

Annual Report

January - December 2019



Australia's
CEOChallenge
Your workplace partner against domestic violence

ACKNOWLEDGMENT OF TRADITIONAL OWNERS

Australia's CEO Challenge recognises Aboriginal and Torres Strait Islander people as traditional custodians of this land.

Australia's CEO Challenge respects and values their enormous and often unrecognised contribution to this country's cultural, social and economic development.

We commit to raising awareness and working with them to reduce the high rates of domestic and family violence committed against them.



WELCOME

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CHAIR'S WELCOME

It has been a privilege to lead the Directors on the Board of Australia's CEO Challenge this year as we continue to work towards a world without domestic and family violence.

Deputy Chair Rob Reed, inspirationally led us from Darkness into Daylight for our biggest event yet. I want to thank Rob for his constant service and staunch belief in ACEOC and all that we do – his support for my role and the ACEOC team is invaluable. Rob continued to lead the Advocacy and Engagement sub-committee joined by Matt Wordsworth. Directors Shane Klintworth and Marnie Went provided strategic direction through the Partnerships and Programs sub-committee and our partnerships grew exponentially this year. A new People and Culture sub-committee was established under director Dianne Jeans with the assistance of Julia Zimmerman.

Although we have had many wins, 2019 has still been a challenging year in many areas and our financial performance reasonably reflects this. Rising training costs have not always been able to be matched and training hours dropped unusually towards the end of the year. We have put additional resources into expanding and growing the Challenge Zero program into a unique and impactful offering and it is deservedly generating significant interest. We now have a maturity model that we know works, and which brings together all of the programs we have done to date. We are continuing to grow our e-learning platform in line with demand for this medium and now have a number of modules available online.

It was also another year of senseless domestic and family violence – despite improved awareness the statistics aren't improving. The closing of White Ribbon Australia was significant for the community – and for us as the training provider for many organisations undergoing their accreditation process. It was a good opportunity to ask ourselves if ACEOC was still relevant and did we still have work to do? Absolutely we are and we do.

The board has improved our financial reporting and risk identification capabilities this year and that will continue as we grow our risk maturity. CARM sub-committee member Cathy Rigby was wonderfully patient in stepping us through establishing our risk identification and tolerances. I extend my thanks to her and especially to CARM Chair Sarah Kirk, who has gone above and beyond this year, working to develop more meaningful and timely financial reporting, and putting many hours into fine-tuning our new costing model. I am confident that we are laying the groundwork for our next period of growth.

Our board continues to be a diverse and dynamic space. John Minz who has so capably and calmly steered the organisation for the past two years, stepped down from the Chair following the 2019 AGM and resigned as a Director in July. John first joined the board in 2013 and served as Chair from 2017 until April 2019. During his association with ACEOC John has been a wonderful advocate and remains an outstanding ambassador for the organisation and for ending domestic and family violence.

Suzanne Marlow stepped down as Company Secretary and joined us as a Director. I thank her for her fabulous compliance work in the role since early 2017. Her long term knowledge of the organisation, and willingness to challenge our thinking and ways of working has been a wonderful addition to the board. In keeping with the company secretary role being provided through MinterEllison, we were delighted to have

CHAIR'S WELCOME - CONTINUED

Nicole Reithmuller, Special Counsel join us as Company Secretary this year.

We remain committed to the same values and vision that we have had for nearly twenty years. We could not do all that we do without our foundation partner MinterEllison – their commitment to ACEOC and to our principles is incredibly affirming and is a daily reminder to us that workplaces are a powerful place for change.

In keeping with our long-game approach to eliminating violence, we have a mission for the next five years that will drive our engagement with workplaces, partners and supporters.

To create community change through partnering with workplaces to spark 1 million conversations about domestic and family violence by 2025.

In order to be the change we want to see, every one of us must stand up and speak out to raise awareness and to challenge behaviours, attitudes and practices. We ask you to help us by sparking these important conversations in your workplace in 2020.

My thanks to all directors and sub-committee members for their professional governance and support during 2019 and to our CEO Jacque Lachmund and the fabulous ACEOC team and contractors at all levels for doing such amazing and important work. You are absolutely making a difference.

I commend our annual reports to you, and look forward to the very exciting activities and conversations which are already well underway for 2020.

Jane Hedger

Chair of the Board



CEO'S WELCOME

Welcome to Australia's CEO Challenge (ACEOC), 2019 Annual Report. I would like to acknowledge the traditional owners of the land on which we are blessed to do the work that we do, the Turrbal and Jagera people. As we reach the end of our three-year strategic plan, I reflect on the impact we have had. The workplaces, communities and individuals we have educated, collaborated and partnered with to end domestic and family violence, and I feel so proud of what we have achieved. In 2017, we developed our Strategic approach not knowing what lay ahead, it included a vision which has not wavered since the organisation began back in 2002 and is at the core of why we do what we do "Our World free from domestic violence". 2017-2018 were filled with exponential organisational growth stemming from an increase in awareness, commitment and action from workplaces. 2019 saw the landscape shift and a strategic focus on ensuring our sustainability was a priority.

As a not for profit organisation, it has been a valuable year of strategic growth and development to support our continued sustainability. We developed and refined our suite of products, tools and resources. Developed and launched Challenge Zero a workplace DFV framework for maturing organisational responses. This maturity program will provide a packaged solution for workplaces that encompasses learning, community engagement including partnerships and events.

We increased business/community partnerships and collaborated with like minded organisations to advance our vision and purpose. We undertook community events to build awareness of domestic and family violence and to communicate to those affected that their community cares.

I am so grateful for the position I am in and to lead an incredible Team of inspiring, dedicated and committed humans who see, that they too can make a difference. "Thank you", Matt, Kat, Donna, Catherine, Nicole, Hollie, Tess, Rhys, Sharon, Gordana and our incredible Facilitators, interns and volunteers. Although it sounds cliché, I absolutely know that we would not have achieved so much without you.

I would like to acknowledge my committed Board, who have supported me through a year of challenges, change, growth and positive outcomes.

I would like to acknowledge the continued commitment from the Queensland Government to putting an end to domestic and family violence through the Domestic and Family Violence Prevention Strategy 2016-2026. The Domestic and Family Violence Implementation Council's final annual progress report, for the year to 30 November 2019 was tabled in Parliament and the report notes the significant achievement in delivering all 140 recommendations of the Not Now, Not Ever report.

The Third Action Plan of the Domestic and Family Violence Prevention Strategy 2019-20 to 2021-22 outlines the further actions needed to continue to embed cultural change and system reform while encouraging more community ownership of the reforms.

Now more than ever we need to change the attitudes and beliefs that contribute to a society where domestic and family violence remains an epidemic. Our focus for 2020 will be on shifting those community attitudes and behaviours through our newly developed prevention programs "Creating change – bystander behaviour"

CEO'S WELCOME - CONTINUED

and "Respectful relationships".

For **eighteen years** ACEOC has been supported In-kind by MinterEllison. This incredibly powerful commitment to supporting, not only a not for profit but what it stands for, is humbling. We would like to say, **"Thank you"**.

To everyone who has been a part of our journey this year, we couldn't have done it without you. We look forward to 2020 and invite you to continue the journey with us.

Jacque Lachmund

CEO



ABOUT US

As an organisation, Australia's CEO Challenge (ACEOC) were inspired by the work of Dr. Jim Hardeman, the principal designer of Polaroid's workplace violence prevention policies and processes in the USA. Dr. Hardeman's work made Polaroid Corporation internationally recognised for its innovative workplace practices.

Based on this model, Brisbane Lord Mayor Councillor Jim Soorley took the advice of his Women's Advisory Council to establish an organisation to take action on domestic and family violence (DFV) through the workplace. Originally led by Dianne Jeans and Lynette Palmen AM from Women's Network Australia, supported by several Brisbane based corporations, ACEOC was formed.

Since then, ACEOC has been challenging CEOs and leaders to play their part in breaking the silence and bringing DFV into the light. Two out of three people experiencing DFV are employed. Workplaces therefore are powerful places of meaningful support and social change.

ACEOC promotes DFV prevention and awareness in the workplace by partnering with businesses of all sizes, to ensure they are able to be aware and responsive to DFV, ensuring greater support for their staff who are personally affected, and improving overall community awareness and understanding.

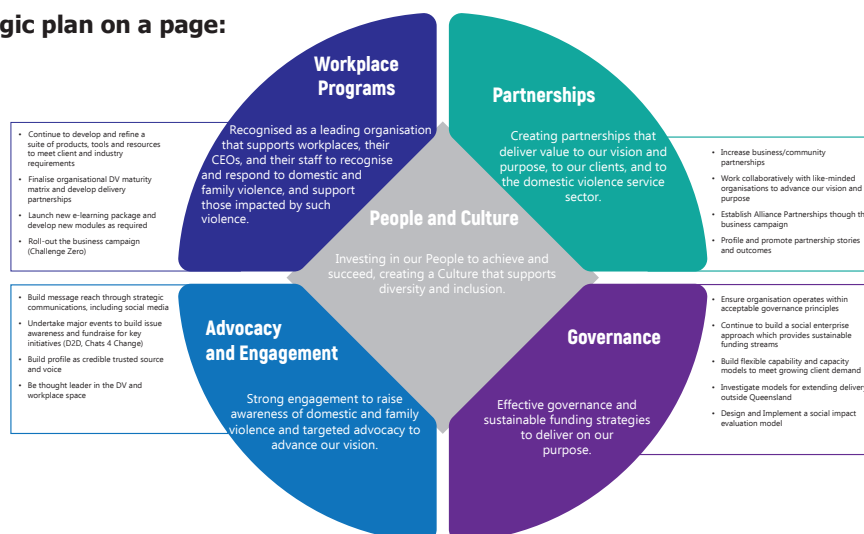
ACEOC works with the Australian business sector to support frontline DFV services through its well-established partnerships program. We have partnerships with DFV refuges, outreach services and men's behaviour change programs and provide pathways for direct fundraising, donations and volunteering.

Our 2017- 2019 Strategy

Our vision: Our world without violence.

Our mission: To work with the business sector to prevent domestic and family violence.

Our strategic plan on a page:



WORKPLACE TRAINING

Thank you Matt Pronger

In October 2019, Matt Pronger resigned from his position as Programs Manager at ACEOC. Matt began his career in 2016 and played an integral part in the expedient growth of the organisation. He was respected for the impact and role he played in engaging and educating workplaces about domestic and family violence.

We would like to take this opportunity to thank Matt for his passion, dedication and commitment to not only ACEOC but to all the organisations that he worked with.

Matt was well regarded within his professional and personal life. Matt heavily contributed to the success of ACEOC's workplace training, packing a powerful punch as one of the few male facilitators representing awareness in this sector.

Donna Harvey

Matt did a great job of presenting such a difficult topic and achieved the aim of making us more confident about facing these issues in the workplace.

FMGL employee

I count myself as a lucky one that had the opportunity to work with Matt, the impression he has left will stay with me forever. I am blessed to work in an environment where everyone cares so much for one another, and Matt was no exception to this! He was extremely supportive, always willing to help out and share his knowledge, and was your all round nice guy.

Sharon Iseppi

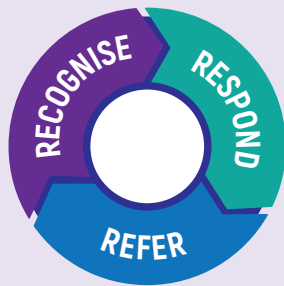
With Matt in the Program Manager position, ACEOC grew from a small organisation into one that trains thousands of staff per year, with multiple eLearning and face to face training workshops available. Matt was a passionate supporter of creating change; in workplaces, the community and within families. He knew that the best way to do this, was to start with a conversation. These conversations led him around Australia from North Queensland all the way over to Cloud Break in WA and a number of other towns and mining sites in between! He was a great advocate of ACEOC and was able to build so many successful partnerships and working relationships with clients from a variety of background. We wish him the best of luck with his new role!

Kat Baulch



WORKPLACE TRAINING

Our Domestic and Family Violence Training Programs provide the tools an organisation needs to Recognise, Respond and Refer those employees affected by domestic and family violence. Through a coordinated approach that integrates all levels of management, human resources and diversity, organisations develop the knowledge, confidence and skill set to manage the epidemic that touches all of us. Our sessions are based on our framework of:



Recognise

How to recognise the signs of DFV within individuals and workplaces

Respond

Responding appropriately to changes in work performance, behaviours or appearance as well as how to respond to disclosures

Refer

Where to refer people affected by DFV and how to encourage seeking help safely

2019 saw the Programs team consolidate their current training options – creating many new activities, updating the current slide deck as well as onboarding new clients. We travelled all across Australia and New Zealand to deliver our program and continue to receive praise and feedback for our ability to engage with our participants as well as create real change in workplaces and the community.



The last quarter of 2019 was a busy one! November saw us deliver nearly 60 sessions within a short space of time, launch our new model of training participants from mixed small/medium enterprises as well as launch new face to face training sessions and holding a workshop at the Stop DV Conference at the Gold Coast!

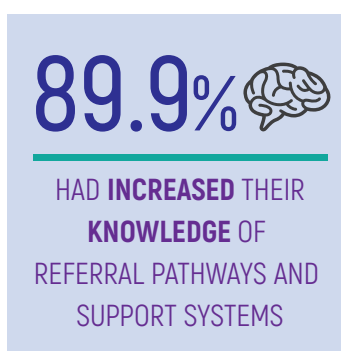
We have two new face to face training modules available for workplaces; the first is 'Safety Planning' which enables Leaders, Managers and HR staff to emerge themselves in role plays to be able to understand the risks associated with DFV and create a Safety Plan for the effected employee. The second program is titled 'Workplace Resilience' and was developed to help mature an organisation's response to DFV as well as create awareness around the difference between burnout, compassion fatigue and vicarious trauma and how this intersects with DFV.

WORKPLACE TRAINING

Face to face (F2F) training



Feedback and evaluation



WORKPLACE TRAINING

Facilitators

We continue to build capability and capacity across Australia to meet demand. We are proud of the expertise we have in our facilitators who are highly qualified in this field.

Our Facilitators in 2019 were –

Amy Stephenson
Andrea Kenny
Caroline Waddington
David Lees
Davina Donovan
Elizabeth Lang
Elly Johnson
Heather Ellis
Jacque Lachmund
Karen Marsh
Kat Baulch
Louise Aston
Luana Gomes
Matt Pronger
Paul Montgomery
Paula Johnston



“**Paul’s** facilitation of this session was great. Paul made discussing a difficult topic easy. Paul stretched my thinking on DFV, and I felt my time attending the session was well spent”

WORKPLACE TRAINING

E-Learning

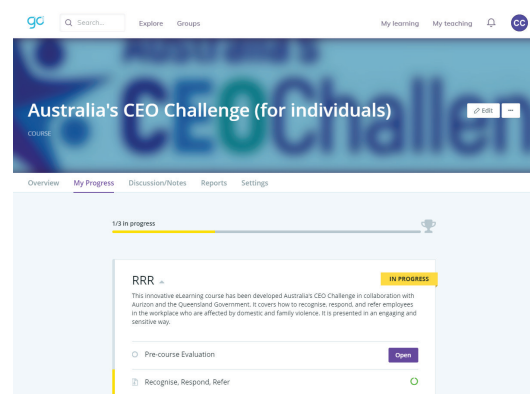
Our innovative online course was developed in collaboration with the Queensland Government and private business. It includes engaging content and interactive scenarios to equip people with the skills they need to Recognise, Respond and Refer to DFV in the workplace.



Throughout 2019 GO1 were proud to continue their partnership with Australia's CEO Challenge to deliver domestic violence prevention training across Australia. We share their vision of how education can help turn the tide and transform workplaces into the frontline of change.

2019 was a tough year in domestic violence prevention. Despite continued efforts from many of our shared clients and partners, we saw the wider workplace community face many challenges and continue to demand resources that provide a complex solution. GO1 couldn't be prouder to assist Australia's CEO Challenge in delivering a key part of that solution. Alongside the face to face training, consultation and endless hard work that Australia's CEO Challenge does, 2019 saw us continue to train more than 265,000 staff across Australia together. However, despite this success, 2019 also revealed just how much further Australian workplaces need to go to reach a tipping point on gender equality and domestic violence prevention.

As a result, Australia's CEO Challenge was generous in supporting our social impact research program and providing key training and assistance for our staff so that they could deliver a study into the areas that online training can evolve to be more effective. They provided us with insight on key issues around gender, domestic violence and delivering sensitive training and, because of their support, we have been able to secure a second year of investment from Innovation Connections that will see us beginning to implement these changes in 2020.



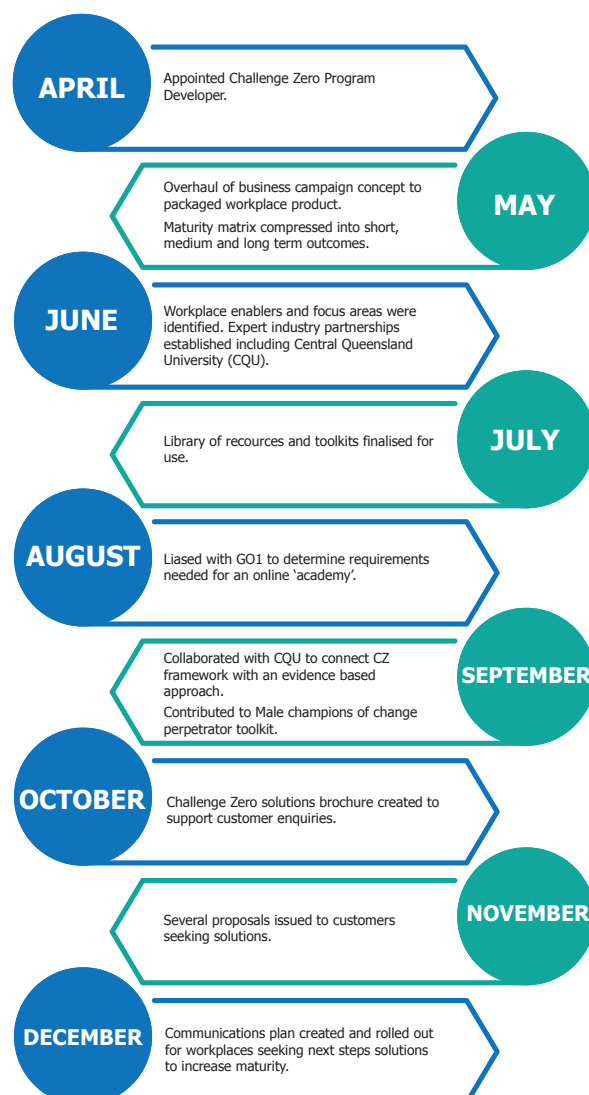
CHALLENGE ZERO

2019 saw ACEOC commit to further developing its Challenge Zero workplace program and the recruitment of a dedicated resource to develop the concept.

Challenge Zero has been designed to provide a practical solution for workplaces seeking to mature their workplace approach to domestic and family violence.

The Challenge Zero program encompasses an evidenced approach to workplace action and builds upon existing physical and psychosocial health and safety practices over time. Identified workplace enablers and their associated focus areas are key drivers to influence sustainable change and positively impact the prevention of domestic and family violence.

The program aims to provide a structured approach, with supporting tools and resources, for workplaces to build on the prevention of and response to DFV by building awareness and organisational capability, reducing stigma and developing safe and supportive workplace cultures.

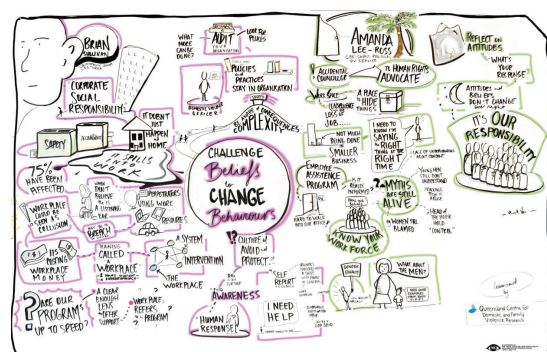
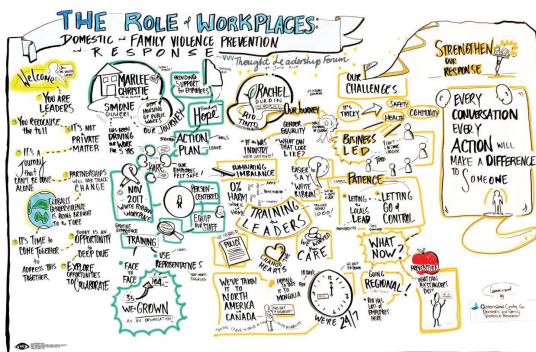


ACEOC prides itself on working with and supporting organisations along their journey. It is only through the combined and respectful effort of communities, workplaces, men, women and children, that positive change can occur.

Collaboration designed to create an impact that matters

Central Queensland University / Queensland Domestic and Family Violence Research Centre

- We have been working with Research Professors of Gendered Violence at the Queensland Domestic and Family Violence Research Centre (associated with CQU).
- The purpose of this relationship is to connect the Challenge Zero framework with an endorsed and evidence-based approach, enabling us to promote this aspect of our best practice product to our customers.
- The team collaborated with Central Queensland University in early June bringing together a number of workplaces government sectors and specialists to create change in relation to domestic and family violence.
- This unique event brought together 40 leaders from 26 corporate, government and specialist domestic and family violence organisations to share best practice strategies in the prevention of, and responses to, domestic and family violence in workplaces.
- The scene was set in the first session through a series of ten-minute TED-style Talks which informed and challenged participants.
- Activities over the course of the day drew on this foundation and enabled productive conversations between leaders from workplaces and domestic and family violence experts from the field.
- The ted talk sessions were captured by a graphic artist, depicting the key points in picture form on two canvases.



PARTNERSHIPS

Thank you Catherine Lamb

I would like to take this opportunity to thank Catherine for the incredible contribution that she made to our community and the impact this had during her time with us. Sadly we said goodbye to Catherine as she was offered an opportunity in a role that desperately needed her expertise.

Catherine has a real and authentic connection to people, a bubbly and vibrant personality that was infectious and Catherine genuinely wanted to make a difference. The whole ACEOC Team misses Catherine but knows that she is now working in a space that needs her.

Catherine is a force to be reckoned with, no one says no to her magic charm and compassionate requests. We were down to the last few days before Darkness to Daylight with no where to pack our kits and store our merchandise. Catherine jumped on the phone to a real estate agency and found us a central city location within the day. I will forever be grateful for her infectious smile and positive energy. An incredibly supportive team member who went above and beyond for everyone and always led with kindness and compassion.

Hollie Brown

Trailblazer Catherine Lamb (Lambo) was our most vibrant member of staff. Her presence was certainly known and never forgotten.

Donna Harvey

I was fortunate to work with Catherine aka Lambo, and am grateful for her friendship, I know it will last a lifetime. Catherine has this uncanny ability to put people at ease. She is always the shining light in a room, which at time can be bleak. I don't think I have meet anyone that Catherine can't put a smile on their face or make them laugh. Her thoughtfulness is a gift that is always treasured, and what makes this even more special is the fact she doesn't even realise it. We need more people in the world like Catherine, thank you for being you!

Sharon Iseppi



Thank you for being amazing in all that you do!

Nicole Sheehan

PARTNERSHIPS

Frontline Service Partnerships

Our partnerships program enables an organisation and its staff to support a refuge to provide a safe place for women and children fleeing DFV to live, by giving donations, fundraising and volunteering where suitable.

We work hard to develop a partnership that meets the requirements of both the corporate and refuge and we design it to not be onerous on those involved.



TMR and Woorabinda

After 12 months of negotiations, TMR signed off an MOU to partner with Gumbi Gonyah women's shelter in Woorabinda. The shelter is currently a share house comprising of 4 bedrooms and a communal kitchen and bathroom. Funding has been given to build a new shelter and it is expected to be completed in 2020. While in Gladstone for the Rio Tinto Launch, Catherine and Tess travelled to Woorabinda to create a video for TMR video, interviewing refuge staff and getting footage of the dwelling.



Men's Behaviour Change program partnership

2019 marked ACEOC's first partnership between a corporate and Men's Behaviour Change program, when Unitywater chose to partner with a Uniting Care Men's Behaviour Change Program in the Moreton Bay Region. We also facilitated the investment of \$30,000 by the Rio Tinto Community Fund in the Gladstone Men's Behaviour Change program. These partnerships have been inspirational to other organisations who are now considering support in this area. During a recent meeting with the Department of Child Safety, Youth and Women, Minister Di Farmer expressed a real interest in these initiatives and saw them as forward thinking, relevant and valuable.



PARTNERSHIPS

Community Projects

Rio Tinto Extended Leadership Forum:

As part of the 2019 Rio Tinto Projects Extended Leadership Team Forum, Rio Tinto collaborated with ACEOC to make a difference in the lives of families who are impacted by DFV.

During August, Jacque and a small team from Rio Tinto Projects participated in a 'working bee' at a Brisbane refuge. This involved painting a fence and sanding & staining a child's cubby house. The efforts at the refuge were instantly visible and the volunteers then had the opportunity to share the impact of their contribution with the broader Rio Tinto Projects Extended Leadership group over the duration of the Team Forum.

On the first day of the Forum, Jacque, Catherine and Matt were joined by some of ACEOC's Corporate Partners and Refuge sector workers for a Panel Discussion to talk about the impacts of their partnerships and the benefits of positive partnerships and collaboration between the parties. The shared learning enabled the Rio Tinto Projects Extended Leadership Team to reflect on the important work ACEOC and the value of our partners. We have no doubt this two-day collaboration led to many conversations about domestic and violence in the workplace of Rio Tinto and flowed through to homes and social networks. Rio Tinto staff from across the Globe attended the forum, including representatives from the USA, South Africa and Asia.



Compass Pest Control:

ACEOC collaborated with Compass Pest Control, a North Brisbane based Pest Control company. They have offered to provide a free general pest management treatment (cockroaches, spiders, silverfish and ants) to refuges in their service area, 8 refuges in total. Refuges have been advised to make bookings now for early 2020.

ADVOCACY AND ENGAGEMENT

Darkness to Daylight

Founded by Rob Reed in 2014, Darkness to Daylight is a symbolic 110km run with each kilometre representing the lives lost on average to DFV each year across Australia. Participants can run the 110km individually or as part of a team. Alternatively, they can run or walk the final 10km or 3km. ACECO aims to bring DFV out of the darkness and into the daylight through this community event.

The challenge is held annually during May which is Domestic and Family Violence Prevention Month. Money raised during the event supports ACEOC in continuing their work to raise awareness of DFV and support services on the frontline.

The 2019 event saw record breaking number of participants and donations raised.



OVER
\$135,000

RAISED AT
DARKNESS TO
DAYLIGHT

2,730 

DARKNESS TO
DAYLIGHT
PARTICIPANTS

1020

PARTICIPANTS
registered to

WALK THE 3KM



674

PARTICIPANTS
registered to

RUN THE 10KM



368

PARTICIPANTS
registered to run the

110KM RELAY



384

PARTICIPANTS
registered to run the

110KM SOLO



284

PARTICIPANTS
REGISTERED FOR THE

NATIONAL
EVENT



ADVOCACY AND ENGAGEMENT

Testimonials

“

I've joined the Darkness to Daylight challenge because it's a great way of bringing out into the open the issue of domestic and family violence. It's a community problem and by the community being involved and promoting awareness and making a more open conversation, it just helps people build their understanding and recognition and work towards a solution.

”

Claire Thorstensen
Department of Transport and Main Roads



“

As a father and a husband, I think it's really important to stand up for what you believe in and I strongly believe that no one should be subjected to domestic and family violence and that's why I'm supporting the cause.

”

George Theo – Unitywater

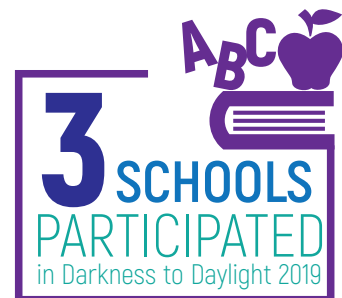


“

I heard about Darkness to Daylight through our firm. I think that's four years ago, and we've participated in it every year since. This year we've come on as a sponsor and built the biggest team we've had so we're very passionate about being involved in it.

”

Sarah Leuenberger
McCullough Robertson Lawyers



“

To me, the Darkness to Daylight Challenge is all about sending a message. Telling survivors that we're here to march alongside them but telling those using abusive behaviour as well that domestic and family violence is no longer an acceptable part of our community.

”

Joe Hill – Network 10



ADVOCACY AND ENGAGEMENT

Event Ambassador – Simone O’Brien

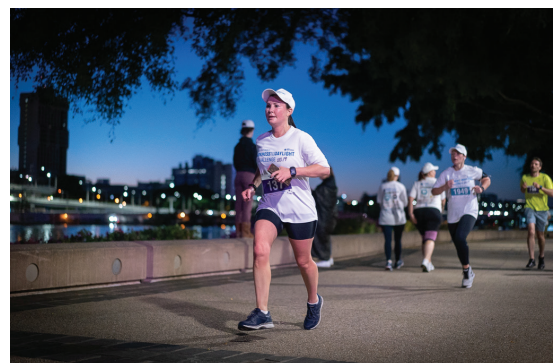
In 2019, we welcomed Simone O’Brien on board as our 2019 Darkness to Daylight Ambassador.

Simone O’Brien is a domestic violence survivor, speaker, strong advocate for women against violence, and mother of three beautiful children.

Her journey started in 2012 when she suffered a horrific attack at the hands of a perpetrator who would not take “no” for an answer. It started with emotional and psychological abuse and ended up with her being beaten with a baseball bat to within inches of her life.

With the support of family and friends, Simone got through that night and today, she travels around Australia to share her story of courage and strength, to raise awareness on the red flags related to domestic violence to prevent these incidences from happening again.

Using her personal story of determination, resilience, courage and strength, Simone aims to champion non-violence against women and children.



We were also proud to be able to support Simone’s ‘red flags’ project by creating her very own ‘red flag’ pins. We commend Simone for all the work she is doing in trying to end DFV.



THANK YOU SPONSORS AND SUPPORTERS

Sponsors



Supporters



ADVOCACY AND ENGAGEMENT

ICT Trivia

ACEOC was again fortunate to be one of four local charities being supported by the ICT Industry through their yearly ICT Trivia Event. This year, we were fortunate to receive \$9,576.

The funds were greatly appreciated, and have allowed us to continue the work we are doing with workplaces to support those employees affected by domestic and family violence.



More Than a Handbag Charity Auction

In 2019, ACEOC held their inaugural More Than Just a Handbag Charity Auction in November.

The More Than Just a Handbag charity fundraiser was created by Deborah Wilson in 2014 as part of her CEO Challenge Race.

“More Than Just a Handbag” is symbolic and represents that often when a woman flees a violent relationship, she may only have time to take her handbag. But a person fleeing a violent relationship is more than just a handbag. She is a person and she is valued. Her children are valued too. She needs more support than just a handbag. She needs shelter, food, emotional support, legal support, advocacy, protection and a safe place to call home.

From the evening, ACEOC received \$8,934. All funds raised will support the organisation, ensuring we can continue working towards ending domestic and family violence.



PEOPLE AND CULTURE

Team Building

Throughout the year, we held team building days aimed at working together as a team, determining our strengths and weaknesses as well as defining each other's role. One activity we focused on was completing the colour spectrum profile. This activity helped determine the most effective way to communicate with other team members.



OUR BOARD



Jane Hedger
Chair of the Board



Robert Reed
Deputy Chair



Nicole Riethmuller
Secretary



Sarah Kirk
Treasurer



Dianne Jeans
Board Member



Shane Klintworth
Board Member



Suzanne Marlow
Board Member



Marnie Went
Board Member



John Minz
(2013 – 2019)

OUR STAFF



Jacque Lachmund
CEO



Donna Harvey
Operations Manager



Kat Baulch
Acting Programs Manager



Sharon Iseppi
Programs Administrator



Nicole Sheehan
Challenge Zero Program
Developer



Tess Poplawski
Marketing Coordinator



Hollie Brown
Events and Fundraising
Coordinator



Matt Pronger
(2016 - 2019)



Catherine Lamb
(2018 - 2019)

OUR STAFF - CONTINUED



Dominic Golding
(2018 – 2019)



Elly Desmarchelier
(2018 – 2019)



Rhys Cupples
(2019)



Shan Corrigan
(2017 - 2019)



Gordana Indic
(2019)

OUR FOUNDING PARTNER

MinterEllison

MinterEllison became involved with ACEOC in the early stages of developing its Community Investment Program in Brisbane in 2000/2001. By helping ACEOC run its business, MinterEllison felt that they could make a significant impact in addressing domestic and family violence which, back then, not many were even talking about. They could clearly see the opportunity to involve all their staff at all levels and a holistic utilisation of our resources. The partnership has continued to flourish because it is relationship based and therefore capable of adapting to the organisation's growth and the changing landscape around domestic and family violence awareness.

Under the guidance of Special Counsel Robert Reed, who manages MinterEllison's Community Investment Program in Brisbane, our partnership with MinterEllison includes:

- Provision of office space and administrative support
- Pro bono legal support
- Representation on the Board
- Hosting events (venue and catering)
- Christmas goods drives supporting refugees connected with ACEOC
- Founded and helped to develop the Darkness to Daylight Challenge and continue to provide logistic support as well as participating every year

MinterEllison held their own Christmas drive which was hugely successful once again. In the lead up to Christmas, they packed their donated goods into cars to be taken to each of their 10 partnering refugees.

It was wonderful to receive feedback from one of the refugees, highlighting how much the donated items meant to those at the refuge.

"Please, say thank you – on our behalf - to everyone who was part of this amazing donation. Women and their children enjoyed every moment of the party and they were so so happy. The party was successful, and it would not have happened without you all."





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