



A TIME OF TRANSFORMATION

2017 *Annual Report*



Barwon CASA/Minerva Community Services

OUR VISION & PURPOSE

Vision

Our vision is for a community free from family violence and sexual assault, and a society underpinned by the principles of gender equality, social justice and human rights.

Purpose

Our purpose is to:

- Provide services underpinned by feminist philosophy that are empowering, respectful and inclusive and which address barriers to service access.
- Provide high quality sensitive and responsive services to women and children who have experienced and been impacted by family violence and to people who have experienced and been impacted by sexual assault.
- Design and implement effective evidence based prevention of violence against women and gender equality programs and initiatives.
- Contribute to the evidence base and social policy frameworks which inform effective service provision.
- Contribute to the systematic and social change necessary to eliminate family violence and sexual assault.



CONTENTS

Our Year at a Glance	4
CEO & Chairperson Joint Report	6
Under One Roof	7
<i>Our Multi-Disciplinary Centre</i>	7
<i>Community nurses</i>	7
<i>Under One Roof</i>	8
<i>Bianca's Journey through the MDC</i>	9
Our Therapeutic Services	10
<i>Eye Movement Desensitisation and Reprocessing (EMDR)</i>	10
<i>Reflective practice and ongoing supervision</i>	10
<i>Cultural awareness</i>	10
Early Intervention	12
<i>Sexually Abusive Behaviour Treatment Service</i>	12
<i>Adolescent Family Violence Program</i>	12
<i>Ben's Story</i>	13
Our Work in Rural Victoria	14
<i>Wimmera</i>	14
<i>Colac Area</i>	14
Our Milestones	16
Our Specialist Family Violence Case Management Services	18
<i>Flexible Support Packages</i>	18
Expanding our Work in Training & Prevention	20
<i>Our prevention work in schools</i>	20
<i>Partnership, Equality, Prevention</i>	20
<i>Building skills and knowledge</i>	21
Our Events	22
<i>Twilight Seminar</i>	22
<i>Karen and Karenni Communities – Research Report Launch</i>	23
<i>2017 International Women's Day</i>	24
<i>Embrace Awareness Gala Dinner 2016</i>	24
<i>Vigorella Fashion Fundraiser and Movie Night Fundraiser</i>	25
<i>Minerva High Tea</i>	25
Our Combined Board	26
Our Staff	27
Our Financials	28
Thank you	30

OUR YEAR AT A GLANCE

SUPPORT PROVIDED

In 2016-17:

we recorded support provided for

2,138
CASES

through our

**THERAPEUTIC SEXUAL ASSAULT AND
FAMILY VIOLENCE COUNSELLING SERVICES**

This includes supporting

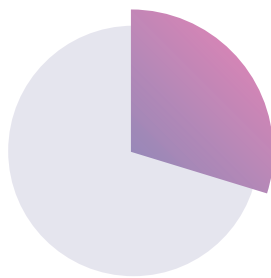
1,903
PEOPLE

Of these cases:



45%

related to past sexual assault that occurred more than 12 months ago



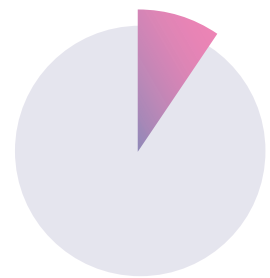
29%

related to a recent sexual assault that occurred within the last 12 months



14%

related to the non-offending parent of a victim survivor of sexual assault



9%

related to a recent disclosure of childhood sexual assault

355
PEOPLE

from across 40 community organisations participated in our

PROFESSIONAL TRAINING PROGRAMS

REFERRALS

Main referrals for **sexual assault counselling services** came from:

364

**SELF
REFERRALS**

263

POLICE

253

**COMMUNITY
WELFARE
SERVICES**

130

**FAMILY AND
FRIENDS**

Main referrals for **family violence counselling services** came from:

229

**COMMUNITY
WELFARE
SERVICES**

101

**SELF
REFERRALS**

42

**DHHS CHILD
PROTECTION**

42

**FAMILY AND
FRIENDS**

In 2016-17 we received referrals to provide family violence case management support for:

**3,231
WOMEN**
experiencing
family violence



**1,878
CHILDREN**
experiencing
family violence

An average of **269
REFERRALS** per month, an increase of **13.5%** from 2015-16

80% of referrals were via **POLICE**



CEO & CHAIRPERSON JOINT REPORT

On behalf of the Board and the Executive Team, we are proud to present the combined 2017 *Barwon Centre Against Sexual Assault and Minerva Community Services Annual Report.*

The past 12 months have seen our organisations evolve and enter a significant period of transformation that continues into the year ahead.

The Victorian Royal Commission into Family Violence uncovered the reality and extensive level of violence and abuse against women and children in our state; followed by a State Government Budget that brought unprecedented investment toward implementing the recommendations of the Royal Commission.

This reform environment provided the opportunity for our two organisations to build upon our shared history, to combine our resources and expertise to build a stronger new entity and apply the best service system design in providing evidence based high quality specialist services for people impacted by sexual assault and family violence.

By merging our two founding organisations Barwon Centre Against Sexual Assault (Barwon CASA) and Minerva Community Services (Minerva) our new organisation is able to transform into a single, high-performing organisation delivering a suite of specialist family violence and sexual assault services across the Barwon and Wimmera regions.

Throughout this process a number of priority areas have been identified to enhance the services offered for people impacted by sexual assault and family violence. In the past 12 months we have deepened our understanding of the co-occurrence of sexual assault and family violence which proves to be at a high rate, as reflected in over 60 per cent of cases during the year. We have refined and enhanced our trauma-informed support, counselling and innovative approaches to mitigate the detrimental impacts of family violence and sexual assault in people's lives, to support their recovery, and to acknowledge their experiences of violence.

Our gender equality, primary prevention and professional development work has increased and been recognised through the range of partnerships and new initiatives we are now involved in.

Our organisation has grown, adapted and evolved and at the centre of our success is our staff. We thank all of our dedicated staff for their vision for the new organisation and for the exemplary work they do every day. Their commitment to providing high-quality, sensitive and responsive services to people impacted by family violence and sexual assault and working with people who have been deeply affected by trauma is nothing less than extraordinary.

We greatly appreciate the high degree of collaboration from all our partnering organisations. It is through our partnerships that we see so many benefits in working together toward achieving a better experience for clients.



Helen Bolton
CEO BARWON CASA/MINERVA



Jenny McMahon
CHAIRPERSON BARWON CASA



Renee Fiolet
CHAIRPERSON MINERVA

We are extremely grateful to the individuals and organisations who made a difference through fundraising and generous contributions to Barwon CASA and Minerva Community Services.

Finally, we would also like to acknowledge our Board members who have dedicated their time, wisdom and expertise to overseeing this vital period of transformation.

UNDER ONE ROOF

The services of Barwon CASA/Minerva take place within the broader context of the Barwon Multi-Disciplinary Centre (MDC) which enables people to access a team of highly specialised professionals ‘under one roof’.

Our Multi-Disciplinary Centre

Navigating ‘the system’ after traumatic experiences such as sexual assault or family violence is often confusing, complex and frustrating. The Barwon MDC brings together specialist investigators from Victoria Police, DHHS Child Protection and specialist sexual assault and family violence services to provide an integrated service response for children, adolescents and adults experiencing sexual assault and/or family violence.

The seamless transition to other key services located on the same premises aims to minimise the stress involved for people accessing a number of related services, it streamlines their experience and offers a more holistic response to complex issues that people face after experiencing trauma. Clients advise that being able to access services under one roof is less daunting, much easier and just makes sense.

In addition to the core partner organisations, people have access to the expertise of the MDC community nurses, financial counsellors and a legal clinic. With the client’s permission, meaningful professional consultations between Child Protection staff, police members, family violence case managers and counsellor advocates can take place. Relevant information sharing between professionals means that a person doesn’t repeatedly tell their story.

We recognise that the many impacts of family violence and sexual assault require a breadth of services that are timely, practical and tailored to what people need at different stages of their recovery.

‘Warm referrals’ between the agencies occur daily. The client’s needs are central to a co-ordinated, informed response; reducing the risk of a service response that is fragmented. For instance, if a person is participating in counselling and is considering making a report to the police, the counsellor is able to arrange for a police member to come into the counselling room and meet the person, explain the possible options and answer any questions about making a report.

Barwon Health Community Health Nurses located on-site have further enhanced a clients’ experience of the MDC. Many people also present to the MDC with physically and emotionally challenging medical issues. The nurses have assisted with advice, referrals to medical professionals, specialist clinics and community activities.

Financial counsellors from Diversitat are a welcome addition to the MDC and provide clients with practical assistance with negotiating and resolving financial difficulties.

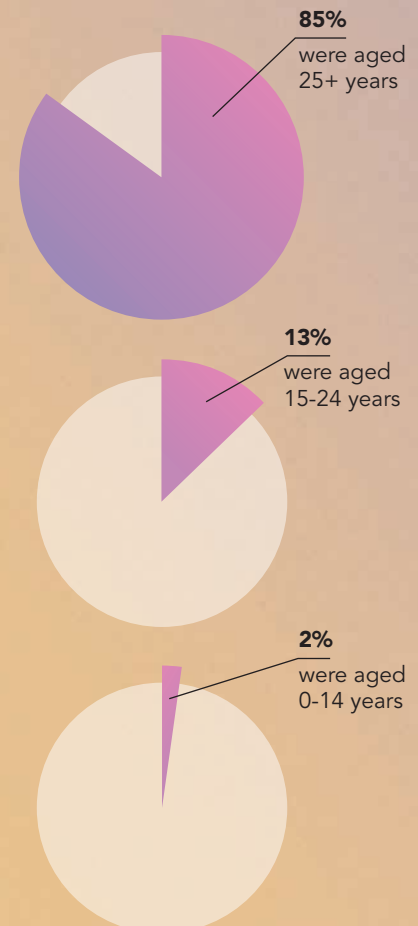
Community nurses

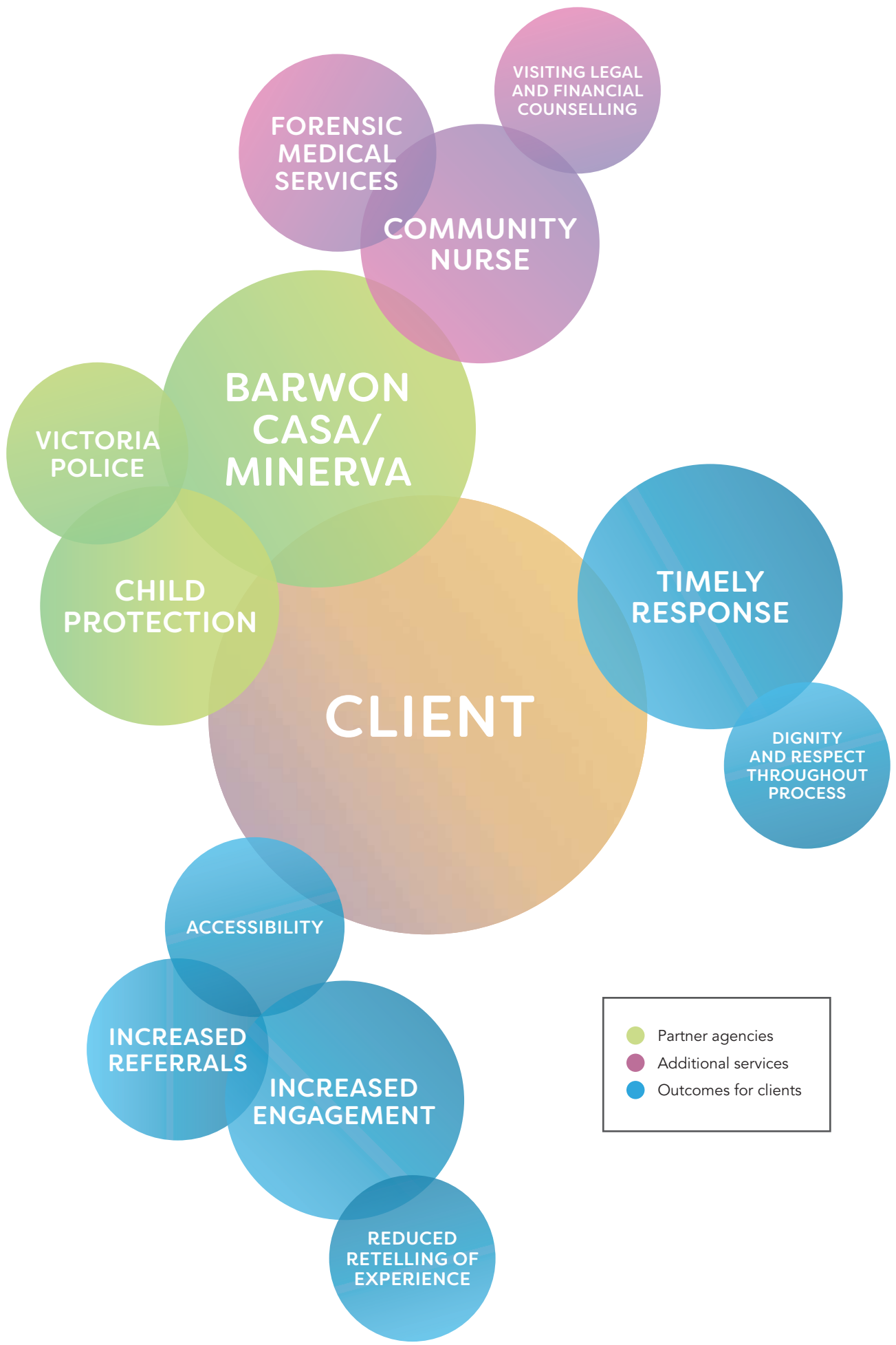
During the past 12 months our MDC Community Health Nurses supported 58 women.

Presenting issues included:

- Physical health
- Access to service
- Family violence
- Isolation
- Mental health.

Of the 58 women supported:





Bianca's journey through the MDC

Bianca had been subjected to verbal and emotional violence during her relationship with Brett. Brett* had also become physically violent toward her and through police intervention he was removed from the home with a safety notice. A referral from police for Bianca was received by our specialist family violence service.*

Bianca attended an appointment where she met a case manager who talked to Bianca and gathered information about her experience and the level of risk she was likely facing and helped to put in place a safety plan for her and her daughter Leah. A number of practical safety measures were able to be put in place.*

When Bianca went to court for an intervention order, her case manager linked Bianca in with the court support case manager who prepared Bianca for what to expect in court and provided police with a report about the violence. Her court support case manager also attended court with Bianca who was successfully granted an Intervention Order.

Over the following weeks of case management, Bianca was assisted to gain income support, to secure housing and support in reporting a number of breaches of the Intervention Order.

Bianca also accessed other services within the MDC. Counselling helped Bianca manage some of the feelings that would sometimes overwhelm her and assisted her to understand the impact of the trauma resulting from Brett's choice to use violence toward her and her daughter. During counselling Bianca disclosed that sexual violence had occurred in her relationship with Brett. The Counsellor offered for a Sexual Offences and Child Abuse Investigation Team (SOCIT) police detective to talk to Bianca about her choice of options to report what had occurred. The detective met with Bianca and her counsellor and provided information for her to consider about reporting the abuse.

A range of supports were available in the MDC for Bianca and Leah; the MDC nurse facilitated a referral to a speech therapist for Leah as the trauma of the family violence had impacted her learning. Bianca met with the MDC financial counsellor who helped with Centrelink payments and negotiated with the bank about finances.

Child Protection were involved to ensure that Leah was protected from the abusive behaviour of Brett. Regular case coordination meetings kept all professionals up to date.

When things had settled for Bianca she joined a therapeutic group offered by counsellors in the MDC.

The 'Connect Program' supports mothers and their children to learn ways of living with the impact of the violence and how to use strategies to be calm, engaged and to have fun as a parent and child. Bianca and Leah discovered more fun ways of being together and were hopeful that life was getting better.



**Names and identifying details have been changed to protect the privacy of individuals.*

OUR THERAPEUTIC SERVICES

“

I have received a great service starting right from the first phone call.

- BARWON CLIENT

”

Therapeutic services provide trauma informed support and innovative approaches to mitigate the negative impact of family violence and sexual assault in people's lives.

Our approach is shaped by contemporary research and evidence that highlights what is most effective when working with people who have been affected by trauma. We utilise creative modalities when working with children, adults and families in their recovery from trauma and favour a strength based approach that supports resilience and restoration of relationships that have been fractured by violence.

“

The support I have received has been life changing. This service has helped give me my life back from the fearful place it was.

- BARWON CLIENT

”

Our breadth of therapeutic services recognises that people can be at very different stages of recovery from trauma. Case management offers information, support in navigating the legal system and practical matters. Counselling is helpful down the track when someone needs to 'unpack' their experience, reconnect with their strengths and the people and things in life that matter. Counselling includes short or medium term support for women and children that have been affected by family violence and for men, women and children who have been affected by sexual assault.

Our continuing expansion of our therapeutic approaches during the year includes offering a number of group programs for women and we have increasingly recognised the need for an integrated and meaningful response to mothers and their children who have experienced family violence and are seeking to rebuild their lives.

The 'Blossom Program' for women is educative and delivered over a number of weeks and follows themes related to family violence and empowerment. Our 'Connect Program' is for mothers and primary school aged children whose relationship has been affected by family violence.

The 'Trauma Acceptance and Commitment Therapy' (TACT) Program supports women over a 12 week period to manage the many effects of trauma and build greater self awareness and skill development.

The range of programs offered demonstrates our belief that we need a tailored and flexible approach to the needs of individuals and families. We recognise that choice and timing is critical to someone finding the best fit. We continue to extend our innovative approaches and offer an exciting dimension of therapeutic work that develops self awareness, exploration and connection with others.

In all that we do we are committed to continuous improvement in order to offer services of the highest standard. We regard training and reflective practice as essential to supporting our staff and enhancing our client work.

During the year our staff undertook extensive professional development and we introduced specific training to the organisation as follows:

Eye Movement Desensitisation and Reprocessing (EMDR)

Highlights this year include EMDR training for our entire team of counsellor advocates. There is much evidence that EMDR is highly effective in reducing the intrusive effects of trauma. Now being able to offer EMDR, anecdotally we have received wonderful feedback from clients who have experienced a significant 'shift' in managing the impact of trauma in their day to day lives.

Reflective practice and ongoing supervision

All staff have participated in regular reflective practice with Tracey Castelino that allows us to reflect on the meaning of our work and the philosophy and values that underpin our practice. This reflective space and ongoing supervision is vital to the quality of our services and has supported all staff in coming together to reflect upon their work as one united organisation.

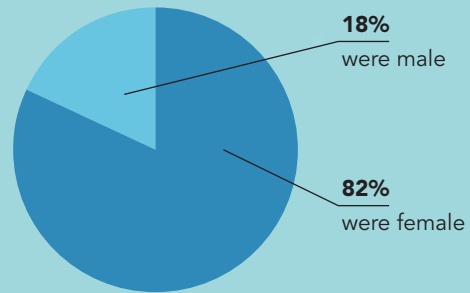
Cultural awareness

Our whole organisation participated in cultural awareness training where Janine Cattanach introduced us to the *Strong Spirit Model*; an ancient Aboriginal way of understanding trauma. We were informed, moved and inspired to work in more creative and culturally informed ways with Aboriginal people.

DURING 2016-17:

Our sexual assault therapeutic counselling program in Barwon supported:

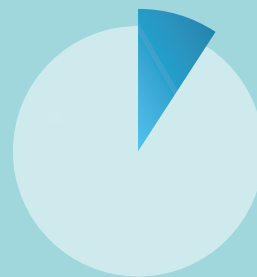
957
ADULTS, YOUNG PEOPLE
AND CHILDREN



67%
were aged 25+ years



24%
were aged 15-24 years



9%
were aged 0-14 years

Our family violence therapeutic counselling program in Barwon supported:

475
WOMEN, YOUNG PEOPLE
AND CHILDREN



77%
were aged 25+ years



11%
were aged 15-24 years



12%
were aged 0-14 years

31
WOMEN
AND
9
CHILDREN

participated in our therapeutic group programs.

In the Barwon area, we have outposts in Colac, Corio, Bellarine, Wathaurong and Headspace making access to our services geographically easier.

EARLY INTERVENTION

This year we supported 111 children and young people attending our Sexually Abusive Behaviour Treatment Service (SABTS) with an increasing trend of children under the age of 10 years accessing these programs.

Sexually Abusive Behaviour Treatment Service

Our SABTS program provides a vital early intervention response for children and young people who have engaged in problem sexual or sexually abusive behaviours. The program works to understand and address the often complex intertwining of historic, individual and systemic issues that can lead to an ongoing pattern of inappropriate or abusive behaviours, ensuring that those children and young people go on to enjoy respectful and rewarding relationships.

Due to increased funding during the year from the Victorian State Government, we have been able to increase our program for older primary and early secondary school aged children presenting with sexually abusive behaviours and have also established a dedicated team of specialist staff for this important area.

Adolescent Family Violence Program

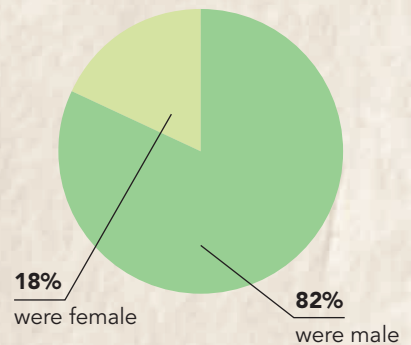
Our Adolescent Family Violence Program (AFV) is delivered in partnership with Barwon Child Youth and Family (BCYF). This program is primarily an outreach early intervention program where case managers work with young people and their families in the home setting through the provision of a family-based, integrated model of case management support to young people who use violence against a parent or carer. The program focuses on the young person's relationship with their family and community and on a recognition that change can only occur through individual support from the broader family and community context.

We also received increased funding during the year and are pleased to see the program grow with BCYF.

During 2016-17 our Adolescent Family Violence Program provided support in partnership with BCYF to 388 referrals received to the program. In ninety percent of cases the families identified the young person had been physically violent towards their parent or caregiver. Verbal and emotional abuse and threats to property also featured heavily in their stories.

DURING 2016-17:

Our SABTS Program in the Barwon and Wimmera areas supported 111 children and young people.



Ben's Story

As the mother of two beautiful sons, 12 year old Ben* and six year old Louis* I was excited to start living a happy and safe life after my abusive and controlling husband and their father separated from our marriage.

But when Ben started to target his younger brother Louis with sexually abusive behaviours I was devastated and in way over my head. Determined to put our abusive past behind us, I knew I needed to take action right away.

On the advice of DHHS Child Protection, I sent Ben to stay with my parents and went to an intake appointment at Barwon CASA/Minerva. I was referred to a SABTS Counsellor Advocate who focused on understanding Ben's behaviours, and developed a plan for addressing them.

Ben had been particularly targeted by his father, and throughout his childhood had experienced periods of abuse escalating with his father's episodes of alcohol abuse. Ben had experienced verbal, emotional and psychological abuse and rejection by his dad.

The assessment process uncovered that Ben also struggled on days that he had experienced bullying from boys in his small friendship circle at school. Ben recognised that his sexualised behaviours toward his brother contained an element of anger, and that they gave him a sense of power while also distracting him from feelings associated with rejection.

Ben began to talk to the Counsellor Advocate about his past abuse and began to understand the links between abuse by his father and feelings of rejection, anger and powerlessness triggered by the bullying at school. Ben identified negative self-beliefs leaving him vulnerable in his friendship group. This kept him from developing more appropriate friendships.

In conjunction with addressing the impact of his father's abuse, Ben and I attended sessions together where his many qualities and strengths were identified and explored.

Over time Ben started to "rewrite his story", and understand himself in a new way. I was elated as I noticed his confidence and self-esteem growing, as well as his relationships with the other boys at school. It didn't take long for the bullying to stop and his friendship group changed to include boys who treated him respectfully.

Ben continued to grow in confidence and during our sessions his Counsellor Advocate started to notice an absence of inappropriate sexual thoughts. Eventually Ben successfully transitioned back home with Louis and I.

Our sessions at Barwon CASA/Minerva were reduced to once a fortnight and after a long period free of behavioural concerns, the sessions focused on closure.

I am so grateful to Barwon CASA/Minerva for not only helping me to keep my boys safe but for guiding Ben toward the happy and confident boy he is today.



*Names and identifying details have been changed to protect the privacy of individuals.

OUR WORK IN RURAL VICTORIA

In 2016 the *Royal Commission into Family Violence Report* highlighted the barriers people experience when living in rural and remote areas. In response we have continued to expand the reach and breadth of our services in rural Victoria.

Wimmera

Our Horsham office has continued to receive high demand for services.

We have expanded our services this year by offering family violence therapeutic counselling alongside our sexual assault therapeutic counselling programs. This has been well received by the community with growing referrals to support women and children impacted by family violence.

Along with our existing outpost locations at Hamilton and Stawell, we have also expanded delivery of our services to new outpost locations in St Arnaud and Warracknabeal. This has greatly increased access to our services for people living in small rural localities.

We are committed to increasing the ability of community organisations to appropriately respond to people impacted by trauma resulting from sexual assault and family violence. This was the focus of a tailored two day training program on Recognising & Responding to Sexual & Physical Abuse Trauma that we delivered to our colleagues at Grampians Community Health.

We are also an active member, partner and collaborator of services, businesses and initiatives across the Wimmera region working to prevent and respond to sexual assault and family violence.

As a member of the Headspace Horsham consortium, we have supported the implementation of the service and will continue to assist in identifying opportunities, partners and collaborative links for Headspace Horsham.

During the year we have also actively collaborated with the following: Women's Health Grampians, Grampians Communities of Respect and Equality (CoRE) Governance Group, Wimmera South West Region Area Integrated Family Violence Partnership Operational Committee, Wimmera Child First & Integrated Family Service Alliance Operational Committee, Grampians Indigenous Family Violence Regional Action Group, Wimmera Koori Family Violence Police Protocols Group, Strengthening Families Network Group, Wimmera White Ribbon Committee, International Women's Day Wimmera Committee, and Wimmera Taskforce 1000 Working Group.

Colac Area

We have also expanded our services at Colac offering sexual assault therapeutic counselling services two days per week and family violence case management support for women and children three days per week. Our grant from Give Where You Live enabled us to purchase a vehicle to support our increased capacity to deliver services in the Colac area.

Improving local access to our specialist support services reduces the need for people to travel to Geelong thereby reducing additional stress, difficulty and expense for clients.

During the year our increased presence in Colac has also given us the opportunity to build stronger relationships and networks with other service organisations in the area – particularly Colac Area Health, Colac Secondary College, and the Department of Health and Human Services Child Protection Unit.

“

Having Barwon CASA come to Colac is like a lifeline for a better future. When you are feeling vulnerable, it seems too hard to travel to Geelong for sexual assault support services.

- COLAC CLIENT

”

“

Words can never tell you how much you have changed my life for the better.

- HORSHAM CLIENT

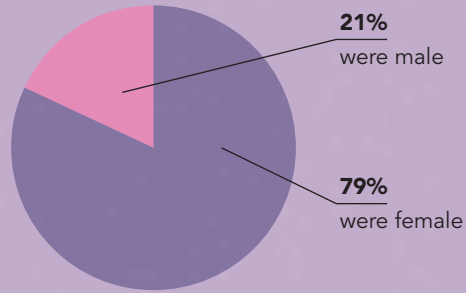
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DURING 2016-17:

Our sexual assault therapeutic counselling program in Wimmera supported:

323

ADULTS, YOUNG PEOPLE AND CHILDREN



51%
were aged 25+ years



34%
were aged 15-24 years



15%
were aged 0-14 years

Our family violence therapeutic counselling program in Wimmera supported:

37

WOMEN, YOUNG PEOPLE AND CHILDREN



59%
were aged 25+ years



27%
were aged 15-24 years



14%
were aged 0-14 years

Our family violence case management service in Colac received

295

REFERRALS FOR WOMEN

experiencing family violence, an increase of 84 per cent from 2015-16.

Our sexual assault data shows that

66

PEOPLE

from the Colac area sought our assistance.

OUR MILESTONES

BARWON DOMESTIC VIOLENCE OUTREACH SERVICE (BDVOS)

1991

BDVOS established to provide case management support to women and children experiencing family violence.

MORGANA WOMEN'S GROUP COLLECTIVE

1985

1984
Refuge funded.

1979
Barwon Refuge/
Family Violence
Collective opens.

1990

1991

Increase in funds enables staff numbers to double.

1992

Management structure changes from a Collective to a Board of Management.

1995

Services extend to males for the first time.

1994

GRCC works as a reference group in collaboration with Police to develop a Code of Practice for sexual assault victims.

1985

Move to 'anonymous' property at 224 Malop St, Geelong.

1983

GRCC conducts training programs.

1982

Private space within casualty section of Geelong Hospital provides for crisis care services.

GEELONG RAPE CRISIS CENTRE (GRCC)

1980

GRCC established to provide Sexual Assault support services.

WOMEN AGAINST RAPE (WAR)

1978

WAR is one of the first two sexual assault centres set up in Victoria and the only one initiated by the community.

1975

ZENA COLLECTIVE

1997

Morgana Women's Collective and BDVOS merge to become Zena Collective.

1996

1998

After hours crisis service operates by paid staff through funds provided by United Way.

2000

Morgana House is temporarily closed for major renovations.

2002

Zena moves into a permanent office location.

2003

Zena enters into a three year service agreement with DHS.

ZENA WOMEN'S SERVICES

2008

Management structure changes from a Collective to a Board of Management. Organisation's name changes to Zena Women's Services.

2010

2001

Family violence after hours crisis service commences.

2002

Males included on Management Committee for first time.

2003

Fortnightly outpost service commences at Wathaurong Aboriginal Co-op.

2006

CASA Youth Worker works in collaboration with JIGSAW to provide a sexual assault counselling component.

MINERVA COMMUNITY SERVICES

2013

Zena Women's Services becomes Minerva Community Services.

2016

BARWON CASA/ MINERVA COMMUNITY SERVICES PARTNERSHIP COMMENCES

2014

Barwon CASA commences services in Wimmera.

2012

Barwon Multi-Disciplinary Centre (MDC) commences operations.

BARWON CENTRE AGAINST SEXUAL ASSAULT (CASA)

2000

GRCC becomes Barwon CASA.

OUR SPECIALIST FAMILY VIOLENCE CASE MANAGEMENT SERVICES

Our continued relationship with Victoria Police has seen the family violence intake team provide a follow up response to 2,589 police reports for women experiencing family violence, known as L17 reports, in 2016-17.

The police referral process has undergone a technological transformation, with the introduction of the L17 portal in December 2016 enabling us to easily identify women requiring a priority response and instances where the violence is escalating. It has also improved our information sharing with police and other services that have access to the portal.

Demand for our Court Support case management at Geelong Magistrates' Court has continued to rise, with 597 women seeking Family Violence Intervention Orders. We continue to work collaboratively with the Court appointed Family Violence Applicant and Respondent Practitioners, and the Victoria Police Family Violence Court Liaison Officer. This interagency collaboration is essential to ensuring that women who attend Court gain Intervention Orders and receive the necessary information to support their ongoing safety.

The 2016 Royal Commission into Family Violence Report noted that service collaboration is an integral opportunity for improvement in the sector. Our active participation as a key member of the weekly Multi-Agency Information Sharing Meeting, chaired by the Victoria Police Family Violence Unit, has increased our ability to meaningfully engage with women who experience high levels of repeated violence and who have previously been disconnected from support services.

The regular information sharing has also allowed us to contribute to perpetrator accountability.

We have also continued our work to influence and shape the reforms to housing services for women and children experiencing family violence. Crisis and long-term housing options are in short supply and high demand. In the Barwon area we have partnered with Haven Homes who aim to rapidly rehouse women into long-term community housing and subsidised private rental housing.

Through our partnership with Salvo Connect housing service we have administered 10 Private Rental Assistance Program Packages to women to establish or maintain private rental housing. Assisting women to stay in the private rental market offers more choice and flexibility to women who can sustain private rental as a long-term option.

In January 2017, we became the area distributor of the Safe Connections safe mobile phones to women experiencing family violence. We have provided 13 phones since they have been introduced. Safe Connections is an award-winning project of WESNET Safety Net Australia and Telstra which provides free, safe mobile phones to women experiencing family violence, sexual assault, and other forms of violence against women.

Flexible Support Packages

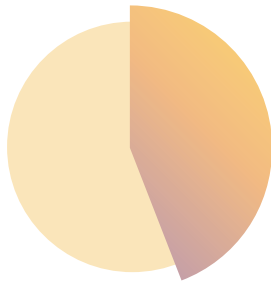
Flexible Support Packages (FSPs) are available for women and children impacted by family violence to assist them to remain in their own homes, where safe and appropriate to do so. They also assist in the recovery from the impact of the trauma of such violence. We have used Flexible Support Packages to assist women re-establish themselves in the workplace, undertake training opportunities, re-establish financial independence, reconnect with their support networks and restore relationships with their children.

The FSPs are designed to encourage women to reclaim dignity, have choices and take steps that sustain positive change in their lives and the lives of their children.

We have worked collaboratively and creatively with women affected by family violence to support them to access resources that will relieve their situation and achieve a greater quality of life. It is through the careful listening to the narratives of a woman that we can hear the emergence of her needs, values and hopes.

FSPs enable us to explore the range of possibilities available to women seeking to restore a sense of worth, connections with family and friends, personal independence, achievements and connections with the community. FSPs have made it possible for women to purchase the essentials, attend to expenses, undertake activities or participate in family experiences that, until now, they have been unable to do.

DURING 2016-17:



41% of women supported received a brief intervention which includes contact via telephone and text message



46% of women supported received short intervention which includes support and information, risk assessment and safety planning, referral to appropriate services

152 WOMEN

received

INTENSIVE CASE MANAGEMENT

which includes support over 12 weeks assisting women to make informed choices, undertaking risk assessment, enhancing the safety of their accommodation or establishing safe accommodation, minimising disruption for children by linking them into their communities and schools, providing information, advocacy and referral.

We provided support to:

60 WOMEN

who identified as having a culturally and linguistically diverse background.

90 WOMEN

who identified as Aboriginal or Torres Strait Islander (this represents a 66% increase from 2015-16).

We provided support at Geelong Magistrates' Court to

597 WOMEN

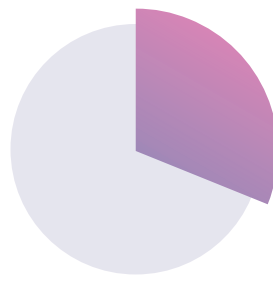
seeking Family Violence Intervention Orders, an average of 50 women per month.

Supporting women and children at high risk of experiencing further family violence we **referred 21 women and children** to the Barwon Risk Assessment and Management Panel.

In 2016-17 we distributed Flexible Support Packages as follows:



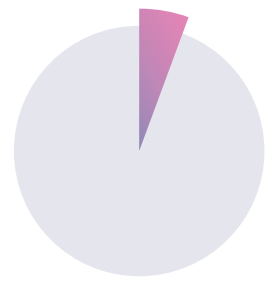
51% of packages assisted the safety and security needs of clients



32% of packages assisted clients to participate in learning, education and workforce opportunities



12% of packages supported the physical, mental health and well-being needs of clients



5% of packages supported clients' social engagement and connection with culture

EXPANDING OUR WORK IN TRAINING & PREVENTION

In 2016-17 we created a Training and Gender Equity Team to consolidate our efforts; focusing on the causes of violence and increasing the knowledge and skills of professionals and community members in understanding and responding to sexual assault and family violence.

With the release of a new strategy to guide prevention work in Victoria, *Free From Violence*, our new team:

- Gives us greater capacity to build on our prevention expertise by working with partners in a range of settings to prevent violence before it occurs.
- Allows us to expand our training program and respond to a growing demand for training.

We are excited about working with new partners, designing and delivering tailored training, and offering a broader range of professional training.

Our prevention work in schools

We have continued to work in partnership with Bellarine Secondary College and Matthew Flinders Girls' Secondary College, co-facilitating the successful Sexual Assault Prevention Program for Secondary Schools (SAPPSS), supported by funding from the RE Ross Trust.

Our 2016 evaluation of the six week program for Year 9 students has demonstrated that the program is achieving positive attitudes and behavioural intention change, increased awareness of sexual assault, consent, respectful relationships, empathy for people experiencing sexual assault, and the role of bystanders.

Around 240 students and 10 school staff, along with seven Barwon CASA/Minerva staff have been involved in SAPPSS in 2016-17.

School staff have reported how much they enjoy teaching the content, and the necessity and relevance of the content and delivery of the program for students.

School staff also reported an increase in their confidence to respond appropriately to students who report a disclosure of sexual assault.

We have also been working closely with the Department of Education and Training to support the state-wide roll out of the Respectful Relationships initiative. This whole of school initiative is intended to be embedded in curriculum in early childhood, primary and secondary education settings in government, Catholic, and private schools.

Schools that have been participating in the SAPPSS program will be well placed to transition to the new Respectful Relationships curriculum and tools.

“

What we are actually teaching young people is essential knowledge... it's pretty evident at the start [of the program] that a lot of them don't know much about the issues, so you can see the value in SAPPSS.

- SCHOOL STAFF MEMBER

”

Partnership, Equality, Prevention

Collaborating with the City of Greater Geelong, we were successful in securing one of 35 Victorian State Government Community Partnerships in Primary Prevention Grants in May 2017.

The Community Partnerships program is a key initiative of the Victorian Government's *Free From Violence* strategy. The strategy identifies a vision of a community where individuals live free from violence and the fear of violence at home and everywhere; where communities and organisations foster safety, inclusion and respect. A primary prevention approach, encompassing diverse whole of population strategies, will underpin the work towards this ambitious goal.

Our new project Partnership, Equality, Prevention will see us partner with the City of Greater Geelong over the coming year to build on and strengthen the existing work of the City to promote gender equity in the pursuit of preventing and eliminating violence against women and children.

“Prevention will only be effective when the whole community is involved in changing attitudes and challenging the behaviours that can lead to family and gender-based violence.” The Hon. Fiona Richardson MP Minister for the Prevention of Family Violence.

“

*We just have to be better...
we just have to be better men.*

- YEAR 9 MALE PARTICIPANT

”

Building skills and knowledge

Our high calibre professional training delivered in the Barwon and Wimmera area has continued to be well received and highly sought after, with high levels of participation and increasing requests for training tailored to the individual needs of organisations.

Our training programs focus on building confidence, knowledge and skills for professionals and the community in responding to, and preventing sexual assault and family violence. Our skilled team of specialist trainers recognise the need for designing and delivering a diverse range of training offerings and modalities to ensure access by a broad range of professionals and community members, and which takes into account the context in which people work.

On behalf of the Barwon Area Integrated Family Violence Committee we delivered 15 Identifying Family Violence sessions. The training sessions provide participants with information about the nature of family violence and the skills and confidence to recognise the indicators and respond appropriately to disclosures of family violence.

215 people from 38 community organisations participated in the training. We will continue to deliver this training on behalf of the Committee in 2017-18.

“

The training consolidated and re-ordered my knowledge, expanded on it, and embraced new confidence in application of the concepts.

- TRAINING PARTICIPANT

”

Our Professional Training Program, attended by around 140 people, included sessions on:

Family violence
& **YOUNG CHILDREN**



TRAUMA:
the brain
& body



VORTEX
of violence

Sexual development
& sexually abusive **BEHAVIOURS**
IN ADOLESCENTS

RELATIONAL trauma:
working with children in
the **AFTERMATH**
of sexual assault



Understanding &
RESPONDING
to sexual assault

OUR EVENTS

Twilight Seminar

At the 2017 Twilight Seminar, hosted by Barwon CASA with Victoria Legal Aid, Simone O'Brien shared her traumatic personal experience of family violence followed by the stressors of navigating the legal and support systems.

Simone participated on the panel with Geelong Magistrates' Court Family Violence Lead Magistrate Noreen Toohey, Gayathri Paramasivam, Victoria Legal Aid, Senior Constable Tracey Monteith, Victoria Police Family Violence Unit and Counsellor Advocate Colleen Weir, Barwon CASA.

Audience members consisted of legal practitioners, family violence staff, counsellor advocates and community sector workers who were able to participate through a Q&A discussion. Attendees praised the event for expanding their knowledge and understanding of the complexities of the legal and support systems for women affected by family violence.



Above L-R: Helen Bolton, CEO Barwon CASA/Minerva; Janice Watt, Strategic Operations and Business Development Manager, Barwon CASA/Minerva; Allyson Foster, Victoria Legal Aid; Simone O'Brien, Inspirational Speaker; Magistrate Noreen Toohey; Tracey Monteith, Victoria Police Family Violence Unit; Colleen Weir, Barwon CASA; Gayathri Paramasivam, Victoria Legal Aid.

As we continue to grow,

**PARTNERSHIPS WITH OUR
SUPPORTERS AND RELATIONSHIPS
WITH THE COMMUNITY**

will be vital to the success of our organisation.

Karen and Karenni Communities – Research Report Launch

On Thursday 1st December, guests gathered at fOrT Youth Centre for the launch of the research report on the *Development of a Service Model for Prevention and Early Intervention of Family Violence among the Karen and Karenni Communities in Geelong*.

The launch event featured the Karenni singers who delighted guests with a song together with a performance from members of the Karen community.

With a focus on addressing family violence in the Karen and Karenni communities - ethnic minorities from Myanmar, the report revealed that leaders and members of the communities had limited understanding of what constitutes family violence.

Following an incident of family violence, the initial step taken by the affected family member/s was to keep quiet and reporting to support agencies, particularly the police, was considered to be the last resort.

Four Karen and Karenni community leaders are involved in preparing information sessions to enhance the knowledge of different service providers on their culture, practices and beliefs, building on the findings of the report.



Top right: Karen / Karenni singers at the Report Launch.
Above: Attendees at the Karen / Karenni Report Launch.

2017 International Women's Day - Women in Community Life for Human Rights and Gender Equality Award

On International Women's Day we sponsored the Inaugural Women in Community Life Award for Human Rights and Gender Equality.

The winner of the award was Laura Alice Bracken, artist, activist and human rights leader who facilitates an arts program for young Iraqi women who have recently arrived from a place where art was banned.



L-R: Helen Bolton,
CEO Barwon CASA/Minerva;
Laura Alice Bracken; Renee Fiolet,
Deputy Chairperson Barwon CASA/Minerva.

Embrace Awareness Gala Dinner 2016

With over 300 people in attendance the inaugural Embrace Awareness Gala Dinner, organised by Chelsea Dolby and hosted by Rebecca Maddern, with Simone O'Brien as guest speaker was a resounding success.

The dinner raised over \$27,000 enabling us to redevelop our refuge accommodation, to purchase children's items, add new furniture, and resurface the floor. It is such an honour that Chelsea supports our organisation.



Right: Attendees at the 2016 Embrace Awareness Gala Dinner.

Vigorella Fashion Fundraiser and Movie Night Fundraiser



Throughout the year we have been very grateful for the support of Suzy Dascarellos, Team Leader at Vigorella Geelong. She and her team have raised a collective \$6,000 at two events – the Vigorella Fashion Fundraiser and the Vigorella Movie Night which showed the critically acclaimed film “Don’t Tell”.

Left: Suzy Dascarellos, Vigorella.

Minerva High Tea

It was a beautiful afternoon in November when we held our Minerva High Tea as part of the 2016 Geelong Month of Action. Simone O’Brien who experienced family violence, was the keynote speaker. Simone spoke about her experience, her path to recovery and the impact that the violence has had on her family. We respect Simone’s ongoing mission to stop family violence. The High Tea raised approximately \$3,000 for our organisation and the funds raised assisted with the purchase of clothes, recreational activities such as children’s sport registrations and dance classes, school fees, and tutorial fees.



Right & below: Attendees at the 2016 Minerva High Tea.



OUR COMBINED BOARD



JENNY McMAHON
**Chairperson Barwon CASA,
Deputy Chairperson Minerva**
*Director Community Life,
Wyndham City Council*



RENEE FIOLET
**Deputy Chairperson Barwon CASA,
Chairperson Minerva**
*Lecturer School of Nursing and
Midwifery, Deakin University*



BEN MEEKE
**Treasurer Barwon CASA
and Minerva**
*Owner/Accountant,
Financially Free Accounting*



HELEN LONG
General Member
*Project Manager – Skills and Jobs,
Gordon TAFE*



KATE STOWELL
General Member
*Lawyer, Aboriginal Family Violence
Prevention & Legal Services Victoria
(FVPLS Victoria)*



**DETECTIVE SENIOR SERGEANT
PETER MILLER**
General Member
*Detective Senior Sergeant, Victoria
Police, Geelong Sexual Offences and
Child Abuse Investigation Team (SOCIT)*



DR SARAH LEACH
General Member
*General Manager of Health,
GMHBA*



SHERIDAN SALMON
General Member
*Marketing & Fundraising Manager,
Give Where You Live*

OUR STAFF

Leadership

Helen Bolton

- *Chief Executive Officer*

Claire Yeatman

- *Operations Manager, Family Violence Case Management**

Deb Mountjoy

- *Clinical Supervisor*

Janice Watt

- *Strategic Operations and Business Development Manager*

John Blomfield

- *Coordinator Men's and Adolescent Services*

Jo-Anne Bates

- *Office Manager Wimmera*

Mary Cowell

- *Finance & Administration Manager*

Administration

Amanda Patrick

- *Administration Assistant - CEO*

Andrea Entwistle

- *Quality Assurance Officer**

Brenda Barrow

Dominique Van Den Ham*

Hannah Hedt

Julie Mandersloot

Louise Tracey

- *Communications Officer*

Maria O'Donnell

Marilyn Nash

- *Quality Assurance Officer*

Michele Evans

- *Payroll Officer*

Project Officers

Cheryl Lambert*

Louise Jansz*

Wimmera

Anthony Heyward

Counsellor Advocates

Alison McWhinney

Ashleigh Warner

Carmel Thomas

Caroline Hargreaves

Caroline Taylor

Colleen Weir

Courtney Lennon

Diane Jones

Elise Watts*

Elizabeth Stewart

Imogen O'Neill

Janine Sheridan

Jessica McKenna

Johanna Donkers*

Dr Kathryn Thomas*

Kristy O'Shannessy

Lauren Codd

Leanne Tann-Alexander

Lynda Dunne

Megan Monahan

Melissa Yap

Narelle Warden

Penelope Marles

Teegan Kelley

Tina Rowley

Yuko Ishido

Wimmera

Jodie Baldwin

Brianna Ellis

Jane Freak

Lydia Ward

Afterhours Counsellor Advocates

Marilyn Nash

- *Afterhours Coordinator*

Brooke Baxter

Kristine Muraca

Kristine Waugh

Lara Lynch

Linette Harriott*

Lisa Trevaskis

Natalie Sitka

Tracey Daniel

Wendy Hall-Burns

Wimmera

Sally Dickerson

Gender Equity & Training

Heidi Waterson

- *Gender Equity & Training Coordinator*

Jessica Boccia*

Kathleen Doole*

Kerry Tucker

Dr Pamela Bjork-Billings*

Acknowledgement of Associated Staff

Cheryl Card

- *Victoria Police Reception, Barwon MDC*

Case Managers

Adele

Anna

Anne

Arsha

Brianna

Emma

Erin

Fiona

Jane

Jessica*

Joanne

Jodie

Julie*

Lesley*

Lisa

Lucy

Monaliza

Naomi

Pippin

Rachael

Tanya

Tatjana

Vida

OUR FINANCIALS

Barwon Centre Against Sexual Assault Inc. ABN: 93 316 567 100

Statement of Comprehensive Income

for the year ended 30 June 2017

	Notes	2017 \$	2016 \$
Revenue	2	4,480,099	2,841,516
Other revenue	2	938,122	361,608
Total revenue		5,418,221	3,203,124
Employment expenses		(3,678,296)	(2,526,560)
Depreciation and amortisation expenses		(92,595)	(70,469)
Administration expenses	3a	(942,633)	(138,061)
Motor vehicle expenses		(51,397)	(32,936)
Other expenses	3b	(497,578)	(433,312)
		(5,262,499)	(3,201,338)
Surplus/(Deficit) before income tax		155,722	1,786
Income tax expense	1a	-	-
Surplus after income tax expense for the year		155,722	1,786
Other comprehensive income for the year		-	-
Total comprehensive income for the year		155,722	1,786

The financial audit was undertaken by Davidsons Assurances Services Pty Ltd.

A full copy of Barwon CASA's financial report for 2016-17 is available on the Australian Charities and Not-for-profits Commission website: www.acnc.gov.au

The accompanying notes form part of these financial statements.

Statement of Financial Position

for the year ended 30 June 2017

	Notes	2017 \$	2016 \$
ASSETS			
Current Assets			
Cash and Cash Equivalents	4	2,670,432	1,167,506
Trade and Other Receivables	5	32,512	147,379
Prepayments		17,647	48,072
Total Current Assets		2,720,591	1,362,957
Non-Current Assets			
Investments	7	678,674	597,398
Property, Plant and Equipment	6	517,051	424,444
Total Non-Current Assets		1,195,725	1,021,842
TOTAL ASSETS		3,916,316	2,384,799
LIABILITIES			
Current Liabilities			
Trade and Other Payables	8	712,111	526,270
Credit Cards		3,481	8,227
Revenue in Advance		410,183	223,770
Short term provisions	9	407,953	266,661
Total Current Liabilities		1,533,728	1,024,928
Non-Current Liabilities			
Provisions	9	190,631	111,130
Total Current Liabilities		190,631	111,130
TOTAL LIABILITIES		1,724,359	1,136,058
NET ASSETS		2,191,957	1,248,741
EQUITY			
Reserves	10	280,700	280,700
Retained earnings		1,911,257	968,041
TOTAL EQUITY		2,191,957	1,248,741

The accompanying notes form part of these financial statements.

THANK YOU

Barwon CASA/Minerva would like to extend our gratitude to all the people who walk through our doors and trust us with the honour of bearing witness to your healing journey.

Acknowledgment to donors and supporters

Our services are primarily funded by the Department of Health and Human Services.

We would also like to acknowledge our consumer focus group and thank our supporters and donors.

Grants

- Commonwealth Department of Infrastructure and Regional Development
- Victorian Department of Health and Human Services, further grant funding
- Give Where You Live
- Hon. Richard Marles, MP, Federal Member for Corio – Stronger Communities Grant
- Victorian Department of Premier and Cabinet
- RE Ross Trust

Vale Fiona Richardson MP

We pay our respects and acknowledge the loss of Fiona Richardson MP, Minister for the Prevention of Family Violence. Ms Richardson was a tireless and courageous advocate for women and children and played an integral role in bringing about the Royal Commission into Family Violence. She leaves a lasting legacy through her incredible contribution in raising the profile and leading policy and system reform to preventing and responding to family violence in Victoria.

Key donors and supporters

Alannah and Madeline Foundation
Am-bience Massage
Avalon Airport
Barry Plant, Sonya Kurul
Barwon Child Youth and Family (BCYF)
Bay FM Bethany Giving Tree Appeal
Bellarine Lakes Country Club
Calleiw Art
City of Greater Geelong
Coles Geelong West
Community Care Chemist
Corks Crew Cellars
Courthouse Cafe
Cozy Corner Cafe
Eclectica
Embrace Awareness, Chelsea Dolby
Fight Cancer Charity Shop
Frankie Say Relax
Geelong Advertiser
General Store, Anglesea
Ginger Monkey, Torquay
Gizu Beauty
Grill'd, Geelong West
IGA, Torquay
Impact
Jeli Bourdamis
Jen Walsh
Kerry Gavrillis
Kim Angelovich
Kylie Smith Hairdressing
La Campagnola Pizzeria, Geelong West
Lions Club, Norlane
Little Creatures
Magique Jewellery
McHarry's Bus Services
Myer Foundation Geelong
Nourish to Health
Nutrimetics, Desi Tsipnis
Paddle Your Own Yoga
Pakington Strand Fish and Chips
Pakington Strand Pharmacy
Pella Gogas
Provincial Media
The Hadzidimitriou Family
Truffleduck
Pulse Radio Station
Queens Park Golf Club
Rotary Highton
Hon Sarah Henderson, MP, Federal Member for Corangamite
St Joseph's College
Sacred Heart College
Share the Dignity
Surfcoast Longboard Club
Surfcoast Striders
Three Little Figs, Geelong West
Two Sugars, Geelong West
Vicki Bourdouvalis
Vigorella, Suzy Dascarellos and Jenny Zeuschner
Woven Hand Crafts
Zombrero



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Barwon CASA/Minerva

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