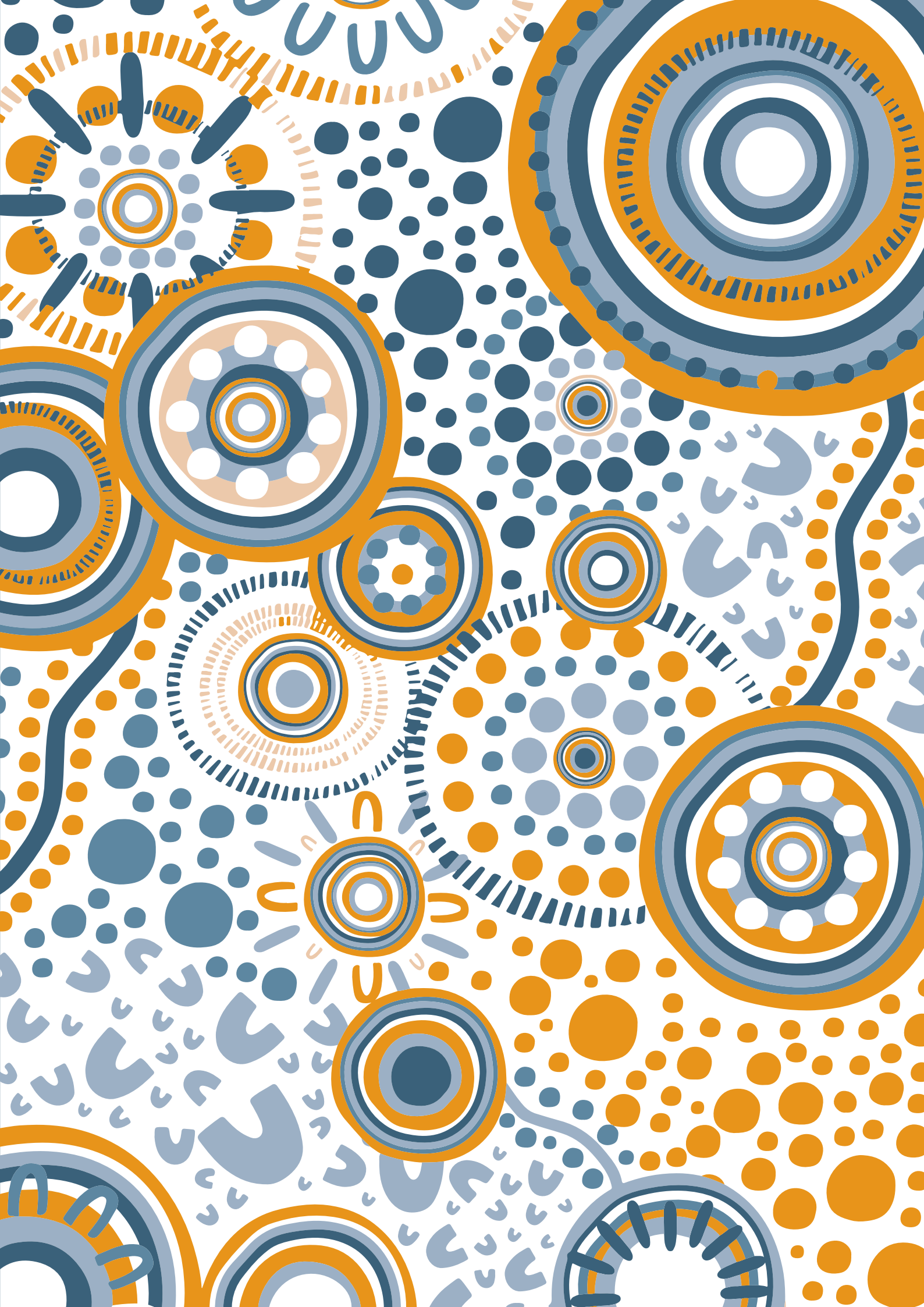




KARI
LIMITED



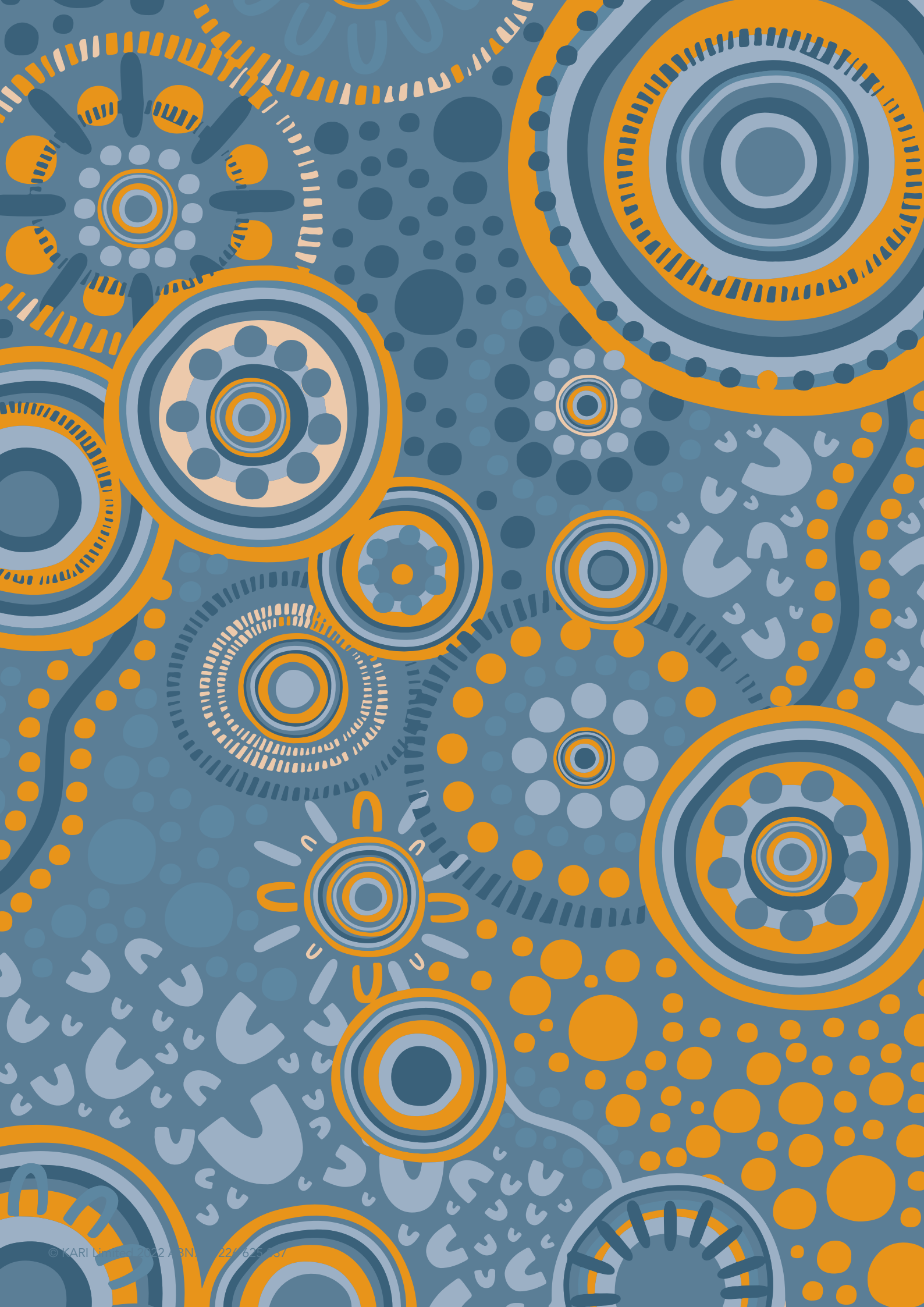
ANNUAL REPORT 2022 - 2023



Contents

Our Mission - Our Vision	5
Chairperson Report	7
CEO Report	8
Board of Mangement Profiles	9
KARI Limited Services	11
Service Structure	12
Our Values & Standards	13
Targeted Early Intervention Family Support	15
Aboriginal Family Support	37
Permanency Support Program	47
KARI PSP Overview:	49
KARI PSP Events	59





Our Mission - Our Vision

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

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

KARI Ltd'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.

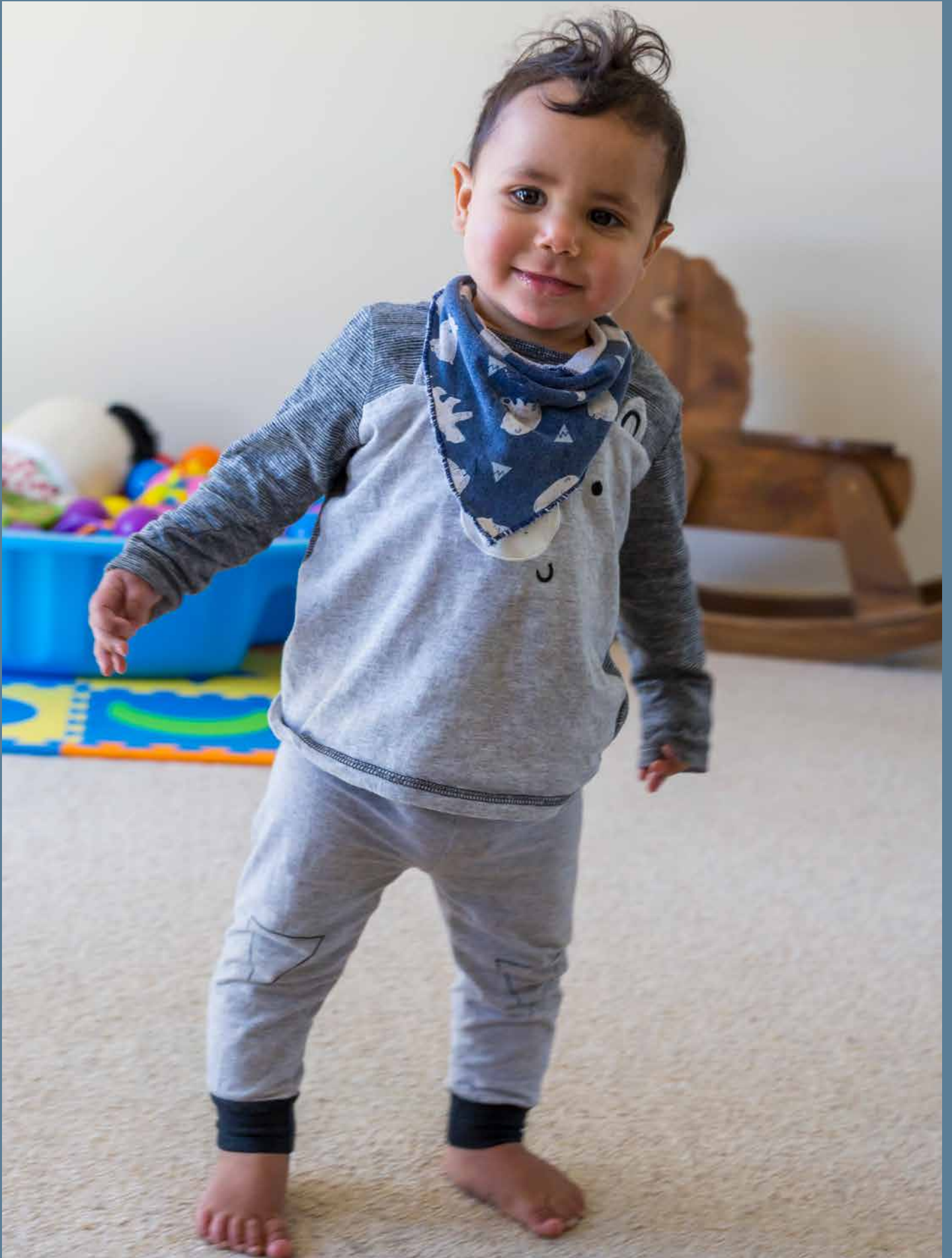
We will continue to develop local partnerships with our key stakeholders to enhance our resources and service delivery.

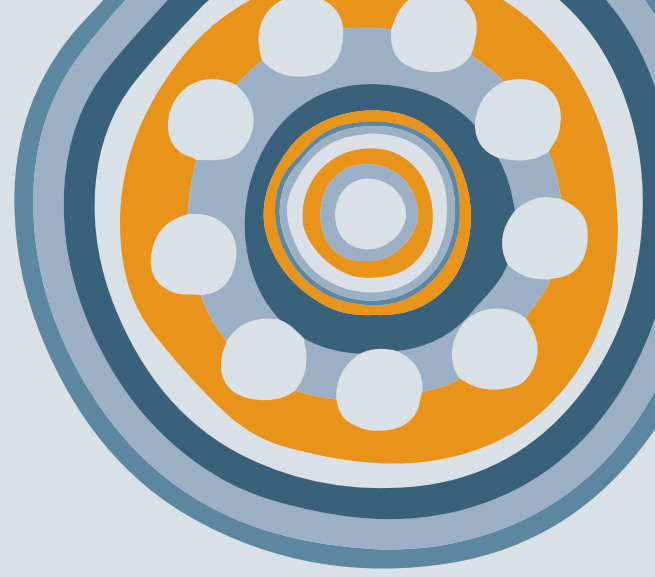
We will endeavour to deliver all our programs in a culturally appropriate manner and promote the ideals of self-determination.

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

"Gary Quote"

Udaecto odigendiat. Temqui qui solor a quam quiatur ehendi venis audae latur rae nost, quiatur sum nissint.

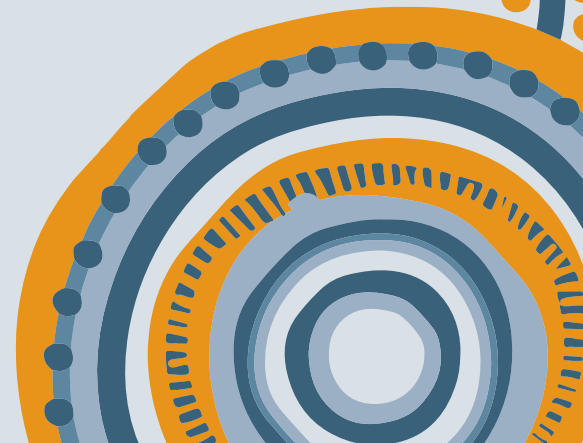
Uptur? Busa nat aut poriae rempores experio offic tota simincidem el eaquae. Et et quam, as as maxim fugia andit eum eat is ent mi, quis solore corerib uscimus nusam quibea volum est, ant.

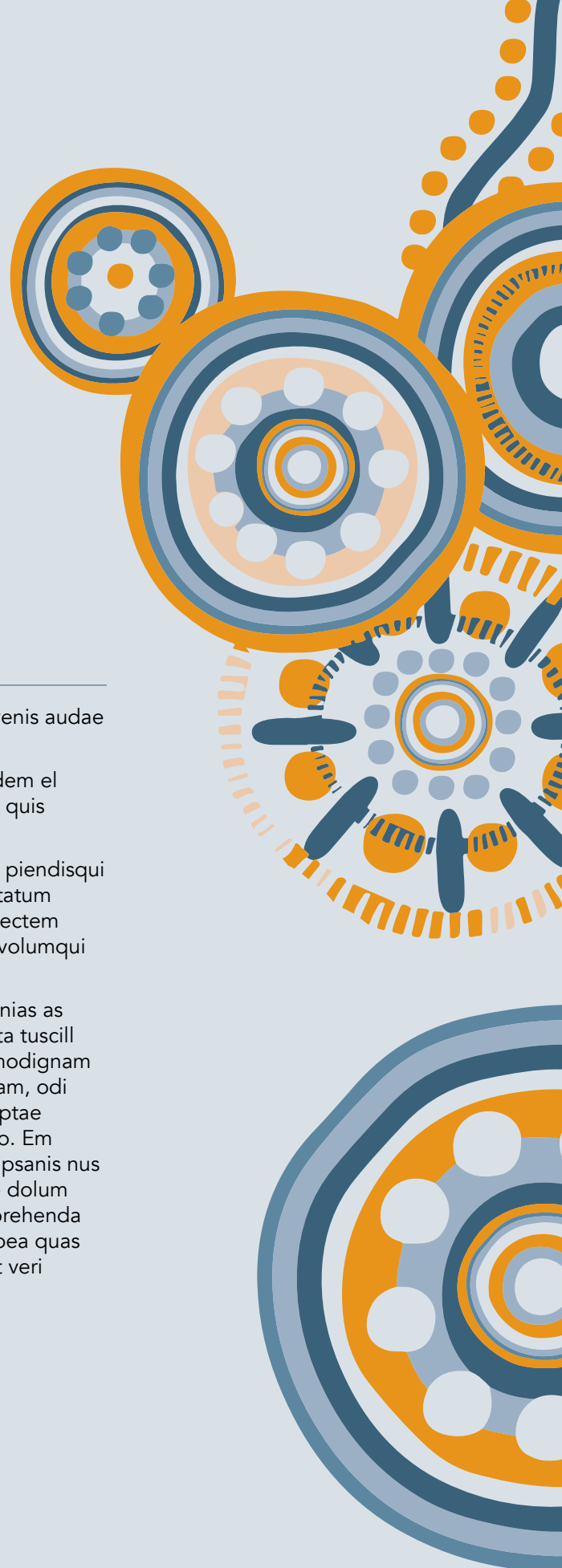
Pario. Solorrum volor aut rentiunt, ut fugia poreictis ad molorru piendisqui omnis id qui dolesti alicili cidisit que pro cusam velesed moluptatum ut ipsustota sandis aut aut aute volum ius aut mintores essusdaectem solupta eum, non nos volorem dollesc ienihil itatur, cus simolo volumqui berum quam, cus mos elicillaut excea dolorrumquo blant.

Porehenima peliqui dis reprepedis et magnis ullate neculli quianias as ute officia verissimos autet es molores exeribuscia nobis accupta tuscill abore, consecas ea sam aut eatis dolo te deni bereperspit inimodignam inctemporit unt aborepudam ut eius suntota spident arum dollam, odi dus doluptatia volora pro versped maximin vellaborae pra voluptae restionse prem et, omnihitibus, si volupta speratemquae laborio. Em hictur, ut aliqpe comnimporum est aspelli stibus et aut modipsanis nus sed ea cum volores sit laut vel millisim nobitet labo. Voluptatae dolum a doloreprenis essim int labore et ratesseque natem es erchill orehenda volut omniet pre volorerchit reped que deniam rem laborecto bea quas voloria simusam repreperume re nest utatente venem il eos aut veri omnim faciandebis delles voluptat.

Yours sincerely,

Gary Potts
Chairperson





CEO Report

"Casey Quote"

Udaecto odigendiat. Temqui qui solor a quam quiatur ehendi venis audae latur rae nost, quiatur sum nissint.

Uptur? Busa nat aut poriae rempores experio offic tota simincidem el eaquae. Et et quam, as as maxim fugia andit eum eat is ent mi, quis solore corerib uscimur nusam quibea volum est, ant.

Pario. Solorum volor aut rentiunt, ut fugia poreictis ad molorru piendisqui omnis id qui dolesti alicili cidisit que pro cusam velesed moluptatum ut ipsustota sandis aut aut aute volum ius aut mintores essusdaectem solupta eum, non nos volorem dollesc ienihil itatur, cus simolo volumqui berum quam, cus mos elicillaut excea dolorumquo blant.

Porehenima peliqui dis reprepedis et magnis ullate neculli quianias as ute officia verissimos autet es molores exeribuscia nobis accupta tuscill abore, consectas ea sam aut eatis dolo te deni bereperspit inimodignam inctemporit unt aborepudam ut eius suntota spident arum dollam, odi dus doluptatia volora pro versped maximin vellaborae pra voluptae restionse prem et, omnihitibus, si volupta speratemquae laborio. Em hictur, ut alique pe commimporum est asPELLI stibus et aut modipsanis nus sed ea cum volores sit laut vel millisim nobitet labo. Voluptatae dolum a doloreprenis essim int labore et ratesseque natem es erchill orehenda volut omniet pre volorerchit reped que deniam rem laborecto bea quas voloria simusam repreperume re nest utatente venem il eos aut veri omnim faciandebis delles voluptat.

Yours sincerely,

Casey Ralph
KARI Limited CEO

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 Education 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.

Isabelle Phillips - Director



Isabelle, 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 he 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.

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 Limited Services

Community Programs Initiatives

Our community programs target Aboriginal youth, families, groups and businesses. We will always proudly promote local Indigenous culture, history and values through the coordination and participation of community events.

Prevention

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

Achieved through culturally appropriate programs and initiatives that build capacity in individuals, families and communities.

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 foster care roles.

We provide placement opportunities for Aboriginal children from birth to 18 years for medium, long-term or respite care.

Promoting Community and Cultural Awareness

Where appropriate, we will ensure that cultural awareness is prevalent within our service model.

We will always proudly promote local Indigenous culture, history and values through the coordination and participation of community events.

Aboriginal Advocacy

We continue to provide an advocacy support role to our community ensuring they are assisted in an appropriate manner.

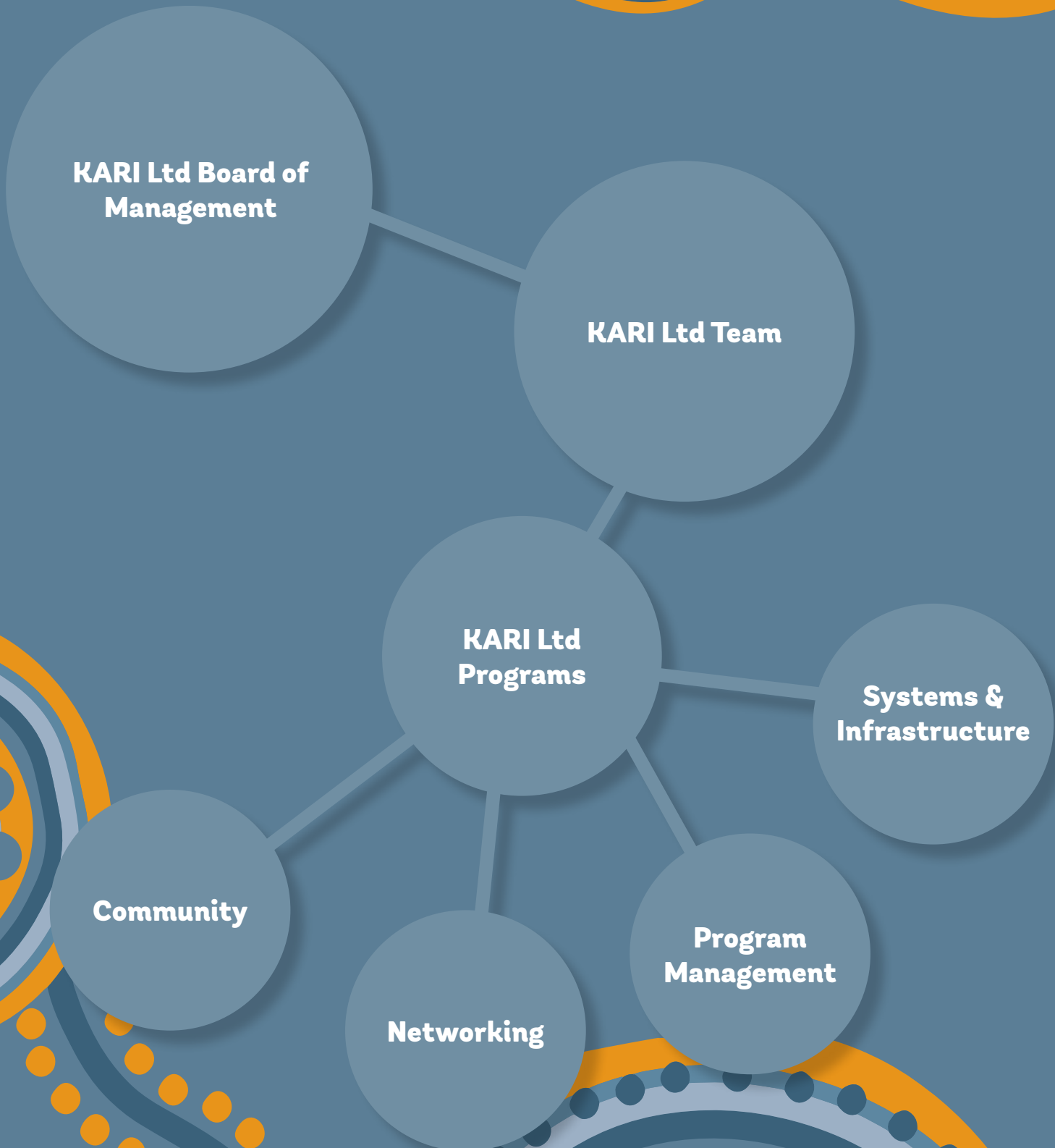
We will advocate in a positive and professional manner on any matters or issues relevant to improving outcomes for Aboriginal people.

Partnership Exploration

Where possible, we will seek opportunities to develop key relationships with a variety of corporate organisations, agencies, funding bodies or groups in an effort to provide better outcomes for our clients and community.



Service Structure



Our Values & Standards

Courtesy and Respect

Your views and needs are important to us. 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 service's activities.

This is also 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.

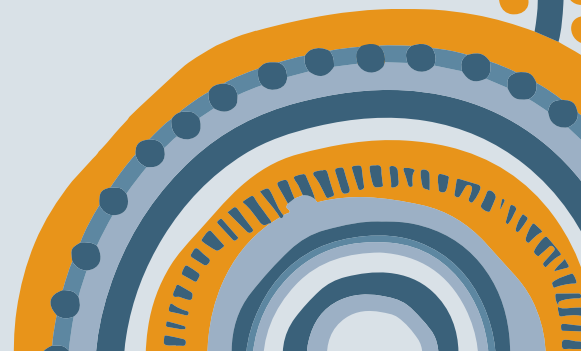
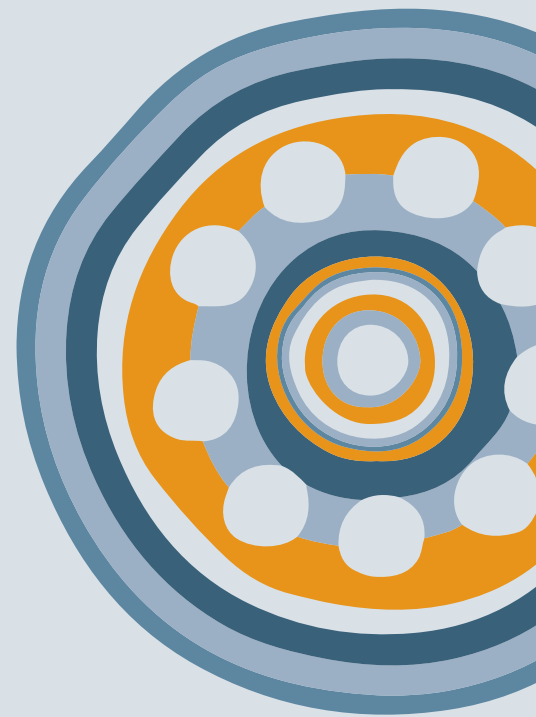
Just contact us by phone, email, fax or our social media pages.

Responsiveness

We will continue to seek your views, attempt to address your needs and take action 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 the Aboriginal community where appropriate and possible. Our advocacy will ensure that Aboriginal views, concerns and feelings are heard and acknowledged.





Targeted Early Intervention Family Support

KARI Ltd's Targeted Early Intervention (TEI) Family Support services aim 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 community.

- 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 are at risk of a number of vulnerabilities. We do this in a range of ways. From triaging phone calls and email enquiries to the facilitation of programs, events and initiatives. We also provide 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.

”



Family Capacity Building

Our Family Capacity Building initiative saw us provide advice, support and short-term case management to almost 200 community members across 2022/23. The services offered by the early Intervention team included:

Making referrals for health, housing, employment, financial support, education and legal support.

Supporting clients with transport to appointments and programs.

Providing financial support in the form of food hampers and gift vouchers for food, white goods or furniture.

The team saw a huge increase in the number of young people reaching out for advice and support which helped redesign the programs offered to youth moving forward.

197 community members received case support

Hubs

In order to offer a “one-stop shop” for our clients, the early Intervention team partnered with key external agencies to operate monthly employment, housing and financial assistance hubs on site at the KARI Liverpool office. Operating these hubs on site provided clients with a safe and culturally supportive environment to navigate and mitigate any issues being faced. Below is an overview of how each hub performed across the year:



Employment Hub

In partnership with Aboriginal Employment Strategy and KARI Foundation, the early intervention team provided **39 clients** assistance with resume writing, mock interviews, cover letters, securing employment etc.



Housing Hub

80 clients received support around housing in 2022/23. In partnership with Aboriginal Housing, support provided included completion of housing applications, referrals to community housing services, being transferred to a different property, assistance with maintenance etc.



Financial Assistance Hub

63 clients received financial assistance via the finance hub. Support provided included making referrals to external services for emergency relief, budgeting workshops and financial counselling services. The early intervention team also facilitated Money Minded and My Money Dream financial literacy programs quarterly. Both of these programs focus on increasing good money habits and building financial prosperity.





Parenting Program

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, build social connections and improve parent child interactions. The following programs were offered across the year:

Tuning into kids

This 5-week course helps parents of pre-school and primary aged children learn about emotionally intelligent parenting. Topics include; identifying and understanding emotions, using emotions during interactions, using emotional awareness to guide problem solving and dealing with frustrations.



14 parents graduated from the Tuning into Kids parenting program.



Emotion Coaching

A three-week in-depth focus on John Gottman's emotion coaching; parents gained an understanding of their own parenting style and how this impacts their children.



27 parents participated in the Emotion Coaching Parenting Program.



Circle of Security

This five-week course explains how children look to their parents or caregivers for support, from safety and security to exploration. Participants learn to identify children's needs and how to promote secure attachment.



13 parents participated in the Circle of Security parenting program.



Women's Group

The ongoing purpose of our Women's Group is to bring local Aboriginal women together to connect, share, engage and explore their culture through group-based activities. This year we facilitated the following workshops:



Terrarium Making

In October 2022 we facilitated a terrarium workshop. Supported and resourced by DCJ, 9 community members were encouraged to be creative in designing their custom terrariums. Everyone had a choice to use rocks/pebbles or sand to decorate the bottom of the jars and in the end, all terrariums turned out amazing.



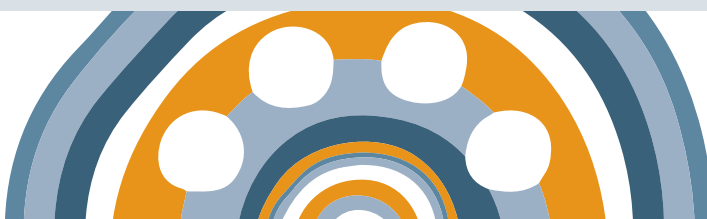
"We wanted to give back to Community by donating supplies to KARI's TEI Team for their women's group"

DCJ Staff Member



Wreath Making

In December 2022 the early intervention team invited Pot and Posy to deliver a Christmas wreath making workshop for our Women's Group. The team from Pot and Posy spoke to the women about the types of plants they bought in for us to use and demonstrated how to make the wreath. We had 8 community members attend and make their own wreaths. All the women who attend had a great time and formed new relationships within their community.



Women's Well Being Conference

In partnership with KARI Foundation and Wilson Security, the Early Intervention team delivered KARI's Annual Women's Wellbeing Conference. Hosted at the Liverpool Catholic Club the 200 women who registered and attended the conference were encouraged to be Connected, Inspired and Motivated. Attendees had the opportunity to listen to industry leaders and sector knowledge experts, participate in cultural activations and to visit key service stalls to increase the awareness of the support networks and service they can access at any given time.



Mother and Children's Camp

In June 2023 the early intervention team facilitated the annual Mothers and Children's Camp. Hosted at CCC Toukley, over a weekend period, 9 mothers and 21 children who reside in the Liverpool, Bankstown, Campbelltown and Fairfield LGAs immersed themselves in a variety of educative, cultural and fun activities. The purpose of the camp is to enable the mothers to improve their bonds with their children away from home and build new relationships with other women in community.

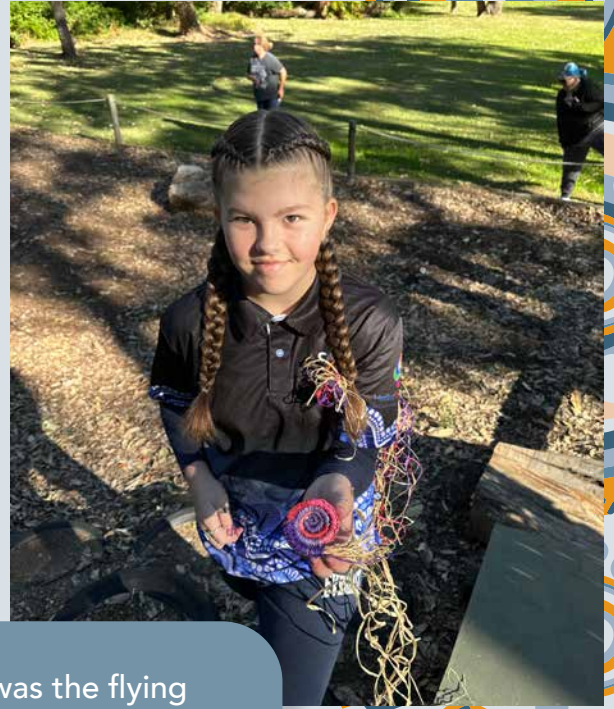
Activities facilitated on camp included:

- Feature Creatures Reptile Show
- Bracelet and Basket Weaving Workshop
- Sand Art workshop
- Bush walk along the Red Gum trail in Wyrabalong National Park
- Bush tucker sessions by the campfire
- Flying Fox

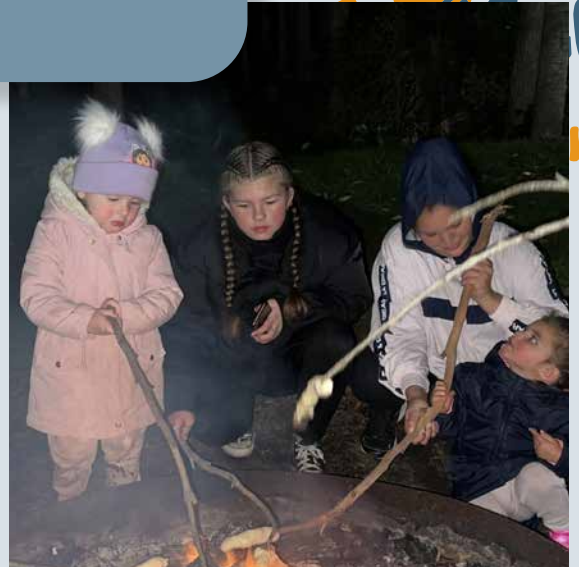
"The best part of the camp was watching the kids cook damper and marshmallows on the fire, colouring in and doing bracelet making, which was so relaxing and nice"

Mother, aged 40 (two children aged 12 and 4 years)





“The best part of the camp was the flying fox and basket weaving”
Ava, 11 years



Father and Son's Camp

In November 2022 the early intervention team were supported by KARI Cultural Unit staff to host the annual Father and Son's Camp at CCC Toukley.

Whilst away on camp the 8 Fathers and 13 sons had an opportunity to bond with one another and build friendships with other community members.

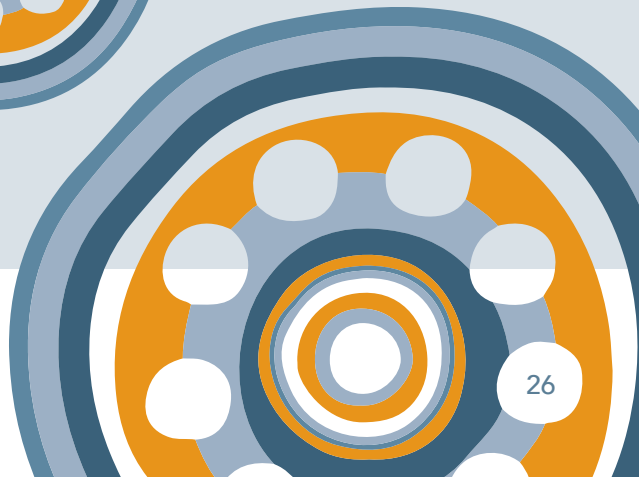
Using cultural activations as a vehicle for increasing engagement, those in attendance were immersed in a vast array of activities including:

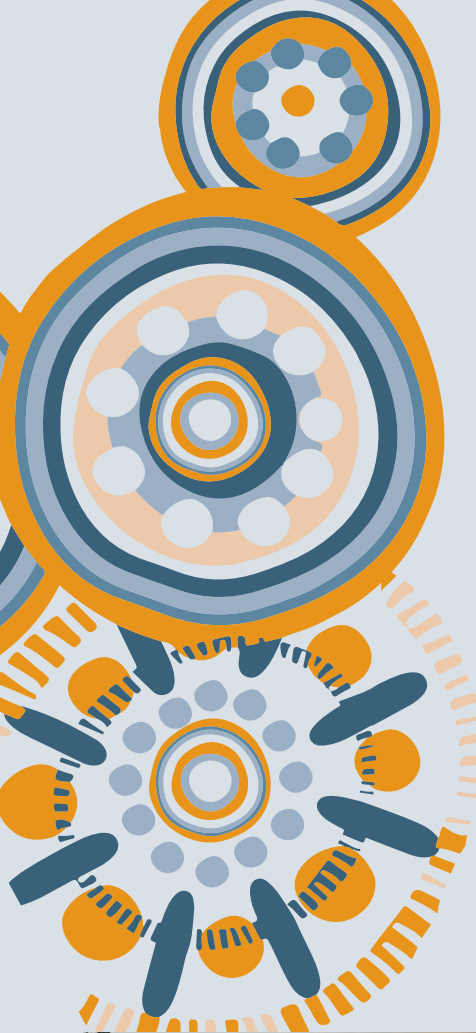
- Dragon Training Mobile Reptile Show
- Fishing
- Cultural Art workshops
- Bush tucker sessions by the campfire

"Everyone was able to immerse themselves in our Culture, learn a few things and create magic bonds with our kids, make new friends and make wonderful memories together."

Steve Law, Father







Leadership Camp

The annual Youth Leadership Camp was held in April 2023 at the Collaroy Centre. The Youth Leadership Camp aims to support Aboriginal young people to further develop their leadership skills. Collaroy Centre

13 young people attended.

- Leadership workshop on goal setting
- Artefact talk onsite
- Bush walk in the Ku-ring-gai National Park, we visited 4 significant spots that showed dreamtime stories through rock art and carvings.
- Swimming at the Lagoon in nearby rock pools
- High ropes obstacles
- Amazing Race

At the end of Camp 2 YL were presented with a gift to take home, both of these YL showed great leadership skills, were involved in all activities, guided other students and showed a great amount of respect for their leaders, mentors and peers at camp.

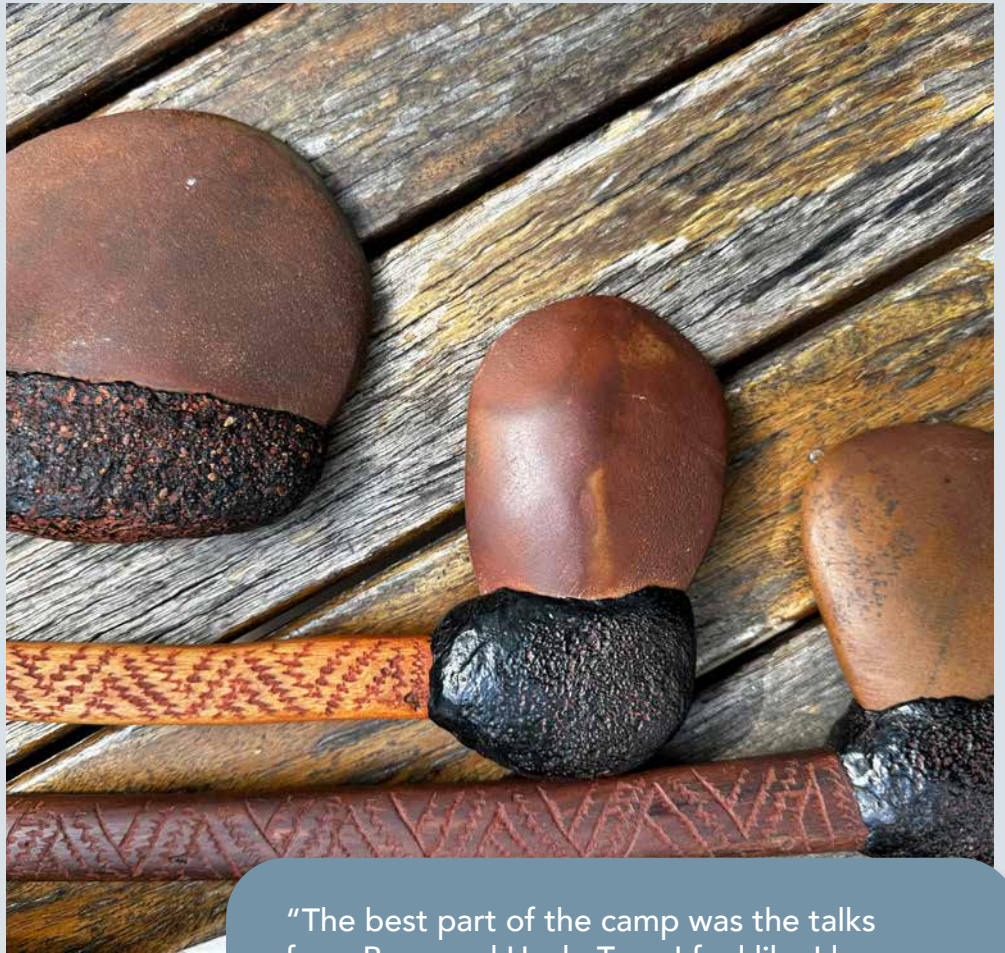
During camp the students who attended were given the opportunity to form friendships with their peers, learn about their Culture and complete Leadership programs.



"The best thing about the program was learning about my Culture and making new friends"

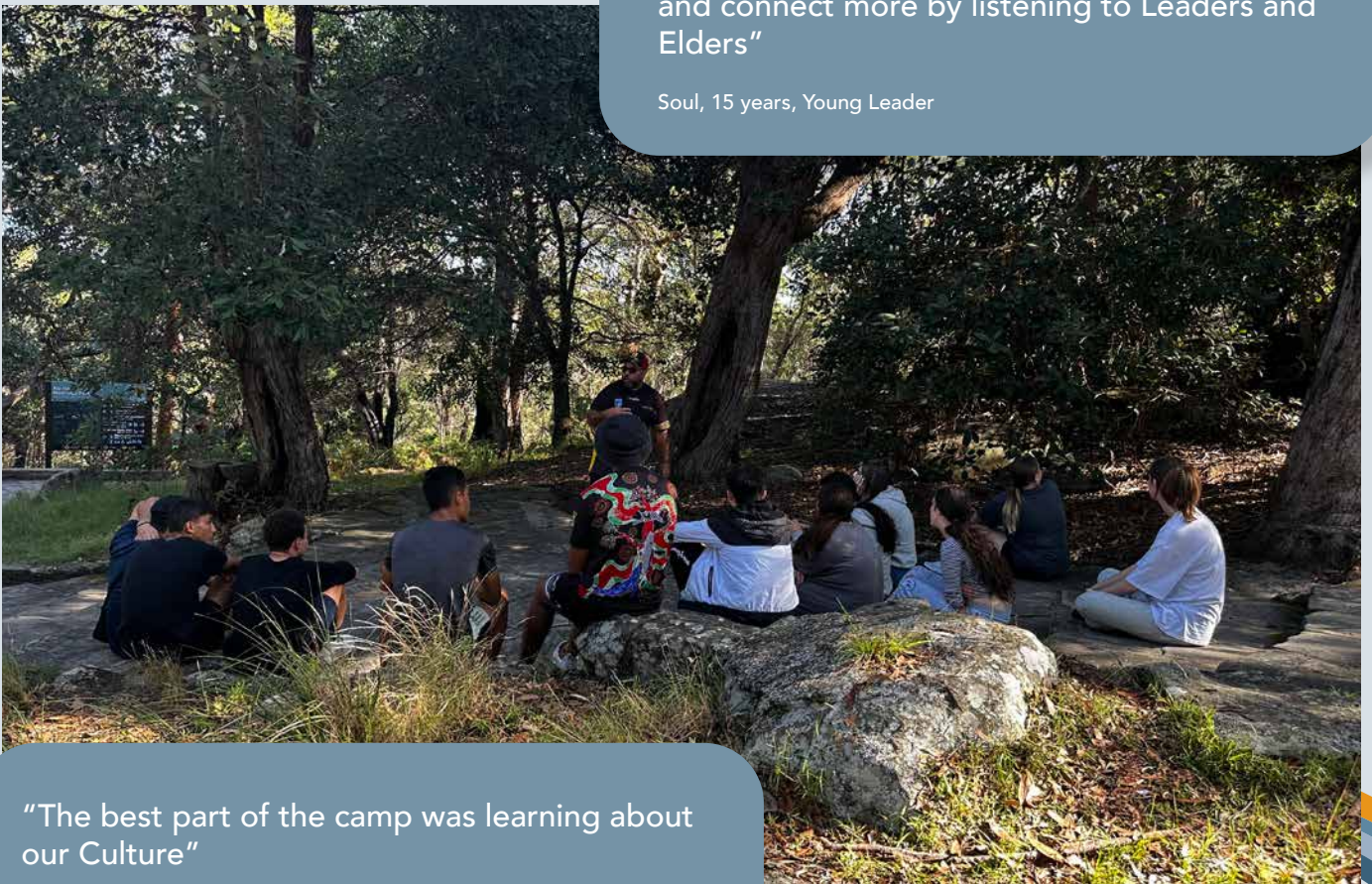
Mayarli, 15 years, Young Leader





“The best part of the camp was the talks from Beau and Uncle Troy. I feel like I learn and connect more by listening to Leaders and Elders”

Soul, 15 years, Young Leader



“The best part of the camp was learning about our Culture”

Jeziah, 14 years, Young Leader



UNITY DAY

**Our 10th Annual NSW KARI
Community Unity Day**

11 April 2023 at the
Whitlam Leisure Centre

**23 STALL
HOLDERS**

who engaged in conversations with community members on topics such as financial support, housing, employment/trades, health, NDIS, and study.

The event featured multiple zones:

KARI ZONE

KARI Zone – Included Photo Booth, TEI, Cultural Unit, Carer Recruitment, Community Programs, KARI Clinic, Optus, KARI Shop, NSW Police and Taylor Construction.

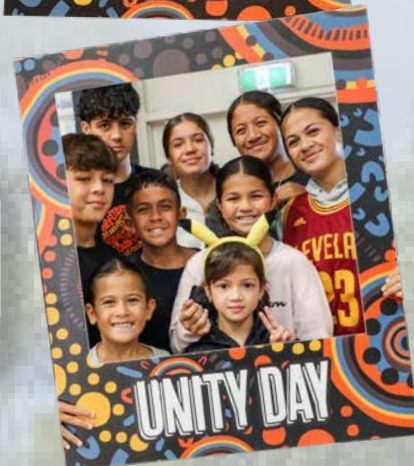


CULTURE ZONE

included boomerangs, rainmakers and plaster moulds that the children could decorate

SPORT ZONE

The sports Zone included activations from NSW Netball and Wests Tigers, Sydney Roosters also had a stall.





1,470 REGISTERED ATTENDEES

A total of 1,470 community members and Elders registered for food tickets at Unity Day, although the event was open to the entire community.



“A huge congratulations on a wonderfully successful event, it was great seeing so many from community having fun”

Sandy Oldfield, Aboriginal Access and Advocacy Officer, Liverpool Women’s Health Centre

Positive responses were received from Elders, community members, stallholders, volunteers, and the ride/food staff. They expressed that the KARI staff present at the event were consistently friendly, inviting, and welcoming.

Many look forward to attending again next year. The event experienced a fantastic turnout, with all areas remaining busy throughout the day.

RIDES AND FOOD ZONE

There was plenty of food and entertainment across the day (food trucks, snow cones, popcorn and fairy floss, photo booth, face painters, carnival rides, reptile show, showbags etc.)



Playgroup

Every Monday during school terms, from 10:30 am to 12:30 pm, KARI Liverpool hosts a program tailored for Aboriginal children and their parents/carers. This gathering includes the attendance of an Occupational Therapist and a Speech Pathologist.

The program is a mix of cultural activities such as arts and crafts, storytelling, and traditional songs. It's a space where children freely engage in play, listen to captivating stories, immerse themselves in craft activities, and socialise with their peers. Simultaneously, parents seize the opportunity to forge meaningful connections with other families within the community, bringing a sense of belonging and support.



**Term Two
PLAYGROUP**

Aboriginal Community Playgroup

FREE
Play, Books,
Songs, Crafts

**RUNS FOR 9
WEEKS** Starting
Monday 2 May 2022

10.00am - 12.00pm
Family Day Care,
Mission Australia,
88 Shropshire Street
Miller, NSW, 2168

Free Consultations
Occupational
Therapist & Speech
Pathologist

Morning Tea Provided

**Free for Aboriginal
children (ages 0-5),
their parents,
carers & siblings**

Contact Briony Livingstone on (02) 8782 0300 or at
briony.livingstone@kari.org.au for more information

KARI
LIMITED 

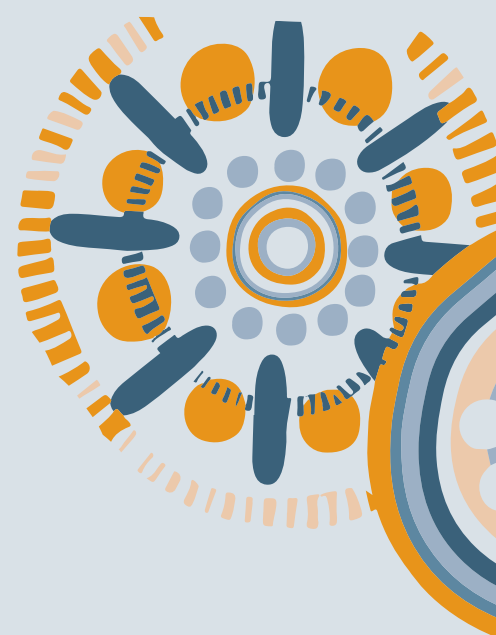


Second Bite Hampers

Each month the KARI TEI Team provide a hamper to community members who are on our program, or have reached out for support. The hampers include fresh fruits and vegetables, fresh bread and different non-perishable food items. This year over 50 different families have received a Second Bite hamper from the TEI Team.

“I have 5 kids aged 5 to 14 years old. The food hampers that KARI bring out help me and my family a lot. The kids get excited when they see KARI delivering the hampers because they like seeing their workers and seeing the different foods in the hampers”.

TEI Client



Second Bite
Ending Waste. Ending Hunger.

Koori Roll Call

Bonnyrigg High School has 51 students enrolled who identify as Aboriginal.

Therapy and intervention

Community members attend KARI Clinic for therapies and interventions, including:

- Speech Therapy
- Occupational Therapy
- Counselling

Transition to Kindy Backpacks

On October 17, 2022, AWM Amaroo actively participated in the packing of transition to kindy backpacks.



A total of

269



Distributed to
Aboriginal
Students
spanning across

75

Schools in
the Liverpool,
Bankstown and
Campbelltown
Local Government
Areas (LGA's)



These backpacks not only contained essential items but also included informative flyers and YouTube resources aimed at equipping parents with valuable information to best prepare them for the significant transition to kindergarten milestone.

Backpacks include:

- Lunch box
- Drink bottle
- Pencil case
- Coloured pencils
- Lead pencils
- Sharpener
- Eraser
- Story book
- Activity book
- Scrap book
- Pencil Grips
- Glue Stick
- Scissors



The collaborative effort of AWM Amaroos played a crucial role in supporting these students and their families as they embarked on this important educational journey.

TEI Christmas Toy Drive

Our TEI Toy Drive commenced on Monday 5/12/2022 and finished on Friday 9/12/2022.



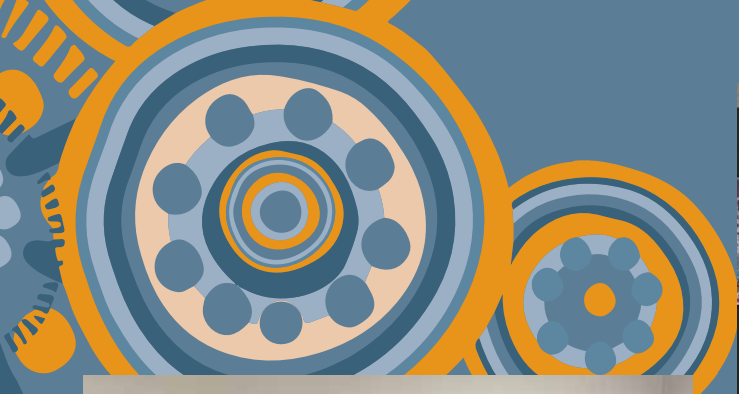
5
days



36
families

175
presents/stocking
fillers





The team from the ICC Sydney ran a giving tree as part of their corporate donation activities for KARI.

The team delivered the gifts they have donated directly to the TEI Team ready for community to come in and choose a toy.

Aboriginal Family Support

Formerly known as the 'Brighter Futures Program', KARI's 'Aboriginal Family Support Pro-gram' is a holistic model of service delivery. KARI Ltd is one of 14 lead agencies brokered to deliver the program across NSW.

The Aboriginal Family Support team support up to 32 families across the South West Sydney region at any given time. Families supported within the program are considered at Risk of Significant Harm (ROSH). ROSH clients are referred from the NSW Department of Communities and Justice (DCJ) to prevent families escalating further through the child protection system. The team also work with community and self-referrals.

COVID-19 proved to be a challenge for many of our families throughout the year however, our team continued to provide high quality case management support ensuing our families remained engaged and connected to community. Each family is provided with a dedicated Family Support Worker who works with the family to deliver services tailored to their as-sessed and agreed upon needs.

“

Addressing the over representation of Aboriginal children and young people across the child protection system is a priority of KARI's Aboriginal Family Support Program moving forward.

”



Big Day Out Tribal Warrior Cultural Cruise

On April 14, 2023, the Early Intervention Big Day Out welcomed a total of 24 attendees, comprising 6 families and staff members. The event proved to be an enriching experience, fostering both education and cultural appreciation.

The highlight of the day was a tour of Be-lang-le-wool on Clark Island, offering a unique opportunity for participants to engage in discussions about plants, animals, the ocean, and ochre. This immersive experience extended beyond the traditional classroom setting, allowing for hands-on learning in a natural and culturally significant environment.

The program featured a range of activities designed to deepen participants' understanding of Aboriginal culture. Attendees had the chance to learn traditional dance and engage in cultural talks on a boat, conducted in traditional language. The use of didgeridoos and clapsticks added a rhythmic and authentic touch to the cultural discussions while touring the picturesque Sydney Harbour.

The day's activities were facilitated through Tribal Warrior's Mari Nawi (Big Canoe), offering a unique perspective on the traditional culture, history, and stories of the Gadigal, Guringai, Wangal, Gameraigal, and Wallumedegal people of Sydney Harbour. The journey provided insights into life pre-colonisation, coastal lifestyles, traditional fishing methods, and food gathering techniques, creating a holistic and immersive cultural experience for all participants.



"The best part of camp was the flying fox, I faced my fears and the kids had a lot of fun"

Female participant, aged 23 (has 2 children)



6
families



“The best part of camp was spending time with one another as a family”

Male (39) and Female (37), has 4 children

Family Camp – CCC Toukley

From January 27 to January 29, 2023, CCC Toukley hosted a transformative event that brought together a diverse community. The gathering saw the active participation of 8 families, with 4 staff members, 10 parents and 18 children.

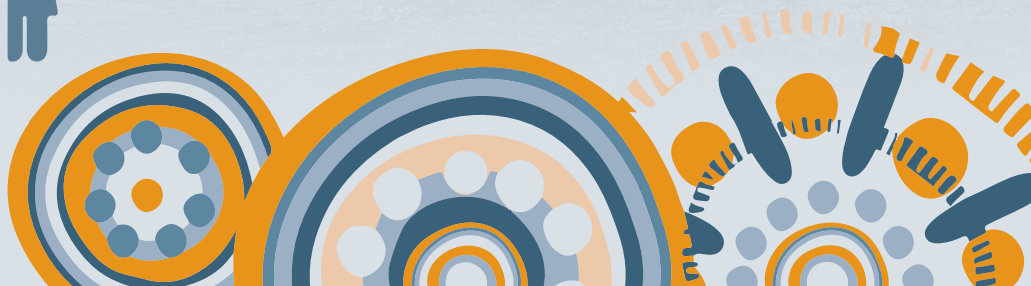


Beyond the physical activities, the event had a meaningful impact on the participants. Four clients expressed gratitude for acquiring new skills, showcasing the educational and developmental aspects of the gathering. Additionally, eight clients shared the joy of expanding their social circles by meeting new people and forming meaningful friendships. Two clients emphasised a significant boost in their confidence levels, underlining the positive and empowering nature of the experience.



Feature Creatures, an exciting activity provider, curated an engaging program that appealed to all age groups. The schedule included unique activities such as an Arts and Crafts session featuring shoe painting, a canoeing experience, an Amazing Race to challenge participants, a bushwalk, and the thrill of a Flying Fox. The outdoor adventures concluded with the warmth of damper snakes and a campfire session, providing a cozy and communal conclusion to the day's activities.

4 + 8
Staff families





The CCC Toukley event from January 27 to January 29, 2023, was a success. It not only provided a platform for families, staff, and children to come together but also facilitated personal growth, skill acquisition, and the forging of lasting connections. The event emerged as a holistic and enriching experience, embodying the spirit of community and shared exploration.



Vacation Care

6/10/2022 Sydney Zoo

A group of 10 kids embarked on an adventurous day at Sydney Zoo with the attentive accompaniment of KARI staff during Vacation Care. Despite the challenging weather with rain, the KARI team ensured the children's comfort by providing each with a poncho, a lunch box, snacks, and a water bottle. This thoughtful preparation ensured that the weather wouldn't dampen the spirits of the young explorers.



At the zoo, the children had the unique opportunity to engage in a Cultural Talk with the knowledgeable KARI staff. This interactive session allowed the kids to ask questions and explore various artefacts, providing them with insights into Indigenous culture. The blend of education and entertainment added a meaningful dimension to their zoo experience, fostering both curiosity and cultural awareness.

The main highlight of the day was, of course, the chance to see a variety of animals and listen to engaging talks presented by the knowledgeable staff at Sydney Zoo. From fascinating facts to entertaining anecdotes, the children had the opportunity to expand their knowledge about wildlife. To cap off the day, the group enjoyed a delicious lunch at McDonald's, adding a touch of familiarity to their memorable zoo adventure.

23/01/2023 Bowling and Laser Tag

A group of 10 children went on an exciting trip to Zone Bowling in Liverpool. They all had a great time playing bowling and later tried their hand at laser tag, followed by a visit to the gaming arcade. The bowling session was a hit, letting the kids showcase their skills and enjoy some friendly competition. Afterward, the laser tag game added a layer of strategy and teamwork, making the outing even more thrilling. The gaming arcade provided a variety of interactive games, adding an extra dose of fun to the day.

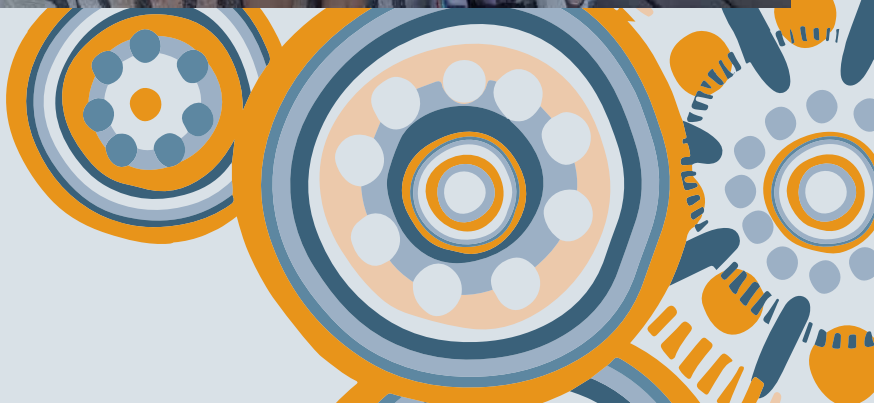
Following all the excitement, the group gathered at the Zone Bowling café for a well-deserved lunch. This post-activity meal not only refueled their energy but also gave the children a chance to relax and socialise, sharing their experiences from the day's adventure. The trip to Zone Bowling in Liverpool not only offered a day filled with entertainment and activities but also created lasting memories for the children, fostering camaraderie and joy throughout the outing.



25/01/2023 Sydney Zoo



Ten children had an enjoyable trip to Sydney Zoo. Each child brought their own bag, and morning tea was provided for everyone. The day unfolded with a leisurely walk around the zoo, allowing the children to marvel at the various animals on display. For lunch, arrangements were made to have a meal at the zoo, adding to the convenience and enjoyment of the outing.



Debutante Ball

The 2021 Debutante Ball faced an unfortunate postponement due to the challenges posed by the COVID-19 pandemic. However, the determination prevailed, and rehearsals for the event commenced on May 10, 2022, taking place at PCYC.

In the past, the New South Wales Police had been a consistent partner with KARI, actively participating and accompanying the Debutantes. Regrettably, due to the ongoing impact of COVID-19, they were unable to commit to the Debutante Ball. In response, KARI's male staff stepped up, taking on the role of accompanying the debutantes during the 2022 event.



"I really enjoyed participating in the Debutante Ball, I made lifelong friends who I still talk to. The best part of the Debutante Ball was Debuting with my sister and walking out with my partner and seeing my dad cry, I knew he was so proud of me"

2022 Debutante, aged 19 years





“I wanted to do Deb Ball to give one of the girls on the brighter futures program, the opportunity to experience debuting to her family and community. I also wanted to show my appreciation to KARI for all their contributions to the Aboriginal communities in Sydney.”

Dominic Hampton Early Intervention,
KARI Limited



“I volunteered to participate in KARI’s Deb Ball program because it sounded fun, is a great program, and gave me the chance to engage and build relationships with community members. Although at first, it felt overwhelming trying to learn a dance with two left feet, once the dance was complete, seeing all the debutant's joy and excitement ensured I made the right decision. I look forward to participating again if needed next year.”

Brendan Lee – Cultural Unit,
KARI Foundation

The eagerly awaited Debutante Ball finally took place on July 2, 2022, with nine young ladies making their debut. Accompanied by KARI Male Staff, the event unfolded at the Liverpool Catholic Club. The day commenced with the girls arriving at 9 am for hair and makeup preparations. However, the event faced an unexpected twist as it had to be evacuated just before the main meals due to flooding.

Undeterred, the resilient spirit of the Debutantes and organisers prevailed, leading to the successful hosting of Debutante Ball 2.0 on September 24, 2022, at the Liverpool Catholic Club.

Permanency Support Program

The KARI Permanency Support Program (PSP) covers all of Metropolitan Sydney, including the Greater West and Blue Mountains.

The primary aim of this program is to support Aboriginal families, carers, children and young people through the provision of comprehensive wrap around case management services

Grounded in culture, the PSP team at KARI deliver person centred and child focused service provision. This complex task is achieved through sharing risk, collaboration and trauma informed relationship building. KARI continue to lead the sector in our service delivery from a culturally strong and trauma informed base.

“

Changing lives, keeping culture, encompasses what we strive to do at KARI and how we aim to do it. Changing the lives of all of those who we work alongside at KARI including the amazing KARI staff, keeping culture for all.

”

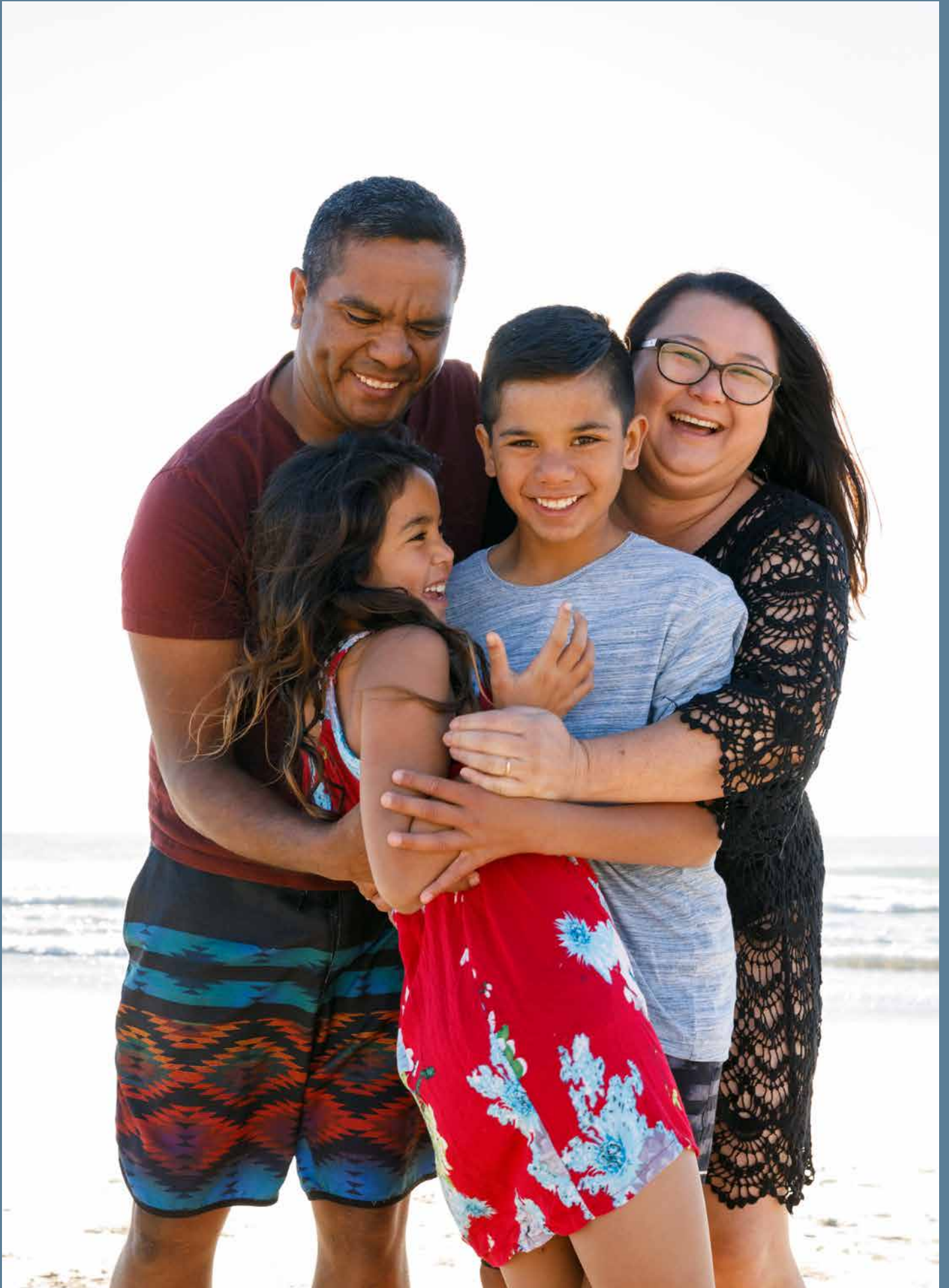
Enriching the lives of Aboriginal children and families

100+ Dedicated Staff

Supporting:

435 + Children

And their families



KARI PSP Overview:

As KARI continues to grow across the Sydney Basin, we have evolved to be one of the primary employment options for First nations people.

Over 100 highly skilled, passionate and committed staff, provide the scaffolding and connection for over 430 children and their families. Case workers, frontline staff and management are only the beginning with a community of supporting staff, office administration, accounts and axillary staff, all making it possible for KARI to deliver the outcomes we pride ourselves on.

With the Department of Communities and Justice's (DCJ) transition to Aboriginal Community Controlled organisations well underway, KARI's place as the sector lead in the PSP space, will no doubt continue.

As we reflect on another year of PSP service delivery, we can clearly see some of the ways in which the system in which we work, needs leaders like KARI, to ensure the voices of the most vulnerable are heard. We need to ensure that the strengths and voices of a resilient, powerful and insightful community are not only heard but more importantly, heeded.

Changing lives, keeping culture, encompasses what we strive to do at KARI and how we aim to do it. Changing the lives of all of those who we work alongside at KARI including the amazing KARI staff, keeping culture for all.

Intensive Family Preservation:

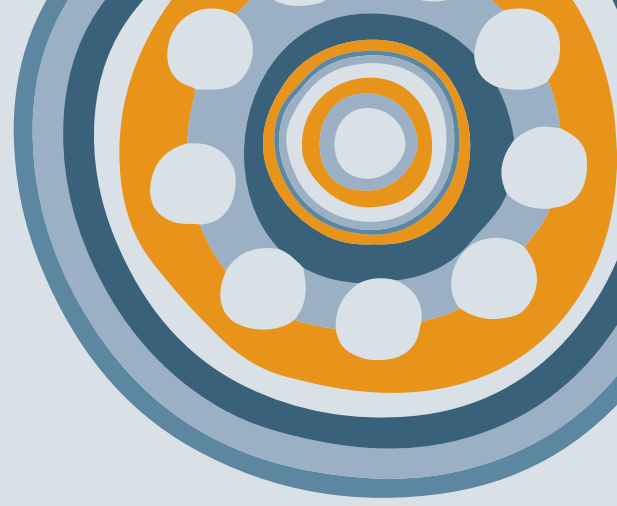
Intensive Family preservation, while no longer under the PSP contract remains under the management of the PSP Regional Manager.

This program, alongside Family Preservation (formally Brighter futures), is where the focus and growth must be, if we mean to close the gap with regards to Aboriginal children in care and keep families together.

Intensive Family Preservation is a program that has undergone some internal changes in the last year. We now have dedicated managers placed in each geographical location to manage growing teams and to offer immediate support and direction to teams, in line with intensive work that is undertaken in this program.

Western Sydney (Penrith) South West Sydney (Liverpool) and Metro Central (Rosebery) continue to grow and achieve impressive outcomes for families, who sit on the precipice of entering the out of home care system. This important work is achieved through engaging deeply with families as a first step.

Providing family centred therapeutic interventions, support and linkage to internal supports such as our KARI Social work and Clinic team and external supports such as Mental health providers, Drug and alcohol counselling and other social outreach support programs, all the while holding relationship and culture at the centre of practice.



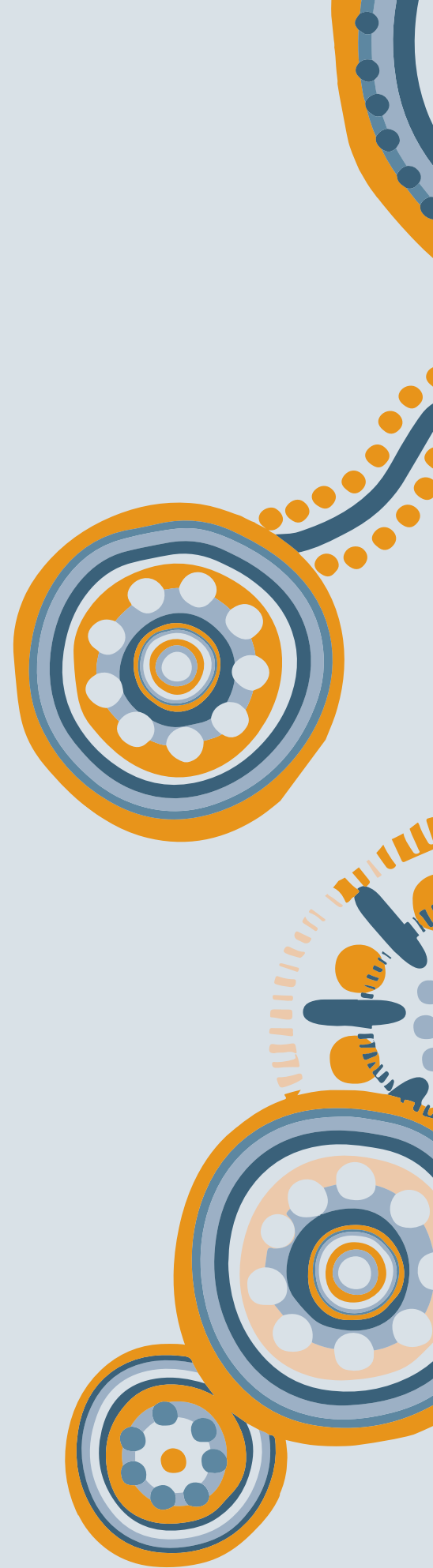
Permanency support

(Out of Home Care and Restoration)

The KARI Out of Home Care (OOHC) program, is the biggest of the programs under the banner of PSP. While PSP and Out of Home Care are synonymous terms, the broader PSP programs at KARI encompass all aspects of delivering quality out of home care services.

This year, due to a sector wide shortage of carers and a renewed focus by DCJ to have all Aboriginal children and carers, transferred from mainstream providers to Aboriginal community-controlled organisations (ACCO's) KARI made the call to reduce the specific focus on restoration, in one of or South West Sydney teams and broaden the expectation of restoration work to be carried out by all PSP teams. This pivot will result in several positive outcomes such as; upskilling our workforce, allowing for maximum participation in the ACCO transfer project, support agency and sector growth, and hopefully ensure more children are restored home to parents or kin across a wider geographical area, in coming years

KARI has case management of 435 Children in varying foster care placements with this number to grow year on year as the ACCO transfer project continues



Permanency support (Out of Home Care and Restoration) continued.

KARI's out of home care team works across metropolitan Sydney and into the regions. Essentially, where our children and young people have connection, we will follow and support. We continue to navigate placements across Australia, working with agencies interstate and locally to support safety and stability, where it can be found.

Working within this sector is not easy work. In many cases the children and young people we work alongside hold deep trauma that often shows itself through challenging behaviours and dysregulated emotions.

The case workers, management and support teams around these cares and young people work tirelessly to ensure consistency, stability and support within these households and family units. Through connection to culture, innovation and collaborative practice KARI works within community to wrap around these households, to hold them in safety and security.



As we looked to the new year, the KARI executive team, through strategic discussions have resolved to ensure the children, young people and carer households have the full support and collective wisdom of KARI as a whole, to guide the vulnerable children and young people into being strong, independent and wise leaders in their communities.

Restoration still remains a key focus across KARI and within the OOHC sector more broadly, especially when it comes to Aboriginal children, who are so significantly over represented in the care system.

Across all of PSP OOHC 22-23 the KARI team supported 8 children return home to the care of their parents, with several more still in the court process as the report is being written.



Finally, the Not in Placement team (NIP) continues to support children and young people, who, for many reasons have not been able to sustain a placement within a foster home with authorised carers. In many cases they're teenagers, that have placed with family or friends, as they transition into later adolescents and early adulthood. This team, now imbedded within the South West Sydney Permanency support team, works alongside family, friends, young people, DCJ, The Police, Education and Juvenile justice to support the changing needs of our most vulnerable young people in the out of home care system.



the KARI team supported 8 children return home to the care of their parents



Compliance Unit

Compliance, Intake, Assessment, Placement, Carer recruitment and training:

In 2022-2023 KARI moved into the early phases of the reaccreditation process, with a monitoring visit taking place, by the office of the children's guardian (OCG) in March 2023. The feedback from this visit was overwhelmingly positive. Naturally, there were some areas of improvement identified, with the compliance team and the broader PSP team already working towards bringing our standard of practice to an ever-higher standard.

Working with a multitude of stakeholders both internal and external, the KARI compliance unit remains the bench mark for responding to Risk of harm reports, investigation of reportable conduct matters both internally and through the use of expert external assessors. Working in close relationship with DCJ both at the Child and Family District Unit (CFDU) level and across Community Service centres (CSC's), The office of the children's guardian (OCG) and multiple of other service providers across the sector. This process has come into sharper focus as the "safety in care mandate" has been rolled out by DCJ, in response to the royal commission into institutional abuse, and to further safeguard the well-being of children placed in care.

As KARI continues to grow, the wider compliance unit, which includes the placement team, Intake and Assessment now also encompasses auditing, projects some aspects of PSP staff onboarding, likewise it takes the lead the transfer to ACCO project. This team, support the work done in PSP at a foundational level, and is the "engine room" for KARI limited, keeping young people safe and secure, supporting staff and carers and also maintaining contracted volume in a time of great flux for the sector across NSW and Australia.

Across the country it is becoming apparent that there is a downward trend in carer recruitment with both mainstream services and ACCOS having to find new and innovative ways to attract and keep carers. This trend, makes the work the intake and assessment team do, even more specialised and critical to KARI's longevity and the positive and culturally strong outcomes for Aboriginal children, young people and families.

The carer recruitment team has completed a huge number of assessment and transfers this year, keeping children within safe and secure placements and also having carers come across from other agencies for a more inclusive and culturally safe care experience

As we would expect, this included a significant number of relative and kinship carers, who play such a pivotal role in Changing lives, Keeping culture

Once again, the team conducted assessments for the crucial nominated respite carers (NRC's) who play such an important role in assisting the full-time carers provide care, love, support and much needed respite for both carers and young people in a household. When respite care is provided by trusted and safe people in a young personal life, the long-lasting trauma repair, is proven and measurable.

KARI carers continue to be supported across several platforms this year. This includes face to face training, online sessions and pre-recorded training for carers to access at time suitable to them.





A variety of training has been accessed over the year especially around trauma informed care and the impact that this has on our children, young people, adults and community. Carers are accessing relevant training around current issues that have impact on children and young people including how to participate safely online, mental health and self-harm. With carers engaging in this training, carers are gaining a better understanding of the current issues facing the youth today and being provided with warning signs to look out for and strategies to deal with the behaviours associated with these issues.

First Aid Training is a core training that is provided 8 times across KARI's three offices within the year. This is provided regularly to best support carers and their commitments where they are able to pre-book time needed to complete First Aid.

Cultural Awareness training, which is such an important and foundational part of our service delivery and support, was again delivered across each district by the Cultural Unit. This continued commitment to Culture and Cultural awareness ensures all KARI carers are providing culturally appropriate and safe placements.

For new and onboarding carers, Shared Lives Training is provided 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 agency team.

The KARI Clinic team play a key role in the onboarding carer training to ensure our carer applicants are supported appropriately on their journey to becoming carers. This collaboration is significant, giving carers tools and strategies to understand the young people in their care and thus enable them to provide security, safety and stability, where it might otherwise not have been.

For most of the training completed, the carers have preferred the online experience and completing training via this platform. My Forever Family has been accessed for a large portion of the training as My Forever Family provide pre-recorded trainings alongside live training. The pre-recorded training providing support to the carers who work full time and or have commitments with their families. This mode of training allows carers to access at any time that is most suitable for them to be able to complete.

Compliance unit by the numbers:



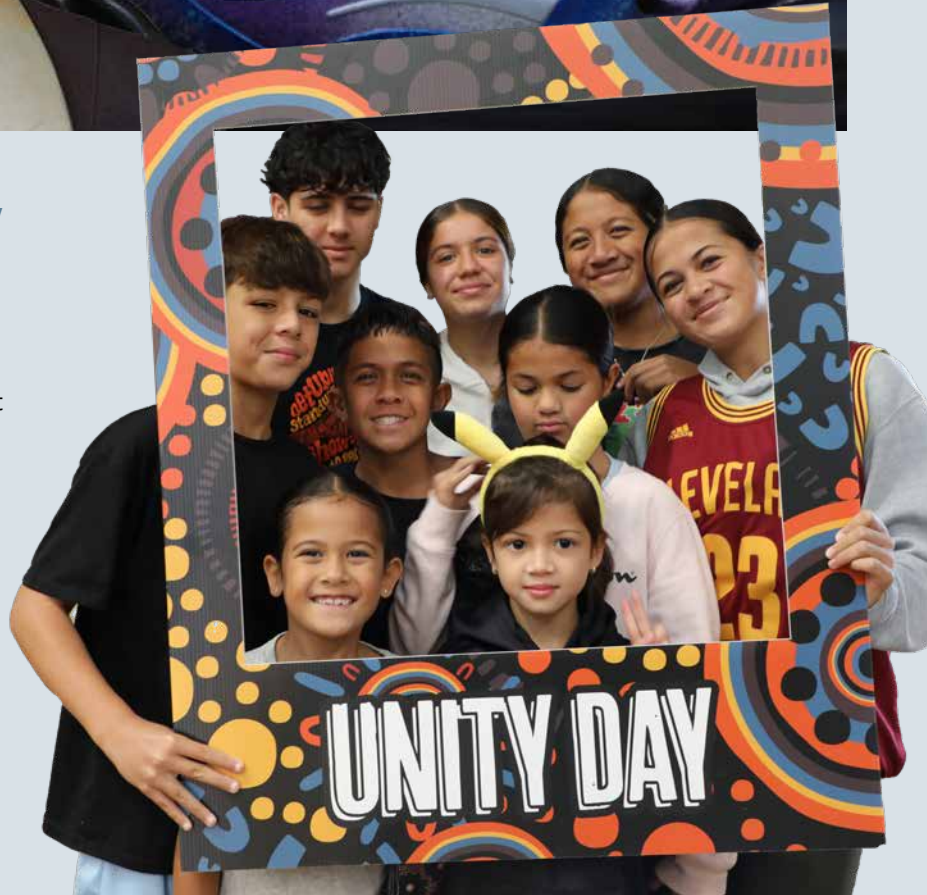
The PSP team have made the pivot this year to start working alongside the Targeted Early Intervention (TEI) and the Community Programs (CP) teams to go into the community as one KARI team to engage the community in cultural activities whilst also promoting the services that KARI as a whole provide.

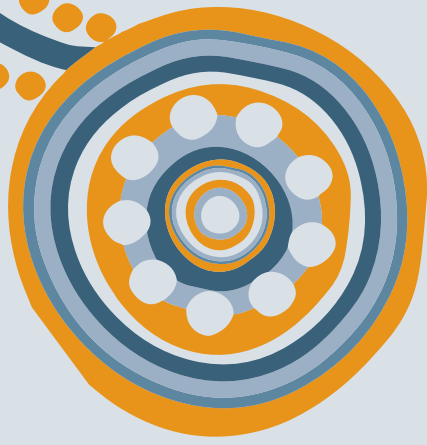
There has been a really positive reception to this within the community with a significant bump in carer and transfer enquiries. We plan to build on this strategy into the new year to have greater pull through to the PSP programs across the board.



2022-23 saw the team attend the below events across Metropolitan Sydney;

- YABUN 2023
- KARI Unity Day 2023
- Kingswood Park Public School NAIDOC Event
- Fairfield City Council NAIDOC Event
- Liverpool City Council NAIDOC Event
- Kurranulla NAIDOC
- Tharawal LALC NAIDOC
- Tharawal AMS NAIDOC
- NAIDOC in the City with Koori Radio
- Burramatta NAIDOC
- SRAC (Penrith) NAIDOC
- AbSec NAIDOC Marrickville



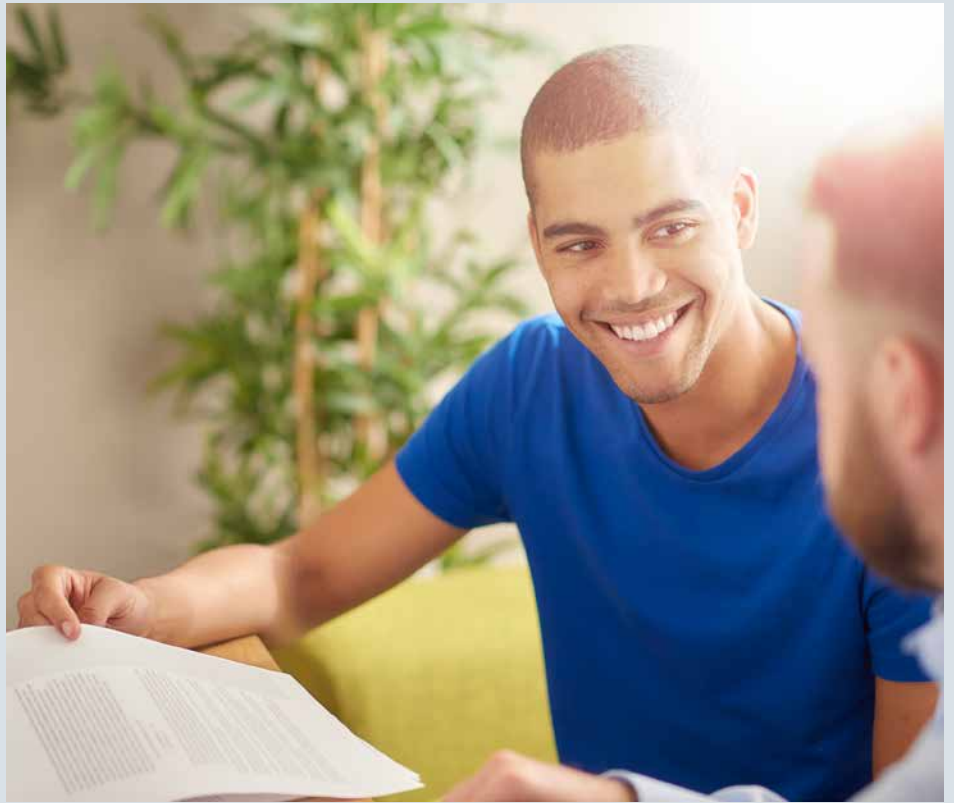


Youth Engagement

(Formally Leaving Care and After Care)

KARI continues to lead the sector when it comes to supporting young people transition into adulthood. This includes being sensitive and respectful when it comes to using appropriate language when discussing this important transition.

We have heard from many young people that the thought of “leaving care” is daunting at the best of times and have taken the consultation to heart by shifting our focus to Youth engagement, along with relocating this important work to sit within the cultural unit, where there is a natural fit with many of the programs that are run within that setup.



The Youth Engagement team are also moving towards a more collaborative approach to supporting young people on this journey. Beginning at 15, the youth engagement team will engage the many people and services wrapped around the young person to set in place a path or transition into adulthood. Working along side the OOHC team, the youth engagement team will pull together an annual yarning/youth circle, led by the young person, placing them at the centre of the work, in culture and empowerment.

Accompanying these circles will be the ongoing work of imparting skills and knowledge onto the young person, through group and individual modules in life skills, such as cooking, cleaning, employment and housing attainment and budgeting.



When young people turn 17, the youth engagement team move in to the future planning phase, where they develop a future plan (formally Leaving Care Plan), again, this will be in full collaboration with the full support network that have been meeting annually through the yarning/youth circle process.

Following their 18th Birthday and once they have transitioned out of Statutory Care, KARI's youth engagement team will continue to provide light touch case management support to the young adults achieve their full potential, supporting where they can and referral on where that is the best option. Young people will be left in no doubt however that there will always be an open door at KARI

There is a significant aging cohort within KARI's OOHC community and supporting these future community leaders, will continue to grow as an area of focus for KARI.



Staff Training

Staff training has again this year been a focus of change for the PSP team, with some streamlining of departments meaning this has been an opportune time to reassess where and how staff training occurs.

KARI remain committed to training staff and being leaders and innovators in this space. We remain committed to therapeutic, trauma informed work, with a focus on Life story, Culture and Mental health support and understanding for staff, young people, families and carers

While KARI induction takes place through corporate services, the program specific on boarding and initial training has been handed back, in the interim, to program managers. A task that is also supported by the clinic team. This initial training includes among other PSP specific training; Teens at risk, problem sexual behaviours, on call training and this year a wonderful addition has been Aboriginal mental health first aid training, which has been really well received and attend by PSP staff.

Across PSP programs staff have accessed training as diverse as Hoarding and squalor, Domestic violence, Drug and alcohol, Trauma in formed care and restoration modules. This is been completed in house through and through external provider, with a huge array of training now available online, post COVID.

Two staff members attended the Indigenous wellbeing conference in Cairns where they gleaned stunning insights into the work being done in this sphere across the country.

A large number of staff and managers also attend a one-day intensive training day with world renowned professor in Therapeutic life story work, Richard Rose. This was highly informative and inspiring day of learning and sharing.

As we move into further exploration of the hybrid training space (online and in person) we are excited for the depth of training and the diversity and flexibility of training we can provide KARI staff into the future.



KARI PSP Events

Family Camp:

This year and for the first time in many years KARI carers, their families, children and young people were given the much sought after opportunity to spend a few sunny days on Dharawal country in Corrimal, on the South Coast of NSW.

A poster for Family Camp 2023. The background is dark blue with colorful Aboriginal-style patterns in red, orange, and light blue. The text is white and yellow. The main title 'FAMILY CAMP' is in large, stylized letters. Below it, '2023' is written in a large, bold font. The location 'Corrimal Beach Tourist Park' is also in bold. The poster lists activities, dates for three camps, and contact information for RSVPs.

FAMILY CAMP

2023

Corrimal Beach Tourist Park

ACTIVITIES INCLUDE:
A day at Jamberoo, Symbio Wildlife Park and a Pizza Night!

DATES:
Camp 1 - 10-12 Feb
Camp 2 - 24-26 Feb
Camp 3 - 17-19 March

RSVP to Claire Ure at claire.ure@kari.org.au
or on 8782 0300.

KARI LIMITED 



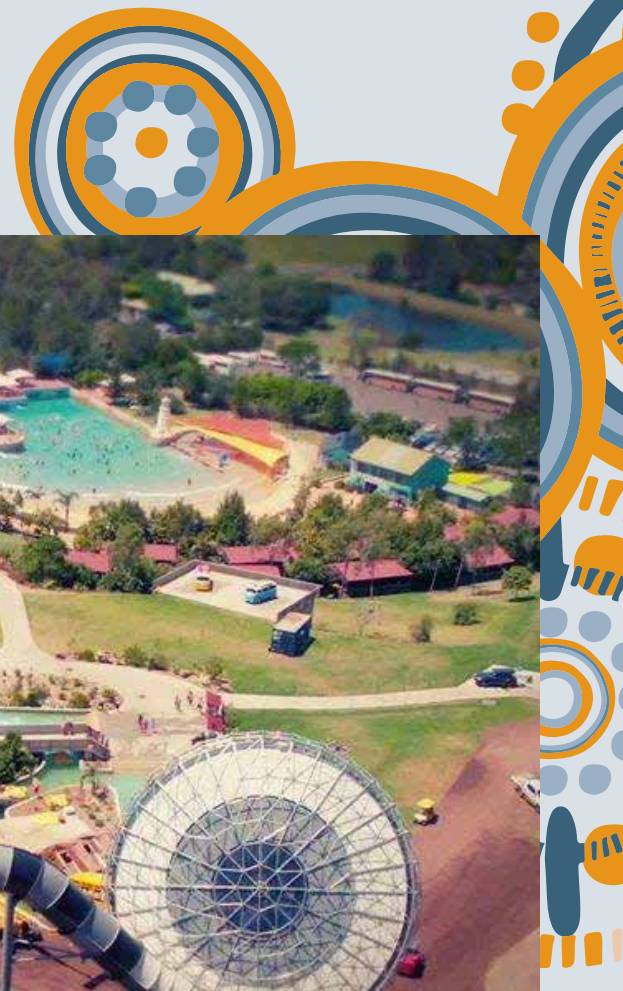


Across three weekends families were given the opportunity to spend a stress-free weekend away. As in previous years families were supplied with all the ingredients for in cabin cooked breakfasts and also support for other meals across the weekend. Friday night KARI arranged a food truck to be onsite, cooking to order fresh Pizza for hungry families.

Saturday, families were treated to an amazing fun filled day at Jamberoo Action park where they could control the action on the day, hitting all the slides and rides or lazing by the pools at the park. Sunday, following a late check out, it was off to Symbio wildlife park and then on home after a full and fun weekend.

These camps are the highlight of the year for many. Giving families the opportunity to gather together, mixing with other adults and young people with shared experiences and to have fun, relax and recharge for the year ahead.

Next year we will be back in Corrimal and the onto a new adventure, the following year.



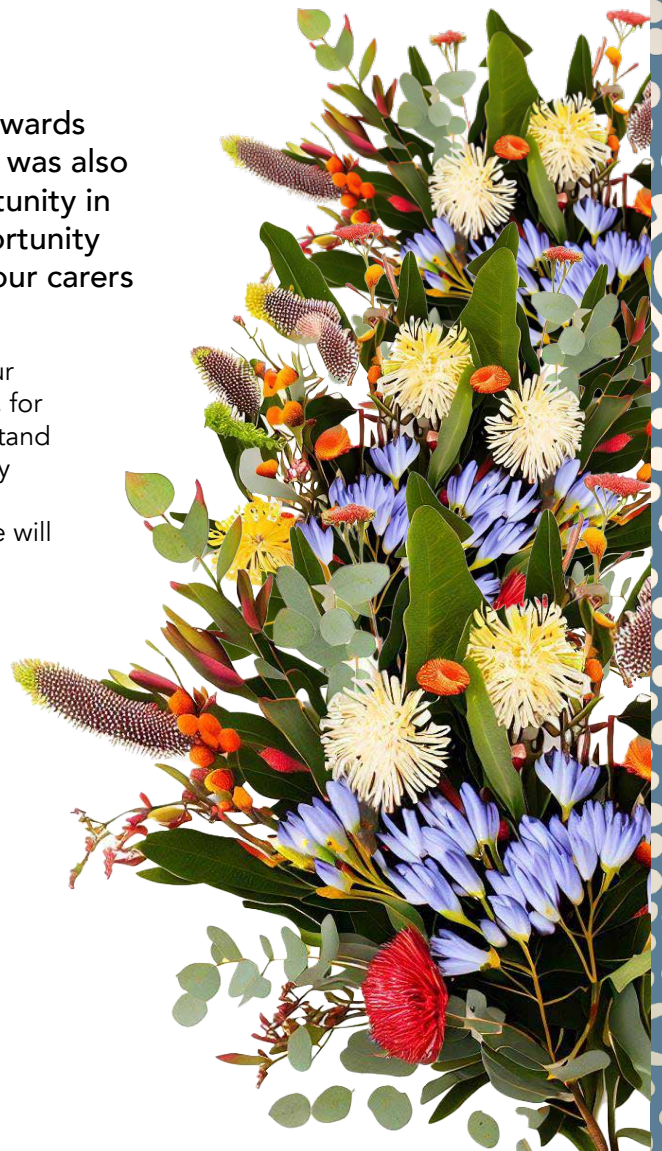
Carer Awards

Unfortunately, due to several years of carers awards being postponed due to COVID, this last year was also not able to go ahead. However, seeing opportunity in the face of challenge, we have taken the opportunity to completely reassess the way we honour our carers and the amazing work they do.

This work is far too important and KARI take seriously our commitment to support, lift up and honour those carers, for attention not to be paid to the way we do it. We understand that life is busy between work, school, kids and the many commitments that being family involves, so we need to reboot the way we celebrate KARI carers and in 2023 we will be doing just that.

Seeking input and feedback from Carers and young people, we hope to completely reimagine the carer awards, the way nominations are gathered and awards presented. This will allow us to relaunch in 2024 being fully briefed by the very people we hope to honour.

Service awards and other awards were of course still awarded in 2022 and will be again in 2023, with awards delivered by hand to successful carers but we trust that in the ensuing year, we can put together a ceremony befitting the amazing work carers do for the young people who they open their homes to and who's hearts they share.



Big Day Out:

The KARI big day out and The Sydney Royal Easter Show have been terms that go hand in hand for several years now, and with the cost of living crisis coupled with school holidays means that this is a well-loved KARI annual family activity



You are invited to: **KARI**

Big Day Out

At: SYDNEY ROYAL EASTER SHOW

WE ARE OFFERING EACH OF OUR KARI FAMILIES:

- 1 day ticket to the Sydney Royal Easter Show per HOUSEHOLD MEMBER, for the date of your choice between 8th - 10th APRIL 2023 (selected date cannot be transferred)
- You will be posted a voucher, this can be used for food and/or ride coupons

SCAN QR to RSVP

Or contact Claire Ure
by Friday 27th March 2023 on
(02) 8762 0300 or email claire.ure@kari.org.au

KARI Limited
315-317 George Street
Liverpool 2150
02 8762 0300

[f](#) [@](#) [in](#) | **KARI LIMITED** 

#ChangingLivesThroughCulture

kari.org.au



Families registered for tickets and pre ordered side show tickets for rides and games and then were left to enjoy the day for as long or as little as they liked.

Side show alley, show bags, wood chopping and dirt bike shows were the must see and do activities for the day. No show day would be complete without some deep-fried Oreos and chips on a stick.

This Big Day Out is a much-loved event for families across OOH, Intensive Family preservation and family preservation (formally Brighter Futures) and as always, the feedback was overwhelmingly positive. I know this event is in many families calendars already for 2024.



Luna Park Christmas party:

The PSP team again descended on Luna park in late December 2022 for our annual Children's Christmas party.

Luna park is one of the few venues that can support the several hundred Carers, children and young people that attend this well-loved event every year.

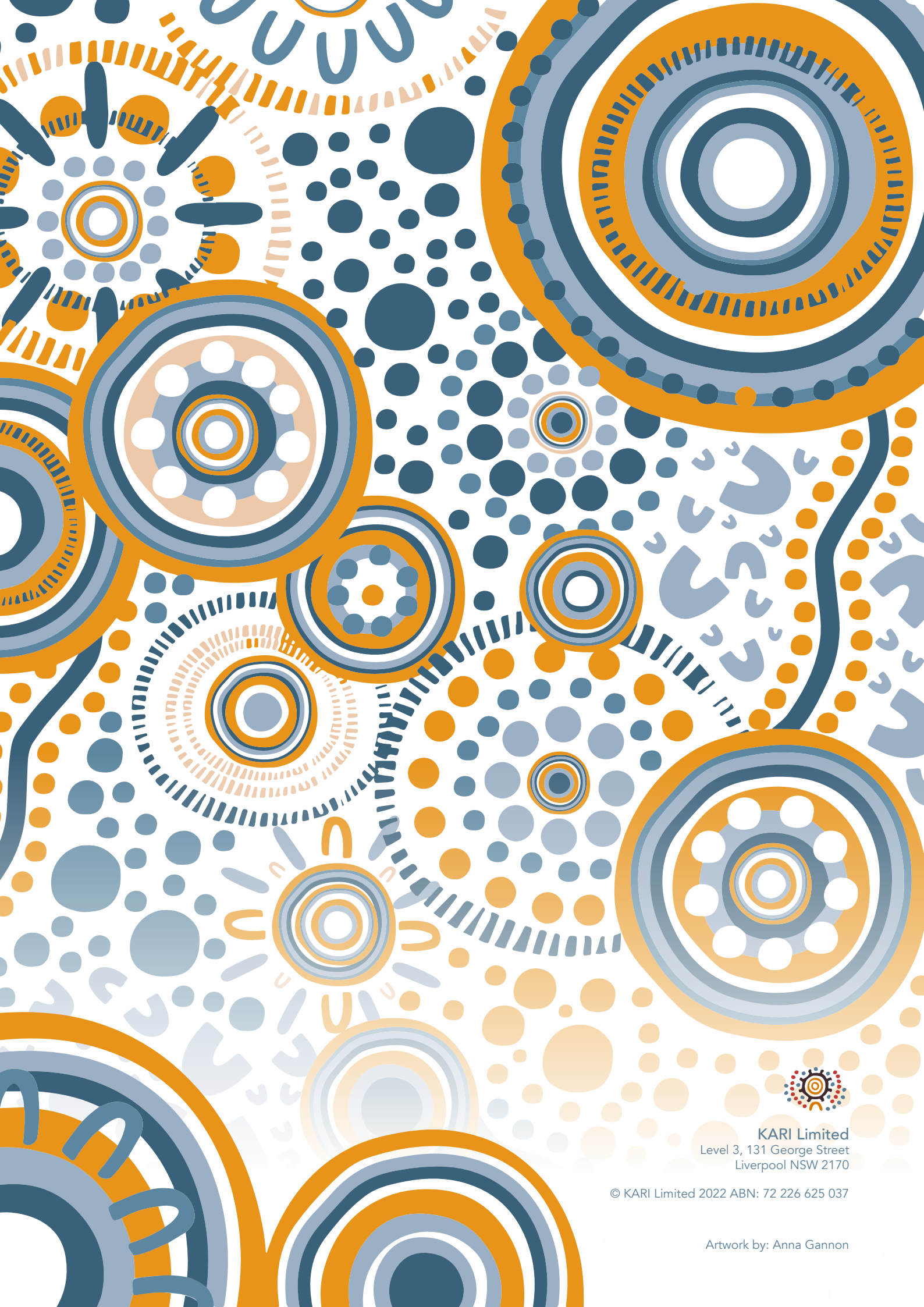
This event, at the Sydney landmark, is a wonderful end to the year and an opportunity for families to have a fun day out, supplied with park entry, sideshow tickets, lunch and snacks. Art and craft activities were on hand inside, for a well needed rest and bite to eat for carers and kids. This is supported by face painters and this year, heat pressed, festive shirts, made to order for all those who were in attendance. These were a huge hit and will be a something that I'm sure will keep carers and kids coming back year after year.



No Christmas party would be complete without a visit from the big man in the red suit giving plenty of laughs, smiles and or course a lolly filled stocking.







KARI Limited
Level 3, 131 George Street
Liverpool NSW 2170

© KARI Limited 2022 ABN: 72 226 625 037

Artwork by: Anna Gannon