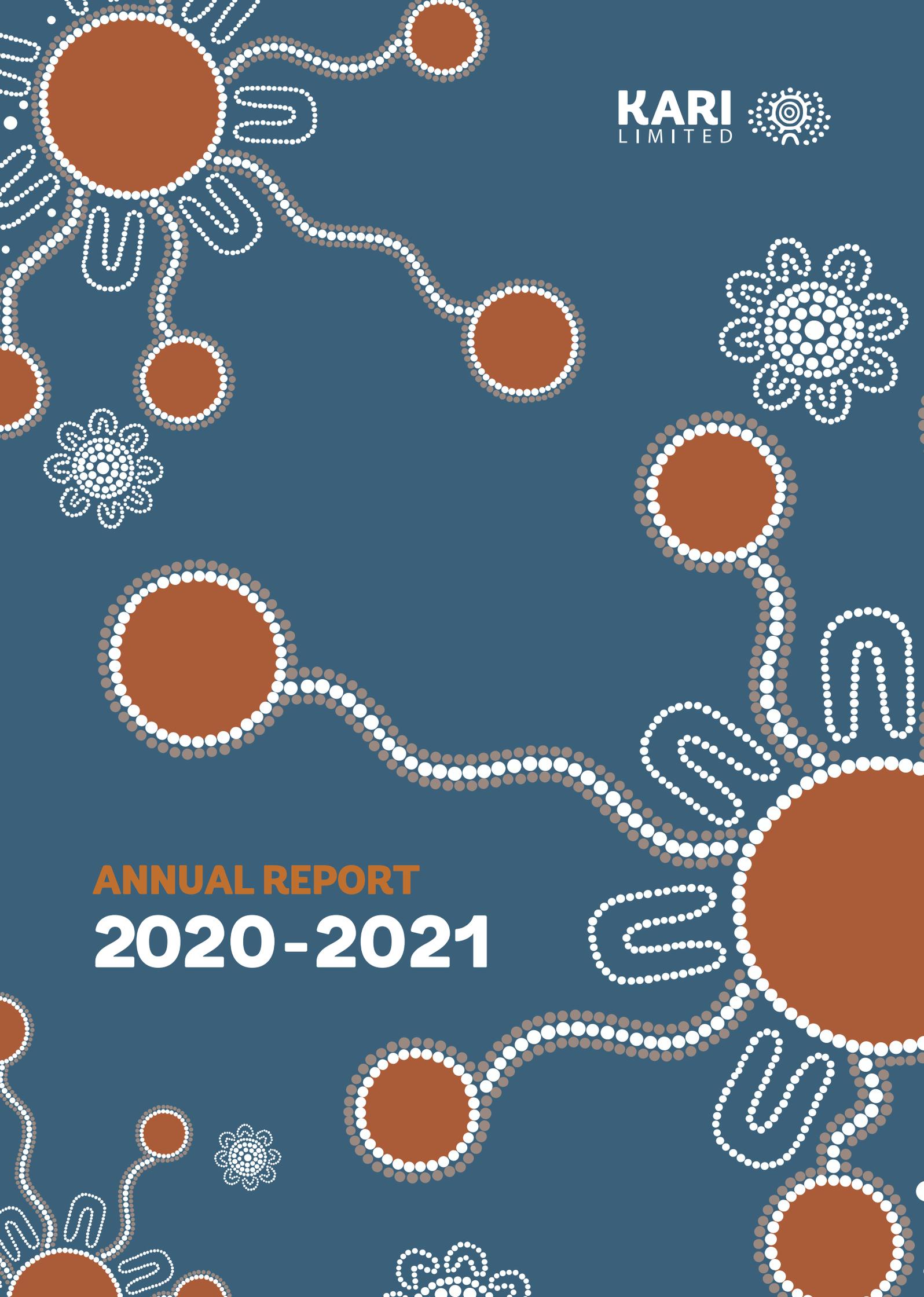


KARI
LIMITED



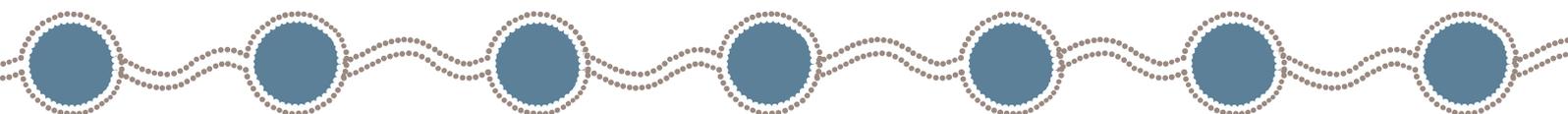
ANNUAL REPORT
2020-2021





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Our Mission. Our Vision.

KARI's purpose for the present

KARI's purpose is to build strength in families and services that are available to Indigenous youth and communities.

KARI's aims for the future

KARI aims to help Aboriginal families, youth and communities flourish.

KARI's Statement of Commitment to the local 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.

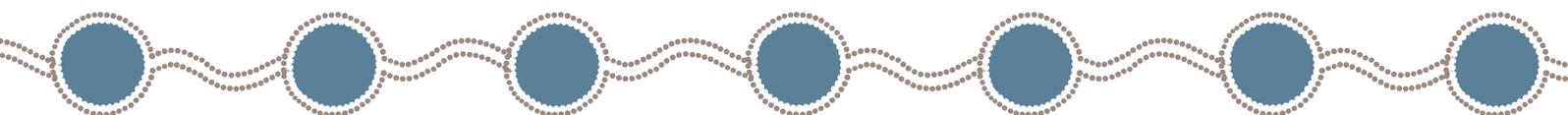
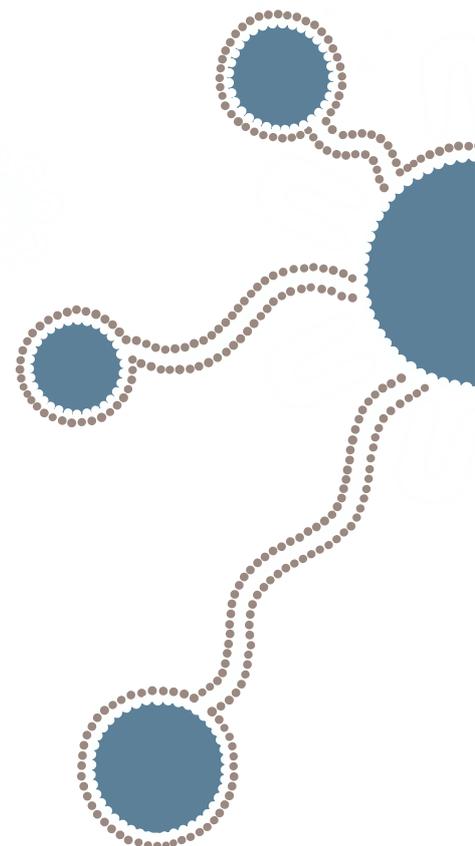
We will continue to seek further opportunities to expand our programs and service delivery.

We will continue to develop local partnerships with our key stakeholders to enhance our resources and service delivery.

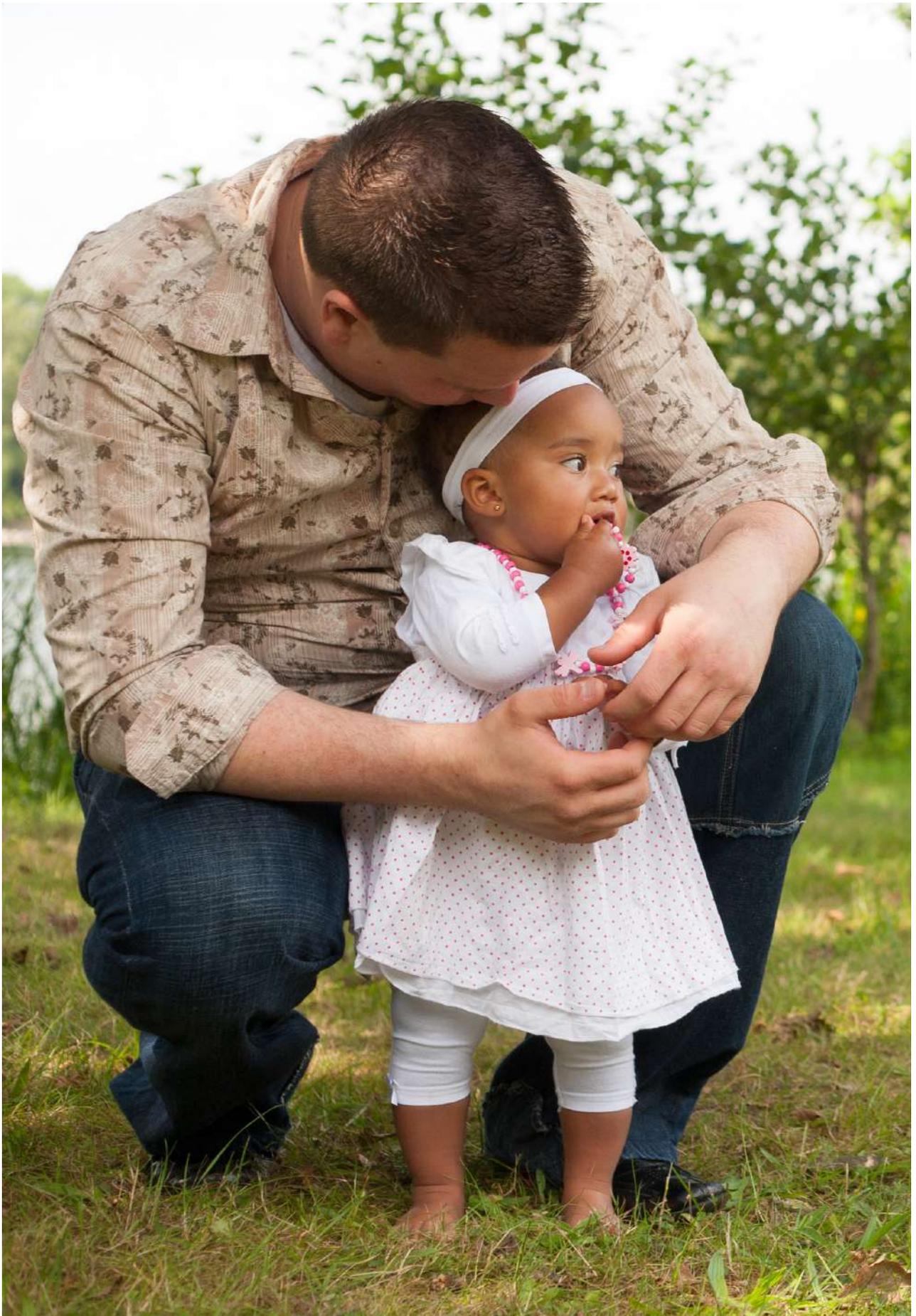
We will endeavour to deliver all our programs in a culturally appropriate manner and promote the ideals of self-determination.

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 as well as open communication.







Chairperson Report



"Our Brighter Futures program continued to deliver high quality programs that eventually saw many families leave the program with more skills and a stronger commitment to be successful"

Gary Potts,
KARI Ltd Chairperson

Whilst this year had presented us with more challenges, we have also met each challenge with great resolve and a strong commitment to prevail. It is here that I would like to pay tribute to all of our wonderful staff for their great commitment and dedication throughout the year.

The KARI Out of Home Care program has once again been maintained to a high level and I'm very proud to say this year also saw our Restoration Team restore more of our children and young people in care either back to home or into identified safe places.

I would like to acknowledge Cassandra Niko, Manager Family Preservation, and her quality team for all their hard work during the year. This team have been instrumental in keeping many families safer and stronger through those difficult family times. The Brighter Futures program continued to deliver high quality results that eventually enabled many to leave the program knowing that they are more supported and better prepared to be successful families.

I would like to say a big thank you to all of our Foster Carers for their great commitment in supporting all of our children and young people in their care. We understand that there are many challenges for foster carers, but we also know the great joy and satisfaction there is in seeing a child or young person be given every chance in life to be the best that they can be.

I would like to acknowledge the KARI Board for their continued great support throughout the year. I would also like to acknowledge the great leadership shown by our CEO Casey Ralph. Casey along with her executive team have again positioned the service to be one of the nation's premier Aboriginal community organisations.

A handwritten signature in white ink, appearing to read 'Gary Potts', written in a cursive style.

Gary Potts
Chairperson

Board of Management Profiles



Gary Potts
Chairperson

Gary, a Wiradjuri man originally from Parkes NSW, has spent the majority of his days in Campbelltown. A proud father, grandfather and a devoted husband to his loving wife Debbie, Gary has been a leader in Aboriginal Affairs since 1992. He's held a number of positions on boards and committees in the Campbelltown/Liverpool areas and is currently employed with the NSW Department of Education, where he performs a crucial role as an Aboriginal Specialist.

Both Gary and Debbie know firsthand the trials and tribulations that come with being a foster carer; they also know the rewards. They themselves have been foster carers for a number of years.

Gary is honoured to be KARI's Chairperson and is thrilled to see the service grow to become a leader in the field of Aboriginal child protection, prevention and community capacity building.



Paul Ralph
Director

A founding member of KARI and former CEO, Paul is a proud Aboriginal man with family connections from both the North Coast and South Coast of NSW. For the past 35 years he has lived in Gandangara Country, South West Sydney.

During his professional career, Paul has worked across a number of important Aboriginal portfolios specific to employment outcomes, housing, education and human services. Such a position has given him the opportunity to visit many Aboriginal communities and witness firsthand the vast social issues affecting Indigenous Australians today - as well as the sheer resilience of the world's oldest living 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.



Anne Martin
Director

Anne is a descendent of the Yuin people south of the coast of NSW and is currently residing in the ACT.

Anne has a well-established career spanning over 40 years in the education and public sectors.

Anne has always placed an emphasis on the health and well-being of Aboriginal youth and has been instrumental in establishing innovative education programs that operate on both a local and national scale.

Anne resigned in October 2020.



Isabelle Phillips
Director

Isabelle Phillips, PhD, GAICD, she/her is a leadership authority, Consulting Partner at Mackerel Sky – Leadership Matters and Co-Founder of Mindfulness for the Global Village. Her consulting work focuses on assisting leaders to create spaces for workforce populations to flourish and thrive.

Isabelle has a powerful track record actively supporting talent and leadership in Australia, New Zealand, Singapore and China. She also brings the business case for diversity and inclusion to her public sector and multi-national client base. Clients gain diversity dividends, recognise unconscious bias, and strategically position their enterprises to succeed in the global village.

Isabelle’s research investigates the fascinating neurobiological drivers of workplace performance, wellness and sustainability in tumultuous times. Isabelle has enjoyed her work in the positive psychology team at the UTS business school for the past six years. Isabelle is a seasoned learning and development professional and sought-after leadership coach.



Stephen Ella
Director

Stephen is an Aboriginal man from the Yuin Nation on the South Coast of NSW however grew up in the Aboriginal community of La Perouse. Stephen is the Manager of Nunyara Aboriginal Health Unit for the Central Coast Local Health District; has a 20 year background in Aboriginal Drug and Alcohol work and was inducted into the National Indigenous Drug and Alcohol Honour Roll in 2012 at the National Indigenous Drug Alcohol conference in Fremantle. He was awarded the First Peoples award at the Australasian Professional Society on Alcohol and other Drugs (APSAD) conference in Brisbane in 2013.

Stephen is a member of the NSW Health Aboriginal Directors and Managers Strategic Leadership Group and previously lectured at Sydney University as an Adjunct lecturer. Stephen has also co-authored a handbook for Aboriginal Alcohol and Drug Work and is an Associate Investigator with the Centre of Research Excellence Indigenous Health and Alcohol Research.

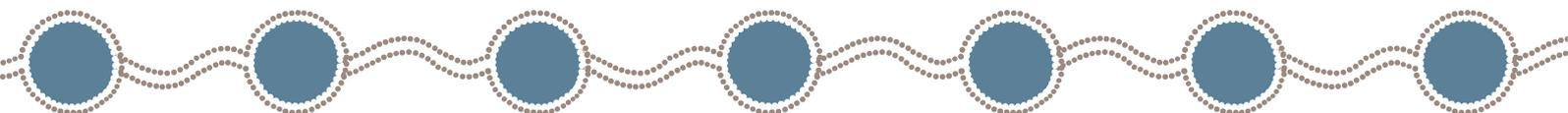


Casey Ralph
CEO

Casey is a proud Aboriginal woman with connections to the North and South Coasts of NSW. She has spent the majority of her life living on Gandangara Country in South Western Sydney.

Casey started her career working in education and in 2005 transitioned to working within the community welfare sector. She is now the current CEO of both KARI Ltd and KARI Foundation Ltd.

Casey is passionate about ensuring that Aboriginal children, families and communities have every opportunity afforded to them and is committed to designing and implementing innovative programs that empower, support and enhance skill development.



KARI Ambassadors



Ray Hadley
OAM

Ray Hadley works tirelessly to bring his listeners an informative and entertaining Morning Show from Monday to Friday. He has rated number one in Sydney since 2004, and is now heard every weekday morning on 4BC in Brisbane and dozens of network stations right across Australia.

On Saturdays, during the National Rugby League season, his Continuous Call Team remains unbeaten since 1992, and has continued to dominate the ratings since joining 2GB in 2002.

Ray has won 30 Australian Commercial Radio Awards (ACRAs), recognising everything from his sports presenting skills - including National Rugby League Grand Finals and the Olympics to his ongoing success commenting on news and current affairs to a national audience. In 2017 he was inducted to the ACRA Hall of Fame. Ray is the most awarded broadcaster in the history of the ACRAs.



Laurie Daley

Laurie Daley officially signed with KARI as a Community Ambassador in 2018. Laurie Daley will not only help promote the Foundation's positive work, he will also promote Indigenous excellence at a national level. Laurie's values and behaviour align with everything that KARI Ltd and the KARI Foundation stand for.

He demonstrated this throughout

his rugby league career, which has continued in his career in the media and coaching following his retirement.



Luke Carroll

Luke Carroll is a seasoned theatre, film and television performer. Recent television projects include the Upright for Foxtel and Total Control for ABC.

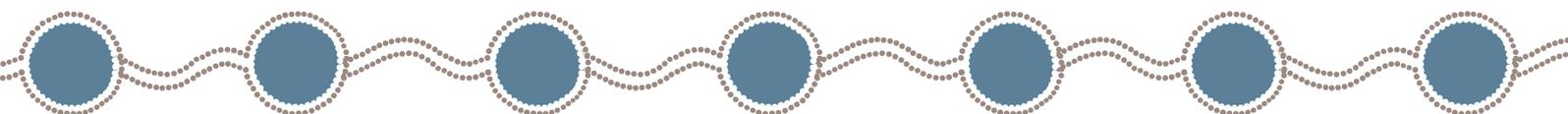
On stage recent projects include 1Black Cockatoo for Ensemble Theatre; Black is the New White, The Harp in the South, The Hanging, The Battle of Waterloo and Cherry Pickers for STC; Black Diggers and Mother Courage and her Children for QTC, Eora Crossing for The Sydney Festival, Purple Dreams and My Girragundji for Bell Shakespeare and for STC.

Luke has a strong track record on screen; he was a nominee for the 2012 AACTA Award for 'Best Guest or Supporting Actor in a TV Drama' for his work on Redfern Now, nominated twice for AFI Awards for 'Best Supporting Actor' for Australian Rules and 'Best Supporting Actor' in a TV series for R.A.N.

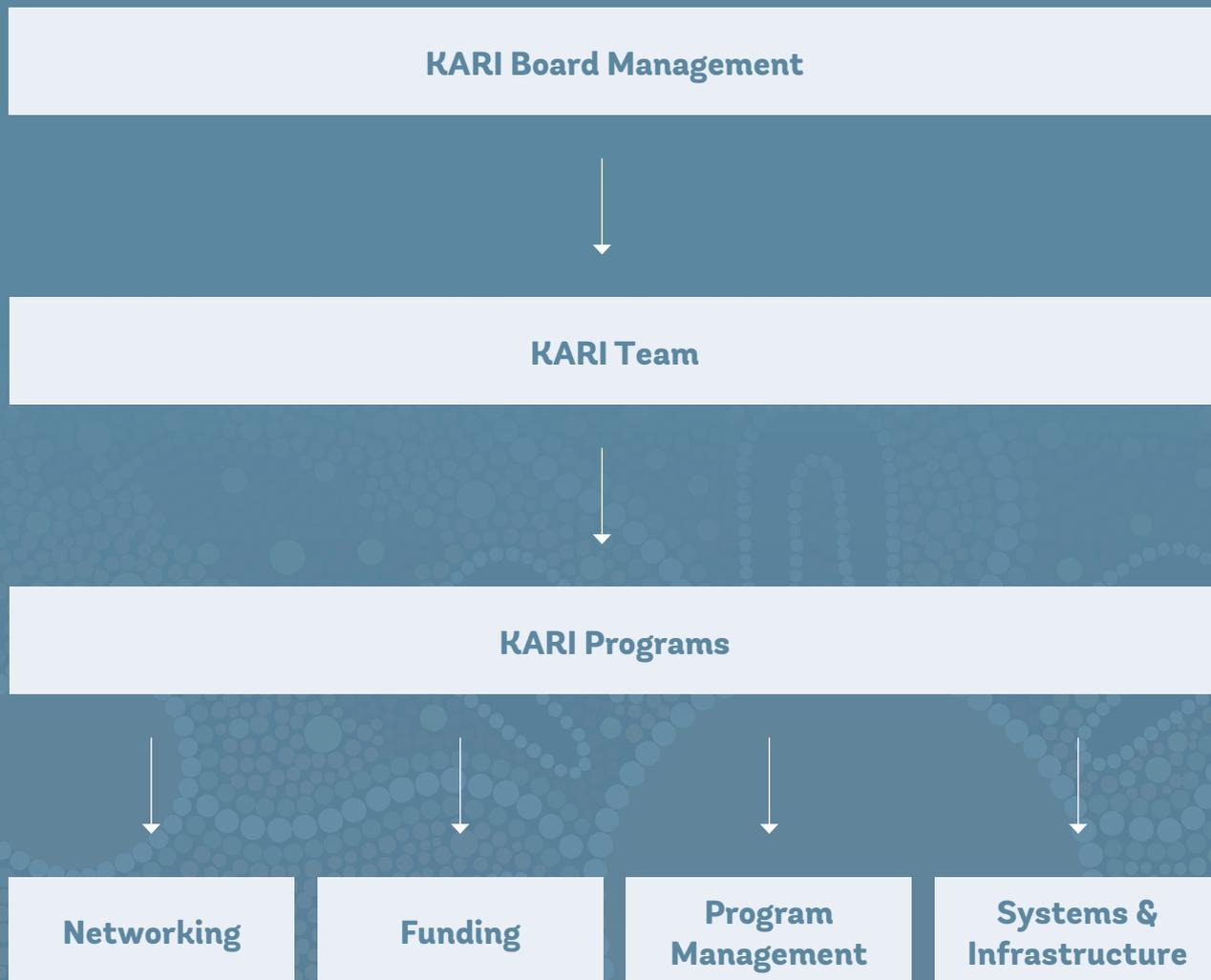
Luke's other film credits include Strangerland, Needle, Stone Bros, Subdivision, The Tender Hook and Children of the Revolution. For television, Luke's credits include The Gods of Wheat Street, Redfern Now, Home and Away, R.A.N, The Alice, Stingers, All Saints, Water Rats, Heartbreak High, Man from Snowy River and The Flying Doctors. Luke has been a very proud member of the Playschool team for 10 years.

KARI Ltd Services

<p>Aboriginal foster care</p> <p>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.</p> <p>We provide placement opportunities for Aboriginal children from birth to 18 years for medium, long-term or respite care.</p>	<p>Partnership exploration</p> <p>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.</p>	<p>Prevention</p> <p>Our prevention services target Aboriginal youth, families, groups and communities.</p> <p>This is done through programs and initiatives that are culturally appropriate and build capacity in individuals, families and communities.</p>
<p>Aboriginal advocacy</p> <p>We continue to provide an advocacy support role to our community to ensure they are assisted in an appropriate manner.</p> <p>We will advocate in a positive and professional manner on any matters or issues relevant to improving outcomes for Aboriginal people.</p>	<p>Promoting community and cultural awareness</p> <p>Where appropriate, we will ensure that cultural awareness is prevalent within our service model.</p> <p>We will always proudly promote local Indigenous culture, history and values through the coordination and participation of community events.</p>	<p>Community Programs initiatives</p> <p>Our community programs target Aboriginal youth, families, groups and businesses.</p>

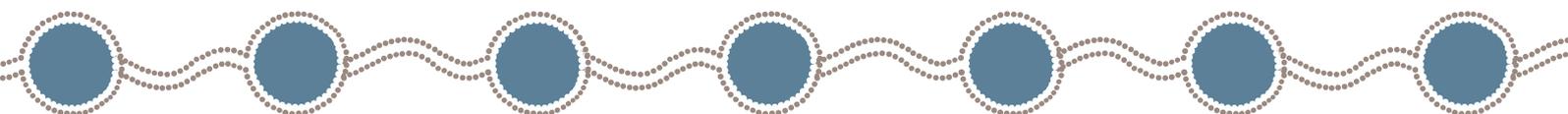


Service Structure



Our Values and Standards

<p>Courtesy and respect</p> <p>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.</p>	<p>Fairness</p> <p>Our services will be objective, irrespective of the role you play in the service's activities. This is also regardless of culture, race, colour, origin, sex, religion, age, disability, political beliefs and marital or familial status.</p>	<p>Clarity</p> <p>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.</p>
<p>Accessibility</p> <p>We are available to serve you and talk to individuals and organisations about our programs. Just contact us by phone, email, fax or our social media pages.</p>	<p>Responsiveness</p> <p>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.</p>	<p>Advocacy</p> <p>We will always endeavour to advocate on behalf of the Aboriginal community where appropriate and possible. Our advocacy will ensure that Aboriginal views, concerns and feelings are heard and acknowledged.</p>



Targeted Early Intervention (TEI) Family Support

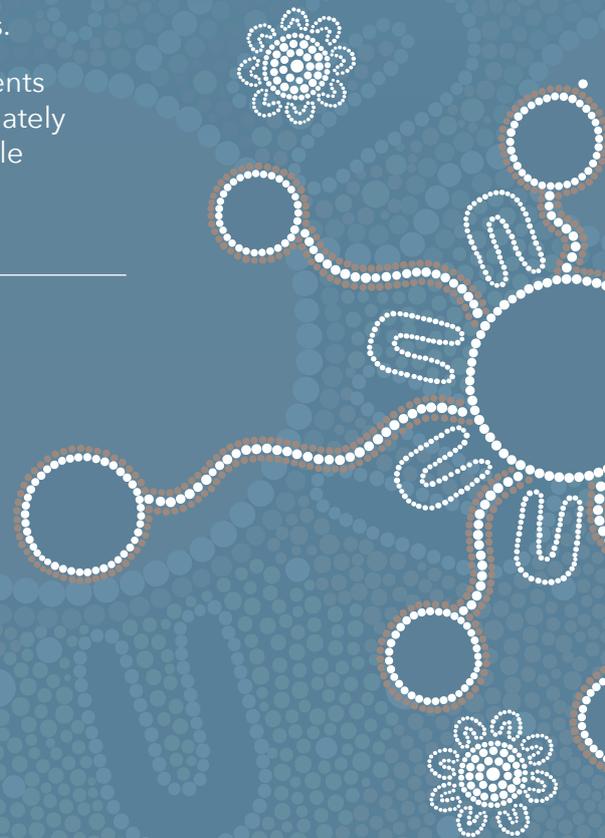
KARI Limited's Targeted Early Intervention (TEI) Family Support services aims to improve outcomes for Aboriginal children, families and communities.

Services we offer are delivered across two focus streams:

- **Community strengthening** – Providing activities that build cohesion, inclusion and wellbeing across all communities, and empower Aboriginal communities
- **Wellbeing and safety** – Providing activities that support families and individuals, and provide opportunities for personal development

Our team endeavour to provide information and assistance to children, young people and families who are experiencing or at risk of a number of vulnerabilities. We do this in a range of ways from triaging phone calls and email enquiries, facilitation of programs, events and initiatives and by also providing short-term case management support, where an allocated KARI Support Officer will work closely with clients for a period of up to six months.

Our key focus is to link clients to specialist support, ultimately helping to build sustainable foundations for the future.





Following is a summary of the programs, events and initiatives delivered in 2020/21:

Case Management Support

Our short-term case management service provided individuals and families with the help, support, and advice they needed to overcome the challenges they were experiencing this financial year.

Our staff provided support to over 200 individuals across the following domains:

- Health
- Housing
- Employment
- Early Childhood
- Education
- Legal
- Domestic Violence

Reiby JJC Waratah Unit – Outreach program

The TEI program continued to work collaboratively with Reiby Juvenile Justice Centre (JJC) to provide outreach support to the young people in the Waratah Unit.

The Waratah Unit is a centralised pre-release program in which we had the privilege to work with the young men and women to support them with range of activities inclusive of;

- Budgeting skills
- Independent living skills
- Discussions around future study & employment opportunities as well as suggesting services that might be able to assist once released

We were also able to facilitate programs & activities such as:

- Fitness & Wellbeing routine and exercise schedules
- Aboriginal & cultural art programs
- Cooking programs

Our aim is to make connections with young people transitioning from the juvenile justice system so that they have a mechanism of support when they leave.

Over
200+

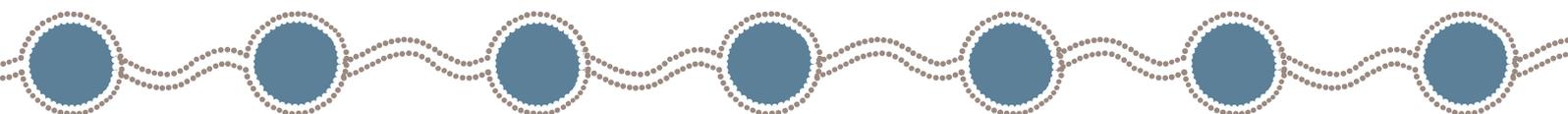
Provided with case
Management Support

Over
2000+

TEI Program Participants

Over
300+

Aboriginal Children provided with a Transition to Kindergarten Backpack



Housing Hub

Housing Hub provided an opportunity for our clients and community to attend the KARI Liverpool office for advocacy support with any issues or enquiries regarding current housing arrangements or access to housing.

The team were able to collaboratively work with our contacts & networks across our Local Housing Offices to assist with issues such as:

- **Priority housing**
- **Housing transfers**
- **Accessing housing subsidies**
- **Current tenant inquiries & repairs**
- **Housing applications**



Parenting Programs

Each school term we offer the community the opportunity to participate in a group based parenting program. These programs aim to increase positive parenting practices, increase social connections and ultimately improve parent child interactions. The four courses offered across the 2020/21 financial year period were:

- **123 Magic Emotion Coaching** - A parenting program that helps parents and caregivers to manage behaviour without arguing or shouting.
- **Managing Difficult Behaviours** - A parenting program assisting parents and caregivers to consider alternative approaches to parenting to best meet the needs of children with challenging behaviours.
- **Circle of Security** - A parenting program that helps parents and caregivers to understand their child's emotional world by learning to read emotional needs, support their child's ability to successfully manage emotions, and enhance the development of their child's self-esteem.
- **Tuning into Teens** - A parenting program designed to support and help parents teach their teenage children to control, understand and express their emotions in healthy and positive ways.



Employment Hub

In 2021 KARI was fortunate to have Yarn'n Aboriginal Employment Services come on board to deliver a monthly Employment Hub for both our case management clients and the wider SWS Aboriginal community.

The Employment Hub was introduced to encourage individuals to engage with a service to assist them with skills such as resume writing and interview techniques as well as providing a pathway to trainee/apprenticeship opportunities.



Mens' Group

The TEI men's group is an opportunity for our male community members to engage in activities with our staff to learn & share knowledge of Aboriginal culture in a safe, supported environment.

One activity that we co-facilitated with the KARI Foundation Cultural Unit was a 2-day didgeridoo workshop, where the participants were able to learn the historical significance and contemporary process involved in making a didge from scratch.

Womens' Group

The purpose of this group is to bring local Aboriginal women together to engage and explore group based activities and learn about culture. So far this year standout workshops were Christmas Bauble Decorating, Mother's Day Candle making and Native Wreath making with local small business, Pot and Posy.



Mother and Childrens' Camp

The team took a group of local Mum's and their children away to Lutanda in Toukley for a weekend of quality family time.

The group engaged in activities such as Feature Creatures Live Wildlife display, an Amazing Race Challenge and High Ropes. The Mums also took advantage of completing some parenting courses; 123 Magic & Emotion Coaching as well as MoneyMinded.

These camps continue to be popular with the community and promote positive relationships, particularly around exploring emotional safety and trust building, for young attendees and their parent.

Father and Sons' Camp

The 2020 Fathers & Sons camp was an opportunity for our fathers to bond & strengthen their relationship with their sons through engagement in fun activities such as archery, quad biking, fishing and cultural based team activities allowing the participants to strip and customise their own didgeridoo.

This year's group were lucky enough to visit West Head lookout, located in the Ku-ring-gai National park to explore a few of the local bush tracks and discover Aboriginal rock art & engraving.



KARI Fit Camp

Exercise and Healthy Lifestyle Program

The KARI Fit Camp has been developed to address the national issue of low activity, low exercise rates and poor diet amongst Aboriginal communities.

The objective of this program is to engage the Aboriginal community in regular exercise and to inform participants about healthy lifestyle choices.

Trainers Report

Elise Falloon & Blake Ralph

Blake and I have been working together on the KARI-Fit Camp program for over two years. This year things looked a little different but we managed to work with some incredible community members and are proud of their efforts overall.

We started the year off great, facilitating 2 programs at Revesby PCYC and Bankstown YMCA.

Unfortunately due to the COVID-19 Pandemic we were forced to change the program to an online format. This allowed Blake and I time to reflect and to make some further positive changes which incorporated more support for the participants.

Delivering zoom sessions allowed the participants to interact with us weekly, completing their workout from home - these sessions not only consisted of exercise but regular check in chats to ensure we were all doing the best we could through-out the first wave lockdown. Blake and I would also provide extra health and wellbeing tips and hacks regarding staying consistent during lockdown.

In usual circumstances, the KARI Fit Camp program would run only during the school term, however, we decided to continue the weekly zoom sessions all throughout lockdown.

“The participants who attended the zoom sessions said it was so helpful through lockdown, and gave them a sense of support, social interaction, exercise and routine each week.”

We Provide:



up-to-date information about better food and diet choices



regular health screening for the duration of the program.

This was to ensure extra support, accountability and to help guide the participants to continue to develop a routine around exercise and healthy habits.

We continued to create live 20-30 min workouts for participants to do at home, Blake and I completed the whole workout with them online. Each video addressed either a full body session, targeting a specific muscle group, stretching and meditation practices. We created these to provide an alternative option for those who missed the program and to add variety to their weekly exercise routine.

Our Facebook page was created to provide a point of contact within a supported group environment, this allowed the participants to comment, send through recipes or other workouts that they may be doing at home. It has been a useful tool for us to motivate the participants each week and keep them up to date with the program.



In early 2021, we moved to Bigge Park, an outdoor venue in Liverpool. COVID safe principles were applied and child minding was available. In the event of wet weather we continued online, with Zoom.

We discussed the importance of training and moving their body outside of the weekly training session therefore we create a challenge on the Nike app (each term) - this keeps everyone accountable to complete a certain amount of steps for the week, along with our live workouts up on the social group page for the participants to complete as part of an extra session.



TEI Christmas Toy Drive 2020

We continued our annual Toy Drive to provide our community members with support heading into the festive season.

Eligible clients were invited to come into the KARI Liverpool office and select Christmas gifts for their children, easing the financial burden this time of year can sometimes bring. Due to demand and availability, the Toy Drive went over a 3 day period and enabled us to donate in excess of 300 toys for families in our community.



2021 KARI Community Unity Day Event

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

This one day, free event includes entertainment, a variety of food vendors, activities and rides for all in attendance. Partnering services and organisations within the local area are invited to attend by having a free information stall to promote their service and what they provide for the community.

The 2021 Community Unity Day event took place on Wednesday 14th April 2020 at The Whitlam Centre, Liverpool.

Due to the COVID-19 Pandemic and Public Health Order Restrictions this year's event was split into two sessions, 9:30am - 12:00pm and 1:00pm - 3:30pm.

These sessions allowed KARI to maximise community attendance safely and ensure all restrictions and health orders were followed.

Attendance for this year's event was via a pre-registration process with health orders at the time dictating that we could only allow a maximum of 1,000 attendees. Both sessions allowed 500 attendees with both sessions filling in record time.





This year's activities included:

- 14 interactive information stalls/services
- 1 Show bag stall
- Rides for all ages - dodgem cars, round up, giant slide + more
- Bungee Trampolines
- Live Entertainment from the KARI Singers
- Cultural Zone
Didgeridoo Demo, Arts & Crafts
- Wests Tigers 'Pass the Ball'
- Netball NSW Net Shoot Out



Although this year's event was affected by COVID-19, feedback from community members, stall holders and staff indicated that we were successful in maintaining the spirit of this much anticipated, annual event. All attendees appeared to be happy and enjoying the day with their families with most providing verbal feedback on the day informing us that although the staggered times were a COVID precaution, attendees preferred this style of access, something to take on board for future events.

Overall, the team were elated to be able to persevere and provide 1,000 community members with information and service at this year's event, proving again the popularity and success of these types of events in our local community.

Youth Leadership Camp

This camp aims to support Aboriginal young people who have been identified as future leaders within their school community. This camp focuses on developing, nurturing and empowering their leadership potential from both a community and cultural context.

During the course of this camp workshops are facilitated by KARI staff as well as key special guests and also includes team building exercises, recreational activities, cultural activities and more.

This year's camp program was designed to target young Aboriginal people (mixed gender) in grades 9 & 10, attending a school in the South West Sydney Region.

Nomination forms were forwarded to all schools within this region, asking school staff members to nominate students who they believed demonstrated qualities of leadership. We were able to provide 16 participants with the opportunity to participate in multiple workshops that would assist in developing and empowering their leadership potential.

The duration of the camp was 3 days and 2 nights, Tuesday 6th April 2021 to Thursday 8th April 2021 and was held at Naamaroo Uniting Venues, Chatswood.



Activities facilitated at this year's camp included;

- Icebreakers and Introductions (on arrival)
- Leadership/Goal Setting Workshop with Beau Champion
- Amazing Race Challenge
- Your Journey, Creative Session
- Outdoor Cinema
- Archery
- Initiative+ Games (Leadership/ Team Building Activities)

Strengths of the program

- We received an overwhelming response, resulting in 43 nominations from a number of local schools.
- Participants were very well behaved and respectful towards KARI staff for the duration of the camp.
- Naamaroo was a new venue, facilities were great and suitable for the camp and facilitated workshops
- All participants enjoyed the camp, verbalising that they wished it was longer in duration.
- Workshops and activities were well received by the participants.

- Participants worked well together and ensured they were all involved and that no one was left out.
- Our Amazing Race activity was well received and all participants got involved and were really excited throughout the race.
- Participants enjoyed Beau's workshop, getting involved and asking a range of questions.

Participant Satisfaction

- Participants enjoyed meeting new people and making new friends.
- Participants expressed that they got along with the KARI leaders and liked the trust and respect that was given to them by staff.
- Participants appeared to like the workshops and activities, all getting involved and with most verbally expressing they had a great time.
- Participants gained confidence.

Transition to Kindergarten Backpacks

This year saw the introduction of an exciting new resource pack, developed in consultation with the KARI Clinic, aimed at children beginning their journey into Kindergarten.

The pilot KARI Transition to Kindergarten Backpack program was coordinated via the distribution of a free resource pack to Aboriginal families with a child who identified as an early years school starter. This program was established in partnership with the Department of Communities & Justice (DCJ).

The pack consisted of a school bag and carefully selected, relevant resources to nurture skill development and further support the transition of Aboriginal youth into Kindergarten from home.

The program was also supported by a free, 10 part YouTube video series sharing practical ideas for parents, carers and young people to navigate their journey through the developmental early years into Kindergarten.

Hosted by celebrated Aboriginal television and film actor, Luke Carroll, Getting Ready for School - The Deadly Way is an exciting resource aimed at supporting and empowering our young people, and their families, to have the best start to their early school years.

Although distribution was hindered by the ongoing complications of the pandemic, the pilot was well received by the community with over 300 backpacks distributed across the South West Sydney region, a number we aim to increase in future program roll outs.

Our sincerest thanks to all of the staff from IBM who participated in corporate volunteering to assist us in packing the backpacks.



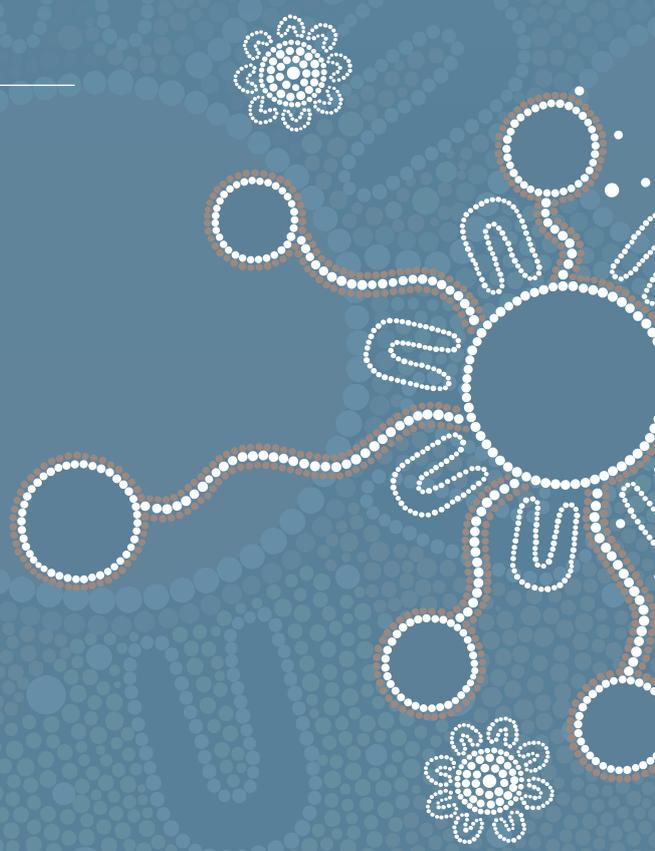
Brighter Futures

KARI Brighter Futures (BF) Program delivers targeted early intervention strategic initiatives for Aboriginal families, while building resilience and strengthening social support networks. KARI Ltd is one of 14 lead agencies brokered to deliver the program across New South Wales (NSW).

The Brighter Futures team work with a high number of families that are considered Risk of Significant Harm (ROSH).

ROSH clients are referred from the NSW Department of Communities and Justice (DCJ) to prevent families that are at risk of entering the child protection system.

The team also has capacity to work with families who are referred from other community services and those who are self-referred.



The Brighter Futures program aims to:

- Reduce child abuse and neglect through reducing the likelihood of family problems escalating into crisis within the child protection system.
- Achieve long term benefits for children through improving intellectual development, educational outcomes and employment chances.
- Improve parent-child relationships and the capacity of parents to build positive relationships and raise stronger, healthier children.
- Break inter-generational cycles of disadvantage.
- Reduce demand for services that otherwise might be needed down the track such as child protection, corrective or mental health services.

Brighter Futures Statistics

21

Families exited with Case plan goal/ service met

15

ROSH referrals from DCJ

145

Young people assisted

6

Community referrals

Summary of the Brighter Futures programs delivered in 2020/21:

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 entails a Brighter Futures Family Support Worker delivering an evidenced base parenting program in the comfort of our clients' homes.

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

Families have responded well and appear to enjoy the structured home visiting program. All programs run at a minimum of 6 weeks and on completion of program parents are rewarded with a certificate of completion.



Parent Education Programs

The Brighter Futures team successfully delivered five group based parenting programs in the 20/21 financial year. DCJ Service Specifications require agencies to facilitate a minimum of two evidence-based programs per year to assist in developing parenting capacity.

The two evidence-based programs offered in 2020/21 were:

Dr Steve Walker Managing Challenging Behaviours

Dr Steve Walker (Brief Solutions Therapy) delivered an 8-week course to our families named Managing Challenging Behaviours Collaboratively.

This course focuses on educating parents on the impact social and learning difficulties, combined with environments influences, has on children. It assists parents to consider alternative approaches to parenting to best meet the needs of children with challenging behaviours.

All participants enjoyed the program and felt they gained a lot of knowledge on how to deal with their children's difficult behaviours.

Tuning Into Teens

This parenting program is designed to support and help parents teach their teenage children to control, understand and express their emotions in healthy and positive ways.

Delivered over the course of eight weeks in partnership with Catholic Care, Tuning into Teens provided our participating families with practical advice and skills in emotion coaching.

The course content focuses on:

1. Communicating more effectively with your teenager.
2. Understanding your teenager better.
3. Helping your teenager to master emotional intelligence.



Parent Feedback

- ✓ Parents learnt new coping mechanisms/skills
- ✓ Felt welcomed and comfortable at all times
- ✓ They met new people and made new friends
- ✓ Enjoyed being able to share and relate to each other's stories

“Thank you for all you have done for myself and my families journey. I'm forever grateful for the opportunities KARI provides with courses, advice 24/7, helping with housing and keeping the kids safe throughout the time we have been on the program. Our lives are looking a lot better.”

Brighter Futures Participant/Mother

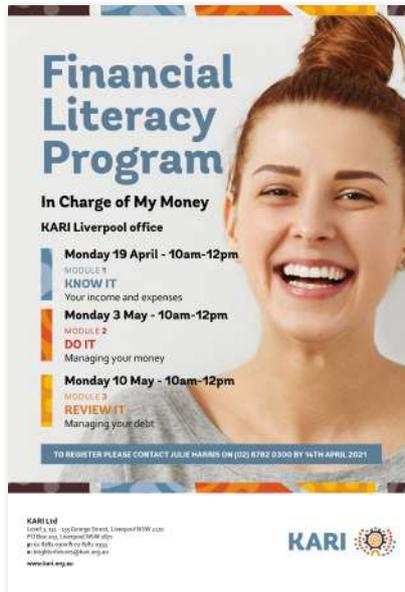
Aside from the evidence-based programs mentioned on the previous page, the Brighter Futures Team also offered our families the opportunity to participate in the following group-based programs:

Financial Literacy Wesley Mission

The team from Wesley Mission delivered a Financial Literacy Program to our clients. The program was delivered over a 3-week period and consisted of the following modules:

- Income and expenses
- Managing your money
- Managing your debt

All staff reported their clients felt they were more in control of their finances post attending this program.



Family Law Talk SWS Legal Centre

Stemming from the success of the Financial Literacy program, KARI Limited developed a partnership with South West Sydney Legal Centre (SWSLC) to provide financial counselling services to our clients impacted by domestic violence. A qualified Financial Counsellor works one on one with clients to explain what financial counselling is and how it can improve their understanding of basic and complex finance matters.

The South West Sydney Legal Team also offered clients a free professional legal advice and information workshop.

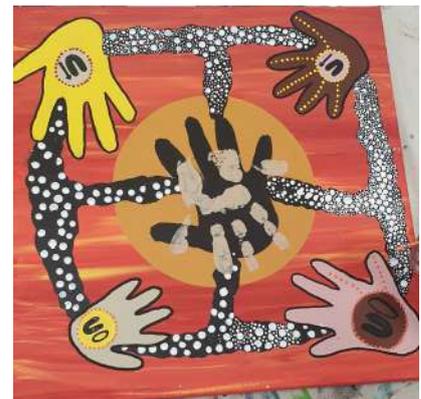
Danielle Mate Art Program

It is important for our families to have the opportunity to connect to their culture in a safe and supportive environment.

One of the most engaging programs offered was an Aboriginal Art Program delivered by world renowned Aboriginal artist Danielle Mate.

Over the course of 8 weeks, participants learnt brush stroke techniques, the art of colour mixing and colour blending, drawing/ painting techniques, how to paint on different textures and most importantly how to have confidence in their artwork abilities.

Both contemporary and traditional styles were explored during the workshop series with all participants taking home several art pieces.



“When I joined the Brighter Futures program I could honestly not see myself accomplishing what I have with my child. Previously, before joining KARI and their wonderful, amazing team I was all over the place. I was 18, young and dumb. Then I had my children and things just started happening the way they did. I met my family support worker & worked with her for a couple of months then I lost my child, out of my care and then I fell pregnant again with my beautiful daughter.

I then decided when I was pregnant and coming onto the last few months, I needed to get KARI involved. I reached out to KARI and said, “I need your help”. We recently went on a camp which my daughter and I enjoyed. It was a new experience for me and her, something I never thought I would actually be able to do. I met some beautiful people, I completed my case plan goals and I’m so thankful for this opportunity to express how amazing you all are. I would recommend KARI and the Brighter Futures program because it sure has made my future a lot brighter.”

Brighter Futures Participant/Mother



Brighter Futures Events

Vacation Care

The Vacation Care Program is designed to support childrens' learning throughout the school holidays while developing social relationships with other children.

During the first half of the year the team had to get creative with many school holiday camps, and educational programs cancelled due to the restrictions brought on by the ongoing pandemic.

The Brighter Futures team worked tirelessly to ensure that our children and young people were entertained throughout the school holiday period by encouraging them to get creative. The team produced Vacation Care Creative Arts and Crafts packs for every household over the course of several school holiday periods.

We were fortunate that our scheduled face to face programming could commence again in the April 2021 school holidays. Taking advantage of the ability to attend public venues and attractions, the children in attendance had an action packed 3 days of activities including laser tag, bowling, attending the cinema and exploring the Sea Life Sydney Aquarium.

Family Fun Day

In April 2021 the Brighter Futures families and staff had a Big Day Out at the Sydney Zoo. A coach transported the families and lunch was provided to ensure a carefree day out. The children and parents were so enthusiastic upon arrival they took off in all directions to explore the animal enclosures. The children were keen to share their experience with staff and other families, they talked about the animals they sighted throughout the day and how much fun they had.

Family Camp

The team facilitated a Family Camp in April 2021 delivering a stimulating and culturally rich range of experiences for all members of each family. All Brighter Futures families are invited to participate in the three-day camp which is designed to bring our families together to assist in creating networks of support and share parenting skills and strategies.

Hosted at CCC Central Coast Toukley, our families had the opportunity to participate in a range of fun and educative activities.

The camp facilitators delivered some fun activities to our campers' including;

- Quad biking
- Flying Fox
- Canoeing
- Giant Swing

The Brighter Futures team also organised and facilitated a wide range of culturally focused activities including:

- Cultural Arts/Crafts
- Scrapbooking
- Yarning around the Camp Fire making edible damper snakes
- Aboriginal Culture themed Amazing Race Event

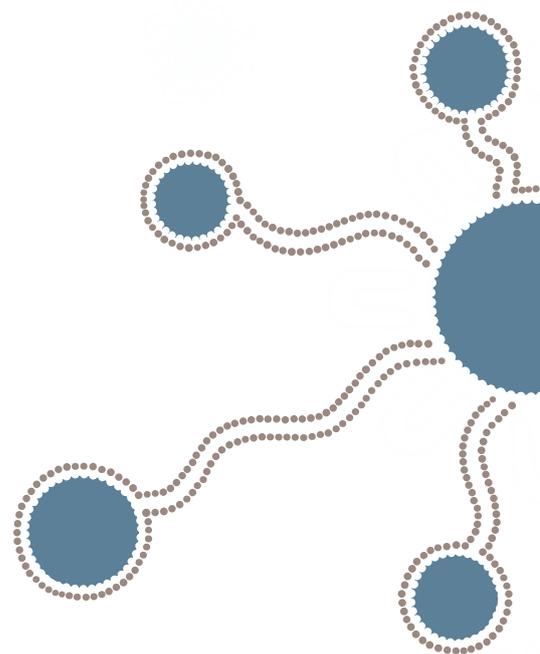
The evaluation post camp showed participants learnt additional parenting skills, developed new friendships and felt a stronger connection to their culture. All families indicated their involvement had been positive and up-lifting with many discussing their experience at camp for some time afterwards.

Christmas Celebrations

As a result of COVID, our annual Christmas Party Event could not take place as anticipated. Determined to end the year on a festive note, the Brighter Futures team drew on their inner elf to ensure all families within the program had the opportunity to celebrate Christmas.

They busily purchased, packed and distributed food hampers to every household and took the opportunity to play Santa, wrapping and delivering presents for each of the children and young people within the program.

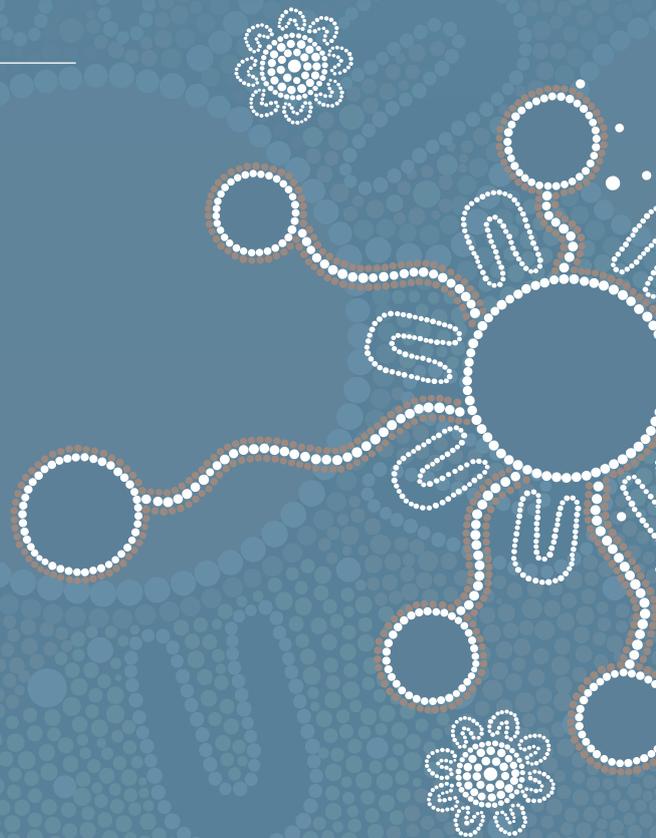
Each Family also received a christmas art pack full of festive art activities to keep the festivities going at home.



Permanency Support Program

Our Permanency Support Program (PSP) provides holistic case management services to vulnerable Aboriginal children and their families. These interventions are targeted towards delivering a safe and secure outcome for each individual child. To do this, KARI Ltd resource our caseworkers with sector-leading support programs that all work in unison to meet the necessary components of a child's wellbeing.

The PSP team supports more than 430 children and their families. Our sustained results are attributable to more than 100 dedicated staff working tirelessly to achieve outcomes. Again, our PSP model proves that skilled Aboriginal staff can meet the needs of our children and communities via a specialist approach.



Family Preservation

Family Preservation entered its second year of operation in 20/21. This was a fantastic opportunity for us to refine and improve our service delivery. The team partner with families at the highest risk of entering the child protection system. They actively empower parents to increase safety and mitigate potential risks within extremely challenging home environments.

Many of their clients present with intergenerational trauma and a combination of concerns. Families can stay active with the team for up to two years and have a genuine chance to provide their children a safe home environment.

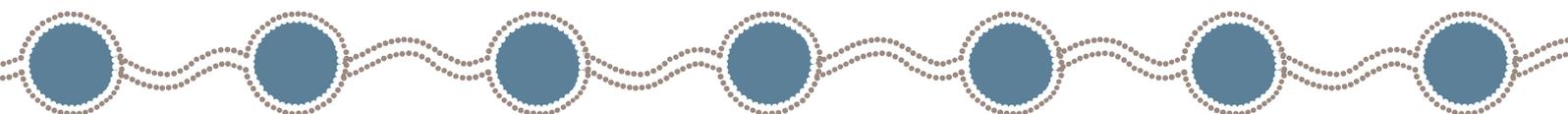
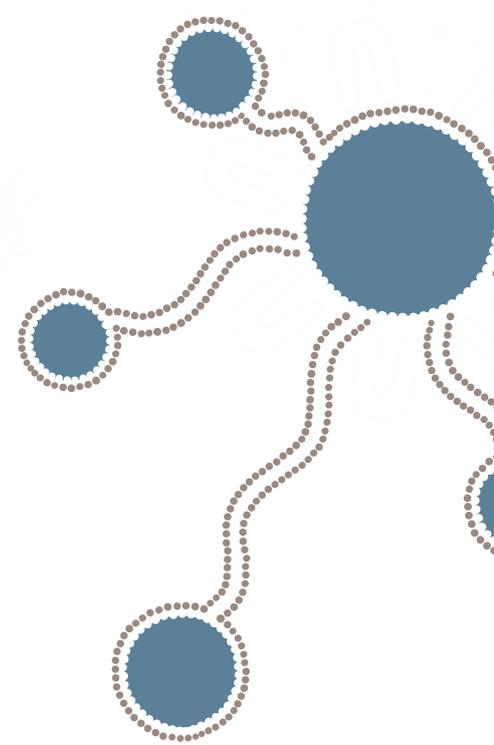
Despite the challenges, we are incredibly pleased that the program operated at capacity for the entire year. The Preservation Service continually worked with 30 families across Metropolitan Sydney and supported more than 100 children to remain living at home with their parents.

“I couldn’t see a future before, but you have helped me see a future and now I understand how our family can move forward.”

Mother engaged in the Family Preservation Program

KARI Ltd have developed a unique model that provides families a case worker and a social worker to develop a collaborative Family Action Plan. This commitment to empowering behaviour change has built a strong reputation in the sector; so much so that we have a constant waitlist of referrals for our service.

Incredibly, the team supported 8 families to reach the goals of their Family Action Plan this year. All these families have had no further involvement with child protection services and have continued caring for their children. None have re-entered the system and we are thrilled with the success of the program.



Restoration

Our Restoration program works with parents to address the concerns that resulted in the breakdown of the family unit. They then actively support children to return to the primary care of their parents and families.

KARI are passionate about changing outcomes for Aboriginal children in care and our commitment to resourcing restoration as the preferred goal is already yielding results. This team have successfully empowered change within many families and afforded children an opportunity to grow up safely and confidently at home.

Additionally, this program advocate and champion the correct application of the Aboriginal Placement Principles. Where children are unable to live with parents, our staff have successfully identified and supported family to assume caring responsibility for their mob. This ensures an ongoing connection to family and stops the pattern of disconnect for our young people.

In 20/21 the Restoration team supported 15 children to return home to the care of their parents. To date all of these young people have remained safely at home.

These incredible results have us enthused and excited about what we can deliver next year for our communities. Likewise, many more young people secured placements within their extended family units.

“Growing up, I was exposed to drugs and alcohol from an early age. It didn’t take long before I was caught up in the vicious cycle of addiction. After struggling for many years, I finally hit rock bottom. My daughter was removed from my custody; the judge told me I would never have her in my care again. After a five year battle through the court system, I now have full custody of my daughter again. We live a happy life and are forever grateful to KARI for all the help they have given us.”

Restoration Program Client/Father

Out of Home Care

Our Out of Home Care (OOHC) teams work in partnership with our passionate carers to support Aboriginal children in need of foster care. Dedicated caseworkers implement a personalised case plan for each child in the program.

KARI assisted children in several ways across the year, including but not limited to; scheduling and attending health appointments, coordinating education supports, taking children to attend family time and much more.

This team are vital in ensuring each child within our service can reach their potential. Many of our caseworkers continue to establish caring and supportive relationships with their clients.

Caseworkers used innovative solutions this year to manage the challenges presented by COVID. Our resourceful staff moved their home visits and check-ins with young people onto zoom and other interactive networks.

We have every confidence that we rose to the challenge and ensured none of our children or OOHC community felt isolated during what was an exceptionally difficult year.



Placements Snapshot:

24

Placements Accepted:

Aboriginal children entered our case management programs.

29

Transfers

Aboriginal children and their carers transitioned to our service to ensure they receive culturally appropriate case management.

15

Restorations:

Children were successfully restored to their parents. All have remained at home.

17

Ageing out:

Children turned 18 this year; many going on to employment and/or higher education.



What makes a good Carer?

KARI Carers might differ in background, family make up, religion, race, gender identity, income, home life in common is a passion for empowering the next generation of Aboriginal children and young people.

Our Carers have that extra special amount of love and patience required to help an Aboriginal child grow up strong while they wait to be reunited with their family, or on their journey to becoming a proud Aboriginal adult.

While every Carer applicant is assessed on their individual merit, we are looking for Carers who:

- Can provide an environment that is physically and emotionally safe for the child, with enough space and privacy for them to grow up strong
- If in a relationship, must have been living together in a domestic relationship and/or married for a minimum period of 3 years
- Are over the age of 25
- Demonstrate a good support network of family and friends
- Demonstrate personal resilience through challenging times
- Child focused nurture with others

Residence

We need Foster Carers for the following areas:

- South West Sydney
- South East Sydney
- Inner West Sydney
- North West Sydney
- Cumberland Prospect
- Nepean
- Central Coast
- Wollongong



Staff Training

KARI's new Quality Team continue to provide an intensive training program for all new PSP staff, inclusive of a new interactive induction plan and masterclass program. Over the past 12 months the program has successfully supported 32 staff members to complete induction, training, and successful onboarding. This commitment to staff training increases our competency and improves the experiences of our clients overall.

The team have also implemented ongoing quality audits to guarantee our service delivery remains exceptional. High-performing staff are acknowledged and celebrated with a range of team support initiatives.

To champion innovation, KARI Ltd launched a project group of high-performing caseworkers. This group review practices and have designed and implemented several initiatives aimed at improving support for clients.



Compliance

Our Compliance Team continues to grow from strength to strength. This team is charged with the difficult task of managing all of our regulatory reporting requirements, as well as monitoring the accreditation elements of service delivery.

The team again conducted high quality investigations and met all reporting and notification requirements for the Ombudsman and Office of the Children's Guardian. Such is the strength of this team and their systems; KARI Ltd now have reduced oversight from key regulatory bodies.

Moreover, our Carer Compliance program operationalised this year and streamlined our approach to monitoring and reviewing our foster carers. The team have embarked on the enormous task of ongoing assessing and reviewing each carer household annually to ensure all homes remain suitable and provide the highest-level of care to our young people. This restructure has been well-received, and we are looking forward to further refining this process.

Leaving Care and After Care

The Leaving Care and After Care Team provide intensive support to young people transitioning to independence. The program commences working with young people at 15-years-old and then visits them regularly to work on practical life skills. Some of the sessions this year covered fundamental skill development such as cooking, cleaning, learning how to navigate healthy relationships, and how to seek and successfully obtain housing and employment.

This year the team launched an exciting new women's and men's business workshop. The goal of this program was to discuss sexual health in a culturally safe and respectful forum. The workshops were delivered to 24 young people and will be increased in the coming year.

When children turn 17, this team develop a Leaving Care Plan in collaboration with the young person. This plan identifies the supports they require for entering adulthood and details the plan for their continued wellbeing. Staff work tirelessly to ensure young people have secure accommodation, sustainable employment, a strong sense of identity, suitable NDIS packages, therapeutic support and an established support network.

Our After-Care Program then provide case management support to care leavers from 18-25 to troubleshoot any life-issues. Pleasingly, many of our clients have a strong fondness and connection to their KARI network and regularly visit the office to seek assistance. This is testament to the rapport KARI staff establish with our young people.

This year Leaving Care caseworkers supported 74 clients to increase their life-skills. The After Care staff assisted a further 55 young people with case management support.



KARI House

In August 2020 KARI opened the doors to an incredible supported accommodation program located in South-West Sydney.

KARI recognised the difficulties our young people face trying to secure safe and affordable housing. This new accommodation will support young people aged 17-25 years to live semi-independently in a comfortable home environment with wrap around after-care support.

The program is aimed to empower young people to increase their life skills and confidently transition to independent living after a 12-24 month period.

Carer Recruitment Overview

The Recruitment Team had to get creative over the past 12 months, all fast becoming experts in video calls to remain connected to the community and our expanding pool of carers. The team have jumped in to assist with online yarn sessions for Aboriginal families and community members interested in becoming carers and have attended community events where possible.

The team assessed and authorised 55 relative/kinship carers this year in their commitment to keeping children and young people with family and community connections where possible. Furthermore, many Aboriginal families have opened their homes to children and young people in support of parents on the path to restoration. We also welcomed a further 15 families to KARI who transitioned over from the NSW Department of Communities & Justice (DCJ) and other Family Support Programs (FSP). This means that another 26 children are now receiving culturally appropriate case management and the support of our wrap-around services.

Nominated Respite Carers' continue to provide irreplaceable support to our carer households, as extended family and friends of carers are taking the necessary steps to become authorised. These Nominated Respite Carers ensure that our children and young people can undertake respite in familiar environments and strengthen their social support networks.

Carer training took on a few different formats this year as the Recruitment team worked with carer applicants to provide online training, individual in home face to face training and group training in the office where required. All KARI Assessment Officers are formally trained in the facilitation of Shared Lives training, which focuses on the history and context of Aboriginal foster care, understanding the barriers to parents keeping children safe, the effects of abuse and trauma, negative attachments on a child's brain development and behaviour, understanding repair parenting, and working with the KARI team.

The KARI Clinic team are thoroughly involved in the onboarding carer training to ensure our carer applicants are supported appropriately on their journey to becoming carers. This partnership means they are armed with strategies to provide secure and therapeutic placements for Aboriginal children and young people.



Carer Training

KARI Ltd on boarded a new Carer Training and Support Officer for the 20/21 financial year who has been going out of her way to forge connections with our carers.

This position has been working on making ongoing training more flexible for KARI carers' by offering one on one training in carers' homes or on site at any of our office locations, offering training to small groups, and tailoring training sessions by seeking input from carers, external professionals and KARI clinic staff. This has seen an overwhelming increase in carer's undertaking training in the 6 month period between January to June 2021.

The Carer Training and Support Officer has developed an extensive training roster with a mix of face to face and online accessible training for carers.

To combat the challenges of lockdown over the 20/21 financial year all KARI carers were provided access to Foster Care Online Training Australia, a professional training organisation which provides online training modules that carers can complete in their home.

Carers' have also been accessing online webinars through Fostering Growth that cover topics such as Life Story Work, trauma informed care, child protection and attachment and bonding.

The Carer Training and Support officer has been introducing carers to the training resources available through My Forever Family and running Carer connection and support meetings weekly from alternating KARI office locations.

The meetings involve a morning tea for carers to share experiences and learned knowledge in a safe, positive, and confidential environment; as well as support for carers in accessing My Forever Family Webinars within a community group.

First Aid training ran face to face for carers across all three office locations in March, April and June 2021, and weekend courses were offered to support carer households who work during the week.

Ongoing carer coaching and training sessions are still being provided by the clinic, both in the early placement transition phase and in established placements. Cultural Awareness training across each district is also provided by the Cultural Unit, ensuring all our carers' are providing culturally appropriate and safe placements to our young people.



PSP Programs & Events

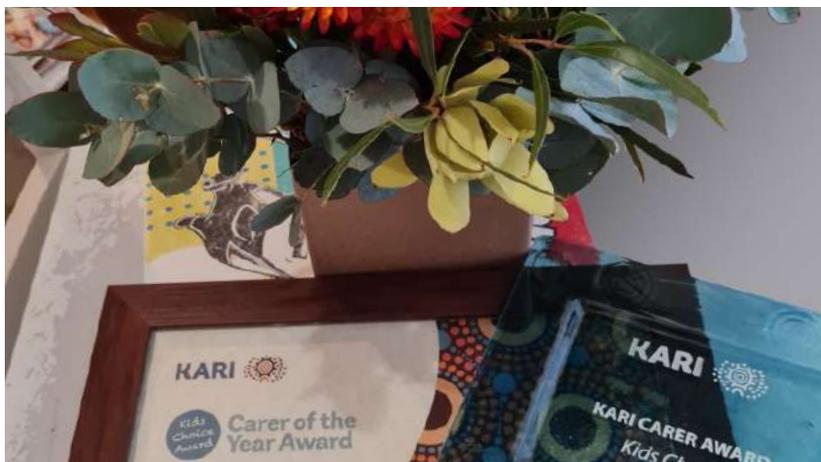
Unfortunately, the COVID pandemic continued to wreak havoc on the exciting suite of programs KARI Ltd intended to offer in the 20/21 year. That being said, the team showed steely resilience to deliver a much smaller offering of programs and community events.

Carer Awards

Sadly, COVID restrictions prevented our much-anticipated Carer Awards evening going ahead. However, typical of our resilient staff, we managed to still identify some very worthy award recipients from our amazing foster carers.

Program Managers visited winners and provided awards and flowers on their doorsteps in a highly improvised, yet COVID-safe, award ceremony.

This innovation and commitment illustrate how KARI Ltd continue to invent new ways of continuing our high level brand of service and support in adverse situations.



Big Day Out

The Big Day Out for 2021 was held at the Sydney Royal Easter Show. Our carers and young people experienced all the show had to offer. They received coupons to choose from the diverse range of food, rides, and show bags on offer. Positive feedback was overwhelming for this event and kids big and small had a wonderful day out!

Family Camp

This year saw KARI take our hugely popular Family Camps to the beautiful Umina Beach. We were thrilled that we managed to run three hugely successful camps that were fully booked!

Families spent the weekend enjoying a combination of relaxation and programs. The change of pace was warmly received, and many carers enjoyed the opportunity to recharge the batteries and catch up with old and new friends alike. Additionally, programs included visits to the local Wildlife Park, Cultural games with our internal Cultural Unit, trips to Somersby Falls and much more.

South West Sydney		Penrith		Central	
Carer of the Year	Laura & Vincenzo Leone	Carer of the Year	Jason Brown	Carer of the Year	Justine Porea & Phyllis White
Kids Choice	Wayne Adamson	Kids Choice	Jane Howarth	Kids Choice	Michelle Crook
Program Champion	John Blair & Yvette Andrews	Program Champion	Danielle Thompson	Program Champion	Annette Hillman & Sean Mawson
Staff Choice	John & Carol Ann Flanagan	Staff Choice	Karen Stewart	Staff Choice	Suzii Hawley
Respite	Kylie Franklin	Respite	Tracey Coe	Respite	Dean McEwan



Christmas Initiative

Unfortunately, due to COVID restrictions our annual Christmas Carols Event was unable to take place. Determined to bring the festive cheer to our carer households, program staff worked tirelessly to create Christmas Activity Packs for all to enjoy. These packs contained numerous Christmas themed arts and crafts activities to keep the kids entertained and also included a gingerbread house kit to make, admire and ultimately consume.



Every member of the carer household was allocated a gift for Christmas from KARI Ltd, with our dedicated team of staff delivering the Christmas cheer during their December home visits.



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