

ANNUAL REPORT



**DOMESTIC
VIOLENCE
ACTION
CENTRE** **2021-2022**



We acknowledge the Traditional custodians of the
lands and waters on which we live and work.

We pay our respect to Elders, past, present and
emerging.

We recognise the unique journey of Aboriginal
and Torres Strait Islander Women and the
contributions their voices make within our
organisation and the wider community.

We respect the cultural strength, knowledge, and
richness of Aboriginal and Torres Strait Islander
peoples. We embrace diversity and we are
committed to working collaboratively with
Aboriginal and Torres Strait Islander peoples,
organisations and communities. To all Aboriginal
and Torres Strait Islander women, your families,
and communities we acknowledge your right to
self-determination, and we will stand beside you.



'The Pretty Painting' (c) Susie Klein

CONTENTS

04	—————	MESSAGE FROM THE CHAIR
05	—————	MESSAGE FROM THE CEO
06	—————	STRATEGY
07	—————	PREVALENCE OF DF & SV
08	—————	RECONCILIATION
09	—————	COMMUNITY
12	—————	ACCOUNTABILITY
13	—————	RESILIENCE
14	—————	JOURNEYS OF HOPE
15	—————	FINANCIAL REPORTS
17	—————	ACKNOWLEDGEMENTS

a year's overview

CHAIRPERSON REPORT



This year from a governance perspective DVAC has focused our attention on consolidation, systems & process improvement as well as reviewing how we work as a Board for continuous improvement. Our bi-annual Board Composition and Skills Matrix review highlighted the extensive and broad skills of our volunteer Board in leadership, finance, law, risk management and strategy, specialist services knowledge, advocacy and policy. We proudly represent core areas of intersectionality and live our values of Community Accountability and Resilience. Our Board help set the tone for DVAC as a vibrant feminist Organisation.

Recently the Board focused its intention to reviewing our effectiveness to implement the organisation's Strategic Plan. We keep looking to the future - to ensure that DVAC is a sustainable Organisation. We also looked at the priorities to lift DVAC's profile, maintain strong governance and seek the additional resources required for increasing demand across our catchment and the communities DVAC works in.

Outside of core governance, DVAC Board members attended the Governance Institute, Not-For-Profit Governance Forum, as well as the "Light Up the Night" Charity Gala to raise funds for LGBTIQ+ victims and survivors of violence. This was alongside attending community initiatives such as the Red Rose Rallies, Domestic and Family Violence remembrance days and several organisational wide working committees. DVAC initiated the first research project with the Queensland Centre for Domestic and Family Violence Research and Central Queensland University in the effectiveness of our Perpetrator Intervention Service as part of our research Governance.

This year we also farewell Board members Robyn Forward & Sheryl Hale-Moores. Robyn has been a long-standing advocate for DVAC prior to joining the Board in 2017 and has served DVAC as a dedicated Vice Chair. Sheryl joined the Board in 2018 after volunteering with the local Court Support Network and both Robyn and Sheryl's professionalism and client centred approach to governance will be missed. Susie Klein will continue to support the Board with increasing our cultural capacity, however, not as a Board member.

This will be my last report as Chair of DVAC. It has been an absolute privilege to work with Gabrielle, Amie, the Board and the incredible dedicated workforce that is the DVAC team over the five years I've been in this role. What sets DVAC apart is the intersectional feminist lens that places the experiences of women, children and all victims and survivors of violence at the front and center of decision making. These values are evident in the team, the Board and the communities we work within and consistently bring us together around our vision and mission.

Nick Thompson, Chair

a year's overview

CEO REPORT



2021- 2022 has been another massive year at DVAC.

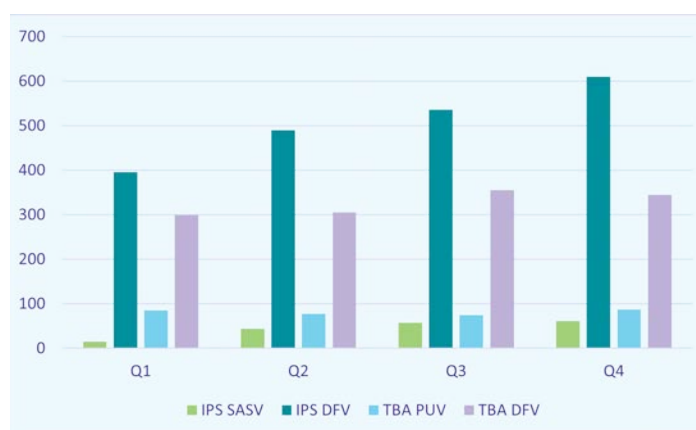
We celebrate the amazing efforts of our team at DVAC this year.

The DVAC team is made up of 67 staff and volunteers and 8 Board members. Our team are qualified professionals with qualifications across criminology, psychology and social work, with graduate and post graduate qualifications across the team.

We continue to strive for excellence in service delivery and practice innovation. We celebrate the DVAC Toowoomba specialist domestic violence worker located with Queensland Police and the independent evaluation results, showing that our pilot improved access and quality of service responses for victims.

Our passionate advocacy to create lasting change remains unwavering. DVAC have responded this year to increases in demand, need and complexity for people who access our services.

This table demonstrates the percentage increase of Redbourne referrals to our services over the last year alone. DVAC continues to set a benchmark for specialist domestic and sexual violence services, and contributed to State and National Reform.



Redbourne referral's to DVAC 2021/22 FY

We continue to build on the relationships in our communities as a strong and vibrant intersectional feminist Organisation. We are on a journey of reflection and growth to ensure our services are accessible, safe and fair for all people who are experiencing intersections of disadvantage such as disability, experience of colonisation, racism and/or homophobia.

I am deeply grateful to all of the DVAC community who have contributed to our success; our DVAC team of specialist staff, and dedicated Board members and volunteers. We are thankful for our community partners and the generosity of people who have donated to support the cause of DVAC in the last year. Together we are stronger, and together we work to end gender based violence in our communities. It is with great pride that we present this years Annual Report on behalf of DVAC.

Amie Carrington, CEO

DVAC STRATEGY

2021-2025

DVAC achieved significant progress towards the strategic plan goals in the last year.

Strategic Goal

Achievements

DVAC services set a benchmark for excellence and overcome the funding challenges faced by our sector.

- Established University partnerships to independently evaluate DVAC Service initiatives.
- Service development to respond to the growing demand and increased vulnerability for people accessing our services.
- Active membership of key peaks and networks - WESNET National Peak Board, National Women's Safety Alliance working party, Ending Violence Against Women Queensland, Qld Sexual Assault Network, Queensland Domestic Violence Services Network, Women's Health Services Alliance Qld.
- Piloted innovative service delivery models.
- Self assessed and quality improvement planning for the new Practice Standards and emerging best practice.

DVAC contributes to State and National reform bringing the voice of survivors, children and experienced professionals to the forefront.

- Submission contributions into- Independent Enquiry into Queensland Police Responses, Women's Safety and Justice Taskforce, The draft National Plan to End Violence Against Women and Children and the National Strategy to Prevent Child Sexual Abuse.
- Advocacy on Criminal Code (Consent and Mistake of Fact) and Other Legislation Amendment Bill 2020 (Consent Bill) and support of Roe Vs Wade and Abortion Access.
- Leading our communities with quarterly Practice Forums, Advocacy events and Red Rose Rallies and social media campaigns.

DVAC builds on the relationships in our communities, we are inclusive and we celebrate diversity.

- Our DVAC Reflect Reconciliation Action Plan (RAP) is completed and our Innovate RAP is in development.
- Extending our Integrated Service System response contributions in our regions.
- DVAC facilitated or co-facilitated 39 forums and workshops in our communities on topics such as primary prevention and the drivers of domestic violence, child rights, Domestic Violence Orders, Domestic Violence Recognise, Respond Refer, and Safe and Together Training .

Our systems meet the complexity and needs of a growing Organisation.

- Enhanced payroll, HR, document control and SharePoint systems to reduce administrative burden and streamline processes.
- Completion of the Property development strategy including renovation of the Women and Children's Centre and relocation of our Ipswich office to provide cost neutral trauma informed environments that are better suited to our needs.

Our teams are highly skilled, have pride in their work and feel that they belong at DVAC.

- Enhanced career development pathways within DVAC through the graduate worker position and student placements.
- Enhanced supervision practice and documentation & increased our focus on wellbeing and self care.
- Increased our shared understanding of DVAC business operations such as budgets, service contracts and outputs reporting.

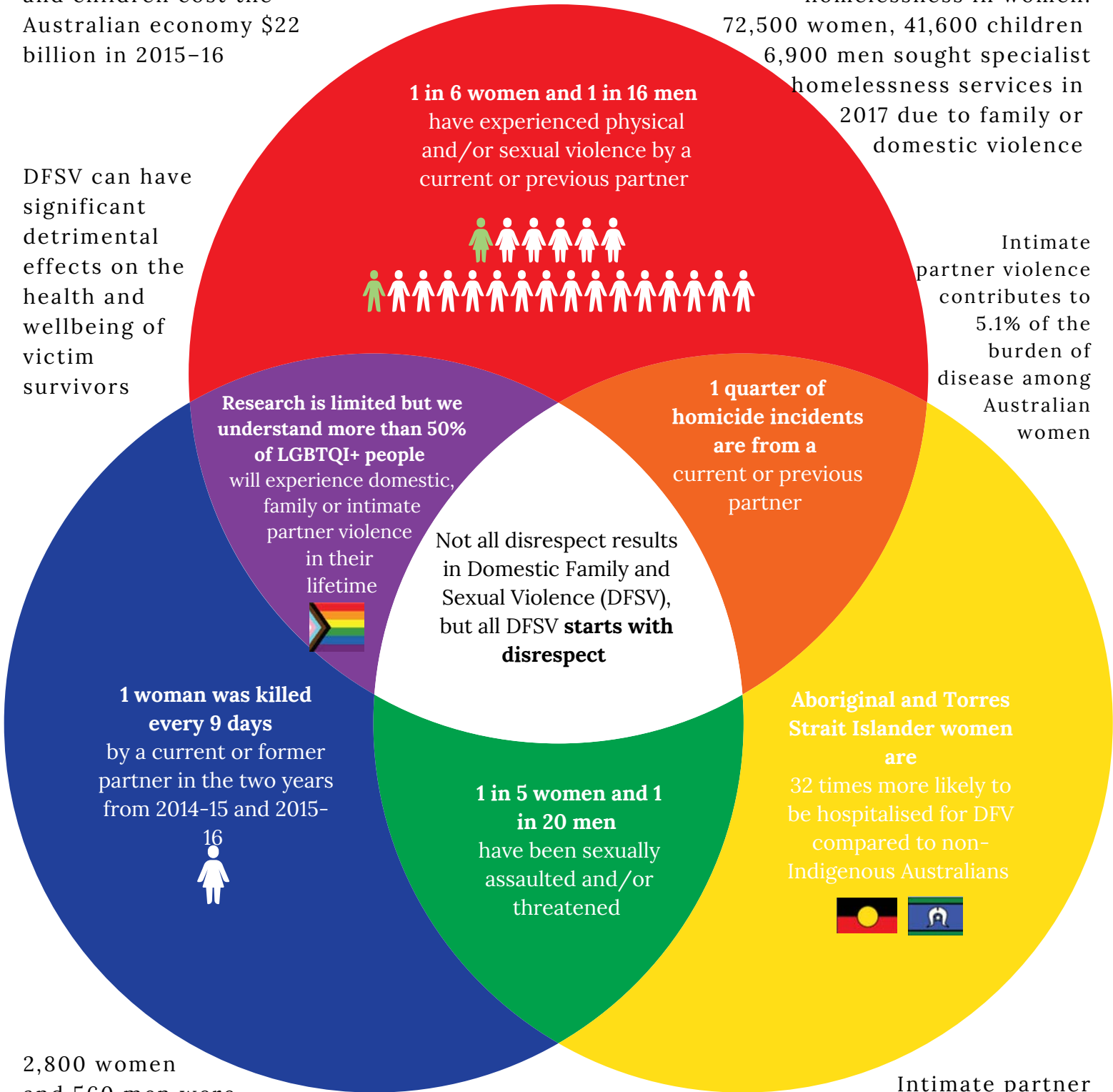
THE PREVALENCE OF DOMESTIC, FAMILY AND SEXUAL VIOLENCE

Violence against women and children cost the Australian economy \$22 billion in 2015-16

DFSV can have significant detrimental effects on the health and wellbeing of victim survivors

Domestic and Family violence is a leading driver of homelessness in women. 72,500 women, 41,600 children 6,900 men sought specialist homelessness services in 2017 due to family or domestic violence

Intimate partner violence contributes to 5.1% of the burden of disease among Australian women



2,800 women and 560 men were hospitalised in 2014-15 after being assaulted by a spouse or partner

Intimate partner homicide is the most prevalent homicide type in Australia

Exposure to domestic and family violence can have long lasting effects on children's development, health, behaviour and wellbeing

Intimate partner violence causes more illness, disability and deaths than any other risk factor for women aged 25-44

RECONCILIATION



Artworks developed by students of the DVAC Paint me a Picture workshops- creating awareness about domestic and family violence and prevention through a cultural safety lens in Ipswich schools.

The Domestic Violence Action Centre values our relationships and partnerships with Aboriginal and Torres Strait Islander peoples and community organisations. We have referral and care support partnerships with Aboriginal Community Controlled Organisations and look to extend this by increasing awareness about our RAP and reconciliation.

DVAC has been on a learning journey through our Reflect RAP process. We established a RAP working party, ensuring that Aboriginal and Torres Strait Islander staff are central to our Working Party. We met at least quarterly to progress our RAP deliverables and involve our staff in our RAP. We reported back to our broader DVAC Community on our RAP implementation progress.

Our Reconciliation exploration has been a journey of growth and learning, establishing and strengthening the understanding, value and recognition of Aboriginal and Torres Strait Islander culture, histories, knowledge and rights, promoting Reconciliation and healing. Our learning journey has been through formal learning, connecting with yarning circles, Reconciliation painting and art workshops. We have improved policies like our Acknowledgement and Welcome to Country Policy and made a commitment to Blackcard Training.

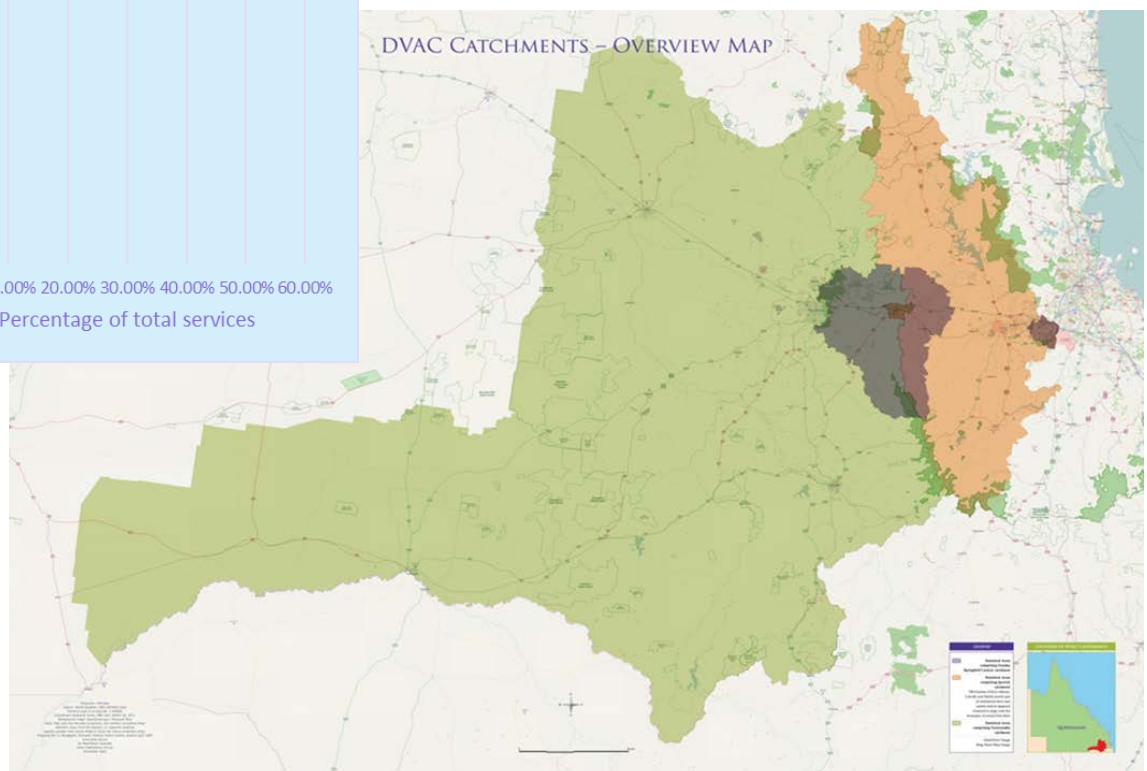
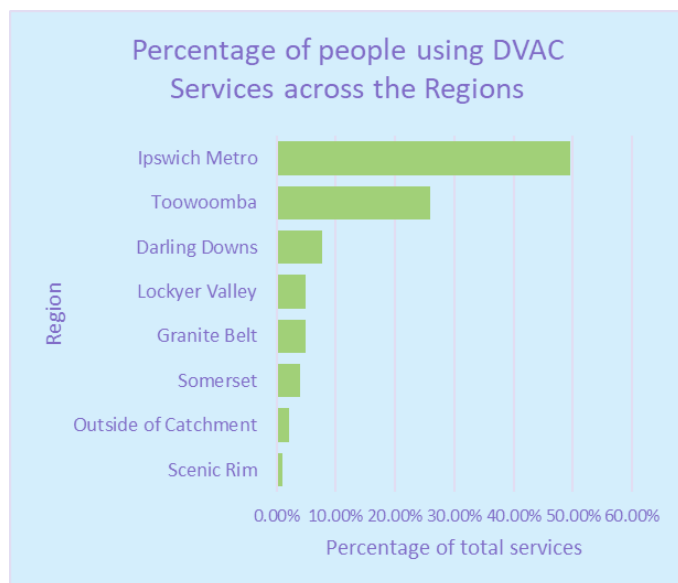
Our Innovate RAP is in development and aims to build on the foundations of the Reflect RAP and brings life to Reconciliation in everyday practice at DVAC through vision for our Wambinya Way (Support Way) to create safety, belonging and healing for people who access our services.

COMMUNITY

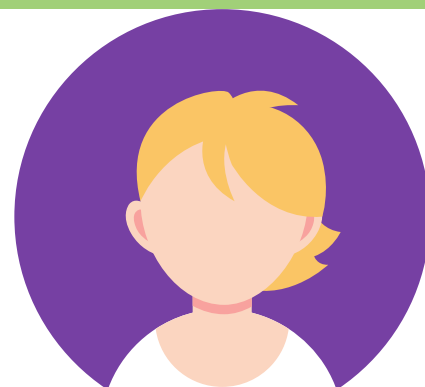
Domestic Family and Sexual violence is a gendered issue that has a far reaching impact across the community. Diverse communities and at risk groups are highly impacted by family violence and require proactive responses from our service system as a whole. DVAC has worked to ensure our outreach, access and equity of services has been strengthened this year.

Some of the highlights have been: we have successfully increased the reach across schools in our regions through developing lesson plans and teacher supports for Child Rights; we completed a young persons consent video project and resource; we have partnered more this year with Aboriginal and Torres Strait Islander community Organisations to provide better cultural safety and we have trialled an individualised pilot perpetrator intervention service for young adults using the Duluth Model alongside case management to better engage younger people using violence to improve knowledge and accountability.

Over the last year at DVAC we had over 120,000 interactions with more than 9,000 people accessing our services from across Greater Ipswich, Toowoomba and Darling Downs.

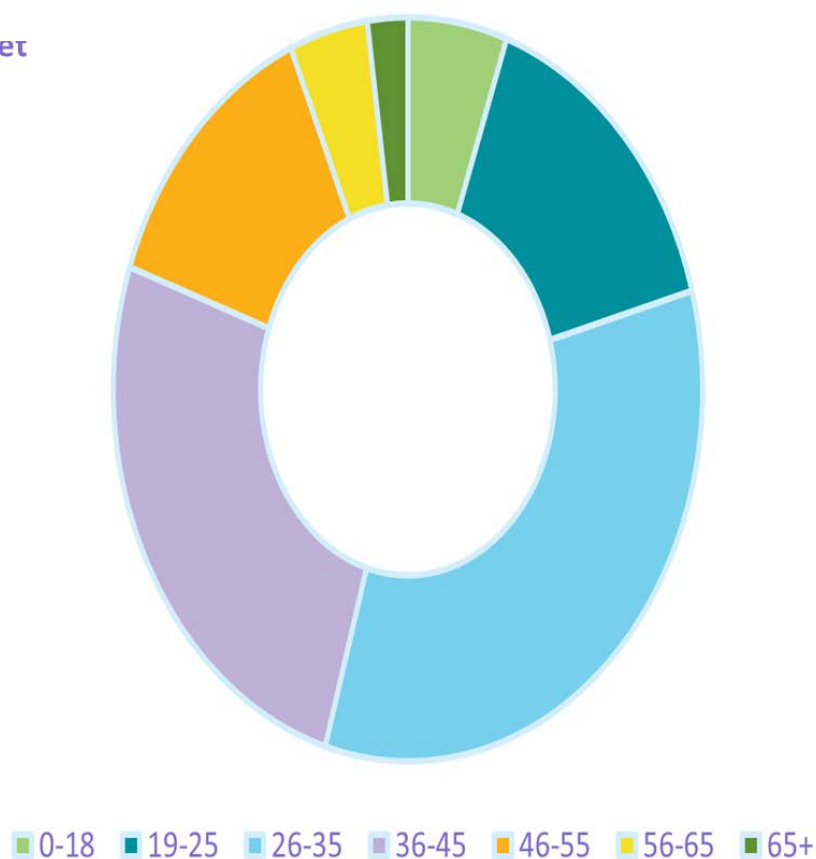


"Since completing my time with DVAC I have a much clearer understanding of what DV and FDV is all about and what signs to be on the look out for. I don't believe I'd be as strong as I am or as capable as I am today without the knowledge, power, care and understanding of these ladies that open their arms and hearts to help others out in need."



Our services supported people across the lifespan
Age range of people who accessed DVAC services in
the year 2021-2022

bracket



"Thank you so very much for all of your help and support through my difficult time. I'm so glad to have met you I would definitely not be where I am today without you and what you have taught me. please take care thanks again "

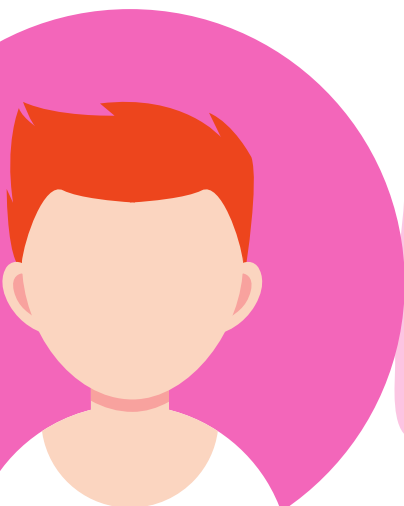
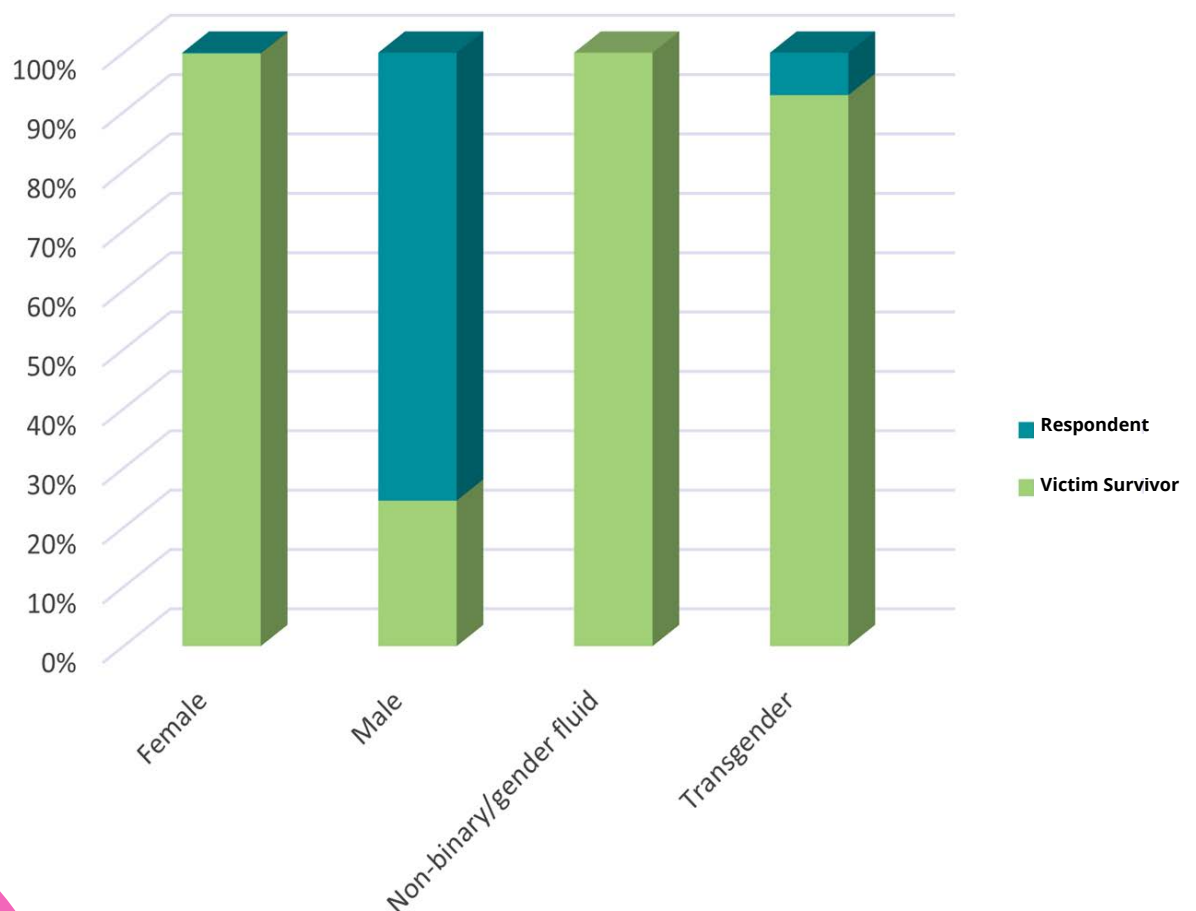


"Thank you from the absolute bottom of my heart for what you have done for my children and I. Thank you for helping us to recover from DV"

"Joan felt empowered and brave enough to set boundaries. Joan NOW felt that it was not her shame, but the person using violence's shame for using violence against her."



ANALYSIS OF PEOPLE ACCESSING DVAC SERVICES BY GENDER IDENTITY IN THE YEAR 2021-2022



"Thanks for the DVS co-location position at Toowoomba Police Station. this service improved safety, trust and has a big impact for women accessing DVAC services when previously were hesitant about reporting directly to police. This has made a positive impact on women and children experiencing dfv in Toowoomba. It should be continued indefinitely."

ACCOUNTABILITY

Violence against women and children is not inevitable. By addressing the social, cultural, political and economic factors that drive this gendered violence, we can end it in **one generation**.

Accountability is pivotal to achieving this goal. DVAC advocates for shared accountability across all Governments, workplaces, the service system and social policy. DVAC are accountable as a specialist domestic and sexual violence service provider and we work towards accountability for people using domestic sexual and family violence.

DVAC continuously strive for quality improvement through our Organisational Quality Improvement Planning. We strive to excel in the Human Services Quality Standards, and ensure our practice, systems and Governance is developing and growing with the changing needs of our Organisation.

DVAC partner with our Sector networks and Peaks at a local, State and National level through active membership and contribution. We aim to build coalitions and partnerships and engage in critical reflection at both Organisational and individual practitioner levels.

We collaborate and advocate within a coordinated multi agency response to benefit victim-survivors. DVAC have membership within Queensland on the Queensland Sexual Assault network, Womens Health Service Alliance, Queensland Specialist Domestic Violence Network, Services and practitioners for the Elimination of Abuse Qld and Ending Violence Against Women Queensland.

Nationally we are active members of the Womens Services Network, WESNET Board, National Womens Safety Alliance domestic, family and sexual violence working group, Stopping Gender Violence Advisory Board.

DVAC have contributed to joint submissions such as:

- The 5th National Plan to Reduce Violence Against Women and their Children
- National Strategy to prevent Child Abuse
- Independent Inquiry into Queensland Police responses to Domestic and Family violence
- Women's Safety and Justice Taskforce
- Australian Statement on Roe Vs Wade and Abortion Access



RESILIENCE

DVAC has an unwavering commitment to empowering the resilience and self determination of the people who we support. We work in partnership with individuals to increase their safety from gender based violence.

DVAC is a part of a broader systems response to gender based violence so our collaboration and partnerships are important.

DVAC has built our partnership with Queensland Police Service through the Embedded Domestic Violence Specialist in Toowoomba and Embedded Officer trial development in Ipswich with the aim to improve service responses for victim survivors needing support.

Our school education provided Being Heard, Paint Me a Picture, Fight Like a Girl and Fearless Towards Success programs with young people and schools reaching 2695 students.

DVAC has provided 39 Community Education Workshops across our broad geographic regions with learning outcomes tailored to community needs such as;

- Types of Abuse and Cycles of Violence
- Talking about and identifying DFV
- Introduction to Risk Assessments and Safety Planning
- Domestic Violence Orders (co facilitated with TASC)
- DFV Recognise, Respond Refer

Participant feedback

"It was really helpful for my team to see how victim-survivor work is actioned through coordinated responses as it really informs our practice in working with people who use violence."

"Very informative and feel much more knowledgeable after. Excited for the next workshop."



DVAC contributed to community awareness through Remembrance Ceremonies in Ipswich, Toowoomba and Springfield, held Red Rose Rallies and we were involved in several community events from NAIDOC Week to the Jumpers and Jazz festival in Warwick.

The photo above is the DVAC 'One Case Many Ripples' DVAC Jumpers and Jazz festival entry. The tree interprets the ongoing impact of domestic violence and celebrates what a life free from violence would look like for all of us.

Through heartfelt words scrawled across the drops that represent the individual, the tree encapsulates the ripple effect that domestic violence has had or continues to have on this person. Gathered at the base of the tree is the dense ripples that the drops create. The French knitting captures the positive role that mindfulness has in the journey of healing for a domestic violence survivor.

JOURNEYS OF HOPE

"I was in a dv relationship for 13 years and I had never told anyone, as I was made to feel, I was crazy and I was scared my children would be taken off me.

It wasn't till I was referred to DVAC and provided with a case manager that I actually sat down with her one on one, it was the first time I was asked personally if I was okay.

My case manager sat and listened and validated everything I had to say and wasn't judgemental about what had happened with everything to me.

Through working with DVAC I learned about myself and about domestic violence, the impact of how it affected me and my family. I developed a better understanding of how to be aware of DV in relationships especially red flags.

From what I have learnt from DVAC, I now have the strength to challenge other people's opinions and advocate for myself, especially for the safety of myself and my children."

"I was in a dv relationship for 18 years. I have four children and I never ever thought I could get away from my ex.

But when I was introduced to DVAC my life changed. I got all the support I needed. Me and my children have a new place, a new life and I have been so much happier and a weight that's been holding me down for the past 18 years has finally been lifted... Putting a DVO order on my ex was the best thing I've ever done.

My four children and myself are finally free. Thank you DVAC."

"It was only a short-lived relationship - 10 months at most - but a lot can happen in a short span of time.

It was not something anyone could have prepared me for at all. You never expect to be broken down mentally and physically, and especially not by someone else.

Thankfully, when the behaviour and actions hit a new extreme I was referred to DVAC. I truly don't believe I would be where I am today, had it not been for DVAC and the support that they provided me with.

They helped me attain legal protection within a week and I had someone whom I could reach out to about anything and everything when I was afraid.

Having the opportunity to lean on someone else that I knew wouldn't make me feel ashamed truly helped me grow...

Now I have the strength to assist people in similar situations and have completely transformed my life."



Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2022

	2022 \$	2021 \$
INCOME		
Grant	6,971,131	6,718,659
Government incentives	-	50,000
Training	25,453	61,442
Interest income	1,326	2,123
Membership	333	354
Donation	182,112	192,673
Sundry income	90	42,353
TOTAL INCOME	7,180,445	7,067,604
EXPENSES		
Advertising	11,400	10,976
Amortisation expense	111,461	79,692
Audit fees	8,500	8,000
Client expenses	374,911	405,059
Committee & meeting expenses	4,578	13,813
Computer expenses	115,383	100,140
Consultants & contractors	56,533	15,850
Depreciation expense	104,395	65,948
Electricity	8,379	9,268
Furniture & equipment expensed	16,081	41,279
Insurance	21,082	18,304
Interest expense	6,420	4,581
Maintenance – cleaning & gardening	72,493	73,545
Maintenance - building	14,345	12,646
Motor vehicle expenses	33,573	32,385
Postage	1,312	1,117
Printing & stationery	29,023	31,083
Rates	3,760	3,877
Rent	92,648	107,824
Security	14,771	4,188
Subscriptions & memberships	11,270	10,973
Sundry expenses	2,103	137
Training expenses	132,365	132,726
Telephone	77,585	78,220
Staff amenities	9,531	8,815
Staff recruitment	11,349	12,504
Special projects	22,860	24,918
Wages, superannuation and oncosts	5,717,048	5,642,319
TOTAL EXPENSES	7,085,159	6,950,187
Net surplus/(deficit)	95,286	117,417
Income tax expense	-	-
NET SURPLUS/(DEFICIT) AFTER INCOME TAX	95,286	117,417
OTHER COMPREHENSIVE INCOME	-	-
TOTAL COMPREHENSIVE INCOME	95,286	117,417

Statement of Financial Position

As at 30 June 2022

	Note	2022 \$	2021 \$
CURRENT ASSETS			
Cash and cash equivalents	3	1,202,789	1,278,591
Receivables and other debtors	4	26,129	31,284
TOTAL CURRENT ASSETS		<u>1,228,918</u>	<u>1,309,875</u>
NON-CURRENT ASSETS			
Receivables and other debtors	4	23,185	18,143
Financial assets	5	10	10
Property, plant and equipment	6	974,941	668,175
Right-of-use assets	7	150,565	75,093
TOTAL NON-CURRENT ASSETS		<u>1,148,701</u>	<u>761,421</u>
TOTAL ASSETS		<u>2,377,619</u>	<u>2,071,296</u>
CURRENT LIABILITIES			
Trade and other payables	8	644,324	529,478
Lease liabilities	9	89,973	78,370
Provisions	10	374,183	430,307
TOTAL CURRENT LIABILITIES		<u>1,108,480</u>	<u>1,038,155</u>
NON-CURRENT LIABILITIES			
Lease liabilities	9	61,138	-
Provisions	10	168,528	88,954
TOTAL NON-CURRENT LIABILITIES		<u>229,666</u>	<u>88,954</u>
TOTAL LIABILITIES		<u>1,338,146</u>	<u>1,127,109</u>
NET ASSETS		<u>1,039,473</u>	<u>944,187</u>
EQUITY			
Retained earnings		930,728	835,442
Reserve		108,745	108,745
TOTAL EQUITY		<u>1,039,473</u>	<u>944,187</u>

ACKNOWLEDGEMENTS

DVAC is able to provide our quality services due to the funding support provided by the Queensland Government



*THANK
You*

DVAC Emergency Relief and supports are funded through the generous donations and support from the community. We would like to acknowledge the inkind or financial support of:

Ann Verhoeven and family
 Baby Give Back
 Barbara Viera
 Biddeston State School
 Bremer Waters Social group
 Brisbane Vintage and Collectables Op Shop
 Charis Mullen MP
 Chloe Boike
 Cityhope Care
 City Women Toowoomba
 Club Services Ipswich (CSI)
 CWA Boonah, Ipswich, Lowood
 Everyday Mums Ipswich
 Friends With Dignity
 Good360
 Grand Central Shopping Centre,
 Centre Management Toowoomba
 GiveNow dentations from various
 groups and individuals
 Hand Heart Pocket - The Charity of
 Freemasons Qld
 Housing Hub
 Ipswich Grammar School
 Ipswich State High School
 Jennifer Hartfiel
 Jennifer Howard MP
 Loan Market
 Lions Club of Ipswich
 Minter Ellison
 Myer Community Fund
 Toowoomba



Operation Backpack
 Peppermint Stitches
 RAAF Amberley
 Rapid Relief Team Toowoomba
 Riverlink Shopping Centre
 RizeUp
 Rotary Club of Ipswich City
 Rotary Club of Toowoomba North
 Rustic Rosewood Yoga Group
 Share The Dignity
 Springfield Chamber of Commerce
 St Andrews Anglican Church
 Springfield
 St Theresa's Parish Toowoomba
 St Vincent's Toowoomba
 Tall Timbers Quilters
 Tivoli Drive In
 Toowoomba Golf Club - Women's
 Committee & Sporters Club
 Toowoomba Together Inc
 Uniting Church - Middle Ridge
 Congregation
 USQ Springfield Knitters Club
 Wesnet
 WFI Toowoomba
 Women's Empowerment and
 Leadership
 Zephyr Education Inc
 Zonta

A special thank you to all of the generous individuals who made donations and provided specialist probono support directly to DVAC

Resource List

Australian Institute of Health and Welfare 2019. Family, domestic and sexual violence in Australia: continuing the national story 2019. Cat. no. FDV 3. Canberra: AIHW.

Australian Institute of Health and Welfare 2018. Family, domestic and sexual violence in Australia 2018. Cat. no. FDV 2. Canberra

Australian Research Centre in Sex, Health and Society, 2020. Pride in Prevention: A guide to primary prevention of family violence experienced by LGBTIQ communities

Webster, K. (2016). A preventable burden: Measuring and addressing the prevalence and health impacts of intimate partner violence in Australian women (ANROWS Compass, 07/2016). Sydney, NSW: ANROWS.



(c)Hunna Bee

“We are inspired every day by the determination and resilience of the people who we service. We thank you for your trust and your openness to work together to create a more positive future free from gender-based violence.”



