

Starick

ANNUAL REPORT 2022 - 2023



BOARD

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Natalie Sangalli

Deputy Chair

Gail Brindley

Treasurer

Daniel Winters

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Kylie Cutten

Liza Dunne

Anna Wildy

Claudia Mancini

ABN 56 721 993 085

Starick acknowledges Aboriginal and Torres Strait Islander people as the traditional custodians of this country and its waters. We pay respect to their Elders, past, present and emerging and extend this to all Aboriginal people seeing this message.



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CHAIR'S REPORT

This financial year has been a great one for Starick, and has seen us build our ability to deliver safe and innovative services under testing circumstances, as well as improving the financial viability of the business to continue to help women and children for years to come. The growth in the business has been so significant, we were squeezed out of our old office in Belmont and into new accommodation in Carlisle, giving the administration and Respectful Relationships teams some much needed breathing space.

Our commitment to supporting children kicked off the year, with the launch of the Children and Young Peoples Engagement Project (CAYPEP) in early 2022, making resources on child safety available to the whole sector to align with the State Government roll-out of the Child Safe Principles. This was followed by winning a WACOSS Community Sector Award for our Early Intervention Program, and a successful Telethon submission for a youth worker to support older children impacted by FDV.

We have commenced the process of developing a I dropped Reflect Reconciliation Action Plan (RAP), with a dedicated committee represented by staff and board members and led by CEO Leanne Barron.

The RAP will be submitted to Reconciliation Australia for endorsement in November 2023, and in a post-referendum era, we look forward to walking alongside Aboriginal and Torres Strait Islander people in Closing the Gap.

We continue to expand and improve on our Respectful Relationships Education program as part of our commitment to the prevention of violence as well as responding to it.

We understand the value of prevention and early intervention and look forward to continuing to work with state and federal government and our sector partners in shifting the dial on FDV in Australia.

Our signature events, including the Mother's Day High Tea, our Side-by-Side event at Pica Bar in Northbridge, and the Starick Corporate Breakfast continued to contribute to our fundraising goals and expand the profile of the organisation, as well as the importance of addressing violence against women and children. Thank you to all Starick staff, Board members, and volunteers who have contributed to ensuring these events are so highly regarded.

Our Board farewelled Yawar during the year and welcomed Clayton, who brings a real passion for the sector and a clear willingness to make a valuable contribution in time and skills.

We are also farewelling Daniel our Treasurer who, after three years, is moving on to new and exciting life stages. I want to extend my sincere thanks to both departing members for their commitment to good governance, innovative practice, and positive team culture.

A final thank you to Leanne and the team for their ongoing hard work and commitment to women and children in a year where we have again heard stories that have shocked but, unfortunately, ceased to surprise us. We all know we cannot stop trying, and the Starick team are genuinely the ones with their shoulders to the wheel.

Natalie Sangalli

Chair



TREASURER'S REPORT

FY23 has been a year of growth for Starick in an ever-challenging community services sector that is enduring unprecedented demand for services in the context of ongoing labour shortages, high costs of service delivery and limited funding growth.

Last year, we launched our fundraising and donation strategy which has been essential to our longer-term sustainability objectives. This strategy remains a focus for the organisation with fundraising and donations totalling \$279k in FY23.

Our signature events continue to generate strong support for the organisation and importantly enable us to advocate for the women and children who need our support.

Our results for the FY23 financial year reflect close management of our operating budgets and a commitment to investing in the future. Our revenue for the year increased by 23% to \$5.4 million as a result of additional Government funding and a number of new grant programs.

This increase in revenue contributed to a surplus of \$565k some of which will be spent on the delivery of programs in FY24. The remaining surplus will be re-invested in the organisation as part of our long-term sustainability project which will enable us to deliver more with less for our families.

The organisations balance continues to remain strong, with net assets of \$2.9m that provide the organisation with flexibility to respond to changes in circumstances, for example, the need to secure new office space to house our growing team and enable the delivery of grant programs.

After much deliberation, I have reached the decision to retire from the Board at this year's Annual General Meeting so that I can spend more time with my growing family.

I first joined Starick in an advisor capacity to the Finance, Audit & Risk Committee in January 2020, joining the board as Treasurer in November of that year.

I have learned a great deal from my fellow Directors over the last three years and would like to thank them and Leanne and her team for their support throughout my tenure.

I will continue to be a friend of Starick and will support the organisation to the extent I can in an informal capacity.

I am proud to say that I have been involved in some of the great work that Starick does and look forward to watching Starick's future success in the years to come.

Daniel Winters

Treasurer



CEO'S REPORT

2022/23 has seen many positive changes at Starick. The work we do to support victim survivors of FDV and to prevent violence continues to grow and gain recognition, coupled with our expansion into new areas, has been very much part of our work this year.

A year ago, we were contending with the tail end of the COVID-19 pandemic, including health issues for clients and staff and a shortage of both staff and housing, the latter resulting in a significant increase in the average length of stay for women and children in our refuges.

The spectre of COVID is still with us, and we continue to be prepared for any future outbreaks to ensure we can manage the impacts on our staff, our community and victim survivors of FDV. While the impact on staff shortages has lessened to some extent, the lack of housing supply continues to have a devastating impact on the safety and wellbeing of victim survivors, and is being felt across the sector and community.

In June 2022, Starick moved its head office to new, larger premises, allowing us to accommodate our expanding respectful relationships and administration teams, and to provide a suitable environment for meetings and workshops.

Our dedicated staff members continue to give their all in the services we provide to support women and children escaping from FDV.

This includes our two refuges and in police stations, our transitional housing program, our specialist children's programs, counselling, outreach services and prevention work. The daily challenges of working in the FDV landscape are real, and I thank our staff for their ongoing commitment, both to victim survivors and to Starick.

Our Services

The service wheel below illustrates how, as an organisation, we work across the continuum of prevention, early intervention, crisis intervention, re-establishment and recovery in order to effectively deliver an integrated and multi-faceted FDV service. We need all parts of the wheel if we are to make an impact on the incidence and impact of FDV in the short and longer term.



Starick's vision is a future free from violence for women and children. We continue to work towards this by educating the community about abuse in its many forms, by addressing the issues that drive FDV and by challenging and changing community attitudes to violence. In 2022/23, we have been fortunate in securing additional funding to support us in this important work.

Prevention

We believe that a strength of our work in the prevention area is that we are providing programs in two of the spaces where many children and young people spend significant amounts of time, thus maximising our capacity to create generational change.

FDV Advocacy

We continue our work as advocates for victim survivors of FDV, and for the FDV sector in general. In 2022/23, this work included:

- Acting as a sector representative on the FDV Commissioning Expert Reference Group.
- Participating in the Preventing Violence Together Steering Committee; a partnership between Centre for Women's Safety and Wellbeing (CWSWB) and Stopping Family Violence, funded by Communities to develop a primary prevention framework for WA.
- Participating in the Community Advisory Group for a Healthway funded project undertaken by Curtin University Faculty of Health Science: SHAKTI Project: COVID-19 realities, domestic and family violence and CaLD women.
- Representation on CWSWB project to develop transitional housing models.
- Representation on the Board of the national peak body for women's specialist FDV services, WESNET.

Respectful Relationships Teacher Support Program

Starick continues its important work within WA public primary and secondary schools to implement the Respectful Relationships Teacher Support Program.

In 2022-23, Starick's delivery of this program continued to expand, with a further 37 schools from across the State participating in the program. Starick has supported these schools to embed a whole-of-school approach to promote respectful relationships education (RRE) and to address the gendered drivers of violence. The support we provide includes online resources, information workshops, meetings with schools and attending school open nights to promote the program within the school community.

Two RRE workshops were delivered in Perth and another in Geraldton, which saw Starick partnering with Stopping Family Violence to deliver specialist FDV content, Sexual Health Quarter's Mooditj program to provide culturally appropriate RRE tools for schools and Geraldton service Desert Blue Connect to ensure a local context for prevention efforts.

Respectful Relationships Program For Sport & Recreation Clubs

In 2023, Starick commenced the co-design and delivery of our RRE sport and recreation program. Six WA sporting organisations and two regional local governments have contributed to the development of a framework to educate young people and the broader sport and recreation sector about FDV prevention, and to support healthy and positive relationships.

Starick delivered a full day planning workshop to participants, and supported organisations with follow-up program meetings to support their planning and implementation of the program.

The 16 Days of Activism to End Gender Based Violence

Beginning on the National Day to End Violence Against Women, 25 November, and ending on International Human Rights Day, 10 December, the 16 Days of Activism is an important global initiative to raise awareness of violence against women and children, encouraging communities to take an active role in creating change.

Starick has made this a signature campaign, and each year we use it as an opportunity to reach a broad audience and to influence and educate. In 2022, our sixth campaign included videos and infographics to highlight the impact of FDV and to call for action and support.

Our 2022 campaign achieved:

- **A reach of over 4,100 Facebook and 1,105 Instagram unique users.**
- **Engagement of over 800 individual Facebook users by liking, sharing or commenting on our posts – an increase of 120% on the previous 90 days.**
- **323 people visiting Starick's Facebook page.**
- **A viewing of the campaign videos by 2,046 Facebook users.**

The campaign culminated in our fourth Corporate Fundraising Breakfast and Spirit of Starick Awards ceremony.

Our thanks to PwC for their sponsorship and to everyone who presented and attended. It was a moving and powerful event.

Early Intervention

We believe that children and young people are primary victims and survivors of FDV. Because of this, we provide a range of early intervention services and programs to mitigate the effects of FDV on children and young people, and to improve their safety and wellbeing in the immediate to long term, as well as breaking the cycle of violence.

Our Early Intervention Project (EIP), developed and delivered in partnership with Curtin University School of Allied Health, is an innovative World-first project that brings social work, speech pathology and occupational therapy students into our services to develop programs and other interventions to support children and their mothers.

The program received recognition for its innovation this year, winning the WACOSS Community Sector Award for a Medium Size Organisation.

The Starick EIP has seen positive outcomes, including a significant improvement in the engagement of children and young people in school, and improvements in their language, physical development, literacy and emotional regulation skills. The program has also resulted in referrals to essential services that will continue to support families after they leave our services.

Collaboration between staff, mums and students has also seen an increased awareness and understanding of children's development and of the role of occupational therapy, speech pathology and social work in supporting child development.

- **Protective behaviours workshops**
- **Homework clubs**
- **Playgroups**
- **School holiday activities**
- **Breakfast clubs**
- **An annual camp.**

This year, Starick also initiated our Thriving through Connection program, which was funded through Telethon.

This pilot program provides support to young people aged between 11 and 17 years who are victim survivors of FDV. A youth worker is employed for 2.5 days per week, providing intensive and responsive support to young people in refuges and in the community.

We have re-applied to Telethon for continued and increased funding, with a view to creating a sustainable model of service.

Crisis Intervention

Starick's crisis services continue to provide immediate safety and to reduce the risk of further violence against women and their children. These services also 'pave the way' for women and children's ongoing healing and recovery by providing a safe and supportive space.

Crisis services remain the bedrock of our service delivery, because the safety of women and children is so critical. The terrible statistic of one woman a week being murdered by a current or former partner speaks to the ongoing need for these services.

The crucial work we undertake includes assessing risk and supporting women to enhance their safety. This includes advocating on their behalf to police, the courts, social security, immigration and housing.

In 2022-23 our crisis services the following support to women and children in crisis:

- **Refuge accommodation and support for 96 women and 146 children in our two refuges, Mary Smith and Starick House, for an average length of stay of six months.**
- **Emergency accommodation and support to 110 women and 119 children who were at very high and imminent risk of harm from a perpetrator and were unable to access refuge accommodation.**
- **A mobile outreach service to 178 women across the eastern metropolitan corridor of Perth, in partnership with Orana and Koolkuna Refuges.**
- **Our FDV advocates in Armadale, Cannington and Kensington police stations provided assistance to 781 clients.**
- **Our Safe at Home program supported 225 women and their children to remain safely in their homes,**

We acknowledge Department of Communities and Lotterywest for providing the emergency relief funding which enables us to support women with urgent needs such as food, clothing and other essential items, utility bills and medications, and the community donations we receive which supplement the support we are able to offer women and children in crisis.

Re-establishment

This aspect of our work is closely linked to our crisis, post crisis and recovery service response. Our re-establishment services address the impact of perpetrators' use of violence and coercive control both during the relationship and after a woman flees, on the financial security and social connectedness of women.

Our work in this area includes meeting practical needs such as securing an income, looking for employment, engaging in study, finding long term housing, furnishing a new home, settling children into schools and re-connecting with family, social networks and local community supports.

Starick's transitional housing program provides women and children exiting refuge accommodation with a medium term supported housing option. Currently we have access to 10 houses and are in the process of exploring partnerships to develop other supported housing options. In 2022/23, we accommodated 15 women and 32 children, with the average length of stay being 18 months to two years due to a lack of longer term housing options.

Prior to COVID, the average length of stay was 12 months. In addition, our outreach programs support women in the community, including women exiting refuges.

Through a partnership with Jacaranda Community Centre we provide financial counselling to refuge clients to address the impacts of financial abuse and support their ongoing financial independence.

In addition, Flexible Support Funding from Department of Communities and an ongoing partnership with Starting over Support and generous donations from the community enable us to assist women and children to re-establish themselves and re-connect with social and other supports.

Recovery

Recovery and healing are important parts of our work. Yet, while the importance of recovery is increasingly being recognised in state and national plans, much of our work in this area is still funded through donations and philanthropic foundations.

Women's Counselling

During 2022/3, a total of 113 women participated in counselling. They were referred to us by WA Police, hospitals, schools, justice services, Department of Communities, housing providers, Legal Aid other FDV services, as well as internally by Starick and by women referring themselves.

These referrals demonstrate the increasing recognition of both the need for recovery services and of the FDV expertise of our counselling team. Our counsellors create a safe environment for women to build their resilience and self-awareness, and to develop effective coping strategies. The counsellors use a range of modalities including evidence-based talk therapy, CBT, mindfulness, strength based therapy and crisis intervention.

This year we established a partnership with Cyrenian House, and through it have added an Alcohol and other Drug (AOD) specialist to the team. This means we can better respond to the intersection between FDV and AOD for our clients, and to increase the capacity of our staff to respond to women with AOD issues.

Children's Counselling

The impact of FDV on children is increasingly being recognised.

During 2022/23 80 children received counselling through our specialist children's counselling services, delivered in our refuges, outreach services and in schools.

We have continued to develop our Children's Counselling service, funded through Communicare's Communities for Children for those children living in the Gosnells, Armadale and Mundijong areas.

We have also provided counselling and play therapy for children and young people in our refuges through generous donations from individuals and philanthropic foundations.

Starick Op Shop

The Starick Op Shop continues to go from strength to strength. The premises at 110 Kooyong Road have provided a higher level of amenity for our volunteers and customers, and the new location has boosted sales.

My sincere thanks to Op Shop Manager Sandie and her dedicated team of volunteers for their hard work and excellent customer service. The Op Shop makes a significant contribution to our work by receiving and sorting donations, supporting our clients to access essential items, providing return-to-work opportunities for our volunteers, playing an integral role in increasing awareness in the local community, and helping us to fundraise for our services.

My special thanks to Wendy Ellis for supporting the recent Op Shop refurbishment and operations, and for her regular donations of new and high-quality stock.

Administrative Team

Last but not least, I would like to honour our small and dedicated administrative team. All team members are part time and all work well beyond the call of duty to ensure the sound financial management and operations of Starick, ensuring that we meet our contractual and accountability requirements, support the Board in their governance role, drive our fundraising and communications with stakeholders, and a range of other tasks that sit outside anyone's job description.

It has been a pleasure to continue in the role of CEO in 2022/23, and to look back on all that we have achieved over the last 12 months.

My personal thanks to the Board, staff and volunteers for your hard work in continuing to build Starick as a client-focused, innovative and effective organisation. Thank you, too, to the managers and co-ordinators who support me. I would also particularly like to acknowledge and thank all of our donors, whose ongoing support is much needed and greatly appreciated.

Leanne Barron

CEO





Starick is a registered charity with over 40 years' experience in supporting women and children escaping FDV in Perth's south-eastern metropolitan corridor.

If you would like to assist us in our work, please visit our website at www.starick.org.au

