Together, We Rise

Impact Report 2022-23



RizeUp Australia acknowledges the Traditional Owners of the land on which we live, work and play. We pay our respects to Elders past and present. We acknowledge the stories, traditions and living cultures of Aboriginal and Torres Strait Islander peoples and are committed to developing authentic partnerships to connect in unity and friendship. In the spirit of reconciliation and access to justice, we are committed to building a legacy for the families we work with and the wider community.

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CEO MESSAGE

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As we close another remarkable year, I am filled with gratitude and awe for our incredible journey together. This year has tested our resilience, creativity, and determination in ways we could never have imagined. Yet, we have indeed risen to the occasion during these very challenges. I am thankful that we continue to make a difference in the lives of those impacted by domestic and family violence. However, as we celebrate the difference we make, we also mourn for the many lost due to senseless violence.

We know the dilemmas a woman faces to leave and the consequences when she does. The Choice: Violence vs Poverty report identified that while policy was directed at encouraging women to leave violent homes, the lack of practical support once they did means they often ended up living in poverty. That is why we continue to focus on practical strategies to ensure women and children have the resources to survive and thrive.

Demand for our Homes Program continues unrelentingly, and this last year, we reached a bittersweet milestone of our 2,000th RizeUp Home. The program is now well-cemented in Queensland, New South Wales, and Victoria, and our team and processes are becoming more robust and efficient in each area.

We acknowledge that lack of resources prohibits access to whole school participation and, as a result, our YESS! School Program continues to be in great demand. Over the last year, we have covered many costs attributed to young people requiring support, and the requests have been vast and varied. From camps to school uniforms to resources that support remote learning, we appreciate the commitment of our supporters who enable us to provide a rapid response.

Escaping or leaving a violent partner or family member is not the end, but can be instead the beginning of an arduous and mentally challenging road ahead. So, in addition to the Homes and YESS! School Programs, we understand that our role is also to assist in removing barriers that restrict access to mental and physical health and wellbeing. As a result, we extended our pilot of the Health & Wellbeing program, providing the means to access counselling, forensic psychology (providing evidence to support legal matters), medical and dental support.

Our collective efforts have sustained our mission and ignited a fire within us to reach new heights. The dedication of each team member, volunteer, and supporter has forged a legacy of impact that will resonate for generations to come.

To us, the people with the greatest voice in what we do and how we do it are victim-survivors. Our staff and board have a job to ensure we continue listening. Listening is an undervalued virtue but one that RizeUp holds close to our hearts.

achieve.

To all victim-survivors of domestic and family violence, we deeply value your resilience and courage. On behalf of RizeUp, I pay my respect to you, and I value the wisdom of your lived experience.

Here's to another year of relentless pursuit, unwavering determination, and boundless impact. Together, we shall continue to rise.



We have a responsibility as an organisation to look at how we operate and make choices that promote equality, whilst recognising systems that continue to enable hierarchy with potential to lead to systems abuse. At RizeUp, our board remains purposefully small, and we have chosen a 'flat' organisational structure where everyone has an equal opportunity to contribute ideas and provide feedback. With a small staff team and over one thousand volunteers, our award-winning volunteer program boasts exemplary retention rates that speak volumes about our flourishing culture, enduring commitment and satisfaction within our organisation.

In the spirit of progress, we reflect on the journey behind us and anticipate the journey ahead. We stand at the precipice of endless possibilities, fuelled by a vision of a world where everyone can rise beyond their circumstances and thrive. Let this report not just be a collection of statistics but a reminder that each data point represents a life touched, a dream realised, and a future reshaped.

I want to extend my deepest gratitude to each of you who have poured your heart and soul into making RizeUp what it is today. The road ahead may have its challenges, but together, there is no peak we cannot conquer, no goal we cannot

Thank you for being the driving force of change, the embodiment of hope, and the heart of RizeUp.

To the front-line specialist workers, we admire and respect your tireless pursuit of justice, and support and honour the work we do together.

With immense gratitude,

Nicolle Edwards CEO, RizeUp





OUR MISSION STATEMENT

Mission

Our mission at RizeUp lies in our unwavering commitment to supporting families grappling with the harsh realities of domestic and family violence. Through strategic partnerships with front-line agencies and community partners, we strive to drive awareness while simultaneously delivering transformative, practical assistance. This multifaceted approach addresses not only immediate needs but also fosters an environment where victim-survivors can rebuild their lives with dignity and hope.

RizeUp envisions a world where every home is a haven of safety and respect, where the cycle of domestic and family violence is shattered, and victim-survivors are equipped to rebuild their lives. Through advocacy, support, and education, we strive to create a community that stands united against abuse, fostering a future where love, empathy, and resilience prevail over violence. Together, we rise to uplift those affected by domestic and family violence, fostering a society where every individual lives free from fear and oppression.



Vision



RizeUp's Lifetime Impact 26,746 Children 13,630 Families It's the voices heard, the stories rewritten and the lives rebuilt.

6

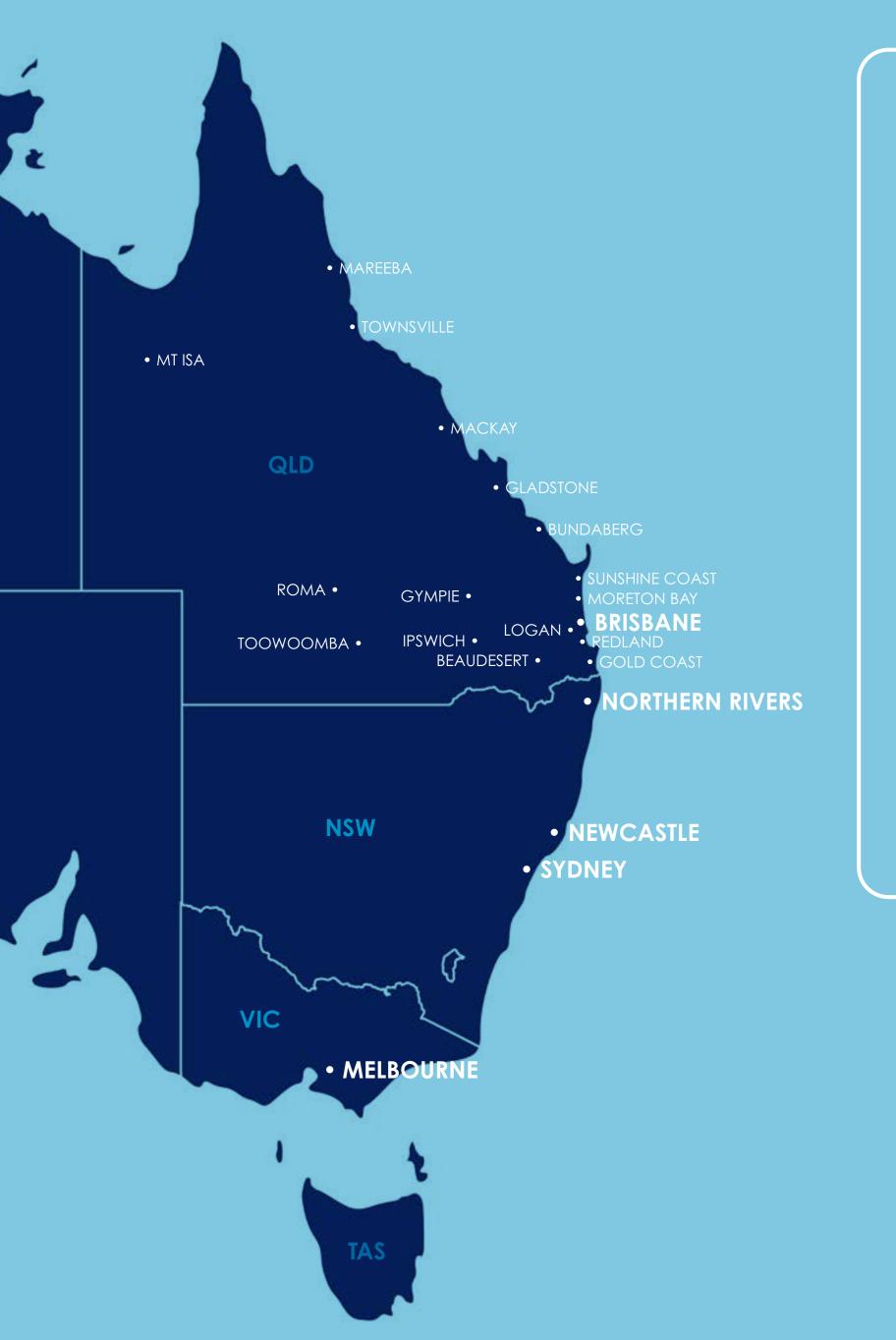
Impact at a glance

PERTH •

WA

NT

SA



10,624 Toys 1,039

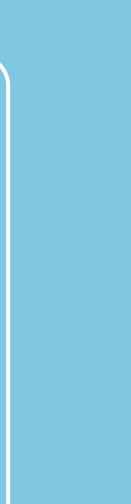
Volunteers

664

Children's rooms furnished

> 386 Homes

22 Locations



Australian police deal with 5,000 domestic violence matters on average every week. That's 1 every 2 minutes.

On the day our relationship ended, he had me on the ground and in front of a neighbour and our children; he repeatedly kicked me. The beating was so bad I couldn't walk for a week.'

(Jodie, Victim-survivor.)

"Three women are hospitalised each and every week in this country with a traumatic brain injury – the result of an assault by her partner or ex-partner."

-(Brain injury Australia, Executive Officer - Nick Rushworth)

Returning to their violent partner seemed a better choice than being homeless or trying to subsist in poverty.

https://assets.website-files.com/62b998c0c9af9f65bba26051/63228540ce74a60866ee4e98 TheChoice-violence-or-poverty web ad-



"When you feel like all hope is lost and the night is at its darkest, look up and you'll see the night is bright with stars, lighting your path to safety."

– Nicolle, CEO



What is domestic and family violence (DFV)?

DFV can involve behaviour that makes you feel scared, involve threats to you, your children or pets, and denies your choice. DFV almost always involves an ongoing repeated pattern of behaviour to control you. This is known as coercive control, which can include both physical and non-physical abuse.

Violent behaviour can include:

- Psychological or emotional violence
- Social abuse
- Reproductive abuse
- Sexual violence
- Financial abuse
- Physical abuse
- Spiritual abuse
- Legal abuse
 - Neglect
 - Stalking



Meet Jodie.



"The day we finally left, we left with nothing except a bag of clothes between us. I've never felt so low in my life.

Within three months, the refuge helped us to secure a rental. I was told about a wonderful organisation that existed to help families like mine and they asked us to fill out a wish list of items that we would like. When I looked at the list, I remember thinking that all I wanted was beds for us to sleep in and a dining table and chairs to have dinner as a family.

And later, when our keys were returned, I remember tears running down our faces as we went from room to room.

Our house was full of everything we needed. There was even a beautiful rug on the floor. Our bathroom was full of toiletries. The kitchen was full of food and utensils. The beds were beautifully made, and the linen cupboard was stocked.

They had thought of everything, and it felt so warm.

This was the beginning of our new life. To this day, I cannot express deeply enough the gratitude I have for everything we were gifted.

I am so grateful for the life I have now."



ADVOCACY IMPACT

RizeUp soared to new heights in both digital and traditional media, reaffirming our commitment to making a positive impact in our community. Through a multifaceted approach, we leveraged various owned and earned platforms to connect, inspire, and drive change that created awareness and advocacy across Australia.

During the financial year 2022-2023, RizeUp had a national reach of **6,855,570**



The Highlights

- Total Media Mentions: 385
- Total Audience Reached: **5.7m**
- Advertising Space Revenue (ASR): **\$4.8m**

Here's a glimpse of our digital journey:

PLATFORM	METRICS / REACH
Facebook	714,658
eNews	362,780
Website Pageviews	122,000
Website Visits	57,000
Instagram	16,565
YouTube	3,300
LinkedIn	1,267



OUR PEOPLE, OUR PATRONS

Thank you to our special patrons who, via their compassion and conviction, help bring our advocacy and action for change, into the light.

"I RizeUp against domestic volence to remove the stigma, silence and shame, because everyone deserves to be safe in their own home. Will you RizeUp too?"

Mia Freedman Editor, Journalist, Columnist, Author, Blogger, RizeUp Patron



?? I RizeUp because domestic and family violence is the leading cause of homelessness in Australia for women and their children 99

> Cameron Daddo, Australian Actor, Musician and Presenter



99 I am a son, brother, husband and father. I love and respect the women in my life. I choose to RizeUp against domestic and family violence. 99

> Petero Civoniceva, Retired NRL, QLD, AUS and FIJI Rugby League Great





PP I RizeUp against domestic and family violence because we are here on earth not to be treated badly, abused and assaulted. Let's stay positive, keep smiling and never give up on the hope that together we can overcome it. Will you RizeUp too? 99

> Simone O'Brien, DFV advocate and victim-survivor





rizeu AUSTRALIA

"I RizeUp because everyone deserves to live in a home free from violence." Shelley



I RizeUp to ensure victim survivors and their children can see love and light after experiencing their darkest days. 99

Bianca Stone RizeUp Ambassador





99 I RizeUp because a home should be a safe zone, not a war zone. Will you RizeUp too? 99

> Ali Daddo Model, Author, Podcaster



99 I RizeUp because there is no place in our society for domestic and family violence. To give some hope to families experiencing these complex difficulties, by supporting such a hands-on charity, is something I really value.

> Sam Collins, **Gold Coast SUNS**















THE YEAR IN REVIEW



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THE BEST STUFF OF THE YEAR: TIMELINE OF KEY EVENTS



July 2022

Major Project Time

Virginia's Place, Victoria. Refuge fit out.

September 2022

Time for Our First Warehouse

From beds, to lounges, tables and more. We now have a home.

September 2022

Award Time

RizeUp CEO, Nicolle awarded the prestigious Angels Among Us and People's Choice Winner.

January 2023

Recruitment Time

Supporting expansion, a Logistics Lead is recruited for Melbourne. Kon joins the team!

April 2023

Easter Drive

Hundreds of sweet treats to remind them they're loved.

May 2023

Fernwood Fitness Create a Home

Home #2095 Victimsurvivor feedback - "It's just wonderful, I've made the right decision."





October 2022

Major Project Time

McAuley Community Services for Women. Refuge fit out.

October 2022

Workplace Goes Live

A new internal app for RizeUp volunteers to communicate and connect.

December 2022

2000th Home

A bittersweet milestone moment.

May 2023

The Gold Coast Suns RizeUp

The annual Round to RizeUp is the time to shine!

December 2023

Annual Christmas Drive

Bringing joy, hope and dignity at Christmas!







Sleeping on the floor. Starting from scratch. No resources. No toiletries or toys. Children cold. Children crying. It's too hard. It's too much.

Should I just go back?

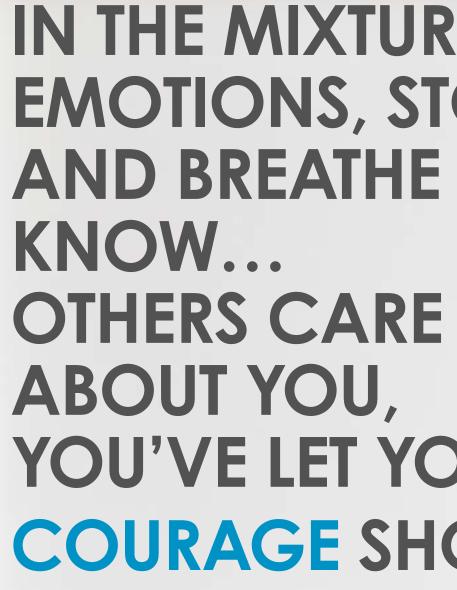
HOMES PROGRAM

The cornerstone of RizeUp's endeavours, the 'Homes Program', is nothing short of revolutionary. We understand that the journey to live a life free from violence begins with a safe haven.

By furnishing homes for families emerging from traumatic circumstances, we create sanctuaries of comfort, support and security. Each residence is meticulously tailored to meet individual needs, affirming that victimsurvivors are not just escaping violence but are embarking on a journey of recovery, strength, hope and new beginnings.

RizeUp and its team of volunteers and corporate partners fully-furnish homes with brand new furniture, household supplies, toys for the children, with each item carefully selected to the family's individual interests, equipping families to rebuild their lives.







IN THE MIXTURE OF EMOTIONS, STOP AND BREATHE AND YOU'VE LET YOUR **COURAGE SHOW.**



*Taken from the RizeUp Homes Poem created by Cathy McCann of Cathy Creates Personalised Poetry.



IMPACT: HOMES PROGRAM

Each home is valued at \$14,100. Over half of this is in-kind through our valuable corporate and community donations and volunteer time. The detailed breakdown of our Home value:



Home Furniture and Furnishings \$8,600 Children's Toys \$350 Warehousing & Transport \$500 **Operational Staff** \$1,150 **Organisation Costs** (Marketing, Administration etc.) \$500

Volunteer time \$3,000

Value of all Homes furnished (2015-23) \$31,569,900 Value of Homes furnished (2022-23) \$5,442,600 Total value per Home \$14,100 Number of Homes furnished (2015-23) 2239 Number of Homes furnished (2022-23) 386 Locations 22



MYTH: Once a woman, and her children, reach safety, that is where their story ends.

TRUTH: This is where her freedom is restored, and their story can continue in safety.



Health & Wellbeing Program

"When you don't have a Medicare Card or Private Health Insurance, you feel like no one cares about what happens to you." - Victim-Survivor

We understand that our role is not simply to furnish homes for victim-survivors but to equip women and children mentally and physically for the long road ahead.

Central to our commitment to holistic support, RizeUp's Health & Wellbeing program stands as a beacon of hope for victim-survivors on their journey to healing. Recognising that the scars of trauma run deep and often persist long after the violence ends, we extend our reach beyond immediate necessities.

The Health & Wellbeing program offers victim-survivors access to vital counselling, forensic psychology, medical and dental support, ensuring that their recovery encompasses all aspects of wellbeing. This innovative program addresses the ongoing needs of victim-survivors, bridging the gap between crisis intervention and sustained recovery.

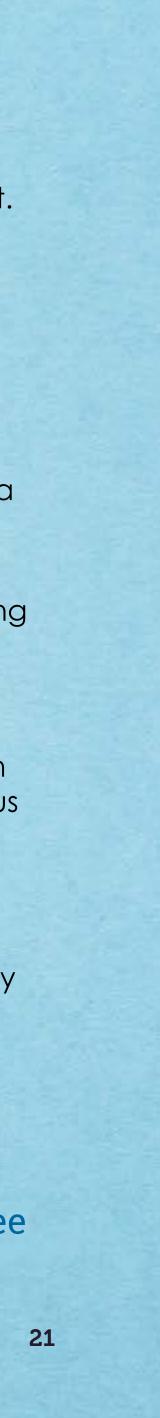
By focusing on trauma-informed care, we equip victim-survivors with the tools to navigate the challenging path to healing, helping them regain control over their lives and paving the way for a brighter future free from the shadows of the past.

Some examples of what this program has funded:

- A baby's paediatrician appointment.
- Removal of a face and body tattoo - a branding by the person using violence.
- Access to immediate trauma counselling where there would have been a six-month wait period.
- An angiogram for a woman on a visa restriction who was a victim of nonlethal strangulation.
- Specialist trauma recovery counselling for an eight-year-old boy who had experienced severe family violence and was struggling to cope.
- Emergency dental costs of a woman who had her teeth broken in a vicious assault.

There are many restrictions for families who are on visas and without an income, often having no money to pay for basic needs such as medical bills.

"The Health and Wellbeing hub is what enabled me to take my baby to see a Doctor. I am forever grateful. This service made us feel that me and my **baby were valued.**" – Victim-Survivor



YESS! YOUTH PROGRAM

"Without your intervention, this young boy would have felt further isolated. Your contribution is transforming lives and creating brighter futures. With heartfelt thanks." — Sam

"Dear RizeUp, I wanted to share the impact your support had on a young girl who recently arrived in refuge. Providing her with a school uniform not only addressed a practical need but also played a crucial role in her emotional well-being. As she started at her new school, wearing the uniform helped her feel just like her new friends, fostering a sense of belonging and normalcy during a challenging time. Your commitment to making a difference in the lives of those in refuge is truly commendable. Thank you for helping us create positive experiences and instil confidence in these young hearts. Gratefully, Amanda'

YESS! Program

At RizeUp, we recognise that the impact of domestic and family violence extends far beyond adults, affecting the youngest members of our society. Our YESS Program is dedicated to ensuring that children affected by violence find solace, support, and connection in their communities and schools.

YESS! serves as a bridge to stability, focusing on the needs of these young victim-survivors as they navigate new schools and environments. By providing resources, mentorship, and advocacy, we support children to transition with confidence, helping them overcome the challenges that arise from uprooted lives.

"Thanks to RizeUp, I now have the opportunity to finish my schooling remotely. The laptop you provided has been a lifeline, allowing me to pursue my education despite the challenges I faced at home. The violence and trauma in my family made attending school emotionally overwhelming, but with your support, I can continue learning in a safe space. Having this laptop not only supports me academically but also gives me a sense of control over my future. I am immensely grateful to RizeUp for being there when I needed it the most and helping me reclaim my education. You have changed my life." - Name witheld

> "We've created a home out of a house, and it's been a wonderful experience."

> > - TSS student





OUR STRUCTURE: THE HEART OF THE HOME

Equity and equality form the foundations upon which RizeUp is built. The way we build our culture.

Flipping the traditional organisational structure on its head is essential to ensuring the BIGGEST voice will always come from our victim-survivors.



The way we build trust with our partners, supporters, and families.

The way we furnish and style our homes.

Our small board and flat structure allow every part of our extensive RizeUp network to work towards a common mission... to listen to those that need to be heard. Listening is an undervalued virtue but one that RizeUp holds close to our hearts.



VICTIM-SURVIVORS are the beating heart of all our endeavours

OUR STRUCTURE

another way to describe our team of dedicated volunteer champions

HUB CHAMPIONS + CO-ORDINATORS

whether leading our teams in the different hub areas or coordinating stock to go into Home packs, our team leaders are a much valued asset to RizeUp

Volunteer, Donations, Events, Media, Grants, Hub Mentor, Statistics & Research

> **EXECUTIVE TEAM** Business, Corporate, Homes, Logistics

RIZERS

LEADS

STRATEGIC DEVELOPMENT TEAM Accounts, Strategic Projects,

COO

CEO

BOARD









OUR VOLUNTEERS

100%

Confident about speaking out

Volunteers 159

Volunteers have been impacted by DFV

Our People, Our Rizers

In the heart of RizeUp lies an extraordinary community of volunteers known as 'Rizers'. These passionate individuals embody compassion, unity, and determination, driven by a shared desire to make a lasting impact on the lives of DFV victimsurvivors. Our award-winning volunteer program goes beyond mere participation; it transforms volunteers into advocates who amplify awareness of DFV within their communities through practical solutions. The program fosters personal growth, enabling our volunteers to confidently address this critical issue in our society.

Why do you volunteer with RizeUp?

- "Seemed like a fun way to help people in need."
- "I am a survivor of long term DV. The support systems are not very clear and defined. I feel that RizeUp fills a huge gap in assistance and am proud to be able to contribute."
- "I want to make a difference."
- "RizeUp helped me and my young son when we needed it and I want to help others going through the same situation."



OUR VOLUNTEERS

The words our Rizers use to describe volunteering with RizeUp:

Kindness, Giving, Considerate, Fulfilling, Strong, Kind, Inspiring, Humbling, Gratitude, Sisterhood, Caring, Creative, Understanding, Rewarding, Community, Action, Loyalty, Discretion, Giving back, Team, Contribution, Life-changing, Special, Making a difference, Rewarding, Passionate, Active, Pride, Moved, Joyous, Inspiring, Heart-breaking, Fun, Worthwhile, Dignity, Respect, Lucky, Happy, Grateful, Privileged, Honoured, Love, Fulfilment, Satisfaction, Strong, Involved.





OUR VOLUNTEERS



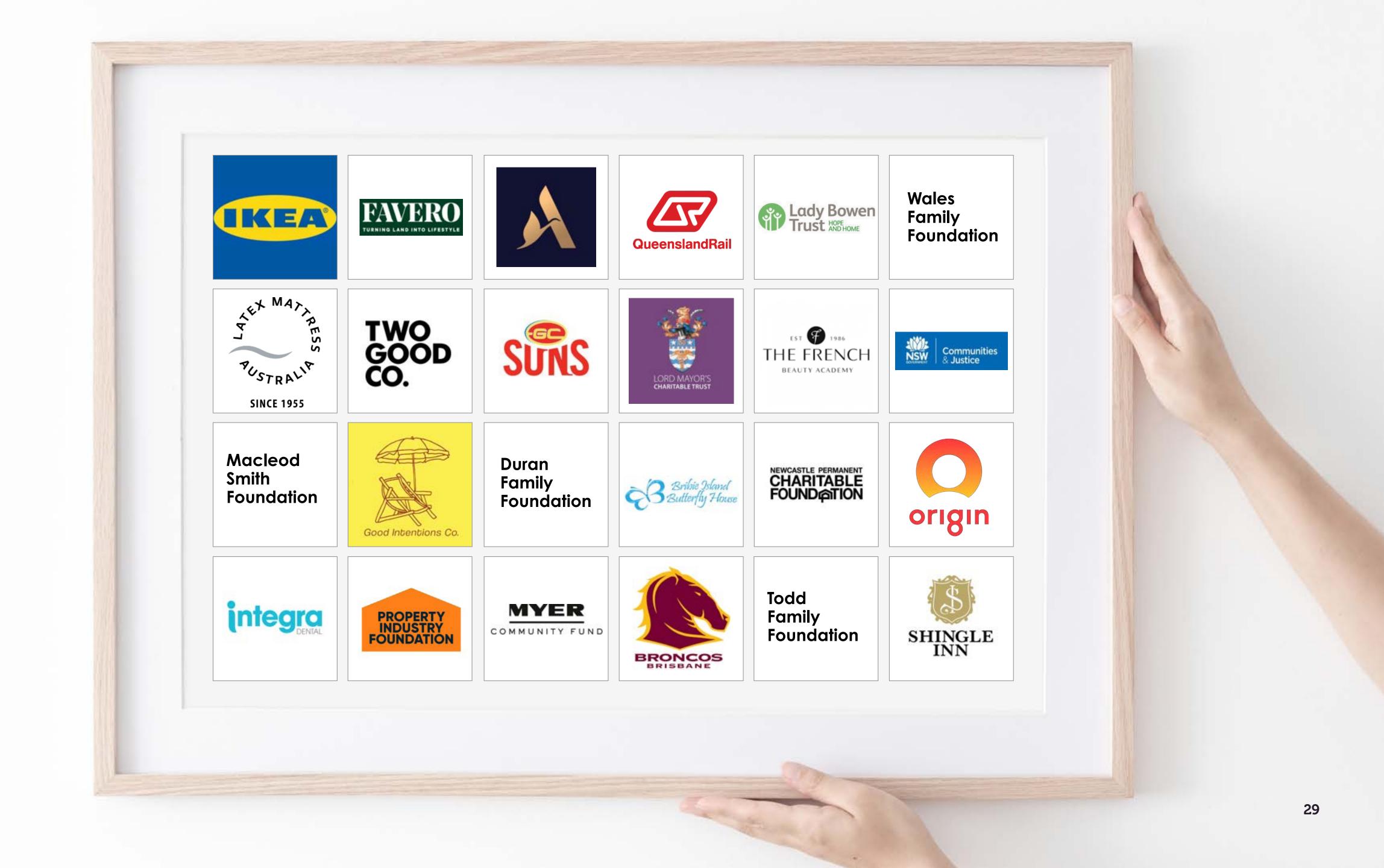
Our People, Our Partners and Supporters

At RizeUp, we firmly believe in the strength of collaboration and recognise that together, we can achieve remarkable feats. In the financial year 2022-23, we had the privilege of partnering with a large group of organisations and people whose unwavering dedication to the cause allowed us to expand our impact.

As we move forward, we remain committed to nurturing these invaluable partnerships and welcome others to join us in our journey. Together, we will continue to rise and make a profound impact on the lives of those we serve.



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Noments that made our year.

"Our partnership with RizeUp has offered our people opportunities to support RizeUp's work through a mix of pro bono, volunteering, and charitable contributions. Volunteering on the Homes Program has been a particular highlight. There is no greater sense of achievement than completing a home and knowing a family will sleep securely that night."

- Tamara Sims, Head of Pro Bono, **Colin Biggers & Paisley**

"The support worker told me the lady cried for 15 minutes when she saw the little unit, we had set up for her. To know that her tears were "happy" tears was just so poignant. I cried too." - Rosemary, Volunteer

"I am writing to express my deepest gratitude and admiration for the extraordinary partnership between Safe Steps Family Violence Response Centre and RizeUp Australia. As the CEO of Safe Steps, I am continually inspired by the incredible work we do in supporting women and children escaping family violence, and the remarkable contributions of our partner, RizeUp, equally inspire me." - Dr Chelsea Tobin, CEO, Safe Steps

"You came and furnished a house for myself and my 3 kids, you took time, consideration and care in finding out our likes, styles and colours and found all beautiful bedroom and house decor to make it homey and feel safe and comfortable for us. My kids and I haven't ever had fully furnished bedrooms and I've never been able to tuck them in properly and know that when they wake up, they can finally have the routines needed for them to thrive at home. I'll forever be grateful to you and others for helping myself and my family transition into our new lives."

- Zoe, Victim-survivor

"Your commitment to our cause is truly amazing, and we deeply appreciate your partnership in making a positive difference in the lives of those we serve. Your generosity and dedication to our mission have had a profound impact, and we are extremely grateful for your continued support. Your contribution is invaluable in our mission to create a safer and more compassionate community."

– Maria, 99 Steps

"I have to say, our Mum broke into tears when she saw the house the first time. You and the team do such a beautiful job, we are so lucky to have you!" - Caitlin, 54 Reasons

"The pioneering nature of Nicolle, our CEO and founder, inspires the team to leave a positive legacy every day via her ability to be inclusive and build a trusting environment for everyone to thrive."

- Debbie Edwards, Board Member

"Working at RizeUp means having the extraordinary opportunity to make a tangible difference in the lives of victim-survivors of domestic and family violence, providing them with hope, support, and a chance to rebuild their lives with dignity and strength."

- Naomi, Employee



STRATEGIC PRIORITIES

Organisations use the balanced scorecard as a strategic management framework tool to align their activities with their mission and goals and this fosters a comprehensive approach to performance measurement. For not-for-profit organisations like RizeUp, the balanced scorecard serves as a vital tool to assess the effectiveness and impact of our initiatives across financial sustainability, internal processes, learning and growth, customer perspective, and social impact. The table below combines components of our strategic plan with an overlay of the balanced scorecard to ensure a well-rounded evaluation, allowing our organisation to thrive in our mission of creating positive change in the lives of those affected by domestic and family violence.

THEME	ADVOCACY: SOCIAL IMPACT	OUR PEOPLE: VICTIM-SURVIVORS (CUSTOMER PERSPECTIVE)	OUR PEOPLE: OUR RIZERS (LEARNING AND GROWTH)	FOUNDATION: INTERNAL PROCESS	FOUNDATION: FINANCIAL
Strategic Priority	We amplify the words of victim- survivors and advocate for change.	We walk alongside victim-survivors of domestic and family violence as they create a new life, safe from violence.	We value our people; they are our greatest stars.	We create and sustain a body of programs that deliver bespoke high- level outcomes for those impacted by domestic and family violence.	We understand that sustainability and innovation underpin consistent growth and impact. Our strategic partnerships support stability and longevity.
Objective	Contribute to the reduction of domestic and family violence in Australia.	Provide practical, relevant and timely assistance to families.	Foster a skilled and motivated volunteer base (our "Rizers").	Streamline and enhance support services for families.	Ensure sustainable funding for program growth.
	 Success stories and testimonials. Reach and media mentions across Australia. 	 Increase wellbeing, safety, and hope, while providing opportunity for agency, thereby reducing the incidences of returning to violence out of necessity. Growth in numbers of people supported annually through RizeUp's programs. Scale RizeUp's trauma-informed programs by expanding in New South Wales and Victoria. 	 Volunteers feel confident to speak out about DFV in the community. Inspire more people to become advocates to end DFV in the community. Ensure that volunteers feel supported and equipped with tools to support their own trauma recovery. 	 Number and satisfaction of specialist services partners. Increase in home set-ups that utilise volunteers, which translates into operational efficiencies. 	 Increase in quantity and diversity of funding sources. Number and satisfaction of long-term national partners. Increase in cost savings through bulkbuying and in-kind partners.
Our Baseline (22/23)	 Feedback received for 70% of all homes. 385 media mentions. 6,855,000 total national reach. 	 386 families supported in 22/23. Forecast for 23/24 is 450 families. 100% of specialist service providers believe that the RizeUp Homes Program reduces the outcome of women returning to a violent current or former partner. 27% of families supported were from NSW or VIC during 22/23. 	 The 22/23 Rizers Survey showed that the longer that people volunteered with RizeUp, the more confident they became about speaking out about DFV. Total number of volunteers for 22/23 was 1,039. 89% of RizeUp volunteers felt supported or were able to support others who had experienced trauma. Over 56% of Rizers have been impacted by DFV. 	 78 specialist services and partners referred to RizeUp during 22/23. 66% of home set-ups utilised volunteers. 	 66% savings on the cost of our homes program through discounts, bulk purchasing and in-kind donations and volunteer time. 100% of partners and supporters value their partnership with RizeUp.



Dear Kise patistratia Team, For all your have prevaded In our new home, to begin again, THANK-YOUN Ne could not have made A this comfortable, We can feel the care takin to assemble

