



**ANGLICAN
DIOCESE OF
MELBOURNE**

PROJECT PLAN

Safe and Thriving CALD Anglican's Project – Karen Community

Background

Since 2011, the Anglican Diocese of Melbourne has been taking formal steps to better understand and respond to the serious and widespread problem of violence against women. In 2018, as a reflection of its deep and continuing commitment to tackling this problem, the Diocese established the Preventing Violence Against Women (PVAW) Program. The PVAW Program has been established in order to support and equip the leaders and church communities of the Diocese to work towards a future in which women and girls can live lives free from violence and free from the fear of violence.

In 2021, Melbourne University conducted an evaluation of the PVAW program. The evaluation found that the program demonstrated a range of promising outcomes that contributed to shifts in culture, attitudes and practices within the Diocese by supporting faith leaders to understand and take action to prevent and respond to violence against women and family violence. While the evaluation identified a range of promising findings, it was also identified that we were not reaching our culturally and linguistically diverse (CALD) communities with this PVAW work.

As such, the Safe and Thriving Anglican's project was established, with the support of state government funding to address this gap. This project was designed to better centre the needs of CALD communities in the PVAW program by creating culturally appropriate, in language training and resources as well as better equipping CALD Clergy through training and a supportive community of practice. So far, training and resources have been developed for the Chinese and Iranian communities, and it has been identified that there is a need to do this work with other Anglican communities such as the Karen, Sudanese and Indian congregations.

Introduction

In June this year (2025), Mother's Union generously agreed to exploring the possibility of contributing \$10,000 to work with Melbourne, Anglican Karen congregations as part of the Safe and Thriving CALD Anglican's project. This would involve working with Karen church leaders to develop culturally appropriate, in language training and resources to address the issue of violence against women and family violence for this community.

The following project plan outlines the strategies ADOM's PVAW team will use to do this work, how we will aim to spend the Mother's Union donation and some indicative timelines for the project. Noting that the timelines are only indicative, as the work will be community led as it is important that we are flexible and move at the pace of the community, rather than impose our own timelines.

Aim

To develop culturally appropriate training and resources aimed to assist with both responding to and preventing violence against women and family violence for the Karen Anglican community.



Strategies

1. Collaborate with Mother's Union to build relationships and trust with the Karen community
2. Co-design culturally appropriate PVAW training materials supported by the expertise of Kulturbrille
3. Work with Ethnolink in consultation with community leaders to translate training materials
4. Provide training to a Karen speaking trainer so they are resourced to deliver the sessions
5. Deliver a series of training sessions in language for the Karen community
6. Document community needs and learnings based on training conversations with the Karen community
7. Use learnings identified in community conversations to identify next steps

Indicative Timelines

Timeline	Strategy	Costings
Sept to Dec 2025	Build relationships with the Karen community	PVAW staff time
Feb to Apr 2026	Kulturbrille to develop training materials	\$175 + 5% GST per hour x 6hrs = \$1,102.50
April 2026	Ethnolink to translate training materials (in consultation with Karen faith leaders)	= \$2,587.04
April 2026	Kulturbrille to train the Karen speaking trainer	Incl in Kulturbrille costs above
April to May 2026	Set up of training sessions e.g. time, venue, catering, equipment, childcare, printing	PVAW staff time
May to Oct 2026	Deliver a series of training sessions by a Karen speaking trainer to Karen community	Approx \$470 per 3 hours 3 x 3 hour sessions = \$1,410
Oct to Dec 2026	Review learnings and establish next steps	In kind PVAW staff time

Indicative Budget

Budget	Start date of the project in 2025	End date of the project Dec 2027
Income	Project	Actual
Funding from Mother's Union	\$10,000	
PVAW staff time	\$0	
TOTAL INCOME	\$10,000	
Expenditure	Projected	Actual
Consultancy	\$1,102.50	
Translation of slides	\$2,587.04	
Translation of training notes if required	\$4,485.76	
Trainer	\$470 (3 hour session) x 3 sessions = \$1,410	



Childcare	\$170 (3 hour session) x 3 = \$510	
Catering	\$400 per session x 3 = \$1,200	
Equipment	\$30 screen hire x 3 sessions = \$90	
Marketing and promotion	\$200	
Travel	\$0.85 per kilometre = approx \$300	
Printing	\$18 for 30 booklets x 3 sessions = \$54 (plus trainer notes and pamphlets) = \$100	
Total expenditure <ul style="list-style-type: none"> please note that trainers don't usually require notes translated. 	\$11,985.30	
Total expenditure minus trainer notes <ul style="list-style-type: none"> this is an approximate cost for 3 training sessions. We can provide more sessions or develop more translated resources with the remainder of the money. 	\$7499.54	

Conclusion

The Karen project has been planned based on our tested formula of combining PVAW theory and practice, with Christian teachings, in a culturally appropriate way to deliver best practice PVAW training and resources to the CALD community. This project will be developed through a co-design process with faith leaders from the Karen community and drawing upon the expertise of organisations such as Kulturbrille and Ethnolink who are leaders in this field. We are grateful to Mother's Union for offering the funding to deliver this work.

Next Steps

1. Mother's Union to discuss the Karen project plan and indicative budget and timelines at their meeting on Monday 4 August.
2. Project Plan to be tabled at Mother's Union AGM in October for final approval.