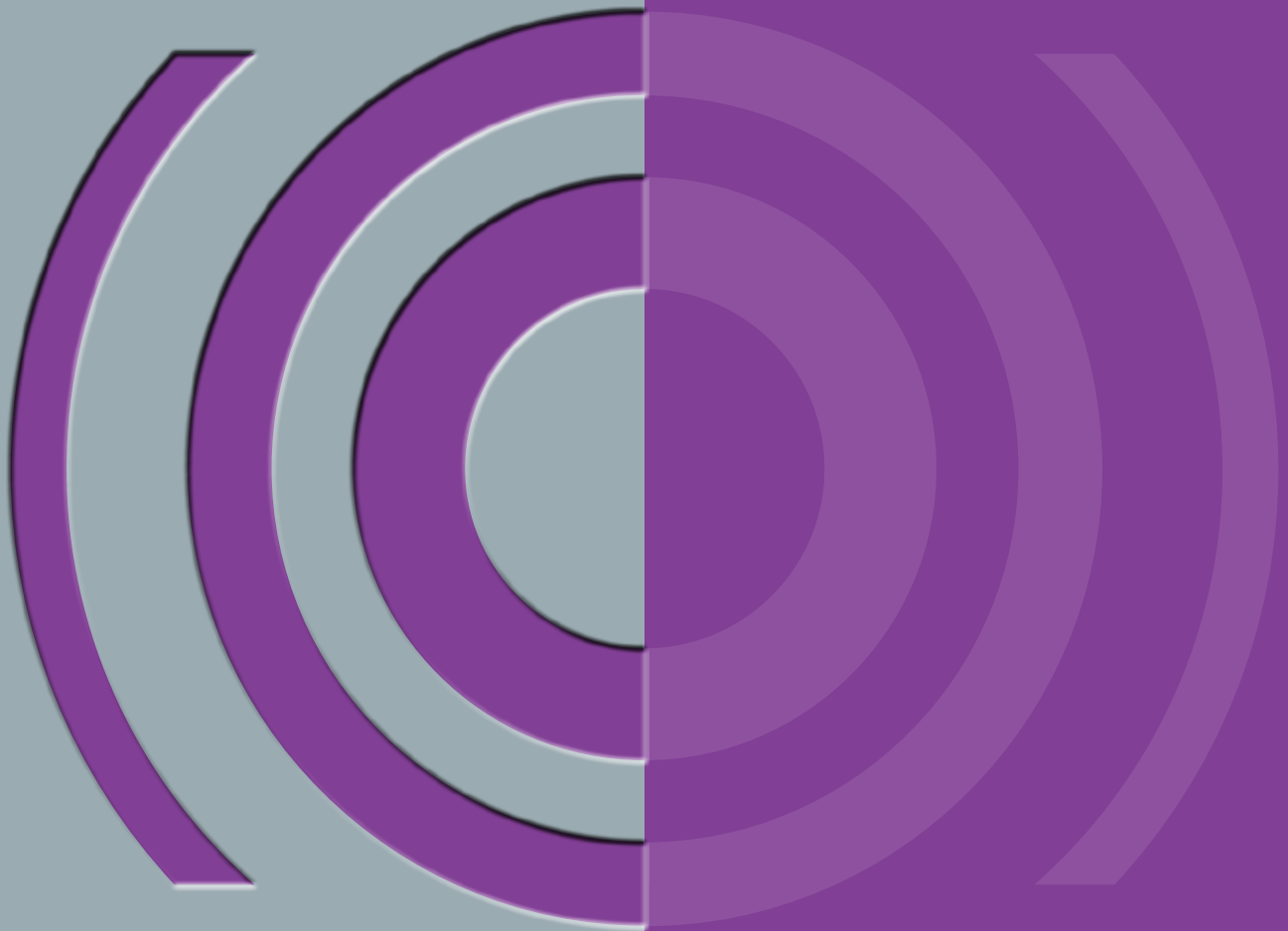




**Annual
report**

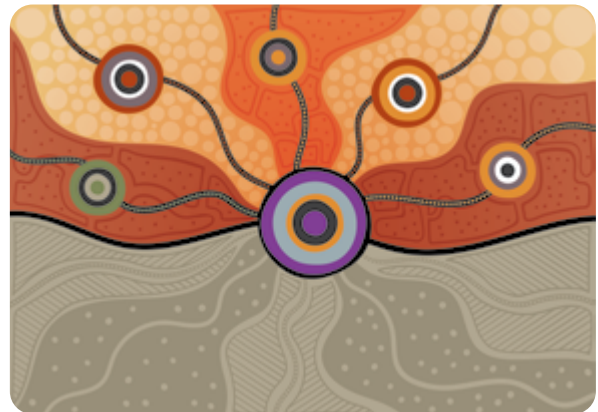
2024-25

Acknowledgements

No to Violence acknowledges First Nations Peoples across these lands; the Traditional Custodians of the lands and waters.

We pay respect to all Elders, past, present and emerging. We acknowledge a deep connection with Country which has existed over 60,000 years.

We acknowledge that sovereignty was never ceded, and this was and always will be First Nation's land.



No to Violence would like to acknowledge the bravery of victim survivors who have had the courage to come forward and share their experiences, as well as those who have not been able to.

We acknowledge the importance of their contributions to the work we do.

No to Violence is dedicated to creating an inclusive environment for everyone, where every employee and service user is treated with dignity and respect. These human rights values are upheld for everyone, regardless of differences in our individual characteristics and traits such as cultural background, age, ethnicity, race, faith, beliefs, religion, ability, sexual orientation, intersex status, or gender identity, as well as gender expression, parental status, marital status, neurodiversity, or physical appearance.

We are committed to building a diverse and inclusive workplace. We pledge to cultivate a workplace culture that is safe, accessible, fosters inclusiveness, promotes diversity and celebrates the unique skills and qualities of all our employees.

We're united by NTV's values, and we celebrate our unique differences.



ABN 64 524 175 321 | ACN 625 397 944

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Who we are

No to Violence is the national peak body for organisations and individuals committed to ending men's family violence.

For more than 30 years, NTV has worked to develop and support safe and effective interventions for men using family and domestic violence.

We provide immediate engagement and counselling 24 hours a day, 365 days a year and the national front door to men's behaviour change programs through the Men's Referral Service.

Through all our contacts with men we provide referrals and create pathways to change for men who use family violence. Our innovative and evidence-based services are grounded in the diversity and complexity of people's lives and aim to provide responses that are just as diverse as our communities.

We provide workforce training, sector development and advocacy across the family violence sector, and we also work directly with men who use family violence through a range of engagement, brief interventions and referral services.

We collaborate closely with our members and supporters across all states and territories to influence important policy issues and professional practice and to change community attitudes – all of which are pivotal to stopping men's family violence in Australia.

We are committed to building ways forward for individuals, families, communities and governments to learn, grow and work together to break cycles of family violence; to building our knowledge base to better understand pathways and drivers into and out of violence; and to creating transformative ways of preventing people from using violence and creating respectful relationships.

1 in 3 men
report using some
form of intimate
*partner violence.**

1 in 4 women
are estimated to be
victim-survivors of intimate
*partner violence.***

**Ten to Men: The Australian Longitudinal Study on Male Health, 2025*

***Australian Bureau of Statistics, 2023*



Message from the CEO & Chair

Phillip Ripper & Tim Lo Surdo



The past year has been one of renewal and growth at NTV - a year in which we strengthened our foundations, supported our people, and built new partnerships to advance our shared mission to end men's use of family violence.

NTV underwent significant change in 2024-25 as we adjusted our structure to maximise our strengths and impact. Building a culture where people feel supported, valued, and able to do their best work has been a major priority this year, and our 2025 Employee Engagement Survey shows we are making strong progress. We were delighted with a participation rate 24% higher than the previous year and with improvement across nearly every area of the survey. Our annual staff turnover declined to its lowest level on record, with almost twice as many staff now stating that NTV 'is a great place to work' compared with the previous year.

As we conclude our 2021-25 Strategic Plan, we are working closely with staff, members, and partners to shape the next chapter of NTV's impact. Over the next five years we will strengthen our leadership as the national peak body, deepen our partnerships, and engage more men to take responsibility for change. Together we will grow a movement that drives social, systemic, and cultural change so every family, in every community, can live free from violence. We look forward to sharing the new plan with you in early 2026.

The NTV team is made up of people based across Australia, working alongside specialist services, members, policymakers, and communities in each jurisdiction with passion and diligence. Across every area of our organisation – leadership, workforce and sector development, advocacy, policy and research, services, communications and marketing, finance and corporate support – our people are united by a shared goal: ending men's use of family violence. We are deeply grateful for the skill, dedication, and care our team brings to this work every day.

To our funders and supporters, thank you for partnering with us to create a society where respect, equality, and safety are non-negotiable for all.

To our members, the work you do every day - helping men take responsibility for their actions and supporting them to make safer choices for those they love - is vital to breaking cycles of violence. We are proud to stand alongside you as we continue to push for radical, lasting change.

We also thank our voluntary Board for their wisdom and generosity, and in particular acknowledge outgoing Directors Sue Clifford and Joshua Smith for their service and leadership.

We step into the year ahead with gratitude for all who share this work and determination to build on the progress we have made together, moving us closer to a future where safety and respect are a reality for every family.



Working with Men

"I need help. I know I scared my kids... I want to be able to see them."

NTV operates the Men's Referral Service - a 24/7 national counselling, information and referral service for men who are ready to start a conversation about changing their behaviour.

In FY24-25 the Men's Referral Service received

**11,917 calls
and
476 webchats**

Who can call the Men's Referral Service?

- Men who are seeking support to change their behaviours.
- Family members who are impacted by a man's use of violent and abusive behaviours.
- Friends, family or colleagues of men who may be using family violence and wanting to know how to best support them.
- Professionals working with men who are using violence or family members impacted by violence and seeking secondary consultation.

Feedback from clients who accessed the Men's Referral Service

"Excellent service... I felt heard and very well supported. Thanks Team."

"You gave me support when I was at my lowest. And gave me a platform to recover and come out of this a better person."

"That was life changing."

"My counsellor took his time to understand when I explained I want to better myself and learn some new tools... and provided different referrals. He was excellent."

Brief Intervention Service counsellors provided multisession support to

**838 clients
across
4,325 sessions**

The Men's Referral Service and Brief Intervention Service are national services operated by No to Violence and funded by the Australian Government Department of Social Services.

Calls from People Using Violence

Jay contacted the Men's Referral Service for support, stating he had hurt his partner by throwing a remote control towards them. He stated that he has previously pushed and thrown items at his partner.

Jay stated this incident was preceded by him experiencing "intense feelings, stress and a lot of tension." Jay acknowledged his behaviour had been recently escalating.

The Men's Family Violence Counsellor speaking with Jay discussed family violence as a choice. Jay was provided with a referral to a local Men's Behaviour Change Program and was also referred internally to the Brief Intervention Service. The Counsellor advised Jay to contact the Men's Referral Service when he feels like this.

Calls from Affected Family Members

Mary rang stating she would like to talk about her son and his wife as there were things "happening there".

Mary stated her son was suspended from work over a year ago and he hadn't been coping well since, and more recently there had been a lot of arguments and fighting between her son and his wife. Mary stated that her son had talked about taking his life. Mary wanted to know whether we would be able to support her son.

The Counsellor advised Mary that if her son was to call the Men's Referral Service, we would have a conversation with him, but the conversation would be led by him, and we would do our best to provide appropriate services. The Counsellor suggested that Mary also talk to services for herself as her son's behaviour was also impacting her.

Calls from Service Providers

A NSW Community Corrections Officer called seeking information about Men's Behaviour Change Programs available in her area. The worker stated that she had referred her client to two Men's Behaviour Change Programs, however the waiting lists were around 6 months. The Counsellor provided the worker with two other Men's Behaviour Change Program contacts in the locale and talked through the Brief Intervention Service. The worker then went onto the NTV website and made a referral for her client to the service.



Support for Sector, Workforce and Community Across Australia

*"I can work one on one with a man and do a lot of great work with him; however, **if his boss or his colleague or his best mate says something about his behaviour, that is so much more powerful than me.** So, the more people we can educate and train and build capacity in this area, the more that we can make a difference."*

Liz, Training Manager

No to Violence's Workforce Development team offers training and professional development to all organisations committed to ending men's use of violence and abuse. This includes specialist family violence professionals, integrated service providers, and private, public, and community organisations.

Our evidenced-based training programs are delivered by professionals with extensive practice and teaching experience in the domestic and family violence space.

We support, upskill and uplift our community through facilitating communities of practice, fostering men's behaviour change program facilitator networks, sharing knowledge and listening to lived experience in the sector.

In FY24-25 the NTV training team delivered:

- 338 Family Violence Multi-Agency Risk Assessment and Management Framework sessions to **5,620 participants**
- 39 sessions of public training, including: The Five Essential Discussion Tools, Introduction to Working with Adolescents and Young Men Using Intimate Partner Violence (with YSAS) and Engaging Dads Who Use Family Violence, to **572 participants**
- Custom training for **17 organisations**





"You could see that they had experience in the space that they work in; it's nice to be trained by people who know what they're talking about."

*Participant,
NTV custom training*

In FY24-25 the NSW Sector Development Team facilitated:

- 6 NSW Men's Behaviour Change Network Meetings for **221 attendees**
- 22 Communities of Practice for **248 practitioners** in NSW
- 22 NSW Risk, Safety and Support Framework Implementation meetings for **397 attendees**

NTV's Sector Development team works to translate evidence into best practice and collect, review and share practice-based evidence and outcomes across the sector. The team offers advice, guidance and consultation on working with men who use family violence to support best practice nationally across the sector.

NTV is funded as the Secretariat to the NSW Men's Behaviour Change Network – operating regular Men's Behaviour Change Network meetings and communities of practice to support the sharing of practice wisdom and experience and uplift the sector. NTV also promotes sector growth by supporting pre-registered men's behaviour change program providers in NSW.

Over the FY24-25 year, the NTV team were pleased to present and participate in conferences, forums and major sector and community events around Australia. We're proud to partner on national awareness campaigns – such as DrinkWise, promoting the Men's Referral Service and men's behaviour change to men and families in football and rugby grand final season.



NTV 2024 Conference

*"The more conversations we have, the more likely that people who use family violence are to reach out for help. **We need to have the conversation**, we need to have the resources and we need to have the skills to identify and respond to family violence when we know it's happening."*

No to Violence's 2024 Conference: Leading Radical Change discussed practice and masculinities thought leadership. Held in Melbourne over four exciting days in September 2024, delegates engaged in practice discussions, workshops, research presentations and learning opportunities; diversity was embedded across the program and we platformed the voices of children and young people. Training workshops kickstarted the conference, providing delegates an invaluable opportunity to learn directly from sector-leading practitioners and researchers.

With around 500 delegates attending in person and virtually, the NTV 2024 Conference: Leading Radical Change was NTV's biggest national conference in our long history.

We were thrilled to host an event that saw people from different sectors right across the country collaborating, sharing experiences and having critically important conversations about ending men's use of family violence. We are grateful to all who contributed and attended, making the event a great success.

We look forward to continuing these important conversations and progressing our shared goals at our next national conference in Hobart in March 2026.



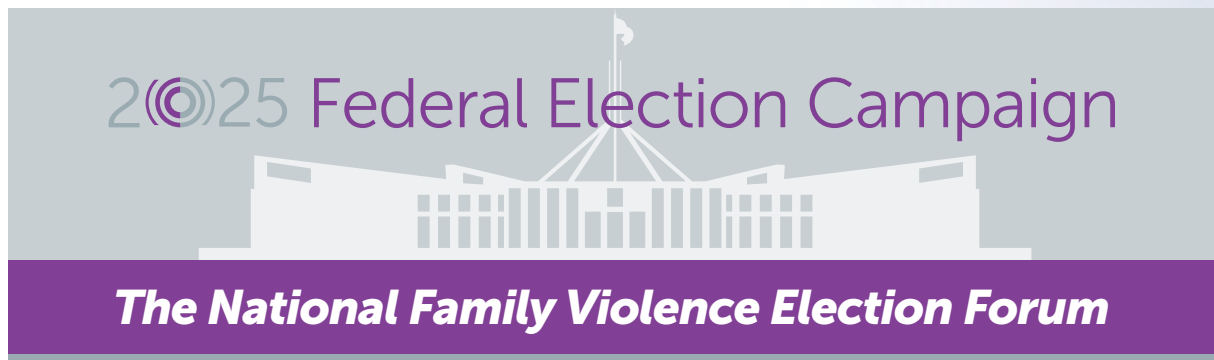
Amplifying Our Members' Voices Through National Advocacy

In the lead up to the federal election in May 2025, voters sent a clear message to our national leaders resoundingly rejecting divisive politics.

While we were disappointed that domestic, family and sexual violence failed to gain meaningful attention in the mainstream campaign coverage or from major political parties, we were heartened by the powerful mobilisation of the sector.

No to Violence's special Federal Election Forum drew over 1,100 individuals and organisations from across the country, and featured senior voices from across the political spectrum; while our joint campaign letter to the incoming government attracted more than 100 endorsements.

This groundswell of support demonstrates that we are building a broad social movement for change – one that we at No to Violence are committed to ensuring does not lose momentum.



"Please bring us all together again - we can ALL work together on this regardless of political party inclinations."

Federal Election Forum Attendee



New South Wales State Budget

The 2024/25 NSW State Budget was a positive step towards delivering the investment needed to end our domestic and family violence crisis. It delivered an additional \$2.5 million per year (\$10 million over four years) for Men's Behaviour Change Programs, in addition to the \$230 million emergency package announced in May 2024. We would like to thank all of you who played a role in our advocacy to help build the case for this vital funding boost.

The Pathways Project

In 2025, we were able to commence an exciting 12-month project funded by the Snow Foundation: "Pathways out of using violence: Advancing transformative ways of ending men's violence."

The project aims to support advocacy to build a robust, integrated framework for the continuum of responses for men using violence that are needed to reduce and end domestic, family and sexual violence. The project's findings will help the sector to advocate to governments and funders to grow a sustainable, long-term funding landscape that embeds the broader continuum of responses within an integrated and impactful service system.

The project centres practice-based knowledge to:

- develop an explorative map of current responses to men using domestic and family violence around Australia, including an overview of different types of interventions and an analysis of the barriers and opportunities to realising an integrated and impactful continuum of responses to people using violence.
- explore practitioner insights into different ways of working with men using family violence, to deepen our understanding of the continuum of responses required for an integrated and impactful system responding to men's domestic and family violence. This includes exploring practitioners' understandings of the individual, community and broader social and systemic enablers and barriers to reducing and ending domestic and family violence across the continuum of responses.

The project's findings will be launched in March 2026.

We thank the Snow Foundation for their support of this project and for generously hosting a federal Ministerial meeting held in Sydney to present and discuss our national election joint letter on 27 June 2025.

Our Priority National Initiatives to Stop Family Violence at the Source

The following **five key priorities** were co-signed by over 100 organisations and individuals from around Australia in the lead up to the federal election:

1. **Developing a dedicated strategy to stop violence at its source**
Ask: Commit to developing a national strategy to end perpetration of family violence.
2. **Building resources to ensure systems and communities can stop violence at the source**
Ask: Establish a National Knowledge Hub focused on people using violence.
3. **Advancing transformative ways of ending violence**
Ask: Expand the federal Innovative Perpetrator Response initiative.
4. **Address the ongoing colonial violence towards Aboriginal and Torres Strait Islander women and children**
Ask: Invest in First Nations community controlled self-determined solutions.
5. **Fund the domestic, family and sexual violence frontline to thrive**

We will continue to create opportunities to advocate for these priorities on behalf of our members and community.



Board of Directors



TIM LO SURDO - Chair

B. Law

Board member since 2021

Special Responsibilities:

Finance & Audit Sub-Committee;
Corporate Governance Sub-Committee



SARAH RAINBIRD - Deputy Chair

B. Comm, LLB (Hons), Grad Cert Arts
Management and Grad Cert in Public Art

Board member since 2019

Special Responsibilities:

Finance & Audit Sub-Committee



DEBRA FILIPPIN

B. Arts (Hons in Japanese), Master of Laws,
Asialink Leaders Program

Board member since 2021

Special Responsibilities:

Corporate Governance Sub-Committee



JILLY CHARLWOOD

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Studies), B. Comm, Diploma (Chinese),
Grad Dip Leadership & Management

Board member since 2021

Special Responsibilities:

Chair of Corporate Governance Sub-Committee



NATASHA FOSTER

B. Arts (English and Communications
Studies), B. Law (LLB)

Board member since 2023

Special Responsibilities:

Chair of Quality, Risk & Safety Sub-Committee;
Finance & Audit Sub-Committee



KRISTIN HAYNES

B. Law and B. Comm, Master of Commerce,
Certified Customer Experience Professional

Board member since 2023

Special Responsibilities:

Quality, Risk & Safety Sub-Committee



LUIS MENEZES

B. Bus, CPA

Board member since 2022

Special Responsibilities:

Chair of Finance & Audit Sub-Committee;
Quality, Risk & Safety Sub-Committee



JOSHUA SMITH

Executive Masters (Public Administration),
B. Law (Australian Indigenous Law),
Graduate Certificate (Legal Practice)

Board member since 2024

Special Responsibilities:

N/A



TROY EDWARDS

B. Applied Science, Master of Arts
(Anthropology & Sociology),
Grad Cert Arts, GAICD

Board member since 2021

Special Responsibilities:

Finance & Audit Sub-Committee



SUSAN CLIFFORD

Executive Masters in Public Administration,
Graduate Certificate in Applied
Management, Executive Certificate, Harvard
Kennedy School, Harvard University

Board member since 2023

Special Responsibilities:

Quality, Risk & Safety Sub-Committee

Audited Financial Statements

NTV achieved a positive financial result for the 24-25 financial year and is building a strong foundation for sustained operations.

A copy of the Audited Annual Financial Statements are available on the No to Violence website.

Acknowledgement of Funders

No to Violence acknowledges and thanks the following bodies and organisations for supporting our important work towards ending men's use of family violence.

Government

Federal Government

Department of Social Services



Victorian Government

- Department of Families, Fairness and Housing
- Department of Justice and Community Safety
- Court Services Victoria
- Victoria Legal Aid
- Family Safety Victoria



NSW Government

Department of Communities and Justice



Tasmanian Government

Department of Justice



Philanthropic



No to Violence Membership

During FY24-25, No to Violence's members were part of a movement for change to end the use of domestic and family violence. Each was offered the opportunity to elevate their priorities at state and national levels through NTV's advocacy channels and relationships. Members receive regular news, updates and research opportunities, as well as exclusive discounts for training and events – including our 2024 Conference. Together, we form a national network of practitioners, service providers, researchers, and advocates. We are grateful for each of your support and collaboration. We are stronger when we stand together.

Ordinary Individual

Amanda Damian
Andrew Blaney
Anu Krishnan
Ashlea O'Donnell
Bradford Carelse
Cathy Zervos
Ceri Espeut
Charmaine Bradley
Chris Laming
Clint Berry
David Meurant
Frank Halabi
Ghaith Krayem
Glenn Davies
Guy Penna
Jackie Luscombe
Judith Kneale
Karina Joy
Ken McMaster
Leanne Nunn Dr.
Louise Sheehan
Luke Addinsall
Mark Donnelly
Mark Kulkens
Michael J Wise
Michael Lowcock
Michael Muldoon
Pip Rae
Sarah Keenan
Stephen Walton
Stewart Prins
Susan Mott
Tom Griffiths

Associate Individual

Cameron McDonald
Claire Grundy
Josy Thomas
Julia Allen
Leanne Quarroz
Mark Thompson
Merrin Wildash
Michelle Guthrie
Mozammel Haque
Niki Breeze
Nina Taylor
Paul Monsour
Sapna Nair
Sophie Andrianopoulos
Stephen J Herd
Sunil Lad
Susie Carr
Sylvianne Heim

Ordinary Organisation

ACON
Anglicare Victoria
Bendigo Community Health Services
Berry Street
Better Health Network
Birrang Enterprise Development Co. Ltd.
Brisbane Youth Service
Brophy Family & Youth Services
CAFS Ballarat
CatholicCare Sydney
CatholicCare Victoria
Centre for Non-Violence Inc.
Community Abundance Inc.
Cross Borders
Drummond Street Services
DV Connect
EveryMan
Family Life
Gateway Health
Gippsland Lakes Complete Health
Grampians Community Health
Heavy M.E.T.A.L Group
Indian Crisis and Support Agency
Institute of Non-Violence
inTouch Multicultural Centre Against Family Violence
Jesuit Social Services
Kempsey Families Inc.
Kids First
Latrobe Community Health Service
Meli
Men & Family Centre
Men's Outreach Service Aboriginal Corporation
Metropolitan Youth Health
OLALC (Orange Local Aboriginal Land Council)
Peninsula Community Health Service
Primary Care Connect
Relationship Matters
Relationships Australia Canberra and Region
Relationships Australia NSW
Relationships Australia Tasmania
Relationships Australia Victoria
Safe and Equal
Salvocare Eastern Gippsland
Sunbury Community Health Service
Sunnyside Community Health Services Ltd.
Tangentyere Council Inc
Thorne Harbour Health
Uniting Vic Tas Ltd.
Urban Psychology
Vacro
Warrina Family & Domestic Violence Specialist Services
Western Health
WINDANA (Taskforce Community Agency)

Associate Organisation

Anglicare WA
Annie North Inc.
Australian Community Support Organisation
Bayside Mediation
Boorndawan William Aboriginal Healing Service
CatholicCare Northern Territory
Centacare Wilcannia-Forbes
Desert Blue Connect
DPV Health
Embolden
Family Care
Family Support Newcastle
FVREE (Formerly EDVOS)
Helem Yumba CQ Healing Centre
Jannawi Family Centre
Mallee Family Care
Mallee Sexual Assault Unit and Domestic Violence Services
NESAY
North Qld Domestic Violence Resource Service
Pivot Case Management Services
Run Against Violence
Safe Steps
Sapphire Neighbourhood Services
Bega
Waminda
Women and Children First
Women's Safety Services of Central Australia
Women's Shelter Armidale
YFS Ltd.
Yoowinna Wurnalung Healing Services

Life Members

Alan Thorpe
Carmel Fraser Stewart
Cathie Nederveen
Chris Grace
Chris Storm
Helen Wirtz
Hilary Ash
Ivan Wilson
James McCarthy
Janet Jukes
Joan Eddy
June Hernandez
Marg D'Arcy
Margaret Hodge
Maxwell Clarke
Pete French
Rod Greenaway
Susan Geraghty



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Men's Referral Service
1300 766 491

Available 24 hours 7 days a week
Interpreters available upon request.

Chat online and subscribe to our e-news at ntv.org.au

Follow us!

