



william campbell
foundation



2018 - 2019

Annual Report



Welcome
to


jour

A collage of photos showing children and adults smiling, integrated into the letters of the word 'jour'. The 'o' in 'jour' is a large circle containing a photo of two young boys. The 'u' contains a photo of a young boy smiling. The 'r' contains a photo of a young man. The 'j' is a solid blue letter. A yellow underline is positioned below the word 'jour'.



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2018 - 2019



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VISION

OUR VISION

Through Christ-centred care we are committed to supporting and creating positive opportunities to empower children, young people, individuals and families.

OUR VALUES

Compassion, Christianity,
Accountability, Respect,
Reflection, Stability



VALUES





A message from our Founder

In July we entered a new world in Out-of-Home Care.

Our new contract with Family & Community Services required us to implement their new Permanency Support Program, to which we are committed to implementing. We were required by the Department to be service ready by July, and service ready we are! The new Permanency Support program is a new philosophy of providing Out-of-Home-Care with the emphasis on Adoption, Restoration, Guardianship and Foster Care.

We have fully embraced this concept and throughout the year we have been steadily enacting these services as an accredited Service Provider. I commend all Management and Staff who were and are currently working with these programs for their enthusiasm and commitment they have shown in reaching successful outcomes for children and young people in our care.

I am extremely pleased with the outcome of our modified design for our purpose built 'Special Assistance' school on the farm, created by Katrina Scobie of Dual Design. The design will meet the needs of every child enrolled. I believe Katrina has produced a most creative design and on behalf of the Foundation, we are extremely appreciative of her work.

You can read more about William Campbell College on page 22.

The Shoalhaven Council has now approved the new design which will be illustrated in this report. Further work on the school will resume in the near future.

Again, I would like to commend our Management Staff for the completion of the Foundation's Strategic Plan for 2019-2023.

The formulation of the plan required a lot of input, research, and many hours of reflection and amendments to create a robust and exciting strategy for the next four years.

Once again, this year I wish to personally thank our wonderful Carers, who are so dedicated to ensuring the children we have in care are receiving the love and nurture that children are entitled to receive.

In particular, I wish to thank the birth children of our carers, who give personal sacrifices and share their home and family with children who need a stable home.

To all our Management and Staff, a big thank you for your tireless and discerning commitment you make each day in serving these special children and their carers.

To Sonia, our CEO, and her Management Team, I can only say that she, and they, have done it again and ensured that our Agency is growing in its governance, transparency, and most of all, its professional expertise in creating the best environment we can for all our children, carers and staff.

For the last three years I have been working on an Autobiography of my life and in particular my childhood and teenage years. It is a book designed to be a possible voice to tens of thousands of abused and neglected children who are now adults and of mature age who may not be able to speak for themselves due to the trauma of their childhood and the lack of a reasonable education.

My hope is the book will be complete for publication toward the end of this year and will be printed and published prior to Christmas.

Bill Campbell, OAM, JP
Founder & Chairman

A message from our CEO

It is a privilege to be the CEO of this wonderful agency and I am particularly grateful to our dedicated Board of Directors who have given up their own time to ensure the agency has strong governance, sound decision-making, exemplary financial management and a strong strategic direction. I thank you whole-heartedly for your continued support.

To our Founder, Bill Campbell and his wife Dawn - every day we strive to do and be our best to fulfill your vision, with the love and care that you have for this agency and all that belong to it.

I have no doubt that this year will be the one we remember as the year we tackled head on the new Permanency Support Program, with the commencement of our new contract on July 1st, 2018. The past 12 months has transformed WCF as an agency, as we made the necessary changes to our organisation in preparation for this exciting new program.

It is plain to see the importance of this work for our children, young people and their families and we have successfully navigated the roll out of these reforms.

This achievement would not have happened without the herculean effort from our staff and carers, who have shown much hard work, patience and determination. We will continue to strengthen our focus on giving every child and young person a loving home for life, whether that be with their parents, extended family or kin, or through open adoption or guardianship.

We have also seen growth in the agency, and WCF is now much stronger with the addition of new staff, programs, infrastructure and a Strategic Plan that will drive us through to 2023 that you will see later in the report.

Some of our successes have included:

- Ten children and young people have been restored to their family, and continue to be successful in these restorations.
- We have worked in collaboration to see seven children adopted and two have proceeded to Guardianship. In addition to this, we have a number of children and young people who have been identified and continue to proceed through these pathways.
- We have invested in our people with a significant increase in training to continue to achieve permanency outcomes for children young people and their families.
- We have built a strong Human Resources team, to support the growth and development of the agency and its people.
- We successfully went through our accreditation renewal with the Office of the Children's Guardian (OCG) and received five more years of accreditation that will take us through to August 2024.

Some of the feedback identified by the OCG was that the organisation has strong systems and practices in place, and they could see consistent, quality casework across all areas.

I acknowledge that while the demands of the work that we do are real, I never underestimate the impact that this has on people. This year has come with its challenges, as is expected with any new reforms and significant change, but what I love about our team is we turn our challenges into teachings and opportunities for learning.

I am extremely proud of our staff, our leaders, our carers, our volunteers, our families, our partners and our supporters and I am very pleased with the work that we do.

We are strong together and I thank each of you for your commitment and contribution to this agency and for continuing to #bethedifference in the lives of our children and young people.

Sonia Liddicoat
Chief Executive Officer



OUR BOARD

Read what our Board really want you to know about them... Their inspirations, their interests. their why and their motivations...



Bill Campbell

Founder and Chairman

My childhood experiences has been the catalyst in formulating our vision in providing for abused, neglected and homeless children.

As we achieve each success our vision reinforces my desire to see the Foundation grow and become increasingly active in the lives of more and more children.

It is rewarding to me that 83% of the children we have in care are sibling groups which was the main reason for setting up the Foundation.



Kerrie Lindsay

Board Member

Throughout my career I have had the privilege to work with courageous young people who have had experiences that they should not know about let alone have encountered. Being a member of the Board of the William Campbell Foundation has allowed me to continue to support caring and supportive individuals who take every opportunity to improve the lives of young people who have had a traumatic life.

Every child has the right to live in a happy, safe and caring environment. The William Campbell Foundation aims to support young people who have not been provided the opportunity to live the life they deserve.



Paul McGeachie

Board Member

As a Board Member I am responsible for ensuring the strategic vision of the agency is clearly articulated to all agency staff and the broader community and underpins all of the decisions we make as a Board of Directors.

I understand as a Director, I am responsible for steering the organisation towards a sustainable future by adopting sound, ethical, and legal governance and financial management policies, as well as making sure the agency has adequate resources to thrive in the current, ever changing not for profit space.



Donna Jones
Board Member

Being a Board Member since the inception of WCF has been an honour, to be able to participate in serving the Foundation and most importantly the children we care for.

Good Governance, accountability, compliance, and being able to help promote and protect the vision of our Founder is top priority for me. And the best part? Hearing feedback from children in their words about how WCF has helped them, and to hear from carers and staff about how much they enjoy being part of WCF!

My favourite quote that I reflect on regularly and inspires me daily is...

“ Let the beauty of what
you love, be what you do. ”



Dawn Campbell
Board Member

I see myself as someone who is overseeing the organisation and that the children are receiving the best possible accommodation, care and educational opportunities.

Being a Board Member means I play a supportive role to our management, staff and carers. I have enjoyed the role of Board member for 20 years and contributed to the Board Meetings making sandwiches, hot finger food, cups of tea and coffee as well as being involved in major decisions.



Deena Patino
Board Member

Kimberley Jones
Board Member



I am motivated to see children and young people who are vulnerable or in at risk situations receive a holistic approach to treatment and intervention.

Stories of recovery and flourishing lives from children and young people who had the world against them inspires me to keep working hard towards my PhD and making a difference in children's lives.



Sonia Liddicoat, Chief Executive Officer

I love working for an agency where everyone is **committed** to what they do, no matter what position you hold, the children and young people are always at the centre of what we do. On a day to day basis there is a sense that we are all working in the same **direction** of our **vision**.

Tony Ryan

PSP Regional Manager

My career in this sector is driven by a sense of **natural justice** for the most vulnerable people in our community and this starts with child welfare.

Keeping children **safe** and helping them reach their full potential is my focus. I learn something new, or am motivated by the children we work with in this job every day.



Alicia Morris

Human Resources

My **passion** for the welfare sector started with my mum being a foster carer when I was younger, which she continues today. I was lucky enough to be born into a stable and supportive family and through my **mum's foster care journey** have been able to witness firsthand the difference that can be made to children and young people who weren't so fortunate, when they are met with kindness and patience.

Concern for the **welfare** of others has always been something that my family prioritised and I am so proud to be able to make a real difference in their lives.



Amber Webb

Clinical Services

My previous role was one in which I worked in crisis and urgency at all times. I also only had the **opportunity** to engage with children and families for short periods of time.

I wanted to work at WCF so I could have the time and space to calmly plan for meaningful and **long term therapeutic work** with children and families.

I wanted to work in a team environment that is collaborative and supportive, enabling me to provide practice that is **holistic** and leads to best outcomes for children.



Michelle Freitas, PSP Team Leader Bomaderry



What I enjoy most about my job is seeing **families reconnect** and build attachments that last a lifetime.

Knowing that the majority of children and young people return to their families, either in a planned restoration or from young people deciding to return home, it is **wonderful** to be part of a team that recognises families strengths and focuses on **positive** outcomes.

Suellen Emerton, Administration

The **Christian ethos** for WCF is what makes it what it is and I fully believe that spiritual healing is paramount to allowing anyone to move forward in their lives, embracing the pain of their past so it becomes a **strength** - but also celebrating their future.

I feel the greatest **joy** for me has been to see a number of children and young people have an experience in out of home care which has been positive.



Jane Russell
Finance

I had always wanted to find a financial career that had a **rewarding** purpose.

I love knowing that my role is a part of a **passionate** team that's main focus is supporting children & young people.



Hollea Elley
Marketing & Communications

Every role at WCF has a **purpose**. Even a role such as mine, where I do not work directly with the kids, I know that what I am doing will make a **positive difference** for them. Communication is very powerful. You communicate every day, in many different ways, shapes and forms.

Communication can help change the world, and for over 100 children, it has. I am sure you guessed it, but the favourite thing about my role is **communication**! Being able to communicate to the community and encourage people to help those in need, is empowering and rewarding.



Jenny O'Donnell, Family Support Services



I have mostly worked with children and young people in various areas most of my work life. It was during my last place of work at the Nowra Suspension Unit where children came to the unit needing much more than just an **educational focus**.

This motivated me to complete my Diploma in Community Welfare and pursue work in the sector.

It was during this time that I became aware of William Campbell Foundation and at that time, William Campbell College was in operation. I found the **agency values** around education and family aligned strongly with my own so I commenced as a Caseworker in 2011.

Nazrene Thomson, Intake, Assessment and Support



Bill's story resonated with me and I wanted the **opportunity** to work in an industry where I could make a tangible difference to a child's life as Bill anticipated.

I love the fact that WCF is a dynamic, **family oriented organisation** which genuinely cares. This is the only place I know where the CEO actually has a personal interest in the welfare of every single child with us and knows their name and story.

Meg Lawton, PSP Team Leader Warilla

I want each child in our care to have a sense of **belonging**, feel known, heard, and connected to their people. I want to do this by strengthening their relationships with family and the significant people in their lives in order to honour their sense of identity.

I also want each child to know that we have the **courage** to sit with them in their pain, but see more than their trauma- we see their **strengths, hopes and potential**.



Marcus Levett, PSP Team Leader Ulladulla



I felt disillusioned in previous jobs and personally I felt that I could offer more to the world than the private sector role I was in. I have been in the sector now for 10 years since completing a welfare degree in 2009. The work has its challenges though the **positives** of providing support to children & young people, birth families, carers and working in collaboration with other agencies and the local community certainly outweighs any negatives.

I love working with the team and offering advice, **guidance** or learning to carers or birth parents, caseworkers or other managers or the executive team. After all we are all striving for the same goal, **permanency and stability** for these children.

113

Children and young people in care

109

Dedicated Carers
(Long Term, Emergency and
Respite Care)

44

Casual Staff

Full time and Part time Staff

29

80

Families supported through
our Family Support Services

60

Children and young people supported
by the Clinical Team

61

Children and young people
supported by the Chaplain

50

children and young people
attended SWAG Camps
and Kids Club

7

Board Members

Offices

5

7

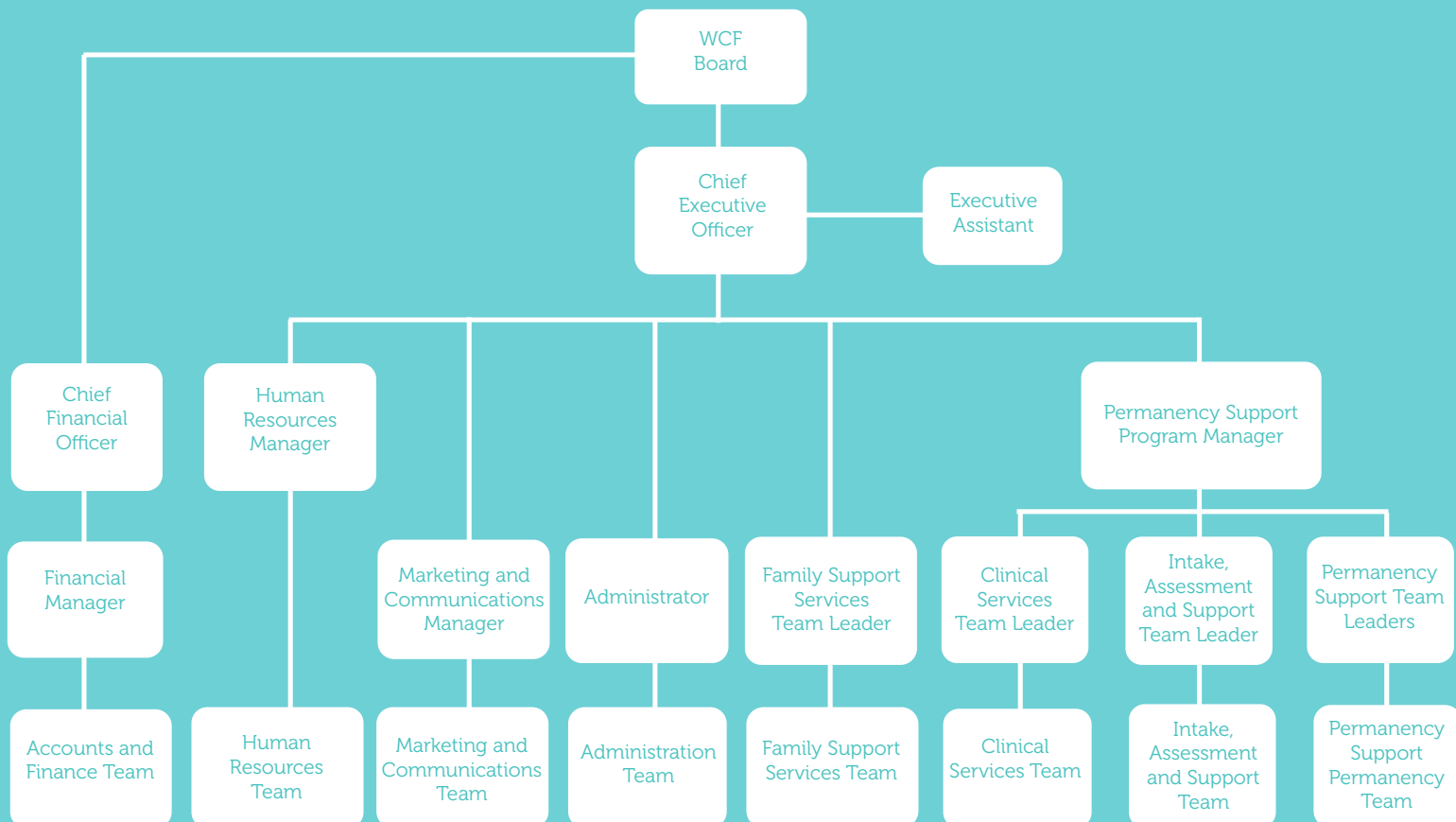
Students

4

Volunteers



OUR ORGANISATION



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From the heart



Alan & Shirley
WCF Carers

Alan and Shirley have been foster carers with William Campbell Foundation for six years, and during that time they have supported many children and young people and learnt that sometimes raising a child involves throwing out your parenting books.

"The time had come... you have these desires, these goals, and you keep talking yourself out of them or coming up with reasons not to do it, but there comes a time where you don't have any other reason not to, and you know in yourself that if I don't do it you'll regret it."

That decision started Alan and Shirley on a long journey supporting a number of children and young people who for reasons out of their own control, could not continue living with their parents. This wealth of experience is something that the couple reflect on frequently, especially when encouraging others to consider their own ability to provide care.

"[Our] excuse had run out, and having children was one [of them]... If there was a regret, we should have considered [foster care] when our children were here. Our children would have coped very well with it, and these kids, as we've seen them in the house with our children, it would have been even greater for them."

When it came time to decide what type of care they wanted to offer, Alan and Shirley decided to try respite, short term and emergency care; a pathway that they recommend. They found that it helped them gradually develop their skills, and find their place.

Respite care involves Alan and Shirley having a child or young person in their care for short stays, such as weekends, school holidays, or overnight; *"One of the greatest supports we can offer, is to other carers, and respite is very important to long term carers, helps to empower them."*

Short term on the other hand is designed to give the child's family enough time to manage through difficult events and situations.

If and where appropriate, the child or young person may be restored to their family or they may be placed in long term care. *"It's not all drudgery, it's not all trauma; you do get a lot of laughs."*

This message was a significant point that Alan and Shirley wanted to highlight throughout the conversation. *"The children aren't rebellious in themselves, they're confused."* There are a number of things that we assume most children do, that children in care do not, such as going to the zoo, seeing movies at the cinema, even catching a ferry can be an awesome experience for children and young people in care, and the couple highlighted that there is joy in sharing these experiences with them and empowering them.

Alan also shared with us that one of the activities he enjoys to do with the children is to make up stories with them acting as the main character! Amazing stories of princes, princesses, and dragons where they were the hero. When the time came for the child or young person to leave Alan and Shirley's care they would print out these stories so that the children had a copy to keep for themselves.

"What we found was that these kids had very low self-esteem and had been poorly treated, and felt very worthless. We made them the heroes of their stories, and it built [them] up."

Alan and Shirley
WCF Carers



OUR FAMILY SUPPORT SERVICE

What is your role at WCF and what does this role entail?

I have been working as a Family Support Worker with WCF for nearly five years and during that time I have worked in all program areas, such as Family Time, Mentoring, Social Skills Support, Independent Living Skills and currently Family Preservation.

Each program area comes with its individual guidelines and challenges, however the focus in all the work I do is to ensure that children and young people have positive relationships with each other, their family and their community.

What is one of the most rewarding things about your role?

Having worked with vulnerable children and young people for over 27 years, the most rewarding aspect of my role has been to watch the children, who first come into care to then go on to become exceptional young people who are participating in their local community and are making positive choices about their future.

It is a privilege being part of an organisation that as a collective can be part of a child's life, knowing that we can create a safe and secure space for the children and young people to feel cared for and above all, protected; which children with severe trauma desperately need.

Working with the kids, what do you think the biggest challenge is for them?

One of the most frustrating aspects of my work is seeing so many children slip through the educational cracks. Not every child fits into the mainstream school system.

However the reality is that most of the children and young people within WCF will have numerous suspensions throughout a one year period, which does not help the child, the parent or the carer, who may already be struggling with a child with challenging behaviours.

I'm very excited about the new school being built and am thankful that Bill Campbell and Sonia Liddicoat along with many others have recognised the need for a school that welcomes all children with complex learning difficulties and ensures that they have all their educational needs met, which will help them prosper and have employment opportunities that they may not had before.

What is the funniest thing a child has said to you?

I have had quite a few funny things said to me over the years but the most recent one was when I was working with a family of five children. I asked the children to draw me a picture, which they did. The four year old Blake* drew a large circle with a tiny person inside the circle. When I asked Blake what it was he said it was a picture of him in my tummy and added that he wanted me to be his mummy! This was so very sweet and the family had a great laugh about this. However this picture indicated to me that he trusted me and felt secure in the positive environment I had created for him and his siblings.

Although I didn't have to explain how babies were made or how they were born...thank goodness, I did have to explain that he was in his mummy's tummy when he was little and added that his mummy loved him very much and that he too loved his mummy very much.

Why are you motivated to work with vulnerable children?

I have spent my working life devoted to working with vulnerable children, children that didn't have a voice or had never actually been listened too. It is imperative that every child needs to be in a secure and safe environment so they can express themselves freely and without judgment, which is what I feel I am able to do. I believe that gaining trust with families, children and young people goes a long way to encouraging them to make positive choices and also help them see the opportunities in front of them that they may not have noticed previously.

* not real name



“ Every child matters, every child needs to be listened to and every child needs to feel safe and secure. ”

**Do you have a powerful quote that inspires you?
That you reflect on regularly?**

I don't have a quote as such but I like to always keep in mind that every child matters, every child needs to be listened to and every child needs to feel safe and secure.

It's also important to understand that every step forward counts, it doesn't matter how big or small the step is I view it as a positive for the family, children or young person.

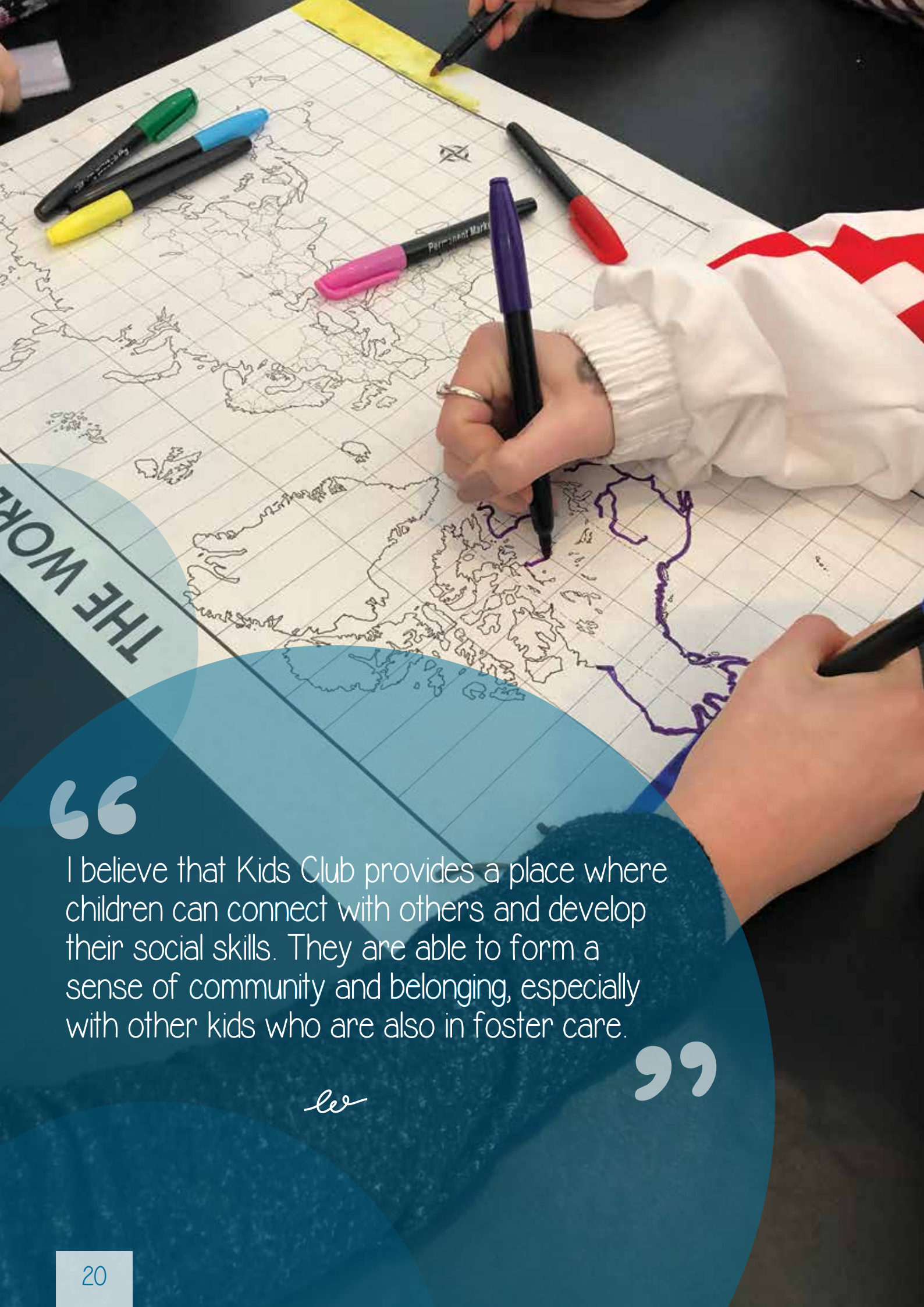
The other important factor for me is that sometimes it's the little things that make a difference. Not long ago I spent an afternoon with five children who have experienced significant trauma, and all we did was make paper planes and flew them in a park across from their home.

To see them smile and laugh and just be kids was amazing to watch. The children didn't need any devices they didn't need to be driven anywhere and they didn't need money spent on them. They were not on high alert nor were they experiencing anxiety, they just enjoyed doing something simple.

Whilst our role in working with children with extremely complex issues is difficult sometimes we need to remind and show them that they are children and to let them experience something simple like flying a paper plane, which brought an enormous amount of joy to their difficult little lives for a short period of time.

Louise Donney
Family Support Service Worker





THE WORK

“

I believe that Kids Club provides a place where children can connect with others and develop their social skills. They are able to form a sense of community and belonging, especially with other kids who are also in foster care.

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WCF KIDS CLUB

What is Kids Club and what is your role?

I am the Chaplain at WCF and part of my role is facilitating WCF Kids Club in Warilla, Bomaderry and Ulladulla. Kids Club is a free WCF after school program for primary school children. It is designed to promote children's social skills, spiritual development and wellbeing, sense of community and belonging in a safe and supported environment.

What activities are available for the children and young people?

There are various activities for the children and a typical day includes refuelling after the busy school day with a healthy and nutritious snack for afternoon tea then there are a variety of indoor/outdoor games, music and craft activities ready. All of these are designed to promote team work and to build healthy relationships between our kids. We have a saying that we are not looking for winning scores, but winning attitudes.

After the children have burned all their energy off, the children enjoy a fun and interactive scripture lesson. Sometimes we use a felt board, other times a small drama or object lesson and sometimes a visual arts presentation, it is always a surprise.

Every week, the children who attend Kids Club receive Bible Bucks. This is a rewards system, where the kids receive Bible Bucks for showing great attitudes and following the instructions we have all agreed to. They are then able to save or spend their Bible Bucks at the end of the afternoon.

What do you like the most about Kids Club?

I like the children the best. They are the best people in the world and I feel honoured that I get to spend so much time with them and have FUN!

How do you think Kids Club helps children and young people?

I believe that Kids Club provides a place where children can connect with others and develop their social skills. They are able to form a sense of community and belonging, especially with other kids who are also in foster care.

It also provides opportunity for teenagers to develop their leadership skills and mentor the primary school aged kids at Kids Club.

Kids Club supports the spiritual growth and development of our children in a safe and supported environment. Many of the children who attend are active in their faith and enjoy learning and talking faith with their peers.

Everything at Kids Club is strength based and we have a beautiful culture of encouragement and kindness that the children thrive in.

How has the donations you receive help?

The donations from Good360 have been the biggest blessing, with Suellen Emerton always on the lookout for the best available goodies for the kids. The quality of the toys is amazing and give the children the incentive to both earn and save their Bible Bucks.

How can children and young people join?

All children in primary school are welcome and can turn up to any of the Kids Club sites on the day. For more information, please contact myself, Rachael Riddington, on phone 0488 524 168 or email r.riddington@wcfoundation.org.au.

Rachael Riddington
WCF Chaplain

WILLIAM CAMPBELL COLLEGE

With the recent Shoalhaven Council approval of our modified school plans which were designed by Katrina Scobie of Dual Design, we have reached a stage where we can now resume the building of our "Special Assistance School" on the farm.

The construction of the modified design will be made in three stages consisting of three classrooms accommodating 20 students at any one time in each classroom.

The first stage will consist of students within the Kindergarten to Year 6 enrolments and will be initially available to children within our Agency, other Out-of-Home-Care Agencies and if necessary to the general community.

The children enrolled will have had limited educational opportunities and have been traumatised by abuse and neglect.

The school will be primarily an Agricultural learning centre consisting of agriculture, permaculture, aquaculture, music arts and crafts. An emphasis on the curriculum will be establishing numeracy and literacy skills. Empirical evidence reveals the lack of education is a foremost driver in children becoming involved in the Juvenile Justice System and thereafter potential inmates of the adult jail system.

Our community needs to address this enormous gap and this educational type of facility will go a long way to closing the gap. Our previous experience with our temporary school convinced us to build a permanent school and demonstrated our specialised learning methods and one-on-one individual teaching was evident by the successful outcomes we achieved.

We are delighted to share the three Dimensional Design Illustrations showing the finished product.

After attending meetings and discussions with the New South Wales Education Standards Authority (NESA) we will be in a position to complete the application process for formal Registration of the school.

We are now looking at producing our Business Plan and we will be working on final construction costings. Once these processes are complete we will be seeking grants, sponsorships, community involvement and support, a fundraising committee to assist in the financing and construction of the school.

For further information regarding the College we invite you to our website <https://www.wcfoundation.org.au/williamcampbellcollege> which will give you more detail.

Any financial, material or physical assistance would be sincerely appreciated from not only our Organisation but from the children who will benefit and acquire a future through better education.

You can easily make an enquiry through the link for further information or if you are interested in assisting on the fundraising committee or other area.





RIISING TO THE CHALLENGE



“ An Annual Report should not just show the positives, but also how the organisation has overcome or working on challenges...”

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See how we are going to achieve more in the next four years



We are committed to:

Working better with
Birth Families

Improving our
communications

Improving resources
and supports

Making training
more accessible

Continue to support
carers and staff
through the
Permanency
Support Program

A stable workforce

Improving decision
making

More projects for
children and young
people



Strategic Plan

2019 - 2023

Children, Young People, their Families and Carers

We will ensure that all our services are provided to a standard that ensures the best possible outcomes for children, young people, their families and carers.

Our People

We will invest in our people to build a strong foundation for the delivery of programs and services.

Community Presence

We will increase our presence in the community, as a supportive, engaged and dynamic organisation.

Funding, Growth and Sustainability

We will increase our capacity to support families and community through funding, growth and expansion.

We will do this by:

- | | | | |
|---|--|--|--|
| <ul style="list-style-type: none">• Providing trauma informed therapeutic support to all children and young people, their families and carers.• Increasing our pool of carers to be able to meet the various permanency pathway goals for all children and young people.• Encouraging and supporting children, young people and their families to be involved in decision making and the planning of their goals.• Caring, supporting and growing carers and families that care for children and young people. | <ul style="list-style-type: none">• Attracting and retaining the highest quality staff.• Providing timely, practical and relevant training and development to our people.• Communicating effectively at all levels of our organisation.• Recognising and celebrating the achievements of our people.• Enhancing our technology to support staff in their roles and improve compliance throughout the organisation. | <ul style="list-style-type: none">• Consistently building our brand awareness on the South Coast of NSW.• Becoming an award winning Not For Profit Agency.• Our programs gaining increased support from local businesses and corporate bodies.• Building on our connection with external stakeholders to ensure our relationships are strong and achieve strategic outcome.• Our Founder, William Campbell releasing his autobiography to further embed the agency's historical and future purpose in the community. | <ul style="list-style-type: none">• Ensuring that we have a sustainable financial base to support our service delivery.• Becoming the NDIS provider of choice for children, young people, individuals and families.• Becoming an accredited adoption agency.• Increasing our funding opportunities through grants and fundraising.• Strengthening and increasing our fee for service programs. |
|---|--|--|--|

William Campbell College

We will have a trauma informed, purpose built school that provides innovative education and learning in a rural setting.

- Opening stage one of William Campbell College which accommodates 20 children.
- Providing educational opportunities to children and young people who are unable to attend mainstream schooling.
- Having experienced, trauma informed staff.
- Our curriculum is based on agriculture, permaculture, aquaculture, music, arts and crafts with a strong emphasis on literacy and numeracy.

OUR PARTNERSHIP

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William Campbell Foundation and the South Coast Medical Service Aboriginal Corporation have been in partnership for four years. Our partnership has continued to strengthen through collaboration in the past year. Together, we have engaged in many joint initiatives including:

- Joint Staff Training
- Sharing of Resources
- Joint Community Events
- Joint Camps and Programs for our children, young people and carers
- Joint Carer Recruitment and Training
- Consultations between staff to ensure the provision of appropriate cultural plans for our children and young people

With WCF being a Non-Aboriginal organisation, it is important for us to address and support the needs of Aboriginal children, increasing their opportunities to stay connected to culture, family, kin and community.

This year we joined together to host our first joint Christmas Family Fun Day in December. Many carers, young people and children attended the Christmas Family Fun Day and enjoyed activities including watersides, jumping castles, petting zoo, pony rides, donut eating competitions, fairy floss, face painting and much more!

Our carers and kids had a great day and we received very positive feedback. We are looking forward to hosting our next joint Christmas Family Fun Day in 2019.

To read more about our partnership please visit

wcfoundation.org.au/ourpartners

#deadlypartnership





Q & A WITH EMILY

What did you study and what was your ideal role you were interested in once in the workforce?

I started my University journey doing a Bachelor of Arts majoring in Sociology and minoring in Indigenous Studies. It was in this degree that I found my passion in social justice and human rights. On completion of this degree I wanted to gain further knowledge in a practice-based discipline that promotes social change and development and the empowerment of individuals, as such I completed a masters of social work. As a social worker whose work is informed by holistic and therapeutic approaches it was important to me, once in the workforce, to work within a framework that promotes safety, trust, empowerment and choice. William Campbell Foundation provided this framework in both of the roles I have worked in.

What role did you start in and what role are you in now?

I started as an Intake and Support Officer in February 2018. This was my first full-time role as a social worker within the community. I thoroughly enjoyed this challenge and gained lots of experience and knowledge whilst in this role. In December 2018 I applied for and was successful in a clinical role within the agency. It has been a very exciting and rewarding role so far – and more importantly I get to hang out with our young people from time to time which I find so fulfilling.

“For me, I find the children and young people’s strength through adversity the most powerful! what amazing humans they are!”

What are the challenges you have overcome changing roles?

I have been very lucky to not have had many challenges to overcome changing roles. Like with most new roles the initial few months were challenging in that I was learning a whole new role and understanding where I fit within the team. Everyone at William Campbell Foundation have been so welcoming and supportive that it made the transition very easy.

Where do you see yourself in five years?

I am really excited about my position and the direction the clinical team is heading. My number one goal is to do the best job I can in this role.

I am hopeful that I will be able to grow within this position and be a part of new and exciting projects in the future.

What was a powerful moment for you when working with the kids?

I really just enjoy playing a part in our young people’s lives and having the privilege to be able to be on this sometimes messy, always amazing learning journey with the kids and their families. For me, I find the children and young people’s strength through adversity the most powerful... what amazing humans they are!

What would you say to someone who is sitting on the fence about a job, or they can see an opportunity in front of them but not sure to take it?

I would say go for it! The opportunities and challenges we face in life are always lessons that serve our soul’s growth.

Has WCF supported you through your job change?

Absolutely! I was 100% supported and encouraged through my job change! I could not have asked for more supportive colleagues.

Emily White
WCF Clinician



Without our supporters,
we would not be able
to continue to do the
work we do in our local
communities...

Thank you!



OUR SUPPORTERS

Property Industry Foundation
Plaztech Industries
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Commonwealth Bank of Australia
Kells the Lawyers
Good360
Levers
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SHINE Ladies Albion Park
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Berry Tea Shop
Rotary Club of Berry
Shellharbour Grill'd
Gateway City Church
Tash and Georgia
Sel F Less
Increase Church
InsideOut

Funding Body



Family &
Community Services



OUR GALLERY



FINANCIAL REPORT

It certainly was a great year for William Campbell Foundation with the 1st year now complete under the new Permanency Support Program as part of the new reforms by Family and Community Services commencing 1st July 2018.

Adjusting to a completely new funding model has its challenges and some unknowns, however our whole organisation exhibited great commitment to the new Permanency Support Program and we managed the changes extremely well financially.

We approached the year with regular monitoring of funding availability and being constantly mindful of our expenditure. Our focus on management and control of funding was to support the children and young people in our care as top priority and also to invest in our great people who are so dedicated to the work they do at William Campbell Foundation.

I believe we have achieved this with great outcomes.

Financially we are in a good strong position to plan ahead our staffing levels and our support programs. Our Financial team has worked well in determining our funding allocations and projections for the year to come.

We have set aside cash reserves to re-invest in our Permanency Support Program, cover any crisis event expenditure, and also to assist in the setup of new support program areas. We also have cash reserves in place to cover our accruals of staff entitlements.

During the financial year we implemented our new HR3 payroll system. This has been a substantial task and will continue to have further features set up with staff training required. This new payroll system will give us more detailed allocation of salary costs and improved tracking of staff entitlements and historic pay records.

In summary, I am delighted with the steady, sound and sustainable growth we have seen over the years. We are certainly ready for the year ahead with the financial support required for new, bold and visionary programs and support services for the children and young people we have in our care.

I would also like to mention that as Chief Financial Officer it is an honour to serve in this capacity since the inception of our organisation. We have grown considerably and are a highly respected organisation, with our Christian values at our core and the all-heart people that make up the ever increasing team at William Campbell Foundation.

I look forward to the year to come to continue to ensure we fulfil the vision of our Founder.

Donna Jones
Chief Financial Officer



OUR REVENUE

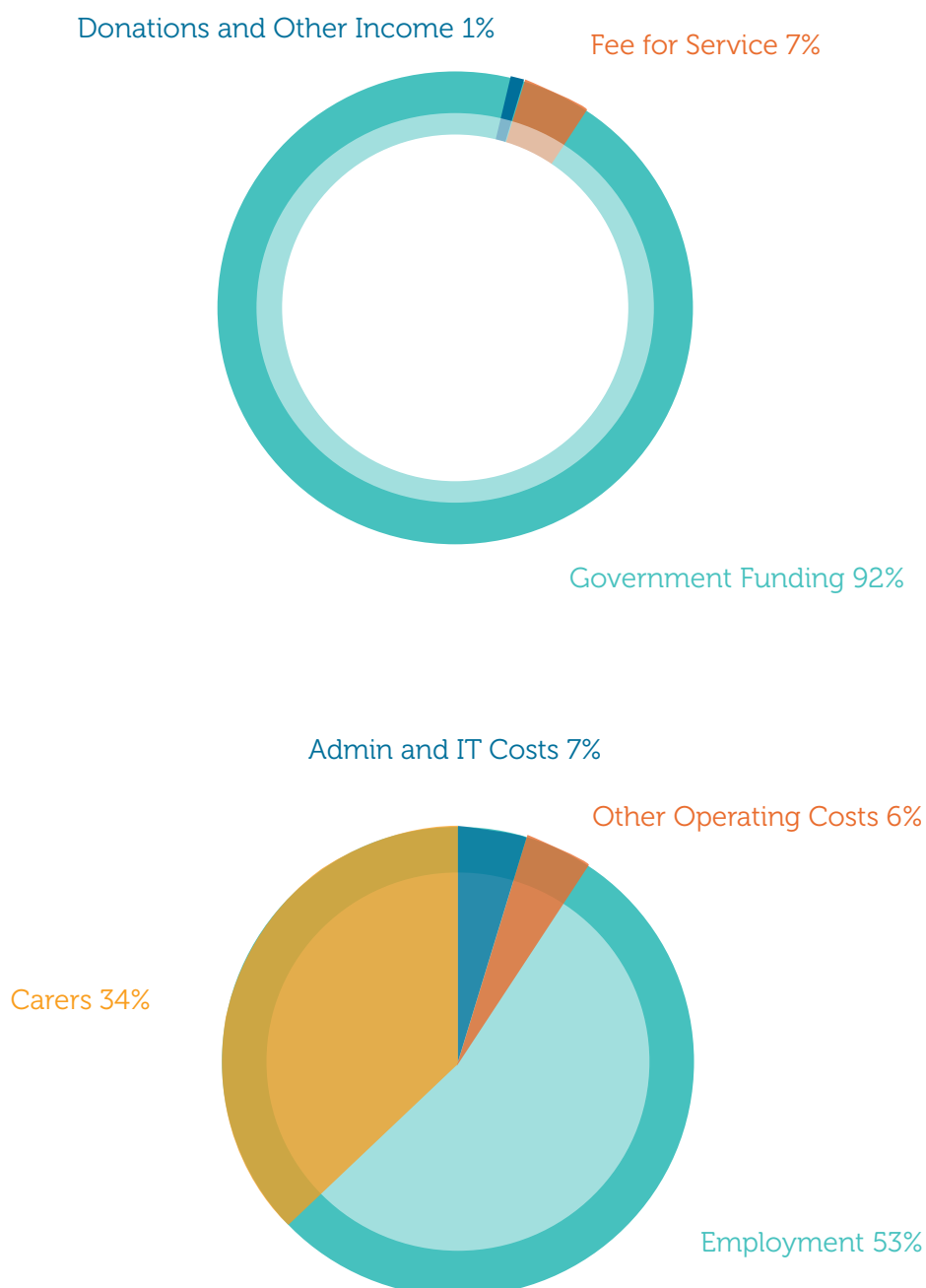
FINANCIAL POSITION

The following Financial overview is an extract from William Campbell Foundation's fully Audited Financial Statements. A copy of the Independent Auditors Report is also enclosed in this report.

The Foundation as a whole had an excellent result which enabled us to strengthen our Net Equity to \$2.4million compared to (2018 \$1.53million).

Other key features of our 2019 results are:

- Income and Expenditure Statement shows a full year surplus of \$898,143 (2018 \$196,875)
- Total Revenue – \$7.97 million an increase of 13.2%
- Total Expenditure - \$7.08 million an increase of 3.5%



DONATIONS AND SUPPORTERS

This year we would like to acknowledge the donations we have received from the following individuals and Organisations.

I would like to reiterate that the donations we receive, whether one dollar or one thousand dollars, we receive with gratitude, and always consider the intent and the meaning of what that donation means to the people who give.

We take your generosity to heart and will always use donations for specific purposes when requested.

A big **THANK YOU** to:

- Plaztech Industries
- Bomaderry Bowling Club
- Oatley Uniting Church Op Shop
- Rotary Club of Berry
- Jerry & Marion Hessenberger
- Noelene Sinclair
- Katrina Corney – Kiama Downs Pharmacy
- John & Kath Le Bas
- John & Barbara Street
- Increase Ministries
- Fiona Jones
- Virginia Gould

This year once again we have received wonderful support from individuals and organisations of goods and services, and pro bono or discounted rates from:

- Commonwealth Bank of Australia
- Kells The lawyers
- Bomaderry Bowling Club
- Good360
- Carol Preston
- Dual Design
- Central Hair and Beauty
- Ray White Kiama
- Woolworths Kiama
- Berry Rotary Club
- Grill'd Shellharbour
- Gateway City Church

The support we receive in all the various ways from these people and Organisations has been so valuable and a huge blessing!

Donna Jones

Chief Financial Officer



WILLIAM CAMPBELL FOUNDATION



Independent Audit Report to the members of WILLIAM CAMPBELL FOUNDATION

Report on the Audit of the Financial Report

Report on the requirements of the NSW Charitable Fundraising Act 1991 and NSW Charitable Fundraising Regulations 2008

We have audited the financial report of WILLIAM CAMPBELL FOUNDATION, which comprises the statement of financial position as at 30 June 2019, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible persons' declaration.

In our opinion the financial report of WILLIAM CAMPBELL FOUNDATION has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Registered Entity's financial position as at 30 June 2019 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Registered Entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our report on the requirements of the NSW Charitable Fundraising Act 1991 and NSW Charitable Fundraising Regulations 2008.

Responsibilities of Responsible Entities for the Financial Report

The responsible entities of the Registered Entity are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the ACNC Act, and for such internal control as the responsible entities determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible entities are responsible for assessing the Registered Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intends to liquidate the Registered Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Registered Entity's financial reporting process.

WILLIAM CAMPBELL FOUNDATION



Independent Audit Report to the members of WILLIAM CAMPBELL FOUNDATION

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

Report on the requirements of the NSW Charitable Fundraising Act 1991 and NSW Charitable Fundraising Regulations 2008

We have audited the financial report as required by Section 24(2) of the *NSW Charitable Fundraising Act 1991*. The directors are responsible for the preparation and presentation of the financial report in accordance with the *NSW Charitable Fundraising Act 1991* and the *NSW Charitable Fundraising Regulations 2008*. Our responsibility is to express an opinion on the financial report based on our audit.

Auditor's Opinion.

In our opinion:

(a) the financial report has been properly drawn up and associated records have been properly kept, during the financial year ended 30 June 2019 in accordance with:

(i) sections 20(1), 22(13) of the *NSW Charitable Fundraising Act 1991*; and,

(ii) sections 7, 9(6) and 10 of the *NSW Charitable Fundraising Regulations 2008*.

(b) the money received as a result of fundraising appeals conducted by the Registered Entity during the financial year ended 30 June 2019 has been properly accounted for and applied in accordance with the above mentioned Act and Regulations.

WSC Group - Audit - Pty Ltd

A F Gilbert, CA
Director

Dated this 2nd day of October 2019

HOW YOU CAN HELP

BECOME A FOSTER CARER

Open your home and heart to a child in the Shoalhaven or Illawarra.

Becoming a foster carer is a big decision for you and your family and one of the most rewarding decisions you can make.

If you are interested in becoming a foster carer call us on **1300 000 WCF** or visit **wcfoundation.org.au**.

BECOME A WCF SUPPORTER

WCF Supporters can be individuals, families, businesses or community organisations who want to get involved with us and help make a difference in their own way.

WCF Supporters are volunteers, sponsors, partners or donors.

If you are interested in becoming a WCF Supporter please visit **wcfoundation.org.au** or call **1300 000 WCF**.

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2018 - 2019

Annual Report

1300 000 WCF
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