



# ANNUAL REPORT 2022/23





*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.*



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## Chairperson's Report

Yawayi, dhangude. Hello and welcome to the Kempsey Families AGM.

We are fortunate to live, work and play in beautiful Dunghutti country and I pay my respects to the traditional owners, the custodians, and the keepers of the stories for more than 65,000 years; and to those who will be the custodians in the future.

Again, this year the service has been able to continue free of plague and pestilence! While the threat of COVID has diminished, the service remains vigilant and the purchase of air filters for every room has helped improve the health of the buildings and so improve risk management related to the health of the staff and clients.

The painting of the covered walkways and the ongoing renovations to 21 Verge now have both buildings and gardens looking very smart. With old buildings, maintenance is always ongoing and there are still some improvements to be made including the restumping and painting of the exterior of #19. Along with enhancing the exterior of the service, the Kempsey Families website had a makeover that has been well received.

The Consortium between Kempsey Families, Liberty and Warrina Domestic Violence Services was wound up in the last financial year, however, the financial separation took a little longer. As a result of negotiations with all parties, the funding division was agreed to, and the Consortium dissolved at the end of June 2023.

Funding for continued men's intensive case management that aligns with the standards for the Men's Behavior Change program is currently being renegotiated for the next 12 months and this has required a reconfiguration of some of the programs, however, service delivery has remained constant throughout this process.

As with all services, particularly post-COVID-19 restrictions, there has been a degree of staff movement. Kempsey

Families was sad to see Sydni leave to pursue another career direction. Sydni was a terrific addition to the staff and had been part of the team for many years. Kempsey Families has always supported student placements within the organization, several students have been offered part-time employment. The service has always been lucky in attracting quality students who have brought fresh ideas and who have moved on to post-placement with a deeper level of understanding of this sector.

Over the year staff have been supported in attending conferences and training as part of their ongoing professional development.

The financial status of the service remains in a strong position. We are very fortunate to have Kirsten as the Finance Manager and as a result, we look forward to an exciting development in the coming months. This year the Kempsey Families Management Committee reviewed the Strategic Plan.

Kempsey Families retains a strong relationship with the community – we have great support through monetary donations from the Lilli Pilli Ladies and the Gladstone Art Gallery and have received welcome donations of knitted articles from the CWA and beautiful quilts from the South West Rocks Quilters.

This year we were offered a holiday unit at SWR, right on the creek, to be made available to families who would benefit from a holiday. Two families have been able to accept the offer with support from their case workers and material and financial support from the service. For these families, life has been changing.

Kempsey Families has also fostered a strong relationship with the police having regular meetings with senior Police to express the concerns staff and clients have encountered. Through Domestic Violence Monitoring links with like community services are maintained.



While this event does not fall into the period of this report, it is well worth mentioning. Kempsey Families is gearing up to celebrate their 30th birthday In July 2023 and thanks to Glen and his 'contacts' our special guest will be Grace Tame, who will zoom in to wish us well and congratulate Kempsey Families for the work they do. An incredibly special moment that we will all remember.

I would like to thank the Management Committee – Beris Derwent, Jude Saul, Ro Stirling-Kelly, Janel Manns and Liv Parker for giving their time, support, and guidance to the service; and to the dedicated staff, many of whom have been with us for a long time, we value your professionalism and dedication to the clients you support; and to June for her leadership and skills and deep commitment to the service.

*Narelle Moulton*

Chairperson Kempsey Families Inc.

*What Aboriginal people ask is that the modern world now makes the sacrifices necessary to give us a real future. To relax its grip on us. To let us breathe, to let us be free of the determined control exerted on us to make us like you. And you should take a step further and recognize us for who we are and not who you want us to be. Let us be who we are - Aboriginal people in a modern world - and be proud of us. Acknowledge that we have survived the worst that the past has thrown at us, and we are here with our songs, our ceremonies, our land, our languages, and our people - our full identity.*

*What a gift this is that we can give you if you choose to accept us in a meaningful way.*

**Agarwal Yunupingu, a Yolngu Elder who signed the Uluru Statement**





## 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, and always will be Aboriginal Land.

This reporting seems to come around with regular speed and this year has been much the same, where does the year go? The impacts of the Covid-19 pandemic are still being felt without isolation and working from home. Managing the risk and implications of general health, overall well-being, and morale, while ensuring and continuing to provide the services and programs we are funded to provide has been our focus and priority for all.

During this reporting period, demand for our services remained steady with some peaks for extra support for more complex families. It highlighted the strength, resilience, and creativity of the Kempsey Families team and indeed our community.

It would be remiss not to acknowledge the impacts of the ever-changing times we are living on the ongoing impact of COVID-19, increased costs of fuel, food, and insecure housing with an increase in people facing or experiencing homelessness. Navigating significant challenges and changes, staff still turn up for work and deliver support to some of the most vulnerable and marginalized people in the community. This means as an organization we must remain vigilant and focused on ensuring a safe, supportive, and inclusive environment that supports the overall well-being of the whole team. Kempsey Families. The service provides internal and external supervision of a range of options and continues to provide weekly well-being sessions for staff and management.

This report provides a snapshot of key achievements and programs over the reporting period. It demonstrates our

reach across the Macleay and Nambucca Valley. It evidences how we continue to engage communities whilst advocating and working towards social change in our community.

Kempsey Families will continue to be at the forefront of innovative programs and pilots that meet the need or attempt to close a gap not yet being met. We will continue to work professionally with compassion to meet and if possible, exceed the needs of a diverse community, walk with clients on their journey, amplify the voices of those with lived experiences and work to include their journeys in future planning.

During this reporting period:

- The Kempsey Families Management Committee, Executive Team with the Leadership Group, maintained the focus of the current Strategic Plan guided by the Kempsey Families Constitution and Risk Management Plan.
- Farewelled Matt to a new career with Legal Aid, Victoria to collaborate more closely with the community at Durri AMS and Sydni to a new direction in Aged Care support.
- Welcomed Janel Manns to the Management Committee. Kempsey Families also welcomed to the staffing team Georgia, Jordan, Julie, and Jules to various roles within the organization.
- This year Kempsey Families supported three staff to depart on parental leave, Jodie, Katerina and Kaitlyn and we welcomed babies Arlo, Sophia, and Walker to the big world.
- Sam was hosted to complete his 400-hour Social Work placement then welcomed Kade to commence his 500-hour placement in Social Work.



- Highlights for me this year were attending the NTV Conference in Adelaide and being present to hear Todd Fernando Victorian and proud Dunghutti man give the keynote address on the role of Aboriginal men today in his role as Victoria's Commissioner for the LGBTIQ+ community. He was inspirational. I was also fortunate to hear from Nyadol Nyuon OAM, human rights activist and lawyer and Shayna Blaze on her movie production on domestic violence through a child's eyes, both were outstanding.
- I was also thrilled that Hayley Gittoes (Baylins Gift creator) chose Kempsey Families to take on the auspice for the ongoing Its OK on the Macleay LGBTIQ+ community event each year in September.

I encourage you to read this report and be inspired by the work we have done in the last twelve months. As we have entered thirty years of delivery services accompanied by the growth of programs and supports, it is a

time to reflect on how far we have come and what else we can achieve in the next thirty years.

I would like to honour the fortitude, resilience, and steep insights into their journeys that clients demonstrate and their ability to rise and flourish, often against overwhelming hurdles.

Finally, to the staff, the volunteers, the students, and the management committee, it is a collective effort and thank you sincerely for your unwavering support, and passion for the work we do and for the steady commitment to both a safer community for women and children and equity for all.

I look forward to another productive, engaging year that will celebrate thirty years of providing inclusive and important support to our community.

*Jane Wilson*

Executive Officer Kempsey Families Inc.



*NTV 2022 Conference - Shift the Burden*

*Left: Professor Donna Chung - Professor of Social Work and expert in research on domestic violence underpinned by feminist analyses.*

*Right: Nyadol Nyuon - OAM Australian Lawyer and Human Rights Advocate*



## 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 well-being 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 conversation and case planning.

Rachel C also provided trauma-informed group sessions for children aged 5-8 years and 8-12 and for women, with post-domestic violence in the Speakout4kids programs each school term. Georgia, Auntie Madeline, Jordan, Paul, Tyesha, and Sam. assist her.

## Key Statistics

### SFCW role:

- » 63 referrals in
- » 40 engaged
- » 19 identified as ATSI

### SO4K role:

- » 89 referrals in
- » 26 people identified as ATSI
- » 54 engaged
- » 49 completed group sessions

## Interagency meetings

Youth network meetings, Interagency case discussion meetings, Community service interagency meetings, it is OK on the Macleay network meetings, Dash with a Splash meeting, Kempsey Domestic Violence Committee Meeting, Child Protection Forum and Child and Family Interagency meeting.

## Professional Highlights

Another professional highlight for me in the SO4K space is seeing and hearing the women from the "Women on the Verge" program talk about how they feel validated in their experience of DFV and knowing that they are not alone in their experience too.

Being able to provide a safe and inclusive environment for children to open up and talk about their experiences so that they know that they are not alone and given the right environment it is ok to talk about things that are scary and upsetting for them.

## Testimonial from clients

### Women on the Verge

- "Grateful for a supportive and inclusive space and being among other women who understand what I've been through."
- "Growing confidence every day and making new friends through this group."
- "I thought I was the only one and that no one would understand my experience but coming to this group has shown me that people do understand."

### Kidz group

- "I can't believe there are other kids that have had similar experiences as I have."
- "I love coming to the group and I do not want it to end. Can we come back again?"

## Good News Story

This family was first introduced to the service with a referral from an organization in Dubbo. Then another referral came in from an interagency meeting. The referral was made due to the lack of attendance at school by one of the young people in the family.

The family had relocated to Kempsey to be with the mother's new partner who had since become the mother's "carer." The mother had been diagnosed with terminal cancer and relied on him to take her to her appointments. The mother and children had no means of transport except through the partner/ carer. They were living in his house.

I contacted the family and completed the first of many meetings. Through these meetings, the family disclosed that there was significant domestic and family violence not only being perpetrated against the mother but the children as well. I set up a safety plan with the mother and the young person.

I consulted with the school and the WHIN program on how best to support the young person to re-engage with the school. However, the child was experiencing bullying from other students at the school and did not feel safe. I spoke with the young person about ways to protect herself, how to deal emotionally with what was happening and support the young person through this situation.

After several meetings with the young person and the mother, it was disclosed that they were not safe at home anymore and the young person was constantly having to lock herself in the bedroom to keep safe. The family had

said that they would like to leave and return to Dubbo where they would have the support of the family and friends. However, the family had no means of relocating back to Dubbo as the mother was extremely unwell and needed palliative care. I then had a conversation with the mother to see if they had a will in place for the children as the father of the children had passed away many years before.

Sometime after that, I received a text from the young person saying that her mum was unwell and needed to go to the hospital, but the mum did not want to leave her kids with the carer. I consulted with DCJ and said it is paramount that the family relocate back to Dubbo so that they have family around when the mother passes. DCJ agreed and said that they can support the family to relocate back to Dubbo so that they are safe from harm.

Months later I received a phone call from the children's new carer also a close family friend and she said that now the children are away from Kempsey, they have disclosed how the young person was treated here. I did have suspicions at the time of my support that the young person did not want to disclose anything as it would affect their mother.

This is the best possible outcome for this family, made possible by a coordinated service system response with the family at the Centre of all decisions. Relocated back home with family and friends knowing that her children were safe from harm when she passed away. Her mind was at rest with the safety plans and support in place.



## Agency Collaboration and Advocacy

- KempseyFamilies include SHLV, Fixed Address, Playgroup, Engage2Change, Young Parent Worker and Parenting Case Workers
- Equine Guardians
- WHIN Program
- Pathfinder (KRF)
- Schools as Communities
- Education (local schools)
- Neighborhood Centre
- Department of Community and Justice
- Healthy Minds
- Local counsellors and psychologist
- Mission Australia
- Samaritans
- Headspace
- Court support
- Burrun Dalai
- Lifetime Connect
- Home Start
- Kempsey DVMC
- Community Housing
- WDVCS
- Centrelink
- Social Workers
- Community Health Clinic
- Community dental
- Aboriginal community health workers
- Durri AMS
- Local GP's
- PCYC
- YP Space
- Local police
- Youth Liaison Officers
- RISE program
- Shine for Kids





# Young Parents and Domestic Violence Specialist Case Worker

## Auntie Madeline

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 within the out-of-home care system. Auntie Maddie also co-facilitates the Women on the Verge post-Domestic Violence group session each school term. Auntie Madeline is heavily connected to the Aboriginal communities and has a dual role at Kempsey Families that enables her to be able to meet obligations and enhance connectivity in her Community Liaison role.



## Key Statistics

The combined statistics for Auntie Madeline in the case worker role over the reporting period are:

- 30 women with 23 identified as Aboriginal and 2 women from CALD backgrounds.
- 70 children with 57 Identified as Aboriginal

## Collaboration and Community Liaison

- Education Centre Against Violence (ECAV)
- Macleay Vocational College
- Durri AMS
- Many Rivers
- NSW Health
- Maternal Health
- Department of Community and Justice
- Kempsey Neighbourhood Centre
- Burrin Dalai OOH and Family Support
- Kinchela Boys Home
- NAIDOC Celebrations at Kempsey, and Stuarts Point
- It's OK on the Macleay
- Attended the three-day National Aboriginal Women Conference in Coffs Harbour
- Community Gathering for the Anniversary of the National Apology
- Family Law Pathways Forum KSC Reconciliation Luncheon
- Galban Group at Neighborhood Centre for mums and bubs

## Interagency meetings

Aboriginal Interagency, Strong Aboriginal Women group, Yarn Up Camp, Child and Family Interagency. ABSEC Consults at the local level, and Breast Screen Australia local consults. DCJ Family Group Conferencing Meet and Greet with MNC Police Crime Manager.

Madeline commenced the planning with NSW Health for the Annual Yarn Up Camp

for women to be held in August 2023 at Forster will gather to share wisdom, history and stories and have access to agencies and community services on site over 3 days (MNCLC, NSW Health including Breast screen, Australia Carers Australia, Funeral Services and NDIS agencies).



# Supported Playgroup

Trudy, Jodie, Wendy G, Katerina, Georgia, Paul, Jordan & Matt

## Program Overview

The Red Shed Supported Playgroup Team during 2022-2023 consisted of Trudy, Wendy G, Rachel, Jodie, Katerina, Paul, Jordan, Georgia, and Matt 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 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 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 that 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. Morning Tea is provided for the families attending the Supported Playgroup.

The Supported Playgroup have guest speakers who come along to the Playgroup for informal discussion and information sessions at different times throughout the year including NSW Health Services, Kempsey Shire Library, Early Childhood Circle of Care from Durri Aboriginal Corporation Medical Service.

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

The Supported Playgroup has also had three excursions to the local Tabatinga (indoor children's play centre), and a wonderful time was had by all who attended. The Supported Playgroup also held one session at the local CWA (Country Women's Association) building due to wet weather.

The backyard area at Kempsey Families Inc. is continually improving and being updated which is noticed by the families, visitors, and other service providers/organisations. These ongoing upgrades are continually enhancing the backyard where the Supported Playgroup is held and has created a very inviting, safe, and beautiful play area.

## Key Statistics

- 33 Playgroup Sessions
- 50 Families attended
- 21 ATSI Families attended
- 68 Children attended
- 30 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 and support networks and reduces social isolation for many of the families who attend. The Supported Playgroup has made many referrals internally to Kempsey Families Inc. programs, also connecting families to other services and organisations in the wider community including Legal Aid, NSW Health, St Vinnies Welfare, Centrelink Social Worker, Kempsey Neighbourhood Centre, Pathfinders Family Connect and Support, legal centres/solicitors/lawyers, I Care, My Church Kempsey, GP's/paediatricians, Preschools, Kempsey Shire Library.

The Supported Playgroup receives many referrals throughout the year including self-referrals via incoming phone calls, walk-ins to Kempsey Families Inc., the website online referral process, internally from other Kempsey Families Inc. programs/staff and directly from other services/organisations like FACS, NSW Health, Legal Aid, Community Service agencies, local Pre-schools, local schools.



## Interagency meetings

Fortnightly Safe Start meeting.

## Good News Stories /Feedback

- *Playgroup has allowed my daughter and me to make friends and has given us a safe environment to play. My daughter has learnt how to engage well with other children and has so much fun each week.*
- *We love coming to Playgroup each week and exploring all the different activities the staff have set up – Wednesdays are our favourite day of the week.*
- *Playgroup at The Red Shed has given our family a place where we feel included and very safe. The staff are always welcoming, friendly and available to have a chat and listen to what is happening in my family's life and have given me information that my family needed at the time to make things better.*
- *Playgroup is a fantastic place to meet new families. I have made new friends here and we now get together on other days so our children can play together, and we can catch up.*
- *The Red Shed Playgroup Staff listened to me and helped me find the support I needed to make things better for my family.*





# Family Case Work / Parenting Facilitator

Wendy G

## Program Overview

Provision of casework to families with children and parenting group options one-on-one or in-group sessions. Including Triple P, Circle of Security, Bringing Up Great Kids and Tuning into Teens.

## Key Statistics

- 10-Parents engaged in 'Triple P' Positive parenting program, offered one on one or in small groups at Kempsey Families.
- 9- Parents / carers engaged in 'Tuning in to Teens', emotional intelligence program co-facilitated with Kempsey headspace, located at Headspace. Thank you to headspace, Kempsey for their continued collaboration with Kempsey Families to present the Tuning into Teens Program for parents and carers of young people.

## 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 the provision of a venue.

Blue Sky Community Services, Kempsey.  
Thank you to Ross who provided support to myself and my client in navigating NDIS Access Requests and for the follow-up information required. Also, to the 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 importantly a comfortable and supportive environment especially for new people in Kempsey to feel connected to the

community.

For 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
- ICD Meetings
- Kempsey Families Inc.-Website
- SHLV
- SPG and SFCW
- DVCAS
- DCJ
- Burrun Dalai
- Allied Health
- Lifetime Connect/Pathfinders

## Referrals to and information provision from:

Referrals / Advocacy made to.

### Internal

- SHLV
- SFCW including SO4K and Women's Group

### External

- |   |                     |
|---|---------------------|
| • Kempsey Neighbourhood Centre            | • Busways           |
| • Individual Schools/Education Department | • Sheri Foster      |
| • NSW Police                              | • Psychologists     |
| • Lawyers                                 | • Counsellors       |
| • DVCAS                                   | • Victims Services  |
| • DCJ                                     | • Housing           |
| • St Vincent de Paul                      | • Grief supports.   |
| • Samaritans                              | • NDIS-Blue Sky     |
| • Autism Spectrum                         | • YPS               |
| • DV Supports-out of area                 | • Headspace Kempsey |
| • Parenting groups -out of area           | • Salvation Army    |

## Professional Highlights

Working as part of the SPG Team, supporting parents, grandparents, carers and best of all children. I very much enjoy watching children play, learn, and grow.

Being accepted to observe in the Engage2Change men's program has challenged and caught me feeling sad, confident, unsure, and doubting myself at times. However, I have also felt proud to continue through these times to begin to start to present a few exercises to the men. I have benefited from the opportunity to observe skilled facilitators and to complete training for the program. Kempsey Families has provided me with excellent monthly external supervision, which allows me to gain perspective, reflective practices and understanding.





## Case Study

*In my case study, we will call my female client Mary. Mary was suggested to contact our service by a past employee of Kempsey Families Inc. We spoke together on the 1st of July 2022.*

Mary has teenage and adult children from a previous relationship and a four-year-old from her second relationship. Her four-year-old's father is a citizen of a European Country and Mary moved to this country with him seven years ago. Mary was the victim of volatile domestic violence

from this male and her older children fled to friends throughout Europe and returned to Australia when able to. Mary and her young son escaped to Australia to be with her birth family in June 2022. Mary was not able to leave Europe earlier as her son had specific illnesses after birth that were best treated in the country, he was born in. Mary has huge legal costs as she engaged International and Hague Convention Lawyers to try to appeal her son's return to the country, he was born in. At one point it seemed Mary would be forced through the Hague Convention to return her young son to his birth country leaving her older children in Australia. An emotionally distressing choice to make that sat with Mary day and night for many months. Through legal consultations, court attendances and appeals Mary and her young son can reside in Australia but have many Family Law obligations to fulfil including transporting her young son to his father's country at times identified by the Court.

It was a privilege for Kempsey Families and me to support Mary and her children and to know they are now safe and moving forwards with their journey in life. Mary has provided the following testimony to the Kempsey Families.



## Testimonial from client in case study

*'Dear Kempsey Families*

*I engaged with Kempsey Families around July 2022. My four children and I fled a domestic violence situation in Europe in June 2022.*

*I want to thank Wendy G and the team at Kempsey Families for helping and supporting me and my family through the toughest time.*

*Wendy helped me and my family land back on our feet after starting with nothing.*

*I was supported emotionally and mentally. I was supported through an extremely traumatic legal experience and the post-traumatic stress of suffering domestic violence and much more BUT with my weekly visits to Wendy - it saw me gain back my self-confidence and recreated a life for my children and myself! I will be forever grateful!*

*I was also supported financially. Wendy found so many resources to help me financially, including overseas lawyer fees, Return to Work program for women and multiple domestic violence starting again packages. Everything we applied for we were successful in! Wendy helped assist me with every roadblock I faced. Without Wendy's help, I would not be where I am today. Today my four children and I are living safely in Sydney. I am working part time and able to rent a cute apartment and can feed my children and give them what they deserve. This is like winning the lottery for me.*

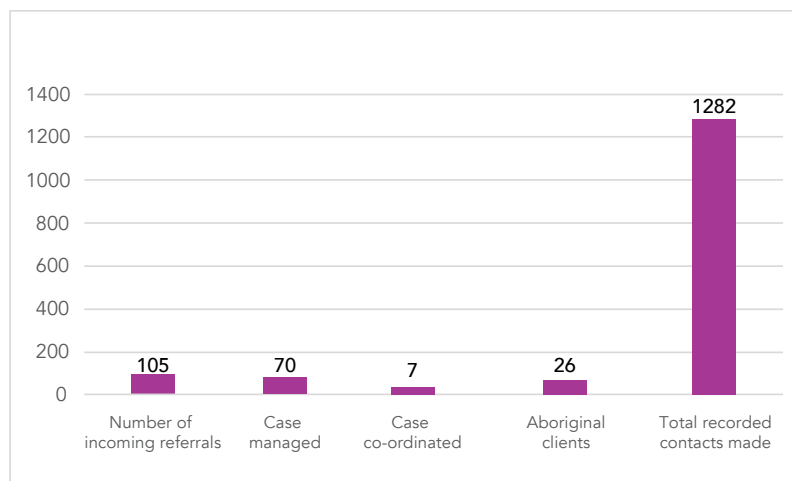
*Wendy and the team at Kempsey Families made me feel safe, stable, and made me remember my worth as they made me feel heard. I could feel how much I mattered to them and my children. My four-year-old really loved Wendy and attending the play group. He finally felt part of a community and we both felt welcomed and appreciated.'*





Rachel M., Jodie, Kaitlyn, Georgia & Julie

## Key Statistics



## Program Aims

Staying Home Leaving Violence (SHLV) is a specialized 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.

SHLV work on an empowerment model that is client centered and supports women in their right to make decisions in their best interests. Ongoing service actively addresses inequality through core approaches such as providing information and options that recognizes that women have the skills and strengths to make decisions that best suit her.

SHLV are committed to promoting trauma informed practice with an inclusive, feminist framework (empowerment, autonomy, recognizing social, economic, and political systems that identifies that gender inequality is linked to DFV); this necessitates our specialist workers to understand intimate partner violence and all its nuances.

SHLV recognize that women who have experienced IPV are at risk of DV escalating quickly and practice case management that includes ongoing use of safety plans – Plans are linked to transition points – such as court and family law arrangements.

### Agency Collaboration

Agency Collaboration and Coordination provides continuity of care across specialistic domestic violence services and other broader intersecting workforces. SHLV collaborates with the following services to maximize women and their children's safety.

Centrelink, Community housing Ltd, Liberty Cottage, Lifetime Connect, MCare monitoring,

Miimi Aboriginal Corporation - Bowraville, NSW Department of Education, Police, Samaritans, Victim Services NSW, Warrina, Wesnet, Women's Domestic Court Advocacy Service, YP Space.

## Professional Development and Training

SHLV- Kempsey attended a 3-day Induction Training and Practice Forum event held in Sydney. The 3-day training allowed staff to reconnect, build collaboration, share information, learn new research, build on best practice in prioritizing and supporting workers' mental health due to vicarious trauma, using a trauma informed framework, training in 'strangulation' awareness and response, training on gender symmetry and training on disputed ADVOs and cross ADVOs.

## Interagency meetings

Aboriginal Family Wellbeing and Violence Prevention Women's Health / Department of Integrated Child, Youth and Family Wellbeing Kempsey District Hospital, Blue Sky CLS, Buttery – Addiction and Mental Health rehabilitation, Department of Communities and Justice, Health, Kempsey Domestic Violence Monitoring Committee, Kempsey interagency, MNC legal service, PACC, Safety Action Meetings, SKNIP. TAFE, Durri Aboriginal Health Service, Women's Health Kempsey Hospital.

## Client Testimony

SHLV collaborates with other programs within Kempsey Families in this testimonial the client attended Women on the Verge.

*"Kempsey Families Inc. & Staying Home Leaving Violence - was just an amazing experience. 12 months ago, I was a shattered woman.*

*Both mentally and physically.*

*I would not have survived or become the women that I am today, thank you to Rachel M, for being there for me and helping me so much, words cannot say how grateful I am.*

*To Rachel & and Maddy - for running the 'Women on the Verge', group what an experience, I cried, laughed, and learned about life's journeys and 'domestic violence' that had plagued my life for so long.*

*With tears in my eyes as I write today –  
THANK YOU!"*

## Advocates for women

SHLV continues to advocate at an individual client level with services as well as at a state level, recently raising several concerns around the justice system via DVNSW with Honorable Member Minister Harrison's M.P. at the DV regional forum.







Wendy A, Lisa, Julie, Wendy G, Bert, Richard, Jordan

## Key Statistics

During the 2022-2023 period E2C program - Women and Children's Advocates, Victoria, Wendy A., and Julie provided advocacy, referral, and support to 31 women and their children. There were 60 male clients referred; 38 engaged in the intake process and 25 commenced group work. 18 men completed the E2C group program with at least 10 out of 12 sessions attendance record. 3 men completed Safety and Accountability plans.

## Program Brief/Overview

The Engage2Change (E2C) 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. The program also offers the partner/ex-partner/s of the men who participate in the Intake and Assessment process ongoing advocacy, safety planning, support and referrals through the Women and Children's Advocate.

In 2022-2023 Kempsey Families Inc facilitated Men's Behaviour Change programs (E2C) in Kempsey and Nambucca Valley. The Practice Standards and Compliance Framework for NSW MBCP registration provide quality assurance measures, including boundaries and guidelines around course content, risk assessment and management, facilitator training, clinical supervision etc. The E2C facilitation team continue to use the Program and Resources Manual with minor adaptations for specific groups depending on the diversity of the men attending and feedback received from

partner/ex-partner/s. Implementation of the RSSF continues in the Engage2Change program to assess, mitigate, and manage risk. The Minimum Data Set (MDS) & and final version Risk, Safety and Support Framework (RSSF) are still in the process of being rolled out for Men's Behaviour Change Programs.

E2C has had a steady year of growth with new staff and contractors now on board. The program has successfully held the male participants in the space of accountability and responsibility. This process includes Intake/Assessment - 4 x 1-1.5hr sessions; Group Program 12 x 2.5hr group sessions; and Safety and Accountability Planning (implemented Feb 2023) post group - 3 x 1-1.5hr sessions. Safety planning, referral and advocacy have been provided to the partners /ex-partner/s and their children through our Women & Children's Advocate.

Some change for the better was expressed by the participants in their capacity for managing their stress; understanding the impacts of their violent behaviours; and applying strategies for better communication and skills to go forward to have future healthy relationships. Most participants

requested further ongoing support in the form of contact with E2C or an MBCP. All participants are referred to the Men's Referral Service (MRS) and the MensLine.

Facilitators and Observers reported that peer support within the group program was a seemingly influential factor conducive to the participant's perceived changes in their knowledge, awareness, and attitudes.

## Agency Collaboration

The E2C team collaborates with and receives referrals from NTV, ECAV, Kempsey Families Inc. services, MRS (Men's Referral Service), Community Corrections, DCJ, AOD Services, Many Rivers, Durri, Lifetime Connect, Interrelate, First Nations Services, Self/family, Courts, Police and Legal representatives, Community Housing, Lifetime Connect, SAMs, KNC, Mission Australia, Samaritans, Headspace, Health, Housing, KDVMC, MNCLC and other services.

## Interagency meetings

Representatives from the E2C team attend the Kempsey Interagency meetings, Kempsey DVMC, and the Child and Family Interagency. We also attended the Men's Behavior Change Network meetings and NTV Communities of Practice.

## Professional Highlights

Recruitment this year: Bert Gray -Contract Facilitator; Richard Kelly – Contract Facilitator.

Wendy Gane -Trainee Facilitator.

Jordan Dolezal – Case Worker/Intake.

Julie Wright – Women and children's advocate

Other staff: Wendy Atkinson – Coordinator,

Lisa Carmady – Senior MBC Specialist

Cameron McKinley-Rogers moved on from his full-time position at Liberty to another organization and role – Cam hopes to be able to do some contract facilitation work for E2C in the future.

## Training/presentations

All staff – Fire safety, First Aid.

Wendy G

- MB702-V-83460-Essential Skills in Men's Behavior Change Programs (MBCP): Virtual Training.
- No to Violence (NTV) The Five Essential Discussion Tools'
- Jordan and Lisa
- Wesley LifeForce Suicide Prevention Full-Day Workshop

Wendy A. and Lisa have delivered various presentations and information sessions around the program and the work involved in MBC to students and services.

## Case study

Self-referral from Aboriginal man (B) who had previously completed the E2C program but was concerned he was slipping back into past violent behaviors. B came to his initial Intake appointment for the 2nd group he wanted to attend with a similar attitude of blaming his partner and his child (a 3-year-old boy) as triggers for his violent behaviors. B said that he realized he has a choice to use violence, but he struggles with reflecting on his behavior and making changes.

## Outcome

B attended 4 x Assessment interviews and 10 out of 12 weeks of group program (weekly Tuesday evening). Facilitators reported that B was a positive peer support for the younger men in the group, particularly the young Aboriginal men. B completed a 3 x Safety and Accountability plan appointment and is now engaged in Intensive Case Management. B works on one with the Intensive Case Manager, Jordan, where he continues his work around changing behaviors and his use of violence, especially verbal abuse. B has also agreed to a referral to a Parenting Program through Kempsey Families Inc. B was also referred to MRS (Men's Referral Service) and MensLine.



Presenting issues identified:

- DFV in current relationship with physical/emotional and verbal violence.
- B and his partner (N) have 1 child, 3 yr. old.
- Current AVO
- Child witness to and victim DFV – past DCJ involvement
- B's view of traditional gender roles

The Women and Children's Advocate contacted B's current partner (N) and offered support which was accepted during the 12-week E2C group. (Phone meetings only). WCA provided support, advocacy, and safety planning for N. WCA collaborated with partners on safety planning and continued weekly phone contact reporting on the progress/content of the program. WCA also aided with referral pathways for partners and children. N decided to stop engagement after B completed the group and will contact again if she feels she needs support or further safety planning.



Sydney, Paul, and Victoria

## Program Overview

This pilot program commenced over three years ago and has seen a few changes along the journey, on referral pathways. Fundamentally, the pilot was to measure the uptake and success of engaging with men who use violence in an intimate partner relationship either past or present to offer intensive case management for up to twelve months with a focus on potential assessment to enter men's behavior change group sessions.

This case management pilot finished at the end of June 2023. The pilot has provided a focus on the interconnectivity between men's behavior, changing group work and providing support to ensure engagement and identifies key challenges or roadblocks to seek change with their use of violence. The pilot offers support with:

- Housing needs
- Life skills support
- Mental Health
- A&OD
- Family law
- Other legal requirements such as AVO
- Grief and loss counselling
- Education and training

The other key factor of the pilot is providing support and options to women and children impacted using violence. A specialist and designated women's and children's advocate offers risk assessments, mitigation strategies and management, safety planning and feedback mechanisms, and ongoing case management and coordination as long as required.

The overall aim of this pilot, to be evaluated by ARTD, is to demonstrate the need to provide men's intensive case management in conjunction with men's behaviour change group engagement and at the same time always provide women and children impacted by their violence support and safety options.

## Key Statistics

- 31 men were referred in for support.
- 10 men identify as ATSI.
- Most referred came from Legal services, NSW Corrections, and self /family.
- 13 women with 28 children and 1 pregnancy, accepted support which included Housing, Health, Legal, VOC and Mental Health advocacy and support. with the designated women and children's advocate. 5 women and their children identified as ATSI.

## Agency Collaboration

NSW Police  
Domestic Violence Officers NSW Police  
Community Corrections  
Department of Communities and Justice  
Engage2change  
Real Estates  
Lifetime Connect Nambucca Heads/  
Macksville  
Solicitors  
Kempsey Neighborhood Centre  
Community Housing  
Staying Home Leaving Violence  
Victim Services  
New Horizons



## Interagency Meetings

Nambucca / Bellingen Child and Family Interagency (CFI) meeting

Domestic and Family Violence Forum

LGBTQ+ Interagency through CFI

Kempsey Neighbourhood Interagency

Kempsey Domestic Violence Monitoring Committee

NSW MBCP Communities of Practice

DVNSW Practitioners & Women and Children's Advocate

NSW LGBTQ DFV Interagency

DVSTMP Case Management Contract meeting

Blue Sky Communities Interagency

It's OK on the Macleay

## Professional Highlights

While the space of providing intensive case management for men who use violence in their current or past relationships is a new concept that Kempsey Families believes fits squarely with men's behaviour change groupwork, the highlights are often overlooked, while we work to embed practice into the domestic violence sector.

Two highlights do stand out.

1. Working with a family where the father identified deep trauma and violence for most of his earlier life. It became apparent he may qualify for a Victim of Crimes payment for the assaults and violence in his earlier life. After detailed work and evidence gathering, he was awarded \$5000 for the crimes committed against him. He completed his identified goals in his case management plan and connected and completed the men's behaviour change program as well.
2. Another family FAICM worked with identified community violence in the community they lived in and due to the remoteness of their village it was agreed to support the family with a brokerage to repair their car to be able to leave the community when the violence escalated and advocate for a new tenancy in a larger community. The father in the family fully engaged with the program and completed all his identified goals including the new tenancy engagement, with the men's

behaviour change group assessment leaving the old property in good condition and connecting with supports ongoing in their new community with no reports of any further use of violence in the home.

## FAICM Training

Andrew, the 35-year-old male from Nambucca Valley, is currently homeless.'

Andrew was referred to the FAICM program in June 2022, as a secondary referral from the Kempsey Families Inc. Engage2Change (E2C) Men's Behaviour Change Program (MBCP). At the time of the referral, Andrew was scheduled to participate in the upcoming E2C group at Nambucca Heads, and with currently seeking support regarding his domestic violence offending behaviours.

The referral identified needs about case management, with a recent suicide attempt 5 months prior, and with noting that Andrew was seeking connection with a GP for a 'Mental Health Care Plan', as identified with depression. Also noted was Andrew's experience of childhood trauma, as with losing his mother at 3 years of age, and with childhood abuse experienced by his father.

Andrew experiencing homelessness, left the family home in Queensland, leaving behind a 3-month-old son, and two older daughters 12 and 7 years old. The dynamic at the time involved reports of domestic violence to the Police, and a 5-year Domestic Violence Order (DVO) was enacted. Given the domestic violence, Andrew left the family home and relocated interstate, with relatives in Nambucca.

Initial case goals identified by Andrew related to mental health care support, achievement of MBCP, legal advice about Family Law and visitation to see the children, education around domestic violence and the impacts of trauma, and budgeting to save money to aid with obtainment of a future rental. Andrew at the time identified as homeless and was staying with a family friend. Andrew had limited personal possessions and did not own any household items, only a few clothes. Andrew had been successful however in obtaining a role at a local IGA, post-relocation, and was receiving a steady flow of hours.

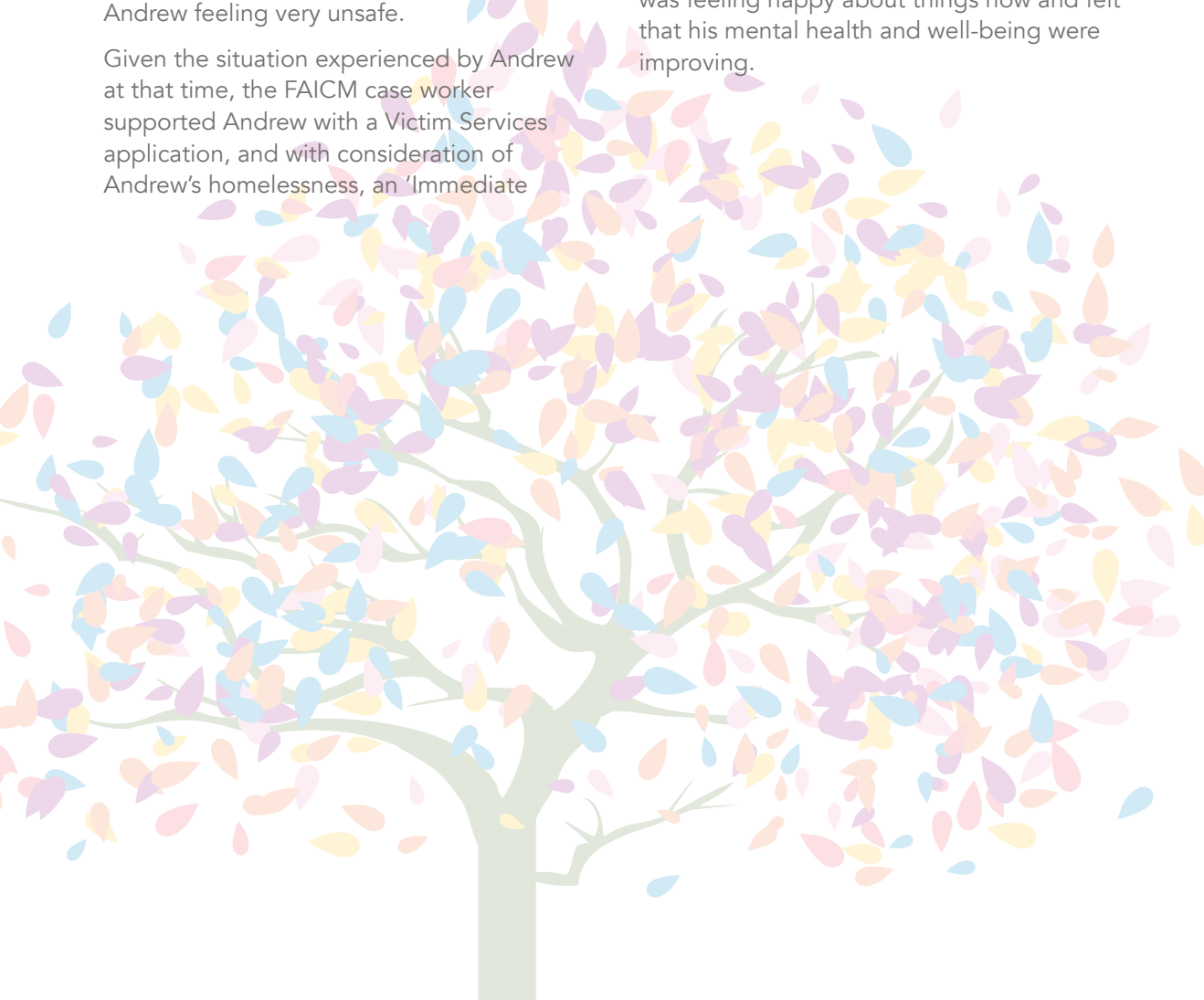
As the months passed, with Andrew becoming financially stable enough to start applying for rentals, the FAICM case worker referred Andrew to New Horizons for additional specialised support, in conjunction with advocacy and letters of support to

localised Real Estate agents. Andrew was also supported during a teleconference with a Solicitor to obtain legal advice regarding visitation with the children, which Andrew later, had to put on hold as with acknowledged that he needed to stabilise his mental health as a priority.

Andrew following, disclosed during a review meeting, post MBCP completion, that he had experienced being a victim of domestic violence. Andrew explained that this occurred with the mother to his children, and through conversation expressed the need to seek counselling regarding what he had experienced. Andrew stated how difficult it was to be a male and be a victim of violence, as with feeling that he would not be believed, and trying to cope with being assaulted. The domestic violence experienced by Andrew was separate from the domestic violence during the relationship, and occurred many months thereafter, involving a weapon and leaving Andrew feeling very unsafe.

Given the situation experienced by Andrew at that time, the FAICM case worker supported Andrew with a Victim Services application, and with consideration of Andrew's homelessness, an 'Immediate

Needs Support Package' (INSP) was also applied for, as well as Counselling. Andrew was approved the full amount of \$5,000 shortly thereafter, connected with an approved Victim Services Counsellor, and was on the right path to be approved a 'Recognition Payment'. In a conversation following, Andrew explained that the money was currently being saved, as with the chance he would obtain a rental soon and be able to set himself up with household and personal items. Andrew expressed gratitude to the FAICM case worker, airing that the money has provided him with a safety net and added confidence that once a rental is obtained, he will be able to set up a home and follow up with seeking visitation to see the children. Andrew also stated that he did know such assistance existed, and that he was looking forward to speaking to the Counsellor, to start talking about things he had experienced. Andrew expressed to the FAICM case worker that he was feeling happy about things now and felt that his mental health and well-being were improving.



# ICT/Project Assistant

Glen

## Overall Summary

The ICT/Project Support role has continued to be busy throughout the 2022/23 financial year with a significant number of staff requirements. Daily support has been provided to a mixture of staff who work from home from time to time, as well as from 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 desktop control to all Kempsey Families staff for a broad range of hardware/software/system issues, along with ongoing project support for the Executive, Finance and HR, Admin, TEI, SHLV, MBCP and Fixed Address teams.

## Staff Training

In April 2023 we conducted a staff ICT training session in the conference room at Kempsey Public Library. This resource is extremely well-equipped, and the feedback was overwhelmingly positive.

Below are some of the main topics which were covered on the day:

- Accessing Support - MSP 360 - Leave on Desktop
- Accessing Support (Email v Phone)
- Malwarebytes Updates
- Windows Updates
- Office365 Updates
- Data Security/Privacy Update (TikTok Banned)
- Locking Laptops (Windows + L)
- Minimising Running Apps (Windows + D)
- Laptop Shutdown Procedure
- OneDrive - Sharing Documents - Internally/Externally
- Office 365 - Using Excel, Word, PowerPoint
- OneDrive - Saving files, Fixing Sync Issues
- Using Outlook Email
- (Address book, creating groups, read receipts, changing views, scheduled send, folders, archiving, searching)
- Setting Default PDF Adobe Acrobat Reader
- Setting Default Web Browser - Edge
- Creating Web Browser Bookmarks
- Printing Preferences (Setting Default Printer/Setting Document Paper Size)
- Updating Outlook (Insider Preview Version)



## ICT/Project Support

### Database for MBCP and Fixed Address

Ongoing ICT support and client database support continue to be provided to the men's programs team.

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 the NSW Office of Women for both reporting periods.

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

### Sharp Network Printer Replacement

Working closely with the Finance Manager in May 2023 we replaced the contracted Sharp Network Printer and changed suppliers, after a longstanding relationship with Page5 Office Machines. We are now using FXBC Mid North Coast who supplied and helped install a new ApeosC3070 A3 Multifunction Device. This replacement was long overdue and has already seen an increase in productivity with much-improved functionality.

### Office365 Introduction of Two Factor Authentication.

During 2023 Microsoft forced all Office365 users to deploy Two Factor Authentication (2FA) for all their clients globally. The implementation of 2FA across all our

Office365 accounts has greatly improved the security of the data we hold and is a strong tool to use against the backdrop of increased cyber threats.

### What is two-factor authentication and why is it used?

Two-factor authentication (2FA), sometimes referred to as two-step verification or dual-factor authentication, is a security process in which users provide two different authentication factors to verify themselves.

2FA is implemented to better protect both a user's credentials and the resources the user can access. Two-factor authentication provides a higher level of security than authentication methods that depend on single-factor authentication (SFA), in which the user provides only one factor -- typically, a password or passcode.

Two-factor authentication methods rely on a user providing a password as the first factor and a second, different factor -- usually either a security token or a biometric factor, such as a fingerprint or facial scan.

Two-factor authentication adds a layer of security to the authentication process by making it harder for attackers to gain access to a person's devices or online accounts because, even if the victim's password is hacked, a password alone is not enough to pass the authentication check.





## Kempsey Families Website

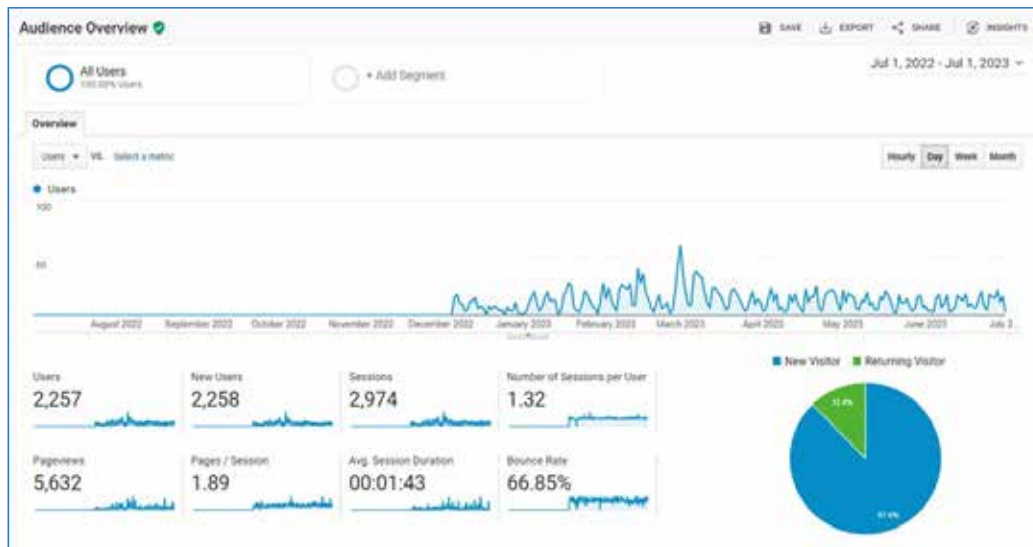
The process of upgrading the Kempsey Families website was completed in April 2022, with regular updates and new content being published as well as updates to the event calendar.

The new website includes several sophisticated online referral forms,

employment information, client FAQs, an event calendar, online donations, as well as detailed information about each of our programs and the organisation.

Overall feedback on the new website continues to be very positive.

<https://kempseyfamilies.org.au/>

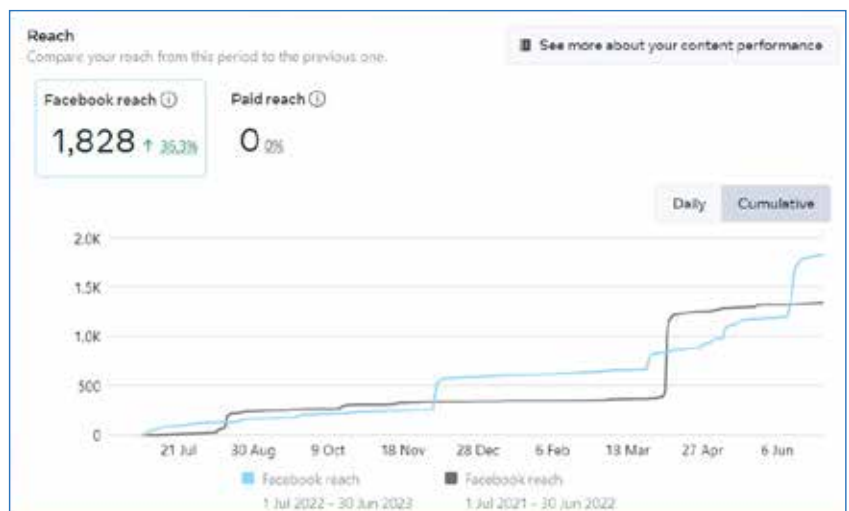


## Social media accounts

Kempsey Families have several Facebook pages for use with our playgroup parent and other clients. Regular posts are made by Trudy, Paul, and Ty to update clients and the broader community on any events or related news.

The engagement level on our Primary Facebook page has increased significantly during the last year with over 400 followers now reading and engaging with our social media posts regularly.

A social media training session was provided to Trudy, Jordan, Paul, and Tyesha so they could coordinate the administration of our social media accounts including our Google business listing which has seen a significant increase in activity over the last financial year.



## Training Undertaken

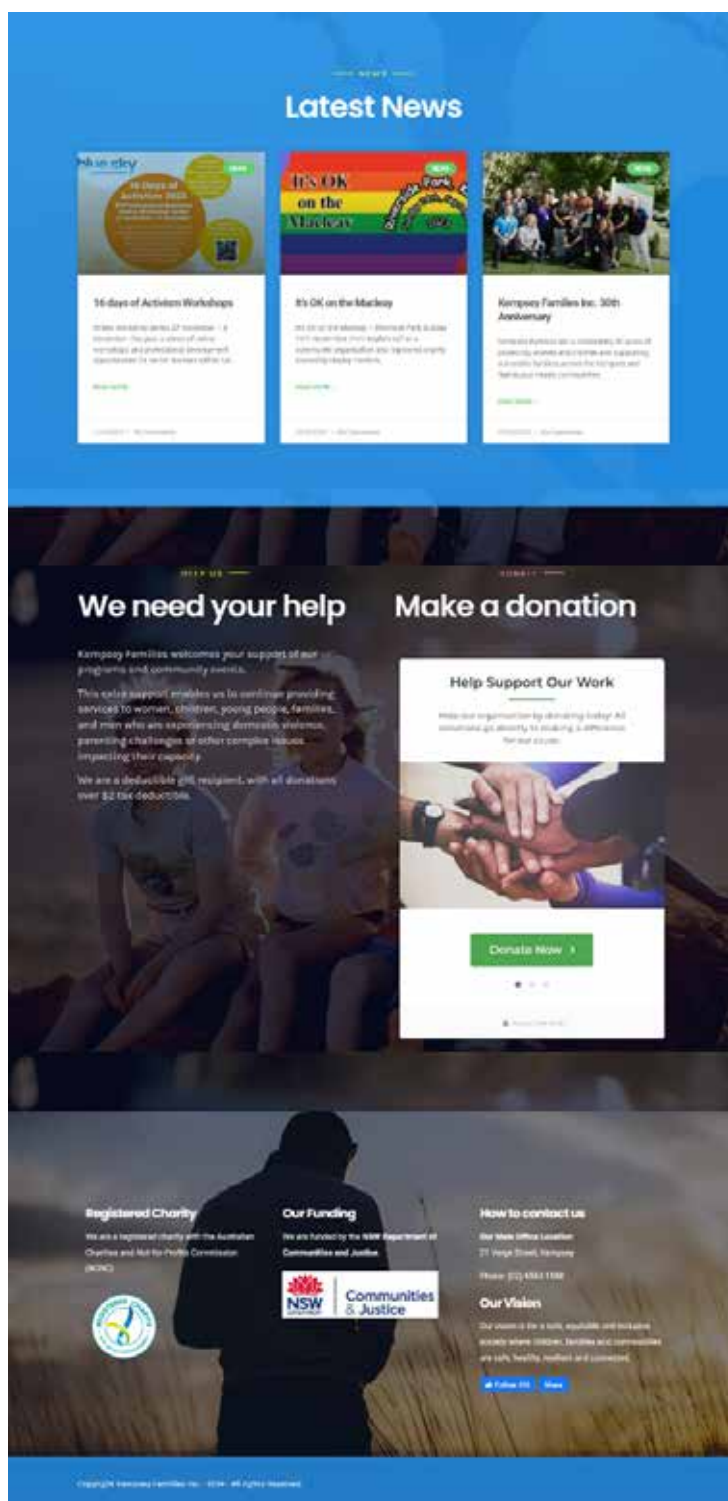
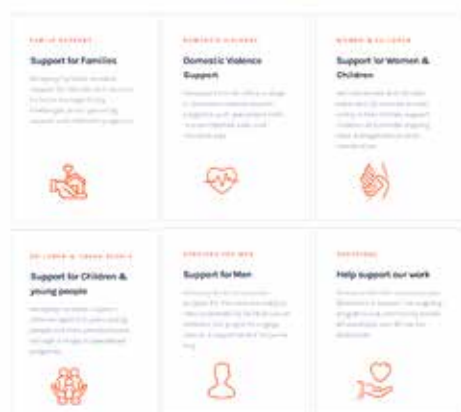
- Ongoing Office365 training via Microsoft Office365 Support
- Information security Sessions x 3 - DCJ resource for contracted service providers

## Risk

- Increased Security Risks due to foreign agents targeting Australian businesses.



### Our Services



# Team Development

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

Kempsey Families supports and encourages studies external to work roles and currently has six staff undertaking sector-relevant university studies:

- Psychology x 3
- Bachelor of Human Services x 2 with one degree completed in 2023
- Social Work x 2

## Health and Safety

- Provide cardiopulmonary resuscitation.
- Provide basic emergency life support.
- Provide First Aid
- Fire awareness and Extinguisher
- Fire Warden

## NAPCAN

- Love Bites Senior Respectful Relationship Facilitator

## ECAV

- Essential Skills in Men's Behavior Change Programs (MBCP) - Virtual Training
- Essential Skills in Men's Behavior Change Programs (MBCP)- Face-to-Face Training
- Collaborating with Aboriginal Communities

## eSafety

- Technology-facilitated abuse in domestic and family violence situations

## Women's Legal Services NSW

- New consent laws and supporting sexual violence survivors.

## Governance Institute of

## Australia

- Non-for-Profit Governance Forum

## Family Law Pathways

- Annual One Day Conference

## Institute of Public Accountants

- Ethics and Decision-Making
- Ethics and Governance
- Ethics and Fraud

## Charles Sturt University

- Charles Sturt University Child Safety Subject
- Bachelor of Human Services

## Eventbrite

- Small Business Hub- Your one-stop shop
- Small Business- What you need to know about work compensation

## Australia-Wide Taxation and Payroll Training

- 2022/23 Taxation and Payroll training

## Industrial Relations Workshops

- Long Service Leave Champion Course

## Town Hall Forum

- Core and Cluster Sector and Capacity and Capability Building

## 16 Days of Activism 2022

- DFV Impacts on CALD Clients and Visa Matters
- Understanding Coercive Control
- Ask Me Anything
- Alex Bunton's Story
- Jess Hill -Author and DV Advocate
- Tarang Chawla- DV Advocate
- PWDA -Panel on DV

## TEI DCJ

- Building Evidence Base for Good Youth Work
- Legal Aid – SAMS – Safety Action Meeting Online Training

## Welfare Rights Centre/MNC Legal Centre

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

## Aboriginal Wellbeing

- 2022 NAIDOC Week Family Fun Day
- 2022 NAIDOC Family Fun Day at Stuarts Point
- Aboriginal Wellbeing Conference
  - » Living with Lateral Violence; Impacts of Lateral Violence on our wellbeing
  - » Something Between Heritage and Identity: Finding the Middle Ground
- Aboriginal cultural competency and safety training

## Jobs Australia

- Microsoft Excel Intermediate Training

## Triple P Program

- Triple P Forum: The power of parenting to improve the mental health and wellbeing of children.

## Blue Sky Community Services

- Child Protection Week Workshop- The role of the JCPRP in the community
- Introduction to Trauma-Informed Care with Migrant and Refugee Clients

## Child Family Community Australia

- Working with children who are experiencing or engaging in bullying behaviour.

## No to Violence Conference 2022-Adelaide

- Collaborating Safely with Men who use Family Violence in First Nation Communities
  - » Drivers of Family Violence in First Nation Communities
  - » Dynamics of family violence in First Nation communities
  - » Yarning together, a cultural model for engaging First Nations men to change.
- Working with the stages of the change model
- Specialist Clinical Supervision: Supporting Best Practice

## Lifeline Training

- Recognize and respond appropriately to domestic and family violence.

## Fair Work

- Changes to social, Community, Home Care and Disability Service Award





# 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:  
Fixed Address Intensive Case Management

NSW MBC Network

Community Housing Limited

Education Centre Against Violence

No to Violence

DVNSW Peak - Launch of the Good Practice Guidelines

Lifetime Connect – Nambucca Valley

Kempsey Neighbourhood Centre

DCJ - Child and Family Interagency

Safety Action Meetings (SAM)

Kempsey Shire Council Kempsey TAFE

Domestic Violence Monitoring Committees

The Buttery

Child and Family Interagency

Inter-Agency Case Discussions - DCJ

NSW Health - Interagency for high-risk maternal health clients (Safe Start)

Pathfinders

Kinkii Connections - Under 12

Netball sponsor

Kempsey Macleay Vocational College

Healthy Minds

NSW Police

Legal Aid WDO Provider

Bellbrook Community

Baylins Gift-It's OK on the Macleay planning and implementation with Kempsey Neighborhood Centre, Kinchela Boys Home Inc. Naemi, NDIS services, Kempsey Shire Council, River Rats, and The Buttery

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, ETC KBH

Aboriginal Corporation

Lilli Pilli Ladies

Relationships Australia - Blacktown

NSW Health – Maternity Health

McGrath Foundation



# Community Development and Events

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

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

- Finalized a pilot intensive case management program for men who use violence to enhance connectivity and uptake with Men's Behavior Change programs across Kempsey and Nambucca Valleys
- Enter negotiations with ARTD for the evaluation of this pilot.
- Recommending planning and training to undertake LoVEBiTES sessions in all local high schools post-COVID interruptions.
- Expanded SHLV operations into the Nambucca Valley
- Wear it Purple Day communications and awareness raising.
- Staff involved as presenters at 16 Days of Activism Against Gendered Violence Forum with Blue Sky
- Commenced planning and auspice of Yarn Up Camp for Aboriginal Women at Forster
- 16 Days of Activism against Gendered Violence events at Neighborhood Centre
- Lobby State and Federal Ministers for ongoing and sustainable funding
- Nambucca Valley In-services NSW
- Maternal Health In-services
- Welfare Rights Briefing
- International Women's Day at Neighbourhood Centre
- Kinchela Boys Home Aboriginal Corporation – Reconciliation Events
- LGBTQ+ partnership with Headspace
- LGBTQ+ - ACON monthly DV Forums
- NAIDOC planning in Kempsey and Stuarts Point
- Dash with a Splash Planning
- National Sorry Day Commemoration
- Took on the auspice for the future It's OK on the Macleay celebrations.
- NAIDOC Week at Kempsey and Stuarts Point
- DVNSW Sector Development representation
- It's OK on the Macleay planning for 2023
- Local Police Crime Manager meets quarterly and greets for emerging trends in Domestic Violence













# Event Details

To mark the 16-days of Activism against Gender-Based Violence in 2022, a suite of online professional development opportunities will be offered to community service workers on the Mid North Coast. The new format encompasses the original theme #DFVIsEveryonesBusiness which was explored in the successful 2020 and 2021 live forums.

The workshop series will include online presentations and workshops on a range of relevant topics, dictated by the identified professional development needs of the local sector via guest speakers, specialists and community members with lived experience. Sessions will be available across the 16 Days of Activism period and delivered via Microsoft Teams meetings.

**The workshop series was developed in collaboration with:**



# Love Bites Evaluations



Kempsey High School year 10 – Term 4 2022

## Report

One full-day session was conducted as per the NAPCAN program.

### Facilitators

Ruth Handley - Aged Crime Prevention Officer - NSW Police

Paul Reinbott - Community engagement - Kempsey Families

Briony Stockdale - Youth outreach worker - Melville High

Fiona McMullan - Headspace

Jordyn Kiem - Women's Health, DV PEP & Family Planning - NSW Health

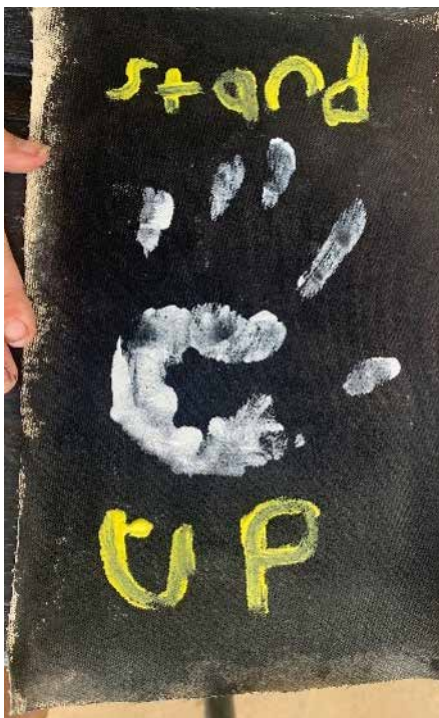
## Summary of Evaluation

Evaluations returned from a cohort of **41** students.

- |   |   |
|---|---|
| <p>1. <b>Gender</b></p> <p>Female <b>17</b>   Male <b>22</b>   Unidentified <b>2</b></p>  | <p>6. <b>Overall, how do you rate Love Bites?</b></p> <p>(1 being unsatisfied and 10 being satisfied)</p> <p>1-3 - <b>6</b></p> <p>4-6 - <b>18</b></p> <p>7-10 - <b>17</b></p>  |
| <p>2. <b>What do you like about Love Bites?</b></p> <p>A widespread selection of activities circled.</p>  | <p>7. <b>General comments and suggestions to make Love Bites better?</b></p> <p>"Having some one-on-one talks would be nice."</p> <p>"More Men"</p> <p>"Nothing it was great, I enjoyed it."</p> <p>"Get students to talk to each other and get to know each other first because I felt awkward around other students talking about this topic."</p> <p>"It was good just got a bit long and boring."</p> |
| <p>3. <b>What did you learn about Love Bites?</b></p> <p>A widespread selection of activities circled.</p>  |   |
| <p>4. <b>Do you think Love Bites applies to real life?</b></p> <p>Yes - <b>31</b></p> <p>No - <b>5</b></p> <p>Unanswered - <b>5</b></p>                                 |   |
| <p>5. <b>How did you feel talking about these things?</b></p> <p>Not Good - <b>0</b></p> <p>Ok (Average) - <b>33</b></p> <p>Good - <b>5</b></p> <p>Great - <b>3</b></p> |   |







# Our Management Committee

In this reporting period, the Management Committee of Kempsey Families Inc. provided a strategic overview, guidance, and support to the Executive Officer and Finance Manager to ensure all the governance, financial accountabilities and reporting, industrial and HR requirements are met and reviewed as required. 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 participated in:

- Reviewed the current Strategic Plan to ensure Kempsey Families are secure in the knowledge of the funding briefs and Kempsey Families' place in the community 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.
- Support the Executive Officer to continue to develop and implement a Leadership Team internally to ensure sound practice and succession planning as required.
- Supported Kempsey Families application to become a Work Development Orders facility to offset debt incurred for clients through engagement with the service and its programs.
- In the reporting period capital works were undertaken at both properties, painting, new foundations, and safer access at one property with the wellbeing space under construction for all who use the service.
- Started the process to find other premises to house and facilitate the range of men's programs Kempsey Families supplies in the community.
- The Management team also reviewed and endorsed the policies and procedures both current and newly developed. This year policies continue to be reviewed and new policies that are under development include.
  - » Cyber Security
  - » Data Storage
  - » Conflict / Potential of interest



**Narelle Moulton** has been Chairperson for over eighteen years and brings deep insight and history into 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 specialization. Narelle is an enthusiastic advocate for social justice, inclusion, equity human rights, and a safe, sustainable future for young people.



**Beris Derwent** has been with the committee for six years and 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's background is in counselling, education and union action and brings these passions to our overall service and staff. Beris provides weekly wellbeing support to all staff and specializes in drumming, Shibashi and ACT therapy. Beris offers staff and management her complete availability, compassion, humour, and a deep commitment to social justice.







Liv Parker has been with Kempsey Families Inc for four years and is adapt at ZOOM meetings to join the committee meetings. Olivia is the Executive Lead of Arts Mid-North Coast.

Olivia's work is informed by the principles of social justice and driven by a firm belief in the 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 of art as being accessible for all. Her master's in management brings to Kempsey Families theoretical concepts with the balance of compassion, integrity, and professionalism.



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 three 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 and is the Chair of the local Lilli Pilli Ladies that raises funds for community support at a local level. Jude's steep knowledge of the local community offers insights and support options to our clients via their case workers on a regular basis.



Ro Stirling-Kelly Ro is in her third 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 a long affiliation with NSW Health, in particular Aboriginal Health and Community and Consumer engagement. Ro is 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 was able to bring the McGrath Foundation to Kempsey to advocate for local breast care nurses, which has since been achieved. She was also pivotal in supporting the set-up of Community Health online and linking Bellbrook into this model of medical support for those without a GP or living remotely 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 health initiatives that may benefit the families we support.



Janel Manns joined the Kempsey Families Management team 12 months ago. Janel identifies as a Proud Disabled Woman, driven by a strong passion for social justice, human rights, advocacy, and empowerment of people with disability. She has a background working in the community services sector and at TAFE NSW developing and delivering Community Services, Health, and Disability Courses. In January 2023 Janel left TAFE to assume the position of Lead Trainer at People with Disability AU. As a child survivor of one of Australia's historic medical model disability institutions Janel has a fierce lived experience and understanding of the power and impact of advancing options and choices for women and girls with disability; essentially addressing the silent endemic of domestic, family/carer, sexual violence, abuse, and exploitation that plagues women and girls with disability. From 2006 to 2016 Janel represented Australia at an elite level in International Wheelchair Tennis, including participating at the 2012 London Paralympic Games. Coming out of retirement at age 50, Janel started para-powerlifting and attended her first World Cup event in Hungary five months into learning the art of bench pressing, achieving the first of five Asia Oceania records in her body weight category. Janel is now retired from all sport and channels her energy into various projects focused on advancing women and girls.

# Finance and HR Team

Kirsten and Desly

## Finance Report

The 2022/2023 Financial Report will be tabled as an Annexure on the day of the 2022/2023 Annual General Meeting.



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)



# 2021/22 Annual General Meeting Minutes

Date: 26th October 2022

Time: 11:30am

Venue: Kempsey Families Inc. 21

**Attendees:** Judy Saul, Narelle Moulton, June Wilson, Sydni Greigh, Glen Schaefer, Madeline Donovan, Wendy Gane, Olivia Parker (Via Zoom), Beris Derwent, Rachel Cunliffe, Tyesha Jacky, Paul Reinbott, Rachel May, Kirsten Overeem, Wendy Atkinson, Desly Hickson, Lisa Carmady, Janel Manns, Julie Wright, Lyn Gleeson, Ekaterina Cotten, Ro Stirling-Kelly,

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

**Apologies:** DCJ, KNC, Durri AMS, Burrin Dalai, Headspace, Kinchela Boys Home Inc., McNeilly Lawyers, Melinda Pavey, Eloise - Durri AMS, Shane @ Health, Domestic Violence Monitoring Committee Members, Hayley Gittoes, Belinda Macleay Valley Vocational College, Linda Henley, Victoria Tremble, Trudy Woodward, Jodie Hodges, Kaitlyn Whyte, Lauren Collins DCJ CPO

Aunty Maddie Donovan- Welcome to Country - Dunghutti

Adoption of 2020/2021 Kempsey Families Inc. AGM Minutes

**Moved: Judy Saul Seconded: Beris Derwent**

- Kempsey Families Chairperson: big thank you to Kempsey Families staff, students, and volunteers.
- Please see the AGM report for Kempsey Families Chair full report (P4-5).
- Kempsey Families Executive Officer: Acknowledged the year of 2021-22 as a challenging one for all, yet many learnings have occurred and the impacts of C-19 still ongoing and a flood or two in the early part of 2022. Thanks to Janel, who inspired our access upgrade and to everyone for all your support and commitment in the past year and please to see full EO report in the AGM report tabled today. (P 6-7)

Approval of Kempsey Families 2021-2022 Annual Report

**Moved: Ro Stirling-Kelly Seconded: Judy Saul**

- Audited Financial Report – financial report is tabled and finalised on time with the management committee representatives.
- Chair reports Kempsey Families is in a financially sound position.

**Moved: Beris Derwent Seconded: Liv Parker**

- Appointment of Auditors 2022 -2023
- Recommendation to maintain The Quinn Group as the Kempsey Families Inc. auditors for the next financial year.

**Moved: Kirsten Overeem Seconded: Beris Derwent**

Glen Schaefer is the Returning Officer for today's AGM. All Kempsey Families Management committee members positions declared vacant, and the nominations are:

Kempsey Families Chair: Narelle Moulton

**Moved: Judy Saul Seconded: Beris Derwent**

Vice Chair and Treasurer: Beris Derwent

**Moved: Judy Saul Seconded: Narelle Moulton**

Secretary: Ro Stirling-Kelly

**Moved: Narelle Moulton Seconded: Beris Derwent**

Management Committee Member: Judy Saul

**Moved: Narelle Moulton Seconded: Beris Derwent**

Management Committee Member: Olivia Parker

**Moved: Judy Saul Seconded: Narelle Moulton**

Acknowledgements and thanks to all by the Kempsey Families Chair and special thanks to the Executive Officer for all their work to maintain service delivery during another challenging year.

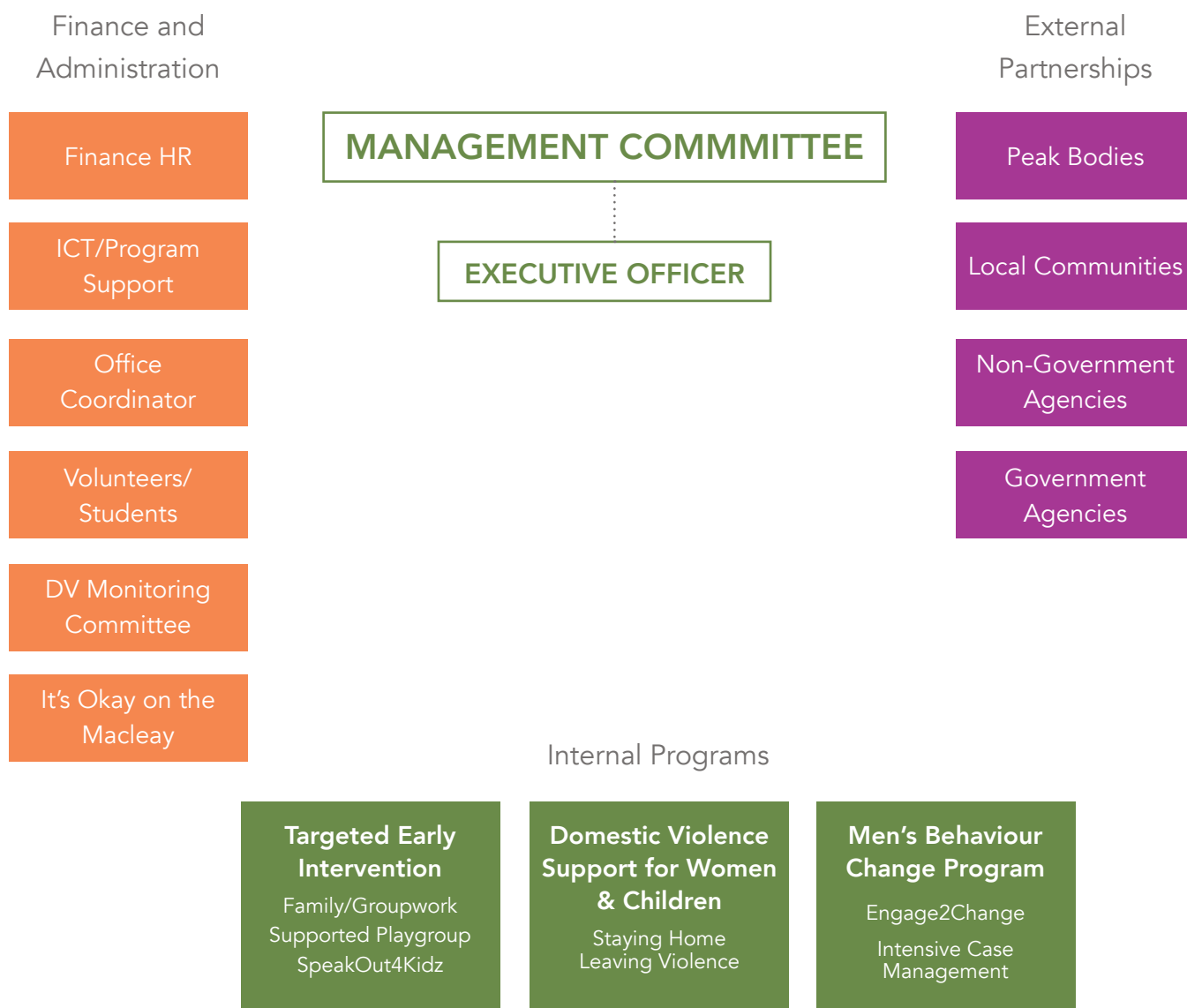
Meeting closed at 12:00am- Light lunch to follow for all in the grounds.

**First Management Committee meeting will be confirmed for early December.**

# Organisational Chart

Updated August 2023

Our vision is for a safe, equitable and inclusive society where children, families and communities are safe, healthy, resilient and connected







# Join us for a Gathering in the Garden

to meet and have a yarn with ladies from the

## McGrath Foundation

The McGrath Foundation's goal is to ensure that no one goes through breast cancer without the care of a breast care nurse.

We are proud to have nurses right across Australia including many regional and rural centres, where breast cancer treatment and support may be harder to reach.

**When:** 10.30am, Friday 18 November

**Where:** Kempsey Families

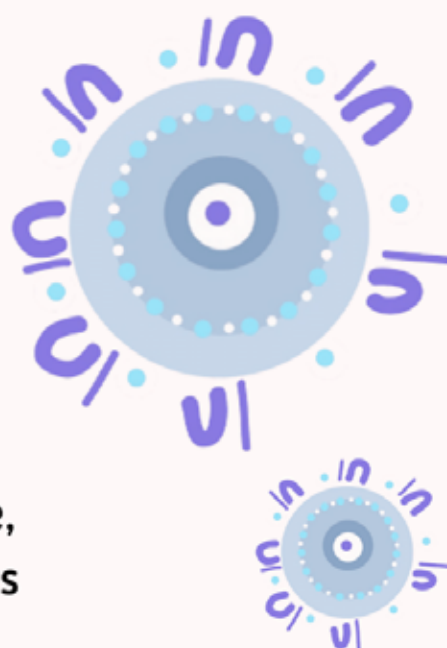
21 Verge Street

\*Morning tea provided\*

Optional - wear pink, purple  
or mauve



Transport available,  
contact Many Rivers  
on 6562 5856



For further information, contact

Ruth 0487 309 698

Tash 0439 981 057

or Ro 0484 267 481



Mid North Coast  
Local Health District

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

- Department of Communities and Justice
- DVNSW
- NSW MBC Network
- Kempsey Shire Council
- People With Disabilities Australia
- Macleay Valley Vocational College
- Macleay Art Gallery
- Community Housing Limited
- Blue Sky Community Services
- Kempsey Neighbourhood Centre
- Lifetime Connect
- Alana and Madeline Foundation
- Sheridan
- 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
- Education Centre Against Violence
- ETC
- The Buttery
- Resolution Network
- Southwest Rocks Quilters
- Southern Cross University
- University of Newcastle
- Warrina and Liberty DV Services
- James (Percy) Kennedy
- Jude Saul (volunteer)
- The Brewery
- Isla Donkin
- Beris (Wellbeing Sessions)
- Commonwealth Bank
- Roxanne and Jason





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ABN: 65 502 259 009

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For Immediate Release     June 27<sup>th</sup>, 2023

Celebrating 30 Years in Our Community  
July 3<sup>rd</sup>, 2023

Kempsey Families Inc is celebrating 30 years of protecting women and children and supporting vulnerable families across the Kempsey and Nambucca Heads communities.

Thirty years ago, this small service with three staff and volunteers commenced working with vulnerable families across the local valley. Today the service has grown to be a well-known and highly regarded domestic violence and family support service with 18 staff and volunteers and is a sought-after student placement access point.

Kempsey Families Inc, offers a whole of family approach to specialist support and services, providing domestic and family violence specialist support for women, children, young people and men, intensive parenting, and family support with a focus on Child Protection issues, group sessions and one to one session for domestic violence and parenting interventions and connectivity to the Red Shed Playgroup.

Kempsey Families Inc. maintains a strong presence with local events and initiatives. The service auspices the local Domestic Violence Monitoring Committee, Its OK on the Macleay and participates in NAIDOC events, Child Protection, and International Women's Day community events.

To mark this event on Monday 3<sup>rd</sup> July from 10am, the staff and management will gather with community, colleagues, families, and friends to recognize this milestone with Welcome to Country, Traditional Smoking Ceremony, drumming, morning tea by the local CWA women with guest speakers including Australian of the Year 2021, Grace Tame.

Grace Tame is an outspoken advocate for survivors of sexual assault with a focus on assault in institutional settings. Grace has demonstrated extraordinary courage – using her voice to push for legal reform and raise public awareness about the impacts of sexual violence.

Grace is a regular guest speaker for high profile events at a Federal and State level and uses her media profile to advocate for other vulnerable groups in the community. Grace is the perfect speaker for this event given Kempsey Families Inc. focus and commitment to a world free from violence.

Kempsey Families Inc. is honored Grace can speak at our upcoming celebration of service endurance, tenacity, and longevity in an often-harsh funding environment.

- *I acknowledge and pay my respects to the traditional owners and custodians on whose land I walk, work & live. Is, was, always will be Aboriginal land.*

safe children strong families  
supportive communities



# IT'S OK AT MELVILLE HIGH SCHOOL



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<https://facebook.com/kempseyfamilies>