

WE KNOW WHERE

SHK

October 2024

Candidate briefing

FVREE

Chief Executive Officer

Role

Title	Chief Executive Officer
Reports to	Chair of the Board

The organisation

FVREE, formerly EDVOS, has been serving the community and supporting women and children responding to family violence for 30 years.

EDVOS was established in 1994, as an amalgamation of family violence services provided by Outer East Domestic Violence Service and Inner East Women's Service, operating from a small residential home in the eastern suburbs of Melbourne.

EDVOS programs and services have expanded over the years to better support women, children, pets and animals responding to family violence in the eastern metropolitan region of Melbourne. They work along the family violence continuum and include primary prevention, early-intervention, response and recovery, which is underpinned by the current reforms led by Family Safety Victoria on behalf of the Victorian Government.

For more information please visit <https://dev.fvree.org.au/> or please see link to the last [annual report](#).

Background

With the forthcoming departure of their esteemed CEO, Chris Mathieson, the Board seeks a dynamic leader to guide the organisation into its next chapter.

The CEO reports to a skills based board, see <https://fvree.org.au/about-us/our-people>

Board Members:

- Sandie de Wolf AM, Board Chair
- Prue Monument, Deputy Board Chair
- Tony Pititto, Board Treasurer and Finance and Audit Committee Chair
- Sonia Sharp, Board Secretary
- Sue Campion, Board Director
- Denise McLaughlin PSM, Board Director
- Kelly Shay, Board Director
- Chloe Symes, Board Director
- Susie Cotteril, Board Director
- Gary Trytell, Board Director
- Dr Trishima Mitra-Kahn, Board Director
- Christine Mathieson, Board Director.

The advertisement

CHIEF EXECUTIVE OFFICER FVREE

- Significant CEO role
- Driving change to eliminate family violence
- Create impact and deliver high quality services with purpose

About the organisation

Celebrating 30 years this year, FVREE (formerly EDVOS) is a contemporary and dynamic organisation and leading specialist Family Violence service provider working towards tackling the drivers of family violence and gender inequity at the individual, community and systemic levels. This work is underpinned by an intersectional feminist approach understanding that family and intimate partner violence disproportionately affects women, young people and their pets. FVREE's highly trained, professional and expert staff provide specialist support, information, case management, safety planning, community education, programs for pet safety and a strong network of referral pathways to other services through The Orange Door Network. With the forthcoming departure of their esteemed CEO, the Board seeks a dynamic leader to guide the organisation into its next chapter.

About the role

Reporting to the Board the CEO provides strategic leadership and direction to ensure FVREE actively pursues its strategic vision of a community free from family violence, and continues to advocate for the safety of all survivors of family violence. Key responsibilities include collaborating with the Board to implement FVREE's strategic vision, building inclusive and high-performing teams, ensuring financial sustainability, and driving service excellence. The role also involves fostering purposeful and outcomes driven relationships with stakeholders, and engaging in advocacy to influence public policy.

About you

You are an empathetic and strategic leader with a deep understanding of the family violence sector, its frameworks, and how they shape service delivery, or drawn from a similar, complex context ideally as a CEO. With proven organisational leadership skills, you thrive as both a collaborator and leader, offering guidance and coaching tailored to the needs of your team. Your client-centred approach ensures that every decision reflects the best interests of those you serve. Accountability defines your leadership style, you take responsibility for personal, team, and organisational outcomes. A skilled communicator, you engage with clarity, respect, and empathy across all interactions. You embrace change, demonstrating the flexibility and creativity needed to drive continuous improvement in a dynamic, tightly resourced environment. You see this role as a chance to shape services, systems and policies that transform lives, now and into the future.

See the **Candidate Brief** for more information. To lodge your interest please click 'Apply for this job'. Please submit your resume (CV) and a concise cover letter in Microsoft Word format. This position is only open to applicants with relevant rights to work in Australia.



SHK.COM.AU

Role overview

- Reporting to the Board, through the board chair, the purpose of this role is to provide leadership and strategic direction to the organisation that ensures FVREE continues to work for the safety of all family violence survivors, with a special focus on women, children and their pets
- The Chief Executive Officer will lead FVREE with courage and vitality, guided by their commitment to excellence and intersectional feminism principles, successfully managing organisational change and responding to system reform aligned to the recommendations of the Royal Commission into Family Violence.

Experience, skills and style

Experience

- Extensive experience and success in strategic leadership roles of services organisations within the for-purpose sector.

Skills and attributes

- Sector and Organisational Purpose & Values – the skills required to uphold our values, reflecting the purpose of the family violence sector. Having a sound understanding of the family violence sector including key frameworks and how they apply to the services we deliver
- Leadership and Teamwork – the skills necessary to work effectively as part of a team, both as a team member and leader. The ability to positively engage with others, collaborating and sharing knowledge and information. As a leader, having the capability to provide guidance, coaching and expertise that is adapted to the needs of the team
- Client Centricity – the capability to put the client’s interests at the centre of all decision making and having an understanding of their needs and challenges
- Personal and Professional Accountability – the capability to be responsible and accountable for personal and professional actions, the actions of your team, and the actions of the organisation as a whole
- Communication – the capability to communicate clearly, actively listen to others, and respond with understanding and respect across all forms of communication
- Innovation and Change – the capability to be flexible, deal with ambiguity, and be ready to respond to the changing needs of clients, the organisation and the sector through thinking creatively and critically to promote continuous improvement. The ability to support, promote and champion change and assist others to engage with the change process
- Problem Solving – the capability to solve problems in an organisational context, demonstrating the skills required to think laterally and address emerging issues in a proactive manner
- Emotional Intelligence – the capability to recognise and understand emotions in yourself and others and having the ability to regulate them and adapt behaviours accordingly to respond effectively. This includes the ability to support the resilience of your team and the organisation, in the face of sensitive matters and challenging circumstances.

Knowledge

- Tertiary qualification in a related subject and/or management. Post-graduate qualifications in business management would be highly desirable.

Other

- Safeguarding children and young people: in addition to our standard Code of Conduct, the CEO appointee will be required to sign and comply with FVREE Children and Young People Code of Conduct which will be provided to you when you commence employment
- Reasonable additional duties may be requested.

Remuneration

A competitive package will be offered to the successful candidate, commensurate with a non-profit sector CEO salary range.

How To Apply

- Applications are to be submitted online by visiting www.shk.com.au/jobs (preferred), scroll down to the role
Submit your CV (in Microsoft Word format, no more than five pages) and a concise cover letter (one page or an email), broadly addressing your proposition for the role
- You are not required to separately address the Key Selection Criteria. Your **CV (résumé)** should demonstrate achievements commensurate with the position description (this is the main document we assess). All documents are to be attached in Microsoft Word format
- For more information after reviewing this position description and submitting your CV, please contact Penny Wilson, Senior Partner, email penny.wilson@shk.com.au (quote #9495 and the role in the subject line), or text or call 0434 589 284, noting that call backs may be out-of-hours in the evening and may take several days (due to being in session during business hours)
- Alternatively, for administrative assistance only, please contact Beatrice Harris-Hart, Associate (part-time), SHK on +61 417 947 028 or via email at beatrice.hart@shk.com.au
- Please note, there is a concurrent search and selection processes may take some time and may include multiple review stages, panel interviews and meetings. These may be conducted over the next months. Candidates may be contacted by email or phone, including voicemail message
- Direct and third-party applications will be forwarded to SHK
- Referees will only be requested and contact at the time they are required, after initial stages of this process are completed
- Probity checks must be completed in full before you can be considered for appointment. There are specific probity requirements for this role, and you may be asked for particular information outside standard details, if this is relevant. Being considered for appointment must remain confidential throughout the period, prior to formal endorsement
- The indicative close date is **10 November 2024**.

FREE TO CREATE IMPACT

2022/2023

ANNUAL REPORT



FV/REE FREE FROM
FAMILY
VIOLENCE

WELCOME TO COUNTRY

We acknowledge that we live, work and deliver services, primarily on the lands of the Wurundjeri Woi Wurrung and Bunurong peoples of the Kulin nation.

We honour Aboriginal and Torres Strait Islander Peoples as the First Peoples and acknowledge their ongoing connection to country, land, language, Lore, stories, sea, sky and waterways. We pay our respects to all First Nations Peoples, Ancestors as well as Elders past and present. We acknowledge that sovereignty has never been ceded.

We acknowledge that Aboriginal and Torres Strait Islander women and families continue to be disproportionately affected by family violence due to the ongoing impacts of colonisation.



IN THIS REPORT

A MESSAGE FROM OUR LEADERS >

THE FACTS >

WHO WE ARE & WHAT WE DO >

HOW WE DO IT & OUR IMPACT >

ACCESS & RESPONSE >

SUPPORT & RECOVERY >

PREVENTION & TRAINING >

OUR PEOPLE >

OUR FINANCIALS >

THANKS TO OUR FUNDERS & PARTNERS >

A MESSAGE FROM OUR LEADERS

Through the work our dedicated and passionate team have achieved over the past year, we are filled with optimism that FVREE is making a measurable difference in working alongside victim survivors and their children to break the cycle, manage risk and enhance their safety. We also hold increasing hope that through the work we do in prevention and education that we are changing community attitudes and putting a spotlight on the drivers of gender inequality and family violence.



SANDIE DE WOLF AM
BOARD CHAIR



CHRISTINE MATHIESON
CHIEF EXECUTIVE OFFICER

It has been another year taking strides in our organisational growth and progress. As we mark almost 12 months under our new brand, we are encouraged by FVREE's campaign style and bold messaging, heralding strong and deliberate engagement around rights, empowerment, diversity, equity and inclusion.

In line with this, we are proud and pleased to have again achieved Rainbow Tick accreditation, finalised our Family Violence Survivor Partnership Framework by consulting with victim survivors and client-advocates and we thank them, not only for their courage in sharing their stories, but also their generosity of ideas. We also achieved full accreditation across all relevant service standards.

Against the backdrop of this year's Voice Referendum outcome, we steadfastly abide by our intent, respect and passion to implement our Reflect Reconciliation Action Plan over the next 12 months, whilst acknowledging the disappointment and hurt that Aboriginal and Torres Strait Islander clients and colleagues may be feeling.

We are now fully operational in The Orange Doors in Inner and Outer East Melbourne, where our supports to Victim survivors and their children have focused on collaboration with our valued service partners. We have also expanded our service footprint to include additional satellite operations in Yarra Junction and Belgrave.

We have almost doubled our income in 4 years and our annual revenue in 2022-23 grew to \$20.5 million and we achieved a surplus of \$708k, a one-off outcome, due in part to changes in our operations.

This growth creates wonderful opportunities for enhanced and expanded services and greater reach to clients and communities. With that comes challenges in rapidly maturing our systems, processes, expectations and mind-sets.

As we have grown year-on-year in recent times, we have solidified our focus on sustainability and ensuring we have an engaged, professional and diverse workforce. We continue to invest in developing our people and embedding an intersectional approach in all our work.

We are continually inspired by the courage of victim survivors in their unique challenges and stories as they respond to family violence. So too are we inspired and proud of our passionate and talented staff who work to prevent, respond to and assist victim survivors to heal and recover at critical times in their lives.

We also acknowledge our skilled, visionary and experienced leadership team, who together with all our staff help create the cohesive, empowered and collaborative culture we strive for. We thank you all so sincerely.

To our valued partners, donors and funders, and more broadly, all involved in our work, we thank you for your open and collegiate style in working with us as we move from strength-to-strength in partnering for impact and change.

None of this can happen without the astute leadership, experience and skills of our voluntary Board of Directors, who have again in the past year provided extraordinary commitment and who give so generously of their time, expertise, knowledge and life experience.

Next year will mark 30 years since our establishment and we have achieved much in working alongside victim survivors, together with the sector, government, stakeholders, colleagues and local communities. Building on the incredible work and contribution of so many people over the past 12 months, however we know many of you will agree — there is still much to be done to achieve our vision of creating a community FREE FROM VIOLENCE.



**OUR VISION IS A COMMUNITY
FREE FROM FAMILY VIOLENCE,
WHERE EVERYONE IS SAFE.**

THE FACTS

1 IN 3 women experienced physical or sexual violence (or both), perpetrated by a man they know.

Australian Bureau of Statistics, 2017

1 IN 4 WOMEN experienced violence by an intimate partner or family member compared to 1 in 14 men (from the age of 15).

Australian Bureau of Statistics, 2022

Family violence in Victoria is **INCREASING**. Victoria Police attend family violence incidents on average, **EVERY 6 MINUTES**.

Crime Statistics Agency, 2020

Aboriginal women are **33 TIMES MORE LIKELY TO BE HOSPITALISED** by family violence than non-Aboriginal women.

Australian Institute of Health and Welfare
Indigenous Community Safety Snapshot, 2017

Women with a disability are **40% MORE LIKELY** to experience family violence than men with a disability.

Australian Bureau of Statistics, 2016

New research cites that the rate of intimate partner violence experienced by people in the LGBTIQ+ community is **OVER 60%**.

La Trobe Research Survey, 2023

THIS CAN AND MUST CHANGE.

WHO WE ARE

ABOUT US

We are the primary provider of specialist family violence services in the Eastern Metropolitan Region of Naarm/Melbourne. We work along the continuum of family violence from primary prevention and early intervention, to response and recovery.

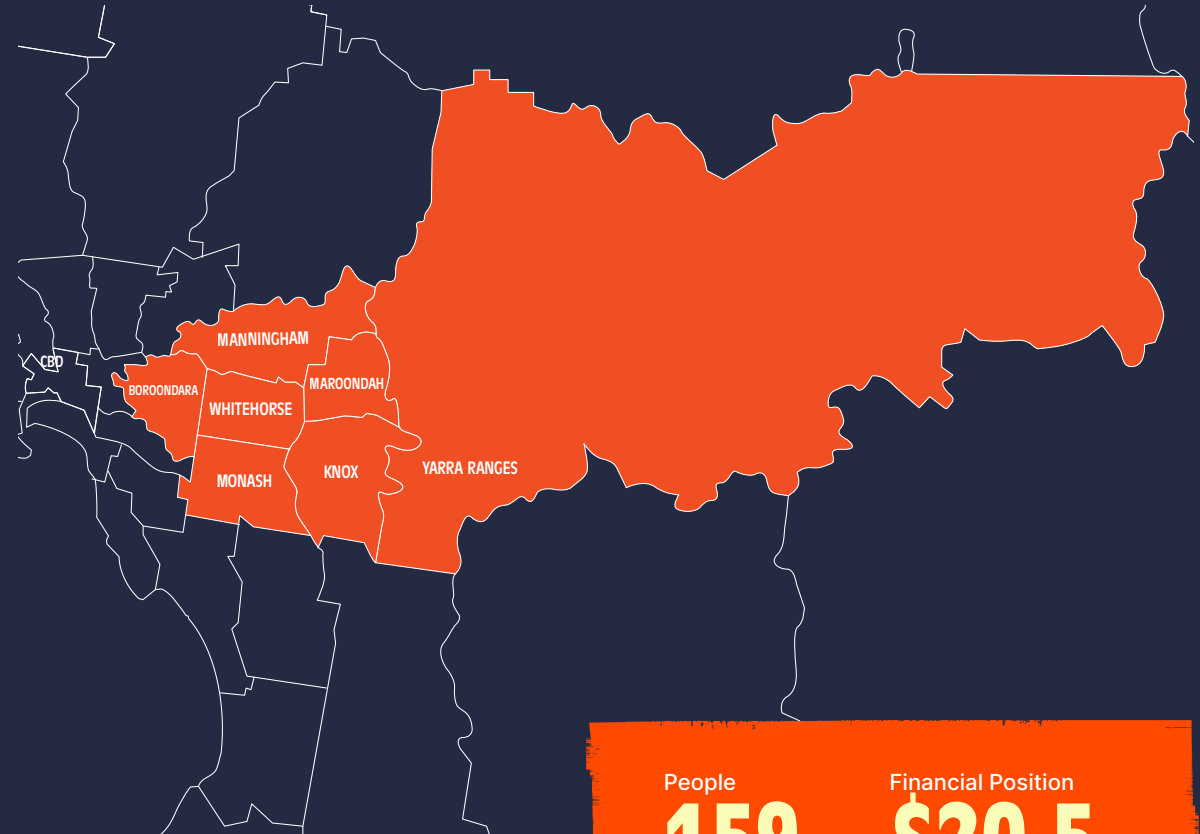
Family violence disproportionately affects women and children. We provide inclusive, accessible services to people responding to violence and their pets and animals. We recognise that family violence is driven by gender inequality and compounded by intersecting forms of oppression and inequality, creating overlapping experiences of discrimination.

OUR VALUES AND GUIDING PRINCIPLES

- Courage and Leadership
- Intersectional Feminism
- Person-driven
- Evidence Informed & Continuous Learning
- Transparency and Accountability
- Respect and Collaboration

Strategic Plan >

SPECIALIST RESPONSE SERVICES IN EASTERN MELBOURNE REGION



<p>People</p> <p>159</p> <p>in our growing workforce</p>	<p>Financial Position</p> <p>\$20.5</p> <p>million as of 30 June 2023</p>
-----------------------------------------------------------------	----------------------------------------------------------------------------------

WHAT WE DO

PARTNERING WITH INDIVIDUALS:

- Working alongside victim survivors in responding to family violence
- Assessment and response services (through The Orange Door)
- Case management with our Support and Recovery Team
- Recovery – counselling and therapeutic supports
- Flexible Support Packages (FSP) provided to individuals through our brokerage service.

PARTNERING WITH COMMUNITIES:

- Primary prevention, early intervention, education and training to address attitudes and behaviours in the prevention of family violence, while building the community's capacity to respond to disclosures and advocate for gender equality
- Working with service delivery partners to provide best-practice support and advocacy with victim survivors
- Working with service delivery and community partners with our best practice approach that leads to perpetrator accountability
- Providing Flexible Support Packages (FSP) to individuals through our collaborative inter-agency brokerage service
- Partnering with other agencies to provide secondary consultation alongside victim survivors at a high level of risk or with particularly complex circumstances through specialist liaisons.

CHANGE AT A SYSTEM LEVEL:

- Partnering across services, the sector and with victim survivors to improve system responses
- Partnering to build community and sector capability in understanding, advocating for and influencing changes in order to eradicate family violence
- Advocating and influencing policy, funding and system reform.



HOW WE DO IT

PARTNERSHIPS, COLLABORATION & SYSTEMIC CHANGE

We partner across the mainstream and specialist service system to improve outcomes for victim survivors. We collaborate to influence policy and advocate for systemic change.

RESPONDING TO FAMILY VIOLENCE

Individual support

CHANGING ATTITUDES TO GENDER & EQUIPPING THE COMMUNITY

Community & systemic work

Our service offerings

ACCESS & RESPONSE

The Orange Door

Assessing the risk of victim survivors, undertaking initial safety planning and connecting them with the right supports

SUPPORT & RECOVERY

Working alongside victim survivors and their children to manage risk and enhance safety through a tailored support plan

PRIMARY PREVENTION

Working with the community to change attitudes to gender and promote gender equity, addressing the drivers of family violence

TRAINING & EDUCATION

Educating the community to help recognise and respond to family violence

A COMMUNITY FREE FROM VIOLENCE

WATCH VIDEO



OUR IMPACT

“

She said, I am finally free from family violence.”

Family and intimate partner violence is a **gendered issue**. The crimes that occur are predominantly perpetrated by men.

Men's use of violence, perpetuates inequality, systemic oppression and is a **violation of the human rights** of women, children and marginalised families.

Being part of the solution is everyone's responsibility.

That's why we **invest in prevention and education**.



OUR IMPACT

ACHIEVING CHANGE

When creating our Theory of Change, we carefully considered the impact we could make across the continuum of family violence.

We continue to:

- Work alongside victim survivors respectfully during support, to ensure safety
- Work with victim survivors toward recovery, so they can thrive
- Work toward holding perpetrators accountable for their actions and changing their behaviour
- Contribute to building an effective, integrated and collaborative system that works together to prevent and respond to family violence
- Build the capacity of a community that no longer tolerates violence and challenges rigid gender roles, gender inequality, sexism and discrimination.
- Build the capacity of our community to recognise and respond to family violence where it occurs
- Build the capacity of our community to challenge perpetrators to take responsibility for their choice to use violence.

[Theory of Change >](#)

AT A GLANCE

12,644
people accessed
our services

^ 3,183
from last FY

or 33%
growth

More than
17%
workforce growth

85%
more responses across The Orange
Doors, showing our service maturation
and growing response capacity.

610
Intensive
Supports

For those with complex and intersecting
needs through case management
spanning 6 months more.

PARTNERING WITH SURVIVORS

We are committed to ensuring family violence survivors' views, perspectives and ideas are elevated, heard and central to the decisions that directly impact them. We commit to purposeful partnering, intentional power sharing and curious, open listening as the cornerstone of authentic engagement and ethical partnerships, founded on universal human rights.

“

I've experienced first-hand the pervasive impact of family violence and services. The services which are designed to keep you safe, aren't always accessible or trauma-informed.

At FVREE, we aim to elevate family violence survivors and advocates as equal partners in our workforce. FVREE's framework and accompanying practice guide provide a way of partnering to embed family violence survivor expertise in our culture, services, programs, people development, and operations. From risk assessments, safety planning, recovery, and advocacy, we are striving to make family violence survivor partnership the norm."

—Chloe Symes, Board Director

“



I just think we are definitely heading in right direction. There has been a few times where I have mentioned something and they were like 'that's great I've never thought of that' - because it's coming from the victim survivors point of view."

— Julie-Ann, Client Advocate

Partnership Framework >



PARTNERING WITH SURVIVORS

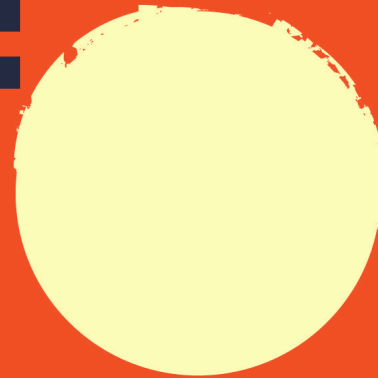
“

It is essential that victims of violence have input to the services that they seek. Only the victims can truly understand what they require to be safe, to survive and thrive. The embedded voices of lived experience should be at the heart of the creation and provision of services.

FVREE is in an ideal situation to put this into practice and to gain from the benefits that ensue.

— Jennifer Client Advocate

PARTNERING TO RESPOND TO FAMILY VIOLENCE



ACCESS AND RESPONSE

THE ORANGE DOORS

Integrated service hubs, funded by The Victorian Government, victim survivors, including children, as well as people using violence, can access a range of supports.

They can do this in person, online or on the phone. People can self-present, are referred by other services, by child protection and by Victoria Police.

Our role in The Orange Doors as the specialist family violence service includes:

- Risk assessments
- Safety planning
- Child safety and well-being
- Financial support and material-aid
- Crisis response including emergency accommodation
- Collaboration and case consultation with multidisciplinary teams and other specialist community services to provide advice, information, advocacy and referrals.
- Advocate alongside victim survivors with the legal and justice system, others services and in the community.

We partnered to open additional satellite hubs, the first of which is in Yarra Junction.

More than

44,900 HOURS

of support provided across the Eastern Melbourne Region

Inner East

responded to

4,866 PEOPLE

Outer East

responded to

4,159 PEOPLE

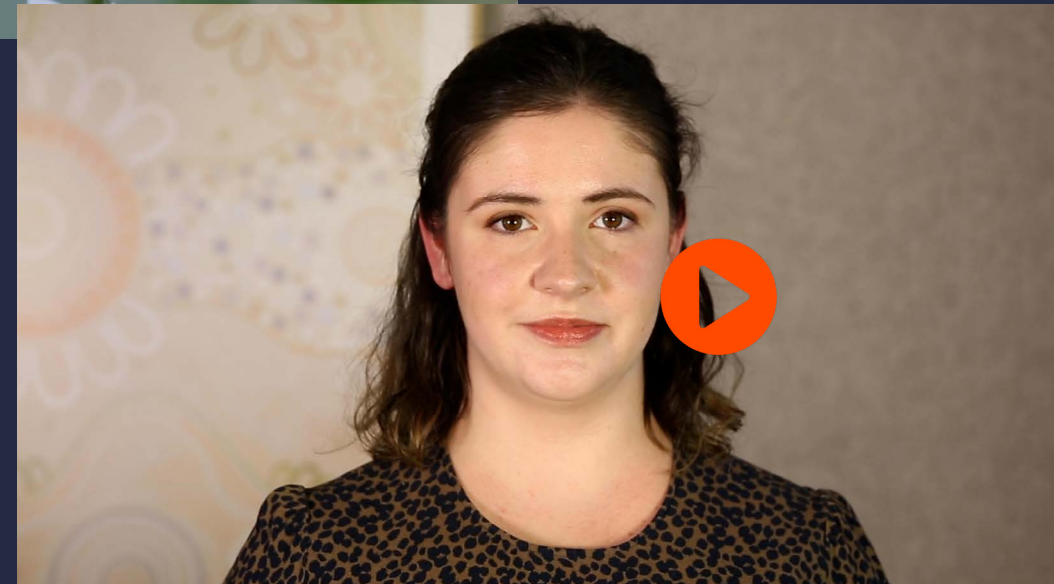
ACCESS AND RESPONSE

COLLABORATING FOR BETTER OUTCOMES

It's the connection, relationships and collaboration between people, teams, agencies, partners and the community that leads to better outcomes for victim survivors, everyday.

Kiki and TJ from Anglicare talked to us about just that.

We are grateful to work with passionate, professional, generous partners in The Orange Doors. We grow from and with our partners through collaboration, alongside people responding to violence.



ACCESS AND RESPONSE

5:05PM A 'KNOCK'

At 5:05pm, The Orange Door had just closed its doors and there was a knock on the window. A mother with her child desperate to be seen. Nadia's* story, although not uncommon, would stay with this Team Leader for many years. Her partner had access to her records and made it seem impossible to leave. She was afraid and felt hopeless.

We spoke to Jo, Team Leader at The Orange Door, who shared about Nadia's fight to be free.



**We've changed the name in this story to protect the identity of the victim survivor/s.*

ACCESS AND RESPONSE

IT TAKES TIME

Mary* reached out to us many times seeking advice and guidance about her situation. At first she didn't understand that her relationship with her son was family violence. With each interaction, her understanding and confidence grew.

We talked to Specialist Family Violence Practitioner, Rachel, about what happened most recently.

Often, we work with victim survivors over the longer term. Family Violence is a cycle and on average, it can take someone up to seven attempts to leave a violent relationship.



**We've changed the name in this story to protect the identity of the victim survivor/s.*

SUPPORT AND RECOVERY

It's no surprise that responding to family violence takes the joy out of life. Our team of Specialist Family Violence Advocates work with victim survivors to hold hope. The role of our team is to manage risk, safety plan and look towards the future.

Case management meets the unique needs of the victim survivor wherever they are on their support and recovery journey.

Supports can include:

- Ongoing risk assessment and management using the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM)
- Safety planning
- Education and information about family violence
- Advocacy and liaison with police, courts, schools, and other services
- Crisis response
- Supports to maintain safe housing
- Providing short-term financial assistance through Flexible Support Packages (FSPs) via our brokerage service
- Tailored care planning to meet specific needs and goals
- Connection and supported referral to other services such as financial counselling, housing services, health services, mental health, and alcohol and other drugs supports
- Counselling, specialist family violence and trauma counselling as well as child well-being counselling
- Specialist intersectional supports

3,619

people were responded to by the Support and Recovery team, predominantly women and children.

60%

of adults responding to family violence presented while caring for children.

**1,906 adults
1,713 children**

engaged with our Support and Recovery team for case management support, typically spanning several months.

94.7%

of perpetrators were described as male.

81.5%

of family violence we responded to was perpetrated by a current or former partner.

66

**I WENT FROM
SURVIVING
TO THRIVING".**

SUPPORT & RECOVERY

CHILD WELL-BEING

When Sophia* started to talk to her child, Max* about safety, their history with police made things difficult. Sophia discussed this with her Case Manager, wanting information about the best way to safety plan with Max.

We talked to Catherine, Speciality Family Violence Advocate about what happened next.

It's not uncommon for families responding to violence to have had interactions with police, courts and child protection that make safety planning seem harder. Our role is to advocate for victim survivors and partner with families to overcome any barriers to safety planning and service access.



**We've changed the name in this story to protect the identity of the victim survivor/s.*

SUPPORT & RECOVERY

DIVERSE COMMUNITIES

Leila* accessed our service when responding to violence in her marriage, she was relieved to find compassion and support with someone in our team who not only spoke her language but also understood the complex cultural nuances of her situation.

Hear from Mehrak, Team Leader in Support and Recovery.

12%

of people who worked with the Support and Recovery team told us they were either born in another country or spoke another language at home.

Mandarin, Dinka, Persian, (including Dari), Greek and Arabic were the 5 most common languages identified.



**We've changed the name in this story to protect the identity of the victim survivor/s.*

SUPPORT & RECOVERY

COMPLEX INTERSECTIONALITY

Kirra* was pregnant and had suffered a traumatic brain injury. She needed help to safely leave her relationship. When it was suggested that our Aboriginal Liaison Officer, Julie could support her to go home to country, Kirra knew that's what she wanted. Kirra's case was complex and it took many services in collaboration to make that happen.

We talked to Julie who shared what happens when services work together.

6.9%

(up 2.9% from last FY) of people who worked with the Support and Recovery Team told us they identify as Aboriginal or Torres Strait Islander.

85%

of Aboriginal women responding to family violence in Melbourne had a non-Aboriginal partner.

(Centre for Aboriginal Economic Policy Research)

**We've changed the name in this story to protect the identity of the victim survivor/s.*





CHANGING ATTITUDES & BUILDING CAPACITY IN COMMUNITY

PRIMARY PREVENTION

We know from global research that the underlying cause of family violence is gender inequality.

Our work in prevention is aimed at stopping gender-based violence occurring in the first place by changing the social conditions in our community that excuse, justify or promote violence against women.

WE THANK OUR LOCAL AND STATE-WIDE PARTNERS.

LEVEL PLAYGROUND

Children's understanding of gender norms and gender roles are created early in life. Level Playground is an initiative for children 0-6 years old and their caregivers that creates inclusive spaces and encourages children to develop unique personal identities and enable them to create healthy, safe and respectful relationships.

Ways to play: active play-based workshops that support healthy childhood development and promote children to play in ways free from gender stereotypes.

Gender Equity Resource Kit: provides early childhood educators with resources to implement a whole of service approach in ensuring an environment that promotes equality, inclusion and respect.

Level Playgroup: is advice and consultation to playgroups in applying an equity and gendered lens in programming.

Training and Education: consultation and facilitation within the early years sector relating to gender equality, respectful relationships, body safety and gender stereotypes.

Level Playgroup was proudly supported by Manningham Council's Community Grant Program.

YOUTH ACTIVISM

Leaders For Change and Champions for Change are programs to inspire young people to become gender equality and respectful relationship activists within their local community and beyond. We work with schools, Aboriginal and Torres Strait Islander communities and people with disabilities to explore these topics in meaningful ways and equip them with the skills to design and deliver a community project in response to identified community needs.

What's on the agenda:

- Respectful relationships
- Understanding family violence
- Online Safety and digital well-being
- Understanding gender equality
- Cyber law and consent in partnership with Eastern Community Legal Centre
- Bystander action and essential action
- Activism

PRIMARY PREVENTION

825

children and caregivers engaged in workshops and playgroups

WAYS TO PLAY

“

Great session thank you :) I think this session is really relevant to all families but I am excited to share this message with the CALD families I work with.”

— Workshop Participant

“

This is a great way to break stereotypes at a young age! Fantastic!”

— Workshop Participant

PRIMARY PREVENTION

Case Study

CHAMPIONS FOR CHANGE

We partnered with Nadrasca and engaged 15 people with disability in a 2 month program. Partnering with participants through in-person workshops to explore positive friendships, relationships, gender equity, body safety, boundaries setting and consent. Working together to develop shared understanding, bystander action, while building confidence and capacity has been the impact.

The workshops were designed to be dynamic and engaging, incorporating activities such as poster creation, case study exploration, creative exercises, group discussions, and reflective sessions. This approach ensured an inclusive, accessible and immersive learning experience for the participants.

Nadrasca is an NDIS Registered Disability Support Organisation providing a range of services and employment for over 300 people with disability, across 23 locations in the Eastern suburbs of Melbourne.

“

I feel more confident to speak in front of others.

“

I learnt how to be an active bystander, the strategies to prevent arguments and what to do if you see something that worries you.

“

I have learnt to deal with some of my past experiences that have troubled me, through our conversations and activities around expressing our emotions and exploring healthy coping strategies.

“

I have really enjoyed the conversations around boundaries, respect and gender equality and I feel even more passionate now.



Nadrasca participants made videos exploring respect, relationships and consent. Take a look!

EDUCATION & TRAINING

Family violence takes many forms: physical abuse, verbal abuse, emotional abuse, sexual abuse, visa abuse, coercive control and financial abuse.

Family violence is everyone's responsibility. We all have a role to play.

WE THANK OUR LOCAL, STATE-WIDE AND NATIONAL PARTNERS.

PARTNERING TO EDUCATE

Our prevention and education team have developed training alongside our Specialist Family Violence Response Services based on the Recognise, Respond, Refer (3Rs_) Framework. Training is designed to build the awareness of the issue and the confidence of an individual to respond in the event of disclosure.

3RS: for all community members including health, welfare services and council workers, parents and caregivers, teachers and educators, faith-based and CALD communities, and universal services such as libraries, gyms and medical offices.

HAIR3RS: for anyone studying or working in hair, beauty and personal care services.

ANIMAL3RS: for anyone who works with or cares for animals, including councils, rangers, animal management officers and animal administration staff.

We also partner with organisations and the business sector providing tailored training solutions.



EDUCATION AND TRAINING

3RS TRAINING

722

individuals participated in training

47

training sessions facilitated

100%

of individuals reported themselves as either confident or very confident to respond to a disclosure of family violence

“

The two speakers were incredible and so informative. An outstanding insight into this subject, clear instructions on how to respond to a disclosure.”



RECOGNISE. RESPOND. REFER.

3RS • HAIRS3RS • ANIMAL3RS

We welcome and affirm the diversity of all sexual orientations, gender identity and expressions, sex characteristics, and relationship status'. We actively work to break down barriers and create safe and inclusive experiences for all people who connect with us.



“

**OUR CULTURE
IS SUPPORTIVE,
WELCOMING &
ENCOURAGING.**

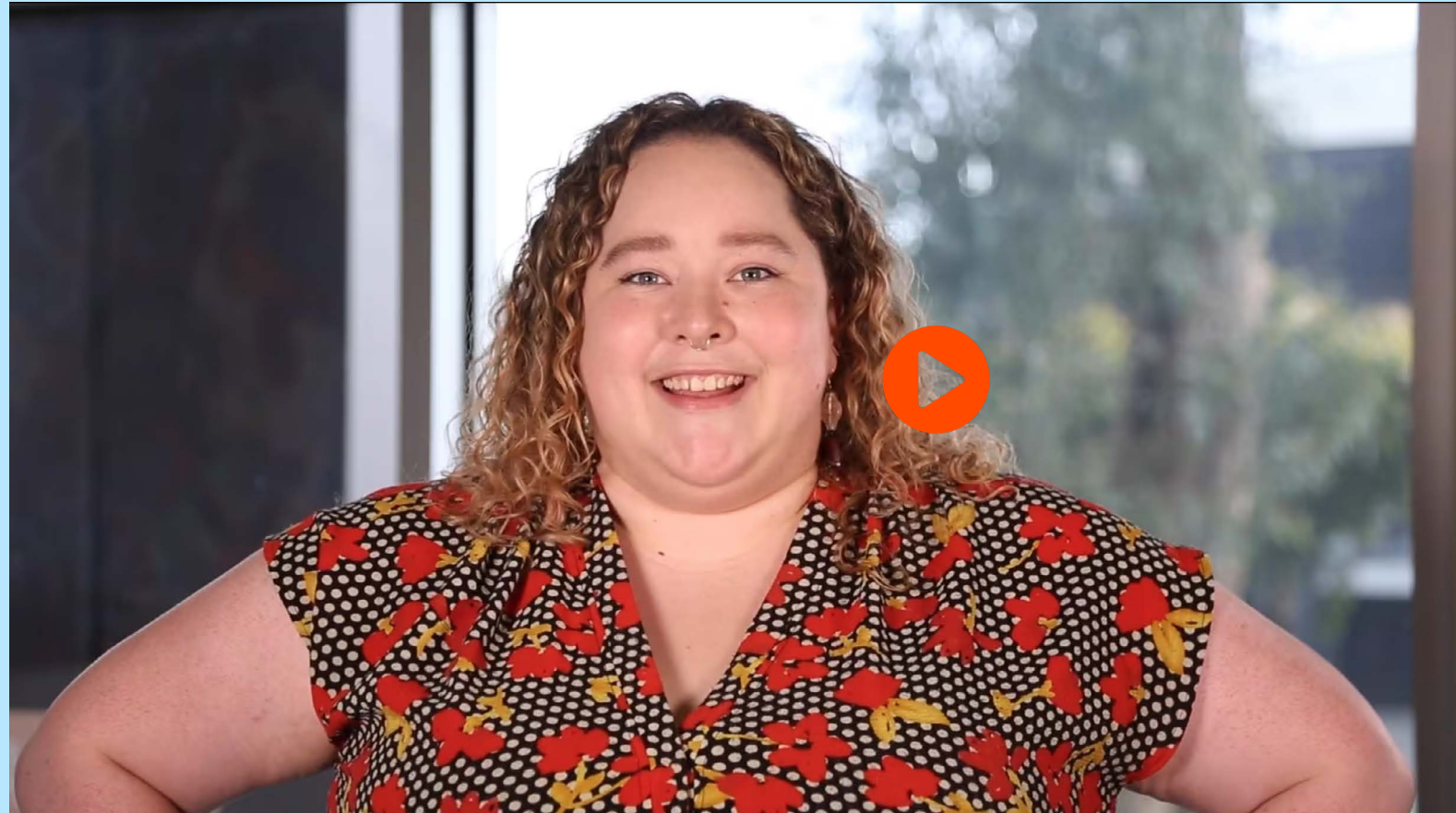
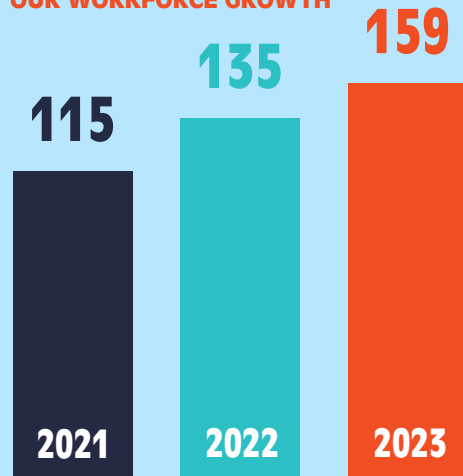
OUR PEOPLE

AN UNEXPECTED PASSION

For Catherine, she hadn't dreamed about a career in family violence, but after her student placement, she knew that's what she wanted to do. Why? Because responding to violence is powerful work and it's important.

Catherine tells her story about an unexpected career with us.

OUR WORKFORCE GROWTH



OUR PEOPLE

In order to partner with victim survivors and deliver trauma-informed, best practice, person-centred services – we invest in the learning, development and progression of our people.

We thank our people for their passion, commitment, effort and grace in working together, partnering, collaborating and innovating for more and better, everyday.

How we grow together:

- Newly created Learning and Development Lead role
- Specialist Family Violence Practitioner Traineeships including mentorships and reflective practice with funding under the Family Violence and Sexual Assault Traineeship (FVSAT)
- Cultural Awareness and Safety Training
- Professional Development on a range of practice-led and inter-sectional topics
- Leadership Training and Forums
- Lunch and Learn sessions
- All Staff Reflection and Development Day
- Mentoring Program with Senior Practitioner and Mentor positions created
- Student placements

“

I have never worked in a job role where professional development is supported and encouraged so strongly.”

70%

of leaders and specialist positions were recruited to their roles internally

84%

of our people would recommend FVREE and The Orange Door as a great place to work

OUR BOARD & CEO



Sandie de Wolf AM
Chair and Governance and
Strategy Committee Chair



Prue Monument
Deputy Chair



Tony Pititto
Treasurer and Finance
and Audit Committee Chair



Sonia Sharp
Secretary



Denise McLaughlin
Director and Quality
Performance & Risk Chair



Sue Campion
Director



Gary Trytell
Director



Susie Coterill
Director



Kelly Shay
Director



Chloe Symes
Director



Keira Leike
Director



Christine Mathieson
Chief Executive Officer

SUMMARY OF FINANCIAL INFORMATION

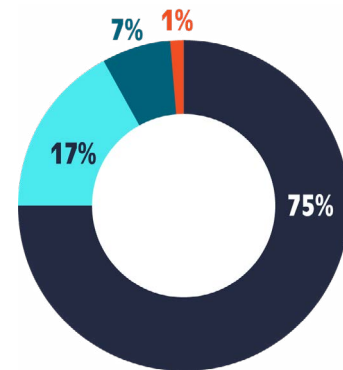
FVREE generated revenue of \$20.5m and achieved a net surplus \$708k for the financial year ended 30 June 2023 (\$2.8m surplus in 2022).

The net asset position is sound, totalling \$5.1m at year end. Funding is principally received from the Victorian Department of Families, Fairness and Housing, and utilised to fund operations. The funding and service agreement is confirmed to 30 June 2024.

The full Financial Statements have been audited by Moore Australia who concluded that they give a true and fair view of our financial position and performance and comply with Australian Accounting Standards.

[Link to full financial statement](#)

HOW OUR FUNDS ARE USED



- Depreciation & interest
- Administration & occupancy
- Program costs
- Employee costs



STATEMENT OF FINANCIAL POSITION

	2022/2023 \$'000s	2021/2022 \$'000s
Current assets	12,395	10,558
Non-current assets	692	640
Total assets	13,087	11,198
Current liabilities	7,639	6,365
Non-current liabilities	323	416
Total liabilities	7,962	6,781
Net assets	5,126	4,417

2024,
**WILL MARK
30 YEARS OF
RESPONDING TO
FAMILY VIOLENCE**

Things have changed. The 2015 Royal Commission into family violence brought about a new level of awareness and funding, but our work ending family violence and achieving gender equality is far from over.

We could not be here without the many who have contributed to EDVOS' and now FVREE's legacy of strength and advocacy. As we look to the future of achieving our vision, we honour our founder and acknowledge the contributions of future thought leaders.

From 2024 we will launch the inaugural, annual **Judy Johnson Values Award** to be given each International Women's Day to a recipient who displays commitment to and embodiment of FVREE's values.




THANKS TO OUR FUNDERS & PARTNERS

Our thanks to the wide range of partners we work with to deliver response services, educate the community and advance gender equality. Together, we amplify our impact and improve outcomes for victim survivors.

In particular, FVREE acknowledges the support of the Victorian Government.



Phone: (03) 9259 4200 
Email: getintouch@fvree.org.au
Postal: PO BOX 698 Ringwood VIC 3134
Website: fvree.org.au

