

ICLC INNER CITY LEGAL CENTRE

ANNUAL REPORT
2007-2008



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Introduction

The Inner City Legal Centre (ICLC) has been providing free legal services for people who live and work in the inner city area for the past 28 years. The Centre provides a range of free legal services to people in our catchment area which includes the inner city and eastern suburbs as well as the lower north shore and northern beaches area. The Centre also provides specialist advice services to:

- (1) members of the lesbian, gay, bisexual, transgender and intersex communities throughout New South Wales; and
- (2) employment legal advice and representation to women throughout New South Wales through the Women's Employment Rights Project (WERP).

The staff solicitors offer advice and ongoing casework and representation in the following areas: domestic violence, discrimination, employment, victim's compensation, fines, apprehended violence orders and debts.

New clients generally attend one of the night advice services provided by the Centre's pool of volunteer lawyers. Tuesday evening services see more general matters and on alternate Tuesdays we offer an Employment Law Service in addition to the General Advice Service. The Wednesday evening service provides advice in family and employment law matters, and the Gay, Lesbian and Transgender Legal Advice Service. Volunteer lawyers refer matters to ICLC staff solicitors for ongoing casework assistance where appropriate.

ICLC also actively contributes to the local community's awareness of their legal rights and responsibilities through an ongoing program of community legal education. Over the past year, staff have provided community legal education in a variety of forms including publications and sessions with local residents and community workers.

CONTACT INFORMATION

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Kings Cross NSW 2011

Website: www.iclc.org.au
Email: Inner_City@clc.net.au

Telephone: (02) 9332 1966
Facsimile: (02) 9360 5941

OFFICE HOURS

The ICLC office is open Monday to Thursday
10am - 6pm and Fridays 10am - 5pm.

- The office is closed for lunch from 1pm to 2pm.

SERVICES INCLUDE

- Information & referral services
- Legal Advice by appointment except in emergency situations
- Telephone advice to community and social workers during business hours
- Urgent Telephone advice to victims of domestic violence
- Home/hospital visits where necessary
- Specialist Gay and Lesbian legal advice service (state-wide service)
- Specialist Transgender legal advice service (state-wide service)
- Women's Employment Rights Project (WERP) which provides specialist employment legal advice to women (state-wide service)
- Community legal education
- Law reform and policy work.

Co-Chairs Report

ICLC has had another eventful year. The Centre continues to deliver quality legal services including advice and casework, community legal education, the development of pamphlets and resources as well as a range of other advocacy and law reform activities for residents experiencing social or economic disadvantage in the inner city and surrounding areas. We also continue to provide advice specifically to gay, lesbian and transgender people from all over NSW. Over the last year the Centre provided advice and assistance to approximately 3000 people. The Principal Solicitor's Report gives some examples of the diverse nature of the assistance provided by the Centre over the last year. Key areas of casework include domestic violence, victims compensation, employment, discrimination and fines - all issues that disproportionately affect the wellbeing and security of people from disadvantaged circumstances.

In addition to the significant casework undertaken throughout 2007-2008, the Centre has worked on two major projects during the year: the second edition of the Employee's Guide to Unfair Dismissal funded by the Law and Justice Foundation of New South Wales, and the second stage of the Women's Employment Rights Project (WERP), in conjunction with the Office for Women. WERP provided legal advice, information and legal assistance to women across NSW, while at the same time, monitoring the impact of the current workplace relations system on NSW women, particularly in the areas of unfair/unlawful dismissals, Australian workplace agreements and discrimination. The project has continued successfully highlighting and (with its limited scope) combating the continuing high level of discrimination against women in the workplace in NSW.

Pat McDonough is to be commended for her energy in demonstrating the many impacts of workplace laws on working women through the WERP project.

After 27 years of service on Oxford Street, Darlinghurst, the Centre moved to new accommodation provided by the City of Sydney at 50-52 Darlinghurst Road, Kings Cross in May 2008. We see this as a major development for the Centre, and we are hopeful that we will be able to build a similar community presence at our new location as we had on Oxford Street, while maintaining the links to people and organisations we formed there from our new home in the heart of "The Cross".

This year we welcome Yasmin Hunter as solicitor at the Centre. Yasmin has been working as a solicitor at Womens Legal Service, mainly in their Indigenous women's services program. We are delighted to bring on board such an outstanding and committed young lawyer and look forward to working with Yasmin going forward.

This year we also bid farewell to Natalie Ross, the Centre's Principal solicitor. Natalie has joined the Human Rights and Equal Opportunity Commission. We wish Natalie all the best and will miss her passion and dedication over the past five years. Deborah Henwood joins ICLC as our new Principal solicitor. Deborah is an experienced solicitor who was working at Marrickville Legal Centre, and she has already made a great positive impact on the Centre. Welcome Deborah!

We believe the ICLC plays an important role in working towards a more just and equitable society. Our many volunteers, Board members and staff are to be congratulated once again, for the diverse and valued contributions they make.

Peter Wilson and Melanie Tully



Treasurer's Report



The Centre operated with a small surplus once again in 2007-08, despite the additional costs associated with moving to our new offices in Kings Cross and the costs associated with several staffing changes. The Centre has a strong financial base which will enable the Centre to build upon the services currently being provided over the next few years.

The Board would like to acknowledge Robyn Solomon and Doug Babcock for their diligence and efforts during the last financial year. Thank you for enabling the Centre to continue to service the people of the inner city.

The Inner City Legal Centre continues to receive core funding for its services from the Federal and NSW State governments. Over the financial year 2007-08 the Centre received \$94,975.92 from the Commonwealth Legal Services Program and \$143,152.08 from the community legal services program of Legal Aid NSW. During the course of the year the Centre also received \$73,333.33 from the NSW State Government to deliver the Women's Employment Rights Project. This funding was an extension of the grant given in the previous financial year. The Centre's income was augmented by a range of other sources during the financial year, including membership fees, interest and court costs.

In addition to the funding it receives, the Centre is extremely grateful to the following organizations and individuals who have provided ongoing support and in kind assistance over 2007-08:

- Our volunteer solicitors and law students, who generously donate their time to assist the Centre in providing services to its clients;
- Sydney City Council, which provides the Centre's accommodation free of charge, and which has met the cost of relocating and fitting out our new premises at Kings Cross;
- Our law firm partners, including DLA Phillips Fox, Corrs Chambers Westgarth, Freehills, and Henry Davis York who provide direct and indirect support for the Centre's work in a variety of ways;
- Our volunteer Board of Directors; and
- DLA Phillips Fox for their assistance with the printing of our Annual Report.

Coordinator's Report



ELEANOR BARKER – LOCUM COORDINATOR

ICLC has had another particularly busy year during 2007/08 including the participation in a number of community legal education and law reform projects as well as advice and assistance to thousands of clients over the year.

ICLC again participated in Fair Day 2008, an event that is part of the Mardi Gras Festival, and we thank all the volunteer students, lawyers and Board members who staffed the ICLC Stall at the Mardi Gras Fair Day 2008.

One of the most important events occurring in 2007/2008 involved ICLC's move from its Oxford Street, Darlinghurst premises to its new location at 50-52 Darlinghurst Road, Kings Cross. ICLC staff have settled in well into the new accommodation and already we have seen an increase in the number of people in the inner city accessing the Centre and its services.

PARTNERSHIPS - RELATIONSHIPS - NETWORKS

ICLC continues to work within the context of a number of networks and finds the interaction with organisations including government, community groups and private legal firms most beneficial. In particular ICLC acknowledges its major source of funding from the Federal and State Governments through the community legal services funding program. The Women's Employment Rights Project (WERP) was again generously funded by the NSW Office for Women. ICLC also assisted many clients over the past year and enjoyed many successes, as enumerated in this Annual Report.

ICLC also thanks the City of Sydney for its continued support through the provision of subsidised office accommodation. The Centre has also been generously supported by a number of legal firms with pro bono assistance, solicitor secondments and in kind assistance with printing etc.

ICLC has again been an active participant with Redfern, Marrickville and Kingsford Legal Centres in the Inner Sydney Legal Centres Group. Over the past year the group has organised numerous joint training sessions for volunteer solicitors and shared resources at fairs and other community events.

STAFFING

This year saw a fairly significant change of ICLC staff with the usual large number of turnovers experienced in the volunteers. Our Principal Solicitor, Natalie Ross, has moved to the Human Rights and Equal Opportunity Commission. Deborah Henwood was appointed as Principal Solicitor in April 2008. Chrisanthi Maddison, the Centre's part time Finance Officer, left the Centre in December 2007 and we were happy to invite Doug Babcock on board as our new part time Finance Officer.

Marianne Maguire joined the Centre in January 2008 as a part time Solicitor assisting Pat McDonough with the Women's Employment Rights Project. The Centre was also pleased to welcome Yasmin Hunter as a Solicitor. Yasmin has been focusing on the Centre's GLAS matters.

BOARD

A number of new members joined the Board following the departure of Susie Grey, Janine Collins and Lesley Findlay. Aaron Magner who joined the Board at the beginning of the year resigned from the Board in June 2008.

The Board was joined by Vanessa Viaggio, Eva Karagiannis and Phinn Borg as members. Vanessa comes from the public sector in roles with a legal and social justice focus. Eva is a Solicitor/Advocate with Legal Aid NSW working in Family Law and specialising in children's advocacy. Phinn is the General Manager of the Gender Centre and has extensive experience in working with the Transgender Community.

VOLUNTEERS

The contribution of over 150 volunteer students and lawyers who work at the Centre is integral to ICLC's success. Many volunteers have devoted years of service and there is a well established system of mentorship for the new volunteers. Without the contribution of our volunteers we would not be able to offer the same level and extent of services to the community. Thank you.

Principal Solicitor's Report

I joined the Inner City Legal Centre on 5 May 2008, the same day we moved into our new premises in the heart of Kings Cross. I look forward to the future at ICLC and I hope to be able to work closely with the many other community service organisations in the inner city with a view to helping those in our community who are most vulnerable.

ADVICE AND CASE WORK

Inner City Legal Centre provides free advice and referral services to people living and working in our catchment area (inner city, eastern suburbs and north shore), and to members of the gay, lesbian, bisexual, transgender and intersex (GLBTI) community throughout New South Wales. The Centre also provides legal services to people living outside our catchment area where they are unable to obtain advice from their local community legal centre due to a conflict of interest.

The Centre's advice and referral services are provided by volunteer lawyers at our evening advice sessions every Tuesday and Wednesday. The Centre is extremely grateful for the ongoing support provided by our volunteer solicitors who, after working long hours during the day, attend our Centre in the evenings and generously donate their time and experience to the clients of ICLC. The Centre would be unable to operate without their support.

When a client consults one of our volunteer solicitors with a legal problem and it is apparent that the client requires more than initial advice and referral, the Centre will, in certain circumstances, agree to take on the casework and act for the client. The Centre's current casework guidelines are that we provide ongoing assistance to clients in the areas of domestic violence, victims' compensation, employment, discrimination, fines and some civil and criminal matters. In deciding whether to act in a matter, in addition to considering whether the person lives within our catchment area and is on a low income, we give priority to GLBTI clients and those who are most vulnerable, for example, Indigenous Australians, the aged, people who are homeless or people who suffer from a mental illness or other disability.

The Centre also provides telephone advice or home visits to people who are in crisis or who have mobility problems due to advanced age or ill health.

VICTIMS COMPENSATION

In Victims Compensation matters, many of our clients are victims of sexual assaults, or are members of the GLBTI community who have been victims of violence and psychological abuse.

Case study

Our client is a mother of three children who suffered years of domestic violence at the hands of her former partner. A claim has been lodged with the Victims Compensation Tribunal seeking monetary compensation in the hope that our client will feel she has received some form of justice for the wrongdoings perpetrated against her.

EMPLOYMENT

The Centre assists many clients with employment related issues, including unfair dismissals and claims for unpaid wages and entitlements.

Case study

The Centre is acting for a gay man of Chinese origin who worked long hours at the request of his employer. Without issuing any reason, the employer refused to pay our client for over one month and also required the client to carry out tasks for which he was not paid and were outside the scope of his employment contract. We have lodged an application for recovery of unpaid wages in the Chief Industrial Magistrates Court at Sydney.

DISCRIMINATION

The Centre acts for many clients with respect to discrimination claims in the Anti Discrimination Board, the Australian Human Rights and Equal Opportunity Commission and the Administrative Decisions Tribunal.

Case study

Our client is a young man with an intellectual disability. He provided many years of loyal service to the same company, a well-known fast food franchise. However, when our client complained to management that he was being taunted and harassed by his co-workers on a daily basis and it was having an adverse affect on his health and wellbeing, our client was ignored. Unable to cope with the harassment any longer, he was forced to resign from his long-term employment and apply for Centrelink assistance. A claim has been lodged with the Anti Discrimination Board against the owner of the store and also against the co-workers.

CIVIL MATTERS

The Centre acts for many clients in relation to civil claims and disputes. We assist clients with claims for recovery of moneys owed and also in defending claims for payment of money, particularly where the client is involved in a motor vehicle accident and does not have the necessary insurance cover. Many of the people living in our catchment are elderly residing in strata complexes. They are often on the aged pension and are unable to cope with disputes with their neighbours.

Case study

The Centre acts for an older lady with a debilitating mental illness. She lives alone in a small strata studio apartment. Her only companion is a cat. The strata managers have issued a notice to our client for the removal of her cat and our client is devastated. The Centre is acting for the client in connection with a change of bylaws to allow our client to keep a small companion animal within her strata lot.

VOLUNTEER UNDERGRADUATES AND PLT STUDENTS

I would like to formally thank the forty or so students who, once a fortnight, volunteer their services to the Inner City Legal Centre notwithstanding their commitment to attend lectures and undertake the heavy workload required to complete their university courses. They are without exception courteous, helpful, kind and extremely generous. It is a great pleasure to work with them.

Deborah Henwood



ICLC New Office Launch

Women's Employment Rights Project (WERP 2)

In January 2008, the NSW Office for Women again provided funding to the Inner City Legal Centre to run the Women's Employment Rights Project for a further 12 months. We have named the project WERP 2. The Project employed 2 part time solicitors, Pat McDonough and Marianne Maguire.

As a result of the findings from the case history survey collected from community legal centres through NSW in 2006/2007, it was very clear that an employment law advice service was necessary given the ongoing impact of the WorkChoices legislation on women in particular.

The continued funding of the project by the Office for Women provided the resources for a new research project which would continue to examine the impact of WorkChoices on women in the workplace and in particular women excluded from an unfair dismissal remedy as a result of operational requirements; women moved/excluded from pension-level benefits in the context of the welfare to work program and women on S457 visas experiencing serious employment difficulties with their sponsor/employer.

An examination of the impact of workplace legislation on women in NSW is important for two reasons. Firstly, women have traditionally been at a greater disadvantage in the workforce than their male colleagues. Secondly, they are disproportionately located in low wage areas of employment and are more reliant than men upon the former award system. Women are also more at risk of facing discrimination in the workplace.

To collect data on the impact of WorkChoices, WERP 2 has provided a 1800 number since January 2008, offering employment legal advice and referral to women based in NSW during two half-day telephone advice sessions each week. WERP 2 also provides representation to women in selected matters aimed at the target groups.

The case studies collected by WERP highlight the fact that women are particularly vulnerable in the areas of unfair dismissals and unlawful terminations, discrimination and Australian Workplace Agreements.

A key problem to arise from the research undertaken by WERP is pregnancy discrimination. Since the inception of WERP there have been 76 cases of pregnancy discrimination. 46 cases were reported between February and June, 2008.

Pregnancy discrimination ranges from termination, the refusal of employers to allow women to work part time, changed working conditions after maternity leave and being denied promotions and overlooked in interviews. It has been found to occur at three key stages - during pregnancy, when a woman is on maternity leave, or when they return to work. Therefore it is often the case that the advice to a client concerning pregnancy discrimination and maternity leave is interchangeable.

Despite the seriousness of the problem, pregnancy discrimination is often overlooked. Cases rarely proceed to court, and if a woman does obtain legal advice her case is generally settled beforehand. As a consequence, the true nature of its occurrence, the forms it takes and the loss of income are widely unknown.

WERP 2 also appeared and provided oral submissions to the Paid Maternity, Paternity and Parental Leave Public Inquiry.

A big thank you to the following law students: Christine Harris-Smyth, Lachlan Greig, Ayako Nomura and Candice Berger for their commitment and hard work. I could not manage without them.

Also a big thank you to Barristers Mark Gibian, Tony Saunders, Elizabeth Raper and Darien Nagle, whose doors are always open for advice, and a particular thank you to Jamie Darams who ran a case for one of our clients which resulted in an appeal to the Full Bench.

Pat McDonough
WERP Solicitor



Staff and Board at Parliament House launching the WERP Report and the Second Edition of the Employee's Guide to Unfair Dismissal.

Corrs Secondment



As a junior lawyer at Corrs Chambers Westgarth I was fortunate to be offered the opportunity to undertake a volunteer position at ICLC one afternoon each week. At a time in my early career I found it valuable to learn about different aspects of the law than I would otherwise be exposed to working at a law firm.

During my time at ICLC I was involved in a diverse range of matters including debt recovery, will disputes, Victim's Compensation and workplace discrimination. The issues could be quite confronting, but I learned a lot and was able to see up close the very real difference that the law can make in the lives of people in need.

I came to ICLC at a very exciting time - the Centre expanded to a fantastic new premises in Kings Cross and gained a new Principal Solicitor. In this time of change, the positive

approach of the ICLC team remained constant. A group of dedicated, professional and compassionate people, the team was always supportive and an absolute pleasure to work with.

My experience at ICLC was an extremely positive one and I would highly recommend it to anyone who has the opportunity to get involved. The work was varied and interesting, the people were fantastic and I looked forward to my afternoon at ICLC each week. I am grateful for my experience at ICLC and the renewed conviction I have that the law can really make a difference for people in need.

Nicole Parrish
Volunteer Solicitor

PLT Student Report



When the time came to consider my placement, ICLC was an easy choice. It gave me the opportunity to help impact peoples' lives rather than a corporations' bottom line.

ICLC gave me the opportunity to be exposed to different types of law in a very open environment. During my experience, I was able to assist in matters of criminal law, family law, employment law etc. The vast type of legal work makes everyday at ICLC interesting!

As a PLT student, I was given the opportunity to do legal research, draft letters, attend Court and engage with the clients. ICLC gave me the opportunity to utilize my legal skills in a practical way. In effect, it brings the law beyond the textbooks and into the real world.

The word that best describes my experience as a PLT student at ICLC is *empowering*. When I first began, I was unsure what I could do or how I could help. ICLC encouraged me to take initiative and inspired me to be better. The team encouraged me to step out of my comfort zone and ask the hard questions.

It is my experience at ICLC that gave me the confidence to pursue my legal career and for that I will be eternally grateful.

A great thank you to Natalie, Pat, Robyn, Yasmin and all the volunteer students.

Madeleine Lu

Student Volunteer Report



ICLC has also opened my eyes to the opportunities available for a career in community law. No doubt, the progression from law school to a corporate law firm job is the path of least resistance. ICLC symbolises an alternative. The solicitors at ICLC are passionate, skilled and inspiring. Operating in difficult and constrained circumstances, they are genuinely committed to helping the community. I feel privileged to work alongside them.

My time at ICLC has been both challenging and rewarding. I have gained confidence, insight into the practical workings of a community legal centre and, inadvertently, knowledge of the names and locations of all the local Kings Cross strip clubs!

I joined the Inner City Legal Centre in early 2007 as a slightly disillusioned second year law student. My initial enthusiasm for the study of law had waned somewhat, replaced by the realisation that law school merely equated to long nights spent trawling through antiquated, Latin-peppered English cases. Unlike many of my colleagues, I was not excited by the intricacies of contract formation. I joined ICLC hoping to reclaim some of my former enthusiasm, to see how grand notions such as the "rule of law" operated outside the textbooks. It did not disappoint.

I followed ICLC as it moved from the shoebox in Oxford Street to its new, fluorescent, space-age style premises in Kings Cross. I spent a year as a daytime volunteer on the ICLC desk, before scoring one of the coveted night-time shifts. The daytime volunteers are ICLC's frontline. They are responsible for answering the phone, booking appointments, managing drop-ins, performing internal conflict checks and providing legal information and referrals to clients. As a night time volunteer, my duties involve coordinating the volunteer solicitors, taking instructions from clients, and conducting legal research.

What I love most about ICLC is its diversity. No two days are ever the same. Our clients come from many different backgrounds and it is interesting to interact with such a broad spectrum of society. My time at ICLC has impressed upon me the intimidating nature of the legal system for many of the community's most disenfranchised members. While studying, amongst the flurry of exams and assignments, it is easy to lose sight of the fact that laws have human consequences. Nobody comes to see a lawyer when everything is going great. People often arrive at ICLC feeling distressed and anxious, consumed by the seeming intractability of their problems. For me, the most rewarding part of ICLC is when clients leave feeling empowered and better able to address these problems.

WEDNESDAY EVENINGS

Volunteer Solicitor Report



PALOMA SESSIONS – SOLICITOR VOLUNTEER

checks, identified the general legal issues and taken initial instructions, which makes things run smoothly.

I think that for a lot of young lawyers their day-to-day work focuses on a more abstract application of the law and is isolated from the individual and personal application of the law. When I sat in conference a few months ago with a very proud lesbian couple while they breastfeed their newborn baby girl, I couldn't escape how the law impacted on this family. It was a privilege advising them of the legal issues impacting on their new family. For me, this is what the law is all about!

To be honest, I began volunteering at the Inner City Legal Centre as much to gain practical experience as for altruistic reasons. The ICLC hasn't disappointed in either respect. It has become my panacea to the daily grind of billable hours!

I am a solicitor practicing in the areas of Family Law and Child Law. I volunteer every fourth Wednesday evening at the Inner City Legal Centre's Family Law and Gay and Lesbian Advice night.

For a lot of clients ICLC is their first port of call when they have a problem which they think might be a legal issue. Often clients feel scared, frustrated and alone. My goal is to identify the legal and non legal issues and then work with the client to put together a "game plan" for going forward. This may involve legal or non legal referrals, further research, practical action or sometimes doing nothing. Clients regularly express their relief and gratitude as they begin to understand the legal aspects of their problem and can see a way to resolution. The fear of the unknown can be far worse than the problem itself.

I have learned a great deal about client interviewing and problem solving as an ICLC volunteer. When I started at ICLC I was a very junior lawyer and while I had day-to-day client contact, I didn't have experience taking instructions and identifying the legal issues all on my own. Volunteering at ICLC has given me experience listening to client's stories and extracting the legal issues. If I can't answer a client's question I can always run it by the other volunteer lawyers or the ICLC lawyer on duty - so I never feel out of my depth. Volunteering at ICLC has taught me to be a more active listener and made me more confident at identifying legal issues as a volunteer and at work.

I can't say enough about the dedicated volunteers and staff at ICLC. Each week that I volunteer they call to remind me. When I arrive, volunteers have already done conflict

Employment Law Advice Service Report

During the 2007/2008 year, the ICLC continued to offer appointments to provide information and advice to clients about employment law issues. ICLC currently has employment advice evenings every alternate Tuesday (3 appointments) and Wednesday evenings (3 appointments and every alternate Wednesday 6 appointments). Currently ICLC is offering 12 appointments per fortnight. The main issues for which advice was sought were:

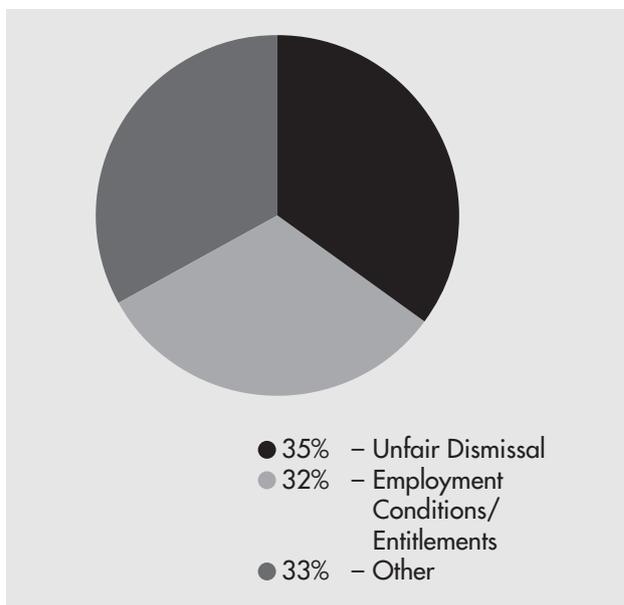
Unfair Dismissal	35%
Employment Conditions/Entitlements	32%
Other	33%

The Women's Employment Rights Project, under the auspices of ICLC, provided legal advice, information and training on women's employment rights to staff and advocates in Community Legal Centres in Sydney, regional and country areas.

See page 6 for a comprehensive report.

ICLC is indebted to the many volunteer solicitors for their participation in the Employment Law Roster over the past year.

EMPLOYMENT LAW 2007/2008



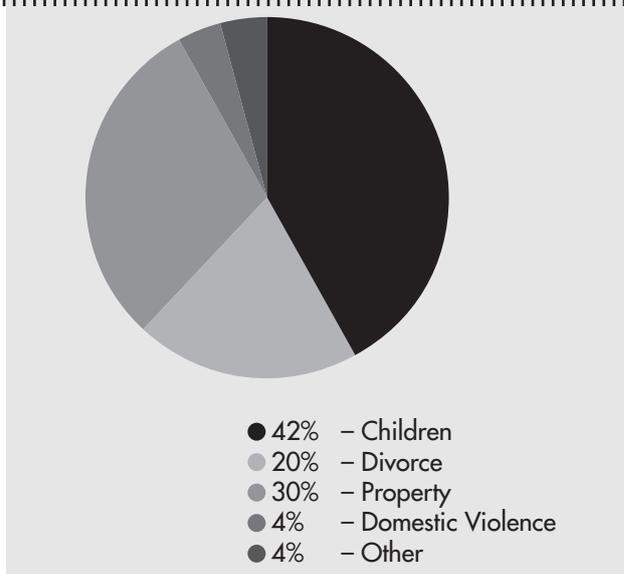
Family Law Service Report

In 2007/2008, ICLC provided family law advice on a weekly basis. We are grateful to the specialist family law solicitors who volunteer at our Centre to provide advice to our clients. We received enquiries about a variety of family law issues, the main issues being:

Children's Matters	42%
Divorce	20%
Property	30%
Domestic Violence	4%
Other	4%

We advised people who had been married and in same sex and opposite sex de facto relationships. We have provided information and support to victims of domestic violence, and assisted people in understanding the many areas of family law, including child support, rights of children to see their grandparents and child protection.

We gave specific advice to same sex couples hoping to start a family. With the NSW Parliament passing legislation recognising lesbian mothers, we received a number of



enquiries in June 2008 about the new laws and the process for amending birth certificates.

Gay, Lesbian & Transgender Advice Service (GLAS)



SANDY BOTTOM AT THE ICLC NEW OFFICE LAUNCH

This is a statewide service that provides advice to Lesbian, Gay, Bisexual, Transgender and Intersex people about a broad range of legal matters.

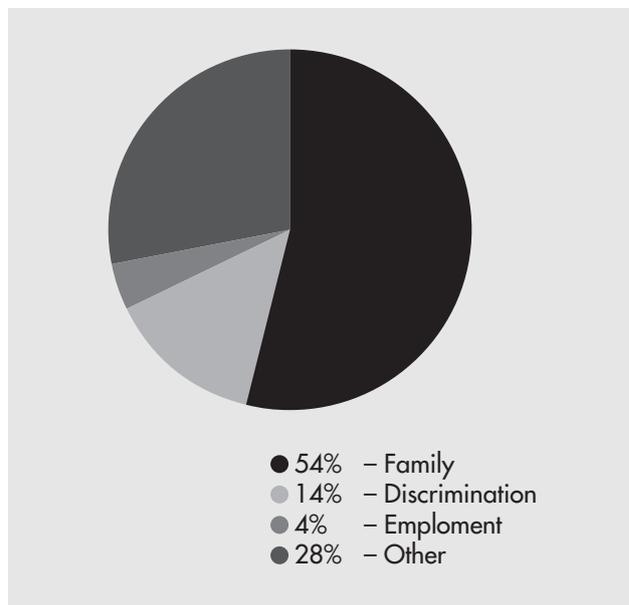
Family	54%
Discrimination	14%
Employment	4%
Other	28%

We advised over one hundred people through our Wednesday night advice sessions and appointments during the day. Our clients live in the city and suburbs of Sydney, as well as in rural, regional and remote areas.

We have given advice to same sex couples hoping to start a family. In February 2008, as part of the Mardi Gras festival, we hosted a community forum on same sex parenting issues. The *Talking Turkey* publication on same sex parenting is available on our website, and we continue to receive enquiries about this publication.

We have also advised victims of domestic violence and people who have experienced discrimination in the workplace because of their sexuality or gender identity. We have assisted victims of homophobic violence in reporting the violence to the police and seeking compensation.

ICLC has received a number of enquiries from sex and gender diverse people about identity documents and the legal recognition of sex and gender. We have produced a factsheet on this issue, and are continuing to work with the Australian Human Rights Commission towards addressing this issue.



Community Legal Education (CLE) Report

In June 2007, Natalie Ross was a member of a panel at two training days organised for the Surry Hills police. This training was for police officers around issues of working with LGBTI communities.

WERP produced a comprehensive series of factsheets on employment issues affecting women, including termination of employment, discrimination, unpaid wages, employment documents and workers compensation. These factsheets were launched in October 2007, and are available on ICLC's website.

In October 2007, ICLC launched the updated version of *An Employee's Guide to Unfair Dismissal* in collaboration with Kingsford Legal Centre. This is an online publication which was funded by the Law and Justice Foundation of NSW.



In October 2007, Natalie Ross presented at a CLE session for volunteer solicitors at the Homeless Persons' Legal Service about victims compensation. She presented another information session in March 2008 for HPLS on legal issues affecting transgender people.

On 13 February 2008, as part of the Mardi Gras Festival, Inner City Legal Centre hosted a seminar called 'Talking Turkey' - a free same sex parenting information forum. This was held at Redfern Town Hall, and was attended by over one hundred people. Family Law solicitors discussed the legal status of same sex parents and the process for applying for consent orders from the Family Court.

Staff, students and Board Members of ICLC participated in the Sydney Gay and Lesbian Mardi Gras Fair Day, on 17 February 2008. We distributed balloons and information about our service to members of the LGBTI community.

In May 2008, we presented a workshop to the Lesbian Access Project at Cumberland Women's Health Centre around legal issues affecting lesbian couples, including parenting issues and wills. We also presented a workshop to the Australia and New Zealand Infertility Counsellors Association on the new Assisted Reproductive Technology Act.

We also produced a factsheet on identity documents for the sex and gender diverse community, which was published in *Polare*, the magazine of the Gender Centre.



Volunteers and Friends of ICLC at Mardi Gras Fair Day - February 2008

Law Reform and Policy Report

Inner City Legal Centre has continued to focus our law reform and policy work around legal issues affecting Lesbian, Gay, Bisexual, Transgender and Intersex people. This year, ICLC has:

- Met with local Members of Parliament, and raised issues around Workchoices and the need for the recommendations of the *Same Sex: Same Entitlements* report to be implemented;
- Met with local police to discuss issues of concern in the Inner City area;
- Contributed to the shadow report on Australia's compliance with International Covenant on Civil and Political Rights on sexuality and gender identity discrimination;
- Contributed to material with a focus on LGBTI rights produced by the Combined Community Legal Centres Group NSW, to be used by CLCs for lobbying during the state election;
- Made a submission to the Human Rights and Equal Opportunity Commission, relating to their Sex and Gender Diversity Project; and
- On 21 May 2008, Pat McDonough appeared before the Productivity Commission in Sydney. She made oral submissions about paid maternity leave and pregnancy discrimination.

LAW REFORM AND POLICY COMMITTEES

ICLC Staff have been members of the following groups and committees:

- Same Sex Domestic Violence Working Group
- Anti Discrimination Board's Sex and Gender Diversity Community Consultation
- Anti Discrimination Board's Lesbian, Gay and Bisexual Community Consultation
- NSW Attorney General's Gay, Lesbian, Bisexual and Transgender Strategic Framework Advisory Network
- Eastern Suburbs Domestic Violence Network
- Combined Community Legal Centres Group (NSW) Employment
- Young Lawyers Same Sex Entitlements Working Group.



Paul Boers and Marianne Maguire at the 2008 Mardi Gras Fair Day



Volunteer Students at the 2008 Mardi Gras Fair Day

Volunteer Barristers/Solicitors

JUNE 2007 TO JULY 2008



Aaron Magner

Alexandra Curnick

Alexandra Harland

Ali Wolfsohn

Alison Eslick

Andrea Christie-David

Annabel Pope

Austin Dowling

Barry Blanchard

Bran Black

Brenda Staggs

Carla Fitzgerald

Carolina Riveros Soto

Chantal Tipene

Charles Gregory

Chris Woolard

Craig Mulvey

Danielle Roth

David King

David Wong

Erin Gough

Geoffrey Gabriel

George Anastasi

Gerry Delaney

Glen Gould

Hilary Kincard

Ian Cheney

Jane Christensen

Jeffrey Choy

Jonathon Dooley

Joseph Kennedy

Katryn Wilson

Lachlan McAuley

Liam Harding

Lindy Richardson

Lisa Zandstra

Mark Whelan

Matthew Kelly

Meg Crawford

Melissa Jones

Michael Nightingale

Michael Tiyce

Nadine Zets

Naveena Rajaretnam

Nyree Deirmendjian

Paloma Sessions

Paul Boers

Peter Tompkins

Philip Scroope

Rachael Dart

Robyn Young

Roger de Robillard

Sarah Druce

Scott Roulstone

Seamus Burke

Shine Wong

Solicitors from
Leitch Hasson Dent

Stephanie Lee

Sue Bowrey

Susan Price

Susie Breuer

Suzanne Christie

Vicky Boutas

Yvonne Tucker

Volunteer Students

Aaron Manahan

Adam Levinson

Aimee McIntyre

Alana Yap

Ali Beiglari

Alice Nolan

Andrew Cheng

Andrew Ho

Andrew Isaacs

Andrew Rowe

Anna Read

Anne Mok

Ash Kebriti

Ayako Nomura

Bianca Doja

Brendan Lukas

Cameron Duncan

Catherine Mann

Christine Harris-Smyth

Courtney Leach

Daisy Theodoropoulos

Daniel Herborn

Daniel Ji

Daniel Solomn

David Chau

Dennis Kim

Edith Ho

Ella Kucharova

Esther Kwiet

Hassan Salem

Heather Choi

Hil-Yun Choi

Hunter Drew

Isabella Seif

Jade Greenhaigh

James Dwyer

Jessica Hannam

Jonathan Cooper

Jonathan Vasiliou

Kate Duffy

Kate Montague

Kellie McDonald

Kristen Rooke

Lachlan Greig

Lee Mangion

Liam Walter

Lily Tran

Luke Taylor

Lyndall Henry

Mary Hu

Matt Gauci

Max Taylor

Melissa Adler

Michael Ly

Michael Zhou

Michelle Velkoff

Mikalie Nash

Milad Oskouiea

Minji Jeong

Monique Verma

Nilofar Ali

Ola Valaire

Penny Adams

Peter Horobin

Radhika Withana

Raeshell Tang

Rebecca Lumley

Sacha Janczuk

Sarah Nam

Shan Cao

Shankar Anana

Sharmilla Bargon

Shona Pillans

Simon Margan

Simone Nokes

Sophie Crosbie

Stefan Chapman

Stephanie McNamee

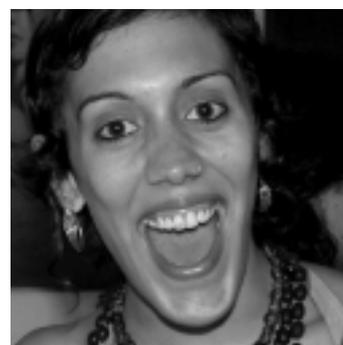
Sylvia Liang

Tarini Kalra

Tim Ngui

Urmila Mitra

Zsofi Korosy



Staff 2007 - 2008

Natalie Ross

Principal Solicitor (Resigned March 2008)

Deborah Henwood

Principal Solicitor (Appointed April 2008)

Pat McDonough

Solicitor / WERP Solicitor

Yasmin Hunter

Solicitor (Appointed January 2008)

Robyn Solomon

Coordinator

Chrisanthi Maddison

Finance Officer (Resigned December 2007)

Doug Babcock

Finance Officer (Appointed December 2007)

Marianne Maguire

Solicitor (Appointed January 2008)

Administration

Maria Elena Ang

Sharmilla Bargon

Kellie McDonald

Law Graduates (Volunteer PLT Placement)

Madeline Lu

Danielle Roth

Jennifer Jayasuriya

ICLC Statistics

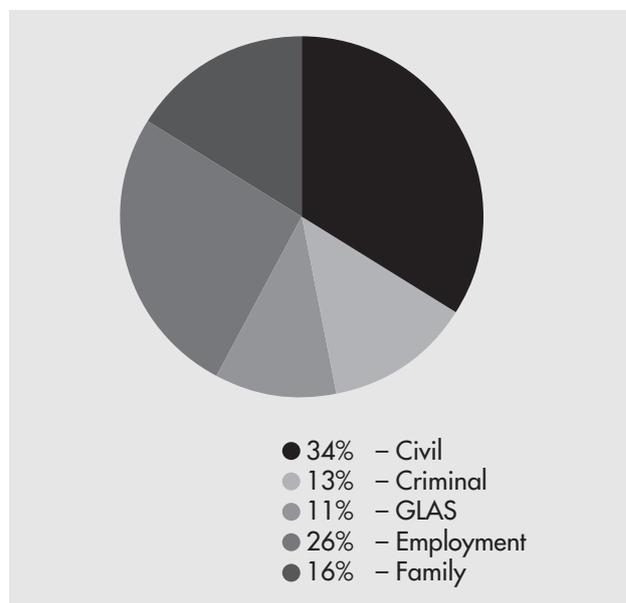
Over the period 2007-2008 the centre provided a range of services to approximately 3000 people. These services included providing information, referral, advice and representation.

ICLC volunteer solicitors and staff provided initial advice to a total of 1177 new clients. ICLC solicitors opened 147 new case files for clients from our target groups. Assistance given included representation at departmental, tribunal and court level. Other assistance included appeals to Legal Aid and submissions for pro bono help.

The Centre dealt with an increased number of Discrimination, GLAS and Employment cases compared to the previous year while no significant difference was noticed in the level of Family Law and Criminal cases in the same period.

A diagram showing the areas of law in which our volunteer solicitors and staff gave advice to new clients in the 2007 - 2008 period appears at right.

ICLC STATISTICS 2007/2008



FINANCIAL STATEMENTS

INNER CITY LEGAL CENTRE
(A COMPANY LIMITED BY GUARANTEE)
ABN 56 001 782 805

Financial Statements Year Ended June 30 2008

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Directors' Report

Your directors present their report on the company for the financial year ended 30 June 2008.

The directors in office over the period included the following members:

MELANIE TULLY BA LLB

Director/Co-Chair

Melanie is a litigation lawyer at a Sydney firm and is also the coordinator of the firm's pro bono assistance scheme. Melanie has served as a member of the Board for a period of six terms.

PETER WILSON BCom LLB

Director/Co-Chair

Peter is a lawyer and investment banker. He has been involved with the Centre over the past nine years including work as a volunteer law student and solicitor in addition to involvement with a range of other community and GLBTIQ organisations. Peter has served as a member of the Board for a period of six terms.

RYAN VERZOSA BSc LLB

Director/Treasurer

Ryan is a solicitor and public servant. Ryan worked at the centre as a volunteer law student for three years and has completed five terms as an ICLC Director.

ROB WILKINS BA(Hons) MA EdD

Director

Rob works in the fields of adult learning, community development and harm reduction in public health. Much of Rob's work focuses on issues of access and equity. Rob has served as a member of the Board for a period of six terms.

PAUL BOERS LLB

Director

Paul is a lawyer in private practice specialising in family law. He has been a volunteer solicitor with the Centre from 1995 to 1998, and then 2003 to present, and has been involved in legal and community education initiatives via the Centre concerning gay and lesbian family law issues. He has been a director for two terms.

SOMALI CERISE BA

Director

Somali has a background in government policy and community development. She has been involved with the centre over the last five years through her work at the Gay and Lesbian Rights Lobby, ACON and Attorney General's Department of NSW. She has been a director for one term.

SUE BOWREY BA LLB

Director

Sue is a solicitor in private practice specialising in personal injury law. Sue has been involved as a volunteer and from time to time as a staff member of various community legal centres since the early 1990s. Sue has served as a member of the Board for a period of six terms.

VANESSA VIAGGIO BSSc LLB

Director

Vanessa has worked in the public sector in roles with a legal and social justice focus. She has been involved with the Centre through her current employment at the NSW Attorney General's Department, where she specialises in GLBT issues.

PHINN BORG JP

Director

Phinn is the General Manager of The Gender Centre Inc. He has extensive experience in working with the Transgender Community from 1991 to present date from a background in Social Welfare particularly relating to youth homelessness, housing, people incarcerated within the Prison system, and has an excellent understanding of the complexities surrounding gender. He has worked closely with transgender people in addressing the complex issues associated with sex work, gender dysphoria, and HIV/AIDS as well as Hepatitis in all its forms.

EVA KARAGIANNIS BA LLB

Director

Eva is a Solicitor/Advocate with Legal Aid working in Family Law and specialising in children's advocacy. She has been an Accredited Specialist in Family Law for approximately ten (10) years. Eva also has links with various GLBTQ Community Associations.

AARON MAGNER BEcLLB(Hons)

Director

Aaron is a solicitor with the University of New South Wales where he specialises in intellectual property, commercial, contracts and administrative law. Aaron had been a volunteer solicitor at the Centre for a number of years. Aaron served as a member of the Board for two terms.

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

The net profit of the company for the financial year amounted to \$3,706.00.

No significant changes in the company's state of affairs occurred during the financial year.

The principal activities of the company during the financial year were:

Inner City Legal Centre provides free legal advice and assistance on a range of issues including; employment law, family law, criminal law, discrimination, domestic violence, credit and debt, fines and victims compensation.

No significant change in the nature of these activities occurred during the financial year.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

Likely developments in the operations of the company and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the company.

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of the State.

The company is a company limited by guarantee and has no share capital. Its constitution provides that no portion of the income or property of the company shall be paid or transferred directly or indirectly by way of profit to the members of the company. Accordingly, no dividends or distributions have been paid to members during the year and no dividends have been recommended or declared for payment to members.

No options over issued shares or interest in the company were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

No indemnities have been given or insurance claims paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the company.

No person has applied for leave of court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

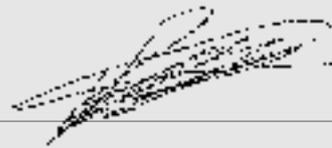
MEETINGS OF DIRECTORS

There have been 10 meetings of the Board of Directors in the Financial Year 2007/08. Of those meetings the Board of Directors have attended the following:

Name	Eligible to Attend	Number Attended
Melanie Tully	10	8
Peter Wilson	10	8
Rob Wilkins	10	8
Sue Bowrey	10	8
Paul Boers	10	7
Somali Cerise	6	5
Ryan Verzosa	10	10
Vanessa Viaggio	6	5
Phinn Borg	6	4
Eva Karagiannis	6	4
Aaron Magner	10	7

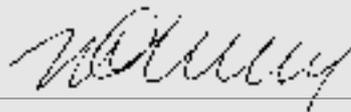
A copy of the auditor's independence declaration is attached to this financial report.

Signed in accordance with a resolution of the board of directors made pursuant to the *Corporations Act*.



PETER WILSON

Director



MELANIE TULLY

Director

Auditor's Independence Declaration

AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE CORPORATIONS ACT 2001

TO THE DIRECTORS OF INNER CITY LEGAL CENTRE

As lead auditor for the audit of Inner City Legal Centre for the year ended 30 June 2008, I declare that, to the best of my knowledge and belief, there have been:

- i. No contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- ii. No contraventions of any applicable code of professional conduct in relation to the audit.



RAYMOND ASHLEY GITTINS

Dated: 30th October 2008

Sydney

Income Statement

FOR THE YEAR ENDED 30 JUNE 2008

	Note	2008 \$	2007 \$
Revenues		334,067	340,435
Employee benefits expenses		(258,564)	(257,804)
Administration Expenses		(36,155)	(35,915)
Other Expenses		(35,642)	(31,016)
Profit before income tax expenses	2	3,706	15,700
Net profit after income tax attributable to members of the company		3,706	15,700

Balance Sheet

AS AT 30 JUNE 2008

	Note	2008 \$	2007 \$
Current Assets			
Cash and Cash equivalents	3	184,028	115,806
Other	4	3,695	1,573
<i>Total Current Assets</i>		187,723	117,379
Non-Current Assets			
Property, Plant and Equipment	5	13,455	13,602
<i>Total Non-Current Assets</i>		13,455	13,602
<i>Total Assets</i>		201,178	130,981
Current Liabilities			
Trade and other payables	6	75,589	12,598
Short Term Provisions	7	14,679	20,450
Other	8	3,000	1,000
<i>Total Current Liabilities</i>		93,268	34,048
Non-Current Liabilities			
Long Term Provisions	7	11,117	3,846
<i>Total Non-Current Liabilities</i>		11,117	3,846
<i>Total Liabilities</i>		104,385	37,894
<i>Net Assets</i>		96,793	93,087
Equity			
Retained Earnings	9	96,793	93,087
<i>Total Equity</i>		96,793	93,087

Cash Flow Statement

FOR THE YEAR ENDED 30 JUNE 2008

	Note	2008 \$	2007 \$
Cash flows from operating activities			
Receipts from Government		314,223	314,787
Other Income Received		9,830	16,313
Payments to Suppliers & Employees		(330,361)	(411,547)
Interest Received		10,014	9,335
<i>Net cash provided by (used in) operating activities</i>	12	3,706	(71,112)
Cash flows from investing activities			
Payments for Property Plant & Equipment		(3,687)	(5,342)
<i>Net cash used in investing activities</i>		(3,687)	(5,342)
Net Increase / (Decrease) in cash held		68,222	(76,454)
Cash at beginning of year		115,806	192,260
Cash at end of year	12	184,028	115,806

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2008

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial report preparation requirements of the *Corporations Act 2001*. The directors have determined that the company is not a reporting entity. Inner City legal Centre is a company limited by guarantee, incorporated and domiciled in Australia.

The report has been prepared in accordance with the requirements of the *Corporations Act 2001* and the following applicable Accounting Standards and Australian Accounting Interpretations:

AASB 101:	Presentation of Financial Statements;
AASB 107:	Cash Flow Statements;
AASB 108:	Accounting Policies, Changes in Accounting Estimates and Errors;
AASB 110:	Events after the Balance Sheet Date;
AASB 1031:	Materiality; and
AASB 1048:	Interpretation and Application Standards.

No other Australian Accounting Standards, Accounting Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The financial report is prepared on an accrual basis and is based on historical costs modified by the revaluation of selected non-current assets, and financial assets, and financial liabilities for which the fair value basis of accounting has been applied.

The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report:

a) Property, Plant and Equipment

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

Plant and Equipment

Plant and Equipment are measured on the cost basis.

Depreciation

All fixed assets are depreciated on a straight line over their useful lives to the company commencing from the time the asset is held ready for use.

b) Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on-costs. Other employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the company to an employee superannuation fund and are charged as expenses when incurred.

c) Income tax

The income of the Company is exempt from income tax by the virtue of the provisions of Section 23 (e) of the *Income Assessment Act 1936*.

d) Revenue

Government grants are recognized at fair value where there is reasonable assurance that the grant will be received and all grant conditions will be met. Grants relating to expense items are recognized as income over the periods necessary to match the grant to the costs they are compensating.

Interest revenue to be recognised upon receipt.

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

e) Financial Assets - Recognition

Financial assets are initially measured at cost on trade date, which includes transaction costs, when the related contractual rights or obligations exist.

f) Change in Accounting Policy

Certain Australian Accounting Standards have been issued or amended which are applicable to the company but are not yet effective and have not been adopted in its preparation of the financial statements. The directors believe that the new or amended standards will not have any impact on the company.

2. PROFIT BEFORE INCOME TAX	2008	2007
	\$	\$
Profit before income tax has been determined after:		
Expenses:		
Depreciation of non-current assets:		
Plant and Equipment	3,834	3,643
<i>Total Depreciation</i>	3,834	3,643
3. CASH & CASH EQUIVALENTS	2008	2007
	\$	\$
Cheque Account	15,506	12,587
ING Direct Business Optimiser	168,310	103,014
Petty Cash	100	100
ING Direct Business opt WERP	112	105
	184,028	115,806

4. OTHER ASSETS

	2008	2007
	\$	\$
Current		
Prepayments	3,695	1,573

5. PROPERTY, PLANT AND EQUIPMENT

	2008	2007
	\$	\$
Office Furniture and Equipment	41,068	37,381
Less Accumulated Depreciation	(27,613)	(23,779)
<i>Total Property, Plant and Equipment</i>	13,455	13,602

6. PAYABLES

	2008	2007
	\$	\$
Goods and Service Tax	4,953	5,020
Other Creditors	63,899	—
PAYG Withholding tax payable	6,737	7,578
	75,589	12,598

7. PROVISIONS

	Note	2008	2007
		\$	\$
Current			
Provision for Parenting Leave		295	6,328
Employee Benefits	7(a)	14,384	14,122
		14,679	20,450
Non-Current			
Employee Benefits	7(a)	11,117	3,846
(a) Aggregate employee benefit liability		25,501	17,968

8. OTHER LIABILITIES

	2008	2007
	\$	\$
Current		
Accrued charges	3,000	1,000

9. RETAINED EARNINGS

	2008	2007
	\$	\$
Retained earnings at the beginning of the financial year	93,087	77,387
Net profit attributable to the members of the company	3,706	15,700
Retained earnings at the end of the financial year	96,793	93,087

10. MEMBERS' GUARANTEE

The entity is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$2 each towards meeting any outstanding obligations of the company. At 30 June 2008 the number of members was 17 (2007: 20).

11. COMPANY DETAILS

The registered office of the company is:

Inner City Legal Centre
50-52 Darlinghurst Road,
Kings Cross NSW 2011

The principal place of business is:

50 - 52 Darlinghurst Road Kings Cross NSW 2011

12. CASH FLOW INFORMATION

	2008 \$	2007 \$
(a) Reconciliation of Cash		
Cash at the end of financial year as shown in the Cash Flow Statement is reconciled to the related items in the Balance Sheet as follows:		
Cash at bank	184,028	115,806
	184,028	115,806
(b) Reconciliation of cash flow from operations with profit after income tax		
Profit after income tax	3,706	15,700
<i>Non-cash flows in profit after tax:</i>		
Depreciation	3,834	3,643
Unearned Income		
Provisions	—	(1,375)
Changes in Assets & Liabilities:		
Payables	66,491	(89,653)
Provisions	—	1,706
Prepayments	(2,122)	(1,133)
Asset Purchases	(3,687)	
Net cash (used in) provided by operating activities	68,222	(71,112)

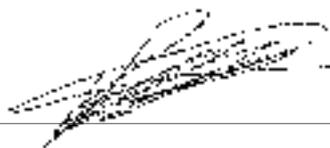
Directors' Declaration

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

The directors of the company declare that:

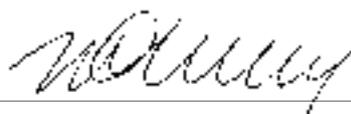
1. The financial statements and notes, as set out on pages 7 to 21 are in accordance with the *Corporations Act 2001*:
 - a) comply with accounting standards as described in Note 1 to the financial statements and the Corporations Regulations 2001; and
 - b) give a true and fair view of the company's financial position as at 30 June 2008 and of its performance for the year ended on that date with the accounting policies described in Note 1 to the financial statements.
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



PETER WILSON

Director



MELANIE TULLY

Director

Dated: 30th October 2008
Sydney

Independent Auditor's report

TO THE MEMBERS OF INNER CITY LEGAL CENTRE

I have audited the accompanying financial report, being a special purpose financial report, of Inner City Legal Centre, which comprises the balance sheet as at 30 June 2008 and the Income statement, statement of changes in equity and cash flow statement for the year then ended a summary of significant accounting policies, other explanatory notes and the director's declaration.

Directors' Responsibility.

The directors of the company are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements which form part of the financial report, are appropriate to meet the requirements of the *Corporations Act 2001* and are appropriate to meet the needs of the members. The directors' responsibility also includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the directors' financial reporting under the *Corporations Act 2001*. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Independence

In conducting our audit, I have complied with the independence requirements of the *Corporations Act 2001*.

Auditor's opinion

In My opinion the financial report of Inner City Legal Centre is in accordance with the *Corporations Act 2001*, including;

- a) Giving a true and fair view of the company's financial position as at 30 June 2008 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1; and
- b) Complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001.



RAYMOND ASHLEY GITTINS

DATED: 30th October 2008

*Name of Firm: R. A. Gittins
Address: 29 Austin Street, Illawong, NSW, 2234*

Profit & Loss Statement

FOR THE YEAR ENDED 30 JUNE 2008

	2008	2007
	\$	\$
Income		
Legal Aid Commission Grants		
LAC State Component	143,152	138,579
LAC Commonwealth Component	94,972	93,112
CLC Funding (prev year surplus)	—	—
WERP Income	69,008	82,500
EGUD Income	7,092	—
Equipment Grants	—	5,450
Donations Received	500	—
Membership Fees	50	123
Seminar Fees Received	375	250
Court / Legal Costs Received	8,723	9,493
Sundry Income	182	1,592
Interest	10,014	9,336
Total Income	334,067	340,435
Expenses		
Staff Salaries	217,591	227,382
Casual Wages	20,847	9,930
Superannuation	20,126	20,491
Workers Comp	579	1,565
Provision for Leave Expense	1,798	3,323
Staff / Volunteer Amenities	2,747	2,864
Staff / Volunteer Training	824	818
Conference Expenses	5,491	3,169
Practicing Certificate Fee	1,998	1,380
Professional Indemnity Insurance	625	750
Sundry Staffing Expenses	253	60
Recruit / Advert costs	2,593	741
Electricity	1,114	1,661

	2008	2007
	\$	\$
Expenses continued		
Office Maintenance	1,392	688
Cleaning	2,038	4,036
Legal Fees	65	40
Office Supplies & Stationery	3,642	4,161
Computer Expenses	6,401	2,700
Photocopier Rental / Cost'copies	4,796	4,438
Telephone & Fax	5,806	6,672
Internet	727	688
Website	3,785	354
Postage & Courier	1,701	951
Bank Charges	756	719
Insurance	2,052	1,690
Accounting & Audit Expenses	3,000	2,045
Looseleaf Services	2,209	6,911
Reference Library / Subscription	3,143	804
Memberships & Affiliations	1,488	1,283
NACLC Levy / Campaigns	853	1,550
Travel Expenses	430	2,362
Meeting Expenses	238	567
Promotion Activities	335	1,550
Promotion Activities – CLE	3,288	2,264
Disbursements non-recoverable	—	11
Depreciation Expense	3,834	3,643
Sundry Expenses	57	—
Client Disbursements (recov.)	1,539	472
Project Administration	200	—
Total Expenses	330,362	324,735
Net Operating Profit	3,706	15,700
Retained Profits at the Beginning of the Financial Year	93,087	77,387

