



ANNUAL REPORT 2020/21

The Macleay River at sunset, flooding in March 2021.



We acknowledge and pay our respects to the traditional custodians on whose land we walk, work, and live. Is, was, always will be Aboriginal land

Front cover photo by Paul Reinbott



Contents

| | |
|---|----|
| Chairperson's Report | 4 |
| Executive Officer's Report | 5 |
| Our Purpose, Vision and Values | 7 |
| Specialist Family Case Worker. | 8 |
| Supported Playgroup | 10 |
| Young Parents | 12 |
| Family and Group Work | 14 |
| SpeakOut4Kidz | 16 |
| Staying Home leaving Violence. | 18 |
| Engage2Change | 20 |
| Fixed Address | 22 |
| ICT/Project Assistant | 24 |
| Team Development. | 26 |
| Strategic Partnerships / Interagency | 28 |
| Community Development and Events | 29 |
| Improving Inclusion | 31 |
| Our Management Committee. | 35 |
| Profit and Loss Statement year ending 30 June 2020. | 37 |
| 2019/20 Annual General Meeting Minutes. | 38 |
| Kempsey Families Organisational Structure | 40 |
| Acknowledging our Supporters and Partners | 41 |





Chairperson's Report

I would like to acknowledge the traditional owners of the land where we meet today, the Dunghutti people, and pay my respects to those past, present, and emerging. Always was, always will be Aboriginal land.

This year has again brought with it many challenges; however, many lessons were learned last year which enabled staff to adapt quickly. With so much uncertainty it has been important to ensure the emotional and mental health of our families, and staff, were supported. Staff have again had to work from home and be very resourceful in meeting the specific needs of clients.

I would also like to acknowledge our funding bodies, The Department of Communities and Justice (DCJ), Women NSW, and the Benevolent Society. Kempsey Families has continued to work closely with DCJ in the implementation of the Targeted Earlier Intervention (TEI) Programs. Kempsey Families has continued in its partnership with Warrina, and Liberty, in delivering the Men's Behaviour Change Programs (MBCP), Engage2Change(E2C), and Fixed Address program.

In brief;

- Kempsey Families Inc. remains in a strong financial position, with being able to support the variety programs within its remit.
- The disability access and covered walkway between the two buildings has been completed and the yard is now very user friendly for staff and clients.
- Kempsey Families has supported two remote office spaces, one in West

Kempsey, and the other in Coffs Harbour to support the MBCP and Fixed Address programs.

- As noted in the report, we maintain strong professional links with other community organizations, as well as general support from community groups.
- We continue to support students who have chosen Kempsey Families to undertake the practical aspect of their chosen courses.

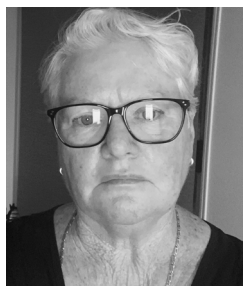
The 'Management Committee' as part of their regular meetings is given a report from each of the programs, this report provides a summary of program activity over the past year. I encourage you to read them and be amazed at just what this dedicated service does, and the way they are able to change the lives of families within our community. I would like to give my heartfelt thanks to the members of 'Management Committee' for their commitment and support to the organization. I would like to acknowledge our former secretary Jen Clarke who has stepped down from her position. Meetings will not be the same, they were always lively with Jen present, Jen kept us on our toes and was a great secretary. Finally, I would like to thank June Wilson for her dedication to the service, and with supporting the staff over the past 12 months.

Who knows what the next 12 months will bring?

Narelle Moulton

Chairwoman Kempsey Families Inc.





Executive Officer's Report

This reporting period has not only presented challenges, but it also presented opportunities and learnings for us all here at KFI. Opportunities to demonstrate our responsiveness and resilience, to continue to provide services and supports during the impacts of COVID-19, and with local floods that impacted clients and staff, already reeling from the bushfires the previous year. Opportunity to be creative in our thinking and using learnings from the previous challenges, to ensure the continued service delivery in an ever-changing landscape. The learnings we have now ensure a smooth and responsive pivot to working from home and responding swiftly to circumstances beyond our control.

I feel privileged to record how calmly and quickly the service and team adapted to the new working arrangements, from being a centralised business operation onsite, to an offsite and remote response, in a seamless transition aided by the leadership team including IT and HR support. New technology was embraced for remote accessibility, and we all became proficient at Microsoft Teams and ZOOM meetings, with a degree of humour along the way.

KFI achieved the accreditation to return to work in a staggered approach as a COVID safe workplace, with enacting the mandatory signing in, masks, and health checks, to be able to provide the continued high quality, and flexible supports we are regarded for in our community.

Adaptability was the key word, and KFI utilised creativity to meet client needs, ensuring the general wellbeing of staff, and maintaining the necessary linkages with our colleagues and partner agencies.

KFI maintained the office space in Coffs Harbour for our group work with men,

and created a new office the "West Wing" in West Kempsey, for face-to-face interactions with men who use violence and seek support to make changes in the use of violence.

During the report period we farewelled Lilli to Qld, Michelle, Ashleigh, and Gemma to new opportunities, and welcomed Jodie and Madeline to new roles, and Tyesha and Sydni back from leave.

Student's Jasmine, Jodie, Bec, and Leish joined us and completed their required placements', and we wish them well with their future endeavours in their chosen fields in the welfare sector.

The KFI management committee farewelled Jennifer Clarke and Nancy Pattinson and we thank them for their commitment and support to all the staff, volunteers, and management.

We welcomed new management committee members Judy Saul and Ro Stirling Kelly, and look forward to their support with governance and the strategic direction of KFI.

KFI as the lead agent in the Mid North Coast Consortium finalised the funding for Fixed Address and is currently waiting for the final evaluation from KPMG on the outcomes and recommendations for this pilot. KFI is excited to have entered a partnership with NSW Police and Department of Communities and Justice to work on the Fixed Address Intensive Case Management (FAICM) pilot for the next two years providing intensive long term case management for men at risk of incarceration, or as a component of their release from gaol agreements.

The uncertainty of longer-term appropriate funding requires a consistent and targeted approach to funders and Govt to ensure KFI can have a sustainable approach to supporting vulnerable families, and

provide a stable, skilled workforce. With this aim, KFI met with Mark Speakman Attorney General of NSW, and local MP Melinda Pavey to seek support for a commitment to funding into the future, particularly for men's behaviour change that keeps a focus on the safety of women and children, while providing alternatives for men who use violence in their current or past intimate partner relationships.

As Executive Officer of KFI, I would like to thank the community and families that allow staff to come into their lives, often at an incredibly challenging time, trusting us with their stories and walking with KFI staff to a brighter, safer future.

To the staff, volunteers, and students, it is my honour to work with you all and each person brings skills, insights, and compassion to their role.

The management committee works with the KFI team as a whole community approach, reflecting the values, vision, and purpose that resonates within the organisation, thank you one and all for your incredible support during what has been another challenging year.

June Wilson

Executive Officer Kempsey Families Inc.

I would like to dedicate my report to an incredible woman who died this year:

"Lyn Jackson, my mother who taught me right from wrong and held me to account to be fair, honest, loyal, fight injustice, and never turn away from someone in need. My mum was an incredibly strong and capable woman, and like so many of her era, changed the world, one step at a time, forever loved and missed".



This year in a quote by Maya Angelou:

"You may not control all the events that happen to you, but you can decide not to be reduced by them."



Our Purpose, Vision and Values

We deliver high quality responsive family support and specialist domestic violence services, working in partnership with the community to enhance the safety, health and wellbeing of children, young people, and their families.

A safe, equitable and inclusive society where children, families and communities are safe, healthy, resilient, and connected.

Promote collaboration

Work respectfully

Act with integrity

Champion client rights

Prioritise safety



We are committed to:

Delivering responsive, evidence informed services and practice

Building and delivering culturally aware and responsive service

Offering innovative programs that work with children, families, and communities

Leaders in innovative programs that work with children, families, and communities

Sustainable, responsive, and accountable management practices.

Our Focus and Approach

Kempsey Families is committed to action aimed at developing safe, supportive, and resilient families and communities that enable individuals and families to flourish. Kempsey Families delivers a range of services and programs across the continuum of interventions support the well-being and nurturing of children and families, especially those who are vulnerable and disadvantaged.

In working with families, including women, children and young people and others at risk of, or experiencing domestic violence and family violence, we are committed to the delivery of services and practice that are trauma informed, strengths based that promote self-determination and empowerment.

Specialist Family Case Worker

Sydney

Key Statistics

- 19 Referrals

Referrals out

Child Psychologist, NDIS, Supported Playgroup, Doctors, Police/DVLO, Tamworth Family Connect and Support, Kempsey Key Employment 'KAPOW program'.

Presenting Issues

No, or low School attendance, identified mental health, child sexual abuse, self-harming, criminal behaviours, violent behaviours, domestic and family violence, substance abuse, undiagnosed behaviours, safety issues, lack of family connection and support, need for connection to services.

Identified Needs

Victim Services, safety planning, safety upgrade, vouchers, hampers, accessing NDIS, referral to playgroup, accessing Key Employment, case plans, advocacy with other services, generalised family support, information and education around domestic and family violence, connection to services, referrals out.

Agency Collaboration

Case meetings, School liaison meetings, KDVMC, Interagency meetings, planning meetings, DCJ case meetings, NDIS case meetings.

Case Study -Brooke

Brooke was referred in through the Department of Communities and Justice, with the aim to be supported around their school attendance, substance abuse,

connection with NDIS, and to work towards an improved relationship with their mother, Veronica.

In the first interactions with Brooke and Veronica, it was apparent that their family dynamic was at crisis point. The mother daughter relationship had dissolved to a point of anger and frustration, and the ability to communicate with each other was non-existent. Veronica explained her feelings around being at the point of not knowing what to do anymore and feeling as though there was no support out there for the family. Brooke expressed feeling angry and was not wanting to be told what to do anymore. Brooke stated that they wanted to change Schools as they had friends at another School. Veronica explained that it was more than wanting to change Schools, that there was anger and abuse directed at them by Brooke, with explaining a daily occurrence of Brooke screaming at them, abusing them, constantly demanding money from them, and wreaking things in the house.

Veronica also described the frustration around Brooke leaving leave the home whenever they wanted, only returning through breaking in and smashing windows, days later. Veronica also explained a sadness that they have observed in Brooke, with additionally explaining the behaviours of the 'Reactive Attachment Disorder', that Brooke had been diagnosed with, Anxiety, and with a diagnosis of Autism.

The initial case plan with the family included accessing therapeutic support for Brooke given their disclosure of sexual abuse, and therapeutic supports for the family given the



domestic and family violence experienced with Veronica's ex-husband. Additionally, the School was to be contacted to work out a plan for what School attendance would look like moving forward for Brooke. Brooke had disclosed missing out on so much School that it left them feeling so far behind that they were embarrassed to go back to School. Also, strategies around de-escalation activities were required to assist when situations were heightened in the home, as well as safety planning for all members of the family.

As the weeks passed, case coordination saw movement forward on therapeutic supports, advocacy with NDIS, and case coordination with the referring agent, there was however little movement forward within the home, with the situation escalating. Over the weeks Veronica had spoken regularly around their frustrations with the system, the abuse and torment experienced from their daughter, and expressed being at the point of not feeling safe in their own home anymore.

It was shortly thereafter Veronica had called one day very distressed and upset, explaining that Brooke had held a knife to their throat whilst pushing them against the kitchen sink, threatened to kill them, and all after spraying them in the face with deodorant. At this point Veronica was encouraged to go to the Police Station to report the incident, with the support of the case worker. It was when walking towards the Police station that with hesitation in Veronica's voice, that the case worker stated, "Brooke has crossed the line in what they have done", these words later feedback to the case worker as being the words that changed everything, with freeing them from the responsibility of actions. Veronica explained that they would no longer take responsibility for Brooke's actions.

As an Apprehended Domestic Violence Order (ADVO), and charges were now being followed up with Police, case management shifted from Brooke as the primary focus, to the safety and wellbeing of Veronica.

Attempts to connect Brooke in with the local Youth Accommodation Service, as with safety in the home now an issue, were unsuccessful due to the level of violence perpetrated.

Services now consolidated efforts, with a progression in planning, for Brooke to live in alternative accommodation to the home. The 'system' however, did not have a place available for Brooke, with Brooke having to live with their father, the person responsible for their traumatic upbringing. Brooke at this point turned her anger towards Veronica, and safety measures were implemented, with additional needs sought through Victim Services, as well as a safety upgrade provided at the home.

Further attempts were made to connect in with Brooke, however Brooke disengaged. The intensive case management now shifting focus in keeping Veronica safe, and with time spent 'just listening.

Through case coordination Brooke did settle into new living arrangements out of area, as funded through NDIS, living in a shared space with others. Brooke was able to access intensive support from a career who specialised in working with complex Youth. Veronica fed back that Brooke was now learning new skills, feeling happier, and was enrolled to start School in the new year. Veronica expressed feeling so grateful for being heard, and feedback that they did not understand at the time how dangerous the situation was. Veronica expressed to the case worker "thank you so much, I am now able to breathe". Moving forward, a mutual decision was made for the case to be closed. Weeks following the closure of the case, the EO at Kempsey Families provided the case worker with a copy of a thankyou letter received from Veronica, it entailed the following;

"My family is now living violence free"

"Words cannot express the relief and liberty that has come from this"

"Syd has truly made a difference to our lives, and we will be forever grateful".

Supported Playgroup

Trudy, Megan, Jodie, and Rachel C

Key statistics

- 37 Playgroup Sessions
- 24 Families attended
- 10 ATSI Families attended
- 41 Children attended
- 19 ATSI Children attended

Agency Collaboration

The Playgroup Team for 2020 -2021 consisted of Trudy, Megan, Jodie, and Rachel who all bring a vast wealth of knowledge to the 'Supported Playgroup', in support all the families who attend each week. Playgroup regularly has students from different Universities and the local TAFE who assist at the 'Supported Playgroup'.

The 'Supported Playgroup' at the 'Red Shed' provides a safe environment for families to come together to build strong connections with other families, and the wider community. The 'Supported Playgroup' has a diverse range of families who attend each week. Families who attend the Playgroup are very welcoming and supportive to all new playgroup families.

Referral Pathways

Playgroup is a gateway for external support opportunities to strengthen families, and community engagement. The 'Supported Playgroup' helps build friendships, support networks, and reduce social isolation for many of the families who attend. The 'Supported Playgroup' has made many referrals internally at Kempsey Families Inc. and has also connected families to other services/organisations in the wider community.

The 'Supported Playgroup' promotes early childhood development, and provides children opportunities to explore, play, and interact with other children and adults, while still having their parents/carers there for support.

The children are provided with a wide variety of activities each week including crafts and sensory play. The Supported Playgroup staff do a lot of research around the activities and craft provided at Playgroup each week. The Playgroup staff use a wide variety of craft items and affordable ingredients which can be found at home – this helps to encourage our families to do these activities again at home with their children. The staff get a lot of feedback from our families who re-do the activities at home, and sometimes they even give us new ideas and activities to try at the 'Supported Playgroup' with all the other families. These weekly activities that are provided enhance relationships and interactions, for the children with their caregivers, and other playgroup participants.

The 'Supported Playgroup' also provides a healthy and nutritious morning tea each week.

The 'Supported Playgroup' has had a very busy year over the 2020 -2021 period, However, was greatly impacted with Covid-19, the restrictions limiting participants that could attend each week.





Earlier this year the 'Supported Playgroup' staff ran the Playgroup over two separate sessions, with reduced numbers in each session every Wednesday. The Playgroup staff set up a variety of activities at a local park, following the NSW Health and NSW Government Covid-19 rules and guidelines. This worked extremely well and kept the Playgroup staff engaged with our families on a weekly basis.

The flood earlier this year also impacted the 'Supported Playgroup' with the staff having to cancel two Playgroup sessions. There were also a few Playgroup sessions during the 2020-2021 period that had to be cancelled due to wet weather.

Creativity packs were delivered to all the families on 21st July 2020, due to the Covid-19 lockdown period. Whenever the Playgroup at the Red Shed is cancelled the staff maintain contact with our families by speaking to them over the phone, via text message/s, and if possible face-to-face contact.

The 'Supported Playgroup' was able to fit in at the end of year, an excursion in December 2020 to 'Tabatinga', and a wonderful time was had by all the families and Playgroup Staff. This was a wonderful way to end the Playgroup for 2020.

The 'Support Playgroup' at the Red Shed has a Facebook page 'The Red Shed – Kempsey Supported Playgroup'. Weekly updates are put up on the Facebook page including a variety of craft activities, cooking ideas, as well as promoting other services/ organisations, and providing our families with extensive informative information and contact numbers.

The 'Supported Playgroup' at the Red Shed participated in the 'Seeing Red' say No to Violence in all Relationships - Wear it Red Day', on the May 19th, 2020, and had a photo published in the local paper, the Macleay Argus.

Young Parents

Megan

Key Statistics

- 13 clients case managed
- 4 clients case coordinated
- 10 clients identified as Aboriginal and Torres Strait Islander
- 2 clients identified as Culturally and Linguistically Diverse

Referrals in

2 Playgroup

1 WDVCAS

1 Building Strong Foundations - Aboriginal Child and Family Health

6 Interagency Case Discussions

3 NSW Health 'Safe Start'

1 SO4K 'Women on the Verge'

Referrals out

Brighter Futures, YP Space, Speak Out 4 kids (SO4K), Legal Aid, Family Law, Early Connections, NDIS, Northcott Child and Family Health, NSW Health Safe Start, Staying Home Leaving Violence (SHLV), NSW Health Dental, PCYC for after school activities, Vinnies Welfare, Centrelink Social Worker, Psychologist, Victims Services, Samaritans Women's Refuge, Women's Domestic Violence Court Advocacy Service (WDVCAS), Community Housing Ltd, Kempsey Children's Services – Early Childhood centre, Domestic Violence NSW (DVNSW), 'Supported Playgroup'

Agency collaboration

YP Space, Samaritans Women's Refuge, Legal Aid, Centrelink Social Worker, Department of Communities and Justice (DCJ), Independent lawyers for Family Law, Uniting Burnside,

NSW Health- Social Worker, Child and Family Health, Building Strong Foundations- Aboriginal Child and Family Health, NSW Health 'Safe Start', Burrum Dalai Restoration Team, West Kempsey Primary School, St Joseph's Primary School, Macleay Vocational College-Young Mums' program 'Ginda Barri'

Interagency meetings

NSW Health Safe Start Interagency Case Discussions, Early Connections, West Kempsey Primary School, Northcott- NDIS

Professional Development and Training

Anxiety and Depression in Young Children and Adolescents, Seeing Through a Trauma Lens, The Views of Australian Judicial Officers on Domestic Family Violence Perpetrator Interventions,

Intersectionality and Inclusion in Primary Intervention, Animals and People Experiencing Domestic Family Violence, National Survey on Findings of Tech Abuse and Domestic Family Violence, Understanding Coercive Control, Parental Alienation in the Australian Family Law System, Vicarious Trauma, Smartphones and Safety

Continued involvement in Supported Playgroup, and Women on The Verge facilitation.



Professional Highlights

Restoration case coordination with Donna, a Kempsey Families Inc Family Worker, with a focus to empower a client to achieve the necessary steps towards restoration of their two children. The client engaged through 'Women on the Verge' on two occasions, and as being referred through the SO4K program. The client began case work with development of a case plan around the necessary steps for restoration of their children. Case coordination commenced with initial phone calls to Burrun Dalai, and the Department of Communities and Justice. Referrals followed with connection to a Psychologist, Drug and Alcohol Counselling, and Donna for parenting support.

The client engaged well in the 'Triple P' parenting course, with highlights around Narrative Therapy drug and alcohol mapping. The focus applied was on what was happening at the time for the client, regarding their use of drugs. Narrative Therapy continued weekly, and support was also offered with screening, as this being part of the restoration process. The client was also supported through case meetings, review of content from Women on the Verge, and advocacy with the restoration worker.

Visits with the children increased from supervised to unsupervised, to overnights and weekends, during the time of working with the client. The key points focused upon during the case coordination were around the client's values, self-worth, self-belief, boundaries, communication, education on

the power and control wheel, and the journey forward in keeping her values strong.

Most of the work offered to the client has been by visual boards, with the client expressing holding a greater understanding that it is clear to see, once verbalised, and acknowledgement that the pathway to outcome is strength.

Family Law coordination and safety planning

Working alongside a legal aid lawyer to support clients for the best possible outcomes for themselves and their children. This included assisting clients at initial appointments, supporting the client through each step of the Family Law process, completing forms, mediation preparation, emails and calls to the lawyer, and communicating the deconstructed language to the client. Simplified processes for women who have experienced domestic and family violence, eases anxiety and regains hope for the clients. During Family Law processes, the domestic violence can escalate through exposure to affidavits, contact visits with the children, and through tech abuse. Supporting clients to engage with Police to discuss the abuse, empowered clients to take the first steps towards safety planning. Additionally, providing information and advice to clients regarding blocking numbers, installing cameras at the home, and with only answering necessary texts regarding the children.



Family and Group Work

Donna

Key Statistics

- 10 parents engaged in parenting programs/conversations
- 8 parents participated in Circle of Security Parenting (COSP)
- 2 parents participated in Narrative Therapy -Tree of Life conversations about parenting
- 1 parent participated in Triple P
- 20 children were of these families,
- 3 participants, and 11 of the children identified as Aboriginal
- 11 parents engaged in capacity building case management
- 26 children were of these families
- 5 parents, and 16 of the children identified as Aboriginal

Professional development and training

Towards the end of the last financial year, I trained and became an accredited Circle of Security Parenting (COSP) Facilitator. This year I began offering this program to families. I worked individually with eight families who engaged with the program. These participants privileged me with very open and honest conversations about their reflections upon the video clips provided by COSP, of children going around the Circle of Security with their care givers. Parents expressed in detail their insights into their own parenting interactions in terms of the Circle of Security. Because these were individual programs, we were able to move at the pace of the individual participants and explore each participant's insights into their parenting experiences very broadly. One half of the participants continued their engagement with me as case managed clients, with the aim to build their capacity to provide a safe and secure environment for their children.

Professional Highlights

Two clients engaged with narrative therapy conversations using the tree of life methodology to explore their parenting experiences. One of these clients later engaged with COSP and the other continued working with me as an intensively case managed client.

In addition, one client completed a Triple P course, to which they had started with me previously.

Three other clients were referred specifically for capacity building case management.

The capacity building case management that originated in the parenting programs as well as the clients who were referred specifically for case management support often became intensive.



Agency Collaboration and Advocacy

- Working closely with DCJ, Out-of-Home-Care agencies, supervising services, and Child Safety QLD to support child restorations
- Reconnecting parents to NDIS plans which were not being utilized, and intensively supporting the parents until the plan was functional and supportive of the parenting context of the participant
- Supporting the review of said plans to support consideration of the impact of the disability upon the parenting capacity of the participant
- Working in tandem with the Young Parent worker at Kempsey Families who used their picket fence methodology to help the parents explore the workings of power and control exerted over them by family members, develop boundaries to stand up to these pressures and to engage in safety planning should the safety of their children become threatened by family members
- Supporting families of children with complex, chronic, and potentially life-threatening health issues to navigate the various tiers of the NSW Health system to provide care for their children as regional patients of city hospitals
- Supporting parents to care for their own health to optimize their capacity to care for their children
- Attending unsupervised child contact visits to support both parents to apply COSP to their parenting context
- Supporting families engaged with parenting programs during their visits at the supported playgroup to help them see their children going around the circle and to support these parents to meet the children's needs on the circle. Supporting the negotiation of child contact arrangements with the other parent
- Supporting families with the navigation of the family and criminal court processes regarding parenting issues
- Supporting families to access day care
- Supporting engagement of families with the early childhood nurses and attend to follow up
- Supporting families to navigate the Centrelink system often working closely with the Centrelink Social Worker



Rachel C, Madeline, and Jodie

Key statistics

'Women on the Verge' program in the last year 24 clients participated in intake and assessment, 19 of the 24 participated in the program with completion of the program, 3 of the 19 participants identified as Aboriginal.

'Kidz Group' in the past year 20 children participated in intake and assessment, 17 of the 20 children complete the program, 7 of the 17 participants identified as Aboriginal.

'Kiddy Katz' in the past year 16 clients participated in intake and assessment, 14 of the 16 completed group, 12 of the 14 identified as Aboriginal.

Professional Highlights

Some of the feedback that we have received from the kids in both groups consists of:

(K/G) when asked in one of the activities that we play in group around likes and dislikes one of the children expressed that they really like to come to group, and they wish it went longer.

(K/G) one of the kids in group expressed that they loved group so much that they thought their mum would like it too as it helped them, so would help their mum also.

(K/K) "I really like it here coz you want to play with me"

(K/K) "it's really fun at this group"

Some of the feedback that we have received from the women in group consists of:

"It's really hard for me to trust anyone anymore but coming to this group I feel like there is a lot of trust in the room."

"That I wish the length of the course is longer as it's the first time that I have told my story and actually felt like someone understands"

"I no longer feel worthless"

"I'm not alone"

Good news story

We first met Christy when they come to our service with their mother. Christy was referred through to SO4K from their mother's referral, as they were experiencing domestic and family violence, Christy was also a witness to this violence. During intake and assessment Christy appeared shy and expressed feeling not sure that group would be right for them. Christy explained that they were feeling very nervous about who might be in the group, and what might be talked about.

As group commenced week one, Christy had told SO4K staff that they were still nervous. During the first week Christy was quiet and shy, they did not say much during group, however, did express that they would like



to come back and continue the group for the next 7 weeks. The following week at School pick-up, when Christy was called to the office, the staff in the office had said that Christy was not too impressed to be going to group today, and following Christy came out of the door with their head hung low. Christy had expressed that they were feeling a lot of emotions and were not too sure how to respond to them at that time. SO4K staff reassured Christy about who was in group that day, and what activities were planned for the day. SO4K staff made sure that Christy was feeling comfortable to attend group before leaving the school grounds. SO4K staff did some breathing exercises with Christy and talked about emotions, and what they sometimes can look like when we are scared and nervous about an unfamiliar situation.

SO4K staff asked Christy how this process of transition could be made easier for them, Christy explained that it would be good if SO4K could chat with them prior about who was in group, and some of the things that were going to happen that day so they would know what to expect when they arrived. The next week as Christy was called to the office for pick-up, she came out with her head held high and was engaging in conversation. Christy was asking SO4K staff about the other kids that were coming to group, and about the fun activities that

were planned. Christy told SO4K staff that they had also had a good conversation with their mum from last week, and they felt more comfortable to come to group this week.

As the weeks followed Christy slowly started becoming more confident, and with learning about the different types of domestic and family violence. Christy also learnt how to identify their emotions, and to name them, and of how to work through those emotions. Through attending the group Christy learnt some helpful ways to deal with different emotions. During the group Christy also learnt what a healthy relationship looks like in friends at school, and at home.

Christy's Birthday came around during their time at 'Kidz group', with SO4K deciding to celebrate Christy's Birthday, with making them feel special with a cake of their choice. Everyone at group sang "Happy Birthday" to Christy, this gave Christy a lot of confidence. Christy left group this day with a big smile, and excited to attend group the following week.

On the last week of group Christy presented happy, participated in all the group activities, and showed confidence in communicating and laughing with everyone. When presented with their certificate for completing group, Christy had a big smile and seemed very proud of their accomplishment.



Rachel M., Lucy, Leish and Beck student placements

Key Statistics

- 101 distinct persons having recorded contact
- 304 total recorded contacts made by Kempsey Families

Program Aims

Staying Home Leaving Violence (SHLV) aim is to support women and children affected by domestic violence to remain safely in their home, or a home of their choosing. SHLV provides safety planning and case management strategies supporting women to remain separated from a violent partner by addressing some of the key challenges faced by survivors including: Addressing accommodation needs

- Planning for maintaining support networks
- Safety planning and security.

Staffing updates

Rachel M. has continued in the role of coordinator for SHLV. In the past year, has undergone staff changes, research projects, funding changes, the challenges of floods and the continued impact of covid. Despite this, the program has been able to undertake research projects, while maintaining the primary goal of being women and children focussed.

With the support of Kempsey Families Inc (KFI) Lucy (case worker) undertook the final 500 hours of her university field placement at the palliative care unit at community health, finalising her social worker degree. Lucy will be returning to SHLV on completion with additional professional skills and network

links, which will benefit SHLV clients.

Leish came on board with ten years professional practice in the youth sector, and fifteen years in the Australian Defence Forces, specialising in mental health wellbeing. Leish is completing 600 hours of university field placement for Charles Sturt University to gain her degree in social work. Leish has fitted seamlessly into the SHLV program with both her exceptional skill level and character.

Beck opted for an away placement from the University of Newcastle, allowing her to complete the remaining 500 hours of her social work degree. Beck is sharing her field practice hours between SHLV and other KFI programs. Beck has a keen interest in early interventions and case management and has an ability to build rapport quickly with clients.

Professional Highlights

The Department of Communities and Justice – Women NSW and The University of Technology Sydney - Designing Out Crime Research Centre, invited Kempsey Staying Home leaving Violence (SHLV) along with two other SHLV programs to participate in a second extensive trial of three SOS personal safety alarm devices. Kempsey SHLV, along with East Sydney and Newcastle Staying Home Leaving Violence specialist programs participated in the trial.



SHLV completed two trials of several safety devices, with staff and one low-risk client testing the devices over four weeks, 24 hours/7days a week, and in varying locations. The trial entailed recording location GPS accuracy, with the dashboard location for Police response. SHLV intensively checked the signal strength of the devices, and the timeframe response and professional manner of the security monitoring firms.

The data was collated and discussed in a weekly meeting and contributed to data and surveys that were presented to the Department of Communities and Justice, and The University of Technology Sydney. Kempsey SHLV following, presented at a forum with DCJ, Police, and security monitoring stakeholders. SHLV spoke at the final forum where we kept women and children as the priority.

Agency Collaboration

Kempsey Families Inc. SO4K, Young Parent Worker, Engage2Change, Fixed Address. New Horizons, NSW Police, Women's Local Coordination Point, Safety Action Meetings (SAM), Real Estates

Lifetime Connect, Samaritans, Staying Home Leaving Violence regional group, University of Technology Sydney, Department of Communities and Justice, Centrelink Social Worker, WESNET safe phones, Charles Sturt University, Newcastle University, YP Space, Voices for Change – report launch

Professional Development and Training

WESNET Core Unit 1: Smartphones, Survivors and Safety, Core Unit 2: Telstra Phone Activation and Safety Planning, NAIDOC Week Webinar, zoom training regarding ADVO 'section 6', Lucy's Project

Interagency meetings

Safety Action Meeting (SAM), YP Space Interagency, NSW Women's Legal Aid, LGBTQI+ Youth Interagency 'Like Minds', Child and Family Interagency (CFI), Domestic Violence Forum CFI, Kempsey Domestic Violence Monitoring Committee



Wendy, Lisa, Ian, and Paul

Key Statistics

During 2020-2021 period 'Engage2Change' (E2C) Women and Children's Advocates (WCA), Ashleigh, Charna, and Sharon provided advocacy and support to 69 women and 65 children across the Mid North Coast. There were 149 male clients referred. 98 completed the intake process and 51 commenced group-work. 35 completed the E2C group with at least 10 out of 12 sessions attendance record.

Program Aims

The 'Engage2Change' (E2C) program primarily focuses on the safety of women and children. It offers support to men who have used abusive and controlling behaviours towards their partners or family members, to change their behaviour and build healthy and respectful relationships.

Agency Collaboration

Referrals into the program are from Men's Referral Service (MRS), Magistrates Early Referral Into Treatment (MERIT) program, Community Corrections, Department of Communities and Justice (DCJ), self-referral, family member referring in, Courts and legal representation, Community Housing Ltd, Safety Action Meeting (SAM)

The Mid North Coast Consortium (MNCC) now runs Men's Behaviour Change Programs (MBCP) in Port Macquarie, Kempsey, Nambucca Heads, and Coffs Harbour.

The 'Practice Standards' and 'Compliance Framework' for NSW MBCP registration have created a space for setting much needed program quality assurance measures, including boundaries and guidelines

around course content, risk assessment and management, facilitator training, and guidelines for clinical supervision for facilitators.

The E2C facilitation team are using the 'Program and Resources Manual', to which has been adapted across the MNCC. The E2C Coordinator is working with 'No To Violence' (NTV) to embed and implement the NSW Risk, Safety, and Support Framework, (RSSF) which is to be used in the E2C program to assess, mitigate, and manage risk.

Professional Highlights

We have had many challenges again this year due to the COVID restrictions and the impacts of those on how, where, and when groups are run, and attempts to retain consistency has been difficult. However, the program has managed to hold the male participants in the space when groups were not running with Zoom, one on one change work, and phone communication particularly to manage risk, while continuing to focus on the women and children and their safety and wellbeing.



Case Study

A referral was received in January for John, to be assessed for suitability to attend E2C group work, the referral was from Community Corrections in Nambucca Heads, to attend the Coffs Harbour group. The referrer explained that John needed support with his upcoming appearance in Court, and with gaining access to see his two children, those being from his previous relationship.

Presenting issues identified for John:

- Domestic and family violence in a previous relationship, with physical violence an issue, ex-partner had been hospitalized on several occasions, ten-year past relationship
- John had new partner who is eight months pregnant
- Possibility of sentencing for gaol time, given the identified offences being heard at Court
- Two children from the previous relationship, who had witnessed the ongoing domestic and family violence

John was assessed over four sessions with the E2C Intake Worker and was deemed ready for group as he appeared motivated to change, and ready to take responsibility for his past violent behaviours.

The E2C Women and Children's Advocate (WCA) contacted John's ex-partner Leeanne and offered support which was accepted during the 12-week E2C group that John was attending. The WCA also contacted John's

current partner with providing support, advocacy, and safety planning for her in January this year.

John attended 11 out of the 12 groups, (1 cancelled due to floods) running from February to April 2021. John participated actively during group and appeared to be engaged in the change process.

Outcomes:

- John was offered a referral to the Men's Referral Service, and monthly contact with the E2C 'Intake and Assessment and Facilitation Worker' (IAFW), to continue over six months post group, due to the new baby with John's current partner, and through a request for ongoing assistance by John.
- The WCA worked with John's ex-partner around safety planning and provided weekly phone contact which provided an opportunity to conduct reporting on the progress/content of Zoom contact with John, and the two children. The WCA aided with referral pathways for John's ex-partner and their two children.
- The WCA continued to provide support to the John's current partner and their new baby, until January when they said they no longer needed support. The referrals provided up until January were around ongoing support, and safety planning if needed.

Gemma, Ashleigh and Paul

Introduction to Fixed Address

We are representing the Mid North Coast Consortium (MNCC) and the Fixed Address program we have launched across four LGA's (Port Macquarie, Coffs Harbour, Kempsey and the Nambucca valley).

The MNCC consists of three non- government organisations who have worked in the domestic violence sector for over 30 years and bring a depth of knowledge and expertise to the drivers of and responses to domestic violence.

Kempsey Families Inc. as lead agency, Warrina Domestic and Family Violence Specialist Service and Liberty Domestic and Family Violence Specialist Services.

These organisations are domestic violence specialist services, something which we believe is fundamental in providing support to women, children and men in this sector.

Why was Fixed Address developed?

This work in the men's behaviour change space prioritises the safety of women and children. It assesses risk and holds men accountable for their violence and provides the opportunity to take responsibility for their actions.

It challenges collusion and invites men to develop non-abusive and non-controlling behaviour of equality and respect to their current, former or future partners and family members.

The funding to implement Fixed Address was announced in August 2018 by former NSW Minister for the Prevention of Domestic Violence and Sexual Assault, Pru Goward, under the Women NSW Innovation funding (second round).

The Fixed Address program seeks to directly engage with men perpetrating violence in order to increase the safety of women and children and reduce resultant homelessness among women and their children as the priority.

Partnership with Community Housing

While the MNCC has worked together on the men's behaviour change pilot for over 3 years, this new program has formalised a partnership with Community Housing Limited to provide the housing for the four sites across the coast.

This is a new and exciting partnership and we welcome the expertise of Community Housing Limited in the area of housing.

The uptake by Community Housing Limited in this innovative model we believe, has the potential to be applied across a range of locations, communities and settings and we will look to the evaluations to support this.

Community Housing access is often not the priority nor achieved, yet the suite of services in Community Housing Limited are fully utilised to secure private rental or head lease properties.



What does Fixed Address look like, and what are its aims?

The Fixed Address program addresses the aims of the National Plan to Reduce Violence against Women and their Children 2010 – 2022 and the NSW Domestic and Family Violence Blueprint for Reform 2016-2021 of holding perpetrators accountable.

Reducing ADVO breaches, expanding men's behaviour change interventions, and providing accommodation for perpetrators to reduce immediate reoffending.

Explores new ways to engage men in respectful, targeted ways that aim to decrease the risk to women and children and reduce the burden on the homelessness sector.

It's all about keeping women and children safer and housed, by working directly with men who have used violence in their relationships.

We invite men into the space of accountability, for them to become responsible for their abusive behaviour and tactics of power and coercive control.

We provide transitional housing options and case management for men who have used violence and who have been excluded from returning home.

Through case planning we work on other support needs, lifestyle factors contributing to harmful behaviors, such as drug and alcohol, mental health, and referral pathways that men identify and require in their journey to non-violence.

Early Outcomes and Data

It became apparent early in the implementation phase of the Fixed Address program that the sector and community was ready to embrace and refer into the program.

Case workers saw a quick up take of new referrals to the program. We believe this was due to Warrina, Liberty and Kempsey Families historic work in the Men's Behaviour Change space.

Direct referrals in MBC took up to 18 months when the MBC group concept was introduced to the community yet referrals to Fixed Address were immediate partly due to the strong relationships forged with MBC prior.

Fixed Address saw less resistance to the concept and implementation of working in a case management model with men who use or have used violence due to the path trodden by MBC.



ICT Project Assistant

Glen

Summary

The COVID19 pandemic and NSW Health orders and associated restrictions have seen a more disparate workforce continue throughout 2020/21, with many staff continuing to work from home, as well as remote offices. The ongoing level of ICT/project support remains steady albeit at slightly elevated levels.

Ongoing ICT support and assistance is being provided via email/phone/remote PC control to all Kempsey Families staff for a broad range of hardware/software/system issues along with ongoing project support for the SO4K, TEI, SHLV, MBCP and Fixed Address teams.

New Equipment Purchases

Purchasing of new ICT equipment (printers/laptops/tablets/iPhone) continues with Microsoft Surface Pro tablets also supplied to the Executive Officer and TEI, SHLV and MBCP teams.

Several new iPhones have also been purchased and these have now all been setup and deployed to staff. During the upgrade process I transferred of all data from the old iPhones to the new iPhones, and then wiped the old iPhones to prepare them for retirement. Apple updates were installed, and all existing data was migrated, and apps and accounts were setup for email, zoom, teams and office365.

Men's Behaviour Change Program (MBCP) database support

Support continues to be provided to the MBCP teams and consortium partners for Insightly, our data collection/case management database, with some minor modifications and updates made during this period. The required 6 monthly data reporting has been completed and submitted on time to NSW Office of Women.

Collaboration and Partnerships

Ongoing collaboration and support provided to Warrina and Liberty for MBCP/Fixed Address

Remote Offices

ICT Support for the two remote offices Fixed Address in Kempsey and E2C at Coffs Harbour has been provided with high-speed reliable internet connections servicing both offices. Full access to the organisations private Office365 tenant allows remote staff to share files and participate fully in online meetings etc. Multi-Function Printer/Scanners with full email support have also been provided as well as Surface Pro tablets and 4G Mobile Internet Router for the Coffs Office.

Database Support

A simple relational database was created using Rajic for the SO4K team to record historical data to support funding applications and provide better insights into the program.

<https://www.ragic.com/intl/en/about>



Insightly continues to be a successful database tool for the MBCP team to use, with all MBCP team members including Warrina using it daily to manage clients and record data.

The revised Fixed Address program is currently looking to implement a similar database using the Insightly platform. Work is underway in designing the information workflow and database.

Cloud Based Email Signatures

We have now successfully completed the implementation of cloud-based email signatures to standardise the design and layout of staff email signatures. This was quite a lengthy and involved process, but the outcome has been excellent with all staff email signatures now appearing consistently across all device types (mobile, desktop, tablets).

CodeTwo Email Signatures for Office 365 is a cloud-based software that lets you create and centrally manage email signatures and disclaimers for all users in your Office 365 (Microsoft 365) organization. The service is easy to set up and works on any device (including Windows, Mac, mobiles, and tablets) and with all desktop and mobile email clients.

<https://www.codetwo.com/email-signatures/>

Website Upgrade

The process of upgrading the Kempsey Families website has commenced at the request of the Executive Officer. An external content mapping expert/copywriter has been engaged to undertake a thorough analysis of the existing content and website structure. A brief will be created that includes a complete site content map to inform the new site build and redesign.

Training

Ongoing Office365 training via Microsoft Office365 Support

Risk

Increased Cyber Security Risk Assessment due to foreign actors targeting Australian businesses.



Team Development

Kempsey Families is committed to ensuring an ongoing supportive environment, with access to opportunities for all the team. The ability to undertake relevant, appropriate, professional development and training, ensuring we are current, informed, and able to meet the complex nature of each role and individualised client needs.

Professional Development

- Bachelor of Social Work
- Graduate Certificate in Men's Behaviour Change
- Graduate Certificate in Men's Behaviour Change
- Diploma of Youthwork
- Degree in Business Management/ Human Resource Management

Training Sessions

- Introduction to Vicarious Trauma online eLearning
- Working with Men to End Family Violence Live Stream Training
- Suicide Prevention Training
- DV Alert training
- Mandatory Reporting Training
- LOVEBITES Respectful relationship Facilitator Training
- Drumbeat Facilitator Training

Conferences / Meetings

- NSW Men's Behaviour Change Network Forums
- NSW Aboriginal Child & Family First 1000 Days
- Staying Home Leaving Violence Regional Interagency Meeting
- People with Disability Australia -Project and Advisory Group – Building Access for Women with Disability to Domestic & Family Violence Services
- ANROWS online Conference
- Coercive Control – Jess Hill

Team development

- Accidental counselling
- Introduction to Working with Adult Survivors of Child Sexual Assault
- Trauma Informed Organisations (Men's family violence)
- Anxiety and Depression in Young Children and Adolescents
- Child inclusive FDR- Family law
- The views of Australian judicial officers on DVF perpetrators interventions
- People and animals experiencing DFV
- National Survey findings on technology abuse and DVF
- Parental alienation in the Australian Family Law system
- Smartphones and safety
- Introduction to working with men using family violence
- Using the Stages of Change model in family Violence
- Case management and case notes



Team development

- Working with fathers who use Family Violence
- Property Settlements & Spousal Maintenance for separating couples
- Engaging Volunteers, Employees & Contractors: Understanding the Key Legal Differences
- Managing Payroll Obligations Series
- Avoiding and Managing Disputes in Not-for-profit organisations
- Sub-contracting 101 for Not-for profit organisations
- Service Provider Information and data Security Seminar
- Mitigating Risk Against Nation-State and Ransomware Threat Actors
- Service Provider Information accountability information webinar
- #StrongSafeFabulous Prevention Program
- Family safety practice
- Trauma Informed Practice
- Reflective Practice Training Series
- Coercive Control & Domestic Training
- The impact of Family and Domestic Violence on the Child
- Understanding Child mental health
- A visual Perspective about Intergenerational Trauma with an Aboriginal Culture Lens
- Mental Health, the NDIS and People living in Rural and Remote Areas
- Sexual Behaviour in Children and Young People
- Strengthening accountability across perpetrator intervention systems
- The practice of partner contact and prioritising women's safety in Domestic Violence perpetrators intervention
- Evidence in Action

Strategic Partnerships / Interagency

Kempsey Families Inc. has formal and informal partnerships at a local, regional, and state level and these include the following strategic and community partnerships and Inter-agencies.

Mid North Coast Consortium:

Engage2Change and Fixed Address

MNC Domestic Violence Steering Committee

which includes programs from Kempsey Families Inc., Warrina DfVSS, Liberty DfVSS, Women's Court Support, NSW Health, Department of Communities and Justice, Community Housing Ltd, Police, Specialist Homeless Services, and SAM.

NSW MBC Network

Community Housing Limited

Education Centre Against Violence

No to Violence

DVNSW Peak

Lifetime Connect – Nambucca Valley

Kempsey Neighbourhood Centre

DCJ - Child and Family Interagency

Benevolent Society – Communities 4 Children Advisory Committee

Safety Action Meetings (SAM)

Kempsey Shire Council

Kempsey TAFE

Domestic Violence Monitoring Committees (Kempsey and Coffs Harbour)

Kempsey Healing Committee

KPMG

Inter-Agency Case Discussions - DCJ

Child and Family (NSW Health) Interagency for high-risk maternal health clients

Macleay Valley Vocational College

Healthy Minds

Legal Aid

Baylin's Gift

Kempsey Interagency

People with Disability Australia

Kempsey Mental Health

YP Space

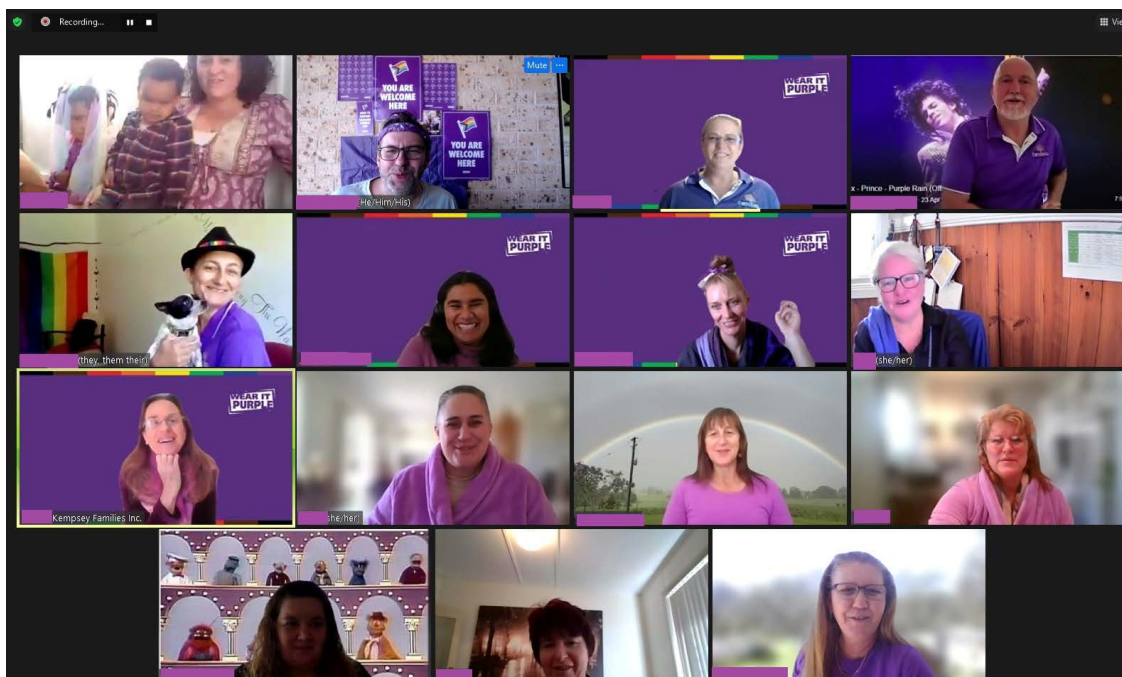
NSW Corrections



Community Development and Events

Due to the implications of Covid-19 and long-term restrictions on community gatherings most community events were via remote access or postponed. Kempsey Families continues to:

- Auspice the Kempsey Domestic Violence Monitoring Committee who worked with Kempsey Shire Council to fly banners depicting a call for 'no to domestic violence in our community' with artwork created by local high school students in Lovebites sessions. The banners fly in Kempsey Main Street from 25th November until 10th December in recognition of the '16 Days of Activism to End Gendered Violence'.
- Coordinated 'Lovebites' sessions with 5 local high schools (interrupted by C-19)
- NAIDOC celebration support
- Auspice and planning for the Mid North Coast Aboriginal Womens Yarn Up Camp at Crescent head over 4 days (postponed until 2022)
- Planning for 'Its Ok on the Macleay (postponed until 2022)
- Wear It Purple Day fostering safe, supportive, inclusive, and empowering environments for rainbow young people
- Wear it Red Day a domestic violence awareness initiative with NSW Health



Improving Inclusion

Kempsey Families Inc. (KFI) has been working consistently over the last few years to improve our capacity as an inclusive, culturally aware, and safe organisation by creating an environment at our sites of diversity, involvement, respect, and connection.

Cultural Competency

KFI is continuously working on improving our cultural awareness and support to the local Dunghutti community and other Aboriginal client's, community, and acknowledges sovereignty was never ceded. KFI staff undertake cultural competency training and as 37% of KFI client base identify as Aboriginal or parents of Aboriginal children, our staffing and management committee reflect the community, we work and live in. In this reporting period we welcomed:

- Two Aboriginal women to our management team
- Engaged an Aboriginal Community Liaison staff member who also specialises in Domestic Violence, Child Protection, Out of Home Care, and grief and loss for community.
- KFI has also commenced a traineeship with a young Dunghutti woman as Executive Assistant to the Executive Officer, with four other staff identifying as Aboriginal also.
- Maintain our connection with the local Healing Committee, and NAIDOC celebrations.

women and children with a lived experience of disability and domestic violence. More than 50% of women with a disability have been victim/survivors of domestic or sexual violence.

Pride – Health and Wellbeing

KFI is a member of ACON'S Pride in Diversity LGBTIQ+ social inclusion programs in workplaces and is deemed a safe place for diverse or curious young people and their families.

- KFI has representation on the regional LGBTIQ+ domestic violence Interagency
- Incorporate best practice workplace diversity in policy and practice
- Expanded our workforce to include people of diverse sexualities, and gender identities
- Support the 'Baylins Gift' initiative in Kempsey – mental health and peer support

Improving Accessibility

KFI continues to partner with 'People With Disability Australia' (PWDA) to improve access, supports, and knowledge of staff for women and children impacted by domestic violence. This partnership is to assist the availability of onsite support and recognise the complexities and barriers faced by



Community Development and Events



Community Development and Events







Our Management Committee

In this reporting period the Management Committee of Kempsey Families Inc. provided the strategic overview and mechanisms to support the Executive Officer and Finance team to ensure all the sound Governance, Financial Accountabilities, Reporting, Industrial and HR requirements were met and exceeded. The Management Committee continuously ensures the WH&S and Cyclical maintenance initiatives are rigorously reviewed and where needed, improvements or updates negotiated.



Narelle Moulton has been Chairperson for over fifteen years and brings a deep insight and history about this community to the service. Narelle is actively involved in a range of local events, initiatives, and committees; Narelle has a strong advocacy background, domestic family violence skillset, Governance, Management including NGO specialisation. Narelle is a passionate advocate for social justice, inclusion, human rights, and a future for young people.



Beris Derwent has been with the committee for four years and has been the TAFE Counsellor for over thirty years now. Beris brings an impressive mix of skills to both the service, staff, clients and the committee with her background, insights, and generosity of nature. Beris is a long-term member of the Teachers Federation and brings that passion to our services employment practises. Beris has trained staff in drumming and provides weekly 'Shibashi' to staff via Zoom, promoting wellbeing, connectivity, and calm spaces during COVID -19 period.



Olivia Parker is currently the Projects and Programs Manager for Arts Mid North Coast - the peak arts body for the region. Olivia's work is grounded in principles of social justice and driven by a passionate belief in the arts, bringing positive change and wellbeing in communities. Olivia's professional experience spans across various sectors including Federal & Local Government, Tertiary Education, and Not-For-Profits, as well as managing her own consultancy business. Olivia holds a Master of Management from the University of Technology, Sydney.

Our Management Committee



Ro Stirling-Kelly is a descendant of the Anmatyerre and Arrernte people of Central Australia, born and raised on Dunghutti land in Kempsey NSW. Ro has a long affiliation with health, particularly Aboriginal Health, Community and Consumer engagement. Ro is excited to join the Management Board at Kempsey Families and looks forward to working with the team.



Judy Saul started their working life in a private Dental Practice in Kempsey, later moving into child dental in a small caravan at Wauchope Public School, then following into adult dental in Port Macquarie, and Kempsey. This work included general, surgical, Orthodontics, and theatre. Judy then continued to become site leader at Kempsey Hospital Clinic, looking after workplace safety, infection control, and numerous other operational needs of a busy clinic.

Judy now in retirement, would never say there is nothing to do.... with being a part of the 'Lilli Pilli Ladies' (fund raising group for health equipment), Home Hospice, Vinnie's Welfare, and volunteering at Kempsey Families Inc.



Vanessa McNeilly has been with the management team for four years and holds the Treasurer role in the management committee. Vanessa has her own legal practice in Kempsey and has deep insight into the impacts of family dispute and children. Vanessa brings sound governance, legal and human rights expertise to the committee. Vanessa has a deep connection to this community, and clear professional boundaries required, when you live and work in a small regional community.



Finance Team

Kirsten Overeem – Finance Manager

Desly Hickson – Finance Officer

Finance Report

The 2020/21 Financial Report will be tabled as an Annexure on the day of the 2020/21 AGM, December 1st 2021.



The full details of the Kempsey Families Inc. Financial Report can be obtained through the [ACNC.gov.au](https://www.acnc.gov.au) website, as well as for public viewing on the Kempsey Families Inc. website www.kempseyfamilies.org.au



2019/20 Annual General Meeting Minutes

Date: 12th November 2020

Meeting Commenced: 1pm

Venue: Kempsey Families back garden -21 Verge Street, Kempsey, NSW, 2440

Attendees: June Wilson KF, Jennifer Clarke KF MC, Narelle Moulton KF MC, Beris Derwent KF MC, Liv Parker via zoom KF MC, Shelley Baker KF, Trudy Woodward KF, Ashleigh Howe KF, Paul Reinbott KF, Rachel Cunliffe KF, Gemma Taylor KF, Megan Dunbar KF, Lucy O'Grady KF, Anne Parkinson DCJ, Madeline Donovan KF, Michelle Mayhew KF, Vanessa McNeilly via zoom KF MC, , Jodie – student placement

Apologies: Wendy Atkinson KF, Rachel May KF, Kiah Bowen Police, Rachel Byrne SAM, Caron Colbert NSW Health, Joanne Shipp MNC LHD, Judy Saul KF, Ian Robinson KF, Lisa Carmady KF, Julie Wright DVMC, Desly Hickson KF, Kirsten Overeem KF, Glen Schaefer KF, Warrina DfVSS, Liberty DfVSS, Kempsey Shire Council, Barb Maynard CHL, Liz Luxford Lifetime Connect, Family Referral Service, Melanie Kraimer MNCLC, Jess Atterton TAFE, Missy Ford Ben Soc, Shirley Kent KNC, Shane Cribbs Police

Minutes: Lucy O'Grady **Returning Officer:** Gemma Taylor

Agenda

1. Acknowledgement of Country- Narelle Moulton
2. Apologies- tabled and accepted
3. Adoption of Minutes of 2018/19 AGM -tabled and accepted

Moved: Jennifer Clarke

Seconded: Beris Derwent

4. Presentation and acceptance of the Kempsey Families Inc. 2019-2020 Annual Report-

Chairperson – (pg. 4).

Moved: Jennifer Clarke

Seconded: Beris Derwent

Executive Officer – (pg. 5-6). In addition, EO highlighted the complex year it has been which has resulted in many learnings for the Kempsey Family staff on how to adapt quickly and continue to work within a pandemic. EO discussed that while ever there are challenges, there are many positives; flexibility, resources development and learning to work remotely. EO wanted to give a big thank you to Jennifer Clarke for the amazing photo on the front cover, which was taken during the bushfires. Shelley developed the concept that it captured the year in essence, both in terms of hope and healing but also in terms of the tragedies inflicted upon our community. EO acknowledged that with her support from afar, when COVID restrictions occurred she was on planned leave, then unwell, Kirsten and Glen in particular, took up the challenge to efficiently set the team up at home within a week without interruptions to service provisions. As noted in her report, EO discussed how difficult it was to cancel group work during COVID, and how much effort was put in by the teams to still support clients including

children. This year saw an increase in staffing, details of new staff can be seen in EO report on pages 5-6. EO extended credit to all staff for getting through this year, and a huge thank you to the Management Committee for their adherence to not only maintaining the integrity and reputation of the service, but for also supporting her and the Kempsey Family team. EO extended a special thankyou to Beris for providing wellbeing and 'Shibashi' sessions throughout the year via Zoom, and a thank you to our DCJ CPO, Anne for all her support and knowledge to finalise the TEI recontracting.

Moved: Beris Derwent Seconded: Jennifer Clarke

5. Presentation and approval of the Kempsey Families Inc. 2019-2020 Finance Report

- Narelle reported that there is a delay getting the report back from the auditor due to unexpected events. When that comes back, the management committee will hold a Zoom meeting and approve the financial report.
- Kirsten as Financial Manager is not present today, so is not able to give a short report on the financial overview. Chair reported that the organisation is in a healthy financial position, we are able to meet all of our financial obligations.
- Narelle extended a thank you to Kirsten and Desly, stating that we are really fortunate to have them both managing our finances. This financial acumen allows the new disability access, maintaining the buildings and providing a safe and accessible working environment.

6. Appointment of auditors 2020-2021

- NFPAS appointed as auditors
- The financial report will be published on the acnc.gov.au website under www.kempseyfamilies.org.au and will be a public document.

Moved: Beris Derwent Seconded: Jennifer Clarke

7. Election of Committee members- Gemma Taylor declared that all the current committee stands down and all positions are declared vacant

- Narelle Moulton nominated by Jennifer Clarke as Chairperson

Seconded: Beris Derwent

- Position for Vice Chairperson is vacant, no nominations

- Jennifer Clarke nominated by Narelle Moulton as Secretary

Seconded: Beris Derwent

- Vanessa McNeilly nominated by Narelle Moulton as Treasurer

Seconded: Jennifer Clarke

- Beris Derwent nominated by Jennifer Clarke as an Ordinary Member



Seconded: Narelle Moulton

- **Nancy Pattison** nominated by Narelle Moulton as an Ordinary Member

Seconded: Beris Derwent

- **Olivia Parker** nominated by Jennifer Clarke as an Ordinary Member

Seconded: Narelle Moulton

EO stated that we have a full component of management committee, with a wide and diverse skill sets which is in the annual report.

8. Acknowledgements and thanks to all

- Chair would like to thank everybody and the staff at Kempsey Families for getting through this year.

- Chair would also like to wish everybody a very peaceful Festive and happy holidays, and thanked everybody for coming today

- EO would like to thank Shelley, who with her guidance, took the task on of creating the AGM document.

- EO would also like to give a acknowledge and thank Percy for his commitment to the service and the support that creates the outdoor environment, and to Judy, for her work at the front desk in a volunteer capacity.

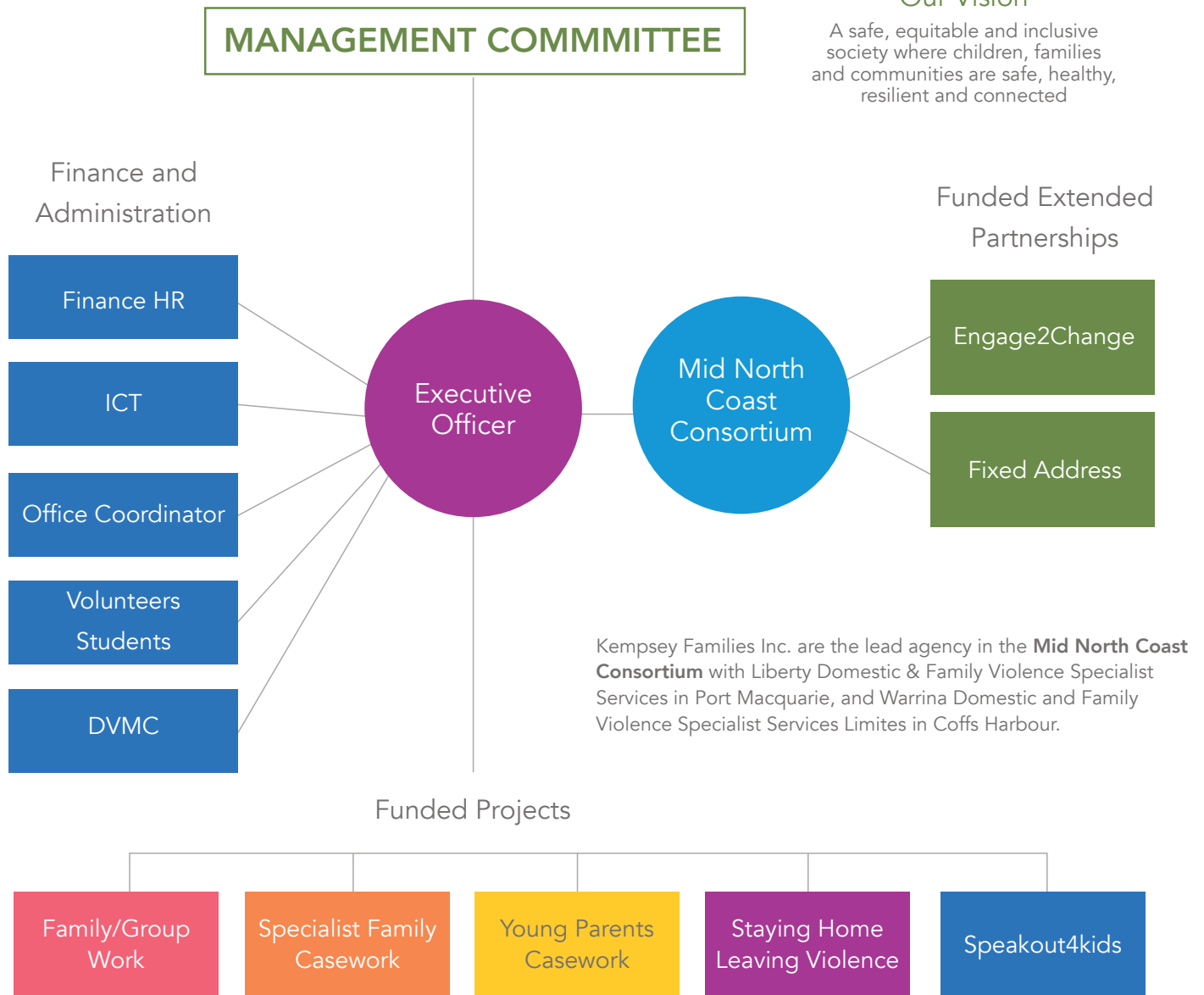
- Chair invited all present to join for a light lunch in the gardens.

9. Close of meeting: 1:30pm

Organisational Structure Updated August 2020

Our Vision

A safe, equitable and inclusive society where children, families and communities are safe, healthy, resilient and connected



Kempsey Families Inc. has created a whole of family approach using an integrated internal referral pathway, to provide support and service options for people, including women, children, young people, men, families, and parents/carers. External partnerships that include informal and formal agreements, at a local, regional, and state level, complete the suite of specialised supports, and options that Kempsey Families provide in this community, for nearly thirty years.

Acknowledging Our Supporters and Partners

Kempsey Families Inc. Specialist Support Services Inc. relies on a range of supports, organisations, networks, and funding sources to continue to provide the programs, projects, and services we offer. It is this generosity and commitment that enables KFI to continue do this work and offer these supports to children, young people, women, men, and families/ caregivers.

- Department of Communities and Justice
- Women NSW
- Benevolent Society
- DVNSW Peak
- NSW MBC Network
- Kempsey Shire Council
- Warrina Domestic Violence Specialist Cooperative
- Liberty Domestic Violence Specialist Service
- Community Housing Limited
- Blue Sky Community Services
- Kempsey Neighbourhood Centre
- Coffs Harbour Neighbourhood Centre
- Lifetime Connect
- Burrun Dalai OOHHC and Family Support
- Schools as Communities
- Kempsey TAFE
- Kempsey Family Support and Connect
- NSW Police
- Mission Australia
- NSW Health
- Kempsey Vocational College
- Melville High School
- Kempsey High School
- St Paul's College
- Kempsey Credit Union
- Kempsey Adventist School
- Kempsey Children's Services
- Country Women's Association
- Healthy Minds
- Durri AMS
- East Coast Lawyers
- Legal Aid NSW
- Baylins Gift
- Home Start Kempsey
- Kempsey Healing Committee
- People With Disability Australia
- Burnside
- Resolution Network
- NSW Police
- Kempsey Livfit
- Macleay Quilters
- Southern Cross University
- University of Newcastle
- James (Percy) Kennedy
- Judy Saul (volunteer)
- Mathew (volunteer)



MAIN OFFICE

ADDRESS: 21 Verge Street, Kempsey

PHONE: (02) 6563 1588

POSTAL: PO Box 420, Kempsey 2440

EMAIL: info@kempseyfamilies.org.au



FIND US ONLINE

kempseyfamilies.org.au

speakout4kids.org.au

engage2change.com.au



FIND US ON FACEBOOK

<https://facebook.com/kempseyfamilies>

