



**Annual Report
2008 - 2009**

Fitted for Work would like to thank the following for the time, resources and assistance given to produce this inaugural annual report.

We are particularly grateful to the Directors and staff of AJF Partnership, Stream Solutions and Gunn & Taylor who generously donated their expertise to produce this document.

Photographer: Susan Gordon-Brown.

Editor: Michael Webster.

Marketing advice: Jac Phillips.

Support and coordination:

Jenny Fraser-Smith, Fitted for Work Melbourne volunteer,

Michelle Hindson, Fitted for Work Mornington Peninsula volunteer,

Barbara Kamler, Fitted for Work Melbourne volunteer,

Meryl Hyde, Fitted for Work Melbourne volunteer,

The wonderful staff at Fitted for Work.



Sharon Winocur

Message from the Chair

It has been a remarkable 12 months for a remarkable organisation, one that has been full of stellar achievements that are entirely attributable to the commitment of our extraordinary volunteers and staff.

During the year, support from trusts, foundations and the federal government allowed us to appoint our first CEO, Jane Hunt, as well as a small number of other staff. These appointments have allowed us to improve our services, increase our client numbers and – if that wasn't enough – to make Fitted for Work services available across the country. No wonder Fitted for Work continues to buzz with energy.

During the year Fitted for Work finalised a social enterprise model. Called *Dear Gladys*, the retro-vintage retail clothing outlet will provide clients with on-the-job training and provide Fitted for Work with a source of revenue from the clothes sold, revenue that will directly contribute to sustaining the organisation, as well as allowing it to offer better and increased services.

Our ongoing reliance on generous donors and supporters is another link to our active community of individuals who give their time, money, clothes and expertise to support long term unemployed women achieve independence and self sufficiency. On behalf of Fitted for Work, I would like to thank all of our partners, sponsors, supporters and donors for their philanthropic contributions.

I would also like to acknowledge the departure of Emily Wild in 2009. Emily was with Fitted for Work from its beginning in 2005. While with us she worked tirelessly to ensure we grew to the position we are today. Emily decided it was time to do some overseas travelling and we wish her much success in her new adventures.

It is a privilege to be part of a community of women supporting women and I look forward to another year of remarkable achievements.

Sharon Winocur

Chair, 2008-09

Fitted for Work Ltd



Jane Hunt

Chief Executive Officer's report

... *I got the job!* – email from a Fitted for Work client.

The women we see are a constant source of motivation for us. Their incredible persistence, courage and, at times, painful stories, unite us in our shared humanity. These women are the reason Fitted for Work continues to grow and change.

Practical innovation is the hallmark of Fitted for Work. During 2008-09, Mornington Peninsula was licensed to deliver the core fitting service and a new site in Brisbane was launched. The founding service in Melbourne continued to diversify its programs as the full impact of the global economic turndown began to be felt by its clients.

Many of these programs involved partners joining us to assist women to transition to sustainable employment. We are deeply grateful to the following for their involvement:

- The National Partnership with Westpac Women's Markets which has enabled us to assist women affected by the Victorian bush fires, and which continues to support the development of our services into regional areas
- Career days with ANZ that provide women with practical insight into how to develop a career
- Macquarie Group which provides workplace familiarisation sessions
- NAB volunteers for critical assistance in sorting clothes for women to attend interviews
- Melbourne CityMission for supporting women exiting prison.

The year also saw the foundation laid for Fitted for Work to become the *first Australian national organisation of its kind*. This is an amazing achievement for an organisation that is just four years old.

One of our first national initiatives was a partnership with *Marie Claire* magazine, and with retailer David Lawrence. These organisations joined with us to increase awareness of the quantity of clothing Fitted for Work needs donated in order to outfit women.

None of these achievements would have been possible without the contribution of over 250 volunteers nationally who collectively have given over 11,000 hours to assist over 2,230 clients and who have generated more than \$215,000 worth of donated clothes, bags, shoes and accessories. Our volunteers are vital to the success of Fitted for Work.

On a more sobering note, the future for the women we work with will continue to be challenging. According to the Australian Bureau of Statistics there has been a significant fall in the average hours that women work and it is anticipated that women's participation in the labour market will also fall over the next few years. Analysis of previous recessions has shown that times of economic downturn are particularly difficult for young women and older workers, where there is a significant 'lag affect' in obtaining work.



Dear Gladys



For these reasons Fitted for Work will continue to strengthen its programs for women affected by disadvantage and unemployment.

To achieve this, in September 2009 we launched *Dear Gladys*, the vintage clothes retail store in Northcote, Melbourne, mentioned in the Chair's report. *Dear Gladys* is already providing a funding stream to Fitted for Work and providing valuable work experience for clients.

We are also developing and soon implementing a mobile/outreach service for regional and rural Victorian women, and are opening additional services in Parramatta, NSW, and Frankston, Victoria.

To all of our supporters, volunteers and staff, thank you. You make it possible for women and their families to gain financial independence.

Jane Hunt

CEO

Fitted for Work Ltd

Our Patrons

Lorraine Elliot AM
BA, DipEd, BEd
Former member of the Victorian Legislative Assembly.
Current member of the St Vincent's Hospital and Melba Support Services Board.

Kathleen Townsend
BA, MEdStudies, DipEd
Managing Director of Kathleen Townsend Executive Solutions, Deputy Chancellor of Swinburne University, member of the Risk and Audit Committee of Australian Volunteers International, fellow of the Australian Institute of Management and a member of the Australian Institute of Company Directors.

Board and staff

Fitted for Work Ltd Board, 2008-09
Sharon Winocur – Chair
Renata Singer – Founder
Marion Webster OAM – Founder

Fitted for Work Advisory Board, 2008-09
Debra Holder
Carolyn Morris (Treasurer)
Markela Peck
Jaclyn Grant (Company Secretary)
Fay Gilbert

During the reporting period Frances Feestra and Joan Ciastkowski retired from the Advisory Board. We thank them for their contribution.

In July 2009 the Fitted for Work Ltd Board was expanded to include national representation. The National Board of Fitted for Work Ltd now consists of:

Marion Webster OAM (Chair)
Qualifications: BA, DipSocStud, Senior Fellow City University of New York
Current positions held: Director, Almalia Pty Ltd. Board member Manakau Community Foundation (NZ), Melbourne Community Foundation, Arts Access. Vice Chair, Changemakers Australia. Patron, Education Foundation Australia. Trustee, Philip and Vivien Brass Foundation.

Markela Peck
Qualifications: BSc, DipEdu

Debra Holder
Qualifications: MBus, DipProjectMgr, DipCivCel
Current positions held: Project Manager, URCOT.

Sharon Winocur
Qualifications: BA, PhD
Current positions held: Executive Director, B-HERT. Foundation Director, Equal Opportunity Practitioners Association.

Carolyn Morris (Treasurer)
Qualifications: BCom, MBA
Current positions held: Associate of the Institute of Chartered Accountants of Australia.

Renata Singer
Qualifications: BA(Hons), DipEd, BEd, GradDip Arbitration and Mediation
Current positions held: Chair, Oxfam New York Committee. Member, Leadership Council of Oxfam America. Committee member of Yiddish Australia.

Jac Phillips
Qualifications: Grad.CertCorporate Leadership DipPR, Fellow and Certified Practising Marketer (CPM)
Current positions held: Senior Manager, ANZ. Director, Cheekwear Pty Ltd. Victoria State Councilor, Australian Marketing Institute (AMI).

Kerri Thompson
Qualifications: MBA
Current positions held: CEO, Global Television Pty Ltd. Director, Global Television Pty Ltd, Catalyst Media Services Holdings Pty Ltd, TMS Liveshows Pty Ltd, Studio Productions Victoria Pty Ltd.

Jaclyn Grant (Company Secretary)
Qualifications: LLB (Hons)



We are also grateful to the following who generously share their expertise:

Sally Sinclair (Invited industry expert), CEO National Employment Services Association.

Rosemary Grieve (Board adviser), Principal, Rosemary Grieve & Associates Pty Ltd.

Catherine Deveny (Advocate and Master of Ceremonies at FFW functions), Columnist and author.

Fitted for Work staff 2009

Jane Hunt

Qualifications: BA (Hons), MA (Hons), MBL
Position: Chief Executive Officer.

Kim Broad

Qualifications: AssDipSocSci, Diploma Children's Services, Cert IV HR, Diploma HR Management, Cert IV TAA
Position: Fitted for Work National Operations Manager.

Samanatha Prideaux

Qualifications: Cert IV TAA
Position: Fitted for Work Project Manager.

Amber Doyle

Qualifications: Cert III Bus Admin
Position: Melbourne Boutique Coordinator.

Melissa Westwood

Position: Manager, Dear Gladys.

Bahtisan Etlik

Qualifications: Certificate in Fine Arts
Position: Program Manager, Sydney.

During the reporting period, Emily Wild (Executive Officer) and Michelle Irving (National Development Manager) left Fitted for Work. We thank them for their contribution to the organisation.

The Year in Review

180 agencies referred clients to Fitted for Work

Over 2,230 clients dressed and prepared for work nationally

45% increase in clients supported at Fitted for Work Melbourne compared to 2007-2008

250 volunteers supported Fitted for Work's programs

4 visits to women's prisons to prepare over 140 women to reengage with the community

11,000 volunteer hours valued at \$25 per hour equals a contribution of \$275,000 back to the community

5,100 items of clothes, shoes and accessories donated to Fitted for Work Melbourne

\$180,000 worth of clothing donated to Fitted for Work Melbourne

\$35,000 worth of donated goods to Fitted for Work Mornington Peninsula

95% of the 48 referral agencies surveyed stated that Fitted for Work had a positive impact on their clients' chances of landing a job

95% of the 48 referral agencies surveyed stated that the Fitted for Work boutique service added 'some' to a 'significant' impact on their clients and their job application process

The Fitted for Work volunteer survey showed 88% of boutique volunteers were either very satisfied or satisfied with their volunteering experience at Fitted for Work

"The service you provide is remarkable. It is a service that I recommend be spread across all Job Networks as a value added opportunity for job seekers."

- Referral Agency

"The confidence gained from the new outfits moved the jobseekers through to active job seeking much more quickly. The mock interview highlighted the need to be more prepared for interview questions..."

- Referral Agency

The impact of Fitted for Work

Fitted for Work's clients are referred from a wide range of organisations, the majority of which are job training and placement agencies. They include Australian Multicultural Employment Services (AMES), Wise Employment, Sarina Russo, Matchworks, Northern Metropolitan Institute of TAFE (NMIT), YWCA, Flat Out and White Lion.

2,230 clients have already come to Fitted for Work. Over 90% of our clients come because they need clothing, as well as presentation and interview skills to attend an interview and find a job. The remainder needs our personalised dressing service because they are in shelters, have just left prison, are scheduled to appear in court, or are newly arrived refugees.

In an effort to ensure our services to clients are relevant, appropriate and delivered in a sensitive manner and enhance the job opportunity for clients, Fitted for Work undertakes regular research for feedback from clients, referring agencies and volunteers.

In an April 2009 survey of staff from 48 referring agencies from Brisbane, the Mornington Peninsula and Melbourne, 95% of respondents stated that Fitted for Work had a positive impact on their clients' chances of landing a job.

97% stated that Fitted for Work added value to the work they do. 95% of respondents stated that Fitted for Work and its boutique service had 'some' to a 'significant' impact on their clients and their job application process.

In a January 2009 survey of 68 Fitted for Work volunteers who work across all aspects of the service's operations, 92% rated the impact of the Fitted for Work service for clients to be 'very' or 'extremely' positive. They cited a number of outcomes and reasons for this, including:

- Increasing clients' self confidence through improved appearance and skills for interviews
- Clients leave feeling empowered and with a much more positive attitude because they look great
- The quality of the clothing and the fact that it is for clients to keep
- There is a genuine care for client well-being with no expectation of anything in return
- The quality of the sole focus and attention the clients receive

As part of the volunteer survey, 72% of boutique volunteers indicated they were ‘very satisfied’ with their volunteering experience at Fitted for Work, with a further 16% saying they were satisfied.

63% of boutique volunteers identified their high levels of satisfaction resulted from the fact that they were ‘helping disadvantaged women’, while 22% derived their satisfaction from ‘working with a great group of women’ and 15% from ‘giving back to the community’.



Volunteering at Fitted for Work

There would be no Fitted for Work service without the dedication, commitment and hard work of our volunteers.

Since we opened our doors in July 2005, over 450 volunteers have donated their time to Fitted for Work, generously providing direct client services, operations and fundraising. This year, 250 volunteers donated a total of 11,000 hours of support and professional expertise across all sites.

At Fitted for Work, our volunteers:

- Work one-on-one with clients helping women to select interview and work appropriate clothing, offering resume review, and providing interview coaching
- Organise clothing collection and drives to ensure Fitted for Work has an excellent supply of clothing and accessories
- Sort through donations, organise the boutiques and manage the inventory at the warehouse
- Generously offer their expertise to support the daily operations of the organisation, including office administration, graphic design, writing and editing for publications, financial services and much more
- Participate actively in all levels of governance
- Organise fundraising activities, including clothing sales
- Share their Fitted for Work experiences with personal and professional networks and offer their time, money and passion

Fitted for Work experiences high volunteer retention rates. 31% of all volunteers have been with Fitted for Work for one to two years and a further 37% for more than two years. This highlights the commitment, energy and excitement that keep volunteers engaged with the work we are doing. It also goes a long way to ensuring continuity and quality of service.

Many volunteers emphasise the mutuality of giving in the Fitted for Work volunteer experience. The work is not just about helping other women, but is also about engaging in a productive process that is mutually gratifying to both volunteer and client.

Volunteers often stress the importance of seeing a transformation in their clients when they succeed in finding the right clothing, the pleasure of helping the process come into being, and the immediate sociality which is so hard to get in other volunteer work, especially working with groups of women who are marginalised or out of the mainstream.

Items of clothing provided to Fitted for Work clients during their boutique consultations in 2008-09 included:
250 suits
595 jackets
620 pairs of pants
415 skirts
2010 shirts and tops
610 pairs of shoes
600 handbags and other accessories

Fitted for Work Melbourne

During 2008-09, Fitted for Work Melbourne dressed and supported 980 disadvantaged women in their endeavours to secure employment. This is 45% more than the previous financial year.

The increase has been associated with the impact of the economic downturn, which has resulted in an overall growth in unemployment. Also, Fitted for Work’s profile has been raised due to some very successful local and national media coverage from Marie Claire magazine, Business Review Weekly and The Age, to name just a few publications, leading to greater community awareness of the unique and specialised services provided by Fitted for Work.

Highlights for Fitted for Work Melbourne during the year included:

- A program partnership with Melbourne CityMission in which support was provided to women exiting prison
- Working in collaboration with the Macquarie Group, Wise Employment, Melbourne CityMission and AMES to coordinate a series of regular workplace familiarisation sessions which provided women with practical insight into how to develop a career
- A very successful ‘Career Day’ with ANZ

As a result of these and other activities:

- 144 agencies referred clients to Fitted for Work’s dressing consultation service in the Melbourne boutique
- 980 clients were ‘fitted’ for interview and work appropriate outfits through the boutique and/or were supported through work readiness programs
- 150 volunteers donated a total of 6,300 hours to support Fitted for Work through a variety of activities, including our boutique dressing service, warehouse and sorting functions, professional expertise, community sales and management committees
- Approximately 5,100 items of clothing, shoes and accessories were donated to Fitted for Work Melbourne with a total approximate value of \$180,000

Fitted for Work Melbourne’s goals for 2009-10 include:

- Taking the service to regional Victoria through the development of the mobile outreach service
- The development of a Transition to Work and a Mentoring and Support Program for clients
- Establishment of a sorting and warehouse facility which effectively handles the volume of clothing donations

We'd like to acknowledge the contributions of the Melbourne Boutique Committee, chaired by Markela Peck. The Boutique Committee was instrumental in establishing and defining the procedures and policies for the service delivery of our Melbourne boutique, and operations in the sorting centre.

In the coming year, the Melbourne Advisory Committee will lead and support the Melbourne operations. Members include:

Carolyn Cohn (Chair)
Bettie Kornhauser
Wendy Sturgess
Robin Edwards
Kay Frith
Jenny Fraser Smith
Joyce Au-Yeung

Fitted for Work Mornington Peninsula

Over the 2008-09 financial year, Fitted for Work Mornington Peninsula Inc dressed, prepared and trained approximately 1,000 disadvantaged women in their efforts to secure employment.

Highlights for the year included:

- We won three business excellence awards – NAB Business Excellence Award 2008, NAB Business Excellence Award 2009 and the Leader Small Business Award 2008
- The Annual Golf Day in November 2008 attracted 120 golfers from Victoria and one team from New Zealand. Those who attended contributed to raising \$25,000
- Most of all schools on the Mornington Peninsula are now using the Fitted for Work training service

The impact of the year's activities include:

- 15 agencies referred clients to Fitted for Work's Mornington Peninsula Inc dressing consultation service in the Rosebud boutique
- 1,000 clients were assisted
- 200 were 'fitted' for interview and work appropriate outfits through the boutique
- 800 clients were assisted through training services, including Look Smart, Think Sharp, Am I Ready? and Head and Body
- 65 volunteers donated a total of 4,000 hours to support the Mornington Pensinsula service through a variety of activities, including our boutique dressing service, pickup and sorting functions, community sales, fundraising and management committees
- The value of donated goods and professional services included \$35,000 in value from donated goods (based on fitting out 200 clients), \$20,000 in value from donated professional services, and \$20,000 in value from donated research



"I went to Fitted for Work's inaugural meeting to donate money and I absolutely fell in love with the concept so I volunteered on the spot. It's not only the satisfaction of providing a much needed service, volunteering also gives me enormous personal satisfaction by feeling that you are making a difference. I'm always inspired – every time I volunteer at Fitted for Work I feel wonderful when I leave."

– **Judy Ager, volunteer**

"The Fitted for Work team were very welcoming and helpful. The best part was helping me prepare for my interview – they really encouraged me."

– **Novita**

Our donors and sponsors are truly fantastic and very much appreciated. Clearly we couldn't help our clients without their assistance. It's the ongoing encouragement of our supporters that enables us to plan our expansion to Frankston and extend our service to hundreds more disadvantaged and unemployed women.

In particular we'd like to acknowledge the following organisations for their continued support:

- Mystery Creek Winery, New Zealand, for the donation of beverages for many of our fundraising functions
- Sienna Ladies Fashions in Rye for assistance with fundraising events
- Osmonds for major sponsorship of our Annual Golf Day
- Lindenderry Luxury Retreat & Conference Centre for major sponsorship of our Annual Golf Day
- The National Golf Club for major sponsorship of our Annual Golf Day
- Blue Illusion Sorrento for hosting fashion parades and a source of gaining volunteers and supporters
- RSL Rye for donations and sponsorship of our Annual Golf Day
- Campbell Page Job Services Agency for its large financial donation
- Rosebud Rotary for being the largest single cash donor
- RACV for sponsorship and support of our annual Golf Day
- Crown Towers for sponsorship of all fundraising events
- Australia Post for its large financial donation

Novita's story

Novita moved to the Mornington Peninsula with her young daughter and was unable to find work as a teachers' aide, so retrained in hospitality.

The National Golf Club rang Novita's employment agency looking for staff, and Novita was nominated for an interview. The agency sent her to Fitted for Work where she was provided with clothes for her interview and assistance in preparing for the interview. Novita was successful in getting the job at The National Golf Club. She started the next day and has now been working for 18 months. And she's even started playing golf!



Partnerships

In late 2008 we completed research into the issues unemployed women in Rosebud West faced as they sought employment and training. As a result of these findings we developed a partnership with the Brotherhood of St Laurence and Rosebud West Community Renewal, running a series of workshops on job seeking skills, preparing for employment and confidence building.

Goals for 2009-10 include:

- Opening our Frankston operation In February 2010, with plans to assist up to 1500 clients annually
- Significantly increasing training offerings to schools and clients
- Expanding our catchment area for clients, extending from Hastings, Mordialloc to Dandenong

Fitted for Work Mornington Peninsula's Executive Committee is

Joan Ciastkowski, President
Judith Hanrahan, Fund Raising Manager
Joyce Mansfield, Finance Manager
Leone Mansell, Volunteer Engagement Manager
Bev Findlay, Stock Manager
Jan Aitcheson, Referral Agency Relationship Manager

Fitted for Work Brisbane

Fitted for Work Brisbane Inc was officially opened in September 2008. Licensed to deliver the Fitted for Work service in Fortitude Valley, Brisbane, in its first year of operation it assisted over 250 disadvantaged and unemployed women and in November 2008 serviced its 100th client.

Among the highlights for the year: Fitted for Work Brisbane Inc was featured on Channel Nine's Brisbane Extra and the Governor of Queensland, Penny Wensley AO, agreed to become Fitted for Work Brisbane Inc's Patron.

One referral agency commented that a client she had referred had renewed confidence after her visit: "...she was made to feel so relaxed and special... I look forward to referring many women to your service in the future."

Susan was successful in getting a job as a seamstress. "It wasn't just the clothes," she said. "They made sure I was capable of taking the interview as well."

In addition:

- Job Services Agencies, Disability Employment Services and training colleges all referred clients to Fitted for Work Brisbane Inc's dressing consultation service in the Fortitude Valley boutique
- 250 clients were 'fitted' for interview and work appropriate outfits through the boutique
- Volunteers donated many hours to support Fitted for Work Brisbane Inc through a variety of activities, including our boutique dressing service, clothing drives, fundraising and management committees
- Donations of clothing came through clothing drives, corporate donations, and local businesses. Donations came in all shapes and sizes, fitting women from sizes 6 to 26
- Fitted for Work Brisbane Inc also accepted donations of shoes, handbags, makeup and accessories

Supporters for the Fitted for Work Brisbane Inc service include:

Queensland Government's Skilling Queensland
Blake Dawson, Lawyers
Brisbane City Council
StreetSmart
PKF Accounting
Peerless Dry cleaning
McCullough Robertson, Lawyers
Cooper Grace Ward, Lawyers
Clayton Utz, Lawyers
Minter Ellison, Lawyers
Australian Institute of Office Professionals
Women's Network Australia
ORATA Queensland Business Women

Fitted for Work Brisbane Inc's goals for 2009-10 include:

- Extending opening hours to five days a week
- Creating opportunities for another 100 volunteers
- Providing the service to over 1,000 women

We'd like to acknowledge the contributions of the Brisbane Committee with the start up of Fitted for Work Brisbane Inc's service:

Prue Leggoe (President)
Debra Thompson (Inaugural secretary)
Jennifer McVeigh (Current secretary)
Ros Kelly
Pam Hartwell
Julie Cotter
Jackie Luscombe
Jeanette Morton (Treasurer)
Josephine Brown
Elvira Manjaji



Freely given, freely received – the shoe story

Fitted for Work operates from a model of generosity, rather than scarcity. Giving is not seen as charity, but rather as a service that benefits all women and the larger society to which we belong. This giving is open and resourceful. It is grounded in problem solving and honest responses. Significantly, it is unconditional, no-strings-attached giving which clients receive from the volunteers at Fitted for Work. This spirit of giving is best captured in the shoe story, told by one of our volunteers.

The volunteer ‘Rosie’ was helping a lovely young Koori woman ‘Kathi’ find an outfit for a job interview the next day. Kathi came to Fitted for Work wearing pink rubber thongs. Quite quickly she was dressed from head to toe in a beautifully fitted linen suit, with matching handbag and camisole.

But the volunteers looked in dismay at her thongs. Rosie said, ‘What you need are some little Baby Jane shoes’. They searched the Fitted for Work wardrobes and found nothing. The shoes Kathi tried on were too large, too wintery or too heavy. She had no shoes in her own wardrobe at home and no money to buy anything suitable.

Quite spontaneously, Rosie took off her own shoes and said, ‘Please take these’. Reluctant at first, Kathi placed the beautiful bronze Baby Janes on her own feet and they were a perfect fit, as if she was Cinderella herself. Kathi was overwhelmed with Rosie’s generosity; it was almost too much for her to cope with. However the shoes looked absolutely fantastic and they completed her outfit with a style she could not achieve on her own, so she reluctantly accepted them.

Rosie’s generosity is deeply embedded in the Fitted for Work ethos. A problem arose, it needed to be solved by the very next day, so she gave her client the shoes off her own feet. She never hesitated. Rosie went home that evening wearing very ordinary looking ‘stock shoes’ from the Fitted for Work wardrobe and Kathi went to her interview the next day walking tall.

Fitted for Work Supporters

Significant donors to Fitted for Work include:

Annie Duncan
Jaclyn Grant
Ede Horton
Schapper Family
Singer Family
Fleur Spitzer
Marion Webster

Fitted for Work greatly appreciates the personal donations made by supportive individuals whose contributions have been the bedrock for the organisation as it has grown. During 2008-09 individual donors contributed \$113,000, enabling Fitted for Work to have such a positive impact on the lives of women.

The following trusts and foundations, pro bono contributors, corporate partners, program partners and government departments have generously supported Fitted for Work Ltd and the Fitted for Work Melbourne service throughout the year. We acknowledge and thank them all.

Trusts and foundations:

Bardas Foundation
Philip and Vivien Brass Charitable Foundation
George Castan Family Charitable Trust
Clayton Utz Foundation
The Collie Foundation
Collier Charitable Fund
Danks Trust
Freehills Foundation
Lord Mayor’s Charitable Foundation
The Miller Foundation
Sidney Myer Fund & The Myer Foundation
StreetSmart
Sunshine Foundation
Telstra Foundation
Tattersall’s George Adams Foundation
The Westpac Foundation

Corporate partners:

Freehills for legal services
Oeuvre Creative for design services
Martin Goodrich & Associates for audit services
Kathleen Townsend Executive Solutions for executive recruitment services

We also wish to acknowledge the donation of money and/or goods and time from our many other corporate partners, noted below. In particular, we wish to acknowledge Westpac Women's Markets which has nominated Fitted for Work Ltd as its charity for 2009.

AJF Partnership

Australia and New Zealand Banking Corporation (ANZ)

The Ark Clothing Company

Brown Sugar

Cheekwear Australia

David Lawrence

Deloitte

Directioneering

Forever New

Gunn & Taylor

Healthwise Pharmacy – Helen Weily

HSBC Australia Ltd

Lisa Barron

Madras Link

Marie Claire

Macquarie Group Ltd

Melbourne Business School

National Australia Bank (NAB)

NNT Uniforms

Pacific Brands

Stream Solutions

Slimwear

TS 14+

Program partners:

AMES

Australia and New Zealand Banking Corporation (ANZ)

Brotherhood of St Laurence

Macquarie Group Ltd

Melbourne CityMission

Wise Employment

Government support has also been received from:

Women's Leadership Development Program – Office for Women, Department of Families, Housing, Community Services and Indigenous Affairs
VicHealth Victorian Health Promotion Foundation
Equal Opportunity for Women in the Workplace Agency

Fitted for Work makes every effort to provide an up to date and accurate listing of our donors. We apologise for any inaccuracies that might be included herein.

Abridged Financials as at 30 June 2009

Fitted for Work Ltd*

Profit and Loss for the period ended 30 June 2009

	2009 (\$s)	2008 (\$s)
Total Income	450,792	218,883
Total expenses	363,143	97,738
Operating Profit	87,649	121,145

Fitted for Work Ltd*

Balance Sheet as at 30 June 2009

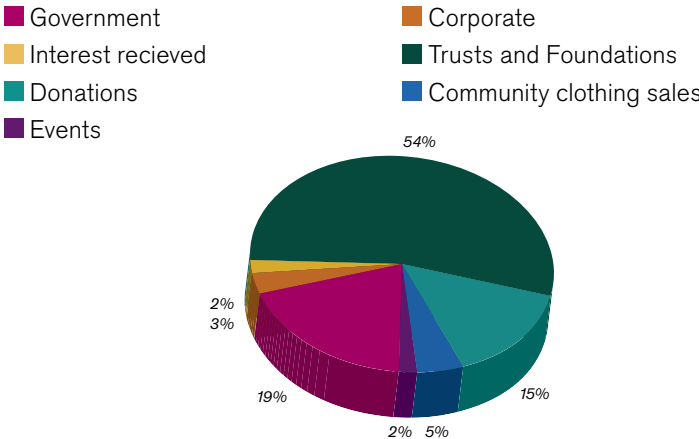
	2009 (\$s)	2008 (\$s)
Total Assets	710,009	307,673
Total Liabilities	501,214	186,528
Net Assets	208,795	121,145
Retained Profits and Total Equity	208,795	121,145

Audit and Accounts

Fitted for Work complies with all applicable Australian Accounting Standards and guidelines, as well as relevant Corporations Law provisions. The financial statements are audited by Martin Goodrich & Associates. These statements are available upon request from Fitted for Work.

*During the financial year 2008-09, Fitted for Work Ltd encompassed Fitted for Work's National head office operations and the Melbourne boutique operations. The Mornington Peninsula and Brisbane operations are accounted for separately and are not included in this report.

Fitted for Work Ltd funding sources, 2008-09



How you can help

Fitted for Work is a not-for-profit organisation committed to helping long term unemployed and disadvantaged women obtain work, maintain employment and ultimately achieve financial independence.

Fitted for Work offers a wide range of opportunities for you to play an active role in transforming the lives of women experiencing disadvantage.

Financial support is vital in helping us:

- Provide the boutique outfitting service to enable women to go to job interviews with confidence
- Develop the support and mentoring programs needed by women to help them mitigate the impact of loneliness and social isolation
- Assist women transition to work with appropriate support, training and work experience

All financial donations to Fitted for Work over \$2.00 are tax deductible.

Quality clothing is critical to the service. You can organise a clothing drive in your workplace or with family and friends.

You can also volunteer your time and expertise. Opportunities include:

- Helping women select outfits and accessories in the boutique
- Assisting with fundraising events
- Sorting clothing
- Training women to handle job interviews
- Participating in mentoring training and support programs for clients
- Contributing to our operational committees and working groups

With your help, Fitted for Work can continue to grow and change the lives of women in need. Please contact Jane Hunt, CEO of Fitted for Work, if you would like to support Fitted for Work.

Fitted for Work

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Fitted for Work