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More children in need of Foster Care



The Slippery Slide at the Christmas Family Fun Day



Lining up at the WCC Mini Olympics Day



Our CEO in the 3 legged race

# VISION

## OUR VISION

To provide Christian care and accommodation to abused, neglected and homeless children, to give them life opportunities with a strong focus on their educational needs.

## PHILOSOPHY OF CARE

William Campbell Foundation's foundational belief is that every child has a fundamental birth right to be wanted, loved and nurtured and to be provided with a loving, stable family home environment. William Campbell Foundation will address these needs by offering out of home care that is superior in its expertise and execution.

Our highly qualified staff together with our professionally trained foster carers will continually monitor, with the child's active involvement, the progress of each child or young person and will provide or assist in the implementation of appropriate individual educational and developmental programs.

We believe our model of care will have far reaching effects both for the child's personal growth and the community, which will reap the benefits of each child eventually becoming a dignified and mature adult who can bring to society the benefits of their educational and personal achievements.

Reunification with and restoration to the child's birth family will be encouraged and achieved wherever it is in the best interest of the child. The Foundation is committed to maintaining life-long involvement with and offering support to, each young person leaving out of home care if they so choose, upon reaching maturity.



Student sculpture



Students with their 'Galaxy' models



Learning about life



Learning how composting works



Assembling scale models



Creativity with crayons



Learning about colour



Microscope project



## OUR BOARD

### MANAGEMENT ROLE

The management and control of the Foundation is entrusted to a Board of seven honorary Directors, who are responsible for ensuring that the policy and the Constitution of the organization is strictly adhered to, with its principles enunciated and performed in the spirit of our aims and objectives. We are pleased to say that we have an active Board who are regularly consulted in all aspects of the organisation.

This Board is responsible for;

- observing an on-going duty of care towards the operation of the Foundation;
- taking an active interest in the working mechanisms of the Foundation its staff, volunteers and supporters; supporting all activities staged by the Foundation in a professional manner;
- networking in the community to garner support; solvency; ensuring any debt that is incurred in the establishment of the Foundation is funded; procuring adequate on-going funding of the Foundation by the relevant authorities; controlling requisite fundraising and negotiating appropriate sponsorship;
- executing due diligence in its legal, fiscal, moral and ethical responsibilities.

### CONTROL OF FINANCES

The Foundation has a low cost fully computerized administrative office, not only for its accounting system, but also for its reporting system to Government bodies, Courts or authorities that may undertake ongoing monitoring of the Foundation.

The office provides a place where fundraisers, committees and directors can meet to update and refine the planning and development of the Foundation.

An independent external Auditor audits the accounts and prepares the balance sheets each year for ready access by any authority that may have a direct interest in the Foundation. Financial records are available on request to Head Office.

All our Board member's profiles are on our website: [www.wcfoundation.org.au](http://www.wcfoundation.org.au)



Fun on the slide



Christmas Family Fun Day 2012



School Beach Excursion to Jervis Bay



Science study



Vegetable beds planted out at the College



# VISION

## MESSAGE FROM OUR CEO

It's hard to believe that another year has passed and we are again doing our Annual Report! The past 12 months have been amazing as we have seen a huge growth in our agency, requiring the need to employ more highly qualified staff.

All our staff are delivering great results for our children and young people. It is a challenge to ensure they "match" the needs of the children with the skill base offered by our wonderful carers. Additionally, we have had a number of Family and Community Services' carers transfer over to our agency which has further enhanced our pool of carers.

Our staff are the most amazing people I have ever worked with and I am grateful for the leadership of both Andrew Munro, our General Manager and Sonia Liddicoat, our Operations Manager. Under their leadership we have grown exponentially!

Our name is now synonymous in the community for offering quality care and accommodation for abused, neglected and homeless children. I can proudly say that the past 12 months has further endorsed the Vision we share in caring for children and young people at risk.

I believe our future is established and we would love to see our Vision emulated with other agencies throughout NSW and Australia.



**Bill Campbell OAM, JP**  
Founder, Chief Executive Officer



Produce from our garden



Applying compost around the plants



Food freshly prepared from the garden beds



Some of the garden beds



Tilling the soil



Christmas Family Fun Day 2012



Marquee at the Christmas Family Fun Day



Queueing up for the water slide



## Q & A WITH OUR CEO

William Campbell (affectionately known as “Bill” within our organisation) founded William Campbell Foundation 15 years ago. “Much of my childhood was spent in children’s homes and foster care. I wasn’t ashamed of being in the children’s homes. I was ashamed because nobody loved me. That’s why I wanted to start an agency to help children who are experiencing a childhood like mine,” says Bill.

William Campbell Foundation has enjoyed strong growth in recent years. Here is a snapshot of the highlights and insights for our CEO over that time.



### When did you first become interested in giving children hope and a future?

I remember it well. In 1990 my sisters went to their first reunion with other girls who had lived at the Salvation Army home at Arncliffe. I saw the effect the reunion had on those women and it started me thinking that there has to be a better way of keeping siblings together in foster care. There were other siblings like me at the reunion who had also been separated from family members because of their age or their gender. I was inspired to establish an organisation that enabled children to stay connected with their family members.

### What have you learned in your time as CEO?

Even though environments and circumstances have changed, the emotions children experience and their behaviour is the same as when I was young. In a sense nothing has changed. I love seeing children transformed. One child in particular comes to mind - when I first met him he shook my hand but had his head bowed and looked at the ground. Now when I meet him he sticks his hands in his pockets and eyeballs me and boldly asks why I have come to visit. Such moments are treasures that money can’t buy.

### What do you love most about your role?

Being able to share in the journey of our children, carers and staff and being part of the team brings great satisfaction. I recognize how important each team member is, there is no way that I could have made the vision happen without each person using their skills and abilities.

I also love that my family are so involved and I admire the sacrifices that my wife Dawn and daughter Donna have made to support the Foundation. It is wonderful to know that long after I’ve gone the Foundation will still be here, that I will be able to leave a legacy of kids being cared for the way I envisaged in the beginning.

### Fifteen years down the track what is your vision for William Campbell Foundation?

I want to see it duplicated and emulated by others. I want to see it grow proportionately throughout the state and the nation, but only if it continues to carry the philosophy and values that it currently has.

### Mentoring is important to WCF. Who has mentored or inspired you?

The fellow who got me going – Rev Dr Bob Hillman. I spent eight years trying to convince others of my vision when Bob said “You can’t impose a vision on other people, it won’t happen, you have to drive it”.

### What does it mean to be a Christian foster care agency? How does that make William Campbell Foundation different?

I honestly believe we would not be the agency that we are today without the Christian values that we uphold. These values set a standard that flow into everything else. Every child deserves to live in a safe environment with decency and respect - this is the best healing tool we can offer them.

### Do you have a favourite quote that expresses your philosophy of life?

Never give up – that is the signature to my whole life – living in children’s homes, out on the streets and trying to make it in business. When I have known I can’t do it myself, I believe God can do it through me.

# OUR HISTORY

## HISTORY TIMELINE

**1945** Bill in Bexley Boy's Home.



**1948** Bill at 11 years of age.



**1959** Bill and Dawn.



**1998** Bill and Dawn, Donna and Wayne purchase the Nowra Hill property to establish William Campbell College.



**2000** Cottage 1 donated and erected by the Property Industry Foundation on the property at Nowra Hill



**2003** Head Office officially opens.

**2005** Cottage 2 donated and erected by the Property Industry Foundation on our farming property. Currently our temporary school premises.



**2010** Bomaderry Office opens, transferring from Nowra CBD where the offices commenced in September 2004.



**2013** Bill & Dawn Campbell and Donna Jones at entrance to Dapto Offices before occupation.





## OUR SERVICES

### OUT OF HOME CARE – (FOSTER CARE)

Children and young people in foster care live with their carers in the community or in cottages provided by the agency on our farming property.

Carers are afforded on-going 24/7 support through the out of home care team's Casework Manager and Caseworkers as well as on-going training and support in a range of relevant areas. We provide psychological services, counseling services, mentoring, in-house Chaplaincy services and educational services.

### SOUTHERN BROKERAGE SERVICES

This service accompanies our foster care program and offers a variety of programs including –

#### Emergency/Crisis Care

Qualified and trained personnel are available at a moment's notice to provide emergency and crisis care when a referral comes to Southern Brokerage from Family & Community Services.

#### Supervised Contact and Supervised Transport

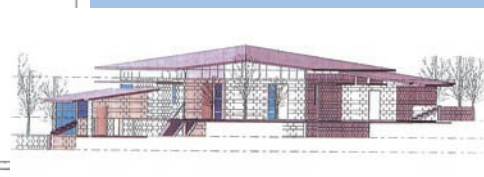
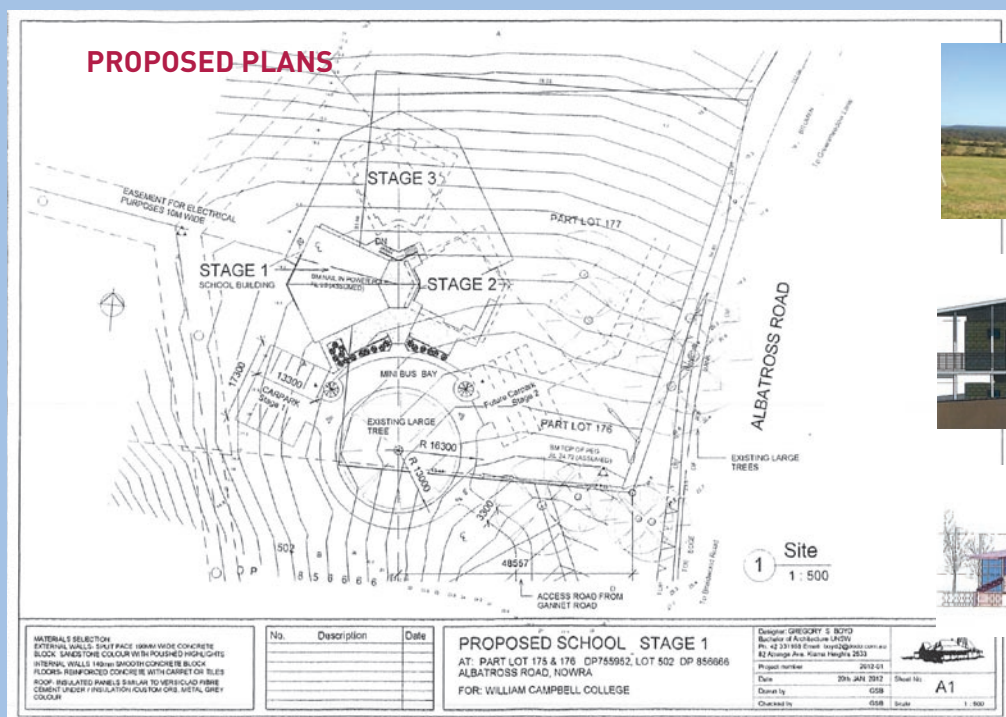
Southern Brokerage provides trained and qualified staff who support contact between children in out of home care, their family and significant others. This service ensures that children are able to have a relationship with their birth family in a safe and supported environment.

#### Youth Work Support/Crisis Care

Southern Brokerage provides support for a child or young person should the situation arise that they require supervision and support for a period of time whilst an out of home care placement is located. Trained staff support children in an holistic manner to ensure continuity and stability whilst waiting for a more long-term option.

#### Mentoring

Many young people require the support of a mentor to assist them develop skills or to help them through difficult times. Southern Brokerage mentors come with the clinical backing of WCF's Psychologist who assists in the development and monitoring of behaviour support plans.



School Plans – Stage 1, 2 & 3

## OUR SERVICES

### **WILLIAM CAMPBELL COLLEGE – ‘SPECIAL ASSISTANCE’ SCHOOL**

In January 2010, William Campbell Foundation opened its ‘Special Assistance’ School which retains the name William Campbell College. The school provides individual tuition for children from K-6. The school will, in time, provide K-12 schooling. In June 2010, the NSW Board of Studies issued 5 years registration to operate our ‘Special Assistance’ School.

Also offered at the school is a range of programs which provide occupational and living skills. These programs will eventually be offered to other disadvantaged children and young people in the community, including horticulture, agriculture, aquaculture, permaculture, arts, craft, IT, sports and personal development.

### **CHAPLAINCY**

We are proud to say that our Foundation is one non-Government agency that has a full time Chaplain who works extensively with our children, young people, carers and staff of our agency, as well as the students of our school. This appointment demonstrates we meet the statutory requirements that we honour all children and young people’s spiritual and cultural diversity.

Our Chaplain Rachael, also mentors some of the older girls in our care. The response has been extremely positive and we are thrilled to have her working with our agency.



Grevillea in full bloom on the property



Wildlife



Bill Campbell receiving  
‘Community Father of the Year’ Award 2012



Outdoor education at the College



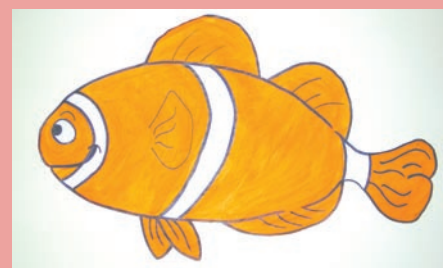
Christmas Family Fun Day 2012



Craft and play room resources



Children's art on display



Student painting



## WCF DEPARTMENTAL REPORTS

### GENERAL MANAGER'S REPORT

I began working with WCF in April 2010. At the time I started I conducted a stakeholder survey to get some ideas from key people about what we were doing, what was going well and what we needed to improve.

That survey in 2010 provided me with a plan for a way forward.

Since that time I have focused on the following areas;

- Focusing on our vital relationship with Community Services.
- Expanding the services offered by WCF.
- Improving the quality of the services provided by WCF.
- Recruiting and maintaining staff who were able to do the work and had the personal values consistent with the vision and mission of the organisation.

Our motto for this phase was "Better before Bigger". We knew we needed to improve in several key areas before we were ready to grow. The transition process has at times been painful and challenging. Most difficult was the loss of several key staff in early 2012 when our funding arrangements changed.

2013 has seen the rapid development of WCF. We have made a massive leap forward – building now on a stronger foundation. We now have;

- Great staff and managers.
- An extremely positive work culture.
- A respectful, positive and professional relationship with Family and Community Services.
- Great improvements in the outcomes for children and young people at our School and in our out of home care and Brokerage programs.

My aim for 2014 is continuous improvement – we want to make sure we get better in all areas, without losing the personal touch. I believe if we do this well then growth will be inevitable.

The most important aspect of our work at WCF is always the people. Bill continues to be an inspiration to me and those connected to our agency – his perseverance and determination to achieve his vision is nothing short of amazing.

It is hard to mention all our amazing staff individually in this report. However, Sonia requires special mention. She is to be commended for all she has achieved in the past 3 years. Sonia is determined and has high standards – always looking for improvements. Sonia has been tireless in her efforts to grow the organisation in both quality and quantity. Without her blood, sweat, tears and wisdom we would never have achieved what we have to date. I can honestly say that our Managers, School staff, Brokerage staff and out of home care staff are second to none. I have worked in a variety of agencies and our staff are the most skill and committed I have seen anywhere.

Finally a great thank you to our foster carers. Without our foster carers WCF would not even exist. Foster carers do the front line work with children. We appreciate all you have done to enrich the lives of the children and young people in your care.

Onward and Upward for 2014 and beyond!



**Andrew Munro**  
General Manager



Craft resources



Christmas Family Fun Day 2012



Library at William Campbell College

## WCF DEPARTMENTAL REPORTS

### OPERATION MANAGER'S REPORT

We sent one of our carers, Marion, a bunch of flowers as sincere thanks for all her assistance with the children in our care. When the Caseworker went to visit her she told her that she was blown away and that she hasn't received flowers for 100 years and she thought they were for her daughter and was so surprised and lucky to receive them. Marion also said that she should be buying flowers for WCF to say thank you for the joy that she has been given having the two children that have been placed with her and all the children for respite.

Its comments like this that makes coming to work every day very easy. The past 12 months has been very positive and rewarding for the agency and I would like to share some of our achievements;

This time last year we had 27 children in care in our out of home care program, we now have 43 children in care and this is a milestone for our agency.

This time last year we had 8 staff in our out of home care program and we now have 17.

We have opened an office in Dapto, with the official opening yet to occur.

We have met all of our contractual agreements with Family and Community Services.

We now have a small foster care recruitment, training and support team that look after new carer assessments, Family and Community Services carer transfers, carer training and support.

We have focused on rebuilding after a difficult previous 12 months. Our efforts to recruit good quality staff and increase our agency's profile in the community have paid off.

As we enter into the future with a strong community presence and a strong robust team of staff, I am confident that we will continue to go from strength to strength and provide a great quality service to children and young people entering care. It would be remiss of me not to acknowledge all of our carers, staff, head office staff and my wonderful team, as it is with all of these people's dedication that make this agency the quality agency that we are and I appreciate and value each person's individual contributions.



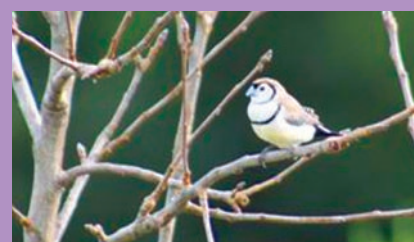
**Sonia Liddicoat**  
Operations Manager



Student enjoys the challenge of a Climbing Maze



Student project on display



A rare finch in the grounds of the College



Making balloon animals for children at the  
WCF Information Marquee



William Campbell College Presentation Day



## WCF DEPARTMENTAL REPORTS

### CHIEF FINANCIAL OFFICER'S REPORT

This past year has been a time of steady and sustainable growth in all our programs, with continued growth in the sector and increased interest in our unique model of care for children who are referred to us. Managing the financial controls over the Foundation has been maintained, mindful of the recurrent funding available from Federal and State Governments. This year also saw our growth into the Illawarra area and the purchase of a property at Dapto which has been refurbished and is being utilized by staff to service the needs of our children and carers in this region.

Financial reporting and accountability is maintained by an internal accounting software package from which monthly financial reports are tabled for the Board on a monthly basis. Our financial statements are fully audited by external auditors in December and June each year.

The out of home care funding has been supported by our financial management of revenue received from Family and Community Services, supporters and donors. Income for our 'Special Assistance' School has been sourced from the Recurrent Funding received from the Commonwealth and State Governments in accordance with the scale of funding per capita received by all schools. This revenue has been complimented by fundraising activities and donations received from the general public. Our school also enjoyed support from the Property Industry Foundation during the year in the form a work-a-bee. This weekend event involved preparation of new vegetable gardens, landscaping and shade areas were constructed by a team of volunteers. This has been a great benefit for the students and staff at our school.

Our expenditure is monitored closely with costs contained particularly in administration whilst ensuring our service delivery is one of excellence. We are very appreciative of our supporters and donors and always consider our small donors a vital part of our ongoing growth. Each donation, regardless of size is received with gratitude and used as it was intended from the donor. We are thankful to those who have assisted us throughout the year in the form of donated items for the children and those who have given regular monetary contributions as well as those supporters who have given in kind to various projects and events.

Our voluntary fundraising committee held a very successful annual dinner during the year which raised some much needed funds for the building of our purpose built 'Special Assistance' School. One challenge we face during the next year is to raise sufficient funds through supporters and possible grants to enable us to proceed with the construction of our purpose built school. This will be a high priority during the year ahead.

It is certainly a privilege to be part of this team of totally committed people who are determined to provide new hope and open up new opportunities for the future in the lives of the children who come into care with us. Looking forward to the year ahead with a great amount of expectation for the continued growth with new and innovative plans for the future of our agency.



**Donna Jones**  
Chief Financial Officer



Wet weather excursion fun



Protea shrub in full bloom on the College property



Start line at the School Mini Olympics

## WCF DEPARTMENTAL REPORTS

### ADMINISTRATOR'S REPORT

Another busy 12 months have passed and we are growing exponentially.

We have seen a number of new staff come on board after we were able to secure recurrent funding from tFamily and Community Services. This has allowed us to source frontline experienced staff who have brought their own special "flavor" to the agency, each with a strong skill base in their various backgrounds.

Seeing our agency grow enormously and management being able to employ very highly qualified caseworking and ancillary staff has been most rewarding over this past year.

Our dedicated out of home care team, under the watchful eye of our General Manager, Andrew Munro and Operations Manager Sonia Liddicoat continue to flourish.

The Head Office has built good systems of recording and reporting to ensure safe retention of information around the agency, its needs, our growth and on-going re-accreditation requirements.

We were thrilled with the outcome of our Annual Dinner in September 2012 which raised \$27,000 toward the construction of our 'Special Assistance' School. All donations are channeled toward the College building fund. We are also seeking further Government financial assistance.

Our school is functioning well with 7 students who are under the care of our Head Teacher, Shaun Howard and his team of dedicated Teachers and Teacher's Aides. We are blessed to have such an amazing team who put their shoulder to the wheel every day they attend the school, always seeking ways to engage the children in further extended learning and programs of achievement.

Special thanks to all staff and management for their wonderful input and assistance for another great year!

#### Challenges

1. Constantly prioritizing workload
2. Ensuring paperwork is accurate for ongoing quality assurance toward re-accreditation
3. Anticipating urgent work and
4. Keeping Bill Campbell on track!

#### Achievements

1. Smooth flow of work emanating from Head Office
2. Developed new procedures for HO
3. Ongoing assistance by Kerrie Goodridge (Administrative Support Officer)
4. Enormous satisfaction in seeing a fabulous team of employees working together!



**Suellen Emerton**  
Administrator, PA to the CEO



Farm Buddies enclosure at the Family Fun Day



Staff and parents admire School garden



Students preparing fresh salads



## WCF DEPARTMENTAL REPORTS

### SOUTHERN BROKERAGE MANAGER'S REPORT

#### Supervised Contact and Transport

Our Supervised Contact and Transport program continues to provide safe travel and supervision for children in out of home care when they have visitations with their natural family members. We have a pool of highly skilled and professional workers who maintain a positive and comfortable environment during the supervision for all parties.

#### Mentoring and Youth Support Services

We have had a noticeable increase in this work area and we have been able to provide a great outcome based mentoring service to many children and young people in the Shoalhaven and Illawarra Area. Our workers spend a lot of time getting to know their client and establishing the requirements in mentoring the person, whether it is in Life Skills or Social Skills and setting realistic goals with the client's input.

#### Crisis Care and Support Service

This program provides short term-direct care and supervision to children and young people during an interim period prior to securing a placement, or if there are no other options for this client. We also provide respite care for children and young people experiencing difficulties in their current placement. During the year of 2012 -2013 we have provided this service for individual clients for time periods ranging from a single weekend through to five months. We are very excited to announce that due to this service becoming very well known and sought after by Family and Community Services we have been requested to take on a client with intensive needs and behaviours who has not been able to be stabilized through any other program. We are looking forward to the challenge, which will begin later in 2013.

The Southern Brokerage Service currently has a pool of 27 workers with a continual need to recruit more staff to keep up with the requests from Family and Community Services. We take great pride in our workers who are continually providing an outstanding service to our clients with their high work standards and ongoing loyalty.

Due to our Dapto office being open now, we are moving further and further into the Illawarra area with all aspects of the Southern Brokerage Service. The increase in workload already is encouraging and has shown us that Family and Community Services are keen to have our service in those areas also.

I would like to take the opportunity to say I am so proud to work for an agency where all staff are acknowledged and appreciated for their contribution. William Campbell Foundation has an amazing group of people who are all working as a team in the best interests of our children and young people.

We have an amazing executive team in Bill, Donna, Suellen and Andrew as well as Sonia who are always supportive, encouraging and know how to get the best results from all of us. Having Sonia is like having a never-ending resource of knowledge and support with a lot of laughter and fun thrown in when needed!



**Alicia Morris**  
**Manager**

**Southern Brokerage Services**



Students receiving their PCYC certificates



Farm & Project Manager, Craig Rogers landscaping



Supervised Contact and Transport Service

# WILLIAM CAMPBELL COLLEGE

## 'SPECIAL ASSISTANCE' SCHOOL

William Campbell College is a quality 'Special Assistance' unique school for children and young people who have not been able to compete with their peers in mainstream schooling due to their lack of literacy and numeracy which may have emanated from the abuse they have suffered in their young lives. This could be through medical issues or by other means.

The uniqueness of the school allows for our teachers and staff to work in a cohesive manner with out of home care staff from our agency which allows a fuller understanding of the children's individual needs.

In August 2009 the out of home care arm of the agency was awarded 5 years full Accreditation by the NSW Children's Guardian which means that we have met every legislative and statutory requirement for any out of home care agency in NSW.

Accreditation further cements our determination to deliver quality outcomes for all children and young people in our agency and continue with the vision to build a school that gives outstanding support and outcomes to children who would not have the opportunities we are offering them.

These opportunities include but are not limited to;

**Agriculture**

**Horticulture**

**Animal husbandry**

**Aquaculture**

**Permaculture**

**Information/Technology**

**Music**

**Arts**

**Craft**

**Sports**

**Woodwork**

**Metalwork**

**Outdoor education**

**Swimming and water sports**

In June 2010, William Campbell College was granted 5 years registration by the NSW Board of Studies who acknowledged that the School is unique in its concept and vision.



Student art and learning project



Enjoying the animal nursery at the Christmas Family Fun Day



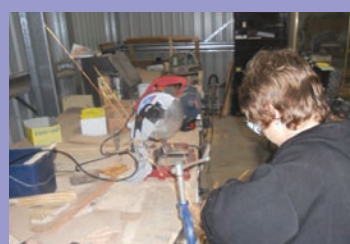
Creativity with crayons



Information Technology



Model making activity



Student metalwork project



The School's free range hens



# WCF DEPARTMENTAL REPORTS

## HEAD TEACHER'S REPORT

### Challenges

Challenges are frequent and varied at WCC. Dealing with the behaviours of the students on a daily basis is a challenge in itself, but with the support of a Psychologist one day a week (since April 2013), and implementing early afternoons once a week for staff, has allowed the staff to feel more supported in the work they do. Staff morale does need to be monitored closely as it is extremely easy for staff to suffer from compassion fatigue at WCC, especially due to the fact that we do not suspend students, even after challenging behaviour outbursts.

Having to remain in temporary premises has caused more challenges, including not being able to set up the school exactly as we would like due to space restriction, and a limited growth scenario which emanates from Shoalhaven Council's approval for 10 students only in our current temporary premises. Not having purpose built classrooms, toilets, administration and staff areas can make life a bit difficult however we are looking toward the future with a purpose built school.

### Achievements

For the first time since the school's inception members of staff went interstate for professional development. To be able to go and listen to Dr Bruce Perry, and interact with the Berry Street staff was eye opening and validating. It was great to speak with people who have been teaching kids who have fallen through the cracks of the education system for many, many years. This further confirms we are "on the right track" with the children in our school.

Getting Learning Labyrinth to work with us has been a big step in the right direction, and having objective facilitators come in and help guide us was also a breath of fresh air.



**Shaun Howard**  
Head Teacher



William Campbell College Presentation Day



Play therapy room



Bill welcomes students and families at Family Fun Day



PIF Work-a-Bee Volunteers landscaping



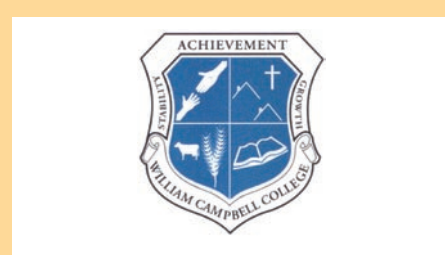
Food prepared for the Open Day Lunch



Student painting



Getting ready for the Mini Olympics



College Crest and Motto

## WCF DEPARTMENTAL REPORTS

Getting our own school website up and running was an achievement, and many thanks to Becky Millburn for putting in the hard yards to see this happen. [www.williamcampbellcollege.org](http://www.williamcampbellcollege.org)

Having a clinical Psychologist on site one day a week has improved both student outcomes and staff wellbeing, it has also helped us maintain a therapeutic environment for both staff and students.

Cath Gitau and Linda Staples went to training earlier this year, and have been able to come back to school and implement the Stephanie Alexander Kitchen Garden program. Our garden is up and running, and we are preparing meals once a fortnight using produce from our garden. This has been the first step in our permaculture program, which is now fully entrenched into our weekly school life, including recycling, and building compost. Special thanks Linda Staples who has been continuing on with us in a voluntary capacity.

Measuring school achievement in our students can be difficult, as progress can be, at times, laborious. I've put the following in dot points to point out specific achievements students have made;

- A student who at the beginning of the year could only count to 5 but can now count consistently to 15.
- A student who refused to read often at the beginning of the year is now reading for enjoyment, and volunteering to read to the group.
- A student who, at one point earlier in the year, was being sent home early a number of times a week, and even on partial attendance at one point, is being maintained at school all day, almost every day this term (thus far).
- Having an on-site Speech Therapist has made a massive difference to the academic outcomes of our students. We have been able to tailor our individual programs to incorporate the specific communication needs of our students, especially expressive and receptive language difficulties.



School Financial Outlay display



Sand castle building on the beach excursion



WCC Kitchen - food preparation for guests



Beach excursion to Jervis Bay



Students sowing seed



Student artwork



Playdough creations



Open Day Breakfast game - adults participating



## WCF DEPARTMENTAL REPORTS

### SCHOOL COMPLIANCE OFFICER'S REPORT AND CHILD PROTECTION OFFICER'S REPORT

#### Foundation Child Protection Officer

The 2012-2013 reporting period included a number of challenges, including;

- The review of the Foundation's findings with respect to a child protection investigation. The Child Protection Officer was involved in preparations of legal documents for this review including on-going reporting to the NSW Ombudsman.
- Involvement in the Foundation's audit by the NSW Ombudsman. This required lengthy preparation and input, as well as developing an agency response to the Ombudsman's Final Report. This also involved revising and developing appropriate policies and procedures in line with the audit recommendations.
- Providing ongoing advice to staff and management about potential 'reportable allegations' or 'reportable conduct' issues.



**Ricky Nolan**  
School Compliance Officer  
Child Protection Officer

#### School Child Protection Officer

- Reviewed and provided advice on staff conduct with respect to possible reportable conduct matters.
- Provided training on Child Protection and the Staff Code of Conduct.
- Conducted annual reviews into critical incidents for each year, providing advice to the Principal about issues of concern and areas for improvement.

#### School Compliance Officer

The School Compliance Officer was involved in a range of administrative matters necessary to the ongoing operation of the William Campbell College. These included;

- Preparing and submitting the 2012 Annual Report.
- Meeting government reporting obligations with respect to funding, student data, staff data and a range of other issues.
- Ongoing conduct of risk assessments for off-site activities.
- Facilitating regular management meetings for the College.

#### Legal and Policy Officer

- Provided legal and policy advice to staff and management, as required.
- Assisted in drafting relevant agency policies and procedures.
- Created and maintain a register of requests for information under Chapter 16A of the Children and Young Persons (Care and Protection) Act 1998.
- Processed a number of requests for information under Chapter 16A to other agencies.
- Facilitating the approval by all authorised carers of a new Foster Carer Agreement.



Bill Campbell with WCC staff



Students' activity at Open Day 2012



Basketball hoop



Mini Olympics event

## WCF DEPARTMENTAL REPORTS

### CHAPLAIN'S REPORT

The role of Chaplain at WCF is to assist the organisation meet responsibilities of spiritual development and religious rights of children and young people placed within WCF care. The Chaplain is also available to staff, carers and their families who may want or need pastoral care and spiritual support. To fulfil these requirements in my role as WCF Chaplain, the Chaplain endeavours to work in a multi faceted and diverse capacity throughout WCF and WCC.

#### Achievements

##### William Campbell College

##### Christian Living

The Chaplain facilitates Christian Living lessons twice a week at WCC. Students have continued to work on the Bible Timeline and focus on the morals and ethics presented within each Bible story. All lessons have fun activities and games that help students not only engage in a lesson, but also add to the enjoyment of learning about the Bible.

##### Music

We have completed the WCC music room, which we use for one on one music lessons and as part of the student's rewards program. Alongside the teachers, the Chaplain has the opportunity to discover student's musical ability, talents and gifts and help students develop in these areas. Students continue to enjoy singing and playing percussion instruments on a regular basis as part of their music lessons with the Chaplain.



**Rachael Riddington**  
Chaplain



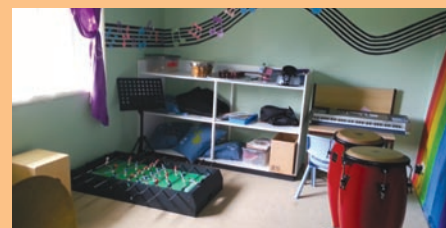
Class sing-along



Play therapy



Scene from WCF's television advertisement



WCC Music Room



Student lunch break



Learning about emotions



Carer meeting with our chaplain



Student drawing





## WCF DEPARTMENTAL REPORTS

### William Campbell Foundation

#### Mentoring

In my role as Chaplain I work closely with Caseworkers to support children and young people who they feel will benefit from Chaplaincy support. I also work closely with young people in WCF to develop life skills through activities that focus on developing self-esteem and positive self-image. This is achieved through assisting young people in creating resumés, apply for jobs, driving lessons, Christian Living lessons, music lessons prayer and spiritual support. I also continue to support;

#### Prayer Meeting

We held monthly prayer meetings on the last Friday of every month in 2012. We have changed it to the last Friday of every term in the hope we will have an increase in attendance for both the breakfast and prayer meeting.

#### Music lessons

Music students have doubled over the last twelve months. This enables me to develop a rapport with the children and young people in WCF through music. Lessons include learning percussion, guitar, bass and singing. Several students are preparing for the WCF Christmas party where they will be performing the Christmas carols this year.

#### Carer pastoral care/spiritual support

My role is to arrange welcome packs and birthday presents for children and young people in WCF. The generosity of local churches and community members through their provision of gifts makes this possible.

The Chaplain's role continues to be accepted as an integral part of the agency with Carers continuing to accept pastoral care from a Chaplain. I enjoy attending 'Shared Lives, Shared Stories' training to meet and greet new Carers coming on board at WCF.

#### Challenges

Extending Chaplaincy influence throughout the agency and focusing on ways in which my role can assist Carers in a pastoral care capacity. I have endeavored to increase my knowledge and training about out of home care and relating role to all aspects in out of home care.



Open Day Activity



Veggie stall from the school garden



Creativity encouraged



'Stability, Growth and Achievement'



Student prayer meeting

## WCF DEPARTMENTAL REPORTS

### FARM & PROJECT MANAGER'S REPORT

The past 12 months has seen the most growth in my department since our inception, in terms of activities on the farm and the purchase of quality equipment to establish good, safe working practices.

I have been slowly landscaping the property and clearing away debris to create fire breaks in the dense bush. Areas are being cleared where fruit trees are to be planted along with vegetable patches.

We have a chook pen that was donated by staff at Bunnings 2 years ago and it has been a constant challenge to keep foxes away and the chooks safe however we now have strong fencing in place.

The family of our late patron, Barbara Holborow, have given us approval to name a bushwalk that I have been constructing, the 'Barbara Holborow Walking Track'. It will be some time before the walking track is complete.

Some years ago we received a grant from the Southern Rivers Catchment Management Authority to be dispersed over 15 years, to ensure the return of the eco system in our farm management.

They have since reported they are thrilled at how this process has been managed by us on the farm.

#### Challenges

- Foxes and vermin control
- Lantana control

#### Achievements

- Landscaping
- Establishment of gardens and ferneries
- Safe work practices



**Craig Rogers**  
Farm & Project Manager



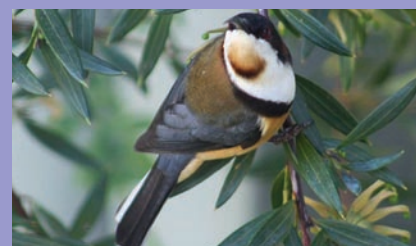
The property tractor and slasher in action



Arrival of the 'new ute' at the property



The tractor complete with bucket attachment



Eastern Spinebill enjoying the landscaping



Some of the garden landscaping



## WCF DEPARTMENTAL REPORTS

### PUBLIC RELATIONS REPORT

We have been able to raise our profile in a short period of time by making a concerted effort to publicise our need for foster carers by promoting Bill's story and the stories of some of our foster carers. Our key staff have also received training in media relations.

Active promotion of our foster care program has been important in correcting the commonly held belief that we are a private school. Our Southern Brokerage program has also benefitted from our free advertising and additional marketing expertise. Our challenge in the year ahead will be highlighting the need for financial support for our school and providing clear opportunities for potential donors.

#### Editorial Opportunities

Bill's story has been broadcast on ABC Illawarra local radio and has featured in the Illawarra Mercury and South Coast Register. A number of our foster carers have been featured in stories in the Milton Ulladulla Times, Lake Times, Wollongong Advertiser and South Coast Register.

#### TV Advertising

We have been able to make more effective use of the support of our media sponsors. We successfully applied for in-kind support through BlueScopeWIN Community Partners Program. Under this agreement WIN has produced a new ad and given us generous airtime in the lead up to our foster care information sessions.

#### Newspaper Advertising

The South Coast Register and Illawarra Mercury have given us invaluable support in printing ads free of charge. Thanks to the support of the South Coast Register, we have also enjoyed free advertising in the Goulburn Post and Southern Highlands News.



**Jo Munro**

**Public Relations Officer**



The WCF Information Marquee



Filming a scene for WCF's TV Commercial



Roll camera!



Face painting at the WCF Information Marquee



Recording of WCF Radio Commercials



Video recording at WIN Television



Standby, Take 3



Busy time at the WCF Information Marquee

## WCF DEPARTMENTAL REPORTS

### Radio Advertising

A group of foster children and their foster carers helped to voice our new radio ads, which were generously produced by i98FM free of charge. These ads have been broadcast by i98FM, Pulse 94.1FM and Power FM.

### Open Your Heart Campaign

We have actively supported the ACWA Open your Heart foster care promotion campaign and have held foster care information sessions to coincide with this campaign.

### Promotion to Foster Carers Transitioning from Community Services

We supported Community Services' at their Expos for foster carers who are considering transitioning to a non-government agency. We also provided free face painting at the Community Services 2012 Christmas party, which also allowed foster carers who wish to transition to meet some of our friendly staff.

### Other Foster Care Promotion

We provided free balloon animals and promoted our foster care program at the Australia Day celebrations held at the Nowra Showground.

We are grateful for the support of the RMS, Shoalhaven Council and Swan Plumbing Milton in allowing us to display banners free of charge. We have also displayed a banner at Dapto Ribbonwood Centre.



In the studio recording Radio spots



Scene from WCF's TV Commercial



Pull up banner for WCF Foster Carers and information packs



Shooting scenes for the WCF TV Commercial



'WCF Foster Carers Needed' A3 poster



Shooting scenes for the WCF TV Commercial



WCF Newspaper ads seeking new Foster Carers



WCF banner to attract new Foster Carers on Princes Hwy Overpass, Nowra



## WCF DEPARTMENTAL REPORTS

### FOSTER CARE RECRUITMENT TEAM

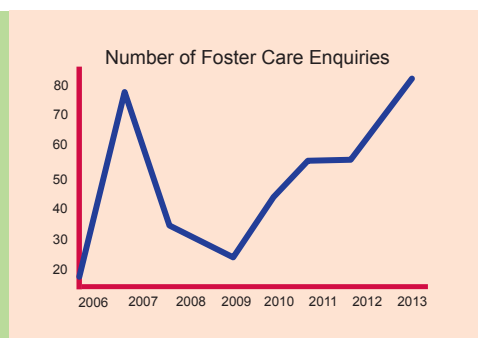
This past year has been a very busy one, with many new enquiries coming through the system and off our website.

We are pleased to see the growth of enquiries, many of which are translating to information sessions, foster care training, full assessments through to authorized carers. We believe that the next 12 months will be even bigger.

Our recruitment team is growing and we have big plans for our future.



**Ngaere Rayner**  
Foster Care Recruitment,  
Training & Support



Foster Carers Training Program



Foster Carers share their experience with  
Amanda Kelly - WCF Caseworker

### FUTURE GROWTH – MOVING FORWARD

All non-Government agencies across the sector face on-going challenges to ensure sustainable future growth and expansion.

WCF is no different. This past year has been huge with WCF's management facing many real challenges regarding the loss of approximately one third of our funding by January 2012, securing recurrent funding and ensuring we have positive plans to take us strongly into the future. The engagement of quality staff in all departments is another issue.

Management is also aware we need to ensure we do not expand too quickly without putting in more strong structures and firming our policies and procedures to keep our quality improvement functioning and our focus forward.

Our Annual Dinner in 2012 allowed us to raise some \$27,000 toward the physical construction of our 'Special Assistance' School. We have been actively sourcing both Government and non-Government agencies for capital growth monies and will continue to do so.

In the past 12 months we purchased a property in Dapto which will be another base for a Casework Manager and 2 Caseworkers and is designed to service the social welfare needs of the Illawarra area.

This property will allow us to have a firm home base for these caseworking staff and will also ensure less travel for some staff who currently travel to our Bomaderry office from the northern suburbs of Wollongong. Further, supervised contact can occur in these premises as it is a fully functioning house with all amenities and will have a purpose built children's playground, barbeque area and landscaped gardens.

Our Bomaderry office will continue to adequately service the Shoalhaven and southern areas.

We are blessed to have great leadership in our agency, incredible staff, awesome carers, great children and young people, an effective and active Board, a fabulous Fundraising Committee, and firmly believe that this following year will be our best yet!

If you would like to be a part of our future, why not call our Head Office on 1300 130 585 or (02) 4237 5566 for more information.

## FUNDRAISING

Fundraising is always a challenge for any agency and more so these days where people in the community are often struggling with the basic cost of living. We are blessed to have a fantastic Fundraising Committee, headed up by two of our Board Members, Maria Thomson and Stephen Royall.

### **Annual Dinner and Art Auction 2012**

Maria and Stephen have worked tirelessly, along with the other Fundraising Committee Members – Lorraine Lehman-Jones, Renee Lever, Belinda Green, Linda McKay, Leanne Gamble, Alan Dicker, Bill Campbell and Suellen Emerton, to effect a great outcome for our Annual Dinner.

### **'Brush with Celebrities' 2012**

Renee Lever from Levers Picture Framing and Art Supplies, came up with the original idea of a 'Brush with Celebrities' a number of years ago. This idea has proved itself time and again and we are thrilled each year, to have a number of different celebrities complete a spontaneous painting for us in a shopping centre.



WCF Annual Dinner held at Villa D'Oro in Flinders Street, Wollongong



Celebrities show their talent with a brush at Wollongong Mall



Art goes up for auction on centre stage at the WCF Annual Dinner



Bill Campbell interviewed on stage at the 'Brush with Celebrities' event at Wollongong Mall



Enthusiastic bidding from our dinner guests raises \$27,000 towards the School's Building Fund



Sonia and Bill thank Colleen and Greg White (South Coast First Aid) who donated \$15 from each first aid training booking during the month of June



Celebrities' paintings nearing completion



Bianca Dye's face gets painted along with her canvas



## FUNDRAISING

This past year we were at Stockland Shellharbour and had a wonderful time with the various celebrities like Bianca Dye (i98FM), Lyndal Rogers (i98FM), Marty Haynes (i98FM), Dr Margaret Gardiner (Cancer Council), Trent Bowater (Entertainer), Lynne McGrainger (Entertainer). Their paintings were auctioned off on the night of the Dinner which was held at Villa D'Oro in Flinders Street, Wollongong.

Our Annual Dinner in 2012 allowed us to raise some \$27,000 toward the physical construction of our 'Special Assistance' School. We have been actively sourcing both Government and non-Government agencies for capital growth monies and will continue to do so. If you are interested in assisting us, please call our Head Office on 1300 130 585.



Splashes of colour!



Bianca Dye shows off her skills with a brush



Paintings gets under way



'Brush with Celebrities' event gets TV coverage



Pink, pink, and more pink



Finishing touches!

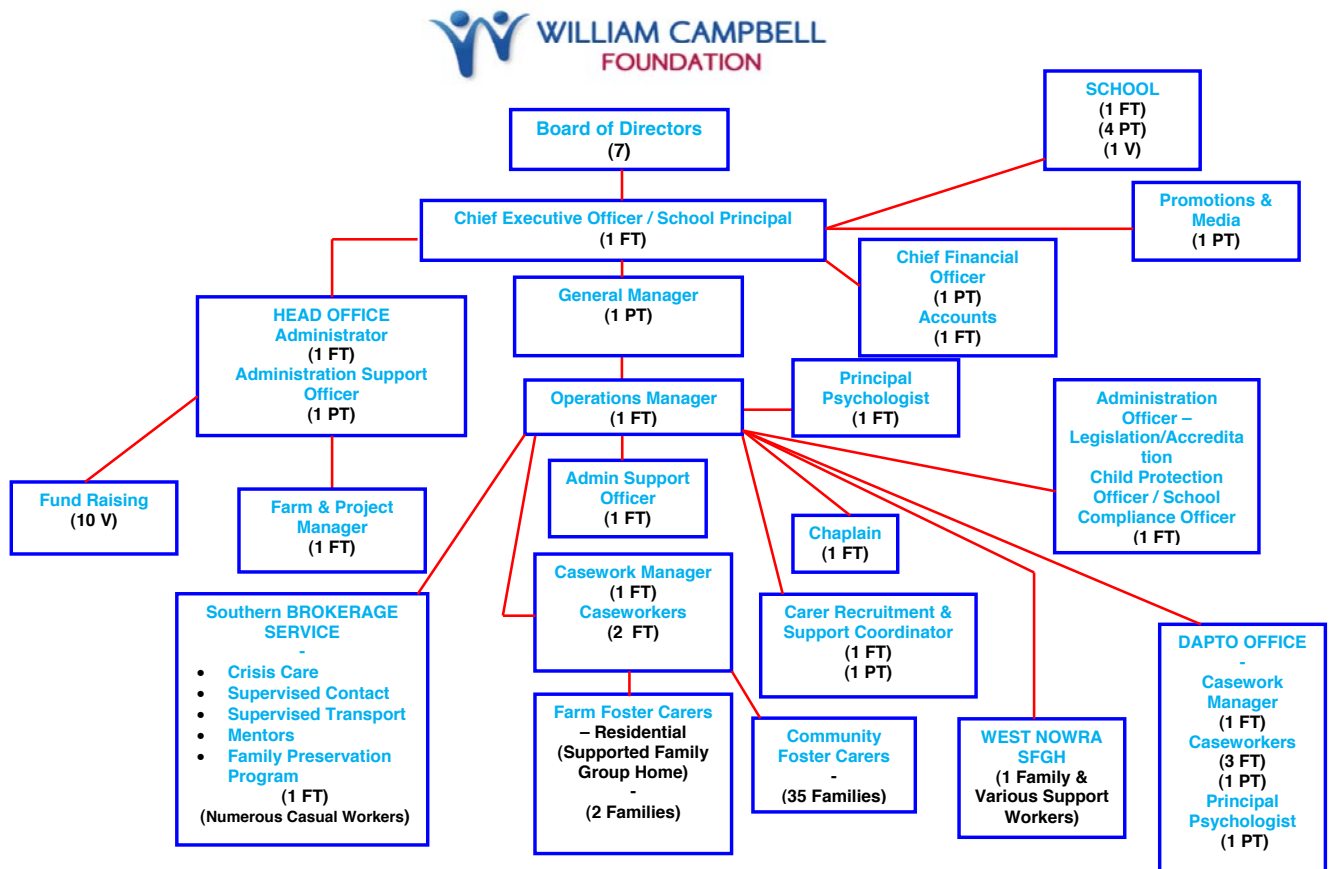


Beware, wet paint!



Bill Campbell mixes it with the celebrities at Stockland Shellharbour

# ORGANISATIONAL STRUCTURE



Ever increasing demand for Foster Care



Foster Carer Information Packs on display



Foster Carers at the Carers Training Session



Foster Carers are our lifeblood



William Campbell College chickenpen





## SUMMATION

William Campbell Foundation count it a privilege to serve children and young people at risk. We have a proven track record of providing quality care and accommodation to children and young people.

We are proud to offer professional and well qualified staff to support children, young people and carers, in achieving William Campbell Foundation's vision, ethos and purpose.

For more information, please contact:

### **William Campbell Foundation**

Head Office

138 Charles Avenue

Minnamurra NSW 2533

1300 130 585

Ph/Fax: (02) 4237 5566

All correspondence to:

PO Box 3035

Minnamurra NSW 2533

Email: [headoffice@wcfoundation.org.au](mailto:headoffice@wcfoundation.org.au)

Website: [www.wcfoundation.org.au](http://www.wcfoundation.org.au)



PIF Work-a-Bee volunteer assembles cubby house



PIF Work-a-Bee team contribute time and skill



Our Ceo and Staff inspecting renovations at the new Dapto Office



Everything is growing at WCF



Student sculpture using pasta shapes

## OUR SPONSORS



Marigolds in the School garden



Farm manager's restoration results in lush undergrowth in the Paperbark forest



Everything is growing at WCF



Fully grown Cabbages ready for picking from the vegetable garden



Sweet Peas border the vegetable garden





