

Foundation Newsletter

November 2018

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CEO's Message

It's hard to believe we are into November already, with Christmas just around the corner.

I'd like to take this opportunity to welcome Tony Ryan to the position of Regional Manager for our Permanency Support Program. Tony joins the WCF team with 17 years of experience with Family and Community Services in a variety of roles, and is well versed in the area of Permanency Support. Tony has more recently been in a Senior Management role at FaCS, and we are looking forward to Tony's skills and expertise guiding us into the future. Tony will pick up where Tracie Fleming left off, and I would like to say a big thanks to Tracie for her contributions to the agency.

We have a fantastic opportunity coming up for you to meet Tony, at our Christmas Family Fun Day, on the 19th of December, 2018. The Fun Day, which we are hosting in partnership with the South Coast Medical Service Aboriginal Corporation (SCMSAC), will be held as normal at our Nowra Hill Farm and will have a carnival theme. Invitations have been sent out and you should receive them over the coming days. I hope you can join us for a fun filled day of games, rides and activities to wrap up 2018.

Continuous improvement is an area that WCF are committed to, as a means of improving service delivery and outcomes for Children, Young People, Individuals and Families. It is also a process which guides our goals for the coming years, as part of our strategic direction. This year we will be conducting a survey as part of our continuous improvement, to gather feedback and information from our Carers, including what we do well and what we could improve on. I would like to stress the importance of providing honest and fair feedback, as this information guides how WCF works with Carers. Surveys to staff and external stakeholders will also be done over the coming months. Thank you in advance for your participation in this process.

**“What you do today,
can improve your tomorrow”**

- Anonymous

Jumping Castle | Waterslide | Hairspray | Face Painting | Soccer Games | Fairy Floss | Farm Animals | FREE Lunch | Balloon Animals Donut Eating Competition | Sack Race | Weaving and Stringybark Painting | Target Practice + much more!!!

Christmas Family Fun Day

CARNIVAL

Plus a special visit from Santa!

When: Last day of school!
Wednesday 19th December 2018

Time: 10am - 2pm

Where: The Farm, 16 Gannet Road, Nowra Hill

To RSVP call 1300 000 923
or visit www.wcfoundation.org.au





Wollongong - Guardianship

Location: Wollongong NSW

Time: 14th November 2018 from 10am – 2pm

Topics covered include:

- Planning for permanency - when to consider guardianship
- Pre-assessment criteria & eligibility
- Guardianship assessment
- Guardianship application & suitability checks
- S90 and guardianship
- Care plan, financial planning, cultural support planning
- What happens after a guardianship order is made

For more information:
<http://myforeverfamily.org.au>
<https://www.facs.nsw.gov.au/families/guardianship>
FACS Guardianship Info line: 1300 956 416

**Contact My Forever Family to register on
1300782 975
or enquiries@myforeverfamily.org.au**

MY FOREVER FAMILY NSW is a program operated by Adopt Change Limited, funded by the NSW Department of Family and Community Services



Did you know that William Campbell Foundation has Facebook?

We keep our followers updated with resources from Fostering NSW, positive stories, WCF news, #bethedifference stories and much more!

<https://www.facebook.com/williamcampbellfoundation>

Black Box Parenting Program

We hope to commence Black Box Parenting Program Term 1 2019, it includes:

- 5 x 2hr group sessions for parents and carers fortnightly (10 week program)
- Individual phone calls or catch up sessions for each participant in the "off week"
- The Black Box Parenting Program is an innovative program developed specifically for the challenges after trauma.
- The program is a great, non-blaming way to get parents thinking about how they interact with their children and how to manage some of the challenges of parenting after experiencing family violence.
- It would make a great adjunct to individual or family work as well as a good precursor for other parenting programs such as Triple P or Circle of Security.

Session Topics

- The effects of trauma on the brain
- How attachment disruption affects behaviour and the parenting bond
- Understanding child and parent reactions in the context of past experience and sociocultural influences
- Discussion on the differences between regret, guilt and shame and their effect on parenting
- Using Special Play to repair the attachment bond
- Affect regulation for child and parent and how this affects what behaviour support techniques to use and when

We hope to have a trained facilitator in each region. If you are interested please register EOI with Su Fallon, stating your region.

s.fallon@wcfoundation.org.au or call 1300 000 WCF



Farming for Calm

#happysnaps



WCF Staff Update

What a big month October has been!

Tracie Fleming, our Permanency Support Program Regional Manager has resigned from her position, and had her last day with WCF on 26/10/18. Tracie has made some fantastic contributions to WCF, particularly with leading the Out of Home Care Program into the new Permanency Support world. Without Tracie's skills and knowledge in this sector, this transition may not have been so smooth. A big thanks to Tracie for all of the work she has done for the agency and we wish her all the best in her new ventures.

We have recruited a new Regional Manager who commences in this role on 29th October, 2018. Tony Ryan comes to us with a wealth of experience, skills and knowledge having been with Family and Community Services for the past 17 years working across Wollongong, Shellharbour and Nowra. Tony originally worked as a Child Protection Caseworker and for the last 7 years, he has been in a Senior Management Role. Most recently, Tony was responsible for the management of Wollongong FaCS operations, including service delivery and achieving outcomes for children, young people, families and communities. Tony has extensive experience with complex casework, was critical in obtaining OCG Accreditation and was also a key player in the roll out of the sector reforms in Permanency Support for Wollongong FaCS. Tony will be working across all areas, with his base being the Warilla Office, and we are excited to welcome Tony to the WCF team!

This month we also welcome Andreas Muratidi to the WCF team. Andreas is our new Marketing and Communications Assistant and comes to us lots of marketing qualifications and experience. Through his employment history, Andreas has worked in NSW Health with Bankstown-Lidcombe Hospital where he was responsible for training and coaching new staff, communications with various stakeholders, as well as quality assurance in monitoring and evaluating client satisfaction. Andreas will be working from our Bomaderry office, three days per week, and together with Hollea, our Marketing and Communications Manager, will focus on the continued growth of our brand. Andreas will also play a key role in fundraising, to support the agency, and the children and young people we care for. Andreas commenced on 4th October 2019 and has hit the ground running – Welcome to the team Andreas!

Emma Barker has also joined WCF in the role of Administration Officer - Bomaderry on a 6-month contract. Emma expressed her interest in a number of roles within WCF, and joins the team with qualifications in communications as well as experience in retail, hospitality and working for the Early Childhood and Resource Centre. Emma is filling this position while Carla Legge is on a 6 month transfer to the Family Support Service to assist with their administration needs, due to the growth of the program. We are happy to have Emma on board with WCF!

We have had an increase in interest from volunteers to join WCF, which has been amazing! Our wonderful Chaplain, Rachael Riddington, is supporting the volunteers to assist with Kids Clubs and camps in particular. This month we welcome Rebecca Gallagher, a youth leader and teacher, who also volunteers with the SHINE program, which is about developing, and supporting self-esteem and identity for young females.

Alicia Morris
Workforce Development Manager

Clinical Services Update

Su Fallon

Hello readers,

Over the coming month we have some movement within the clinical team, Tash M will be moving on from WCF to take an opportunity to expand her experience in a different field of social work, family preservation. Tash has been a great asset to the team, we are very sad to see her leave, and we wish Tash all the very best. The team are pleased that we will still be able to work with Tash via our partnership with the Aboriginal Medical Service (AMS). November will also see Jordan finish her clinical social work placement with WCF. Jordan has completed some fantastic work during her time with WCF and I am sure Jordan will excel in her future employment. All the best wishes to Tash and Jordan!

Starting in term one of school next year (2019), the Clinical team will be running a ten week program called Black Box Parenting. This will include fortnightly sessions (5) covering topic areas such as: Effects of trauma on the brain, How attachment disruption affects behaviour and the parenting bond, Understanding child and parent reactions in the context of past experience and sociocultural influences; Regret, guilt and shame; Using Special Play to repair the attachment bond; Affect regulation for child and parent and how this affects what behaviour management techniques to use when. Please ask your Caseworker or Clinician if you are interested in participating in this parenting course. We have now completed the main ARC training for carers in each of the three regions, though we understand it is not always easy to attend. The Clinicians in each area will now be running follow up training sessions so if you were unable to attend please contact your Clinician or Caseworker for details of when a session will be running near you.

Fun fact

Did you know: October 5th was World Smile Day?

It is celebrated on the first Friday in the month of October every year. The idea of was coined and initiated by Harvey Ball; Harvey is known to have created the Smiley Face in 1963- hasn't it taken off!?

World Smile Day encourages anyone to:

Do an act of kindness. Help one person SMILE!"

Training Update

The month of October has been a busy one for training and development here at WCF.

We have continued our **ARC Therapeutic Model of Care** training for our Carers, with training held in the Shoalhaven area on the 17th October. ARC is a framework for intervention with children and families who have experienced multiple and/or prolonged traumatic stress. ARC identifies three core domains that are frequently impacted among traumatized youth, and which are relevant to future resiliency.

These three domains are Attachment, Regulation and Competency. WCF uses this model of care to guide practice and response to all areas of child and family support, assessment and casework. The training was very successful, with carers learning information on ARC and practical skills to apply the framework in their everyday care of children.

Our staff have also completed training in **Incident Reporting**, and continue to meet regularly at training events that contribute to their professional development and knowledge so they are best able to support children, young people and carers in their role.

Staff also attended **Cultural Support Training** at the South Coast Medical Service Aboriginal Corporation, learning more about how to support children in our care from a cultural perspective. For an Aboriginal or Torres Strait Islander child his or her family, community, clan, traditions and customs are integral to the development of their sense of identity.

Connections to these elements of community and culture impact significantly on the child's social, emotional, health, educational and psychological development and shape who they become as they progress through adolescence and into adulthood. The training provided by staff at SCMSAC gave strategies to use when completing cultural plans for children and young people, so each child's cultural needs are addressed.

Our continued partnership with the SCMSAC provides a variety of training and development opportunities, and advances our staff knowledge when working from a cultural perspective with children. We thank the SCMSAC for their support with this training opportunity.

Upcoming Training in November.....

There are some interesting training events coming up in the next month, one of these being the **Black Box Parenting program**, which will be coordinated by our Clinical team. This program covers a variety of topics, including effects of trauma on the brain, how attachment disruption affects behaviour and the parenting bond, understanding child and parent reactions in the context of past experience and sociocultural influences, discussion on the differences between regret, guilt and shame and their effect on parenting, using Special Play to repair the attachment bond and affect regulation for child and parent and how this affects what behaviour support techniques to use.

The program will be facilitated by a Clinician in each of our locations, with 5 x 2hr group sessions for parents and carers held fortnightly throughout the 10 week program, and Individual phone calls or catch up sessions for each participant in the off week. If you are interested in being involved in this program, please register your interest by emailing our Clinical Services Manager, Su Fallon at s.fallon@wcfoundation.org.au

Other training to be held in November includes **Reportable Conduct and Wellness Training** for carers. The Reportable Conduct scheme commenced in 2000 and was introduced to improve oversight of how organisations responsible for the safety and wellbeing of children and young people, prevent and respond to allegations of child abuse raised against employees, carers and volunteers. The scheme requires centralised reporting to the NSW Ombudsman of allegations that meet the threshold of Reportable Conduct and this training aims to improve carer knowledge about what Reportable Conduct is within a Foster Care environment.

An integral part of managing life as a Carer is Self-Care and Wellbeing. It is important to know how to take care of yourself and recognise signs that you need to recharge. Your role as a foster carer can be demanding and challenging - as well as rewarding. This training will identify strategies that will provide support and coping mechanisms for use when caring for children and young people in the Out of Home Care environment.

This is a fabulous opportunity to ensure you are supported and informed about current Child Protection policy and procedure, and also learn strategies to support you in your role as a foster carer. The training will be held on the 21st November, at Bomaderry Bowling Club. Please RSVP your interest in attending to k.barrett@wcfoundation.org.au

Training and development plays an integral part in working with children, families and staff. The more understanding and knowledge we have of strategies and practices allows us to be confident in our decisions and actions, and guides our interactions and growth.

As always, please contact me if you have any questions regarding upcoming training planned at WCF.

Kristi Barrett



Nothing we learn in the world is ever wasted
– Eleanor Roosevelt

Chaplain's Corner

Rachael Riddington

Hi Everyone,

We just had our final WCF SWAG camp for 2018! It was a great mix of boys and girls with 20+ kids attending Camp Womberoo in the Southern Highlands. At times, the weather was a bit on the harsh side, but this didn't stop the kids from embracing every challenge and activity that they were presented with. We saw the kids (and staff) tackle the likes of the mighty giant swing, high ropes obstacle course, mountain bike riding and raft building. Each of the kids demonstrated endurance and resilience and showed that they can take on hard things and push through to achieve. We are so proud of them all!

I also want to thank the amazing WCF staff who assisted with transport and supervision throughout the camp and our awesome volunteer, Doug, who was also there for every minute of camp and provided the kids with an abundance of encouragement and support. The camps run on the back of you guys and would not happen without you.

Can't wait for SWAG camp in 2019! Fun times ahead!

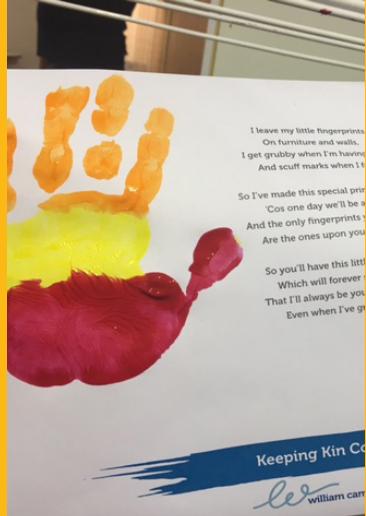


Keeping Kin Connected



On the 11th October 2018 WCF was proud to be a part of the Keeping Kin Connected event held in Nowra! WCF along with many other agencies including FaCS, South Coast Medical Service Aboriginal Corporation, Waminda, Connecting Families and CREATE, celebrated the 10th anniversary with the community! With over 100 people attending the event, it was a jam packed day filled with many fun activities!

A big thank you to WCF staff Caitlin and Hollea for being active members on the KKC Committee! A special thank you to Kerry, Tash and Jordan for coming along and helping out on the day!



THANK YOU

to everyone who supported
us on the weekend

We raised just over \$1000
at the Nowra Bunnings BBQ!



Thank you to our staff and volunteers who took time out of their weekend to help out on the day!



What's on

100 Beach Challenge

As most of you may be aware, the Shoalhaven has 120km's of beautiful coastline, but did you know that Shoalhaven Tourism has challenged us to visit all 100 beaches? With a printable checklist, you're encouraged and enabled to explore and discover some of the best kept secret beaches in our backyard.

For more information and to register online and get started, visit:
100beachchallenge.com.

Adults and children go free all day, every day.

Kiama Auto Expo Nov 11: 8am - 2:30 pm Kiama Showgrounds

Supporting the Melonoma and Skin Cancer prevention program; bring along the kids and see vintage, veteran and classic bikes and cars, off road remote control car events, a raffle draw, as well as childrens entertainment and musical performances.

For more information visit:
www.kiamaautoexpo.com

Lets Cook!



One-pan herb chicken and rice

INGREDIENTS

- 280g jar Coles Chargrilled Veg, drained reserving oil
- 1 pkt (about 1.8kg) Coles RSPCA Approved Australian Chicken Portions Herb Sprinkle
- 1 1/2 cups (300g) long-grain rice
- 3 cups (750ml) chicken stock
- 2 tablespoons oregano leaves

METHOD

Step one Preheat oven to 180°C. Heat a large ovenproof frying pan or casserole dish over high heat. Add 1 tbs of the reserved oil from the chargrilled vegetables. Add half the chicken to the pan and cook for 3 mins each side or until golden brown. Transfer to a plate. Repeat with remaining chicken.

Step two Add rice, stock and chargrilled vegetables to the pan. Bring to the boil. Arrange chicken over rice and cover with foil.

Step three Roast for 40 mins or until chicken is cooked through and rice is tender.

Step four Sprinkle with oregano to serve.

10 minute honey cheesecake

INGREDIENTS

- 2 butternut snap biscuits
- 250g block cream cheese, softened
- 1/4 cup honey
- 12 shortcrust pastry tartlets (see note)
- 300ml tub thickened cream, whipped

METHOD

- Step one** Place biscuits in a small food processor. Pulse until fine crumbs form.
- Step two** Using an electric mixer, beat cream cheese and honey until smooth.
- Step three** Spoon cheese mixture between pastry cases. Spoon cream into a piping bag fitted with a 1cm fluted nozzle. Pipe cream over cream cheese mixture. Sprinkle with the biscuit crumbs. Serve immediately.



Frequently Asked Questions

Why do we have to have restricted practices?

Restrictive practices is a term used for behaviour support strategies that restrict a child or young person's freedom in some way. For example, Exclusionary Time Out (sending a young person to their room) restricts that young person's freedom for a period of time. Restricted Practices legislation is in place to ensure the care provided is not inadvertently causing the young person harm. It is difficult to know what may cause harm to a child, when we are not aware of their full trauma history. The young person who is in care, and sent to their room, may have spent a long time locked away as a child; this would be re-traumatising. Restricted practices ensure children and young people in out of home care are receiving the least restrictive care available. They are not 'banned' but are required to be monitored and approved via Therapeutic Support Plan and Consent documents.

Emergency and After Hours contact

In an emergency situation

- Seek appropriate help immediately (Ambulance, Police or Fire Brigade)
- Contact WCF as soon as practicable
- If you are contacted by the police please refer them immediately to WCF Case Manager or on-call Caseworker and they will ensure that you have support and assistance as soon as possible

Head Office:

PO Box 3035, Minnamurra NSW 2533

P: 02 4237 5566 E: headoffice@wcfoundation.org.au

Bomaderry Office:

281A Princes Hwy, Bomaderry NSW 2541

Emergency After Hours: 1300 000 WCF

Warilla Office:

Suite 1, 8 Commerce Drive, Warilla NSW 2528

Emergency After Hours: 1300 000 WCF

Ulladulla Office:

Office 26, 44 Deering Street, Ulladulla NSW 2539

Emergency After Hours: 1300 000 WCF

