

# IMPACT REPORT

## 2022 - 2023

THE  
CENTRE  
FOR WOMEN  
& CO.









*Artwork By*  
**Jessica Skeen**

## Acknowledgement

The Centre for Women & Co. acknowledges the more than 250 Indigenous Nations across Australia and their invaluable stewardship as the traditional owners of this land. We acknowledge the continued strength of Aboriginal and Torres Strait Islander peoples, their rich histories and cultures and their ongoing connection to land, sea, community and culture.

The Centre for Women & Co. proudly works across Quandamooka, Jagera and Yugambeh Country and we pay our respect to Elders past, present and emerging. We acknowledge any Sorry Business that may be happening in our communities and recognise sovereignty has never been ceded.

Always was and always will be.



# Chair Spotlight

This year, The Centre for Women & Co. marked 30 years of supporting women and families in Logan and the Redlands. We acknowledge that this work has been taking place on these lands for centuries.

The gala celebration allowed a moment to reflect on the stories of people that make up our community and the impact of this work. We celebrated with our partners, supporters, friends and families. In particular, this highlighted for me the work of our wonderful team, whose unwavering compassion, resilience, and commitment makes a profound and positive impact on our community.

Under the visionary leadership of our changemaker CEO, Stacey Ross, CFW continues to break new ground in the sector. Stacey has led the organisation for an impressive 10 years, during which she has consistently demonstrated her commitment to values and culture, setting the standard for integrity, compassion, and respect.



Looking ahead to the next 30 years, we are pleased to welcome the National Plan to End Violence against Women and Children 2022–2032. And are proud to be extending our partnerships and services in line with this shared goal toward ending gender-based violence in one generation.

This Impact Report highlights our team’s achievements and demonstrates the strong foundation for the opportunities and challenges ahead.

This year one of CFW’s strategic goals is sustainable growth. In addition to delivering our core services of Specialist Women’s Health Counselling and Domestic & Family Violence Support, we continue to build services in early intervention, prevention with a focus on outcome measurement. We are grateful for the partnership with Hand Heart Pocket to develop outcome-focused early intervention services through Men & Co. Services.

Through the ongoing success of the Harness program, in partnership with CFMEU and CSQ, we bring brief intervention to construction workers.

We are delighted to see continued success of the co-engagement model with the Queensland Police Service (QPS), helping both

organisations learn, grow and provide more effective support in the community for vulnerable families.

As a board, we continue to focus on strengthened governance to support strategic growth. This year, we have said goodbye to two dedicated board members. Shweta has served for the maximum board term of 9 years, seeing the organisation through the merger. Lana has served for 3 years, most recently as board chair. Both brought valuable experience and perspective to the board with grace and integrity. I have been grateful for their guidance as I joined the board last year.

We are pleased to warmly welcome two new members to the board, Shannell and Erin, who bring a depth of sector and risk experience that will

continue to strengthen CFW's governance.

Thank you to Stacey, Rebecca and all the wonderful CFW team for working tirelessly to support women and their families. Without your passion, values and commitment, The Centre for Women & Co. could not deliver the impact it does.

As we look ahead, we are grateful to be working on a shared goal of improving the health and wellbeing for women and children with committed partners towards ending violence against women and children.

*Words by*  
Kate Patterson



*We are*  
#StrongerTogether



# A Decade of Leadership in Governance

## *Journey of Empowerment*

For the past nine years, I have had the incredible privilege of dedicating my time and energy to volunteering at The Centre for Women & Co. who are dedicated to providing counselling and support to those in need. This journey of being on the board has been an incredible opportunity to contribute to the strategic direction and impact.

Little did I know that this journey would extend for nine years; helping to shape not only the lives of the women this organisation served but also my own perspective on empathy, empowerment, and the strength of the human spirit.

My journey began with a sense of curiosity and a desire to make a difference in the community by applying the raft of qualifications and lived work experiences that I possess. CFW caters to the diverse women in the community which echoed very well with my ethos. The organisation's mission to empower

women to overcome adversity resonated deeply with me as I come from a diverse culture.

As a Director on the board, I learned the power of patience and the value of a non-judgmental, safe space where women could open up about their experiences which reflected in our strategic governance. During these years, the board played a pivotal role in shaping the organisation's strategic plan. I feel privileged to partake in strategic planning whereby the team conducted comprehensive assessments, identified areas for growth, and set clear objectives for the years ahead.

Throughout this journey, I witnessed countless challenges and triumphs that CFW went through while going from strength to strength. I have witnessed the merger of WAVSS and Logan Women's, getting acknowledged at the state level, and winning some crucial

grants. I really feel proud to be part of the journey. I have worked with insightful women and built trust, respect, and the shared journey towards meeting the vision and mission of CFW

Watching CFW grow and witnessing the positive impact they had on women's lives was an immensely gratifying experience for me. My time volunteering with this non-profit organisation has not only allowed me to make a positive impact on the lives of others but has also enriched my own life in immeasurable ways. It has reinforced my belief in the importance of giving back to the community and has inspired me to continue this journey

of service for years to come.

As my tenure on the board for the past 9 years comes to an end, I am filled with gratitude for the opportunity to contribute to such a vital service this organisation is imparting. It has been a profound and enriching experience and an organisation led by a very passionate CEO Stacey Ross and the esteemed board members of CFW. I carry with me a sense of pride and satisfaction as I leave the podium and embark on the next journey.

*Words by*  
**Shweta  
Singh**





Stacey Ross  
*ceo*

# CEO Spotlight

As the CEO of The Centre for Women & Co., I am immensely proud to present our 2023 Impact Report, highlighting the journey we have undertaken over the past 12 months. This report showcases our commitment to empowering women, fostering equality, and driving positive change within our communities. The challenges posed by the depth of violence and health issues have only deepened our resolve to provide unwavering support, innovative programs, and a safe haven for women from all walks of life.

In the face of unprecedented adversity, our organisation has displayed remarkable resilience. The past year saw us adapting swiftly to the many changes our working environment demands of us. One of those being the changes in the team, our COO Amy Wormwell left CFW in January to embark on her own business and we warmly welcomed Rebecca Maurer as our new COO. Our ever-

evolving team means the world to me and the investment in them each and every day is one of our top priorities. This past year we have invested in over 40 thousand dollar's worth of training and professional development, because we know that they are worth it, and the impact is ever lasting for the people that we work with.

At the heart of our impact lies the cultivation of a strong support network. Not only for the women, children and men who seek support from us, but also for the team and our service. CFW leads two Integrated Service Responses across Logan and Redlands and through this peer-to-peer connection, we facilitate a space where empathy, understanding, solidarity and skill grows. We are also part of many networks across the region and state as advocacy remains a cornerstone of our mission.

Over the last 12 months, we have



collaborated with local stakeholders, government, policymakers, and businesses to champion gender equality. Our campaigns have ignited important conversations, challenging outdated norms and biases. By participating in public discussions, seminars, and awareness drives, we've amplified the voices of women and illuminated the path toward a more inclusive society. This also lends itself to our brother service, Men & Co. Services, to which I am very proud to be driving the growth of this important part of our work and thankful for our partnership with Hand Heart Pocket. I'd also like to thank the CFW Board, their commitment to CFW and MACS is encouraging, and I look forward to working with them as we take CFW to the next level.

Our services allow us to engage with a wide range of people, it provides a platform for recovery and healing, transformation and potential to thrive in a rapidly changing world and as I reflect upon the past 12 months, I am struck by the determined spirit of the Centre for Women & Co. Our commitment to empowering women, fostering gender equality, supporting the health of men and creating a supportive community has not wavered, even in the face of adversity. The stories of transformation, the connections forged, and the barriers shattered remind us that our mission is vital, and our impact is profound.

Looking ahead, we remain steadfast in our resolve to be a beacon of compassion, hope and empowerment. The lessons of the past year have emboldened us to embrace innovation, advocate tirelessly, and stand as a pillar of strength for women everywhere and open our doors to men who choose change. With gratitude for our supporters, partners, and the incredible women who inspire us daily, we embark on the next chapter of our journey with renewed determination and unwavering hope.

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# COO Spotlight

2023! What a leap for empowerment and change! As the new COO I find myself contemplating our journey with a heart which has finally come home to CFW.

As a long-time ally of CFW and now as a team member, I can see our journey is made up of many stories – stories of vulnerability, transformational change, and resilience that create a powerful narrative of progress. The CFW stands as a hub of shared experiences, where families of every walk of life come together. In a world that often thrives on division, our team and our mission remind us that unity is our unstoppable force for change.

Equity, empowerment, safety, and celebrating diversity aren't just abstract values – they're the cornerstones of our approach. Our initiatives aren't just policies and programs; they're the embodiment of our commitment to forging a more just and compassionate world. Our tireless efforts are directed towards dismantling barriers, and in their place, we're constantly expanding to build an inclusive space where women thrive and stand empowered to live their lives, on their terms. Where men can Choose Change and become all they hope to be.

Our journey isn't without its challenges, but each obstacle only strengthens our resolve. As COO, I'm so proud of the spirit of our team and the incredible network of partners and supporters who stand with us. Stronger Together, we navigate uncharted territories and confront systemic injustices, with our shared vision. It's a testament to the power of collaboration and the potential for change when the right people unite for a common purpose.

Here's to embracing new challenges and forging new pathways for our community in a way that's uniquely ours!

Amidst the dedication, there's a deep sense of fulfillment in our work. Every family whose life is touched by our efforts reminds us that the pursuit of progress is a journey worth undertaking. We celebrate not only the milestones achieved but also the small victories that remind us we're making a difference, every single day.

I'm so grateful for the privilege of serving as the new COO at the CFW. It's an honour to work alongside a team with the quickest of wits and an unstoppable force of a CEO! They channel their passion into action along a journey that is far from over, but together, we continue to create safety and brighter futures for those who cannot do it alone.



Rebecca  
Maurer  
*COO*

# Our Values

## Integrity

We mean what we say and say what we mean – clear is kind.

We are always working on clarity in our processes and practice framework - clear is kind.

We are accountable – we are transparent about where we are at and where we are headed.

We talk to people not about them.

We encourage best practice and good process and continue to evolve these things ALWAYS.

We encourage our teams to get comfortable with being uncomfortable – we lean into difficult conversations.

We are clear about parameters of our service for the well-being of our clients, our teams and the community.

## Compassion

We are curious not critical – we seek information to understand and respond appropriately.

We are mindful of the impact of the work we do and build in processes and responses that care for and support our teams.

We give permission to grow through experience.

We are allowed to make mistakes.

We ask for help.

We don't turn away from pain – whether it is our client's experience or a pain point in our team.

## Respect

We listen first and respond in a grounded way.

We give our time and encourage presence in our work.

We have clear expectations and processes.

We encourage professional responsibility in all team members.

We encourage all team members and people who utilise our services to share their views and opinions – everyone is valued.

We don't avoid crucial conversations.

We encourage culture where it is safe to give and receive feedback.

With you  
from the  
very first  
step.

Whenever  
you are  
ready to  
take it.



# Core Services

The Centre for Women & Co. offers Specialist Women's Health Counselling and Domestic & Family Violence Support for women and children.

The generalist women's health counselling service supports women aged 14 years and up around a diverse range of experiences, including childhood abuse, grief and loss, mental health challenges, sexual assault, domestic and family violence, relationship issues and any other experience that may impact a woman.

This service works from a trauma-informed and strengths-based framework, offering women a safe space to unpack their experiences and move towards a greater sense of wellbeing.

The Assessment and Response Team specialises in working with women who have experienced domestic and family violence. This may look like assisting with their immediate safety, mitigating any identified risks, and linking them in with services that will best support her and the family. At times, crisis support is required and this can look like:

- Safety planning: Providing support and assistance to someone who may be leaving or planning to leave a relationship, or completing a referral to refuges or DVConnect if a woman needs to flee.
- Practical support: For example, we could provide a new phone if a phone was compromised or assistance with changing locks as the person using violence has keys.
- External referrals for additional support: If appropriate, we may be able to refer to our women's groups at either our Logan, Beenleigh or Redlands offices.

The Assessment and Response team sits across Logan Central and Redlands, while Specialist Women's Health counselling services are available in Beenleigh and Redlands. We also provide specialist Child & Youth DFV Counselling in Redlands and Beenleigh, as well as deliver a Men's Behaviour Change Program in the Redlands area. All our services are free to access.

## Other Services

- Integrated Service Response Meetings Logan and Redlands
- Court Support
- Responsible Men's Program
- SMBI Island services
- Yarrabilba and Flagstone Counselling Services
- Therapeutic Workshops
- Community Engagement & Primary Prevention
- Her Platform Social Enterprise
- Co-Engagement Program
- Kickstarter
- Get Fresh with Consent YouTube series
- Harness

# 30th Anniversary Gala Reflections

The idea to host a gala to celebrate The Centre for Women & Co's years of service was conceived after realising that the two original organisations that amalgamated into CFW had both been started around the same time – Logan Women's Health in 1992 and Working Against Violence Support Services (WAVSS) in 1994. What better way to honour many years of magnificent work, dedication, and support than to host a 30th Anniversary Gala Extravaganza!!!

A few short months later, our awesome gala committee (comprised of Stacey, Nicola, Ella, Kas, Kayla A, Sidney, Rebecca and me) met for the first time where we discussed the logistics of the night, the decorations, potential performers and prizes to be won. We aimed high, and while we didn't hit all the targets (still waiting to hear back from G-Flip), we had a solid plan and got to work.

We reached out to whoever we could and were astounded by the amount of support we received from local businesses and companies, big and small. Many donations for the raffles and silent auction were received with the prizes ranging from hair and skincare packs, Bunnings outdoor setting, fine gold jewellery, free dental check-ups and whitening, and many, many vouchers and gift cards!

On March 11th with my MC co-host, CEO Stacey, we kicked off the night by looking back at the history of both Logan Women's Health and WAVSS and how the paths eventually led to the merger where The Centre for Women & Co. was born in 2018. There were so many significant achievements worth noting that we could have gone on for hours if given the chance.

We were joined by the



Honourable Shannon Fentiman, MP for Waterford, and the Minister for Health, Mental Health and Ambulance Services and Minister for Women; and Cameron Dick, State Member for Woodridge, Queensland Treasurer and Minister for Trade and Investment. We were also very pleased to have representatives from the Logan City Council amongst the guests and contributors. And while he couldn't join us on the night, the honourable Jim Chalmers, Treasurer of Australia, had been a wonderful support and contributed a lot to this night. Thank you also to Aunty Robyn (Mununjali and Biri Gubba woman) who beautifully acknowledged the Traditional Owners, and paid respect to the Country that we were gathered on for the night.

The night itself was filled with lots of fun, laughter, and reminiscing. We had a photo wall with pictures throughout the years of operation and loved seeing the amazing 90s fashion and how the building had changed (for the better!). Stacey also brought out the original minute ledger that Logan Women's Health used for their meetings.

The later half of the night had people walking away very happy with the prizes they

\*continued next page.





won, and we capped out the night with letting loose on the dancefloor with old friends and new. Thanks to all our generous supporters, we were able to raise an impressive \$14,100 – funds that our organisation has used to provide much needed support to the women and children in our communities who are in need.

We know that we couldn't do this work without our supporters and that has not changed in the 30 years since it all began.

I remind myself that each day, we are contributing to and being part of the legacy that these women started 30 years ago. We stand on the shoulders of the women that came before us.

Here's to the next 30!

*Words by*  
**Lydia**

Special thanks to the following for their support with our 30 year Gala celebration:

- ENP Fitouts
- St Coco Cafe
- Dazed But Amazed
- Temple of the Sun
- Pokes by Risara
- Paper Boat Press
- Underwood Dental Care
- Sol Cleanse
- The Flower Drop
- Bam Loves Boo
- Saskia Wilson
- Integrity Skin
- Insane Car Detailing
- The Shed Cafe
- Gentle Habits
- Therapie Skin & Beauty
- Bunnings Underwood
- Flyy Bod
- Stonehouse Australia
- Lush
- Simply Beans
- HER Platform
- Keune Hair
- Bioline Cosmetics
- Laurie Kranski
- Cork and Chroma
- Cafe on Cusak
- Forge Forward
- Airyday Cosmetics
- Canterbury College
- Gateway Dental Care







vision of creating a more just and equitable society. This collaboration signifies not only the amalgamation of resources and expertise but also a merging of spirits that are deeply rooted in the principle of uplifting those most in need.

an enduring commitment to championing women's rights and wellbeing.

As we reflect on these remarkable 30 years, we celebrate the incredible journey of the Logan Women's Health & Wellbeing Centre, WAVSS, and The Centre for Women & Co. our collective efforts stand as a testament to the determined power of community, compassion, and the feminist spirit in fostering positive change for all.

The impact of this resonates far beyond mere numbers; it is felt in the transformed lives of individuals who have found solace, empowerment, and a voice through their services. The legacy cultivated is one of strength, solidarity, and

## Our History

Over the course of three decades, Logan Women's Health & Wellbeing Centre and WAVSS (Working Against Violence Support Services) have been unwavering pillars of support for women in the Logan and Redlands communities. The dedicated efforts and commitment of those before us have created a remarkable legacy of empowerment and care, transforming countless lives along the way. The union of these two influential entities gave rise to The Centre for Women & Co., a testament to our shared





# Highlights and Memories



Candle Light Vigil

Wilted Rose Screening



Wonderful Women of Waterford Award







Fume Garage



Christmas Party - Beenleigh Team



Makers Market 2022



Team Day 2023 - Red Team



# HRT Case Study

Brooke and the father of her children were referred into the Logan/Beenleigh High Risk Team (HRT) a few days into 2023 by Queensland Health. A social worker at Queensland Health had contact with the Person Using Violence (PUV) and through engagement identified a number of high lethality factors and completed a risk assessment utilising the Common Risk Assessment and Safety Framework Level 2. This tool is a victim/survivor-centric tool and it was very unusual to see the tool used after only having had contact with the PUV. This case was accepted into the Logan/Beenleigh HRT despite this, as there were several concerning risk factors identified that meant there could be significant risk posed to Brooke and

the four children. At the time that Health referred the family into the HRT, there was no solid community engagement or touch points with Brooke or the four children.

After the initial HRT meeting it was identified that Brooke was a tenant with Department of Housing. As a result of information sharing within the HRT, a housing worker contacted Brooke to complete a review of her social housing application and update her contact details. During discussion, Brooke disclosed to Housing she had been experiencing violence and as a result, unstable accommodation. The Housing worker asked if she would be open to speaking to the Centre for Women & Co. (CFW) and she consented to a referral. Brooke engaged with

an Intake Worker and accepted an appointment with the Assessment and Response Team. During this appointment a full risk assessment and safety plan was completed to hear her voice and understand the risks from her perspective. Brooke also consented to the HRT referral and she was handed over to a HRT Case Manager for ongoing support.

Throughout HRT case management, Brooke and the children were provided various referrals and support. Some examples included assistance to complete a Victim Assist Queensland (VAQ) application and Escaping Violence payment (EVP); a referral for legal support; coordination of security camera installation and removalists; advocacy with day care funding and discussions about supports available to the children (including counselling). There was ongoing collaboration, coordination of support and accountability measures implemented within the HRT core agencies including Queensland Corrective Services, Queensland Police Service, Department of Housing,

VAQ, CFW Logan and Child Safety.

Through this inter-agency collaboration, sharing of risk and safety concerns, Brooke and her children were able to source stable accommodation whilst PUV was in custody. Through grants provided from EVP and VAQ she was able to furnish the house and install security cameras to increase her feeling of safety and record evidence of any breaches of the Protection Order if they were to occur in future.

This story is just one part of Brooke's journey to recovery. The HRT had the pleasure of working alongside Brooke and her children to increase safety and support for them. The HRT also considered accountability for the PUV whilst balancing the safety of the family and paying attention to potential unintended consequences. Relevant agencies took steps to reduce the PUV's likelihood of using further violence where possible, but he will need to dig deep and start his own journey to "see it, own it and change it".

\*this case study has been de-identified

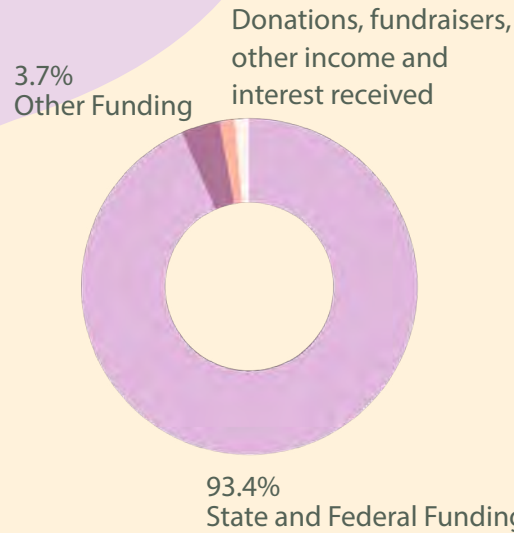


# Finance Report

This report summarises CFW's financial performance and position at 30 June 2023. Detailed financial and audit reports are available separately.

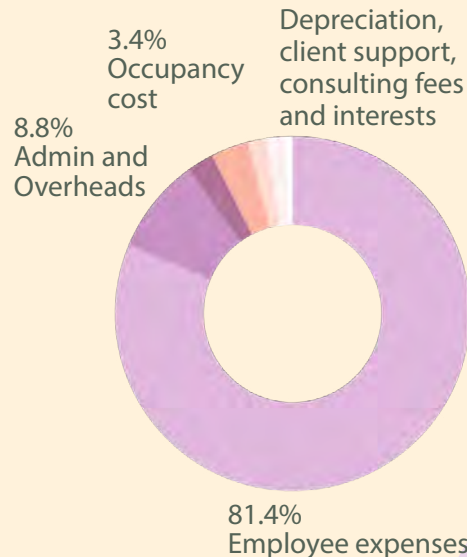
## Revenue

CFW received \$6.19 million in revenue in 2022 - 2023. The largest contribution was from state and federal grant funding, which totalled \$5.79 million. Total revenue increased by 5 % from previous year.



## Expenditure

CFW spent \$6.06 million in 2022 - 2023. Operating expenses include employee costs, administration and overheads, depreciation, occupancy costs and client support.



CFW manages its budget by grouping services provided into specific jobs linked to the funding source. Service levels are then matched to funding available, as allocated within the Annual Budget.

## Assets

As at 30 June 2023, CFW's assets were valued at \$4.72 million. This includes \$3.59 million in property, plant and equipment primarily made up of land (\$1.11 million) and buildings (\$2.31 million).

This year, CFW nett asset total to \$2.22 million, an increase of 6% from the previous year.

## Liabilities

CFW borrows to fund property assets to ensure client services are delivered consistently, confidentially and safely. As at 30 June 2023 CFW's liabilities totalled \$2.50 million.



## Grants

In 2023, CFW received 6 new or enhanced Grant Agreements.

**empower her voice,  
secure her future.**



# Reportable Hours Highlights

12,434

DFV Crisis Response

3722

Children & Youth  
DFV Counselling

8113

Women's Health  
Counselling

722

Co-Engagement QPS  
Program

2162

Men's Behaviour  
Change Program

5132

High Risk Team

3350

ISR, Court, Comm Ed,  
and Others

37,828

Total Combined  
Hours

No amount  
of service  
you give  
or acts of  
kindness you  
provide to  
humanity is  
ever wasted.

# Evaluation Framework

In the dynamic landscape of progress and empowerment, where societal change is the ultimate goal, traditional Key Performance Indicators (KPIs) often fall short in capturing the true depth of impact. Recognising this need for a more comprehensive measurement approach, The CFW has partnered with Purpose Made to craft a cutting-edge Evaluation Framework that transcends numbers and quantification. This innovative approach focuses on measuring IMPACT – the profound and lasting change that ripples through communities and lives.

We are thrilled to introduce this contemporary Evaluation Framework that not only revolutionises how we assess our initiatives but also embodies our commitment to creating social justice and community transformation.

Gone are the days of solely relying on quantitative metrics to gauge success. Our new Evaluation Framework shifts the spotlight onto the qualitative dimensions of impact. It is designed to uncover the stories, experiences, and changes that statistics often fail to encapsulate. Through our partnership with Purpose Made, we are bringing together data points, narratives, and real-life testimonies to form a comprehensive picture of change.

At the heart of this framework lies our dedication to understanding the nuances of impact on our client, their families, and our communities. We believe that change is an intricate interplay of shifts in systems, empowerment, and social dynamics. By truly immersing ourselves in the stories of our clients, we can reveal the transformative power of The CFW's work in ways that are both tangible and profound.

Moreover, the contemporary Evaluation Framework

encompasses a longitudinal perspective, recognising that impact is often a journey rather than a destination. Our new approach to Impact Measurement enables us to track changes over time, providing insights into the trajectory of empowerment, respect and safety. This approach not only helps us refine our strategies but also showcases our commitment to sustainable progress.

A cornerstone of this new approach is the recognition that impact is multidimensional. It extends beyond the individual to encompass the larger ecosystem. By working closely with Purpose Made, we have developed tools to assess the broader ripple effects of our initiatives. This holistic perspective is integral to our mission of effecting comprehensive change in our communities.





While this shift towards measuring impact might sound ambitious, it's also directly aligned with our values, integrity, compassion and respect. At the CFW, our work isn't just about ticking boxes; it's about igniting real change. Our new and contemporary Evaluation Framework isn't a mere tool; it's a reflection of our dedication to empowering women, transforming communities, and reshaping societal norms.

As we embark on this exciting journey of implementation, we remain open to evolution. We understand that no framework is set in stone, and we're ready to refine and adapt

as our communities do. This agile approach allows us to continuously fine-tune our strategies and maximise our investment in positive social impact.

Our partnership with Purpose Made has led us to a new era of evaluation for CFW. Our contemporary Evaluation Framework transcends traditional KPIs, delving deep into the heart of impact. With this approach, we're embracing the complexity of change and can redefine success. At last!

Our new approach to Impact Measurement enables us to track changes over time; providing insights into the trajectory of empowerment, respect and safety.



*I hope for a future where every person regardless of age, gender and background can feel safe in their home, communities and countries.*

# Key projects: Identified Workers

The Centre for Women & Co. remain committed to reconciliation and continue to acknowledge that this is a journey not a destination. In the last 12 months the Reconciliation Action Plan Oversight Committee (RAPOC) have continued our deep discussions into our ongoing commitment to Reconciliation and our CFW team has continued to lean into this space with us. We completed Cultural Awareness Training with Sam Wild and all team members have now completed the SBS Inclusion Training which is now part of our induction program at CFW. Our current focus is on developing a cultural framework for practice for our team, but most importantly to ensure our service is consistently a safe and empowering space for Aboriginal and Torres Strait Islander families that engage with us. We are also looking

forward to working with young people on new artwork and connecting with the next generation.

We have focused on having Identified positions embedded into our DFV programs and can proudly say this is in action at both our Logan and Redlands sites. The Identified positions are in place to provide direct support to Aboriginal and Torres Strait Islander clients engaging with our service but allows for greater choice for these families. These roles not only provide direct support to clients but work closely with our RAPOC to ensure consistency in culturally safe practice at our sites.

We continue to lean into this space through deep listening and with authenticity, respect and openness. We are excited for the next 12 months ahead.





# Beenleigh Backyard Renovation

The Beenleigh team recently renovated the backyard thanks to a Bunnings donation. It allowed us to have a large shade sail installed and put in tables and chairs that can be utilized during the hotter months for the team to eat lunch outside, set up activities for team members etc. We put in pavers that join the footpath down the side of the house to the back patio. We included a hop scotch, yarning circle made of sandstones and an outdoor chalkboard. We purchased an outdoor connect four, checkers and dominoes games.

We now utilise the space for Child & Youth Domestic and Family Violence Counselling sessions, Women's Generalist Counselling sessions and for certain activities for the Well-being Groups. Soon we will use the space under the shade sail to run a gentle flow yoga and some team activities. There is an outdoor clock up so we can utilise the space across the team and counselling sessions.





# Harness

Harness is an industry and workplace focused pilot project aimed at engaging with construction workers about the concept of personal, relationship and family wellbeing and how to seek support. The goal of this is to take proactive action, in the form of Toolbox Talks. We bring Toolbox Talks to workers and use conversations to explore positive behaviours, healthy and safe relationships as well as barriers and pathways to achieving this across a broad spectrum of issues. To date Harness has completed 41 Toolbox Talks across the Sunshine Coast, Brisbane, Ipswich, Gold Coast and Tweed Heads (within Queensland), with more planned for the remainder of the year. Of these completed Toolbox Talks Harness has reached an approximate 1900 workers to date across residential and commercial sectors of the industry. Of this 1900, 1755 of these workers were men and 145 were women.

Information from stakeholders has conveyed the following positive known outcomes of Toolbox Talks. These include stories of workers making the choice to enter drug and alcohol rehabilitation, undertaking counselling or psychological support and self-identifying domestically violent or unhealthy behaviour in their relationships and seeking out specialist domestic violence services/programs for



support following exposure to a Harness Toolbox Talk.

Harness also offers one on one support in the form of brief interventions which provide a safe space for construction workers to process their goals, barriers and strengths towards having healthy, safe and fulfilling relationships. Harness does this through providing referral, information and advice. Additionally brief intervention has helped to guide workers first steps to getting support for various concerns such as mental and emotional health, alcohol and drug misuse and positive parenting to meet self-set goals towards being the positive people they want to be in their lives and others. To date Harness provided brief intervention to 53 people, with 48 of these being men and 5 being women. Of these 53 people, 23 of them were provided two or more sessions of brief intervention support. The majority of these workers lived in the Logan and Gold Coast city council catchments, the former of which gave way to Harness being nominated for the 2023

City of Logan Safe City Award.

Following Toolbox Talks in 2022, workers gave feedback of the positive impact these talks would have had on them when they were young apprentices just entering the industry. As a result, in 2023 Harness has formed and built on relationships with registered trade organisations, non-for-profits and an industry union to reach both young people and apprentices of all ages entering the construction industry. These Toolbox Talks have provided psychoeducational support to apprentices around topics of emotional wellbeing, respect for self and others, healthy relationships, boundaries and drug/alcohol misuse. Further Harness is in the process of building on relationships with further registered trade organisations and non-for-profits to ensure apprentices are supported to be the best versions of themselves and set the standard to the peers for positive, healthy and respectful behaviour and beliefs.



# Men & Co. Services Case Study

The Men & Co team recently worked with a client whom we assessed as being significantly high risk. At assessment, this client presented as willing to engage however demonstrated little to no accountability or insight into his behaviour.

This client was a well-known and influential person within the local community and presented with high levels of image management. He had a very clear narrative regarding their family situation and presented this in an articulate, convincing, and confident way.

Initially, we were confused at the discrepancy between how the client presented and the information received regarding his referral into the program.

Further collaborative practice with his referring agency and our women's advocate, allowed us to gather a bigger picture to understand the significant levels of coercion, financial, sexual, psychological, emotional control, and abuse that this client had perpetrated against his family.

At the point of referral, we made the decision to accept this client into the program as we understood that the victim-survivor and her children had recently fled the family home. Given this client's presentation, we were sceptical about how much change he would achieve though engagement in the program.

At the very least, we felt we could provide vital information as part of an ISR, to offer "eyes" on this client.

As the client commenced program, it was difficult to identify discrepancy and challenge this client's well-rehearsed narrative. However, as we built stronger relationships with him and invested additional time to understand his story, we started to see a shift in him. The client began reflecting on his own childhood and made statements such as "I never really took time to understand who I had become or how I ended up here" and "my intention was never to hurt my family, I feel a deep love and need to protect them but I realise in trying to do that, I've been controlling them and that's not how love and protection happen".

As we worked with the client, we continued to see positive changes in his presentation. The level of risk posed by the client was continually reviewed and in agreeance with other services, the risk was deemed to be

reducing. For example, the client presented as less "preoccupied" with wanting to know why his family had left, but rather, started developing insight into the possible reasons. This was consistent with reports from the victim-survivor.

At the completion of program, the client reported that whilst he remained hopeful that his family would return home, he was motivated to continue his change journey, so they experienced him as a significantly different father and husband. The client shared that he had thoroughly enjoyed attending the program and learning more about his behaviour. He has since engaged with a psychologist to continue his change journey.

MEN  
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SERVICES

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- WWILD
- YFS

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# CLIENT CENTRES

BEENLEIGH  
LOGAN CENTRAL  
CLEVELAND  
CAPALABA

# HQ and HER.PLATFORM

UNDERWOOD

(07) 3050 3060



[centreforwomen.org.au](http://centreforwomen.org.au)

