

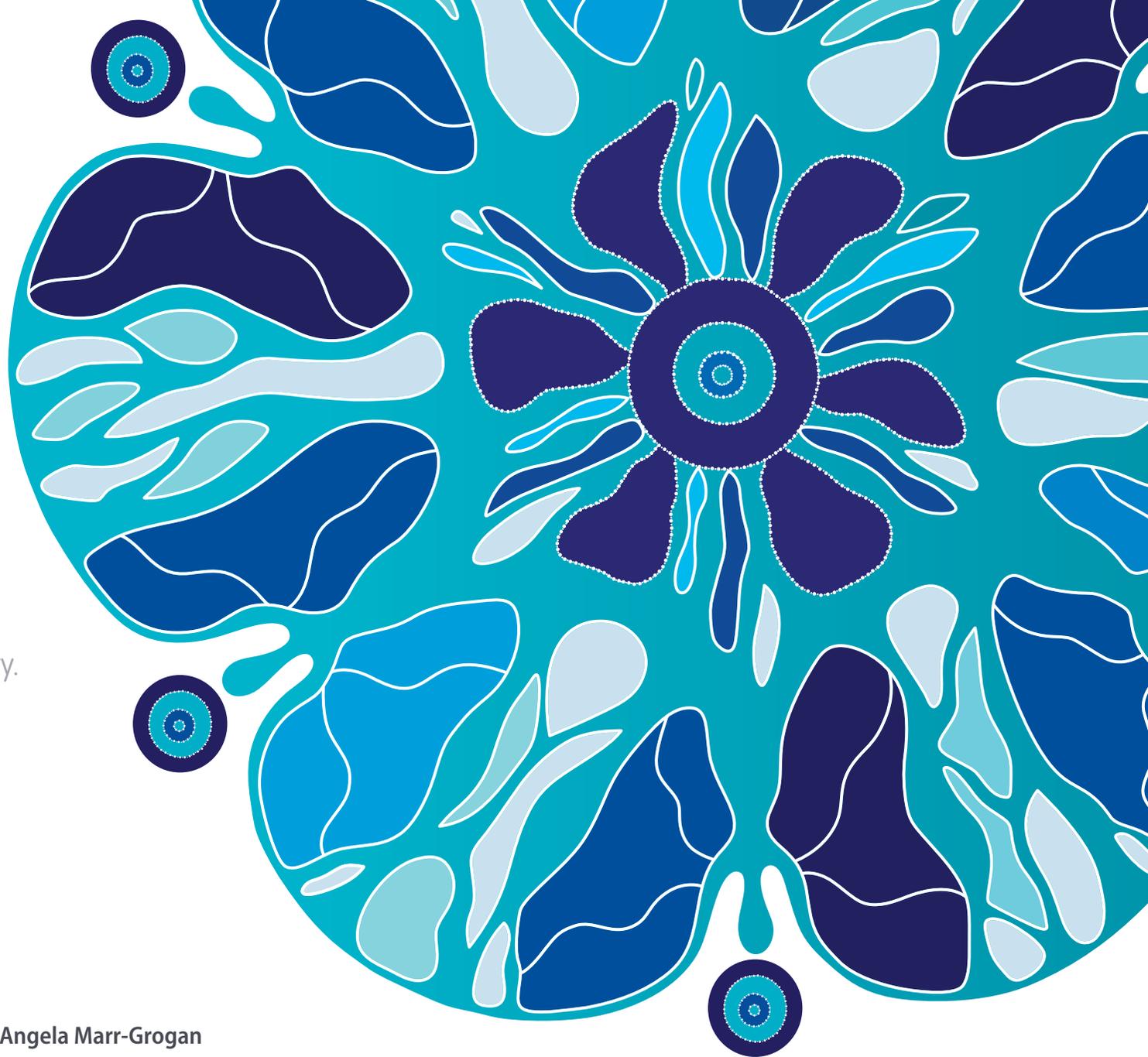


**Liberty**

domestic & family violence  
specialist services

# ANNUAL REPORT 2020 - 2021

Liberty Domestic and Family Violence Specialist Services acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge and pay our respects to the custodians, the Birrbay Nation People, on whose land we walk, work and live. We pay our respects to ancestors and Elders, past and present. We are committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.



**Galbaan Wakulda 'Women As One' by Birrbay Artist Angela Marr-Grogan**

Galbaan Wakulda is a feminine, nature-based piece, symbolising growth and transformation, strength and unity. The artwork represents Liberty as an organisation, as well as the families we support on their journey to safety.



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# Who We Are

Liberty Domestic and Family Violence Specialist Services provides specialist support and housing services to women and families affected by domestic and family violence and homelessness in the Port Macquarie Hastings region.

The organisation was formed in 1980 as the Hastings Women and Children's Refuge Inc. and has since evolved and expanded to provide a wide range of services to those in need of domestic violence and homelessness support.

Our specialist support team help families through all stages of their journey towards safety. From helping a woman in the peak of crisis secure a safe place to stay, through to supporting her as she navigates the various services available.

We also work towards eliminating domestic and family violence by providing prevention and education programs in the local community and running men's behaviour change programs.

At Liberty we take a whole-of-family and whole-of-community approach - while remaining focused on our central goal of keeping women and children safe.



*"I have no idea where I'd be if I didn't have your support. My life is better now than I'd ever imagined and I couldn't have done it without you all. I am so grateful!"*

## Our Services

- Specialist domestic and family violence support
- Emergency supported accommodation
- After-hours responses
- Homelessness/housing support
- Transitional housing
- Safety planning for women and children escaping domestic and family violence
- Case management/case coordination planning for women and children
- Brokerage and links to other services
- Dusk – support group for women
- Kids Club – support group for children
- Ngathuwa – cultural connection program
- Registered Men's Behaviour Change Programs - Engage2Change and Fixed Address
- Everybody's Business - Workplace Training and Development
- Safe Pets – pet accommodation at Galbaan House
- Liberty Links - mobile outreach service



# Our Vision, Purpose and Values

## Our Vision

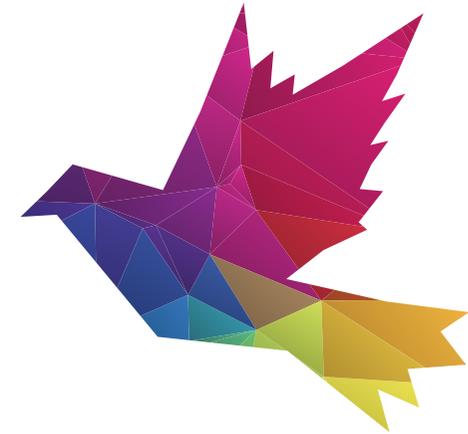
A community where women and children are empowered and safe from domestic and family violence.

## Our Purpose

To lead the community in a whole of family approach to recognise, respond and prevent domestic and family violence.

## Our Values

- Respect – we have respect for self and others and value diversity
- Empathy – we acknowledge the unique experience and feelings of others
- Integrity – we model ethical practice that is honest and engenders trust
- Empowerment – we enable people to make choices to make choices and develop personal capacities that will lead to lasting positive change in their lives
- Quality – our systems, standards and supports are current and consistent to deliver positive outcomes for families and community
- Innovation – we lead change and promote flexibility and creativity in all we do



## What does Liberty mean to you?

*lib.er.ty* noun

The quality or state of being free:

- the power to do as one pleases
- freedom from physical restraint
- freedom from control
- the positive enjoyment of various social, political or economic rights and privileges
- the power of choice

[www.merriam-webster.com/dictionary/liberty](http://www.merriam-webster.com/dictionary/liberty)



*"You helped me realise what an unhealthy relationship looked like."*

# Service Structure



*"Liberty is an organisation unlike others. You all go above and beyond to assist your clients and you don't usually get that from a service."*

# Herstory

In 1980, a group of local women created a safe place for women and children affected by domestic violence in the community. Now, 40 years later, Liberty provides a broad range of specialist domestic violence and homelessness support services.

This is our proud history (we prefer to call it our 'herstory') of four decades of working to secure funding to provide crisis accommodation and support services for women and children in need.

**1980** Temporary refuge established in a Council property on Savoy St, Port Macquarie

**1983** Relocated from Savoy St to another Council property at 23 Murray St, Port Macquarie (Killara House)

**1984** Department of Housing purchase a property for the Hastings Women and Children's Refuge after Council requested vacation of Murray St property

**1985** Department of Community Services provide funding under the Supported Accommodation Assistance Program to provide support to women and children escaping domestic violence

**1988** Department of Housing approved funds for the purchase of land and design and construction of a new refuge. Block of land purchased

**1990** A design for the new Refuge is accepted by Management Committee

**1994** Relocation to new purpose-built refuge at 42 Table St. Department of Housing provide the existing property as medium-term accommodation for the client group

**2007** Innovation & Investment Funding Project

**2009** Funded under Integrated Domestic and Family Violence Services Program to deliver new Project Community Partnerships Against Domestic and Family Violence (CPADFV)  
Opening of our Outreach Centre – "Liberty Cottage"

**2015** Formed consortium with Kempsey Family Support Services and Warrina Domestic and Family Violence Specialist Services for successful tender to pilot Men's Behaviour Change Program - Engage2Change Mid North Coast

**2017** Organisation purchases outreach property in Table St for Liberty Cottage

**2018** Liberty Cottage relocated to specially-renovated premises in Table St  
Organisation launched its new name, Liberty Domestic and Family Violence Specialist Services, and refreshed logo

**2019** Fixed Address Men's Behaviour Change program launched, Women NSW Innovation Funding  
Established Joining the Dots Aboriginal service providers network  
Winner of the Greater Port Macquarie Community Services Award

**2020** Achieved full registration as compliant with the Practice Standards for Men's Behaviour Change Programs  
Implemented Adapted Service Delivery Model to ensure service delivery continuation during COVID-19 and achieved COVID Safe registration  
Achieved Australian Service Excellence Standards Accreditation

**2021** Launched Safe Pets emergency accommodation for pets at Galbaan House  
Launched Ngathuwa Connecting to Culture program for Aboriginal women and children



# Board of Management



Debbie Moore  
**CHAIR**



Catherine Vallentine  
**VICE CHAIR**



Sandra Magann  
**TREASURER**

“My worker let me know she had a ‘genuine concern’ and I believed her. It is so important to believe someone, ‘in a professional capacity’ cares and demonstrates grace and compassion. This means so much to my heart, mind, connection, I know I have been truly blessed.”



Margaret Carey  
**SECRETARY**



Wayne Anderson  
**BOARD**



Julia Shearsby  
**BOARD**



Jacinta Spry  
**BOARD**

Thank you to Board Members who vacated their positions during 2020-2021:  
Caron Dyball | Angela Marr-Grogan | Felicity Ryan | Lois Sallustio



# Liberty Team



Kelly Lamb  
CEO



Donna Harper  
ABORIGINAL SPECIALIST  
SUPPORT & HOUSING MANAGER



Carla Davis  
COMMUNITY & PREVENTION  
PROGRAMS MANAGER



Tracy Brenton  
FINANCE MANAGER



Michelle Parker  
COMMUNICATIONS MANAGER



Kelly Wyatt  
SPECIALIST SUPPORT AND  
HOUSING TEAM LEADER



Cameron McKinley-Rodgers  
COMMUNITY & PREVENTION  
PROGRAMS TEAM LEADER



Sarah Ashley  
DOMESTIC AND FAMILY  
VIOLENCE SPECIALIST



Andrea Burns  
DOMESTIC AND FAMILY  
VIOLENCE SPECIALIST



Skye Davis  
DOMESTIC AND FAMILY  
VIOLENCE SPECIALIST





Melanie Eadie  
MEN'S BEHAVIOUR CHANGE  
SPECIALIST



Rebecca Farvis  
DOMESTIC AND FAMILY  
VIOLENCE SPECIALIST



Bree Jones  
ABORIGINAL DOMESTIC AND  
FAMILY VIOLENCE SPECIALIST



Brooke Maggs  
PREVENTION & AWARENESS  
SPECIALIST, TRAINING &  
DEVELOPMENT COORDINATOR



Sherry Yan  
ADMIN & CASE  
COORDINATOR



Bonnie Blythe  
DOMESTIC AND FAMILY  
VIOLENCE SPECIALIST



*Our generous supporter, Maureen Cooke*

“Thank you! I couldn't have done all of this without your committed support. It honestly has made such a difference in my life. And what makes this even more exciting is I actually got approved for a house!”



# Message from our Chair

In the context of the ongoing pandemic, devastating floods and the housing crisis, Liberty has maintained an unwavering commitment to meeting the needs of local families experiencing domestic and family violence.

Despite the numerous challenges that COVID-19 presented, including a marked increase in the incidence and complexity of violence, the Liberty team has continued to provide high quality services to clients while remaining well connected with partners, stakeholders and the local community.

Thank you to our CEO, Kelly Lamb, for keeping a steady hand on the tiller and expertly guiding the organisation to respond to emerging issues, leverage opportunities, and remain focused on the families we support.

Pleasingly, our Specialist Homelessness Service and Domestic Violence Response Enhancement programs and Integrated Domestic and Family Violence Services programs were both recommissioned from 1 July 2021 for three years. In addition, the NSW Government responded to the COVID-19 crisis with extra funding for the delivery of programs under the Department of Communities and Justice.

While Innovation Funding for the Fixed Address program was discontinued, the Liberty Board of Management made the decision to fund the program for an additional year, to continue the positive referral relationships that have been built and meet the demand for this successful men's behaviour change program model.

I would like to thank all the Board members who have generously volunteered their time and expertise, with a particular focus on guiding risk management and responses during this particularly challenging period.

Thank you to Caron Dyball who formally stepped down from the Board of Management at the Annual General Meeting held in October 2020. Caron served

on the Board since 2004 and played an integral role in the evolution of Liberty during those 16 years.

I also thank former Board members Felicity Ryan who resigned in January, Angela Marr-Grogan who stepped down in May and Lois Sallustio who resigned in June.

Building on the Board's diversity, in November 2020 we were thrilled to welcome the organisation's first male Board member in our 40 year history, Worimi/Biripi Aboriginal man, Wayne Anderson.

The Board diversified its skills base with a Board Development Day held in February, featuring training from Treasurer Sandra Magann on Financial Governance for Not-for-Profits, a session on Risk Management and Fraud, and presentations from the Liberty Managers on each of Liberty's key service areas.

The Board also contributed to the 2021 to 2023 Strategic Plan, which sets out the organisation's theme of "sustainability" and strategic intention to "maintain high-quality service delivery by building on our strong foundations, investing in our organisation and our people, and adapting to the challenges of an uncertain environment".

At a time when change and challenge is constant, Liberty's Board, CEO, Management and team remain committed to our vision of a community where women and children are empowered and safe from domestic and family violence.



Debbie Moore



# Message from our CEO

For myself, the Board and the Management Team, a key focus for the past year has been the ongoing adaptation of operations due to the changing COVID-19 landscape, to ensure the health and wellbeing of our team, our clients and our community.

Alterations to our workplaces, workforce and models of service delivery have ensured our organisation has been able to provide consistent support to families experiencing domestic and family violence, at a time when it is needed most.

In response to the local housing crisis, Liberty has been strongly advocating for our clients whose ability to secure safe and affordable housing is critically impacted. We have met with Local Member Leslie Williams, provided briefing papers to State Ministers, represented the Homelessness Network on the Port Macquarie-Hastings Community Inclusion Committee, and reached out to accommodation providers via the local Tourism Association.

Despite the challenges of the past year, there were also some key highlights, of which our organisation can be proud. In April 2021, the Liberty Safe Pets program was officially opened by Attorney General and Minister for Prevention of Domestic and Sexual Violence, Mark Speakman, and Leslie Williams MP. Funded by PAWS and Community Building Partnership grants and a PETstock donation, the 4 animal shelters will make crisis accommodation more accessible for women and children with pets leaving a violent situation.

The development of the Liberty Links Mobile Outreach Service will improve access to specialist services for families in our region's outlying communities, thanks to a NSW Government grant and a donation from The Westport Club.

In the Men's Behaviour Change space, as a member of the Mid North Coast Consortium, we advocated for the continuation of funding for the Engage2Change group work program and secured funding for another year. We have also commenced an Intensive Case Management for Men program in partnership with NSW Police.



Kelly Lamb

I would like to thank Jenna Bamborough-Lahey who resigned in June after 15 years of service and Ulla Inki-Gilabert who resigned in July after five years with Liberty. Jenna and Ulla were a terrific support to me in their management roles and have left a lasting legacy. Congratulations to Donna Harper and Carla Davis who have since stepped up to join the Management Team, and Kelly Wyatt and Cameron McKinley-Rodgers who have taken on Team Leader roles.

We remain committed to the ongoing training and professional development of our team. Donna is undertaking a Cert IV in Social Housing for Aboriginal Staff and Cam is completing a Graduate Certificate in Men's Behaviour Change.

Our focus on team culture as well as cultural competency included a week-long program of team activities for NAIDOC Week in November 2020, including the launch of our Aboriginal Artwork, Galbaan Wakulda – Women As One – by local Birrbay artist Angela Marr-Grogan. We are very pleased and fortunate to have Birpai Elder Aunty Rhonda (Anjikurri) Radley as Liberty's cultural advisor.

During the year we consulted with the Liberty Advisory Group, Community Advisory Group and Aboriginal Yarning Circle, and this valuable feedback has informed our Continuous Improvement Plan.

In line with our purpose to lead the community in a whole of family approach to recognise, respond and prevent domestic and family violence, we implemented a Stakeholder Management Plan to guide our strategic approach to building and maintaining positive partnerships.

Our work with external stakeholders included participation in a DV Screening Pilot Program with Port Macquarie Base Hospital, and provision of our Everybody's Business workplace training and development program to the Australian Department of Foreign Affairs and Trade.

I am humbled by and grateful for the support we continue to receive from our community, especially in the current climate, for example the \$3000 raised by the League of Kilted Athletes.

Thank you to the Board for their support in navigating the risk sensitive environment during the past year. Thanks also to the team who have banded together to support one another during these challenging times.

Looking ahead, the 2021 to 2023 Strategic Plan focuses on "sustainability" so that Liberty remains well-positioned and well-resourced to support women and children to live free from violence, to work with families and focus on prevention, to educate the community and challenge the drivers of violence.



*"Congratulations to you and all the team for your hard work, your respectful approach, your openness to continually improve and your generosity to share your learning!"*



*Launch of Liberty Safe Pets with Minister Mark Speakman and Leslie Williams MP*



*Galbaan House renovations*

# Our Strategic Direction

In the 2020-2021 Financial Year, our Board, management and team developed our Strategic Plan 2021 to 2023. Under this plan we will maintain high-quality service delivery by building on our strong foundations, investing in our organisation and our people, and adapting to the challenges of an uncertain environment.

Focus Area	Goal	Objectives
<p>OUTCOMES FOCUSED SERVICE DELIVERY</p> 	Services and programs designed and delivered for outcomes and sustainability	<ul style="list-style-type: none"> <li>Outcomes measurement framework</li> <li>Building service capacity and integration</li> <li>Safe Pets Program</li> <li>Sustainable housing options</li> </ul>
<p>TEAM CULTURE</p> 	A capable, satisfied, and cohesive workforce	<ul style="list-style-type: none"> <li>Workforce capacity</li> <li>Team wellbeing and satisfaction</li> <li>Team cohesion</li> </ul>
<p>ABORIGINAL AND TORRES STRAIT ISLANDER FAMILIES</p> 	Recognised as a culturally safe organisation	<ul style="list-style-type: none"> <li>Cultural competency</li> </ul>
<p>STRATEGIC STAKEHOLDER RELATIONSHIPS</p> 	A diversified and increased support base	<ul style="list-style-type: none"> <li>Partnerships with purpose</li> <li>Sustainable connections and communication</li> <li>Diverse income streams</li> </ul>
<p>STRONG GOVERNANCE</p> 	Governance systems and processes aligned to best practice	<ul style="list-style-type: none"> <li>Manage risk</li> <li>Decision making</li> <li>Leading practice</li> <li>Maintain compliance with systems and processes</li> </ul>



# Partnerships

We are committed to maintaining strong networks with other service providers, both government and non-government, within our community to improve outcomes for clients. Over the past year, Liberty has strengthened existing relationships and formed a number of new productive partnerships.

## Mid North Coast Consortium

Our Memorandum of Understanding with Kempsey Family Services and Warrina Domestic and Family Violence Specialist Services in Coffs Harbour provided a range of benefits in the 2020 to 2021 Financial Year. The Consortium members worked together to deliver the Engage2Change and Fixed Address Men's Behaviour Change programs, as well as providing a supportive and collegial network of specialist DV services across the Mid North Coast.

## Community Corrections

The Memorandum of Understanding that exists between Community Corrections and Liberty details a collaborative working partnership that supports an integrated service response regarding our Men's Behaviour Change programs.

## Bearlay Aboriginal Interagency

Liberty's Aboriginal Specialist Support and Housing Manager, Donna Harper, is the Co-Chair of the Bearlay interagency group which seeks to foster collaboration between services helping the Aboriginal community.



*"I just wanted to thank you for your support. It's really helped me get back independence. So grateful and appreciative I got linked up with you and Liberty."*

## Lifeline

Our partnership with Lifeline Mid North Coast continues to provide clients with safe and respectful access to goods, while helping us manage our received donations.

## Community Housing Limited

CHL provides transitional housing properties for our clients and offers us an interview space for meetings with the men we support in our Men's Behaviour Change programs.

## Communities and Justice

Our DV specialists are co-located at the Department of Communities and Justice offices to provide immediate support to clients in need of domestic violence services.

## Port Macquarie Base Hospital

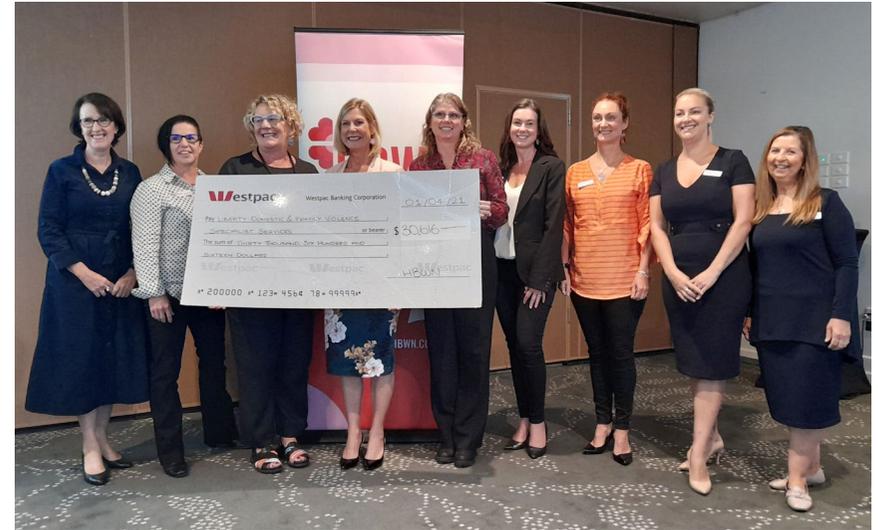
Liberty supported the development of the Domestic Violence Routine Screening in Emergency Departments Pilot. Our team co-designed the referral pathway protocol for ED staff, conducted 5 training sessions, and participated in ED Screening Pilot Interagency Meetings.

Our team is actively involved with numerous interagencies and committees including:

- Integrated Domestic and Family Violence Services Steering Committee
- Safety Action Meetings
- Court Interagency Forum
- Aboriginal Advisory Group, Mid North Coast Local Health District
- DCJ Interagency Case Discussion Meetings
- Port Macquarie-Hastings Domestic Violence Committee (Chair)
- District Homelessness Implementation Group
- Local Implementation and Co-ordination Committee
- Child and Family Interagency
- Hastings Homelessness Committee
- Hastings Community Networking
- Port Macquarie Hastings Community Inclusion Committee
- Bearlay Aboriginal Interagency (Co-Chair)



*"I now feel confident that I can pass on relevant information to my clients who are experiencing DFV."*



*International Women's Day Committee raising funds for Liberty*



*Community Hair Project provides free haircuts for clients*

# Community Support

Liberty is an active and integral part of our local community and we are fortunate to receive generous donations and in-kind support from craft, sporting and community groups, schools, businesses and organisations. Thank you to our wonderful supporters.

- Alessandra Papazzo Flowers
- Annette Johnson, Shave4DFV
- Bearded Villains NSW Inc
- Bonny Hills Country Women's Association
- Breakwall Holiday Park
- Busways
- Chat and Do Group Wauchope and Circle of Friends Wauchope
- Community Hair Project
- Dress for Success
- Hastings Auto Restorers
- Hastings Business Women's Network
- Hastings Ladies Social Golf
- Inner Wheel Club of Port Macquarie
- Inner Wheel Club of Port Macquarie West
- International Women's Day Committee
- Investing for Charity
- Kendall Craft Co-op
- Lake Cathie Women's Bowling Club
- Laurieton Swimming Club
- League of Kilted Athletes
- Linked Community Services
- Maureen Cooke
- Midcoast Family Daycare
- MJF Support
- Nathan Falk, Wollumbin Dreaming
- Oxley Trefoil Guild
- Port City Breakers Junior Rugby League Football Club
- Port Macquarie Church of Christ
- Port Macquarie SLC Junior Activities Subcommittee
- Port Macquarie-Hastings Council
- Probus Club of Tacking Point
- Quota Camden Haven Inc.
- Ritchies Community Benefit Program
- Rotary Club of Port Macquarie
- Rotary Club of Port Macquarie Sunrise Inc
- RSL Auxiliary Branch
- Slater and Slater
- SleepSafe Australia
- Spec Savers
- St Columba Anglican School
- Sunset Gallery Craft Group
- TAFE Digital
- The Church of Jesus Christ of the Latter Day Saints
- The Hastings Men's Shed
- The Oldest Book Club in Port Macquarie
- Vacation Village
- Velvet Rose Pin-ups
- Wauchope Patchwork Quilters
- Women's Raw Strength
- Zonta



Thank you to Member for Port Macquarie, Leslie Williams MP, for being a champion of our cause. Sincere thanks to our local media outlets, including Port Macquarie News, Prime and NBN, for helping us shine a light on DFV in our community.

We continued to reach out to our community via frequent social media posts and on Shop-A-Dockets.



1 July 2020 to 30 June 2021

Reach - 65,841 | Engagement - 3745 | Shares - 457

Friday May 21, 2021 PORT MACQUARIE NEWS 13  
**COMMUNITY | LIFE**



**NEW PROGRAM:** Sandra Ma, Mark Speakman, Port Macquarie MP Leslie Williams, Liberty CEO Kelly Lamb, Phill Edwards and their furry friends.

## Pets safe from domestic violence

GALBAAN House crisis accommodation is officially pet-friendly thanks to an initiative which has been three years in the making.

That means pets of women and children leaving domestic violence situations can now stay with their families at Port Macquarie's Galbaan House.

Liberty Domestic and Family Violence Specialist Services' Safe Pets program enables more women and children to leave violence without worrying their pet might be harmed, while also increasing the wellbeing

of families staying at Galbaan House.

The board of management will invest Liberty's funds from community donations towards the program.

"It has been really positive to be able to welcome women and children, and their pets," Liberty CEO Kelly Lamb said. "The joy that has brought the women who have stayed with us has made it all worthwhile."

Galbaan House is doing just that with pet-friendly accommodation for two dogs, two cats and smaller pets.

— LISA TISELL

JULY 30 2021 - 10:00AM

### Conversations in the Chair facilitates sa in the salon for victims of violence



Port Macquarie salon professionals come together to learn how to recognise, respond and refer safely when clients disclose domestic violence

Hairdressers and salon professionals across the Hastings are now better equipped to recognise, respond and refer safely when clients share their experiences of domestic violence.

JULY 31 2021 - 6:30AM

### Liberty Domestic and Family Violence Specialist Services to deliver specialist outreach services across Port Macquarie-Hastings



Liberty CEO Kelly Lamb with Member for Port Macquarie Leslie Williams.

Liberty Domestic and Family Violence Specialist Services in Port Macquarie has received \$88,000 to tackle domestic violence in outlying local areas.

This one-off grant from NSW Department of Communities and Justice to support the delivery of the Liberty Links Mobile Outreach Service will provide specialist domestic violence services in regional, rural and remote communities across the Port Macquarie-Hastings area, Member for Port Macquarie Leslie Williams said.



Local stores - 6 | Dockets per week – 35,000

Big W, Kmart, Target, Ritchies IGA and 2 Chemist Warehouse Stores



# Events and Activities

We initiate and lead community events that increase awareness of domestic violence and the services available and take part in other events that contribute to a safer community.

The annual Coastal Walk Against Domestic and Family Violence was adapted to a COVID-19 safe initiative where people were encouraged to **#WalkInWhite** in their local neighbourhoods and share selfies on social media to raise awareness.



**International Women's Day** raised funds for Liberty and featured an awareness session by Liberty's Prevention Specialist, Brooke Maggs



A giant Liberty bird featured in the 2020 **Artwalk** Event, surrounded by 37 origami birds, representing the number of women killed by violence in Australia so far that year.



As Chair of the Domestic Violence Committee, we jointly hosted **#SeeingRed**, which brought local workplaces together online to say no to violence, and Conversations in the Chair, a series of free breakfasts for salon professionals to learn how to recognise, respond and refer safely.



# Improving Inclusion

Liberty has been working hard over the past few years to improve our capacity as an inclusive, culturally aware and safe organisation by creating an environment of diversity, involvement, respect and connection.

## Cultural Competency

We are improving our cultural awareness and service to Aboriginal families, who make up more than half of our transitional housing clients and a quarter of crisis accommodation clients. As part of our Cultural Competency Improvement Plan, Liberty seeks to empower our clients and their families to achieve their potential, whilst embracing the culture, beliefs and heritage that form the foundations of who they are.

Highlights have included

- The engagement of a cultural advisor, Birpai Elder Aunty Rhonda (Anjikurri) Radley
- A week long program of team activities during NAIDOC Week in November 2020 including weaving and walking on Country, cooking Johnny Cakes and the planting of a cultural garden. Watch our highlight video at [youtube.com/watch?v=anV5Ah3\\_HRE](https://www.youtube.com/watch?v=anV5Ah3_HRE)
- The launch of our commissioned Aboriginal artwork, Galbaan Wakulda – Women As One – by local Birrbay artist Angela Marr-Grogan
- The commencement of our Ngathuwa – I Am – Connecting to Culture program, providing Aboriginal women and children an opportunity to develop knowledge and skills in culture, community and leadership to pave the way for future generations
- Ongoing cultural awareness training for our team including Lateral Violence training
- The launch of our Yarning Circle client advisory group to ensure the voices of our Aboriginal clients are heard
- Engagement with the local Aboriginal community at the Nyiirun Djiyagan Wakulda Women's Festival



# Specialist Domestic Violence Support & Housing Report

The stories shared at Liberty daily, reflect the journey for many women and children. Resilience and resistance of violence have been their world and together we have assisted in navigating an everchanging system and finding the strength to take a step forward day by day. The woman and children who walk through our doors are the heart of Liberty.

Liberty Domestic and Family Violence Specialist Services continues to strive to meet the needs of our community. The Specialist Support and Housing Team work across two buildings which are Liberty Cottage and our crisis accommodation Galbaan House.

The team at Liberty Cottage consists of our Admin and Case Coordination, Intake Coordination, and our Outreach Teams. At Galbaan House woman can access our Child and Youth worker as well as a Domestic and Family Violence Specialists who assist women in case management. The Transitional Housing program is supported by a Domestic and Family Violence Specialist in achieving long term housing outcomes for clients.

This year has brought with it many challenges from floods, to fires and COVID-19. The importance of ensuring safety for women and children in our community has remained our focus. Through these difficult times we continue to empower women and children to achieve their potential and ensure we have continued to offer a safe space for our community to access.



Donna Harper

Thank you to Jenna Bamborough-Lahey who managed these areas of our service until 4 June 2021. I am honoured to have the opportunity to carry on your passion and dedication in this role. To the whole team at Liberty, I thank you for constantly showing up to meet the needs of the women and children we support. Your advocacy, strength and reliability is a true reflection of Liberty's values and vision. It's an absolute pleasure to work alongside you every day as we strive to create a world where women and children can live free from violence and abuse.

Thank you to all of the women and children who have stepped through our doors this year. It has been an honour to meet all of you and walk beside you on your journey. Each and every one of you has shaped our service in some way and a piece of your story will remain with us forever. You are the reason that we continue to do the work we do and will continue to do for many years to come.



*"I learnt that I have a voice and I can say no."*

## Galbaan House Crisis Accommodation

Galbaan House is the true heart of Liberty, it is a beautiful nurturing space for women and children. The 5-bedroom, communal living layout provides for a relaxing safe space with spacious, purpose-designed bathrooms and kitchen. The playroom is set out for children to unwind and engage in play whilst being in the comfort and safety of the rest of the house. Galbaan House is kept with upmost care and attention, nothing short of what our residents deserve.

We are always nurturing relationships to support positive outcomes for all the women and children accommodated. The amazing staff at Galbaan ensure a smooth entry through the door and allow opportunities to explore every woman's hopes and dreams for herself and her family, being mindful of the trauma and her journey that has brought her to Galbaan. Watching women grow in strength and belief in their own self-worth is a true honour. Galbaan staff believe in working in partnership to achieve each unique goal created by the women.

Galbaan has a balance and feeling of security, safety, ease, and a place to call home. We have watched many young people grow alongside the support from the child and youth worker who engages in case management suited to each individual child. Children's voices are heard and practical case management with the family allows for bonds to be strengthened in the family.

A large percentage of women and children who stay at Galbaan are Aboriginal and staff hold themselves highly in aiming to meet and understand the culturally sensitive stories to meet the needs of everyone. We take great pride in saying Galbaan allows a space for connection and the space inside the house has a blend of culture throughout. Galbaan has successfully supported women including those with disabilities, culturally and linguistically diverse and those within the LGBTIQ community. The case management is always guided by the women and we meet them where they are at, person centred, and client driven to achieve her desired goals in a whole of family approach.

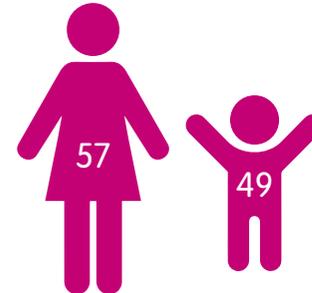
### Outreach and Community Partnerships Programs



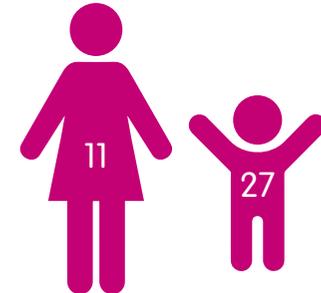
### Afterhours Support



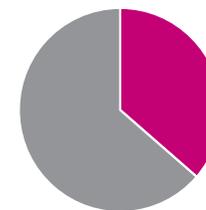
### Galbaan House Crisis Accommodation



### Transitional Housing



### Galbaan House



■ Aboriginal and Torres Strait Islander  
■ Non-Aboriginal and Torres Strait Islander



# Community & Prevention Programs Report

Liberty have excelled at continuing to identify, adjust and provide required supports to the families within our community. COVID has meant some of the ways we have worked have needed to either be paused or delivered in a more flexible way. We remain focused upon the safety and wellbeing of women and children impacted by abusive and coercive behaviour with the intention to reduce harm and risk.

Our work with men who have used hurt and harm and wish to change this behaviour has also continued to be delivered in a COVID-safe and flexible way. We have supported men with our Mens Behaviour Change programs, Engage2Change groupwork program and case management through the Fixed Address program. In August this year, we expanded our prevention programs to include supports, referrals and case management through our Intensive Case Management for Men program.

We have also continued supporting women and children's safety through our Women and Children's Advocate role and our Community Partnerships Against Domestic and Family Violence program.

Our women's support group, Dusk, and our children's support group, Kids Club, have assisted and supported learning and growth for those who have experienced domestic and family violence.

The Community and Prevention Programs Team have been driven by their passion to create change while upholding the dignity and respect of the women, children and men who connect with Liberty. Remaining engaged and working in collaboration with external services to ensure the needs of our families are met,

that their voices are heard and that their choices are respected is so important. Thank you for the wonderful supportive ways you have journeyed with our families across this year.

We are always grateful to those of you in our community that seek out and connect with Liberty for the various reasons you do. We are aware of the strength it may take to connect with us or to walk through those doors and to begin sharing part of your healing journey with us. We are honoured to be in a space with you where you can be heard, respected and supported in the steps you choose to explore.

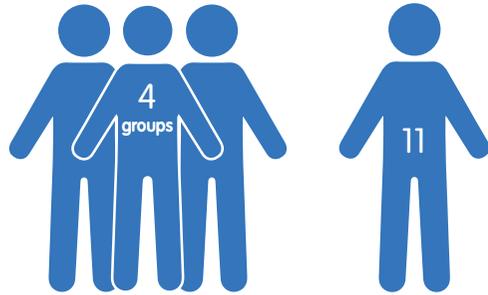
Thank you to Ulla Inki-Gilabert who was the Advocacy and Prevention Manager until 14 July 2021. Ulla contributed significantly to Liberty's development in the prevention space, in particular our Men's Behaviour Change work, and I am grateful to continue this work.

The team and I are looking forward to this coming year as we continue to engage and connect across our communities bringing meaningful discussions in even more inclusive ways.



Carla Davis

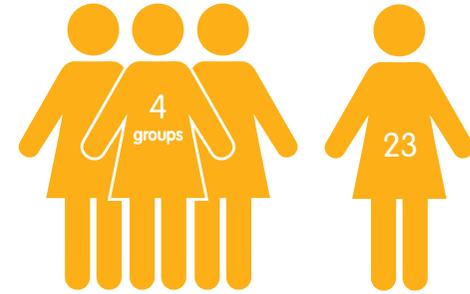
### Engage2Change



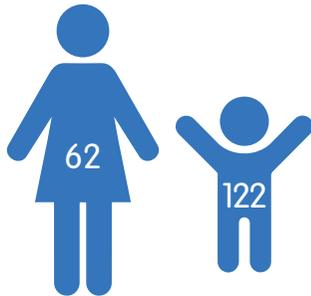
### Fixed Address Referrals



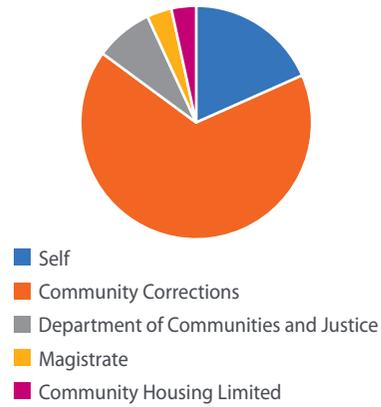
### Dusk



### Women and Children's Advocate Referrals



### Engage2Change Referrals



### Kids Club



# Workplace Training & Development Report

Despite the challenges that COVID-19 brought this year, our training program - Everybody's Business - continues to build momentum, with bespoke sessions delivered within our local community and further afield.

We engaged with a range of government, business, community, and school groups to build participants' understanding of the nature and dynamics of DFV and to support them to recognise the signs someone might be experiencing domestic and family violence and to respond and refer safely.

Through our tailored sessions we were able to lead our community's response to eliminate domestic and family violence by bringing awareness to and challenging the attitudes and beliefs that underpin the use of violent and controlling behaviours and create a social context where violence against women and children is more likely.



Adults



Students

One highlight was our series of education sessions, Conversations in the Chair, for salon professionals in collaboration with other services in our local area.

As we look forward to 2022, I'm encouraged by the increasing appetite that workplaces are showing to have these difficult but important conversations and feel hopeful that together we can improve the safety of women and children and stop violence before it starts.



Brooke Maggs

## Key clients:

- Commonwealth Bank
- Port Macquarie Hastings Council
- Department of Foreign Affairs and Trade
- St Joseph's Primary School
- St Columba Anglican School
- MacKillop College



*"Your training prompted one of our colleagues to speak out about her experiences with DFV. It was truly inspiring, brave and valuable for us all to hear her honest and raw story. She said your training really made her realise that she was a survivor of DFV and inspired her to share her experiences with us all."*

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 @LibertyDFV

### Contribute to Liberty

We are grateful for our generous and supportive community.

If you would like to donate to Liberty, please call us first on 6583 2155 so we can let you know how you can best support our families. Financial donations are always gratefully received.

Find out more at [libertyservices.org.au](http://libertyservices.org.au)