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Children’s art project



Children’s art on display



More children in need of Foster Care

# VISION

## OUR VISION

To provide Christian care and accommodation for abused, neglected and homeless children, to give them life opportunities with a strong focus on their educational needs.

## PHILOSOPHY OF CARE

William Campbell Foundation's foundational belief is that every child has a fundamental birth right to be wanted, loved and nurtured and to be provided with a loving, stable family home environment. William Campbell Foundation will address these needs by offering out of home care that is superior in its expertise and execution.

**'We are all so impressed by WCF ... the service has done a wonderful job with and for the girls.'**

Family & Community Services

Our highly qualified Staff together with our professionally trained Foster Carers will continually monitor, with the child's active involvement, the progress of each child or young person and will provide or assist in the implementation of appropriate individual educational and developmental programs.

We believe our model of care will have far reaching effects both for the child's personal growth and the community, which will reap the benefits of each child eventually becoming a dignified and mature adult who can bring to society the benefits of their educational and personal achievements.

Reunification with and restoration to the child's birth family will be encouraged and achieved wherever it is in the best interest of the child. The Foundation is committed to maintaining life-long involvement with and offering support to, each young person leaving out of home care if they so choose, upon reaching maturity.

We believe in keeping siblings together



Microscope project at William Campbell College



School cooking and decorating activity

## OUR BOARD

### MANAGEMENT ROLE

The management and control of the Foundation is entrusted to a Board of seven honorary Directors, who are responsible for ensuring that the policy and the Constitution of the organization is strictly adhered to, with its principles enunciated and performed in the spirit of our aims and objectives. We are pleased to say that we have an active Board who are regularly consulted in all aspects of the organisation.

The Board is responsible for;

- observing an on-going duty of care towards the operation of the Foundation;
- taking an active interest in the working mechanisms of the Foundation its Staff, volunteers and supporters; supporting all activities staged by the Foundation in a professional manner;
- networking in the community to garner support; solvency;
- ensuring any debt that is incurred in the establishment of the Foundation is funded; procuring adequate on-going funding of the Foundation by the relevant authorities; controlling requisite fundraising and negotiating appropriate sponsorship;
- executing due diligence in its legal, fiscal, moral and ethical responsibilities.

### CONTROL OF FINANCES

The Foundation has a low cost fully computerized administrative office, not only for its accounting system, but also for its reporting system to Government bodies, Courts or authorities that may undertake ongoing monitoring of the Foundation.

The office provides a place where fundraisers, committees and directors can meet to update and refine the planning and development of the Foundation.

An independent external Auditor audits the accounts and prepares the balance sheets each year for ready access by any authority that may have a direct interest in the Foundation. Financial records are available on request to Head Office. All our Board member's profiles are on our website: [www.wcfoundation.org.au](http://www.wcfoundation.org.au)

**“ ... it must feel like a privilege to work with WCF given the high standard”**

Family & Community Services



Vegetable beds thriving at the school

Painting at the Christmas Family Fun Day



WCF's Board meeting at Head Office  
Tony Thomson and Barrie Mahaffy  
Front row – l to r: Dawn Campbell, Bill Campbell  
and Sylvia Mahaffy (Donna Jones  
and David Burrows absent)



## MESSAGE FROM OUR CEO

The past 12 months have been a very eventful time for our Agency, with many changes occurring with the growth of different departments which has necessitated the employment of new Staff.

Our Staff continue to deliver amazing results for the 86 children and young people we have in care. The backbone of our Agency is our incredible Foster Carers, without whom we could not operate! They are the ones 'doing the hard yards' at the coal face, caring and nurturing the children and young people in our care. Thank you to all our Foster Carers!

In October 2013 we opened our Ulladulla office which currently has 2 staff servicing the far southern region. In November 2013 we purchased a residential property in Cambewarra to deliver services for high needs children.

We have continued working in partnership with the Department of Family & Community Services and in May 2014, we applied for our re-Accreditation with the NSW Office of the Children's Guardian - our re-Accreditation is due to be rolled over in August 2014.

Words can never fully express my appreciation for the amazing Staff we have working for us. Our caseworking and administrative Staff are ably managed by our Operations Manager, Sonia Liddicocat and our General Manager Andrew Munro, who works with us in the area of business development and tender writing. We could not do without our wonderful Farm Manager, Craig Rogers who oversees the maintenance work on the farm along with all our other properties and offices.

Our Teacher/s and Teacher's Aides at our "special assistance" school - William Campbell College - have always gone over and above what has been required of them for which I am very grateful. The children we have in our school have all benefited enormously!

I believe our future is secure as we forge ahead with our growth in giving children hope and a future!



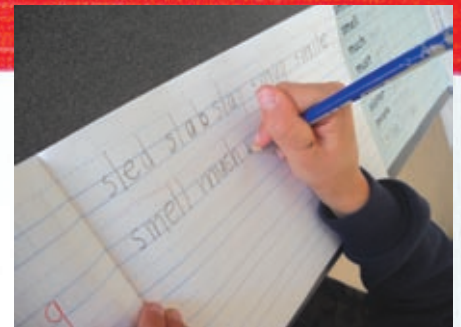
**Bill Campbell OAM, JP**  
Founder, Chief Executive Officer



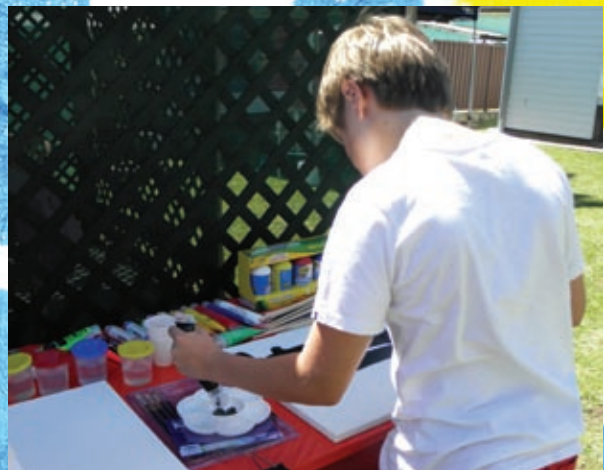
William Campbell College class activity

**"I felt very special  
and appreciated ..."**

WCF Foster Carer



Students' confidence has increased in literacy this year



Student painting activity on canvas frames

## OUR SERVICES

### OUT OF HOME CARE – (FOSTER CARE)

Children and young people in foster care live with their Carers in the community or in cottages provided by the Agency on our farming property.

Carers are afforded on-going 24/7 support through the out of home care team's Casework Manager and Caseworkers as well as on-going training and support in a range of relevant areas. We provide psychological services, counseling services, mentoring, in-house Chaplaincy services and educational services.

**“Being a foster carer is about giving a child an opportunity ... ”**

WCF Foster Carer

### SOUTHERN BROKERAGE SERVICES

This service accompanies our foster care program and offers a variety of programs including –

#### Emergency/Crisis Care

Qualified and trained personnel are available at a moment's notice to provide emergency and crisis care when a referral comes to Southern Brokerage from Family & Community Services.

#### Supervised Contact and Supervised Transport

Southern Brokerage provides trained and qualified Staff who facilitate contact between children in out of home care, their family and significant others. This service ensures that children are able to continue a relationship with their birth family in a safe and supported environment.

#### Youth Work Support/Crisis Care

Southern Brokerage provides support for a child or young person should the situation arise that they require supervision and support for a period of time whilst an out of home care placement is located. Trained Staff support children in an holistic manner to ensure continuity and stability whilst waiting for a more long-term option.

#### Mentoring

Many young people require the support of a Mentor to assist them develop life skills or to help them through difficult times. Southern Brokerage mentors come with the clinical backing of WCF's Psychologists who assists in the development and monitoring of behaviour support plans.

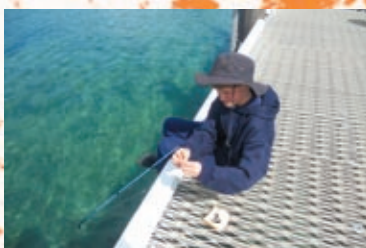


Self esteem session with the South Coast Wolves for children in foster care



The importance of keeping siblings together

Outdoor activities build self confidence



## OUR SERVICES

### WILLIAM CAMPBELL COLLEGE – ‘SPECIAL ASSISTANCE’ SCHOOL

In January 2010, William Campbell Foundation opened its ‘Special Assistance’ School which retains the name William Campbell College. The school provides individual tuition for children from K-6. The school will, in time, provide K-12 schooling. In June 2010, the NSW Board of Studies issued 5 years registration to operate our ‘Special Assistance’ School.

Also offered at the school is a range of programs which provide occupational and living skills. These programs will eventually be offered to other disadvantaged children and young people in the community, including horticulture, agriculture, aquaculture, permaculture, arts, craft, IT, sports and personal development.

### CHAPLAINCY

We are proud to say that our Foundation is one non-Government Agency that has a full time Chaplain who works extensively with our children, young people, Carers and Staff of our Agency, as well as the students of our school. This appointment demonstrates we meet the statutory requirements that we honour all children and young people’s spiritual and cultural diversity.

Our Chaplain Rachael, also mentors some of the older girls in our care. The response has been extremely positive and we are thrilled to have her working with our Agency.



Students painting activity on canvas frames



Mug painting from a WCF Fostered Child to her Foster Carer

**“I would like to thank you and all your staff for the excellent job and level of care you are providing for Kylie\*.”**

Family & Community Services

## WCF DEPARTMENTAL REPORTS

### GENERAL MANAGER'S REPORT

2013 and 2014 has been a challenging year for William Campbell Foundation. The primary challenge has been the ongoing search for a sustainable funding model for our school. On the flip side our OOHC program has grown from strength to strength – both in size and capacity. OOHC Staff are experienced and have shown themselves to be motivated, innovative and compassionate.

A special mention must go to Sonia Liddicoat, our Operations Manager who continues to do the 'heavy lifting' involved in driving the organisation forward. She continues to do an outstanding job – the proof is in the results she has achieved!

Our relationship with Community Services remains strong. This is vital for us as an organisation and for the benefits it provides the children and young people we work for. We understand that our most important job is to do all we can for the children and young people in our care, and that by consistently improving our services the organisation will continue to grow.

The OOHC care sector continues to expand rapidly as the government continues to devolve services to the private sector and the flow of new children into the care system continues.

I believe that William Campbell Foundation is well placed to continue to grow in strength and size over the next 12 months.



**Andrew Munro**  
General Manager

**“I believe that foster kids heal better when they're cared for by people who are willing for an emotional bond to develop.”** WCF foster Carer



Bill and students check progress in the school garden



Insect art project by WCC school students



Face and body painting at the WCF Christmas Family Fun Day

## WCF DEPARTMENTAL REPORTS

### OPERATION MANAGER'S REPORT

It gives me great pleasure to write about our Agency, all the achievements and challenges of the past 12 months. It is with achievements that we are encouraged and rewarded for the work that we do and it is with challenges that we learn and strengthen our practice.

We have a great team of Carers, Staff and Managers at WCF who are very dedicated and committed. I thank all of them whole-heartedly for the work that they do in providing children with hope and a future. They all do amazing work and are an integral part of WCF.

We have continued to grow at a steady pace as our profile in the community and community services sector continues to strengthen. Some of our achievements include:

- This time last year we had 43 children in care in our OOHC program, we have now been able to provide a safe and nurturing home for 86 children and young people. This is a milestone for WCF.
- This time last year we had an office in Bomaderry and opened an office in Dapto, and this year we have also opened an office in Ulladulla.
- We now have two fulltime Psychologists to ensure we are able to provide good quality clinical support to our Staff, children, young people and our Carers.
- We have doubled our Carer pool from this time last year.
- We set up a Residential Program for a very challenging young person and made it a home for her.
- We set up another Supported Family Group Home for a sibling group with great success.
- We went through our accreditation renewal process with the Office of the Children's Guardian and whilst we are still waiting the outcome, our verbal feedback was very positive.

Some of our plans for the future include being able to provide more Supported Family Group Homes for sibling groups and also looking at providing services to children with a disability.

Our challenges and areas we will be looking at strengthening include, our leaving care planning, developing a carer pool that are able to care for children with challenging behaviours and continuing to be able to meet the ongoing need for immediate placements referred through Family and Community Services.

I would like to individually thank the Management Team, Alicia, Jenny, Tracey, Ngaere, Rick, Jo and Rachael. You have all done extraordinary work that I would like to recognise and state that it is also greatly appreciated.



**Sonia Liddicoat**  
Operations Manager

**“... good job for fixing things lately for me ... and I like you.”**

WCF Foster Child

William Campbell College student's art project



Colleen and Greg White, South Coast First Aid raised \$870 towards our school



## WCF DEPARTMENTAL REPORTS

### CHIEF FINANCIAL OFFICER'S REPORT

William Campbell Foundation continues steady and sustainable growth in all our programs, with our unique model of care for children, in particular sibling groups, being recognised as an area of great need. This year also saw our growth move into provision of a Residential Service Model and the purchase of a property at Cambewarra for this purpose.

Financial reporting and accountability is maintained by an internal accounting software package from which monthly financial reports are produced and tabled for the Board of Directors on a monthly basis. Our financial statements are fully audited by external Auditors in December and June each year.

The out of home care funding has been supported by our financial management of revenue received from NSW Community Services, supporters and donors. Income for our 'special assistance' school has been sourced from the Recurrent Funding received from the Commonwealth and State Governments in accordance with the scale of funding per capita received by all schools. This revenue has been complimented by donations received from the general public.

Expenditure is monitored closely and costs contained particularly in administration whilst ensuring our service delivery is one of excellence. We are very appreciative of our supporters and donors and always consider our small donors a vital part of our ongoing growth. Each donation regardless of size is received with gratitude and used as it was intended from the donor. We are thankful to those who have assisted us throughout the year in the form of donated items for the children and those who have given regular monetary contributions.

Unfortunately our fundraising Annual Dinner was not held during the year due to having a shortage of people available to form a Committee to organise the event.

We are hopeful that we may be able to hold the Annual Dinner again next year.

Our team is very professional and committed, constantly moving forward with new and innovative plans to grow our Agency in the areas where need is great. It continues to be a great honour to work alongside these wonderful people.



**Donna Jones**  
Chief Financial Officer

**“We truly value all of our Foster Carers and want to give each person the support to be the very best Carers they can be.”** Bill Campbell



Foster siblings enjoying the great outdoors

Face and body painting at the Christmas Family Fun Day



## WCF DEPARTMENTAL REPORTS

### ADMINISTRATOR'S REPORT

Another year has flown by and our Agency continues to grow! This past year has seen our biggest growth ever with 86 children and young people in our care.

The Board of Management of our Agency meet monthly to ensure we are 'on task' with our Strategic Planning. Our Board is pro-active in their attitude to the growth of our Agency and are keen to ensure our profile in the community is strong and credible and that we follow all due processes.

Head Office continues to forge ahead with changes to our information technology, having merged across to the NBN and VOIP phone system.

In May this year we participated in the NSW Children's Guardian's (CG) re-Accreditation requirements with the CG visiting our various sites to ensure we are following best practice. Head Office was able to produce ample evidence around current practices.

I have continued to be ably assisted by Kerrie Goodridge (Administrative Support Officer) 2 days a week which is most helpful for both our Accounts Department and Head Office.

I would like to take this opportunity to thank all my colleagues of WCF for another great year. Sonia Liddicoat – Operations Manager for her insightful management, Alicia Morris for her incredible work ethic and care for the children in crisis, Donna Jones for her knowledge and assistance with the financial information, Bill Campbell, our Founder and CEO, for his life inspiration and "never give up" attitude! To all other wonderful Agency staff, thank you for your on-going assistance and support over the past 12 months and I look forward to another strong year working with you all!



**Suellen Emerton**  
Administrator, PA to the CEO

**"I have been delighted to watch them grow and develop in such a wonderful warm and nurturing environment ..."** Family & Community Services

L to r: Suellen Emerton, Helen & Peter Smith at Foster Carer Luncheon



WCF Christmas Family Fun Day



William Campbell College classroom building

# WCF DEPARTMENTAL REPORTS

## SOUTHERN BROKERAGE SERVICES

The Southern Brokerage Service currently has a pool of 26 Support Workers and this number continues to grow due to an increasing need and request for our services. Southern Brokerage Services provides Supervised Contact and Transport, Family Preservation, Mentoring and Youth Support and Crisis Care.

We have had some great successes in the past 12 months particularly in the Family Preservation Service with a child who was unable to remain in her mother's care, however with the implementation of our service she was placed with her grandparents to enable her to stay within her family.

Another area of success was in the Crisis Care Program with a child who has been restored to his mother. This couldn't have happened without the WCF Caseworker Anita Barnaba, and our supportive workers assisting in this transition process.

I am proud and inspired by the workers and the effort they put into everything they undertake. I have also been fortunate to have Ashlea Taylor move into this Program. Ashlea is an most efficient and reliable worker that I could ask for and her support to me is invaluable.

### Residential Services

WCF opened a custom built Residential service in January 2014 for a child with very complex behaviours. Since taking on this young lady, I'm proud to say that she continues to grow and develop, supported by our committed workers who go above and beyond with dedication and compassion.

I would like to express my sincerest thanks for the encouragement that I have received from Bill, Donna and Suellen. Huge thanks also goes to Sonia for all the knowledge, support and encouragement that she provides for our entire Staff team.

We are looking forward to both of these programs continuing to grow.



**Alicia Morris**  
Manager  
Southern Brokerage Services

**“ I don't see it as a big, selfless act, there are so many emotional rewards and benefits.”** WCF Foster Carer



Card for WCF Residential Team



Supervised Contact and Transport Service



Residential Program team from l to r; Alex Mitchell, Jan Mundy, Marcus Rethmann, Sophie Scott, Sam Bell, Linda Thorncroft and Alicia Morris.

## WCF DEPARTMENTAL REPORTS

### 'SPECIAL ASSISTANCE' SCHOOL

William Campbell College is a quality 'Special Assistance' unique school for children and young people who have not been able to compete with their peers in mainstream schooling due to their lack of literacy and numeracy which may have emanated from the abuse they have suffered in their young lives. This could be through medical issues or by other means.

The uniqueness of the school allows for our Teachers and Staff to work in a cohesive manner with out of home care Staff from our Agency which allowing a fuller understanding of the children's individual needs.

In August 2009 the out of home care arm of the Agency was awarded 5 years full Accreditation by the NSW Children's Guardian which means that we have met every legislative and statutory requirement required of all out of home care Agencies in NSW.

Accreditation further reinforces our determination to deliver quality outcomes for all children and young people in our agency and continue with the vision to build a school that gives outstanding support and outcomes to children who would not have the opportunities we are offering them.

These opportunities include but are not limited to;

- |                               |                           |
|-------------------------------|---------------------------|
| <b>Agriculture</b>            | <b>Arts</b>               |
| <b>Horticulture</b>           | <b>Craft</b>              |
| <b>Animal husbandry</b>       | <b>Sports</b>             |
| <b>Aquaculture</b>            | <b>Woodwork</b>           |
| <b>Permaculture</b>           | <b>Metalwork</b>          |
| <b>Information/Technology</b> | <b>Outdoor education</b>  |
| <b>Music</b>                  | <b>Swimming and water</b> |

**“ I try to catch children being good and to hone in on all the good things they're doing.”**

WCF Foster Carer

In June 2010, William Campbell College was granted 5 years registration by the NSW Board of Studies who acknowledged that the school is unique in its concept and vision.



Our School Open Day, l to r: Catherine Gitau, Becky Millburn and Bomaderry Preschool Teacher Alison Beau

School Award Presentation



Student project at the school

# WCF DEPARTMENTAL REPORTS

## HEAD TEACHER'S REPORT

July 2013 – June 2014 has been another year of challenges and achievements at William Campbell College. The second half of 2013 saw us successfully integrate three students into public schools. The Staff and students ended the year with a successful Presentation Day, celebrating the achievements of our cohort of seven, both academically and socially, with students improving in all areas across the board.

Highlights from 2013 included our school camp, which all our students attended. We camped overnight at Coolendel on the Shoalhaven River and participated in bike riding, orienteering and swimming, as well as learning how to make a campfire, and the importance of collecting wood before starting the fire in order not to run out of fuel. Students took full advantage of us having a Science Teacher on Staff in the second half of 2013, learning about crystals, rock formations and insects.

2013 saw an increase in our 'visiting specialists', with the school now privy to therapy sessions by an Occupational Therapist and Speech Therapist on site in school hours. School Staff were able to access time with these professionals, which changed our approach to literacy tasks immensely. These changes saw significant increases in confidence and ability with our students with their language development and literary skills.

During this year the Staff at Sailability Callala noticed the improvement in attitude in our students and decided to allow our students to captain their own boats. The students relished this opportunity, and sailed independently on Jervis Bay, returning to shore full of excitement and enthusiasm about their experience.

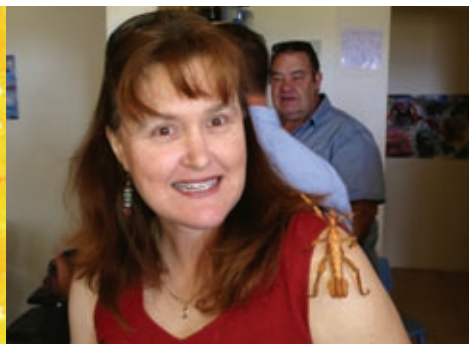
During 2014 the Outdoor Education goal for our students was to climb Pigeon House Mountain in June. Students 'warmed up' with various hikes, taking on Pigeon House on the last day of term 2. The boys scaled the mountain with rarely a complaint of the difficulty, with the weather throwing wind and rain at the group. Having lunch on top of Pigeon House was a great moment for both Staff and students, and a great way to finish the term on a confidence building high.



**Shaun Howard**  
Head Teacher

**“ I feel so proud when I see them achieving and succeeding in life.”** WCF Foster Carer

WCC Teacher Fiona Brown with the school's pet stick insect



WCC School Crest Outdoor activities equipment



Bill Campbell joins in with a classroom project

## WCF DEPARTMENTAL REPORTS

### PRINCIPAL PSYCHOLOGIST'S REPORT

I have been the Principal Psychologist with William Campbell Foundation, in both the out of home care program and 'special assistance' school (William Campbell College) for more than two years now and still feel as lucky to be a part of the WCF team as I did on day one.

Each day working in out of home care presents with its own challenges and rewards, of which my WCF colleagues deal with and celebrate together as a team. A supportive and co-operative team environment, such as that at WCF, is integral in working towards the best outcomes for the children, which we endeavor to help. WCF Psychological Services supports this team structure by providing clinical advice, assessment, intervention and ongoing support to WCF employees, Foster Carers and the children in the Agency's care.

Over the last 12 months there has been significant growth for WCF and accordingly there has been growth in the psychological team: in January 2014 we welcomed Alex Mitchell. Alex started with us following her University studies and has shown a keen interest and great skills in working with children in out of home care.

This past year I have continued to be working out of our Dapto office and Alex is now based in our Bomaderry office. I continue to work with Alex to ensure we are providing a consistent, high level and relevant service to all our children, Carers and Staff and we look forward to continued growth and development in the coming year.



**Emma Butler**  
Principal  
Psychologist

**“What the kids give back is absolutely amazing, it might take years but the rewards are there.”** WCF Foster Carer

Alex Mitchell, has joined our Bomaderry Office after completing University Studies



Student day  
with the

Letting off steam on the play equipment



## OUR SERVICES

### SCHOOL COMPLIANCE OFFICER'S REPORT AND CHILD PROTECTION OFFICER'S REPORT

Another busy year for my role as the School Compliance Officer in ensuring our school's reporting obligations were met for the various Government and education departments.

School policies were regularly reviewed and any gaps were identified generating policies written to cover those gaps.

The children all enjoyed on-going weekly excursions giving them lots of different activities which were organised by the Teachers. This meant that I needed to continue to review each activity and ensure individual risk assessments were in place for each excursion. Weekly school meetings with the Teachers and Principal were also organised.

Child Protection matters within the Agency this past year saw a number of investigations being carried out. The Agency always needs to ensure we follow due process and any matter resolved in a timely and satisfactory manner for all involved.

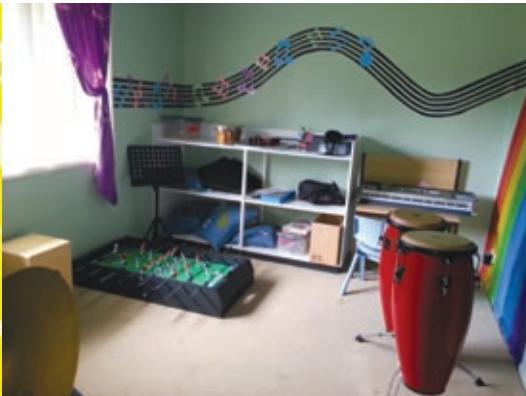
Staff training was convened every few months with various Child Protection topics present. Legal advice was given when required by the various Department Managers.

- I assisted in drafting relevant Agency policies and procedures and created and maintained a register of requests for information under Chapter 16A of the Children and Young Persons (Care and Protection) Act 1998.
- I also processed a number of requests for information under Chapter 16A to other Agencies.



**Ricky Nolan**  
School Compliance Officer  
Child Protection Officer

**“We have three boys of our own and my youngest has had foster siblings since he’s been in preschool.”** WCF Foster Carer



School Music Room



Outdoor activity at the school



Foster Care Information marquee



Child Protection and Staff Code  
of Conduct adherence

## WCF DEPARTMENTAL REPORTS

### CHAPLAIN'S REPORT

The role of Chaplain at WCF is to assist the organisation to meet responsibilities of spiritual development and religious rights of children and young people placed within WCF care. I am available for Staff, Carers and their families who may want or need pastoral care and spiritual support.

To fulfil these requirements in my role as WCF Chaplain, I endeavour to work in a multi faceted and diverse capacity throughout WCF. During the past year I have facilitated Christian Living lessons at our "special assistance" school, William Campbell College. I have also provided mentoring support for the children and young people which may also include music lessons.

I have convened quarterly Prayer Meetings which have been held in Cottage 2 on the farm and also arrange for Welcome Packs for children and young people entering our Agency's care, along with birthday presents for them throughout the year.

My role continues to be accepted as an integral part of the Agency. I have been attending WCF Information Sessions for potential new Foster Carers along with Shared Stories; Shared Lives training and Carer training. My role is continuing to grow in both Dapto and Bomaderry with plans to develop my role in Ulladulla.

I continue to increase in knowledge and training in out of home care and relating my role of Chaplain to all aspects of the Agency. It truly has been an amazing year with great assistance from all my colleagues – it is a joy to work at WCF.



**Rachael Riddington**  
Chaplain

**“It's important to have a good support system around you.”** WCF Foster Carer



Carer meeting with our chaplain



School presentation day



Christian Living lessons



## OUR SERVICES

### FARM & PROJECT MANAGER'S REPORT

The past 12 months has seen our farming property established with the planting of more trees, shrubs, fruit trees and vegetables.

Bird life is prolific as they take advantage of all the extra native bushes becoming firmly established. Fruit trees have also been planted around our 'special assistance' school and Cottage 1, along with a large (Property Industry Foundation – PIF) donated vegetable patch which allows the children in our 'special assistance' school learn about 'from ground to plate' under the watchful eye of their teachers.

Keeping on top of the slashing is a priority. I am pleased when the cooler months come as it gives me more time to devote my efforts to other parts of the farm and activities. I have been slowly landscaping the whole property as time allows and clearing away debris to create fire breaks in the dense bush. With the planting of lots of fruit trees, bird life has been more evident and they also love all the native plants that have been planted.

Every six months I organize with Shoalhaven City Council for a large volume (environmentally sound) spray to kill off the fireweed, patterson's curse and lantana that tends to creep into the paddocks.

My other activities have included maintenance of the Bomaderry, Dapto, Ulladulla and Head Offices and our 'special assistance' school, as well as our other residential properties at West Nowra and Cambewarra. Occasionally I am asked to assist with transporting children and young people's items from one placement to another.

It has been another big year and I look forward to the next 12 months.

Garden landscaping at the school that includes new plantings of natives and fruit trees



**Craig Rogers**  
Farm & Project Manager

**“I love that our home feels full of life again. We haven't looked back. There are lots of rewards.”** WCF Foster Carer

The school vegetable patch continues to flourish



Eastern Spinebill enjoying the established eco system



The property tractor and slasher

## OUR SERVICES

### FOSTER CARE RECRUITMENT TEAM

The WCF Recruitment Team is made up of three Team members including myself, Belinda Charlton and Amanda Kelly. Although we are spread across three WCF offices, Bomaderry, Dapto and Ulladulla, the Team works together to recruit, educate and support all our Carers, and together, all do an amazing job!

We have developed a training calendar to provide on-going education to our Carers, and an opportunity for Carers to know each other, creating a network of support, friendship and peer support. All new and prospective Carers attend core training, Shared stories, Shared Lives and we have run 4 sessions over the past 12 months, with a further 2 sessions scheduled for 2014.

We have been fortunate to share our core training with the South Coast Medical Service Aboriginal Corporation with Aunty Mary Bloxsome offering amazing cultural insight.

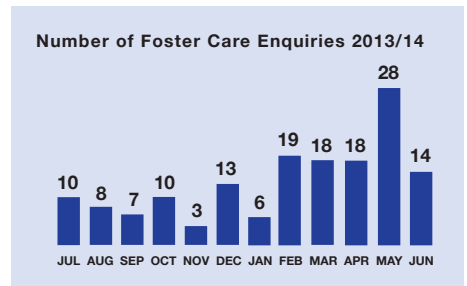
The hard work of WCF Public Relations Manager Jo Munro can't go unmentioned as Jo continues to promote regular community Information Sessions for prospective Carers from Wollongong to Ulladulla.

Foster Care Week occurs every September and provides us with an opportunity to recognize the hard work and commitment of our Foster Carers. We hold annual luncheons around this time and use the opportunity to acknowledge the valuable contribution to the lives of children and young people our Carers provide.

The past 12 months have been an exciting and challenging time for the Recruitment Team. Our focus is our Foster Carers. Without them, we would not be able to provide our children with the opportunity to have a safe, secure home and family where the children and young people can heal and grow to wholeness.



**Ngaere Rayner**  
Foster Care Recruitment,  
Training & Support



**“The best thing about being a foster carer is the genuine love that kids develop towards you.”** WCF Foster Carer



L to r: Andrew Munro, David and Jan Crook



Foster Carers Training Day



L to r: Michelle Freitas, Tanya Scrivener and Lisa Rothque at the WCF Foster Carers Luncheon

# WCF DEPARTMENTAL REPORTS

## PUBLIC RELATIONS REPORT

We are confident that our promotions efforts over the past 12 months have helped us to increase the number of enquiries about foster care. More importantly we are delighted that many of the enquiries are from appropriate people who have successfully been assessed and trained and now have children placed with them.

Our Southern Brokerage program has also benefitted from our free advertising and additional marketing expertise. Our challenge in the year ahead will be to maintain this level of publicity as much of it is dependent on the goodwill of local media.

As well as interviews on ABC Illawarra local radio, a number of our Foster Carers have been featured in stories in the Illawarra Mercury, South Coast Register, Ulladulla Times, Kiama Independent, Lake Times and Wollongong Advertiser. We are grateful for our in-kind support through BlueScopeWIN Community Partners Program. Under this agreement WIN has produced our TV ads and given us generous airtime in the lead up to our Foster Carer Information Sessions.

The South Coast Register, Ulladulla Times and Illawarra Mercury have given us invaluable support in printing ads free of charge. Thanks to the support of the South Coast Register, we have also enjoyed free advertising in the Goulburn Post, Southern Highlands News and Batemans Bay Post.

Our radio ads have been broadcast free of charge by i98FM, Pulse 94.1FM and Power FM.

We have actively supported the ACWA Open your Heart foster care promotion campaign and have held Foster Carer Information Sessions every three months to coincide with this campaign.

We provided free face painting at the Community Services 2013 Christmas party, which also allowed Foster Carers who wish to transition to meet some of our friendly staff.

We are grateful for the support of St Mary's Milton, Shoalhaven Council and Swan Plumbing Milton in allowing us to display banners free of charge. We have also displayed a banner at Dapto Ribbonwood Centre. We also appreciate the support of many retailers in Dapto, Nowra and Ulladulla who have agreed to display our posters.



**Jo Munro**  
Public Relations Officer

Pull up banner for WCF Foster Carers and information packs



WCF Newspaper ads seeking new Foster Carers



WCF A3 poster



WCF banner to attract new Foster Carers on Princes Hwy Overpass, Nowra

**“We’ve had a few different children stay on weekends and they’ve all been happy to spend time with us.”** WCF Respite Carer

## FUTURE GROWTH

### MOVING FORWARD

During this past year the social welfare sector overall has continued to face many challenges with the reduction in funding from the Department of Family & Community Services (FACS) metered out to all Agencies. Sadly, there are more children and young people coming into the care system in spite of the Government's attempts to change the way they structure the intake of children and young people. This year has been no different.

In 2013 we were able to secure funding from FACS which allowed us to plan ahead to cater for the growth of intake that has occurred. We are pleased that our overall growth has been strong and steady, ensuring we have good foundations to take us forward into the future.

We are confident that our strategic planning is on track and our future is secure as we forge ahead with our plans for the Agency's continued success.

**“Our two boys are a perfect match for us, it has been easy for them to settle in here and they love doing the things we love doing.”** WCF Foster Carer



Art project at the school



School model making activity



School students sowing seed



Art and craft exhibition at the school

## STORIES

### FOSTER HOME REUNITES SIBLINGS

Shoalhaven residents Julia Parkes and Peter Steep resigned from their jobs in the welfare sector to become full-time Foster Carers for two boys aged eleven and thirteen years, about 12 months ago. Two months later the brothers' 16-year-old sister also came to live with them.

"These children have not lived together under one roof for a couple years. I'm sure in years to come they will all value the opportunity that this has given them to learn to function as a family, to resolve conflict, to share good times and to build on their relationships. We have achieved a lot in our first year, even the boys can see how they have changed," said Julia.

"At first it was difficult to find direction and work out what we would focus on. We began with concentrating on teaching respect and responsibility, which we did for three months. Our next focus was shoes. For a while we had to accept that shoes being thrown in the direction of the shoe rack was better than them being strewn all over the yard," said Julia.

"Another focus has been helping the boys in how they relate to each other. There have been lots of stepping stones of growth. We keep building on little things and the most rewarding thing is that they genuinely like us and show their appreciation in age appropriate and natural ways," said Julia. This is a more intensive foster care placement and Julia and Peter's professional backgrounds have been invaluable.

Peter says, "I knew from working in residential care that it is difficult for young people to respond to workers when they are on 8 hour shifts. We can provide a level of consistency and positive reinforcement that is impossible for a team of shift workers."

"We talk a lot as a family at the dinner table and we do make a big effort to catch them doing good things. It is important to keep a balance – to promote the positive stuff as well as being firm on the negative," said Peter. "Sometimes the kids are taken aback when we say well done. What for? Comes the reply," said Peter. Julia said, "As a Caseworker I tried to be genuinely caring and supportive to foster children, but I found it difficult to make a real difference in a child's life within a professional role. We took on this role knowing that we needed to put our hearts and souls into it," she said.

"The biggest advantage of our foster caring role is how it enables us to blend work and family. Our foster children benefit when my children and grandchildren come to visit and we make sure that we spend quality time with our own families," said Julia.

**"I cannot speak highly enough of the outstanding service you have provided."**

Family & Community Services



School camping trip

Students learn surf skills at Jervis Bay Marine Park



Peter Steep & Julia Parkes

## STORIES

### LEAH & PAUL'S STORY - FOSTERING FOR LIFE

Albion Park residents Leah and Paul Warner have fostered more than 10 children over the past 12 years. And have cared for siblings Ryan\* and India\* since they were 15 months old.

Leah said, "I became a Foster Carer thinking that I wouldn't get a lot back, that I was doing something for someone else and would see the rewards in 10 years time if I was lucky. But I've come to appreciate the many little highlights. It means a lot when our foster children feel safe to say I love you and call us mum and dad. For them to volunteer that means a lot."

"I would definitely recommend becoming a Foster Carer. Never underestimate the impact you can have on a small child. As much as you give out you will receive tenfold back," said Leah. "I guess I'm committed to children. Every child has the right to live a full life, it doesn't take extraordinary people to do it."

"Our foster children have taught us lessons about what is important in life and the values and beliefs that we hold true. We've learnt empathy, patience, perseverance, and persistence."

"Ryan\* has a passion for motor bikes so he and Paul get on very well. We often go camping with other families in the bush. India\* was a bit timid at first but Paul is extremely patient and helped her gain confidence riding her bike. Paul and Leah have three children of their own and their youngest was 4 years old when Ryan\* and India\* joined their family.

"I do have a bond with them and they are definitely part of our family. It has been a positive experience for all of us. Our own children love Ryan and India and treat them like their own brother and sister. Our kids have grown up knowing that life doesn't revolve around them and they are global citizens with a worldview of how life can be for other kids. I wouldn't be surprised if they became Foster Carers themselves."

Of course there are sacrifices, with five children you can only give each child a certain amount of time and energy, but that's life. And we do work as a team as a family, plus our friends and family are a strong support system. I tell my friends that taking me out to coffee is supporting me. If you can't be a Foster Carer yourself, support someone who is.

We started off as Family and Community Services Foster Carers but chose to transition to William Campbell Foundation a couple of years ago. All FACS Foster Carers will need to make that decision.

**"I have been delighted to watch them grow and develop in such a wonderful warm and nurturing environment ...."**

Family & Community Services

\* Name changed to protect child's identity

Leah & Paul Warner



## STORIES

### MEET ULLADULLA'S FOSTER CARERS' CARERS

Michelle and Trevor Joyce have cared for more than 30 foster children over the past 15 years, and they have a support role for Foster Carers in the Ulladulla region.

"I guess I have a bit of a calling. I'm a nurse by training, but I believe I have a gift to offer children in foster care.," said Michelle. "Both of our families had fostered children when we were growing up and we felt we had the love and time and room in our lives to expand our family".

"We have three boys of our own who are brilliant role models. They value the way our family operates, how we make time to talk and listen to each other."

"I consider my role as a Foster Carer to be my job. I feel responsible and am accountable for everything I do. What the kids give back is absolutely amazing, it might take years but the rewards are there."

"I feel so proud when I see them achieving and succeeding in life. My aim is to help our foster children to be as independent from us as they possibly can by the time they are 18 years old. Yes they need to be loved and cherished but we also teach them to be responsible for their actions, to care for each other," said Michelle.

Michelle and Trevor recently transitioned to William Campbell Foundation from Family and Community Services (FACS).

"We are really happy with our decision. We feel satisfied, contented and happy with the level of support available to us and our children," said Michelle. Michelle also has a role as the local Coordinator for Connecting Carers. "My role is to empower Foster Carers," she said.

"Often Foster Carers can feel like they are on their own and that their Caseworker and the Foster Care Agency are on one team and that they are on another. I've been able to help other Carers see situations from a different perspective and can see them relax once they've had an opportunity to talk things through," she said.

"Trevor also has an unofficial role as an 'on-call' advisor. If a Carer is uncertain of how to handle a situation, they often ask Trevor to come to their home. Trevor is able to connect with a child and talk them through it and then talk it through with the Carer as well. He has worked in roles with troubled teenagers and has a lot of insight from his experiences," said Michelle.



Michelle & Trevor Joyce

**"My role is to empower Foster Carers."**

Michelle Joyce,  
Coordinator for  
Connecting Carers

## STORIES

### SINGLE MUMS IN FULL TIME WORK CAN BE FOSTER CARERS

Tammeka Milne has always wanted to be a Foster Carer but as a single mum who works full time she thought she would not meet the criteria.

"I never thought I could do this, I didn't think it was an option. Then I found out about respite foster care, which sounded perfect. I started to look after children for a weekend once a month," said Tammeka.

"Being a Respite Carer is ideal, we get to enjoy having another child in the house and they get to come and do fun things with us. I have always wanted more children and my parents always talked about becoming Foster Carers, I'm glad that I've finally done it," she said.

"It has been everything I expected. We've had a few different children stay with us for weekends and they have all been so happy to spend time with us. Hearing children giggle and laugh is such a reward for me," said Tammeka.

"Each child has appreciated that we've let them choose how we spend our time, whether it is kicking a football around, going to the beach or doing a jigsaw."

"I've been caring for a 12-year-old boy every weekend and I had been told that he wasn't a happy kid. It has been great to see him relax," she said.

"William Campbell Foundation have been fantastic in accommodating our needs, they came and did the assessments at our house after hours. My sixteen-year-old daughter was even able to sit in on the weekend training sessions," said Tammeka.

"Some of the training was confronting for my daughter, even though she has been through a lot with the loss of her dad, she hasn't experienced the abuse that some children in foster care have," she said.

"Being part of that training has helped her with her studies, she is doing Community and Family Services in year 11. She is now considering being a Caseworker when she leaves school," said Tammeka.

**"We get to enjoy having another child in the house and they get to come and do fun things with us."** WCF Respite Carer

Tammeka Milne





## FUNDRAISING

Close to 160 people came to Wollongong City Diggers to test their trivia knowledge at our major fundraiser for the year on 11 October 2013. The University of Wollongong proved to be smart cookies on the night, winning the 8 rounds of trivia. Unlocking the treasure chest and the coin rolling were also popular on the night.

Waterview Gallery artist, Linda Brown provided an opportunity to have a caricature drawn. And many people went home very happy with their bargains thanks to the silent auction.

Auctioneer Leigh Stewart captivated the audience with three fantastic packages. Raffle winners walked away with a flat screen TV & Blue Ray DVD Player, a \$200 IMB Voucher and a Wollongong Hawks Package. Tania Brown and her team (with Marty Haynes as MC) ran a great Trivia Competition that challenged every table in one way or another. Our fundraising committee did a great job pulling it all together.

Thank you to Bob and Di Elvy, Leanne Gamble, Alan Dicker, Renee Lever, Jay Clegg and of course Suellen Emerton, Nina Henderson and Bill Campbell. Thank you also to Rob Henderson, Melanie Randle and our corporate supporters Cleary Brothers, RMB Lawyers, Kelly and Partners, IMB, Hillside at Figtree and Redgum Ridge for recruiting trivia participants.

We also appreciate the support of our sponsors; Amcal Max Dapto, Bluescope, KFW Infrastructure Professionals and the Steelers Club. Media Partners WAPLES, i98, WIN Television and the Illawarra Mercury. City Diggers (free room hire), Levers, Haworths, Self Less, Sydney Festival, Jewellery from Lorriane Lehman-Jones, NSWRTM, Wild Duck Creek, Barbara Street, John Street, Penny McKay Art, Spa Seminyak, Nutrimerics, Culinarius by Monica, Wollongong Hawks and Bunches.

**“I never thought I could do this. I didn’t think it was an option. I found out about respite foster care which sounded perfect. I started to look after children for a weekend once a month.”**

WCF Respite Carer



WCF Charity Trivia Night poster



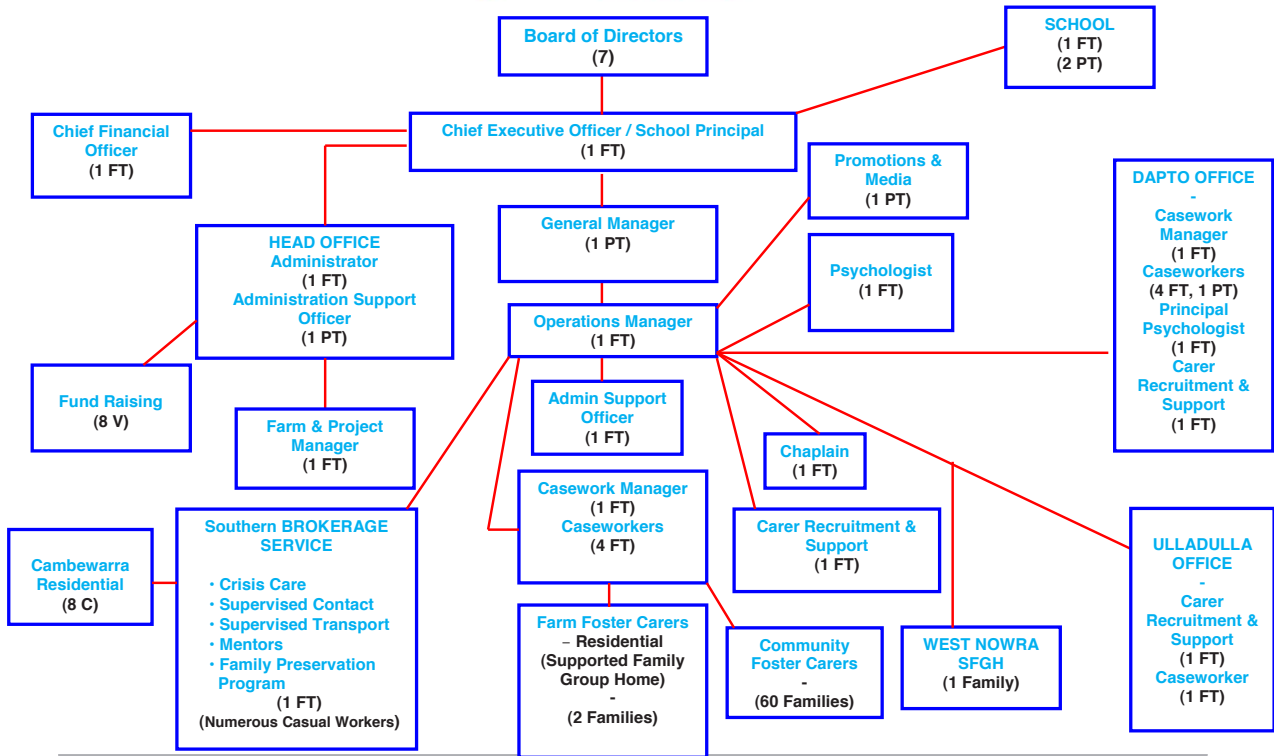
L to r: Suellen Emerton, Leanne Gamble and Renee Lever

Supporters at the Charity Trivia Night, l to r: Bob Elvy, Di Elvy, Dawn Campbell, Bill Campbell, i98FM's Marty Haynes



Supporters at the Charity Trivia Night, Bob Elvy, i98FM's Marty Haynes, Bill Campbell, i98FM's Bianca Dye and Sean O'Shannassy.

# ORGANISATIONAL STRUCTURE



Foster Carer Nicole Van Ingen



Foster Carer Marian Ridgeway and her daughter, Yvette



L to r: Craig Hissey, Meryn Corbyn, Megan Battista and Psychologist Emma Butler at our school open day.



The Dapto team L to r: Tracey Billett, Alicia Forlano, Belinda Crook, Anita Barbara and Michaela Franze'

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### SPONSORS



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Pranita Dyer  
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Culinarius by Monica  
Alan Dicker  
Bob and Di Elvy  
Jay Clegg  
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Oatley Uniting Church Opportunity Shop  
Paul Green

Penny McKay Art  
Dr Melanie Randle  
Ray White Kiama  
Redgum Ridge  
South Coast First Aid  
South Coast Wolves  
Spa Seminyak  
Steelers Club  
Barbara Street  
John Street  
Sydney Festival  
WAPLES  
Wharf Road Restaurant Nowra  
Wild Duck Creek  
Wollongong Hawks

## SUMMATION

William Campbell Foundation count it a privilege to serve children and young people at risk. We have a proven track record of providing quality care and accommodation to children and young people.

We are proud to offer professional and well qualified Staff to support children, young people and Carers, in achieving William Campbell Foundation's vision, ethos and purpose.

For more information, please contact:

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Website: [www.wcfoundation.org.au](http://www.wcfoundation.org.au)

**“Each child has appreciated that we’ve let them choose how we spend our time, whether it’s kicking a football, going to the beach or doing a jigsaw.”** WCF Respite Carer



L to r: Sue Malley and Jenny O'Donnell at the Christmas Family Fun Day



L to r: Sonia Liddicoat, Bill Campbell, Suellen Emerton, and Michelle Joyce at the Christmas Family Fun Day



L to r: Sharon Butler and Belinda Charlton at the Foster Carers luncheon



L to r: Jenny O'Donnell and Jenny Lay at the Foster Carers luncheon