







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

Front cover - Artwork created by Aboriginal women from Forster, Kempsey and Nambucca Valley at the 20th Yarn Up camp at Crescent Head this year



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## 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.

I would also like to acknowledge our funding bodies, The Department of Communities and Justice (DCJ), and the Benevolent Society. Kempsey Families has continued to work closely with DCJ in the implementation of the Targeted Earlier Intervention model. Kempsey Families is into the third year of the five-year funding cycle with this service model.

After a successful partnership, the consortium partnership of over 8 years with Warrina (Coffs Harbour) and Liberty (Port Macquarie), to implement and grow the Engage2Change and Fixed Address men's programs, will be transitioning to independent options in our communities with Kempsey Families focusing on the Macleay and Nambucca Valleys. This transition will be finalised by 30th June 2023. Kempsey Families is now delivering three programs in the Nambucca Valley – Engage2Change, Fixed Address Intensive Case Management and Staying Home Leaving Violence. Kempsey Families has a further 12 months of funding for the pilot case management program for men who use violence in a past or current relationship, focusing on their engagement with Men's Behaviour Change program

While not as challenging as the previous few years, COVID continues to impact the service. RAT testing availability for clients and staff and providing work from home options as required guided by NSW Health directives is par for the course now to ensure service viability and sustainability. Everyone is now adjusting to the way they work, there has been minimal disruption.

Senior staff and the Management Committee had a successful workshop where the Kempsey Families Strategic Plan was reviewed and updated, and

slight adjustments were made to the Constitution. It was an opportunity for staff and management committee to come together to make important decisions that impact the service and give staff an understanding of the role of the Management Committee.

The Kempsey Families website has been revised and updated.

In brief:

- Funding ceased in December 2021 from the Benevolent Society to run the Speak Out 4 Kids program. Because this was such a successful and important program for children, Kempsey Families have been able to stream-line the program and integrate it into other programs.
- The Coffs Harbour office to support the Men's Behaviour change program has been closed to coincide with the finalization of the Consortium. Kempsey Families will leave a fully functional and operationally sound MBCP for the local community.
- A special thank you to staffer Aunty Maddie Donovan for coordinating the Strong Aboriginal Women sessions for community with ECAV and the Yarn Up Camp for three Aboriginal communities. Strong Aboriginal Women was held at the Macleay Vocational College as a collaborative project.
- Six members of staff, including all unfamiliar staff, attended the ECAV core domestic violence training. Along with professional development, staff wellbeing is important, and staff are encouraged to participate in the weekly Shibashi and drumming sessions. Both are fun and a time to de-stress.
- The disability access and covered walkway between the two buildings has finally had a coat of paint and are looking fantastic. The yard is an inviting area for both visitors and staff.





- Kempsey Families community engagement remains strong. With changes to the 'It's OK on the Macleay' committee, Kempsey Families is working towards becoming the auspice for this important community event.
- The Member for Oxley, Melinda Pavey visited the service to have a casual discussion about the service and what we do.
- Maintaining links with other community organization's is important to keep abreast of what services are available to clients and information sharing. Kempsey Families have representation at the Child and Family Interagency meetings, the DV Monitoring Committee ,Safe Start many other local and state initiatives ; the Executive Officers meets on a collegiate basis with the Manager of Neighborhood Centre and Burrum Dalai ; the Kempsey Families Chair has been involved in discussions with Melinda Pavey and Community Options in relation to the development of the old Ambulance Station into a Family and Community Hub, which will be a great asset to the community.
- Kempsey Families is so fortunate in having a highly qualified staff that when changes occur within programs staff are often able to take on separate roles, with minimal disruption to clients.
- Kempsey Families continues to support students who have chosen Kempsey Families to undertake the practical aspect of their chosen courses.
- I would like to thank the Management Committee for their ongoing support and for the range of ideas, skills, and professionalism they bring to the organization; and the Executive team and staff who have again demonstrated their adaptability to meet any challenges they may face.

I feel privileged to be involved with Kempsey Families and look forward to the coming year.

*Narelle Moulton*

Chairperson Kempsey Families Inc.





## Executive Officer's Report

I would like to acknowledge the Traditional Custodians of the Dunghutti Nation and remind all that sovereignty was never ceded. Always was, always will be Aboriginal Land.

What year it has been and dare I say again. At the time of writing, we have been managing the challenges of working and sustaining service provision during the continued impacts of Covid 19 and have also had flood or two thrown at us in the early part of 2022.

During this time, we experienced increased demand for our services and had to deliver many of the programs and services in new and innovative ways. It highlighted the strength, resilience, and creativity of the Kempsey Families team and indeed our communities.

I also would be remiss not acknowledge the impacts of the ever-changing times we are living in and that while we all undergo the changes we still must turn up for work and deliver support to some of the most vulnerable and marginalised people in the community. This means as an organisation we must remain vigilant and remain committed to ensuring a safe, supportive, and inclusive environment that supports the overall wellbeing of the whole team. Kempsey Families provides internal and external supervision in range of options and provides weekly wellbeing sessions for staff and management.

During this reporting period we reconfigured the internal structures of Kempsey Families staffing teams to accommodate the loss of funding for our Speakout4kids program and the retirement of two long term employees in our Targeted Earlier Intervention programs. No positions were lost and a smooth transition for staff involved took place, with no interruption to service delivery.

This report provides a snapshot of key achievements and programs over the reporting period. It demonstrates our reach across the Macleay and Nambucca Valley's and north to Coffs Harbour and south to Port Macquarie. It evidences how we continue to engage communities whilst advocating and working towards social change in our communities.

Kempsey Families will continue to be at the forefront of innovative programs that meet the need or attempt to close a gap not yet being met. We will continue to work hard, stand with our community, and walk with clients on their own journey and amplify the voices of those with lived experience's and be loud for those that can't.

During this reporting period:

- The Kempsey Families Management Committee, Executive team and the Leadership Group reviewed and update the Strategic Plan and Constitution
- Farewelled Lucy to her Social Work career and Ian, Megan, and Donna to well-earned retirements.
- Welcomed Wendy G, Laura, Victoria, and Matt to their various new roles in Kempsey Families.
- Hosted Ava in her 500 hours social work placement.
- Independently evaluated the Mid North Coast Consortium with partner agencies Liberty and Warrina DfVSS and resolved to finalise the MNCC by June 2023 after eight years while maintaining a regionally based approach to ensure consistent and appropriate services and supports remain across the Mid North Coast.

I encourage you to read this report and be inspired by the work we have done in



12 months. We invite you to support us in the ongoing journey of change and impact and to continue to advocate for change alongside us here at Kempsey Families.

I would like to thank every member of staff, the volunteers, students and the management committee for your support, passion for this work and the service and a commitment to both a safer community for women and children and equity for all.

I look forward to another productive, engaging and less tumultuous next year.

*June Wilson*

Executive Officer Kempsey Families Inc.

*"The greatest glory in living lies not in never failing, but in rising every time we fail"*

# Costs cut to crucial service

BY SAM PAYNE

AFTER nine years, Kempsey Families has had to stop their program aimed to support children of domestic violence due to a withdrawal of funding.

The *SpeakOut4Kids* program has worked with women and children in the Kempsey LGA since 2015, with group sessions for children aged 5-8 and 8-12 and for women who were victims of domestic violence.

The aim was to create a safe space, building on confidence and self-worth and to promote the capacity to trust. Delivering a strength-based model to promote resilience and encourage improved attachment to their parents/carers.

According to the Australian Bureau of Statistics in 2017, more than two-thirds (68 per cent) of mothers who had children in their care when they experienced violence from their previous partner said their children had seen or heard the violence.

Kempsey Families executive officer June Wilson said it was heartbreaking.

"It was obviously very disappointing, after the level of investment and growth of the program, gathering the staff to do that work and also gaining the faith of the community," she said.

"Children are often the unseen and unheard victims



June Wilson

in domestic violence, and it is imperative that there be support in place for children impacted by violence."

Funding for the program was through the The Benevolent Society, who use a tender process to assess community agencies and services applicants that are required support systems in the community. The four successful applicants were: Mission Australia, PCYC, Dalai Gur Preschool and Shine For Kids.

The feedback Kempsey Families received was that their program was deemed too expensive.

"I just don't put a dollar value on children's safety and development," Ms Wilson said.

"I look forward to see what's coming in these newly funded programs, but at the same time I have concerns about how long it takes them to get up and running."

## 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.

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

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Promote collaboration

Work respectfully

Act with integrity

Champion client rights

Prioritise safety

Values diversity, equity and inclusion



### We are committed to:

Delivering responsive, evidence informed services and practice

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Building and delivering culturally aware and responsive service

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

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

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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

Rachel C.

Support and case management for vulnerable young people ages 12- 17 years, including their parents/carers and families in the conversation and case planning. Due to a loss of funding for our Speak Out 4 Kids program and an internal staff restructure this report below is for six months only.

## Key Statistics

- 32 referrals in from a range of community organisations.
- 7 clients have actively engaged and
- 4 clients have been provided intensive support.

## Interagency meetings

Youth Network meetings, Interagency Case Discussion meetings, Community Service Interagency meetings, Its Ok on the Macleay Planning meetings, Dash with a Splash planning meeting, Kempsey Domestic Violence Management Committee meeting, Child Protection Forum, Child, and Family Interagency meeting.

## Professional Highlights

The professional highlights that I have had in this role have been observing the collaboration between different community services to help support a client. The willingness to go beyond to help the community and how volunteers really take pride in the work they do. This is a huge highlight and asset to the community as it demonstrates all the good, we have in our community.

## Testimonial from clients

A client has told me that they thought I was approachable and that they could not have through this time without the support of Kempsey Families Specialist Family Caseworker.

"The Specialist Family Caseworker has been so supportive, accepting, and non-judgmental. They have a good understanding of the effects of domestic and family violence on me and my children"

## Case study

Fiona first was introduced to our service from a women's shelter in Armidale. Due to the house, she was living in being sold and not having anywhere else to live, they were looking to relocate to the Kempsey shire, they did not have anywhere to move into as the house that they were going to rent was not ready for a couple of months. Fiona and her two teenage daughters received temporary accommodation. The three of them were living in a hotel room.

Fiona was referred to Kempsey Families for support for housing, resources for school attendance for the girls and essentials food and electronics. Fiona had a death in her close family previously and she is also a sole parent. Supports for grief and loss were provided for her and the children.

Fiona had stated that she was finding it hard living in the accommodation with teenage children and that there were no cooking facilities available and could not afford to eat out every night and even if they did then there was nothing to reheat leftovers. Fiona had asked if there was any way that we could help? We worked together to find with something that would work for her, and she had said that a microwave and a toaster and electric frypan would really help her and her children out. The caseworker contacted the Kempsey Neighborhood Centre for options.

They were very generous and provided Fiona with all the things that she had asked for and

more things to store her food in and utensils as well.

Fiona had also shared that the prohibitive cost of food made it difficult to provide nourishing and healthy food, so she referred to an organisation that could support the family with food hampers.

Prior to relocating to their new home, beds

came from options available at Kempsey Families for the children.

The girls were enrolled in school and Fiona gained employment. Fiona stated to the caseworker that she was incredibly grateful for all the support, acceptance, and non-judgement that they received when coming to the service.

## Agency Collaboration and Advocacy

- Kempsey Families including Staying Home Leaving Violence, Fixed Address Intensive Case Management, Supported Playgroup, Engage2Change, Young Parent worker and Parenting case worker.
- Pathfinder (KRF)
- Schools as Communities
- Education (local schools)
- Neighbourhood Centre
- Department of Community and Justice
- Healthy minds
- Local counsellors and psychologists
- Mission Australia
- Samaritans
- Headspace
- Womens Court support
- Burrun Dalai
- Lifetime Connect
- Home Start
- Kempsey DVMC
- Community Housing Ltd
- Centrelink
- Social workers
- Community Health Clinic
- Community Dental
- Aboriginal Community Health workers
- Durri AMS
- Local GP
- PCYC
- YP Space
- Police
- Youth liaison officers
- RISE program
- Shine for kids



# Young Parents and Domestic Violence Specialist Case Worker

Madeline D

Case management, one to one family work, partnerships in parenting for young parents aged 14-25 and their children with a focus on domestic and family violence support and advocacy with a primary lens on families at risk in the out of home care system. Due to staff retirement, this report is for a six-month period with the previous six months key statistics included below

## Key Statistics

The combined statistics for both staff in this role over the reporting period are:

- 36 women with 17 identified as Aboriginal and 4 women from CALD backgrounds
- 68 children under with 33 Identified as Aboriginal

## Agency Collaboration

Education Centre Against Violence (ECAV), Macleay Vocational College, Durri AMS, Many Rivers, NSW Health, Maternal Health, Surfari at Crescent Head, Department of Community and Justice, Mums and Bubs Sprinkling and Burrun Dalai OOHc and Family Support

## Interagency meetings

Safe Start (Health), Aboriginal Interagency, Strong Aboriginal Women group, Yarn Up Camp, Child and Family Interagency, Aboriginal Summit hosted by Durri AMS and Kinchela Boys Homes and NSDW Health Leadership group.

Madeline led the planning and implementation of the annual Yarn Up Camp at Crescent Head where over 40 Aboriginal women from Forster, Kempsey and Nambucca Heads gathered to share wisdom, history and stories and had access to over 12 agencies and community services onsite over 3 days (Durri AMS, MNCLC, YP Space, NSW Health including BreastScreen, Kempsey Neighbourhood Centre, Carers Australia, and NDIS agencies. Services across the mid north coast contributed donations to fund this event. These included Durri AMS, Burrun Dalai, Kinchela Boys Home, Samaritans Foundation and MNCLC.





# Supported Playgroup

Trudy, Mathew, Jodie, Wendy G, Katerina, and Ava

## Program Overview

The Red Shed Supported Playgroup Team during 2021-2022 consisted of Trudy, Jodie, Matt, Wendy G, Katerina who all bring a vast wealth of knowledge to the Supported Playgroup, in support all the families who attend each week. The Supported Playgroup regularly have students from different universities who assist at the Supported Playgroup throughout the year.

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.

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 are continuously researching for new and exciting activities for the children and their caregivers to participate in. Many of the activities provided at the Supported Playgroup use affordable items and ingredients which can be found at home – this helps encourage our families to do these activities again at home with their children. The Playgroup staff get a lot of feedback from our families who re-do the activities at home. Playgroup staff encourage our families to bring new ideas and craft activities to try at the Supported Playgroup with the other families. These weekly activities that are provided enhance relationships and social interactions, for the children and their caregivers, and other Supported Playgroup participants.

During 2021-2022 the Supported Playgroup was very busy but also faced many challenges. Covid-19 restrictions had a big impact on the Supported Playgroup with limited numbers earlier in the year along with three-weeks of Covid-19 lockdown and then a two-week shut-down period (5 sessions cancelled). There was also interruption to the weekly Supported Playgroup sessions from local flooding earlier this year in March 2022 and wet weather throughout the year (6 sessions cancelled). This has had an impact of the amount of Supported Playgroup sessions throughout the 2021-2022 year and reduced the number of sessions significantly. The Supported Playgroup staff keep in contact with the Supported Playgroup families whenever the Supported Playgroup sessions were cancelled with direct phone calls, via text messages, if possible face-to-face contact and through 'The Red Shed Kempsey Supported Playgroup' Facebook page.

The 'The Red Shed Kempsey Supported Playgroup' Facebook page is regularly updated with craft activities, cooking ideas, as well as promoting other services/organisations including information on community events and providing our families with extensive informative information and contact numbers.

The Supported Playgroup provides a healthy, nutritious morning tea each week. The Supported Playgroup also provide light lunches occasionally and more so in the cooler months of the year. This year Playgroup families have enjoyed pumpkin soup using local

pumpkins donate from a local community garden, spaghetti bolognese, pasta bake, chicken rice noodle salad, lasagne with crunchy noodle salad and a variety of other delicious meals. This encourages families to try new foods and something different than what might be served at home. Often the families are quite surprised and what their children might try and like to eat.



The Supported Playgroup has also had two excursions to the local Tabatinga (indoor children's play centre), and a wonderful time was had by all who attended. The supported playgroup had a few outings to a local park when renovations were being actioned in the backyard upgraded at Kempsey Families Inc. The renovations completed at Kempsey Families Inc. during the year have enhanced the Supported Playgroup area into a very inviting and beautiful play area – there have even been comments from some of the Supported Playgroup children on how much better the area is.

## Key Statistics

- 26 Playgroup Sessions
- 28 Families Attended
- 13 ATSI Families attended
- 44 Children attended
- 18 ATSI Children attended

## Agency Collaboration

The Supported 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 to Kempsey Families Inc. programs, with also connecting families to other services and organisations in the wider community like Legal Aid, NSW Health, St Vinnies Welfare, Centrelink Social Worker, Kempsey Neighbourhood Centre, Family Connect and Support, Icare, My Church Kempsey, local GP, and paediatricians.

The Supported Playgroup receives many referrals throughout the year including self-referrals via incoming phone calls, walk-ins to Kempsey Families, the website online referral process, internally from other



Kempsey Families programs/staff and directly from other services/organisations like FACS, Health, Legal Aid, Schools as Community Centres, Community Service agencies, local Pre-schools, local schools.

## Testimonial from clients

- Kind and Friendly staff. Safe Environment. Everyone is understanding.
- 5 years attending playgroup has been a life changer for me. Having the right support is what our families need. Made friends for life at Playgroup.
- The Red Shed offer great support and advice for parents no matter of their situation.
- Playgroup has been great for my son. To be able to interact with other kids and bring him out of his shell. Always something fun for the to do.
- Happy and safe environment. Great staff.



Rachel C, Jodie, Katerina, Ava (student)

## Key statistics

**Women on the Verge** in the reporting period 56 referrals were received and 15 of these clients undertook intake and assessment. 15 participated in the group sessions and completed the program and of the 15 clients - 8 clients identified as Aboriginal.

**Kidz Group (8-12 years)** in the reporting period 21 children were referred into the program and 14 children undertook intake and assessment. had 14 of the children progressed to complete the program and of the 14, 6 children identified as Aboriginal.

**Kiddy Katz (5-8 years)** in the reporting period 28 children were referred into the program and 8 children undertook intake and assessment. 8 children completed the group. Of the 8 children, 6 identified as Aboriginal.

## Professional Highlights

**Some of the feedback that we have received from the children in both groups was:**

(K/G) *"I like that you listen to me when I talk."*

(K/K) *"I really don't want the holidays to come coz that means I won't get to see you"*

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

*"I really value all the support and kindness you have shown me through this group"*

*"I am grateful for the support I get from this group"*

*"I am grateful that this group exists"*

## Good news story

We first met Jack when he came to our service with his mother. Jack was referred to SO4K Kidz Group by his mother, she was seeking support for Jack as there had been domestic violence with Jack's dad in the past and now with the dad's new partner and Jack had been a witness to this violence.

During intake and assessment Jack was very shy and not sure that group would be right for him, but at the time he was quite open for a conversation one to one.

The following week at school pick up, Jack was waiting in excitement. When Jack got in the car, he started asking questions about how many people were in the group today and whether there were chocolate muffins for the kids to eat. Jack had expressed that he was feeling a lot of emotions about what to expect at group as he had never been before, and Jack was uncertain to respond to those emotions at that time. I told him that the emotions he is feeling are normal and that it is good to feel these emotions at times. So, to help ease some of the anxiety of it all being new to him I told him about who was in the group today and what the activities were out for the kids to play with and some of the group activities we had planned. Jack participated in all the activities on the day. We did some breathing exercises and mindfulness activities and we talked about our emotions and what they sometimes can look like when we are scared and nervous about an unfamiliar situation. We asked what his favourite part of the Kidz







group and his answer was *"that he got to do craft and people listened to him."*

The next week Jack came in happy and excited, asking who is in the group and what activities were planned. Jack was happily chatting with the other participants, and he seemed to enjoy all the activities that day.

As the weeks went on Jack slowly started becoming more confident, he learnt about the different types of domestic violence. Jack also learnt how to identify different emotions, name those emotions and then how to work through those emotions and some strategies when feeling the big emotions and feelings. During the group Jack also learnt what a healthy relationship looks with friends, at school and at home. Jack also learnt about safe people and safe places. Jack also learnt how to respond in an event where he may need to call "000" and how to identify his surroundings when describing them to the caller. Jack found a good connection with the Kidz group facilitators and secure enough to discuss his feeling and emotions with them.



# Family case work / Parenting Facilitator

Wendy G

## Program Overview

Provision of case work to families with children and parenting group options one to one or in group sessions. Including Triple P, Circle of Security, Bringing Up Great Kids and Tuning into Teens. Due to staff retirement the statistics to December 2021 are included in data capture below.

## Key Statistics

- 11 parents engaged in Triple P with 8 women and 3 men and total of 21 children
- 4 Parents engaged in Tuning in to Teens
- 17 case work clients
- 13 Circle of Security clients including 8 women and 5 men with a total of 32 children

## Professional highlights

### Agency Collaboration

Key Employment, West Kempsey.  
Collaborating to provide the 'Tuning in to Teens' emotional intelligence parenting program. Thank you to Millie and Lisa from Key Employment for their support of the program and provision of venue.

Blue Sky Community Services, Kempsey.  
Thank you to Ross who provided support to myself and my client in navigating NDIS Access Requests and follow up information required. Also, to Blue Sky staff for support of clients and myself over the phone and in person.

Department of Communities and Justice (Kempsey) in gaining support for the needs of referred clients. Thank you to Jane for her support and referrals at ICD meetings.

Kempsey Neighborhood Centre for always being available to support clients' needs including referrals to Legal Aid for Victims Services, NILS, food, clothing, rubbish removal, groups, training and most important a comfortable and supportive environment especially for new people to Kempsey to feel connected to community. For the

circulation of new service information and facilitating the Kempsey Community Services Interagency.

Maura from My Church, Kempsey for also always being available to clients for the provision of food. Also, the arduous work conducted by My Church volunteers in the delivery of groceries to clients' homes. Maura, always, is respectful and empathic to the individual circumstances of clients.

### Referrals received from:

- Self-referral through Kempsey Families website and in person
- Kempsey Families internal-SHLV, SO4K, SPG
- WDVCAS / SAM
- Family Connect and Support, pathfinders, Kempsey
- Department of Communities and Justice (Kempsey) and ICD meetings
- Lifetime Connect Inc Family Support Service
- YPS



## Referrals to and information provision from:

- Emergency services, 1800 RESPECT, DV Line
- Kempsey Neighbourhood Centre
- My Church
- NDIS-Blue Sky Community Services Kempsey
- NDIS-Creative Choices support co-ordination
- Headspace Kempsey
- New Horizons
- Education Department
- Kempsey Police
- Kempsey Court House
- Key Employment
- Kempsey Families-internal-SHLV, SO4K
- Society of Saint Vincent de Paul
- Salvation Army
- WDV CAS / SAM
- McNeilly Lawyers, Kempsey
- Victims Services
- Autism Spectrum and Autism Connect
- Private counsellors/Psychologists
- Kempsey Family Day Care & In Home Care
- Interagency meetings
- Safe Start
- ICD meetings when Rachel Cunliffe not available
- Macleay Youth Interagency
- Child & Family Interagency
- Macleay Disability Inclusion Group

## Professional Highlights

It is an honor to support individuals and families to work towards their chosen goals and assist with referrals to gain safety and security.

Returning to Kempsey after two years away and reconnecting with agencies and services, through collaboration and mutual support of clients.

Co-facilitating Tuning in to Teens Parenting program and learning from participants whose stories and difficulties are shared and mutual support given.

## Case Study

Client was referred in January 2022 through SHLV who received referral from SAM.

Client has been connected historically with Kempsey Families through Supported Playgroup and support for issues including domestic violence support, mental health, and parenting.

Referral indicated stalking from POI (no longer residing together) questioning her about males she has been seen with, need for safety upgrades to home, AVO queries as to whether in place. When contacted client was open to support saying 'yes please' to first phone call from myself. Client felt comfortable with support from Kempsey Families due to her familiarity and respect for Trudy when attending Supported Playgroup. Client has three children ranging in age from 10 to 7 years at time of referral.

- On first face to face meeting client presented as fearful and was unsure of AVO status and did not want to attend court for fear of POI being in vicinity. I discussed with SHLV who suggested contacting DVCAS or Kempsey Police and to consider variation of AVO to include conditions 8 or 9 to better access safety upgrade.



- Client has NDIS plan in place for two of her children, however had difficulties gaining support for one child.
- We contacted DVCAS and Police who reassured client about status of AVO as being served and in place.
- We worked together to meet with Kempsey Police and Court staff to gain variation to AVO and attended Court together.
- I connected client to Kempsey Neighborhood Centre who assisted with basic needs and information regarding current programs at their Centre.
- We worked together to gain Victims Services with the help from Kempsey Neighborhood Centre and Legal Aid Lawyer. Client was approved for 22 hours of counselling and Immediate Needs Support Package (this has been utilized to purchase safety upgrades).
- Client requested help with accessing a Counsellor through Victims Services and with help from SHLV I was able to suggest available counsellors in Kempsey and assisted client with application to counsellor.
- We attended meeting at School together to alert the school to issues and needs of children.
- I connected client with support services regarding children's specific issues.
- I encouraged client to reach out to health services when feeling very down.
- We are currently working together to gain further supports required for NDIS plan.
- I made referrals, with client's consent, to Kempsey Families SO4K and Women on the Verge. Client reports positive outcomes from attending these programs.

## Testimonial from client in case study.

- *'I am writing this letter in support of my family worker Wendy G. Wendy has been an amazing support and help for not only myself but my children as well from the start of meeting Wendy she has been friendly and caring of what I was going through and dealing with. Wendy has sat there in our meetings while I cried, and she was so supportive and was able to help me with ideas on how I can sort out what was going on. Wendy has helped me get other services involved that would have ideas to help with my children and their NDIS plans. It has been amazing and so helpful to have such a caring person look after my case and help support us I'm grateful that we have been able to work with Wendy'.*
- Casework client sending a text saying 'thank you for all your help'
- Triple P participant sending a text 'Thanks heaps Wendy as this does mean a lot to me'
- Tuning in to teens participant posting message on Facebook recommending Tuning in to Teens; 'If you have a chance to do this it is worth the time! I have just finished doing it and it has opened my eyes so much and truly helped at home with conversations and connection. Wendy is a wonderful facilitator. I got so much out of this.'
- Gaining feedback at conclusion of Tuning in to teens parenting program on positive changes including breathing, taking time to think before reacting, listening, observing, naming emotions, and not jumping straight to yelling and fixing teens problems.





Rachel M., Jodie, and Kaitlyn

## Key Statistics



## Program Aims

SHLV is a specialised domestic violence program that aims to reduce risks to women and their children who are experiencing Intimate Partner Violence, and to help prevent them from experiencing homelessness.

The SHLV service model delivers intensive case management, which is long-term, needs-based and integrated with key agencies such as NSW Police, Women's Domestic Violence Court Advocacy Service, health services, housing, and relevant non-government organisations.

## Staffing updates

Rachel M. has continued in the role of coordinator for SHLV, additionally taking on the chair position of Kempsey Domestic Violence Monitoring committee and recently has become a consultative committee member of the new Sector Development Advisory Committee for the peak body - **DV NSW**.

In the past year SHLV has had a few staff changes. Two staff members have left to follow further areas of professional development - following their interests in youth work, and gerontological social work.

Staying Home Leaving Violence welcomed Jodie to the team in February, Jodie is a qualified youth worker who has facilitated groups for children who have experienced domestic violence, a LoVEBiTES co-ordinator and supported women and children in domestic violence groups.

A boost in funding as part of the 2021-22 NSW Budget has enabled the provision of outreach in the Macksville/Bowraville area. SHLV have recently recruited Kaitlyn who previously worked for Centrelink and at a job network provider; Kaitlyn case managed clients with a strength-based focus for empowering people and addressing inequities.

Social Work University student Ava shared her placement hours amongst programs at

Kempsey Families including SHLV, gaining knowledge of systems and power and control used in domestic violence.

### Agency Collaboration

Kempsey Families Inc., SO4K, Young Parent Worker, Engage2Change, Fixed Address, NSW Police, Women's Domestic Violence Court Support - Women's Local Coordination Point, Safety Action Meetings (SAM), BlueSky, Real Estates, Police and Aboriginal Consultation Committee (PACC), Lifetime Connect, Samaritans, Staying Home Leaving Violence regional group, Centrelink Social Workers, WESNET Safe connections, mCare monitoring, Charles Sturt University, Newcastle University, YP Space, Community Housing Ltd and DVNSW.

### Professional Development and Training

WESNET Safe connections, Legal Aid information on ADVO's, D.V. & Centrelink, Tenancy & D.V., Suicide Prevention – Wesley Mission, Case work, case note/documentation and case management – ACWA, Education Centre Against Violence, Adult Survivors of childhood sexual assault – SAMSN, LoVEBiTES junior, and Senior.

### Interagency meetings

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

#### Case study – Phillipa 28-year-old with 7-year-old Son Harry.

Redfern Aboriginal Legal Service referred Phillipa to SHLV for home safety supports. Phillipa had fled here (to Kempsey) as she has family supports in this area. Phillipa was able to obtain housing however it was subsequently damaged by the violence of another person; As a result, Phillipa was

unable to live safely in the home and is temporarily staying with a family member.

SHLV are supporting Phillipa with practical supports such as advocacy with Centrelink to gain a disability payment, The requirements of job seeker were not obtainable for Phillipa due to ongoing schizophrenia that in combination with the trauma of domestic violence had impacted her current ability to fulfill job network mutual obligations.

A further goal for Phillipa is to relocate to safer housing. SHLV are working with another service to address housing choices. SHLV aided with removing furniture from the damaged home to safe storage.

A SHLV worker has been a support person to enable Phillipa to attend a women's Domestic violence psycho educational group – 'Women on the Verge', which provides capacity building and knowledge of the cycles of domestic violence.

SHLV are actively working on safety planning, including the provision, and monitoring of a SOS device. SHLV have applied for Victim Services compensation on behalf of Phillipa, compensation includes the support of a domestic violence specialist counsellor.

#### Case study – Leanne 60-year-old woman.

Leanne contacted the service following a suggestion by a community member who was aware of the SHLV program. Leanne had ended a long-term relationship where police were involved due to the escalating violence. SHLV implemented safety plans, home security upgrades, worked with Police and Women's Domestic Court Advocacy Service, and raised concerns at the Safety Action Meeting around breaches by the ex-partner. SHLV are providing on-going supports.

### Advocates for women

SHLV raised and advocated disparities in regional Court criminal sentences based on gender. SHLV contacted Members of Parliament, State Melinda Pavey, and Federal Pat Conaghan and DV NSW with our concerns.







Wendy, Lisa, Laura, Bert, and Paul

## Key Statistics

During 2021-2022 period Engage2Change program Women and Children's Advocates, across four sites provided advocacy and support options to 37 women and 32 children. There were 112 male clients referred in for assessments and consideration for group interventions. 72 men completed the intake process and 65 commenced group work. 23 men in total completed the E2C group sessions with at least 10 out of 12 sessions attendance record.

## Program Brief/Overview

The *Engage2Change* Program's primary focus is on the safety of women and children. The program 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.

In 2021-2022 the MNCC ran Men's Behaviour Change programs 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, clinical supervision etc. The E2C facilitation team are using the Program and Resources Manual which has been adapted across the MNCC. Implementation of the RSSF continues in the Engage2Change program to assess, mitigate, and manage risk.

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 unable to be run; face to face with phone one on one change work and communication particularly to manage risk, while continuing to focus on the women and children and their safety and well-being.

## Agency Collaboration

The Engage2Change team collaborates with and receives referrals from MRS (Men's Referral Service), Community Corrections, DCJ, AOD Services, First Nations Services, self/family, Courts and Legal representatives, Community Housing, Lifetime Connect, SAMs and other services.

## Interagency meetings

The Engage2Change team attends the Kempsey Interagency meeting, Kempsey DVMC, and the Child and Family Interagency. We also attend the Men's Behaviour Change Network meetings and NTV Communities of Practice.

## Professional Highlights

WCA Victoria **MB 702** – Essential Skills in MBCP and **DV 601** - Practical skills in responding to people who experience domestic & family violence.

Coordinator Wendy **MB 701** – Graduate Certificate in Men's Behaviour Change Work – completed July 2021

Lisa- Intake, Assessment and Facilitation Worker and Wendy E2C Coordinator - Safe and Together Core training

## Case study

Referral received for man in to be assessed for suitability to attend Engage2Change group work from Community Corrections in Kempsey. The man (Joe) had attempted to do the program in the previous year but was asked to leave due to ongoing collusion in the group. Referral was explained that it was to attempt to complete the group program again due to Joes ongoing violent behaviour towards his 7-month pregnant partner and 5 other children,

Presenting issues identified:

- DFV in previous relationship with physical violence.
- Ongoing DV in current relationship (18years)
- Joe and his partner (May) have 5 children and May is currently 7 months pregnant.
- Current AVO and charges, possibility of sentencing to gaol time
- Children witness to and victims of DFV – DCJ involvement
- Joe's ties with and membership of high-profile bikie gang.

Joe was assessed over 4 sessions with E2C

Intake Worker and was deemed ready for group as he appeared motivated to change and ready to take responsibility for his violent behaviours. He also showed some remorse over previous behaviour in the program.

Women and Children's Advocate contacted current partner (May) and offered support which was accepted during the 12-week E2C group. (Face to face and phone meetings). WCA provided support, advocacy, and safety planning for May.

Joe attended 11 out of the 12 groups (1 cancelled due to floods) from Feb-May 2022

## Outcomes:

Joe completed the 12-week program and showed motivation to change throughout. Joe said that he appreciated that the facilitators 'got through to' him and that he had changed his behaviour towards his partner and children. Joe said, 'things were much calmer and quieter at home now'.

- Joe requested further contact with facilitators or worker. Joe was offered referral to Men's Referral Service (MRS) and monthly contact with IAFW for 6 months post group due to new baby and ongoing assistance requested. This offer was accepted by Joe, and he also accessed the Brief Intervention Service through MRS.
- WCA worked with partner on safety planning and continued weekly phone contact reporting on progress/content of program. WCA also aided with referral pathways for partner and children. WCA continued to provide support to May and baby continuously until May said she no longer needed support. Referrals provided to May for ongoing support and safety planning if needed.



Sydni, Victoria, and Paul

## Program Overview

The Fixed Address program this past year, transitioned towards a more specific case management model on August 1st, 2021, and with the addition of a Women and Children's Advocate (WCA). The Fixed Address program, adapted into the 'Fixed Address Intensive Case Management (FAICM) model, and as partnered with NSW Police, providing case management support for high-risk offenders of domestic and family violence. The focus of the change, and as under the NSW Police Domestic Violence Suspect Target Management Plan (DVSTMP), is to provide specialised case management support with the aim to reduce rates of recidivism and incarceration due to re-offending behaviours. The addition of a Women and Children's Advocate (WCA) now providing a furthered opportunity for safety supports, as given the core focus of FAICM remaining for the safety of women and children.

The program continued with funding from the Department of Communities and Justice (DCJ), and in consultation with NSW Police, implementation of an approach for intensive case management to filter across the Mid North Coast (MNC) Local Area Command (LAC), as well as an additional site for the trial in Blacktown with Relationships Australia. Kempsey Families in collaboration with 'Warrina Domestic and Family Violence Specialist Services', and 'Liberty Domestic and Family Violence specialist Services' would remain as the operational sites feeding into the new FAICM model. Additionally, Kempsey Families Inc. as the lead agent for the Mid North Coast Consortium (MNCC), providing a coordination point for domestic violence specialist support across the Mid North Coast

would maintain the centralised referral point for the FAICM program.

The FAICM program continued within the new model to provide a holistic approach within case management support for men, with additionally holding a space for referral into therapeutic supports, as well as addressing needs associated with supporting men through their Family Law journey. Also considered was the focus on referring those men appropriate for referral into 'Engage2Change' (E2C), and with supporting that space pertaining to Men's Behaviour Change (MBC). The case management support as outreach, also extended into the areas of Bowraville, Macksville, and the Nambucca Valley. FAICM maintained the strong working relationships with agencies such as MiiMi Aboriginal Corporation in Bowraville, Lifetime Connect in Macksville, and Nambucca Heads, to meet the demand for service in those areas. Furthermore, regarding intensive case management for women and children through the specialised support of the WCA, were now accessing support with Victim Services applications, tenancy issues, schooling issues, and with provision of information and support to navigate the judicial system.

Although FAICM transitioned to work under a new model this past financial year, with the focus on DVSTMP referrals as the priority, the collaborative approach and close working relationships with other government and non-government organisations continued. Also considered was the ongoing support provided to those men already receiving case management at the time of the transition to ensure ongoing case goals were achievable.



## Key Statistics

- 29 men were supported throughout the 2021-2022 financial year
- 14 of those 29 men were DVSTMP referrals
- 7 of those 14 men were referred to Liberty Services for Intensive case management
- 7 of the 14 men were DVSTMP referrals for FAICM in Kempsey
- 10 women and of those 22 children and 1 pregnancy, were referred into the FAICM Women and Children's Advocate through the FAICM Case worker role.

## Agency Collaboration

NSW Police

Domestic Violence Officers NSW Police

Community Corrections

Department of Communities and Justice

E2C Kempsey

Uniting

Real Estates

Lifetime Connect Nambucca Heads/ Macksville

MiiMi House Aboriginal Corporation

Solicitors

Kempsey Neighbourhood Centre

Community Housing

Staying Home Leaving Violence

Victim Services

## Interagency meetings

NSW Police 'Sergeants Action Group' (SAG) meeting Kempsey Police Station

Nambucca / Bellingen Child and Family Interagency (CFI) meeting

Domestic and Family Violence

LGBTQ+ Interagency through CFI

Kempsey Lovebites Interagency

Kempsey Neighbourhood Interagency

Kempsey Domestic Violence Monitoring Committee

NSW Men's Behaviour Change Network meeting

NSW MBC Women Practitioners & Women and Children's Advocate Communities of Practice

LGBTIQ Youth meeting

NSW LGBTQ DFV Interagency

DVSTMP Case Management Contract meeting

FAICM Interagency meeting

DVSTMP Advisory meeting

NSW Sector Regional and Remote Forum

Blue Sky Communities Interagency

Child Protection Forum

Baylin's Gift / It's OK on the Macleay meetings

## FAICM Training

- Blue Skies -Raising Awareness about Gambling Harm
- NTV COP – Non-Indigenous workers – how to be more inclusive when working with First Nations Women & Children
- ECAV - What to do if a Child Discloses Abuse
- ECAV - Practical Skills in Responding to People who Experience Domestic & Family Violence
- NSW office of the Children's Guardian – Child Safe eLearning for Frontline Staff
- NTV - Family Safety Contact Work
- NAPCAN Prevent Child Abuse & Neglect

- ACON Pride - Sexual Assault Training for LGBTQ Communities
- NTV -The Five Essential Discussion Tools
- DV-Alert, Practical Skills in Responding to People who experience Domestic and Family Violence – Women with Disabilities
- ACON – Trans Vitality-Trans Affirming Practice eLearning
- NTV- Introduction to Working with Men using Family Violence-Coercive Control

## Professional Highlights

Victoria -WCA - "Just wanting to inform you had we had an awesome outcome yesterday, receiving an email from Victim Services that two children of a family we have been supporting and liaising with Victim Services on behalf of the family, has been granted their Recognition payment of \$5,000 each."

## WCA case study

*'Charlie a 25-year-old Mother of two Children, both under the age of two years'*

Charlie was referred through a local Real Estate after their relationship had broken down due to domestic violence. Charlie and the children remained in the family home, however that was now unaffordable for them, and to continue to maintain the tenancy was not an option. The young mum faced becoming blacklisted, leaving little possibility to be rehoused through the private sector, into the future.

An Apprehended Domestic Violence Order (ADVO) had been put into place by the Police, due to reported violence in the relationship. Following Charlie



being referred, and with having little support from family and friends, a case plan was enacted to support the family around their safety, with a main goal to assist moving the family into temporary accommodation, while more permanent and affordable housing could be sourced.

The case plan highlighted that Charlie had personal goals, one of which was to continue their studies to aid in gaining future employment. Additionally, the WCA was able to support the family through guidance which involved liaising with the Real Estate to safely break the lease. The WCA also connected Charlie and the Children in with Samaritans, New Horizons for a 'Rent-start Bond Loan Application', Legal Aid for legal advice, and supported Charlie through an application to Victim Services for immediate needs and a recognition payment.

The family was supported financially by the FAICM program, to ensure that they had enough funds to be able to afford food, nappies, and personal items during the period of uncertainty. Charlie's income at that time was mostly being paid towards temporary accommodation, and immediate needs. Charlie aired to the WCA of how hard it was to be able to support young children while not having the cooking facilities to provide home cooked meals. Charlie also explained of how extremely stressful this time was for her as a young mum and thanked the WCA for the support being offered, and with allowing Charlie to take the lead in her own journey of recovery.

## FACW case study

*'Peter, 53 years, referred from Community Corrections, following a recent release from jail'*

Peter identified at the time of contact with Fixed Address that he was homeless, and with presenting issues relating to misuse of alcohol, Illiteracy, and concerns around his own mental health. Peter was also wanting to see his son who was from a previous relationship. There was a current

Apprehended Domestic Violence Order (ADVO) in place with Peter's ex-partner Gail.

Case management for Peter focused on linking Peter in with Community Housing Limited (CHL), to obtain priority Housing. Peter also considered participation in the Engage2Change (E2C) Men's Behaviour Change Program (MBCP), and with ongoing support from Fixed Address, Peter was able to achieve completion of the 12-week program.

Peter was referred to Drug and Alcohol Services at Community Health, and within regular face-to-face support from the Fixed Address case worker, was able to maintain abstinence from Alcohol. Peter was also supported to undertake a 'Mental Health Care Plan', as being linked in with a local GP. Peter through this process was able to gain medication to address his level of depression and supported around ongoing usage of Anti-depressant medication.

Fixed Address was able to connect Peter in with a Psychologist as Peter identified wanting to address his behaviours around the use of domestic and family violence, additional to partaking in the Men's Behaviour Change Program.

FAICM supported Peter to navigate legal process, as with Peter wanting to see his son through Family Law. Peter's illiteracy made it difficult to understand the Family Law system, and processes, with extra support needed to read through and understand documents. Peter was also supported at Court, and during face-to-face meetings with his Solicitor. FAICM helped where Peter's illiteracy proved to be a barrier, for example the writing of an affidavit for Court, or the review of Court documents.

Through intensive case management Peter was able to secure housing and was assisted to navigate Family Law processes. Peter expressed gratitude for having the opportunity to start the first steps of forming a relationship with his son, allowing him the opportunity to be a father.

# ICT/Project Assistant

Glen

## Overall Summary

The ICT/Project Support role has continued to be busy throughout the 2021/22 financial year with a significant number of staff changes. Daily support has been provided to a mixture of staff continuing to work from home, as well from several external offices and the main Kempsey office.

The ongoing level of ICT/project support remains steady, albeit at slightly elevated levels of demand, with the added complexity in the range of software and IT systems being utilised to meet the objectives of the organisation.

ICT/Project Support and assistance is being provided onsite, as well as 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 Executive, Admin, SO4K, TEI, SHLV, MBCP and Fixed Address teams.

## ICT Equipment

There has been a decline in the number of new equipment purchases as the fleet of equipment now being used is current and was updated in the last financial year. Purchasing of new ICT equipment (laptops/tablets/iphones) continues for new staff as they are required.

The number of services, software applications, software licenses, devices (laptops, tablets, phones, printers, and networking equipment) managed and supported by the IC/Project Support role has increased significantly over the last few years. A detailed hardware spreadsheet is used to keep track of ICT asset allocations, serial numbers, and the location of the equipment. The use of a more sophisticated asset database/software solution is currently being evaluated.

## Support for MBCP and Fixed Address

Ongoing ICT support, graphic design and client database support continues to be provided to the MBCP team and consortium

partners. This includes ongoing support for Insightly our MBCP client/case management database. The 6 monthly MBCP Min Data Set report has been completed and submitted on time to NSW Office of Women for both reporting periods.

Insightly was also setup and configured for the Fixed Address team as the primary client data collection/case management database, with some minor modifications and updates made during this period.

## Collaboration and Partnerships

Ongoing collaboration and support have been provided to Warrina and Liberty for MBCP/Fixed Address during the 2021/22 financial year, however this support will cease to continue as the consortium ends on June 30th, 2022.

### ICT/Project Support

- Provide ongoing support to Fixed Address, SHLV, SO4K, TEI and E2C teams
- Provide Executive Officer Support
- Provide Administration Support
- Provide Accounts/Finance Support





## Remote Offices

Support for the two remote offices Fixed Address in Kempsey and E2C at Coffs Harbour continued throughout 2021/22; but this support is at reduced levels now the offices are established. With the closure of the Coffs Harbour Engage2Change office all ICT equipment was returned to Kempsey Families and is being utilised for other programs.

## Kempsey Families Website Upgrade

The process of upgrading the Kempsey Families website was completed in April 2022.

The new website includes a sophisticated online referral form, employment information, client FAQ's, a program calendar, donations, as well as detailed information about each program and the organisation. Feedback on the new website has been very positive so far. <https://kempseyfamilies.org.au/>

## Graphic Design

Ongoing use of the Adobe Creative Suite to design Brochures, Flyers, Business Cards, Outdoor Signs, Stand-Up Banners for all project teams and Kempsey Families marketing and advertising.

## Training Undertaken

- Ongoing Office365 training via Microsoft Office365 Support
- Understanding Stalker-ware Workshop – WESNET June 2022
- WHS and Risk
- COVID-19 and Influenza related WHS risks identified when working onsite with other staff.
- Increased Cyber Security Risk Assessment due to foreign actors targeting Australian businesses.



# Team Development

Kempsey Families is committed to ensuring an ongoing professional development environment for all staff and management. The capacity to undertake relevant and current training, attend conference or information sessions is pivotal to creating a healthy learning and individualised climate and helps Kempsey Families teams to remain current, informed and be able to meet and exceed clients needs and expectations.

## Emerging Minds Learning Courses

- Child Aware Practice
- Engaging with children
- Understanding child mental health and disability
- Supporting children and families in general practice after a natural disaster or community trauma
- Healing through voice, culture, and country

## NAPCAN

- Child Safe Organisations Workshop
- Child Abuse and Neglect Prevention/ Mandatory Reporting Workshop
- Love Bites Respectful Relationship Facilitator
- Love Bites Respectful Relationship Facilitator Training – Junior

## ECAV

- Practical skills in responding to people who experience domestic & family violence
- Strong Aboriginal Women, Supporting Communities to Recover from Sexual Assault
- Graduate Certificate in Men's Behaviour Change Individual and Groupwork Interventions
- Safe Men Strong Family Forum Dubbo

- Tuning in to Teens – Certificate and Facilitation of Tuning in to Teens parenting program
  - » Drumbeat
  - » Black box
- Dr Mary Barbera
  - » 3 Biggest Mistakes Autism Professionals Make
  - » 3 Biggest Mistakes (and what to do instead)

## SAMSN

- Working with adult survivors of child sexual abuse
  - » The impact of trauma on the child
  - » The impact of family and domestic violence on the child
  - » Sexual behaviour in children and young people
  - » Supporting primary students following a disaster or community trauma
  - » Using a trauma informed approach when interviewing/ communicating with children and young people
  - » Using aboriginal cultural knowledge systems to strengthen family's resilience
  - » What we know about partner homicide
  - » Family violence screening and safety planning
  - » Separating debt when families separate
- DVNSW Sector Chat – ADVO's and shared parent responsibilities



## No to Violence

- Ethical Care Online Groupwork
- Family safety contact work

## ACWA/CCWT

- Writing Case-notes and Documentation
- Effective Casework and Case Management
- DEX Training – Creating meaningful surveys
- Legal Aid – SAMS – Safety Action Meeting Online Training

## Welfare Rights centre/MNC Legal Centre

- Centrelink and DV, debts and Welfare rights
- Centrelink payments targeting families with children

## Wesley LifeForce

- Suicide Prevention Full Day workshop

## Lifeline North Coast

- Accidental Counsellor Foundations

## Blue Sky Community Services

- Domestic and Family Violence is Everyone's Business – FORUM
- Ochre Ribbon Week 2022 – Online workshop

## Full Stop Australia

- Australia's first nationwide sexual, domestic, and family violence survivor advocate program

## WESNET

- Core Unit 1. Smartphone, Survivors & Safety
- Core Unit 2. Telstra Phone Activation & Safety Planning
- Understanding Stalkerware (Practitioners only)
- FaMS – Guide to Telepractice
- Victim Services, DCJ – Victim Support Scheme
- TAFE NSW – Diploma of Youth Work
- 2021 MNC Youth Workers Conference, YP Space MNC

## Arts Mid North Coast

- Creative Recovery Training Workshop

## ACNC/ATO

- Charity Tax Concessions and Endorsements
- Changes to Charity size and Reporting Thresholds

## Institute of Public Accountants

- STP1 and STP2 What you need to do Post 1 July 2021
- Not-For-Profit Audit Update
- GST back to Basics
- NFP entities getting ready for 30 June 2022

## Jobs Australia

- Employer Workers Compensation obligations
- Changes to the SCHCADS Award
- National Workers Compensation Market Update



# 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

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

Safety Action Meetings (SAM)

Kempsey Shire Council

Kempsey TAFE

Domestic Violence Monitoring Committees

The Buttery

Kempsey Healing Committee

Inter-Agency Case Discussions - DCJ

NSW Health- Interagency for high-risk  
maternal health clients

Pathfinders

Kempsey Macleay Vocational College

Healthy Minds

NSW Police

Legal Aid

Baylins Gift-Its Ok on the Macleay

Kempsey Community Services Interagency

YP Space

Kempsey Mental Health

Headspace

Southern Cross University

Newcastle University

Whirlybirds

Blue Sky Communities

High Wire Consultants

Family Law Pathways

Key Employment and ETC

KBH Aboriginal Corporation

Lilli Pilli Ladies

Relationships Australia - Blacktown



# Community Development and Events

As the impacts of Covid-19 slow, Kempsey Families was able to start to return, with sound health and safety practices in place to be involved in a range of community events and development options on wider scale across the Mid North Coast.

## **During this reporting period Kempsey Families staff and management:**

- Commenced a pilot case management program for men who use violence with DCJ, Police and Relationship Australia Blacktown.
- Finalise evaluation of Fixed Address with KPMG
- Recommended planning and training to undertake LoVEBiTES sessions in all local high schools
- Expanded SHLV operations into the Nambucca Valley
- Wear it Purple Day communications and awareness raising
- Staff involved as presenters at Child Protection Forum with Blue Sky
- Commenced planning and auspice of Yarn Up Camp for Aboriginal Women
- Commenced evaluation of the MNCC
- 16 Days of Activism against Gendered Violence events
- Participated in Aboriginal Health Initiative for Covid-19 vaccination clinics
- Lobby State and Federal Ministers for ongoing and sustainable funding
- Nambucca Valley In-services
- Welfare Rights Briefing
- Stronger Aboriginal Women sessions with Pam Greer and Virginia Elliot
- NSW Health Black Box
- International Womens Day
- Hosted Yarn Up Camp
- Kinchela Boys Home Aboriginal Corporation - Wellbeing Day
- LGBTQ+ partnership with Headspace
- NAIDOC planning
- Bowraville Community Day
- Dash with a Splash planning
- National Sorry Day Commemoration
- Aboriginal Summit
- Pride Picnic
- NSW LGBTQ+ and DV Forum
- DVNSW Sector Development representation
- Its Ok on the Macleay planning

# Community Development and Events









# Our Management Committee

In this reporting period the Management Committee of Kempsey Families Inc. provided the strategic overview, guidance, and support to the Executive Officer and Finance team to ensure all the governance, financial accountabilities and reporting, industrial and HR requirements are met and exceeded. The Management Committee continuously ensures the WH&S and Cyclical maintenance initiatives are rigorously reviewed and where needed, improvements or updates completed. During this financial year the Management Committee supported and were involved in:

Met offsite for day to contribute to the review and update of the Kempsey Families Constitution to ensure it was current and consistent with the ACNC requirements

Reviewed and updated the current Strategic Plan to ensure Kempsey Families are secure in the knowledge of the funding briefs and Kempsey Families place in the community's service sector. To ensure equity and inclusion are considered in all decisions, exceed practice standards and accreditation processes, and map a sustainable future in an often hostile and competitive funding environment. This Strategic Plan will be reviewed yearly and updated again in 2025.

Supported the Executive Officer to develop and implement a Business Continuity Plan Business and a Covid -19 Management Plan that then required updates to policies and procedures to reflect Risk assessment and safety planning. Continuity plan

The Management team also reviewed and endorsed the policies and procedures both current and newly developed. This year over half of the policies have been reviewed and new policies that are under development include.

- Domestic Violence leave policy
- Work from home policy
- Pandemic Response policy



**Narelle Moulton** has been Chairperson for over seventeen 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, leadership, and management including NGO specialisation. Narelle is a passionate advocate for social justice, inclusion, equity human rights, and a safe, sustainable future for young people.



**Beris Derwent** has been with the committee for five years and had been the local 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 Union and brings that passion to our services employment practises. Beris provides weekly wellbeing supports to all staff and specialises in drumming, Shibashi and ACT therapy, this has been particularly helpful during COVID -19 and recent flood events. Beris offers staff and management complete availability, compassion, humour and is a very keen listener.





Liv Parker has been with Kempsey Families Inc for three years and is adapt at ZOOM meetings during lockdowns and travel interruptions. Olivia is employed as the Arts Mid North Coast Projects and Programs Manager. Olivia's work is informed by the principles of social justice and driven by a firm belief in arts ability to bring positive change and wellbeing to the wider communities. Olivia's brings her wealth of local knowledge, creativity, and deep commitment to regional scope for art as something accessible for all. Her Master's in Management brings to Kempsey Families theoretical concepts with the balance of compassion and integrity.



Jude Saul is a local woman from a farming family with a long-term passion for supporting those in need and deep love of this community. Jude has been with the management team for two years. Her NSW health background informs support options for families in need of dental or medical interventions. While Jude is now retired, she is busier than ever and volunteers at Kempsey Families one day per week, St Vincent's and is a key member of the local Lilli Pilli Ladies that raises funds for community supports at a local level. Jude was recently awarded The Woman of The Macleay by MP Melinda Pavey for her community work and travelled to Sydney to accept this prestigious award.



Ro Stirling-Kelly Ro is in her second year with the Kempsey Families Management team. She is a descendant of Anmatyerre and Arrernte people of Central Australia, born and raised on Dunghutti land. Ro has along affiliation with NSW Health, in particular Aboriginal Health and Community and Consumer engagement. During COVID-19 peak, Ro was heavily involved with initiatives to support the most vulnerable and isolated community members and seeking options to get support where it was most needed. Ro brings a wealth of experience and cultural insights to support best practices in an open and inclusive manner while ensuring Kempsey Families has access to relevant and timely information and new initiatives that may benefit the families we support.



## Finance Team

Kirsten and Desly

## Finance Report

The 2021/22 Financial Report will be tabled as an Annexure on the day of the 2021/22 AGM, 26th October 2022.



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



# 2020/21 Annual General Meeting Minutes

**Date:** 01/12/2021

**Time:** 11am

**Venue:** Kempsey Families Inc. #21 and Via Zoom

**Attendees:** Jude Saul, Narelle Moulton, June Wilson, Sydni Greigh, Victoria Tremble, Glen Schafer, Madeline Donovan, Wendy Gane, Olivia Parker (Via Zoom), Beris Derwent, Matthew Delaforce, Rachel Cunliffe, Tyesha Jacky, Paul

Reinbott, Trudy Woodward, Jodie Hodges, SPG parents- Hope, Megan, Mel, and Dale, Latish, Takishee, Samantha, Kerrie

**Apologies:** Ro Stirling-Kelly, Vanessa McNeilly (both Kempsey Families MC), Shane Hart (DCJ), Rachel May, Kirsten Overeem, Desly Hickson, Wendy Atkinson, Donna Stace, Megan Dunbar

1. Aunty Maddie Donovan- Welcome to Country - Dunghutti
2. Apologies: Ro Stirling-Kelly, Vanessa McNeilly (both Kempsey Families MC), Shane Hart (DCJ), Rachel May, Kirsten Overeem, Desly Hickson, Wendy Atkinson, Donna Stace, Megan Dunbar
3. Adoption of 2020/2021 Kempsey Families Inc. AGM Minutes  
Moved: Sydni Greigh  
Seconded: Rachel Cunliffe
4. Kempsey Families Chairperson: big thank you to Kempsey Families staff students and volunteers.
  - Management thanks Syd for undertaking a student placement that incorporated replacing the EO whilst they took leave and the resultant challenging times of the floods in early 2021.
  - Please see the AGM report for Kempsey families Chair full report
  - Kempsey Families Executive Officer: Acknowledged the year of 2020-21 as a challenging one for all yet many learnings have occurred and the impacts of C-19 still ongoing. Thanks also to everyone and please see full EO report in the AGM report tabled today.
5. Approval of Kempsey Families 2020-2021 Annual Report  
Moved: Beris Derwent  
Seconded: Liv Parker
  - Audited Financial Report – Still with the auditors and will be tabled and finalised in December 2021 with the management committee representatives.
  - Chair reports Kempsey Families is in a financially strong position.
6. Appointment of Auditors 2021 -2022
  - Recommendation to maintain NFPAS as the Kempsey Families auditorsMoved: Sydni Greigh  
Seconded: Jude Saul
7. Sydni Greigh is the Returning Officer for today's AGM. All Kempsey Families Management committee members step down and the nominations are:  
Kempsey Families Chair: Narelle Moulton  
Moved: Beris Derwent  
Seconded: Ro Stirling-Kelly  
Vice chair: Beris Derwent  
Moved: Narelle Moulton  
Seconded: Jude Saul  
MC Member: Jude Saul  
Moved: Narelle Moulton  
Seconded: Beris Derwent  
MC Member: Liv Parker  
Moved: Jude Saul  
Seconded: Narelle Moulton  
MC Member: Ro Stirling-Kelly  
Moved: Narelle Moulton  
Seconded: Jude Saul
8. Acknowledgements and thanks to all by the Kempsey Families Chair and special thanks to the EO for all their work to maintain service delivery during a challenging year.
9. Meeting closed at 11:40am- Light lunch to follow for all in the grounds.

## Next Meeting:

First Management committee will be confirmed in early January for convening late January or early February 2022.



# Organisational Chart

Updated August 2022

## Our Vision

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

### Finance and Administration

Finance HR

ICT/Program Support

Office Coordinator

Volunteers/ Students

DV Monitoring Committee

## MANAGEMENT COMMITTEE

EXECUTIVE OFFICER

### External Partnerships

Peak Bodies

Local Communities

Non-Government Agencies

Government Agencies

### Internal Programs

Targeted Early Intervention  
Family/Groupwork  
Supported Playgroup  
SpeakOut4Kidz

Domestic Violence Support for Women & Children  
Staying Home Leaving Violence

Men's Behaviour Change Program  
Engage2Change

Targeted Case Management for Men  
Fixed Address  
Intensive Case Management



# 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 Kempsey Families to continue do this work and offer these supports to children, young people, women, families/ caregivers, and men.

- Department of Communities and Justice
- Women NSW
- DVNSW
- NSW MBC Network
- Kempsey Shire Council
- MNCC- Liberty and Warrina DVSS
- Community Housing Limited
- Blue Sky Community Services
- Kempsey Neighbourhood Centre
- Lifetime Connect
- Burrun Dalai OOHC and Family Support
- Schools as Communities
- Kempsey TAFE
- Pathfinders
- NSW Police
- Mission Australia
- NSW Health
- Kempsey Vocational College
- Melville High School
- Kempsey High School
- Kempsey Adventist School
- Kempsey Children's Services
- Country Women's Association
- Durri AMS
- East Coast Lawyers
- Legal Aid NSW
- Lilli Pilli Ladies
- My Church
- Key Employment
- Kinchela Boys Home Inc.
- Headspace
- ECAV
- ETC
- The Buttery
- Resolution Network
- Stuart Point General Store (Monique & Brett)
- Josephine, Greg, and Louise
- Southwest Rocks Quilters
- Southern Cross University
- University of Newcastle
- James (Percy) Kennedy
- Jude Saul (volunteer)





## MAIN OFFICE

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## FIND US ONLINE

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