

ANNUAL REPORT

2024-25

ACKNOWLEDGEMENT OF COUNTRY



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

We acknowledge Aboriginal and Torres Strait Islander peoples as the first sovereign nations across the breadth and depth of Australia. We recognise that Aboriginal and Torres Strait Islander people have lived and cared for Country for over 60,000 years and continue to do so, honouring ancestors and knowledge holders within community, and observing ancient cultural practices. We acknowledge the damaging impacts of colonisation and hold their stories with great care.

We acknowledge that domestic and family violence are not part of Aboriginal culture and assert that the responsibilities of Aboriginal families and kinship systems do not align nor are reflected in current government policies. We work to position ourselves as allies and give voice and strength to the unique position that Aboriginal and Torres Strait Islander people hold in their own family systems and communities.



INCLUSION, DIVERSITY AND ETHICAL CARE

Lived experience and diversity statement

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

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

Ethics of care

An ethics of care directs all work we undertake, from policy development, submissions and advocacy to member communications and social media.

We strive to ensure people with lived experience, and our stakeholders, are listened to, respected and their voices centralised as we amplify them.

Importantly, at the core of our ethics of care, is a commitment to gathering information to understand need and purpose prior to determining the actions. This allows us to meaningfully consider what good practice and change looks like, at a state, community and individual level.



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VISION & STRATEGY

VISION

Our vision is for women, families and communities to live free from violence, have equal rights, equal opportunities and the freedom to reach their potential.



PURPOSE

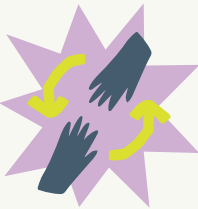
Our purpose is to eliminate domestic and family violence through leadership, advocate for the specialist domestic and family violence sector, and build capacity in best-practice prevention and response.



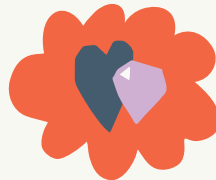
VALUES



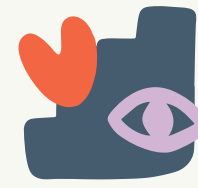
LEADERSHIP WE ARE INNOVATIVE THOUGHT LEADERS THAT BUILD RELATIONSHIPS AND TAKE ACTION TO MAKE A DIFFERENCE.



INTEGRITY WE STAND UP FOR WHAT'S RIGHT, EVEN WHEN IT'S UNCOMFORTABLE.



RESPECT WE SUPPORT, RECOGNISE, VALUE AND EMPOWER OTHERS.



INTERSECTIONAL FEMINISM WE ACKNOWLEDGE AND AMPLIFY THE DIVERSE VOICES AND EXPERIENCES OF ALL WOMEN.

OUR 2021-24 STRATEGY

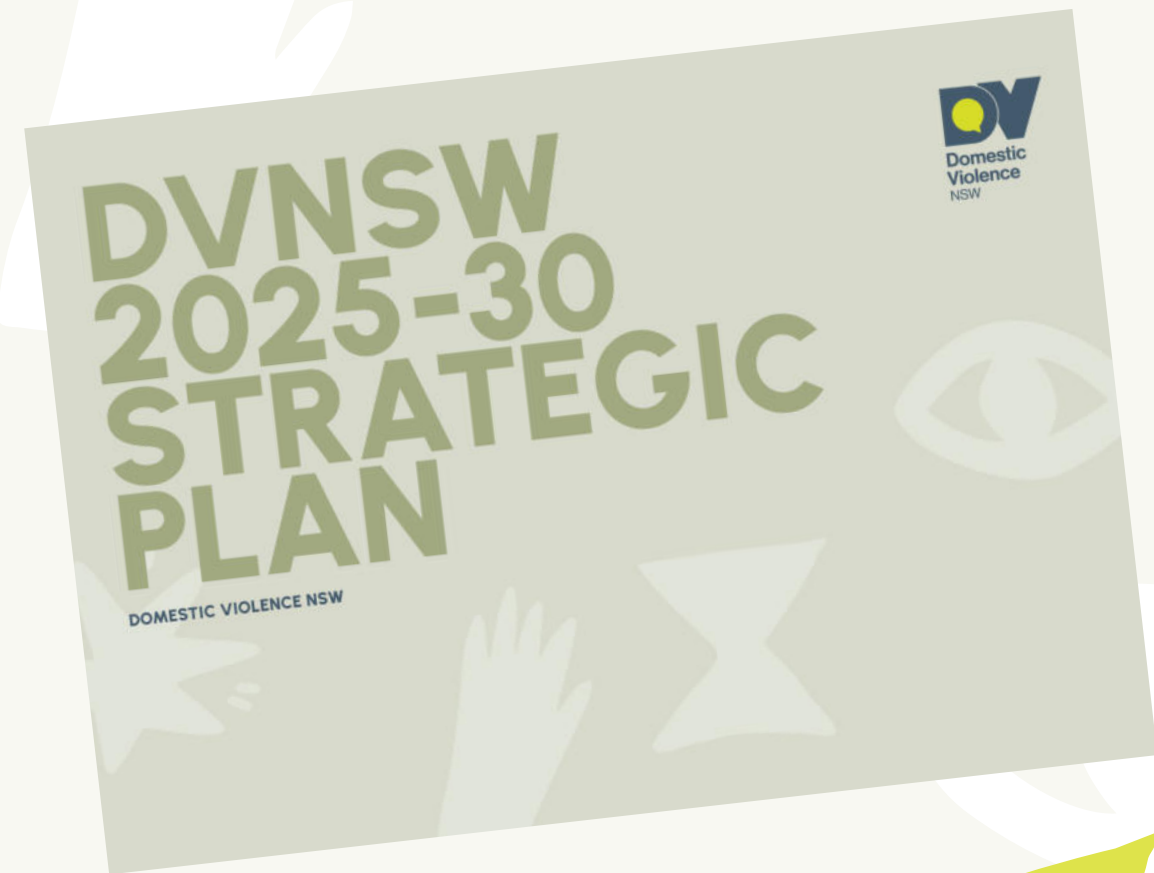
Launched in 2021, the DVNSW Strategic Plan 2021–24 provided a roadmap for sustainable, sector-wide impact – drawing on the knowledge, experience, and achievements of the specialist DFV sector.

Fundamentally, this strategy focused on building capacity to deliver lasting change for NSW communities, creating meaningful impact across five key areas: Sector Development and Capacity Building, Systemic Change and Thought Leadership, Primary Prevention, Promotion of Specialist DFV Services and Programs. Each area was guided by bold, ambitious objectives and we are proud of the progress made in delivering this strategy for our members and the wider sector.



"WE HAVE REMAINED FIRMLY FOCUSED ON SERVING AND DELIVERING VALUE TO OUR MEMBERS. THROUGH STRONG FINANCIAL MANAGEMENT, WE'VE BEEN ABLE TO GROW OUR MEMBERSHIP FROM 80 TO 187 WITHOUT INCREASING FEES ACROSS THE ENTIRE STRATEGY PERIOD."

Delia Donovan
CEO, DVNSW



OUR 2025-30 STRATEGY

The insights and achievements from our 2021–2024 Strategic Plan laid the foundations for our new 2025–2030 Strategy, developed over the past year in consultation with members and key stakeholders.

While launched in the 2025–26 financial year and not covered in this report, the new strategy outlines our continued commitment to driving systemic change with and for our members and victim-survivors. It is available on our website.

FOCUS AND KEY IMPACTS

MEMBERSHIP

Our 50-year conference brought over **420** people across NSW together over two days, engaging in 17 panel sessions featuring 51 panellists and guided by 6 expert facilitators.

Membership fees not increased for the fifth year in a row.

PEAK SUSTAINABILITY

MEMBERSHIP INCREASED
13%
TO 187 MEMBERS

STRENGTHENING SERVICES

TRAINED APPROX. 160 practitioners in the internationally recognised Safe & Together Model™.

9 specialist services are currently piloting our draft Quality Standards for the NSW sector.

INFLUENCING POLICY

We led, or contributed to, more than **50 FORMAL SUBMISSIONS, ENDORSEMENTS AND GOVERNMENT CONSULTATIONS.**

Coercive control legislation passed after two years of dedicated consultation, design and community education.

NSW's first Primary Prevention Strategy was released reflecting many of DVNSW's recommendations.



LETTER FROM THE CHAIR

ANNABELLE DANIEL OAM

It is a privilege to write to you once more as Chair of Domestic Violence NSW. Our organisation continues to grow in profile, professionalism and influence every year.

This year, we developed our ambitious new Strategy 2025-2030 – the result of hard work by the DVNSW Team, Board and membership. We do our best work when we do it together. Thank you to everyone for bringing this to life. In my view, it's one of the most considered and credible Strategic Plan's we've done as an organisation. Front and centre, as always, is the membership and the importance of specialist services in responding to domestic and family violence, alongside our focus on our advocacy and impact, leadership, and operational excellence. As we know though, a Strategy is a plan, and we carry on with our 'business as usual' alongside the implementation of our strategy every day. It will take all of us to achieve against it, and thank you for your commitment to the work every day.

A standout highlight of the last year was the DVNSW Conference in September 2024. It was a resounding success, bringing together lived and living expertise, advocates, and frontline workers to share insights and strategies. It was inspiring to witness the collective passion and dedication of everyone involved. The conference not only highlighted the progress we have made in 50 years, but also energised our efforts towards achieving our goals. It also served as a reminder of the vibrancy, diversity, strength and resilience within our sector.

Over the past year, we have seen public discourse pivot towards the lack of affordability, availability and supply of housing – a key support needed for people experiencing domestic and family violence. In the face of unprecedented challenges finding safe housing and overloaded waiting lists for support, you, our members, have pulled off miracles great and small every single day. Your unwavering commitment and adaptability have been crucial in ensuring the safety and wellbeing of countless individuals and families.

However, our work isn't done yet. One of the most pressing challenges we face is securing a 50% baseline increase in service funding. Adequate and sustainable funding is essential to expand our reach, enhance our services, and meet the growing demand for support. We must continue to advocate for this increase, ensuring that our services are accessible, inclusive, and equipped to address the complex needs of those affected by domestic and family violence.

Together, with continued collaboration and advocacy, we will support women, families and communities to live free from violence, have equal rights, equal opportunities and the freedom to reach their potential.



LETTER FROM THE CEO

DELIA DONOVAN



More than most years in recent memory, this year showed me the power of unity. Together we moved through incredible highs and devastating lows.

We celebrated our 50-year legacy at the DVNSW Conference, welcomed service expansions, launched the inaugural Pathways to Prevention Framework and reached more people than ever before through our advocacy.

We also came together in solidarity during disappointing budget announcements and stood by each other and our communities as we mourned the unprecedented number of lives stolen in NSW. When someone is killed through domestic violence, the grief doesn't end with one family – it ripples through friendships, workplaces and entire communities. It radiates. It lingers. Because domestic violence isn't rare. It's relentless.

That power of unity is strongly embedded in our members – frontline services that, despite chronic underfunding and overwhelming demand, keep showing up. Fuelled by purpose and by the belief that women and children deserve safety, dignity and freedom.

As the peak body, we honoured our role with integrity. We stayed consistent in our advocacy, messaging, and commitment to our members. This consistency kept the issues that matter at the centre of public discourse and strengthened our ability to influence decision-makers.

Together, we strengthened our impact through evidence-based advocacy and sector development. Over the past year, we led or contributed to more than 50 submissions, consultations and endorsements – ensuring victim-survivors and frontline services shaped reforms across housing,

justice, policing, workforce, and service design. This work directly influenced outcomes including coercive control legislation, NSW's first Primary Prevention Strategy, stronger rental protections, and new laws holding repeat ADVO breaches to account.

We also trained more than 160 practitioners in the Safe & Together Model™, drafted the state's first Specialist DFV Quality Standards, and advanced workforce development through intersectional training and new practice resources.

I want to thank the incredible team at DVNSW, who live our values and demonstrate their commitment to better outcomes in everything they do. Thank you also to our Board, who stand beside us with unwavering support. And to our members, thank you for trusting us to represent you through both the highs and the lows.

As we end another year together, we move forward to the next with a promise:

To be louder than the silence.

To be bolder than the fear.

And to be more relentless than the violence we stand against.

We won't stop until safety is not a privilege, but a human right – for everyone.

LEADING REFORM THROUGH ADVOCACY AND PUBLIC ENGAGEMENT

Our advocacy is grounded in lived experience, frontline expertise and community-led knowledge. Over the past year, our advisory committees and member networks played a vital role in shaping policy and driving systemic change. Through collective advocacy we ensured the diverse needs of people affected by domestic and family violence remained at the forefront.

GROUNDING IN EXPERIENCE AND EXPERTISE

We are deeply grateful to the Committees that guide our strategic direction and advocacy. Their contributions remain essential to advancing our vision, while ensuring that the voices and experiences of real people are central to all we do.

Aboriginal and Torres Strait Islander Steering Committee

Throughout the 2024–25 financial year, the Aboriginal and Torres Strait Islander Steering Committee continued to play a critical role in guiding DVNSW’s strategic direction, ensuring that the voices, rights, and cultural knowledge of Aboriginal and Torres Strait Islander communities remained central to our work.

The Committee provided strong leadership and meaningful advocacy across a range of initiatives, offering expert cultural advice and feedback on key government plans including the development of the NSW Aboriginal Domestic and Family Violence Strategy.

A significant highlight this year was supporting two Committee members to attend ‘UNSEEN WOMEN: Sharing Stories of Violence, Homelessness & Disability’, an international event held at the United Nations in New York. Their participation amplified the voices of Aboriginal women on the global stage, bringing attention to the intersecting impacts of violence, homelessness, and disability.

Migrant and Refugee Committee

The DVNSW Migrant and Refugee Committee became more established this financial year. They provided expert guidance on the unique barriers migrant and refugee communities face in accessing safety and support.

Their insights informed multiple policy submissions, such as the DVNSW pre-budget submission and NSW Homelessness Strategy, helping to ensure migrant and refugee perspectives were reflected in our advocacy. The committee also helped shape DVNSW’s policy position on migrant and refugee women and children experience DFV.

Lived Expertise Policy Advisory Committee (LEPAC)

Over the past year, the LEPAC has contributed to a wide range of policy and advocacy initiatives, including DVNSW’s Advocacy Principals, the development of new Department of Communities and Justice (DCJ) strategies, the development of the new draft Quality Standards, university research projects, community events and other stakeholder activities.

In particular, the LEPAC provided invaluable input into the:

- Draft People Using Violence Strategy
- Specialist Homelessness Service Workforce Development Project
- Draft NSW Homelessness Strategy

Communities of Practice and member advisory sessions

Many Communities of Practice and member engagement and information sessions were coordinated in the last financial year, providing important expertise and feedback from the frontlines to shape our advocacy. Topics covered include coercive control legislation feedback, intersectionality workforce training, women on temporary visas and improving access to services for older women.

**BUILDING MOMENTUM
THROUGH HEADLINES AND
DIGITAL CONVERSATIONS**

This year, DVNSW’s voice has been louder, clearer and more influential than ever. As the peak body, we’ve built powerful public momentum through strategic media engagement – both in NSW and nationally, ensuring the voices of specialist services and victim-survivors are heard in the conversations that matter.

Our growing digital presence has fostered a strong and engaged community across social media, while our campaigns have created space for members to join in collective advocacy that drives real change.

INSTAGRAM

142.7% increase in reach
38% increase in followers

MEDIA

Approx.
54 million people reached
Over
2,000 media items

Campaigns:

We led, joined and promoted many campaigns over the last financial year, each aligning to our advocacy vision and strategic direction.

16 Days of Activism:

Our 16 Days of Activism campaign tied the loop on our 50-year celebrations. We shared the stories of advocates, victim-survivors and sector workers throughout the period, who reflected on the past while advocating for a future of safety and equality.

Beyond the first step campaign:

To amplify our pre-budget submission, we orchestrated a six-month, multi-channel advocacy campaign calling for a 50% uplift in baseline funding across the specialist DFV sector. The campaign generated unprecedented cut-through:

- Built a platform for members to join our advocacy and ensure a united front for change
- Achieved public endorsements of our submission at both state and federal levels
- Dominated the national conversation, with sustained media coverage that ensured the voices of victim-survivors, member services and DVNSW consistently led the news cycle



RESULTS:

MEDIA

More than
26 million people reached
through more than **1,110** media articles

SOCIALS

+155,000 views
+100,000 reached
+900 shared

**INFLUENCING POLICY
THROUGH EVIDENCE
AND ENGAGEMENT**

**Key advocacy work,
recommendations and outcomes**

Over the past financial year, DVNSW led and contributed to, or wrote, more than 50 formal submissions, endorsements and government consultations – amplifying the voices of victim-survivors and frontline services across critical policy and reform agendas.

Our contributions directly influenced legislative reform, system redesign and improved access to safety, justice and support for those affected by domestic and family violence in NSW.

We made evidence-based recommendations across a broad range of issues, including:

- Access to safe, affordable housing and rental protections for victim-survivors and their pets
- Embedding trauma-informed, DFV-aware approaches across service systems
- The NSW Common Approach to Risk Assessment and Safety Planning Framework
- Addressing the impacts of harmful pornography and digital abuse
- ADVO reform of Condition 6 to better align with family law provisions
- Redesign of the DVSAT
- Workforce award classification and conditions for DFV workers
- Disaster preparedness and emergency response integration
- Removal of good character references in DFV court proceedings
- Feedback on the draft NSW Strategy for People Strategy for People who use Domestic and Family Violence

2025–26 Pre-Budget Submission

Our pre-budget submission for 2025–26 set out 16 recommendations across four priority areas, all grounded in sector evidence and supported by costings developed with Impact Economics. The submission received strong support across state government, crossbenchers, and members of the federal parliament.

While only three of the 16 recommendations were adopted in the 2025–26 NSW Budget, DVNSW continues to advocate for immediate and long-term investment in DFV services.



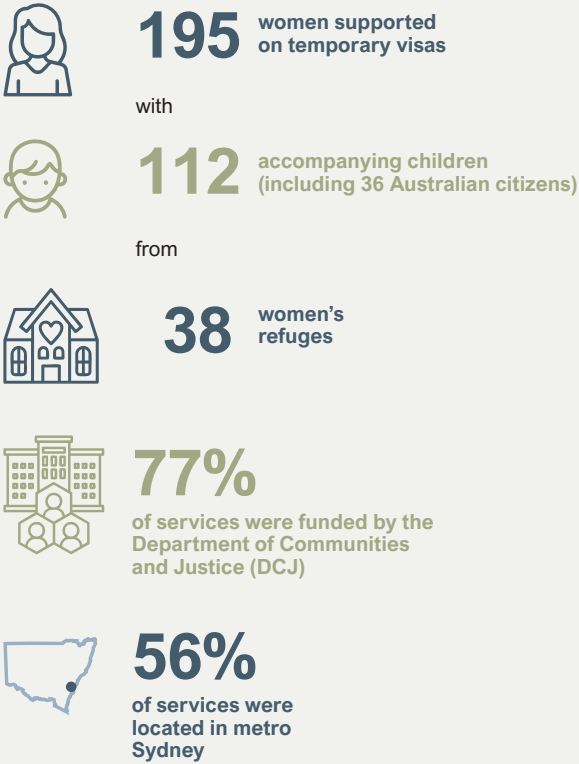
**“I WANT TO THANK
DOMESTIC VIOLENCE
NSW FOR THE PRE-BUDGET
SUBMISSIONS THEY MAKE
EVERY YEAR... THERE IS A
CONSIDERABLE AMOUNT
OF WORK THAT GOES INTO
THOSE SUBMISSIONS,
AND THEY ARE CERTAINLY
CONSIDERED IN WHAT WE
PUT FORWARD THROUGH
THE BUDGET PROCESS.”**

Jodie Harrison, Minister
for Women and the
Prevention of Domestic
and Sexual Violence.

Breaking Barriers: Supporting Women on Temporary Visas

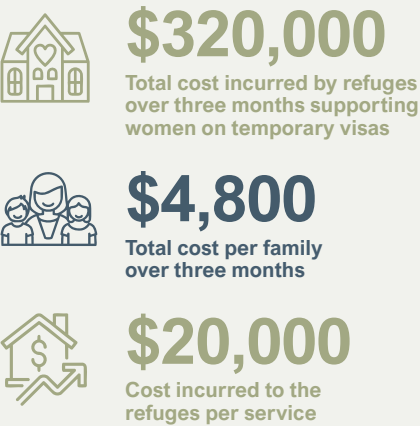
To address challenges faced by women on temporary visas experiencing domestic and family violence in accessing the refuge system, DVNSW conducted a sector-wide survey and convened a targeted roundtable in late 2024. This consultation uncovered critical gaps and opportunities for reform.

SURVEY RESULTS GATHERED OVER A THREE-MONTH PERIOD:



*Note women on temporary visas are ineligible for social or affordable housing, or subsidised private rental and were therefore not exited into these types of accommodation.

COST TO SERVICES:



LENGTH OF STAY AND EXIT PATHWAYS:



Key recommendations included:

- Targeted funding for refugees to meet complex needs
- Increasing investment in the domestic and family violence specialist workforce in refuges, migrant and refugee services, translator and interpreter services, and migration-related legal support
- Housing and homelessness system reform
- Improved data collection and reporting
- Investment in prevention and community awareness programs

Notable outcomes

Through sustained advocacy and collaboration with partners and government stakeholders, we helped secure several important wins:

- Coercive control legislation passed after two years of dedicated consultation, design and community education
- NSW's first Primary Prevention Strategy was released, reflecting many of DVNSW's recommendations
- An end to 'no grounds' evictions, delivering greater rental security for victim-survivors
- New aggravated breach laws to increase accountability for perpetrators who repeatedly or seriously breach Apprehended Domestic Violence Orders

Partnerships and stakeholders

We work across all levels of government to ensure victim-survivors and frontline services shape policy, legislation and funding.

Our advocacy is strengthened by trusted relationships with Ministers, the Opposition and crossbench, and close partnerships with agencies and stakeholders including the NSW Department of Communities and Justice, NSW Women's Safety Commissioner, Federal DFV Commissioner, Deputy Chief Magistrate, Victims Services, Domestic Violence Death Review Team and senior NSW Police. We also sit on the NSW Coercive Control Taskforce.

We maintain strong partnerships across the country as a member of the National Alliance of Specialist Domestic and Family Services and work closely with peak bodies at all levels and community organisations across NSW.

DVNSW chairs and convenes the NSW Women's Alliance – a coalition of peak bodies and specialist services addressing sexual, domestic and family violence. The Alliance contributed to state and federal policy through submissions, advocacy letters and endorsements.



STRENGTHENING SERVICES AND DEVELOPING PRACTICE

As the domestic and family violence landscape continued to evolve across social, political and legislative domains, we remained focused on building the capacity of the specialist sector to respond.

This work spanned primary prevention, workforce development and continuous learning, with a strong emphasis on knowledge exchange. Member communications, regular webinars and diverse communities of practice ensured members stayed connected, informed, and supported.

TRAINING, INFORMATION SHARING AND LEADERSHIP

CHRISTIE Project

Now in its second year, the Collaboration to Harness Research Involving Inquiry and Evidence (CHRISTIE) Project is strengthening partnerships between government and non-government agencies to improve outcomes for victim-survivors and children across NSW.

Through the project, approximately 160 practitioners from multiple local government areas across NSW have been trained in the internationally recognised Safe & Together Model™, which centres on the strengths and protective factors of victim-survivors and holds perpetrators accountable.

Practitioners also participate in Communities of Practice, fostering shared language and consistent approaches to build a more coordinated and effective approach across intersecting sectors working with victim-survivors and their children.

Intersectional training

We supported early-career domestic and family violence practitioners across NSW by setting up a dedicated Community of Practice to build their skills and confidence.

A recent sector-wide survey and series of consultations highlighted critical barriers to ongoing professional development, preferred training formats, and the top intersectional training needs. Work is now underway to address the survey findings, ensuring early-career practitioners have the tailored resources and training to feel equipped to support victim-survivors.

Children and young people

We partnered with Mary Jo McVeigh, an award-winning social worker and recognised child protection and trauma expert, to develop and pilot a one-day workshop on supporting children and young people experiencing DFV.

12 practitioners from member services joined a full-day pilot, a half-day train-the-trainer session, and ongoing monthly collaborations to review and embed the content into their practice. Thanks to philanthropic support, the train-the-trainer model will now be rolled out to more members across NSW.

Conversations that count

10 industry leaders and lived experience advocates came together across eight episodes of our Conversations That Count podcast to unpack the complexities of coercive control. The series explored the newly legislated offence in NSW, examined the issue of misidentification, and broke down the nuances of coercive control and what the law means in practice.

RESULTS:

8,000 plays

QUALITY STANDARDS

DVNSW is leading the co-design and delivery of the NSW Specialist Domestic and Family Violence Quality Standards – a landmark framework to guide and strengthen good practice across all domestic and family violence services in the state.

Now halfway through the three-year project, real-world testing has commenced. Nine diverse specialist services are currently piloting the draft standards to ensure they are practical, inclusive and truly responsive to the needs of frontline workers and the communities they support.

This collaborative, sector-led work will continue through to mid-2026.

“[I LIKE] THEIR ADVOCACY AND INFORMATION GATHERING, THIS OFTEN TAKES LARGE AMOUNTS OF INFORMATION AND BREAKS THEM DOWN WHICH IS VERY HELPFUL.”

DVNSW member



NETWORKS AND COLLABORATIONS

The Sector Development Member Advisory Committee

Collaboration and feedback from the sector are essential to our work in building capacity and delivering relevant training. The Sector Development Member Advisory Committee includes 24 representatives from member services, who help identify sector priorities, strengthen connections between practitioners, and supports the sharing of knowledge and practice. The Committee has provided feedback to inform the development of working with children and young people training, disability resources and additional Good Practice Guideline resources.

NSW Collaboration for the Prevention of Gender Based Violence

DVNSW leads the NSW Collaboration for the Prevention of Gender-Based Violence, bringing together 150 members from education, local government, community organisations, non-profits, NSW government agencies, and individual practitioners.

Members meet quarterly to share knowledge and learn from each other. They also receive a regular newsletter with updates on best practices in primary prevention, along with invitations to webinars, training, and other opportunities to build skills relevant to primary prevention work.

SHS Workforce Development

In partnership with Yfoundations and Homelessness NSW, we support the Specialist Homelessness Services (SHS) workforce through the SHS Workforce Development Program. By designing and delivering capacity building activities, tailored training, and Communities of Practice, we aim to build skills, strengthen leadership, and address recruitment and retention in the SHS workforce; ensuring services are sustainable, trauma-informed, culturally safe for Aboriginal women and families and culturally responsive to migrant and refugee communities across NSW.

CONNECTING TO MEMBERS

As the peak body, our strength comes from our members. The Annual Member Survey shows that members continue to feel supported and valued by our work, highlighting the importance of staying connected and ensuring their voices guide our advocacy and sector leadership.

Of the **118 members** who responded to our Annual Member Survey:

96% are satisfied with our representation of, and advocacy for, the sector.

94% think we collaborate and influence well to drive good outcomes for the sector.

92% believe we build sector capacity and capability.

Weekly digest

Over the past year, we distributed 50 editions of the Weekly Digest. Each edition shared critical sector updates, job opportunities, advocacy events and changes to legislation or funding. Members report finding the newsletter informative and useful – highlighting its value in keeping the sector connected, informed, and engaged.

Member updates

More than 91 member updates were sent throughout the year to ensure the sector were across important legislative announcements, reforms and other critical sector updates.

Sector chats

DVNSW hosted 10 sector chats – monthly online webinars with industry experts to share learnings, provide updates and breakdown workforce or legislation changes.





2024 DVNSW CONFERENCE



Over 420 people across NSW came together over two days, engaging in 17 panel sessions featuring 51 panellists and guided by 6 expert facilitators.

The 2024 DVNSW Conference marked a significant milestone, celebrating 50 years since the inception of the domestic and family violence sector in NSW. Held at the NSW Teachers Federation Conference Centre – the very site of the 1974 ‘Forum: Women Against the Violent Society’ – the event brought together over 420 attendees for two impactful days of reflection, learning and forward planning

Under the theme Past, Present, Future, the conference featured 17 panel sessions with 51 panellists and 6 facilitators. Inspiring keynote addresses were delivered by Maha Abdo OAM, CEO of Muslim Women Australia, and Annabelle Daniel OAM, CEO of Women’s Community Shelters and Chair of DVNSW.

Facilitated by Tasneem Chopra OAM, the event also featured influential voices including Domestic, Family and Sexual Violence Commissioner Micaela Cronin, Deputy Chief Magistrate Sharon Freund, The Hon. Jodie Harrison, Minister for the Prevention of Domestic Violence and Sexual Assault, NSW Women’s Safety Commissioner Dr. Hannah Tonkin, and Homes NSW CEO Rebecca Pinkstone.

Panels were designed to centre lived expertise and elevate the needs and perspectives of Aboriginal and Torres Strait Islander peoples, migrant and refugee communities, LGBTIQA+ people, and people with disability.

We brought our regional members together for a breakfast, creating a rare opportunity to engage directly with politicians and industry leaders. Members were able to ask questions, share their perspectives, and hear firsthand about actions being taken to address their needs.

Feedback from attendees was overwhelmingly positive 87% learnt something new and 95% would attend again. Importantly, 80% left feeling inspired and energised to continue their work.

This milestone conference not only celebrated the resilience and achievements of the sector over five decades but also reaffirmed the critical importance of collective spaces for reflection, strategy, and renewed hope for the future.



ENSURING A SUSTAINABLE PEAK



**"[DVNSW] SEEKS
TO SERVE ALL
PEOPLE [THEY]
REPRESENT"**

DVNSW member

This financial year, we continued to strengthen the foundations of our organisation to ensure a sustainable and responsive peak for the long term. More than two years since providing our business case to the NSW government for the need to increase investment in the peak, we were successful in achieving increased funding.

This enabled us to:

- Keep our membership fees on hold for the 5th year in a row
- Add much needed additional resources to our team including a Membership Engagement Officer and a Campaigns and Marketing Officer
- Make urgent and necessary investments in our IT infrastructure including a new CRM
- Make critical investment in our Information and Cyber Security systems
- Relocate to a larger office space to support collaboration and connection

Additional project funding that we had long advocated for and we were now structured to enable us to support included, Primary Prevention, SHS workforce development and intersectional sector development.

Members

We now represent 187 domestic and family violence services across the state, having welcomed 21 new members this year.

DVNSW extends our sincere thanks to all our members for their ongoing engagement across forums, events, marketing channels and surveys. Your insights have been instrumental in shaping our advocacy, strengthening our submissions with critical frontline evidence and ensuring decision-makers are informed of the most pressing issues affecting our sector.

Our diverse membership includes services delivering crisis and refuge support, Specialist Homelessness Services, Domestic Violence Response Enhancement initiatives, specialist

DFV case management, Aboriginal Community Controlled Organisations, migrant and refugee-focused services, community housing providers, Staying Home Leaving Violence programs, women's legal and court advocacy services, men's behaviour change programs and a range of community-based supports for women and children.

DVNSW Board

Members:

Annabelle Daniel, OAM – Chair

Kelly Lamb – Deputy Chair

Penny Dordoy – Secretary (from November 2024)

Nemat Kharboutli – Secretary (to November 2024)

Denele Crozier – Treasurer

Yvonne Weldon – Director

Farah Assafiri – Director (joined November 2024)

Yvette Vignando – Director

Kirrilly Salvestro – Director

We are privileged to have a highly skilled and committed Board of Directors who volunteer their time and expertise to support the domestic and family violence sector.

Thank you to all Board members for their ongoing support, guidance and governance.

DVNSW Team

We are incredibly proud of our committed and determined team who work tirelessly towards our vision. In 2024-25 we were fortunate to create six new roles:

- Sector Development Specialist
- Campaigns and Marketing Officer
- Aboriginal Policy Officer
- Membership Engagement Officer
- SHS Workforce Development Officer
- Primary Prevention Officer

TREASURERS REPORT

This year has been one of significant growth and development for DVNSW. Our financial management, processes and governance have been a key focus to ensure we future proof the organisation to remain efficient and purpose driven.

Increased funding, received as part of the emergency package in 2024/25 will be invested into critically needed, and previously unfunded, areas of operations including communications, information technology services, software and cybersecurity over the next accounting period. This will support the organisation’s strong commitment to security, sustainability and accountability, ensuring we are well positioned to support our members and the communities they serve.

Further, our success and positive reputation has been reflected through another year of increased membership, which has expanded by 10%.

DVNSW gratefully acknowledges ongoing funding from:

- The Department of Communities and Justice
- The National Partnership Agreement – NSW and Commonwealth Governments
- NSW Ministry of Health

New short-term funding in Sector Development, Prevention and SHS Workforce Development was gratefully received enabling the peak to allocate additional personnel and resources to these important workstreams.

In September 2024, DVNSW held its biennial conference which, with corporate sponsorship and pro-bono support, meant maximum value for money for attending members.

Community and business support is always worth an additional mention for both financial and material contributions, which consistently boosts the capacity of DVNSW to meet demand. This year was particularly successful for fundraising, resulting in over \$60,000 raised to provide free training for members working with children and young people.

To all our fundraising partners, donors and pro-bono partners, thank you – we couldn’t do as much as we do without you.

Many thanks to the DVNSW Board and Finance Team, with special mention to Tracey Kennedy, the Finance Manager whose unwavering commitment and professionalism is crucial to DVNSW’s operational strength and success.

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

DVNSW asserts that the audited financial accounts tabled at the Annual General Meeting is a true and fair view of the financial position of the association as at 30 June 2025 and that there are reasonable grounds to believe that we can pay our debts as and when they become due.

I am happy to commend these accounts to the membership.

FINANCIAL REPORT

Full Audited Financial Statements for the 2024/2025 Financial Year are tabled at the AGM and available on request to DVNSW Members. Summary information is provided below.

Year	2024-2025	2023 - 2024
Total Revenue	4,900,899	2,776,403
Wages and On Costs	3,011,024	1,703,739
Contracted Services	469,600	520,000
Professional & Consulting Fees	269,798	124,446
Conference and meeting expenses*	190,411	26,042
Depreciation and amortisation expenses	104,726	66,844
Travel expenses	68,381	67,029
IT & Communications	50,712	43,640
Rent and occupancy expenses	25,061	7,571
Grants administered	25,000	0
Other operational expenses	95,505	67,232
Total Expenditure	4,310,218	2,626,543
Operating Surplus / (Deficit)	590,681	149,860
Total Equity	1,754,274	1,163,593

* The biennial conference was not held during the 2023/24 financial year

SPONSORS/ THANKS



We are incredibly grateful to everyone who generously supports our work – whether through their time, financial contributions, or by amplifying our advocacy on social media. Thank you for standing with us to create real change.

We continue value our ongoing partnership with Hall & Willcox, who generously provided pro-bono legal support over the past year.

We would like to thank KEG, a Sydney-based fundraising committee, who we worked with to raise over \$60,000 – funds that will deliver free specialist training for children and young people to our members in 2025.

A special thank you to The Event Room, who provided pro-bono event support helping us to deliver a truly memorable 2025 Conference.

We would also like to acknowledge the continued assistance we have gratefully received from Varga Brother Investment (our landlord) and their generous support of our organisation in helping with our office move and fit-out.

With your support, we amplify the voices of victim-survivors, influence decision-makers, strengthen frontline services, and help build a future where women and children can live free from violence.



**Domestic
Violence**
NSW