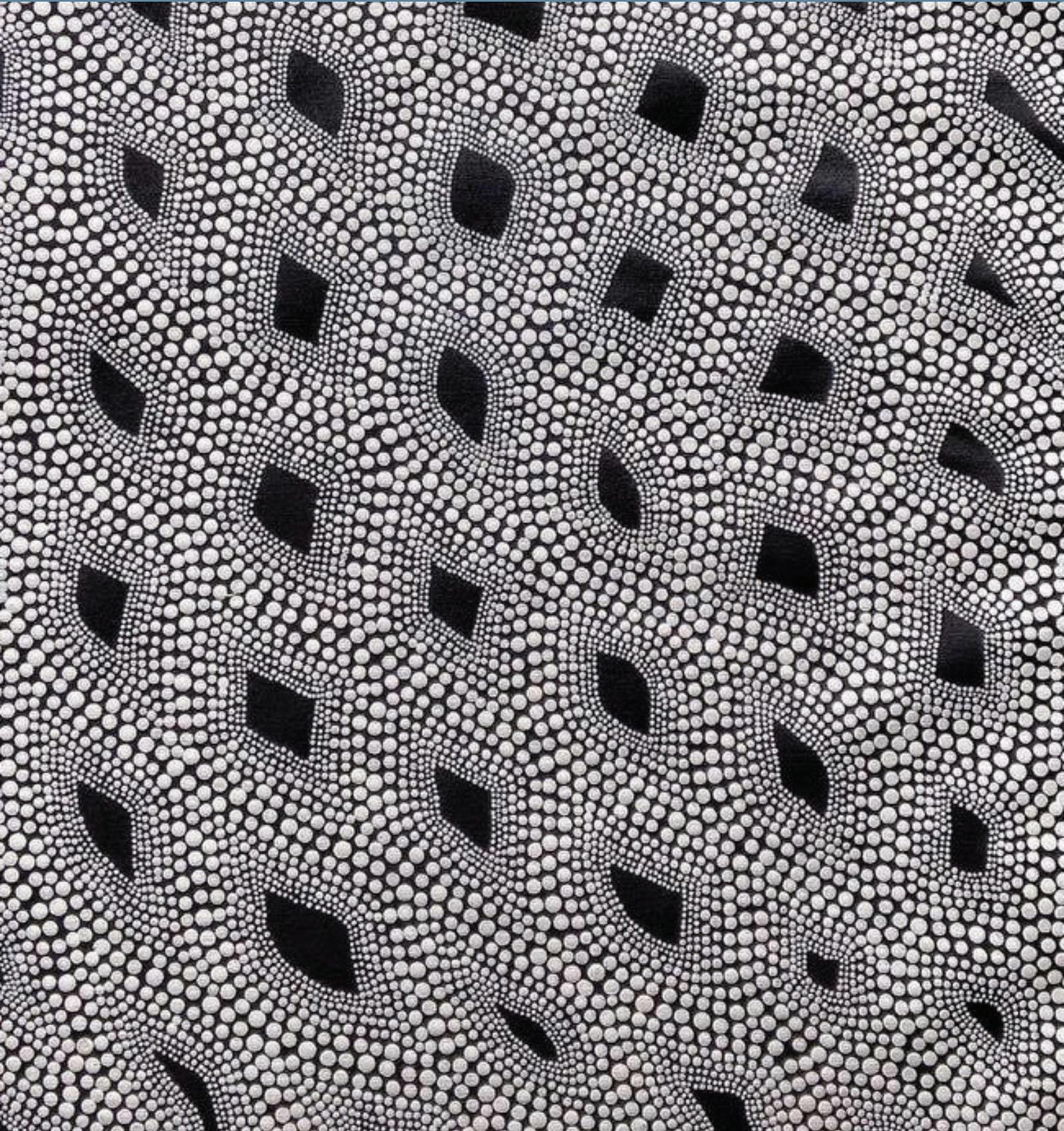


KARI

Changing Lives. Keeping Culture.



Annual Report 2016-2017





Contents

Our Mission. Our Vision.	4
Chairperson Report	6
CEO Report	6
Board of Management Profiles	8-9
Our Services	10-11
Our Values and Standards	12-13
OOHC Program Overview	14-23
Brighter Futures	24-28
Community Programs	29-31
Broader Community Programs	32-35
Community Events	36-37
KARI Scholarship Program	38
Family Support Programs	38-39
Partnerships and Grants	40-41
Marketing & Fundraising	42-43
Financial Report	44

Our Mission. Our Vision.

What we see for the future:

Flourishing Aboriginal families,
youth and communities.

What we are here to do:

Building strength in families
and services.

Our Statement of Commitment to the Community:

KARI is committed to providing
quality, sustainable services to
Aboriginal communities, especially
in the areas of Aboriginal child
protection and Aboriginal
community support programs.

We will continue to seek further
opportunities to expand our
programs and service delivery.
We will continue to develop
local partnerships with our key
stakeholders to enhance our
resources and service delivery.
We will endeavour to deliver all
our programs in a culturally
appropriate manner and promote
the ideals of self-determination.

The service will conduct itself
in a professional manner, and
deliver programs that are of
a high standard and deliver
good outcomes. This will be
achieved by adhering to quality
policies and procedures, good
recruitment practices, staff
support, community involvement,
maintaining partnerships and
open communication.





Chairperson Report



In what has been my eighth year as Chairperson, I am pleased to report that the service this year has gone from strength to strength in terms of its service program delivery and service expansion. The signing of a new partnership agreement with the NSWRL heralds in a new era for us in terms of our future ability to reach out across the state with this new partner, in a joint effort to provide quality, culturally significant programs and services that will inevitably benefit many Aboriginal communities.

I must pay special tribute to our many marvelous foster carers for their dedication and commitment in supporting our children and young people in care. Their job is a hard one at the best of times but one also paved with plenty of love and acceptance. At the same time I would like to sincerely thank all of the staff for their loyalty and work given throughout the course of the year as these people are the backbone of the service.

Finally, I would like to thank the KARI Board for once again offering their time, expertise and collective vision that ultimately translates into this agency being considered one of the nation's finest. I am very excited about what the future will bring in terms of service opportunity and in particular service growth. One thing is certain and that is that we will continue to be the best we can be for our community.

Gary Potts
Chairperson

CEO Report



Major changes have occurred during the course of this year in terms of a significant service name change to KARI Ltd and the establishment of the KARI Foundation. Our statutory status has also had a significant change as we are no longer an incorporated body but rather a company limited by guarantee and therefore now registered with the Australian Securities Investment Commission ASIC.

These important changes were imminent because of the significant growth that has occurred within the service over the past seven years as well as being true to our service aspirations to become a significant Aboriginal agency able to offer greater services and support to our community now and in the future. It is here that I would like to acknowledge the great support given to us by Minter Ellison, for without their guidance and expertise these significant changes would have been much more difficult to achieve.

We continue the tradition of providing high quality service and programs to our clients and community, especially in the area of Aboriginal child protection. Our holistic service approach in supporting the most vulnerable people within our community certainly allows us to be more proactive and effective in achieving quality and better client and community outcomes.

I would like to pay tribute to all of our committed Foster Carers for the great work they do in supporting our children and young people in care. I would also like to sincerely thank our many corporate partners and friends in the community for joining us on our continued journey to seek justice and equality for all Aboriginal people.

In closing, what has been my final full year as CEO of KARI, I would like to sincerely thank all of the people who have supported me over the past 18 years. In particular, I would like to pay special mention to my EA, co-founder, lifelong companion and my greatest inspiration Cheryl Ralph, as this journey would not have been possible or worthwhile without her being by my side.

Paul Ralph
Chief Executive Officer



“In what has been my eighth year as Chairperson, I am pleased to report that the service this year has gone from strength to strength in terms of its service program delivery and service expansion”

Gary Potts, KARI Chairperson

Board of Management Profiles



Gary Potts **Chairperson**

Gary is a Wiradjuri Man from Parkes NSW, however he spent most of his life in Campbelltown NSW. He is a proud father and grandfather, and a devoted husband to his loving wife Debbie. Gary has been involved in Aboriginal Affairs since 1992, and has held a number of positions on several boards and committees in the Campbelltown/Liverpool areas. Gary is currently employed with the NSW Dept. of School Education where he holds an important Aboriginal Specialist position.

Both Gary and Debbie are current foster carers, and both know first-hand the many trials and tribulations associated with being a foster carer. Gary is honoured to be the Chairperson of KARI and sees the service as being a leader in the area of Aboriginal child protection, prevention and community capacity building.



Isabelle Phillips **Director**

Isabelle is the founder and Managing Director of Mackerel Sky – Leadership Matters. She has an undergraduate degree in adult education majoring in human resource development, post graduate studies in linguistics, and is completing a PhD bringing together the fields of positive psychology and leadership. Isabelle is an experienced and accredited coach and trains coaches around Australia, in New Zealand, Singapore and China. Isabelle started her career in education, working first with children at Redfern Primary School, and then with migrants and refugees in Fairfield and Cabramatta. Prior to starting Mackerel Sky–Leadership Matters, Isabelle worked for Vedior; the world's third largest human capital company, running HR and Talent Management consulting businesses for the Eastern seaboard of Australia.

Today her consulting business primarily designs and runs leadership development programs for government, corporates and the NFP sector. Her pro bono work involves coaching prisoners. Isabelle is the adoring parent of two gorgeous children who adopted her as their mum when they were three.



Anne Martin **Director**

Born at La Perouse in Sydney and a descendant of the Yuin people, Anne has held a range of senior public and non-government sector roles across Indigenous affairs over the last 40 years. Anne has always placed an emphasis on the health and wellbeing of Aboriginal youth, and has been instrumental in establishing innovative education programs that operate both nationally and locally.

Anne has also worked on programs in South Africa, Israel, New Zealand and Canada. Currently, Anne is the Co-Chair of the National NAIDOC Committee and the Director of the Tjabal Indigenous Higher Education Centre at the Australian National University. Anne is a mother of six and grandmother to 13 amazing grandchildren.



Nicola Micallef Director

Nicola was born in Canberra ACT and is a descendant of the Yuin people. Nicola has been exposed to Indigenous affairs from an early age through her grandparents' involvement in managing an Aboriginal hostel in Darwin, and by her mother already being well entrenched in Indigenous affairs through Indigenous education.

When the family moved to Sydney, Nicola continued on with her studies and in time went on to become a proud School Captain, House Captain and a member of the La Perouse Dance Troupe. Nicola has 10 years of front line experience working in customer service and administration practices with the Commonwealth Bank and is now employed in a State public service department. Nicola is happily married and is the proud mother of two children, Alexander and Eve. In the future Nicola has made a strong commitment to support her community where possible, especially in the areas of Indigenous child protection and education.



George Villaflor Director

Born in Queensland, George is a descendant of the Wagiman peoples (NT). He spent his early childhood in Darwin at the former police paddocks which is now known as Stuart Park.

Whilst not stolen, he spent time at a stolen children's home – Retta Dixon in Darwin, before moving to Queensland where he played A grade rugby league. George became involved with Land Rights in the 80's with the Alice Springs-based National Federation of Land Councils before working for the North Queensland Land Council. He was the CEO of the first Cape York Aboriginal legal service in the late 80's, and was admitted as a barrister to the Supreme Court of Queensland and the High Court.

He has worked in Aboriginal and Torres Strait Islander child care protection in New South Wales, Queensland and currently in the Australian Capital Territory. George is actively involved in his local Canberra primary school as a member of the Board. He is not formally practicing law.

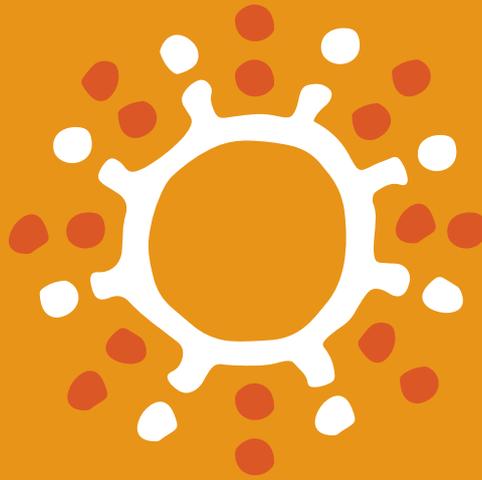


Paul Ralph CEO – Director

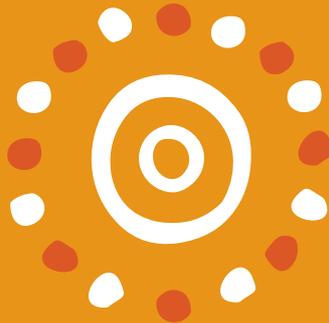
Paul is a founding member of KARI and was the CEO for 18 years. A proud Aboriginal man with family connections on the north and south coasts of NSW, Paul has spent 35 years living in Gandangara Country, located in south-west Sydney. Over the years, Paul has worked across a number of important Aboriginal portfolios specific to employment outcomes, housing, education and human services. This experience has enabled him to travel to many Aboriginal communities across Australia and see first-hand the many social issues that affect Aboriginal people but at the same time be privileged to see the diversity and resilience of the world's oldest culture.

Since 1999 Paul has been committed to working exclusively in the Aboriginal community sector, and has found this to be the most challenging and exciting time of his professional career. Paul is now committed to assisting his community for the remainder of his professional career.

Services Structure



KARI Board Management



KARI Team



KARI Programs

Networking | Funding | Program Management
Systems and Infrastructure

Our Services

Aboriginal foster care

We co-ordinate the delivery of a full case management model to our children and young people in care. We recruit, train and support quality Aboriginal people in the foster care role. We provide placement opportunities for Aboriginal children from birth to 18 years for medium, long-term or respite care. Our service delivery area covers the greater metropolitan areas of Sydney.

Partnership exploration

Where possible, we will seek opportunities to develop key relationships with a variety of corporates, agencies, funding bodies or groups in an effort to provide better outcomes for our clients and community. We will value and respect good partnerships with Aboriginal and non-Aboriginal connections, however, we will always ensure that Aboriginal people and Aboriginal culture is never compromised.

Prevention

Our prevention services target Aboriginal youth, families, groups and communities.

We co-ordinate programs and initiatives that are culturally appropriate and responsive in building capacity in individuals, families and communities. Our services and initiatives are developed and delivered by expert staff with the ability to engage and assist clients in all circumstances.

Aboriginal advocacy

We continue to provide an advocacy support role to our community to ensure they are assisted in an appropriate manner. We will advocate in a positive and professional manner on any matters or issues relevant to improving better outcomes for Aboriginal people.

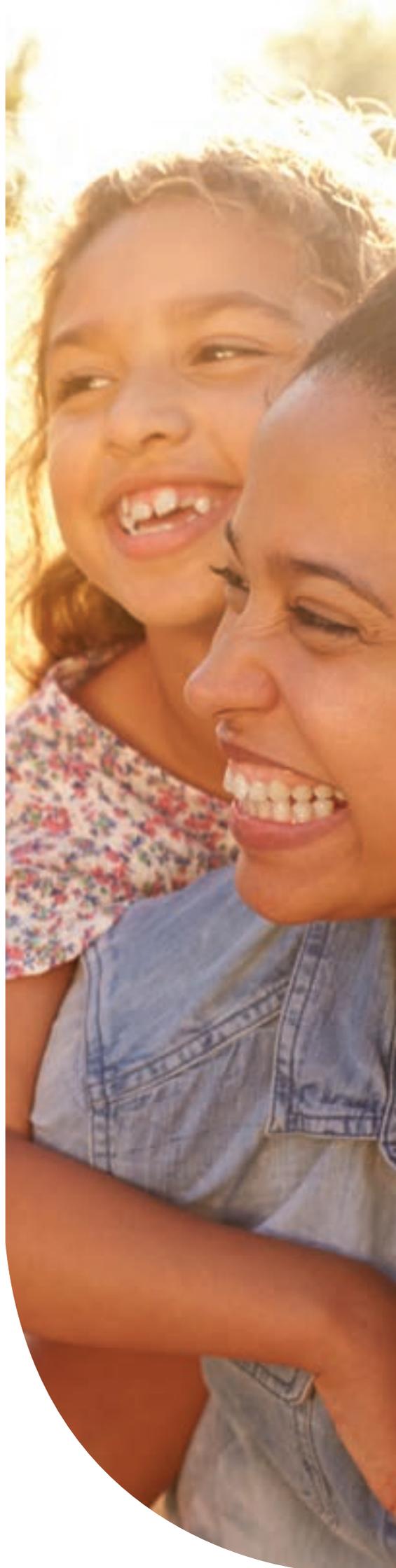
Promoting community cultural awareness

Where appropriate, we will ensure that cultural awareness is prevalent within our service model. We will always proudly promote local Aboriginal culture, history and values through the coordination of, or participation in community events, service promotion, service literature and service delivery. Where possible, we will display local culture throughout our service resources, and will support local artists to ensure local culture remains prominent within our community.

Community Programs initiatives

Our community programs target Aboriginal youth, families, groups and businesses. We co-ordinate programs and initiatives that are not only culturally significant, but also create opportunities to benefit Aboriginal people and our community. Many programs are centred on education, supporting families or community unity. We will continue to implement programs and initiatives that address self-esteem, self-determination or personal and community development.

We recruit, train and support quality Aboriginal people in the foster care role.



Our Values and Standards

Courtesy and respect

Your views and needs are important to us and in return you can expect our respect, professionalism, objectivity and confidentiality. You will be assisted by a polite, responsive and knowledgeable employee.

Fairness

Our services will be objective, irrespective of the role you play in the services activities, and regardless of culture, race, colour, origin, sex, religion, age, disability, political beliefs and marital or familial status.

Clarity

We will clearly explain to you what we do, how our programs work and who to contact for further assistance. If our information is unclear, tell us so we can make it clearer for you.

Accessibility

We are available to serve you and talk to individuals and organisations about our programs. Just contact us for an appointment by letter, phone, email or fax.

Responsiveness

We will continue to seek your views, attempt to address your needs and take action based on them where appropriate. If you are not satisfied with any aspect of our service, programs or initiatives, tell us so we can continue to improve.

Advocacy

We will always endeavour to advocate on behalf of our children in care, our foster carers and Aboriginal community where appropriate and possible. Our advocacy will ensure that Aboriginal views, concerns and feelings are heard and acknowledged.







“When I reflect back on where this all began I appreciate the incredible vision and dedication of our founders Paul and Cheryl Ralph. We can now all look forward to the future knowing that what has been achieved has laid a wonderful foundation for the future”.

**Gary Potts, KARI Chairperson
Chairperson Report**

OOHC Program Overview

Each year the staff within the Out of Home Care (OOHC) Program strive to deliver a quality service to its clients, including the children and young people we case manage, foster carers and birth parents. This financial year was significant due to the fact we implemented two specific programs to support the Casework Team. These two programs were the Leaving Care Program and the Compliance Program.

The Leaving Care Program was delivered by the KARI Leaving Care Officer. The main charter of the Leaving Care Program is to ensure that KARI commences working with young people from the age of 15 to enhance their living skills and to ensure they transition to independence and exit care in a positive and supportive manner. In the 2016/17 financial year period we had eight young people exit KARI's OOHC program due to turning 18. Each of these young people were supported by the Leaving Care Officer to transition into either ongoing education opportunities and/or employment. Some have remained in accommodation with their carers who they consider family and some were successfully transitioned to supported living arrangements. KARI has big plans to further develop this program in 2017/18.

The Compliance Program was established to ensure KARI was constantly maintaining its standards against accreditation requirements and to also ensure we met all legislative reporting requirements.

One staff member implements this program and is responsible for conducting internal file audits, managing our allegation against employee (AAE) portfolio as well as providing on-going support to staff about practice issues.

The implementation of this program has been overwhelmingly successful with KARI meeting all Ombudsman reporting requirements and the OOHC team maintaining high standard of file maintenance. There are plans to grow this program further in the coming year.

The whole OOHC Sector went through a reform planning phase in 2016/17. Agencies were advised that a new model of OOHC would be implemented in the 2017/18 financial year period and agencies were given the task of negotiating with Family and Community Services as to how they will transition to the new model of care. KARI is excited about the possibility of working with families with the aim of restoration in the near future.

Each year the OOHC team strives to deliver a number of program initiatives for carers, their families and the many children and young people in KARI's care.

These initiatives are aimed at bringing together all key stakeholders of the OOHC Program to celebrate culture, community and the many successes that were achieved throughout the course of the year.

Following is an overview of the programs and initiatives offered in the 2016/17 financial year:

Case Management

The management team have worked very hard to ensure that the quality of case management provision is at an all-time high in this last 12 months. Bi-monthly planning meetings were instated as a means of ensuring the three regions came together to discuss practice concerns and to evaluate exiting policies and procedures. As a result, a number of policies and procedures were reviewed and new systems introduced to streamline practice. Feedback from staff and carers has been positive and indicates a much more cohesive approach to the delivery of case work practice.

As always, the team are very committed to ensuring that all Aboriginal children that enter our care have the best possible opportunity to return to family or at least to extended family or community connections. This year we saw nine children and young people successfully restored to family placements. All of these children were restored or placed with kinship options prior to any final order being made.

405

Number of
CYP in care at
30 June 2017

33

Number of growth
placements accepted
throughout the year

21

Number of transitioned
placements accepted
throughout the year



OOHC Program Overview

Staff Training

KARI staff participated in a number of core training programs throughout the 2016/17 financial year. KARI is committed to ensuring that all OOHC staff have access to attending core training programs identified within position training packages. Training is delivered by individuals considered experts in their field across a number of focus areas including OCG Standards Training, Behaviour Management, Attachment and Trauma, Sexualised Behaviours and the Diploma of Community Services Work.

Carer Training

KARI invested time in developing a robust carer training calendar for 2016/17. Working with a number of practice specialists including Psychologists, Cyber Safety Experts, Mental Health and First Aid facilitators as well as key KARI staff. Carers had the opportunity to access over 12 different training courses offered on-site at various KARI locations.

The highlight of the Carer Training Calendar continued to be the Family Camp Program. Offered four times per year, carers and their households were offered the opportunity to join KARI staff at Stanwell Tops Conference Centre for a weekend of family fun and access to training and support. Over 70 carer households registered for the camps across the year with feedback from all in attendance overwhelmingly positive.

All carer households committed to attending at least one form of on-going training in 2016/17, which highlights their commitment to support the children and young people in their care.

Carer Awards

The 2016 Carer Awards was by far our biggest, with all three regions combining for the first time. The purpose of the Carer Awards is to provide a platform to acknowledge the hard work and commitment of our valued carers.

The Carer Awards was held at the Revesby Workers Club. Over 150 carers attended the event, which included the presentations of various awards, entertainment and the opportunity to get to meet fellow carers. All award recipients received a glass plaque, flowers, framed certificate and gift as a sign of gratitude and congratulations.

Whilst the carers celebrated in the main function room, KARI staff took on the task of child minding over 250 children and young people. Broken into smaller groups on the night, the children had the pleasure of participating in a number of activities including ten pin bowling, a magic show, bingo and the adventures of Carnival Kingdom – a children's play centre. Feedback on the night indicates the children and young people enjoyed the Carer Awards just as much, if not more than their carers.

Christmas Carols

Every year the Christmas Carols program and activities grows in size. As with previous years, there was an overwhelming response from those invited with over 400 children, young people and carers attending the event in 2016.

The event was once again held at the YMCA Whitlam Centre Hall, which KARI staff worked tirelessly to turn into a Christmas Wonderland. Numerous activities were facilitated by KARI staff and external service providers to entice and entertain those both young and young at heart including rides, arts and craft activities, face painters, air brush tattooists, balloonists and the ever-popular singing of traditional Christmas carols.

The arrival of Santa and his presents continued to be the most magical moment of the evening with every child and care in attendance receiving a present from Santa and his elves.

One of our up and coming artists



2016 Carer Awards





Carer Recruitment team at one of the NAIDOC events



Completed basket

Big Day Out

The Big Day Out initiative provides the opportunity for all carers and kids to come together in a relaxed environment for a day of interactive experiences and most importantly, the opportunity to connect with one another and network.

In March 2017, carers and children were invited to participate in a cultural experience delivered by Tribal Warrior.

It is the aim of the OOHC Project Team to offer more opportunities for carers and their families to network throughout next financial year with a particular focus on Aboriginal cultural experiences and education.

Carer Recruitment Overview

The Carer Recruitment and Assessment Team had a lot of success across the 2016/17 financial year. Like in previous years, we recruited a high number of quality foster carers and placed many Aboriginal children and young people in loving and caring homes.

The Recruitment and Assessment Team was invested in promoting the KARI brand throughout our three contracted regions and was committed to educating the wider community about why there is such a significant need for more Aboriginal foster carers. The main platform for championing the message of Carer Recruitment was stalls at various community events.

We were present at many events across our three contracted regions including numerous NAIDOC Week activities, the KARI Community Unity Day, and Child Protection Week activities.

Attending these events resulted in a constant flow of inquires from Aboriginal and non-Aboriginal community members on how to become a foster carer. A high number of these people who inquired have gone on to complete the assessment process and become full-time authorised carers.

KARI played a lead role in providing advice and support to the sector on how to better recruit, train and assess Aboriginal carers resulting in an increase in fee for service opportunities. This also increased agency awareness on the benefits of transition Aboriginal carers and children to be case managed by Aboriginal service providers. As a result we successfully transitioned 25 Aboriginal carers from Family and Community Services to be case managed by KARI.

An investment in promoting our Nominated Respite Carer (NRC) Program resulted in a 15 per cent increase in carer households having secured a permanent respite carer option. This ensures placement stability and encourages our long-term carers to practice self-care functions. The Recruitment and Assessment Team aim to further increase the percentage of carer households having an NRC across 2017/18.

Due to the high volume of carer inquiries we increased our Carer Training Program from a bi-monthly delivery to monthly. A greater focus on therapeutic care models has resulted in all authorised carers having a further understanding of trauma prior to receiving their first placements, which has increased placement stability and carer retention.

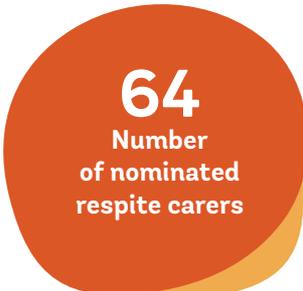
Cultural Unit Overview

This financial year has been a big year for the Cultural Unit. Changes to the OOHC sector and the continued increase of Aboriginal children and young people entering KARI's OOHC Program has seen the Cultural Unit expand in its staffing numbers to now have six Cultural Liaison Officers servicing our three contracted regions, as well as a dedicated genealogy team.

The Cultural Liaison Officers play a vital role in enhancing and nurturing our children and young people's cultural journey whilst they are in OOHC. Through Cultural Care planning processes, they ensure children and young people in the OOHC Program maintain their cultural connections to land and family. Cultural Liaison Officers also have the charter to build the cultural capacity of carers to enable them to support the children and young people in their care.

The Family Research Officer has had a big year with the arduous task of confirming Aboriginality and ensuring that all children and young people in the OOHC Program have extensively researched and developed family genograms.

The expansion of the Cultural Unit has enabled it to continue its commitment to developing more culturally enriched programs and experiences for our children and young people in OOHC. The Cultural Unit continues to play a big role in preventing another stolen generation by reconnecting our children in the OOHC Program to their family, land and culture. It is through these connections that we ensure our children have a strong sense of identity and belonging.



OOHC Program Overview

Cultural Vacation Care

During the 2016/17 financial year period the Cultural Vacation Care Programs once again proved to be successful, with over 200 children and young people participating in Aboriginal Dance, didgeridoo creation and lessons, weaving classes, Indigenous art classes and various cultural excursions.

Acclaimed Aboriginal artist Danielle Mate facilitated the Indigenous Art Program to all three regions. Through these workshops, children and young people learnt to build confidence in their own artistic abilities and explore painting using a variety of techniques and styles—both contemporary and traditional.

The Didgeridoo Program enabled boys within the OOHC Program to learn the significance of the didgeridoo whilst building upon their cultural knowledge and understanding. These hands-on experiences taught boys the techniques used in both traditional and contemporary times to strip back wood to make their didgeridoo, decorate it with a personal art design and learn to play their finished piece.

The Weaving Program provided girls in the OOHC Program the chance to gain a greater understanding of 'Women's Business' and the roles and responsibilities within the Aboriginal community. The girls learnt both traditional and contemporary methods of creating items that were both ornamental and practical.

The Aboriginal Dance Program was facilitated by Yadha Mayi. Yadha Mayi aims to motivate, engage, empower and culturally educate children and young people through traditional Aboriginal practice.

Cultural Camps

Our Cultural Camps once again proved to be significant and empowering cultural experiences for our children and young people in Out of Home Care.

Two Cultural Camps were held during the 2016/17 financial year period. One at Youth Works Port Hacking and the other at Point Wolston Croft. These camps were attended by 100 children and young people in KARI's OOHC Program, aged 8-17 years, who had the opportunity to be immersed in their culture and gain more cultural knowledge and understanding.

Activities on the camp included, but were not limited to, teachings from Elders around artifact and weapon making, traditional cooking, and to learn about the significance of local sites, rock engravings, scarred and ring trees and middens.

Uncle Bill teaching the significance of the rock engravings



KARI Clinic Overview

The KARI Clinic has had a very busy time during the 2016/2017 financial year.

The Clinic expanded and relocated to the ground floor at KARI's Head Office in Liverpool. The space now has a reception desk, waiting area with space for children to draw and read, more therapy rooms, a sensory gym, medical office, clinic offices and boardroom.

All programs delivered in partnership with South Western Sydney Local Health District proved to be an ongoing success.

The KARI OOHc Dental Clinic has been running fortnightly at the Ingleburn Community Health Centre. The Clinic has been running smoothly, with appointments being booked by Caseworkers weekly and all kids receiving oral health reports within appropriate timeframes.

The Dietetics Clinic has been running bi-monthly for children who have been flagged by their Caseworker or KARI Clinicians in KAMAC. Our Dietitian offers five appointments, and the Clinic is continuously being filled months in advance.

Reports are generally sent back within the week with recommendations to be implemented by the carer, Caseworker and child. Children and their carers receive healthy eating advice, are recommended appropriate strategies for carers who have children with food aversions or fussy eating, and can monitor weight changes. This means that children and young people within the OOHc Program have ongoing access to free service delivery for a range of health services, including dietetics, dental, medical, occupational therapy and speech pathology, and continue to be prioritised within the Health Care System.

In partnership with Dr. Shanti Raman and Dr. Paul Hotton from South Western Sydney Local Health District, our KARI Clinicians Stephanie Ruston, Sarah Irwin, Phuong Tran and Shannon Thorne successfully submitted their paper, *Taking culture seriously: Can we improve the developmental health and wellbeing of Australian Aboriginal children in out-of-home care?* which has been published in *Child: Care, Health & Development* journal.

Painting
Didgeridoo



New Clinic space,
Liverpool

OOHC Program Overview

Individual Assessments and Intervention

Individual assessments and therapy services have continued to be provided by all Clinic staff members resulting in us being able to meet all referred children's medical, developmental, emotional and psychological needs.

Multi-Disciplinary Clinic

The fortnightly Multi-disciplinary Clinic (KAMAC) continued throughout the year offering comprehensive initial and review assessments for KARI OOHC children. The Multi-disciplinary Clinic continues its partnership with South Western Sydney Local Health District that provides paediatric medical and allied health service. Over 40 children and young people were screened by the multidisciplinary team in 2016/17 for initial or review assessments.

It is anticipated that in the next year, Multi-disciplinary Clinic will expand to assess and review KARI Brighter Futures children.

Community Playgroup

Playgroup is a soft entry point into assessing children's social, emotional and developmental needs, as well as a means to provide immediate education, upskilling and strategies for parents to assist their child further develop skills or manage behaviours. In the last year, Playgroup has relocated to be offsite at Miller Mission Australia where the facility provides an indoor and outdoor play area and children's bathroom and toilet. The Community Playgroup runs every Monday throughout the school term for four school terms, and is currently run by the KARI Occupational Therapist and Speech Pathologist. The aim of our Community Playgroup is to support the learning and developmental needs of all Aboriginal children in the community and at-risk families in the years prior to starting school.

KARI's Community Playgroup has been a successful aspect of service delivery for the Clinic Team and has been well received by families in the local community. Each week attendance numbers increased, with a core group of parents and children attending consistently throughout the year, and clinicians building great rapport and engagement with the local Aboriginal community and families. This aimed to strengthen relationships between KARI, health services and the community, and is a gentle stepping stone to referring children and families onto their local health services for assessment and intervention as required.

Transition To School

The Transition to School (T2S) Program continues to be the highlight of the year for Clinic staff. In 2016/17 year we had eight children take part in the 10 week program, involving pre and post testing assessments, an eight week group therapy program and a graduation for all children and carers involved.

The program aimed to increase our children's language and literacy skills, prewriting skills, group time/social skills, responsiveness to a structured learning environment in preparation for starting school/kindergarten.

The benefit of smaller therapeutic groups this year is that each child can be given step-up or step-down activities graded for their own needs; such can be seen in the picture below where name-writing practice has been graded down to assist a child who has additional needs.

Spot Programs

The Clinic continued to deliver the SPOT (Speech Pathology and Occupational Therapy) 3 and SPOT 4 programs this financial year. This program is for three and four-year-old children within the OOHC Program. The program is facilitated by KARI's Speech Pathologist and Occupational Therapist as an early intervention model, and aims to identify language and literacy problems, play and social skill difficulties, motor and coordination issues and behavioural challenges prior to the children entering the Transition to School Program and Kindergarten. Once a child has been identified as needing additional support, the child and their carer will be engaged in individual therapy provided recommendations/strategies for home practice.

Outdoor group time at Playgroup



Name writing practice



Carer Training

Our Psychologists continue to provide carers with valuable insight around their children's behaviour based on their child's early experience of attachment disruption and trauma. This is done through individual consults when a referral by one of the KARI Caseworkers is submitted or through our Reparative Parenting Programs (RPP). RPP is an attachment based program around the needs of children affected by trauma, that seeks to help foster and kinship carers learn reparative parenting not just behaviour management. It aims to increase the understanding, skills and resources of carers to support placement stability. Placement stability for our children in OOHC is associated with a range of positive mental health, behavioural and educational outcomes.

The RPP program continues to be well received by our carers who have commented that they now have a greater awareness as to the impact of trauma on childhood development and what they as carers can do to support the children in their care.

This information is also relayed to our new carers in Carer Recruitment training. Modules that are covered in Carer Recruitment training include trauma, attachment, emotion coaching and principles to help strengthen attachment.

KARI psychologists have also been involved in family camps and offered programs around family bonding, self-care/gratitude and a yarning circle for carers. The family bonding program invites positive emotions and encourages family team building. The other programs invite reflective practice and a space for carers to share their experiences.



Children attending to group reading time





Vacation Care is by far one of our most consistently attended programs and provides children with an opportunity to be exposed to a variety of activities and experiences.



Brighter Futures

Brighter Futures is an early intervention program designed to build the resilience of families and children that are considered to be at risk. KARI is one of 14 lead agencies brokered to deliver the Brighter Futures Program across NSW.

The last 12 months has seen the KARI Brighter Futures team working with a high number of families that are considered as being at Risk of Significant Harm (ROSH). ROSH clients are referred by Family and Community Services. The team provide case management and work closely with families to identify needs, provide support and connect them to services to address their vulnerabilities. At the end of the reporting period the results indicated 98 per cent of families on the program were deemed at risk of significant harm. KARI Brighter Futures continues to work with community referrals however, ROSH clients are considered a priority.

The Brighter Futures team consists of a Program Coordinator, Duty Officer and three Family Support Workers who have all worked extremely hard to improve the existing programs and to deliver new and exciting programs to families in the 2016/17 financial year.

Below is a summary of the programs delivered in 2016/17:

Structured Home Visiting

KARI ensured that all Brighter Futures staff had access to relevant training to meet the growing needs of our client base. The team continued to deliver the structured home visiting program to all parents on the Brighter Futures Program. Structured home visiting includes a KARI staff member to deliver an evidenced-based parenting program in the comforts of the client's home.

The evidence-based programs that the Brighter Futures team deliver are 123 Magic Emotion Coaching, Circle of Security and Money Minded.

Families have responded well to these and appear to enjoy the Structured Home Visiting Program. All programs run at a minimum of six weeks and on completion of each program, parents are presented with a certificate.

Group Based Parenting

The team successfully delivered four group-based parenting programs in the 2016/17 financial year period. Family and Community Service specifications require two evidence-based programs designed to develop parenting capacity delivered in a group presentation: *Managing Challenging Behaviours* presented by Dr Steve Walker and *Bringing up Great Kids*, presented by Catholic Care were delivered in this format.

KARI Brighter Futures continued an established relationship with Dr Steve Walker to deliver Brief Therapy Solutions—an eight week program focusing specifically on the collaborative support and management of challenging behaviours. This group has an emphasis on challenging and disruptive behaviours developing from social and learning difficulties in combination with environmental influences. This supported parents in understanding why children behave the way they do, and how to implement change to better suit their children's needs.

A new partnership was established in the financial year between KARI Brighter Futures and Catholic Care. Catholic Care delivered a four week course which encouraged parents to become more reflective and mindful in their parenting approach to raise happy children.

60

Number of families who accessed the program in 2016/17

139

Number of children who accessed the program in 2016/17

32

Number of clients referred from FACS (ROSH Clients)



Face painting in
Vacation Care



Brighter Futures
Christmas Party 2016

The two non-evidence based programs were equally successful. KARI Brighter Futures were fortunate enough to conduct a Life Story Workshop. This was a successful program as it helped people identify with where they come from and who they are, and make a life story of their memories.

Local Aboriginal artist Danielle Mate was invited to share her talent with our families. Danielle delivered an eight week workshop focused on art and allowed the families' time to be creative, challenge their inner imaginations and create beautiful pieces of art.

Those who completed the programs offered were rewarded for their participation with a Certificate of Achievement.

Vacation Care

The Brighter Futures team offered three Vacation Care Programs in the 2016/17 financial year period, held in July and September 2016 as well as April 2017. The Vacation Care Program is designed to support children's learning throughout the school holidays while developing social relationships with other children and also having an enjoyable time.

Activities provided over the three installments include, bowling, Carnival Kingdom, Casula Powerhouse, movies, Flip Out, Laser Skirmish and Aboriginal Art.

Christmas Party

In December 2016, the Brighter Futures team hosted its Annual Christmas Party, inviting all Brighter Futures families to attend. The party was held at the Mt Annan Botanical Gardens. The event was a catered lunch and each family participated in a cultural tour of the Stolen Generation Garden along with a Bush Tucker Tour aided by Local Elder, Fran Bodkin.

Families, staff and special guests came together to welcome the arrival of Santa and his elf. The children were overwhelmed with excitement and joy to receive Christmas presents.

The team also tailored the event to ensure activities were offered such as face painting, a photo booth, and an art stand, where children could paint and colour stencils and Christmas cups.

This event is a special way to celebrate the end of a very successful year and acknowledge all the hard work the families have contributed to participating in the program throughout the year.

Family Camp

The team facilitated a Family Camp in January 2017 delivering a stimulating and culturally rich range of experiences for all members of each family.

All Brighter Futures families were invited to participate in the three day camp which was designed to bring the families together to network and develop friendships, share parenting skills and strategies, allow the program staff to have insight into the families working relationships and encourage participation and learning.

The program offered families several stimulating activities such as the flying fox, quad bike riding, archery and a reptile show. The team were fortunate enough to continue their relationship with George Mannah from NSW Fisheries. George taught the families water safety, fishing skills and was kind enough to provide each family member with their own personal fishing rods and tackle box.

KARI Brighter Futures offered a Mother's Pampering Day for mothers to reflect on self-care and ensure they allow times to pamper themselves, while the children were delighted with a Magician Show presented by Peter Wood.

The camp was hosted at Lutanda Camp in Toukley. Nine families attended the camp and the Brighter Futures team sought feedback from each family about their experience. All families indicated their involvement had been positive and up-lifting, with many discussing their experience at camp for some time afterwards.



Community Programs

Our Community Programs Team had another exciting and productive year under the NSW Government guidelines. Our programs were accessed by just over 2,383 members of the community through the facilitation of programs designed to build strength in knowledge, skills and capacity of the Aboriginal community in South West Sydney.

Highlights for this year include the ongoing successes of our Transition to High School and Scholarship Programs and the unprecedented success of our Community Cultural Camps.

Ageing, Disability and Home Care Program (ADHC)

Since 2014, Community Programs have been facilitating programs and projects funded by Ageing, Disability and Home Care for members of the community who are seeking assistance in accessing programs that are more inclusive than many of their predecessors.

Community Multi-Disciplinary Playgroup

KARI's Community Multi-Disciplinary Playgroup offers a support-based program with a Psychologist, Speech Pathologist and Occupational Therapist, who are able to address any concerns parents may have about their child's development. The many benefits of attending playgroup include;

- Receiving support on their child's speech, language, motor skills, behaviour and overall learning.
- The child's development is monitored by a multi-disciplinary team week-to-week.
- The child has the opportunity to engage in free play, hear a story and do some craft.
- Opportunities to socialise and meet other children.

In 2016, our Playgroup made the move from our space in Liverpool and relocated to Mission Australia's Hub space located in Miller. The relocation was made to provide easier access to current attendees and also target other local families who are not

currently accessing the Playgroup. To do this we also provided regular transport to and from Playgroup. This change has proven to be successful as our attendance numbers have remained high and steady. As of June 2017, we have seen 45 children regularly attend playgroup on one or more occasion, coming from a total of 27 families. These figures are an indication of the success of relocating our playgroup to Miller and providing regular transport to meet the needs of our attending families.





Happy faces at our
Learn to Swim Program

Learn to Swim Program

KARI's Community Swim Group is a Learn to Swim Program targeted at Aboriginal children between the ages of 0-16 years. The aim of the program is to increase water safety and confidence and to teach water wise skills. This program is designed to run for a term of 10 weeks (one lesson per week). This is a free program for Aboriginal children in the community to learn, enhance or build on their current swimming ability.

This program is advertised via our social media and interagency networks. The program has established a healthy waitlist, proving that Learn to Swim Programs are not only needed by the community but highly sought after by parents and care givers.

Facilitating this program at Michael Wenden Leisure Centre, Miller proved to be highly successful with a total of 80 children completing the program this year. Participants and families also commented positively on the resources KARI provided during this time — a custom swim bag complete with goggles and swim cap.

This program will continue to run due to community demand, its popularity and positive outcomes.

Transition to High School Back Pack Launch 2016

This year's backpack drive visited various locations throughout the South West Sydney and Ultimo regions (Campbelltown Performing Arts H.S, Ashcroft H.S, Alexandria Park Community School, Matraville Sports H.S, and Elizabeth Macarthur H.S). The team had another successful year preparing our young people as they face new beginnings entering the first year of high school. The distribution days saw many smiling faces leaving the pickup locations. The total numbers of allocated back packs this year, as indicated by the Department of Education and Communities was 350.

100
Clients
accessing KARI Family
Support Programs

227
Clients
accessing
Vacation Care

475
Clients
accessing ADHC
Funded programs



Our backpacks continue to be popular with high school starters and their families



KARI Community Playgroup



Parents and children enjoy visits from local services promoting health and literacy at our Community Playgroup

Broader Community Programs

KARI Music and Singing Program

The Campbelltown, Liverpool and Bankstown areas have been bursting with creative energy this year as we continued the Music and Singing Program. The popularity of this program is evident with more students returning from previous years, many of whom are improving at an accelerated rate. All students participating in the program receive free vocal and/or guitar lessons by consultants well known in the music industry. This program continues to reach new heights with even more new participants accessing the program. We are also seeing a continuing trend of participants of this program applying to the Vocal Identification Program (VIP).

Vocal Identification Program (VIP)

The VIP Program aims to identify young, talented singers from the local South West Sydney area and provide them with performance workshops with the aim of performing in front of a live crowd. In 2016, 22 participants took part in a series of workshops spanning over May, July and August, with the opportunity to perform and be mentored by our VIP consultants. On the 4th of August the students attended a live recording session at Blake Ralph Recording Studios to lay down their vocals using state of the art technology. The day was in preparation for the main event which occurred on Thursday the 18th of August 2016 at Casula Powerhouse.

This year's caliber of performances was exceptional and featured a group performance of *Lean on Me* for the finale. In partnership with the NSW Department of Education and Communities, the VIP Program continues to get bigger and better every year with the group being invited to perform at a number of special events including;

- The National Australia Day Luncheon held at the International Convention Centre (ICC), Darling Harbour – 26th January, 2017
- The annual Australia Day Concert at the Sydney Opera House – 26th January, 2017
- The Official Flag Raising Ceremony at Government House, Sydney – 28th June, 2017

This year's VIP Performers were high in demand with communities and corporates alike.

KARI Production Program

This music program, now in its seventh year, sees selected students from both music and singing studios in Liverpool and Bankstown undertake music industry performance workshops concluding in the recording of a personal demo CD. In partnership with Blake Ralph Recording Studio and Songbirds Music Studio, students develop their talent, self-esteem, self-confidence, skills and cultural connections.

Indigenous Art Programs

During the 2016/17 period KARI continued to run a number of Indigenous Art Programs for our community. The purpose of this program is to teach Aboriginal community members about Aboriginal Art (traditional and contemporary) and provide them with the skill set to teach other members of the community by increasing their confidence in the creative arts. This series of workshops is facilitated by internationally acclaimed, local artist Danielle Mate.

This year we ran three programs across two school districts and one based out of our Liverpool space for community members. Our first school-based program took place at Thomas Acres Public School, Ambarvale commencing on Tuesday 26th July 2016. Paint to canvas began on Tuesday 2nd August and concluded on Tuesday 20th

September 2016. The students worked on a number of murals which were permanently fixed at various locations on the schools grounds and featured the student's animal totems. The murals were officially unveiled at a special assembly which KARI staff attended in December 2016.

We shifted our focus for the second program, returning to the popular community accessed format. This program saw seven adult community members participate in a series of workshops that encouraged them to consider entering their finished works in the 2017 Mil-PRA Art Exhibition and Competition to be held later in the year. The standard of the finished pieces was exceptional and varied in style and technique.

Our final program for 2016/17 returned to the school format, this time at All Saints Catholic Primary School. This program began on 2nd May wrapping up on 30th May, 2017. The completed pieces were unveiled by the participating students and staff who intend to enter the student's works into this year's MIL-PRA Art Competition and Exhibition. Great work was achieved by all students across this five-week program.

Living Skills Cooking Program

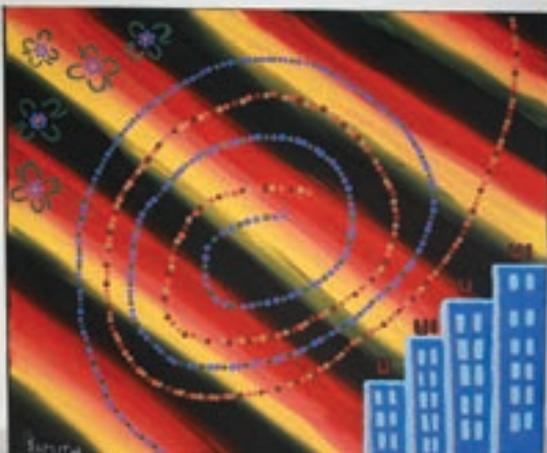
In 2016/17, continuing on from the success seen since the program launch in 2015, the next installment of this Living Skills Cooking Program was run with Jamie's Ministry of Food for seven weeks from 13th October to 24th November 2016. This program offered participants the opportunity to learn how to make wholesome, home cooked meals with a professional chef. Eight community members participated in the program, accompanied by KARI staff. All participants (KARI staff included) thoroughly enjoyed the Cooking Program. For all participants this was the first time they had participated in a group cooking class.



This year's VIP performers were high in demand with communities and corporates alike.



Our cooking participants enjoyed seven weeks of healthy, home cooked recipes.



Artwork from this year's Indigenous Art Program



Soloist Halle Pierson accompanied by Music and Singing Consultant Blake Ralph

Broader Community Programs

South West Sydney Aboriginal Student Achievement Awards

The annual South West Sydney Aboriginal Student Achievement Awards celebrate the hard work of Aboriginal students across the South West Sydney region in the areas of Culture, Courage and Commitment, Literacy, Numeracy, Sporting Achievements, Attendance, Leadership, Citizenship & Community Service, Creative & Performing Arts and Community Acknowledgement. KARI has been a long standing sponsor of the awards and continued our support via the KARI All Rounder Initiative award, which recognises a student's outstanding commitment to school through consistent attendance, an eagerness to learn, school community participation and staying engaged in the school environment. One student from Kindergarten to Year 12 each received an award along with additional prizes.

The winners were announced at the official awards ceremony on Friday the 28th of October 2016 at Western Sydney University, Campbelltown Campus.

Congratulations to the following students;

- Aleera Brown, Claymore Public School
- Jayden Magnus, Busby Public School
- Wayne Corbett, Thomas Acres Public School
- Kaitlin O'Dwyer, Holsworthy Public School
- Hayley Glover, Busby Public School
- Destiny Lyons Ayalew, Ashcroft Public School
- Victoria Eyke, Bossley Park High School
- Jack Wedgwood, East Hills Boys High School
- Jared Smith, Campbelltown Performing Arts High School
- Tameka Gibson, Ashcroft High School
- Kirby Pearson, East Hills Boys High School
- Cassandra Roberts, James Busby High School

We also continued our long-standing commitment valued at \$250 in the form of an art supply pack to the winner of the South West Sydney Region art competition. The purpose of this competition is to design a logo for the 2016 Student Awards invitation and awards. The winner for 2016 was Mahli Whitehall from Picnic Point Public School.

Community Cultural Camp

Following the success of our pilot program in 2016, our second Community Cultural Camp was an opportunity for Aboriginal children living in the South West Sydney region to experience their culture through a variety of activities and knowledge based workshops under the guidance of cultural mentors. The purpose of this program was to provide Aboriginal children aged 8 -17 with a unique opportunity to experience their culture through a variety of activities designed to balance recreation with educational, cultural and social experiences. This year's camp was held at Vision Valley Conference and Recreation Centre in Arcadia from Friday 16th June to Sunday 18th June 2017, hosting 19 children from the South West Sydney Community.



Mahli Whitehall of Picnic Point Public School with her competition winning artwork.



Highlights from this year's camp included;

- KARI staff facilitated a number of workshops and activities during the camp. These included sand art, cultural trivia and The Amazing Race Challenge.
- A dance workshop run by Darren Compton. This was a hit with the participants and all got involved in this activity.
- Uncle Fred from 'Fred's Bush Tucker' spent the morning facilitating two cooking workshops. The participants got into groups and made lemon myrtle pancakes and lemon myrtle cheesecake.
- On the Saturday night we enjoyed a Reptile Show with Reptiles Rule! The very engaging John came out with fun reptiles for the kids to meet and greet.
- The facilities at Vision Valley were perfect for the camp. The Stringybark lodge suited our needs and allowed us to hold all of our activities in the one place. The staff at Vision Valley were extremely accommodating and friendly during the weekend.
- Quite a few participants made new friends on the camp and despite the large age range, all of the participants got along really well.

The camp program encouraged cultural enrichment through the different activities run over the weekend and was respectful in its promotion of culture. The continued success of this camp highlights the demand for this type of program in our community and solidifying its place in the Community Programs calendar.



Smiling faces at this year's Community Cultural Camp



Community Unity Day continues to be a popular annual event.

Community Events

Community Unity Day 2017

KARI Community Unity Day is a community event with the aim of bringing the Aboriginal community and non-Aboriginal community together in a day of celebration and sharing information.

The 2017 Community Unity Day event took place on Wednesday 12th April, 2017 at The Whitlam Centre, Liverpool. This event was free to the community.

Across the day we had a number of activities and catering options available including:

- Interactive information stalls from of 25 services
- A live reptile show
- Rides for all ages including jumping castles, dodgem cars, mini carousels, giant slide and more
- Face painters
- Balloon artists
- A roving magician
- Arts and crafts stations featuring Sand Art Boomerangs
- The NRL 'Pass the Ball' Competition featured Wests Tigers players and representatives
- Food vendors – combo truck (burgers, chips and drinks), a wood fire pizza truck, unlimited fairy floss, popcorn and snow cones.

Overall feedback from the 800 strong community attendees was positive with many community members stopping to give feedback to staff in person. This continued on our social media pages over the days that followed.

2016 KARI Gala Dinner Dance

The 2016 KARI Gala Dinner Dance was held on Saturday the 15th of October at Campbelltown Catholic Club's premier venue The Cube.

Uncle Ivan Wellington opened the evening with a stirring Welcome to Country before our MC for the evening Ray Hadley took over with style. Guests were treated to a spectacular performance by the Muggera Dancers ending with some guests on their feet to shake a leg! To round off the entertainment and get everyone up on the dance floor performers Sarah Bertram and Blake Ralph & band gave us some wonderful renditions of some modern floor fillers and some old favourites.

Undoubtedly, one of the most exciting elements to this year's event was the live auction, in which five fantastic prizes were won by our guests including a whitegoods pack, a nine night cruise, a QLD holiday and a South Sydney Rabbitohs and Canterbury Bulldogs Game Day experience. Thank you to Ray Hadley, all of our sponsors and especially our guests.

2017 KARI and NSW Police Force Debutante Ball

On Saturday the 8th July 2017, the sixth annual KARI and NSW Police Force Debutante Ball was held in front of special guests from KARI, the NSW Police Force and the families of the Debutantes. The KARI and NSW Police Force annual Debutante Ball is a partnership program designed to forge greater relationships between the Aboriginal community in South West Sydney and the NSW Police Force, Liverpool and Green Valley Local Area Commands.



The 2017 KARI Débutantes partnered by Police Officers of the NSW Police Force, Green Valley and Liverpool Local Area Commands

A great night was had by all and special thanks go out to Aunty Maggie Simpson for opening our event with her Welcome to Country. We also have to thank the KARI staff who supported this initiative, the Liverpool and Green Valley Local Area Commands, our hair and make-up team, Maria Wakefield and Revesby Workers Club for all of your assistance in ensuring the 13 Débutantes had a night to remember. Congratulations to our 2017 Débutantes!

The Good Kids Camp

The Good Kids Program is run in partnership with KARI and the NSW police Force, Green Valley Local Area Command. This is a rewards based program for Aboriginal students aged 13 to 18 years who are currently enrolled in schools across South West Sydney and are working hard to maintain their studies and stay in school. This year's Good Kids Camp took place at Camp Wombaroo in the Wollondilly Shire from Monday 23rd to Wednesday 25th January. Eighteen students from our six local high schools (Ashcroft, Miller, James Busby, Hoxton Park, Cecil Hills & John Edmondson) were taken away for three days of cultural learning, safety workshops facilitated by NSW Police, fun and social activities, including canoing, high ropes courses and the flying fox.



KARI's 2017 Good Kids Camp.



Our campers enjoyed a range of activities that promoted team work and fun.



Our Gala Dinner event continues to raise the bar year after year.



KARI Scholarship Program

In 2016/17 the Scholarship Program had 133 successful applicants accepted into the program in the South West and a further 25 in Western Sydney, taking our total to 158 – a record number!

The KARI School Scholarship Program is an education-based initiative that is offered to Aboriginal senior high school students across South West Sydney. These scholarships provide monetary assistance to cover schooling costs.

Building upon the continued expansion of the program, regular visits with a select cohort of students to share, discuss and plan career and education opportunities were facilitated in a one-on-one mentoring capacity with KARI Ambassadors Beau Champion and Brent Kite.

Family Support Programs

The success of the Family Support Program continued in 2016/17. The team provided advice and case management support services to 100 families and their children. Our case management support has continued to grow due to the emerging needs of the community by providing more intensive support (three months or more) to community members; particularly those who have varying levels of involvement with Family and Community Services. Our referral pathways have continued to grow as we continue to make more connections with fellow service providers in our network. Parenting Programs facilitated during the year included the Triple P Program, Hey Dad, Circle of Security and Managing Challenging Behaviours facilitated by Dr Steve Walker. In addition, as part of our growing Advice and Support service we offered Financial Counselling to community members after the successful accreditation of one of our Early Intervention Staff.

Mother and Children's Camps

The KARI Mothers and Children's Camp ran from Friday 3rd March to Sunday 5th March 2017 at Vision Valley Conference Centre. The camp provides an opportunity for mothers and their children to go away together to increase the bond of their relationship. It also gives mothers the opportunity to share their experiences as parents and gain some useful tips to strengthen their relationship with their children.

Our camp provides an opportunity for parents to network and practice content delivered from programs Circle of Security and Triple P. We provide a safe and supportive learning environment where discussion can be held openly and ideas exchanged from parent to parent. Over the course of our camps, mums in attendance form relationships and networks with their Peers. These have resulted in ongoing contact and peer support as well as continued service within KARI by accessing the variety of other programs we have on offer such as Vacation Care, Scholarships and much more.

Fathers and Son's Camp

The Fathers and Son's Camp ran from Friday 4th November to Sunday 6th November 2016. This camp was held at Myuna Bay Sport and Recreational Centre where participants enjoyed a range of recreational and cultural activities including Didgeridoo and culture workshops, fishing and the annual Fathers and Son's Camp Putt-Putt Challenge. All attendees, including KARI Ambassador Brent Kite, had a great weekend with the camp providing ideas to support the development of stronger relationships between fathers and their sons.

This program supports the development of strong relationships between fathers and their sons through the application of practical parenting programs such as Hey Dad and Circle of Security. The Fathers and Son's Camps also provide social and cultural development opportunities for parents and their children through recreational and culturally appropriate activities.

Vacation Care

The Vacation Care Program for 2016/17 delivered a variety of popular, quality activities to school aged children across South West Sydney. Our program continues to focus on exposing children and youth to social, cultural and historical opportunities. Activities for this period included:

- Bowling
- Laser Tag
- Aqua Golf
- 'Salt Bush' Aboriginal Dance performance at Casula Powerhouse
- Visits to Taronga Zoo
- Urban Jungle and Skypeak Adventures outdoor high ropes activities
- Visits to Attractivity games centre
- Visits to the cinema
- Circus Arts performance workshops
- Aboriginal Sand Art and crafts activities
- Water based activity sessions at Cables Wake Park, Penrith
- Day visits to The Blue Mountains for Cultural Education and Workshops

Vacation Care is by far one of our most consistently attended programs and provides children with an opportunity to be exposed to a variety of activities and experiences.



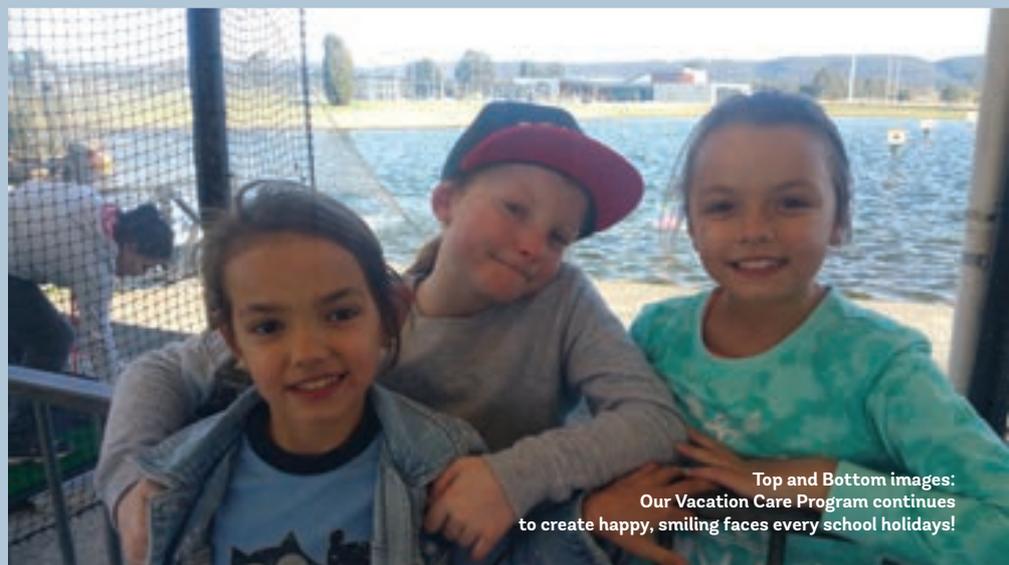
Left to right: Vacation Care



Father & Son's Camp.



Father & Son's Camp continued.



Top and Bottom images:
Our Vacation Care Program continues
to create happy, smiling faces every school holidays!



Partnerships and Grants

KARI Sponsorships and Grants

The KARI Community Programs Team encourages individuals and organisations to bring forward fresh and exciting programs and initiatives to better their community.

This ensures that our programs are community led and are reflective of community needs. In order to ascertain this need the Community Programs Team undertakes a process of engaging with the applicant and assessing the proposed program initiative. This ensures that all KARI Community Programs are carefully targeted outcome based initiatives.

In 2016/17 KARI supported a range of community-led initiatives.

These included:

- NSW Police Liverpool, Green Valley and Macquarie Fields Local Area Commands Good Kids Camp and Débutante Ball events
- Mil-Pra Awards 2016
- Indigenous Art Awards

We also continued our long tradition of providing support and assistance to individuals and organisations conducting NAIDOC events and projects. Recipients of NAIDOC Week funding included Currans Hill Public School





2016 Partner of the Year - MinterEllison



2017 Australia Day Partnership



HSBC RAP Launch

Marketing & Fundraising

Partner Thank You Event

2016 was a successful year for KARI and to acknowledge this we held a Partner Thank You Event. This event acknowledged the amazing contribution and dedication of our partners. The event was held at Doltone House in the Soho room with exclusive views of Sydney Harbour.

The evening commenced with an Acknowledgement of Country and a moving didgeridoo performance by Shannon Thorne. Paul Ralph, CEO, KARI spoke about the importance of strong partnerships and the impact of these on KARI's future growth.

Awards given:

- Commitment to Change Award – Noel Prakash, Commonwealth Bank
- The KARI Pro Bono Appreciation Award – Hardeep Girn, Know My Life
- Commitment to Indigenous Programs – HSBC
- KARI Champion Award – Alicia Maynard, ISPT
- Partner of the Year – Minter Ellison

KARI Leadership Program

The KARI Leadership Program has expanded in 2017. This ongoing KARI initiative was developed to promote wellness and high-level performance in Aboriginal organisations, communities and Aboriginal specific initiatives. Made up of world-class training, globally recognised feedback tools, one-on-one coaching and a series of live webinars, the KARI Leadership Program is unique.

The aim of the annual program is to further strengthen the capacity of those people in the community already seen to be leaders and role models and consists of four full-day workshops, five webinars and three individual coaching sessions.

2016 NAIDOC Luncheon

On 7 July 2016 we hosted our Inaugural KARI NAIDOC Luncheon. The day brought together our partners and supporters to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander people.

Celebrations focused on the National NAIDOC theme *Songlines* – the living narrative of our nation. Elder Uncle Allen Madden delivered his wonderful Welcome to Country.

Muggera Aboriginal Dance Group gave a fantastic cultural dance performance, surrounded by an art exhibition from Aboriginal Artist Danielle Mate Sullivan. Danielle's artwork was also available to purchase on the day and she generously donated 40 per cent of all sales from the day to KARI.

2017 Australia Day Partnership

KARI entered into a new partnership with Corporate Club Australia (CCA), a relationship which has grown over the past five years as a result of our ongoing involvement with the organisation.

Among other things, CCA is the network which supports the Australia Day Program, which resulted in KARI playing an integral role in the 2017 celebrations.

KARI is leading the way as the first Indigenous organisation to participate in the Australia Day Program. In 2017 we were recognised as the official Community Partner for Australia Day and are proud to have played a significant role in the program this year.

The partnership kicked off at the 2017 Australia Day Lunch at the International Convention Centre (ICC) on 20th January, where the young people in our Vocal Identification Program (VIP) performed *Raining on the Rock* and the Australian Nation Anthem in Dharawal language and English – alongside superstar Guy Sebastian.

KARI CEO Paul Ralph says that the partnership enables people and organisations to learn more about KARI and "what we can achieve together for Aboriginal people, making this state and nation even greater".

2017 Yabun Partnership

KARI was a major sponsor of the event for 2017, with the partnership an important one for the organisation. This celebration of culture is in line with KARI's mission to keep culture strong.

Established in 2001, Yabun (meaning 'music to a beat' in Gadigal language) is a free event that features live music, a bustling stalls market, panel discussions and community forums on Aboriginal issues, children's activities, and traditional Aboriginal and Torres Strait Islander cultural performances.

The event takes place annually on 26th January and over 40,000 people descend on Victoria Park in Camperdown. It was fantastic to see such a huge mix of both Aboriginal and non-Aboriginal people gathering to celebrate the day together.

HSBC RAP Partnership

In 2016, HSBC Australia made the decision to put together its first Reconciliation Action Plan, which was endorsed by Reconciliation Australia in March 2017.

HSBC officially launched its RAP at a small internal event on Thursday 1st June. Fittingly, this fell during National Reconciliation Week, which marked two very important dates for Indigenous affairs in Australia – the 1967 Referendum and the landmark Mabo decision. The theme for National Reconciliation Week for 2017 was Let's Take the Next Steps.

At the launch HSBC Chief Executive Martin Tricaud discussed what the RAP means to HSBC. "HSBC has a commitment to the communities in which we operate. The



Kyle Turner in the Indigenous Round jersey

documenting of our first Reconciliation Action Plan is not a small step, and is an important one," he said.

A panel discussion took place between KARI's Chief of Operations Casey Ralph, KARI Ambassador Beau Champion, KARI's Community Programs Coordinator Lauren Drayton and AIEF Alumni Chris O'Donnell. Hosted by David Matthews, Head of Communications HSBC, the group discussed the challenges they've witnessed growing up along with what they see as the biggest challenge to Reconciliation.

"This year's Reconciliation Week theme reminds us that change takes time but more importantly, takes courage and determination," said Casey Ralph, Chief of Operations, KARI.

Property Industry Fund Partnership

In 2016 KARI entered into a new partnership with the Property Industry Foundation. The Foundation partnered with KARI on its Leaving Care Program.

This brand new program will assist children and young people in our care as they prepare to transition out of the service, by providing them with essential life skills and access to important resources.

The Foundation has already played a significant role in this program and have committed to funding KARI's Leaving Care Coordinator position for the first year.

The mission of the Foundation is to "make a tangible difference to the serious and persistent problem of youth homelessness", aligning with a core aim of the Leaving Care Program to reduce youth homelessness.

Rugby League Initiatives

South Sydney Rabbitohs Partnership

The partnership between KARI and the South Sydney Rabbitohs continues to grow, as KARI became the Inaugural Community Partner for the Club for 2017.

This partnership was reflected in the Rabbitohs' 2017 Indigenous Round, where players wore a fantastic Indigenous jersey adorned with the KARI logo.

The Indigenous Jersey was designed by Indigenous artist, Joe Walker, and features all of the Indigenous totems of the players in the squad. The totems are connected together by a red and green link symbolising the unity between the players and the Club.

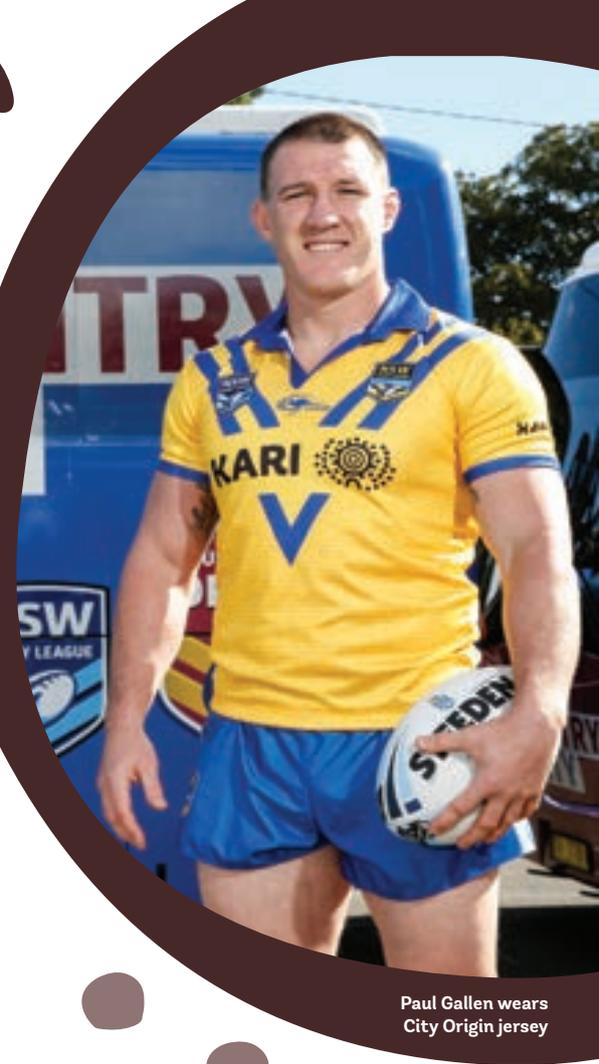
The jersey was worn twice—once during the NRL Indigenous Round against the West Tigers in May and again during the Rabbitohs' Indigenous Round in July.

The Greg Inglis wax figure from Madame Tussauds was also on display during the round, wearing the KARI jersey, which was available for members to take photos with in the members bar.

City Origin

In 2017 KARI partnered with NSW Rugby League for the last-ever NSW City Origin season. The jersey featured KARI's logo on the front, sleeves and back.

City v Country has been played annually since 1928, running for 89 years. KARI is proud to have been involved with the fixture for a number of years.



Paul Gallen wears City Origin jersey



2016 KARI NAIDOC Luncheon



Cover artwork: Rheanna Lotter, Ngandabaa

KARI

Changing Lives. Keeping Culture.



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