



2023-2024

ANNUAL REPORT



**Domestic
Violence**
NSW

Acknowledgement of Country

This report was written on the stolen and unceded lands of the Gadigal People of the Eora Nation. We pay respects to the Elders past and present.

Domestic Violence NSW (DVNSW) acknowledges Aboriginal and Torres Strait Islander peoples as the first sovereign nations across the breadth and depth of Australia. We recognise that Aboriginal and Torres Strait Islander people have lived and cared for Country for over 60,000 years and continue to do so, honouring ancestors and knowledgeholders within community, and observing ancient cultural practices.

We acknowledge the damaging impacts of colonisation and hold their stories with great care.

We acknowledge that domestic and family violence are not part of Aboriginal culture and assert that the responsibilities of Aboriginal families and kinship systems do not align nor are reflected in current government policies.

We work to position ourselves as allies and give voice and strength to the unique position that Aboriginal and Torres Strait people hold in their own family systems and communities.

Lived experience and diversity statement

We recognise that lived experience is central to change. With guidance from lived experts, we elevate the experiences, voices and needs of victim-survivors through all work we undertake.

We understand that domestic and family violence impacts some communities disproportionately – which is why we ensure our advocacy is centred in the experiences of Aboriginal and Torres Strait Islander people, LGBTIQA+ people, migrant and refugee people and people with disability.

Ethics of care

We strive to ensure our stakeholders are listened to, respected, and their voices centralised as we amplify them. An ethics of care directs all work we undertake, from policy development, submissions and advocacy to member communications and social media.

Further and importantly, our ethics of care means we will carefully and with consideration ensure we centre the voices of people from marginalised groups and consult with purpose.

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Focus and key impacts this year

Vision and strategy

DVNSW's vision is that women, families and communities in NSW live free from violence, have equal rights, equal opportunities and the freedom to reach their potential.

The DVNSW Strategic Plan 2021-24 is built on the knowledge, experience, learnings and achievements of the sector and provides the road map for the future. Through this strategy, DVNSW can sustainably deliver effective and meaningful impact and change across the domestic and family violence sector, focused on five core strategic priorities:

1. Sector development and capacity building
2. Primary prevention
3. Promotion of specialist services and programs
4. Organisational sustainability and capability
5. Systemic change and thought leadership

Creating change

 **+60%**
media engagement

50 years
of the sector



+100
meetings with MPs
and Commissioners

+1,000
media mentions
calling for funding
and reform

26 submissions
written



Supporting + strengthening the sector

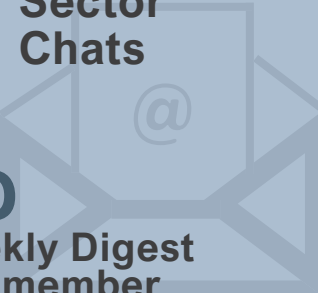
\$245.6 million
funding for
the sector

+450
Frontline workers
consulted for
Quality Standards

11 Sector
Chats



50
Weekly Digest
and member
updates sent



Building a sustainable peak

20%
increase in
membership



+200
member visits
and meetings

\$3.6 million
for the Peak
over four years

 following
increased by
+3,025%

CEO letter

This past year has shown that true change requires all of us.

Through unity, resilience and determination we have created meaningful change – unprecedented investment in our advocacy areas, significant judicial reforms, criminalisation of coercive control and an unmoveable spotlight on the importance of the sector’s work in ending domestic and family violence.

Our peak has grown significantly this past year. We’ve grown in staff, in members, in partnerships and in advocacy resulting in action. With the voices of our members from frontline specialist domestic and family violence services and the experiences of victim-survivors at the centre of our work, we put significant pressure on state and commonwealth governments to invest in change.

This year’s annual report shows what we can achieve when we combine evidence-based advocacy with a united public call for our leaders to invest in the sector and commit to ending domestic and family violence.

While it’s important to celebrate recent successes, we must stay focused on the challenges that persist.

Despite the welcome news of increased funding, frontline services remain under-resourced. It’s becoming increasingly difficult to secure long-term housing and many victim-survivors – particularly older women, Aboriginal and Torres Strait Islander women, migrant and refugee women and women in regional and rural areas – continue to face disproportionate impacts from both violence and a lack of accessible services.

But while there is much more to do, we’re in this together and we are fearless, passionate and determined. I am thankful for our members, without their trust and knowledge, we wouldn’t be able to advocate as strongly for the change the sector deserves.

I want to take a moment to express my deep gratitude to our Board and Chair. Together, we’ve navigated so many challenges, always standing firm in our shared purpose. I want to also thank members of our advisory committees – the Aboriginal and Torres Strait Islander Women’s Steering Committee, the Lived Expertise Policy Advisory Committee, the Migrant and Refugee Advisory Committee and the Sector Development Member Advisory Committee. It’s through the generous input and passion of these incredible people that we can ground all of our advocacy in real voices, real people and real reasons for change.

I also want to thank the DVNSW team who show up every day with energy and passion to make a difference – your role as advocates and allies is changing the landscape of domestic and family violence and I’m honoured to be your CEO.

Reflecting on another year past, I want to always make sure we remember why we are here. We’re here for those that couldn’t be, we’re here for those whose lives were stolen by senseless violence. We’re here for their families, their communities and their friends. We’re here for the people who can’t leave and those who have and are trying to get their lives back.

Now in our 50th year, we are more determined than ever to build the society women and children deserve.



Delia Donovan
Chief Executive Officer
DVNSW

Chair letter

It's a privilege to write to you once again as Chair of the amazing organisation that is Domestic Violence NSW, in this, our landmark 50th year. Every year, I wonder how it's possible for us to grow more, do more and respond to more, and yet, every year, the Peak and our phenomenal membership somehow manage to do exactly that.

We have seen significant growth in the peak this year, thanks to the ongoing advocacy of the team and Board in partnership. We have proven responsive to upsurges in the national dialogue around domestic and family violence, coercive control, housing, homelessness, primary prevention, children as victims of violence and a host of other key issues. At all times, Delia and the team have maintained a huge level of agility, professionalism and at times, flat out juggling skills to meet multiple and competing demands. That the DVNSW team are continually sought-out as trusted voices, critical friends and key advocates says so much about our strong relationships and depth of knowledge.

In addition to being the 50th year since the establishment of Elsie Women's Refuge and the first sweeping steps towards domestic and family violence response in Australia, it has been a landmark year in the landscape for other reasons – we gained National Principles on Coercive Control, the long-anticipated NSW coercive control legislation took effect, we have seen an upsurge in State law reform, discussion around primary prevention and housing and homelessness announcements targeted to the client groups we all support. Our work remains a 'hot topic' and front page news. I am heartened that the causes the peak and membership work so

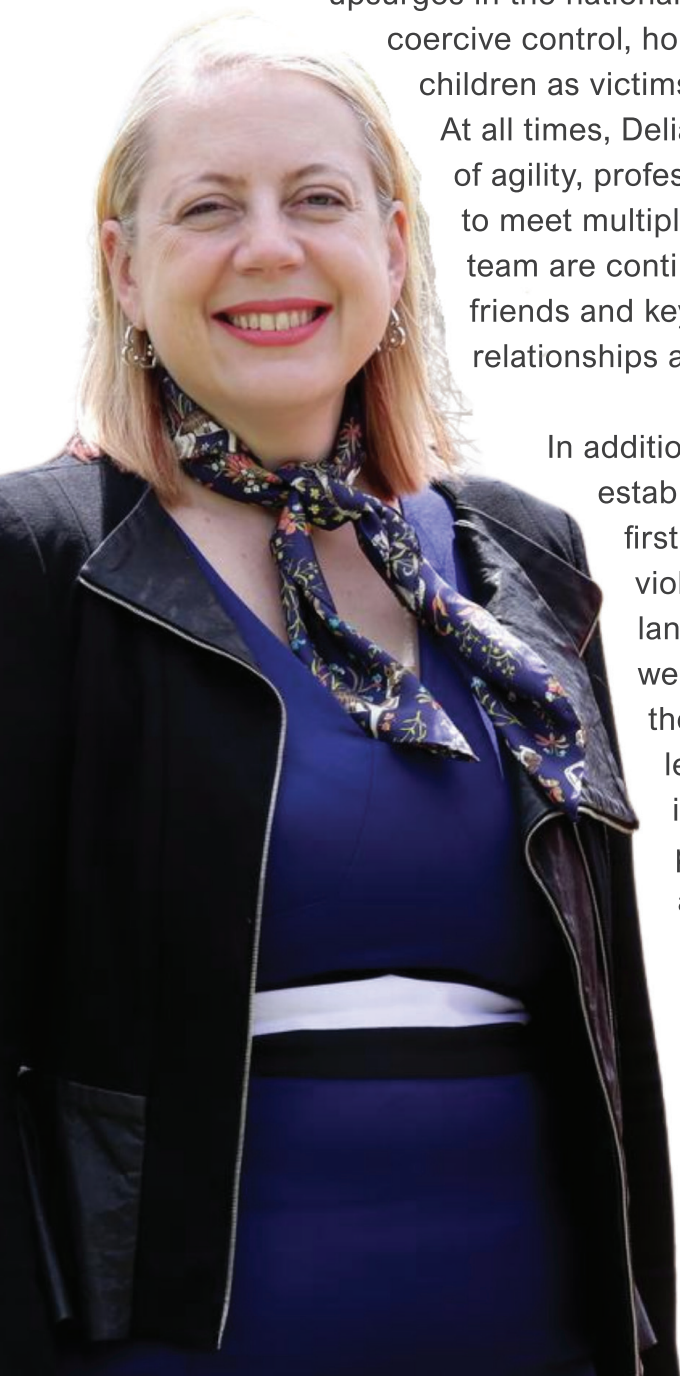
hard for every day, are getting the level of recognition and public attention they deserve. We need to continue to work together to keep these causes high on the agendas of all governments, as we know that in spite of many gains, a number of our key advocacy asks have not yet been answered.

I said at the recent DVNSW 50th Anniversary Conference that ending domestic and family violence must be our 'North Star', today and always. It's my fervent hope that in another 50 years, our peak and services will not be needed, as we will have solved the problem. Until that day comes, the vital work that each of every one of you do as individual and organisational members, every day, is necessary. Please also know that it is seen, respected, and celebrated by DVNSW and the NSW community. Your experience is our expertise.

Thank you to our extraordinary CEO, Delia Donovan, with whom working closely is an ongoing pleasure and privilege. Thank you to the Domestic Violence NSW team for your commitment, enthusiasm, and sheer hard work. Your professionalism grows exponentially year on year, and it is visible. Thank you to the Board, my fellow fierce feminists, leaders, advocates. I cherish your voices, your views and our collegiate and positive ways of working. Thank you to our government partners and collaborators, our corporate supporters, and our donors.

I look towards the next year with hope and optimism. The dedication and resilience of the DVNSW team, members, and supporters has been truly inspiring. Together, we have made significant strides and I am confident that we will continue to drive meaningful change for our next 50 years.

Annabelle Daniel OAM
Chair, DVNSW



Creating meaningful change

Achieving DVNSW's vision of a world where women, families and communities in NSW live free from violence, have equal rights, equal opportunities and the freedom to reach their potential, requires systemic and societal change.

Three ways DVNSW worked to create systemic and societal change this past year included:



Ensuring work to create meaningful change was informed by the expert knowledge of people with lived specialist expertise.



Amplifying the sector's collective voice in the media.



Reaching key decision makers with clear evidence-based messages.



Ensuring work is informed by the expert knowledge of people with lived and specialist expertise

Lived Expertise Policy Advisory Committee

The DVNSW Lived Expertise Policy Advisory Committee welcomed two new members, broadening the diversity and experiences that the committee represents. Now with ten members, the committee provided invaluable advice to guide DVNSW advocacy and policy positions. Committee members also participated in eight consultations including with Homes NSW and Revenue NSW and provided input into development of a DV Notify App and the NSW Common Risk Assessment Management Framework.

Migrant and Refugee Member Advisory Committee

This year, DVNSW established the Migrant and Refugee Advisory Committee to provide advice on advocacy priorities and strategies, to better respond to the needs of people from migrant and refugee backgrounds experiencing domestic and family violence.

Aboriginal and Torres Strait Islander Steering Committee

The Aboriginal and Torres Strait Islander Steering Committee's influence and expertise was recognised through various DVNSW policy submissions.

The committee also engaged in meaningful advocacy with the Department of Communities and Justice regarding the soon to be released DV Notify app which will alert victim-survivors when a perpetrator is granted bail. They also worked with the Department on the development of the NSW Workforce Strategy, within the domestic and family violence sector, on behalf of DVNSW. Consultations were also held with ABSTARR on the development of the NSW Aboriginal Domestic and Family Violence Plan.

Finally, the committee were invited to provide consultations and advice to the Seufferdt Project – Listening to Aboriginal Voices, Policy and Law Reform, led by Jane Wangman and Nan Sueferdt from the University of Technology Sydney.



Pictured: DVNSW Aboriginal and Torres Strait Islander Steering Committee with Delia Donovan, CEO and Hannah Tonkin, NSW Women's Safety Commissioner.



Amplifying the sector's collective voice in the media

This year saw an increased focus on strategically harnessing both traditional and digital media, to showcase the quality work and resourcing needs of the domestic and family violence sector.

Over the past financial year, nine media releases were issued, while DVNSW staff participated in more than **129 interviews** covering advocacy and information across justice responses, funding need, crisis accommodation capacity, primary prevention and sector need.

This proactive media engagement and advocacy resulted in the NSW Government committing **\$230 million** to improve domestic violence responses and support by way of:

\$48 million

to expand Staying Home Leaving Violence to all local government areas in NSW and double the Integrated Domestic and Family Violence Services sites.

\$24 million

increased, ongoing funding for Women's Domestic Violence Court Advocacy services.

\$48 million

increased funding for specialist children's workers in refuges.

Bail reforms

for domestic and family violence.

\$38 million

funding towards primary prevention.

The national crisis

In May 2024, after unprecedented media attention, the Prime Minister declared domestic and family violence a national crisis.

DVNSW strategically harnessed the increase in media and public attention to apply pressure to state and federal governments, calling for action.

In just over two weeks between April and May, DVNSW distributed **four media releases** and engaged in **over 80 media opportunities** which resulted in **over 1,000 state and national media mentions**.



"We are in a national emergency"



Myth Busters

At the end of 2023, DVNSW partnered with industry experts for the Myth Busters series. The primary prevention campaign was designed to address problematic myths and harmful community attitudes, as part of the 16 Days of Activism.

The campaign launched DVNSW's TikTok and received thousands of plays across all social media sites.

2,058 TikTok plays

16,000 LinkedIn views

20,000 X/Twitter profiles reached

14,000 Instagram accounts reached

50 year anniversary

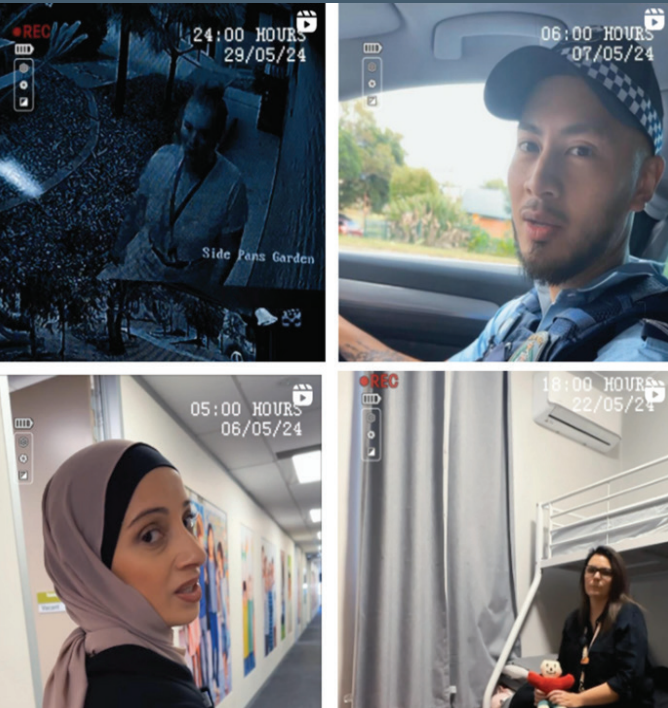
To mark the 50th anniversary of the domestic and family violence sector, extra resources were directed towards events and programs to recognise this moment in history.



A logo variation was created as a homage to the beginning of the 1974 movement that led to the start of the sector. The fist element, which serves as the centre of the brand, is a slightly modified version of the original element used in the 1974 International Women’s Day March in Sydney with the theme ‘Women Against a Violent Society’.

The first six months of the 50 year celebration began with a series of articles written to coincide with the launch of the pledge campaign. This included a weekend print in the Sun Herald, the Sydney Morning Herald and the Age and an ABC digital story that raised the profile of the sector and advocated the importance of specialised services and long-term funding.

24 hours on the frontline



In May 2024 (Domestic Violence Prevention Month), DVNSW ran the ‘24 hours on the frontline’ social media campaign promoting the work of specialist domestic and family violence workers.

For every hour on the clock a frontline service worker provided an overview of their role and its impact.

The campaign increased DVNSW’s TikTok following by +3,025%, LinkedIn following by 84.7% and 700 new Instagram followers were gained.

The pledge

On 8 March, International Women’s Day, DVNSW launched a pledge as part of the 50 year anniversary celebrations. The pledge received thousands of signatures across the country and provided simple resources to the public on how to understand domestic and family violence, using the acronym of **SAFE**:

See	Recognise the signs
Act	Respond to violence
Face-up	Lead by example
Educate	Understanding leads to preventing

Ambassadors for the pledge included Rosie Batty AO (Advocate), Micaela Cronin (Federal Domestic, Family and Sexual Violence Commissioner), Dr Hannah Tonkin (NSW Women’s Safety Commissioner), Mal Lanyon (Deputy Police Commissioner), Steven Kinmond OAM (NSW Children’s Guardian) and Anna Coutts-Trotter (Founder, Survivor Hub).





Reaching key decision makers with clear evidence-based messages

DVNSW's policy and advocacy work is underpinned by an intersectional understanding of how domestic and family violence interconnects with disability, age, mental health, inter-generational trauma, race, gender, sexuality, ethnicity, class and immigrant status. It's informed by lived experience, the experience of DVNSW members and grounded in evidence.

DVNSW advocated for reforms and system improvements via more than 26 written submissions, reports and feedback to federal and state government and other key stakeholders. Further advocacy was pushed through partnerships with other peak organisations via the endorsements of many more submissions.

Vital advocacy and recommendations to create genuine change were made in relation to:

NSW budget priorities

DVNSW's state budget advocacy led to an increase of \$245.6 million in funding for domestic and family violence and the government also committed a historic \$6.1 billion in social housing – prioritising at least 50% of the new and repaired homes to victim-survivors. This funding will be delivered over four years.

DVNSW's state budget advocacy led to a
\$245.6 million
increase in funding for domestic and family violence.

Bail reforms

Advocacy regarding reforms to the bail process resulted in the expansion of electronic monitoring to serious offenders on bail, ensuring magistrates rather than registrars make bail decisions and upgrading audio-visual link infrastructure across NSW.

Embedding lived expertise within the NSW Government

Ensuring that government domestic and family violence policy is informed by lived experts was a central area of advocacy for DVNSW. This resulted in the NSW Government creating a lived expert advisory group who work directly with government, while the NSW Women's Safety Commissioner has similarly included the need for lived expert advice in her strategic plan.

Funding specialist child workers

\$48.2 million was secured to extend and expand specialist workers for children and young people in refuges. DVNSW campaigned for recurrent funding for this pilot in their pre-budget submission. The funding ensured that all the current workers could continue in their positions alongside an expansion into a total of 30 refuges (up from the current availability in 21 refuges), with an allocation of two full-time equivalent child specialist workers for each service.

Minimising misidentification

DVNSW strongly advocated for more to be done to prevent and rectify misidentification, noting the devastating consequences this can have for victim-survivors. Misidentifying the victim-survivor as the primary aggressor is more likely to impact women who are First Nations or from migrant and refugee backgrounds.

Further advocacy included:

- Reviewing and providing recommendations for the Domestic Violence Safety Assessment Tool
- Providing input into the NSW 10-year Workforce Development Strategy
- Providing input into the development of the NSW Primary Prevention Strategy
- Government housing and homelessness plans
- Amendments to the Migration Framework for visa holders experiencing domestic and family violence
- NSW rental law reform, particularly ending 'no grounds evictions'
- The National Plan to End Violence Against Women and Children

Key partnerships and stakeholders

Government stakeholders

Over the past year DVNSW met regularly with NSW government ministers to provide expert advice and recommendations. Ministers included the NSW Premier, Treasurer, Attorney General, the Minister for the Prevention of Domestic and Sexual Violence and the Minister for Housing and Homelessness.

Strategically, DVNSW worked with MPs in opposition and on the cross bench noting the important role they play in holding government to account, ensuring legislation is fit-for-purpose, and shining a light on DVNSW key advocacy priorities.

This collaboration and engagement also extended to the NSW Women's Safety Commissioner, the NSW Rental Commissioner and the Federal Domestic, Family and Sexual Violence Commissioner.

DVNSW also met regularly with a range of government departments such as the Department of Communities and Justice who oversee the contracts and funding to the specialist domestic and family violence services.

“I respect very much the contribution and the role that Domestic Violence NSW plays.”

– NSW Treasurer Daniel Mookhey.

Justice system stakeholders

DVNSW had quarterly meetings with the Deputy Chief Magistrate and liaised regularly with the NSW Domestic Violence Death Review Team. Similarly, meetings occurred regularly with police from the Domestic and Family Violence Registry and with the Assistant Commissioner who oversees responses to domestic and family violence.

Partnerships

DVNSW convened or participated in a range of important councils, alliances and collaborations including:

- The Domestic and Sexual Violence Council convened by the Minister for the Prevention of Domestic and Sexual Violence
- Collaboration with other state and federal peak organisations to maintain an informed and intersectional approach to ending domestic and family violence
- The NSW Women's Alliance, which DVNSW convenes and chairs

“DVNSW deliberately builds strong and strategic relationships with key stakeholders to help create meaningful change. Domestic and family violence is a complex issue with multiple intersections, which means that DVNSW must engage broadly.

Every interaction is grounded in respect, is accountable, solutions-focused and pragmatic.”



Pictured: Minister for the Prevention of Domestic and Sexual Violence, Jodie Harrison, Premier of NSW, Chris Minns, Delia Donovan, CEO DVNSW.

Supporting and strengthening the sector

DVNSW creates knowledge sharing opportunities for members to continue to build their skills and understanding of the evolving domestic and family violence sector.

Strength through connection, learning and sharing

Weekly Digest

Over the past year DVNSW issued 50 weekly newsletters (the Weekly Digest). Each edition contained important sector news, employment opportunities and information on upcoming advocacy events and relevant legislative or funding changes. 96% of members who provided feedback on the Weekly Digest found the newsletter informative and useful.

Sector Chat

This year DVNSW hosted 11 Sector Chats – a virtual webinar with industry experts that provide relevant educational and sector updates to members. Topics over the past 12 months included best practice focus on quality standards, working with children and young people, Staying Home Leaving Violence, financial abuse, coercive control, Aboriginal service responses and disability access for refugees.

There has been a marked increase in members taking up the opportunity to connect and learn, 96.4% of members who provided feedback on the Sector Chats found them helpful and interesting.

Capacity building through collaboration

Sector Development Member Advisory Committee

Sector collaboration and feedback is key to DVNSW's capacity building and training development. The Sector Development Member Advisory Committee included representatives from member services across NSW, who contribute to sector development priorities and build practitioner collaboration and shared learnings.

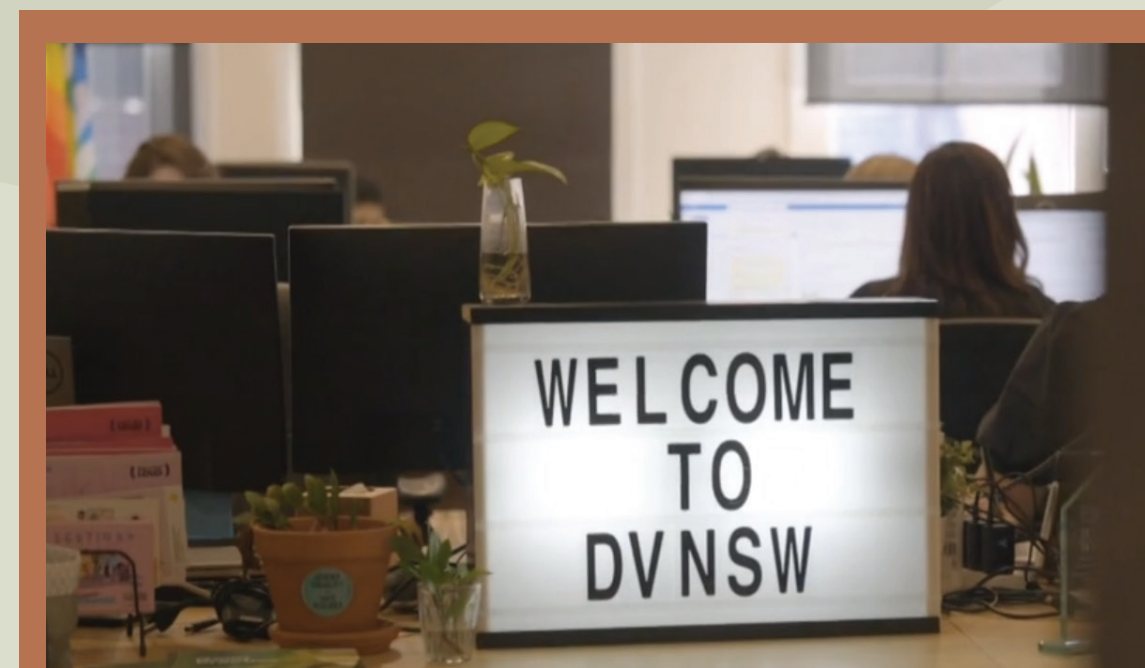
Through feedback and consultation from the Committee, several collaborative training projects have been achieved including:

- Partnering with People with Disability Australia to develop online disability awareness training
- Engaging the Indian Crisis and Support Agency to deliver Dowry Abuse training
- Partnering with Mary Jo McVeigh, recognised expert in the field of child protection and trauma, to develop a pilot workshop and facilitator session for responding to children and young people experiencing domestic and family violence

NSW Collaboration for the Prevention of Gender-Based Violence

DVNSW co-convened the NSW Collaboration for the Prevention of Gender-Based Violence. The Collaboration consisted of a wide range of sectors including local government, state government and non-government organisations who deliver prevention initiatives across NSW. The Collaboration met quarterly to share learnings – building the prevention network across the state.

This year DVNSW introduced a monthly prevention webinar series to provide capacity building opportunities for the collaboration members. Topics included early education prevention initiatives, respectful relationship education and healthy masculinity.



Supporting and strengthening specialism in the sector

Quality Standards

DVNSW is leading the Quality Standards project to consult with the specialist DFV sector to understand good practice and how it can be embedded across the sector to ensure consistency and quality service delivery for victim-survivors across NSW.

In the first year of this three year project, DVNSW consulted with almost 500 frontline practitioners across metro, regional and remote NSW who shared their insights, learnings and challenges to inform the co-design of the draft NSW DFV Quality Standards and future implementation approach.

Safe & Together: CHRISTIE (Collaboration to Harness Research Involving Inquiry and Evidence) Project

The CHRISTIE Project commenced this year – designed to promote collaboration between non-government and government sectors to improve outcomes for children and young people. The Project is built around the Safe & Together Model which centres the experience of victim-survivors in their safety and wellbeing planning, holding the perpetrator accountable.

The Project will run until December 2026 – over this time the collaborating organisations within each local government area will take part in Safe & Together training and a series of Communities of Practice to share knowledge, improve collaboration and develop a shared language and framework across multiple agencies, to better partner with victim-survivors and improve outcomes for families.

Communities of Practice

DVNSW hosted two regular Communities of Practice that brought frontline members together to maximise collaboration by sharing information, building capacity and providing feedback into DVNSW’s advocacy.



Pictured top: Dubbo consult with Housing Plus, Mission Australia and Orana Support Service
Centre left: Consult with Northern Beaches Women’s Shelter
Centre right: Danielle Thompson and Carrie Mckeen, Quality Standards team, DVNSW

Building a sustainable peak organisation

As the peak body for specialist domestic and family violence services in NSW, it's important the organisation prioritises sustainability and a commitment to continuous improvement.

Over the past 12 months key priorities have included areas of governance, cyber security, people and culture, member engagement and increased funding.

Rebrand

In 2023, Jaz Lynch Designs donated her time and expertise to refresh the DVNSW brand – creating a more contemporary visual identity that reflected the value and purpose of the organisation. This included the development of a new logo, centred around a speech mark to highlight the role of the peak as thought-leaders.



Laura La Rosa, Dharug-based graphic designer and owner of Girra, also created an Indigenous brand variation as a supplementary brand for First Nations projects. The variation uses the updated DVNSW brand colours, with themes representing fluidity, strength and matriarchal-grounded unity.



DVNSW's strategy

DVNSW will continue the current Strategic Plan through 2024-2025 due to changes in funding and the domestic and the family violence landscape. During this time, work will begin on the:

- Development of the 2025-2030 Strategic Plan
- Development of a new organisational structure and plan integrated with the 2025-2030 strategic plan and in alignment with the additional funding announced in May 2024

Members

This year 29 new members joined DVNSW – a 20% increase from the last financial year. DVNSW thanks all members who have engaged across various forums, platforms and through surveys, to help inform important work with advocacy, providing critical evidence for submissions and supporting DVNSW to ensure change-makers are aware of any significant frontline issues.

Member organisations consist of services such as crisis and refuge specialist homelessness services, domestic violence response enhancement, specialist domestic and family violence case management, Aboriginal controlled organisations, migrant and refugee specialist organisations, community housing, Staying Home Leaving Violence, women's legal and women's court advocacy services, men's behaviour change programs and general community, women and children's support programs.

Our members

Aboriginal Women and Children Crisis Service
ACON Health Limited
Allambi Care
Arise Foundation
B Miles Women’s Foundation
Banksia Academy
BaptistCare NSW & ACT
Barnardos
Bayside Women’s Shelter
Binaal Billa Family Violence Legal Prevention Service
Biyani House Revesby Women’s Shelter
Blacktown Women’s and Girls’ Health Centre
Blue Wren House- Camden Women’s Shelter Inc
Bondi Beach Cottage Incorporated
Bonnie Support Service
Braidwood Says No to Violence
Burwood WDV CAS
Carrie’s Place Domestic Violence & Homelessness Services Inc
Catholic Care Sydney
Central Coast Domestic Violence Committee (CCDVC)
Central Coast WDV CAS
Central North West WDV CAS
Central Tablelands and Blue Mountains Community Legal Centre (EECLC)
Central West WDV CAS
Centre for Women’s Economic Safety
Clarence River Domestic and Family Violence Specialist Service
Coast Shelter
Coffs-Clarence WDV CAS
Community Health Group
Community Resource Network
Cumberland WDV CAS
Domestic Violence NSW Service Management (DVSM)
Dorrigo Plateau Local Aboriginal Land Council

Pictured: Karen Bevan, CEO
Full Stop and Delia Donovan,
CEO DVNSW.



DV West (West Connect Domestic Violence Service)
Eastlakes Family Support Service Inc
Family Support Newcastle
Far West WDV CAS
Full Stop Australia
Futcher-Coles
Georges River Life Care
Good Shepherd Australia New Zealand
Got Your Back Sista
Great Lakes Women’s Shelter
Harman Foundation Limited
Highlands Community Centres Incorporated
Hope and Heal Retreats
Hornsby Ku-ring-gai Women’s Shelter
Housing Plus
Hunter Womens Domestic Violence Court Service
Illawarra WDV CAS
Illawarra Women’s Health Centre
Immigrant Women’s Speakout Association of NSW
Immigration Advice & Rights Centre (IARC)
Indian (Sub-Cont) Crisis & Support Agency
Jenny’s Place Inc
JewishCare
Justice Support Centre (South West Sydney Legal Centre)
Kempsey Families Inc
Kingsway Community Care Inc.
Leichhardt Women’s Community Health Centre
Liberty Domestic & Family Violence Specialist Services
Linking Communities Network
Lisa Harnum Foundation Ltd
Lithgow Community Projects
Lokahi Foundation
Lucy’s Project
Macarthur WDV CAS
Many Rivers Family Violence Prevention Legal Service (Gurehlgam Corp Ltd)
Marrickville Women’s Refuge Ltd
Mary’s House Services Limited
Mid Coast WDV CAS
Mission Australia
Molonglo Support Services
Monaro Community Access Service

Monaro-Hume WDV CAS
Moree Family Support
Mount Druitt Family Violence Service – DCJ/FACS
Moving Forward DFV Case Management Services Inc
Mudgin-Gal
Murray River WDV CAS
Murrumbidgee WDV CAS
Muslim Women Australia
Narrabri & District Community Aid Service Inc
Nelly’s Healing Centre Aboriginal Corporation
Nepean-Blue Mountains WDV CAS
New England WDV CAS
Ngunya Jarjum Aboriginal Corporation
No To Violence NSW
North and Northwest Community Legal Service
Northern Beaches Women’s Shelter
Northern Rivers WDV CAS
Northern Sydney WDV CAS
North-West Sydney WDV CAS
Nova for Women and Children
Older Women’s Network NSW
Open Support (previously Sisters of Charity Outreach)
Orana Support Service Inc
Oxley WDV CAS
Parramatta Women’s Shelter
Pathfinders Ltd
Peninsula Lighthouse
Pop In Inc
Port Stephens Family and Neighbourhood Services Incorporated
Prosper (Project Australia)
Redfern Legal Centre
Relationships Australia NSW
Removals For Hope
Riverina WDV CAS
Samaritans Foundation
Sapphire Neighbourhood Services
Save the Children NSW
Settlement Services International SSI
SEWACS-Budjungal Support Services
South Coast WDV CAS
Southern Sydney WDV CAS
Southern Women’s Group Inc

Southwest Sydney WDV CAS
Spectrum Care
St John’s Community Services (Banksia Women Program)
St Vincent de Paul Society Sydney Archdiocese (Vinnies)
Sunrise Foundation Limited
Supported Accommodation & Homelessness Services
Shoalhaven Illawarra (SAHSSI)
Sydney WDV CAS
Sydney Women’s Counselling Centre
SydWest Multicultural Services
Tamworth Family Support Service
The Benevolent Society
The Deli Women and Children’s Centre
The Equanimity Project (Australia) Limited
The Haven - Nepean Women’s Shelter
The Marmalade Foundation – Lou’s Place
The Northern Centre
The Salvation Army
The Women’s Cottage
Think+DO Tank Foundation Ltd
Third Sector – Momentum Collective
Transforming Justice Australia, Community Restorative Centre
Tumut Regional Family Services
Two Good Foundation Ltd
Uniting (Parramatta Mission)
Upper Hunter Homeless Specialist and Outreach Service
Upstream Investigations, Wellbeing and Educator
Victims of Crime Assistance League Inc (VOCAL)
Warlga Ngurra Women and Children’s Refuge
Warrina Domestic & Family Violence Specialist Services
WASH House Inc
Wayside Chapel
Weave Youth and Community Services
Western WDV CAS
Women & Children First
Women Illawarra
Women Up North Housing Inc
Women’s and Girl’s Emergency Centre (WAGEC)
Women’s Shelter Armidale Inc
Women’s Community Shelters
Yes Unlimited

Yfoundations
Youth Action
Youth Off The Streets - DFV Strategic Initiative
YWCA Australia
Zonta Club of Sydney Inc.

DVNSW Board

DVNSW is governed by a Board of Directors who volunteer their time and expertise in the domestic and family violence sector.

The Board remained the same over the past financial year with the re-election of Nemat Kharboutli in November 2023.

DVNSW would like to sincerely thank the Board members whose commitment to the governance of the peak is essential to its success.



- Annabelle Daniel OAM**
Chair
CEO Women’s Community Shelters
- Kelly Lamb**
Deputy Chair
CEO Liberty Domestic and Family Violence Specialist Services
- Denele Crozier AM**
Treasurer
CEO Women’s Health NSW
- Nemat Kharboutli**
Secretary
Manager, Linking Hearts Service
Muslim Women Australia
- Yvonne Weldon AM**
Director
Chairperson of the Metropolitan Local Aboriginal Land Council
- Penny Dordoy**
Director
CEO, SAHSSI
- Kirrilly Salvestro**
Director
Deputy CEO Linking Communities Network
- Yvette Vignando**
Director
CEO Mary’s House Services

DVNSW team

The DVNSW team is a passionate group of feminists committed to helping realise a joint vision of a world where women, families and communities live free from violence, have equal rights, equal opportunities and the freedom to reach their potential.



Over the past 12 months the team has grown to include:

- Andrea Karwal** – Policy Officer (parental leave cover to May 2024)
- Bridget Mottram** – Senior Policy Officer Justice
- Carly Clarke** – CHRISTIE Project Manager
- Carrie McKeon** – Quality Standards Project Manager
- Danielle Thompson** – Quality Standards Project Officer
- Delia Donovan** – Chief Executive Officer
- Domina Augustine** – Student Placement
- Elise Phillips** – Deputy CEO, Policy and Advocacy Team Leader
- Emily Roberts** – Campaigns and Marketing Officer
- Erin Hunt** – Senior Policy Officer Justice
(covering Sabbatical leave June–November 2024)
- Joanna Griffiths** – Communications Coordinator
- Kristen McCallum** – Administrative Officer
- Livia Stanton** – Policy and Advocacy Manager
(parental leave August 2023-June 2024)
- Louise Gardiner** – Team Leader Operations and Members
- Natasha Khushalani** – Finance Assistant
- Raylene Hassall** – Senior Aboriginal Policy Officer
- Rebecca Plummer** – Office Manager
- Sarah Judd** – Sector Development Manager
- Shelley Booth** – Policy and Advocacy Manager
- Tracey Kennedy** – Finance Manager

Treasurer’s report

Now in its 50th year, DVNSW and its finances continue to be busy, efficient and productive. This is driven by a passion to improve and promote best practice policy and advocacy for women and children who have experienced violence and to drive primary prevention strategies in partnership with community, health and welfare services, the business sector and government.

With a great team and strong management of our financial systems we began the year with a projected budget supported by a clear strategic plan, and again finished the year with an unqualified audit. We remain in a strong financial position and are extremely pleased that our efforts have contributed to the stability, efficiency and accountability of the organisation including its strategic outcomes.

DVNSW’s gross financial income (after deducting direct subcontractor costs) increased by more than 18%. While the organisation continues to receive core program funding through the NSW Government via the Department of Communities and Justice, DVNSW gratefully acknowledges the additional funding from:

- The National Partnership Agreement – NSW and Commonwealth Governments
- NSW Ministry of Health
- Community Underwriting
- Commonwealth Bank

Community and Business Support is always worth an additional mention for both financial and material contributions, which consistently support the capacity of DVNSW to meet demand. Thank you – your efforts are much appreciated.

Many thanks to the Finance Team (CEO, Treasurer & Finance Officer), the Board and additional acknowledgement and appreciation to Tracey Kennedy, the Finance Manager who is consistent and crucial to DVNSW’s operational success.

DVNSW asserts that the audited financial accounts tabled at the Annual General Meeting is a true and fair view of the financial position of the association as at 30 June 2024 and that there are reasonable grounds to believe that we can pay our debts as and when they become due.

I am happy to commend these accounts to the membership.

Denele Crozier
Treasurer

Finance report

Full Audited Financial Statements for the 2023-24 financial year are tabled at the Annual General Meeting – available by request to DVNSW members.
Summary information:

	2023–24	2022–23
Total revenue	2,776,403	1,910,364
Wages and on costs	1,703,739	1,388,313
Professional and consulting fee	124,446	123,781
Grants administered	0	100,000
Other operational expenses	74,803	58,659
Contracted services	520,000	0
IT and communications	43,640	29,728
Depreciation and amortisation expenses	66,844	65,988
Conference and meeting expenses	26,042	22,534
Travel expenses	67,029	38,027
Total expenditure	2,626,543	1,827,030
Operating surplus	149,860	83,334
Total equity	1,163,593	1,013,733



Sponsors, supporters, pro bono and thank you's

As a not-for-profit organisation, DVNSW relies on generous contributions from sponsors, donors, pro-bono partners and volunteers to work towards its vision.

A huge thank you to Rosie Batty AO, a lifetime DVNSW member who supported the Pledge to End Gendered Violence.

Thank you to the members of the DVNSW Lived Expertise Policy and Advisory Committee, the Aboriginal Steering Committee and the Migrant and Refugee Committee for their dedication to improving system responses to people experiencing domestic and family violence.

Hall and Willcox has continued to provide invaluable Pro Bono legal counsel and support across various functions of our organisation as well as generously providing donations through their workplace giving program. DVNSW greatly values this relationship and thanks them unequivocally for their help and support.

ASX has continued with their workplace giving and thanks goes to all the employees who have so generously donated this year, providing the funds for much needed work to support DVNSW advocacy.

Thank you to Jaz Lynch Designs who provided pro bono graphic design for the brand refresh.

Thank you to Commbank Next Chapter who generously donated to the 2024 DVNSW biennial conference, ensuring planning and work could commence early.

Thank you also to DVNSW work placement students Emily Roberts and Domina Augustine whose support over the past year has helped the organisation achieve so many goals.

Finally, DVNSW thanks and farewells governance volunteer Arundhati (Nishu) Suma Ajith who handed over the baton to Stephanie Madonna-Bakhos, in April 2024.

All content was correct at time of publication.

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For support options, visit
dvnsw.org.au/get-involved/help-and-support

