





# Our vision: Gender and social equality in a violence-free world

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## We strive for

- Safety and equality, especially for women and children
- Culturally safe communities, where perpetrators of violence are held accountable and patriarchal norms are challenged
- Formal system reform that addresses male privilege
- A shift in the dialogue, which supports feminist principles

## Our approach

- We lead through demonstration and thought leadership
- Our model covers the spectrum of prevention through to service delivery
- Our services are integrated and impactful
- Our reach is wide, through our voice and collaborations

## Acknowledgement of Survivors

We acknowledge the strength and resilience of survivors of family violence. Domestic violence is a social issue that significantly impacts families and communities. We recognise the courage of individuals who have experienced family violence, along with the dedicated workers responding to family violence.

## Acknowledgement of Country

We acknowledge the Traditional Custodians of the land on which we meet, the Jaara people of the Dja Dja Wurrung. We pay our respects to Elders past, present and emerging. The Jaara continue to perform age old ceremonies of celebration, initiation and renewal. We acknowledge their living culture and their unique role in the life of this region. We express our sorrow for the ongoing impacts of colonisation. We hope that we may walk together towards truth telling and a treaty. We take this opportunity to reflect on what this means for us as individuals and as a family violence service.

## Committee of Management

We thank our committee members for their generous support and valued guidance: Dr. Helen Hickson (Convenor), Priya Chandra (Treasurer), Dr. Grace Brown (Secretary), Rachael Skipper, Nazirite Pond, Andie West, Erin Broben.



Margaret Augerinos, CEO



Dr Helen Hickson, Convenor

— OUR IMPACT —

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Women provided with financial support for emergency accommodation

## A message from our Convenor and CEO

What an incredible journey we have been on over the last year. At the time of writing, we have officially been in a pandemic for nearly 18 months.

During this time, we experienced sustained demand for our services, and had to deliver many of those programs and services in new ways. It highlighted the strength, resilience and creativity of our CNV community.

Our Board supported the Executive Leadership Team to manage with courage and clarity. Our staff delivered services in new and innovative ways with dedication and incredible commitment. Collectively we have been able to navigate our way through this pandemic with focus and ensuring our community members continue to receive vital and quality services.

In the midst of all of this, CNV grew significantly. We experienced significant growth during the past 12 months, with staff working from 6 regional locations including The Orange Door in Loddon and planning for access sites in Maryborough and Echuca.

Over the 2020-2021 year we provided services to 4,500 women, children, and men in our CNV programs including family violence response and recovery programs across all sites and The Orange Door.

More than ever, our services are in increased demand, and our ability to meet that demand continues to be a challenge. This is exacerbated by ongoing short term funding contracts and low indexation rates for many programs we deliver.

CNV has strongly advocated for secure, long-term funding that takes into account rural and regional community needs in funding for services. We need government to support our sector to be sustainable and provide us with certainty and greater capacity to meet demand for services.

This report provides a snapshot of key achievements and projects over the last year. It demonstrates our reach and impact and importantly, how we have continued to engage our community in advocating for and working towards social change in our community.

We Marched 4 Justice in March, stood in solidarity during Reconciliation Week in May and spoke at the Mental Health Victoria Symposium in June.

We Wore It Purple in August and Walked Against Violence during the 16 Days of Activism in November. Dotted throughout the year were several interviews on TV and radio. We published media releases responding to the state budget, consent campaign and sexual misconduct in Canberra amongst other serious matters of concern.

We will continue to work hard, stand beside our community, amplify the voices of those with lived experience and be loud for those who can't.

CNV is in a strong position as we move into this next year. We successfully re-accredited against the QIP and Human Services Standards in February 2021.

The Executive Leadership Team and Board of Management will be reflecting on a successful strategic plan that was developed in 2017 and begin the process defining our strategic vision and impact strategy for CNV over the next 5 years. A focus on impact and the collective voice of the people we represent will be at the forefront. We want to escalate our impact and ensure we are responding to the needs of our community in a contemporary, respectful, and diverse way. We are empowered and energised by what this plan will bring for the organisation and the communities of the Loddon region.

We encourage you to read this report and be inspired by the work we have done in 12 months. We invite you to support us in our ongoing journey of change and impact and to continue to advocate for that change alongside us.

**Margaret Augerinos**  
CHIEF EXECUTIVE OFFICER

**Dr Helen Hickson**  
CONVENOR OF THE CNV COMMITTEE OF MANAGEMENT

“

We recognise the need for improved whole-of-system responses to coercive control and better outcomes through the justice system, but changes to legislation alone are not the solution.

We need a broader social movement that will lead to a change in the behaviours that excuse and condone violence against women, while having a sharp focus on ensuring the current systemic and legal system responses are working as intended

”

**“AS PROVIDERS,  
NONE OF US  
WANT TO BE IN A  
SITUATION  
WHERE WE TURN  
PEOPLE AWAY”**



”

What we are really conscious of in a rural and regional context, is ... we're not seeing any change on the ground. How do we ensure equity of access?

*Centre for Non-Violence CEO, Margaret Augerinos*

## Our advocacy

Centre for Non-Violence has been a strong advocate for victim-survivors and others living with the effects of systemic inequality, during the 2020-21 financial year.

We know talk is not enough, and that we must show leadership when it comes to our vision of achieving gender and social equality in a violence-free world.

We stood alongside the Black Lives Matter movement, showing our solidarity with all who are shining a light on the entrenched systemic racism and oppression that exists across the globe.

We joined our Loddon Gender Equality and Violence Prevention Consortium partners in coordinating the Bendigo March 4 Justice – which saw more than 1000 people rally in Rosalind Park, demanding justice for women and for their voices to be heard.

We worked with the Consortium to prepare a submission for the Victorian Government Family Violence Reform Implementation Monitor's fourth and final report following the Royal Commission into Family Violence, making a series of recommendations about what was still needed to meet the needs of the sector and the clients we work with.

We called on the community through media and social media to educate themselves on what abuse looks like, and how they can support people who may be living with family or domestic violence.

And, throughout the year, we advocated for:

- Increased funding to address growing Men's Behaviour Change waiting lists, as a result of COVID-19;
- Long term funding, tailored solutions for regional areas and to have our voices amplified as experts in the prevention of violence against women and children;
- Additional capacity for frontline services, prevention and therapeutic programs;

- All levels of government to work together to address Australia's national housing crisis (joining the Everybody's Home campaign – a network of Australian housing, homelessness, community and health organisations committed to ending homelessness);
- Australian states and territories to proceed with caution when considering changes to legislation which would criminalise coercive control – noting that while coercive control is a defining feature of family violence, any change to legislation has the potential for unintended consequences for women and children, particularly those in marginalised and disadvantaged groups. We noted that while there is urgent need for improved whole-of-system responses to coercive control and better outcomes through the justice system, changes to legislation alone are not the solution and a broader social change movement is required;
- The Federal Government to remove advertising about consent, which contained content that was condescending to young people, failed to name the issue it was seeking to address, did not reflect the internationally accepted evidence base around the drivers of sexual and other forms of violence, and largely ignored the fact it is a gendered issue;
- A fair rate of State Government funding indexation that covers the cost of implementing the minimum wage increase (+2.5%), the increase in the superannuation guarantee (+0.5%), and the cost of implementing the Portable Long Service Leave scheme (+1.65%). We joined Domestic Violence Victoria, the Victorian Council of Social Service, No To Violence and other partner agencies in the 'Thanks Isn't Enough' campaign - urging the State Government to reconsider plans to offer social service organisations a funding increase which is less than the rising costs of delivering services.

We also hosted and participated in several community webinars throughout the year, including the *It Was Always A Pandemic* event, and the *Maintain the Rage: It doesn't end with the march – what happens next?* event.



# 1416

Women provided support through case management

## March 4 Justice

Enough is enough. That was the message from more than 1000 central Victorian women and male allies who came together in Bendigo's Rosalind Park for the March 4 Justice.

In the largest protest in the city in recent history, the crowd of mostly women united to say they were tired of their voices not being heard. Their stories not being believed.

Their history, silenced. Their calls for action ignored.

And they were angry.

The Bendigo event was organised by the Loddon Gender Equality and Violence Prevention Consortium, in support of the nationwide March 4 Justice which saw large rallies across the country on March 15.

The Loddon Gender Equality and Violence Prevention Consortium consists of: Centre for Non-Violence (lead agency), Annie North Women's Refuge and Domestic Violence Service, Centre Against Sexual Assault Central Victoria, Women's Health Loddon Mallee and Sunbury Cobaw Community Health.

The Consortium's purpose is to lead, influence and mobilise an enduring coordinated community response that ensures women and children are safe from gender-based violence and abuse.

The Consortium has significant experience in working together to deliver innovative and integrated responses to women and children experiencing violence, and programs for men who use violence towards family members.

Together, we asked the community to join the March 4 Justice campaign in calling for:

- A full police investigation of rape and sexual assault allegations, and misconduct by Members of Parliament and staff
- An independent wide-reaching review commissioned by the High Court of gendered violence in Australia's Parliaments including Federal Parliament

- Australia wide strategies for deep cultural change in workplaces, and the political and criminal justice systems, focused on promoting equality, respect, fairness, integrity and a level playing field for all

- A Federal Independent Commission Against Corruption

The calls followed a perceived lack of response by the Australian federal government to reports of historic rape allegations against a senior Federal parliamentarian and separate rape allegations by a former political party staffer that she was raped by a male colleague.

As a result, we know that in early 2021, more-and-more women (and some men) were talking about experiences throughout their lives – and realising that those experiences were sexual assault, grooming or abuse.

They had been living in silence. Sitting with the impact alone - because of a society where talking about sexual assault is taboo. Where the fear and shame of being blamed or judged had stopped people from seeking help.

Victims were being silenced by their perpetrator, the system and then by their community.

As a community it was time for us to come together and listen to victim survivors – while sending a strong message to all political parties that it was time for change.

In a respectful gathering to reflect on the experiences of victim survivors of sexual assault and other forms of abuse, those attending carried placards demanding exactly that.

Speakers at the Bendigo event included three victim-survivors, Dja Dja Wurrung traditional owner Rebecca Phillips, Centre for Non-Violence chief executive Margaret Augerinos, Centre Against Sexual Assault chief executive Kate Wright and City of Greater Bendigo Mayor Jennifer Alden.

As Australian of the Year and survivor of sexual assault Grace Tame said when she accepted her award this year, it was time for Australia to make some noise.

So we got loud.



## Safe, Thriving & Connected

Safe, Thriving and Connected (STC) is our new therapeutic family violence recovery program for victim/survivors of family violence.

Developed by the Loddon Gender Equality and Violence Prevention Consortium and with CNV as the lead agency, therapeutic services are delivered across the Loddon Area with clinicians based at the Centre for Non-Violence (CNV), Annie North Women's Refuge, Sunbury Cobaw Community Health Centre, and Centre Against Sexual Assault Central Victoria.

STC provides a range of trauma and violence informed therapeutic services to support recovery from family violence, including individual counselling, dyad (parent/child) counselling and therapeutic groupwork.

The journey away from violence for victim/survivors is often characterised by ongoing violence especially when the adult victim/survivor is co-parenting with the perpetrator of the violence. In recognition of this, the therapeutic support is overlaid with a family violence risk and safety lens with clinicians reviewing risk throughout the support period.

In addition, the program is integrated with CNV's family violence programs and services to ensure that, when needed, clients receive safety planning, case management or other practical supports.

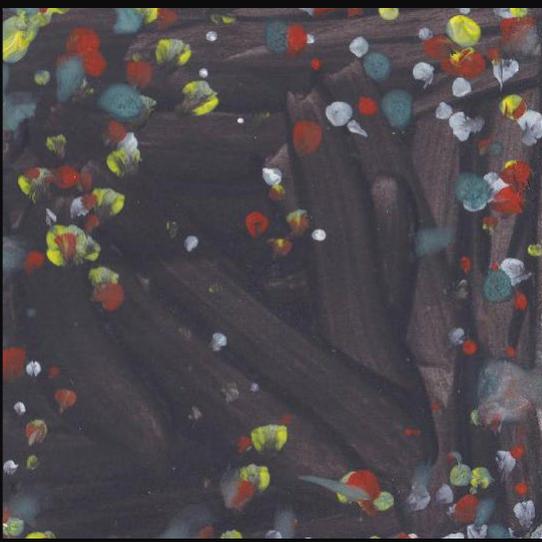
The clinicians work from a range of different modalities including creative therapies, art and play based therapies and narrative therapy with the aim of matching the therapeutic support modalities, duration, and service delivery mode to the client's needs. For example, when a family is referred to the program, the adult victim/survivor could receive individual counselling and support group support while the child/ren are supported through creative art approaches.



These supports may be provided at the same time, or sequentially, with regular reviews to determine whether other supports are needed. The clinicians' practice is guided by a comprehensive practice guide, common tools, and templates and supported across the partnership by a facilitated Community of Practice. The Community of Practice meets monthly to share practice challenges, knowledge, success, and peer support.

Appointments are offered in Bendigo, Echuca, Castlemaine, Macedon Ranges, Maryborough, and Kyabram. For any clients who face obstacles in attending face-to-face appointments, we can arrange remote therapeutic sessions including via phone and video.

The Safe, Thriving & Connected program is funded by the Victorian Department of Families, Fairness and Housing.



Find  
peace in  
nature

express  
yourself

128

Young women  
aged 16-24  
supported by CNV

## Solidarity cards

The Centre for Non-Violence Alumni Group is a group of victim/survivors of family violence who have completed our therapeutic Future Group program.

The Alumni Group meets monthly with two facilitators, and offer each other support and connection, while sharing knowledge and skills.

The Alumni Group expressed a desire to help others who contact CNV at a time of crisis - to show solidarity, care and support. With the limitations of covid restrictions, eight women joined a workshop held over Zoom during the 16 Days of Activism Against Gender Based Violence in 2020.

Prior to the workshop we posted art supplies to participants, and during the session women painted images and handwrote messages of solidarity to other survivors. These were posted back to CNV, and graphically laid out into 10 different cards.

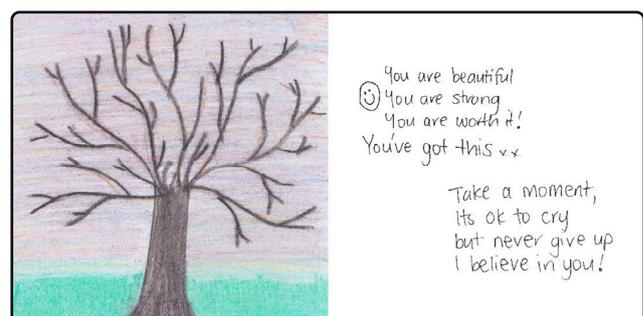
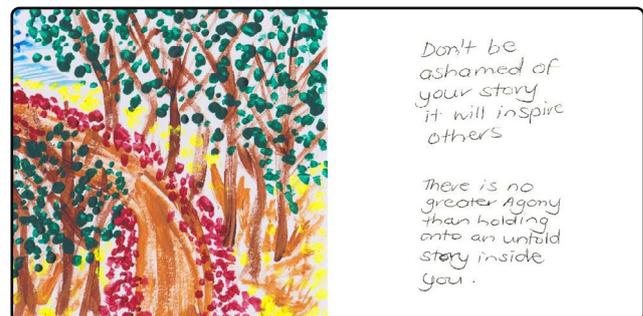
These cards were then printed, and copies were given back to participants as well as CNV Integrated Practice Workers and therapeutic clinicians to give out to clients.

During the workshop participants shared what it might have meant to them to have received such a card:

“The first time [visiting CNV] for me was such a lonely journey up those stairs. It was the best journey I ever made, but at the time it was really lonely. To know people had made the journey before me and were reaching out would have been powerful.”

“I felt like I was stuck in the one spot, I couldn’t see a way forward, it was overwhelming. To know women were ahead and looking back would have shown me what was possible. I would have felt less invisible, less alone. I would have felt less anxious and nervous, it would have calmed me down, I would have felt welcome.”

Participants also shared what it meant to them to make the cards for other victim/survivors.



“I’m proud and honoured to help other women to feel even a tiny bit better. It’s lovely to be a part of women looking back and offering support. I want to offer hope to other women. To say ‘you can do it. We are all here backing you. We get that you feel alone, but we are here for you in spirit’”

We would like to thank and honour the incredible generosity, warmth, kindness and talent shared by the women who created the solidarity cards. We have received feedback from survivors who have received the cards that reflect the dignifying and connective hopes of those who created them.



The experiences and messages of women and children were captured during the 2020 16 Days of Activism exhibition

## 16 Days of Activism exhibition

Together our voices are stronger /  
Walk in my shoes

The voices of women and children with lived experience of domestic and family violence and sexual assault were at the centre of an exhibition on display in Bendigo during the 2020 16 Days of Activism to end gender-based violence.

‘Together Our Voices Are Stronger’ featured a series of artworks created by The Centre for Non-Violence Alumni Group, and clients of crisis refuge and domestic violence service, Annie North.

‘Walk In My Shoes’ represented clients working with specialist counselling and support service, Centre Against Sexual Assault Central Victoria.

The exhibition opened on the eve of the annual international 16 Days of Activism campaign – which starts on November 25, the International Day for the Elimination of Violence against Women - and ran until December 10, Human Rights Day.

## Run Against Violence

Centre for Non-Violence staff have literally taken steps to raise awareness of family and domestic violence.

Six CNV staff were among three central Victorian groups participating in the 2020 Run Against Violence Virtual Team Challenge – a nationwide event that aimed to raise awareness by encouraging teams to run 1300 kilometres (the distance from Broken Hill to Sydney) in 19 days.

The event aimed to engage the broader community in conversations about family violence, and reduce the stigma and isolation for those who have lived with or are experiencing abuse.

On average, one woman a week is murdered by her current or former partner; one in three Australian women has experienced physical violence since the age of 15 and one in five Australian women has experienced sexual violence since the age of 15.

Centre for Non-Violence team leader Liz organised Team Bendigo Bellatrix, made up of three local groups of 20, some of whom were keen runners while others were inspired by the cause.

THE LODDON CONSORTIUM  
— FOR GENDER EQUALITY + VIOLENCE PREVENTION —

# IT WAS ALWAYS A PANDEMIC

VIOLENCE AGAINST WOMEN IS NOT A SHADOW PANDEMIC  
A WEBINAR WITH CENTRAL VICTORIA'S LEADING VIOLENCE PREVENTION EXPERTS

During the 16 Days of Activism, we're being asked to Respect Women; Call it Out – but why, and what are the consequences if we don't?  
On the International Day of the Elimination of Violence Against Women, our panel will answer your questions - and talk about why ending violence against women is not on pause because of Covid-19.

NOVEMBER 25 | 4PM | [REGISTER HERE](#)



Leanne, Jenny, Liz and Eathen participated in the Run Against Violence



Our CEO Margaret Augerinos joined the stage with all category winners at the NFP Technology Awards

— OUR IMPACT —

866

Women provided with financial packages to support freedom from violence

## Not-For-Profit Technology Awards

### Best Social Media Campaign You Are Not Alone

In May 2021, Centre for Non-Violence received the Australian Not-For-Profit Technology Award for Best Social Media Campaign of the Year.

The Not-For-Profit Technology Awards recognise the very best in technology innovation and excellence by organisations and individuals across the Australian not-for-profit sector.

CNV was nominated as a finalist for our You Are Not Alone campaign, which we created at the beginning of COVID-19 lockdowns.

While we were thrilled to be recognised among the best in technology innovation and excellence in the not-for-profit sector, this campaign was never about us.

All our staff across every part of our organisation had deep concern for the women and children we work with, as we entered lockdowns.

We knew they were at home, with their abuser – and had few options to reach out to their usual support networks.

Sending the message far and wide that they were not alone, was so important.

So we did that. Along with messages about what abuse may look like, what support was available and how others could support someone experiencing abuse.

Some of our amazing team appeared in a series of videos that told powerful stories of what we do, and the outcomes we see.

Importantly, we also shared messages of hope from other women with lived experience of domestic and family violence.

As a result, we saw an increase in the number of women contacting our service – and a very high number of other professionals calling us to find out how they could best support their clients in lockdown.

So, the strength of this campaign was that it reached the people it needed to – and it helped them draw on their own strength.

That's what matters to us.

The safety of women and children will always matter most.

## Important messaging for refugee communities

Bendigo Community Health Services and Centre for Non-Violence worked together to ensure important messages about family and domestic violence reached as many communities as possible during the Coronavirus pandemic.

BCHS translated key messages provided by the Centre for Non-Violence into video and information sheet resources for the Karen, Afghan and South Sudanese communities - to detail forms of abuse which may be used by perpetrators, particularly during COVID-19 restrictions.



Family and domestic violence affects all communities, and it was critical information was available to all women experiencing abuse.

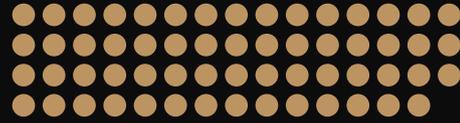


# Organisational growth

32 new staff commenced with CNV in the last financial year: this equates to a growth rate of 54.2% in the past 12 months.

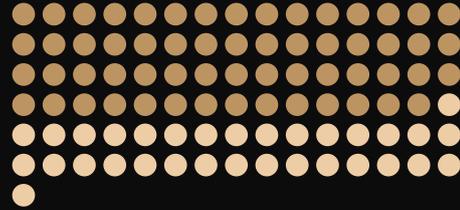
30 JUNE 2020

59 Staff



30 JUNE 2021

91 Staff



## Our growth

With rapid growth during the past 12 months, we strengthened our onboarding framework by taking a strategic human resources approach, designed to maximise retention, improve communication, improve productivity and support workers to feel valued and a sense of belonging more quickly.

Our formal onboarding program is a structured approach to ensure our new staff gain a solid understanding of the organisation and the relevant knowledge to gain confidence in their new role.

Our step-by-step onboarding program ensures employees know what their roles are along with what the expectations and responsibilities are, including:

- **Organisational vision/values** - educating employees on the key principles and purpose of CNV.
- **Compliance** - educating employees to understand internal policies and procedures, guidelines, and basic regulatory requirements.
- **Culture** - providing employees with a sense of belonging and an understanding of organisational culture (formal and informal).
- **Role requirements/expectations** - ensuring new staff understand their role requirements and have a clear knowledge of role expectations.
- **Connection/communication** - meeting key contacts for the role to promote interpersonal relationships and information networks.
- **Training** - combination of organisation and role specific training offering a holistic approach.

During and after onboarding, valuable support tools have been developed, including:

- **A written formal onboarding document** - that outlines specific timelines, goals, responsibilities and support available.
- **Onboarding online** - Ability to conduct onboarding online to ensuring versatility to changing landscape.
- **Onboarding meetings** - Structured formal meetings with regular check in meetings from supervisor.
- **Peer support** - A buddy system is conducted providing new staff the opportunity to observe key tasks and duties.
- **Key reading checklist** - A list of key organisational and role documents to allow the new staff member guidance and time to read required policies, procedures, and information.
- **Feedback tools** - checklist, surveys and meetings to ensure new staff receive the required support and can provide feedback about their onboarding experience.



169

Women and children provided with counselling by our therapeutic team

## Staff wellbeing and support during COVID-19

In what had become a ‘new normal’ where staff were frequently working from home or returning to the workplace between COVID-19 lockdowns, the Wellbeing Working Group looked at different ways to help everyone stay physically and mentally healthy.

We built new wellbeing and engagement strategies and responded to new challenges facing employees in this working environment.

Mental health was a key priority, as was managing staff fatigue and the stress that comes from the pressure to perform their roles during a crisis.

We explored innovative ways to support employees’ emotional and physical wellbeing during this period of uncertainty.

Strategies included:

- **Health and Safety assessments:** to set up remote working environments to maximise productivity and mitigate the risk of potential neck, back or repetitive strain injuries.
- **Building and implementing new health and safety processes:** revamped our health and safety processes to ensure they are fit for purpose, i.e: assist with managing fatigue during the crisis, managing rotating rostering systems, flexibility with working hours.
- **Enhanced pandemic leave entitlements:** allowing employees to apply for 10 days paid leave; paid leave to attend COVID-19 vaccinations; and ‘gift’ days to all employees enabling them to take a long weekend to rest and recharge.
- **Emotional wellbeing and resilience training:** conducted at a Staff Connection Day to provide staff with useful, easy, evidenced practices to improve mental health.
- **Wellbeing webinars:** resources shared on SharePoint allowing staff to access podcasts and seminars on several wellbeing initiatives.

- **Mental Health wellbeing assessments:** surveys, risk assessments, staff temperature checks, staff briefings, enhanced supervision.
- **Mental health support:** promoting a multitude of activities and tools available for employees including:
  - Peer to peer support
  - Regular communication
  - Weekly mindfulness meditation sessions
  - Regular on-line live Yoga sessions
  - Mystery cuppa and yarn dates
  - Wellbeing packs delivered to employees including affirmation cards, masks, hand sanitizers
  - Interactive newsletter: sharing stories/projects and competitions to keep staff connected and engaged
  - Implemented an online social group to keep staff connected: tips and updates on gardening, cooking, parenting and craft ideas
  - Health and wellbeing magazines purchased
  - Monthly wellbeing draw and staff vouchers with the aim of selecting a wellbeing initiative to assist through lockdowns
  - Remote walking club using the Health Foundation app to track kms
- Launch of a new **SharePoint Wellbeing site:** information and tools
- **A health app encouraged** employees to take part in health challenges, focusing on a more holistic wellbeing.
- **Online workouts** to increase physical activity.
- Encouraged **virtual ‘watercooler moments’** to build or maintain work colleague connections.
- **Increase support digitally** by promoting digital fitness solutions i.e. promoting wellbeing, connecting to colleagues and putting some fun into the virtual working environment.
- **Other services:** employee assistance program (EAP) revised tools, tips to assist during COVID-19

Moving forward, we will measure the effectiveness of our wellbeing program and, where needed, will revise wellbeing strategies to ensure we continue to respond to a changing workforce.



YOU ARE NOT ALONE

## ‘Hearing others’ stories means I am not alone.’

-SURVIVOR

‘Hearing other women’s stories has lifted my sense of isolation. I couldn’t talk to people because I was ashamed and embarrassed. The few times I did reach out I felt scrutinised and judged. I have shared my pain and my triumph. To step into the light and realise others have gone through things too – I think, if others keep doing it, I can do it too. I see strengths I didn’t know I had.’

Call us on 1800 884 292

[www.cnv.org.au/we-are-here-to-help](http://www.cnv.org.au/we-are-here-to-help)

Centre for Non-Violence

## Our regional reach

CNV regional locations: Echuca, Maryborough and Kyneton.

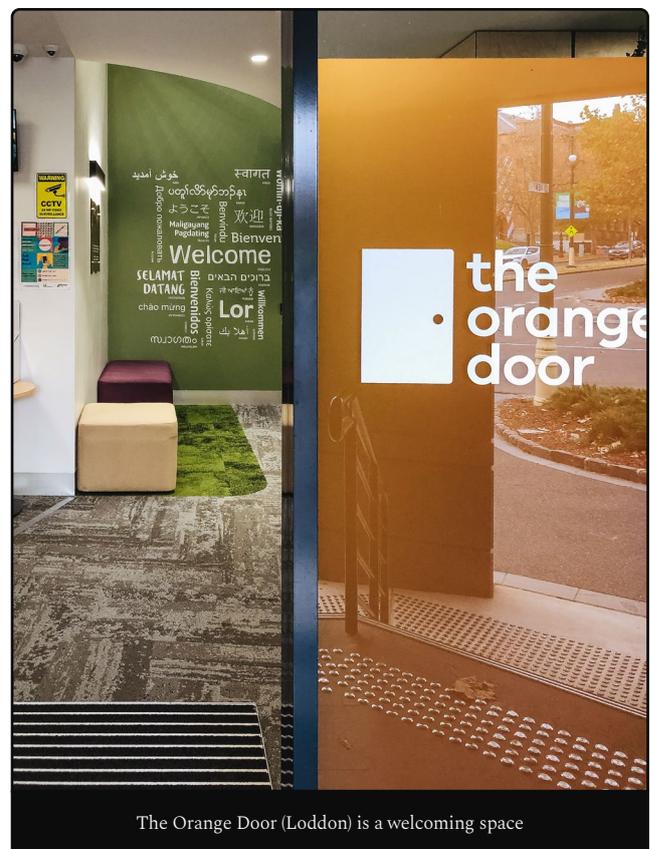
The CNV regional offices continue to provide Family Violence services across the Loddon region.

Between late 2020 and early 2021, we increased the number of staff employed in the Echuca and Maryborough offices following the implementation and operationalising of the Loddon Orange Door.

A key recommendation of the Royal Commission into Family Violence and the Roadmap for Reform was to establish a network of Support and Safety Hubs (‘Hubs’) across Victoria to provide a new way for women, children and young people experiencing family violence, and families who need assistance with the care and wellbeing of children, to access the services they need to be safe and supported.

These Hubs are known as The Orange Door. To support the Loddon Orange Door regional response coverage and to continue with the localised family violence service response, Orange Door access points have been identified for Maryborough and Echuca., Kyneton has been identified as an Orange Door outpost. Both Echuca and Maryborough have an Integrated Practice Worker (IPW) and Specialist Family Violence Worker: Men’s role. The role provides intake, screening, response and case management for men seeking support or men who have been referred to the Orange Door due to their use of family violence.

The Maryborough and Echuca offices provided a regional Orange Door response through a ‘soft launch’ of the Orange Door access points from late November 2020, whilst the formal model development of the Loddon Orange Door access points and Outposts is completed.



The Orange Door (Loddon) is a welcoming space

2680

Cases responded to by CNV within the Orange Door\*

(\*OCTOBER 2020 - JUNE 2021)



The Orange Door (Loddon) is located in View Street, Bendigo

## The Orange Door

The Orange Door Bendigo opened in October 2020 and since that time has continued to evolve and develop.

The new Victorian Government Safety and Support Hub builds on and complements the existing service arrangements in the Loddon region, where a range of options are available for people seeking help if they are experiencing abuse.

The Orange Door is the primary entry point for clients accessing services, however there is no wrong door and all other existing services across the Loddon region remain open and accessible to clients.

The Orange Door is a free service for anyone in the Loddon region seeking help and support for family violence. The network can also help anyone needing support with the care, wellbeing and development of children.

This initiative brings together the intake services of Child FIRST and specialist family violence services for victim/survivors, and perpetrators of family violence.

Those attending the Orange Door are connected with local specialist agencies – including family violence services, family services and Aboriginal services. These agencies have well-established services and programs operating throughout the diverse Loddon region.

The Loddon Orange Door network specialist partner agencies are Centre for Non-Violence, Family Safety Victoria, Child Protection, Anglicare Victoria, Bendigo and District Aboriginal Co-operative and Njernda Aboriginal Corporation.

CNV is part of The Orange Door at all levels of Leadership including: the Hub Leadership and Operational Leadership groups as well as part of the leadership team within the Orange Door itself.

CNV has a strong staffing presence at the Orange Door based in Bendigo, including:

- The Intake Team Leader overseeing an intake team of CNV and Anglicare Staff
- Assessment and Planning Team Leader overseeing an integrated team from CNV and AV
- Men’s Team Leader overseeing an integrated team from CNV and AV
- 1 Family Violence Practice Lead
- 1 Family Violence Men’s Practice Lead

The Family Violence Practice Lead has been a constant source of consult, information and support to staff from multiple agencies who sit at The Orange Door. The Men’s Practice Lead has started in recent months and will play a crucial role in supporting staff practice development and oversight as well as influencing practice with the trusted and well developed CNV frameworks.

CNV has continued to respond to the unique challenges of an integrated model while being focused on the specialist family violence informed practice. As part of this response, additional men’s worker positions have been created.

CNV also has a presence in Echuca and Maryborough with staff responding to referrals and intake for The Orange Door.



YOU ARE NOT ALONE

## Are you concerned about your relationship?

Many of us are experiencing stress because of the financial, health and social impacts of the Covid-19 pandemic.

Some people may find themselves trying to exert more control over family members in harmful ways.

If you are concerned about how you're behaving towards family members, we encourage you to reach out for support.

Call us on 1800 884 292

[www.cnv.org.au/we-are-here-to-help](http://www.cnv.org.au/we-are-here-to-help)

Centre for Non-Violence

— OUR IMPACT —

# 150

Men assessed by CNV for our Men's Behaviour Change Program

## Our work with men

CNV made a significant strategic decision back in 2005 to seek funding to deliver Men's Behaviour Change (MBC) group programs.

We believed this would enhance opportunities for providing safety for women and children.

This decision changed the organisation and how we did our work. It was the driver for the establishment of the integrated model of service that we continue to build on today.

Our teams are structured around managing risk and safety and support for the family, with all family members supported within the one team. Information sharing and risk management within the team are a foundation of the model.

The Victorian Government family violence reforms provided significant opportunity to expand the programs that CNV provides for men who use violence, far beyond the original MBC group program.

Since the Royal Commission into Family Violence, CNV has developed and delivered the Making aMENds program, designed for men who are fathers or have a parenting role. The original pilot included a group program for men, case management support, therapeutic and case management support for women and children.

The pilot funding ended in 2019, and since then CNV has integrated the group program into our suite of services.

CNV's capacity to deliver a tailored approach for men continues to expand with perpetrator case management funding.

We provide support based on men's needs and risk assessments, working collaboratively with other parts of the service system, always with safety at the centre. This support is available to men across the Loddon area.

Family safety contact is an integral part of our response to men, voluntarily available to victim survivors. Support and connection with perpetrators has been critical during the pandemic.

We knew that the risks for victim survivors increased as they were locked down with their abusers and we knew we need to maintain contact with men. CNV needed to rapidly adapt. We shifted resources to provide individual support for men whilst group programs were disrupted.

We saw considerable engagement from men, many facing increased employment and financial stress in their lives.

During the pandemic CNV has trialled an on-line MBC group program, as have many services across the state. Early evaluation suggests it has many limitations, including access to appropriate IT, space for private engagement and the peer support element of MBC can be diminished.

In 2021 we are piloting a new medium-term perpetrator accommodation service in partnership with Haven, Home Safe. The Place for Change program prioritises women's and children's safety by providing an alternative medium-term accommodation-based case management service for perpetrators who are excluded from the family home and engaging them in programs that focus on behaviour and attitudinal change.

As our suite of programs expands, CNV has greater opportunity to reduce barriers to support for men. This means that the system has contact with and visibility of men who use violence, and we can continue to assess risk and build on safety.





#### YOU ARE NOT ALONE

**‘When people offer support, don’t feel guilty for taking it.’**

‘It’s not a reflection that you are a bad parent or not coping well. It’s a gift, not a criticism when someone offers to help. It’s also a gift to give help. I have accepted so much help and had to get over so much pride and shame. But now I am more able to accept help and offer it. It’s been liberating and empowering.’

Call us on 1800 884 292  
[www.cnv.org.au/we-are-here-to-help](http://www.cnv.org.au/we-are-here-to-help)  
Centre for Non-Violence

— OUR IMPACT —

# 19

Cases escalated to High Risk Assessment Management Panel

## Pat Giles Centre for Non-Violence

Over the last few years, CNV has been developing a close working relationship with a sister service in Western Australia – The Pat Giles Centre (PGC).

PGC contacted us after they saw our staff presenting on our integrated family violence approach and asked if we were able to work with them to help define a vision for integration and capacity building of their team.

We embarked on a two-stage process to support their journey:

- Phase 1 involved us undertaking a desktop audit and engaged with their board, leadership, staff and stakeholders to determine internal capacity and readiness for change, as well as identifying key strengths and enablers.
- Phase 2 is currently underway and has involved delivering critical skills training to the workforce, development of theoretical guiding and practice frameworks, workforce development plans and defining and documenting PGC’s Roadmap to Integration.

We are now in a mentoring and support phase as PGC works to implement its newly defined integrated approach.

This is an example of a mutually beneficial partnership that has enabled us to not only mentor and support a sister service with the benefit of our learnings and model development, but also support us to synthesise in easy to understand ways our unique model of service delivery.



PATRICIA GILES

Centre for  
**Non-Violence**



YOU ARE NOT ALONE

**‘There shouldn’t be shame in talking about it. That’s what saved me.’**

-SURVIVOR

‘Tell everybody. Shout it to the rooftops. Once you start to share your story you realise other women have the same story. Not knowing this is part of the problem. We need to get the story out of the private and into the public. We need to talk about this, because the secrecy of family violence reinforces the whole thing.’

Call us on 1800 884 292

[www.cnv.org.au/we-are-here-to-help](http://www.cnv.org.au/we-are-here-to-help)

Centre for Non-Violence

## Innovation Fund

A few years ago, the Board of Management identified a need to create an organisational structure and process to support innovation across the organisation.

It wanted to support our staff to pursue bold and creative ideas to help further our reach, influence and impact, as well as help us to work towards social change and achieve our vision of “gender and social equality in a violence free world”.

CNV has always had a strong commitment to feminist innovation, demonstrated through women’s leadership, community partnerships and developing services and programs that address inequality and the key drivers of violence against women. Feminist innovation provides a pathway for staff to develop and progress ideas and thinking that promote women’s leadership and encourages projects where the voices and lived experience of victim/survivors are prioritised.

In particular, the board was keen to support projects (big or small, shorter or longer term) that challenge social structures, oppression and inequality with transformational goals and objectives.

By supporting innovative projects, we seek to provide opportunities for CNV and its staff to:

- Test creative ideas that work to solve complex problems
- Strengthen CNV’s capacity to reach its strategic goals, objectives and vision
- Provide opportunities for organisational learning and reflection
- Support CNV’s vision around feminist innovation, and
- Share the outcomes of projects and propagate new approaches, tools, and methodologies across our sector.

Projects need to demonstrate strategic fit, have an innovation focus, provide value and also provide opportunity and potential to scale across the organisation or across our sector.



The Board kickstarted the innovation fund with an allocation of funds from our accumulated reserves. Each year a small innovation levy is applied against our income/funds to continue to build the fund capacity and replenish it after projects have been funded.

The Board developed a set of criteria and guidelines and in 2020 opened the first round of Innovation Fund grants to CNV staff. The launch of the fund was well received by staff.

In 2020/2021, two projects were funded: the “Innovation to Impact” project which seeks to define a model of feminist innovation for CNV, and the “First Nations Employment Pathways” project which is working to create employment pathways for Aboriginal people in our programs and services. We look forward to reporting on the outcomes of this first round of projects in our next annual report.

The CNV staff wish to thank the Board of Management for their foresight and efforts in establishing an Innovation Fund program at CNV.



The new mezzanine level at the Pall Mall site



## A snapshot of our partnerships

Partnerships at CNV have continued to develop and new partnership relationships have been established through the many opportunities presented through this time of significant family violence reform. The Partnerships CNV has developed reflect the expectations of the Royal Commission into Family Violence recommendations – about broadening expectations of cross-sectoral support reinforcing each other’s work, the importance of collaboration, to better understand family violence in all its forms and to explore new ideas and find new solutions.

Partnerships are both large and small, exploring new ideas and implementing practices that have long been identified as essential to the wellbeing of women and children recovering from family violence – and supporting men who have been perpetrating violence within their family, but are wanting to change their behaviour.

Many CNV partnerships are mentioned throughout this report, and also include:

- MARAM Collaborative Practice training, which has been provided to organisations across the Loddon Area, providing an opportunity to demonstrate the benefits of collaboration. (RCFV Recs 1 – 4; 5 & 6).
- A Memorandum of Understanding has been developed in partnership with Asteria Services Inc. (Disability services and support) to further develop support for women and children in Central Goldfields experiencing family violence. (RCFV Rec: 139)
- She Shed, which has been formed through a partnership with CNV, Annie North and Access Australia. This project recognises the critical importance of supporting women victim/survivors, to have financial and social independence and security. The program is based at Peppergreen Farm and provides pre-accredited training to women to build confidence and independence and provide a pathway into further education and/or training. The program has been based on consultations undertaken with women victim/survivors about what they would find helpful in recovering from family violence. (RCFV Rec 121 – linked).

## Mezzanine fit-out

During the past 12 months, CNV transformed the unused space on level 2 of the Pall Mall building into a bright and inviting space that houses two single occupancy offices, one double occupancy office, a meeting room, kitchen, shower and toilet. This workspace is referred to as ‘the mezzanine’.

In early 2020, the landlord of the Pall Mall building presented CNV with the opportunity to lease the undeveloped office space on level 2.

The mezzanine is located on the northern side of the Pall Mall building and is accessible via the stairwell in the front foyer (facing Pall Mall).

CNV accepted the offer to lease the mezzanine as it presented an opportunity to increase the number of private offices within the CNV office building – which was much-needed for our growing organisation.

A variation to the existing lease was executed on October 15, 2020.

An integrated fit out was agreed upon by both the landlord and CNV as it enabled the base building scope (electrical, plumbing and base level finishes) to be tailored to CNV’s fit out, which was intended to provide a cost benefit (reduction in overall fit out costs) to CNV.

Building works were completed by Total Fitouts, a local builder specialising in commercial fit outs.



# Financial statements

Below is a summary of our audited financial statements. A full copy of the 2020-21 financial audit is available on request. The audit of our financial records was completed in September 2021 by MGR Accountants.

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2021			
	Note	2021	2020
		\$	\$
<b>CURRENT ASSETS</b>			
Cash on hand		9,340,915	4,975,208
Accounts receivable and other debtors		65,214	90,347
Other current assets		2,561,003	2,553,689
<b>TOTAL CURRENT ASSETS</b>		<b>11,967,132</b>	<b>7,619,244</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment		3,005,360	2,909,725
<b>TOTAL NON-CURRENT ASSETS</b>		<b>3,005,360</b>	<b>2,909,725</b>
<b>TOTAL ASSETS</b>		<b>14,972,492</b>	<b>10,528,969</b>
<b>CURRENT LIABILITIES</b>			
Accounts payable and other payables		728,995	406,834
Lease Liabilities		199,517	200,972
Provisions		1,152,787	954,874
Other		1,305,214	108,135
<b>TOTAL CURRENT LIABILITIES</b>		<b>3,386,513</b>	<b>1,670,815</b>
<b>NON-CURRENT LIABILITIES</b>			
Borrowings		2,198,385	2,367,524
Provisions		135,464	161,205
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>2,333,849</b>	<b>2,528,729</b>
<b>TOTAL LIABILITIES</b>		<b>5,720,362</b>	<b>4,199,544</b>
<b>NET ASSETS</b>		<b>9,252,130</b>	<b>6,329,425</b>
<b>EQUITY</b>			
Retained earnings		9,252,130	6,329,425
<b>TOTAL EQUITY</b>		<b>9,252,130</b>	<b>6,329,425</b>

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021			
	Note	2021	2020
		\$	\$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Receipts from Grants and Other Funds		14,443,190	10,420,153
Donations		12,109	14,329
Interest Received		29,275	88,799
Payments to Suppliers		(1,737,381)	(1,969,789)
Payments to Employees		(6,772,550)	(5,224,298)
Net GST Paid to ATO		(867,640)	(703,122)
<b>NET CASH FLOW FROM OPERATING ACTIVITIES</b>	<b>(16)</b>	<b>5,107,003</b>	<b>v</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Net Payment for Property, Plant & Equipment		(437,396)	(181,317)
Proceeds from (Payments for) Investments		(14,385)	(1,033,547)
<b>NET CASH PROVIDED BY (USED IN) INVESTING ACTIVITIES</b>		<b>(451,781)</b>	<b>(1,214,864)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Net Repayment of Lease Liability		(289,515)	(193,016)
<b>NET CASH PROVIDED BY (USED IN) FINANCING ACTIVITIES</b>		<b>(289,515)</b>	<b>(193,016)</b>
Net increase in cash held		4,365,707	1,218,192
Cash on hand at beginning of financial year		4,975,208	3,757,016
<b>CASH ON HAND AT END OF FINANCIAL YEAR</b>	<b>16</b>	<b>9,340,915</b>	<b>4,975,208</b>

Centre for Non Violence  
 Thursday 15 - 43

Time Out wrote that it's 'A fist-bumping, fired-up feminist treat. That's our type of documentary!'

It's fabulous to see Theatre Royal Castlemaine and C-Doc screening Women Of Steel on International Women's Day (March 8)

Set in Wollongong, 1980. After being told 'there's no jobs for women' at the local steelworks, a group of women begin a campaign against Australia's most powerful company. Their political and legal battle for the right to work changed the rules forever.

The evening will include the documentary, a live performance by Felicity Cripps & Maggie Rigby (The Maes) and a Q&A with Director Robynne Murphy.

And, Theatre Royal Castlemaine has generously chosen the event as a fundraiser for Centre for Non-Violence.

So not only can you go along and enjoy a fabulous documentary, Q&A and music - you're helping us to support women and children seeking safety from family violence.

Big thanks Theatre Royal Castlemaine

Here's where you can get your tickets:

Produced by four La Trobe University Students, studying a Bachelor of Paramedic Practice/Bachelor of Public Health Promotion

THEATRE ROYAL CASTLEMAINE.02761.COM.AU  
 Women Of Steel  
 C-Doc and Theatre Royal are proud to be presenting this very special screening on International Women's Day.



**THERE'S NO EXCUSE FOR ABUSE**

Family violence and domestic violence include behaviours such as:

Physical violence | Emotional abuse | Coercive control

In times of crisis such as COVID-19 the risk of domestic and family violence can increase.

In an Emergency call 000

Centre for Non-Violence 1800 884 292

24-hr Safe Steps 1800 015 188

No To Violence Men's Referral Service 1300 766 491



La Trobe University paramedicine students designed their own social media slides to support the Centre for Non-Violence You Are Not Alone campaign

Eeny meeny miny mo donated beautiful face masks for our clients

# Thank you to our donors and supporters

Thank you to our funding bodies and donors for their financial and practical support to our programs during 2020-2021. We also appreciate donations from several generous individuals, who are not named but have been personally thanked.

## Supporters

- Fosterville Gold Mine / Kirkland Lake Gold
- Pat Giles Centre for Non-Violence
- Theatre Royal Castlemaine
- La Trobe University paramedicine students

- Dr Graham Robertson and Mrs Lesley Robertson
- Eeny meeny miny mo
- Share the Dignity Bendigo
- Zonta Bendigo

## Project funders

### Department of Families, Fairness and Housing & Family Safety Victoria

- Family Violence response services including outreach, crisis case management, housing and homelessness
- Perpetrator programs
- Homelessness network
- Brokerage programs
- Children's Resource Worker
- Young Women's Housing Program
- Principal Strategic Advisor
- Family Violence Child Protection Partnership
- Personal Safety Initiative
- National Partnership Agreement Homelessness Programs
- Family Violence Therapeutic Services
- MARAM Collaborative Practice Training
- A Place to Call Home
- Enhanced Pathways Initiative
- The Loddon Orange Door

### Anglicare/Communities for Children

- Communities for Children Family Violence & Early Years Project

### The R.E. Ross Trust

- School Brokerage Program

### Department of Employment, Education & Training

- Early Years Family Violence Project

### Central Goldfields Shire Council

- Go Goldfields Project

### Sabemo Foundation

- Go Goldfields Project

### Haven; Home Safe

- Commonwealth Emergency Relief
- Youth Brokerage YHAP2

### Department of Justice and Community Safety

- Corrections MBC Program

### Streetsmart

- LOMA Children's Resources

### ARC Justice/Loddon Campaspe Community Legal Centre

- In-kind services - co-location of a community legal centre lawyer

Donations to CNV take many forms, including food parcels, toiletries and hygiene packs, toys, knitted goods, quilts, Christmas gifts, an individual's time or financial contribution. We are grateful for all.

