



# ANNUAL REPORT 2023/24





*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 on 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.

Compared with the last few years, this year of reporting has been fairly crisis free, no lock downs, floods or fires and for that we all breathe a sigh of relief.

This financial year of reporting encompasses the 30th Anniversary of Kempsey Families Inc. providing specialised support to our community. I have had the privilege of being the Chair of the management committee for nearly twenty of those years and I am as committed to the service as much as I was when I joined the management committee all those years ago. Naturally, the service has grown and expanded during that time from a small team of three to now a team of more than seventeen across three sites.

The staff have continued to provide a broad range of support to all sectors the community, from the Red Shed Supported Playgroup, to women, children carers and families, to men wanting to better understand and change their violent behaviour. This year, the men's services has relocated from the cramped facilities in West Kempsey to a larger more accommodating space in Eden St. for the Men's Behaviour Change programs both groups' sessions and intensive case management. To the future, we seek funding to support young men 13-17 years in their use of violence in intimate relationships at the new premises.

A regular comment made in reference to Kempsey Families is how friendly and relaxed an environment it is to come to, often in times of complex and high needs.

Kempsey Families remains in a stable financial position, with several programs receiving extended funding periods, which give greater stability in program provision.

Staffing this year has been stable, with staff returning after parental leave and we have welcomed several students who have chosen Kempsey Families to undertake the practical component of their studies, primarily social work placements. While a fabulous opportunity for the students, it is always a great opportunity for the staff to exchange knowledge and learn from their peers.

Kempsey Families continues to participate in service provision and events within the community, such as Love Bites at the local High Schools, It's Okay on the Macleay at Riverside in September, NAIDOC celebrations, Child Protection Week, the Domestic Violence Monitoring Committee, this participation ensures Kempsey Families is aware of other services in the community and is current in terms of domestic violence law, trends and updates.

Kempsey Families is supported by an enthusiastic and committed Management Committee – Beris Derwent, Judy Saul, Ro Stirling-Kelly, Janel Manns and Liv Parker. This management committee oversees the strategic directions and overall governance of the service. However, without a dedicated and professional staff the service would not remain as highly regarded in the community under the steady guidance of the EO June Wilson.

We all look forward to another positive and proactive year in this beautiful community.

*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, and always will be Aboriginal Land.

In this reporting period, Kempsey Families Inc, reached the landmark of providing supports and services for thirty years in the local community with a reach into the Nambucca Valley with some of the specialised supports Kempsey Families provide. From a very small team has grown to provide a specialised team with over 20 staff across four sites. Many local services and community members joined us on the day for luncheon provided by the Kempsey CWA with guest speaker Grace Tame – (remotely).

During this reporting period, demand for our services remained steady with some peaks for extra support, particularly, with the introduction of the now implemented Coercive Control laws. Navigating this with clients at this early stage is complex and fraught with uncertainties.

The extreme cost of living crisis and pressure on people/families already experiencing difficulties, is exacerbated by the added increased cost of fuel, food, and insecure housing with a marked increase in people facing or experiencing homelessness.

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 and Executive Team maintained a focus on the Strategic Plan guided by the funding contracts, identified service gaps and sought new funding as it was advertised.
- The Management Committee remained stable with the continuation of the same committee this year, bringing their wealth of experience, knowledge and insights to the overall benefit of the service.
- Kempsey Families welcomed Jodie and Katerina back from parental leave to reduced hours, as limited childcare is available, even for highly trained staff. Kaitlyn was unable to return to work from parental leave due to no childcare in her community. A critical issue for families in the workforce is childcare availability.
- Desly are Finance Officer retired and we wish her well into the future. Julie moved to the Men's Behaviour Change team to provide support to women and children whose partner or ex-partners are undertaking group or intensive case management in a bid to reduce their use of violence. Julie was replaced in Staying Home Using Violence by Evelyn who brings her Master of Counselling to this highly regarded domestic violence team.
- Kade and Georgia B were hosted to complete 500-hour CSU University for their Social Work placement. Both Georgia B and Kade are now employed casually at Kempsey Families in the Men's Behaviour Change team. and the Red Shed Supported Playgroup.
- Professional highlights for me as the Executive Officer during this reporting period were being present as Kempsey



Families reached the thirty years milestone of service delivery and invited the community to celebrate with us.

- Attending the National Stop the Violence Conference in Hobart, Tasmania where Grace Tame was the keynote speaker. She was powerful and deeply moving, and is an eloquent, determined and thoroughly amazing young women.
- Kempsey Families hosted the It's Ok on the Macleay event to a large diverse crowd on Riverside Park.to continue to highlight mental health and the LGBTTIQ+ community in a safe inclusive environment.
- Coordinating Kempsey Families acquiring a new property, Teneden, in the Kempsey CBD to enhance the capacity for working with men who use violence. This space is inclusive, welcoming and provides a venue to run the men's Engage2Change group. This also ensures a reduction in risk when working with the whole family guided by the MBCP Best Practice Guidelines and the Risk and Safety Framework
- I was pleasantly surprised in March of this reporting period to be one of 50 women across Australia to be awarded the inaugural Elsie's Award. The award is in recognition of my commitment and work in the domestic violence sector for nearly thirty years as women's refuge reached the milestone of 50 years since Elsie's in Sydney was opened. Anne Summers presented by award by Zoom. I dedicated my award to all the women and children impacted by men's violence.

In closing, it would be remiss of me not to acknowledge the murders of women across Australia, at the time of this report finalising, the number of women murdered was over 70, this is a terribly bleak outcome for anyone who works in this sector and the impacts are felt deeply by families, friends and communities who knew and loved these women.

When will enough be enough of this terrible loss that is often just a general news item forgotten in ten minutes except by their loved ones.

Finally, on a more positive note, to the staff, the volunteers, the students, and the management committee, it is a collective effort, and I appreciate every single person that brings their integrity, hope for safer world for women and children and positivity to the workplace.

I look forward to another exciting year in this ever-changing landscape as we celebrate thirty years of operation.

*June Wilson*

Executive Officer Kempsey Families Inc.



# 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 aged 12- 17 years. This includes their parents/carers and families in the support and conversation.



Rachel, Ekaterina, Sam, Paul, Ty

Kiddy Katz program for children impacted by DFV aged 5-8 years.

Kidz Group program for children impacted by DFV aged 8-12 years.

Women on The Verge program for women who have experienced DFV.

SpeakOut4Kidz supports women and children impacted by domestic and family violence and creates smooth referral pathways for further supports and provides a safe, inclusive, and fun group environment.

- Small group work sessions during school terms
- Information about the impacts of domestic and family violence on children
- Support connecting to other community organisations and programs.
- Intensive support for women who have experienced domestic and family violence.
- Referral pathways to ongoing support if required.

## Key Statistics

SFC role: 30 referrals in, 24 engaged and 9 identified as ATSI.

SO4K role: there were 59 referrals in, 39 engaged and 26 identified ATSI.



## Agency Collaboration

- Kempsey Families including SHLV, Intensive Case Management, Supported Playgroup, Engage to Change, Young Parent Worker, Family and Parenting Case Worker and Community Engagement Worker.
- Equine Guardians
- WHIN Program
- Pathfinders (KRF)
- Schools as Communities
- Education (local schools)
- Neighbourhood Centre
- Department of Community and Justice
- Healthy Minds
- Local counsellors and psychologist
- Mission Australia
- Uniting Burnside
- Samaritans Foundation
- headspace
- Court Support WDVCS
- Burrun Dalai
- Lifetime Connect.
- Home Start
- Kempsey DVMC
- Community Housing
- It's Ok on The Macleay Day
- Centrelink
- Social Workers
- Community Health Clinic
- Community Dental
- Aboriginal Community Health workers
- Durri AMS
- Local GP
- PCYC
- YP space
- Local Police
- Youth Liaison Officers
- RISE program

## Interagency Meetings

- Youth Network meetings
- Interagency Case Discussion meetings
- Community Service Interagency meetings
- It's Ok on the Macleay meetings
- Kempsey Domestic Violence Management Committee Meeting
- Child Protection Forum
- Child and Family Interagency Meeting.





## Professional Highlights

A professional highlight is creating a safe and inclusive environment where children feel comfortable sharing their experiences. This ensures they understand they are not alone and that it is okay to discuss things that are scary and upsetting in the right setting. Additionally, witnessing children learn to express themselves by identifying their emotions and feelings is incredibly rewarding.

Another professional highlight for me in the SO4K space is witnessing the women from the "Women on the Verge" program articulate how validated they feel in their experiences of domestic and family violence (DFV). It is profoundly rewarding to know that they understand they are not alone in their journey, and the connections formed through the program are truly inspiring.

## Testimonials or Feedback

### Women on the Verge

- » *The group was great. Sometimes I get anxiety around others, so it has been good to push my comfort zone and to be around others who are supportive and understanding.*
- » *I have learnt to be more assertive and a little kinder to myself and place the blame where it needs to be.*
- » *I believe this group was delivered beautifully and I would not change a thing.*
- » *Reassurance that others have been where I am right now, and they have managed to work through it and come out the other side.*

### Kidz Group

- » *I can't believe there are other kids that have had similar experiences as I have.*
- » *I love coming to group and I don't want it to end. Can't the group go for longer?*
- » *I feel like you guys care about me.*



# Case Study: Supporting a family in need

This case study explores the challenges faced by this family, a sole mother residing in Kempsey with her daughter, who has Autism, ODD (Oppositional Defiance Disorder), and ADHD. The mother sought support from SFC regarding her daughter's bullying experiences and broader family issues. The names have been removed for confidentiality.

## Background

The mother's meeting with SFC revealed several pressing concerns:

They shared that her daughter has been bullied at school due to her identified sexuality, which has deeply troubled her. Despite having discussed bullying and sexuality with her daughter, the mother expressed worries about saying the wrong things. SFC provided educational materials to help the mother understand various sexual orientations and terminologies.

The mother disclosed her turbulent personal history, including fleeing a domestic and family violence situation in 2021 and moving to Kempsey to ensure safety. She feels unsafe in her current residence and desires a new, safer home, though she's uncertain about availability and affordability.

The mother disclosed her early motherhood at 14 and her previous experiences of domestic and family violence. She also revealed that she had experienced sexual abuse as a child, a fact she had never disclosed to anyone else.

The mother and her daughter find solace in their shared interests in horses and showing chickens, which provide them with coping mechanisms amid their challenges.

Despite previous counselling, the mother expressed openness to exploring professional support for her trauma history.

## Support Provided by Specialist Family Caseworker

During their meeting, SFC responded empathetically and proactively:

They provided the mother with educational resources on sexual orientations and terminologies to equip her with knowledge and confidence in supporting her daughter.

Acknowledging the mother's safety concerns and desire for a new home, SFC offered to explore housing

options together, considering the mother's financial constraints.

SFC sensitively encouraged the mother to consider seeking specialised counselling for her trauma history, emphasising the benefits of professional support for survivors of sexual abuse.

They suggested parenting support groups and programs such as Tuning into Teens to assist the mother in navigating the challenges of raising a teenager with complex needs and addressing bullying issues.

SFC facilitated a referral to headspace for additional mental health support for both mother and her daughter, ensuring they have access to resources and guidance in managing mental health and bullying concerns. There was also a referral into Women on the Verge program for the mother.

## Conclusion

This family's case underscores the critical role of community support services in addressing multifaceted challenges faced by families, including bullying, complex medical needs, and past trauma. Through compassionate engagement and practical assistance, the SFC aims to empower the family to navigate their circumstances with resilience and support.

Ongoing support and follow-up from SFC will be essential to monitor the family's progress, explore housing options, and facilitate access to counselling and support services. Collaboration with local agencies and continued advocacy for the family's needs will help ensure a more stable and nurturing environment for her and her daughter.

This case study exemplifies the transformative impact of tailored community support in fostering resilience and well-being within vulnerable families facing adversity. By addressing immediate needs and fostering long-term empowerment, the SFC strives to enhance the quality of life for families like this one in their journey towards stability, healing and community connectivity.









# Young Parents and Domestic Violence Specialist Case Worker – Community Liaison

## Aunt 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 including Department of Communities and Justice. Aunt Maddie also co-facilitates the Women on the Verge post-Domestic Violence group session each school term. Auntie Madeline is a Dunghutti Elder and with her husband Neville provides a warm and cultural welcome to such events as the Kempsey Families thirty-year celebration, the AGM, It's Ok on the Macleay opening and at meetings hosted by Kempsey Families. Aunt Maddie is connected to the Aboriginal communities in both Kempsey and Nambucca Valley and has a dual role at Kempsey Families that enables her to be able to meet case work obligations and enhance connectivity in her Community Liaison role. Aunt Madeline joins mums and bubs group weekly at the Kempsey Neighbourhood Centre for craft-based group sessions and a yarn up.



## Key Statistics

The combined statistics for the reporting period are:

32 women with 21 accompanying children.

4 women identified as non-Aboriginal

## Collaboration and Community Liaison

- Macleay Vocational College
- Burrun Dalai OOH and Family Support
- Durri AMS
- Kinchela Boys Home
- Many Rivers
- NAIDOC Celebrations at Kempsey and Stuarts Point
- NSW Health
- It's OK on the Macleay.
- Maternal Health
- Galban Group at Neighbourhood Centre for mums and bubs
- Department of Community and Justice
- Dunghutti Elders-Women Health Forum
- Kempsey Neighbourhood Centre







## Interagency meetings

Aboriginal Interagency, Child and Family Interagency, ABSEC Consults at the local level, VAN DCJ Family Group Conferencing meet and greet with MNC Police Crime Manager, meet and greet with MP Pat Conaghan, MNC TEI Forum.

Madeline completed the planning with NSW Health for the Annual Yarn Up Camp for women to be held in August 2023 at Forster. Women gathered 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).

# Community (Engagement) Worker

Paul

This is my first AGM report in my new role as Community (Engagement) Worker for Kempsey Families.

This report details some achievements, big highlights, many community activities, collaborations, meetings attended and a couple of challenges in the role of Community Engagement Worker for the reporting period. It highlights my ongoing commitment to supporting the local community via the delivery of various events, programs & services made available to our community by Kempsey Families and its dedicated DFV specialist workers initiatives undertaken throughout the year to meet community needs & expectations and support those when it is most needed through exceptional specific targeted program delivery to clients.



## Key Achievement & Personal Highlight:

### It's OK on the Macleay

This was the first year Kempsey Families Inc. took on the mantle of running the annual Mid North Coast LGBTIQ+ focussed event "It's OK on the Macleay", after having been organised and run by the Baylin's Gift Committee since 2017. Kempsey Families now officially auspice the annual event.

Overall, It's OK on the Macleay 2023 was a success enjoyed by the Macleay Valley and wider Mid North Coast community. It's OK on the Macleay fosters a sense of unity and belonging among LGBTIQ+ community members, including their families, friends, allies and the wider community. The event enables individuals, both those who identify as LGBTIQ+, or their family, friends and allies to gain access to appropriate & reliable resources or social events and/or connect with like-minded individuals or connect with other individuals with appropriate resources and community groups.

Baylin Gift as a Registered Charity organisation ceased, and monetary donation was received by the It's OK on

the Macleay Committee to run It's OK on the Macleay in 2023.

Regular It's OK on the Macleay Committee meetings, held monthly, allowed connections to be made with like-minded individuals and organisations, strengthening the working team behind the production of the event. These meetings facilitated collaboration with local stakeholders, addressed community needs, and strategised future initiatives.

**Volunteer Engagement:** Recruited and trained 10 new volunteers to assist with event day operations and procedural organisation including performers, performance times, speakers, attending stallholders and community organisations, supply of food and refreshments.

- It's OK on the Macleay Pooch Pawrade: 2023 also saw the first Pooch Pawrade, a Dog Show Competition like no other, with prizes in various categories of interest was a big hit among attendees. The event was well received and will return for It's OK on the Macleay 2024.





Left: Enjoying It's OK on the Macleay 2023 Right: Local Dunghutti Drag Superstar Nova Gina performed at It's OK on the Macleay 2023. Promotional poster for Nova's performance.



Kempsey Shire Council Management and Councillors show support for LGBTIQ+ people during Pride Month by wearing "It's OK on the Macleay" T-shirts during their Council Meeting.



## It's OK on the Macleay - Challenges:

- **Resource Constraints:** Limited funding and resources posed significant challenges in meeting the growing demands of staging a large-scale community event. Efforts to secure additional grants and donations are ongoing.
- **Volunteer Retention:** While volunteer recruitment was successful, retaining volunteers for extended periods proved challenging due to personal commitments and burnout. Strategies to improve volunteer retention are being explored.
- **LGBTIQ+ Community Awareness:** Despite the efforts of everyone involved with It's OK on the Macleay, there still remains stigma to identifying as gay, lesbian, bisexual, trans, intersex, non-binary, queer, etc. and lack of acceptance within community, to the point where there is ongoing evidence and reports of bullying (in and out of school), verbal and physical attacks, with suicide rates higher in our local LGBTIQ+ youth population, hate crimes continue to occur.
- There remains a need to increase education on the benefits of diversity and to foster inclusion for all people who may appear, or seem to be, different. It's OK on the Macleay goes some way in addressing the creation of a safe, equitable and inclusive community that values diversity and actively demonstrates a working, healthy and resilient connected community.

## Achievements:

### Community Outreach

- Successfully implemented the facilitation of fortnightly LGBTIQ+ Student Pride Groups in both Melville High School and Kempsey High School.
- **Partnerships and Collaborations:** Formed valuable partnerships with local community groups, non-government and government agencies. These collaborations helped amplify the reach and impact of Kempsey Families programs, resulting in increased organisation visibility and understanding of our services and support options by and for the community.
- One example of such a collaboration was the co-facilitation of the LGBTIQ+ Youth Group Social held monthly at 'headspace – Kempsey'.

## Agency Collaboration:

Macleay Vocational College

Department of Community and Justice

Kempsey High School

Family Law Pathways Network

Melville High School

Mid North Coast Legal Service

South Kempsey Primary School

Legal Aid - WDO

Schools As Communities Network

Legal Aid - SAM

West Kempsey Primary School

Dalaigur and Scribbly Gum Dalai

Many Rivers Family Violence Prevention Service NSW Services

headspace – Kempsey

Kempsey Community Suicide Prevention

YP Space

Shine for Kids

Durri AMS

Burrun Dalai

Kinchela Boys Home Aboriginal Corporation

MiiMi Aboriginal Corporation - Bowraville

NAPCAN

TAFE – North Coast NSW

Macleay Valley Love Bites Committee

Kempsey Shire Library

Kempsey Shire Council



Kempsey Neighbourhood Centre  
 Kempsey Domestic Violence Monitoring Committee  
 NAIDOC - Dinner and Events  
 Community Housing Limited  
 Community Corrections  
 McNeilly Lawyers  
 NSW Fire Brigade and Rural Fire Service  
 NSW Police – DVLO & GLLO  
 NSW Ambulance Service  
 NSW Health  
 Kempsey District Hospital  
 Mental Health - SPOT  
 NSW Pathology  
 HARP & NSP  
 Clinic 33 – Sexual Health  
 DFV Community Health  
 NUAA  
 Uniting - Kempsey  
 ACON  
 Mission Australia

NSW LGBTIQ+ DFV Interagency  
 ECAV  
 Legal Aid – WDO Provider  
 Legal Aid - SAMS  
 Minus 18  
 NTV  
 Benevolent Society  
 Men's Referral Service  
 Liberty DFV Specialist Services  
 Warrina DFV Specialist Services  
 Lifetime Connect – Nambucca & Macksville  
 Engage2Change (MBCP - KFI)  
 Blue Sky Community Services  
 Safer Futures (MBCP - Warrina)  
 New Horizons  
 Taking Responsibility (MBCP – RA)  
 LGBTIQ+ Health Australia  
 Relationships Australia - Blacktown  
 Lilli Pilli Ladies  
 The Buttery

Active member in the following Community Groups with participation in their monthly meetings and involvement in their annual community events.

- **Macleay Valley Community Drug Action Team (MVCDAT)** – Active member of the Macleay Valley CDAT. A particular highlight was being involved in the Macleay Youth Laneway Festival.
- **Macleay Disability Inclusion Group (MDIG)** – Planning the Big Day Out Festival, and then participating with other workers from Kempsey Families with a stall and various activities on event day. The Big Day Out event celebrates the International Day of People with a Disability, the event aims to break down barriers and promote inclusion, for those living with a disability. Hopefully fostering equity and a better understanding of how it can be living with a disability in our community.

## Meetings & Events

Attended: Representing Kempsey Families included attending numerous community meetings and events crucial to building reliable strong community connections, to form a healthy, safe & resilient community. Important for ongoing community development, future planning, and successful advocacy.

Notable meetings include:

- Kempsey Child and Family Interagency
- (coordinated by Dept of Communities & Justice and Blue Sky Community Services).
- Police Aboriginal Consultative Committee.
- (Dunghutti Elders & NSW Police host).
- Kempsey Community Services Interagency (KNC initiative)
- Macleay Disability Inclusion Group (Key Employment & KSC host)

- National Child Protection Week (NSW Education / Health & NAPCAN)
- LGBTIQ+ DFV Interagency (ACON initiative)
- It's OK on the Macleay Committee (KFI host)
- Macleay Valley Love Bites Committee (KFI initiative)
- Review, modification and implementation of NAPCAN's updated Trauma Informed Love Bites Program (DCJ approved) and future rollout and updated training for facilitators.
- 16 Days of Activism against gender-based violence forum – inc. delivery of 16 days information session in partnership with SHLV workers to Kempsey Shire Councils more than 1000 employees. (KFI initiative)
- Returning Officer at KNC AGM
- Legal Issues experienced by Transgender People (Legal Aid)
- Input and feedback to ACON's new Sexual Violence Consult Service.

## Activities:

- Dash with A Splash - NAIDOC
- Love Bites Program delivery in local Kempsey High Schools
- Wear It Purple Day - Information to community inc. online event – Quiz
- IWD Event with KNC
- Macleay Youth Laneway Festival
- Big Day Out – Celebration of International Day of People with a Disability
- National Homelessness Week – Community Connect Day
- Sticky Stuff Program– Sexual Health Training for Youth Workers

## Conclusion:

To finish... and to top off my role as Community Engagement Worker... I also get to work within two fantastic programs here at Kempsey Families.

- The first program, where I have an active facilitator role in the ahead of its time, "Speak out 4 Kids" Program (with Rachel C. co-ordinating 'Kidz Group' & 'Kiddy Katz', while working closely with Katerina, Sam, and Jordan).
- The second program, where I also have an active facilitator role, is KFI's amazing Supported Playgroup a.k.a. the Red Shed or SPG (with Trudy co-ordinating), and working closely with Katerina, Wendy G., Jodie, Jordan, Georgia W. & Kade).

This reporting period from was marked by substantial progress in various community initiatives e.g. NAIDOC, National Sorry Day, National Reconciliation Week, 16 Days of Activism, International Women's Day and many other initiatives, I have only briefly mentioned in this report. The dedication and hard work of all Community Engagement Workers, indeed all Community Organisations' workers, who along with the support of volunteers and results focussed community partners, continue to make a significant positive impact on the lives of many in our community. Looking ahead, my focus will be on addressing the challenges faced and continuing to build a stronger, diverse, more inclusive, equitable, resilient, safe and healthy community.







# Supported Playgroup

Trudy, Wendy G, Katerina, Paul, Kade, Jodie, Rachel, Jordan and Georgia

The Red Shed Supported Playgroup Team during 2023-2024 consisted of Trudy, Wendy, Katerina, Paul, Kade, Jodie, Rachel, Jordan and Georgia who all bring a vast wealth of knowledge to the 'Supported Playgroup', in supporting 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 CALD families who attended during 2023-2024 including ATSI, Finnish, Indian, Māori, Filipino and Taiwanese families.

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. Morning Tea is provided for the families attending the Supported Playgroup.

The Supported Playgroup have guest speakers from other services/organisations who come along to the Playgroup for informal discussion and information sessions at different times throughout the year.

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 informative information and contact numbers.

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 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

- 35 Playgroup Sessions
- 65 Families Attended
- 20 ATSI Families Attended
- 82 Children Attended
- 32 ATSI Children Attended

## Agency Collaboration and Referrals

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 including Legal Aid, NSW Health, St Vinnies Welfare, Centrelink Social Worker, Kempsey Neighbourhood Centre, Pathfinder's Family Connect and Support, Legal centres/solicitors/lawyers, GP's/paediatricians, Preschools and Family Day Care, Kempsey Shire Library.

The Supported Playgroup receives many referrals throughout the year including self-referrals via incoming phone calls, walk-ins to KFI, the website





online referral process, internally from other KFI programs/staff and directly from other services/organisations like FACS, NSW Health, Legal Aid, Community Service agencies, local Pre-schools, local schools.

## Interagency Meetings

Trudy has attended the fortnightly Safe Start meeting at Kempsey Health Campus.

## Testimonials from Client

- Playgroup at the Red Shed is our favourite day of the week
- My children and I have made so many new friends at Playgroup. We now catch up outside of playgroup for playdates.
- Playgroup staff really care and make time each week for me to talk to them about what has been going on for us at home. The staff are very helpful and give lots of good ideas when I am struggling.
- Playgroup provides a safe area where my children can play. My children are very busy and it's hard to take them out on my own to places for them to play. At Playgroup they have so much fun playing with all the different activities and I can relax knowing they are in a safe environment
- Playgroup has so many new activities for my children to each week and we love being able to create them at home again.
- We love coming to Playgroup each week and being able to socialise and have lots of fun in a safe place. Playgroup is the only place where my children and I get to see anyone outside of our family home for social gatherings. My children have so much fun, and I get to chat with other parents and the staff.





# Family Case Worker and Parenting Facilitator

Wendy G

Provision of Case Work to families with younger children and parenting groups.

## Key Statistics

### Triple P (Positive Parenting Program)

- Continues to be offered one on one or in small groups at Kempsey Families.
- 5 adults have attended sessions of Triple P.
- A valued collaboration with Mission Australia, Coastal Connections Child & Family Support Worker, Regen, has been formulated to offer Triple P.
- Unfortunately, three advertised programs in March and May 2024 have not generated numbers to proceed with the groups.
- Contacting Triple P and in discussion with parents has revealed online Triple P to be preferable for many parents due to time constraints, child minding difficulties and everyday busy lives.
- Kempsey Families will continue to offer one on one sessions to parents and carers who choose to complete the program

together with Parenting Facilitator.

- A collaboration has also been formed by SO4K coordinator, Rachel C, together with me to provide a combination of Women on the Verge and Triple P together with fun activities to young mums to begin last term 2024.

### Tuning in to Teens

- Emotional intelligence program for parents and carers of young people collaboration continues with headspace in Kempsey. Thankyou once again to Annette and her team.
- A group was held in Term 3, 2023. Unfortunately, for diverse reasons groups were not able to proceed in Terms 1 and 2, 2024.



## Case Work Support

29 clients have been referred for Case Work support, 12 of which involved long term support.

The ability to be flexible and supported with case work is very much appreciated. For example, attending a home visit with colleague, Trudy, in the support of a parent's goal to 'cook again' together with her daughter and to enjoy this. Trudy and I, together with Mum and daughter, supported with meal choices and prep that the young girl could prepare on her own and ideas for storage and freezing meals.

### Referrals Received From

- Self-referrals
- ICD Meetings
- KFI Website
- SHLV
- SPG and SFCW
- DVCAS
- DCJ
- Safe Start Meetings
- Health including Child and Family Health.



### Referrals and Advocacy Made To

#### Internal

- SHLV
- SFCW
- SO4K
- Women on the Verge.

#### External

- Mission Australia
- Kempsey Neighbourhood Centre
- Lawyers
- DVCAS
- DCJ
- St Vincent de Paul
- Samaritans
- Sheri Foster
- Psychologists
- Counsellors
- Victims Services
- Housing
- Grief Supports
- NDIS-Blue Sky
- YPS
- headspace Kempsey
- Salvation Army
- Autism Spectrum

### Supported Playgroup

- Support at Kempsey Families Supported Playgroup each Wednesday in School Terms. Working with the Supported Playgroup team is enjoyable and rewarding. Children are lots of fun and we are there for parents and carers who would like to discuss any issues or resources they are requiring and for suggested strategies with their parenting and play activities.
- Supported Playgroup is also offered as a safe, fun and inviting first meeting point for Case Work, this familiarises parents and carers with our Service and Case work.

## Engage 2 Change

- E2C October 2023 to February 2024 Observer and two 2 sessions co-facilitating in February 2024.
- Thank you to the E2C Team and Kempsey Families for the learning opportunity.

## Training and Conferences

- TEI - FAMS Forums March, April, May 2024.
- Essential Skills (Level 2) in Men's Behaviour Change (MBC) MB712-V-83655 over 5 days in July and August 2023.
- Police Powers, Centrelink Families, July 2023.
- FAMS Conference August 2023 in Sydney.
- Dunghutti Truth Telling April 2024.
- Triple P Information session July 2024.
- Interagency Meetings and Community Events
- Safe Start
- NAIDOC Family Fun Day July 2023
- It's OK on the Macleay September 2023
- Professional Highlights
- Formulating professional collaborations with headspace and Mission Australia.
- The privilege of supporting families to aim for their chosen goals.

## Good News Story

In my case study we will call my female client Lisa. Lisa was first referred in September 2022 to Family Worker internally through the SO4K program for Case Work support regarding bullying at school and registering for NDIS. Case work was closed on October 2022 as Lisa had extended family emergencies taking all her time and energies. Lisa recontacted Kempsey Families in May 2023 following her

daughter attending SO4K Group and Family Worker has continued to support Lisa and her daughter throughout 2023 and to current date.

Lisa is a single parent and has a primary school-age child who has been diagnosed with ASD and ADHD. Lisa has significant health issues and is awaiting procedures. Lisa and her child are victim survivors of family and domestic violence. Support has been provided together with Lisa to obtain counselling for her daughter through Victims Services, relevant payments to help with relocation and provisions for independent housing, NDIS registration and plan for daughter, referrals for basic needs including food and clothing, Legal Aid information and encouraging meetings with solicitors, encouragement to reconsider medications for her daughter with advice from paediatrician. Advocacy and referrals for education support. Encouragement of Lisa's strengths with the parenting of her daughter and all they have overcome and continue to overcome together.

We now meet once a month, which is an opportunity for Lisa to be able to discuss current concerns and for any referrals or information to be provided if required.

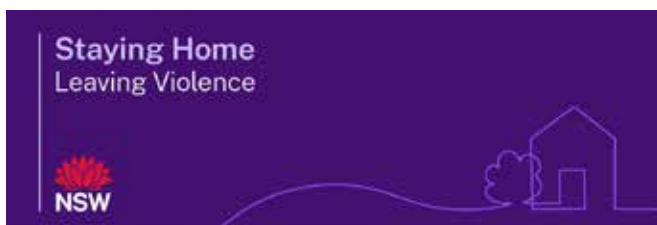
Lisa was also supported by the KFI SHLV team and through the WOTV program with Rachel Cunliffe – KFI. The holistic service provided at KFI is very much appreciated by our clients and is evidenced in Lisa's following testimony to Kempsey Families.

"I would like to add that my experience with the staff of Kempsey Families was absolutely wonderful they treated me with kindness and understanding and they gave me full support and guidance.

I cannot thank all the wonderful staff enough and would highly recommend Kempsey Families to all who need help and advice".







## Rachel M, Jodie, Georgia, Julie and Evelyn

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

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

SHLV are committed to promoting trauma informed practice with an inclusive, feminist framework which necessitates our specialist workers to have a deep understanding of Intimate Partner Violence and all its nuances.

SHLV recognise 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 the Courts and Family Law arrangements.

SHLV provide service to the Kempsey LGA including the coastal villages, Bellbrook and surrounding small, isolated communities and the Nambucca Valley including Macksville and Bowraville areas.

### The Team

Rachel M is the Co-ordinator of the SHLV program. Rachel is the Chairperson of Kempsey Domestic Violence Monitoring Committee and is a consultative committee member of Domestic Violence New South Wales (DVNSW), Rachel is an active member on the Safety Action Meeting (SAM) a regular meeting of local service providers that aims to prevent or lessen serious threats to the safety of domestic violence victims/survivors through targeted information sharing,

Rachel additionally facilitates the Love Bites program at local high schools.

Jodie fills in as the Coordinator of the SHLV program when required and is a senior caseworker with an in-depth understanding of the impacts of domestic violence on mental health and children. Jodie coordinates the Love Bites program for the Kempsey area including facilitating the program at local high schools. Jodie also facilitates in the Supported Playgroups during this reporting period to link women and children to identified other supports as identified.

Georgia is both a SHLV case worker and facilitator with 'The Women on the Verge' program and has worked in the Supported Playgroup program. Georgia has completed the Love Bites training and now is in the process of becoming a facilitator having undertaken the observer role. Georgia is studying her Bachelor of Human Services while working in the SHLV program.

Julie was a senior case worker in the SHLV team during this reporting period who transferred over to the Engage Change program as a women's and children's advocate where her long professional experience is invaluable to support partners and ex partners of men who have used violence in the relationship.

Evelyn commenced casework with SHLV on the February 2024. Evelyn has a background in higher education in Taiwan and completed a master's in counselling in Australia. She previously worked for Queensland Corrective Services. Evelyn has an insight and understanding of challenges faced by Culturally and Linguistically Diverse (CALD) women including the immigration system from her own lived experiences as a Taiwanese woman.

## Staff Training and Professional Development

- Bachelor of Human Services
- Change Your Mind. Create New Results
- Coercive Control Forum in Port Macquarie
- Culturally Responsive Practice Strategies for Children's Mental Health
- Effects on Adults who were sexually assaulted as children
- Introduction to trauma informed care with migrant and Refugee clients
- Pandora Leadership training
- Pathway to Safety -Supporting Victim Survivors of DFV on Temporary Visa
- Safe Phone Wesnet training
- SHLV Virtual Forum
- Supporting Children and Young People Impacted by Suicide
- The Impact of Families and Domestic Violence on the Child
- Understanding and Working with Domestic Violence
- What does trauma look like? Working Ethically with Aboriginal and Torres Strait Islander People, Communities, Organisations

## Key Statistics

Number of Incoming Referrals 94

Case Managed/Case Coordinated 81

Aboriginal Clients 21

Information Only 13

Total Recorded Contacts Made by SHLV 2896

## Interagency Meeting, Collaboration and Coordination

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

- Aboriginal Family Wellbeing and Violence Prevention Women's Health / Department of Integrated Child
- Blue Sky CLS
- Buttery – Addiction and Mental Health rehabilitation
- Centrelink
- Community Housing Ltd.
- Department of Communities and Justice
- Domestic Violence Liaison Officer – NSW Police
- Domestic Violence New South Wales
- Durri Aboriginal Health Service
- Liberty Domestic and Family Violence Services
- Kempsey Domestic Violence Monitoring Committee
- Kempsey Interagency
- Kempsey Shire Council
- Learning the Macleay
- Kinchela Boys Home Aboriginal Corporation
- Lifetime Connect
- Love Bites NAPCAN
- MCare Monitoring
- Mid North Coast Legal Service
- Miimi Aboriginal Corporation – Bowraville



- NSW Community Health
- NSW Court
- NSW Department of Education
- Pat Conaghan M.P. Nationals – Federal Member for Cowper
- Police and Aboriginal Community Consultation (PACC)
- Safety Action Meetings (SAM)
- Samaritans – Centre
- Samaritans – Kempsey Women’s Refuge
- Technical And Further Education (TAFE) – Kempsey
- University of New South Wales/ Durri - Development of a Common DV Risk Assessment Framework for NSW
- Victim Services NSW
- Warrina Refuge
- Wesnet Safe Connections
- Women’s Domestic Court Advocacy Service
- Women’s Health Kempsey Hospital
- Women’s Legal Service
- Youth and Family Wellbeing Kempsey District Hospital
- YP Space

### Feedback from Clients and Positive Change in Action

*“I am so grateful for the support. I don’t think I could have got through this without Julie or Georgia’s help and kindness. So appreciative. I can’t thank you enough”.*

A Kempsey Families Inc. worker attended their university graduation ceremony and while putting the graduation gown on, a woman (Jane) and the worker recognised each other.

Jane greeted the worker and asked if the worker was from KFI SHLV, when confirmed that the worker did work at SHLV, Jane said that she will talk later.

Jane approached the worker later and said that she was a former client and SHLV had been in her home to make it safe, she said that because of us, that is why she is graduating today.







## Wendy A, Lisa, Julie, Jordan, Kade, Laura and Bert

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

In 2023-2024 Kempsey Families Inc facilitated Men's Behaviour Change programs (E2C) in Kempsey and the 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. We have now received the first draft of the new E2C manual with RSSF incorporated as well as resources and ongoing training links. The RSSF is now embedded in the program and the suite of documents are used daily in our work with men and women/children. The team are currently completing the final piece of training for the collaborative risk assessment. InfoShare (DCJ database) is also now up and

running across all MBCPs and utilised daily by the team for data collection alongside our case note client information system, Insightly.

E2C has had a steady year of further 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 post group – 3 x 1-1.5hr sessions. Safety planning, referral and advocacy has 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 own stress; understanding the impacts of their violent behaviours; applying strategies for better communication and skills to going 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 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 participants perceived changes in their knowledge, awareness and attitudes. This, along with the education and challenges the men received in the group and in one-on-one sessions with workers, were the things that the women identified in evaluation responses that contributed to creating some safety for them as a result of the program.



## Key Statistics

During 2023-2024 period E2C program - Women and Children's Advocate, Julie provided advocacy, referral and support to 29 women and their children. There were 44 male clients referred; 19 engaged in the intake process and 15 commenced group work. 11 men completed the E2C group program with at least 10 out of 12 sessions attendance record. 8 men completed Safety and Accountability plans. Out of the 44 referrals for Engage2Change there were 13 clients who received Intensive Case Management (ICM) with Jordan.

## 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 attend the Men's Behaviour Change Network meetings and NTV Communities of Practice. NSW Regional, Rural and Remote Providers Forum; 16 days of Activism working group; NTV Policy Advisory Network

## Professional Highlights:

Recruitment this year: Laura -Contract Observer; Kade - (KFI) Observer; Jordan - additional role - Intensive Case management (ICM).

Other staff: Wendy - Coordinator; Julie - WCA; Lisa - Senior MBC practitioner; Jordan - Intake/Facilitator; Bert - Contract Facilitator.

## Training/Presentations

- 30 min presentation at CFI Kempsey (Jordan, Lisa)
- 1hr presentation at Community Corrections Kempsey (Wendy A)
- Coercive control forum at Port Macquarie on the 28/02/2024 (all staff)
- ECAV MB710 - Intersectional Practice Considerations in Men's Domestic Violence Behaviour Change (Lisa, Jordan)
- RSSF implementation training (all staff - 4 Modules)
- Understanding StalkerWare - WESNET Webinar (all staff)
- Workshop: Multiple Perpetrator Abuse (Wendy A)
- Social Media and Survivors - WESNET webinar (all)
- Webinar - WESNET - Location, Location, Location (all)
- MBCP portal webinar for providers: Session 1 & 2 (Wendy A)
- Workforce Development Strategy Consultation NTV (Wendy A)
- ECAV MB 702 Essential Skills in Men's Behaviour Change Programs (Jordan)
- Jackson Katz - online presentation - 'Making Women's safety a man's Issue' (Wendy A)





## Case Study 1

Self-referral from a 33-year-old man (D) who had separated from his partner of 10 years. They have three young children together. D had an ADVO against him protecting his three children and his ex-partner. D told the Engage2Change staff that he was really shaken up by the whole situation and realised he needed to make a change. D attended his first two intake appointments blaming his ex-partner, justifying his use of violence and spoke about telling the children negative things about their mother when he would get to spend time with them.

In the third intake appointment the E2C staff had a conversation with D about how much harm it can do to children when they hear their father say bad things about their mother and vice versa. D did not appreciate being challenged on this and made it clear in the appointment that he disagreed with the E2C staff. The E2C staff were not sure if D would be able to attend the group because he was not able to show any willingness to listen to another person's point of view.

## Outcome

D attended four assessment interviews and 12 out of the 12 group sessions. D also attended three safety and accountability sessions after the group had finished. D showed commitment to coming to the group and often reflected on being challenged by the E2C staff in his third intake appointment. D stated that he was angry at the staff at the time but is now glad that the staff challenged him because it opened his eyes. D stated that he gets along with his ex-partner now and gets to see his kids more as a result. D often reflects on how he used to solve a lot of his problems with violence but now he is 'done being that person'. D said he understands now that the nicest thing he can do for his children is to be nice to their mother and that phrase has stuck with him. Since doing the program D stated that he has told his colleagues at work that he does not appreciate their derogatory comments towards women. The facilitation team has reported that D seems to have developed the ability to demonstrate empathy towards



his ex-partner and his children and has a sound understanding of how to communicate with them without causing hurt and harm.

#### Quotes from D:

*"I can't thank the men's behaviour change team enough. My time in the program has really opened my eyes on a lot of things and I can really see a change in myself since coming to men's behaviour change."*

*"It was good getting to go to group with the other men. I learned a lot from what they all had to say with their experiences."*

## Case Study 2

BI was a self-referral who received the information about our service through his lawyer.

During the intake process B stated that he felt his ex-partner was to blame for the violence and he had very little insight into the impacts of his behaviour on his son or ex-partner. During the ongoing assessment process B began to see how some of his behaviours may have impacted his partner.

In the group space B talked openly about what he realised are entrenched behaviours and thought processes that he no longer wants in his life. B spoke about the need to be right and taking that stance even when he realises, he is wrong. B stated how he now sees that he communicated this in an abusive and aggressive way. B stated how he now sees how this had impacted his ex-partner and left her feeling disrespected and scared of him and the pressure that his behaviours had put on the relationship in the past. B spoke about his focus needing to be on his son moving forward and being respectful and supportive of his ex-partner and child's needs in a co-parenting role.

By the end of the group sessions B appeared to have realised that his behaviours and attitude had not been fair to his partner and had impacted his relationship with his child.

Moving forward after group and B attending the 3 safety and accountability sessions B

has started unsupervised contact with his son and has been respectful during the handover process and his ex-partner had feedback through the WCA that their son has come home happy, and she has no concerns about him spending time with his father at this time.

## WCA Case Study

Victim Survivor (VS).

The VS moved to Kempsey to be with her new partner and had no connection to Kempsey. The relationship was about 12 months old when the VS was assaulted by her partner, leading to an arrest, the issue of a protection order and subsequent referral to the E2C program.

The WCA has supported the VS since the 19th of February 24 with weekly phone calls or face to face appointments. The focus of support has been on identifying risks and increasing safety in her relationship as she wished to remain partnered; awareness of supports available and increasing her the VS connections in the community. Other supports include - providing information about DFV education and employment, technology and taxation support. Referrals were made to Women On The Verge, Kempsey Neighbourhood Centre and The Tax Clinic.

The VS completed an end of service survey/ evaluation and provided positive feedback about the support she received and the changes she has noticed in her partner as a result of participating in the Men's Behaviour Change program

# Intensive Case Management – For Men Who Use Violence

Wendy A, Jordan and Julie

This program commenced over four years ago as a pilot program 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 behaviour change group sessions.

This current case management pilot finished at the end of June 2023 and was then further funded for another 12 months into 2024. The pilot has provided a focus on the interconnectivity between men's behaviour, group work and providing case management 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 provide 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 UNSW 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.

## Agency Collaboration

- NSW Police
- Domestic Violence Officers NSW Police
- Community Corrections
- Department of Communities and Justice
- Engage2change
- Real Estates
- Lifetime Connect, Macksville
- Solicitors
- Kempsey Neighbourhood Centre
- Community Housing
- Staying Home Leaving Violence
- Victim Services
- New Horizons
- Pathfinders
- SAM
- Mental Health providers
- D&OD providers
- Counsellors in grief and loss





# ICT/Project Assistant

## Glen

The ICT/Project Support role has continued to be busy throughout the 2023/24 financial year.

Due to regular hardware and software upgrades the ongoing level of ICT/project support has been reduced considerably. However, new DCJ database reporting systems like InfoShare and DEX using 2Factor Authentication have added a new level of complexity to the range of ICT systems being utilised to meet the objectives of the organisation.

Cyber Security threats also rose to become the most significant ICT challenge during 2023/24 with massive increases both worldwide and especially within Australia occurring. Australia's big four banks, it has been revealed, are being bombarded by cyber-attacks every minute of every day, leaving customers increasingly vulnerable to scams. "We are under constant attack", says the National Australia Bank's executive for group investigations, Chris Sheehan. "Every bank is being attacked all the time."

<https://www.abc.net.au/news/2024-07-01/bank-cyber-warfare-risk/104042518>

Our Office365 security, internal CISCO firewall and desktop Malware software have all been upgraded during 2023/24 to counter this ongoing threat, and there have been no reportable breaches of any of our internal or external ICT systems in 2023/24.

Our organisation holds private information about clients and families who access the services that we deliver on their behalf, and we are required to comply with the requirements of relevant Commonwealth and NSW legislation and policy, as well as the provisions of our contract with Department of Communities and Justice (DCJ), in relation to privacy, information management and our information and communications technology (ICT) systems.

<https://dcj.nsw.gov.au/service-providers/working-with-us/contract-management-policies-resources/managing-information-and-notifying-us-of-incidents/your-obligations-for-maintaining-secure-information.html>

## ICT/Project Support

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, Admin, SO4K, TEI, SHLV, Community, MBCP /ICM teams.

- Provide ongoing support to SHLV, SO4K, TEI and MBCP/ICM teams
- Provide Executive Officer Support
- Provide Administration Support
- Provide Accounts/Finance Support

## Database Support for MBCP Data Reporting

Ongoing ICT support and client database support continues to be provided to the MBCP 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 DCJ for both reporting periods. Insightly the Engage2Change cloud-based client database continues to be used as the primary client data collection/case management database, with some minor modifications and updates made during this period.

## New Office for the Engage2Change Team

In late 2023 the E2C team relocated to bigger and more accessible premises to support men who are seeking to reduce their use of violence in past or present intimate partner relationships through groups sessions or one to one intensive case management. The overall fit out is still ongoing, and a new FTTN NBN internet service was installed, and the local area Wi-Fi network was configured to meet the E2C office requirements. A new HP Printer colour laser printer was also purchased and installed into the new E2C Office which is now operating at full capacity.

## Website and Social Media

The Kempsey Families Inc. website is regularly being updated with new content, events and modifications and to forms such as the referral forms and client feedback forms. No cyber security incidents have been experienced during the 2023/24 financial year.

The KFI website includes several sophisticated online referral forms, employment information, client FAQ's, an event calendar, online donations, as well as detailed information about each of our programs and about the organisation.

Overall feedback on the KFI website continues to be very positive from both staff, clients and other agencies.

## Social media accounts

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

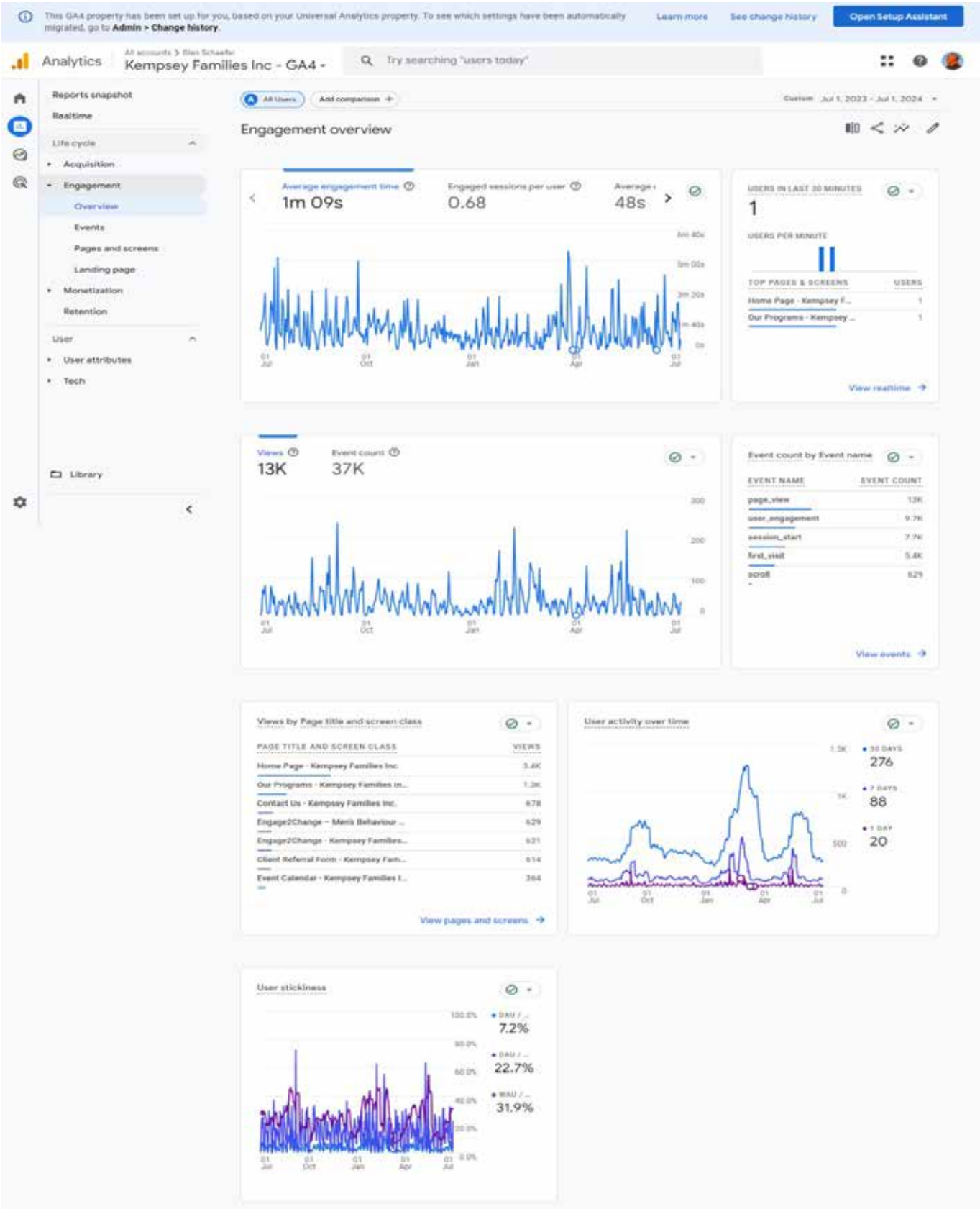
The engagement level on our primary Facebook page has increased significantly during the last year with over 462 followers now reading and engaging with our social media posts on a regular basis.

## Training/Conferences

- Ongoing Office365 training via Microsoft Office365 Support (Online)
- Information Security sessions x 2 - DCJ resource for contracted service providers (Online)
- Cyber Security for Not for Profits webinar (Online)
- Wesnet 5th Technology Safety Summit (Melbourne)



Website Audience - July 1, 2023, to June 30, 2024



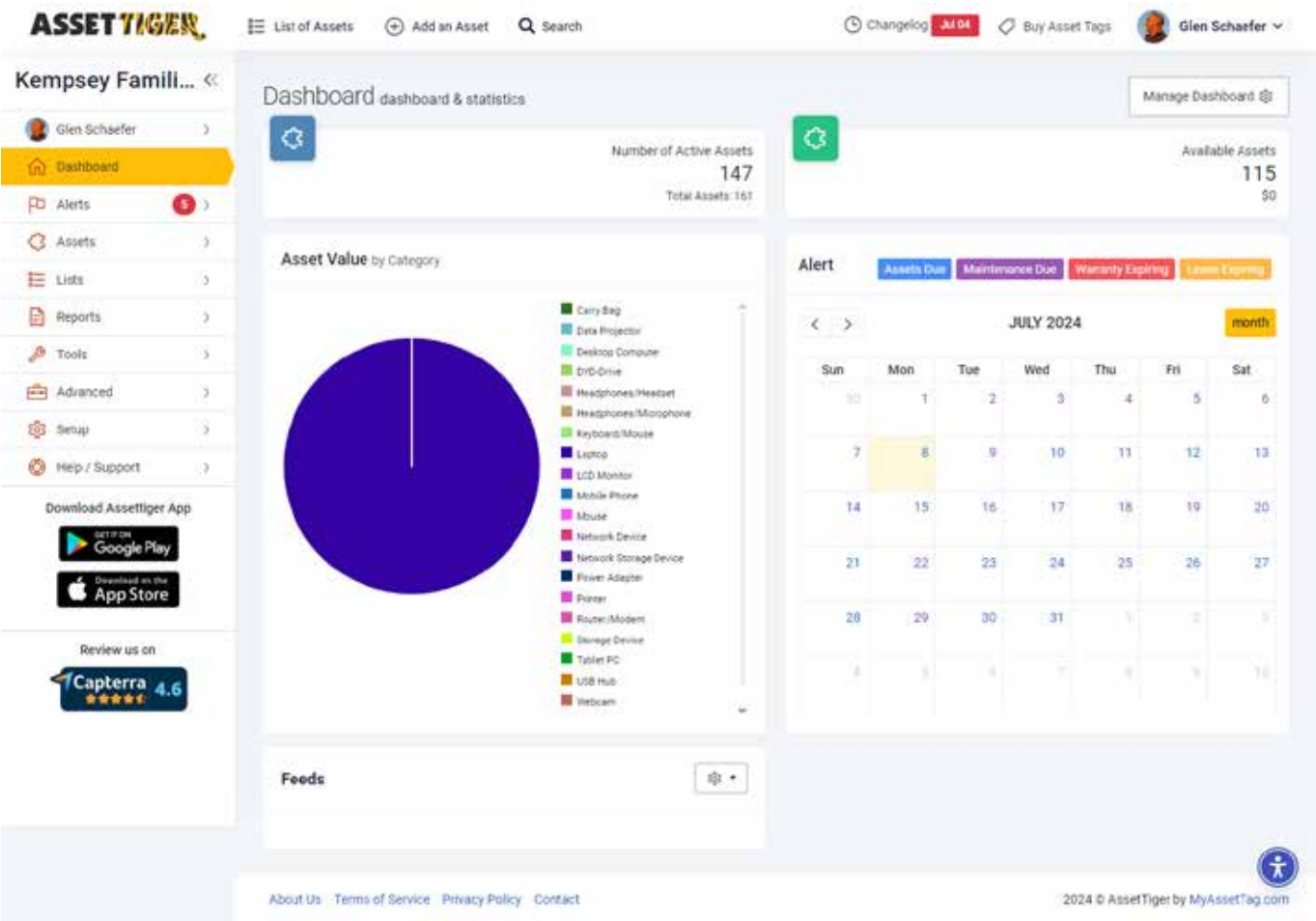


# ICT Asset Management

Asset Tiger has proven to be an efficient and effective solution for businesses looking to streamline their asset tracking and management processes. Asset Tiger is an asset tracking software that allows businesses to effectively manage their assets. It offers features that enable users to scan barcodes, schedule maintenance, and track other important information about their assets.

Over the last 6 months all ICT assets were entered into our Asset Tiger database and allocated to each staff member and location. This new asset database system will enable easy reporting on all ICT assets, their location and dates of purchase etc.

We can now quickly set up automated reports and custom generated reports for our finance and executive teams.



# 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 individualised climate and helps the teams at Kempsey Families to remain current, informed and able to meet and exceed clients' needs and expectations.

Kempsey Families supports and encourages studies external to work roles with one staff member completing their Bachelor of Social Work in 2024 and currently has five staff undertaking sector relevant university studies:

- Psychology x3
- Bachelor of Human Services x2

## Continued Professional Development

ATO and ACNC webinar- NFP self-review return lodgement- what if I am charitable, what are my next steps?

A crucial conversation with Jackson Katz Ph.D.

Blue Sky: Mandatory Reporting Workshop For Service Providers

Case Note Training

Charles Sturt University: Bachelor of Human Services

Coercive Control Forum

Cooperative Legal Service Delivery: Meeting Discussing Coercive Control and Legislation

Creative Heart Healing: Understanding and Working with Survivors of Childhood Trauma

ECVA: NSW, Safety and Support Framework Training- June

ECAV: MB715- Applying the NSW Risk Safety and Support Framework in Men's Behaviour Change practice

ECAV: MB711- Foundation in Working with Men who use Domestic and Family Violence

ECAV: Practical Skills in Responding to People who Experience Domestic & Family Violence

Emerging Minds: Culturally responsive practice strategies for children's mental health

FAMS 2023 Conference

HESTA webinar: Designing work to support employees

ICare: Mental Health Forum

ICare Premium Calculation Webinar, June

ICare Small Business Month Webinar

IPA: Accountants Letters: Should You Sign?

IPA: ATO's Guidance on Section 100A

IPA: Centenary CEO in Conversation with Series- Chris AO

IPA: Centenary CEO in Conversation with Series- Lee White

IPA: Client Service, The Client Experience and Client Relationship Management

Jobs Australia: Industrial Relations Reforms Information Webinar

Jobs Australia: 2024 What's New in Industrial Relations

Justice Connect: Understanding Contracts- The Legal Basics

Mental Health Academy: Understanding and Working with Domestic Violence

Mental Health Academy: The Impact of Family and Domestic Violence on the Child

Mid North Coast Legal Centre: police Power

Neuro Change Solutions Training

Pandora Enterprise Projects: professional Communication Workshop

Pandora Enterprises- Communication for Leaders and Working with men using FV?

Pathways to safety: Supporting Victim-Survivors of Domestic and Family Violence on Temporary Visas





# Strategic Partnerships

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.

- NSW Men's Behaviour Change Network
- Department of Communities and Justice
- Community Housing Limited
- Education Centre Against Violence No to Violence
- DVNSW Peak
- 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)
- NSW Health -Nurturing Connections
- Pathfinders
- Resolution Network
- headspace
- Dunghutti Elders
- WHIN
- Kempsey and Melville HS
- CDAT
- NAPCAN
- Kempsey Macleay Vocational College  
Healthy Minds
- NSW Police Legal Aid WDO
- Legal Aid
- MNCLC
- Bellbrook
- It's OK on the Macleay work group  
Neighbourhood Centre
- The Buttery
- Kempsey Community Services Interagency  
YP Space
- Kempsey Mental Health headspace
- Southern Cross University Newcastle  
University
- Blue Sky Communities Family Law  
Pathways
- Key Employment,
- Kinchela Boys Home Inc.
- Lilli Pilli Ladies
- Relationships Australia
- SAM Attendees
- WDVCASS
- CSU
- UNSW



# Community Development and Events

Following the impacts of the pandemic it did take some time to return to the same level of community development and events as pre pandemic. 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:

- Continued the pilot program for men who use violence to provide intensive case management and enhance capacity and uptake with Men's Behaviour Change programs across Kempsey and Nambucca Valleys
- Enter negotiations with UNSW for the evaluation of this pilot.
- Recommended the planning and training to undertake Love Bites sessions in three high schools.
- Expanded SHLV operations into the Nambucca Valley
- Wear it Purple Day communications and awareness raising.
- Staff involved at Coercive Control training
- Finalised planning and auspice of Yarn Up Camp for Aboriginal Women at Forster
- 16 Days of Activism against Gendered Violence events at Neighbourhood Centre
- Lobby State and Federal Ministers for ongoing and sustainable funding
- Maternal Health In-services
- 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 for Kempsey and Bellbrook
- National Sorry Day Commemoration
- It's OK with the Macleay celebrations.
- NAIDOC Week at Kempsey and Bellbrook
- DVNSW Sector Development representation
- It's OK on the Macleay planning for 2024
- Local Police Crime Manager meeting for emerging trends in Domestic Violence
- Regional DV Forum-DVNSW
- Hosted ECAV core DV training
- Hosted FaMS with Supported Playgroup









# Love Bites

The Love Bites program has continued to make significant strides in educating and empowering young people in the Kempsey Shire. In 2024, the program had the privilege of presenting at the Macleay Vocational College on two separate occasions, reaching 36 students across different year levels.

## Program Details

### May 14-15, 2024:

The first session was held over two days for Year 9 and 10 young people. A total of 16 young people attended these sessions.

### June 27, 2024:

The second session catered to Year 11 and 12 students, with 20 young people in attendance.

## Engagement and Support

The Love Bites program tailored its presentations to best suit the needs of the students. Recognising the importance of maintaining student attention and engagement, the program was structured to run over two shorter days rather than a single, more extended day. This approach ensured that students could absorb the material more effectively.

Incorporating multiple breaks allowed for stretching and relaxation, creating a comfortable and conducive environment for learning. Additionally, the program encouraged self-expression, allowing the students to express themselves in ways that felt most natural to them.

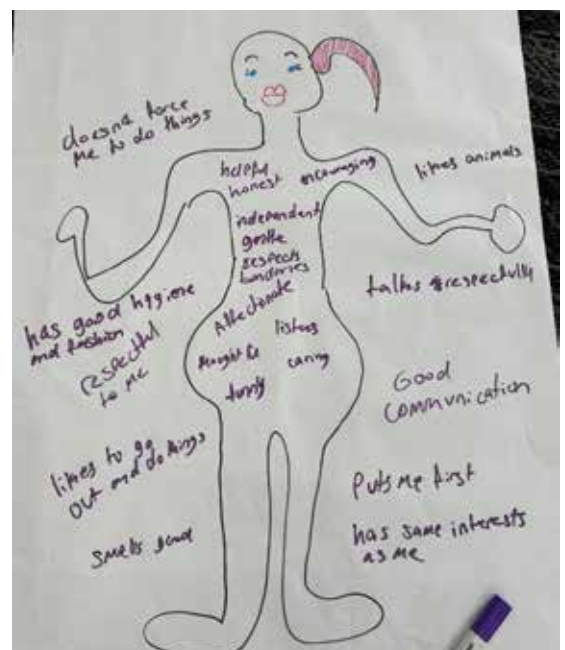
The program was split into male and female groups to further enhance engagement. This division allowed the young people to share their thoughts and experiences more freely, fostering an environment free of judgment.

## Art Component

A key feature of the Love Bites program is its art component, which this year involved a practical project at the bus shelter across from the school. The young people were given the opportunity to paint and inscribe messages they had learned throughout the program. This hands-on activity not only reinforced the program's teachings but also left a lasting, visible impact on the community.

## Community Collaboration

Love Bites had the privilege of working with knowledgeable community members who supported the facilitation of the program. This included collaboration with the NSW Police Force, education professionals, NDIS workers, and domestic violence support workers. Their expertise and involvement were invaluable to the program's success, and we look forward to working with more individuals in the future.

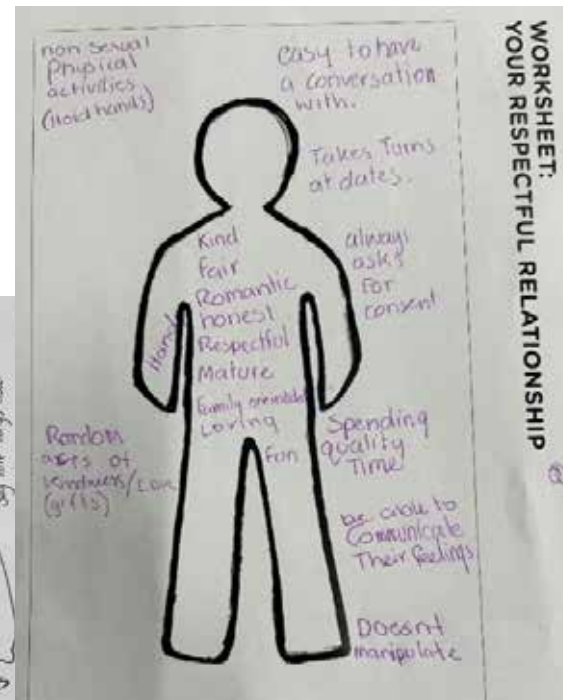
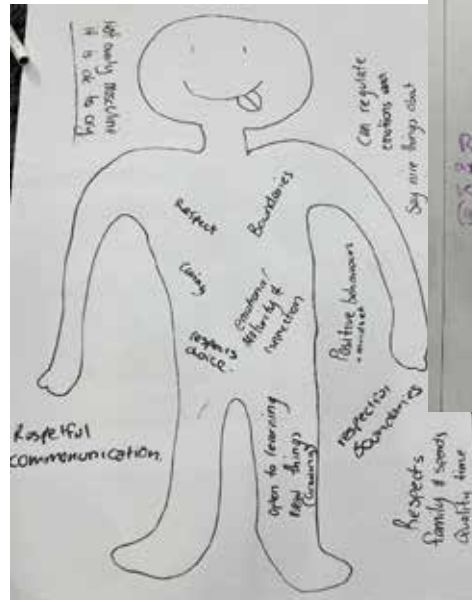


## Future Plans

Looking ahead, the Love Bites program is scheduled to be presented at Kempsey High and Melville High later in 2024. These future presentations will continue to build on the program's mission to educate and support young people in understanding and addressing healthy relationships and personal well-being issues.

### Feedback from Students when asked – Does Love Bites apply to real life?

- "It does, but not my life".
- "Yes, because they were talking about relationships and stuff".
- "All topics are relevant".
- "It includes real-life situations".
- "It was good to know men can be abused too".



# 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 continuously reviewed and where needed, improvements or updates completed to maintain the integrity and value of properties. 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 and 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.
- Support the Executive Officer to continue to develop and implement new or emerging policies including compassion fatigue, WFH guidelines, cyber security and data storage and safety and risk
- Supported Kempsey Families development of a wellbeing space for clients and staff in the backyard of #19 programs.
- Attended the NAIDOC dinner/ dance event at Slim Dusty Centre
- Reviewed and updated evacuation maps guided by PWDA
- Meet bi- monthly to ensure support to the Executive Team in HR and IR matters
- 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.
- Completed the process to acquire new premises for the support options provided for men who use violence. This new separate space provides an overall safer way to engage with the whole family in distinctly separate environments, as identified, and guided by safety first and as the priority.



**Narelle Moulton** has been Chairperson for over nineteen 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 specialisation. 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 seven 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 specialises 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 five years. 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 well-being to the wider communities. Olivia brings her wealth of local knowledge, creativity, and deep commitment to the 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 a 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 in-depth knowledge of the local community offers insights and support options to our clients via their case workers regularly.



Ro Stirling-Kelly Ro is in her third year with the Kempsey Families Management team. She is a descendant of the 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 seeks options to get support where it is most needed. 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 openly and inclusively 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 2 years 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 disabilities; 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. Janel is now retired from all sports and channels her energy into various projects focused on advancing women and girls.

# Finance and HR Team

Kirsten

The 2023/2024 Financial Report will be tabled as an Annexure on the day of the 2023/2024 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)



# 2022/23 Annual General Meeting Minutes

Date: 5th December 2023

Time: 11:30am

Venue: Kempsey Families Inc. 21 backyard

**Attendees:** June Wilson, Kirsten Overeem, Wendy Gane, Rachel May, Glen Schaefer, Sam Porto, Georgia Whyte, Madeline Donovan, Jodie Hodes, Narelle Moulton, Tyesha James, Beris Derwent, Judy Saul, Ro Stirling-Kelly, Arthur Bain- KSC, Julie Wright, Nicole Secomb- DCJ, Robyn Farrar- DCJ, Tiana Byrne- MNCLC, Alexandra Wyatt- KCS & KNC Board, Matthew

Acknowledgement of apologies

Moved: Ro Stirling-Kelly, Seconded: Julie Wright

Aunty Maddie Donovan - Welcome to Country – Dunghutti

Adoption of 2022/2023 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.

Approval of Chair Report

Moved: Julie Wright, Seconded: Beris Derwent

- Kempsey Families Executive Officer: Acknowledged the year of 2022-23 as a challenging one for all, yet many learnings have occurred and the impacts of bushfires, floods and the rising cost of living.

Thanks to our staff for keeping our service running smoothly, thus helping Kempsey Families Inc. reach our 30th Anniversary this year.

- Also, a big thank you to Paul for all his hard work and tenacity in running and hosting the 2023 celebration of It's Okay on The Macleay, we hope to host it again in the new year.
- Thank you to our Management Committee for your hard work.
- Thank you to our volunteers who volunteer their time to do the paid work for free.
- Thank you to Tyesha for putting together the AGM Report together.

Phillips- NSW Police, Kade Simpson, Lisa Carmady, Trudy Woodward, Rachel Cunliffe, Rachel May

**Apologies:** DCJ, KNC, Durri AMS, Burrun 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

- Thank you to the Lilly Pillie ladies for their generous donations and support, and to the CWA for their services and assistance.
- Also thank you to the police who we work quite closely together with.

Please see the AGM report for Kempsey Families Executive Officer (EO) Report.

Approval of the EO Report

Moved: Judy Saul, Seconded: Ro Stirling-Kelly

- Audited Financial Report – financial report is tabled and finalised on time with the management committee representatives.

*I hold the Audited Annual Financial Report for the year ended 30 June 2023 for presentation.*

*The Quinn Group, chartered Accountants and Auditors performed the 2023 Audit over an extended period from August to November this year - remotely via Zoom meetings, Dropbox documents transfer, and emails utilising Excel spreadsheets and Word docs to complete the transfer of financial and governance materials for the auditing process.*

*In this reporting period the Management Committee of Kempsey Families Inc. provided the strategic overview, guidance and support to the Executive Office and Finance Manager to ensure all the governance, financial accountabilities and reporting, industrial and HR requirements were met and reviewed as required.*

*The principal activities of the Association during the financial year were to provide support and support and assistance to families in need and crisis.*

*The organisation is a not for profit, registered as a charity with the Australian Charities and Not for Profit*



Commission and as a Public Benevolent Institute with Deductible Gift Recipient status with the Australian Taxation Office.

*This Special Purpose Financial Report has been prepared solely to meet the reporting requirements of the members, and of the Australian Charities and Not-for-Profit Commission Act 2012 and the financial reporting requirements of the funding bodies, specifically the NSW State department of Communities and Justice.*

*The Financial Statements have been prepared on an Accrual basis and is based on historical costs, except for the Long Service leave provision that takes into account the changing value of money.*

*The net surplus achieved by the Association for the year ended 30 June 2023 is \$183,651 comparative to the year ended 30 June 2022 with a net surplus of \$36,035.*

*These tabled Annual Audited Financial Statements and notes give a true and fair view of the association's financial position as of 30 June 2023 and of its performance for the financial year and there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.*

I request that the Audited Annual Financial Statement for the year ended 30 June 2023 be **accepted and moved as true and accurate: Beris Derwent, seconded: Judy Saul**

Dated: 5th December 2023

*Kirsten Overeem*

Finance Manager

- Chair reports Kempsey Families is in a financially sound position.

Moved: Beris Derwent, Seconded: Judy Saul

- Appointment of Auditors 2023 -2024
- Recommendation to move on from using Quinn Group as our auditors and begin with a new auditor, North Court.

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: Janelle Manns

Moved: Judy Saul, Seconded: Narelle Moulton

Management Committee Member: Olivia Parker

Moved: Judy Saul, Seconded: Beris Derwent

Management Committee Member: Judy Saul

Moved: Narelle Moulton, Seconded: Beris Derwent

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 11:55am- Light lunch to follow for all in the grounds. Thank you to the CWA for catering the luncheon.

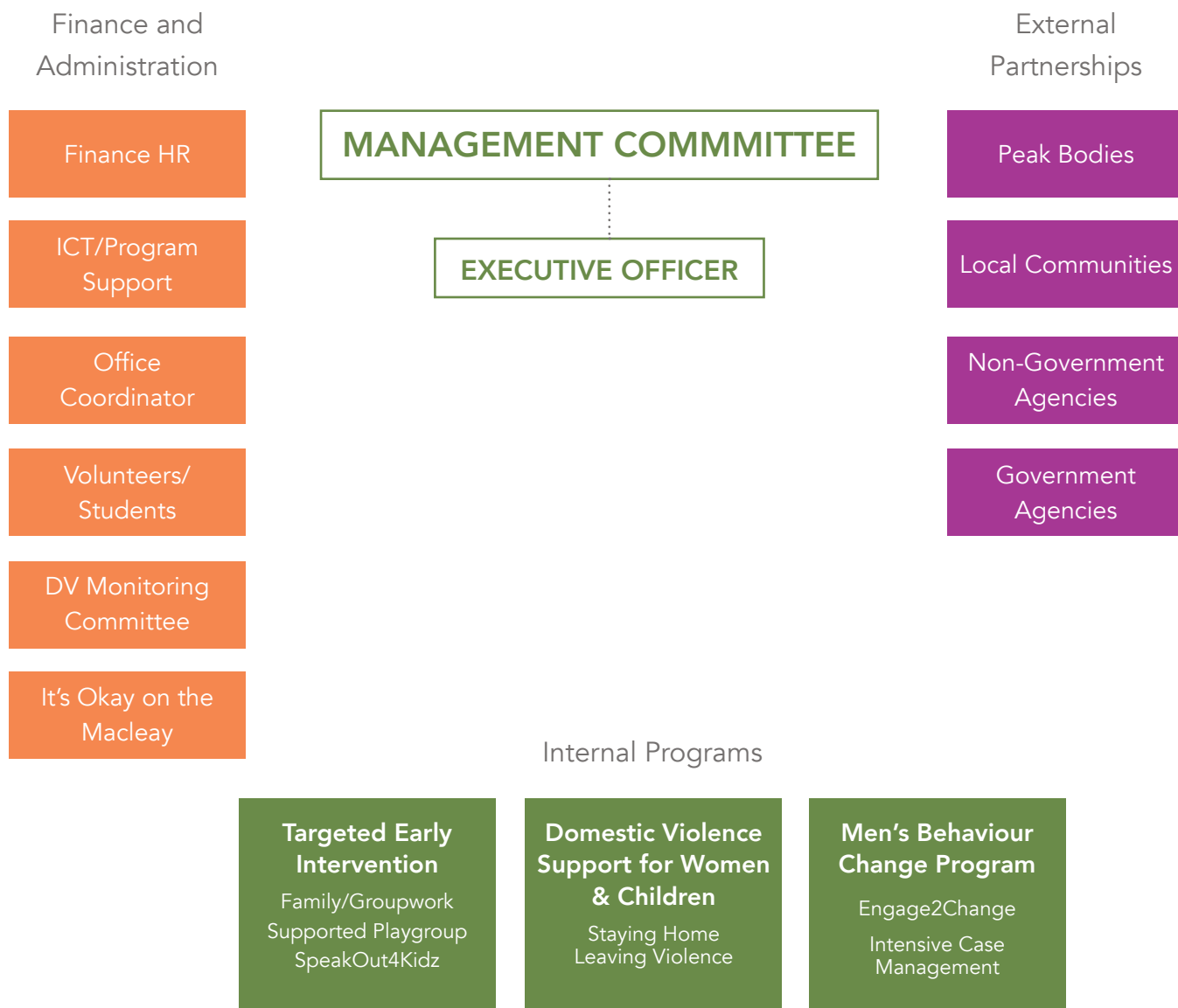




# Organisational Chart

Updated August 2023

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



# 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 this support 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
- Pandora Enterprises
- Kempsey TAFE
- Pathfinders
- NSW Police
- Mission Australia
- NSW Health
- Kempsey Vocational College
- Melville High School
- Kempsey High School
- Tumblegum Bakery
- Gayle and her fundraising team
- Kempsey Children's Services
- Country Women's Association
- Durri AMS
- Entertainers at It's Ok
- Legal Aid NSW
- Lilli Pilli Ladies
- Key Employment
- Kinchela Boys Home Inc.
- headspace
- Education Centre Against Violence
- ETC
- Resolution Network
- Southwest Rocks Quilters
- Southern Cross University
- University of Newcastle
- James (Percy) Kennedy
- Jude Saul (volunteer)
- Milly Hill Meats
- Coles
- Beris (Wellbeing Sessions)
- SWR Laundry- sheets
- John Union -wooden toys
- Pandora
- St Vinnies
- Salvation Army
- Lead The Macleay



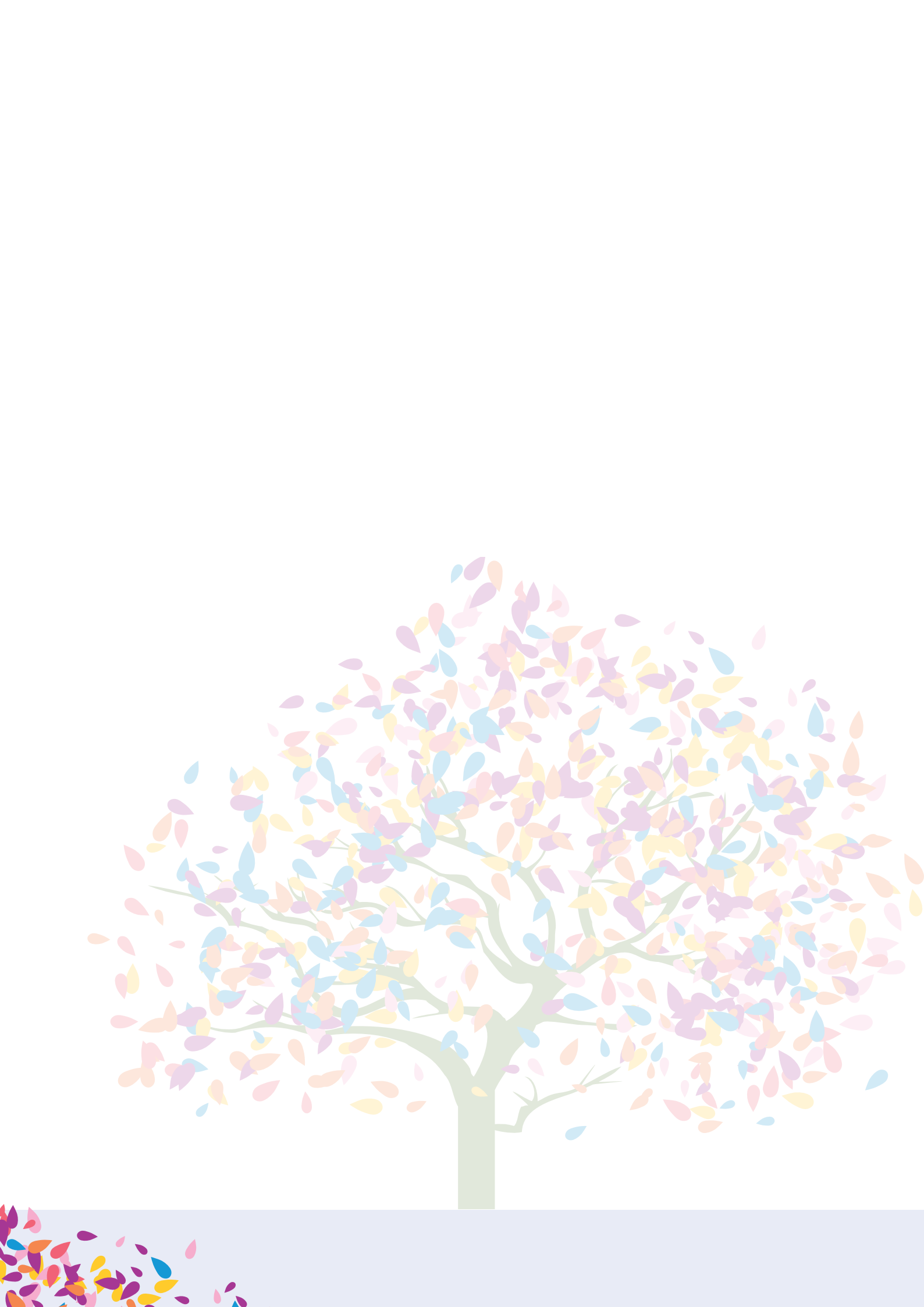


# Notes



# Notes









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## FIND US ONLINE

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