



canberra **rape crisis** centre **annual report**

201415





Canberra Rape Crisis Centre

Sexual assault counselling for women, children, young people, families and men

Crisis and Counselling Line
7am–11pm, 7 days a week

Canberra Rape Crisis Centre
Education and training

Crisis Line (02) 6247 2525
Business/Finance (02) 6287 3618

SAMSSA (02) 6287 3935
(support for men)

Nguru (02) 6247 2525
(support for Aboriginal and Torres Strait Islander community members)

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Vision statement

To eliminate sexual violence against women, children, young people, men and families.

Mission

Within a feminist framework be an active, visible catalyst for social change through the provision of high quality services.

Core values

- Respect
- Collaboration
- Empowerment
- Innovation

A quick look at crcc

The Canberra Rape Crisis Centre (CRCC) is a non-government, not for profit, feminist organisation working to eliminate sexual violence against women, young people, children, families and men. CRCC is committed to excellence in service provision, access and equity, diversity, and social justice. CRCC works collaboratively within service provision systems in the ACT to ensure that victims of sexual assault and their supporters receive appropriate services that are grounded in international guidelines for best practice in the treatment of sexual assault and child sexual assault trauma.

CRCC provides a 24 hour crisis call out service to police and forensic services every day of the year, a crisis and counselling telephone support service between 7am–11pm (7 days a week), and counselling and group work to survivors of sexual assault and their families and supporters.

CRCC also provides education, training and professional consultation to agencies and private practitioners.

CRCC is a complex and unique agency that encompasses a service dedicated to supporting men, Service Assisting Male Survivors of Sexual Assault (SAMSSA) and a dedicated Aboriginal and Torres Strait Islander community service Nguru—providing crisis and counselling support for the impacts and effects of recent and historical trauma, making CRCC nationally unique for the diversity of services provided within one agency.

CRCC has also received funding through the Department of Social Services (DSS) for Royal Commission Support Services to support people who have been sexually assaulted as children within institutions, groups and industries through the provision of counselling, crisis support and information—provided in person and over the phone.

Strategic Plan 2015–18

This plan informs our planning and reporting activities by providing a set of objectives and a framework for achieving these objectives over the next three years. It underpins our organisational budget, operational business plans annual reports to Staff, Executive, Governance Committee, performance reports to Government, and our Annual Report

Strategy 1 — Community Engagement and Social Justice

Strategy	Priorities	Success Indicators
<ul style="list-style-type: none">▪ Maintain links to the historical Feminist movement recognising that Rape Crisis Centres are part of a global Feminist network and are agents for social change, as well as crisis and support services▪ Advocate and Increase awareness and knowledge of the causes and impacts of rape, sexual violence and child sexual assault▪ Influence system and social responses to sexual violence in all its forms▪ Build and maintain collaborative, productive relationships with key agencies to address the structural causes of adult sexual violence and child sexual assault and improve justice responses▪ Market and strengthen the recognition of CRCC as the key sexual assault services provider in the ACT region.	<ul style="list-style-type: none">▪ Work with the Royal Commission Support Services to improve responses and support to survivors of child sexual assault within institutions▪ Positive relationships with existing stakeholders are maintained and new relationships are sought▪ Key partnerships are developed and maintained▪ Position CRCC as expert in issues relating to sexual violence▪ Media, community awareness campaigns and events continue to raise awareness about sexual violence and it's impacts.	<ul style="list-style-type: none">▪ The number of opportunities to raise the CRCC public profile sought with increased references in media, government and other forums▪ Increased community awareness about the impacts of sexual assault and child sexual assault through the media, community campaigns, systemic advocacy and awareness raising events▪ Increased requests for participation on panels, committees, forums, training, partnerships▪ High level of visibility at key strategic meetings both locally and nationally▪ Systemic Advocacy is prime in all areas of CRCC planning▪ Networks developed and maintained.

To eliminate sexual violence
against women, children, young people, men and families

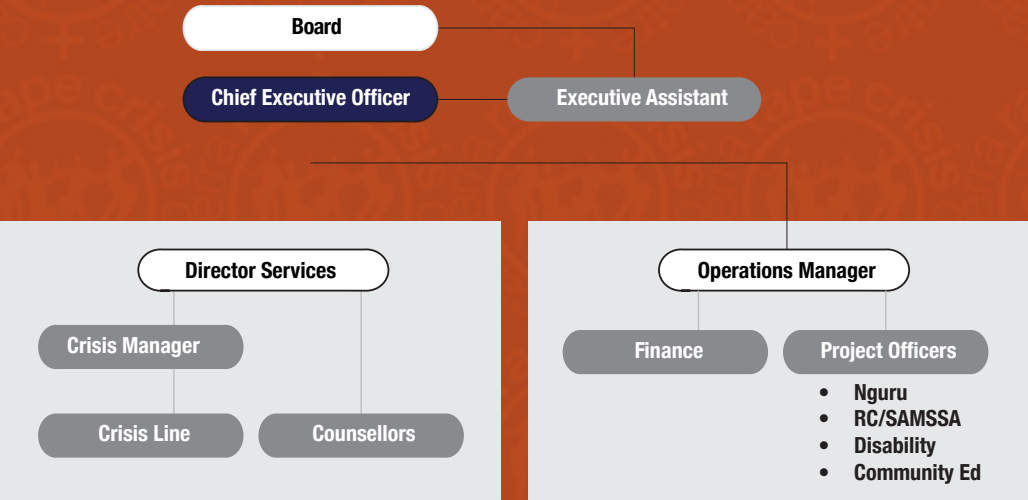
Strategy 2—Organisational strengthening

Strategy	Priorities	Success Indicators
<ul style="list-style-type: none"> Build and maintain an organisational culture and environment that values and supports all workers and committee members to deliver outcomes of excellence Respectful relationships are promoted Demonstrate good governance through an engaged, professional Governance committee of a diverse group focussed on the broad strategic direction of CRCC Maintain strategic leadership with a strong policy and procedural framework to guide the agency Build solid foundations for staff through their professional development to deliver the best outcomes possible for CRCC clients Welcome and encourage diversity and innovation amongst our membership and staff. 	<p>Always focus on building a culture where staff are valued and respected through:</p> <ul style="list-style-type: none"> Appropriate support mechanisms including debriefing and supervision are in place for staff Continuous improvements in services are achieved through monitoring, review and action Professional development for staff Risk management and continuity planning is in place and functioning Membership growth of the Association to further develop the foundation of the services provided. 	<ul style="list-style-type: none"> Organisational culture and values are assessed through performance management, feedback and other processes The needs of staff working in a crisis setting that responds to sexual violence are identified, implemented and prioritised. Informal and formal staff support mechanisms in place and reviewed for effectiveness Staff demonstrate contemporary best practice in all aspects of work Service and business quality indicators are measured & reviewed regularly All relevant policies, procedures, risk management and business continuity plans are in place and reviewed annually Workplace health and safety and risk management is part of all work and monitored for effectiveness Continued growth in Association membership.

Strategy 3—Services

Strategy	Priorities	Success Indicators
<p>To deliver high quality services that address the diverse needs of women, children and men affected by sexual violence and rape through:</p> <ul style="list-style-type: none"> Services to survivors and their supports seeking assistance for sexual assault and child sexual abuse, whether the trauma has been recent or historical Telephone crisis response to those seeking support for the impacts of sexual violence A 24 hour call out service to police and medical forensic services Counselling, court support and advocacy to women, children, young people and men who are survivors of sexual assault, their families and supporters Support for those wishing to report to the Royal Commission Community support and engagement, capacity building and counselling for people from Aboriginal and Torres Strait Islander Communities Training and Community Engagement Programs 	<ul style="list-style-type: none"> Services for survivors of recent sexual assault, those who have been sexually assaulted in the past, and for those sexually assaulted as children within families, institutions and other settings are provided through crisis and call out services, telephone support, advocacy, counselling, group work, outreach and other support services Continue to focus on reducing barriers for groups and communities who face multiple difficulties of disadvantage, disability or culture to accessing sexual assault services through innovating programs and strategies that fill gaps and better meet the needs of community groups accessing CRCC services Maintain service practice within international best practice guidelines and continue to develop and engage the community with specialist training services Maintain service funding and seek alternate funding for new innovations and growth. 	<ul style="list-style-type: none"> Crisis and first response service is maintained with increasing number of services provided Counselling, groups, advocacy and support services are provided to survivors of sexual assault and child sexual assault Survivors of child sexual assault are supported to report to the Royal Commission into Sexual Abuse within Institutions Clinical practice is continually updated in line with international best practice Community Engagement and specialist training programs are provided Funding levels remain stable with increases to meet new service demands demonstrated Client feedback on services and education programs is used in quality review and improvement of service provision.

Organisational chart



Chair's report

We have had a very full year. It has been a year of both overcoming challenges, and embracing opportunities.

Challenges

Client numbers continued to increase. The statistics mentioned elsewhere in this report reveal the extent of this increase.

We have had some staff leave and welcomed some new talent. Our CEO took an extended period of unplanned leave.

During this period the CRCC staff put in an enormous effort and commitment to make sure the clients were not affected. The Governance Committee cannot thank the staff or praise them enough. We want to formally acknowledge the staff for the wonderful job they do on a daily basis but also give them special praise for the incredible support they give the CEO and the Governance Committee.

The organisation has grown to double its size of a few years ago. It was time to review the CRCC's existing structure to ensure the structure

best supports a growing and increasingly complex organisation.

The Governance Committee engaged a consultant to work with us to develop a new structure. We found someone who is deeply committed to working with feminist organisations and who understands the complex and very difficult work our staff do.

It has been exciting seeing this process develop and the values exercise the consultant conducted with staff will underpin future work. We should have a new structure in place by early 2016.

Developments

Dame Quentin Bryce was our inaugural Patron. CRCC is very grateful to her for the support she gave our organisation.

We have been very honoured that Virginia Haussegger has agreed to be our new Patron. She has shown a keen interest in CRCC and been an active supporter.

In 2015 CRCC wanted one of our major focuses to be the Nguru program. In October we had successful Open Day at CRCC to engage with the community and let them know what services the Nguru program can offer. Reclaim the Night theme was regarding the issue of shame which is prevalent in every culture and community. This year we focused on raising this issue for Aboriginal and Torres Strait Islander communities. The event was a great success.

Political developments in the community have led to an influx of clients. The Royal Commission into Institutional Responses to Child Sexual Abuse and the whole of government commitment to address the issue of Domestic Violence in the community has opened up much needed community awareness and support for these issues.

As CRCC is the only agency directly dealing with sexual assault this focus on the above issues has led to a big increase in our client load.

Next year CRCC celebrates its 40th birthday. We are well placed to continue to be a successful community organisation making a major contribution to Canberra.

It has been a real privilege to be the chair of the Governance Committee of CRCC. The CEO and staff are wonderfully dedicated people. The women on the Governance Committee possess a broad range of talents that they bring to their roles on the committee.

Thank you everyone for your support hard work and commitment.

Donna Macpherson

Chair Governance Committee



Governance Committee

Chair	Donna McPherson
Deputy Chair	Kathryn Haigh
Treasurer	Lisa Stone
Secretary	Anne Houghton
Members	Sue Hall
	Julie Taylor
	Katrina Marson
	Amy Sydney

Donna Macpherson

Donna's wealth of expertise stems from 30 years as a practicing psychologist in the ACT. She has worked at the Family Court as a Counsellor, and as an Equity Officer, Counsellor and Senior Manager of Student Services at Canberra Institute of Technology. Donna has broad governance experience having been on the boards of several community organisations.

Kathryn Haigh

Kathryn is a lawyer with over 10 years' experience as a prosecutor. She has worked on a range of legal cases and policy issues relevant to the Canberra Rape Crisis Centre's work. She currently works for the Commonwealth Director of Public Prosecutions. Kathryn has experience with governance matters in both the community and corporate sectors.

Lisa Stone

Lisa brings over 20 years' experience of accounting into the Treasurer's position and is a Partner of Maxim Chartered Accountants. Previously, Lisa was employed as a senior manager with Ernst & Young Canberra in the Entrepreneurial Services Division. Lisa is a Chartered Accountant, Registered Tax Agent and Senior Associate of Financial Services Institute of Australasia. Lisa has been recognised by her profession by acting as the 2009 Chairperson of the ACT Regional Council of the Institute of Chartered Accountants in Australia.

Anne Houghton

Anne finished her full time career within the ACT Department of Education and Training. Her expertise in governance and quality management was acquired during her responsibility for two statutory authorities. A long career in tertiary education and professional development adds further skills to the Governance Committee. She has been a member of the GC since 2009 and was elected the inaugural Secretary in 2012.

Julie Taylor

Julie is a lawyer who has worked mainly in the criminal justice area and is currently working in the International Crime Cooperation Division in the Commonwealth Attorney-General's Department. Julie is the current Deputy Chair of the GC and Staff Liaison Officer. Julie's particular focus is on providing practical assistance and support to the Chief Executive Officer and staff in the context of legal and liaison issues that arise.

Sue Hall

Sue currently works in a corporate management role within ACT Government. Sue has a background in education and social policy and brings this as well as her corporate governance and human resources expertise to the governance committee. Sue is a graduate of the Australian Institute of Company Directors.

Katrina Marson

Katrina has a Bachelor of Arts majoring in Gender Studies and has completed Honours in Law on the topic of sexual assault law. She works as a prosecutor at the ACT Office of the Director of Public Prosecutions. Katrina is passionate about combatting gender issues in the Australian community and being involved with organisations working against sexual assault.

Amy Sydney

Amy is a senior legal policy officer in the area of legal assistance at the Justice and Community Safety Directorate. Previously, Amy was a senior lawyer at Meyer Vandenberg Lawyers, as well as the legal counsel, accounts manager and secretary on the board of a family operated business. Amy has a Bachelor of Laws (Honours) from the Australian National University, a Certificate IV in Financial Services (Bookkeeping) and a Certificate of Mediation.

Chief Executive Officer's report

This year has been one filled with enormous challenge as the Canberra community along with the rest of our nation, have been shaken by devastating incidents of domestic violence. Nationally, we have experienced more deaths of women and children through violence, than any other year. For Canberra this has refocussed our Government and community to the harm and cost, violence not only has on our economy but also each other. With greater media coverage of the impact of this violence more families and individuals have sought the assistance of CRCC's services.

Systemically there has been an increased focus on the policy and practice surrounding sexual, family and domestic violence. This focus has allowed the ACT Government to work with specialist service providers to reflect and respond to the trail of disaster and sadness that is left following reports of deaths of women and children who die as a result of violence within their homes. CRCC remains focussed on the visibility of sexual violence, and importantly child sexual assault within the broader violence space. Child sexual assault remains the most difficult issue to bring community focus onto locally and nationally. Despite the fact

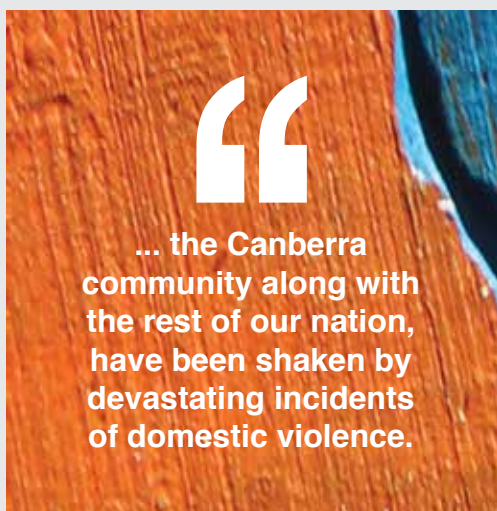
that child sexual assault has the highest prevalence rates of all the familial violence's.

CRCC has also partnered with WWDACT, the Human Rights Commission, DVCS and VSACT to introduce Disability Crisis Scheme which

has allowed women escaping violence to leave their homes immediately and seek safety. The project is a very important initiative as unfortunately violence remains a significant issue for women with disabilities. CRCC and the SAMSSA program continue to support many women and men living with disabilities who have been sexually assaulted.

Locally CRCC continues to collaborate in forums

and groups responsible for focussing on system responses and policy reform in the areas of violence against women and children. These forums include the SARP, FVIP, DVPC, VAB, Crisis Disability Scheme, DAP (Domestic Abuse Program), National Plan to Reduce Violence Against Women and Children Governance Group, Wraparound, Justice Reform Strategy, Strengthening Families Steering Group, Trafficking and Slavery Steering Group, Courts Redesign Group, Canberra Hospital redesign, as



well as a number of one-off initiatives by the ACT Government related to Community Sector redesign.

Nationally CRCC provides specialist input into the Royal Commission into Child Sexual Assault in Institutions, AWAVA, NASASV and the monitoring and implementation of the National Plan to Reduce Violence Against Women and Children, as well as ANROW's who have focussed on research on violence against women. Thankfully there has been some focus on sexual violence, as it has been an area that has fallen off the radar of researchers. The result of this means that direction related to

responding to sexual violence can be confused as there insufficient evidence base within research areas to know which response is the most effective.

My heartfelt appreciation goes to the Governance Committee for leading the organisation in my absence through part of this year, and to the staff who remained diligent and focussed on assisting our clients across a difficult period. I welcome the outcomes of our structural review to better position CRCC

through the next few years. We are adjusting to the larger size of the organisation and challenges that arise from greater community demand and increased pressure to address systemic changes in order to better respond to the needs of our community impacted by

violence at the hands of intimate partners and other family members, as well as those impacted by violence outside of the family.

I hope that those who have sought our help throughout this year and beyond continue to have trust in our services to assist them in often what is the

most difficult and traumatic time in their lives. I also look forward to continuing the important local relationships CRCC has forged with key stakeholders that result in a more positive response to victims of sexual assault within our community.

Chrystina Stanford
Chief Executive Officer



Services Manager's report

During the 2014-15 year we saw an increase in the number of callout services to support victims of sexual assault with police as well as an increase to the crisis support telephone line. This continues to place pressure on staff who rise to the challenge of responding to this increasing workload.

All counselling staff support clients with recent or historical sexual trauma, frequently complicated by multiple or complex trauma they carry across their lifetimes. Our counsellors are committed to supporting these clients through some of the most challenging and difficult times in their lives. Our crisis counsellors provide support between counselling sessions, and also during callouts to FAMSAC, SACAT and the ACT Court system. Advocacy is a fundamental part of a counsellor's role and this partnering with the clients to navigate the justice, housing, welfare and employment systems provides clients with that additional support to create better lives for themselves.

The Royal Commission into Institutional Responses to Child Sexual Abuse is still ongoing, and our Royal Commission Support Service continues to provide valuable support

and services to those who have participated in, or are considering approaching, the Royal Commission. These people are often highly complex survivors of historical, sustained child abuse and our counsellors have worked hard to support survivors in this group, particularly within SAMSSA.



**The Royal
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All our counselling staff continue to focus on their professional development through undertaking a range of programs and courses that help them keep abreast of changes and to ensure that we continue to deliver services to valid international standards. Internally, all staff seek support and guidance in their practice through regular

in-services, group discussions and coaching.

I remain very proud and full of admiration for the staff who dedicate themselves to their roles and supporting our clients, and advocating on behalf of those who are disempowered and lack a voice within our systems and community.

Penny Pestano
(Client) Services Manager

Services

CRCC provides a very broad range of specialist sexual assault services to the Canberra community.

These services include:

- crisis intervention,
- counselling and group work to women, children, young people, families and men,
- support to attend police and forensic services,
- advocacy for clients with government and other agencies,
- community education and training,
- primary prevention through the Sexual Assault Primary Prevention Program in Secondary Schools (SAPPSS),
- social action through representation on a broad range of local and national forums and expert reference groups.

This year CRCC has continued its strong focus on ensuring that people within the ACT community receive the best possible services at CRCC in what has been a very challenging period of local funding reform, and national focus on reducing violence against women and children

Face-to-face Counselling Services

Counselling services are provided to women, children, families, men and supporters who have been affected by sexual assault. In this reporting period there has been continued growth in demand for services with CRCC providing 4378 counselling and crisis sessions to women, men, children young people and families.

There has been a greater complexity involved with working with clients presenting to CRCC. This increase in clients requiring multiple supports is partially due to the Royal Commission into child sexual abuse within Institutions, a greater focus on violence against women and children in our community, and also changes to community services providing other supports to clients. When there is a greater media focus on particular issues such as this year's focus on the increase death's due to intimate partner and family violence, the inevitable flow on effect is greater numbers of people seeking help.

Despite CRCC working effectively with systems and government in the local community our counselling services have been stretched to try and meet the need of the community. The waiting list for counselling at CRCC has increased in numbers and this issue has weighed heavily on Staff as each person on the waiting list is in serious crisis. With the increase of people on a waiting list for counselling, there is also an increase in demand for crisis appointments. This year 206 crisis appointments were provided to people in immediate need for support,

Over the past 12 months 1045 women, 154 men, 30 children and 395 young people have received counselling services from CRCC. It is expected that these numbers will continue to increase which is positive because it means more people are seeking support rather than living with the ongoing and often very isolating impacts of sexual violence. The difficulty is being able to provide the support people are seeking with limited resources.

Group Work

The group work programs have continued as a focus for CRCC. This important program assists people to gain access to some support focussed on managing impacts and triggers of sexual violence. The group work programs have mainly provided support to adult survivors of child sexual assault. The “Discoveries 2” program has provided support to 45 women this year. It is expected that group work will continue to be a focus for CRCC as it addresses impacts of child sexual assault directly, such as isolation, impacts on trust, anger, self-blame and shame. These impacts can have devastating and lifelong consequences for survivors of sexual violence, which are not often well understood by generalist services and the broader community.

Significant work has also contributed to the men’s group being offered by SAMSN for facilitation in the New Year. This group work program has been possible through the Royal Commission Support Services, and will provide an important support option for men seeking SAMSSA and Royal Commission support services.

Nguru Program

The Nguru program welcomed two new staff members this year. For the first time in many years CRCC has been able to employ two staff rather than the program operating with the less preferred single staff member. Staffing this area of the agency has inspired CRCC to focus some of this year’s efforts on the provision of sexual assault services to the local Aboriginal and Torres Strait Islander communities within and surrounding the ACT.

Demand for services for Aboriginal and Torres Strait Islander people continues to grow, partially due to the focus on children sexually assaulted in institutions brought about by the Royal Commission. An increasing number of Aboriginal men are seeking support through SAMSSA, and the broader services provided by CRCC. This year 49 Aboriginal community members and their families were provided services through CRCC. Many community members accessing CRCC services choose to speak to a counsellor within the broader CRCC services which CRCC is able to offer as well. It is well known that providing as much choice as possible for individuals allow the greatest opportunity for a client to achieve their goals through support and counselling.



Services for Recent or Historical Incidents

CRCC continues to work closely with the Royal Commission and those Support Services funded to provide advocacy and support to those sexually assaulted within Institutions as children. The Royal Commission Support Service at CRCC has provided a consistent 50 client support services each month to people living in the Canberra community. It is anticipated that this work will continue long past the Royal Commission's operation. There have been various trends within those reporting to the Commission including a high representation from Aboriginal communities, men, and people living with disabilities.

The Royal Commission itself has provided 1426 private sessions, with only 141 matters referred to the police for further investigation. There are 40 new requests for private sessions each week, with 1065 currently waiting for a private session. Currently 90 percent of survivors presenting to the Royal Commission have been 40 years and above. 70 percent are 50 years or older. Sadly over 62 percent of survivors were sexually abused within a faith based institution, and 32 percent were abused within a school setting.

CRCC is hopeful that the Royal Commission will extend beyond the next few years to provide some relief for those waiting to tell their story. CRCC will continue to support those wishing to access our services regardless of whether they choose to tell their story, privately or publicly.

Service Assisting Male Survivors of Sexual Assault (SAMSSA)

SAMSSA continues to respond to an increasing number of men and their families seeking support through impacts of sexual assault. This year 483 men have sought SAMSSA services, with Aboriginal men and supporters represented at 10% in this program.

In the past year SAMSSA has held a very successful "Men's Forum" within the Canberra Community inviting national guests to the ACT to speak about issues affecting men who have been sexually assaulted and work surrounding the area. SAMSSA has also been heavily involved in the creation of a set of "National Standards for Working with Men Who Have Been Sexually Assaulted" This work has formed part of a national focus for men's organisations involved in this very important work.

CRCC would like to thank the broad range of national supporters and local representatives involved in the CRCC Forum and it is hoped that important events such as this will remain part of the focus for work in the area of sexual violence. Gratitude is also extended to the Staff of SAMSSA for all of their work in ensuring that the events and focus for SAMSSA were supported so broadly by academics and practitioners in the field.



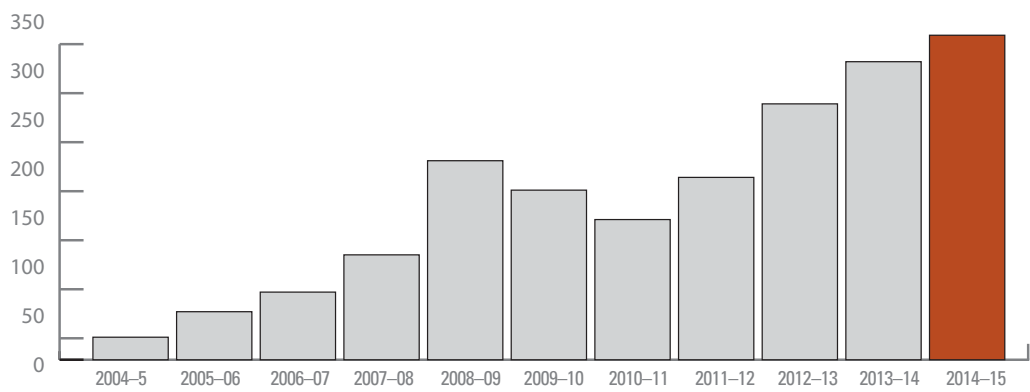
Statistics

Call-outs

A record number of call outs to Police and forensic services has also been provided this year. A total of 331 call-outs were provided. Additionally 209 additional family members were also provided support during these reporting processes. A focus on providing crisis services continues to be the main component of CRCC service provision. Often when Counsellors attend call outs there can be more than one person requiring support.

Counsellors are required to balance the support required by the victim of sexual assault with the support needed by others in attendance. Call outs can also require a long period of time when a number of processes are attended to. CRCC Staff remain very grateful for the important relationships with Police in General Duties and the specialist SACAT teams, as well as the medical practitioners at FAMSAC and CaRHU.

Total call-outs



Calls to the crisis line

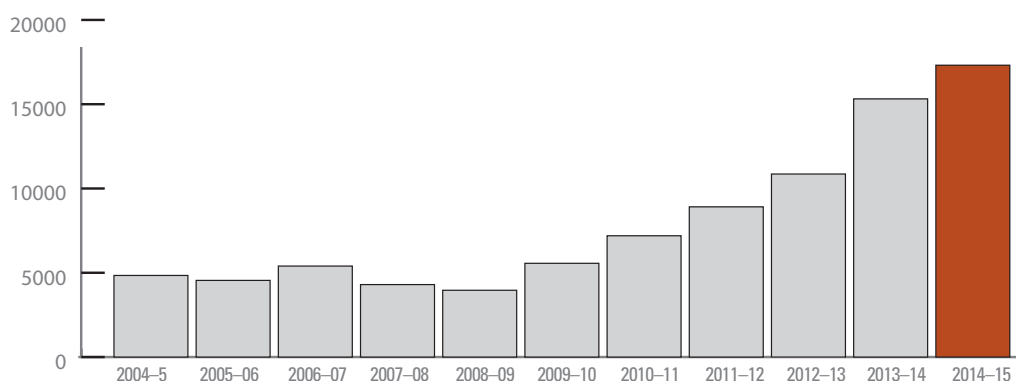
This year CRCC has also responded to the highest number of calls to the crisis line in the Centres history. This year there were 17,314 calls responded to by crisis counsellors. This increase is consistent with previous years as calls increase by several thousand each year. Callers to the crisis line can be in a very broad range of crises, from being triggered in a work place to a first disclosure of sexual assault within a family. Callers often require support to be able to continue throughout their day, and the grounding offered through the crisis line can assist with this process.

Clients of CRCC on the counselling waiting list and also those being offered counselling in the programs at CRCC often utilise the crisis line to assist them to manage specific issues arising for them. Sometimes the crisis is as a result of external events, and other times it is the result of internal feelings or memories surfacing.

Whilst the counselling process follows a distinct process centred in safety, and never seeks to

uncover memories of abuse, it is also sometimes part of the process that memories may surface in the course of counselling.

All too often clients involved with CRCC are also receiving support from mental health services and the crisis line also provides an important support service to those people. CRCC offers a different framework for responding to crises, and contact with the crisis line can reduce the internal sense of overwhelm many clients experience, meaning that contact with mental health services is not required for a particular day. It is crucial that trauma survivors be supported to understand that it is normal to react to trauma and sexual violence, and that sexual violence itself that is not a normal event. Despite the high prevalence rates of sexual assault in all its forms in our community, the responsibility always lies with the offender/s and we should never become “used to sexual assault” with our communities.



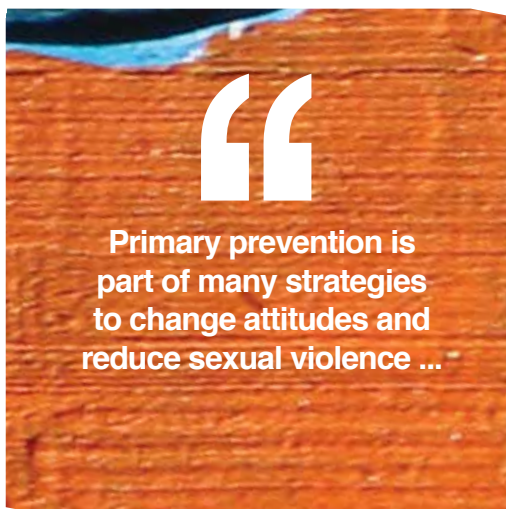
Community Engagement

Community Education Program

Community Engagement is a crucial aspect to CRCC's broader service delivery. Historically, community engagement and education has been central to achieving societal change to reduce prevalence rates sexual violence for Rape Crisis Centres all over the world. It is evident that sexual and other types of violence are an abuse of power. Sexual violence occurs in a society where there is gender inequality and where power exists for some groups and less power is held in others. Unfortunately many victims of sexual violence are women and children, and most perpetrators of sexual violence are men. At CRCC we are aware that sexual violence will continue whilst ever we accept a society where the power is not evenly distributed, and therefore is abused.

In this year CRCC has been able to provide 35 sessions of education to the community, including DFAT, schools, universities, government departments, hospitals, community organisations and generalist groups of professionals.

CRCC welcomes the opportunity to speak about the impacts of sexual violence but also very importantly 'how to respond to disclosures of sexual assault' by others. Sadly with the loss of the federal funding for the SAPPSS (Sexual Assault Primary Prevention for Secondary Schools) due to the contract completing, the important issue of Primary Prevention has not been taken up by local government.



This has meant that on one occasion this year CRCC provided this important training to a school using existing resources, due to the commitment from the school to keep the program going. Primary prevention is part of many strategies to change attitudes and reduce sexual violence; however for it to be successful it requires a long term commitment.

CRCC would welcome the opportunity to continue the SAPPSS program due to the strong evidence base attached to the programs development and also success it achieved. Primary prevention programs require specialist services to achieve success and do not achieve the same positive outcomes when attempted from generalist service providers.

Reclaim the Night and Summer of Respect

Reclaim the Night continues more than forty years from the first time women took to the streets to speak out against sexual assault in their community. It is still a global event, and still carries the same protest that we live in a time where sexual assault is still a crime that affects so many people each day.

Reclaim the Night has focussed on “Reclaiming our Space” and our rights as women to be safe in our communities and homes. The message of Reclaim the Night is as relevant now as it was 42 years ago, and thankfully this year there has been a greater national focus on the protection of women and children. However there is still a long way to go to eradicate sexual violence, and CRCC hopes that by using events such as Reclaim the Night the necessary conversations and actions required to reduce the terrible impacts and effects of the trauma attached to sexual assault will continue.

Summer of Respect continues to be supported by CRCC, JaCS and the WCHM. Projects involving poster campaigns, and also the engagement of clubs in the ACT to promote safety for patrons, continues to be a focus of our work.

Donations, Community Support and Thanks

CRCC has continued to receive donations for our very important work. Some donations have been events such as trivia nights and others cash donations. CRCC would like to thank all those who have provided donations of time, and money to assist the work at the Centre. All donations made to CRCC go directly to assisting clients through brokerage services, such as providing emergency accommodation, or contribute to client services such as providing refreshments for clients attending groups.



Local and National Relationships

CRCC operates so successfully because of the relationships built both locally and nationally. CRCC has continued to represent the needs of those impacted by sexual violence within a range of government and non-government initiatives. These include

- **Victims Advisory Board**
Advice of victim needs to Attorney General.
- **Family Violence Intervention Program**
Working group governing the mechanics of system responses to family violence.
- **Domestic Violence Prevention Council**
Council overseeing system responses to domestic violence.
- **Sexual Assault Reform Program**
Oversees policy direction for sexual violence in the ACT.
- **Justice Reform Strategy**
Focussed on improving the justice response to violence
- **Wraparound**
Oversees the system response and case tracking of victims of sexual assault.
- **Crisis Disability Scheme Steering Group**
Oversees the response to women with disabilities reporting sexual violence and domestic violence.
- **National Plan to Reduce Violence Against Women and Children**
Steering group to focus on the ACT's commitment to the National Plan.
- **Trafficking and Slavery Network**
Examines current system response to issues of slavery and trafficking in the ACT.



CRCC operates so successfully because of the relationships built both locally and nationally.

CRCC has also continued its involvement in a high number of national discussions. There has been a heavy involvement in the work of ANROWS to continue research into issues that impact the current response to violence.

CRCC remains involved in National Association of Services Against Sexual Violence (NASASV) as a Board member and also as the treasurer for NASASV. Work as an Executive member on the Australian Women Against Violence Alliance (AWAVA) has also increased this year with the national focus on the impacts of sexual and domestic violence in our society.

We also thank our closest stakeholders for their support and assistance throughout the year, including Beryl Women's Inc, SACAT Police, FAMSAC and CaHRU medical practitioners, the Women's Centre for Health Matters, Victims Support ACT, the Domestic Violence Crisis Service, Legal Aid, the Women's Legal Centre, and ACTCOSS.

Organisational strengthening

Professional Training and Development

Training/Conference Attended	Provider
Services supporting clients affected by institutional child sexual abuse	Healing Foundation
Initiatic Art Therapy	Heartspace Artspace and Counselling
Crisis Response for Women with Disabilities	Human Rights Commission
The Body Keeps the Score – Van der Kolk	Byron Clinic
Brain wise creative interventions with traumatised children young people and families	Aust Childhood Foundation
Neuropsychotherapy and trauma	Zhuchi
Brain Talk	Startts
Psychological Flexibility	ACT Mindfully
Working with adult survivors of complex trainig	ASCA
Overcoming Trauma related shame and self loathing	Delphi Centre
Mental Health Conference	Generation Next
Healing Trauma	Sounds True – Peter Levine
The Addicted Brain	Emory University - coursera
DBT Skills	Linehan Institute
PD for Health Practitioners	ASCA
Adv Dip of HR Management	CIT
Cert IV Frontline Management	Line Management
Safety Net Tech Training	WESNET
Introduction to Somatic Experiencing	Somatic Experiencing Sydney
Working with Clients with BPD: How to Effectively Respond to Your Most Complex Clients	Tatra
Grief	Tatra
Mandatory Reporting : Keeping Children and Young People Safe	Communities @ Work
Grant writing workshop	ACTCOSS
Taxation and Payroll	Aus Wide Taxation
Mindfulness, Neuroscience and Attachment Theory	Tatra
OHS Representatives training	Trades and Labour Council
How and Why PD	ACWA
Trauma Focused Therapy	Phoenix

Comings and goings

Staff members

We have welcomed...	Current Staff	We have farewelled...
Devenie Jayaweera	Annie Love	Mikel Azure
Grant Mackay	Bridie Clifford-Liesegang	Nina Booysen
Jane Adams	Chrystina Stanford	Paulina Hellec
Jennifer Merriman	Jack Dalby	Rebecca Russell
Melynda Bungbreakarti	Judith Clark	Rosanna Higgins
Mikaila McEwan	Karen Bye	Sira Nicholas
Ray Simpson	Kathryn Cripps	Shuv Koirala
Sara Wade-Vuletic	Melissa Wightman	Sue Webeck
Sharon Costigan	Miche Hodgetts	Vera Lloyd
	Michelle Thompson	
	Paula McGrady- Swan	
	Penny Pestano	
	Rachel Hart	
	Sheree Empson	
	Summer McGinty	
	Tanya Wiesner	

Staff inspirations

The past year has continued to provide challenges, inspiration and achievements. It is great to be part of an organisation that inspires its workers and clients alike. It is a privilege to share our clients' journeys and bear witness to their courage as they confront their trauma and their past. **Karen.**

I am very grateful to be a part of such an amazing and passionate team and continually inspired by the courage and bravery that our clients allow me to witness. **Summer**

What an amazing group I have to work alongside of in my team and through the Governance Committee. I am reminded every day through their commitment, compassion, humour and resilience that it takes such a special human being to ride the challenges before us each day. We share the fun, tears and anger and never waver from the broader focus. Hopefully we all reflect a little at the end of the day that we have been involved in something unique and very important and that maybe through our actions we have made the world a slightly better place. Chrystina

Another year of working with such strong, resilient, amazing survivors; what a privilege! My humble thanks to all those clients who dare to share and 'break the silence' of sexual abuse. **Kathryn**

The past year has thrown up some challenges that, at the time, were difficult for many of us. Thankfully, the strength and dedication that is the team, of CRCC, got us all to the time of year where we write our inspirations!! My thoughts of years past are still relevant, because those that need to, are able to keep the team 'together' and thriving. I am still reminded on a daily basis just how important CRCC is in the lives of our clients, how much our support is needed and appreciated. I feel privileged to have been able to develop and grow in my role and know that this is where I need to be. **Penny**

This is yet another year in which I have held the calibre of our clients in the highest esteem. Despite their fear and trauma, quite a few clients have taken their perpetrators to court and now we find some extremely undesirable people in gaol for extended periods. My absolute respect and gratitude goes out to these clients. Maybe, one day, perpetrators will understand ... "NO MEANS NO" **Annie**

Working with male survivors of sexual assault is demanding work, yet when I reflect on working with these amazing men what I notice most is my admiration for their courage to confront their trauma despite how painful that can be. **Rachel**

For all the challenges of this work - and there are many - I find it continually inspiring. Because so much of the abuse suffered by our clients calls into question the value and purpose of so many of our most fundamental social institutions, there are many who have a vested interest in not hearing victims' voices. Part of our role is to be those who do hear and believe. It is our privilege to bear witness to our clients' suffering, and to their growth beyond their abuse. **Jack**

Working with the clients of CRCC on the crisis line is very inspiring ... it takes great courage for people to seek support from a crisis service, especially when they have experienced the trauma of sexual violence. **Melissa**

It is a privilege to be able to work with such resilient and amazing survivors of sexual assault. I am also extremely lucky to work with an amazing team, who are passionate about their roles and who are willing to help their colleagues when required. **Sheree**

Service user feedback

I really do appreciate your time, care and knowledge that you pass on.

I feel much better knowing a female support worker, who is aware of the impact of sexual assault, is here in the statement room. It has made me feel less alone and less anxious, and I was able to complete the statement.

I felt very supported and I am looking forward to getting long term, ongoing counselling with CRCC.

I very much appreciate your selfless efforts to allow people like me to feel they have a voice.

Thank you to everyone at CRCC and what you have done for our family this year. We would not be where we are without you.

Thank you for grounding me, I feel much better now.

I thought I was going crazy, thank you for listening to me, I feel more confident in being able to trust myself now.

Someone left a message for me the other day saying they were checking in to see how I was. Thank you so much — that was really nice — knowing there is someone to talk to and I am alone.

Thank you so so much for everything you have done for me. You have helped me through the toughest period of my life, which I was certain I wouldn't make it through. It felt surreal to have our last session because I never ever thought I would reach that point. I thought I would have died before successfully working through this stuff. You saved my life. Not only in the times where I was sure it was the end, but also for the future. I feel like I know how to get through difficult times now, and whenever they may lay ahead. You have helped me open up to people and build a support network that I didn't have before, which will ensure the longevity of my progress.

I very much appreciate your selfless efforts to allow people like me to feel they have a voice.

Supportive and non-judgemental. I felt important.

K... was a phenomenal counsellor. She was available and never suggested/started to hint that I might be done. I was aware it was up to me

I looked forward to them (counselling) because I knew they were helping and it was a lovely supportive place to go where I could voice strength and it was encouraged to be more confident and take care of myself.

Government should definitely pay you all more! What you guys do is FANTASTIC!

My counsellor was intelligent and perceptive and knew how to approach my particular problems.

You have helped me through the toughest period of my life, which I was certain I wouldn't make it through. It felt surreal to have our last session because I never ever thought I would reach that point. I thought I would have died before successfully working through this stuff. You saved my life. Not only in the times where I was sure was it the end, but also for the future. I feel like I know how to get through difficult times now, and whenever they may lay head. You have helped me open up to people and build a support network that I didn't have before, which will ensure the longevity of my progress.



Treasurer's report

All recurrent funding for the Centre is received from the ACT Government. During the financial year, the following funds were received (ex GST).

Department	Amount	Program
National Affordable Housing Agreement, Social Housing and Homelessness Services, (SHHS), Community Services Directorate (CSD)	\$567,049	Adult Women and Children's Counselling Team
Community Services Program (CSP), CSD	\$160,270	First Response Team and
Community Education Program	\$136,298	SAMSSA
Sexual Assault Reform Program, Justice and Community Safety (JaCS)	\$127,858	Nguru
administered by CSP, CSD	\$116,319	First Response Team
Prevention of Violence Against Women, (CSP) CSD	\$135,162	Adult Women and Children's Counselling Team
CSP, CSD	\$144,248	SAMSSA
CSP, CSD	\$135,316	Nguru
Total Recurrent Funding	\$1,258,364	

In addition, the following grants were received during the financial year:

Department	Amount	Program
Department of Social Services	\$350,000	Royal Commission Community-based Support Services
Toora Women Inc	\$3,000	Coming Home Program
Total Grant Funding	\$369,272	
Community Services Directorate, Community Support & Infrastructure Grant	\$19,600	Client Database Development Grant
Toora Women Inc	\$10,621	Coming Home Program
Total Grant Funding	\$465,221	

This year has seen the Centre continue as a financially robust and viable organisation though accountable and transparent financial management and reporting processes.

I would like to thank the continuing oversight of accounts, particularly Amanda O'Reilly for ensuring that there are no irregularities in the accounting and internal control systems, that CRCC has complied with all aspects of

contractual agreements, assistance with correct distribution of funds across programs, and that all assets and insurable risks of the Association are adequately covered by insurance.

If you would like a detailed copy of the CRCC audited financial statements please email crcc@crcc.org.au.

Lisa Stone
Treasurer, Governance Committee



canberra **rape crisis** centre
ANNUAL REPORT

2014/15

www.crcc.org.au