



Rape &
Domestic Violence
Services Australia

Annual Report

2015/16

Our Vision

A Full Stop to Sexual Assault,
Domestic and Family Violence

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**Rape &
Domestic Violence**
Services Australia

Chair's Report

It is bitter-sweet to report that during 2015/16 Rape & Domestic Violence Services Australia assisted an increased number of people who have been impacted by sexual assault, family and domestic violence. Specifically we provided 56,892 occasions of service - an increase of 7.3% on the previous year.

On the one hand, it is encouraging that more people were able to pick up the phone and receive the high quality, specialist trauma counselling that they need and have a right to expect. At the same time, it is a cause for deep dismay that sexual assault, family and domestic violence continue to impact on so many people throughout Australia.

We provide a variety of counselling services primarily via telephone and on-line modalities. We also provide face to face and community-based counselling out of various Women's Health Centres across NSW. Our professional and committed staff are widely recognised for their trauma specialist work.

While this excellent counselling and support is essential for people who have faced the trauma of violence, we know that it is not enough. To make real and lasting change, we need to tackle the gender inequality that underpins sexual assault and family and domestic violence in our community. During the year R&DVSA continued our secondary prevention and behaviour change program for young men who have used or fear they might use violence in their relationships. We also provided training and consulting services to government and non government organisations, particularly those working with traumatised individuals and families. We supported employers to better support their workers who are experiencing domestic violence or dealing with sexual assault.

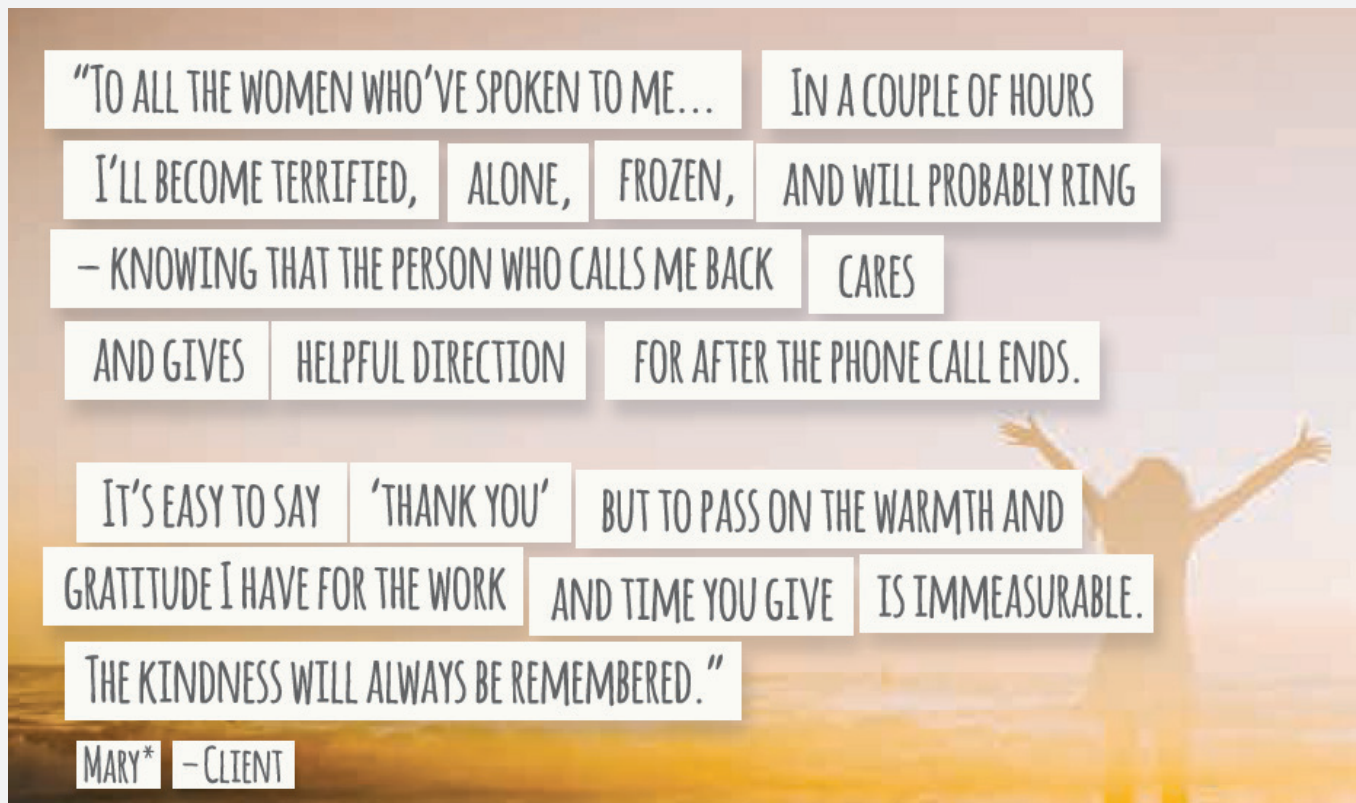
The issue of domestic and family violence and sexual assault is rightfully at the forefront of political and public debate. Nothing less than a strong bipartisan and whole-of-community approach to eliminating this scourge on our community will do.

There are many challenges for our service, and in 2016/17 we will undertake a comprehensive strategic planning process to strengthen our structure, financial sustainability, and preventative work to help us better contribute to a full stop to sexual assault and domestic violence.

I wish to acknowledge the staff of Rape & Domestic Violence Services Australia for your high quality work and dedication, as well as my colleagues on the Board for your sterling efforts and constant support over a challenging year. Many individuals, NGOs, private companies and government agencies at both federal and state levels have supported our work in a myriad of ways helping to enhance our reach and effectiveness. I thank you all most sincerely, and trust that we can rely on your continuing support over the coming year.

Betty Hounslow
Chair

Thank You



**Rape & Domestic Violence Services
Australia can only provide high quality
counselling, training, research and
preventative work through our
exceptional staff and supporters.**

Our staff are widely acknowledged for their quality of service and their commitment to finding ways of putting an end to the scourge of sexual and domestic violence in our community. Our counsellors provide 24/7 coverage, working difficult and challenging shifts. They are ably supported by our admin staff, trainers, and researchers as a team of women dedicated to the aims of the organisation.

We could not carry out this work without our strong base of funders, supporters, partners and donors. Your support enables us to continue work to support those in need, while investing in a range of innovative prevention programs that are designed to address sexual assault and domestic violence at individual, interpersonal, community and social levels.

To the many other people across Australia who spend their days working to support those who have experienced sexual assault and domestic violence, we would like to say thank you. Many have worked for years in the NGO sector providing compassionate, caring and responsive services often in a high demand, low resource environment.

Some people work in the criminal justice system to hold offenders accountable for their actions. Others undertake research and seek to understand the causes and consequences of sexual assault and domestic violence and how we can all do what we do better.

Many work for government and develop policy or provide quality services. There are Government and Corporate leaders who are using their influence to improve systems and prevent violence against women.

We thank all of you for your work, vision and passion. We very much value collaborating with you to constantly improve practice in our service delivery. We consider that all of us together are a very privileged group. Together we are making a positive difference.

Thank you one and all.

About Us

Our feminist origins

Rape & Domestic Violence Services Australia is an organisation with strong feminist ideals with its origins in the NSW feminist movement of the early 1970s. Established in 1974 as the Sydney Rape Crisis Centre the organisation evolved from a meeting of 500 women at Redfern Town Hall in 1971 who went on to establish the Sydney Rape Crisis Collective. The Collective received funding from the Whitlam Government in 1974 and became the first specialised service in Australia for women who had been raped.

In 2010, the NSW Rape Crisis Centre became Rape & Domestic Violence Services Australia when the Commonwealth Government established 1800RESPECT, a national service aimed at providing specialist trauma informed counselling and support to survivors of sexual assault and domestic and family violence and their supporters.

Today Rape & Domestic Violence Services Australia employs almost 120 women with extensive expertise and a wide variety of skill sets across therapeutic and operational disciplines that ensure we continue to provide best practice support to survivors of violence.

Our Vision and Mission

Our Vision

A full stop to sexual assault, domestic and family violence.

Our Mission

To undertake:

- Specialist trauma counselling services for those who have been subjected to sexual, domestic or family violence, and their supporters
- Behaviour change counselling for those who use violence, or are at risk of using violence
- Clinical consultation, debriefing, supervision and vicarious trauma management for external professionals and service providers
- Education, training and research in evidence based best practice for supporting both survivors of trauma and workforces that work with trauma content.

Governance

Rape & Domestic Violence Services Australia is an Incorporated Association under the Associations Incorporation Act 2009 (NSW) and a Public Benevolent Institution registered with the Australian Charities and Not-for-profits Commission.

Association

Rape & Domestic Violence Services Australia had approximately 62 Members as at 30 June 2016. Members are invited to attend the Annual General Meeting to receive reports on the organisation's activities and elect Board Members for the coming year.

Board of Directors

The Association is governed by a voluntary Board that meets monthly. It is comprised of up to twelve women with a diverse range of skills and experience relevant to enabling the organisation's purpose and goals. The Board takes ultimate legal responsibility for the effective functioning and sustainability of R&DVSA, ensuring that its reputation and community standing are protected.

Amongst other matters, the Board sets the organisation's vision, mission, goals and strategic framework; approves and monitors the strategic plan, annual budget and business plan; provides effective oversight of financial and risk management systems; is accountable to Members and other stakeholders; supports and monitors the performance of the Executive Officer; and develops its own capacities and evaluates its own performance.

Betty Hounslow, Chair: Betty is a feminist and community activist who has worked in the not-for-profit sector for almost 40 years, commencing as a women's refuge worker in the 1970s. During the 1980s she was employed in community legal and public interest law centres, and deeply engaged with refugee and migrant communities. She was Executive Director of ACOSS, the national peak body of the community sector, for much of the 1990s. Her last full-time paid position was as Deputy Director of The Fred Hollows Foundation for a decade. Betty has particular expertise in NFP governance, policy development, advocacy and strategic planning. Betty was elected to the Board as Chair in November 2015.

Jodie Skellern, Treasurer: Jodie retired in 2001 after a 21 year career working in the financial services sector in Australia and internationally. During her career Jodie held various executive positions responsible for taxation, financial management information, strategic planning and program management. She is currently a PhD candidate investigating explanations for gender inequality in the paid workforce - beyond those focused on women performing dual care and work roles. Jodie was elected to the Board as Treasurer in November 2015.

Debra Maher, Secretary: Debra currently occupies the role of Solicitor in Charge of the Children's Legal Service at Legal Aid NSW and before that she was a Solicitor at the NSW Office of the Director of Public Prosecutions. Debra is a criminal lawyer with detailed knowledge of how the criminal justice system deals with issues around sexual and family violence perpetrated on women and children. She remains optimistic about the capacity for positive change driven by community organisations. Prior to joining the Board she was a long serving Board member of Women's Legal Services NSW. Debra joined the Board in 2009.

Anne Knight: Anne's employment background has been primarily in disability services, with substantial stints in market research/strategic advice and administration. She has had more than 4 decades of community activism and volunteerism, with a strong personal commitment to social justice. Anne has involved herself in the areas of disability, cultural diversity, youth and the needs of women & children and her experiences and skills have been in advocacy, direct service delivery, training, community development, policy development & review and governance in Local, State & Federal Government organisations, the Not For Profit sector and the private sector. Anne is currently on the Board of Girl Guides NSW & ACT after a 5 year term as their Inclusion Support Consultant (Volunteer role). Anne joined the Board in 2002.

Phillipa Dimakis: Phillippa's professional background is as a teacher. Phillippa has always held a strong awareness of injustice and a commitment to social justice, particularly for women and minorities. Her first teaching job was within a rigidly segregated Aboriginal population, then in a disadvantaged suburban area. She taught English to migrants until her retirement and found it a deeply rewarding experience. In 1999 she was awarded an OAM for her services to the migrant English program. Phillippa joined the Board in 2002.

Sophie Read-Hamilton: Sophie is a social worker and has worked with various NGOs and UN agencies on preventing and responding to

violence against women and girls (VAWG) in humanitarian and post-conflict settings in Africa, Asia, the Pacific and the Middle East. Sophie's work involves prevention and response program design and management, policy and strategy development and capacity building of local, national and international organisations to address VAWG. Sophie worked as a social worker for various NSW government and non-government agencies and she is passionate about realising women and girls' rights to live free from violence and achieving equality between women and men. Sophie joined the Board in 2013.

Nina Funnell: Nina Funnell: Nina is an anti-violence advocate, journalist and author. She has studied and taught in the Media and Communications Department at the University of Sydney and she writes regularly on violence against women, gender and feminism. Nina also currently serves on the Our Watch Media Advisory Committee and the board of the National Children's and Youth Law Centre. Nina joined the board of NSW Rape Crisis Centre (RDVSA) in 2007 and in 2016 became the Chair of the Full Stop Foundation.



Board members Jozefa Sobski, Susan Price, Betty Hounslow and Jodie Skellern at the R&DVSA AGM in 2015

Eloise Howse: Elly is a public health professional and researcher with a BA (Hons I) and Master of Public Health from the University of Sydney and is currently undertaking a PhD with the Prevention Research Collaboration and Charles Perkins Centre. Her work looks at the health behaviours and influences of young adults in post-secondary education environments. Before moving to health Elly worked in politics and government. Elly is passionate about the role of governments, organisations and communities in supporting all people to lead healthy, engaged lives with meaning. Elly joined the Board in May 2015.

Susan Price: Susan is an experienced employment lawyer with a particular focus on issues that affect women in the workplace. She has worked in a private practice in a number of Sydney law firms, and is currently at Price Waterhouse Coopers in

its People & Organisation practice, where she also advises clients on diversity and inclusion issues. Susan has been involved in Women Lawyers NSW for many years and also sits on the Board of Epilepsy Action. Susan is passionate about eliminating discrimination and ensuring access to opportunities, especially workforce participation, for all women. Susan joined the Board in July 2015.

Jacquelline Schroeder: Jac is a researcher with a particular interest in the social, economic and political drivers of women's health. She is passionate about the rights of women to live a life free of discrimination, violence and abuse and to have every opportunity to flourish in their lives. Her current work is concerned with the social model of women's healthcare delivered by the non-government, community-based, women's health sector and the development and implementation of women's health policy and practice. Prior to this she spent 15 years working in public health and primary health research settings. Jac joined the Board in 2013.

Jozefa Sobski: Jozefa has been active in feminist, women's and community organisations since she started her activism in Sydney Women's Liberation in the 1970's. She is currently the Chair of the Board of Jessie Street National Women's Library and the NSW Community Languages Schools Board, the Convenor of WEL NSW, a member of the TAFE Community Alliance and the Coalition for Women's Refuges. Jozefa was an inaugural member of the NSW Women in Education group and the Australian Women's Education Coalition. A qualified English and History teacher with a Masters in Adult Education from UTS, Jozefa's career in paid public service spans 31 years in roles such as policy advisor on sexism in the NSW Ministry of Education, Principal of Meadowbank College of TAFE, Director of South Western Sydney Institute of TAFE, Deputy Director-General in the NSW Department of Education and Training. Jozefa joined the Board in 2006.

Wafa Zaim: Wafa is the Centre Manager at the Muslim Women's Association. She brings to the Board her knowledge and experience of working in her community and an awareness of the needs of women and children in the Australian community who are from diverse cultural background, along with a way of working that is gentle and respectful. Wafa joined the Board in 2006.

The Executive

The Executive Officer, Karen Willis, Clinical Director, Jackie Burke, and Operations Manager, Liz Giles form the Executive Team for Rape & Domestic Violence Services Australia. Karen and Jackie have been with the organisation for over a decade and have

led its growth from a small state based organisation specialising in the provision of counselling to rape survivors to a national provider of counselling for sexual assault and domestic and family violence that also conducts research and provides training and development services to external professionals and organisations. Liz joined the organisation in May 2016 to take up the newly created role of Operations Manager and is responsible for overseeing day to day operations.



Announcement of funding for 1800RESPECT on 30 July 2015: (right to left) Caitlin Thwaites, Australian Diamonds/NWS Swifts, Tom Scully, GWS Giants, Aiden Tolman, Canterbury Bulldogs, Scott Morrison, Minister for Social Services, Michaelia Cash, Minister Assisting the Prime Minister for Women, Paul Linossier, CEO Our Watch, Karen Willis, Executive Officer, R&DVSA, Jackie Burke, Clinical Director R&DVSA

Management Team

Rape & Domestic Violence Services Australia's different business units are overseen by a skilled and committed team of eight Managers and key staff who share responsibility and credit for the operation of an efficient and accountable organisation that provides high quality, best practice services to a wide range of internal and external stakeholders.

Our staff

From our genesis as a collective of volunteers in 1974, today Rape & Domestic Violence Services Australia employs an expert workforce of almost 120 passionate and committed women all of whom contribute to the vision of a full stop to sexual assault and domestic and family violence. Rape & Domestic Violence Services Australia believes that the survivors of trauma who seek support from us have a right to professional services of the highest standards. We actively seek to recruit highly qualified and experienced professionals to meet the needs and expectations of the people we seek to support. Recognising that the risks of vicarious trauma are high within a workforce that constantly deals with traumatic content, Rape & Domestic Violence Services Australia also provides an award winning vicarious trauma management program for its staff.

Our Work

Trauma and Sexual Assault and Domestic Violence

The number one risk factor for experiencing sexual assault or domestic violence is simply being a woman.



One in four women in Australia will experience sexual assault, domestic or family violence at some stage in their life, with domestic violence being the number one preventable contributor to death, disability and ill-health in women aged 15 to 44 years (VIC Health, 2004).

Sexual assault, domestic and family violence are recognised as traumatic experiences which overwhelm ability to cope and leave “our relationships and our brains with the challenge of finding a way to remain integrated and functioning well” (Siegle). The ability to effectively support a person who has experienced trauma through recovery requires the skills of highly experienced and skilled trauma specialists, such as those employed by Rape & Domestic Violence Services Australia.

Specialist Trauma Counselling and Support

OCCASIONS OF SERVICE

56,982

CLIENTS

22,346

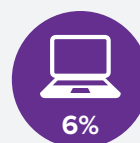
Rape & Domestic Violence Services Australia operates 24/7 365 days of the year to provide specialist trauma counselling via telephone, on-line and face to face interactions for anyone in Australia whose life has been impacted by sexual assault, family and domestic violence. In 2015-16 we provided support to 22,346 women, men and young people across 56,892 occasions of service.

Rape & Domestic Violence Services Australia receives federal and state funding to provide a range of programs and targeted interventions for women and men who have experienced sexual assault and domestic and family violence.

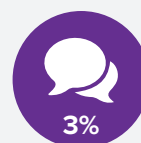
CONTACT TYPES



PHONE



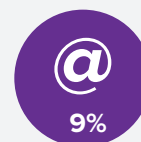
ONLINE



FACE TO FACE



LIAISON



EMAIL

NSW Rape Crisis

The NSW Rape Crisis Program provides 24/7 telephone and on-line counselling to all survivors of sexual assault and their supporters in NSW. This service is primarily funded by the NSW Department of Health from funds allocated to Women's Health. In 2015-16 the Program provided 10,072 occasions of service to (mostly) women who have experienced sexual assault in NSW. In that year we provided counselling and support to 1,748 first time users of the service.

84%
OF CLIENTS
ARE FEMALE



14% ARE MALE

Community Based Counselling

The Community Based Counselling Service receives funding from the NSW Department of Health to provide face-to-face, trauma specialist counselling to female adult survivors of childhood sexual abuse. Counselling is provided out of six Women's Health Centres across NSW. In 2015-16 the Program provided 1,247 counselling sessions to 126 women.

1800RESPECT

1800RESPECT is a 24/7 national telephone and online counselling service, funded by the Commonwealth Department of Social Security, that provides trauma specialist counselling to anyone whose life has been impacted by sexual assault and domestic and family violence. In 2015-16 1800RESPECT provided 40,713 occasions of service. 19,396 of those were with or on behalf of new clients to the service.

In September 2015, the Department of Social Security engaged KPMG to review the 1800RESPECT service model and recommend options for reducing call waiting times and subsequently call abandonment rates. KPMG identified 3 options from that review: increased funding for the existing operating model; a social worker/first responder triage function; and a trauma-specialist triage function. Rape & Domestic Violence Services Australia implemented a range of changes to our service model that succeeded in reducing call waiting times and abandonment rates but we were unsuccessful in our advocacy to receive more funds to resource us to meet the rising demands on the service. Medibank Health Solutions was selected by the Department to implement a first responder triage model which would commence in July 2016.

Sexual Assault Counselling Australia

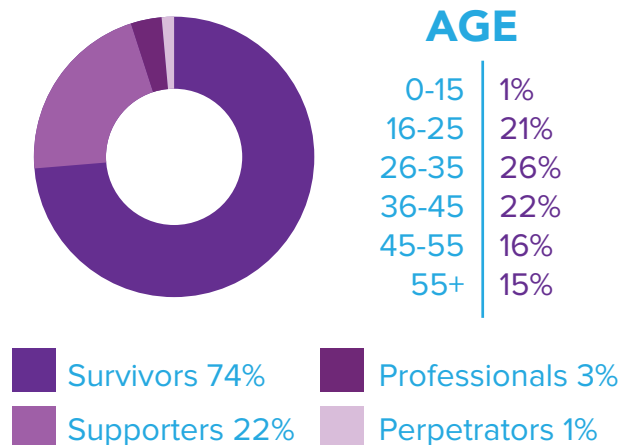
Sexual Assault Counselling Australia is a national telephone and online counselling service, funded by the Commonwealth Department of Social Security, to provide trauma informed telephone and face to face counselling to adults surviving childhood sexual abuse and specifically those whose lives have been impacted by the Royal Commission into Institutional Responses to Child Sexual Abuse. In 2015-16 the SACA program provided 3,535 occasions of service.

Secondary Prevention and Behaviour Change

In 2013 Rape & Domestic Violence Services Australia secured a grant to establish a secondary prevention and behaviour program that provides behaviour change counselling to young men who have used or fear they might use violence in their relationships. This counselling focuses on assisting participants to accept accountability for violent behaviour, understand its impacts on others and learn about the concepts and cognitions that create enabling environments

and attitudes that lead to violence. Participants in this program are equipped with the knowledge and skills that enable them to positively change their behaviours.

PROFILE OF ALL CLIENT TYPES



Training and Consultations

Rape & Domestic Violence Services Australia has a nationally recognised Training, Research and Development Unit that produces and disseminates research and offers consultation and training to government and non-government organisations. This work includes supporting organisations that work with traumatised people to provide trauma specialist counselling and manage vicarious trauma effectively as well as corporations to improve their policy and practice related to sexual assault and domestic and family violence within their workforce.

Evidence based research underpins the work of Rape & Domestic Violence Services Australia in all areas. Regular review of national and international evidence of best practice is incorporated into the organisation's 'Best Practice manual for Specialised Sexual, Domestic and Family Violence Counselling' which informs clinical practice and is available for sale to external professionals.

In 2015-2016, the organisation worked with 44 organisations, and delivered 127 training sessions that were attended by 2,485 people.

Sex & Ethics: a violence prevention approach

Rape & Domestic Violence Services Australia has been involved in the development and delivery of programs designed to prevent sexual assault for over a decade. Building on the demonstrated effectiveness of programs that utilise Professor Moira Carmody's Sex & Ethics Framework, the organisation has been involved in the development of a series of programs that seek to support young people, university students, and staff to make ethical decisions regarding intimacy.



Country Women's Association training in Moree 2015

Supported by The Hunting Ground Australia Project, the following programs have been made available during the past year:

- Ethical Leadership to Prevent Gender Based Violence in Universities (Staff)
- Sex, Safety and Respect: Educators Sex & Ethics Training Program (Staff)
- Understanding sexual consent and preventing sexual violence in universities (Students)
- Sex, Safety and Respect: The Sex & Ethics Sexual Violence Prevention Program for University Student Leaders.

Supporting employers to support employees

Increasingly workplaces are recognising the proactive part they can play in addressing violence against women, particularly by offering domestic violence leave and other supports to help empower valued staff who are escaping domestic violence or dealing with sexual assault.

Rape & Domestic Violence Services Australia offers support to workplaces in a number of ways, including:

- Reviewing existing or helping to develop new **policy and procedures** related to supporting staff experiencing sexual or domestic violence
- Providing **training** for organisational leaders, managers and frontline staff including supporting organisations to embed training into existing induction and routine workplace training practices
- Assisting organisations to **monitor and evaluate** the impact of their work, including improvements to organisational responses to disclosures and to organisational culture more broadly
- **Tailored support** to develop solutions to suit an organisation's specific needs.

Vicarious Trauma Management

Rape & Domestic Violence Services Australia has developed an evidence based program to address and reduce the risk that exposure to traumatic content poses to the health and welfare of staff, otherwise known as vicarious trauma.

The organisation applies its expertise in this space to assist organisations to:

- Develop tailored vicarious trauma management policies including specific strategies for risk reduction, monitoring, early intervention and offsetting the symptoms of vicarious trauma
- Administer psychometric testing, analysis and reporting on results for individuals, teams and organisations
- Train staff to increase their awareness of vicarious trauma and equip them with the skills necessary to identify and effectively manage vicarious trauma for themselves
- Train, Mentor and Supervise Team Leaders and Managers to develop effective strategies to manage vicarious trauma on an organisational level.

Research

All work of Rape & Domestic Violence Services Australia is underpinned by evidence based research which is used to develop service provision and best practice guidelines. All staff are trained according to these best practice models and the work is reviewed against key evaluation outcomes.

In 2015/16, Rape & Domestic Violence Services Australia completed two research projects:

- Assessing and Treating Sexual Assault based Post Traumatic Stress Disorder
- Counselling Service Modalities and the Needs of Australians affected by Sexual, Domestic and Family Violence.

In 2016/2017 the organisation will continue its research work in relation to Sex & Ethics, Ethical Leadership and Vicarious Trauma.

Quality & Accreditation



**Quality
Improvement
Council**

**‘Yes ... we are
a QIC accredited
organisation’**

Rape & Domestic Violence Services

Australia is committed to continuous quality improvement across the organisation, and has maintained the Quality Improvement Council’s Standards for Health and Community Services accreditation for the past eight years.

In 2015-2016 we participated in a scheduled Mid-Cycle Assessment, and demonstrated significant progress with implementing its Improvement Plan. Rape & Domestic Violence Services Australia was commended on its: systems approach to managing key improvements; ongoing commitment to driving a quality culture; and on its achievements within a period of sustained growth and structural change.

Quality Improvements

In February 2016 improvements were made to processes used for documenting counselling contacts. These changes ensured that quality of file noting and documentation was maintained while increasing counsellor availability to respond to clients.

In April 2016 further quality improvements to the counselling services service model were implemented to reduce high abandonment rates and call wait times. Refinements to documentation processes and changes to the service model around rostering and counsellor role responsibilities created capacity to answer more calls without compromising the high quality of service we provided to our clients.

Counselling Service Modalities and the Needs of Australians affected by Sexual, Domestic & Family Violence

This research examined how services around Australia meet the counselling needs of people experiencing sexual, domestic and family violence. The project explored the strengths and limitations of five different counselling service modalities that are delivered by trauma-focused community services; explored barriers to effective referrals between the counselling services and how to overcome these barriers and; examined the current state of knowledge about models for evaluating the effectiveness of various counselling service modalities delivered to people affected by SA/DFV. The findings of this project were shared at the International Mental Health Conference 2016 held in Queensland, where the work was well received.

Full Stop Foundation

The Full Stop Foundation was established by Rape & Domestic Violence Services Australia to seek additional funding to expand our support services and prevention programs from trusts, foundations and other philanthropic sources, corporate sponsorships, community fundraising and the provision of training and other services on a fee for service basis.

The purpose of the Full Stop Foundation is to support and resource the work of Rape & Domestic Violence Services Australia to reduce and ultimately eliminate sexual assault and domestic violence in Australia. The Full Stop Foundation is committed to raising much needed funds to:

- expand trauma counselling services to meet the growing demand from those who have experienced sexual assault and domestic violence, and to
- develop innovative prevention programs to change perpetrators' violent behaviours, and the community attitudes that excuse and tolerate this violence.

Our four major priority areas in 2015-16 were to:

1. Answer every call for help by extending our existing counselling services to ensure we have the resources to respond to every single request
2. Support women already taking a stand against violence by continuing to support and empower Aboriginal women through "Hey Sis", the Aboriginal Women's Sexual Assault Network
3. Change violent behaviours by offering counselling to any man who fears he may use or who has used, violence in his relationship through our Men's Behaviour Change Program
4. Assist organisations committed to ending gender inequality to develop strong workplace policies and training for staff.



His Excellency General The Honourable David Hurley AC DSC (Ret'd), Governor of New South Wales, The Hon Paul Green MLC, Karen Willis and Adair Donaldson



Tara Moss, Patron Full Stop Foundation, Helen McKenzie, Senior Consultant Ashurst, Karen Willis, Executive Officer, Elizabeth Broderick, Former Sex Discrimination Commissioner, Dixie Link-Gordon, Hey Sis Founder, and Kate Cato, Former Head of Corporate Social Responsibility, Ashurst

We have been incredibly fortunate to receive the support of a vast number of individuals and organisations that contribute altruistically and philanthropically to the work of the Full Stop Foundation through donations of time, skills and funds. A number of those individuals have specifically asked not to receive public recognition for their generosity.

Our special thanks go to the following supporters:

- **Our Full Stop Foundation Patron** Tara Moss and **Ambassadors** Professor Catharine Lumby, Commissioner Andrew Scipione and Paul Kent
- **The staff, Patrons and Board of R&DVSA, the Full Stop Foundation Management Committee and Our Chair**, Nina Funnell
- **All our donors, supporters and partners**, including Maria Manning, Candid Jewellery, Commonwealth Bank Institutional Banking and Markets Graduates, KPMG staff, The Lioness Club of the Sutherland Shire, Magenta Shores Golf & Country Club, Maria Manning, National Council of Jewish Women of Australia NSW, The Neilson Foundation, The NRL and Stevie Van De Chrys
- **Pro Bono supporters:** Dianne J Nilson Solicitor, DLA Piper, Collins Biggers Paisley, Nine Ounces PR, Enero, the Leading Edge and BMF
- **Event Hosts:** Ashurst, The Governor of NSW, Commonwealth Bank
- **Friends:** ABC, Elizabeth Broderick, PWC, Dr Dave Kennedy, Michael Hogan, Matthew Melhuish, Paul Stevens, Dixie Link-Gordon, Saba Vasefi.

A short film about the work of the Full Stop Foundation is available online:

<https://www.youtube.com/watch?v=dCn7pGIKX2Q>

Our website is here:

<http://www.fullstopfoundation.org.au/Our-Programs>

Facebook:

<https://www.facebook.com/FullStopFoundation/>

ABORIGINAL & TORRES STRAIT ISLANDER WOMEN

**ARE 5
TIMES
AS LIKELY**



**TO EXPERIENCE PHYSICAL VIOLENCE
COMPARED TO OTHER AUSTRALIAN WOMEN**

Full StopFoundation



David Farr, Managing Director Asset Finance

Financials

Rape & Domestic Violence Services Australia's total income for the 2015/16 financial year was \$11,087,674 representing a 26% increase on the previous year. At 30 June 2016 the organisation employed approximately 118 permanent and casual staff and 88% of the organisation's income was allocated to wages and related expenses, with 79% directed to providing clinical services to clients.

A complete copy of the our audited financial statements, including explanatory notes, is available on our website:

<http://www.rape-dvservices.org.au/>

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2016

	2016 \$	2015 \$
Revenue	11,087,674	8,795,650
Employee benefits expense	(9,765,158)	(7,872,957)
Consultancy costs	(108,327)	(7,549)
Depreciation and amortisation expense	(13,502)	(14,335)
Equipment expenses	(13,155)	(32,697)
IT expenses	(270,092)	(224,842)
Printing and stationery	(62,077)	(44,429)
Rent	(134,338)	(132,380)
Resources	(101,944)	(98,668)
Subscriptions	(40,345)	(11,293)
Telephone	(89,679)	(100,702)
Travel expenses	(189,975)	(254,073)
Other expenses	(126,227)	(115,573)
SURPLUS/(DEFICIT) BEFORE INCOME TAX	172,855	(113,848)
Income tax expense	-	-
SURPLUS/(DEFICIT) FOR THE YEAR	172,855	(113,848)
Other comprehensive income for the year	-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	172,855	(113,848)

Statement of Financial Position

For the Year Ended 30 June 2016

	2016 \$	2015 (Restated) \$
ASSETS		
CURRENT ASSETS		
Cash and Cash Equivalents	273,453	1,120,976
Trade and other receivables	410,131	109,792
Other financial assets	820,966	-
Other assets	14,684	34,912
TOTAL CURRENT ASSETS	1,519,234	1,265,680
NON-CURRENT ASSETS		
Property, plant and equipment	-	13,502
TOTAL NON-CURRENT ASSETS	-	13,502
TOTAL ASSETS	1,519,234	1,279,182
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	416,263	321,220
Provisions	618,446	554,572
Deferred income	187,933	248,870
TOTAL CURRENT LIABILITIES	1,222,642	1,124,662
NON-CURRENT LIABILITIES		
Provisions	88,440	119,223
TOTAL NON-CURRENT LIABILITIES	88,440	119,223
TOTAL LIABILITIES	1,311,082	1,243,885
NET ASSETS	208,152	35,297
EQUITY		
Reserves	199,464	163,048
Retained Earnings	8,688	(127,751)
TOTAL EQUITY	208,152	35,297

Contact Us

Our Counselling Services

1800RESPECT	24/7 telephone and online counselling for anyone in Australia affected by sexual assault, domestic and family violence.	1800 737 732 www.1800respect.org.au
NSW Rape Crisis	24/7 telephone and online counselling for anyone in NSW affected by sexual assault.	1800 424 017 www.nswrapecrisis.com.au
Sexual Assault Counselling Australia	For anyone impacted by the Royal Commission into Institutional Responses to Child Sexual Abuse.	1800 211 028 www.sexualassaultcounselling.org.au

Other Services

Training	Training Manager	02 8585 0349
Consultation	Research and Consultation Manager	02 8585 0325
Full Stop Foundation	Relationships Manager	02 8585 0346
General		02 8585 0333



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