytics show consistent levels of engagement, page visits and follower growth, including a particularly positive month in September where we received especially strong engagement, particularly in relation to our industry event on equitable briefing. We are on track to hit 10,000 followers soon.

We also continue to receive strong engagement on Instagram, especially for our Instagram stories. These have been a great opportunity to not only advertise our events and share news regarding VWL, but also to promote other posts regarding issues relating to gender and diversity. We have regularly received positive interactions to these and



consider these are a great opportunity for VWL to engage with the broader community and various gender and diversity issues across Australia and indeed globally. We have also harnessed the use of interactive/graphics based insta-stories to provide more engaging event promotion.

This year, we have also introduced a more consistent approach to image descriptions, to ensure our content is accessible to all.

Our strong social media presence is reflected in several external groups reaching out to collaborate with us on cross-organisational promotion, including Foley's List, Red Cross Australia and Women's Legal Service Victoria.

We also continue a strong relationship with the Law Institute Journal through our regular contributions on issues of diversity. I thank all the contributors this year for producing timely, quality and thought-provoking pieces.

I'd like to finish my wrap up by thanking several people. Firstly, Roxanne, for her hard work in setting up a strong foundation for the communications portfolio and being so thorough and helpful in the handover, making the process as smooth as possible. Secondly, Sophie and Jo, for their consistent support and guidance in the role. Thirdly, the broader VWL committee for its assistance in preparing content and sharing VWL's socials throughout their networks - I'd like to give a special shout out to Skye for her work on facebook and Jess for her work on the website.

And lastly, I'd like to thank the VWL members for their engagement with us throughout our various communications. In circumstances where members cannot attend every event and our network spreads far and wide, the online world provides a way for members to remain abreast of VWL's activities and feel involved across issues of gender and diversity. It is so positive to see these levels of engagement across the community and we thank you for your support. We look forward to continuing to grow next year."

Sophie said social media is very important to VWL our presence on social media has elevated our platform and acknowledged the hard work of previous Comms Officer, Roxanne Taylor.

Sponsorship Officer: presented by Isabel Britten-Jones

Victorian Women Lawyers would like to thank our sponsors for their ongoing support in 2023:

- Allens
- Brave Legal
- Clayton Utz
- College of Law
- Coulter Legal
- Ethos Migration Lawyers
- Foley's List
- Justitia Lawyers and Consultants
- K&L Gates
- KHQ Lawyers
- Maddocks



- Maurice Blackburn Lawyers
- Nicholes Family Lawyers
- Stuart Family Lawyers
- Svenson Barristers
- Victorian Government Solicitor's Office

Many of our sponsors hosted VWL events which you can read about in the Events section of this Journal. We also thank our sponsors for their contributions to Portia and acknowledge those who were unable to contribute this year: Allens and K&L Gates.

We also extend our gratitude to the following event and project sponsors for their support in 2023:

- Clarence Workplaces for Professionals
- Cornwalls
- Deakin Law School
- Gatehouse Legal Recruitment
- Lex Medicus

VWL would not be able to do the work they do without the support and contributions of our sponsors and supporters. The generosity of our sponsors has enabled us to host engaging and impactful events and foster important conversations in our community. We have been able to bring together legal professionals from diverse backgrounds and provide opportunities for learning, growth, connection and empowerment. We congratulate our sponsors on another successful year and are looking forward to collaborating with our sponsors again in 2024."

Sophie thanked Isabel for all her hard work. Sophie echoed that we wouldn't be able to run our events without our sponsors and also make our events affordable.

Community and Membership Engagement Officer: presented by Sophie Levevre on behalf of Megan Lawton

Sophie shared feedback from members on the screen. Sophie mentioned that people are generally surprised how we are all volunteers as our events are run so well.

Sophie thanked Megan for her work this year.

The engagement portfolio offers a breadth of opportunities, and the tone was truly set by the discussion of intersectionality in 2022 by Antoinette Lattouf. The role has a broad remit to support the Outreach committee, whom I congratulate on hosting an event in Geelong in 2023.

Special Projects Officer: presented by Sophie Levevre on behalf of Stephanie Vejar

Events:

- Dame Roma 2023
- Foleys Podcast (postponed)



- In collaboration with Justice Committee – Temporary visa holders and family violence (postponed)

Dame Roma 2023

On 9 March 2023, Victorian Women Lawyers held the Dame Roma Mitchell Memorial Lunch in celebration of International Women's Day.

Attendees from across the legal profession gathered in the Melbourne Town Hall to hear a lively discussion between Jane Caro AM, feminist, writer and journalist and Zoe Condliffe, founder and CEO of She's A Crowd.

With the UN theme for International Women's Day "Cracking the Code: Innovation for a gender equal future" as their starting theme, Jane and Zoe shared intergenerational views on past and current barriers that women face within the workforce, society and discussed innovative practices that are being used to break these biases. Importantly, they also provided practical tips for how individuals can work towards an equitable future.

We had a great response from participants re: Dame Roma so I'm sure next year is due to be a hit as well.

Joanna mentioned that 7th March 2024 is the date for Dame Roma next year and to lock it in the calendar. Sophie thanked Stephanie Vejar for her hard work

Wellbeing Officer: presented by Sounita Viravout

As VWL believes the wellbeing of our members and the wider profession is an integral to our objective of increasing the opportunities for participation by and advancement of women in the legal profession in Australia, this year we launched our Wellbeing workshop series, which we called the Flourishing workshops to help attendees to flourish in a world through a different lens, one which allows the attendees to flourish especially in times of uncertainty and to find the joy in stressful times.

Last year we listened to our members' feedback, where we saw a number of our members desiring more interactive and smaller group workshops designed to provide women leaders in law with learnings and empowerment to live healthy and high performance, lives which in turn enables them to have sustainable and healthy careers in law.

In response to that feedback, this year we held three interactive workshops throughout the year which was facilitated by Penny Locaso, the author of Hacking Happiness. The first workshop was called the Fear(less) Masterclass, the second was on Work-Life boundaries for energy, presence and calm, the finally the third workshop was an online interactive workshop was about clarity (which again we listened to the feedback where members and past attendees had asked for an online format, which also meant that our the workshop was accessible to our members and legal professionals in the suburbs and the regions). We've received incredible feedback when asked about what attendees liked about the workshop, one attendee said:



“Everything. Penny has actually changed my life in three hours. The clarity and direction that I now see, is amazing. Her tools, tips and passion are inspiring and as usual and I am excited to see where this now takes me.”

This year we also held a panel discussion on Managing and Preventing Vicarious Trauma in Legal Practice, to help provide participants with the knowledge, skills and tools to better recognise the early signs of vicarious trauma and intervene, which was very well attended. In fact we felt that it was so important that every lawyer and every person working in the legal profession or adjunct to it, should have access to this resource that we have subsequently made a recording of the panel discussion with the same speakers. The recording will shortly be uploaded onto our Wellbeing page of our website and be permanently available to everyone as a Wellbeing resource.

Sophie thank Sounita for her hard work.

Competitions Officer: presented by Maddison Harrington and Alanna Attard

In 2023, Alanna Attard and Maddison Harrington were VWL’s competitions portfolio leads on executive committee.

This year was a busy year, with two competitions to organise, firstly, the Expert Witness Examination competition, which was due to be held in the first half of the year, and of course, the Warren Moot.

Unfortunately due to time constraints, we were unable to run the expert witness examination competition this year, and we have decided to change the event to a bi-annual event, to be held early in 2023/24. We are in the final stages of confirming availability and dates with our partners to lock this in for early next year to hit the ground running.

The Warren Moot was held again in 2023 and was hotly contested and a great success in 2023. Once again, the moot was generously sponsored by Maddocks Lawyers who generously gave us their client floor and meeting rooms to host each of the rounds. This year saw the competition span 12 weeks, with 10 teams and 37 participants.

We were fortunate enough to have 13 judges from the Supreme Court, Court of Appeal, County Court and the Fair Work Commission generously give up their time to support the moot this year, through being part of the launch event panel, and being judges for each round. The feedback provided from each of our judges to the teams was fantastic, and incredibly generous. Despite taking time out of their busy lives and evenings, our judges took the time to give considered and insightful feedback to each of the teams on their oral advocacy skills and the written submissions.

This year, teams were given brand new problems, ranging from topical issues of independent contracting post *Workpac v Rossato*, and Personnel Contracting to sexual harassment / sex discrimination in employment, in addition to traditional mooting topics of criminal law and commercial contracting matters.

The launch event occurred on 23 August 2023 was held at Maddocks offices in Docklands. We held a panel discussion with esteemed members of the bench, including the Hon. Justice Walker, and Justice Dixon of the Supreme Court of Victoria. Liz Ruddle



SC provided an insightful crash course in courtroom advocacy. Unfortunately, the moot's namesake, and our Patron, the Hon Marilyn Warren AC KC was unable to attend.

In contrast to previous years, this year's teams came predominately from private law firms, with only 2 student teams coming from Monash University. After 3 rounds of intense competition, we were left with two grand teams.

The Supreme Court of Victoria hosted the grand final in the Banco Court with former Chief Justice Warren presiding. The Essoign Club at the Victorian Bar hosted the presentation evening after the grand final which was well attended.

Dennis Denuto Memorial Scholars (aka 'the Vibe') were successful in seeking judicial review in the Supreme Court of a VCAT discrimination decision, strongly represented by Amanda Robinson, Lauren Woolley, Ebony Mack, and Summar Altaee of Aitkin Partners.

The 'VGSO Grads' team, comprised of Madeline Gome, Alana Morgante, Ellen Kalaja and Georgia Lucas, with Madeline Gome also being awarded 'best speaker' by Chief Justice Warren.

Thank you to Maddocks for their generous continued sponsorship of this excellent competition, and to all those volunteers from VWL, WBA and the judiciary who gave up their time to judge rounds, time keep, and to those members of the Victorian Bar and Foley's List members for preparing this year's problems.

Sophie thanked both Maddie and Alanna for their work. She mentioned that our moot is considered one of a kind.

Sophie also commented that previously this role was held by one person so this year this role is done by two people and our patron was very complimentary.

Justice Committee: presented by the Co-Chairs Zefy Souvlakis & Amanda Emonson

The role of the Justice Committee is to bring justice and human rights related issues that impact women to the attention of VWL, it's members and the wider legal community.

This year, the Justice Committee partnered with sponsor Clayton Utz, to hold the Reproductive Justice Panel discussion during Women's Health Week to explore our rights and employers obligations through the various stages of the reproductive journey.

From this impactful event we are working with the wider VWL volunteer base to look at how we can make workplaces in the legal industry better for women who might be impacted by gender specific health issues.

Thanks to our dedicated committee members: Julia Despard and Rebeka Glover

The Justice Committee this year brought together a community who are passionate about advocating for reproductive rights in the workplace. We are inspired to continue a difficult and deeply personal conversation to promote change within our workplaces.



Sophie added that our purpose is not just improve the lives of women who work in the law but also women who are impacted by the law. Reproductive issues in the law and how it impacted the workplace and how we can change the law led discussions to develop a guide with our work practice committee.

Sophie thanked the justice committee for all their hard work.

Diversity & Inclusion Committee: presented by the Co-Chairs Shivani Pillai and Felicia Leong

During 2023 the Diversity and Inclusion Committee have worked on building VWL's connections and collaborative opportunities with law associations representing diverse and intersectional co-horts. In particular we have grown VWL's relationship with Tarwirri, Indigenous Law Students and Lawyers Association of Victoria and with Pride in Law.

We are committed to learning through discourse and discussion how the legal profession can promote inclusion of those with diverse backgrounds, plans are in the works for events in 2024.

The D&I Committee continued to represent VWL at round table meetings of the Victorian Legal profession and provided support to a number of initiatives and events ensuring an intersectional lens was applied to VWL's work. The D&I team also contributed to many of VWL's communications and publications in 2023 including statements in support of the Uluru Statement from the Heart.

In October the committee contributed an article to the Law Institute Journal. In 'Respecting and celebrating cultural differences - Finding a spirit of unity' Shivani Pillai, wrote about culture diversity of race, ethnicity, religion, language and customs *within* culture and how we can find a spirit of unity inspired by her experience in Papua New Guinea where she was voluntarily teaching advocacy to 150 Law graduates on behalf of the Victorian Bar (International Advocacy Training Committee).

The Diversity and Inclusion Committee welcomes new members particularly those with diverse abilities, gender diversity and Aboriginal and Torres Strait Islander peoples so truly reflect and advocate for diversity, for women in law in Victoria and beyond.

Shivani also asked that everyone put 20th March 2024 in their diaries for a First Nations event- proud to be co hosting this with Tawarri. Allens will be sponsoring and we will discussing the issues that First nations women face

Felicia discussed Pride in Law and that we will be joining them for an event 2024 will be an exciting year.

Shivani gave a big shout to Sophie, Joanna and Linda and thanked them for their support.

Sophie thanked the committee and reflected on their hard work and the importance of us connecting with First Nations women in the law. VWL sponsored two indigenous women to



attend the indigenous women summit this year and you can read about their experience in Portia.

Publications Committee: presented by the Co-Chairs Annaleise Vulin & Greta Marks

Portia is the annual journal and report of VWL, which is produced by the Publications Committee and distributed to members at the AGM and by post. The 2023 theme for Portia is 'community', mirroring the theme of VWL in 2023. As members of a diverse and brilliant legal community, we unite and support one another amongst obligations, challenges, triumphs and goals. In this edition, Portia seeks to explore, showcase, and celebrate a range of communities, however defined. We had many events this year and sponsor contributions who all wrote about what community means to them.

This edition features an important, vulnerable, and generous piece by Holly Harris, an account of her experience as both a law student and complainant in an alleged sexual assault case, and how it has evolved the way she views the law. This year's other features take on the theme of community and consider what it means in different contexts, including an interview with Ms Julie Dodds-Streton KC and Ms Amber Harris of Counsel who drafted the Judicial Conduct Guideline on Sexual Harassment; everything you wish you knew about making the move to the Bar; and articles exploring how online communities have changed the world and how we interact with it, and how networking through non-professional communities can impact your career.

A huge thank you to our editors of Portia, the Co-Chairs of the Publications Committee Annaleise Vulin and Greta Marks, and the dedicated Publications Committee Nancy Abdalla, Skye Cody, Liz Main, Alana Morgante, Andree Pianta, Shifa Shaikh, Amy Stagg and Lili Rand. Your tireless efforts are greatly appreciated in bringing to life the 2023 edition of Portia. Thank you as well to our sponsors for their reflections on community which are shared in Portia.

VWL always encourages contributions to Portia by our members. If you are interested in submitting an article to Portia in 2024, we would love to hear from you. Thank you to Sophie for all her assistance, Liz for the mailing list and our designer and publisher Design by Wolf.

Law Reform Committee: presented by Sophie Levevre on behalf of the Co-Chairs Casey Guilmartin and Sophie Lloyd

The Law Reform Committee's primary role is to promote women lawyers and gender equality through submissions and contributions to law reform initiatives, such as Victorian or Commonwealth government public consultation on proposed law reform.

In 2023 we farewelled exceptional past Co-Chairs: Andrea de Silva and Stephanie Dendrinis, and welcomed Sophie Lloyd and Casey Guilmartin as new Co-Chairs.

The Committee had a busy start to the year, contributing to three law reform consultations at both a Victorian and Commonwealth level:



Federal Attorney-General's Department's (AGD) public consultation process on Scoping the Establishment of a Federal Judicial Commission. The consultation received 57 submissions, of which 37 have been made public on the AGD website.

Federal Senate Legal and Constitutional Affairs Committee's Inquiry into Current and Proposed Sexual Consent Laws in Australia. The final Inquiry Report was published in September 2023. The VWL submission is #47 and is available for download on the Senate Inquiry Report website.

Department of Prime Minister and Cabinet's Office of Women's public consultation on the National Strategy to achieve Gender Equality.

Behind the scenes, we have been consulted on several nascent law reform proposals and are developing tools to support the broader community to make law reform submissions. We are excited to share these in 2024.

Thank you to our enthusiastic Committee members: Luisa Ashton, Sabrina Berardinelli, Sarah Lefevre, Jasmine Tonkin, Quynh Trang McGrath, Andree Pianta, Bronwyn O'Brien, Samreen Shakeel, Madeleine Strattman, Natasha Whitehead, and all past members.

A warm thank you to Jess Date and Raff Rossignuolo from the Law Institute of Victoria for generously finding our Committee a space to meet throughout the year.

We are excited to continue contributing to Commonwealth and Victorian law reform and sharing tools to support the broader community of women and gender diverse peoples to make submissions to law reform consultations in 2024.

Sophie thanked the law reform committee and said that if anyone is interested in making a change you can join the committee.

Outreach Committee: presented by Shaniya Vilash on behalf of herself & Lucy Padula as Co-Chairs

The Outreach Committee aims to strengthen VWL's engagement with regional, suburban and other members with limited access or connection to Melbourne CBD or the profession, with a focus on enhancing VWL's online offering. The composition of the Outreach Committee is a representative model, comprising members of the profession from across Victoria and at various stages of their legal career.

This year, the Outreach Committee continued to focus on connecting people through technology, to further remove barriers to engagement with our regional and suburban lawyers and students. We proudly hosted an online panel-based event focussed on 'Difficult Conversations at Work', which provided invaluable insights to our community on managing conflict and difficult conversations. We also organised a joint community themed networking event in Geelong with the Women in the Public Sector Committee.



We wish to thank our committee members for their time and support. We also wish to thank Nicole Davidson, Nina Hoang and Maddison Harrington in helping deliver an important discussion on approaching difficult conversations and providing some practical tips to navigate them. In addition, we wish to thank Diana Taylor for being a part of our community themed networking event in Geelong.

We also wish to acknowledge and thank the work of VWL's Executive and other committees in helping to further to aims of the Outreach Committee. We will continue to offer a mixture of online and hybrid events to enable VWL members and the broader legal community, regardless of their location and circumstances, to attend and remain involved.

The theme of 'Community' brings a sense of togetherness and belonging. The commitment to community goes to the heart and soul of Outreach, and will continue to be a focus in the future.

Sophie said so many travelled to go to the Geelong event and encouraged people who have connections outside to CBD to get involved in VWL. We are not just CBD based and we want to engage with law societies and regional practitioners so we produce meaningful events. Sophie also said there are changes to our Rules of Association so that we can make the AGM available online

Networking Committee: presented by the Co-Chairs Rhiannon Zarro & Jyoti Haikerwal

The Networking Committee's role is to create opportunities through which women in the legal profession, or who are about to enter the profession, can build strong professional relationships and connections in a supportive environment.

We do this by hosting a number of interesting and engaging networking events and panel discussions throughout the year, which aim to highlight the value of forging and maintaining networks for one's career development and building their community in the legal world.

The Networking Committee had a successful year of events which you can read about in the events section of this Journal.

We held our annual Members and Guests event as well as introducing a new event "Building Your Community Event" and have been working to build connections with associations outside of the law to provide VWL members with even more diverse opportunities for networking in 2024.

Finally, the Networking Committee have provided support for VWL's AGM and End of Year celebration to take place at the College of Law.

The Co-Chairs, Rhiannon and Jyoti would like to say a very big thank you to all of our wonderful Committee members – Ariella, Abigail, Victoria, Rachael, Elle, Lucy, Jess, Alex, Louise, Shannon, Felicia and Paloma.

Their enthusiasm, imagination and hard-work was the reason that the events held by the Networking Committee were a huge success!



Community in the law is so important now more than ever. It is our committee's role to continuing to provide opportunities to connect VWL members together, this is always a privilege and we thank everyone who attended our events and contributed to the community VWL is building.

Sophie thanked Rhi and Jyoti for their hard work. Although there has been false start for cross industry event we hope next year and we are including networking outside the law.

Women in Public Sector Committee: presented by the Co-Chairs Natalie Plumstead & Rachel Matulis

Good evening my name is Rachel Matulis, and together with Natalie Plumstead we are the Co-Chairs of the Women in the Public Sector Committee.

2023 has been an exciting year for our committee, as we continue to embody our aim to bring opportunities for engagement in the public sector context, with the added layer of fostering community, consistent with VWL's theme for this year. The activities of the WiPS committee in 2023, and the community forged within the committee itself, is a credit to the strong social and working relationships fostered through VWL.

In February of this year, with the support of the Victorian Government Solicitor's Office, we hosted the 'Frank and Fearless: Ethics in the Public Sector' panel CPD event. Our wonderful panel included First Parliamentary Counsel Meredith Leigh; barrister Elizabeth Bennett SC; Wage Inspectorate Victoria's Chief Counsel Tien Tran; and VGSO Lead Counsel Nicole Spicer.

The panelist discussion centered on the ethical landscape that public sector lawyers operate within, and tools for overcoming the ethical complexities that may be faced in the course of carrying out their roles.

As Co-Chairs we'd like to particularly thank our moderator on the evening Maira, and committee event leads Kiara and Alex.

I'll now handover to Natalie to talk about our most recent community building event, held in the Geelong region.

WiPS broke new ground with the first VWL event at Deakin University Geelong. WiPS partnered with the Outreach Committee to host the 'Geelong: Building your Community Event' on 17 November. Our keynote speaker Diana Taylor, the first female Vice President of the Geelong Football Club spoke about the importance of finding a personal meaning of community to forge meaningful personal and professional outcomes.

As co-chairs we especially thank Deakin Law School and our sponsor Coulter Legal for their support.

Sophie also acknowledged and thanked Catherine Dent who was the co-chair in the first half of the year and then Natalie joined

Work Practice Committee: presented by the Co-Chairs Isabella Armao & Ninawa Milner



The Work Practices Committee is dedicated to addressing the various aspects of employment practices that affect women lawyers. With a primary emphasis on key areas such as flexibility, workplace discrimination, pay equity and transparency, parental leave policies, part-time work, and the professional advancement of women lawyers, our committee seeks to discuss and analyse challenges consistently faced by women. The committee also aims to improve the overall work environment for women in the legal profession, fostering equal opportunities and gender inclusivity in the field.

2023 marked the return of 'Tough Talks,' an engaging session where experienced legal professionals shared their insights on handling challenging conversations. Throughout this interactive event, we collectively explored effective strategies for addressing crucial topics such as advocating for well-deserved remuneration increases, managing high-stakes client matters, and championing diversity in the legal profession.

The Work Practices Committee then re-launched the Coming to the Bar event where we were joined by four barristers and Anna Svenson, director and principal clerk to discuss various aspects of life at the Bar, including exam preparation, mentors and clerks, practice areas, parent and care giving responsibilities and disability supports.

We would like to thank all of the speakers that presented at our events. Their honesty and transparency made the events successful and inspirational. They each provided valuable insights and knowledge to our audience, which have greatly contributed to our goals.

We also extend our gratitude to our dedicated committee members for their tireless efforts and valuable contributions throughout the year. Special thanks to Julia Eastoe, Audrey Capasso, Kat Tilnak, Katerina Petkovska, Mary Quinn, Safai Alidad, Sage Wilson-Short, Sapphire Parsons, and Stacey White for their unwavering commitment and support.

Looking ahead to 2024, our focus will be on the continued development of our events and projects, with an aim to make them even more enriching and impactful. We recognise the importance of creating a platform for open dialogue and learning, where individuals from all stages of their legal careers can find guidance.

Sophie said Work practice is one of the most important committee about supporting women in the law. Sophie commend Bella and Nina for all their work.

Mentoring Committee: presented by the Bridget Coutts on behalf of herself & Justine Sammut as co-chairs

VWL's Mentoring Committee is responsible for all mentoring programs and associated education and support for mentors and mentees. Mentoring programs are a great opportunity for students and junior lawyers to gain insight into working in the law, develop their network and share ideas with mentors in the legal profession.

VWL & Women Barristers' Association Student Mentoring Program

This program has been run since 2009 bringing together law students with solicitors and barristers and providing an opportunity for those about to enter our profession to learn



from those who are already working in it. The patron of this program is Honourable Justice Rita Incerti, we are honoured to have her valued support and guidance for this program. This year we matched over 60 pairs of program participants. In a sign the profession does care about giving back and helping the next generation, we had more applications from members of the profession wanting to be a mentor than we had students to pair them with.

VWL Professional Mentoring Program

Designed to enable junior women (less than 5 years PAE) in the legal profession to obtain the benefits that may be drawn from a 1:1 mentoring relationship. VWL matched over 60 pairs of program participants eager to grow their network and develop as professionals. We thank the patron of this program, the Honourable Associate Justice Mary-Jane Ierodiaconou for her continued support of this program. Special mentions to:

- Justine Sammut
- Bridget Coutts
- Cordilia Thomas
- Mia Hyslop
- Pearl Wang
- Batool Al Sallakh
- Ginevra Greco

Monique Hardinge – special mention for her assistance with the pairing process for the 2023 VWL Student Mentoring Program.

In addition, Bridget said she is looking forward to 2024 – we are going to have an event to support mentors where mentor can discuss their experiences. We also want to put out a guide to share tips and tricks on mentoring.

Sophie said we had more applications for people who wanted to be mentors which is really heartening this year. Looking forward to what this committee does in the future.

5. Treasurer's Report: presented by Elizabeth Cooper

We did well this year in comparison to last year.

We hosted Dame Roma so lunch expenses went up and we made more money from deposited funds and made more money through memberships. We also had new associate sponsors.

Liz thanked Rose, Carey and Jess from Two & Two they are administrative specialists

Motion

Sophie proposed a motion to approve the tabled financials

Motion carried by majority

6. Membership fees for the 2024-2025 Financial year



We propose to keep the membership fees as they are but we will be seeking more sponsorship

Motion

Sophie move to confirm that the annual subscription for VWL membership fee for each category of members will remain as they currently are for the next financial year, being the year ended 30 June 2025.

Second Joanna Abraham

Motion carried by majority

7. Special Resolution: Proposal to amend Rules of the Association

In accordance with our rules if we wish to amend the rules we need to do by special resolution.

In our AGM packs it was included to show the key changes.

Purpose is to improve and remove inconsistencies that's in our rules.

We have paid for legal advice and paid Maddocks.

One of the changes is doing away with a paper ballot. We also want to change it so we can run the election prior to AGM. We are also proposing that a condition joining exec you have been a member for 12 months.

The president asked if anyone has any questions.

Motion

Move to approve to amend the Rules of Association.

Second Jo Abraham.

Motion carried by over 75% on a show of hands

8. Election of VWL Executive Committee

The President declared that all current positions are vacated, and all current members are stood down.

President informed members of the process that we will first elect our officer positions, then our ordinary member positions. If we need to conduct a ballot for any position, we will do so in accordance with our Rules of Association. A member who is nominated for a position and fails to be elected to that position may be nominated for any other position for which an election is yet to be held.

Election of Officers of the Association:

- Joanna Abraham: President- elected



- Linda Hart: Vice President- elected
- Annaleise Vulin: Secretary
- Elizabeth Cooper: Treasurer

Motion carried by majority

Motion: That members approve seven (7) ordinary members of the Executive Committee be elected for the next year

Motion carried by majority

A ballot was conducted as there were eight nominees or 7 positions.

Nominees

- Sounita Viravout
- Shaniya Vilash
- Isabella Armao
- Bridget Coutts
- Alanna Attard
- Alexandra Lioudvigova
- Maddison Harrington
- Eugenie Chung

Elected Executive Committee (by ballot)

- Sounita Viravout
- Shaniya Vilash
- Isabella Armao
- Bridget Coutts
- Alanna Attard
- Alexandra Lioudvigova
- Maddison Harrington

9. Other business

Sophie thanked everyone for the amazing work that they have done. We have done so much this year and most important is that we created a safe community. Sophie now moves to immediate past president and thanked the support of VGSO and also thanked her parents. She thanked outgoing exec committees Roxanne Taylor, Stephane Vejar, Megan Lawton. Also thanked Stephanie Pasharis and the team from Two and Two. She thanked the networking committee for organizing the event and thanked Liz and Linda for their work,

Sophie thanked Joanna Abraham for being such a big support to her this year.

Jo thanked out going president Sophie Lefebvre.

No other business was raised.

The meeting was closed.



VICTORIAN
WOMEN
LAWYERS

VWL 2023 Annual General meeting Attendance Register

Number	First Name	Last Name
1.	Alanna	Attard
2.	Bridget	Coutts
3.	Shannon	Hubert
4.	anupama	baker
5.	Chami	Rupasinghe
6.	Christina	Potts
7.	Helen	Lou
8.	Cassandra	Hurley
9.	Lilly	Kimpton
10.	Oriana	Torcasio Barberis
11.	Jyoti	Haikerwal
12.	APSARA	MURALEDHARAN
13.	Elise	Steegstra
14.	Thirumalai	Shanmugam
15.	Deborah	Kliger
16.	Greta	Marks
17.	Iresha	Hendavitharana
18.	Filippina	Ensabella
19.	Isabel	Britten-Jones
20.	Nina	Milner
21.	Sophie	Lefebvre
22.	Felicia	Leong
23.	Isabella	Armao
24.	Annaleise	Vulin
25.	Rachel	Matulis
26.	Vera	Mom
27.	Stephanie	Pasharis
28.	Rose	Storey
29.	Alexandra	Lioudvigova
30.	Collette	De Silva
31.	Clare	Peterson
32.	Joanna	Abraham
33.	Elana	Szabo
34.	Linda	Hart
35.	Prajakta	Keni
36.	Sounita	Viravout



VICTORIAN
WOMEN
LAWYERS

37.	Emma	Halliday
38.	SHANIYA	VILASH
39.	Catherine	Dent
40.	APSARA	MURALEDHARAN
41.	Eugenie	Chung
42.	Estefany	Jimenez
43.	Christina	Potts
44.	Sophie	Lefebvre
45.	Sam	Vasaiwalla
46.	LEILA	FARIHA
47.	Namal	Melewwe
48.	Georgia	Bradley
49.	Anthony	Salgram
50.	Sarah	Salgram
51.	Natalie	Plumstead
52.	Shifa	Shaikh
53.	Alexandra	Cowden
54.	Harriet	Whiteley
55.	Alanna	Attard

VWL 2023 Annual General meeting Proxy Register

No.	Member	Appointed Proxy
1.	Evangelia Diamantopoulos	Alexandra Lioudvigova
2.	Justine Sammut	Bridget Coutts
3.	Roxanne Taylor	Bridget Coutts
4.	Nicolina Lademann	Chair
5.	Alessandra Daly-Sutton	Chair
6.	Pearl Wang	Chair
7.	Alison Mercer	Chair
8.	Amanda Emonson	Chair
9.	Alana Morgante	Chair
10.	Georgia Lucus	Chair
11.	Lucy Padula	Chair
12.	Rebecca Radford	Chair
13.	Katie Baxter	Chair
14.	Megan Lawton	Chair
15.	Winning Wang	Isabel Britten-Jones
16.	Katerina Petkovska	Isabella Armao
17.	Julia Eastoe	Isabella Armao
18.	Cordilia Thomas	Joanna Abraham
19.	Stephanie Vejar	Joanna Abraham
20.	Zafiroula Souvlakis	Joanna Abraham
21.	Collette Maree De Silva	Joanna Abraham
22.	Kate Ross	Joanna Abraham
23.	Sophie Williams	Joanna Abraham
24.	Jacinta Learey	Shaniya Vilash
25.	Eve Foster	Shaniya Vilash
26.	Maddison Harrington	Sophie Lefebvre
27.	Eloise Connelly	Sophie Lefebvre
28.	Caroline Layton	Sophie Lefebvre
29.	Kathryn Schuck	Sounita Viravout
30.	Madeleine Gome	Veronica Belot
31.	Melanie Kiremitciyan	Chair

Statement by Members of The Committee

Victorian Women Lawyers Association Inc For the year ended 30 June 2024

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

In accordance with a resolution of the committee of Victorian Women Lawyers Association Inc, the members of the committee declare that the financial statements for the year then ended, a summary of significant accounting policies and other explanatory notes:

1. present a true and fair view of the financial position of Victorian Women Lawyers Association Inc as at 30 June 2024 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the Associations Incorporation Reform Act 2012; and
2. at the date of this statement there are reasonable grounds to believe that Victorian Women Lawyers Association Inc will be able to pay its debts as and when they fall due.

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

President

Joanna Abraham

SIGN HERE

Stephanie Pasharis

Joanna Abraham

Treasurer

Elizabeth Cooper

SIGN HERE

Elizabeth Cooper

Date: 1/11/2024

Victorian Women Lawyers

Profit and Loss

July 2023 - June 2024

	TOTAL
Income	
190/001 Function Rev- General	62,795.84
1900/000 Interest received	2,004.04
192 Membership Fees	
192.1 - Ordinary membership	20,440.00
192.2 - Student membership	3,405.68
192.3 - Discounted membership	12,191.87
192.4 - Rural/Regional/Suburban Membership	3,808.00
Total 192 Membership Fees	39,845.55
194 Sponsorship Fees	9,500.00
194/001 Sponsorship Law Firms	76,545.45
Total 194 Sponsorship Fees	86,045.45
Total Income	A\$190,690.88
GROSS PROFIT	A\$190,690.88
Expenses	
300 Accountancy Fees	2,000.00
301 Administration Fees	1,104.60
302 AWL membership fee	3,984.55
309 Bank Charges	1,265.81
313 Committee Expenses	5,055.35
316 Dues / Subscriptions	710.72
318 Function Expenses	123,083.88
319 Gifts	818.18
320 Insurance	1,276.50
321 Legal Fees	7,068.91
325 Office Expenses	432.44
326 Portia	22,065.00
340 Travel Expenses	-304.18
343 Website Expenses	17,005.80
398 Administrative Expenses	24,972.15
Total Expenses	A\$210,539.71
NET EARNINGS	A\$ -19,848.83

Victorian Women Lawyers

Balance Sheet

As of June 30, 2024

	TOTAL
Assets	
Current Assets	
Accounts receivable	
Trade receivables	10,825.35
Total Accounts receivable	A\$10,825.35
1900/02 DRC Account- Bus1	38.26
199/001 Business Cheque Plus	74,560.50
199/003 Savings - Cash Reserve	33,801.11
Term Deposit	200,000.00
999 - Suspense	0.00
Prepayment expenses	7,340.62
Total Current Assets	A\$326,565.84
Long-term assets	
Brand design	0.00
Total long-term assets	0.00
Total Assets	A\$326,565.84
Liabilities and shareholder's equity	
Current liabilities:	
Accounts payable	
Trade creditors	4,001.46
Total Accounts payable	A\$4,001.46
ATO Clearing Account	0.00
Donations payable	0.00
Early pay next year m'ship fee	16,571.56
GST Liabilities Payable	-1,447.94
Sundry Creditors	384.96
Tax Payable	0.00
Total current liabilities	A\$19,510.04
Non-current liabilities:	
Early payment sponsorship	29,500.00
Total non-current liabilities	A\$29,500.00
Shareholders' equity:	
Net Income	-19,848.83
Opening Bal Equity	258,474.89
Retained Earnings	38,929.74
Total shareholders' equity	A\$277,555.80
Total liabilities and equity	A\$326,565.84