



WRISC FAMILY VIOLENCE SUPPORT INC.

YE

20

24

ANNUAL REPORT



WRISC acknowledges the First Peoples of the Kulin Nations as the Traditional Custodians of the lands, skies and waters on which we work and wish to pay our respect to elders past, present and emerging.

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FOR SALE:

'Circle of Strength' Cards and Posters



WRISC PHILOSOPHY

Family violence is a widespread social problem that affects people, mainly women and children, in the most personal areas of their lives. Our work with women and children who experience family violence is directed by a feminist philosophy. Our responses to family violence take into account the needs and experiences of people from diverse backgrounds and communities. This means that we believe all people, women, children, and men, have the right to live free from violence and be safe. Family violence is not acceptable in any community or culture

We believe positive change is possible on an individual, community, and systemic level. We seek to support and empower the women and children, and provide them with the information, resources, and support they need to make positive choices in their lives.



Safety, Equality &
Opportunity for all people



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



WRISC Family Violence
Support Inc. works from a
feminist perspective and
values: Innovation,
Integrity, Respect and
Trust.

Strong Organisation, Strong Future

The last 12 months have been a time of immense challenge for the community, WRISC and the family violence sector. My enduring memory of the year is an email and phone call from CEO Libby Jewson sharing it was currently the most challenging time of her professional career as the community and organisation was struggling with collective grief, fear and the overwhelm of demand. It is testament to the capability and commitment of an incredibly skilled and dedicated team that WRISC has turned anger and sadness into action and hope, and as this Annual Report attests continued to provide quality and essential services that change the lives of women, children and families in the community.

The WRISC Strategic Plan guides the work of the organisation, and this Annual Report showcases key achievements and illustrates how Libby and her team have brought the strategic vision to life. This year, the Board has focused on the strategic priority of “Strong Organisation, Strong Future.” We are committed to ensuring our organisation and staff have the necessary resources and are actively exploring opportunities for diversifying funding. Meeting the community’s demands remains a constant challenge, and I look forward to the day when we can shift our primary focus from immediate funding concerns to long-term planning and strategy.

A ‘Strong Organisation, Strong Future’ is an organisation that is inclusive. The Board continues to prioritise opportunities that address barriers and enhance diversity within our services, staffing, and governance. In the coming year, the Board will prioritise strengthening our voice and advocating for the resources needed to support WRISC’s essential work for women and children experiencing violence.

On behalf of the Board, I want to acknowledge the tragic deaths of Samantha Murphy, Rebecca Young and Hannah McGuire that have cast a sombre shadow over the year and been felt throughout the community. Our heartfelt condolences go out to their families, friends, and communities. These losses have deeply affected us all, but none more so than those who knew and loved them. WRISC staff and community joined the tributes and vigils for Samantha, Rebecca and Hannah and we are grateful we have had the opportunity to share our sadness and restate our collective commitment to working together to prevent further violence against women.

The staff and volunteers of WRISC are one of our greatest strengths. In a year that has required individual and collective bravery and spirit, I extend mine and the Board’s deepest gratitude to the staff and volunteers of WRISC. I also want to acknowledge the leadership of Libby Jewson as Chief Executive Officer, as well as the

Executive Leadership Team, including Program Manager Ash Milne who stepped into the CEO role during Libby’s leave. The continued growth of the Executive Leadership team is vital to strengthening the organisation. The Board would also like to acknowledge and thank retiring Business Manager Anita Koelle for her contributions to WRISC. The importance of Anita to WRISC in her 35 years of service is acknowledged on page 10 of the report.

I also want to thank our volunteer Board for their passion, energy, and dedication. Your hard work and expertise are truly appreciated. Finally, I would like to acknowledge our collaborators and funders, both large and small. Your support is invaluable, and we look forward to continuing our partnerships in the year ahead.

Thank you for your commitment to WRISC and the vital work we do together.

It is testament to the capability and commitment of an incredibly skilled and dedicated team that WRISC has turned anger and sadness into action and hope



Michelle Hunt
WRISC Board President

Board of Governance



From left: Kesh Manton, Meegan Dunne, Lisa Tricarico, (Insert) Michelle Hunt, Di Cassidy, Katrina Malin. (Absent: Stephanie Lannen and Dannielle James)

BOARD OF GOVERNANCE MEMBERS:

PRESIDENT:
Michelle Hunt

DEPUTY PRESIDENT:
Kesh Manton

TREASURER:
Meegan Dunne

SECRETARY:
Stephanie Lannen

BOARD MEMBER
Di Cassidy

BOARD MEMBER
Lisa Tricarico

BOARD MEMBER
Katrina Malin

BOARD MEMBER
Dannielle James

The whole Board meets monthly from February through to November. Working Groups also meet regularly throughout the year including the

- * Finance and Risk (FAR) working group
- * Strategic Fundraising and Communications (SFAC) working group
- * Continuous Quality Improvement (CQI) working group
- * CEO Reference Group working group

Thinking of you and the W.R.I.S.C Team with all of the media attention and Sentiments around gender based violence. Please know we are here to Support you in any way possible. Helen Bolton and Staff at the S.A.F.V.



Treasurer's Report

Countpro Audit Pty Ltd were engaged to Audit the 2023/2024 Financial Year Reports, and have completed the report with no matters identified as requiring improvement.

The Audited Reports present an operating surplus of \$366,091 and a net equity position of \$2,278,001.

The 2023/2024 financial year was a very busy and difficult year for everyone involved at WRISC. From a financial perspective the Board and Management Team continue to look for opportunities to raise further funding to ensure we can assist as many women and children as possible that need to access our services.

The challenge of raising funds , pursuing Grants and seeking continued government assistance continues as we strive to improve our services, whilst maintaining up to date IT facilities, of-ice facilities and looking after the health and wellbeing of the team as WRISC. We continue to advocate for further funding to have more staff on the ground to provide services and support to our community.

I would like to sincerely thank those who have donated to WRISC this year. These generous donations have enabled us to purchase some new laptops and implement new programs at WRISC.

I would like to personally thank Anita for her tireless work as the Business Manager and her contributions to WRISC and the Finance Committee throughout her years of service. I wish Anita well in her retirement.

On behalf of the Finance Working Group I would also like to acknowledge and thank all team members at WRISC for their contributions in a very busy, emotional and stressful year for our team and the Ballarat community.



M. Dunne

Meegan Dunne
TREASURER

Profit and Loss Statement for Year Ending June 30, 2024

	2024	2023
REVENUE	\$	\$
Donations	50,472	66,776
Government funds	4,956,552	3,765,470
Other income	423,246	274,617
TOTAL REVENUES	5,430,270	4,106,863
EXPENSES		
Other Expenses	332,722	271,439
Client Costs	1,012,385	997,628
Depreciation	98,008	89,747
Interest Expenses	14,592	13,785
Reimbursements - Berry Street	429,091	426,285
Repairs and maintenance	32,194	25,732
Salaries and Wages	2,846,805	2,392,134
Salaries On-Costs	298,382	241,654
TOTAL EXPENSES	5,064,179	4,458,404
Surplus/(Deficit) for the year	366,091	(351,541)

Statement of Financial Position as at 30TH June 2024

	2024	2023
ASSETS	\$	\$
Bank	1,099,780	603,825
Other Assets	55,173	67,736
Investments	1,720,000	1,720,000
Property, Plant and Equipment	395,242	439,826
TOTAL ASSETS	3,270,195	2,831,387
LIABILITIES		
Other Liabilities	932,575	796,189
Income in Advance	59,619	123,288
TOTAL LIABILITIES	992,194	919,477
NET ASSETS	2,278,001	1,911,910
EQUITY		
Retained earnings	573,093	648,777
Specific purpose funding reserve	1,704,908	1,263,133
TOTAL EQUITY	2,278,001	1,911,910

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 Chief Executive Officer.

Working Together, Working Well



It would be safe to say that the reflection of the last 12 months has been filled with ups and downs. WRISC has worked diligently to operationalise the current strategic plan. With the 4 strategic priorities being:

1. Intersectionality, inclusion, and diversity
2. Building from story
3. Connection, partnership, and influence
4. Strong organisation, strong future

Strategic Plan 2023-26 pg 16

Each month, reports are made to the Board that include how we are tracking against our Strategic Plan. In the last 12 months, it is pleasing to see many actions and outcomes from the Strategic Plan have been achieved. My priorities for these last 12 months were:

- 1) Establish and implement an outcomes framework within an intersectional framework across the whole organisation: **Priority 1.**
 - a. A working group met regularly to action this priority. In working out how to do this well, the working group has had a variety of approaches, and has gradually clarified an action plan.
- 2) Develop, plan and establish further diverse funding streams. **Priority 3 and 4**
 - a. This came to fruition with the development of the Social Ventures Australia (SVA) revenue diversification project. This involved a reference group and project group as well as input from the whole staff. A report was delivered in May 2024.
- 3) Continue to develop and enable the Aboriginal Advisory Group and embed the feedback response of this group to all aspects of WRISC's work. **Priority 1 and 2**
 - a. The Aboriginal Advisory group met sporadically in the last 6 months of 2023, and has been meeting regularly in 2024. Work has been continued developing a designated WRISC Acknowledgement of Country, and other aspects of Cultural competency
- 4) Use story to establish and evaluation/feedback/response framework. **Priority 1,2 and 3.**
 - a. The Women's Voices working group continued to meet regularly defining our purpose, developing an agreement and information document, and working with Grampians Health, Women's Health Grampians and Michelle (Board chair) to develop a way of embedding women's insights to inform our services at WRISC. This work continues.
- 5) Continue to work on a single-site approach. **Priority 4**
 - a. Site options to continue to evolve and the working group for this task has supported the investigation of a few options during these 12 months.
- 6) Begin more targeted connections with the disability service delivery community. **Priority 1**
 - a. This has not yet started

I would like to sincerely thank all staff and volunteers as they contribute to WRISC to make it what it is today. Your dedication, shared encouragement, knowledge, and expertise as well as your collaborative intent helps to set the scene for innovation, thorough and consistent practice and even some fun along the way. I would also like to acknowledge the Board for its untiring gift of time, knowledge, and sphere of influence. Your positive support makes

working for WRISC enjoyable and authentic.

I would like to take this opportunity to acknowledge the 35 years of service by the Business Manager Anita Koelle, whose last day was the 21st June 2024. Anita was integral to WRISC and contributed enormously to the development and growth of WRISC over many years. (see page 10). Thank-you Anita from all of us, and we wish you all the best for the next step of adventures in store!

I would also like to take this opportunity to thank Ash for the significant role she has played in driving the Program Manager role, and the Leadership Team for ongoing commitment and dedication. The team this year consisted of Tracy, Marg (until Ash's return) Jodie (until maternity leave) Gen (until maternity leave), Chloe (as acting Team Leader in the Van Go program) and Karryne as the first Groups program team leader. There is no doubt the Leadership Team work collaboratively and with vision and reflection and together we commit to working using a solution focussed approach, with shared responsibility and openness to learning. The Leadership Team has enabled my role to be more strategic and I want to thank each of you for your support and your encouragement during this financial year.

The Ballarat region was saddened and angered at the deaths of Samantha Murphy, Rebecca Young and Hannah McGuire. These deaths left the community feeling bereft with grief, angry at the circumstances surrounding the deaths, and questioning the safety for women within the community of Ballarat.

Following these tragic events, the Victorian government through Family Safety Victoria and with Respect Victoria announced funding for a 4 year Saturation Model for the City of Ballarat. This is a primary prevention model aimed at changing attitudes of the broader community around respectful behaviour towards all people and gender equality for all people. This model is the first of its kind in Australia in primary prevention addressing gender-based violence.

WRISC takes pride in the quality improvement projects it undertakes as a normal part of service delivery. You can read about these on various pages in this Annual Report. WRISC was successful in bidding for The Workforces Development Demonstration Project. One of 4 successful

bids in Victoria. This project began in April 2024, and focuses on working with BADAC, CASA, the local LLEN and Deakin University to foster authentic cultural competency and make it easier for Aboriginal students and prospective workers to be employed and stay at WRISC.

There is no doubt that the relentless burden of demand for WRISC service's often becomes overwhelming as we work with high risk families. Staff who often have to prioritise between a family that is perhaps at higher risk than another family places the staff and the clients in very difficult situations. WRISC continued to work closely with the Orange Door, Central Highlands Integrated Family Violence Committee (CHIFVC) members and clients to learn how to manage the demand in the safest way possible, however this challenge continues to increase without discrimination.

During this financial year I continued to represent WRISC locally – through the CHIFVC Executive, the Central Highlands Homelessness Alliance (CHHA) executive and the Working Together Partnerships, along with a number of supporting working groups and statewide through the Safe and Equal Board. I also participated (along with Marianne Hendron from Women's Health Grampians) at the Roundtable facilitated by Commissioner Micaela Cronin from The Domestic, Family and Sexual Violence Commission. This was a national crisis discussion by multiple national stakeholders into the horrific rates of women dying as a consequence of family violence – either murdered, missing or dying as a result of suicide in Australia.

WRISC takes great pleasure in presenting the 2023-2024 annual report and we invite you to read it with curiosity.



Roundtable attendance:
Marianne and Libby

Libby Jewson
Chief Executive Officer

Farewell Anita - 35 Years

How do we describe this professional life you have had, these past 35 years.

You have seen so much change and watched staff come and go.

Gradually, over time the fabric of your work life is woven.

You supported staff to support clients, you know what Family Violence feels like, you gradually developed the accounting processes at WRISC.

...and more and more the fabric is woven

You have overseen projects, set up the odd spreadsheet, learnt more and more about excel! – a platform that it is safe to say – you LOVE!!

...and you have added colour to the fabric

You have made it easier for staff to be employed, you have reached out to staff who are struggling, you have made new staff members feel welcomed

....and now the fabric is strong and robust.....

But what will I remember Anita over the last 10years we have worked together?

I will remember:

Meeting you on my first day and going for a walk – something we have done nearly every day since then

Your sense of humour – yes, you should have been a comedian, where at times we just shrieked with laughter – usually over something very silly

Your enthusiastic descriptions of every type and arrangement of food – with so much excitement and gravitas

Your love of language...what is that word you love? Oh yes, deleterious!!

How we shared our love of story by recommending books and movies and TV series to each other

How even when we had disagreed, we were still able to go for that walk together and share stories of struggle, sadness and have a laugh about something

Lachie -your nephews sudden and untimely death May 1st, and nursing your Dad 29th February – supporting you sister Sue and your Mum during these times.

The Tuesday night cook up with your Mum, and the wonderful times you have shared with your daughters Essie, (and her partner Jasper) and Myra.....

Sharing holiday stories and adventures with Barb and Ian – I feel like I know them and their family very well!!!

Your unfettered respect

Your passionate understanding of feminism and how

despite all the challenges you continue to keep the advocacy....

Your love of numbers and the 'thrill of the hunt', when it came to getting things to balance.

Your sense of detail – completely opposite to my much broader thinking – complimented each other

Your use of cards and messages – especially those with a blue wren on them.

Your timely encouragement to me when it seemed like things were too hard to keep going – that helped us all to keep going

You always said – remember what you always say, 'we **will** get through this – together!'

Well Anita, we will get through you going – but things will never be quite the same, we wish you all the very best for all the adventures that are in store – we thank -you sincerely for everything you have contributed to WRISC and every time you use these gifts – think of us!



Libby



REFLECTION from the CEO over the past 10 years

At the end of the 2024 financial year I had been at WRISC for 6 weeks short of 10 years.

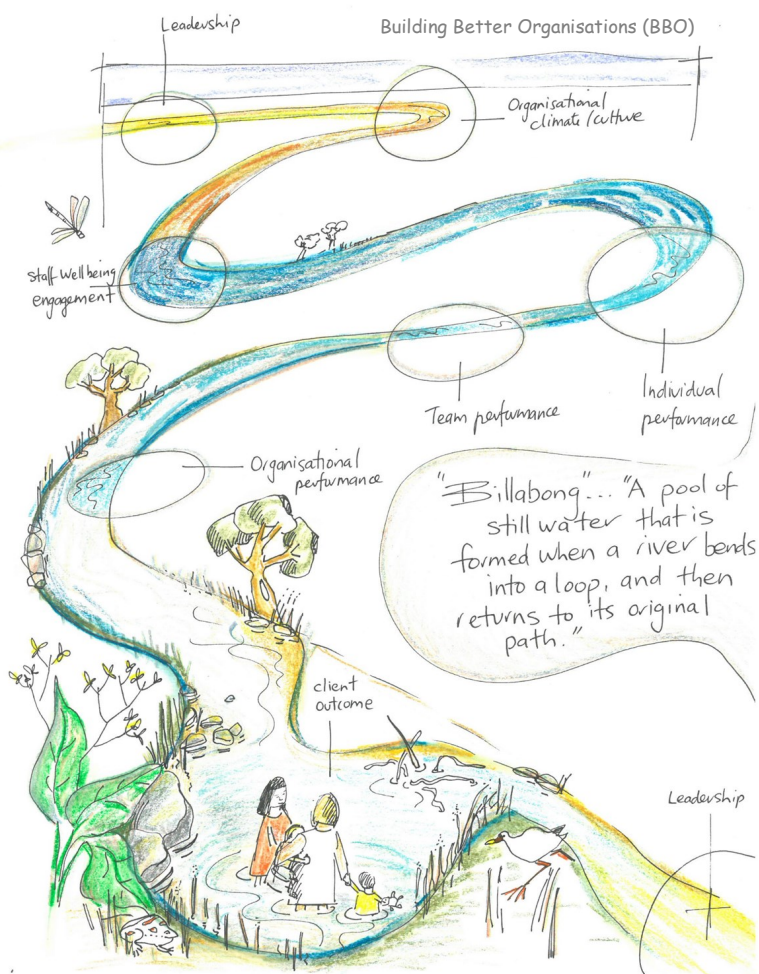
When I started at WRISC on 14th August 2014, I think it would be safe to say that no-one knew what was in store for the coming 10 years in terms for specialist family violence (FV) support services. The murder of Luke Batty on the 14th February 2014 and the subsequent inquest in late 2014, prompted the Victorian Government's Royal Commission into Family Violence in 2015 with 227 recommendations – to which the government undertook to accept all recommendations. This was unprecedented work and for WRISC seemed to be a promise that perhaps soon FV would be much less prevalent in our society.

At the outset, I want to pay tribute to every woman, their families and their children who have experienced FV and have navigated a path through and away from these experiences. Whilst there are always ups and downs and twists and turns, your courage, your strength, your stories are nothing less than heroic and inspirational for us all.

This announcement led to a significant increase in funding for specialist FV in almost doubling of FV funding, and I will never forget how the leadership team met in the art studio at Eureka St and worked out how we would allocate the funding. All of a sudden our staffing increased by almost 30% and we went from a staff of about 13 to almost 20. The whole staff beavered away with this new found funding, and the State Government – under the direction of Family Safety Victoria beavered away at operationalising the 227 recommendations. The pace was hectic, and really this pace hasn't stopped. During 2016 we were successful in becoming the lead agency for the FV Creative and Therapeutic Support Service, where creative therapy for children is the core component. It began as a demonstration project and then as an ongoing program area. This consortium with Berry St and Ballarat

Community Health is now embedded in WRISC's core service provision.

Alongside these developments and with the support of the Board, WRISC undertook the Building Better Organisations (BBO) workplace health and culture project. This was a 2^{1/2} year project with the support of a consultant who led the project. In summary this project transformed WRISC into an organisation that used



reflection, openness to feedback, shared responsibility, internal advisors, critical friends, solution focussed thinking and openness to learning all wrapped up and undergirded by the pillars of empathy, clarity, engagement and learning. The focus was on teamwork,

LEADERSHIP

collaboration, and professional respect. WRISC gradually moved to a safer, more respectful and thriving community, and the BBO is now embedded into who we are as an organisation.

Simultaneously, the Board undertook to review all salaries, where most staff increased to a higher SCHADS level of remuneration. Qualification expectation also changed with a graduate degree being the baseline qualification in the most part. The graduate program was used to undergird this expectation. Domestic Violence Vic (DVVIC) and Domestic Violence Resource Centre Vic (DVRCV) combined to form Safe and Equal. The Common Risk Assessment Framework (CRAF) became the MARAM (Multi-Agency Risk Assessment and Management).

And alongside all this we moved from Eureka St (1 site) to Dana St (2 sites), selling our 'house' and renting our offices. We were continuing to grow, with now a staff of around 30 people. We accepted more students and were also successful in submissions for project work more often. When March 2020 and COVID hit the country WRISC was ready, and almost overnight it seemed we flicked our service provision to on-line, our phones were our office, laptops became our friends and we found room in our houses for our offices and seemingly the world. This was a challenging time, but our BBO work helped us to address challenges using a robust and proven framework. During the lock downs The Orange Door (TOD) opened in Ballarat. This was part of the 227 recommendations and provided a place for Family Services and FV services to be together using a risk assessment and safety plan with referrals to WRISC and other specialist services for case management and other services. This completely re calibrated the FV sector and took some time to balance. Demand continued to grow as increased awareness of FV became more prevalent.

Our collaborations and Memorandums of Understanding continued and WRISC has valued the strong working relationships with BADAC, CASA, Women's Health Grampians, Salvation Army, Uniting, CAFS, Grampians Health, Department of Education, Ballarat Regional Multicultural Community (BRMC) and many others. Since 2018, quality improvement working groups became more prominent and the working groups included working with disabled, multicultural and rainbow clients.

WRISC has maintained its strong commitment to working with families who identify as Aboriginal or Torres Strait islander and is learning all the time as to how to do this in a culturally appropriate way.

In 2018 WRISC became accredited with Rainbow Tick and continues with ongoing accreditation through QIP (Quality Innovation Performance). In 2024 – again another recalibration where the sector is now using a registration/regulation approach and a specialist FV sector is a recognised professional sector. As WRISC emerged from COVID many things have remained – a hybrid WFH approach, continued fostering of BBO, further funding 'top ups', relocation from 209 Dana St to the Brewery Building for the outreach team. We have bought new cars, the demand seems to never stop, and our collaborative work is as important as ever. In 2022 (after COVID) the offering of groups evolved into a dedicated program area, and this evolution continues. We are learning how to measure outcomes for our clients, and quantified our evaluation measures – learning more and more about what we do and how we do it. This work is never ending and represents our commitment to whole of organisation quality improvement.

2024 brought the horrific acts of violence towards women causing death to Samantha Murphy, Rebecca Young and Hannah McGuire. Ballarat is still grieving for the families, for those that loved these women and for deep and ongoing repercussions events like this have on the community for many years to come. As a result of this the state Government have announced a FV prevention project that will be enabled by Respect Victoria and Women's Health Grampians.

And infused within all this is in my reflections is the incredible skill, resilience and dedication of the WRISC staff both past and present, the generosity and kindness of volunteers (and there have been many over the years) and the commitment of the various Boards over time. Each Board chair has brought with them a unique set of skills that have enhanced WRISC for the best purpose during the time of their chairing. We have all grown together and we all continue to grow – learning from each other, being curious, and making a difference in many peoples lives.

Libby Jewson
Chief Executive Officer

Leadership Planning Day



From left: Tracy, Anita, Libby, Ash and Karryne

On Thursday 29th February, the Leadership Team met to discuss and plan the year ahead. Together we reflected on our progress during last year. We identified and discussed what each of our priorities were going to be using the current Strategic Plan as our guide. We then planned the Listening, Learning, Sharing Day together as well as some blue sky thinking on how our teams and programs could continue our priority of knowledge sharing and cooperation between teams. A very valuable time to spend together, building relationships and identifying our aspirations for WRISC. Thanks to the Leadership Team for your wisdom and enthusiastic participation in this day!



Thank you morning tea to Tracy, Kelly and Marg for taking on the acting snr roles in the service delivery program.

Strategic Fundraising and Communications Working Groups (SFACWG)



Previously named the Fundraising and Communications Working Group, the Strategic Fundraising and Communications Working Group (SFACWG) considered the concepts of governance versus operations, and made a decision that, whilst the group is active in fundraising activities, it was not solely the working group's responsibility to implement fundraising initiatives. Hence, "Strategic" has been added to the working group's name.

The SFACWG's purpose is to:

- ⇒ Formulate long and short-term fundraising strategies. In doing so, Board members use their sphere of influence to contribute to these strategies, and
- ⇒ Undertake tasks required to collaboratively manage and lead programs for the benefit of WRISC clientele.

The SFACWG refined its 2024 project plan to record and uphold this purpose, as well as to reflect the level of maturity with which this group has developed over the past few years. Thus, the plan lists core projects & communications specifically dedicated to each area of funding need, and includes a commitment to evaluate the project outcomes so as to learn and make recommendations for next financial year.

Key Achievements:

One of the major fundraising goals for the group has

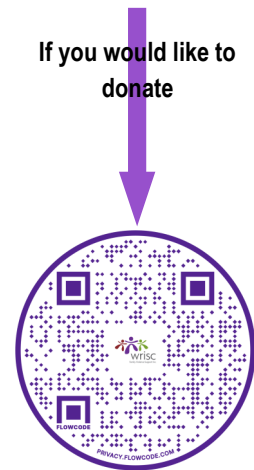
been to raise funds to replace the WRISC team's laptops. A goal of 30 laptops x \$2000 per laptop was specifically targeted, and a marketing plan was formulated to increase communications seeking funds for laptops. Implementation of the marketing plan to reach interested donors is in its final stages. So far, around \$10,000 has been raised, and WRISC plans to buy its first 5 new laptops shortly, observing that a staggered purchase of laptops will be beneficial when it comes to replacing the laptops again in future years.

Excitingly, WRISC's operational executive have formed a Communications Working Group, so as to implement the communications strategies put forward by the SFACWG along with their own communications goals and ideas.

An unused and inactive Linked -In profile was claimed and updated for WRISC, thus allowing communications to the corporate market (an area of focus for fundraising purposes) through this additional social media channel.

Kesh Manton
Deputy President

If you would like to donate



WRISC Strategic Plan 2023-2026

Our Vision: Safety, equality and opportunity for all people

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

Our Values: The organisation works from a feminist perspective, and values – Innovation, Integrity, Respect, Trust.



Controlled Document

PRIORITY 1: Intersectionality, Inclusion and Diversity

We will build on our commitment to be an inclusive organisation for women, children and people from all diverse communities, and those experiencing intersectional oppression.

- We will continue to provide a culturally safe specialist family violence service for First Nations women and children.**
 - Indicators of success:**
 - ▣ Increase collaboration with external First Nations agencies and programs.
 - ▣ Increase in funding and improved client outcomes.
 - ▣ WRISC is an employer of choice for First Nation women.
 - ▣ Aboriginal Community Controlled Health Organisation partnership and collaboration.
 - ▣ Reconciliation Action Plan.
- We will identify and respond to the impacts and experience of family violence and intersectional discrimination that marginalises and excludes women, children and all diverse communities from our service and operations.**
 - Indicators of success:**
 - ▣ Develop an organisational analysis framework with an intersectional perspective to address structural discriminations and inequalities, especially those that relate to regional and rural areas.
 - ▣ Maintain rainbow tick accreditation.
- We will further develop our ability to deliver culturally safe services that are appropriate and responsive to the diverse communities we serve.**
 - Indicators of success:**
 - ▣ Clients, teams and board members reflect the diversity of all the communities we serve.
 - ▣ Learn more about gender diversity to explore our ongoing delivery of services to all women.

PRIORITY 2: Building from story

We believe that women and children who have experienced family violence have stories that could transform the world – they are experts by experience. We will make these stories the foundation of our organisation, and orient ourselves by them.

- We will use stories as part of an Outcomes and Continuous Quality Improvement framework that responds to evaluation and feedback.**
 - Indicators of success:**
 - ▣ Robust processes for modifying, including how we collaborate with others.
 - ▣ Service provision improvements are directly responsive to the feedback and evaluation process, service delivery and practice.
- We will develop policies and processes that provide the logic for how the organisation operates, embodying the voices of women and children.**
 - Indicators of success:**
 - ▣ Strong, safe processes created for capturing the stories of women and children who have experienced family violence.
 - ▣ Safe and respectful pathways developed for women and children's stories to be shared, if and when they choose – not speaking for, but creating opportunities for women and children to share their insights and experiences.
- We will use stories to effect change.**
 - Indicators of success:**
 - ▣ Increase in our contribution of story, data and expertise to research projects, discussion papers and legislative change.

PRIORITY 3: Connection, partnership and influence

We will build connections and partnerships across and between the service system and community to support women and children who have experienced family violence. We will use our expertise to influence prevention, early intervention, response and recovery to reflect the needs of women and children.

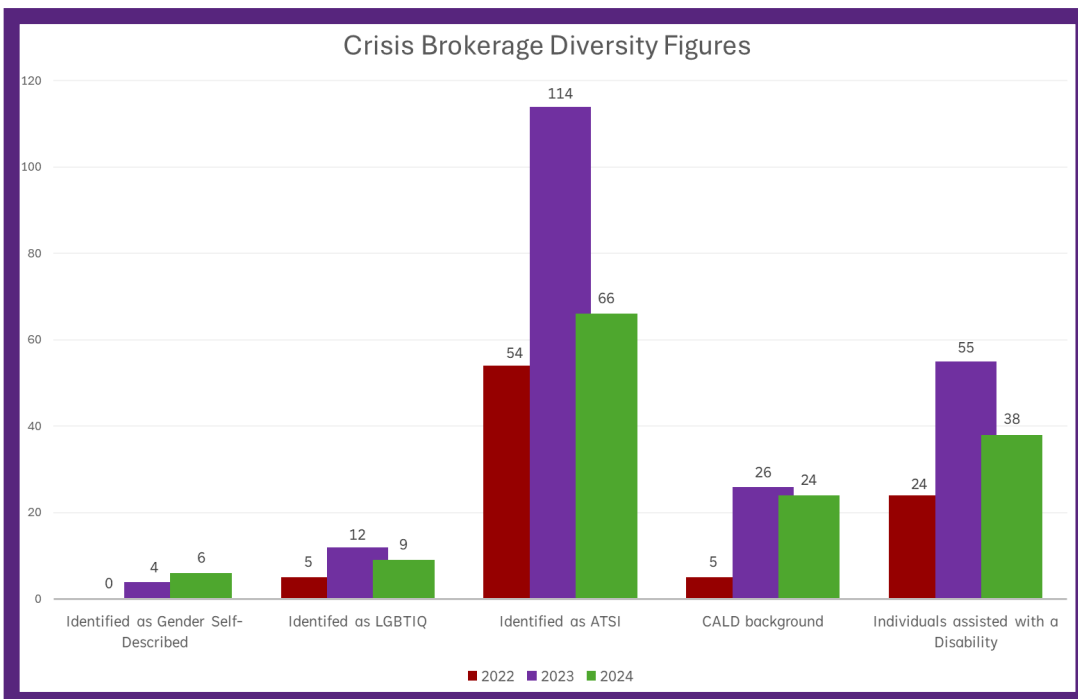
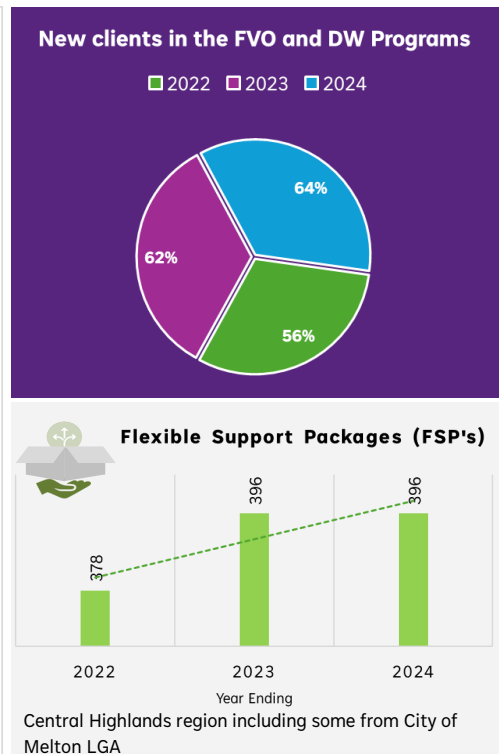
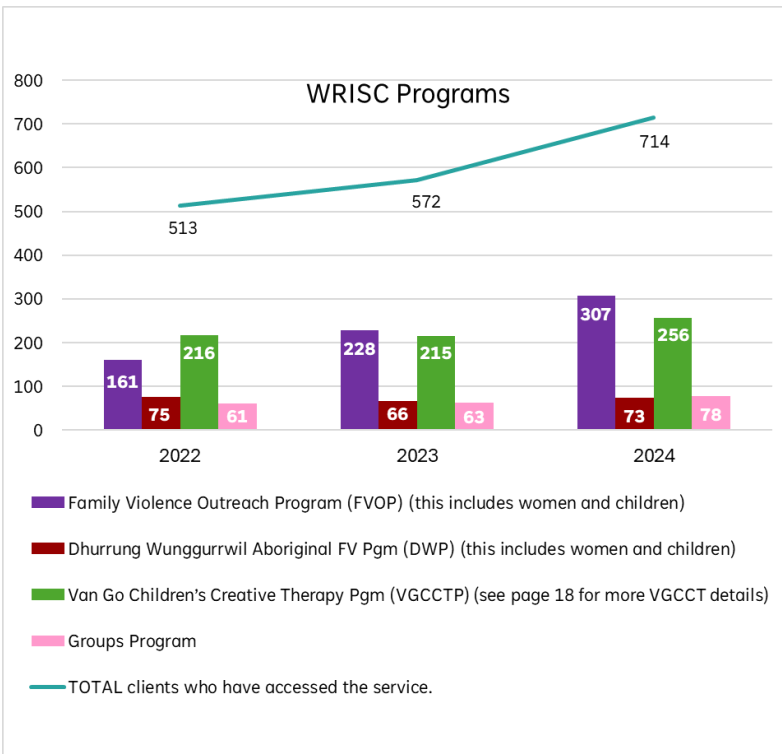
- We will be a leader and take a leadership role in collaboration in the provision of Family Violence services, the Family Violence sector and the Central Highlands community.**
 - Indicators of success:**
 - ▣ Increased recognition of WRISC's Family Violence expertise and engagement of universal, non-government organisations, government organisations and stakeholders.
 - ▣ Fulfil all government requirements
- We will be a community leader in advocacy for women and children, modelling transparency, accountable collaboration and partnerships.**
 - Indicators of success:**
 - ▣ Advance our influence across the span of prevention, early intervention, response and recovery at a system and community level.
- We will consolidate and strengthen our service delivery partnerships.**
 - Indicators of success:**
 - ▣ Increased engagement with other specialist family violence services, universal, non-government organisations, and stakeholders.
 - ▣ Increased networking opportunities
 - ▣ Increase in partnership approaches
- We will explore opportunities for growth.**
 - Indicators of success:**
 - ▣ Develop collaborative initiatives based on shared outcomes with a broad variety of other sectors.

PRIORITY 4: Strong organisation, strong future

We believe that our staff are vital to our organisation delivering key services, that are robust, client-centred and adaptable to what may come. We will lead the way in creating an organisational culture which is strong, safe, transparent, anti-oppressive and intersectional feminist by design.

- We will be the employer of choice for passionate, feminist staff who are committed to ending violence against women and their children.**
 - Indicators of success:**
 - ▣ Highly engaged and successful workforce where staff experience alignment with their values and their work.
 - ▣ Improved staff experience and outcomes and increased staff engagement and satisfaction across the organisation.
 - ▣ Increased opportunities for staff to engage in learning and developing new skills.
- We will consolidate our existing services and expand the reach and range of services offered by WRISC with a keen focus on our place in the prevention, early intervention, response, and recovery framework.**
 - Indicators of success:**
 - ▣ Increased number of new opportunities.
 - ▣ Enhanced and new internal capability.
 - ▣ Continued adherence to all government expectations and requirements
 - ▣ Increased expertise to develop robust and dynamic practice guides for all program areas.
- We will increase awareness of the causes and impact of Family Violence and improve visibility of WRISC across the region.**
 - Indicators of success:**
 - ▣ Community mind-shift through increased visibility and voice.
 - ▣ Innovative approaches to marketing and community engagement.
 - ▣ Enhanced branding and community education.
 - ▣ Increased opportunities to promote gender equality and eliminate family violence.

Client Data Snapshot

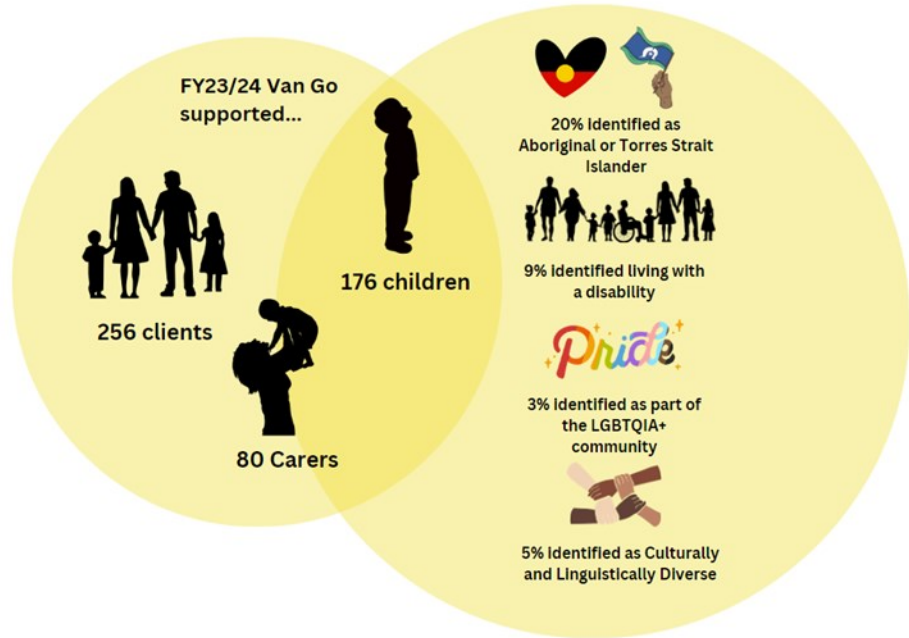


Connecting with Children's Voices

Over the past 12 months, Van Go Children's Creative Therapy Program continue to use Creative Therapies to support children and their families who have experienced family violence.

Creative Therapy embraces a child-centred approach, optimising children's abilities to express and explore their feelings.

Van Go has welcomed new team members to Van Go, Dance Therapist - Chelsea , Single Session Therapist - Alex and Therapeutic Case Manager – Margaret . We said farewell to others, Art Therapist - Fionn and Team Leader and Play Therapist, Gen . Gen went on maternity leave and welcomed baby Arthur on the 8th of January 2024.

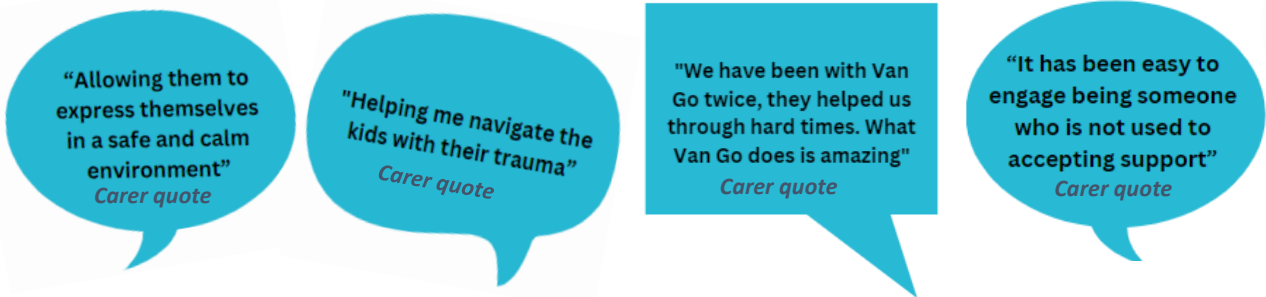


From July 2023 to the end of June 2024 Van Go has supported 176 children and 80 carers (see fig 1). Contributing to WRISC's organisational outcomes for the priority area "clients feel heard and acknowledged". Van Go remains focused on ensuring children feel heard and understood in sessions. At the end of June 2023, the cumulative average rating was 9.5/10. Van Go continues to seek feedback from the children and families that use our service, to understand the strengths and weaknesses of the program and to improve it. Our Van Go Family Fun Days are the greatest example of using creative evaluation activities to hear the voices of children. On September 26th 2023, Van Go held Gymnastic Fantastic Family Fun Day at the Ballarat Aquatic and Lifestyle Centre (BALC). 42 clients attended the day – 30 children and 12 parent/caregivers. It was an overall successful day enjoyed by families and staff. The staff at BALC were amazing with families and it was beautiful to see some caregivers join in on the gymnastic and rock-climbing activities. Surveys completed on the day gave us valuable feedback of our services from both children and their caregivers. We asked children if attending Van Go helps them, if they felt safe at Van Go, if they enjoyed coming and if they felt they could be themselves (see fig 2).



VAN GO CREATIVE CHILDREN'S THERAPY PROGRAM

Caregivers who attended the day all agreed that therapy has been helpful for themselves and their children. They felt their family's wellbeing was improving and the connection to their children was strengthening. Some quotes provided by caregivers highlighted the strengths of Van Go (see fig 3).



It has been a full year since Therapy dog Spot has been part of the Van Go team, working alongside his handler, Single Session Therapist Carolyn. Spot started to support in single sessions with children in June 2023. Spot has been beneficial to sessions as he creates a safe space, helps children feel comfortable, assisting to reduce anxiety and regulating emotions. Spot's safety and needs are discussed at the beginning of a session this encourages conversations about personal boundaries and safety for children. We have asked children to give feedback of their experiences of Spot in sessions. We received 29 completed evaluations by children, ages ranging from 4yrs-16yrs. All survey responses showed that Spot was highly important in the session as Spot received an average overall rating of 9.7/10, with no scores given below 9. Children expressed they enjoyed being able to pat and cuddle Spot as this helped them feel calm. They also enjoyed being able to practice the art of mastery as they assisted Spot with tricks and commands.



Chloe G
Van Go Acting Team Leader

The Puppet Project: Keeping Children's Voices Front and Center

On the first Saturday afternoon of Children's Week, 2023, 'The Puppet Project - Keeping Children's Voices Front and Centre' took flight. For those of you who are new to the Puppet Project, it is a passion project, aiming to spread awareness of family violence and the services of Van Go and WRISC through a portable, community mural aimed at creating inclusive conversations and to build relationships between service users and the community.

We were thrilled with this iteration of the mural, taking centre stage out the front of Woolworths at Stockland, Wendouree. The brightly printed aluminium tiles showcased a selection of sock puppets that had been hand made by the local community, designed to be sent out to clients and for staff to utilise in online sessions during the covid-19 pandemic lockdowns. The exhibition was opened by Maddy's daughter, Hayley who beautifully delivered an Acknowledgement of Country, followed by a speech by The Mayor of Ballarat, Councillor Des Hudson.

The afternoon was filled with children, families and passers-by - engaging in art making, taking a moment to read the insightful statements made by children and soaking in the puppets. Some stopped to ask questions, some shared their own stories. Others let us know how moved they were.

The significant response from the public brought due attention to the voices of children who have experienced Family Violence, aligning well with the 2023 Children's Week theme, which was 'children have the right to relax, play and take part in activities they enjoy'. The opening launch was on the afternoon of the 21st October 2023 and the exhibition remained on display until Oct 29, 2023. Sincere gratitude to all who were involved.



Bec

Van Go Creative Therapist



Connections

For the very first time in WRISC history, the Family Violence Outreach Program and the Aboriginal Program merged, as one team, during the second part of the year. This has been a very meaningful opportunity for rich connection, learning and support, across the Case Management teams and the new Intake Team. Now known, as Specialist Family Violence Practitioners, a new change also, this year.

It is a privilege, to do the work that we do at WRISC, supporting women and children to stay safe and to thrive, the support can literally, change people's lives!

Rich connections are formed with staff within the teams, supporting one and other, our practice and always learning from each other. Sharing some joy, amongst the sometimes heaviness, of the work that we do and support, each and every day, with the families that we support, at the very centre, of everything that we all do!

We have all worked really hard to support and maintain a rich, healthy and respectful culture, which is a credit to everyone, at WRISC.



Across teams, connections are something that we are always building on and nurturing and our monthly lunchtime sessions, are a wonderful opportunity to share spaces for learning and development. We have shared learning experiences around case studies, Police, CASA, Uniting EVP sessions with Q and A, as well as staff updating everyone, about their roles and work.

Our teams connect more broadly to the wider community and work closely with BADAC, the Orange Door, Berry Street, Police, Ballarat and Bacchus Marsh Courts, Uniting, CAFS, Catholic Care, Ballarat Community Health, CASA, BRMC, RAMP, CHIFVC and many more, local agencies.

- The teams welcomed the following new staff – Nyanhial Specialised Family Violence Practitioner and Project Officer, with BRMC, Jackie Specialised Family Violence Practitioner, Aboriginal Program, Darcie Specialised Family Violence Practitioner who moved across from the Aboriginal Program, to the Family Violence Outreach Program, supporting Intake and Yo supporting Relief work across teams



- We welcomed back from Maternity Leave – Funbi and Mikala in the Family Violence Outreach program, as Specialised Family Violence Practitioners
- We also said farewell to – Hayley, Jodie (for Maternity Leave), Rachael, Michelle, Marg (who moved to VanGo)
- Supported the following student placements – Chloe, Jackie and Lili
- Celebrations – Maddy successfully completed her traineeship and transitioned to an ongoing Specialised Family Violence Practitioner, Kelly and Charlie shifted to Advanced Specialised Family Violence Practitioners and Tracy became the ongoing Team Leader, for the Family Violence Outreach Program

Locally and as a wider community, we have experienced deep loss, with the murders of Rebecca Young, Hannah McGuire and Samantha Murphy, which have been difficult to navigate and is still today, being felt by us all and our thoughts always remain, with their families and all of the other families across Australia, where women and children have been murdered.



Tracy
Team Leader
Outreach Program

‘Strength to Strength’

WRISC participated in Ballarat Foundation’s inaugural Women’s Fund Grant process alongside, Cafs and Raven Collective. While we were runners-up to the remarkable Ravens Collective, the experience was a valuable learning opportunity with final presentations being held at Loreto College in their auditorium.

Women’s Support Groups in Ballarat & Bacchus Marsh

Kerry, Fathima and an ever revolving group of students provide a warm and gentle space for women to build safe connections in a non judgemental space. Women attend sessions as their time allows acknowledging that they navigate complex expectations, daily.



Steppin’ Out



Steppin’ Out is a therapeutic outdoor bushwalking group that aims to restore emotional wellbeing and physical health for women and who want to connect through nature and exercise.

The group is held monthly and walks are in the Ballarat region, including Woovookarung Regional Park, Gong Gong Reservoir and St Georges lake. Walks are chosen to cater to seasons and events including the informative Wildflower walk in Woovookarung and further knowledge is provided about activities, courses and nature groups.

Intercultural

Ari, Fathima and Nyanhial developed a group in collaboration with Ballarat Regional Multicultural Centre (BRMC).

This group has built BRMC’s capacity to navigate the language of Family Violence safely and encourage women experiencing Family Violence to seek assistance to make safe choices for their families.

This group also highlighted the significance of therapeutic and case management collaboration in providing holistic and ongoing support.



Finding Voices

Kerry successfully presented to the Catholic Diocese of Ballarat for funding to run a group for 18 – 25 year old women.

Finding Voices is an 8-week group program designed for young women aged 18-25 who have experienced family violence and/or intimate partner dating violence. The group provides a supportive space for participants to explore their experiences of violence, reflect on its impact, and share their hopes for the future.

Led by an art therapist, the program incorporates art-making and creative expression as powerful tools for healing and self-discovery. Through these activities, participants will have the opportunity to express themselves in ways that go beyond words, fostering both personal insight and connection with others.



A key component of *Finding Voices* is social activism, where the young women collaboratively design community messaging to raise awareness of how violence impacts their age group. This empowers participants to not only find their voice but also to shape how their experiences are represented in the broader community.

The pilot group for *Finding Voices* is currently in the recruitment phase. As an introduction to the program, a 3-hour workshop will be offered in collaboration with local youth community services. During this workshop, participants will create artworks that will contribute to WRISC's campaign for the 16 Days of Activism (25th November to 10th December).

The workshop will provide a taste of the *Finding Voices* program, allowing participants to engage in creative expression while learning about the program's aims and structure. It will also offer a space for attendees to ask questions and express interest in joining the upcoming pilot group.

Yarning Kids

Yarning kids has undergone a name change and a significant planning process ensuring that we meet culturally child safe standards and the collective needs of our primary school participants. This program is enjoyed and valued by participants, their families and facilitators.



Feeling Visible School Program

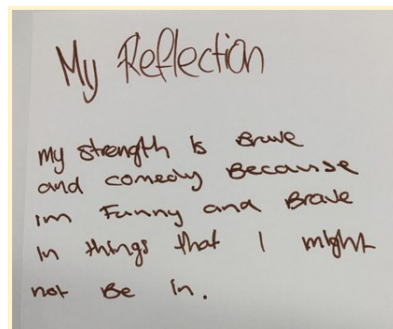
The education space holds a social responsibility and is an important space within which WRISC operates. It allows for the language of Family Violence to be navigated and applied safely when schools are required to engage with the lived experience of families.

We engaged with Sebastopol Primary School and provided an open forum for staff to notice the trauma present in their classrooms.



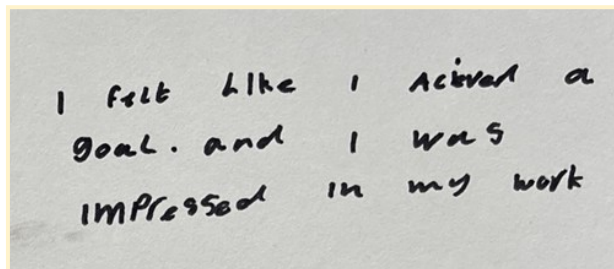
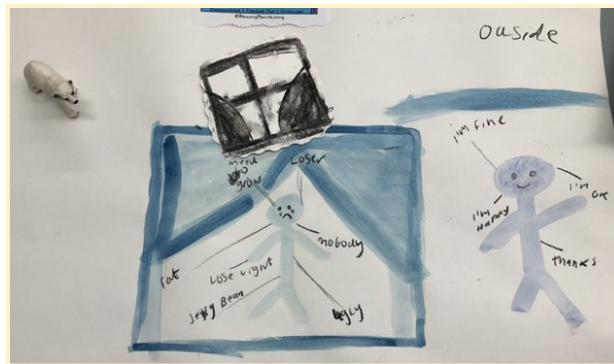
Bacchus Marsh Secondary College

Our relationship continues to grow with Bacchus Marsh Secondary College. Three programs were run each providing a strength based reflective space through the use of arts materials.



Phoenix Community College

We ran an initial in-kind program with Phoenix Community College at their senior school campus for a small group of students. We look forward to continuing our work with their students.



Women's Voices

WRISC is developing a lived experts by experience model for women to participate in a small group providing feedback about our service delivery. A plain English participation and consent document has been developed according to best practices when seeking consultant participants feedback safely for WRISC's quality improvement of service delivery.

Play Studio Renovation



Student's Experience

Lili

Completing my placement at WRISC left me with a profound sense of fulfillment and gratitude. The environment is incredibly warm and inclusive, fostering open dialogue and collaboration. I felt truly supported by my colleagues, who embodied professionalism while approaching sensitive issues with empathy and understanding.

This placement not only enriched my practical skills but also deepened my commitment to advocating for victim-survivors. I gained profound insights into family violence, understanding its intersectionality, complexities, impacts, and the importance of support service. I am inspired, to carry the values of compassion and resilience into my future career.

Fathima

I started my Master of Social Work final placement with WRISC Group Program in April 2024. Initially, it took me a few days to settle down, but the team was incredibly helpful and welcoming. Everyone was kind and supportive, readily answering my questions. It took some time to understand the various processes, but I started by shadowing team members and co-facilitating groups. This was a great opportunity for learning how to communicate with and manage clients who are in different stages of FV.

As the placement progressed, I began holding my own clients and managing a caseload through single sessions, which was both exciting and anxious. The team was always available to support me, frequently checking in to see how I was handling my workload. There were challenging situations along the way, but the team shared their experiences and guidance, helping me feel more comfortable and confident. I believe that the supportive nature of the team is one of WRISC's greatest strengths.

I was initially concerned after hearing some friends mention they weren't receiving enough support from their placement agencies. However, I really enjoyed my placement, where I felt encouragement and support from everyone at WRISC. I felt culturally safe and WRISC fosters a culturally safe environment that respects and values all cultures. WRISC also provided opportunities for training, supervision and reflective practice session. I am truly grateful for my time at WRISC and the opportunity to support and empower women and children. This placement has provided me with invaluable learning experiences. I am very satisfied with my experience here.

Our collective spirit 2023-26

Acting with:
 Integrity
 Respect
 Safety
 Creativity
 Adaptivity

Increase:
 Transparency
 Care
 Collaboration
 Generativity*
 Self-awareness
 Inclusivity

Decrease:
 Assumptions
 Judgement
 Barriers
 Insularity
 Pressures

*Generativity describes originating, co-creating and producing/accomplishing things that have a ripple effect, making the workplace and the community a better place – it includes developing relationships, making commitments to others, mentoring and contributing to the next generation.



Student: Shaley

FV-MaTSS:



Family Violence Multicultural and Therapeutic Support Services

This project has been a collaboration between Ballarat Regional Multicultural Centre (BRMC), Centre Against Sexual Assault – Ballarat, Berry Street – Western, Central highlands Integrated family Violence Committee (CHIFVC) and WRISC Family Violence Support Inc.

The project aimed at improving collaboration between the partners, increase awareness of Family Violence as it occurs within multicultural communities, establish referral pathways between services and build cultural capacity and understanding within the community and other services.

The Governance Group met regularly through the 2023-2024 FY and the Project officer Nyanhial and Community Project Officer Hee-young also met with various stakeholders throughout the time frame. Training was completed by staff at BRMC in relation to family Violence and several community workshops were conducted.



This is a quote from one of the project officer's:

The workshop provided an important opportunity to enhance awareness of prevention, crisis management, and caring for family violence. Also, it gave them a chance to see precious local service providers!

Seeing the active participation of attendees was truly empowering.

We believe that through this workshop, community leaders can effectively communicate what they learned to community members.

It is essential that we all work together for a safer Ballarat.

Thank you for being a part of this effort!

Workforce Development Project

WRISC was one of 4 organisations in Victoria awarded the Workforce Development Demonstration Projects.

Our model is bold and will openly adapt to be the drivers of change concentrating on Aboriginal self-determination, We can and will utilise the experts available, with lived experience of family violence and systemic oppression subsequently creating a skilled, robust and culturally strong workforce. This encapsulates the principles of the project, Aboriginal self-determination, lived experience diversity and inclusion, lived experience and structural equity

This project will focus on recruitment and retention embedding an intersectional lens within WRISC. As a mainstream organisation WRISC has a unique opportunity to target the Dhurrung Wunggurwill Program (DWP) in a way that aims to critically analyse, address key vacancy issues and innovatively work in partnership with our local ACCO, BADAC (Ballarat and District Aboriginal Coop) and local CASA to create policies and procedures to strengthen and bring cultural change as a whole of organisational response from WRISC to focus on how to remove barriers to upskilling, recruiting and retaining skilled Aboriginal people to the workforce.

There will be opportunity to come together (WRISC, CASA and BADAC) to explore and implement a collaborative response to providing culturally appropriate supervision and includes an intersectional specialist lens to support the FVSA sector.

We will be shining particular attention on career pathways and awareness for Aboriginal people. Partnering with experts in the education sectors will be crucial to utilise and support what is already occurring and how we address this as a community. We will be supported by Deakin University Social Work program to address student pathways and 'ready for work' placement and exposure opportunities in our workplace. Ready for work placements provide students with an opportunity to attend the workplace for a shorter amount of time than placement and to have exposure to the workforce and reduce the barriers for students



Family Violence Flexible Support Packages (FSP)

WRISC is the FSP Provider Agency for Central Highlands and City of Melton local government areas. This includes the City of Ballarat, Hepburn Shire, Moorabool Shire, Pyrenees Shire, Golden Plains Shire and City of Melton. Being the FSP Provider Agency means that WRISC is responsible for the administration and delivery of the program in our region on behalf of Family Safety Victoria. This role includes management of funding, fostering and maintaining relationships with partner Applicant Agencies (including education of staff), supporting the use of the FSP Portal, accepting/assessing/approving funding applications and making payments.

The Flexible Support Package program is the most comprehensive source of funding available to victim-survivors as they recover from family violence in Victoria. The program continues to support victim-survivors as they move beyond the crisis period to a sustainable life free of violence, through packages that align with the goals of the client's Case Management plan. This may include funding safety responses through the Personal Safety Initiative (PSI); supporting the establishment of safe, ongoing housing; supporting health and well-being and supporting participation in community. Children are recognised as victim-survivors in their own right and may apply for funding to support their direct needs.

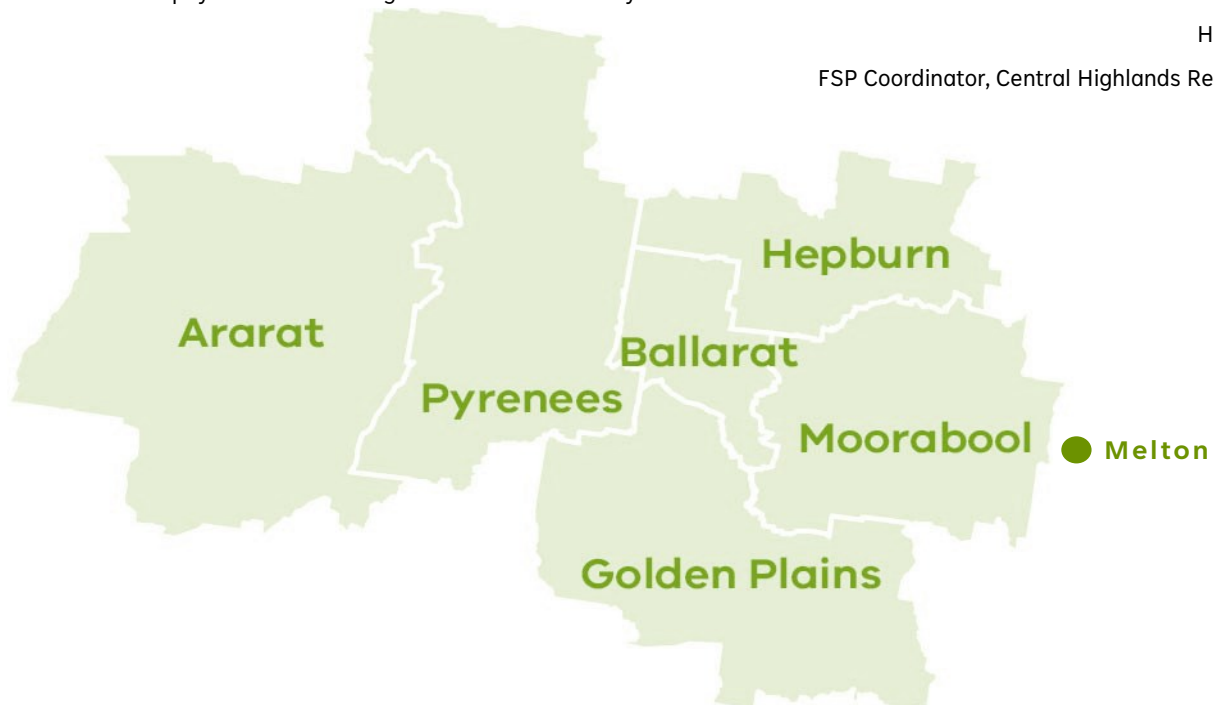
The 2023/2024 financial year was one of continuing demand for FSP funding in Central Highlands and the City of Melton LGA. WRISC's funding target was for 445 packages, of which we funded 396 packages.

Catering for this demand translates to pressure on the FSP Team and Corporate Team who work closely together to ensure that eligible clients receive their funding approval in a timely manner, and to ensure that service providers and retailers are paid on time.

Particular thanks is due to Alison, who in June left WRISC after setting up our role as an FSP Provider Agency and managing the day to day coordination of the work involved, ensuring the smooth running of the program. During the year I filled the role of a package Assessor and assisted Alison in her role. I also thank Anita (Business Manager) and Sheree (Assistant Business Manager) who ensured the smooth running of the financial side of the program throughout the year. An addition to the team this year has been Elisha, who joined us in April in a Finance and FSP Support role. Also, Lynne has continued to assist with the payment side of things. Heartfelt thanks to you all.

Hilary

FSP Coordinator, Central Highlands Region



Marian is a 32 year old woman with 4 children, who is studying full-time. They have all experienced and witnessed family violence perpetrated by her former partner and his associates. They are all fearful of the perpetrator and associates, with an ongoing impact on their mental health. They have found a new rental where the address is unknown to the perpetrator and FSP funding will assist with a preliminary rental payment, hire of a removalist and installation of a CCTV camera for their safety. FSP funding will also provide family violence counselling and support for the mother and the 3 youngest children.

Angela is a 57 year old woman with a long history of family violence perpetrated by her now ex-partner. Despite a family violence intervention order being in place, the perpetrator attended Angela's home causing significant property damage and making threats to kill Angela and threats to harm her animals. Police removed the perpetrator from the property and he is currently incarcerated, but could be shortly due for release. FSP funding was used to repair the property damage caused by the perpetrator. FSP funding will be used to conduct a PSI Audit of Angela's property to assess safety and make recommendations to improve security in preparation for the perpetrator's release from prison, and to fund PSI recommendations.

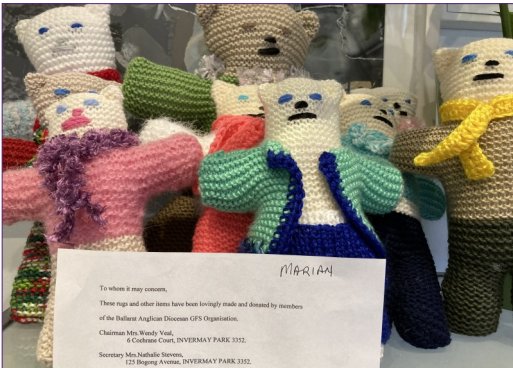
Sarah is a 44 year old woman with 9 children (the youngest 1 year old). Her ex-spouse became violent when she refused to terminate her 9th pregnancy and, when the older children became involved, the family fled to emergency accommodation. She was found transitional housing and is shortly to move into a safe rental unknown to the perpetrator. As an unemployed single mother who does not speak much English she has need to assistance and FSP funding has been used to purchase furniture for the new home, particularly beds for the children and basic white goods.

Please note that these stories are written as examples of WRISC's work supporting victim-survivors of family violence and do not use the exact experience of any individual client. Names are fictitious.

Donations from the Ballarat Community



Dancing Ballroom



Ballarat Anglican Diocesan GFS Organisation



Central Highlands Water-Water Bottle fundraiser



Thank you, Gekko



Empowering



Collaborative



PAY IT FORWARD from a client



CORPORATE PROGRAM



Donation from Hash PMT



Gift to WRISC from Roger (Landlord of 205 Dana st)

Morning tea to say 'Thank You' to our Donors





NAIDOC Week 'FOR OUR ELDERS'

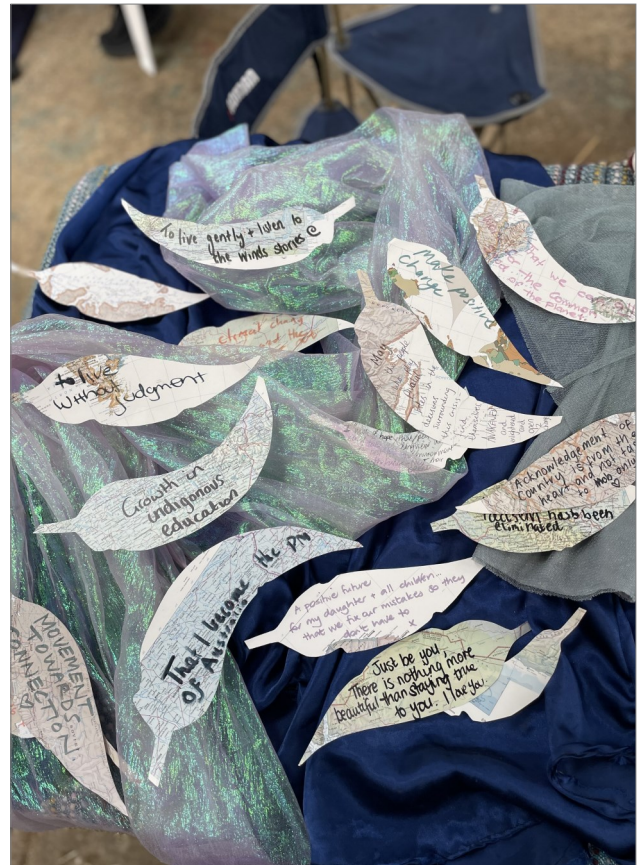
Sun - Sun, 2nd to 9th July 2023

National NAIDOC Week celebrations are held across Australia in the first week of July each year (Sunday to Sunday), to celebrate and recognise the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC Week is an opportunity for all Australians to learn about First Nations cultures and histories and participate in celebrations of the oldest, continuous living cultures on earth.



You can support and get to know your local Aboriginal and/or Torres Strait Islander communities through activities and events held across the country.

Maddy and her two daughters



National Reconciliation Week

27th May - 3rd June 2024

National Reconciliation Week – is a time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia.

The start and end dates of NRW are the same every year to commemorate two significant milestones in our history – the 1967 referendum and the High Court Mabo decision.

The theme Now More Than Ever, called on Australians to reconnect and recommit to bolder action off the back of the disappointing 2023 referendum result. In schools, communities and workplaces across the nation, supporters of the reconciliation movement took up the call and agreed that, now more than ever, the fight for Aboriginal and Torres Strait Islander rights, recognition and justice must continue, and any advancement must be protected.



Zonta's Orange Shirts: 16 Days of Activism



At the launch of 16 days of Activism Against Gender Based Violence and the Walk Against Family Violence are youth ambassador Gabriel Gerrasoni, Ballarat Mayor Des Hudson, council chief executive officer Evan King, Susan Larmer and Emily Ryan.

Walk Against Family Violence, the importance of awareness and advocacy has been highlighted by the council and support workers. As a member of Zonta, which advocates for women's rights, Hilary Pope sad family violence was 'incredible problem'.

'We advocate for women for a safe and good life but the situation with family violence a the moment is everyone working in the field is completely overwhelmed,' she said.

Australian studies showed police-recorded assaults and emergency presentations dramatically increased in Victoria around the AFL grand final and Melbourne Cup. And domestic violence assaults increased more than 40% in NSW following the State of Origin.

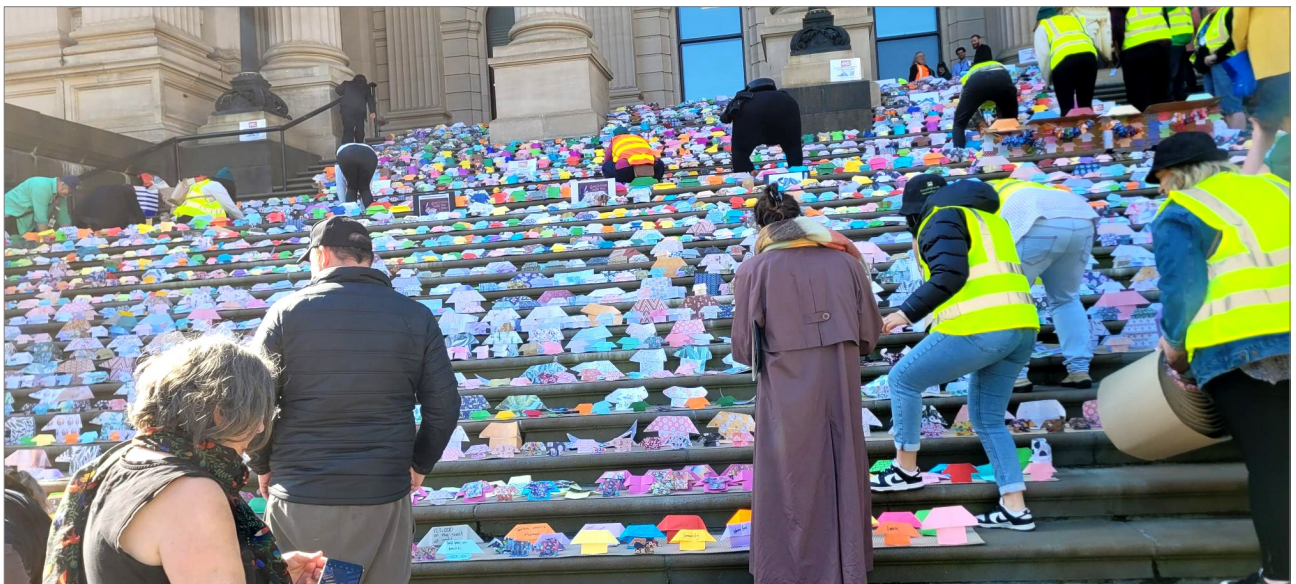
Ms Pope said the change around domestic violence needs to be not asking 'what she did wrong' but to 'men accepting they have done it'. It's very frustrating thing for those of us that work in family violence support field is the assumption that somehow a woman has done something is triggered a man to be violent towards her,' she said.

The walk Against Family Violence kicks off activities to mark the global 16 Days of Activism against Gender- Based violence, in November . The walk is about raising awareness of people wo are living in unsafe environments

Homelessness Alliance Origami House Project

2nd August, 2023

Location: Parliament House, Spring St, Melbourne



International Women's Day 'INSPIRE INCLUSION'

What does it mean to truly inspire inclusion?

To **Inspire Inclusion** means to celebrate diversity and empowerment on International Women's Day 2024 and beyond.

International Women's Day (IWD) is a global celebration of the social, economic, cultural, and political achievements of women. Each year, this day serves as a powerful reminder of the progress made towards gender equality and highlights the work that still needs to be done.

In 2024, the campaign theme **Inspire Inclusion** emphasizes the importance of diversity and empowerment in all aspects of society.

Celebration at Ballarat CASA



Gelareh and Tom



Movie title: 'Shayda'



From Left:
Marianne Hendron, Sam Murphy,
Suzanne Ryan-Evers, Libby Jewson

Ballarat Foundation Women's Grant

While Ravens Collective were the successful Organisation winning the Ballarat Foundation Women's grant, on the night, WRISC came away with \$2500 and were able to secure group resources with this.



The Frida
badges and
flower crowns
were a hit.



Department of Health 2023-24 COVID-19 Community Grant



The Department of Health delivered 1200 Covid 19 Rapid Antigen Tests (RATs) for distribution. We put together over 800 Wellness Bags that contained RATs, wipes, Sanitizer, masks and tissues.

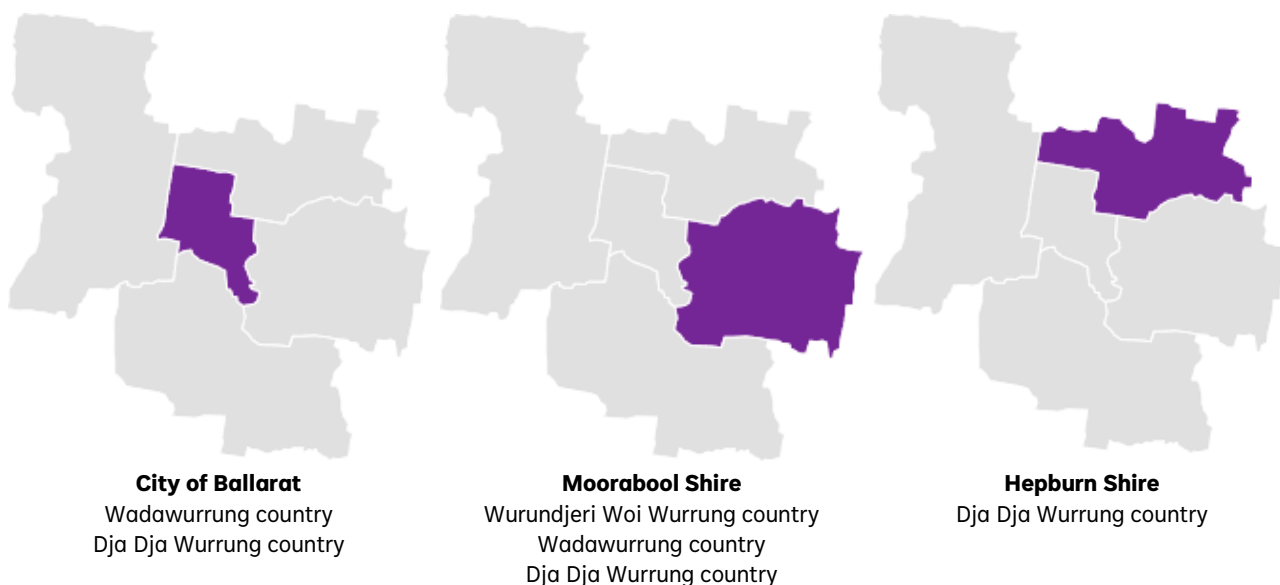
We distributed these wellness bags to Centre Against Sexual Assault (CASA); Uniting Care – Reid's Guest House, Barnagnen & Breezeways; Ballarat Community Services; Salvation Army, Nazareth House; VanGo Family Funday; and WRISC clients and staff.

We ran two pop up Health clinics where staff and clients received health checks including blood sugar, blood pressure and cholesterol testing; and vaccinations for Covid19, and the flu.

We were actively involved in a local community Grantee reference group where a website was developed to provide information for service provision that was easy to access.

We attended weekly Public Health Unit updates where we learnt about Vic Emergency Services heat mapping for extreme weather days and asthma thunderstorm warnings.





Services offered by WRISC

OUTREACH PROGRAM FOR WOMEN AND CHILDREN

Case management support to women and, where relevant, their children.

Support includes:

- * Assessment and safety planning
- * Advocacy and case collaboration
- * Family Violence Court support for clients
- * Support to access community and service support

DHURRUNG WUNGURRWILL ABORIGINAL PGM

Intake and Intensive Case Management (can work in partnership with BADAC and other agencies)

Support includes:

- * Assessment and safety planning
- * Advocacy and case collaboration
- * Family Violence Court support for clients
- * Support to access community and service support

VAN GO CHILDREN'S CREATIVE THERAPY PROGRAM

Individual counselling using creative therapy.

Support includes:

- * Single session therapy assessment
- * Individual counselling using creative therapy
- * Mobile therapy in a purpose built van (VGM)
- * Parent and Caregivers Groups

GROUPS

Groups run in response to community needs

- * Women's Family Violence Support Group: Ballarat, Bacchus Marsh and Ballarat Regional Multicultural Centre (BRMC)
- * 'Steppin' Out' Walking Group
- * Yarning Kids
- * Feeling Visible School Program

ACROSS ALL PROGRAMS (PROVIDING CRITERIA IS MET), WRISC HAS BROKERAGE AVAILABLE TO:

- * Access safety and security equipment for the home
- * Link in with a wide range of community and service supports
- * Manage other family violence related costs as identified
- * Provide Flexible Support Packages (FSPs) as identified

ABOUT US



Pyrenees Shire
Wadawurrung country
Dja Dja Wurrung country
Eastern Maar country
Wotjobaluk country



Golden Plains Shire
Wadawurrung country
Eastern Maar country

41 STAFF YE 2024

- 2 - Full-Time
- 30 - Part-Time
- 1 - Casual
- 1 - Volunteer

WELCOME

- Chelsea
- Elisha
- Jackie
- Kerry
- Stella

MATERNAL LEAVE

- Jodie

PARENTAL LEAVE

- Gen

FAREWELL

- Fionn
- Hayley
- Michelle
- Rachael

DEDICATED SERVICE

Over 30 years

- Anita

Over 10 years

- Kelly
- Sandra

Over 5 years

- Alison
- Ash
- Cath
- Chloe
- Darcie
- Hilary
- Libby
- Margaret
- Mikala
- Sheree
- Tracy

STUDENT PLACEMENTS

- Lia
- Shaley
- Lili
- Fathima
- Emily

GRADUATES



Fathima: Master of Social Work Qualifying

ORIENTATION OF NEW STAFF

All new staff participate in a dedicated half day orientation information session which feedback suggests to be extremely valuable.

End of Year Celebrations

December 2023



Organisations WRISC WORKS with....

A

Australian Childhood Foundation (ACF)
 Australian, New Zealand and Asian
 Creative Arts Therapies Association
 (ANZACATA)

B

Ballarat and District Aboriginal Co-
 operative
 Ballarat Centre Against Sexual Assault
 Ballarat Community Health
 Ballarat & Grampians Community Legal
 Centre
 Ballarat Health Services
 Ballarat Library
 Ballarat Psychiatric Services
 Ballarat Regional Multicultural Council
 Bendigo Bank
 Berry Street
 Budja Budja Aboriginal Cooperative

C

Cafs Ballarat
 Catholic Care
 Central Highlands Water
 Central Highlands Rural Health
 Central Highlands Integrated Family
 Violence Committee (CHIFVC)
 Courts Victoria: Ballarat and Bacchus
 Marsh

D

Deakin University
 Department of Education
 Department of Family, Fairness and
 Housing
 Department of Health Victoria
 Department of Justice and Community
 Safety Victoria
 Dhelk Dja
 Djerriwarrh Health Services
 Djirra: Family Violence and Legal- (ABTSI
 Specific)

E - G

Eureka Mums
 Federation University Australia
 Family Law Pathway Network
 GenWest
 Goolum Goolum Aboriginal Cooperative
 Grampians Community Health
 Grampians Health Service

H - K

Headspace
 InTouch (Multicultural Centre Against
 Family Violence)
 Justice Connect
 Koorie Engagement Action Group

L

Lifeline
 Local Government
 · City of Ballarat: Parent Place
 · Golden Plains Shire
 · Hepburn Shire
 · Moorabool Shire
 · Pyrenees Shire

M - R

McAuley Community Services for Women
 MIECAT Institute
 NDIS-Moorabool
 Paul Ramsay Foundation
 Primary Health Care Network
 Quality Innovation Performance Ltd (QIP)
 Q-Hub
 Relationships Australia

S

Safe and Equal (DV Vic)
 Salvation Army
 Schools - Primary (PS)
 · Alfredton PS
 · Bacchus Marsh PS
 · Ballarat PS
 · Ballarat Special School

· Black Hill PS
 · Canadian Lead PS
 · Darley PS
 · Delacombe PS
 · Forest St PS
 · Lucas PS
 · Magpie PS
 · Meredith PS
 · Miners Rest PS
 · Newington PS
 · Pentlands PS
 · Sebastopol PS
 · Warrenheip PS
 · Yuille Park PS

Schools - Secondary
 · Ballarat Grammar School
 · Bacchus Marsh College
 · Mount Clear College
 · Mount Rowan College
 · Phoenix Community College
 StreetSmart

T

The Orange Door
 Tiny Pride

U

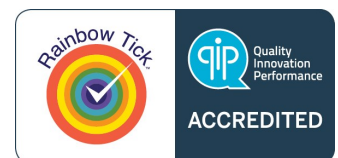
UFS Pharmacy
 Uniting Ballarat
 Uniting Victoria-Karrung Housing
 Uniting Wimmera

V

Victorian Aboriginal Child Care Agency
 Victorian Aboriginal Legal Service
 Victoria Police
 Victorian Women's Trust

W

West Vic Primary Healthcare Network
 Women's Health Grampians



'Circle of Strength' Courage Cards

**CIRCLE OF STRENGTH
WUNGGURRWIL CARDS**

Price per pack: \$20
Where to buy: <https://www.etsy.com/au/shop/WRISC>

Please contact WRISC if you want to arrange pick up and not delivery

'Circle of Strength' courage cards are designed to celebrate positive qualities we notice in ourselves and in our circle of relationships. The cards can also be drawn upon in challenging times.

HOW TO USE THESE CARDS

Choose a card to celebrate this characteristic in yourself, your family, your school, friends or your community.

You may also choose a card to build on and use that characteristic in particular situations. Alternatively, select a card at random to invite more of this strength into your life.



POSTERS



<https://www.etsy.com/au/shop/WRISC>



WRISC Family Violence Support Inc.
03 5333 3666 | wrisc@wrisc.org.au | wrisc.org.au

