

2021- 22 ANNUAL REPORT
THIRTIETH ANNIVERSARY EDITION

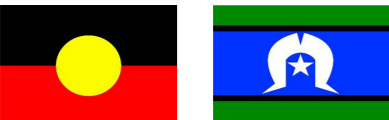


Centre Against Domestic Abuse

We would like to acknowledge the traditional custodians of the land on which we operate and pay our respects to the elders past and present, for they hold the memories, the traditions, the culture and hopes of Aboriginal Australia. We acknowledge that Aboriginal and Torres Strait Islander people continue to live in spiritual and sacred relationships with this country.

We also recognise and acknowledge that many Aboriginal and Torres Strait Islander people of this region come from other Aboriginal and Torres Strait Islander Nations from across Australia.

We acknowledge and respect the diversity of cultures and beliefs of all Aboriginal and Torres Strait Islander residents within the Moreton Bay region.



We would like to respectfully acknowledge the victims and survivors who have been harmed or passed away as a result of domestic and family violence. We acknowledge them in a way that reminds us of the purpose of our individual and collective roles in the work we do.



LGBTIQ+ friendly

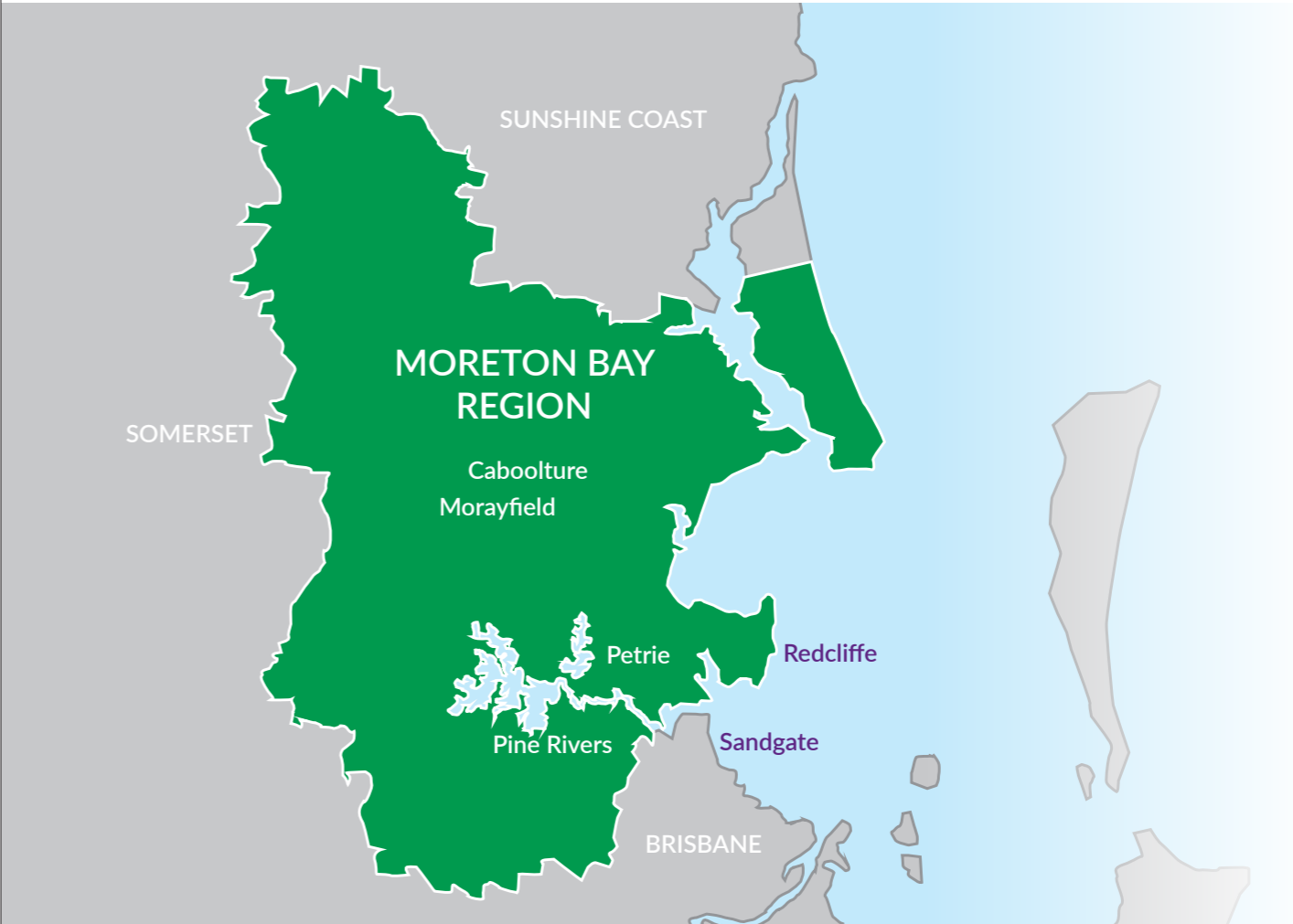
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Our locations

The Moreton Bay region is a diverse area of rural townships, urban centres and coastal villages. Located between Brisbane City and the Sunshine Coast, Moreton Bay is one of Australia’s fastest growing regions. Moreton Bay has a strong and connected community.

CADA has 60 staff who work from 5 offices, 4 court houses, 5 police stations and 8 outreach locations across our shire.



Our mission

To address the serious impacts of DFV through the provision of safe, accessible and appropriate services, and prevention in our community, within a framework embedded in feminist, trauma informed and strength based approaches.

Our vision

To eliminate DFV in partnership with Government and other organisations

Our values

- all people have the right to be safe and free from violence at all times
- we are guided by feminist philosophy
- we work within a human rights framework
- we provide services to the community based on equity, irrespective of people’s sexuality, gender, culture, age, ability or religion
- we deliver innovative, creative, responsive, flexible relevant programs within available resources
- we are non-judgmental, compassionate, and respectful of the diversity of healing processes and pathways to empowerment
- our work based on evidence of best practice
- we work towards healing the needs of individuals and the prevention of domestic and family violence in the community
- we work with a range of partners in the community to address domestic and family violence.



Safety



Respect



Advocacy



Support

President’s report

It has been three decades since CADA’s doors opened as the Caboolture Regional Domestic Violence Service in 1992. There have been many challenges over the past 30 years and the leadership teams met them in ways that provided service continuity while growing staff to the 60 workers in four locations at Caboolture, Redcliffe, Strathpine and Morayfield that CADA has today.

A new board was appointed this year, bringing experience in human resources, business, health and safety, government, health and the community sector. The board and the leadership team faced a particularly turbulent year when the state borders opened. The team nimbly transitioned staff to working from home, managed the technology to make that happen and looked after the wellbeing of our workers, most of whom were juggling their own personal Covid 19 experiences.

CADA is grateful for the Covid 19 funding we received from the federal and state governments which played a role in CADA adapting to the increased severity of DFV we experienced during the pandemic. However, statistics show the pandemic led to more people moving to CADA’s service area so we are supporting more clients with the same resources. We will continue to source new funding to support our vulnerable clients across the breadth of our services.

This past financial year the board focused on strong governance, strategic direction and staff wellbeing. We know it’s staff who do the heavy lifting when delivering services through a pandemic and we conducted a Staff Survey into workplace culture at CADA.

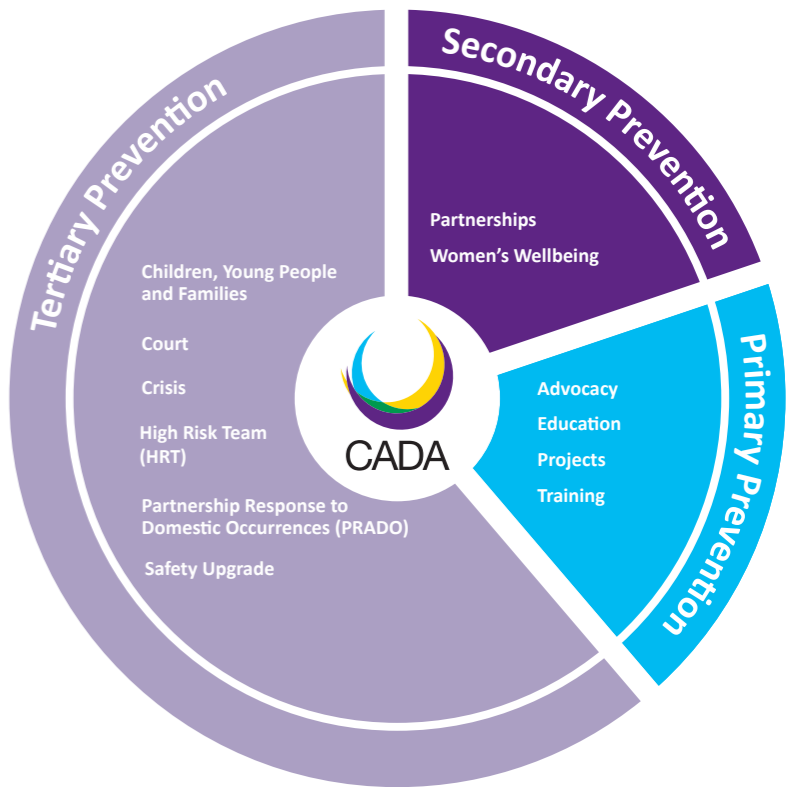
Some results were incredibly positive in terms of staff commitment to their work and feeling fulfilled and areas with room for improvement were identified. One area was staff wanting to get to know the board better so there are new short profiles of the board on the CADA website and in this Annual Report. Overall the board found the Staff Survey results excellent and expressed full confidence in CADA’s leadership team.

In particularly, the board thanks CEO, Holly Brennan who showed unwavering commitment, agility and care for staff and client wellbeing during this year of the pandemic, floods and funding changes.

Future directions for CADA look bright. Funding body, supporter and partner relationships are growing and strengthening. We passed the full HSQF audit with good reports and continue to strengthen our governance and internal systems to meet the highest possible standards. This year we welcomed several new staff and promoted existing staff who bring valuable experience and knowledge of policing, human services, accounting, the law, the community sector and children’s services.

The board offers our sincere thanks to CADA’s funding bodies, partners, supporters and most of all to CADA’s leadership team and every single staff member who kept CADA going strong throughout 2022.

Brenda Stephens
President



Our board



President
Brenda Stephens

Brenda is Head of People and Culture at the National Museum of Australia in Canberra and has previously led People and Culture programs at the Australian National University and for the Paladin Group in Papua New Guinea. She also operated a successful HR management consulting business for six years. She holds volunteer executive board roles as Chair/President in property, social services and community services and has completed the Australian Institute of Company Directors accreditation.

If I was a superhero I would be Spider Man. Fearless, funny and a faithful ally who never cracks under pressure.



Vice President
Cr Tony Latter

Tony is the Moreton Bay Regional Councillor for Division 12. He chairs the Progressive Economy portfolio and is Vice Chair for the Local Disaster Management Group and the Moreton Recovery Group. He is a volunteer with Scripture Union Australia and founded the Red Ride Against Domestic Violence raising awareness and money for families experiencing domestic violence in an annual charity motorbike ride and show in Moreton Bay. He is father to three boys.



Treasurer
Leone Moyse

Leone is a strategic business consultant and general manager of Tin Can Monsters, a consultancy helping clients improve their people, structures and systems. Her expertise is in business and systems management. She lectured in business at the University of Colorado and the Canberra Institute of Technology and was a senior executive in the Australian Public Service.

If I was a superhero I would be super Nonna. My superpower is cooking. I feed the hungry and expand limited ingredients to meet the size of any crowd. I aim to make people feel good by feeding them and that is my joy.



Member
Leigh-Anne Sorensen

Leigh is a Director with Queensland Fire and Emergency Service where she has worked since 2010. In this role Leigh is running an organisational change program transforming the way emergency services are delivered in Queensland. She is also Consortium Chair of headspace where the leadership team are building engagement between headspace and local agencies. Leigh specialises in leading organisations through system wide organisational change.

If I was a superhero I would be The Falcon who is humble and was Captain America's sidekick for years. He is focussed on helping others and wasn't motivated by working solo or stardom.



Member
Sue Mayo

Sue is a consultant to workplaces on health and safety policies and standards for safe pools, life saving, safe sports and child protection. She offers presentations and training on child development and trauma informed practice to swim teachers, business operators, parents and carers. She has managed several swim schools and aquatic centres including 8 years at the Australian Crawl Fitness and Leisure Centre.

If I was a superhero I would be Wonder Woman. She has travelled the world and seen wonders. I was captivated by Wonder Woman's feminist stance and ability to challenge the male dominated world.



Member
Dr Melissa Hobbs

Melissa is the population health lead at North Coast Primary Health Network. Prior to this role, Melissa worked in senior roles with the ACT Government's Health Directorate and in population planning for the Capital Health Network. She is a health researcher and has a doctorate in population health. Melissa is also the Vice President of Sexual Health and Family Planning ACT.

If I had a superpower: I would like to have the superpower of teleportation as I love to travel and have the ability to travel great distances in a small amount of time I could see family and friends (interstate and overseas) as often as possible and remove myself instantly from tricky situations to be somewhere more pleasurable.

From our CEO

2022 marks 30 years of CADA service in the Moreton Bay community.

CADA has grown from humble beginnings in 1992 as a volunteer service to today, an organisation of 60 staff, five offices, co-location in five police stations and partnerships with hundreds of local groups. This really is incredible.

This year we saw 18 000 clients. A distressing reflection in some ways and an honour to know we have walked beside so many.

The past two years have been challenging. Covid 19 increased the severity and complexity of domestic and family violence cases CADA responds to. At the same time, CADA was affected by significant staff downtime due to Covid. It's been a juggling act to meet the demand.

CADA responded well. We rapidly developed pandemic management policies, changed rosters and moved most staff to working from home. We then phased back safely to full staff as most of us have recovered from or avoided Covid 19. Our records show there was not a single case of transmission of Covid 19 at CADA during the past two years.

Then came the flood events of early 2022 which affected many of our clients, community and staff. Through these testing times, I continue to be in awe of the teamwork, collaboration and adaptation shown by our staff when responding to these events. CADA staff provided continuity of service to our community without interruption. I am immensely proud of us for that.

In the past financial year CADA managed to increase our service offerings with new projects, working with more diverse communities and partnering with more community and government service providers. We did not just survive, we thrived, which is a testimony to the quality of CADA's staff.

We do what we do from the foundation built from the past 30 years of CADA serving the community and living our shared values of safety, respect, advocacy and support.

Thank you to the CADA Board, our funding bodies, our partners and supporters. Thank you to CADA's founders, volunteers, past staff and all previous board members who had the vision and endurance to lead CADA to where we are today.

Most of all thank you to our brilliant staff.

We look forward to the next 30 years as we continue to build our capacity to support the Moreton Bay community to prevent and respond to domestic and family violence and increase women's wellbeing through recovery and healing.

Holly Brennan OAM
CEO




Holly Brennan OAM
CEO



Women's voices

"I feel so encouraged speaking with your worker. She takes such good care of me. I feel so grateful to have her support. She is lovely and I trust her."

"The CADA worker was so beautiful to me and I really appreciated it."

"You have been a lifeline for me, more than anyone will know. I feel so much freer."

"CADA lifted my spirits. I feel stronger than ever. Every staff member I spoke to made me feel so validated, loved and cared for. All of your staff are truly amazing and have the biggest hearts. I can only imagine how many women and children you have supported and have helped keep safe."

"Thank you so much for help! CADA is an absolute asset to women in need."

"Thank you so much for being so calm and calming me down also. "

"I thank God for you."

"Thank you for being there for me and listening to me. I appreciate it so much. What you do is amazing."

"I have never felt so nurtured in all my life."

"It touches my heart how warm and lovely everyone at CADA is. I have been blown away by the gentleness and kindness I have experienced. "

"Everyone I have spoken to has adjusted to where I am at and are always so professional and lovely. I feel stronger than ever."

"I am extremely grateful to all at Cada! The support I've received has been amazing through these last few months."

"Thank you so much for being so calm and calming me down also."

"You are amazing and I am very grateful."

Case study

It takes a village to keep a woman safe

In June this year, CADA collaborated with seven community partners to support a Moreton Bay woman to safely exit an abusive relationship and return to her home country in a short time frame.

The woman had been in the relationship for ten years and in contact with CADA since 2017. In late May 2022 after suffering significant injuries from the alleged person using violence, she contacted CADA to ask for help leaving the relationship and Australia. She reported abuse including physical violence, rape, verbal and emotional abuse, forced isolation and coercive control.

She had no money or job, income support, visa or passport, family or friends supporting her in Australia. She took nothing but her phone and what she was wearing when she left the home, shortly after calling CADA.

Within two weeks, a CADA team of six expert domestic and family violence practitioners (including the CEO) worked with our partners to transport, accommodate, feed, clothe and emotionally support the client and fly her to her home country where her family were waiting.

Due to circumstances, DV Connect had minimal involvement. At CADA's request, the following organisations responded quickly to support our client.

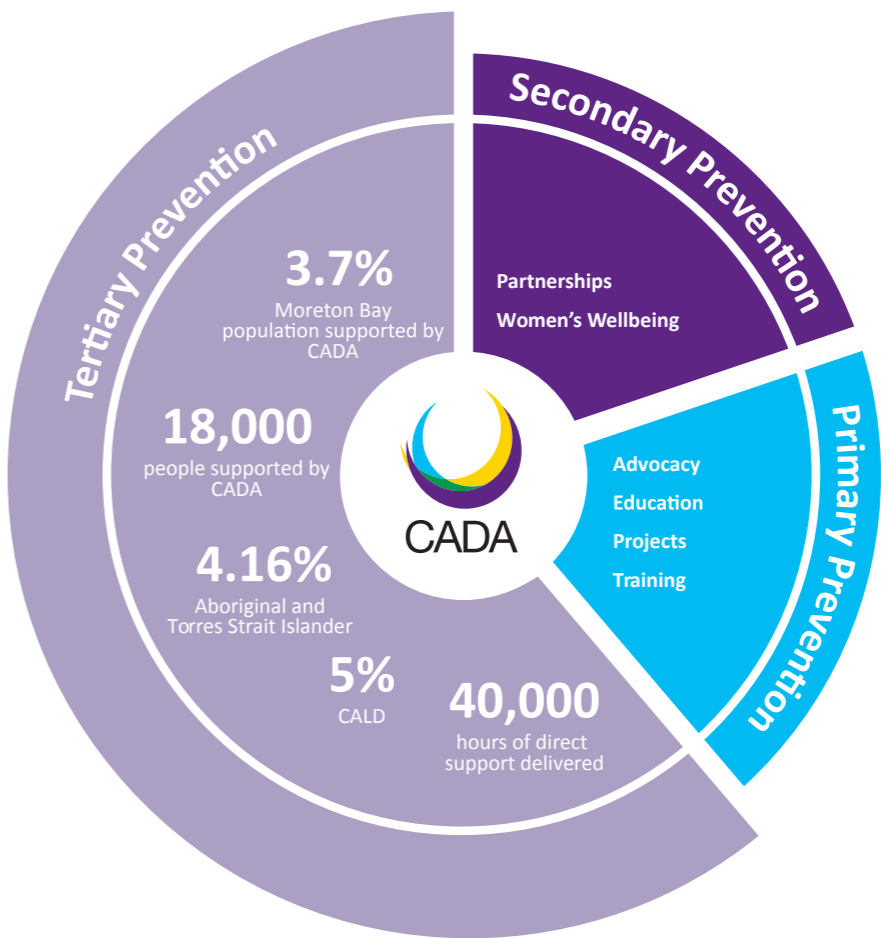
- Australian Red Cross \$3000.00 financial aid which partly funded the client's accommodation and money for incidentals
- St Vincent's de Paul financial aid to partly fund accommodation
- The Homeward Assisted Returns program arranged a temporary visa and emergency passport funded the client's flight and airport transport and organised the client's Covid 19 vaccinations and tests pre-flight
- Caboolture Community Action partly funded accommodation and supplied food
- Caboolture Community Care partly funded accommodation
- Save the Children provided accommodation, emotional support, food, clothes and slippers
- The manager of Caboolture Central Motor Inn liaised with CADA on accommodation and provided significant emotional support to the client.

CADA staff safety planned with the client to safely exit from her home without encountering the person using violence. CADA also provided case management, emotional support, a Client Refuge Pack of clothes and toiletries, food vouchers and funds for her phone and liaised with all partners including the consulate and embassy in the client's country of origin.

In mid-June, the client safely landed in her home country where CADA referred her to a local domestic and family violence organisation for ongoing support.

While CADA does not have capacity to provide this level of support for all clients, we are proud that this high risk client received the wraparound support she needed to leave the abusive relationship and start a new life.

Our work



2,037 km²
Size



484,428
Population
(2021)



Aboriginal and Torres Strait Islander
People 3.9%



20.9%
Population born overseas

Projects

- Multiculturally Unique Mothers (MUMs)
- Reproductive Coercion booklet
- Domestic and Family Violence education package (with Mercy Community)

Partnerships

- Churches of Christ: Intensive Family Support Service (IFS) and Families Together
- Mercy Communities Family and Child Connect
- Mindle Bygul Aboriginal Corporation (Children and Young People's counselling in Deception Bay)
- Moreton Bay Community Consortium. CADA provides Strengthening Family Connections counselling service.
- Partnership Response to Domestic Occurrences (PRADO) partnership between CADA and the Queensland Police Service.
- Uniting Care Community CADA provides the Partner Advocate for the Men Choosing Change program run by Uniting Care Community
- yourtown (Children and Young People's counselling in Deception Bay)

Children, Young People and Families



Children Young People and Families

In 2021- 22 CADA's children's counselling program (formerly known as KidsMatter2), has been rebranded as Children, Young People and Families.

The CYPF program now has a new logo, brochure and collaterals produced by Evolve Marketing.

Our clients say

"I cannot describe how valuable CADA's help was to my daughter and to me. We would not be where we are today without CADA."

"The (CADA) counsellor could not have been better."

"Now my children are in a good mood."

"The counsellor was a pleasure to work with."

"The counsellor was amazing. She was very understanding and supportive of my boys and myself."

"My daughter looked forward to her sessions (with CADA) which have definitely taught her to cope better."

Contact

Children, Young People and Families

We have offices at Caboolture, Redcliffe and Strathpine.

To enquire about intake or arrange a school or education setting visit, please email childyouth@cada.org.au or phone 07 5498 9533

Opening hours
9.00 to 5.00 Mon to Fri

PO BOX 1746,
Caboolture Qld 4510

www.cada.org.au

LGBTQ+ Inclusive

We acknowledge the Traditional Owners and custodians of the lands on which we live, meet and work. We pay respects to Elders past and present.

Supported by
Queensland Government

The CYPF program is an initiative of the Centre Against Domestic Abuse (CADA)

CADA

Services we offer

Domestic and family violence affects children and young people's sense of safety, their social, emotional and psychological development and their approach to relationships.

The Children, Young People and Families program works with children, young people and parents and carers who have experienced domestic abuse or intimate partner violence. Our services include:

- counselling for children and young people under 18
- Circle of Security groups for people with children who have experienced domestic and family violence
- parenting education on adult and child relationships and behaviour management
- school based counselling and group programs
- school holiday camps for parents/carers and children
- support programs for young people.

Who does the program support?

The Children Young People and Families program supports children, and young people under 18 to think about their experiences, develop resilience and build safe, respectful relationships.

Our counsellors have expert knowledge in how trauma or difficult experiences affect children and young people and work within a trauma informed framework.

When working with young children, our programs are child centred and play based. When supporting young people, we are led by their needs and interests and use a strength based approach.

We run group activities for children aged 5 to 13 and programs for young people aged 16 to 18.

These services are provided in our CADA offices, primary and high schools within Moreton Bay

Schools

Our counsellors work with students and families (individually and groups) at primary and high schools.

Working closely with school staff, CADA counsellors offer face to face counselling for students who have experienced domestic and family violence or intimate partner abuse.

To enquire about a CADA visiting your school, please email childyouth@cada.org.au or phone 07 5498 9533.

Women's Wellbeing Hub

The Women's Wellbeing Hub (WWH) expanded our team to 10 practitioners and support staff in the past financial year. This means the hub could meet increased demand within Moreton Bay and offer vulnerable women a space to heal from domestic and family violence through support, therapeutic counselling and group work.

The hub had to adapt quickly to ensure continuity of service through the Covid 19 pandemic. We embedded workers into CADA's Redcliffe, Strathpine and Annie Street offices. It's wonderful to be able to offer support to the community in all parts of Moreton Bay.

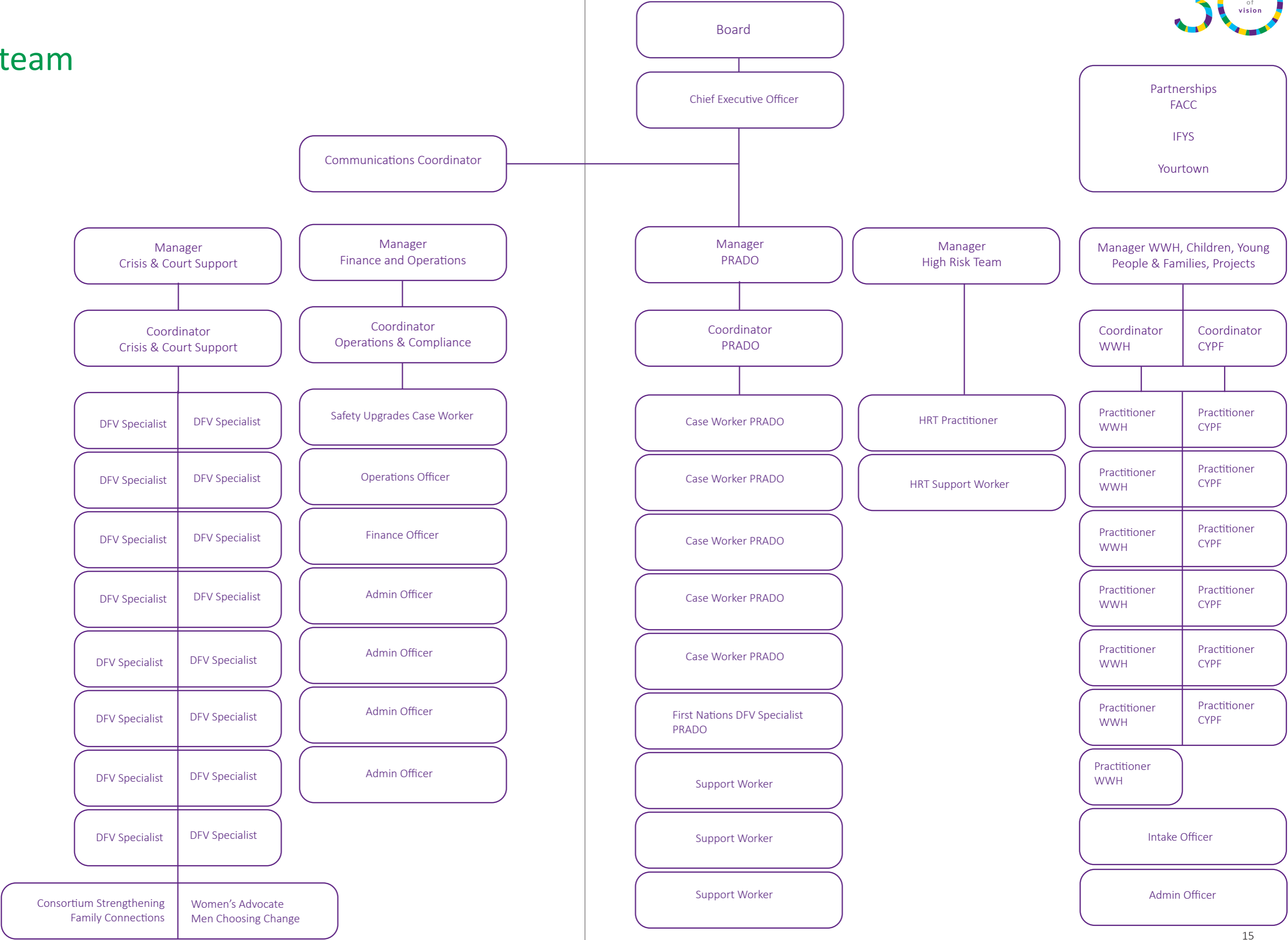
As the WWH has grown, we have delivered groups in more locations such as Deception Bay, Redcliffe and Warner. The hub delivered approximately 177 hours of groups at 7 locations across Moreton Bay. This includes 3 Next Step groups, 3 Domestic Violence Awareness groups and 2 Women's Therapeutic Groups. These groups were facilitated despite snap lockdowns, floods and room restrictions. The hub continues developing new initiatives such as online support groups, to ensure future service delivery is not interrupted by room restrictions or lockdowns. Our online groups are popular with clients due to the accessibility and flexibility they offer.

On the project front, the hub made new connections in CALD communities of Moreton Bay with our Culture Community Connection project and Multicultural Unique Mums group. The WWH also took part in the One Million Stars to end violence campaign.

"This group has been very valuable. Interacting with women who have gone through similar experiences. The service finding time, staff, planning and supplies for us helps us feel worthy and validated. Something so important for us who have been left feeling less than post DV."



Our team



Thank you to our funding bodies, donors and supporters

Supported by



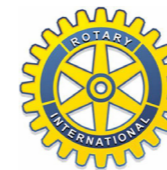
Bribie Island Butterfly House



Bridgette Harris

Brenda Stephens

Diane Dirksen



Elaine Moren

Halcyon Glades Quilters

Kaye Kerr



CADA

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