

# Annual Report 2017-2018

Strengthening families, changing lives



dedicated to supporting children,  
young people, individuals and families.

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young people, individuals and families.





# 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

**Compassionate** - We have an all-heart attitude and always work with the best interests of those we support

**Christianity** - Love, hope and righteousness

**Accountability** - We are responsible and accountable for our actions and decisions

**Respect** - Accepting other's rights, needs and differences as okay

**Reflective** - What is working well, what doesn't and what may we need to change

**Stability** - Stable families are the best place for children and young people to grow up in

Strengthening families, changing lives

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# Our Founder and Chairman

# Bill Campbell

OAM, JP



This past year has flown by and I find myself again writing my annual report for William Campbell Foundation!

What a privilege to be a part of an amazing group of people including staff, carers, children and young people. The joy at being able to provide quality care for children and young people is something that gives me the impetus to keep going. We are blessed to have dedicated foster carers working with us to provide caring, stable placements for the children and young people.

Without our foster carers, we could not do what we are doing, so a big thank you to our carers for their commitment! In addition, we could not do what we are doing without our staff, who work tirelessly everyday to achieve positive outcomes for children, young people, individuals and families.

To my fellow Board colleagues, a heartfelt thank you for your contribution, robust discussions and your valuable time that you give up to ensure we have good governance and accountability.

In March 2018, we said goodbye to two of our long standing Board Members, Barrie and Sylvia Mahaffy. Barrie and Sylvia have made the decision, after many years of dedicated service to WCF, to hang up their boots and enjoy their retirement. Their commitment and contribution to the agency has been both commendable and invaluable.

We then welcomed Deena Patino and Kerrie Lindsay as new Board Members. Deena Patino came to our agency having been a long term supporter for many years. Deena is a strong businesswoman who runs and owns her own business and is very community minded. Deena has exceptional business management skills with years of experience working in public relations within her community.

Kerrie came to us as a recently retired High School Teacher. Kerrie has strong leadership skills evidenced by the many hats she has worn in her teaching career at various schools.

Kerrie also shares the passion to help disadvantaged children and young people achieve their goals through education and support.

Furthermore, most people know my passion for many years has been to construct a purpose built 'special assistance' school, William Campbell College, specifically to cater for the needs of all children and young people affected by trauma; certainly those in Out of Home Care.

Empirical evidence demonstrates that children and young people lack educational opportunities once they come into Out of Home Care, which also links into their trauma, as trauma diminishes a child's learning ability and capacity.

Over the past year my passion has grown more than ever to see our school constructed and we are pushing forward to see the school become a reality. We are hopeful that by the next annual report we will have the school well on the way to being constructed.

I would also like to thank our Chief Executive Officer, Sonia Liddicoat whom I entrusted with the Chief Executive Officer's role in early 2017. Sonia has more than justified her appointment and whilst it was a most difficult decision for me to pass on the role, I have had no reason for any regret and I can see Sonia forging the Foundation into the future in a very positive, professional and caring manner.

We have exciting plans for our future and know that whilst there may be challenges, there will be great experiences and outcomes, most especially for the children and young people in our care.

Our future plans will come to fruition with the ongoing support and assistance from our valued supporters. It is with a most sincere and grateful heart that I thank you for your generosity and ongoing support to WCF.

**Bill Campbell, OAM, JP**  
**Chairman and Founder**  
William Campbell Foundation





## Our Chief Executive Officer

*Sonia Liddicoat*

This past year has seen William Campbell Foundation go through a major transformation as we have transitioned to our new Permanency Support Program.

This transformation has resulted in significant change for our agency and our people. We welcomed new staff and new Board members, farewelled staff and Board members, created a plan to guide us, and have been building partnerships which will have a lasting and positive impact for our agency, children, young people, our families and our communities.

We are proud to be working with a wide range of dedicated, caring individuals and organisations, from government through to Non-Government Organisations and to the faith community.

There is a genuine groundswell and focus on seeing better outcomes for our children, young people, individuals and their families.

Some of the positive changes that we have made over the past 12 months have included:

- The delivery of information sessions to all of our staff and carers on the new Permanency Support Program, which were held across all of our regions.
- The introduction of our Therapeutic Framework ARC (Attachment, Regulation, Competency). This framework has been rolled out to our staff and carers.
- The realignment of all of our existing policies and procedures to embed the new Permanency Support Program into our processes and practices.
- The introduction of a number of new positions to the agency that will support the new Permanency Support Program.
- The implementation of a Role Requirements Framework, which guides and supports positions within the agency to meet a minimum functional capability.
- The forming of a partnership with the South Coast Medical Service Aboriginal Corporation (SCMSAC).
- The implementation of a comprehensive and client focused Case Management Database – Community Data Solutions (CDS).

It is not easy to assess the impact this transformation has had at this stage, however when we reflect on this year it becomes clear just how much has changed.

As an agency, we have been constantly growing and learning throughout this process and we continue to make adjustments along the way as we manoeuvre the Permanency Support reforms. As a key part of WCF's future, we will be implementing a new strategic vision and direction that will serve as the roadmap for our activities through to 2022.

When I reflect on the past year and the massive changes we have all undertaken, we would not have come this far without the hard work and dedication of the William Campbell Foundation Team.

To our Caseworkers, Administration staff, Clinical team, Intake Assessment and Support team, Management team, Volunteers and our Family Support Services - you are all amazing individuals who help make this agency great and continue to be the difference in our children and young people's lives.

To our wonderful carers, I say a huge thank you for your commitment to the children and young people you provide love and care for.

**Sonia Liddicoat**  
**Chief Executive Officer**  
William Campbell Foundation





### **Bill Campbell (OAM, JP), Chairman**

Bill Campbell is the founder of William Campbell Foundation. Due to Bill's experiences in foster homes and institutions, he wanted to build a foundation that provided unwavering, all-heart support and care for those in need.

Bill spent 44 years as a local businessman in the motor car and caravan industry. He was a counsellor at Illawarra Lifeline and later a member of their Board of Management. He also had a term of management with the Kemblawarra Child and Family Centre.

Bill has an in-depth understanding of homeless and abused children through his own life experiences and is passionate about providing support and care for vulnerable children and young people.

### **Paul McGeachie, Board Member**

Joining the board in August 2014, Paul comes with a wealth of experience in the welfare sector, having worked as a Youth Worker and Team Leader in Youth Residential Programs.

Paul's experience and understanding of the needs of children and young people is invaluable to the Foundation.

### **Deena Patino, Board Member**

We welcomed Deena to our Board in March 2018. Deena Patino comes to our agency having been a long-term supporter for many years. From the age of 18, Deena built from scratch a multi award winning salon Central Hair and Beauty at Oak Flats.

She gained her hairdressing and beauty degree and now owns her second salon. Deena is a businesswoman and is very community minded. Deena is involved in many different sporting, school and community organisations. Deena is due to complete her Certificate IV in Community Services by the end of 2018.

### **Dawn Campbell, Board Member**

Dawn Campbell is Bill's wife and is Bill's greatest supporter. Dawn has had previous experience in counselling with Lifeline and worked for many years in the family business as a Director and in business administration.

Dawn is a founding Board Member.

### **Donna Jones, Board Member**

Donna has been a Board member since the Foundation's inception. Donna's expertise and skills in finance and accounting are extremely valuable for the agency. Donna is committed to empowering children, young people and families.

### **Kerrie Lindsay, Board Member**

We welcomed Kerrie to our Board in March 2018. Kerrie is a recently retired Teacher at Shoalhaven High School. Kerrie has strong Leadership skills evidenced by the many hats she has worn in her teaching career at various schools such as Deputy Principal, Relieving Principal, Head Teacher, Coach and Mentor.

Kerrie has worked with the Department of Education from the time of achieving her teaching degree many years ago. She has a Bachelor of Commerce, Diploma of Teaching, Bachelor of Education and a Certificate IV in Human Resources.

### **Kimberley Jones, Board Member**

Kimberley is currently studying Psychology at the University of Wollongong.

Upon completion of her studies, Kim will have experience and knowledge in Psychology, specifically focused on children and young people.

Kimberley is passionate about the welfare of children and young people in our community.

## Our Board of Directors



**Bill Campbell (OAM, JP)**



**Dawn Campbell**



**Paul McGeachie**



**Donna Jones**



**Deena Patino**



**Kerrie Lindsay**



**Kimberley Jones**

“**Leadership is the capacity to translate vision into reality.**

- Warren Bennis





# Giving children a brighter Christmas

## We asked Tracey from Woolworths Kiama a few questions about how and why she became a WCF Supporter

### How did you hear about William Campbell Foundation?

I have known about William Campbell Foundation for a few years. Becoming a foster parent is something my husband and I have always thought about in our future.

### Tell us a bit about why you decided to donate to WCF?

It was important to me that we found a local organisation to donate the gifts too.

### You donated towards the Christmas Give a Gift Appeal for children and young people in care - what did you donate and who was involved?

Woolworths had several stores involved in the donations including Kiama, Shellharbour, Warrawong and Culburra. Well over 100 gifts were donated by staff and when customers heard about it they also donated.

We also supplied groceries for the local soup kitchen, Christmas hampers for their guests, pamper packs and groceries for a local woman's shelter as well as supporting William Campbell Foundation.



“It was important to me and everyone involved to collect as many gifts as we could to spread as much happiness as possible.”



Tracey and Michelle From Kiama Woolworths with Bill

### How does it make you feel to know that your donations went directly to children and young people for Christmas?

Christmas isn't always the magical shiny image it's portrayed to be. I often sit watching my own children at Christmas time opening their presents and think how lucky we are. It was important to me and everyone involved to collect as many gifts we could to spread as much happiness as possible. We focused on age groups making sure we covered all ages.

### Is there anything else you would like to add?

Hearing Bill's story was really special.

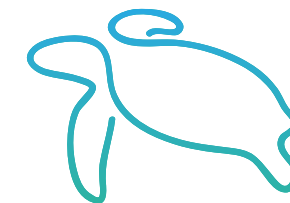
Hopefully we will be able to contribute next year as well.





“At William Campbell Foundation we believe partnerships are the way of the future.”

- Sonia Liddicoat, CEO  
William Campbell Foundation



William Campbell Foundation (WCF) commenced an informal partnership two years ago with the South Coast Medical Service Aboriginal Corporation (SCMSAC), which primarily involves joint Foster Carer training (Shared Stories, Shared Lives) for potential new Carers. Through this training, SCMSAC would provide the cultural component, to increase new Foster Carers cultural understanding.

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. As WCF had an existing relationship with SCMSAC, our CEO Sonia Liddicoat approached SCMSAC's CEO Craig Ardler to propose formalising our partnership and expanding on the support they could provide each other, in addition to the Shared Stories, Shared Lives training.

In May 2017, WCF and SCMSAC signed a formal Memorandum of Understanding with the objective of building a partnership to work together, to share knowledge and to increase skill in the development and delivery of programs and services to respective Aboriginal and Non-Aboriginal children, young people and carers.

Our partnership has continued to strengthen through collaboration, with some of the joint initiatives we have done together including;

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

To read more about our partnership please visit

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

Here you will find our partnership brochure, artwork and video.





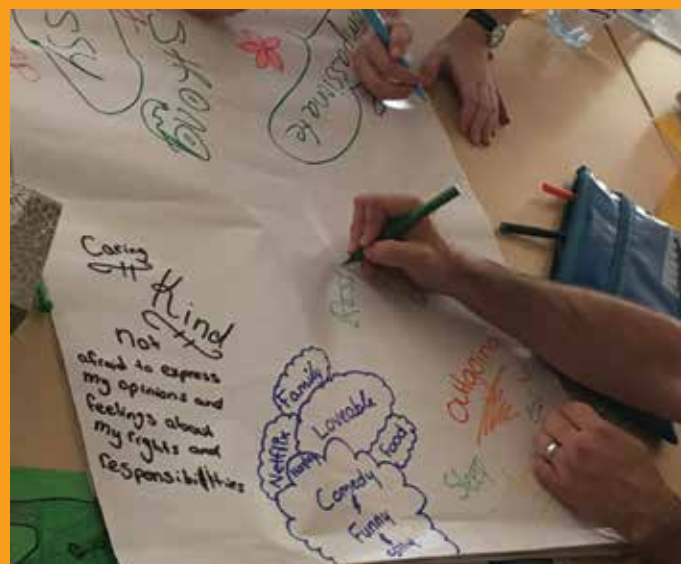
# Their stories

## Our Management Team

In the past 6 months we have successfully completed our first restoration assessment and also completed a number relative-kinship carer assessments, supporting more children to live with their families.

We have also started to develop a really positive partnership with the South Coast Medical Service Aboriginal Corporation (SCMSAC), which allows us to work together to recruit more carers and to offer joint training to our existing carers.

**Jade Colyer**  
Intake, Assessment and Support Team Leader



CREATE Level Up 1



WCF and SCMSAC attending Sanctuary Point Expo

William Campbell Foundation has commenced Focus Groups for Young People to assist with providing their views on informing our policy and procedures.

To support the Focus Groups, a group of young people have been attending CREATE Speak Up training to develop their skills in relation to advocating.

It supports young people to learn what it means to be in care, how they can share their story safely and how to be a role model for other young people.

**Alicia Pearson**  
Permanency Support Program Team Leader

We have a 11 year old boy who has made some great progress over the past twelve months and has demonstrated some real change in his behaviour and attitude. James\* was in crisis for most of 2017, and was without a stable placement and after frequent suspensions he was unable to return to his local primary school. James also had trouble with his social skills and was unable to engage in social groups or camp due to his emotional dysregulation. In December 2017, James entered a placement with a single carer, and her two teenage children.

Thanks to the support, dedication, commitment and love that James receives from his carer, her children and extended family, James has come a long way in twelve months. James slowly returned to school earlier this year in a support class and he is now transitioning into mainstream schooling, which has been a huge step for him. James has developed friendships with his classmates and is able to interact with them in a positive way. James also attended a camp during recent school holidays, and is looking forward to going to another one during the Christmas break.

Over the past few months James has also reconnected with his dad, who he has not seen for a number of years. His carer has been instrumental in supporting James to see his Dad, assisting them with phone contact and being there for both of them when they spend time together.

WCF is very proud of James and how far he has come, and we are very appreciative to have such a patient and dedicated carer to support him and provide him with stability, love and consistency.  
*\*not his real name*

**Michelle Freitas**  
Permanency Support Program Team Leader

Having been with WCF for a number of years now, I can honestly say in all that time I have not experienced such a busy year. While WCF has always managed to ensure that our systems and processes for Human Resources were comprehensive, we have previously not had one single role that was responsible for all aspects, so WCF decided to create the role of Workforce Development Manager.

I was pleased to be successful in my application for this role in September 2017, and since then have hit the ground running with a number of new initiatives and streamlining some of our processes. The most significant of these initiatives is our Role Requirements Framework.

This is an overarching framework that supports staff and informs Position Descriptions within the agency, to ensure that a minimum functional capability for each position in the agency is met.

I am also very pleased to have a Training and Development Officer on the team, which again was a shared task not coordinated just by a single person within WCF. This role has been created to coordinate the learning and professional development of our workforce and Carers through sourcing and facilitating quality training to improve skills and knowledge across the agency.

Over the next 12 months I am really looking forward to seeing some of these HR and Training programs and initiatives being further embedded into our everyday practice and support our staff and carers in meeting the best possible outcomes for our children, young people, carers, families and individuals.

**Alicia Morris**  
Workforce Development Manager





Embedding family finding into our work practice and giving our young people the opportunities to be reconnected back with family has been one of the highlights this year. The team were successfully able to assist three young people to be reunited back with their family.

Another highlight has been looking past barriers that may be present in young people and carers by assisting to overcome these barriers by either providing training, referral services or ongoing support.

Over the next 12 months we are looking forward to being able to grow our community networks and promote the agency's values along with continuing to promote a positive culture within the Ulladulla team which will encourage proactive casework support for our young people and carers.

**Rachel Roberts**  
Permanency Support Program Team Leader

Over the past 12 months the PSP team has worked hard to implement the Permanency Support Program, including strengthening casework skills and knowledge to promote permanent outcomes for children and young people.

The PSP team delivered PSP Information sessions to carers and staff to provide information about how WCF would be moving forward into the future. To support our work we have developed a range of tools that support our decision making processes and provide transparency in how we conduct our work.

We have worked with a number of children and young people, families and carers over the past 12 months who we have supported to successfully return to the care of their families or achieve permanency through adoption.

The PSP teams have been learning and implementing our new Therapeutic Framework to ensure that we are providing ongoing healing centred engagement with children and young people, and supporting carers in their journey to providing therapeutic care.

**Tracie Fleming**  
Permanency Support Program Regional Manager

The Clinical Team are proud to have been able to implement new, proactive initiatives this year to support skill development for our young people. The living skills program runs monthly and is a safe space for young people to network and learn valuable life skills.

The young people attending the group have so far had the opportunity to learn cooking skills, cleaning skills and employment seeking. There is also a monthly cultural living skills program, with both programs running in conjunction with the South Coast Mesdical Service Aboriginal Corporation. The Clinical Team have also established an art therapy room in our Dapto office.

The Clinical Team have also linked to a "Farming for Calm" Program together at the Taste of Paradise Farm in Berry. This provides an opportunity to learn emotion regulation skills, develop social skills, develop communication and relationship skills, and learn how to participate and engage in group activities.



Through interaction with a variety of large and small animals and by engaging in sensory rich therapeutic activities such as art, music, sporting games and mindfulness, children develop their awareness and ability to control their emotions, focus their attention, engage in groups and take on leadership roles.

Over the coming year we hope to continue to create and provide opportunities for young people to express themselves and learn new skills, reducing behavioural issues and increasing well being. On the horizon are 'cyber safety day' and 'healthy relationships day', which are excitedly in process of development.

**Su Fallon**  
Clinical Services Manager



It has been a big year for the staff at Head Office and we continue to keep the wheels oiled with the amount of administrative work that comes through, to ensure we are on task with all the requests from the various WCF offices and meeting external auditing requirements by various governing bodies. The changes within our Agency with the new Permanency Pathways has been the main focus for all staff.

This past 12 months for Head Office has seen a new employee Kelly Rogan, join our finance team and Jane Russell our Finance Officer, deliver a beautiful baby girl.

We are always looking for new and better ways to do things and the implementation of all our new IT processes has been great to take us into the 'new world', especially with the new reporting requirements for the Permanency Pathways. Additionally the establishment of our interoffice shared common, staff training and new printers has cemented our IT upgrade.

Seeing our Founder Bill Campbell work with the ghost writer on his book, has also been pleasing as it's been such a long time now that Bill's book has been talked about. To now see him busy working with "Dragon Naturally Speaking" with his headsets (and looking like a pilot!) putting his life story together has been a joy!

**Suellen Emerton**  
Administrator



Earlier this year we started our Social Skills Program.

We earmarked five boys who we thought would really enjoy and benefit from coming together regularly to participate in activities in the community. We looked at a range of things they could do and decided on five different activities which would provide the boys with opportunities to be kind and patient towards each other, be a good team player, show leadership and spend time in different parts of the community.

We decided that we needed a robust positive behaviour support plan and strategies to help the boys really focus on positive behaviours whilst they were together.

We provided the boys with laminated calendars so that they could mark off the days in between their catch ups. The boys would enjoy snacks, drinks, healthy community based activities, friendship dollars and the lucky dip at the end of each session.

The first Social Skills Session happened at ten pin bowling. They all had a fun time bowling and would cheer and clap when each other had a turn. When bowling finished the boys just wanted to

keep spending time together and asked to go to the park. The boys continued to enjoy just being together as a group playing and kicking the ball.

At the end of the day, as they were finishing packing up and walking towards the cars, one of the boys got all the boys together for a group hug – which they all happily participated in. It was priceless and demonstrated how important friendships and group activities are for kids.

The boys came together on five occasions during the term and all of the sessions were filled with similar acts of kindness, support and comradery.

It has been so successful that it has continued again this term (with the addition of another boy to make it a group of six) and continues to be a positive friendship group for them all.

**Jenny O'Donnell**

Family Support Services Manager

If I could sum up this year in one word it would be **BIG!** A positive story that springs to mind would have to be Christmas. Last year I launched the William Campbell Foundation Give a Gift Appeal.

The appeal gained the interest of many businesses including Central Hair and Beauty, Woolworths Kiama, Woolworths Culburra, Woolworths Mittagong, Woolworths Shellharbour, Oak Flats and Shellharbour Community Branches Bendigo Bank, Gateway City Church, Berry Women's Association and Floorworld Ulladulla.

We were blessed to have received the support from Ray White Kiama as well, for the fifth year in a row!

We received many anonymous gifts from the community as well. In total, we received over 500 gifts which we distributed to our children and young people. We also received food hampers which we gave to our families. The Christmas spirit that was thriving in our local community was heartwarming and it truly made a difference for many kids and families on Christmas Day.

In the next 12 months I am looking forward to the growth WCF will continue to experience. I look forward to sharing more of our carer stories to the community and showing how support, care, consistency and routine can truly change a child's life.

**Hollea Elley**

Marketing and Communications Manager



# 60

children and young people supported by our Clinical Services Team

# 45

children and young people supported by our Chaplain

# 114

children and young people supported in Foster Care

# 150

families supported through our Family Support Service





# Thank you!

to all our WCF Supporters

- |                                |  |  |
|--------------------------------|--|--|
| James N. Kirby Foundation      | Woolworths Mittagong                               | Berry Conversations  |
| Plaztech Industries            | Oak Flats and Shellharbour Community Bank Branches | Kiama Downs Pharmacy   |
| Oatley Uniting Church Op Shop  | Bendigo Bank                                       | Deena Patino   |
| Commonwealth Bank of Australia | Berry Country Women's Association                  | Central Hair & Beauty  |
| Kells The Lawyers              | Bomaderry Bowling Club                             | Kiama Uniting Church Women's Fellowship  |
| Good360                        | Starfish Education                                 | John & Kathleen Le Bas   |
| Carol Preston                  | Rotary Club of Bomaderry                           | Kiama Downs Pharmacy   |
| The Bible Society              | Sel F Less   | Katrina Corney   |
| Koorong                        | Property Industry Foundation                       | John & Barbara Street  |
| Ray White Kiama                | Gateway City Church                                | Noelene Sinclair   |
| Cupitt's Winery                | Lidia and Hengki Widjaja                           | C Lyons  |
| i98FM                          | Floorstyle Ulladulla                               | Anthony Steele   |
| Win TV                         | Virginia Gould                                     | Kerrie Goodridge   |
| Central Hair and Beauty        | Fiona Jones  | Anne Elliott   |
| Coolangatta Estate             | Increase Church                                    | Barbara Kederer  |
| Woolworths Kiama               | InsideOut  | <b>Funding Body</b>  |
| Woolworths Culburra            | John & Judith Dingle                               |  <b>Family &amp; Community Services</b> |
| Woolworths Shellharbour        | Jerry & Marion Hessenburger                        |  |



# Our Gallery



Permanency Support  
Information Sessions



ARC Training for Staff



NAIDOC Week



Shellharbour Bunnings



Sanctuary Point Expo



WCF Foster Care Luncheon 2017



Staff Christmas Lunch

## Our Founder's Story



Scan the QR  
code to watch  
Bill's story



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

**Bill's story is the reason William Campbell Foundation exists today.**

### A little grab from Bill's story...

*I was motivated to start the Foundation by my experiences in my childhood and that of my sisters. We spent the majority of our childhood in children's home and large institutions and some foster care.*

*The most difficult part of that was being separated. To be separated from our parents was difficult enough, but to be separated from your siblings... that was pretty horrific for us.*

*That was the motivation as to why I have always wanted to put together a service model for children focusing on family and it's one of the reasons why our Foundation today. We have over a hundred children to care for most of them are siblings... knowing that gives me great satisfaction.*



# Our Programs

## Permanency Support Program

### The Nature of Foster Care is Changing

In the past, foster care has had a focus on providing long term placements for children and young people up until the age of 18. Today, foster care is moving in a new direction. The Permanency Support Program focuses on supporting children and young people's safety, permanency and well-being.

We need carers more than ever to support the children and young people in your communities who need a safe and caring home for life.

# 114

Children and Young People in care with William Campbell Foundation



# 111

Dedicated carers including Long Term, Emergency and Respite carers

### What types of Foster Care are there?

**Restoration** is when a child or young person is reunited with their family or kin. During the restoration we need carers who can provide care for children and young people and build relationships with their family so they can safely return home.

**Guardianship** is where a relative, kinship or authorised carer seeks long-term parental responsibility for a child or young person through the NSW Children's Court. Where a guardianship order is granted, the guardian will be responsible for all decisions about the child or young person until they reach 18 years of age.

**Open Adoption** (non-Aboriginal children and young people) provides permanent care for a child or young person who are unable to live with their family. Adopting a child or young person means that all legal rights and responsibilities are transferred from the parents to the adoptive parents.

**Immediate/Short Term Care** is giving a child or young person a safe home at short notice. The child or young person may stay in your care whilst a suitable long term permanent home is being found.

**Respite Care** involves having a child or young person in your care for short stays. This could be regular weekends, school holidays or overnight stays.

**Long Term Foster Care** is when the above permanent care options are not suitable, long term foster care will be considered.

If you are interested in becoming a Foster Carer please visit [wcfoundation.org.au](http://wcfoundation.org.au) or call **1300 000 WCF**



### Our Footprint

Warilla  
Dapto  
Head Office  
Bomaderry  
Ulladulla

## Family Support Service

At times children, young people and families need extra support and guidance.

Our Family Support Services program aims to work with families to identify strengths that can be built on to increase the level of family functioning, safety and wellbeing to keep families together. Our program includes Family Preservation and Restoration, Education Support, Mentoring, Family Time, Supervised Transport, Supervision and Support.

We are changing the way we provide our Family Support Service, with a commitment to using a therapeutic approach to the work we do everyday with children, young people and families.

Our program is designed to have a direct link to our new permanency support program, which will have a strong focus on therapeutic engagement to increase the parenting capacity and understanding that birth families can have with their children.

## Clinical Services

William Campbell Foundation is committed to providing high quality therapeutic care to comprehensively address the individual needs of children and young people who have experienced trauma or adversity in their lives. Our Clinical Services provide a flexible and responsive support model, framed within theories developed under a Multi-systemic Therapeutic system of care.

It is through safe, permanent and strengths-based healing relationships that a child or young person's sense of identity, and their allied adaptability, are fostered. Through building skills and support systems that focus on resilience, self-regulation, developmental needs and engagement strategies we are able to support children and young people.

**Strengthening families, changing lives**



A photograph of several children playing on a grassy field. In the foreground, a child in a pink vest and another in a blue jacket are seen from behind. Other children are visible in the background, some running. The text 'Our team makes a difference everyday' is overlaid on the top left of the image.

# Our team makes a difference everyday

**Caseworkers work everyday with children, young people, families and carers. The work they do is just as rewarding as it is hard.**

We interviewed WCF Caseworker Kerry Roddam to shine the light on casework and just how important it is.

## Why did you become a Caseworker?

I first started working with WCF in 2014, for Family Support Services and in 2016, I was offered a caseworking role with the agency. I feel very lucky to have been given multiple opportunities with WCF.

## What drove you to become a Caseworker?

I have always enjoyed working with children and prior to starting with WCF I had been working within the education sector in Queensland. In 2012 I experienced a personal loss, and it was at this point that I decided I needed a change.

I wanted a job that would allow me to work with children and their families, in a way that I could make a difference and hopefully keep them together or at least connected.

## What are some of the highlights about working with children?

I love seeing the progress that children make as they grow up, and seeing them happy and excited when they manage to achieve something – even if it's small like a school award or learning how to do a somersault on a trampoline.

It is always a small boost to their self-esteem, and lack of self-worth is something that a lot of our kids in care struggle with.

My job allows me to work with some amazing people. I don't know what I would do if I didn't have such a supportive team of fellow caseworkers!

I've also been extremely fortunate to work with some wonderful carers, who always openly invite me into their homes each month and are willing to communicate so open and honestly, which isn't always easy for any of us to do.

## What is the most memorable/funniest/nicest thing a child has ever said to you?

I've had many memorable moments with most of the young people that I have worked with.

It's always nice when a child says thank you, or gives you a hug or smile. It can turn a stressful day into a nice day.

## What are some of the challenges in your role?

The biggest challenge is not having enough hours in the day or enough days in the week, which is common for many roles in the agency and beyond!

Another challenge can be working with multiple different parties. Caseworkers communicate not only with carers and children, but we also frequently work with schools, doctors and other health professionals, birth family and extended family members, NDIA, FaCS, Police and Family Support Services.

Caseworkers do a lot of 'behind the scenes' work and communication is sometimes challenging, so being able to work in a collaborative way, especially with carers, makes our job a lot easier.

It can be hard to come to work each day when you know there are young people in crisis and you can't always make things better straight away.

## Do you have one special moment that stands out to you?

Earlier this year I supervised a contact between two young people and their mum, who they had not seen in a number of years.

It was really special to see them reconnect, and the happiness on the faces of both the young people and mum will stay with me for a long time.

**Kerry Roddam**  
WCF Caseworker



“ For me, the most special moment was when I was sitting in the front yard and Chloe come up to me, put her arms up towards me and said “you’re the best daddy.”

That... was just *perfect*. ”

Mick, WCF Foster Carer



**Mick and Monique**  
WCF Foster Carers

**Why did you decide to become Foster Carers?**

Becoming a foster carer was always something I wanted to do but after having two children of our own, I knew I had to wait until they were a little older and our family was ready.

I spoke to Mick about becoming foster carers and then we had a little family meeting and spoke to our children. We knew we had to be ready as a whole family unit otherwise it wasn't going to work. We have now been short-term foster carers with William Campbell Foundation for about two years.

**What is it like being a Foster Carer with William Campbell Foundation?**

The support we have received at William Campbell Foundation has been amazing. We look after the children and they agency looks after us. They have provided us with on-going training which has really helped us become better foster carers and their support and guidance has been invaluable for our family through this journey.

**What are the most special moments for you as foster carers?**

Monique: The most special moment for me was over time, watching Chloe\* learn to trust and put down her walls. She learnt to love and be loved and to me that was one of the most special moments.

**What would you say to someone considering becoming a Foster Carer?**

I would say to those interested in becoming a foster carer that it is one of the best decisions as a family we have done. Fostering is so rewarding and it has made us stronger as a family.



\*not her real name

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



# Everyday is an opportunity to to be the difference and provide children, young people and families

Our SWAG Camps continue to focus on the spiritual wellbeing and growth of children and young people at WCF. We have up to 60 kids attending our camps over the course of 12 months. The feedback we receive is positive with many of the kids acknowledging they have found friendships for life by connecting with other kids in similar situations to them. SWAG Camps also provide our kids with an opportunity to connect with staff and volunteers in safe, fun and supportive environments.

SWAG Camps are about empowering kids and providing opportunity for growth in challenging (but fun) situations. This year we ran First Aid camps where our kids became qualified first aiders and developed skills that could save their lives and the lives of others.

We also had the privilege of having the SHINE team from Albion Park facilitate another wonderful and uplifting SHINE Camp for our girls. They focused on the worth, strength and purpose of each of the girls. They encouraged them to love themselves as unique individuals made in God's image.

We had our first combined camp at Camp Wombaroo. Our kids had the best time and many of them overcame their fear of heights by climbing the giant obstacle course. This camp promotes learning through peer support and overcoming challenges by working together and looking after each other.

## How you are working on making camps and kids club bigger and better?

We are currently applying for grants that will enable us to access a greater pool of resources and activities for our kids. With more funding we can have bigger, better camps and can eventually grow into taking the kids for a week away. We are continually expanding our volunteer pool so members of the community can support our kids and assist with the many aspects needed to make camps run smoothly.

## What do kids do at Kids Club?

Kids clubs and girls groups focus on spiritual growth and development, social skills, healthy relationships and of course lots of fun! We run kids clubs in Ulladulla and Warilla and run a girls group in Bomaderry. We have around 35 kids attending these programs across all three areas. It has been great to see the kids develop healthy friendships with each other and grow in their faith.

Our games and activities focus largely on building self-esteem and confidence for the kids who attend. We strive to cultivate a healthy and positive learning environment where the kids leave feeling happy and inspired.

Thank you Dunn Lewis Centre in Ulladulla and Increase Church in Albion Park for providing us with such great facilities that enable our Kids clubs to continue to run like a dream.

Our music groups provide opportunity for our kids to connect with each other as well as discovering and develop their musical gifts. We have about 10 kids engage in our music program over the last 12 months. Music in and of itself is therapeutic and God's way of reaching and changing hearts.

We have had two recitals over the last year with the kids being able to display their talents in front of their carers and caseworkers. We would like to continue seeing the kids branch out, develop their musical gifts and calling, and provide a place where they are able to share their accomplishments.

Scripture Grants generously provided us with a \$2000 grant for Bibles and Christian Living resources. We have been able to purchase Bibles, Bible comic books and teaching materials for camps and Kids clubs with this generous grant. **Thank you Bible Society Scripture Grants!**

## What are you most looking forward to in the next 12 months?

I am excited to see the continuation of the Chaplaincy role advance with a tremendous group of volunteers. We have vision for Guys Groups to start and STRENGTH camps for boys to kick on in 2019 as well as the continuation and growth of the programs already established.

## How do you think your role benefits children and young people, especially through the new ARC Model of Therapeutic Care and joining the Clinical Services Team?

This year has been the first full year that we have seen the Chaplaincy role integrated in the clinical team and formalising the ARC model in the Chaplaincy program. The ARC model underpins the practical elements of the Chaplaincy program and provides a therapeutic structure based primarily on relationships.

Relationship and connection with children and young people is the most important aspect of the Chaplaincy role. Whilst we seek to show God's love to our kids, this is best demonstrated in how we engage and connect with them by first being love.

**Rachael Riddington, WCF Chaplain**

Love is large and incredibly patient. Love is gentle and consistently kind to all. It refuses to be jealous when blessing comes to someone else. Love does not brag about one's achievements nor inflate its own importance. Love does not traffic in shame and disrespect, nor selfishly seek its own honor. Love is not easily irritated or quick to take offense. Love joyfully celebrates honesty and finds no delight in what is wrong. Love is a safe place of shelter, for it never stops believing the best for others. Love never takes failure as defeat, for it never gives up.

**1 Corinthians 13:4-8**



# Chief Financial Officer

## 2018 Financial Report

The financial year ended 30th June 2018 has been a year of transition into the NSW Government's new reforms in the sector. The focus has been on Permanency goals for children who have suffered abuse, trauma and neglect which has necessitated them being removed from their family home. Wherever possible children and young people will be restored to their family after appropriate support and work with the family has been completed.

If this is not possible then a secure safe and permanent home is the end result to be achieved. The Transition into the new reforms has required new funding contracts to be delivered by Family and Community Services. For William Campbell Foundation as a Non Government Agency and a Not-For-Profit Charity, this has required extensive reviews of current financial results and being mindful of the future funding expectations and the necessary provisions required for successful operation under the new funding contracts.

We are very pleased to report that the WCF Financial and Management Team have effectively worked through the Transition period with a sound outcome and continue to keep secure our strong foundations to seamlessly move into the new Permanency Support Program.

### Donors & Supporters

The continued support we receive from our donors and supporters is wonderful. We sincerely thank those who have supported us financially during the year and we are always thankful for the assistance you provide for the children and young people in our care.

We would particularly like to thank the James N. Kirby Foundation for providing a grant for WCF to provide iPads to children and young people in our care who would benefit from receiving one of these devices to assist them in their educational needs. The iPads will also help them in recovering from gaps they have encountered in their schooling years. On behalf of the recipients of the iPads we sincerely thank you! We look forward in highlighting the benefits of the iPads for the children's education in next years report.

Please visit page 23 for a full list of our WCF Supporters!

### The WCF Team

We have a wonderfully committed team of caring people in many different roles within our organisation. Every role is vital in the services we provide and the standard of excellence we are dedicated to deliver.

We have at the end of the financial year:

**38** Full Time and Part Time Staff

**20** Casual Staff



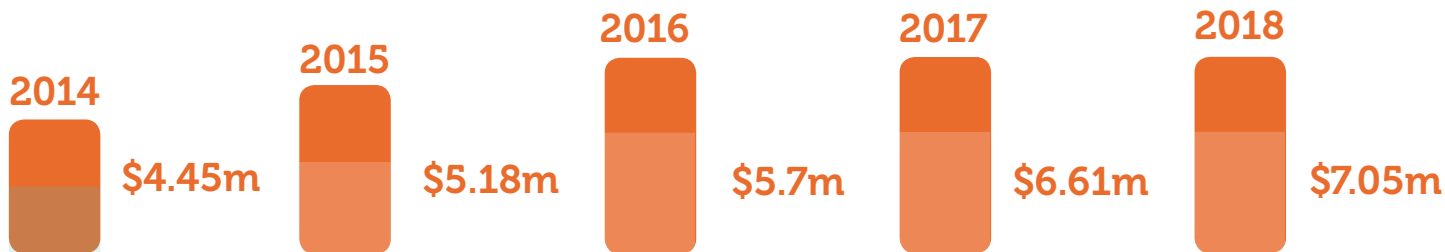
### What's Ahead in 2019

The year ahead is now set to take us confidently into the full operation of the new Permanency Support Program and delivering the best outcomes for children and young people.

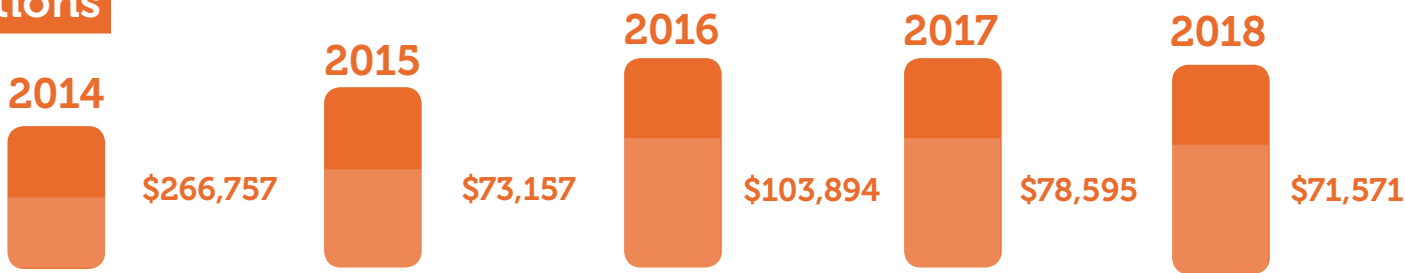
The Finance Team is set and ready to support our Management & Casework Teams, our carers and support workers in making the daily operations of William Campbell Foundation smoothly and efficiently. We will be rolling out a new Payroll and HR system during the year to enhance the operation of the payroll process which will provide savings in staff time and resources.

We will continue to ensure our financial accountability has the utmost probity and our financial compliance reporting is completed and submitted to the necessary Government Commonwealth and State Authorities.

### Revenue



### Fundraising & Donations

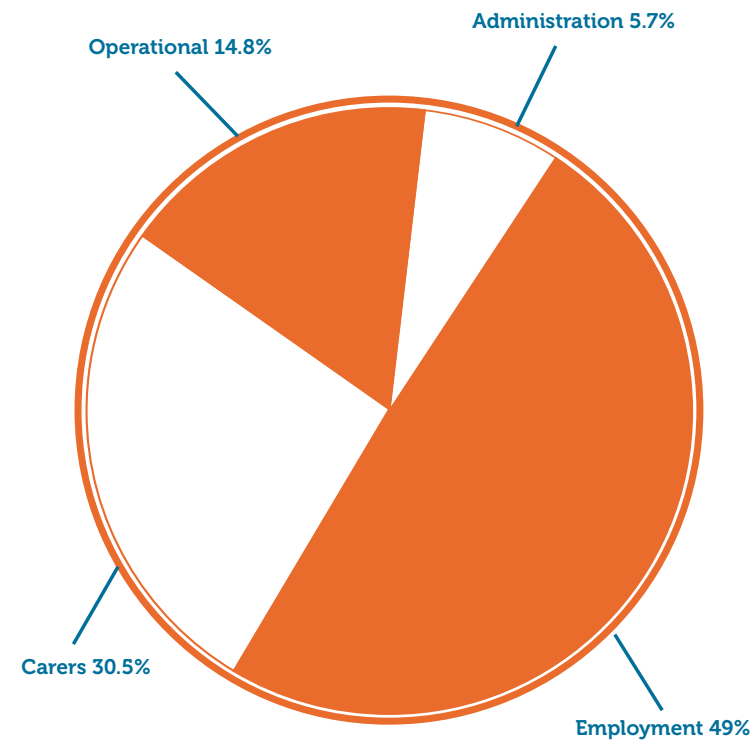




Financial Position

Financial information supplied in this report is a direct extract from William Campbell Foundation's independently fully Audited Financial Statements.

Our Audited Financial Report for the year ended 30th June 2018 shows continuing strengthening of our overall financial position. The total revenue for the year increased by 6.5% to \$7.04 million, delivering a surplus for the year of \$196,875 (2017 \$112,189). The other key feature of our financial position compared to 2017 is an increase in our net Equity of 14.6% to \$1.53million.



We would also like to offer our gratitude to the donors who have greatly assisted William Campbell Foundation this year:

- Plaztech Industries
- Oatley Uniting Church Op Shop
- Virginia Gould
- Fiona Jones
- Increase Church
- John & Judith Dingle
- Jerry & Marion Hessenburger
- Berry Conversations
- Kiama Downs Pharmacy
- Deena Patino
- Central Hair & Beauty
- Kiama Uniting Church Women's Fellowship
- John & Kathleen Le Bas
- John & Barbara Street
- Noelene Sinclair
- Anthony Steele
- Kerrie Goodridge
- Anne Elliott
- Barbara Kederer

Your donation large or small is gratefully received and used directly for the children we have in care. Some donors have requested their donation be used for a specific purpose which we happily acknowledge and ensure that their requests are carried out.

In addition, we have had great support in the way of goods and services donated and pro bono or discounted charitable rates from:

- Commonwealth Bank of Australia
- Kells The Lawyers
- Good360
- Carol Preston
- The Bible Society

**The support we receive is a true blessing to the children and young people in our care!**

Thank you!



How you can help

Become a Foster Carer



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

**Our foster carers are all-heart.** They are committed to providing a safe home for a child or young person and are happy to be a part of the care team here at WCF.

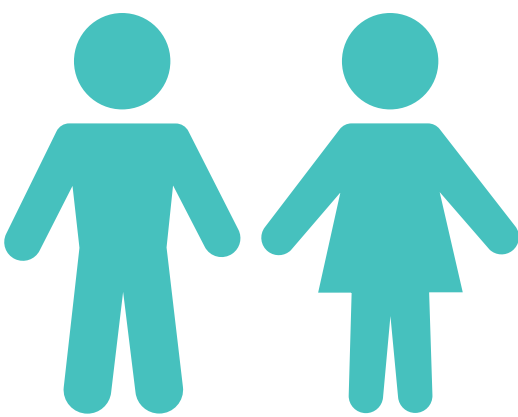
If you are interested in becoming a foster carer call us on 1300 000 WCF or visit [wcfoundation.org.au](http://wcfoundation.org.au).

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

WCF Supporters are sponsors, partners or donors. WCF Supporters believe in our vision and our commitment to providing support and care for those in need.

If you are interested in becoming a WCF Supporter please contact [h.elley@wcfoundation.org.au](mailto:h.elley@wcfoundation.org.au).

Become a WCF Supporter







# 365 days

of being the difference.





**william campbell**  
foundation

# Annual Report

## 2017-2018

Strengthening families, changing lives

[wcfoundation.org.au](http://wcfoundation.org.au) 1300 000 WCF