

Rape & Domestic Violence Services Australia

Annual Report
2020–21



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Rape & Domestic Violence Services Australia is based on the land of the Gadigal and Wangal peoples of the Eora nation, who never ceded their sovereignty. We pay our respects to Gadigal and Wangal people and cultures, and to their elders both past and present.

We also acknowledge the traditional owners of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to elders both past and present.



CHAIR'S REPORT.

When survivor advocate Grace Tame was named Australian of the Year, Brittany Higgins' fearless leadership inspired the Women's March for Justice and Noongar human rights lawyer Dr Hannah McGlade continued in her unrelenting campaign to highlight the insufficient attention paid to Aboriginal and Torres Strait Islander victims of sexual violence, it was clear 2021 was going to be an extraordinary year for the country. And so it was for Rape and Domestic Violence Services Australia.

It is now 50 years since the establishment of Australia's first feminist rape crisis collective at Redfern Town Hall in 1971, following the first Sydney Women's Liberation meeting of 1970. The volunteer collective would go on to be funded first as NSW Rape Crisis Centre and later as Rape and Domestic Violence Services Australia (R&DVSA) - the organisation that has continued the feminist tradition through the work of a volunteer Board overseeing the provision of specialist trauma counselling, social enterprise offerings and advocacy work in the community.

In 2021 we have recruited a new position for a project funded by the Australian Mental Health Commission to examine the impact of the COVID 19 pandemic on clients of our trauma counselling services. A project funded by NRMA Insurance and managed by R&DVSA - The DV Impact Cash Transfer Project - has pioneered a new form of brokerage in partnership with sister DV organisations to make cash transfers available to domestic violence victims most in need of the resources to protect themselves and start to rebuild their lives. Our workplace and institutional training programs have continued to grow in the challenging and crowded market of online learning generated by COVID 19.

At the core of this outward facing work are our in-house counselling professionals, training and project managers, and office support staff who have all continued to work tirelessly to respond to the therapeutic, practical and advocacy needs of survivors of sexual and domestic violence in the unpredictable conditions of COVID 19.

This Annual General Meeting coincides with an outstanding legal and social victory in the passage through the lower house of the NSW parliament of new affirmative consent legislation for adult sexual offences: The Crimes Legislation Amendment (Sexual Consent Reforms) Bill. R&DVSA has informed this reform process since its inception, and we are thrilled to see the brave work of survivor advocate Saxon Mullins and others come to fruition through law reform that is already inspiring the parliaments of other states to reconsider their consent laws.

Finally, we say thank you to Debbie Brewin who served as Chair of the Board of R&DVSA throughout 2021 and steered the organisation through great change and the challenges of the pandemic.

CEO'S REPORT.

Last year marked 50 years since a group of 500 incredible women came together at Redfern Town Hall to establish the nation's first rape crisis centre. In the decades since our inception, Rape & Domestic Violence Services Australia has been providing trauma specialist support to people impacted by sexual, domestic and family violence, equipping organisations in better prevent and respond to violence, and advocating with governments, the media and the community for meaningful changes to our laws, policies, and practices so that everyone can live lives free from violence.

The year 2020/21 was, however, like no other in Australia's herstory, particularly for women and girls impacted by sexual, domestic and family violence. After decades of women's leadership raising awareness and fighting for change, and in the wake of the #MeToo movement and the shadow pandemic associated with COVID lockdowns, young leaders such as Dhanya Mani, Nithya Reddy, Shirleen Campbell, Nina Funnell, Grace Tame, Saxon Mullins, Chanel Contos, Brittany Higgins, and many, many more have stood up and spoken out about their own experiences, and in doing so, have captured the hearts and minds of the Australian community.

The nation stood still when tens of thousands of people, mostly women, marched upon our nation's capital, and in towns and cities across the country to call for justice for women impacted by sexual, domestic and family violence, and since this time, political leaders in every state and territory have committed to action to address this national scourge on a scale that has never been seen before.

Throughout this time, Rape & Domestic Violence Services Australia continued to provide our world class trauma specialist counselling services to people of all genders impacted by sexual, domestic and family violence, and to support organisations and decision-makers in making important changes to shift the dial on gender-based violence in this country.

We could not, however, have achieved what we have in preventing and addressing sexual, domestic and family violence without the contributions and support from many – our funders, our donors, our partners, our ambassadors, and our people. Together, we can move mountains.

A sincere thank you to Helen Campbell and Debbie Brewin, who led the organisation last year through a time of significant change, and to Karen Willis for her operational leadership of Rape and Domestic Violence Services Australia for close to 20 years, making it what it is today. Also, to Eleanor Campbell who led our team during the second half of the 2020/21 year. You held us during this time, and we are so grateful. Last, but definitely not least, an enormous thank you to our staff and volunteers who despite all the challenges of COVID and a change in management, have remained committed to walking alongside our clients in their journey to safety and recovery, and working with our partners to create meaningful changes to put a full stop to sexual, domestic and family violence.



OUR HISTORY



A lot has changed since our humble beginnings as Sydney Rape Crisis Collective, but one thing remains the same: our dedication, advocacy and support for people who have been impacted by sexual, domestic and family violence



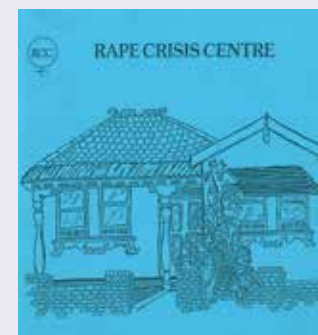
1970s

500 women gathered at Redfern Town Hall to establish the Sydney Rape Crisis Collective. In 1974, the service became the first specialised service for women who had been raped.



1990s

We became the first sexual assault counselling service in NSW that was accessible to Deaf and hard of hearing women.



1980s

We began providing 24/7 telephone counselling for sexual assault survivors in NSW. This service grew to include a face-to-face counsellor, a youth worker, and three support groups. In 1988, we became the NSW Rape Crisis Centre.



2000s

We launched our online counselling service for those who have been impacted by sexual violence. We developed crisis intervention training for counselling professionals, and began training NSW Police Domestic Violence Liaison Officers and detectives. The Community Based Counselling Service commenced.



2010s

We changed our name to Rape & Domestic Violence Services Australia to reflect our national focus. We also expanded our services, and launched The Full Stop Foundation to help fund those services.

In the wake of the Royal Commission into Institutional Responses to Child Sexual Abuse, we established Sexual Assault Counselling Australia to provide telephone and face to face counselling services to people affected by childhood sexual assault in institutions. We also partnered with the Commonwealth Bank to provide trauma counselling to bank customers who were escaping domestic violence.

What will 2021 and beyond look like?

Rape and Domestic Violence Services Australia will become Full Stop Australia to continue building on our national focus and advocacy work. We will continue providing expert counselling services via telephone, online, and face to face, and expand our training and professional services offerings. While Full Stop Australia will be working with our sector partners and key ambassadors to build our new brand, we will always remember our rich history, and focus on supporting people who have been impacted by sexual, domestic and family violence.



This has been fantastic, I feel empowered now, I have been procrastinating, this has been great, I can go back now and start to go further into writing [my national Redress Application]

I love contacting this service because all are trained and give professional advice, accessible anytime

Thanks so much, you are amazing. I was really worried when I phoned up as I had to find the words to explain what had happened, and the name 'Rape Crisis' sounded so serious, but you have helped me so much, and I now have a much clearer vision of how to move forward.

The counselling helped me a lot in understanding PTSD symptoms and how to manage them".

Thanks very much. You've been very helpful, I'm completely out of my depth here and needed some advice on how to support my stepdaughter

VISION

A full stop to sexual, domestic and family violence.

PURPOSE

1. To provide evidence-based, best-practice, specialist trauma support services for people directly and indirectly impacted by sexual, domestic or family violence;
2. To educate, train, support and resource governments, businesses, not-for-profits, and community organisations to effectively prevent and respond to sexual, domestic and family violence;
3. To change the systems and structures that create the conditions for sexual, domestic and family violence.

VALUES

- Intersectional Feminism
- Equality and Respect
- Diversity and Inclusion
- Integrity and Accountability
- Fearlessness

PRINCIPLES

- Feminist
- Intersectional
- Culturally-safe
- Trauma-informed
- Person-centred and led
- Committed to social justice
- Transparent and accountable

GOALS

1. To provide expert and specialist trauma recovery services;
2. To collaborate with services who represent those made vulnerable to sexual, domestic or family violence and improve access to our counselling services;
3. To reduce the impact of sexual, domestic and family violence on all women by reducing its cause – gender inequality
4. To operate in an evidence-based, best practice, quality assurance and quality improvement framework;
5. To promote Rape & Domestic Violence Services Australia so that more people who have been impacted by sexual, domestic or family violence can have access to specialist trauma support counselling and assistance;
6. To focus on prevention, within the three types of prevention as defined by the Our Watch: Change the Story framework:
 - (a) Primary prevention – whole of population initiatives that address the cause of violence against women being gender inequality, and its drivers being; the condoning of violence against women, men's control of decision making, stereotyped constructions of masculinity and femininity, disrespect towards women and male peer relations that emphasis aggression;
 - (b) Secondary Prevention – change the trajectory for individuals who are at a higher than average risk of perpetrating or experiencing violence;
 - (c) Tertiary Prevention – support those who have experienced violence and hold perpetrators to account for their behaviours.

STRATEGIC DIRECTION

1. Governance is structured, builds a collective sense of purpose, understands the organisation's strategic position and direction, has responsive management systems, and ensures accountability, legal compliance, and is risk and safety aware;
2. Provide evidence-based, best practice counselling services for those impacted by sexual, domestic or family violence;
3. Be a sustainable quality organisation that partners with others to contribute to good practice and build service capacity to prevent sexual, domestic and family violence.

OUR BOARD.



DR KATE GLEESON
CHAIR



VIJAYA NAGARAJAN
SECRETARY



GEORGIE SMART
TREASURER



PERNILLE CHRISTENSEN



NIKITA KNAPP



MEGAN CLEMENT-COUZNER



CHRISTINE ROBINSON



GAIL MEYER



LAURA ENTWISTLE

We would also like to acknowledge the valuable contributions from Jane Gold who sat as Board Chair from 2016-2021. Jane worked tirelessly to help create change and support those impacted by sexual, domestic and family violence.

Alongside Jane, we thank Helen Campbell who sat as a board member from 2016-2021 and stood in as an interim Board Chair in 2021 to help support the organisation.

Lastly, we thank the contributions of Debbie Brewin who supported the organisation through her role as board chair in 2021. Without the support and valuable contributions of these women, the organisation wouldn't have been able to support and advocate for people whose lives have been impacted by violence. Thank you for all your efforts.

OUR PEOPLE

The COVID-19 pandemic touched all our lives, and RDVSA adapted by offering working from home arrangements, ensuring the health of our staff and clients. Staff were also offered priority access to the Pfizer vaccine through NSW Health. In addition, staff employment packages now include access to paid pandemic leave and paid natural disaster leave.

In April this year we said goodbye to our long-time Executive Officer Karen Willis. In her time at RDVSA Karen worked tirelessly for the rights of women – and all those impacted by sexual, domestic and family violence – to receive the highest standard of professional assistance in their recovery, and full redress for through the criminal justice system.

Key issues in Karen's advocacy work during her time with RDVSA have been law reform, specialist sexual assault courts, workplace responsibilities for responding to sexual, domestic and family violence, and challenging victim-blaming attitudes.

In June we welcomed Hayley Foster as our new Chief Executive Officer. Hayley came to us with 20 years' experience in policy, practice and law reform on addressing sexual, domestic and family violence. In her former role as CEO of Women's Safety NSW she was a leading voice on women's safety, justice and wellbeing.

Over the year, our headcount increased from 38 staff members on 30 June 2020, to 43 on 30 June 2021. This is largely due to generous funding from the IAG, which enabled us to employ five additional staff: three Trauma Specialist Counsellors, one Clinical administrator, and one Project and Research Manager. We also increased our pool of casual Trainers.

The Pinnacle Charitable Foundation and Orange and Sardines Foundation generously continued to fund the Legal and Policy Officer position. We also engaged the services of HR Consultant Esther Coleman.

STUDENT PLACEMENT PROGRAM

The clinical team supported one student from the Australian College of Applied Professions. This included a full orientation, weekly supervision, and a chance to experience the clinical work at RDVSA. They also worked with the counselling services team, taking client calls under supervision from our counsellors.

TRAINING & PROFESSIONAL DEVELOPMENT

All staff attended People with Disability Australia training, to help us improve our services for clients with disability. The training covered the NDIS, advocacy, and general disability awareness.

Clinical staff also attended practical and informative training with Knowmore Legal, which covered the funding requirements for the Sexual Assault Counselling Australia phone line, as well as advice on helping clients apply for redress.

NEW HR SYSTEM

We implemented the ELMO HR system, to streamline recruitment and ensure a central single source of truth.



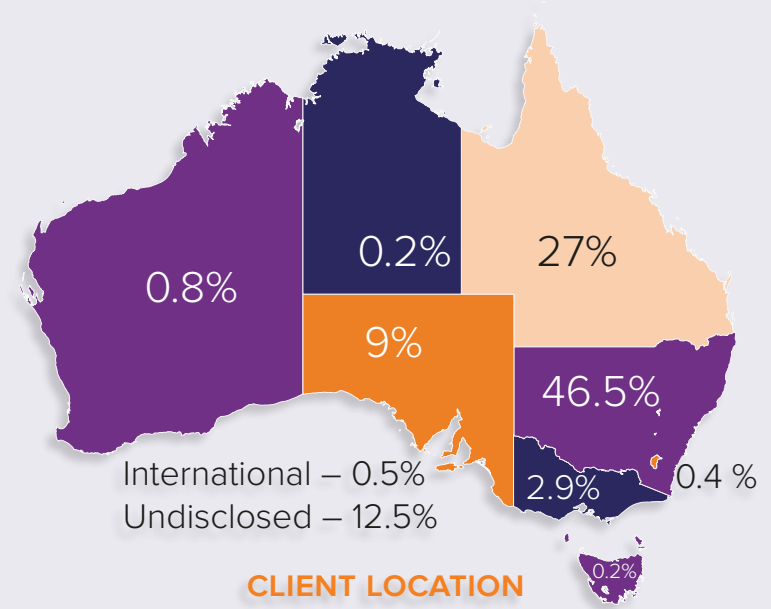
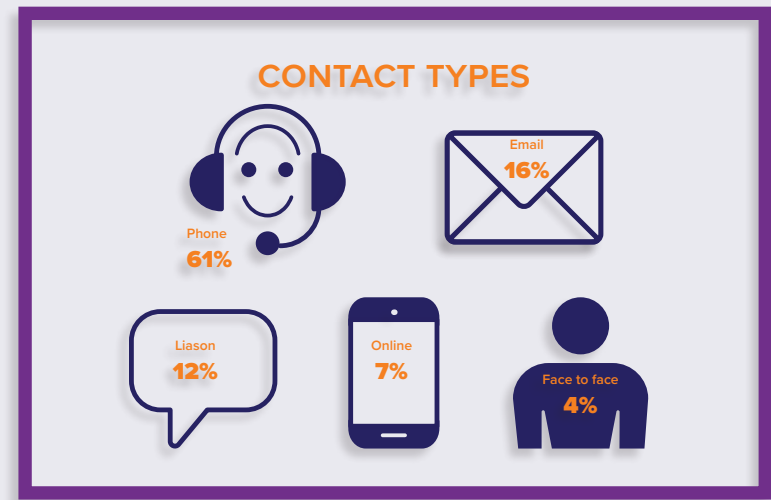
OUR YEAR.

16,195

occasions of service

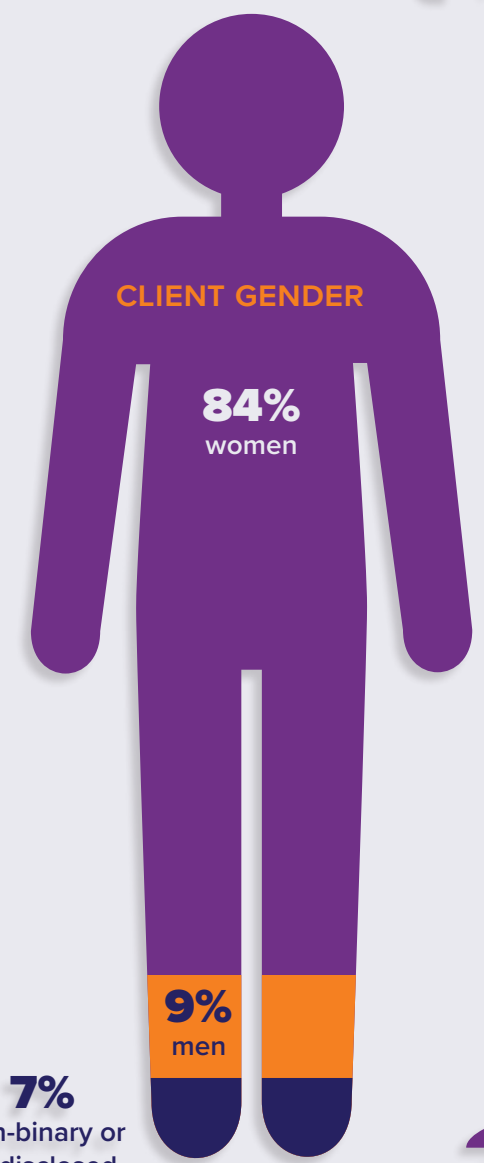
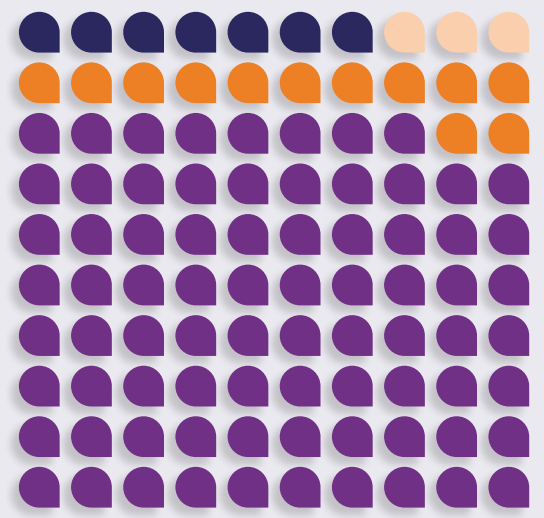
3,984

individual clients



CLIENT TYPE

- survivors
- supporters
- professionals
- perpetrators



7%
non-binary or
undisclosed

CLIENT AGE



Over the past year Rape & Domestic Violence Services Australia provided 16,195 occasions of sexual, domestic and family violence trauma counselling and recovery services to almost 4,000 individuals.

Our counsellors offer crisis and ongoing counselling across multiple service lines: NSW Rape Crisis Service, Sexual Assault Counselling Australia (SACA), Domestic Violence Impact line, the LGBTQI+ Violence Services, Yarrow Place Rape and Sexual Assault Service, and Queensland Police.

Counsellors also participated in a range of other service activities that support RDVSA, including:

- Community-based counselling services (CBCS) for women who experienced childhood sexual assault. Each year around 70 women receive trauma support counselling at Women’s Health Care Centres around NSW;
- Working with inmates in NSW prisons, predominantly Aboriginal and Torres Strait Islander men who experienced child sexual in institutions;
- Vicarious trauma support to staff members at Women’s Legal Service, Department of Defence, Domestic Violence Services NSW, Women’s Domestic Violence and Court Advocacy Scheme, and Commonwealth Bank of Australia;
- Vicarious trauma and self-care debriefing, monitoring, and wellbeing plans to all RDVSA staff;
- Collaborating with the Training and Professional Services team to design training and education programs;
- Men’s Behaviour Change Program for the National Rugby League (based in Brisbane);
- Victim Services counselling;
- Media debriefs;
- Survivor advocate support.

PROFESSIONAL DEVELOPMENT

All counsellors at RDVSA are encouraged to engage in professional development activities. This year counsellors were offered the opportunity to complete training in Advocacy in the Context of NDIS and All States Child Protection: Duty of Care.

CLINICAL SUPERVISION & VICARIOUS TRAUMA MANAGEMENT

RDVSA is home to an internationally-recognised program for mitigating and managing the risks associated with vicarious trauma. The Counselling Service Managers are responsible for organisational management of vicarious trauma by implementing debriefing, training, and self-care planning within RDVSA. As well as our dedicated vicarious trauma management program, all counsellors receive regular clinical supervision and have access to 24/7 debriefing and support provided by the Counselling Service Managers.

ACHIEVEMENTS & CHALLENGES FOR 2020–21

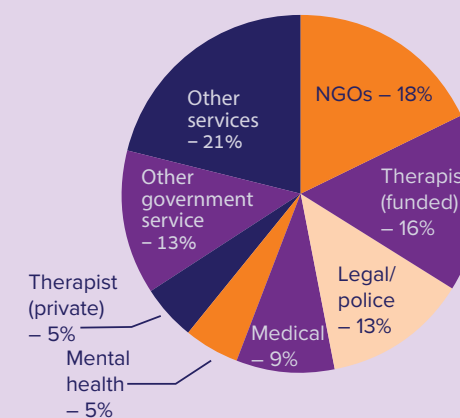
Much of the past year has been impacted by the COVID-19 pandemic and resulting lockdowns. In order to ensure uninterrupted service provision, the counselling workforce

was re-deployed to provide services remotely. This required us to adopt new technologies, such as APS-approved video counselling for services that were previously delivered in person. The Counselling Services Team also implemented strategies to stay engaged with each other, and were able to effectively communicate service and client issues, and participate in clinical supervision. They did this by migrating to phone and video-based communication for fortnightly counselling team meetings, clinical supervision, and professional development. Currently, the Counselling Services Team are supporting a review of the impact of COVID on people experiencing sexual, domestic and family violence. The initial findings are that during the COVID lockdown periods counsellors observed an increase of over 80% in isolation, and in complexity of presenting issues.

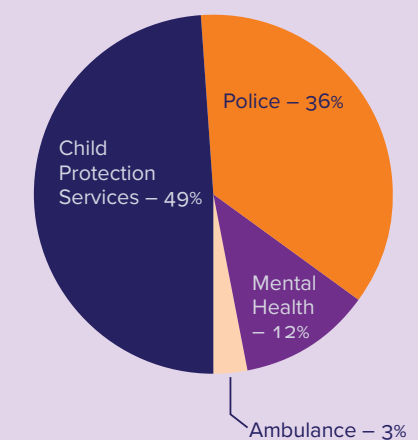
SERVICE STATISTICS

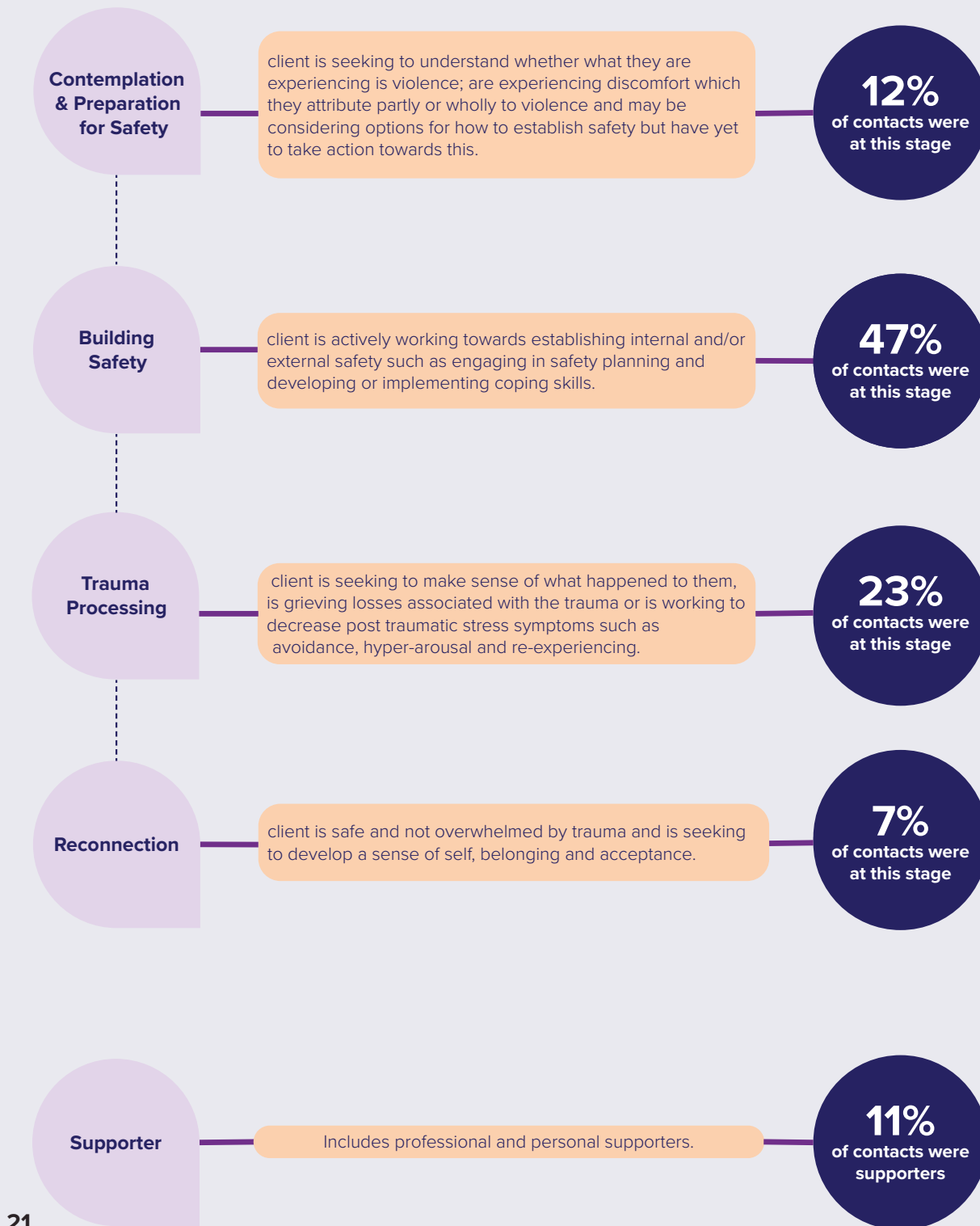
Counselling services are well-aligned with external service providers and agencies.

REFERRALS TO EXTERNAL PROVIDERS



EMERGENCY SERVICES ACTIVATIONS





The Legal and Policy Officer position is funded through the generous support of the Oranges and Sardines Foundation and the Pinnacle Charitable Foundation. Our Legal and Policy Officer for the 2020-21 financial year was Natalie Gouda, who has over 20 years' experience in the criminal justice system as a solicitor, researcher, policy officer and senior legal advisor.

Thanks to the generosity of our benefactors, the Legal and Policy Officer has been able to:

- Provide legal support and information to clients and counsellors;
- Support the organisation to respond to information requests and formal court documents across all jurisdictions and ensure survivors' confidentiality is protected;
- Develop legal training and resources for staff and other counsellors in the sector.

Most importantly, the Legal and Policy Officer has been involved in important law reform aimed at improving the lives of those who have been impacted by sexual, domestic and family violence.

RDVSA is often at the forefront of this work. For example, we were asked to give oral evidence before the NSW Joint Select Committee on criminalising coercive control, and were referenced numerous times in the final report of that committee. In June 2021, RDVSA was invited to join the panel that is advising the Bureau of Crime Statistics and Research (BOSCAR) Advisory Group on its research into the experiences of sexual assault complainants within the criminal justice system.

RDVSA has worked closely with our colleagues in the sector, including the Australian Women Against Violence Alliance (AWAVA) and the NSW Women's Alliance (of which RDVSA is the co-chair) to advocate for crucial reforms for women and children, including coercive control, consent in sexual offences, victims' rights, and the law relating to mental health and cognitive impairments.

RDVSA has been able to make submissions or otherwise contribute to over 11 inquiries or bills, including:

- NSW Parliament's Joint Select Committee on Criminalising Coercive Control;
- Queensland's Legal Affairs and Community Safety Committee's Inquiry into the Criminal Code (Consent and Mistake of Fact) and Other Legislation Amendment Bill 2020;



Legal & Policy Officer Natalie Gouda with White Ribbon Director Brad Chillcott.

- Queensland's Legal Affairs and Community Safety Committee's review of the Criminal Code (Choking in Domestic Settings) and Another Act Amendment Bill 2020 (Qld);
- NSW Law Reform Commission's review into Open Justice: looking at access, disclosure and publication of court and tribunal information;
- NSW Joint Select Committee on the Anti-Discrimination Amendment (Religious Freedoms and Equality) Bill 2020;
- NSW Department of Communities and Justice Framework to prevent and respond to children with problematic and harmful sexual behaviours: referral pathways into therapeutic treatment;
- Joint Select Committee on Australia's Family Law System;
- Victorian Law Reform Commission Inquiry into Improving the Response of the Justice System to Sexual Offences;
- Crimes Legislation (Offences Against Pregnant Women) Bill 2020;
- Education Legislation Amendment (Parental Rights) Bill 2020;
- Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

Our frontline work with people who have been impacted by violence continues to shape our evidence-based training and professional services.

Every year we work to build training, advice and practical professional services. In the past year, we saw a significant demand for specific programs and services. We acknowledge and thank our customers for their continued confidence in the value we can bring to their organisations.

We have seen the positive outcomes that training and other support can bring to organisations, and how these organisations can get maximum impact from their investment. According to our customers, it is critical to align any investment in training with organisational strategy. We have learned that in isolation, training is not enough to effect real and lasting change, and that outcome-driven training and professional services is indeed a wise investment.

This year we focussed on building the capability of organisations to better understand, prevent and respond to gender-based violence. We also restructured the support we gave to employers to create safe, inclusive and productive workplaces.

SNAPSHOT OF SERVICE DELIVERY

Our Customers

In 2020-21 we tailored and delivered 84 separate workshops to 1131 participants.

People who accessed our training services work in a range of sectors:

- 28% work or attend universities;
- 23% work with NGO organisations supporting people who have experienced trauma;
- 19% work with government agencies.

Organisations who accessed our professional workplace wellbeing and organisational development services were:

- Banks;
- Political parties;
- Womens legal, health and community services.



COVID INCREASES DEMAND FOR ONLINE TRAINING

Our online, self-paced training programs are easy to access and an effective way to introduce key knowledge and skills to people working in a range of contexts.

In 2020-21, 1026 people enrolled in one of our four online self-paced programs:

- Understanding and responding to Vicarious Trauma
- Responding with Compassion
- Breaking Down Barriers
- Ethical Pedagogical Practices: Respectful Supervisory Relationships

OUR SERVICE IMPROVEMENTS

This year we worked on getting better. We took time out to:

- Prepare, implement, record and track the cycle of evidence and pedagogical review of all training and professional service offers;
- Engage with customers to better understand the value they are seeking from our services;
- Developed a process of funding and grant applications specifically for training and professional services; Expanded our team of trainers and facilitators to better meet customer needs;
- Improved our online learning management system and programs;
- Assessed cultural competence of training intellectual property.

BUILDING CAPABILITY THROUGH COLLABORATION

Changing the structures, systems, processes and behaviours that allow gendered violence to occur is not a 'one person show'. That's why this year we have invested in our own resources to support others through sharing information, advice and guidance to make the changes that matter.

Here are some of the partnerships that are making a difference:

Good Night Out

This international campaign is all about safer nightlife. Rape & Domestic Violence Services Australia is the only licensed provider of all Good Night Out training aimed at better understanding, responding to, and preventing sexual harassment and sexual violence across licensed venues and events. Together with others, we are creating night-time economies that are safe, fun and productive.



Universities

Universities across Australia are seeking to create safe communities for all. We are working with a number of universities to create training and engagement programs that shine a light on the causes of gendered violence, and explore how we can prevent it, and when it does occur, support those impacted.

Through the support of all our foundations, our total amount of funding for 2020/2021 was \$5,014,216.

The breakdown of this funding is 64% Government, 18% Corporate, and 18% Individual Donors.

GOVERNMENT RELATIONSHIP HIGHLIGHTS

1. NSW Ministry of Health continues to fund the NSW Rape Crisis 24/7 Phone and Online Counselling for access to specialist trauma counselling and support for people in NSW who have experienced or are affected by sexual violence. Their funding also supports the Community Based Counselling Service across five Women’s Health Centres across NSW, which is medium term counselling service for women survivors of child sexual abuse.
2. Department of Social Services funds Sexual Assault Counselling Australia which offers access to specialist trauma counselling support through 24/7 Phone and Online Counselling for people who have experienced institutional child sexual abuse to engage with the National Redress Scheme. This service also provides some face-to-face counselling and support to access the National Redress Scheme.
3. Department of Defence is a valued customer who has recognised the risks and impact of vicarious trauma on its personnel. The Department, through its various groups (e.g. Army, Navy, Defence Response Unit) has engaged with RDVSA’s workplace wellbeing program that includes training, vicarious trauma risk assessment, and individual supervision. This wholistic program is part of overall risk management and workplace wellbeing strategies.
4. We are funded by SA Health for the provision of triage and referral on behalf of Yarrow Place for the 24 hour crisis response for people 16 years and over requiring a crisis response for a recent sexual assault after-hours and weekend.
5. City of Sydney funded to deliver our Breaking Barriers transitioning to telephone counselling in response to COVID-19 to upskills mental health workers in Telehealth service delivery. Our 4-hour online training workshop helps clinicians further develop skills in working therapeutically over the phone
6. Women NSW funded to deliver multiple projects to increase our service modality and information options to increase client access to trauma counselling in a COVID-19 environment.

7. State Insurance Regulatory Agency NSW to deliver Vicarious Trauma Management program for Aboriginal and Torres Strait Islander peoples in their workplaces.

CORPORATE RELATIONSHIP HIGHLIGHTS

1. Generous \$2,000,000 investment of IAG Insurance for Full Stop Foundation to establish DV Impact Line launched in March 2021. Second phase of funding to design the project logic for the Cash Transfer Pilot to distribute \$1,000 and \$5,000 to clients impacted by sexual, domestic and family violence. Thank you also to our Advisory Group members for donating their time and expertise to establish the project parameters, develop EOI framework and identify 30 specialist and trusted agencies from across Australia.
2. Proactive relationship with Commonwealth Bank Australia to deliver services that have created a safe and progressive workplace for their staff.
3. Oranges and Sardines Foundation funding our Legal and Policy Officer to review policy, research outcomes and make submissions to influence government decisions.
4. Pinnacle Charitable Foundation have continued to support our Legal & Policy work and transcribing of training programs into a digital format.
5. Myer Foundation continued to support our Yarrow Place after hours counselling service. This funding ensures highly trained counselling staff provide vital crisis service. 81% of the caller data highlights the demand for phone lines to be open

during Friday nights, and Saturday and Sundays with 46% of the calls over the weekend occurring within 72 hours of a violent incident.

6. John T Reid funded our response to complex trauma workshop in Wagga Wagga. Addressing the challenges for regional and rural mental health practitioners to participate in complex trauma training, the prohibitive high cost of travelling to metro areas for training, and the fact that the training offered can ignore the contextual needs of regional and rural people.
7. Neilson Foundation continued to fund the implementation of our HR System, a key capacity building project for our organisation to help make our processes respond effectively to the evolving needs of our clients this past year. Their support has also continued to deliver our partnership projects with ACON.
8. Vivienne Court Trading generous donation from 5 staff raising \$45,000.00 to support our frontline specialist counselling.
9. Brydens Lawyers funded our Women in League 2020, creation of West Tigers video and social media posts featuring key players and staff, to promote the Full Stop Foundation’s COVID-19 fundraising campaign.
10. University of Sydney proactive and innovative wellbeing training and support programs for students, staff and other across community
11. Universities Australia developing skilling up students and staff academic across universities to create safe and inclusive communities.

**RAPE & DOMESTIC VIOLENCE SERVICES AUSTRALIA
THANKS ALL OF OUR PARTNERS. YOUR SUPPORT IN
2020–21 BROUGHT US ONE STEP CLOSER TO PUTTING A
FULL STOP TO SEXUAL, DOMESTIC, AND FAMILY VIOLENCE.**



12. People with Disability Australia working to build inclusive vicarious trauma training and support programs.
13. Greens NSW proactively assessing and building new systems of support that are inclusive, enable diversity, and create safe workplaces and community engagement for its members.
14. Working with Health Services Union leadership to provide members with information, advice and guidance to foster safe and productive workplaces across Australia.

6. Lahgo hosted a Music Gig to raise funds and awareness featuring, Plantface, Slim Jimz, Earl Weir & Krystal Rivers – Sydney.
7. Making Nosie Standing with Survivors - live performances and silent auctions involving a range of advocates, artists and speakers -Melbourne
8. Bequest in memory of Anthony Peter Edwards.
9. Public Communities charity of choice with Australian Hotel & Brewery Hotel linking patrons to our work.
10. Women in The Wallpaper exhibition curated by Oubliette Theatre – Ipswich.

COMMUNITY HIGHLIGHTS

Whilst community event fundraising was significantly curtailed by Covid 19, due to continued community support we raised total of \$76,473.43. Community fundraising brings the community together to start conversations about the impacts of violence and take steps change the story one community event at time.

1. I’m Brave & Beautiful - a comedy show fundraiser hosted by the most brave and beautiful comedian, Concetta Caristo, a domestic violence survivor herself, raising awareness and support for the work of the Full Stop Foundation.
2. Compounding Toongabbie Team online fundraiser a community chemist starting conversations and raising funds.
3. Sonia Lin held a marathon fundraiser to respond to the gruelling judicial process and our society’s treatment of people affected by assault-trauma.
4. FLF Tattoo Studio
5. Kate Devlin used her courage to tell her story and mission to raise awareness and

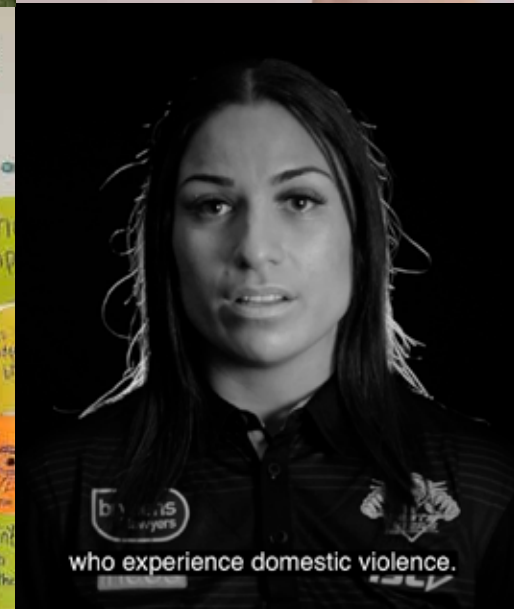
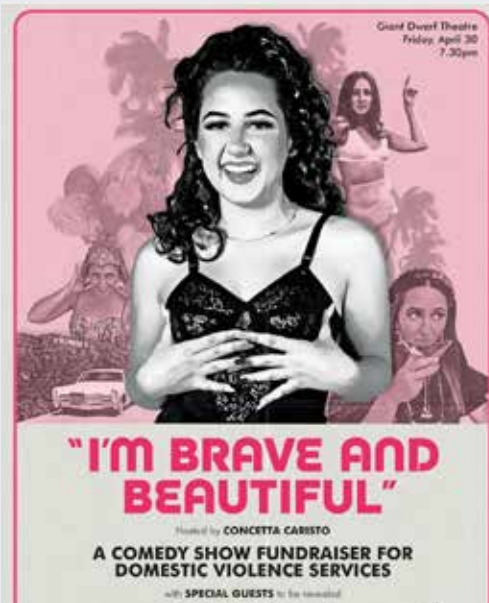
funds for fellow Australians who have experienced violence in their lifetime. Using her voice to raise over \$28,000 in a dinner event featuring music performance and auction.

INDIVIDUAL DONORS

1. Social media continues to be a significant platform to raise awareness and funds, with \$230,108 donated for 2020/2021.
2. Our website and online support platforms captured \$82,898 in donations. 98% of individuals donated one off and 3% donating choosing to subscribe to recurring amounts.

We thank and acknowledge all donors.

It is because of you that we can be here for people, make positive change, and advocate for systemic reform which puts a full stop to sexual, domestic and family violence.



TREASURER'S REPORT ●

The financial position of RDVSA at the end of the 2020–21 financial year has us standing on solid ground, despite several years of funding changes and staff movements. Although training contracts were impacted by the COVID-19 pandemic and resulting travel constraints, the Commonwealth Bank commercial contract, the introduction of federal government economic boost funds, a 65% growth in donations, and enhancement of our online training, gave us 27% funding growth and supported the stability of a \$261K surplus at year end 2021.

Our expense areas have also varied in the last 12 months. Remote working led to large increases in staffing equipment and associated costs, while travel expenses reduced by 74%, as we moved our training offering to be delivered online. Our operations in one office in 2020–21 consolidated many expenses and has helped offset asset purchases and allocations for upcoming large information technology expenses.

With a general reserve up by 144% to \$390K, the organisation is well-placed to support any further COVID impact costs and will allow for some solid next steps planning for effective transition to new growth areas. As we move into 2022, the Board's focus is on marketing and communications to further develop donation and funding potential, so that we can continue with our critical work in counselling, trauma management, program implementation, impactful research and informing government policy.



STATEMENT OF PROFIT OR LOSS

AND OTHER COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2021

	2021	2020
	\$	\$
Sales revenue	5,010,516	6,574,009
Interest revenue	3,700	12,509
Consulting fees	(81,642)	(33,902)
Employee benefits	(4,034,764)	(5,485,531)
Resources	(59,500)	(79,633)
Travel expenses	(14,246)	(56,496)
Subscriptions	(36,034)	(43,612)
Telephone	(122,217)	(160,527)
IT expenses	(234,303)	(339,134)
Printing & stationary	(11,248)	(30,286)
Rent	(68,204)	(116,294)
Other expenses	(120,766)	(116,294)
Income tax expense	—	—
Total comprehensive income for the year	231,292	103,679

AS AT 30 JUNE 2021

	2021	2020
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash & cash equivalents	1,539,876	811,388
Trade & other receivables	328,571	196,738
Other assets	52,041	34,726
TOTAL CURRENT ASSETS	1,920,488	1,042,852
NON-CURRENT ASSETS		
Property, plant and equipment	15,449	—
TOTAL NON-CURRENT ASSETS	15,449	—
TOTAL ASSETS	1,935,937	1,042,852
LIABILITIES		
CURRENT LIABILITIES		
Trade & other payables	249,194	85,419
Contract liabilities	590,194	71,586
Short-term provisions	47,400	30,000
Employee benefits	490,873	536,207
Other financial liabilities	58,222	—
TOTAL CURRENT LIABILITIES	1,435,883	723,212
NON-CURRENT LIABILITIES		
Employee benefits	160,000	160,000
TOTAL NON-CURRENT LIABILITIES	160,000	160,000
TOTAL LIABILITIES	1,595,883	883,212
NET ASSETS	340,054	159,640
EQUITY		
Reserves	148,400	148,400
Retained earnings	242,532	11,240
TOTAL EQUITY	390,932	159,640

STATEMENT OF FINANCIAL POSITION