

The background of the entire page is a photograph of an older man with glasses and a cap, smiling, and a young girl with long blonde hair, focused on painting. They are both holding paintbrushes and working on a project on a table.

Staff Newsletter

August - September

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CEO Message



Hi everyone and welcome to our 2nd edition of the staff newsletter! I would like to kick off with some important dates to remember:

- 17th October our accreditation luncheon (invite attached)
- 12th December our staff Christmas party
- FSS Staff Christmas Party TBA
- 7th December our agency Christmas party on the farm
- 24th December will be our last work day for the year and we will return on 2nd January

I am looking forward to celebrating with all of you at the upcoming whole of agency events.

Dapto Office Plans

Thank you for your feedback Dom and Bec on the new Dapto office plans. The plans have one final review on 30/9/19 then they will be submitted to council. Here is a little sneak peek of the proposed office



Leadership Conference

In early September, the relatively new leadership team spent three days at a leadership conference in Coolangatta. The purpose of the conference was to initially focus on self-mastery and encourage us to assess where we are strong in leadership capacity, and to reflect on areas for improvement.

This then leads us to the second stage, Team Mastery, which was all about creating and sustaining highly performing teams over time and into the future.

Lastly, individuals and Teams make up Organisations and stage three was all about creating Organisational excellence, empowering our people and creating a culture of achievement and support.

It was a fabulous 3 days of learning, getting to know each other better and having some fun. I am sure the Managers have told you all about it and I know some have used some of our learnings with their teams.

At the conference, I presented a statement of expectation to all of the leaders in our agency, which was accepted by all, and I would now like to extend this statement of expectation to all WCF staff. I have included the statement below and I will organise a laminated copy for all staff.



#bethedifference

Statement of Expectation

We are a Christian not for profit organisation committed to giving every child and young person a loving home for life, whether that be with parents, extended family or kin, through open adoption or guardianship or in foster care. We are built on an unwavering promise to be driven and all-heart, with a commitment to being the difference in our community.

In reaching our goals and being an exemplary performer in our field:

- I welcome you to be a valuable member of our team
- I expect us as a team to work closely together, collaborating daily and spending time together
- I expect us to resolve issues as they arise, in a positive and collaborative way
- I expect my people at all levels to do the best they can in their roles and to put their hands up when they are struggling
- I expect us to help each other in all situations
- I expect you to be a thorough professional at all times, following our Code of Conduct and behaving in an exemplary manner both within and outside the Organisation
- I expect you to be loyal to us, our brand and us as a team
- I expect that you will achieve your goals on time and discuss issues you may have with me or your Manager as they arise before the deadline arrives
- I expect that you will work together purposefully and meaningfully individually and collectively and always strive to create and provide a positive and safe working environment for all to enjoy
- I expect you to meet goals and deadlines at all times, without having to be asked or reminded
- I expect you to contribute in team meetings and attend Organisational functions and events that are relevant to you and promote our agency
- I expect you to be on time, well-groomed with a positive attitude and sense of optimism

Sonia Liddicoat, CEO

William Campbell Foundation

Date: 02/09/2019

I did want to acknowledge how all of our staff got involved in the recent RUOK awareness and celebrations we had in our offices and a huge congrats to the Ulladulla team for taking out the prize for the best incorporation of yellow into their day! Also a big thanks to Phoebe Tough (HR Officer) for organising a fun event. It's great that the HR team are organising some fun filled themes into our work.

I would also like to acknowledge a letter from a parent to one of our case workers Caitlin from our Bomaderry team. An excerpt from the letter: ***"It was a pleasure to speak with you, I just really want to say thank you so very much for taking the time to keep me updated on how beautiful my babies are progressing. Also thank you for sending photos of their artwork it really means a lot to me, especially with the current predicament I've landed myself in. Once again thank you. All is much appreciated. I wish you well and pray that this letter reaches you in good health, high spirits and a smile on your face. Take care"***

It was lovely to read this and what great work you are doing Caitlin

Lastly, as I mentioned in the first newsletter, this newsletter is to give you relevant and useful information about the agency as a whole. With this in mind, I would be happy to receive your feedback on the newsletter: Did it have information that you found useful? Are there any changes or additions you would suggest?

I hope you enjoy the newsletter and I look forward to you providing some feedback on the newsletter via email to myself or Hollea. Thanks everyone!

Sonia Liddicoat
CEO



William Campbell Foundation

Accreditation Luncheon

Thursday 17th October 2019

Nowra Golf Club, 86 Fairway Drive, North Nowra

11:30am - 2pm

Calendar invite to follow

Marketing Team Update

First and foremost, I just want to say a massive thank you to all the staff who have contributed towards the Annual Report! I appreciate you stepping outside your comfort zones and being involved in telling your story, and allowing me to do photoshoots with you! I understand this type of thing can be quite daunting, and I just want to say I appreciate you for supporting our team. I am really excited for the launch of the Annual Report, and hope you all take the time to have a browse through it once it is launched!

As most of you know, Emma is our Admin for Bomaderry, as well as Executive Assistant to Sonia and the Executive Team. Emma has also been supporting the Marketing and Communications Team, completing tasks including flyer development, campaign support, social media and more! Emma is really enjoying the breadth of experience she is receiving by being able to work across different programs.

We have had a busy time organising and supporting many different events. I am proud to sit on the South Coast Child Wellbeing Network committee that hosts family fun days and a child protection conference every year during Child Protection Week. This year I was the chair of the Nowra Family Fun Day and was able to support the committee by organising and delivering the event at Nowra Stocklands. This is a great opportunity to develop networks and work with other local agencies.



SCCWN also held the Hear Me. See Me. Walk with Me. Child protection conference at the Kiama Pavilion in which the Marketing Team supported. It was a busy lead up for both events, gathering supplies, distributing collateral and media opportunities, as well as liaising with local MP's including Mayor Amanda Findley and Minister Gareth Ward.

A big thank you to Bec, Dom, Tracy, Anita and Keisha who organised and attended the Interagency Foster Care Picnic held on the 14th September 2019. It looked like an amazing day, and also one of the largest with over 250 carers attending!

The Marketing Team are looking forward to the upcoming events!

- Keeping Kin Connected – 10th October 2019, Nowra Showground 10am – 2pm
- Christmas Family Fun Day – 7th December 2019 – The Farm – 10am – 2pm

In the coming weeks I will be selecting specific days I will be coming to different offices to work out of to be available for any supports that are needed in the office relating to marketing and communications.

A quick reminder to everyone, that if you have any flyers/creative you would like designed for any events, projects, special days etc. for WCF please contact me. Ensuring the brand is consistent across multiple platforms, including internally and externally is part of our role in the Marketing and Communications Team.

Hollea Elley

Marketing and Communications Manager



Intake, Assessment & Support Update

Hello everyone!

Last month we welcomed Beth to our team. Beth brings with her a wealth of experience from FACS and it has been a pleasure having her join our team. Beth is positioned in Dapto and has settled well into our team and the organisation.

As most of you will know, we have successfully completed our accreditation with the OCG. On behalf of management and myself, I would like to extend a huge 'thankyou' to my team and also, congratulate all the other teams on this success!

Father's Day started off the month of September. In appreciation of all the dads and dads alike, the IAS team organised a Father's Day card, which we posted to individual 'dads'. Feedback from the Carers was very positive in response to this which we appreciate.

Foster Care Week commenced during the week of 8-15 September. This is an opportunity for us and other agencies to take time to appreciate the goodness and generosity of all Carers. It is also an opportunity to focus the spotlight on the large number of children in care and the need for more carers. My Forever Family (MFF) is the umbrella agency we work most closely with in relation to carers. MFF supports carers through information sharing, advocacy and advice and improved practices and policy change. They also hosted a number of events during Foster Carer Week in the Illawarra/Shoalhaven district. This year, there was a family fun day held at Integra Park in which WCF participated. We also sent out cards including a \$25 gift card to each carer household.

In order for all these events and functions to happen, a lot of organisation is required. To this effect, I want to thank Hollea, Andreas and Emma from the Marketing team for all their design and marketing work. I also want to thank Bec and Lisa from our Events Committee for organising activities for the picnic. Suellen, a big thank you for organising gift cards. A big 'thank you' also to the team in Bomaderry including Ngaere, Lisa and Emma for helping organise and post the cards.

We have had great feedback from Carers for the Father's Day Card and the Foster Carer's card and this was much appreciated. The purpose of doing these functions is to not just demonstrate our gratitude to the Carers but also to maintain positive working relationships with our carers. Bulk of our new respite and general carers actually come to us through our existing pool of carers. Good reputation and relationships are important for us to not just to retain our carers but also replace carers that may transition out.

Last month, I had the opportunity to attend PSP Warilla's team meeting. This was great fun! And a fantastic opportunity to catch up with everyone at Warilla. We hope to do more of this moving forward and we hope to see you at our next meeting. Catching up like this is a great opportunity for all of us to build relationships and gain a better understanding of our various roles. Unfortunately, the geographical spread of our offices means that we don't always get to cross paths. Attending other teams' meetings is a great way to minimise the effects of the distances between us, and appreciate that we are all doing our best and all working towards the same shared visions.

This week, we had Hollea and Andreas join us for our team meeting. Wonderful to have the company and great ideas regarding campaigns to attract more carers for our older children. And for the record, we do put out a fairly decent spread!

Nazrene Thomson

Intake, Assessment & Support Team Leader

Living Together:

Fostering and biological children

**"When a family experiences the transformation to a family who fosters, there will be many changes in family relations and general family life. It is the whole family who fosters, and the involvement of carers' children in the caring task should be acknowledged."
(Martin 1993)**

Throughout my role in providing carer support, I have noticed an emerging trend regarding the role of, and impact of fostering on carers birth children.

As a result of this, I thought it would be a great idea to provide a space where carers can share their experiences and maybe feel they are not alone in managing the thoughts and feelings of their own biological children throughout their family's fostering journey.

A WCF carer I have met with recently, has a biological son who is 7 years old and she has provided respite for a number of children over the past 4 years. She has provided me with some snippets of what it has been like for her and her son throughout their fostering journey, and has kindly agreed to allow me to share these with you.

"I tried to explain to 2 girls in our care that we don't go to bed in the car, we have bedrooms. They couldn't understand me. Our son was 4 at the time and told them they have to sleep in a house. They seemed to understand him in a way that I couldn't tell them. Sometimes I think my son is more of a natural foster carer than I am."

"My son asked me if he had another Mum somewhere like the little boy we have coming for respite. He was 5 and I was completely gutted."

"The girls in our care started yelling and calling me Mummy. So my son started yelling and calling me by my Christian name. I didn't know what to do!"

"Everything went quiet and I found my son with the little boy who comes for respite. My son was silently weeping and the boy was leaning into him. It was time for him to go home and my son was devastated. I hadn't realised how close my son had become to him."

My carer also asked?

"Do other carers find that their birth children become sad and withdrawn when it's time for respite to end? My son avoids saying goodbye and wants to go to his Dad's house, rather than come with me to drop the child home."

Have you had a similar experience to this? What did you do, or say to your child, what was helpful, and what wasn't?

Foster caring can be challenging, but what about your birth children? Receiving support from other carers is a great way of sharing experiences and ideas that may make you feel less alone. We would love to create a space for this, but also hear your ideas about what would be, or has been helpful for your family, and especially your own children.

If you have anything you would like to share, ideas or a similar experience to this carer, please email recruitment@wcfoundation.org.au and we will share this in future editions and continue to look at ways that we are able to support you and your family in your fostering role.

WCF have a resource pack that is available to carers for use with their own children to help them to learn what to expect when fostering and some of the issues are that they may experience. If you are interested in accessing this resource, please ask your carer support worker or case worker. The resource pack is called "I live here too." It has story books and dvd's which were developed by Wanslea Family services, WA

Ngaere Rayner

Intake, Assessment and Support Officer

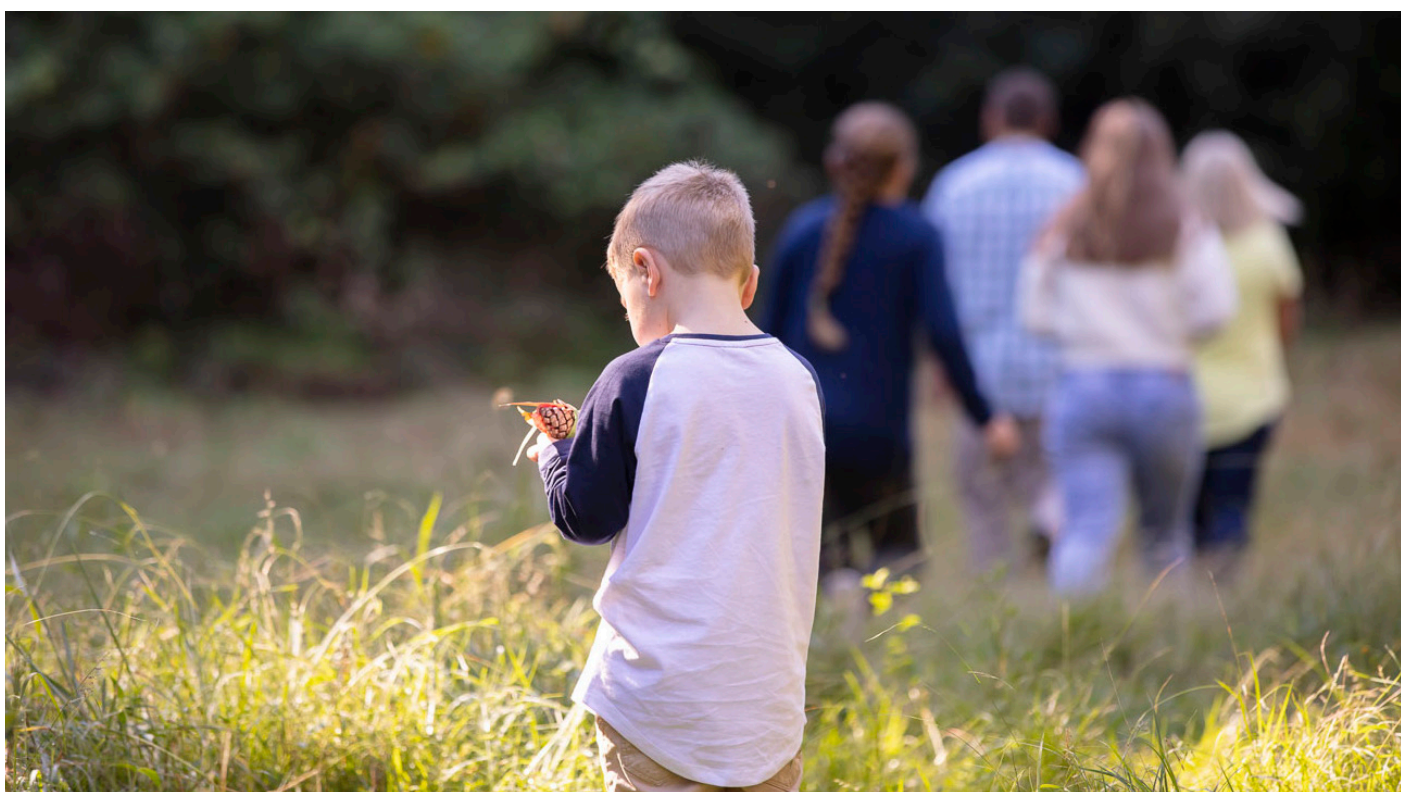


Some further reading:

<https://aifs.gov.au/cfca/pacra/needs-and-experiences-biological-children-foster-carers>
https://staff.acu.edu.au/__data/assets/pdf_file/0015/712032/Final_report_-_needs_and_experiences_of_biological_children_of_foster_carers_a_scoping_study.pdf

and resources:

<http://www.myforeverfamily.org.au>
<https://www.facebook.com/Fostercaresupport/>
<https://raisingchildren.net.au/>



Family Support Services Update

Hi everyone, exciting news!

Carla and Kirsty have now relocated their office out to the Nowra Hill House. This means that as a team we can sit together and work on growing the Family Support Service, develop more programs and provide supports to children, young people, carers and caseworkers in a more cohesive and ongoing manner.

Currently we don't have MXIE so to contact us please either email adminsupport@wcfoundation.org.au or call the FSS mobile 0417 835 624. Alternatively, you can also give me a call on 0448 900 940.

Worker shortages continue to be a difficulty and I acknowledge the frustrations that some of you have felt around this. We are currently recruiting for more workers with the closing date for applications being Friday October 11, 2019. I am hopeful that this recruitment will help us grow our current worker pool substantially.

I have been meeting with some caseworkers over the last few weeks to talk about Family Support Services and the programs we run. I am always open to talking to caseworkers about areas of need and putting specific programs together for individuals and groups.

Currently I am working with the Ulladulla team around mentoring for a young person and from this, we have identified that a friendship group would be something she would benefit from. We have now identified six possible participants who could participate in this group and a just working on quotes, plans and logistics so we can make this happen. I am also approaching the local FACS office to determine if they have any girls who may enjoy doing an activity together once a week.

A very big thank you to Marcus and his team for inviting me down to catch up with them and the warm welcome I received when I was there.

Although FSS is now located out at the farm please feel free to come out and visit anytime. We would love to show you around the house, how its set up and how our programs work.

Jenny O'Donnell

Family Support Services Manager



WCF Staff Update

Alicia Morris

We have had another busy two months in the HR department and now that Kim and Phoebe have settled into their respective roles, I have passed on the responsibility for providing a Training and Development update to Kim, and the Work Health and Safety update to Phoebe. You can see both of their reports later in the HR update section.

Welcome to new staff

I would like to say a huge welcome to the new staff we have had join the agency in August and September.

Elizabeth (Beth) Marshall – Intake, Assessment and Support Officer - Dapto

Beth joined our Intake, Assessment and Support Officer in August and sits in our Dapto office. Beth's most recent position was with Family and Community Services where she was a Senior Caseworker for 7 years, with a key focus in the area of Child Protection and assessing and responding to RoSH reports.

Through this position, Beth additionally managed complex casework including court work, restorations, and worked with families to access and engage appropriate services.

Keisha McIntosh – Permanency Support Program Caseworker – Warilla

Also joining us in August was Keisha McIntosh in the position of Permanency Support Program Caseworker for our Illawarra area.

Keisha comes to us from Catholic Care, where she was initially employed as a Client Services Officer. During her time with Catholic Care, Keisha has held a variety of positions including Caseworker for the Children's Contact Centre, which included developing and building relationships with families and managing challenging situations during family contact. Additionally, Keisha was engaged in the role of Acting Case Manager, which involved a high level of work with solicitors and family law court, often being the mediator between families.

Jody Quinnell – Permanency Support Caseworker – Ulladulla

Jody joined our Ulladulla Permanency Support Team in the role of Caseworker in early September. Prior to working with WCF, Jody worked as a Youth Worker/Program Facilitator developing and delivering health and personal development programs to young people aged 16 – 21.

Prior to that, Jody was a Family Caseworker with the local Family Support Service in Milton/Ulladulla for 7 years. Through this position, Jody focussed on facilitating parenting groups, case management and planning, and was the key worker for the Drug and Alcohol in Pregnancy and Parenting Program (DAPPS) in the Milton/Ulladulla area.

Shannon Laverty – Clinician – Warilla

One of our new Clinician's is Shannon, who joined our Illawarra team in September, coming to us with many years of experience in the Community Services sector.

Shannon's most recent position was as a Behaviour Specialist for Lojic, where he was responsible for developing and implementing Behaviour Support Plans, including the authorisation of restricted practices. Prior to this, Shannon was engaged with Lighthouse Youth Initiative where he was a counsellor and caseworker and was also with McKillop Family Services, with his key role being in their Carer recruitment program. Shannon is experienced in providing training, including Therapeutic Crisis Intervention, and was a lecturer with Charles Darwin University.

Katherine Vanzanten – Clinician – Warilla

Katherine also joined us in September in the role of Clinician and has most recently been a prenatal caseworker with Family and Community Services, implementing early intervention strategies with expectant mothers and assessing safety for babies, prior and post birth.

Prior to this, Katherine was a Child Protection Caseworker with FaCS and brings to us experience in contributing to complex case reviews, understanding and implementation of case plans, SDM and restoration tools, court work and developing Family Action Plans.



Shantelle Henshaw – FSS worker

Shantelle has joined our casual worker pool in the Family Support Service, working predominantly in the Shoalhaven region. Shantelle joins WCF with a background of having her own Family Day Care service, working in schools as a Learning Support Officer and is a fully qualified Martial Arts Instructor.

Shantelle also provides unique experience and understanding of children and young people in Out of Home Care, having been an authorised Foster Carer for Family and Community Services for over 15 years.

iInduct

We have now been using the iinduct system for a number of months for a number of purposes, including the initial induction for new staff. You may have also received text or email reminders from iinduct about upcoming training, as the HR team use this to keep records of all training that our staff attend.

Additionally, you may have received a request to upload compliance documents, which include:

- Working with Children Checks
- National Police Checks
- Motor Vehicle Registration
- Comprehensive Motor Vehicle Insurance
- Drivers Licence
- First Aid Certificate (where applicable)



The system identifies the expiry date for your documents, and will start sending you reminders about updating your documents as early as 6 weeks prior to the expiration date. While it is the staff member's responsibility to ensure the documents are uploaded, please do not hesitate to contact the HR team if you have any concerns or issues with these processes.

We are also using the iinduct system to roll out new information to staff, which you would have seen in the recent module called 'Just Culture' to ensure that staff are getting consistent information all at the same time.

If you have any questions or feedback about the iinduct system, please let us know!

National Police Checks

Due to some recent changes in contracts with FaCS, and in line with the new reforms, WCF has changed our policy on National Police Checks to ensure it is consistent with FaCS and other NGO's. It will now be a condition of employment that all staff have a clear National Police Check no older than 3 years.

As above, WCF use the iinduct system to monitor the National Police Check expiry dates and in future, you will receive a series of prompts prior to the check expiring, which will allow plenty of time to obtain a new check.

There are a couple of ways that you can obtain an updated check:

1. You can source the check yourself - this way, the cost is up to \$80.
2. WCF can assist you in the process and obtain the check for you for \$35.50 (currently), with this amount able to be deducted from your wages if you wish. Alternatively, you can make payment directly to Head Office in another method, if you prefer.

Should you wish to take up option 2, you will find the form on the shared common drive in HR - Forms. For our casual staff, please contact HR@wcfoundation.org.au and this form can be provided to you.

one of the HR team know, and we would be happy to assist.

Alicia Morris

Human Resources Manager

Training and Development

Cultural Responsiveness and Multicultural Planning

In August we saw our first major staff training event for this year, with all Permanency Support Program (PSP) staff attending 'Cultural Responsiveness and Multicultural Care Planning' which was given by Settlement Services International. This training event was a great success and received a lot of positive feedback.

The topics presented built upon training that many PSP staff attended last year, and aimed to assist casework staff to consider the many impacts that culture has on the children, birth families and carers in out of home care. PSP staff were also able to strengthen their skills in developing and implementing cultural plans for children in care, and how these tools can be used in working towards permanency for children and young people.

Leadership Conference

At the beginning of September the WCF Leadership Team attended a 3-day Conference at Coolangatta Estate Winery. This conference aimed to help WCF Team Leaders and Executive Management to improve their leadership skills, to help their team members to work effectively together, and to ensure that their teams build a stronger organisation through effective leadership and cooperation.

Following on from the Leadership Conference, the Management Team will be taking part in further training and development, which will be held in October and November. This training will build upon the skills they have gained at the Conference, and will help them to work effectively with their teams.

Motor Vehicle Child Restraint Training

A recent report released by the NSW Ombudsman revealed "just over half of the 66 children who died in crashes over the 10-year period 2007 – 2016 were not properly restrained in the vehicle. Moreover, the lack or inappropriate use of seatbelts or restraints played a primary role in the death of almost one-third (20) of the children. In other words, many of the deaths could likely have been prevented if the children had been properly buckled up."

(The whole report can be read here > https://www.ombo.nsw.gov.au/data/assets/pdf_file/0020/70733/The-role-of-child-restraints-and-seatbelts-in-passenger-deaths-Children-0-12years-in-NSW.pdf)

Coming up in October is the KidSafe Child Car Seat Safety training which has been offered to nominated staff members across a number of WCF teams. This training course will provide nominated staff with the knowledge and skills to help ensure the safety of children in WCF care while being transported not only by staff, but also carers.

Following on from this training, all staff that attend will be able to pass on their knowledge to other staff as well as carers. This includes incorporating car seat safety into Intake, Assessment and Support (IAS) team's annual review processes to maintain the ongoing safety of children, and into WHS procedures to ensure that safety is a priority for all clinical, PSP, IAS and Family Support Services (FSS) staff when transporting children in care.

Kim Cottom
HR Coordinator



Work Health & Safety

There have been a few exciting and positive changes for our Work, Health and Safety processes and procedures at WCF and it is my pleasure to introduce the WH&S Updates for August and September.

Site Inspections

You may have seen me at your offices in recent months with my clipboard and checklist getting to know each site and ensuring they meet the WH&S standards at WCF. These will be occurring bi-annually for all WCF sites and anything that is noted will be followed up with the relevant staff. I would like to encourage employees to let myself or Alicia Morris know of any issues or areas of concern at their work site, at any time.

Evacuation Procedures

Evacuation Plans

The WCF Evacuation Plans for each office have been updated for consistency to reflect our corporate style and branding. These plans map out the relevant office, identify critical items and rally points whilst listing a step-by-step procedure in the case of Evacuation.

Evacuation Drills

Over the next few weeks you will see me visiting your offices to conduct Emergency Evacuation Drills. Expect to see me dressed in a High Vis vest and hardhat, always remembering our PPE at WCF! On completion of each Evacuation Drill, there will be the opportunity for employees to provide feedback, which I encourage you to do to assist in continuous improvement.

WH&S Manual

Furthermore, we will be finalising the Work Health and Safety Manual towards the end of September, which will be provided to all staff. This will encapsulate the WH&S procedures and processes at WCF and will be your key WH&S policy document.



The manual will include how Work, Health and Safety is managed at WCF, including Work Health and Safety Reporting, Critical Incidents, Occupational Exposure, Handling Potentially Violent Situations, Emergency Procedures and Compensation. This will be available on the WCF shared common once it has been finalised.

Emergency Procedures Manual

In addition, we have been in the process of creating an Emergency Procedures Manual to be placed in all WCF sites. This will include procedures and reports for situations including Fire, Evacuation, Personal Threat, Medical Emergency, Internal Emergency, External Emergency and Bomb Threat.

This will not replace HR policy and procedure; however will frame the important steps in responding to potential Emergencies at WCF.

Wellbeing

We are excited to introduce a monthly WCF Wellbeing events and initiatives calendar to staff. This calendar will include international and nationwide happenings, which WCF will incorporate into the working day. Any relevant WH&S and wellbeing information and resources will be sent to staff for your reference.

On September 12th the RUOK Day initiative was recognised and celebrated by staff across the different sites at WCF. For this initiative we held an Online Mental Health Scavenger Hunt for

all staff and a competition for the most creative incorporation of yellow into the work day. It was a great day for WCF to get involved in a positive initiative through creativity and team collaboration.

A big shout out to the winners of the Scavenger Hunt Hollea Elley and Emma Barker, and congratulations for the most creative incorporation of yellow going to the Ulladulla team. Well done!






The WCF Wellbeing calendar and other relevant resources will be available on the WCF Shared Common for staff to refer to for future events and initiatives.

Employee Assistance Program

WCF is partnered with AccessEAP, who provide ongoing support for staff and their mental health in the workplace. They assist in encouraging early intervention for any issues, either workplace or personally focused. EAP provides resources and free counselling services for up to 3 sessions, which the agency covers the cost for and are completely confidential.

Staff can access EAP by registering their WCF email address through this link www.accesseap.com.au/employees and If you have any questions regarding EAP please contact the HR Department.

Phoebe Tough
HR Officer

WCF October Wellbeing Calendar 2019				
Monday	Tuesday	Wednesday	Thursday	Friday
	1 st 	2 nd 	3 rd	4 th 
7 th	8 th	9 th	10 th 	11 th
14 th	15 th	16 th	17 th	18 th
21 st	22 nd	23 rd	24 th	25 th 
28 th	29 th	30 th	31 st	

PSP Program Update

Marcus Levett
PSP Team Leader - Ulladulla

Hello from Ulladulla.

It was been wonderful for the Ulladulla team to have a presence across the organisation over the last month; whether it be for training or team meeting purposes. It has been a real focus of mine for the distance between us to not hamper our ongoing effort to work as a collective across all our varies sites. Next on the agenda will be a day to come and explore the sites and sounds of the Warilla office; I will be working with PSP Team Leader Meg to make this a reality. I know we were able to come together for cultural training which was encouraging and would really like this to continue.

We are looking forward to working more collaboratively with the Family Support Service team and thankyou to Manager Jenny O'Donnell for her time this month and for coming down to talk to us here about the services they provide and discussion around best practice moving forward. Promisingly, we can now report a full compliment of staff here at the Ulladulla site and again warmly welcome PSP Caseworker Jody Quinnell to our team who has bought another dynamic to our enthusiastic, warm and focused group of individuals.

Clinical Service Team Update

Emily White
Clinician

Hi Everyone,

My name is Emily and I am a social worker working within the clinical team at William Campbell Foundation. I would like to acknowledge the beautiful Dharawal country in which I live and work. I am a local Nowra woman and feel extremely privileged to be able to work within my community.

The biggest part of my role here at William Campbell Foundation is facilitating two amazing programs for our children and teens. These programs are run jointly with our partnership agency, South Coast Medical Service Aboriginal Corporation. So what are these programs?

Farm for Calm

Farm for Calm Program is run at A Taste of Paradise Permaculture and Organic Farm just North of Berry. The program uses Animal Assisted Interventions and Coaching to support pri-mary school aged children to increase empathy, assist with attachment struggles, promote so-cial skill development, provide opportunity for positive experiences and increase self-esteem. I have been involved with the program for the past 6 months and have witnessed the beautiful interactions the children are able to have with the animals and with peers.

Living Skills

Living skills is run fortnightly after school for teens and supports them to develop independence in life domains. The Living skills Program aims at providing emotional support and practical as-sistance to help teens develop the necessary skills of independence and future planning. Some of the topics we cover in living skills are; housing, education and training, resume writing, em-ployment, budgeting, social relationships, healthy relationships, self-care and goal setting.

If you would like further information about the above programs or if you feel like either of the programs would benefit the children or teens in your life please let your caseworker know.



CHRISTMAS family fun Day

SANTA'S Workshop!

Saturday 7 December 2019 | 10am - 2pm
The Farm (16 Gannet Rd, Nowra Hill)

Free lunch, cultural activities,
waterslide, petting zoo, face painting,
Santa's workshop activities, arts and crafts,
and a special visit from Santa!

RSVP 22nd November at wcfoundation.org.au or
call 1300 000 923



KEEPING KIN CONNECTED

We will be attending!

VOICE TREATY TRUTH



10th October 2019

Nowra Showground 10am – 2:30pm

10:30am – Welcome to Country

Entertainment, family fun activities, painting, arts and crafts, drum beat program, cooking, outdoor games, animal farm, free lunch and much more!



Communities
& Justice



South Coast Medical Service
Aboriginal Corporation



South Coast Women's Health & Welfare Aboriginal Corporation





What's on

Shoalhaven River Fest

26th October

The Shoalhaven River Festival is a one day community event celebrating life in the beautiful Shoalhaven. A free event held in October each year, the Shoalhaven River Festival unites the wonderful community and visitors to the region for an action packed day of family friendly festivities. Held on the last Saturday in October, on the southern banks of the beautiful Shoalhaven River, there will be live entertainment, market stalls, water activities, kids amusements, a marina expo, the arts precinct, ending with an exceptional firework display Saturday night. The Shoalhaven River Festival is an initiative of the Shoalhaven Tourism Advisory Group.

Aladdin Jr Shoalhaven Entertainment Centre

5th October

Disney's Aladdin JR. is based on the 1992 Academy-Award winning film and 2014 hit Broadway show about the "diamond in the rough" street rat who learns that his true worth lies deep within. Join Aladdin, Jasmine, and the fast-talking, wisecracking Genie as they discover mystical caves, take magic carpet rides, and outwit the evil sorcerer, Jafar.

This production is brought to you by Junior Albatross Musical (JAM), presenting a cast of 70 local children, who have worked all year with a passionate, talented and experienced team to bring you outstanding performances showcasing vocals, dance and comedic acting!

LET'S COOK!

One-pot chicken alfredo tortellini

Ingredients:

- 1 tablespoon olive oil
- 1 brown onion, finely chopped
- 2 garlic cloves, crushed
- 2 teaspoons fresh thyme leaves
- 500g chicken breast fillets, cut into 2cm pieces
- 300ml ctn thickened cream
- 2 x 325g pkts ricotta and spinach tortellini
- 1 green shallot, trimmed, thinly sliced
- 60g (3/4 cup) finely grated parmesan
- 1/4 cup small fresh continental parsley leaves
- 2 tablespoons finely chopped fresh chives

Method:

1. Heat oil in a large non-stick frying pan over medium-high heat. Add the onion and garlic. Cook, stirring often, for 5 minutes or until softened. Add the thyme and chicken. Cook, stirring, for 3 minutes or until chicken is light golden.
2. Add the cream and 180ml (3/4 cup) water to the pan. Bring to the boil. Add the tortellini. Simmer, stirring occasionally, for 6 minutes or until mixture is thickened and tortellini is tender. Season. Stir in the shallot, 40g (1/2 cup) of the cheese and half of the parsley and chives until combined.
3. Serve pasta topped with the remaining cheese, sprinkled with the remaining herbs.



LET'S BAKE!

Golden syrup and jam roly-polies

Ingredients:

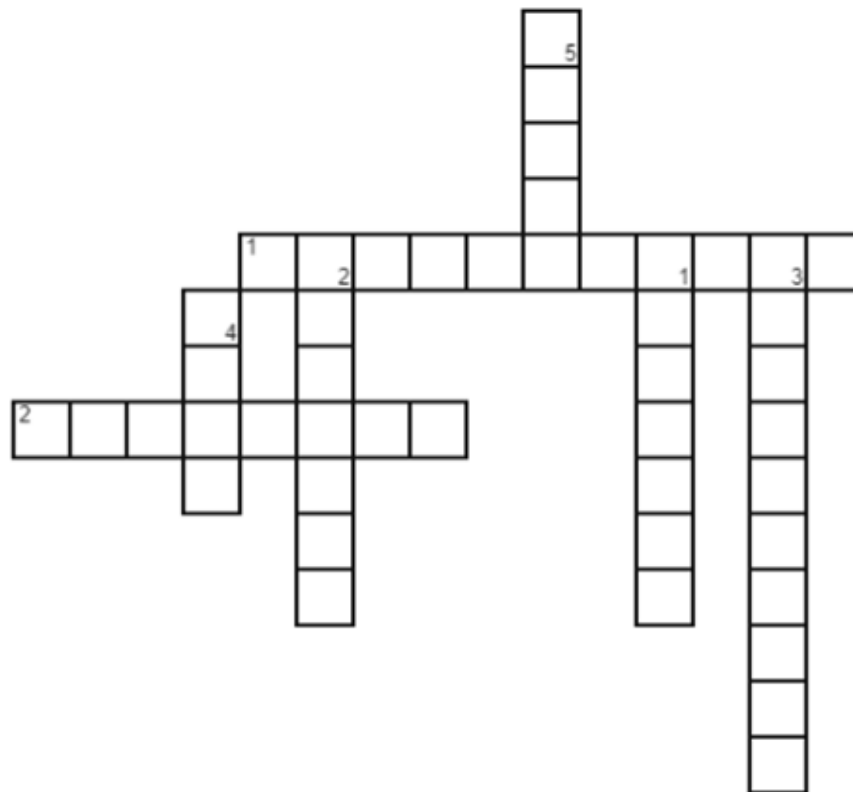
- 225g (1 1/2 cups) self raising flour
- 115g (3/4 cup) plain flour
- 1 tablespoon caster sugar
- 100g butter, chilled, finely chopped
- 125ml (1/2 cup) milk
- 1 egg yolk
- 90g (1/3 cup) raspberry jam
- 160ml (2/3 cup) apple juice
- 3 tablespoons golden syrup
- 60g (1/3 cup, lightly packed) brown sugar
- Vanilla custard, to serve

Method:

1. Preheat oven to 180C/160C fan forced. Grease a 1.5L (6 cup) rectangular ovenproof dish.
2. Combine the flours and caster sugar in a large bowl. Use your fingertips to rub 75g butter into the flour mixture until resembles fine crumbs. Make a well in the centre. Whisk milk and egg yolk in a jug. Add to flour mixture. Gently stir until a soft, sticky dough forms. (Do not over-mix.)
3. Turn dough onto a lightly floured surface. Gently knead for 30 seconds. Roll dough into a 40 x 30cm rectangle. Spread jam over dough. Roll dough firmly from 1 long end to form a log. Use a serrated knife to cut the log into 12 equal slices. Arrange slices in prepared dish.
4. Place apple juice, 80ml (1 / 3 cup) water, golden syrup, brown sugar and remaining butter in a saucepan. Stir over medium heat until melted and heated through. Pour mixture into dish around dough slices. Bake for 25-30 minutes or until golden and cooked through. Serve drizzled with custard.



August-September Newsletter Competition



Across

1. A program run on a farm (4,3,4)
2. An upcoming event on the well-being calendar (5,3)

Down

1. A main ingredient
2. Main character of one of this months events
3. A conference management attended
4. New team member in the Dapto office
5. Location of a new office plan

First person to complete and email your completed crossword (using word and phrases from this months newsletter) to h.elley@wcfoundation.org.au will win a \$20 Bunnings or Myers giftcard!