



WRISC Family Violence Support Inc.

Annual Report 2014/15





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Our Mission

To promote respectful relationships through services which enhance the safety, autonomy and wellbeing of women and children.

Our Vision

Safety
Equality
Opportunity for all people

Our Values

- Respect
- Co-operation
- Responsibility
- Engagement
- Leadership
- Trust
- Optimism
- Creativity
- Integrity
- Acceptance
- Innovation
- Diversity
- Knowledge through learning.



Special thanks to Sandra for the overall co-ordination of the production of the 2014/15 Annual Report.



We believe that everyone has the right to be safe, to be treated equally and to have access to the same opportunities as everyone else. We know that violence of any kind denies people these rights and attacks their dignity and self-respect.

Board of Governance 2014/15



Marjorie Pickford
PRESIDENT



Julie McMahon
DEPUTY PRESIDENT



Virginia Scanlon
TREASURER



Laura Springer
SECRETARY



Genevieve Edwards



Ingrid Irwin



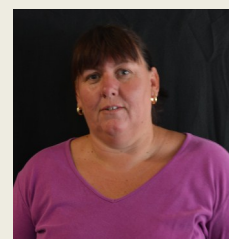
Jodie Kennedy



Kate Hearn



Laura Martin



Toni Gillet

WRISC is a women's only not-for-profit organisation that supports women and children who are victims of family violence.

President



The importance of our organisation cannot be underestimated and is more critical in a time when society sees an increase in family violence, in particular towards women and children. WRISC Family Violence Support continues to provide quality services to meet our clients' needs and to work collaboratively with other departments, services and agencies to tackle the complex challenge of Family Violence.

The Board welcomed Elizabeth Jewson to the Executive Officer position; Elizabeth began this role in August 2014. She completed her Masters in Exercise Rehabilitation in 2004 and since then has worked as an exercise physiologist, team leader, manager and senior manager in the community health, hospital and primary care partnership setting in the inner west of Melbourne.

Elizabeth brings to this role a thorough knowledge and expertise in multi sector and multi organisational partnerships and is humbled by the opportunity to work with a team of very dedicated staff and volunteers in the family violence sector in the Ballarat region.

Already her experience has enhanced our organisation practically in strengthening our partnership with services and agencies.

I acknowledge the contribution of Board members, Staff and volunteers to ensure that we promote respectful relationships through quality services which enhance the safety, autonomy and wellbeing of women and children.

It has been an absolute pleasure to serve as President of WRISC Family Violence Support Board of Governance as an Aboriginal Elder. In this capacity I have guided a young Aboriginal woman into stepping up into the team leader position of the Aboriginal Program. I am proud that our Aboriginal program has gone from strength to strength in supporting Aboriginal women and children that are affected by family violence.

I would also like to say that I am very proud to be an Aboriginal Elder on the WRISC Board of Governance and thank my fellow board members for the enormous support given to me as President.

Our greatest challenge is the growth in needs and the demand for our services which has far outstripped our ability to deliver the service required in our current premises, despite the best efforts of our professional staff and volunteers. It is becoming critical that we find suitable alternative accommodation in a larger space to provide the services required to meet the needs of women and children in the Central Highlands Region. Therefore we are currently seeking alternate accommodation.

GOVERNANCE & SUSTAINABILITY

At the AGM in 2014, we welcomed six New Board members, who along with existing Board members have built a strong Board that optimises members' skills to enhance and renew the WRISC Board of Governance.

All Board members have undertaken financial training in 2015 and a continued focus on training and development of Board members will continue into the future. With accreditation due in 2016, the Board has reviewed all Governance policies and procedures. In conjunction with staff a new Strategic Plan was developed and launched in August 2015.

WORKFORCE

I would like to pay tribute to Anita Koelle who ably manages the financial accounts of our organisation and acknowledge her willingness to introduce changes in financial reporting to ensure our organisation responds to advice and support from experts.

I would also like to congratulate the Executive Officer and staff on working together to improve the organisational health of WRISC Family Violence Support. It is vital that our workforce is well supported by leadership and have policies and procedures in place to support their wellbeing, development and ability to enhance service delivery.

A new leadership structure has been put in place to enhance staff support and to strengthen performance appraisal and supervision.

I wish to acknowledge the hard work and dedication of each and every one of the staff members and volunteers of WRISC Family Violence in the Central Highlands Region of Ballarat.

SERVICE DELIVERY

It is always a challenge for WRISC to meet the increase in demand in supporting victims of family violence.

Of the services we provide on limited funding, WRISC is acknowledged as a leader in this sector and our service is well recognised and supported.

Our services at WRISC currently are:

- Women's and Children's program
- Aboriginal Program
- Court support
- Volunteer program
- Intake and Case Management
- Children's Counselling Program
- Indigenous yarning circle
- Various women's and children's groups

Outreach Services Delivery:

- City of Ballarat
- Shire of Hepburn
- Shire of Moorabool
- Shire of Golden Plains
- Shire of Pyrenees

was based on the theme "Respectful Relationships" and was attended by over 80 people.

The Board would like to increase activities such as the Zoom Festival to raise awareness of issues that impact and prevent family violence.

I would like to acknowledge the Sub-committees which meet regularly to deliver the Board outcomes set out in the Strategic Plan.

STARS Project:

WRISC undertook this project **"for the sake of our daughters, sisters, mothers we must make a stand to ensure Violence against women is not tolerated"**.

The official launch of this important project was held here in Ballarat in March at M.A.D.E.

This is a love and peace project that brings people together around the world to say NO to violence by weaving stars. Ballarat is one of a hundred communities around the world to contribute 10,050 stars towards the 1 million stars. We have far exceeded this and now have met our new target of 33,500 stars. The finale will be the 'One Million Stars to End Violence' Installation at Stockland's which will be launched on Saturday November 21st.

Marjorie Pickford

WRISC Inc. Board of Governance, PRESIDENT

PARTNERSHIPS & COLLABORATION

Stakeholder collaboration has been a highlight in 2015.

Increased collaboration with key stakeholders will be a focus in the future to strengthen our collective effort to support victims of family violence.

The partnership with Ballarat and District Aboriginal Cooperative has been extremely positive resulting in increased funding, shared staffing and further joint programs.

HIGHLIGHTS

Zoom Festival:

The inaugural Zoom Festival -which will be an annual event-



Executive Officer

I began work at WRISC on August 11th 2014, the first month into the past Financial Year. I would like to express my thanks to Ruth Turvey and Anita Koelle for very ably guiding WRISC through the Executive Officer vacancy. I would also like to convey my personal thanks especially to Anita Koelle for so willingly guiding me through my first 11 months at WRISC. The first 12 months of my contract has now ended and with that comes the time to write an Annual Report. I do so with the acknowledgement that I can only write this because I am part of a fantastic team here at WRISC who make an enormous difference to the lives of the women and children with whom they work. I have to begin with a **sincere thank-you** to all the staff and volunteers that make working at WRISC a privilege and a pleasure.

I am presenting my report using the key pillars as developed in our strategic planning process. These headings will be used throughout the Annual Report and currently form the basis for all our meeting structures at WRISC.

GOVERNANCE & SUSTAINABILITY

The early part of the year saw the consolidation of the work completed by the previous Board and Executive Officer in the formation of the Strategic Plan. This work was built upon culminating in a formal Strategic Plan document developed by the Board and advanced by staff. This is the core document that informs all our work on all levels. We were delighted to officially launch the Strategic Plan on Thursday 16th July where we also launched our vision of a larger 'home' that will enable us to more easily fulfil the collaborative aspects of the Strategic Plan.

As the Executive Officer I have represented WRISC on a number of regional networks that have guided the strategic work of Family Violence in the region. These include the Central Highlands Family Violence Committee (CHFVC), the Local Area Support network for the homelessness sector, the Central Highlands Family Services and CHFVC joint project regarding shared case planning, and the Child and Youth Area Partnerships focussing on Family Violence. WRISC also has representatives on the regional Family Law Pathways Network, the Grampians Integrated Family Violence Regional Action Group (GIFVRAG), the Koori Engagement Action Group (KEAG)

In February 2015, using a facilitated leadership model the whole staff together underwent a process to address organisational health. From this the Turning Point: Our Collective Spirit 2015 document was produced. Respectful, Supportive, Inclusive, Culturally Safe, Stimulating and

Flexible were the six key guidelines that were identified that would make WRISC a great place to work. Staff then developed and agreed that to make these happen all staff needed to have more directness, forgiveness, trust, tolerance and acceptance and less negativity, taking things personally, assumptions and undermining. Turning Point is an agenda item at all meetings where issues regarding workplace health and Turning Point can be raised. This document will be discussed and reviewed in early 2016.

The Royal Commission into Family Violence in Victoria has been a significant feature of this reporting period and will continue into the next. As a whole staff WRISC prepared a submission to the Royal Commission and handed this submission to the Royal Commission in person on a scheduled team building day. I also prepared and submitted a report from the Executive Officer perspective. Two staff members travelled to Maryborough to contribute to a community feedback session organised by the team at the Royal Commission. Clients were also encouraged to tell their story and just recently two team leaders were asked to a feedback session regarding the Family Violence Court in Ballarat.

WORKFORCE

In this report period we farewelled two staff, namely Bree Allingham-McLaren and Gayle Fulford. Bree worked at WRISC for three and a half years and Gayle for a period of six and a half years. Bree started as a volunteer and then soon became a paid employee in case management. Her work with the on-going women's group and outreach in the Hepburn Shire were specific areas of her work. Over the years Gayle worked in case management and intake as well as the groups program, and in the Aboriginal Program. In 2012, Gayle became one of two Senior Workers appointed at WRISC. I would like to take this opportunity to sincerely thank both Gayle and Bree for their service to WRISC and wish them well for the future.

During this time we also welcomed Susan Muller to the role of Intake and Case Manager in the Women's and Children's Programs. Our volunteers continue to contribute enormously to the work of WRISC, including reception, ordering stationary, shopping, escorting clients, preparing and editing documents. This year there has been strong demand for volunteering in general. I would like to thank all the volunteers for their selfless dedication to the work of WRISC. Without them, WRISC would be unable to provide the service it does.

During this time the organisation structure was altered so that we now have three Program areas ably led by three Team Leaders. There is a report on each program area in another section of this Annual Report. The organisation structure is now able to adequately accommodate growth. WRISC was fully staffed upon entering into the 2015-2016 financial year.

SERVICE DELIVERY

WRISC continued to provide intake and case management, across the Women's and Children's Program and the Aboriginal Program. WRISC also facilitates a number of groups including the WEAV, the short session group for women (in collaboration with Ballarat Community Health), the ongoing craft support group for women, in collaboration with the Ballarat Centre Against Sexual Assault (CASA), children's art therapy groups and the girls Aboriginal yarning group. Drumbeat was also run during the latter half of 2014 (see groups report on page 15). WRISC also provided individual counselling for children as well as art and play therapy for children who have experienced family violence.

Court support continues to be a vital part of our service offering and this happens in the Family Violence Court in Ballarat in the Women's and Children's program and the Aboriginal program as well as the Bacchus Marsh Court. The staff work hard at establishing vital links with clients whilst at Court.

Outreach is also a very important part of our service delivery and I am pleased to say that by October we will have outreach case managers in all our outreach areas. These areas include the Shires of Hepburn, Moorabool, Golden Plains and Pyrenees.

PARTNERSHIPS & COLLABORATION

This is a critical part of the work at WRISC and without our strong collaborations our work would be far less effective. WRISC has developed a formal partnership agreement with the Ballarat and District Aboriginal Cooperative (BADAC) and Child and Family Services (CAFS). Additionally protocols and guidelines in working together have been reviewed and updated with Uniting Care and Berry Street. I believe that partnerships and collaboration is an area of work that we could develop more strongly into the future.

WRISC is a key contributor to a number of Regional Networks (see above) as well as the White Ribbon Day regional committee. A list of the organisations we worked with in this financial year is on page 18 of this Annual Report.

Finally I would like to take this opportunity to sincerely thank each and every WRISC staff member and volunteer. Without their sincerity, their commitment and their respect for the women and children they work with, WRISC would not be able to carry out its vital work supporting women and children who have experienced Family Violence.

Looking ahead, WRISC's challenge is to join up our work with other agencies so that together we can provide the best service for the women and children with whom we work. With the great programs, great teams and strong Board, WRISC can confidently face the future, so that all women and children within our community can be safe and free from violence.

Elizabeth Jewson, Executive Officer





WRISC Staff and Volunteers | March 2015

Snapshots 2014/15



From Self-harming to Self-soothing

TURNING POINT: OUR COLLECTIVE SPIRIT 2015

Respectful

Supportive

Inclusive

Culturally Safe

Stimulating

Flexible

MORE OF

Directness

Forgiveness

Trust

Tolerance

Acceptance

LESS OF

Negativity

Taking things personal

Assumptions

Undermining



Delivering WRISC's submission to the Royal Commission



Left: Deputy Commissioner Patricia Faulkner AO
Right: The Honourable Marcia Neave AO



WRISC meets with MP's | Left to right: Anita Koelle (WRISC BM), Julie McMahan (WRISC Board Deputy President), Elizabeth Jewson (WRISC EO), Catherine King (MP), Sharon Knight (MP), John Howard (MP), Joshua Morris (MP), Kate Hearn (WRISC Board Member)



Women's and Children's Program



Over the 12 month period, July 2014 to June 2015 the Women's and Children's program has seen requests for assistance and support increasing, which has been consistent with previous years in the program.

The last twelve months has also seen changes to the Intake and Case Management and Outreach areas.

GOVERNANCE & SUSTAINABILITY

The introduction of the strategic plan has seen the development of a program plan within the Women's and Children's program which provides the goals of the program. In line with the strategic plan, the program has been reviewing the intake program and how we can run this program to provide an efficient, timely service that is fair and equitable to all who require our support. Within this review we have been specifically addressing referral pathways for outreach areas, SHIP data processes and Intake Assessment Forms. The program has also been reviewing our outreach services to the Shires of Moorabool, Pyrenees, Hepburn and Golden Plains.

All staff in the program regularly attend team meetings and professional development sessions including allocations, case management and intake review meetings. These meetings are structured to allow for the flow of communication between staff.

The Intake Team, including the Team Leader, have all moved into office space in 'the shop' to create a cohesive team environment and allow for easier flow of communication between the team.

WORKFORCE

The Women's and Children's Program team consists of a Team Leader, two intake workers/case managers and two case managers. Staff also cover outreach areas or are involved in group programs.

Throughout this time we have seen changes in the workforce with the resignation of case manager Bree Allingham-MacLaren and Gayle Fulford who shared the previous Senior Worker role with the current Team Leader. We have also welcomed Susan Muller to the team in one of the intake worker / case manager roles.

Staff regularly participate in supervision, both operational and clinical on a monthly basis.

In the last twelve months we have not seen any increase in workforce in the Women's and Children's Program but due to an increase in client requests this area may need to be

addressed due to staff capacity and workloads. It is hoped once the findings of the Royal Commission are completed we will see an increase in funding for staff in outreach support services.

SERVICE DELIVERY

With the review of the Intake process currently being undertaken, we are looking at how we can provide a better service for clients and for agencies referring clients that is efficient and provides a timely response. By reviewing our current Intake processes we will be able to improve the quality of our program delivery.

Staff are able to regularly attend network meetings and opportunities to present at various forums and conferences. In the last year, staff have been involved in presenting to a variety of audiences about the services they provide, including court staff at Ballarat Magistrates Court, the Family Law Pathways Network, Playgroups Networks and Maternal and Child Health Networks. This enables staff to further their skills through the preparation of presentations as well as networking and collaboration with other services.

During the last twelve months we have looked at our current Outreach to Moorabool, Hepburn, Pyrenees and Golden Plains. During the earlier part of this year we were providing a weekly outreach visits to Moorabool and Hepburn. With the then Hepburn outreach worker leaving WRISC, the current outreach service in Hepburn needed to be readdressed and we are now providing a fortnightly outreach Service to Daylesford, with the view to increasing to weekly in the coming twelve months.

The Moorabool outreach worker attends Bacchus Marsh on Fridays for court and to see clients but due to increase in demand in the latter half of the year, is also attending Bacchus Marsh on a fortnightly basis on Thursdays.

Pyrenees outreach has a new worker, who is busy re-establishing this area and hopes to be able to attend fortnightly.

Golden Plains outreach also has a new worker, who is looking to expand our presence in the Shire and to attend the northern end of the shire on a fortnightly basis.

I would like to take this opportunity to thank my team for their dedication and commitment in the work they do and look forward to leading them in the next 12 months.

Nicolette Skirka
Team Leader Women's and Children's Program



Aboriginal Program



GOVERNANCE & SUSTAINABILITY

The Reconciliation Action Plan (RAP) working group updated the RAP that extends to June 2016, this guides the Aboriginal program along with staff work plans.

WRISC Aboriginal program attends various meetings and is involved in action groups including GIFVRAG (Grampians Indigenous Family Violence Regional Action Group) KEAG (Koori Engagement Action Group) Ballarat Court users meeting, Ballarat Police recidivist meetings and KVVPP (Koori Family Violence Police Protocols).

WORKFORCE

Becoming Team Leader of the Aboriginal Program was something I was initially hesitant to do. However, I believed as an Aboriginal woman in this position I could be a strong voice for my people in the Family Violence sector along with the organisations we work alongside.

Asha continues to work in the Aboriginal program and is well respected and trusted within the community. Asha works closely with our youth when they present to WRISC either by self-referral or referral from organisations such as Youth Justice, Child Protection, Mental Health services and the Courts.

Towards the end of the financial year WRISC entered into a joint project with Ballarat and District Aboriginal Co-operative (BADAC) to share a case manager. (This position was filled by Melissa Frost August 2015)

SERVICE DELIVERY

The Aboriginal program continues to provide case management in a holistic and client paced way.

We understand the need to work in a whole of family way. This has challenges and boundaries that need to be pushed constantly! Thanks Libby for always listening to the needs of our people and finding a way with us, the Aboriginal program, to achieve this within the framework of WRISC.

Advocacy continues to be a priority in our daily work to ensure our people are treated in a non-judgemental and fair way.

Our work with clients is rarely office based. Seeing a client over a cup of coffee in a café or a home visit is a much better way to build a trusting relationship.

Term three saw us deliver our very first Aboriginal Girls Group – Yarning Circle. Initially this was to make ‘bush toys’, however when one of the girls discovered she had an allergy to hay we soon moved onto other activities! These activities are simple ones that the girls decide upon along with having a meal each week. This is planned by the girls, including writing the shopping list, delegation and team work to bring it all together. We then sit down at the table and enjoy the meal together, yarning, laughing, listening and supporting each other.

The friendships developed in this group are magical to see. Whilst it’s Family Violence and trauma that has brought the girls together it is compassion, understanding, support and trust that is built in the group.

PARTNERSHIPS & COLLABORATION

The Aboriginal program continues to build relationships within the sector.

We have a formal partnership agreement with BADAC which allows us to work in a holistic way with our clients.

We have strengthened our relationship with Child protection over the last year. We regularly attend case meetings and are able to have strong conversations with child protection workers around Aboriginal children in the child protection system affected by Family Violence. This allows our clients to have a voice within the meetings and case plan direction.

Ballarat Magistrate’s Court, Ballarat Police Family Violence Unit, Schools within the region and hospitals are other services we liaise with on a regular basis.

Angela Heard
Team Leader Aboriginal Program



Children's Counselling Program

GOVERNANCE & SUSTAINABILITY

The 2014-15 financial year started in a transition phase – in the midst of our agency head changing from Jacinta Wainwright, who had done a fantastic job in raising the profile and community standing of WRISC, to Libby who has focused on building trust and new structures to facilitate a collaborative approach both within the agency and beyond. Creating Team Leaders was part of this change; this occurred in June 2015.

In late 2014 the Children's Counselling Program (CCP) developed program and work plans to ensure we continue to develop and deliver useful and effective services and also to reach as many children and families as possible by sharing our expertise. Some of our strategies to achieve these aims are to keep up with what other services are doing and communicating with others about what we are doing, and developing effective data collection and evaluation methods. On this note I would like to express huge gratitude to Leanne Hill – who helps enormously in our efforts to keep our records up to date.

WORKFORCE

For the period July 2014- June 2015 the Children's Counselling Program consisted of:

Leanne – who worked one day a week in a voluntary capacity doing administrative work

Sally – who worked three days per week (Outside of the CCP, Sally provided clinical supervision to some of the WRISC staff, set up an art therapist's group and worked on the One Million Stars project.)

Ruth – who worked three days per week for most of this year, extending to four in the last weeks of June 2015 when the team leader role began.

Jo – who worked one day per week until the end of 2014 running a children's art therapy group. In 2015 we contracted Jo as a private practitioner to run the Art Therapy Group.

We looked after our personal and professional well-being by attending events such as the inaugural Childhood Trauma Conference, specialist play and art therapy events and undertaking in-house professional development, group and peer supervision, and specialist external supervision.

SERVICE DELIVERY

During 2014-15, the CCP provided:

- 105 women with a service (either a consultation, parenting support, group work, family work)
- Direct work with 112 children, 23 of whom were Aboriginal
- Secondary consultations with workers about how best to assist particular children and families who have experienced family violence
- Parent consultations around supporting children after family violence
- Assessing children's safety, stability and developmental needs
- One off sessions to assist families to talk about their experiences together and rebuild and restructure after a perpetrator of family violence leaves.
- Art therapy (Sally)
- Play therapy (Ruth)
- Group work for children (Jo provided three girls' art therapy groups and Sally and Ruth ran two Drumbeat Groups)
- Group work for parents/carers (Ruth ran a Bringing Up Great Kids group with Sonia LeFevre from Karinya (Salvos Connect - West)).



PARTNERSHIPS & COLLABORATION

In doing client work, the CCP program worked collaboratively with workers from:

- BADAC
- Centacare – Family Support Workers
- Ballarat Community Health Centre (BCHC)
- Ballarat Centre Against Sexual Assault (CASA)
- International Conference on Medical Health Science (ICMHS)
- Karinya

Schools – namely, Yuille Community College, Delacombe Wendouree, Forest St, Canadian Primary Schools

Mind @ Home Psychiatry Clinic – Joy Nichols

DHHS - Child Protection Unit

We were also active in the FLPN and the SCNetworks

Ruth Turvey

Team Leader Children's Counselling Program

"I like dancing now"



Statistics

424

OPENED SUPPORT PERIODS FOR THE
WOMEN'S & CHILDREN'S AND ABORIGINAL
PROGRAMS

43%

ABOVE OUR
FUNDED TARGETS

67% *(estimated)*

ARE **NEW** CLIENTS

217

OPENED CASES IN THE
CHILDREN'S COUNSELLING
PROGRAM

146%

ABOVE OUR
FUNDED TARGETS

Groups

WOMEN'S GROUPS

WOMEN FOR SAFETY AND JUSTICE:

An open discussion group based on Response-based Practice

Facilitator: Bree, WRISC

Occurred in terms 3 and 4 2014

11 women participated over the 2 terms

WEAV:

A closed, 8 week psycho-educational group about family violence

Facilitators: Bernadette, WRISC and Liz Joynson, Ballarat Community Health Centre

Occurred in term 1 2015

4 women participated

BRINGING UP GREAT KIDS:

A six session psycho-educational group about meeting children's emotional needs

Occurred in term 2 2015

Facilitators: Ruth, WRISC, Sonia LeFevre, Karinya (Salvos Connect)

13 women participated



Including everyone in the group

CHILDREN'S GROUPS:

GIRLS ART THERAPY GROUP:

Facilitator: Jo Scherger

Funding Source: United Way

Occurred in terms 3 and 4 2014 and term 1 2015

13 girls between the ages of 8 and 13 participated.

DRUMBEAT GROUP:

8-10 weeks of doing and talking relationships whilst learning and teaching djembe drumming and group music making

Facilitators: Sally and Ruth, Ruth and Andrew Meagher (School Chaplain)

Occurred in terms 3 and 4 2014

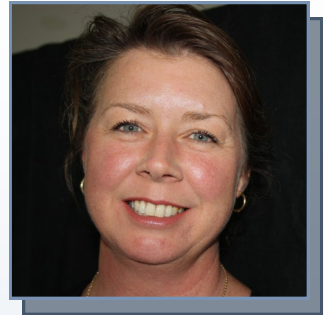
12 kids between 6 and 13 participated.



Butterflies in my tummy



Treasurer



It has been another successful year for WRISC.

Our financial statements have been audited and now show a profit of \$35,453.

Our assets have also grown by almost \$50,000 in this time.

Our cash resources are also in a good position having grown by \$70,000 during the year.

Our thanks must go to Libby, Anita and all the staff for managing the financial affairs of WRISC so well.

Virginia Scanlon,
WRISC Board of Governance TREASURER

Profit & Loss Statement for the YEAR ended 30th June, 2015

REVENUES	2015	2014
	\$	\$
Government Grants	919,633	864,199
Investment Income	3,498	4,371
Other Revenue	48,364	51,655
Total	971,495	920,225

EXPENSES	2015	2014
	\$	\$
Salaries and Wages	612,942	603,413
Salaries On-costs	56,207	56,243
Depreciation	33,644	35,534
Client Costs	38,078	35,531
Reimbursements – Berry Street	25,242	7,623
Repairs & Maintenance	8,931	12,651
Interest Expense	25,237	26,511
Other Expenses	135,761	142,592
Total	936,042	920,098

OPERATING SURPLUS	35,453	127
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Balance Sheet as at 30th June, 2015

ASSETS	2015	2014
	\$	\$
Property, Plant & Equipment	860,139	890,980
Other Assets	283,537	203,778
Total	1,143,676	1,094,758

LIABILITIES	2015	2014
	\$	\$
Bank Loan	461,506	473,229
Other Liabilities	127,501	102,313
Total	589,007	575,542

NET ASSETS	554,669	519,216
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EQUITY	2015	2014
	\$	\$
Accumulated Surplus	554,669	519,216
	554,669	519,216

Please Note: The Summary Statements have been derived from and are consistent with the full audited Financial Statements which are available on request from the Executive Officer. The loan from the Bendigo Bank is secured by a registered first mortgage over the property owned by the Association situated at 125 Eureka Street, Ballarat, Vic, 3350.

‘ A copy of the full financials is available upon request’.

Business Manager



We thank the following for their support of WRISC during the financial year. Donations complement the work we do by adding to the diversity we can offer and the type of brokerage supports. It is heartening for staff to know that community members either individually or banded together, to raise funds to support our programs and hence validate our important work.

DONATIONS:

\$ 100.00	Creswick Lions Club
\$ 1,000.00	Wendouree Rotary Breakfast Club
\$ 1,196.00	Wendouree Centrelink
\$ 67.75	Ballarat and Clarendon College
\$ 7.80	AGM donations
\$ 1,000.00	Court Ordered
\$ 460.00	Zonta Club of Ballarat
\$ 300.00	Court Ordered
\$ 59.00	Wendouree West International Women's Day event
\$ 300.00	Grill'd
\$ 100.00	Women's Health Grampians (Grill'd)
\$ 750.00	Women's Health Grampians forum / luncheon
\$ 177.65	BCC WRD fundraiser
\$ 150.00	Wendouree Uniting Care ladies
\$ 1,042.00	Confidential

\$6,710.20 **Total**

GRANTS

\$ 2,272.72	} <i>from United Way</i>
\$ 1,454.55	
\$ 1,250.00	
\$ 1,454.55	
\$ 1,250.00	

\$7,681.82 **Total**

PARTNERSHIPS | JOINT PROJECTS

\$10,000.00	Women's Health Grampians
\$ 3,200.00	Ballarat & District Aboriginal Co-operative (BADAC)

\$13,200.00 **Total**

We also thank the Anglican Diocesan GFS for their donations of assorted knitted goods, Ballarat Clarendon College and others for their donation of toys, books and clothes.

Towards the end of the financial year we received additional funds from the Department of Health and Human Services. One increase was for our Housing Establishment Grants which primarily assist eligible clients to access and /or to maintain private rental housing, or to access emergency short term accommodation. Other funds were for our Children's Counselling Program and these were applied to employ a Single Session Children's Therapist. We also have access to 'Safe At Home' monies that are used mainly for provision of lock changes and security equipment.

The Board and Executive Officer received financial training from PPT (Prowse, Perrin & Twomey) to enhance their understanding of fiduciary obligations, key financial ratios and accounting reports. Budget variances are presented each month for Finance and Risk sub-group consideration prior to presentation to the Board.

HUMAN RESOURCES

A huge thankyou to all our volunteers who assist in reception and with administrative duties. Much appreciated! We have seen 13 throughout the year and a core group have been with us for several years. They support Sandra, who we are fortunate to have and who most competently assists volunteers, staff and Board.

The world is forever changing in regard to awards, equal opportunity, privacy legislation and Fair Work Australia so compliance is at the forefront of informing our thinking. 'Superstream' is a Government initiative to assist small businesses with superannuation reporting that we now utilise and this has led to productivity increases.

I have attended luncheons and an HR Conference put on by the Ai group and People at Work. Issues covered included workplace bullying, workplace design and vision. These too provide good networking opportunities.

Staff undertake regular training and this has included 'So you've made it to manager', 'Applied suicide intervention skills' and 'Smartsafe – Family violence and mobile technology'. The Childhood Trauma conference was also attended.

Two contact officers received training and commenced in this role. We reviewed supervision and staff health and well-being and adopted new initiatives to support our staff as best as possible. We also do an annual staff satisfaction survey.

We received one workcover claim for the year that resulted from an unfortunate and injurious spill from the WRISC bicycle. We encourage staff to walk around the block – often used to declutter the mind or debrief.

RESOURCES, ASSETS AND SUSTAINABILITY

Our premises in Eureka Street are only just meeting our needs so we have commenced looking for an alternative site. We did minimal construction work throughout the year apart from new fencing. We experienced some roofing issues and some especially cold Monday mornings prior to the building heating up. Our Toyota fleet meets our vehicular needs.

OCCUPATIONAL HEALTH & SAFETY AND RISK MANAGEMENT

Committee meetings held are monthly. Regular drills covering scenarios involving lock-down, portable duress alarms and evacuation were undertaken. Site inspections (including outreach sites) are held regularly. Fire safety training was held on-site and personnel given the opportunity to use the various extinguishers.

Seven incident/injury/near miss forms were completed in the 12 months. These were reviewed, treatments entered into the risk register and steps taken to minimise reoccurrence or severity. Training was undertaken for first aid, risk management and OHS refresher.

INFORMATION AND COMMUNICATIONS TECHNOLOGY

Our systems keep ticking on with the support of IT guru John McCrone. Our infrastructure is ageing and obsolescence monitored, which again reflects the rapid advances available in this field.

CONTINUOUS QUALITY IMPROVEMENT

We aim for quality systems and quality outcomes. Our work is supported by our esteemed EO and our full and active Board. We have well developed individual work plans and program plans.

Anita Koelle
Business Manager



Some of our wonderful volunteers.

Organisations we work with:

Ballarat and District Aboriginal Co-operative (BADAC)

Ballarat Community Health

Ballarat Health Services

Berry Street

Brimbank Melton Community Legal Centre

Budja Budja Aboriginal Cooperative

Centacare

- Family Law Pathways Network
- Family Relationship Centre
- Integrated Family Services

Centre Against Sexual Assault (CASA) | Ballarat

Central Highlands Community Legal Centre

Central Highlands Primary Care Partnership

Child and Family Services, (CAFS) |

- Ballarat
- Hepburn
- Moorabool
- Men's Family Violence Programs
- PACT Community Support

Child First

Courts Victoria

- Ballarat
- Bacchus Marsh

Department of Health & Human Services

- Child Protection
- Engagement Officers Program
- Local Connections Community Participation
- Youth Justice

Department of Justice

Goolum Goolum Aboriginal Cooperative

Grampians Community Health

Grampians Integrated Family Violence Committee (GIFVC)

Grampians Indigenous Family Violence Regional Action Group (GIFV RAG)

Karinya | The Salvation Army

Karrung | Housing

Meminar Ngangg Gimba

Relationships Australia

UnitingCare

- Opening Doors
- Children's Resource Co-ordinator

United Way and the Ballarat Foundation

Victorian Aboriginal Legal Service (VALS)

Victorian Legal Aid

Victoria Police

Wimmera Uniting Care

Women's Health Grampians

Local Government

- City of Ballarat
- Golden Plains Shire
- Hepburn Shire
- Moorabool Shire
- Pyrenees Shire

A HUGE THANK YOU TO.....

Board Members

Donors

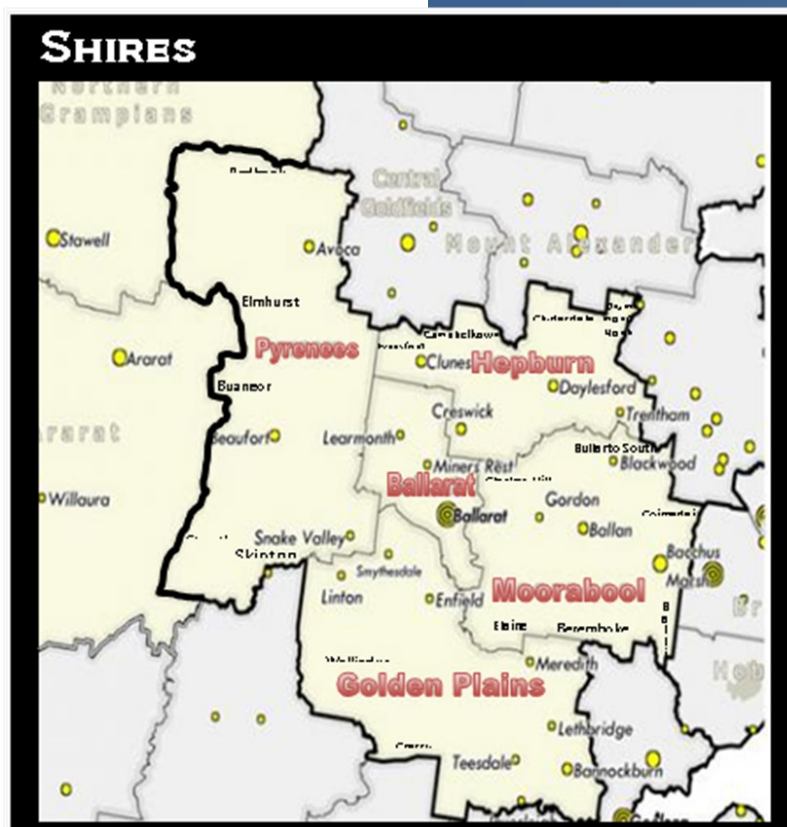
Funders

Members

Organisations we work with

Star Makers

Volunteers



Partnerships

The Partnerships formally signed by WRISC are extremely valued.

WRISC Family Violence Support Inc. looks forward to increasing partnerships and collaborative work into the future.



Memorandum of Understanding between CAFS and WRISC

Left: Elizabeth Jewson (WRISC EO) and
Right: Alan Joy (Child and Family Services)



NAIDOC Week

Partnership between Ballarat and District Aboriginal Co-operative (BADAC) and WRISC Inc.

Back left: Elizabeth Jewson (WRISC EO), Karen Heap (BADAC CEO),
Front left: Marjorie Pickford (President, WRISC Board of Governance).
Faye Clarke (Chair, Board of Directors),



One Million Stars

In 2012 Jill Meagher was raped and murdered in Brunswick. The response to this horrific crime sent shock waves throughout our communities.

In response artist Maryann Talia Pau began weaving stars to increase people's awareness of violence against women. Her message has been to shed light on this issue in a positive way by the weaving of one million stars to be displayed in Brisbane in 2018. Ballarat Grammar School student Lillian Hearn was inspired to contribute and with the support of M.A.D.E and WRISC challenged the community to create 10,000 stars. The response from Ballarat and district has been overwhelming with over 39,000 stars woven by local people.

An installation of 2,300 stars was created at Ballarat Police Station in June this year. On White Ribbon day on November 25th an installation by local artist Laura Mah will be displayed in the Backspace Gallery.

In addition, over the last few weeks more than 90 people have managed to string 25,000 stars together over 3 nights for our major installation at Stockland Wendouree Food Court. We will be celebrating our achievements on Saturday November 21st at 1:00pm with Maryann Talia Pau. Everyone is welcome to attend and enjoy music under our giant chandelier of stars.

Thank you Ballarat and district for creating stars and drawing attention to the issue of violence, particularly against women and children. It is heartening for those who are hurting and healing from family violence to see such strong community support. Many businesses, organisations and individuals have joined together to say no to violence in all forms in our communities.

For more information and to get involved go to www.onemillionstars.net or like us on facebook: '1 million stars to end violence in Ballarat and district.'

3CS
All Sorts
ANZATA
Ballarat and District Aboriginal Centre
Ballarat Grammar
Ballarat Neighbourhood Centre
BSC Brekkie Club Wendouree
Bunnings Warehouse
Bylsma Hire
Child and Family Services
Ballarat Centre Against Sexual Assault
Catherine King
Court Support Network
Craft Ballarat Country Women's Association
DEET
Department of Health & Human Services
DOJ
Donut King
ESTA
Federation University

Geoffrey Cutter NH
Leadership Ballarat
Museum of Australian Democracy at Eureka
Moorabool News
Moorabool Shire Council
Salvation Army
Staff & students of local Schools
Stockland Wendouree
The Courier
The Crafty Squirrel
The Thrifty Minx
Traction Promotion
U3A
Uniting Care
Victoria Police
Vintage & Classic Car club
Woodworking Guild

And many other organisations & kind individuals from our communities





**It hit me, the truth of this reality, no more terror beneath the sheets, no
more hope buried in my bones.**

Bruises too blue to erase, hearts too broken to replace.

There's no need I know, to stand after being kicked right under your feet.

**And every morning I wake, like there's nothing to it, you welcome me
with "there's nothing you can do"**

Trapped by the cages we made together, locked by the lies you fed.

**It was when he hit me, the truth of this reality, the anger thrown through
your words and love shown by the mark of your fists.**

And how lucky shall we be, when he hits to the death of me.

Bonnie

Thank you to our artists



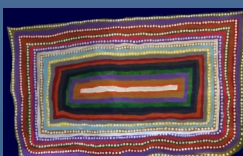
Jade, cover & pg 9



Jade, pg 2



Jade, pgs 6, 7 & 16



Jermaine, pg 12



Ella, pg 15



Jade, pg 18