

# Kyabram Community & Learning Centre Inc.

## Annual Report

1st July 2017 - 30th June 2018



Respect, Community, Inclusion,  
Integrity, Innovation



# Kyabram Community & Learning Centre Inc.

## Annual Report



### **Acknowledgement of Country**

KCLC acknowledge the traditional custodians of this land and pay our respects to the Elders both past, present and future for they hold the memories, the traditions, the culture and hopes of Aboriginal Australia. We always remember that under the concrete and asphalt this land is, was and always will be traditional Aboriginal land.

### **Mission Statement**

We are a socially inclusive learning organisation respectfully meeting the needs of the Kyabram region. We are a central hub for a range of valued community and support services. We facilitate, deliver and advocate for our families and individuals to develop personal and interpersonal skills to connect and empower our community.

### **KCLC's Commitment to Ensuring a Child Safe Organisation**

KCLC are committed to creating an environment for children and young people to be safe and feel safe. We commit to using best practice standards in the recruitment, screening, and employment of KCLC employees and volunteers so they will not harm, abuse or exploit children and young people who are involved in our programs, services and facilities.

### **Quality Statement**

KCLC is committed to providing flexible, responsive and innovative services of the highest quality that meet the needs of Children, Families, learners and Community members. With a dedicated team that strives for excellence, we focus on maximising opportunities for growth and development for families, individuals and communities.

KCLC has a commitment to assist in providing a tailored service that is culturally sensitive, inclusive and respects the dignity of all people. This is underpinned by our overarching KCLC organisational mission.

The name of the town is thought to derive from an Aboriginal word Kiambram meaning "Thick Forest".



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### Our Committee of Management

Peter Hann	Chairman / Treasurer	Dianne Boulton	Public Officer/Secretary
Kerrie Bozzella	Committee Member	Jane Braiser	Committee Member
Leanne Reed	Committee Member	Michelle Sing	Committee Member

### Our Leadership Team

Jennifer Savage	Chief Executive Officer
Vicki Huggard	Integrated Family Services Co-Ordinator
Emily Edgar	Childcare Co-Ordinator

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### 2017/18 Year at a Glance

Over 42 volunteers participated in 7825 hours volunteered (\$234,750)

Childcare Capacity  
Booking at 98%  
Families 69  
Children 97

Provided support to 759 Centrelink Users at the KCLC Agency  
1,500 accessed Centrelink Services

3.54 tonnes of food in hampers provided to people in need

Financial position of the organisation has strengthened in 2017/18

KCLC support 37 community groups through equipment, committee participation, business services

For every \$1 funded : \$1.72 Volunteered in kind support generated

Unlimited giggles each week in childcare

KCLC provides support to 26 other Kyabram district community organisations on 1248 occasions

Provided 1640 Hours of ACFE courses across Campaspe

Family Services have provided 338 families support for over 4300 hours

Social Media page likes 1101

Staff participated in 860 Hours of Professional Development

3750 Community meals served

Over 3000 articles of clothing and toiletries provided to community

Appeared in Local Media 68 times and 3 appearances on Television

## Chair's Report

It is with pleasure I submit my third chairman's report. This year has been about continuing to build on the structures that we put in place. The committees continue to work well and has allowed for an all-round contribution of all Board members. This year we have seen the departure of two long standing members Beth Murray, Neta Kirby. We thank them for their contribution and wish them well. We welcome Michelle Sing, Leanne Reed, Jane Braiser to board and acknowledge their contribution. We also welcome Vicki Huggard to our staff.

We have been reviewing our strategic plan and have developed a draft plan for public comment.

The Ethics committee have continued the task of reviewing and reworking the "Policy and Procedures" of KCLC and I complement their diligence and attention to detail. Well done to Di and her team.

The Assets committee continue to undertake a review of our asset, both property and equipment including cataloguing and valuing. They are also identifying assets that are surplus to our needs. Once again thanks to Kerry and her team.

The Finance Committee with the very able leadership of Michelle has produced easily read format of financial reporting. The long-term viability of KCLC is now assured and we can look to the future with confidence.

There continue to be many reforms for Family Support Services and Childcare in the coming years and KCLC look forward to engaging with these and continuing to improve the services we are providing to the Kyabram District. An initiative this year we opened the Learning Studio which is open to all Kyabram District members to enable children to have the same opportunities as their city cousins, including quality childcare and learning opportunities.

I would like to express my gratitude to the Committee of Management, Di Boulton, Kerrie Bozzella, Michelle Sing, Leanne Reed, Jane Braiser.

The most pressing challenge for KCLC is recruitment of board members and in particular a Treasurer and future Chairman. (I use that term as Chairmanager)

In closing, I would also like to publicly thank and congratulate our CEO, Jennifer Savage, in particular her work ethic and attention to detail.



Peter Hann  
Chair/Treasurer

## Meetings of Committee of Management

During the Financial year, 22 meetings of Committee of Management (including sub-committees of Committee of Management) were held. Attendances by each director during the year were as follows:

	Committee of Management Meetings		Audit and Finance Sub-Committee		Ethics Sub-Committee		Assets Sub-Committee	
	Number Eligible to attend	Number Attended	Number Eligible to attend	Number Attended	Number Eligible to attend	Number Attended	Number Eligible to attend	Number Attended
Dianne Boulton	6	6			6	6		
Michelle Sing	6	6	5	5				
Leanne Read	6	6			6	6		
Jane Braiser	6	6					5	4
Peter Hann	6	4	5	5				
Neta Kirby	6	4			6	4		
Kerrie Bozzella	6	6					5	5
Kara Canny (community)			5	4				
Dermot Brophy (community)							5	3

## CEO's Report

*"Do not let what we cannot change, stop us from changing what we can."*

It is my great pleasure to welcome you to KCLC's 2017-18 Annual Report. This year we achieved tremendous results and faced many challenges.

Leading an organisation through change can be difficult, however, it is made less so when surrounded by a supportive Board and positive visionary leaders. I have the greatest admiration for our staff and volunteers who throughout the year remained unwavering in their commitment to the work they do. I thank them all for their dedication to our community, and welcome Vicki Huggard to our community as our Family Services Co-Ordinator.

I am proud to report in 2017-18 KCLC worked across the Kyabram District. Towns including, Kyabram, Tongala, Rushworth, Rochester, Corop, Girgarre, Stanhope and many in between. We have provided increased support to more communities than ever before. In the last financial year KCLC has connected with more individuals comprising of families, children, young people and community members from across a range of our programs.

Moving forward I am encouraged by the promise of tomorrow and KCLC's aspirations for the future; a future that inspires leaders at all levels of KCLC, builds on a culture of learning and acceptance, allows for mistakes and places a greater focus on the application of our learnings.

This year KCLC's annual report truly reflects the incredible work undertaken by staff and volunteers across our footprint working in line with our strategic direction, mission.

I continue to be inspired by the courage and determination of those we support, their stories and the challenges they face in pursuit of a positive future.

The 2018/19 year promises to bring some new and exciting additions to Kyabram. These include Kindergarten program in addition to childcare services, extension of the number of children that are able to be cared for at KCLC, expanding our use of digital forms to reduce our impact on our environment.



Jennifer Savage

# Kyabram Community & Learning Centre Inc.

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### KCLC Strategic Plan 2017 - 2020

#### *OUR STRATEGIC PILLARS & OBJECTIVES*

##### **Ethics and Governance**

- To demonstrate leadership through legal, financial and ethical policies
- To gain and maintain the respect of the community
- Active engagement and listening has been the cornerstone of KCLC's community
- To develop clear succession/recruitment of boards
- Remain accountable to our staff, funders, clients and community

##### **Sustainability**

- Planning and using our assets efficiently
- Strengthen our financial sustainability
- Maintain our environmental sustainability
- Establish a clear identity for the organisation
- Strengthen and understand our client and community needs

##### **Operational Excellence**

- Clear processes and structures to guide our operations
- Constantly up-skilled staff and management
- Attracting and retaining passionate and energetic staff and management

KCLC have worked diligently over the past 3 years to achieve the Objectives set out in our 2017 Strategic Plan. While we will continue to develop and improve these items through continuous improvement, KCLC acknowledge the need to move towards new goals to ensure KCLC continues to strive for quality and best practice in all that we do.



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### Draft Strategic Plan 2020-2025

<b>If We:</b>	<b>By:</b>	<b>This will result in:</b>	<b>Which will lead to:</b>
Build our business sustainably through effective and robust governance practices	Effectively using outcomes data and key measures to inform decision making	Robust policy making and strategy framework for the centre, management, staff and community to operate within	Increased stakeholder recognition of quality contribution KCLC makes to the Kyabram District.
Strengthen our leadership capacity to represent and advocate Kyabram Districts needs and interests to our key stakeholders	Developing comprehensive stakeholder management, engagement and marketing strategies	Greater member and stakeholder confidence in KCLC and increased engagement in KCLC activities and partnerships	KCLC being the point of contact for reform policy and community development and strategy advice
Seek resources to address service gaps based on need and our capacity to deliver	Mapping services available in the Kyabram District to determine gaps, and strategically select gaps to fill and method	Improvement of service delivery for Kyabram District	Supported, healthier and empowered community
Actively pursue opportunities for collaboration	Strengthening partnerships with agencies and organisations servicing or willing to service the Kyabram District	Increased capacity to provide products and services to the Kyabram Community	The Kyabram Community receiving increased services, strengthening the capacity of families and a healthier community
Raise awareness of services, strengths and brand	Marketing plan	A recognisable brand associated with quality which is easily identified within the region	Improved identification of KCLC and the services and products available within the community.

**Overall this will contribute to** enhanced individual and societal appreciation of the value of the Kyabram Community and Learning Centre and valued as a significant contributor toward achieving social development, and cohesion within our region.

## Kyabram Neighbourhood House

*“People will forget what you said, people will forget what you did, but people will never forget how you made them feel”. Maya Angelou*

### Customer Reflection

“KCLC are my family. I have my family and then my KCLC family. I come here most days as they look after me and support me, they accept me and care for me. If it wasn't for my KCLC family I'm not sure if I would be here. Thank you so much.”



Kyabram Neighbourhood House is funded for 25 hours per week, this financial year the Neighbourhood House sector campaigned to ensure the State Government funded new Neighbourhood houses and increased all house funding to 25 hours. This is a significant increase in funding for our sector. Despite this welcome increase for many houses, there are still a significant number of houses that provide services to the community on a full time basis, KCLC is one such house. Our communities needs are not 25 hours per week, they come at a wide variety of times and needs. KCLC engages with a wide array of outreach services in an attempt to meet the need of our District. All staff at KCLC work diligently to use their creative and inspired minds to assist community find the solutions they need. Without this innovation and 'out of the box' thinking our community would not be as well connected and supported as it is.

One of the greatest challenges we face is the boundaries of our council and DHHS. These boundaries reduce our ability to obtain support from Shepparton (our closest Regional town) and requires our services to be delivered from Bendigo, without transport connections, or reliable outreach options. KCLC will continue to work to change the alignment of our governmental boundaries to ensure services are provided to our communities in an efficient and timely manner.



### Volunteers and Student Placement Programs

With growing demand and funding limitations, KCLC have expanded our volunteers and Student Placement opportunities to grow our service capacity. We thank the incredible, dedicated volunteers and Students that commit time at KCLC. We look forward to continuing our time together and ensuring that we show our appreciation for all that you do at our Volunteer Morning Tea.

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### Coat Drive



We have seen the KCLC Coat Drive continue to grow once again this year. Now in third year, we distributed over 3000 items which also included blankets, hats, scarves and other items, more than double last year. Providing access to warm clothes is both a basic need but also a way of encouraging people to be able to reduce their energy bills through reduced home heating. To achieve these results, we say thank you to all the community volunteers and businesses that supported Coat drive this year. Our community partners and driver have been at Sheridan Partners and all Companies located within the building. We would like to thank Judy Nuttall in particular as our primary contact for this initiative, and every community member that support Judy in supporting KCLC provide these items to the community.

### Toiletries for all and Dignity Bags

This is the second year KCLC has run the toiletries for all program. This program provides toiletries for people within the community that may require assistance and support. People that have collected toiletries during their stays in hotels donate them to KCLC to distribute to people in need of assistance. All donations from the community to support this program are welcomed.



Dignity bags have been organised by Leslie Lowe and the members of the Kyabram Craft Group. These bags are provided to women in need of support when leaving Domestic Violence and refugees that have babies and do not have supports. These bags are also provided to other services to provide to women. This year the demand for these bags have continued to grow with

KCLC supporting many other agencies provide these bags to women throughout our District. We would also like to acknowledge the support of community donations, organisational donations that support this program.

### The Giving Place



The Kyabram Giving place is an opportunity for the community of Kyabram to donate items to be offered free of charge to the community. Items currently include clothing, canned packaged food, Manchester and shoes. Items vary depending on donations. The giving place is located beside the front door of KCLC to enable people to both donate and collect items freely, without the need to request from KCLC staff/volunteers. The free access to items is important when rebuilding trust with people that may find it challenging to trust people due to their experiences. A relationship builds, and requests for support through KCLC's other programs becomes easier.

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### Community Meal, Community Garden



Community meals are a great way to provide wholesome food and a social get-together for people in our local area, while also using up surplus food and reducing waste. Meals are organized by volunteers at the KCLC community kitchen. Food is prepared using ingredients donated by individuals, grown by the Kyabram community garden or Shepparton and Bendigo Foodshare

programs and local Kyabram Businesses.

Any excess food is available for people to take away for meals during the week, or frozen and provided to people in food hampers.

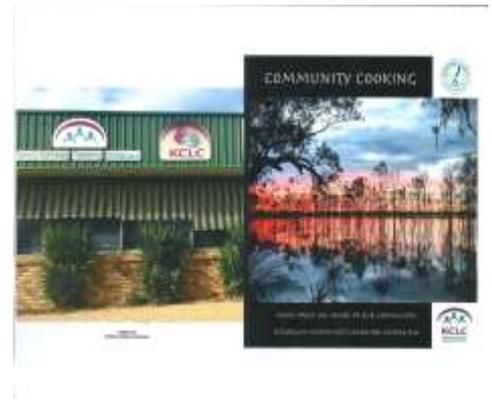
Community meals not only provide an opportunity for people to donate their unwanted food to the cause, but also a fantastic opportunity to get together and share food waste reducing tips over a good meal. Many people can also struggle to afford food. Although Australia is one of the richest countries in the world, rising food prices and difficult economic conditions have contributed to a huge increase in food banks supporting those in need.

Running a community meal event directly tackles these challenges, by bringing local people together to prepare and eat good quality food. The event is also an opportunity to advertise our local food bank.

Food is often the key first step towards a longer term solution. Most agencies agree that food is a significant reason why people seek their services, and the provision of food builds trust, enabling the agency to offer other services such as housing or education.

We are selling cookbooks to support our community meal for \$20, or a cookbook/tea towel bundle for \$25. Books are for sale at KCLC reception, Wickedly Divine, Kyabram Town Hall, Fitzgerald's Butcher.

We thank the Students and staff at Kyabram P-12 College for their support of this program and donation of Food items from the Kyabram Food Swap Program.



### Community Garden re-invigoration

KCLC and volunteers have worked to re-invigorate our community garden. This has been exciting to see the renewal of this space. KCLC Childcare children have loved engaging, growing, picking and tasting items they are growing. KCLC volunteers, St Augustine's students and Kyabram Cubs as well as community members have all spent time planting and developing this space with support provided by Bunnings Echuca.

We look forward to further improvements with support from Bendigo Bank coming in the 2018/19 year. This will enable the establishment of more accessible plots for disabled and older members of our community, a run for chickens and ducks to provide eggs and other exciting additions to the garden.

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### Colour Kyabram



Colour Kyabram has been an exciting addition to the Kyabram Events Calendar. KCLC ran our first Run in 2018 and received a great support. The development of this vital fundraiser for KCLC enabled the Learning Studio to be started with the \$3500 raised from the event.

In 2019 the Colour Kyabram, Colour Run promises to be bigger than ever. The Colour Kyabram will continue to grow with more sponsors coming on board to provide even more activities and fun for the community to engage with.

As with any great event Volunteers are a vital component and KCLC are continuing to engage with the community to support this exciting and fun community activity February 17<sup>th</sup>, 2019.

### Kyabram Boomerang Bags



BOOMERANG BAGS IS A GRASSROOTS, COMMUNITY DRIVEN MOVEMENT TACKLING PLASTIC POLLUTION AT ITS SOURCE.

At KCLC volunteers from all walks of life get together to make re-useable 'boomerang bags' using recycled materials, as a means to provide a sustainable alternative to plastic bags. The bags are given away to friends, family, colleagues, bagless strangers and so on, as a plastic bag alternative that can be used and reused, or passed on to others in need. The bags create a platform to start conversations, make friends, up-cycle materials and work towards shifting society's throw away mentality to a more sustainable revolution of re-use – one community, needle and thread at a time! Together we link hands globally to create a paradigm shift to a more connected and conscious society.

### Campaspe Family Violence Action Group

In 2017/18 The Campaspe Family Violence Action Group has transformed from a group tarding a movement to one that has developed a strong collective of both community and organisational members to continue to develop this movement. Echuca Regional Hospital and Shire of Campaspe held the positions of Chair and Deputy Chair of this group and KCLC Treasurer. This movement towards other organisations within Campaspe to hold positions within this group is an important acknowledgement of the importance of the work that this group undertakes and the engagement within the community. Working to develop a strong, engages, safe and equal community within Campaspe and wider District is vital to reduce/end Violence towards women and other violence within our community. CFVAG was recognised in Campaspe Shire's Australia Day Awards for the Rosie Batty Events Held in 2017.



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### Strength in Number - Support and Fitness and craft Groups

Social support means having friends and other people, including family, to turn to in times of need or crisis to give you a broader focus and positive self-image. Social support enhances quality of life and provides a buffer against adverse life events.

Whether from a trusted group or valued individual, social support, has been shown to reduce the psychological and physiological consequences of stress, and may enhance immune function. Social networks, whether formal (such as a church or social club) or informal (meeting with friends) provide a sense of belonging, security, and community.

In fact, social support is now proven to be a literal life-saver. People that are supported by close relationships with friends, family, or fellow members of groups, work are less vulnerable to ill health and premature death. Individuals afflicted with leukaemia or heart disease have higher survival rates if they have extensive social support. There is also a strong tie between social support and measures of wellbeing. Those who have close personal relationships cope better with various stressors, including bereavement, job loss, rape, and illness (Salovey, 2000).

### Physical activity and mental health

#### Being physically active:



### ACFE Pre-Accredited Training

Pre-accredited programs are short modular courses designed for learners to gain confidence and skills. They focus on creating pathways to further education and training or a step to employment.

- Employment Skills - Training in basic skills to support work or further learning, such as communications, teamwork and problem solving, job search skills.
- Vocational Programs - Vocational education that assists people with skills acquisition required for specific occupations to start work, return to work or to change jobs.
- Adult Literacy and Numeracy - Training in literacy and numeracy skills including teaching English language to people from culturally and linguistically diverse backgrounds, for example English as an Additional Language (EAL).

Courses offered in 2017/18 included; Customer Service Training, Aquaculture, Computer Courses, Back to Work, Reading and writing, Introduction to Furniture Making.

In 2018/19 we are offering more courses to our communities; Computer Studies, Furniture Making, Improving Literacy, Customer Service, Introduction to Horticulture/Aquaculture. In addition 3 short courses have been included to the program; Introduction to Farming, Social Media, Food Handling/Kitchen Hand.

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### Integrated Family Services

*"It takes a village to raise a child"*

I'd like to thank this village for displaying strength, commitment and passion that I see within it. I have been here for 6 months and viewing the workings of a collaborative caring community. Kyabram Community and Learning Centre (KCLC) from my eyes as the Integrated Family Services Coordinator is a hub of that collaborative community.

I have witnessed the generosity of time and talent from volunteers, community members, staff, co-located agencies and organisations with their generous support, hard work and donations of material aid. This has displayed a hub of support. All working towards collaboration to support and advocate for vulnerable families in this village. I have experienced values that support a village, Respect, Courage, Fairness, Empathy, Honesty, Trust, Inclusion, Justice, and Equality.

I value and appreciate those that displayed this supportive village to the staff of the Family Services unit and KCLC.

The material aid and volunteer contributions have not only supported those living in the Campaspe Shire, but also vulnerable mothers and their new babies across GV Base Hospital and Echuca Regional Health through the mums and bubs programs. With appreciation I would like to name Leslie Lowe and the craft women she supports. Rhonda who has volunteered in reception and the staff from Sheridan Partners, Dawes and Vary Riordan and Waterpool Co-op for that hard work and donations we have valued. The Family Services team together with this village have supported 267 families with short interventions of support and 71 complex cases with a total for the year 2017-2018 of 338, 7 more families than the previous financial year.

The team have facilitated sessions:

- Bringing up great kids
- Drumming workshops
- NEUROPTIMAL Sessions
- Women moving forward

With one family having an opportunity for one of their young people to experience 'Cottage by the sea' camp.

I thank you for your welcome.

Vicki Huggard  
Co-ordinator Family Services



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### **Client Story** (De-identified, Alias used for privacy)

I'd like to introduce Anna (Mum with physical health concerns), Steven (Dad), Liam (15, cognitive disability), Tracy (14), Nathan (10), Emily (7). They have had assistance from Integrated Family Services three separate occasions since 2007. Each of the 3 occasions was a family presentation of crisis support. One due to a traumatic experience for their oldest child during her first year at Primary School, the second when they were at risk of homelessness and this current year when their oldest child, Lee (16) without warning or communication absconded from home to live in an unsafe environment 4 1/2 hours away.

Anna and Steven lived in an around a small rural community for 10 years before their rental property was sold and the family moved. The children at this time had some freedoms that a rural area can provide. Living in a small town that has criminal activity and disturbances during the night and early hours. Anna has had a traumatic early life experience and is triggered often when she has anxiety for her children being unsafe. Anna and Steven are fearlessly protective of their children and their home environment. Anna and Steven contacted police and family services when their 16yr old ran away from home. As a result Child Protection became involved and removed her from the unsafe environment she ran away to. Lee has chosen not to return to the family home or communicate with her family. This devastated the family unit and the legal response has left the family anxious, hurt and grieving. The family now grieve the loss of their daughter and sister. A main concern, anxiety and question for the Anna and Steven is could this happen again? Could they lose another child? If the adolescent children feel the current pressures from protective strategies, grief, health concerns and financial stress would they try to escape it in unsafe way?

The legal system they have faced trying to have their daughter return and communicate with family has been harrowing and taxing. Leaving Anna and Steven feel little trust or control. The unknown of where she is, if she is safe? Will she continue in her education? Let alone Lee's siblings are feeling hurt and feeling Lee's loss every day.

Family Services have supported Anna and Steven with a family action plan and coaching the family. Taking one step at a time, one goal after the other to improve their circumstance. Knowledge of the professional supports system; financial, legal and linking the parents with support options for them to choose. Family Services with the families consent have had supportive communication and collaborations with the schools, police, financial adviser, mental health and medical professionals. This has resulted in Anna and Steven feeling that they are participating in their own steps to improving their autonomy.

Family Services have seen each family member deal with their grief differently and use different strategies. Some of the family have chosen to use photo journals, diary writing and art journals to express their feelings. Taking one step at a time to look after their own and their children's physical health and mental health. Attempts to move the family away from the current environment. Applying for private rental has not been successful but Anna and Steven have taken the steps to improve their family's future. They have made steps to improve communication between themselves and the children so they can act and get support for the children when the children need it, looking at avoiding a similar reaction, reviewing their protective strategies and changing them in a way that they are still comfortable and not triggered. Anna and Steven have a feeling they have a sense of control over their lives.

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### Kyabram Christmas Program

Families supported by KCLC are primarily in receipt of Family Support Services. This program supports families that are not operating as successfully as they might and are provided services and support to learn a new way to function and improve their circumstances for the benefit of their children (under the age of 18 years).

In 2017 we had 65 families utilise our service and offered the assistance of hampers and toys for children to all families that engaged with us, not just those receiving a service leading to Christmas.

These children often are exposed to trauma within their childhood and at various times of the year we offer respite to families and positive experiences to children to enable them to have affirming encounters that can assist to carry them through the challenges they face in life.

Many of our families experience family violence, which can leave children with emotional scars and the inability to know what a healthy relationship involves, some families have experienced personal trauma which takes significant support to recover.

Providing gifts for the children at Christmas provides the children an opportunity to be 'normal' and experience this time of the year similarly to their peers and provide positive engagements when they return to school in 2018 and be able to recall what they received for Christmas.

To provide gifts for all of the children a number of community members came together to provide for the children of our community.

These include;

- Target Country Donations
- Businesses providing donation trees to collect gifts
- Hampers were provided by St Vinnies and items donated directly by other families
- Monetary donations from community members to provide for the others in need.
- Wooden toys provided from timber workers in our district
- Craft group made quilts for children and quilts and pillows for doll beds



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### Childcare

*“Play is the highest form of research” Albert Einstein*

This year has been an extremely busy year with many new and exciting experiences for children and educators. This year we changed our operating hours as per the feedback from families, we are now open from 7.30am to 6pm.

This has been of real benefit to our families. A new digital program was introduced to ensure families were regularly updated with their child's progress and experiences. QK Kids Enrol and Journeys was incorporated to assist families with booking children in and marking any absences to allow them to sell their spot. These programs also allowed families to read and reflect on their child's day when it suits them rather than at pick up which can be a rushed time as many families were wanting to get home after a big day at work.



QK Journeys also allows families to share picture of their children with their child's community. In February 2018 we saw the introduction to the revised National Quality Standard and Assessment Framework. The educators have been involved in some fantastic professional development this year. We had the pleasure of Jo Lange to look at the principles and philosophy of positive behaviour management over two days, we also invited other early years learning professionals to attend from our community.

It was well represented. This year was a first for KCLC Childcare speaking and representing all the wonderful work and experiences we provide our early years children in the Kyabram community at the first Campaspe Shire Early Years Network gathering. All staff have completed our annual First Aid, CPR and Anaphylaxis Training night. This year we opened it up to our families and once again had an impressive attendance from our community.

The staff had the pleasure of learning from Vedia Besim who shared her knowledge and skills around writing observations to ensure we are capturing the learning occurring at KCLC Childcare. All staff have also completed the following courses, Doing Food Safely, Mandatory Reporting and a self-defence lesson. Tracey Farrell from Hidden Treasure hosted a session around Understanding Complex Trauma in Children which three out of the 6 childcare staff attended.

The staff have reflected on current practices and implemented changes to continually improve and stay up to date with current practices.

This year KCLC reviewed our Philosophy with Parents, KCLC Staff, and Community. It was a fantastic experience to learn what is important to each of our stakeholders and ensure each voice can be heard in our Philosophy.

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### KCLC Philosophy

KCLC Childcare provides an inclusive curriculum based around the Victorian Early Years Learning Framework, also including the family and child's voice.

KCLC incorporates community practice to promote children's identity, wellbeing and sense of belonging in a safe and sustainable environment.

We believe as educators the early years are critical for establishing self-esteem, resilience, healthy habits, curiosity, empowerment and a love for lifelong learning.

As educators we are dedicated to continually update, reflect and improve our practice through ongoing professional development.

### Achievements

- The purchase of two prams to assist with excursions outside of KCLC grounds and the purchase of High Vis vests to ensure safety is paramount.
- Regular excursions to Warramunda Nursing Home to make connections with our community and share the learning that happens at KCLC Childcare
- Frequent excursions to the Community Garden, helping to provide for the community meal and teaching children about sustainability and where food comes from.
- A variety of excursions to different venues such as Safeway, the Library and Kyabram Fauna Park.
- Bunnings donated plants to help kick start our vegetable garden in the Community Garden. We had a number of family members and volunteers to help in the garden with weeding and planting.
- Throughout the year we have held family friend events such as Mother's Day open day, Father's Day open day, Grandparent's week, Easter Party, Graduation and a Christmas Party.
- The Learning studio room opened up and has been a frequent incursion for the children to further develop essential developmental skills.
- A new assessment has been applied for. Many changes lead by the team, have occurred to improve quality at KCLC Childcare.



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### Parent Reviews

*"The first five years have so much to do with how the next 80 years turn out" Bill Gates*

"Our kids always talk about the girls/staff so we know they have a great time and relationship with them which gives us peace of mind and comfort in leaving them in care."

"My children love attending KCLC the familiar routine enables them to feel comfortable in the environment. They enjoy the activity tables which are set up and mostly like the sand pit when the weather is nice."

"X loves the extracurricular experiences he is able to participate in like Hey Dee Ho, the studio room and the community garden. He shares his daily experiences with us at home very enthusiastically often demonstrating what he has learnt. He has also particularly enjoyed the work done around Milo Monkey and has been able to grasp a very good foundation of the alphabet through this program."

"X's literacy and numeracy skills are well advanced for his age. I feel this is a direct result of his attendance at KCLC day care. The centre's focus on literacy has enabled X to become excited about learning. He loves and frequently mentions Milo the monkey and all their friends. Activities done at home are supported at day care and strong communication exists with respect to what learning is taking place which allows me to support such at home. Via email, songs and games played at day care have been shared and we enjoy playing and singing to the same at home. The songs have been useful in reinforcing the importance of packing up and washing hands. The day care certainly provides a shared approach to development between parents and educators. "



### Goals 2018-2019

- Create a unique Welcome to Country for KCLC Children with guidance from local Indigenous elders and community members.
- Include key policies and procedures are available on our website.
- Complete two stages of the Achievement Program.
- Childcare Expansion in 2019 in conjunction with a new Name (and uniform) for KCLC Childcare due to incorporation of Kindergarten into KCLC services.
- Opportunity community to become a physical part of KCLC by buying an engraved paver.

# Kyabram Community & Learning Centre Inc.

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### Studio Room

*"Children must be taught HOW TO THINK, not what to think" Margret Mead*

Our objective is to invest in quality early childhood development for children from birth to six years, to create better education, health, social and economic outcomes for the Campaspe Region. KCLC opened an Early Years Learning Studio, which is available for use by not only KCLC Childcare participants (85 Children currently), but all Family Daycare, Childcare Centres, Schools and community members within the Campaspe Shire. This will ensure that all children in our district will have access to this innovative and inspiring resource.



The foundation of this studio concept has been brought to our region as a result of visiting the World Renowned Reggio Emilia Centre in Italy, the model of all Australian early childhood learning centres since 2012. Professor James Heckman's ground breaking work with economists, psychologists, statisticians and neuroscientists shows early childhood development directly influences economic, health and social outcomes for individuals and society. Deficits in skills and abilities related to the early years development of a child drives down productivity and increase social costs to the public. We can address these problems and substantially reduce the costs to taxpayers by investing in the early years development of children within our community.



Qualified educators at KCLC have identified a need to support the development of our children. The Australian Early Development Census (AEDC) shows children are entering school with significant developmental delays. The AEDC data identifies children who are entering prep vulnerable in the following areas,

- i. Physical Health & Wellbeing,
- ii. Social Competence,
- iii. Emotional Maturity,
- iv. Language & Cognitive Skills and Communication Skills &
- v. General Knowledge.

In Victoria one in 5 children are entering school vulnerable in one of the five domain areas and one in 10 are entering school vulnerable in two or more domains. Over the past four years in the Kyabram district the AEDC data revealed a substantial increase in vulnerable children entering school. In 2012, 5% of preps were identified as vulnerable in Physical Health & Wellbeing domain. In 2015, this figure quadrupled to a staggering 19.5%. This increase is replicated across the four remaining domains.



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What is the benefit to the community for supporting an Early Years Learning Studio? There are many benefits this program plays. A child's first and most influential educator is their family. The Early Years Learning Studio will support families to develop their child's understandings and assists children to develop their own interests and identities in enriched experiences unable to be provided at home. From birth to five years children learn primarily through their five senses, each studio room will target these senses. Sensory play enhances the development of nerves which builds on synapses within the brain which increase a child's ability to complete more complex tasks. All learning experiences encourage a range of skills such as

- i. creativity,
- ii. fine motor,
- iii. gross motor,
- iv. hand eye coordination,
- v. spatial awareness,
- vi. concentration,
- vii. language development and
- viii. problem solving skills.

Each child and their family will bring diverse experiences, perspectives, expectations, knowledge and skills to our studio rooms. What each child and family will gain will vary depending on their prior experiences and knowledge. Learning is dynamic and complex, it needs to be seen holistically. Each child that enters our Early Years Learning Studio rooms will leave with a sense of success, the ability to problem solve and a curiosity to learn, which will impact their future learning journey and future success in life.



# Kyabram Community & Learning Centre Inc.

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### Business Services

KCLC has continued to support several other agencies and groups provide services to the Kyabram District. This includes providing Auspice support to groups including Hunt for a Cure, Indigenous Family Violence Action Group and the Campapse Family Violence Action Group, Community Support Groups and Agencies.

Outreach services can be one off access provision or ongoing space for Services to support the Kyabram District, learn, grow and achieve. Some of the programs supported by KCLC include; Haven Housing, Psychologists, office Space, youth Partnerships, Centrelink Agency, Counselling support, Warner Institute, and other education services.

KCLC Property at 226 Albion St, is home to the Kyabram Men's Shed, and furniture making and Aquaculture ACFE courses are held.

### KCLC Memberships

Memberships continued to grow in 2017/18. We currently have 95 Members, and look forward to growing this base in the coming years. We have 4 Membership Types, including;

- Individual Membership For one person 15 years or over, inclusive of one vote. Full members who are under the age of 18 are not able to become Committee of Management (for legal reasons). \$10
- Family Membership - For one or two adults and all dependent children within the family. There is one vote per family membership. \$15
- Associate Membership - For community groups to utilise KCLC facilities, room hire. \$10
- Life Membership - Nomination to be approved by the committee of management.

Becoming a member entitles you to the following.

- Attendance and eligibility to vote at the annual general meeting and any special meetings of the Association.
- Eligibility to stand for a position on the Committee of Management (excluding Associate members and Children within a Family Membership)
- Free Internet and WIFI Access (time limits still may apply)
- Birthday Card and Invitation to KCLC members only functions (Christmas Party, members morning tea)
- Your membership will be used to support community programs within our community.
- 2 free sessions on one KCLC program of your choice\*
- Updates on programs and initiatives supported by your membership.
- Email updates of all new and upcoming programs.

\*Public computer use maybe limited at periods of high demand, printings costs additional

\*2 free sessions to the value of a maximum of \$10

# Kyabram Community & Learning Centre Inc.

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### Campaspe Youth Partnerships

Youth Partnerships was created in 2012 to design and test new ways for youth services across all sectors to work together more collaboratively to support vulnerable young people. Youth Partnerships aim to engage local schools and agencies to build local capacity for enduring collaboration and service integration to better support young people.

The key goals of Youth Partnerships are to:

- Improve engagement in education and training; and
- Reduce the escalation of problems for individual young people.

Kyabram Youth Partnerships expanded to Echuca in 2016 and renamed itself Campaspe Youth Partnerships with Echuca schools and the Department of Education and Training joining the partnership, along with more Affiliate Members.

Kyabram Community and Learning Centre has been involved in this partnership since the beginning and plays a key support role in the provision of office space and rooms for meetings and our programs.

**Governance:** Eleven member organisations and eight affiliate member organisations are now signatories to a Memorandum of Understanding. The strategic plan has been updated to reflect the progress and objectives for both the Echuca and Kyabram settings. The Management Group manages and oversees the programs, and the two localised Operations Teams in Echuca and Kyabram plan and implement the programs.

The partnership is still growing with more member organisations signing up for the Memorandum of Understanding to be signed in November 2018 and funding secured for the next three years.

**Integrated Service Directory:** The Continuum of Need Framework, a risk assessment model developed in St Arnaud was trialled by Echuca East Primary School trialled as a pilot under School Focused Youth Service. This mapping tool for students at risk has been adapted for secondary schools with a Kyabram and an Echuca version. The tool has been shared with all the schools in the Campaspe area.



**Kyabram activities:** The Kyabram Operations Team continued with its Flexible Learning Options programs and the MATES youth mentoring program. These programs aim for the disengaged young person to improve attendance, re-engage with their learning, improve personal skills and connect with the school and wider community.

'Junior Park Rangers' at the Kyabram Fauna Park is an early intervention programs for Grade 5-6 students 'at risk' of disengaging with their learning. The animal based program has continued to be popular with the students with hands-on activities and co-operative learning, promoting responsibility and respect for others.

The 'Go with the FLO' five-week program targets secondary aged students and is based on the 'Coaching Young People for Success' program and developing personal and work ready skills. This then sets them up for an individualised flexible learning program, tailored to suit their strengths and interests.

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The 'I CAN Network' was brought to Kyabram in 2017, continuing in 2018, to understand and support autism in our schools and community. I CAN Network aims to empower people to celebrate the Autism Spectrum, and supports our schools to see the individual strengths of people on the Spectrum. This included student talks and staff professional development for both Kyabram P-12 College and St Augustine's College and a combined mentoring program for fifteen secondary students. The primary based mentoring program the Imagination Club was started this year with fifteen Grade 4-6 students.



The 'MATES' mentoring program continued in 2018 with selected young people from both Kyabram colleges, being matched with volunteers from the local community according to their interests and compatibility. 'MATES' is an acronym for Mentor, Assist, Trust, Engage and Skills. Mentors are simply supportive, friendly and encouraging adults who meet with their mentees weekly, with some taking on projects together.



**Echuca activities:** Save the Children Australia has continued a MY Van program once a week with Echuca Specialist School.

The 'MATES' Mentoring Program commenced in 2017 with mentors recruited and trained and matched up with students nominated by the Echuca College and Echuca Specialist School and to be further developed into St Joseph's College.

The I CAN Network was expanded to Echuca in 2018 after positive student outcomes of the Kyabram program. A Network Leader and a Mentor were recruited to facilitate a combined mentoring program for 15 young people on the Autism Spectrum from St Joseph's college. Echuca College and Echuca Specialist School. Student talks at all year levels, parent information night and a combined staff development session ensured all the whole school communities are moving towards embracing autism.

# Kyabram Community & Learning Centre Inc.

## Annual Report

### Treasurer's Report

Kyabram Community and Learning Centre Inc.

Annual Financial Statement

The Kyabram Community and Learning Centre Inc ended this financial year in a positive position.

The gross profit increased significantly due to staff vacancies during the 2017/18 year.

Annual budgets were prepared for the period. All areas remain under or at budget projection. Accruals continue to be allocated in preparation for equipment and organisational growth. All Statuary employee provisions have been allocated during this period.

This is an accurate financial summary of the transactions undertaken in the 2017/18 period by the Kyabram Community and Learning Centre Inc.

The financial position is a positive recognition of the key strategies implemented by the CEO and KCLC team and overseen by the Committee of Management and the ongoing Financial strength of KCLC into the future.



Peter Hann  
Chair/Treasurer

### Thank you to our supporters

KCLC is a not for profit organisation and a registered charity, reliant on our members, partners and philanthropic donors to provide vital funds, as well as the essential volunteer support that is the backbone of our work. We occupy a unique position between the private, community and place great importance on these relationships.

Our capacity to pursue and achieve public interest goals derives from the culture and community of goodwill that we have fostered over many years with lawyers, governments, professional associations, funders and community groups.

We would like to recognise the support and contribution of the following people and organisations:

#### ***Life Members***

Gretta Barrett  
Judy Binion  
Helen Caldwell  
Glenys Crow  
Lesley Lowe  
Maree Matthews  
Fay Pattison  
Trevor Simm  
Delia Soar  
Bill Solly  
Wendy Smith  
Margaret Sullivan  
Barbara Wilson  
Beth Muray

#### ***Volunteers/Students***

Bronwyn Burt	Alicia Collins
Heather Darby	Dermot Brophy
Cherie Simpson	Crystal Beaton
Nathan Gordon	Jenny Corrigan
Newton Booth	Koralynn Dodds
Lesley Lowe	Ellie Fry
Andrew Lovie	Natasha Harney
Dawn Booth	Cameron Espagne
Claudio Leonard	April Basset
Deborah Wilson	Chanya Haddon
Andrea Rehanek	Heidi Milne
Mary Roberts	Helen Walker
Matthew Kember	Jacqui Gahan
Matthew Bozzella	Sally Dunstan
Barbara Archibald	Jeanette Peterson
Gretta Barrett	Alex Hiskens
Kaylene Barker	Kerry Anne Charan
Kara Canny	Teugen Dellar
Rhonda Matthews	Dianne Smith
Evelyn Groves	

Thank you to all Kyabram P-12 Grade 5/6 students who assisted with the Kyabram Community meal each week.

# Kyabram Community & Learning Centre Inc. Annual Report

## We value our partners

KCLC is committed to building dynamic partnerships that ensures we are connected to the communities where we live. Without your support we would not be able to do what we do.

### We thank our Community Partners



Alanon  
Narcotics Anonymous  
Do It For Dairy  
Kyabram Uniting Care  
LMWH  
VictoriaLifesource Church  
Kyabram Uniting Care  
CCLLEN  
Kyabram CERC  
Campaspe Early Childhood Intervention Services Team

Target  
Kyabram CERT  
Kyabram Chamber  
Kyabram Baptist Church  
Safer Care Victoria  
Kyabram Community  
Save the Children  
CFVAG  
Scentral, Moama

Haven Housing  
Youth Partnerships  
Kyabram IFVRAG  
CFVAG  
Family Safety  
Bunnings Echuca  
Kyabram Chamber  
White Ribbon

### We thank our Government Partners



### WE thank Our Peak Bodies

N.H.V  
R.A.N.C.H  
Campaspe Cluster Neighbourhood Houses



# Kyabram Community & Learning Centre Inc. Annual Report

We thank our Funders



We thank our Regionally Elected Members of Parliament

Peter Walsh MP

Wendy Lovell

Damien Drum

## ***Individual Donors***

We sincerely thank the many valued individual donors who generously supported our work, including through our annual fundraising events.

To all of you who have supported and donated, who have helped spread the word about the movement. YOU are the reason these amazing stories of impact exist. Thank you for changing the future. This is just the beginning. Stay in touch. We look forward to showing you much more of what is to come.

## How you can help to create a better tomorrow?

Kyabram Community and Learning Centre Inc is a registered Charity and has DGR and PBI status with the Australian Tax Office. All donations over \$2 are tax deductible.

### ***Give Time***

Volunteers are at the heart of KCLC's work and can be life changing from people facing disadvantage and ensuring we can all achieve together.

### ***Give Money***

Make a tax deductible donation today through KCLC and help provide access to assistance for someone facing disadvantage. Or to support programs developed to initiate change within our community.

### ***Give someone a reason to help***

Run a sponsored race, have an office bake off or make KCLC the charity partner for your next client event - the possibilities are endless!

### ***Leave a legacy***

Making a bequest to KCLC through your Will is one of the most profound and impactful ways you can help provide access for people in need into the future. Please call us for a confidential discussion about including a gift to KCLC in your Will.

## **Kyabram Community and Learning Centre Inc.**

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