



Annual Report 2011

No To Violence

No To Violence Male Family Violence Prevention Association Inc.
Incorporating the Men's Referral Service



WHO WE ARE AND WHAT WE DO

No To Violence (NTV), the Male Family Violence Prevention Association, is the Victorian statewide peak body of organisations and individuals working with men to end their violence and abuse against family members.

No To Violence (NTV) members come from a wide range of professional and community backgrounds and work in a range of settings including government, the community sector and private practice.

NTV provides resources and opportunities for service providers to enhance their capacity to successfully engage with men who use violence and work with men to prevent further violence. NTV provides training and professional development services including the Graduate Certificates in Social Science (Male Family Violence) specialising in Telephone Counselling and Men's Behaviour Change Group Facilitation (developed in partnership with Swinburne University of Technology), professional development seminars each quarter for members, and other training seminars.

NTV provides service and educational resources, including the *Men's Behaviour Change Group Work: A Manual for Quality Practice*, a standards manual for the operation of Men's Behaviour Change Programs. Endorsed by the Victorian Government Department of Human Services, the manual includes guidelines covering 35 major practice areas.

- NTV also produces and distributes:
- *Mirrors, Windows and Doors: A Self-Help Book for Men About Violence and Abuse in the Home*, a short book which speaks directly to the experiences of men and both challenges and supports them to take responsibility for the use of violence, and
 - *Journeys in Fatherhood: an Anthology*, a collection of heartfelt and honest

reflections on being a father during times of uncertainty.

NTV's website (www.ntv.org.au) contains a range of information on NTV activities and male family violence issues. The organisation also publishes brochures encouraging men to take responsibility for their use of violence and seek assistance (both in general and in relation to the impact of men's violence on their children).

NTV undertakes and contributes to research activities in the sector, and plays a key role in articulating and promoting the views and concerns of the sector by developing responses to male family violence.

NTV is represented on a number of Victorian and Commonwealth committees dealing with male family violence.

NO TO VIOLENCE VISION STATEMENT

That women, children and men are able to live safely, and free from men's use of violence, power and privilege.

NO TO VIOLENCE MISSION STATEMENT

No To Violence provides leadership and participates in policy, practice and resource development, service delivery and advocacy to respond to and prevent male family violence by addressing men's use of violence, power and privilege.

NTV STATEMENT OF PURPOSES

NTV provides counselling, advisory, referral and educational services to men who have inflicted or are at risk of inflicting violence

on family members, and to family members exposed to male family violence or the risk of male family violence.

Solely for furthering the above purpose, NTV has the following powers to:

- provide a counselling and referral service,
- foster non-violent relationships in families and promote the safety of all family members,
- facilitate skill development in counsellors and others,
- encourage recognition in the community of the effects of male violence,
- facilitate networking, support, and information sharing between counsellors and others,
- develop and recommend professional standards for counsellors,
- carry out research and investigations,
- prepare and disseminate information.

THE MEN'S REFERRAL SERVICE

NTV provides a statewide male family violence telephone counselling, information and referral service, the Men's Referral Service. For over 18 years, the Men's Referral Service has been the central point of contact for men in Victoria who are making their first moves towards taking responsibility for their violent and abusive behaviour. The service also receives calls from women seeking assistance on behalf of their partners, male family members or friends, as well as from agencies seeking assistance for their male clients.

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CHAIR'S REPORT

2010/11 has again been a year of change for NTV and MRS. The organisation continues to grow in influence and reach. You will be able to read of the work done this year and the increasing demands being placed on the services later in this report. One of the key reasons for the respect with which the organisation is held is the calibre and integrity of the staff who work for NTV and MRS and, of course, all of those volunteers who keep the MRS telephone line functioning and who contribute to the organisation in a myriad of ways.

This year the EO, Danny Blay, took an extended period away from the workplace while he considered his future and the Management Committee is delighted that he chose to stay on and continue to use his voice to work to end men's violence against their partners and children. The Committee particularly acknowledge the roles that Rodney Vlasis and Mary Karambilas took on to ensure that the work continued and that all the staff were supported during Danny's absence. It is a tribute to them, to the strength of the organisational structure and the competence and commitment of all the staff that there was very little disruption to the day-to-day functioning of NTV and MRS during that time.

It is particularly heartening to see that while doing this work can take a considerable emotional toll and the challenge of sometimes being a lonely voice for change can

be difficult, there are clear indications that those voices are increasingly being heard by governments at the state and commonwealth levels. NTV and MRS have an important role to play in the strengthening of integration across the sector at both the regional and state-wide level and in working with other state-wide agencies such as Domestic Violence Victoria (DV Vic) and the Domestic Violence Resource Centre (DVRC) to increase collaboration and cooperation on major initiatives across the sector. This is critical because, as has been recognised many times in the past, it is only when that collaboration and cooperation is practised at strategic and operational levels that we have the potential to change men's behaviour to end violence against women.

The Committee this year has worked to improve our governance structures and identified the need to change the constitution, however on advice we are delaying making the constitutional changes until the new legislation is implemented in 2012. I would like to thank Don Baker who has undertaken the role of Treasurer with good spirit over a number of years and has helped to ensure the organisation maintained a solid financial foundation. Don resigned from the Committee in May this year. Karen Weiss also resigned from her role as chair of the Committee in May and I would like to thank her, Don, Michael Brandenburg and Kaye Swanton, for their

contribution to reviewing and improving our governance structures. I would also like to thank the other members of the Management Committee, Cathie Nederveen, Brian, Mike Wilson and Margaret Hodge for continuing that work.

Finally, as the outgoing Chair, I would like to commend participation on the Committee to those of you who may be considering nominating in the future. This work is important and the EO, staff and volunteers at NTV and MRS need our support to maintain their contribution to making the world a more equitable and just place.

Marg D'Arcy

PEOPLE

WHY I SUPPORT NTV

The Domestic Violence Resource Centre Victoria (DVRCV) has enjoyed a very good relationship with NTV over recent years. We have had many conversations on current issues, written joint responses on policy matters, and conducted joint training. In consortium with NTV and Swinburne University, we successfully tendered to deliver training on the family violence common risk assessment framework.

We have appreciated NTV's respect for and willingness to work in collaboration with DVRCV and other women's services and its work in developing a very clear framework for responding to men who use violence against women. This is well described in the NTV standards and in other materials produced by NTV.

NTV warns about colluding with men who use violence – about the tendency of such men to underestimate their violence, to blame women, to describe their partners as hysterical or to claim they were violent in self-defence. NTV has also been very clear that it sees the common risk assessment framework as a tool for risk assessment with women and children, and has cautioned about its use with men.

NTV's statements about men's violence are evidence based and consistent with a feminist understanding of violence. In a community where there are still many people who do not understand the causes or dynamics of men's violence against women, it is very important to have the peak body for Men's Behaviour Change Programs making such statements. It reinforces the messages from women's domestic violence services and contributes to our understanding of men's violence and our capacity to inform others.

A big thank you to NTV from all of us at DVRCV.

Vig Geddes,
Executive Officer,
Domestic Violence Resource Centre Victoria

WHY I WORK WITH NTV AND MRS

In joining the MRS, my aim was to have a positive impact, no matter how small, on the extent of violence and abuse experienced by so many women and children, particularly in the environment in which everyone has a right to feel safe and secure – the home. Yet the reality is that none of us will ever find out how effective we have been, for the MRS (by its very nature as an anonymous service) has no way of assessing how many of its callers succeed in curbing some or all of their violent tendencies in the short, medium or long term. Does this really matter though?

Consider what would happen if the MRS and its volunteers were not here? Who knows the lost opportunities that would present and the impact on our society!

The nature of the questions we, as Telephone Counsellors, have been trained to ask and strategies that you or I may canvass with a caller are invaluable tools to both us and them.

It could be that the call we take may equip an abused woman with an understanding of the cycle of violence, the support services available to her and awareness of the importance of developing a safety plan and strategies, should the violence being experienced continue or escalate. This may in reality be the difference between that woman and her children remaining safe at the very least until the caller can get the help they need, be it through police involvement, a refuge or for the man, an assessment interview and participation in a Men's Behavioural Change Program (MBCP).

When the police have had to become involved and safety notices or intervention orders issued, which for some men represent their first real 'wake-up' call, we may well be instrumental in helping our callers avoid a criminal record through what they learn in talking to us about what the orders mean and the consequences of a breach.

Maybe, just maybe, the brief telephone discussion a caller has with one of us will prompt them to recognise and accept responsibility, possibly for the first time, for the significant impact their behaviour is having on those they profess to love, and lead them to the realisation of their need to change.

In a perfect world, organisations like ours would not be needed; but unfortunately, in our society, they are. How nice it would be if the 'code of silence' often associated with shame and embarrassment of admitting to domestic violence could be broken.

As the lyrics of the song *Wouldn't it be Nice* in part include:

You know, it seems the more we talk about it

It only makes it worse to live without it

But let's talk about it

The subject of domestic violence needs to be openly discussed and victims assured that regardless of what they may be told, they are not responsible for their plight.

Who is there to do that if not for people like us? Keep up the good work team and thank you.

Terry M
MRS Telephone Counsellor

EXECUTIVE OFFICER'S REPORT

No To Violence and the Men's Referral Service continued to grow this year, with new staff, opportunities and many successes.

A change in government in Victoria in November 2010 instigated renewed efforts in engaging elected officials and their staff to ensure the reform and development of the family violence system remains at the forefront of policy decisions and funding allocations. At a time when demand for service for men who use violence towards women and family members is growing exponentially, NTV has been pleased to hold significant discussions with the government's new ministers and advisors in an effort to maintain the focus on the ongoing reform of the family violence system, and to ensure agreed principles of family violence prevention and a focus on quality practice is maintained.

NTV continues to contribute to the Family Violence Statewide Advisory Committee, co-ordinated by the Office of Women's Policy, now located within Department of Human Services, and which leads Victoria's continued development of an integrated response to family violence. NTV also contributes to the Victorian Family Violence Risk Assessment and Risk Management Framework Reference Group in its continued development and rollout of the Common Risk Assessment Framework and training, and the Department of Justice's Family Violence Stakeholder Reference Group, which aims

to better highlight and integrate justice responses to family violence, and in particular working with men to prevent violence.

The Men's Referral Service continues to provide quality responses to men who use violence towards family members, as well as providing information, support and referrals to women experiencing violence, other people concerned about violence used, or experienced by friends of family members, and agency workers.

The Men's Referral Service continued its second year of operation of the After-Hours Service (AHS). Responding to direct referrals from police, the AHS attempts to engage men who have come to police attention in conversations about their use of violence and safety plans and forwards details to an Enhanced Intake Service in their local area. The Men's Referral Service plays a crucial role in the ongoing refining of statewide enhanced intake processes with an aim of skilled workers being able to come into contact with all men who use family violence and come into contact with police.

NTV and the MRS undertook a review and redevelopment of our staffing structures which created new opportunities to refocus our attention on work areas. We farewelled Nick Andrzejewski who was off to greener pastures, and welcomed Dave Lane as our Communications and Publications Officer, a new position that

is assisting the organisations develop and streamline our communications and publicity. Joel Follan, initially a volunteer administration assistant with the organisation, now takes on the permanent role of Administration Officer. While NTV was unsuccessful in recruiting new policy and training workers, a refocussing of the positions will take place in early 2012 prior to a renewed recruitment effort.

Like all family violence services, it seems the more work we do, the more that needs to be done, and I again thank the truly dedicated, insightful and affable NTV and MRS staff group for making it all happen.

Danny Blay

MEN'S REFERRAL SERVICE REPORT

The Men's Referral Service continues to provide specialist quality responses to men, women and others regarding male family violence. In its eighteenth year, the Men's Referral Service provides opportunities for men throughout the community, and with a variety of life experiences, to undertake specialised training for working with men who use violence towards women and family members by providing them invitations and opportunities to take responsibility for their use of violence and to consider better and safer ways of being.

MRS Telephone Counsellors also work effectively with women who have experienced violence by validating their experiences, acknowledging that they are not responsible for the violence and abuse they have experienced, and providing options so they can make informed decisions about their future. The MRS also provides guidance and recommendations to a variety of concerned members of the community and workers within and beyond the community sector.

The Men's Referral Service training program, the Graduate Certificate in Social Science (Male Family Violence) in Telephone Counselling, was again provided this year for a group of men committed to stopping men's violence towards family members, although due to changes in formal competencies tied to the training package, this will be the final course in this guise. In

partnership with Swinburne University of Technology, the MRS has developed of a new course that has been refined to encompass emerging aspects of our work, including working with Aboriginal men, same-sex attracted men and responding to elder abuse.

During this financial year, the Men's Referral Service responded to 2,640 calls to the service, including 1,741 calls from men, 306 calls from women and 593 calls from agency workers. The MRS also continued to refine the support provided to Telephone Counsellors through increased opportunities for professional development and group supervision, as well as regular clinical supervision provided by our expert supervision team.

The Men's Referral Service's After-Hours Service (AHS) provided a full year of statewide operation. The AHS is aligned with the DHS funded statewide Enhanced Intake Program which responds to referrals made by Victoria Police following a family violence incident. The AHS receives referrals from 12.00 noon on Friday through to 8.00 pm on Sunday. The AHS telephones the male respondent who the police have identified and attempt to engage with him about the incident. The purpose of the call is to identify risk indicators and encourage the man to seek additional services, in particular Men's Behaviour Change Programs in the region they reside. Information

regarding the outcomes of these referrals is then sent to specifically funded agencies that perform a similar function from Monday to Friday.

This financial year, the AHS responded to 2,943 referrals.

The Men's Referral Service acknowledges the commitment and expertise of its volunteer Telephone Counsellors, as well as its trainers and supervisors, and its staff. A special thank you to the volunteer Telephone Counsellors for their dedication and support throughout the year.

The MRS also acknowledges the support of numerous community agencies and government departments who collaboratively work towards a consistent and equitable service that strives to increase safety of women and children.

PEOPLE

SUPERVISOR'S REFLECTION

What is Supervision?

Supervision is an often used term in relation to Men's Referral Service volunteer Telephone Counsellors but what is supervision? What is it meant to achieve? It is hard to go past MRS Supervisor, Mark G's comparison of supervision with being lost:

"Ever been lost in the bush, not sure which way to go? Move to high ground and presto, it becomes clearer which way to go to reach your destination" (NTV Annual Report 2010).

As it is practised at MRS, supervision pairs the Telephone Referral Counsellor with a more 'seasoned' practitioner in the field of male family violence work as a way of opening up to clarity through discussion of the work and its impact on the Counsellor. Discussion is formed around questions that ask: What did you set out to do? What actually happened? What went well, or not so well, for the caller and for you? How do you feel now? What have you learned? What is your growing edge for improvement? What will you do differently? There is also opportunity for group supervision of Telephone Counsellors and, separately, for Supervisors, too.

Why does MRS have supervision of Telephone Counsellors?

It is the mission of NTV to provide quality services that will contribute to the prevention of male family violence to men who have been violent toward family members. The service provided by MRS is important and sometimes very challenging work for the Telephone Counsellors who are the first point of contact for callers who are often anxious, confused or angry. Supervision is a means by which MRS/AHS takes care of both the caller and the Telephone Counsellor.

Who are the Supervisees and the Supervisors?

Volunteer Telephone Counsellors are required to participate in the professional supervision that is offered by MRS. The Counsellors are men of different ages, experience, etc., who share a firm commitment to the work of MRS and AHS, who are well trained, and who are enthusiastic about maintaining a high level of skill and quality of service to callers. There are approximately twenty Supervisors, both male and female, each with strong qualifications and experience

in the field of male family violence prevention, working with the volunteer Telephone Counsellors to provide ongoing fine-tuning of skills and support for personal reflection. Each Supervisor is committed to the mission of NTV, the work of MRS and the wellbeing of each Telephone Referral Counsellor.

Supervisors reflect on their experience

It is an honour for Supervisors to enter a trust relationship that supports the Telephone Counsellor in his professional and personal experience at the frontline, on the phones, at the Men's Referral Service. MRS Supervisor, Ian C. expressed his experience of this relationship as

"...I feel a great sense of pride when I have talked with a Counsellor in a supervision session. I am welcomed into their discovery of their talents, and my input is very much part of a collaborative dialogue about how the Counsellor can capitalize on their phone experience in terms of their own development. This is an incredibly privileged position to be in and one which I enjoy immensely." (NTV Annual Report 2009)

As a group, MRS Supervisors have enjoyed collegial support and warmth while continuing to reflect and learn in supervision sessions with Lead Supervisor, Hilary Ash, and visiting Supervisor, Dr. Bill Betts, who have introduced us to the Balint model of listening, reflecting and sharing in supervision. Their wisdom, generosity and enthusiasm for the importance of professional supervision reinforced the Supervisors' commitment to their work with MRS Telephone Counsellors.

Supervision and the MRS After Hours Service

AHS Coordinator, Peter Londesborough, introduced supervision for Telephone Counsellors working over the weekend to provide an after-hours service of first contact with men who have used violence towards a family member. This has been a successful initiative and supports MRS to ensure the well-being of Counsellors working with men who are often distressed at the time of the interaction.

Carmel FS
MRS/AHS Supervisor

NO TO VIOLENCE / MEN'S REFERRAL SERVICE STAFF



◀ **Peter Londesborough**
After Hours Service Co-ordinator

▼ **Joel Follan**
Office Administrator



◀ **Danny Blay**
Executive Officer

Dave Lane
Communications and Publications Officer

Heather McAlister
Bookkeeper

Rodney Vlasis
Policy and Practice Co-ordinator

Mary Karambilas
MRS Co-ordinator

Tony Kelleher
MRS Team Leader

Daniel Witthaus
Special Projects Officer

Hilary Ash
Lead Telephone Counsellor Supervisor

Susan Geraghty
Training and Professional
Development Co-ordinator

Graham Whyte
Administration Volunteer

▼ **Carl Benjaminsen**
Casual staff



◀ **Nick Andrzejewski**
Community Development and Operations
Co-ordinator (until February 2011)

NTV / MRS MANAGEMENT COMMITTEE



▲ **MARG D'ARCY, CHAIRPERSON (FROM MAY 2011)**

Marg D'Arcy has worked in the field of violence against women since the early 1980s as co-ordinator of a women's refuge, researcher, and in the bureaucracy as co-ordinator of Women's Emergency Services Program. Marg established the Victoria Police Family Violence Project Office and was the Women's Policy Officer for the Office of Corrections.

Marg has also worked for the Victorian Community Council Against Violence, was a research officer and manager at CASA (Centre Against Sexual Assault) House, was convener of the National Association of Services Against Sexual Violence, and a member of the board of the National Women's Justice Coalition.

Marg is currently Program Manager at Eastern Access Community Health (EACH).



▲ **KAREN WEISS, CHAIRPERSON (UNTIL MAY 2011)**

Karen has been a contributor to the work of NTV and a member of the Management Committee over the last 13 years. She is currently working as a clinical psychologist in private practice where she supervises Men's Behaviour Change Program group facilitators and teaches family violence work in the private and community sectors. She has previously worked at Relationships Australia where she managed several family violence programs and collaborated in the initiation of the Heidelberg Court mandated counselling program.

▲ **DON BAKER (UNTIL MAY 2011)**

Don is a Chartered Accountant who specialises in providing accounting improvements through implementing changes to systems and procedures for large organisations. He has had many years experience in serving on the committees of not-for-profit organisations. Don was NTV/MRS Treasurer from 2004 to May 2010.

▼ **MICHAEL BRANDENBURG (UNTIL MAY 2011)**

Michael has been involved with Men's Behaviour Change work since the mid 1990s. He has worked in the welfare field for nearly thirty years having held positions in Youth Services, Out of Home Care and, for the last fifteen years, in Men's and Family Violence programs. Michael is currently the Manager of Family Violence and Commonwealth Programs at Child and Family Services (CAFS), overseeing men's services, family violence services, the Children's Contact Service, and the Post-Separation Co-operative Parenting Program (PSCPP). Michael sits on the City of Ballarat Community Safety Committee, White Ribbon Day Committee, and is a member of the Grampians Integrated Family Violence Committee. Michael was on the NTV Management Committee between 2007 and 2011.



▼ **PAULINE GILBERT (UNTIL NOVEMBER 2010)**

Pauline Gilbert has a Masters of Counselling and Human Services and specialises in trauma and sexual assault counselling. Pauline is a feminist counsellor and advocate who has worked in the sexual assault field for over ten years, and currently manages CASA (Centre Against Sexual Assault) House in Melbourne. Pauline has strong feminist politics and ethics and adopts an experienced and informed framework of specialist knowledge that informs a rights/advocacy role in working with victims/survivors of sexual assault.



▲ **MARGARET HODGE**

Margaret Hodge was a member of the NTV/MRS Management Committee for six years, resigning at the commencement of 2011 but re-nominating later in the year. Margaret has been a Men's Behaviour Change Program facilitator with a number of agencies for many years, and is a supervisor of MRS Telephone Counsellors. Margaret has also been awarded the Graduate Certificate in Social Science (Male Family Violence) in Men's Behaviour Change Facilitation.

Margaret is a member of the EDVOS (Eastern Domestic Violence Service) Board of Management, and is employed full-time with Connections in Croydon where she manages a team of Family Service workers, who provide in-home interventions to families who reside in the outer eastern municipalities.

▲ **BRIAN (FROM NOVEMBER 2010)**

Brian has worked in the aged care sector for the last 20 plus years. While he has been very happy with his work, he was looking to do something more but wasn't sure what or how. He came across an advert for a 'phone counsellor and thought this is what he was looking for. Brian joined the MRS as a Telephone Counsellor six years ago and has taken over 500 calls since; he has found his time on the phones very rewarding.

Brian has been a member of the Management Committee since November and followed on from Don Baker as NTV / MRS Treasurer.

▲ **CATHIE NEDERVEEN (FROM OCTOBER 2010)**

Cathie Nederveen has worked in the family services sector for 15 years following many years in business and sports administration. She has worked in a variety of roles within community service organisations and family relationship services, and is currently working in an aboriginal community organisation developing a therapeutic foster care program. Cathie has worked as a case manager, counsellor, senior clinician, supervisor, practice leader, women's family violence group facilitator, policy contributor, program and centre manager, and has participated in several network groups. She has written a number of articles for the media and has contributed to family violence reform of the Family Law Act. Her work is based on feminist principles, with a strong focus on prioritising the safety of children. Cathie lives with her partner and two adult children (plus a small menagerie of pets and livestock) in the Yarra Valley. Cathie joined the Management Committees of NTV/MRS in October 2010 and is currently the Deputy Chair.



▲ **MARGOT SCOTT (UNTIL OCTOBER 2010)**

Margot Scott has worked with the Domestic Violence Resource Centre of Victoria (DVRCV) since 1987 and was Training Co-ordinator from 1994 until recently. Margot was responsible for developing DVRCV's training policy, planning training calendars and programs, developing evaluation standards for all DVRCV training, and liaising with sub-contracted trainers. Margot also conducts training needs analyses and evaluations, develops training materials including manuals and information sheets, and delivers training programs to a wide range of family violence and sexual assault professionals.

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▲
**KAYE SWANTON
(UNTIL MAY 2011)**

Kaye Swanton is the Chief Executive Officer of LifeWorks Relationship Counselling and Education Services. Kaye has a 25 year history in governance, strategic management, business development, and senior executive positions. Kaye holds a Masters in Applied Science (Organisational Dynamics). She has been an NTV/MRS Management Committee member since 2006. She has previously been a director of various companies, including Family Services Australia, for whom she served as Treasurer for three years, and is a founding director of the Family Violence Prevention Foundation of Australia (trading as Violence Free Families).

**IAN TAYLOR
(UNTIL OCTOBER 2010)**

An electronics engineer by trade, Ian has been a Telephone Counsellor with the Men's Referral Service for twelve years. Ian has been a member of the Management Committee for ten years, and edited the MRS newsletter, Mouthpeace, for 12 years. ►



▲
MIKE WILSON

Mike Wilson commenced work in the Family Violence field five years ago at the Men's Referral Service. He went on to qualify at Swinburne and to facilitate at various Men's Behaviour Change Programs. Mitchell Community Health Service, where he currently works, covers the shires north of Melbourne in the Hume region of DHS. His roles have included establishing and co-facilitating Men's Behaviour Change Programs, and the enhanced intake work of responding to police fax backs in the Mitchell and Murrindindi shires.



**MEN'S REFERRAL
SERVICE SUPERVISION
TEAM 2010-11**

Hilary Ash
Andrea Bowles
Ian Clark
Maxwell Clarke
Andrew Compton
Carmel Fraser Stewart
Pete French
Mark Glazebrook
Mark Gordon
Chris Grace
June Hernandez
Margaret Hodge
Nicci Rossel
Gael Wallace
Fred Wright
Peter Zanoni

**NO TO VIOLENCE AND
MEN'S REFERRAL SERVICE
TRAINING TEAM**

Denise Roberts
Rosi Bullock
June Hernandez
Susan Geraghty
David Field
Tony Kelleher
Mark Kulkens
Rodney Vlairs
Denise Roberts
Rosi Bullock
Paulina Campos,
Eastern Access Community Health
Ailsa Carr, *Gippsland Lakes Community Health*
Mike Collins
Andrew Compton
Marg D'Arcy
Alex De Foe
Diana Dirck
Samiro Douglas, *WIRE Women's Information*
Jon Durbridge
Joan Eddy, *Djerriwarrh Health Services*
Joy Fawcus, *Sunbury Community Health Service*
Annie Ferrari, *Community Connections*
Paul Fogarty, *Centacare*
Susan Forbes, *Nilumbik Shire Council*
Carmel Fraser Stewart
Gerard Frewen

NTV MEMBERS, SUPERVISORS AND TRAINERS

NTV MEMBERS 2010-11

Jim Allen, *Anglicare Yarra Ranges*
Stuart Anderson, *Men & Family Centre*
Nick Andrzejewski
Hilary Ash
Margaret Augerinos, *EASE*
Maya Avdibegovic, *InTouch*
Don Baker
Rosemary Barca, *Emerge Women
& Children's Support Network*
Russelle Beardon,
Bethany Community Support Inc.
Noel Belfrage
Carl Benjaminsen
Mark Bennetts
Andrea Bowles, *Oz Child*
Michael Brandenburg, *Child & Family Services*
Ann Briggs, *Latrobe Community Health Services*
Francis Broekman,
Brophy Family & Youth Services
Sam Brown
Peter Brown, *Family Life*
Deb Bryant,
Women's Domestic Violence Crisis Service
Rosi Bullock
Paulina Campos,
Eastern Access Community Health
Ailsa Carr, *Gippsland Lakes Community Health*
Mike Collins
Andrew Compton
Marg D'Arcy
Alex De Foe
Diana Dirck
Samiro Douglas, *WIRE Women's Information*
Jon Durbridge
Joan Eddy, *Djerriwarrh Health Services*
Joy Fawcus, *Sunbury Community Health Service*
Annie Ferrari, *Community Connections*
Paul Fogarty, *Centacare*
Susan Forbes, *Nilumbik Shire Council*
Carmel Fraser Stewart
Gerard Frewen

Susan Geraghty
Pauline Gilbert, *CASA House*
Richie Goonan, *Hanover Welfare Services*
Chris Grace,
Whitehorse Community Health Service
Rachael Green, *Office of Women's Policy*
Rod Greenaway
Frank Halabi
Anna Hall,
Springvale Community Aid & Advice Bureau
Peter Harris
Steve Herd
June Hernandez
Margaret Hodge
Lorraine Hogan,
Cooroonya Domestic Violence Services
Celia Irwin, *GippsCare Salvation Army*
Glenda Johns,
Peninsula Community Health Service
Frank Kean, *Grampians Community Health*
Chris Kendall, *Colac Area Health*
Mark Kulkens
Chris Laming
Maryclare Machen, *EDVOS*
Steven Mayers, *Lifeline Darling Downs*
James McCarthy
Terry McKay
Denyse McKay
Ken McMaster, *Hall McMaster and Associates*
Dianne McNamara
Silvia Mikhail,
Community Connections Warmambool
Suzanne Miller,
Mitchell Community Health Service
Brian
Olive Morgan
Tracey Morris,
Far West Indigenous Family Violence Service
Cathie Nederveen
Michael Nuck, *Northeast Health Wangaratta*
David Nugent, *Heavy METAL*

Julie Oberin, *Annie North Inc.*
Rosemary O'Malley, *Domestic Violence
Prevention Centre Gold Coast Inc.*
Bernie O'Mara
Cherry Pehar
Andrea Pelletier, *Relationships Australia (Vic)*
Jacinta Pollard, *Caraniche Pty Ltd*
Peter Read
John Redman, *J Redman & Associates Pty Ltd*
Felicity Rorke, *Berry Street Victoria*
Ken Rosenhain,
Plenty Valley Community Health Inc.
Claire Ryan, *Ballarat Community Health Centre*
Ronald Schweitzer
Jan Scott, *Chrysalis Support Services Inc.*
Robyn Shilton, *Community West*
Stephen Smith
Chris Storm
Kaye Swanton, *LifeWorks Relationship
Counselling and Education Services*
Ian Taylor
Trish Thompson, *Victorian AIDS Council*
Brett Tomlinson, *Kildonan Uniting Care*
Bonnie Travers, *Sexual Assault Crisis Line*
Catherine Upcher, *Rural Housing Network Ltd*
Domenic Vigilanti,
Salvation Army Counselling Services
Deborah Walsh
Kevin Watt
Karen Weiss
Denis Wetherall
John Whitelaw, *Gateway Community Health*
Michael Wilson
Ivan Wilson
Helen Wirtz, *Monash Link CHS*
Pauline Woodbridge,
North Qld Domestic Violence Resource Centre
Michele Wright,
Inner South Community Health Service

WHAT WE DID

POLICY AND PRACTICE DEVELOPMENT

There is so much that weaves and threads together in NTV's efforts to do our bit to help the work with men lead to safety, human rights, dignity and liberation for women, children and others affected by men's family violence: policy and practice development, training and professional development, advocacy and activism, workforce development, contributing to local and state-wide service system integration reforms, submission writing and primary prevention.

Somehow, and with the need for strategic decisions about what foci and activities will create useful synergies, the Policy and Practice Co-ordinator role needs to be informed by and contribute to all of these threads. Fortunately, responsibility for some of these facets has been shared, a natural consequence of how small organisations require staff to have some flexibility in their roles.

In addition to the tremendous, calm and integrity-laden commitment of our Executive Officer, Danny Blay, we were so fortunate to have Susan Geraghty with us for approximately five months before she relocated interstate. Her role as Training and Professional Development Co-ordinator during this time was invaluable, as we and so many in the field benefitted intensely from her amazing skill as a trainer and supporter of deep and sustainable reflective practice. Thank you Susan!

THE WORKING ENVIRONMENT

The last half of the financial year has also been a time of some uncertainty, as is always the case with a new state government. I try to explain this to others by describing metaphorically how my body feels physically in this work. It's like I'm trying to maintain a very unusual body stance, with one foot set quite back and firmly weighted into the ground, as a measure of trying to remain firm and to 'hold the line' on the many vital achievements and reforms that so many of us have been working towards over the past seven to eight years. Yet my other leg and arms are stretched forward, and my vision somewhere in the middle distance, as I watch and embrace how the work with men is evolving and moving forward in quite innovative and exciting ways.

DEMAND FOR SERVICES AND FUNDING SUPPLY

Demand for Men's Behaviour Change Program and other male family violence services is increasing far beyond what services are funded to provide, and the stretch to meet demand is being experienced as much more than an ache. Yet at the same time, there is increased discussion and debate in Australian and international circles about the emerging challenges and complexities that our work faces, and how this is requiring more from us as practitioners and program co-ordinators. What was once considered 'enough' is now, more often than not, feeling 'a bit thin'. To return to my analogy, one movement backwards to focus on the need for sufficient resources to do the basics well, and another movement forwards to reflect on what is required to keep evolving.

2010–2011 surveys

This conundrum was reflected in two surveys we conducted with our membership during the financial year. The first, an anonymous survey of male family violence practitioners on pay and conditions, found that a notable proportion of facilitators are perhaps not being paid according to Award-equivalent conditions, especially for casual evening work. Alarming, it also found that close to 50 percent of respondents appear to be receiving specialised supervision less frequently than that required by the relevant NTV minimum standards. This, for us, provided clear evidence for how programs are cutting corners to attempt to meet demand.

The second survey, of Men's Behaviour Change Program (MBCP) co-ordinators / managers established what we already know – that programs are responding to levels of demand far beyond their service targets (survey results indicate that on average, service targets should be 'immediately' increased by at least one-third), that many report having insufficient funding to do the work they would like to do with partner contact and supplementary individual work with men, and that for a majority of programs, state government funding provides less than 60 percent of the overall funding they require to run their programs.

Furthermore, the survey confirmed the well-known trend of significantly increasing referral numbers from formal referral sources (magistrates courts, police, child protection, Corrections Victoria), and the presence of further significant increases of this nature just waiting to be realised as integration reforms continue to strengthen.

ADVOCACY

The survey results were used to assist NTV to develop a pre-state election advocacy push for additional resources for the sector. Specifically, we focused on the need for a dedicated funding program to support the development of men's family violence programs in languages other than English and an associated bicultural Male Family Violence (MFV) workforce development strategy. We also pursued:

- increased service targets for MBCPs across the board and a floor level of funding for relatively small rural programs,
- a revision of the unit cost funding formula to more adequately fund particular aspects of the work (particularly partner contact and enhancing the focus on children's safety and needs),
- strategic development of the 'front end' work of engaging men actively referred by police,
- the need to update the NTV minimum standards with additional foci on mandated programs and MFV work by individual practitioners, and
- funding for NTV to provide training and professional development (which we are not currently funded to provide).

FUNDING AND EVENTS

We have been very busy on a range of tasks related to the policy and practice co-ordinator role. Here is a sample:

- we have been successful in obtaining seed funding from the Department of Human Services (DHS) for a national conference on men's behaviour change work to be held in 2012 or 2013; Susan worked very hard on this and in her brief time with NTV made some significant headway in focusing on some of the preliminary logistics for organising such a large event,
- Susan organised a two day practitioners' forum which provided an opportunity for MBCP practitioners to share and discuss areas of innovative practice or particular complexity; the evaluation results demonstrated its considerable worth as a skill-sharing and networking event, and Susan, Danny and myself

worked hard to compile a reader of the forum sessions to make available to the wider sector,

- very well attended professional development events were held with Graham Barnes from the Duluth (USA) Domestic Abuse Intervention Projects (who was in Australia for some events organised by the Outer South Peninsula and East Metropolitan regions), and with Alan Jenkins (organised in conjunction with the Narrative Training Centre), and other professional development events that focused on working with Aboriginal men, working with gay and bisexual men, and on coordinating and managing MBCPs; the latter resulted in two program managers travelling from Queensland to attend.

TRAINING

The provision of training this financial year has included:

- two, two-day trainings for intake workers responding to police L17 referrals for men;
- two, two-day trainings for Community Corrections Officers, and
- training for child protection field workers and executive staff in Western Australia on engaging men who use family violence.

We also provided training for Victorian magistrates on male family violence, and for Western Region Health Centre staff on primary prevention bystander intervention concerning sexist jokes and comments directed towards women. While the latter is a relatively small project, it underscores for us the importance of building our capacity to focus on preventing violence before it occurs. We have no shortage of ideas!

SUBMISSIONS AND CONTRIBUTIONS

Both Danny and I have been very busy providing input into state-wide integration sector reforms, with my focus being particularly on the Strengthening Risk Management Project in relation to the work with men.

Apart from compiling several submissions for relevant enquiries, I have tried to find

some time for writing, including through the Research Corner contributions to NTV Notes, and an article and presentation on intimate partner sexual violence for the Australian Domestic & Family Violence Clearinghouse.

NATIONAL RECOGNITION

Finally, our work continues to be recognised at a national level. In addition to our training work with the Department for Child Protection in Western Australia, we:

- are being contracted to provide training for the Department of Health and Human Services in Tasmania,
- have provided input for the federal Department of Human Services' work to promote effective recognition and response to family violence through Medicare, Centrelink and Child Support Agency offices, and
- have won a tender to develop a practice guide for MBCP work for the NSW Department of Attorney General and Justice.

THE YEAR AHEAD

There are substantial opportunities and challenges for the sector in the year ahead. Not the least of these are the major increases in referrals to programs from courts, police and other statutory authorities, and what this means for program funding and strengthening integration reforms. There are also significant areas of policy and practice that require attention: putting the needs and voices of children more concertedly into the centre of the work, supporting and learning from Aboriginal providers of male family violence services, and strengthening ways to make our programs more flexible to meet the needs, risk levels and responsivity-factors of different men and their families.

Rodney Vlasis
Policy and Practice Co-ordinator

AGM 2010

The No To Violence / Men's Referral Service Annual General Meeting was held on October 26, 2010 at the premises of NTV and MRS. The 2009-10 Annual report and financial report were presented and endorsed.

The following Management Committee members did not require renomination: Don Baker, Michael Brandenburg, Marg D'Arcy, Pauline Gilbert, Karen Weiss and Michael Wilson.

The following Management Committee members were elected unopposed: Margaret Hodge, Cathie Nederveen and Kaye Swanton.

RESOURCES 2010-11

No To Violence provided or sold 88 copies of *Mirrors, Windows and Doors: A Self-help Book for Men about Violence and Abuse in the Home* this financial year. Nine copies of *Journeys in Fatherhood: An Anthology* were sold. *NTV Notes*, the No To Violence monthly newsletter, incorporating *MouthPeace*, the Men's Referral Service newsletter, had a monthly circulation of 360, while 12 copies of NTV's standards manual, *Men's Behaviour Change Work: A Manual for Quality Practice*, were distributed.

TRAINING AND PROFESSIONAL DEVELOPMENT

Swinburne University of Technology and No To Violence / Men's Referral Service have continued the successful partnership in developing and delivering both accredited and non-accredited training to a wide variety of practitioners in the community services sector.

The group facilitation course had strong demand and therefore two courses commenced during this period. Student feedback on the course highlights the co-facilitation with industry experts along with Swinburne as a particularly positive part of the course.

Graduate Certificate of Social Science (Male Family Violence Telephone Counselling)

This course has now been completed and the last group of students will graduate at the end of the year.

Course in Telephone Counselling (Male Family Violence)

After a lot of hard work by all those involved, this new course has been accredited and will commence in the near future. This course is made up of nine accredited units that are recognised nationally and add to the exceptional learning experience of the volunteers at the Men's Referral Service.

Certificate IV in Aboriginal Family Violence Work

This inaugural course has now been completed. Seven students completed the whole course with several others completing several of the units. It is hoped that this course will commence again in the near future.

Common Risk Assessment Framework

Once again Swinburne University, No To Violence and Domestic Violence Resource Centre Victoria, have been successful in being awarded the contract for another three years delivery of this professional development training. A new component of the contract is to imbed the *Risk Assessment Practice Guide 2* into appropriate accredited family violence units at various academic levels of education.

Denise Roberts
A/Senior Educator
Family Violence Courses
Swinburne University of TAFE

GRADUATES

Graduate Certificate in Social Science (Male Family Violence) – Group Facilitation

Elizabeth A.	Kylie K.
Russelle B.	Juli-Ana O.
Graham B.	Michelle P.
Mark B.	Blana R.
Leo C.	Chris S.
Jeannene E.	Trish T.
Amanda G.	Leah V.
Ken H.	Paul W.
Glenda J.	Kathryn W.

Graduate Certificate in Social Science (Male Family Violence) – Telephone Counselling

Nick A.	John J.
Brad B.	James M.
James B.	Lazarus P.
Milun B.	Mahesh R.
John C.	Stephen S.
Matthew D.	Gowreharan T.
Jon D.	Mark V.
Gerard F.	Kevin W.
Luis G.	Denis W.
Steve H.	

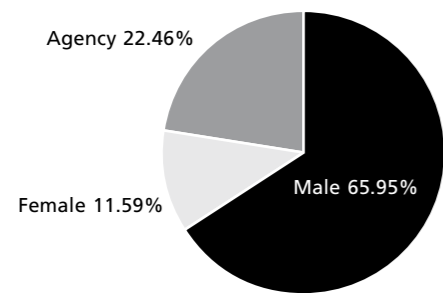
ACTIVE MEN'S REFERRAL SERVICE TELEPHONE COUNSELLORS 2010-11

Nick A.	Steve G.	George R.
Sam A.	Frank H.	Matthew S.
Brad B.	Jason H.	Geoff S.
Carl B.	Steve H.	Alister S.
James B.	Jack I.	Raymond S.
Milun B.	David J.	Stephen S.
Paul B.	Tristan J.	Joe S.
David B.	John J.	Ian T.
Sam B.	Colin L.	Gowreharan T.
Trevor B.	Peter L.	Gordon T.
Rainer B.	James M.	Marc T.
Roy C.	Don M.	Mark V.
John C.	Terry M.	Fred W.
Matthew D.	Zac M.	Kevin W.
Alex D.	Brian	Clint W.
James D.	Peter O.	Denis W.
Jon D.	John O.	Neil W.
Mike E.	Liam O.	Lee Y.
Gerard F.	Guy P.	Leon Z.
Luis G.	Lazarus P.	David Z.
Ian G.	Mahesh R.	

AFTER-HOURS SERVICE INTAKE WORKERS

Joel A.	Ian G.	Joe S.
Carl B.	Frank H.	Gordon T.
Mark B.	Colin L.	Brett T.
Milun B.	Peter O.	

THE MEN'S REFERRAL SERVICE 2010-11 FACTS AND FIGURES



Total calls for 2010-2011

2640 calls were responded to by the Men's Referral Service during the 2010-2011 financial year. 84 percent of all calls were primarily concerning family violence.

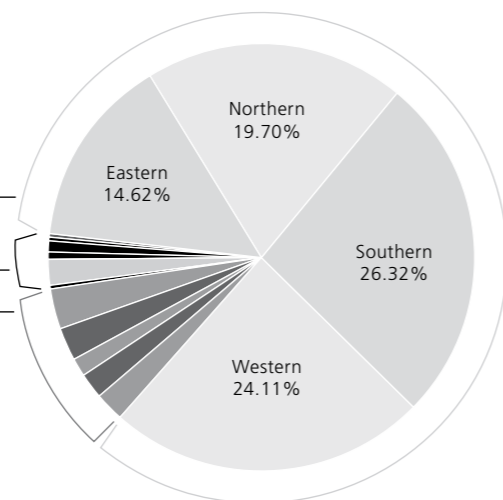
Regions from which MRS calls originate

85 percent of all MRS calls originated from Melbourne metropolitan area, around 11 percent from regional Victoria and around four percent from interstate.

Interstate 4.02%
 ACT 0.12
 NSW 2.09
 NT 0.08
 QLD 0.43
 SA 0.75
 TAS 0.47
 WA 0.08

Melbourne metropolitan regions 84.75%

Regional Victoria 11.23%
 Barwon South Western 2.21
 Gippsland 1.97
 Grampians 1.46
 Hume 2.44
 Loddon Mallee 3.15



MRS WOMAN CALLER PROFILE

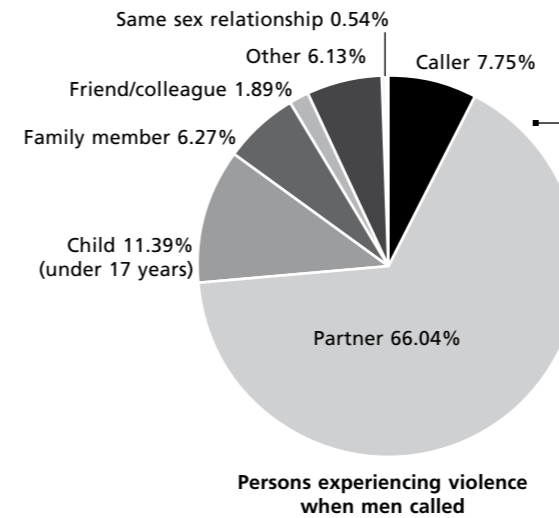
A 25 year old woman rang the service seeking help for her partner. The caller told the Telephone Counsellor that she was looking for 'anger management' for her partner. Her partner had a history of drug and alcohol abuse and had been violent to the caller.

During the first part of the call, the Telephone Counsellor listened intently to the caller taking on her partner's help-seeking and her insistence on talking about her partner. By being gently assertive, the Telephone Counsellor was able to make the focus of the call the safety of the caller and her very small child aged nine months.

By being able to talk about herself for the first time in a long while, the caller revealed a four year history of violent abuse by her partner and her attempts on a number of occasions to leave her partner. On each of the three times the caller attempted to leave,

she was followed by her partner and coerced back to the family home. The Telephone Counsellor asked about the caller's supports and found that she did not have any, as she had left her family home in Western Australia to be with her partner and had severed all ties with her own family. The caller was not working and was totally dependent on her partner for income.

The Telephone Counsellor was able to provide the caller with the details of the state benefits she was eligible for and how to apply. Finally, the Telephone Counsellor was able to have a conversation with the caller about developing a safety plan for herself and child, and gave her the contact details of Women's Domestic Violence Crisis Service Victoria (WDVCSV), WIRE – Women's Information, the family violence outreach service for her area and the Women's Legal Service.

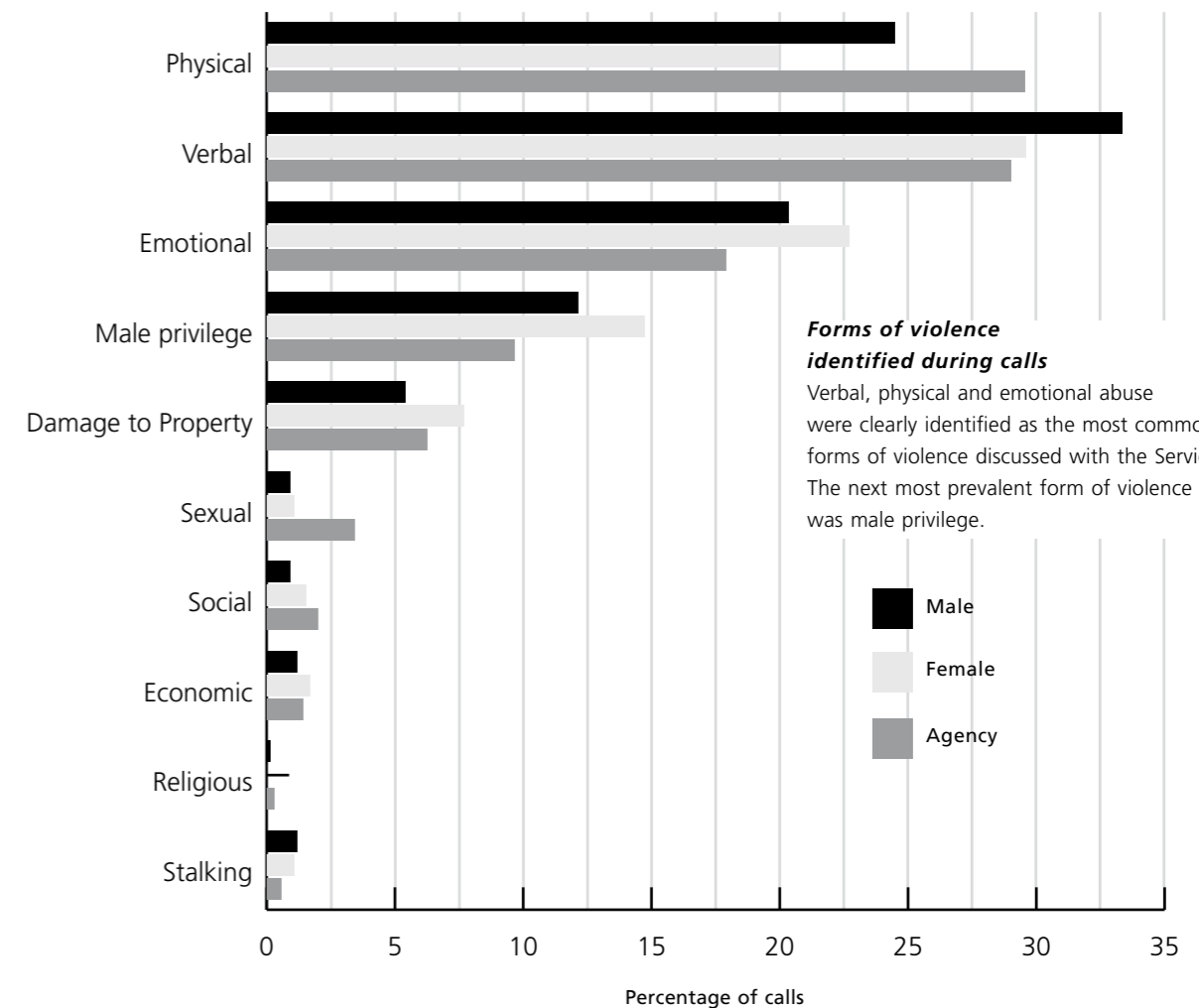


Family violence concerns for male callers

66 percent of all male callers spoke about their own use of violence towards others. 54 percent had used violence towards their partner or former partner.

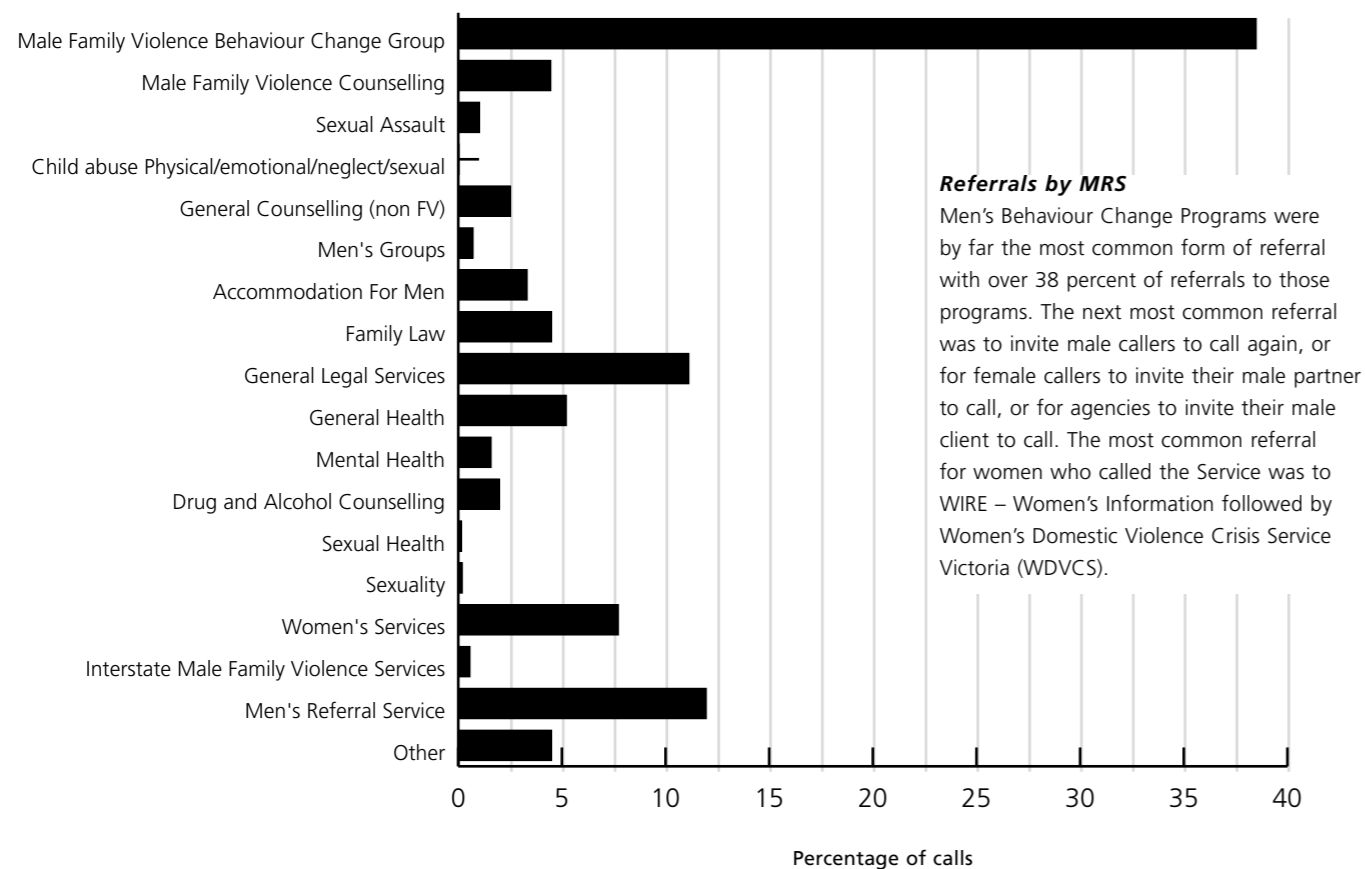
Who was using violence when women called

Almost one in two female callers were concerned about their partner's use of violence, while almost one in three were concerned about an adult family member's (other than their partner) use of violence.



Forms of violence identified during calls

Verbal, physical and emotional abuse were clearly identified as the most common forms of violence discussed with the Service. The next most prevalent form of violence was male privilege.



Referrals by MRS
Men's Behaviour Change Programs were by far the most common form of referral with over 38 percent of referrals to those programs. The next most common referral was to invite male callers to call again, or for female callers to invite their male partner to call, or for agencies to invite their male client to call. The most common referral for women who called the Service was to WIRE – Women's Information followed by Women's Domestic Violence Crisis Service Victoria (WDVCS).

MRS MALE CALLER PROFILE

A 37 year old male rang the service during the year. He had been in a relationship for 15 years and the couple had three children. The caller made the call midweek following a violent incident over the previous weekend. The caller told the Telephone Counsellor that there had been a long build up of tension between himself and his partner and that the couple had separated on a number of occasions. The caller went on to inform the Telephone Counsellor that the police had been called to the family home and that he had been arrested and removed from the family home.

The caller was making the call from the waiting room of the local Magistrates Court, where he was facing assault charges and the police were applying to the magistrate for an intervention order. As part of the order, the man agreed to a condition to contact the Service, get referrals to Men's Behaviour Change Groups and return to the court with the details of the referrals given.

Given that the Telephone Counsellor had very little time to engage with the caller, the referrals were given and the caller agreed

to phone the Service the following day, which he did. During the second contact that the caller had with the MRS, the caller revealed he had been served with a 12 month intervention order which named his children along with his partner. The caller told the Telephone Counsellor that he had been offered an assessment interview at an agency which facilitated an open-entry group in three days time. On the second call, the Telephone Counsellor was able to obtain much more detail about the violent incident from the caller, and his responsibility for the behaviour he had used both before and during the incident. As the caller was 'couch surfing' at the time, the Telephone Counsellor was also able to provide him with details of the Metro Homeless Network and other accommodation agencies.

Finally, during the second call, the Telephone Counsellor was able to step the caller through the conditions of the intervention order and the importance of the safety of the caller's partner and children.

How callers found the Men's Referral Service

Men who called were most likely to have obtained the MRS phone number from court procedures, followed by the intervention order booklet; community agencies, the police, and the internet were third, fourth and fifth respectively. Women who called obtained the phone number from community agencies, followed by the MRS website and the Intervention Order booklet.

Child witnesses to violence

15 percent of calls regarding family violence identified that one or more children had witnessed incidents of violence. This compares to 17 percent the previous year.

Child abuse

The Men's Referral Service responded to 99 calls involving child abuse (either physical, emotional, sexual or neglect). This represents around four percent of all family violence calls.

Suicide raised as an issue during the call

Suicide was raised as an issue during 78 calls from men. In the previous year, 80 callers raised suicide as an issue.

Criminal or civil action

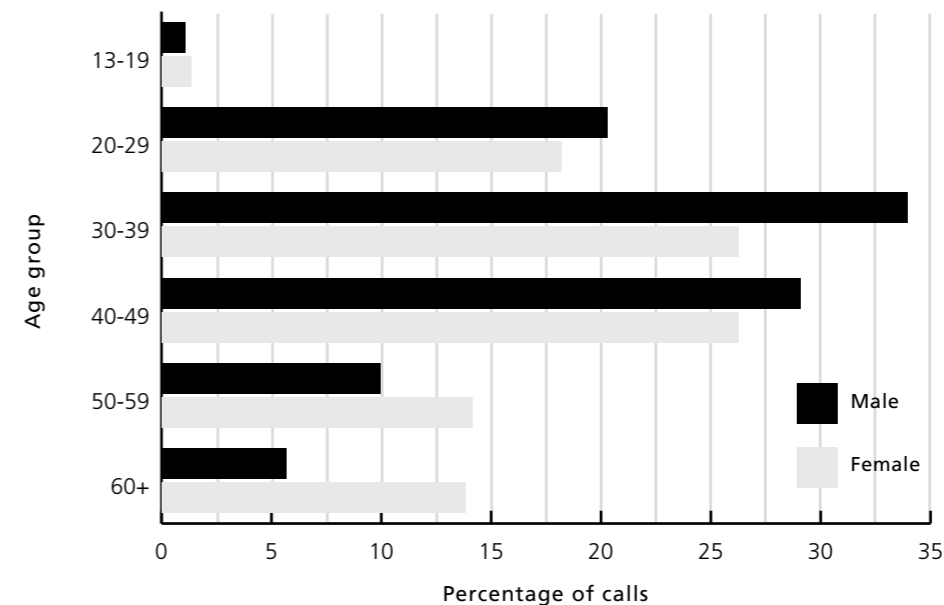
MRS noted that in 34 percent of calls involving family violence, an interim or full intervention order had been made. This is down from 41 percent the previous year.

Non-family violence issues

In 16 percent of calls to the Service, family violence was not raised as an issue. Non-family violence issues include relationship and separation issues, substance abuse and health concerns.

Ethnicity

Around 13 percent of callers to MRS identified as being from a non-English speaking backgrounds, up from 12 percent the previous year.



Age of MRS callers

For both men and women, the greatest proportion of calls were from people aged 30 to 39, followed by those aged 40 to 49. More than half the men and women who called MRS were from these two age groups. Again, a higher percentage of women than men over the age of 50 called MRS.

NTV AND MRS FINANCIAL REPORTS

FOR THE YEAR ENDED 30 JUNE 2010

Extracts of key sections of the audited accounts are included in this report. A full set of the audited accounts will be provided on request.

VICTORIAN MEN'S BEHAVIOUR CHANGE PROGRAMS 2010-2011

Bairnsdale	Gippsland Lakes Community Health	Men's Behaviour Change Program
Ballarat	Child and Family Services	Men's Behaviour Change Program
Bayswater	Anglicare Yarra Ranges	Men's Behaviour Change Program
Bendigo	Loddon Campaspe (Bendigo)	Men's Behaviour Change Program
Boronia	Relationships Australia (Vic)	Men's Behaviour Change Program
Box Hill	Whitehorse Community Health Service	Men Making Change
Echuca	Centacare Echuca	Men's Business
Epping	Plenty Valley Community Health	Men's Behaviour Change Program
Frankston	LifeWorks Relationship Counselling and Education Services	Men's Behaviour Change Program
Frankston	Peninsula Health Community Health	MENS (Men Exploring Nonviolent Solutions)
Geelong North	Bethany Community Support	Men's Behaviour Change Program
Healesville	Yarra Valley Community Health Service	Time For Change - A Men's Program About Anger
Hoppers Crossing	LifeWorks Relationship Counselling and Education Services	Men's Behaviour Change Program
Horsham	Grampians Community Health	Men's Behaviour Change Program
Hughesdale	Monash Link Community Health Centre	Men's Responsibility Group
Kew	Relationship Australia (Vic)	Inroads
Leongatha	Gippscare	Men's Options Program
Lilydale	Anglicare Yarra Rangers Family Services	Men's Behaviour Change Program
Melbourne	LifeWorks Relationship Counselling and Education Services	Men's Behaviour Change Program
Melton	Djerriwarrh Health Services	Men's Program: A service for men who use violence and abuse in their families
Moe	Latrobe Community Health Service	Men's Shed Project
Mornington	Peninsula Health Community Health	MENS (Men Exploring Nonviolent Solutions)
Narre Warren	Relationships Australia (Vic)	Time for Change
Pakenham		Heavy METAL: Men's Education Towards Anger and Life
Reservoir	Kildonan Child & Family Services	Men's Behaviour Change Program
Sandringham	Family Life	MATES (Moving Ahead To Establish Changes)
Seymour	Mitchell Community Health Service	Men's Behaviour Change Program
Shepparton	Relationships Australia (Vic)	Home Improvements for Men
South Yarra	Victorian AIDS Council	Revisioning: A Gay Men's Behaviour Change Program
St Kilda	Inner South Community Health Service	Men's Responsibility Program
Sunbury	Sunbury Community Health Centre	Men's Business Group
Sunshine	Relationships Australia (Vic)	Men's Behaviour Change Program
Wangaratta	Ovens and King Community Health	Men's Behaviour Change Program
Warrnambool	Brophy Family and Youth Services	Men's Behaviour Change Program
Wodonga	Upper Hume Community Health Service	Men's Behaviour Change Program
Wonthaggi	Gippscare	Men's Options Program

**NO TO VIOLENCE MALE FAMILY VIOLENCE PREVENTION ASSOCIATION INC.
INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2011**

INCOME & EXPENDITURE

	2011	2010
	\$	\$
INCOME		
Grants	120,252	134,899
Training Services	48,809	15,506
Membership Fees	3,060	9,974
Sales	2,737	8,408
Interest Received	6,590	3,456
Donations	500	1,100
	181,948	173,343
EXPENDITURE		
Cost of Goods Sold	4,804	1,810
Staffing Costs	76,513	75,917
Occupancy & Utilities	37,072	32,931
Office Administration	13,591	12,482
NTV Journal/NTV Notes	11,466	11,579
Promotion	412	1,168
NTV Publications	58	180
NTV Training	29,443	16,568
Grad Cert BCG Group Facilitators	12,799	5,848
One-off Grant Expenses	-	15,836
	186,158	174,319
Profit before income tax	(4,210)	(976)
Income tax expense	-	-
Profit after income tax	(4,210)	(976)
RETAINED PROFITS AT THE BEGINNING OF THE FINANCIAL YEAR	63,607	64,583
RETAINED PROFITS AT THE END OF THE FINANCIAL YEAR	59,397	63,607

BALANCE SHEET AS AT 30 JUNE 2011

	Note	2011	2010
		\$	\$
CURRENT ASSETS			
Cash	3	266,494	228,490
Inventory		6,694	10,291
Trade and other receivables	4	47,350	1,914
TOTAL CURRENT ASSETS		320,538	240,695
NON-CURRENT ASSETS			
Property, plant and equipment	5	231	288
TOTAL NON-CURRENT ASSETS		231	288
TOTAL ASSETS		320,769	240,983
CURRENT LIABILITIES			
Trade and other creditors	6	24,554	21,329
Amounts received in advance	7	194,049	109,597
Provisions	8	3,199	9,998
TOTAL CURRENT LIABILITIES		221,802	140,924
NON-CURRENT LIABILITIES			
Provisions	8	14,220	11,102
TOTAL NON-CURRENT LIABILITIES		14,220	11,102
TOTAL LIABILITIES		236,022	152,026
NET ASSETS		84,747	88,957
MEMBERS' FUNDS			
Retained profits		59,397	63,607
Reserves	9	25,350	25,350
TOTAL MEMBERS' FUNDS		84,747	88,957



**MEN'S REFERRAL SERVICE INC.
INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2011**

INCOME & EXPENDITURE

	Note	2011	2010
		\$	\$
INCOME			
Grants		741,030	735,446
Donations		1,500	5,305
Training Income		510	13,940
Service Charges to AHS		27,100	-
Service Charges to NTV		30,035	40,592
Interest Received		6,595	5,052
Transfer from Provisions		31,033	-
Sundry Income		9,614	1,533
		847,417	801,868
EXPENDITURE			
Staffing Costs		605,281	523,411
MRS Operations		49,862	43,884
Office Administration		47,334	34,238
Occupancy & Utilities		102,961	97,201
Promotion		15,072	10,755
Training		28,911	110,114
		849,421	819,603
Profit before income tax		(2,004)	(17,735)
Income tax expense	2	-	-
Profit after income tax		(2,004)	(17,735)
RETAINED PROFITS AT THE BEGINNING OF THE FINANCIAL YEAR		52,647	70,382
RETAINED PROFITS AT THE END OF THE FINANCIAL YEAR		50,643	52,647

**MEN'S REFERRAL SERVICE INC.
BALANCE SHEET AS AT 30 JUNE 2011**

	Note	2011	2010
		\$	\$
CURRENT ASSETS			
Cash	3	186,151	207,955
Trade and other receivables	4	13,783	-
TOTAL CURRENT ASSETS		199,934	207,955
NON-CURRENT ASSETS			
Property, plant and equipment	5	69,357	86,779
TOTAL NON-CURRENT ASSETS		69,357	86,779
TOTAL ASSETS		269,291	294,734
CURRENT LIABILITIES			
Trade and other creditors	6	44,733	50,559
Provisions	7	115,566	138,743
TOTAL CURRENT LIABILITIES		160,299	189,302
NON-CURRENT LIABILITIES			
Provisions	7	32,864	27,300
TOTAL NON-CURRENT LIABILITIES		32,864	27,300
TOTAL LIABILITIES		193,163	216,602
NET ASSETS		76,128	78,132
MEMBERS' FUNDS			
Retained profits		50,643	52,647
Reserves	8	25,485	25,485
TOTAL MEMBERS' FUNDS		76,128	78,132

NTV PRODUCTS AND SERVICES

*Tick the NTV products and services that you would like information about.
Please copy and fax this form to NTV on (03) 9428 7513.*

**Mirrors, Windows & Doors:
A Self-Help Book For Men About
Violence And Abuse In The Home**

“The book is a major step forward in our thinking about violence prevention, because it addresses men who use violence and abuse ...Mirrors, Windows and Doors has a place in every home... It could and should find its way to every social worker’s bookshelf, and to the bookshelves of our colleagues from other disciplines. Get a copy, and then lend it out frequently.”

Frank Donovan, Victorian social worker

**Journeys in Fatherhood:
an Anthology**

“This collection speaks of father’s responsibilities, their delights and struggles in a way that never ignores children. Nor does this collection excuse abusive parenting, but instead explores the ways that dads can and do change”.

Domestic Violence and Incest
Resource Centre

**Men’s Behaviour Change Group
Work: Minimum Standards and
Quality Practice**

The No To Violence Standards Manual includes guidelines covering 35 major practice areas relating to Men’s Behaviour Change Programs, including program length, content, (former) partner contact, assessment, qualifications for group

facilitators, mandatory clients, evaluation, networking and development of reference/steering groups.

The Minimum Standards are recognised by the Victorian Government Department of Human Services and adherence to the standards are a criteria for funding of Men’s Behaviour Change Programs under the Victorian Government.

The Standards Manual was a winner of the 1995 Australian Heads of Government Australian Violence Prevention Award Certificate of Merit.

Membership of No To Violence

Membership entitles individuals and organisations to:

- the monthly *NTV Notes* newsletter, including *MRS MouthPeace*,

- the biannual NTV Journal,
- free access to NTV professional development seminars,
- representation, support and advocacy by NTV.

Membership also greatly assists NTV in continuing to advocate for greater support for working with men to end their use of violence and abuse towards family members.

Training

NTV offers two streams of the Graduate Certificate of Social Science (Male Family Violence), the only stand-alone qualification for working in family violence prevention in Australia:

- Men’s Behaviour Change Group Facilitation,
- Telephone Counselling.

Name _____

Organisation _____

Address _____

Phone () _____

Email _____



NTV — No To Violence, the Male Family Violence Prevention Association, is the Victorian statewide peak body of organisations and individuals working with men to end their violence and abuse against family members.

NTV members come from a wide range of professional and community backgrounds and work in a range of settings including government, community based settings as well as private practice.

Activities of members include providing male family violence Men's Behaviour Change Programs, counselling services to men and their families, as well as educational activities within the broader community directed at preventing male family violence.

In working to prevent male family violence, NTV resources service providers through training and professional development services, service and educational resources, research and policy development and sector advocacy.

NTV Incorporated Association
Number A0030428G

NTV provides a statewide male family violence telephone counselling, information and referral service — the Men's Referral Service. The Men's Referral Service operates as the central point of contact for men in Victoria who are making their first moves towards taking responsibility for their violent and abusive behaviour. The service also receives calls from women seeking assistance on behalf of their partners, male family members or friends, as well as from agencies seeking assistance for their male clients.

**The Men's Referral Service
operates 9am–9pm weekdays.**

Telephone: **(03) 9428 2899**

FreeCall (Victoria Only): **1800 065 973**

MRS Incorporated Association
Number MRSA0035353N

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