

Dungog Shire Community Centre

AGM report 2015-16





Much of our work and activity relies strongly on our community supporters and partners. Without their continued support and participation much of the support, service, activity and opportunity that DSCC provides the wider Dungog community would not be possible.

We thank you for your continued support and involvement and we look forward to continuing to work with you to inspire, support and enhance the lives on those living in the Dungog Shire.

Our sponsors who provide support and assistance to a number of our programs including Dash n Dawdle, Dungog Community College, Doug the Reading Bug and more:



Natural Disaster Relief and Recovery Arrangements (NDRRA), Australian Commonwealth Government



Dungog Public School



Dungog High School

Our wonderful community partners:

Dungog and District Neighbourcare • Dungog and Clarence Town CWA • Dungog Uniting Church • Dungog Baptist Church • Dungog Anglican Church • Local sporting clubs • Wesley Family Centre Dungog • Family Insight • Ability Links • Early Links • Dungog and District Chamber of Commerce • Dungog Primary School • Dungog High School • Tzu Chi • Dungog Rotary Club • Dungog Lions Club • Dungog Shire Council • Dungog SES • Dungog RFS • Lovey IGA • Carries Place • Financial Counselling Hunter Valley Projects • Mindarriba Group • Headspace • Samaritans • Hunter Water • ATO • Ray White Real Estate • McElwaines Property • R&R Property • Telstra • Dept of Industry • Harvey Norman • Fantastic Furniture • Red Cross • Workskill • James Theatre • Dungog Community Preschool • Blaze Aid • Habitat for Humanity

We are grateful to the continued funding relationships we have with FaCS, Department of Human Services, nib Foundation, Office of Emergency Management, Department of Social Services

Contents

4

President's report

6

Strategic Plan

8

Manager's Report

10

Services

DSCC Hub

Train 4 School

Nourish

Chances / Sports Gala Days

Doug

Christmas Programs

Youth

Department of Human Services

Dungog Community College

Emergency Relief

Project Bounce Forward

Dash and Dawdle

Boomerang Bags

Local Living Dungog

Grant writing

Volunteers

List of training

President's report

2015-2016 year has been one of consolidation and development after the difficult times arising from the 2015 flood.

The Community Centre was granted Public Benevolent Fund status for tax purposes. This has resulted in gifts to the Centre being tax deductible. Consequently, we have engaged a person to write grant applications which has led to us receiving a range of new programs such as an Investing in Women grant and a grant from the Newcastle Permanent Building Society for Books for Babies which will assist in developing literacy in the community.

There have been some changes in our staffing over the year. We have engaged a new youth worker who is bringing a range of new and exciting programs for young persons in the shire. One of our staff members, who commenced as a volunteer and then gained part time employment with the Centre has moved on in a rewarding career move to working with women and children experiencing family violence and in supporting those living in housing stress. We are pleased to have played a role in her development.

We continue to appreciate the growing role that volunteers have in the running of our organisation and we encourage others to join the ranks of our volunteers. Volunteering give the chance for us and the volunteers to become more engaged in the community and to provide support to those who need it. Examples of work done by volunteers include: refurbishing our office, developing and maintaining our community garden, helping move furniture for those in need after the flood, and helping with the design and running the Masked Ball as well as helping with running the Community College.

The statistic we collect reflect an increasing following and engagement through our Facebook page.

We continue our day to day work in being a central point for information and referral for social services in the community. We provide Centrelink services, emergency relief and are a sponsor for Work and Development Orders to help disadvantaged people with working off outstanding fines. Services which attend our Centre include APM Employment Services, Carries Place, Alcoholics Anonymous, Financial Counselling Project (Hunter Valley), a Centrelink Social Worker and the Youth Development Officer of the Hunter. We thank those services for helping us achieve our goals. We also have Doug the Reading Bug, whose purpose is to help build literacy in young children in a fun and exciting way.

We have had successful events with the Masked Ball and Dungog Dash and Dawdle fundraisers.

One focus of the Centre has been to support and promote mental wellbeing in the community. We have done this through posters, newsletters, Facebook posts and awareness campaigns. We have received positive feedback with many community members connecting with us for support, guidance and referral. We will continue this focus in the coming year.

We have launched a new website www.dscc.net.au and we understand that many new residents are using it as a way of connecting and familiarising themselves with the support and opportunities in the Shire.

The Board and I thank all the staff, volunteers, and community members for their support throughout the year. In particular we wish to thank the following for their contributions: Dungog Shire Council; the Dungog Chronicle; Rotary; Lions Club, the Country Women's Association; the Buddhist Compassion Relief Tzu Chi Foundation; the Dungog District Chamber of Commerce; nib Foundation; the Office of Emergency Management; the Baptist Church; Lovey's IGA; and Chaplains Australia.

Jerome McClintock

Chair

Strategic Plan Summary

Dungog Shire Community Centre was developed 30 years ago to provide services for the disadvantaged in the Shire. Since that time the centre has broadened its scope of operations, as well as divesting itself of initiatives as they became independently sustainable. Ongoing changes to the funding models that support the centre mean that it needs to work out ways by which it can secure current funding levels, as well as find new ways of funding. In addition, the centre needs to develop processes through which it can examine the viability of existing projects, and better evaluate new projects as they arise. Our strategic plan seeks to apply a framework to these needs, and apply goals and responsibilities to aid their realisation so that the ongoing service delivery of the centre is assured.

Why are we here?

Dungog Shire Community Centre is here to help people who need it, whoever they are and whatever their situation. We are the not-for-profit central hub for the community, and we promote resilience by providing support and development assistance. We advocate on behalf of those with less 'voice' in the community, and maintain a wide range of activities and services to deliver support, as well as to communicate our function. We are dependent on the volunteers who donate their time and skills to help us operate.

Our vision

To be a central hub for promoting the resilience of the community through support and development.

How we will achieve this

We make a ***difference*** in our community by:

- Having an open door
- Innovating and believing
- Identifying needs and providing support
- Openly communicating
- Proactively seeking new opportunities
- Working hard for the community
- Treating all people equally and fairly

And we have the following **core values**:

- Equity and equality
- Inclusion
- Participation
- Resilience
- Integrity
- Support

The key objectives of our strategic plan are to:

- Secure our current sources of funding to ensure that we continue to operate as a viable centre
- Provide a mechanism for developing a process by which existing programs can be evaluated, and criteria applied to potential new programs and services
- Build and develop new sources of funding
- Build our profile in our community
- Ensure community-wide understanding of the universal approach that we have to providing help
- Develop the level of management committee assistance to better support the development and resilience of the DSCC itself.

Manager's Report

Building on the lessons learnt from last year, the new awareness, skills and strength of the DSCC as an organisation has developed because of our experiences in the response and recovery from April 2015. We started to look at how we support our community and individuals to contribute to building strength, capacity and connection in our immediate and wider community.

This year the DSCC has shared the experiences of our community with a number of forums to support other communities, organisations and agencies to be better prepared and more aware of local, place based capacity and resources. We have sought to strengthen others from our experiences. The Dungog experience was shared with services and communities in the Hunter, Central Coast, Gloucester, Taree and Dubbo regions of NSW, and continues to be a message of strength, tenacity and inspiration for other communities and agencies looking at their own resilience and preparedness.

Sharing what we have learnt, sharing resources and information that we gain from interaction and connection with others has been a focus this year. Having been so under-prepared for our experience of April 2015 there was a clear desire to ensure that others are better informed and connected and resourced before they may experience a similar event. This has in effect been part of our organisations growth and healing. Some examples of this work include: working with the Local Community Services Association to develop a disaster preparedness web page for our social welfare sector, developing our own preparedness webpage for our community, supporting other communities who have been impacted by severe weather events and working with other organisations in communities across the state to connect with their local emergency management framework so that these community, place based organisations can support their communities through their most challenging times.

Building capacity for individuals as well as the wider community has always been at the core of the organisation, as well as a core function of our funding through FaCS, for Community Hub. Adaptive and resilient communities are often an outcome of capacity building. By focusing on resilience and preparedness our work in community has been able to build more connected, supported, informed and resilient individuals and community networks.

Preparedness and resilience is our core business as a community capacity building, place based community organisation. The DSCC has expanded our community partners to include our local SES, RFS and emergency management coordinators and building relationships, strength, awareness and connection for not only these agencies and organisations but ultimately the wider Dungog Shire Community.

Self-care and team building has been a focus this year. Providing opportunities for the staff to support each other and work collaboratively, as well as having time to share experiences and provide emotional support and understanding to each other

has been fundamental to working through the experiences of responding to and providing community leadership through the events of April 2015.

The strength, skill, companionship and adaptability of the staff and the organisation as a whole continues to be an inspiration to me as a worker, manager and a community member.

DSCC Hub

Creating and providing opportunities for individuals to connect with and contribute to their community continues to be a focus of the HUB programs, activities such as the community garden, fresh food fare, Book Nook and Chances prove to be accessible and engaging ways for a wide range of community members to be part of, support, receive assistance and engage with not only the community centre, but more widely with their community: building friendships, networks of support, understanding and opportunity.

Encouraging individuals to link with their network to build personal and community resilience is a strength of the DSCC approach to working with our community. This has been evidenced by the continuing success of Nourish and the gala sports days. This has also been seen this year by an increase in community referrals, where an individual has made contact with our centre due to the encouragement and suggestion of a family member or friend.

Connecting individuals with information and building awareness of support services and assistance programs available to people living in the Dungog area is a key focus for DSCC. DSCC staff and program involvement or facilitation of Child and Family Network, Youth Interagency and the Health Forum are a key aspect to creating support networks and building awareness. Building awareness of supports and services available in the Dungog Shire area is vital so that the community can be empowered to make informed choices and decisions about the support and assistance they seek, request or engage in. This year there was an increased focus to raise the engagement in the DSCC Facebook page, this has seen a reach of 62,575. The increase in Facebook engagement has also seen an increase in the numbers of enquiries and requests for information through Facebook messenger.

Community events and activities are proven successful engagement strategies creating inclusive and open platforms for sharing information with the community. Each year DSCC hold a number of events across the region focusing on a number of local and nationally significant issues – such as Neighbourhood Centre Week, World Book Day, Mental health Month. This year DSCC held and or contributed to 22 events with 3404 people participating in these events. Of significance was the increase in involvement of men in the White Ribbon Day event with 23 local men participating in a BBQ and signing the pledge to “Not condone or stay silent about violence against women and children”. This was only the second year we have held the White Ribbon Day BBQ and we are hoping that the numbers will grow next year. Having local male community leaders assist in the running and delivery of the event was fabulous as it demonstrated to men and women that the issue of violence against women is taken seriously in our community and that the leaders of our community are taking a stand. We look forward to this event growing and more men in our community being part of this important message.

Harmony Day this year was a wonderful celebration of the diversity and cultural richness of our community. A partnership with Dungog Primary School and the Tzu Chi Foundation saw an exciting program of food, music, dance and art offered to students and families of Dungog Primary School. A highlight of the event was the Chinese dancing dragon performance which thrilled students and parents alike.

A key success of DSCC is the networked and partnership approach to our work in community. Our organisational motto – Together a Stronger Community underpins our work and this was evidenced by the number of partnership projects DSCC were involved in this year. DSCC worked with a total of 99 partners across 16 different activities or projects involving 3564 community member participants.

Facts

2028

incidents of information being given to community members

1840

assisted referrals

2038

using computers/ phone/ fax/ photocopier

365

services coordinated through the centre: including AA, census training, financial counselling and Carries Place

219

Community Consultation: support needed for recovery, mental health needs, amalgamation

22

Events held: including Neighbourhood Centre Week, Harmony Day, White Ribbon day and Doug the Reading Bug story times

3404

People attending events

16

Partnership programs: including Nourish, Train 4 School, Motivational days, Christmas Programs, Community Directory.

3564

people involved in these activities and programs

1

network facilitated with 15 different services involved, 7 meetings

62,575

Facebook Reach

3173

visits to new website

7793

page views – new website

Train 4 School

Train 4 School is a free 8 Session Transition to School program for families in the Dungog Shire, which runs monthly throughout the year before a child starts primary school. It is run in connection with preschools and schools in the area to compliment their own school orientation and preparation processes.

Since it's development in early 2015, Dungog Shire Community Centre has collaborated with family workers from Wesley Mission, Hunter Prelude and Family Insight, local playgroups, Dungog Library, Early Childhood Professionals (Occupational Therapists, Speech Pathologists and Teachers) as well as Early Childhood trained volunteers to deliver the program

Facilitated at Dungog Public School, the 2015 group program saw 10 parents and 17 transitioning children and their siblings engage with group discussion and information sessions which aim to prepare families to be ready for school emotionally, socially, physically, academically, practically and personally.

The core concepts of the Train 4 School initiative were also presented to 40 families during Dungog Public School Orientation and a further 10 families at the Dungog Preschool School information evening.

A follow up session and evaluation in February 2016 revealed that:

- 100% of respondents said Train 4 School helped their family to be ready for school life (the majority indicated "a great deal") and they would all recommend Train 4 School to other families.

In addition to the Dungog based program which is engaging with 9 families since May, 2016 has seen the development and launch of Train 4 School West which brings the school readiness group program and children's activities to 12 families to date in the Paterson, Vacy and Gresford areas.

With a grant application in process, our aim is to expand to provide Train 4 School readiness programs and activities to more transitioning families across the Dungog Shire.

Quote from evaluation

"I enjoyed the chance to talk to others in the same situation and it was good for the kids to go to the school and meet potential new classmates"

Parent of transitioning twins

"It was great to be refreshed on some of the preparations required leading up to and going to school. I loved getting tips on dealing with my child's emotions and understanding that it was "normal for my child to react certain ways. I also loved getting ideas from other parents on what they do to be organized with food prep and routines"

Facts

10, 21

Number of families in group programs 2015 – 10, 2016 – 21 to date

47

children in total have engaged with school readiness activities in Train 4 School Sessions

4

schools involved – in hosting the program across the Dungog Shire at Vacy, Gresford, Paterson and Dungog

55

families reached through preschool and school orientations

Quote from evaluation

“I found it helpful to be familiar with the other parents. I loved the practical tips for preparing myself and my child for school”

First time parent of transitioning child



Nourish

Dungog Community Kitchen has been running weekly during school terms for 5 years now and it continues to provide support, friendship, and build learning and confidence in all who participate.

This year the women participating in the group decided that they wanted a new image and new direction for the group.

After much discussion and reflection on what the group has brought to participants lives and families the name nourish was chosen and a fresh new image was created

**Get creative in the kitchen,
learn new skills, discover new food.**

**In the coming weeks NOURISH will be making
lots of delicious meals to share
with the whole family.**

NOURISH meets every Monday
9.30am Dungog Presbyterian Church Hall
All are welcome, free child minding.
Call 4992 1133 for more information.



nourish
Dungog Kitchen Club

The group felt that the word Nourish reflected the benefits that the group bring to them and their families: nourish the soul with friendships and support, Nourish the body through nutritious food, Nourish the mind through new learning and skills.

This year nourish focused on building new and diverse cooking skills through expanding the taste palate by exploring new flavours from around the world.

This saw Nourish participate in and celebrate Harmony Day and NAIDOC week, cooking new and exciting dishes and exploring new ingredients.

Having the wonderful support of a volunteer to provide the children attending with a range of fun, interactive, learning games and experiences has been fantastic and really allows parents attending the opportunity to fully engage with their cooking. The children do a range of activities: craft, science and cooking.

Facts

15

families involved

17

children participated

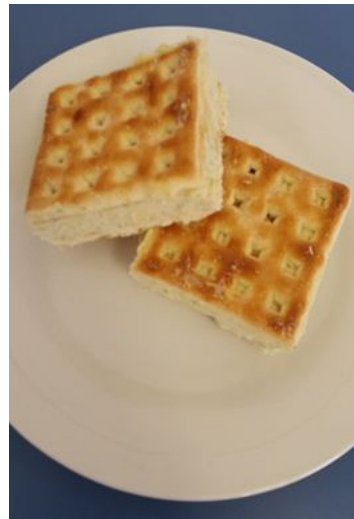
27

different main meals cooked

9

delicious desserts created

New friendships, understanding
and skills developed



Chances / Sports Gala Days

Sports Gala Days have been a successful collaborative initiative Dungog Shire Community Centre has been involved in since they began in 2014. The 2 day events which are held each school holidays are designed to give children aged 5-15 a chance to develop skill and confidence in a range of different sports, guided by trained coaches from local clubs.

Gaining momentum, the Gala days were again delivered successfully to hundreds of children across the Shire in Clarence Town (July 2015), Dungog (September 2015) and Gresford (April 2016). Tae Kwan Do was an exciting addition to the range of sports experienced including tennis, gymnastics, soccer, AFL , NRL and the ever popular lawn bowls.

Averaging 50-60 participants each day, and with lunch included, more and more families consider the Sports Gala days essential, accessible and healthy school holiday fun.

Chances

Launched in 2015 with the support of Dungog Lions Club, the Chances program continues to operate on the premise that every child in the Dungog Shire deserves a chance to experience sporting or creative activities.

This unique initiative has allowed donations of cash, sporting and musical equipment to provide the opportunity for 9 children to access activities such as soccer, ballet, gymnastics and swimming lessons, many for the first time. Families have been so appreciative of the support for their children to participate - building self esteem, skills and a sense of inclusion with their peers.

A first anniversary fundraising event has been planned by Chances Coordinator, Tina Overton to celebrate a year of providing opportunities for all children across the Shire to participate in a chosen activity.



Facts

over 600

kids attended Gala days since they started

14

sports experienced for free by young people in the Shire

9

children were recipients of financial or equipment assistance through the Chances program

\$1232 of financial support given

74

units of equipment
Goods donated by the community have included ballet costumes, soccer boots, guitars, drum kits



Doug the Reading Bug

Doug the Reading Bugs aim is simple – to share and create a love of reading with the community. Do this by reading to children from birth.

Doug does this by holding reading and book events across the Dungog Shire raising the awareness of the importance of reading to children every day.

This year Doug has been very busy zig zagging across the shire visiting schools, child care centres and libraries, reading books and sharing his infectious love of reading.

The PJ story time program has proved to be very popular and this year was developed into a rolling program with 4 events a year. In the first week of each school holiday Doug hosts a story time at the local library. The events start at 5pm and children are encouraged to come in their PJs, bring their favourite teddy or toy and share a story and a hot chocolate with Doug the Reading Bug. A simple craft activity is offered to accompany the theme of the stories read. Over 20 families attended each PJ story time this year, with a request that they continue each school holiday.

This year Doug was asked to be part of both the Dungog Show and the Stroud Show, hosting a story telling and farm animals discussion as part of the school program on the Friday of the show. This was a wonderful opportunity to not only share a love of reading with young children, but also connect the power of reading with every day life events and happenings. Doug has been requested to be part of both show programs next year.

AS the message and awareness of the importance of reading to children grows in the community Doug's popularity grows, with many invitations to visit child care centres and playgroups across the shire this year. This would not be possible without our wonderful volunteers who assist Doug in reading journeys across the shire.

In the coming year a new program will be launched to build upon the growing awareness of the importance of reading to children from birth with a Books for babies program. This program will see every baby born in the Dungog Shire receive a book and a book mark as a gift from our community. Doug will host a number of reading events to build upon the interest of books for babies and encourage all in our community to embrace his message:

Ten minutes a day Talk, Sing Play. Share a Book Hug Today.

Facts

4

library Pyjama book parties

5

playgroup book reading visits

World Book day Book Fair

50

over 50 books read

130

over 130 children read to



Christmas Programs

The annual Christmas program consists of a number of support programs and products that support community members over the Christmas period supporting all in our community to have a merry Christmas.

This year saw a 65% increase in our output of Christmas Hampers and Christmas presents.

The hampers are traditionally supported by the local community with collection boxes at the local IGA and the Baptist Church provide financial support to ensure that each hamper is full of pantry basics as well as Christmas treats.

However with Christmas being such a financially and emotional difficult time for some many this year there was an increase in the numbers of households who were requiring support.

It was felt that so many in the community had already given so much that it was not appropriate to ask for more assistance at this time, so our beautiful friends from the Tzu Chi Foundation graciously came on board to provide 250 food hampers for the community. The hampers were distributed at a special Christmas party hosted by the Tzu Chi Foundation at Dungog Primary School. It was a beautiful day of carols, friendship and Christmas cheer.

Once again we were supported by McElwaines Property and R&R Property who hosted Giving Trees where some 300 gifts were donated.

Each year our Christmas program culminates with the wonderful Community Christmas Lunch. This year the generous volunteers lead by Chris Fibbon showed the true meaning of Christmas as they welcomed 91 people to share a scrumptious meal with carols, presents and a visit from Santa. The grace and dignity offered through the lunch allows everyone to give and receive in the day and is a beautiful example of creating an environment that supports the needs and strengths of all who attend in an inclusive equal environment.

This year, through Project Bounce Forward, an additional support was created as part of the Christmas program: Christmas Tree and Decoration packs. With so many in the community having lost their trees and decorations and with the financial obligations of re-building a home and starting over the additional cost of Christmas was beyond many. The word was put out across the community and 23 trees and decoration packs were donated from across the Hunter. The feedback was overwhelming with many families so grateful that their children would have a tree with tinsel and an angel to watch over them.

Facts

91

Christmas lunches shared

23

Tree and decoration packs distributed

250

Food hampers distributed

300

Gifts distributed



Youth

This Year has seen many changes within the Youth Service. We have farewelled both Jenny and Jody and appreciate their hard work and commitment they both gave to the Youth Service during their time here.

I began in March as Youth Services Facilitator connecting with Primary and High School Staff within the Dungog Shire.

Horse Tales was developed as a way to engage and involve at risk students in a program that addressed specific needs in areas of self- esteem, anger management, behaviour management, emotional intelligence, low school attendance, self- confidence and bullying.

Working in partnership with Fran Griffen of Hunter Natural Horsemanship Centre 6 students attend a 2hr hands on learning experience over 7 weeks with Horses, using the framework of Equine Assisted Learning, Cognitive Behaviour Therapy and Narrative Therapy. Each week the knowledge & skills learned provides the platform for personal growth and change to happen within each student. New positive peer relationships are formed which supports the transition into Dungog High School next year. The program has seen 31 students attend during term 2&3 this year with the feedback from schools, parents and wider youth service providers being very supportive of the program.

Nourish Youth began with 5 girls regularly attending Monday afternoons to learn life and cooking skills. We have outgrown the community centre Kitchen and now meet in the Baptist Church Hall where the girls cook up a storm. The program is designed for the girls to identify and cook healthy recipes using fresh produce with no packaged products. The girls shop for the ingredients, look at pricing and budget, identify hidden sugar/salt contents on packaging and other health information. This group provides a safe setting to talk about issues they are facing in home life, school life, relationships etc. and is continually growing in attendance.

An excursion to Flip Out during Youth Week in April was funded by the Dungog Council and a great day was had by 22 youth from the Dungog and Paterson region.

Crossroads is a program held for students at Dungog High School who don't participate in the snow excursion and aims to prepare and support students as they encounter situations related to identity, independence and their changing responsibilities. This year I was invited to co – facilitate a drinking/party safe workshop with Police Liaison Officer from Maitland which went well.

Tuning into Teens Parenting program has been running this term with Stroud Public School. Tuning into Teens is a six week program informing parents how to use emotionally intelligent parenting techniques with their teens to enhance their relationship with their children and encourage a healthy emotional IQ for themselves and their families.

I continue to work one on one with young people and their caregivers in a counselling/case management role which has seen me liaising with Cassie Lewis the School Chaplain at Dungog High School and Jay Richards Youth Psych service provider in Dungog which are both new services this year. New partnerships have

Facts

108

Youth/families participated in youth services

80%

of parents and caregivers felt we offered assistance that assisted them with parenting, felt more confident as parents and learnt of new resources and services that will assist them in the local area

61%

young people claimed that they learnt new things, felt more confident and achieved their most important goal within the youth services program

been established with YWAM service for future projects such as skate park days and Youth Days which will commence Term 4.

The Youth Service has participated in the Neighbourhood Centre Day, the Dungog Dash and Dawdle and the TEENAGE EXPO held at Dungog High School which involved travelling speakers & musicians. This was a great opportunity to engage and network with other service providers on the day and promote our youth service to the wider community.



Calm Colouring In

A strategy Project Bounce Forward commenced weekly “Calm Colouring In” during lunchtimes at the school that was open to anybody that wished to attend. The aim was to create a safe, calm environment where students could be creative and chill out from the fast pace of school life. This was facilitated by the Community Centres Counsellor (previously Chocolate Connections see reference) and the Community Renewal Officer Attendance was sporadic depending what was happening for the students but there were regularly 3-5 students who would attend. The common theme from these sessions was concerns for their peers and the fear of further suicides. These sessions still continue at the school and are now facilitated by the Community Centres Youth Coordinator.

Motivational Day at Dungog High School

February 23 2016

Project Bounce Forward in partnership with the

- Dungog Shire Community Centre
- Dungog High School
- RHAMP
- Dungog Fitness Centre
- Dungog Rotary Club

A full day's events were organised for students of Years 11 and 12 with a focus on self-care and healthy lifestyle choices delivered under the heading “Wrapped in love”. Project Bounce Forwards goal was to demonstrate to the students the support in their own community and to emphasise their own strengths and capabilities. Sam Cawthorn started the morning with his highly energising motivational speech which had the students out of their seats and interacting with each other.

NBN News link: <http://www.nbnnews.com.au/2016/02/24/motivational-speaker-helping-lift-spirits-in-dungog/>

Giant cardboard letters were handed out to the students to form words of inspiration, hope and friendship. Local media attended and interviewed Sam and some of the students about their experience since the storm and what the day meant to them. See nbn newslink

After gathering together again for morning tea which included a large chocolate cake with the words “BOUNCE FORWARD” on it the 160 students were then broken up into 5 groups. They attended sessions on:

- Self Care – RHAMP
- A fitness workout
- WRAP session including tips on developing routines for taking time out for activities that make you feel good
- Diary planning

We regrouped again for lunch where volunteers from the Community Centre and the PBF team served up healthy BBQ and salad wraps to continue with the theme of 'Wrapped in Love'. There was a vibrant atmosphere in the hall with loads of laughter and the students making different words with the corflute letters. The feedback from the Head of Welfare in the weeks after was that the students were more focused, feeling more able to approach studies, more aware of triggers and pressures and ways to destress. Several students also came to the Community Centre to request more copies of the planners over the following weeks as it had assisted them in juggling their studies, life pressures as well as helping them focus on the things in their life that de-stress them and bring joy and happiness to their lives and self esteem.



Department of Human Services

Dungog Shire Community Centre (previously DINS) has provided agency services on behalf of Centrelink since 2001 and in recent years Department of Human Services which includes Centrelink, Medicare and Child Support. As an agency we do not access customers records, grant benefits or issue concession cards.

Agencies provide general information, forms, documents, brochures, assist with completion of forms if required, confirm proof of identity, faxing, telephone and computer access for self service which they can get assistance on using this.

There have been many changes both good and not so good that have positive and negative effects on those who receive benefits and/or allowances. As with a lot of services, Department of Human Services are getting customers to do many transactions electronically online and smartphones with apps..

Customers are encouraged to register for a MY GOV account where they are able to link a variety of government services such as Centrelink, Medicare, Child Support, Australian Tax Office, My Aged Care, E Health and Job Services.

Many customers get overwhelmed because they don't own a computer, tablet or a smartphone so that is where our team can assist, whereas others like the ability to be able to do more for themselves and being able to access their self-service at any time that suits them.

The storm event that occurred on the 21st of April 2015 had a devastating impact on many within our shire that accessed the agency for support, advice and assistance lodging claims with many commenting how pleased they were that a familiar face was there who was a local and had a better understanding of their needs. Many services came together to assist in this time of crisis and still continue to do so. The DHS Agency team showed great strength during this time considering the impact this had on our shire including staff members that were affected.

There were approximately 2750 customers that accessed the agency throughout the financial year which included Centrelink, Medicare and Child Support. This also included referring customers to other services with in the organisation itself and to various service providers both locally or within the Hunter, depending on personal circumstances.

We respond to general enquiries about payments and services, provide forms and documents, assist with completing forms if required, all forms and required documents such as proof of identity can be lodge here also.

More and more customers are registering for self-service with MY GOV but still require a lot of support and assistance in using and accessing it.

Facts

2648 Centrelink

118 Medicare

7 Child support

811 Lodge Documents / Forms

163 Assist with Poi

147 Assist with form completion

455 Provide forms / publication

233 Refer To Dhs Call Centre

274 Refer To Other

104 Register Customer for
Self Service

882 Assist Customer with
Self Service

335 Assist with use of
DHS equipment

962 Respond to general enquiry

935 Time Taken – Less than 5 mins

1169 5 mins to 15 mins

436 15 mins to 30 mins

148 over 30 mins

2757 Stats are approximately
– Total

Dungog Community College

Dungog Community College's vision is to provide opportunities for locals to access excellent education locally, so that the communities of our shire can grow healthy, informed, resilient and prosperous. We still get a thrill from Aged Care participants getting jobs, young people learning to pull a great coffee, or a new trainer feeling great after teaching their first class.

Subsidised courses opened up

After two years struggling to survive, the college gained more stability (and started running more courses) in 2016 thanks to the opening up of the state government's Smart & Skilled funding. Though getting numbers will always be an issue in our small region, the fact that courses were affordable made them easier to fill.

More and more we partnered with RTOs such as BCA National, WEA Hunter and Novaskill Singleton to provide courses for which there was a need. Individual Support (Aged Care) and Disability were the first two to run with Smart & Skilled funding. Short accredited courses like Barista and First Aid also remain popular.

We attended a conference on community science hubs and received a small grant from Inspiring Australia to form the Paterson Allyn Williams Science Hub. Our committee formed late in the FY and through the next year we will be running events to engage the community in the wonders of science.

Enriching lives

While 2015 was very sparse, in 2016 lifestyle courses have made a comeback, including French, Belly Dance and Bread Baking. Lifestyle courses give often surprising benefits like social engagement and filling small skills gaps. We have increasingly worked with other parts of the community centre to organise workshops in Domestic Violence and Accidental Counselling, supported the Drive 4 Survival course, and it was a subsidy from the centre's Youth Program that has made our Barista course so popular with young people.

Classes are still held in local venues such as the CWA, Anglican Hall and Doug Walters Pavilion. We have also made greater use of DSCC's small meeting room.

Our 2016 Masked Ball – theme "Once Upon A Magic Forest" - was fabulous and should continue to grow in reputation and financial contribution. Viability remains a pressing issue, but we have learnt so many lessons from our "reined in" year that we are confident the college will continue to bring lifelong learning into the future.

Facts

219

students in 22 courses – both accredited and non-accredited

135

students earned certificates in either short or long accredited courses

135

guests at the Masked Ball!

6

we worked with 6 different Registered Training Organisations

5

Most classes
5 separate Barista classes,
5 Provide First Aid classes



Paterson Allyn Williams SCIENCE HUB

Courses continuing from last FY (19 students):

Cert III Aged Care (with NovaSkill Singleton) 7,
Diploma in Counselling (with BCA National) 12

Courses through the Year (185 students):

Barista (5 classes, with NovaSkill Singleton)
4+7+10+10+8=41, Domestic Violence Workshop
(with BCA National) 21, Traditional Bread Baking (2
classes, with Fosterton Farm Bakery) 10+10=20,
Provide First Aid (5 classes, with Parasol Ltd & WEA
Hunter) 11+12+5+10+10=48, Responsible Service
Of Alcohol (with NovaSkill Singleton) 15, Provide
Responsible Gambling Services (with NovaSkill Singleton)
12, Accidental Counsellor Foundations (with Lifeline
Hunter) 14, French For Travellers 4, Belly Dancing 10

Dungog Masked Ball 2016 (135 attendees)

Continuing into next FY (15 students): Cert IV Disability
(with Transformational Institute) 5, Certificate III in
Individual Support (Aged Care) (with WEA Hunter) 10

Emergency Relief

With 193 individuals seen this year and 550 visits clients average 2 visits a year to the program.

This is a reduction in return client visits by 2 a year.

Feedback from clients in regards to their ability to make ends meet without needing extra assistance has been in large part due to the targeted supports in the last 2 years:

- Referrals to financial counselling: after two visits to the Emergency Relief program every client is referred to a financial counsellor, a service outreaches to the Community centre approximately every 6 weeks .In many cases this has resulted in a reduction in the net debt owed, a more suitable and sustainable payment plan, or a new approach to budgeting and financially prioritizing.
- Working with clients to set up fortnightly advanced payments on utility contracts. This has resulted in many people having paid their quarterly utility bills before the invoice arrives. Taking pressure off and making people feel more confident about their financial capacity.

The program is administered by volunteers and this year we welcomed a new member to the Emergency Relief team, Kylie Ross. Kylie has drawn from her knowledge and learnings from her studies with Dungog Community College, Social Welfare course to support clients to link with other services and support available and feel more confident in engaging with support services.

Our focus has always been to try and add to the benefit and

The addition of the Community Garden, Fresh Food Fare and House to Home program enable a more holistic and extensive, low to no cost range of services and support to enable the service to meet and support a wider range of issues for clients. This has resulted in individuals and families being able to achieve greater benefit and progression for themselves as well as make the financial aid given to go further.

Facts

193

clients seen 550 times
(Average 10 a week)

Vouchers and \$\$ assistance given

Petrol \$8,828.57

Food \$16,350

Pharmacy \$600

Miscellaneous & Accommodation
\$3,000

Chances \$1,232

98

referrals made to 21 different
services including:

Carries Place, Financial
Counselling, Nourish,
Playgroups, Centrelink, GPs,
mental health services



Project Bounce Forward

Project Bounce Forward commenced on July 15th 2015 in response to the severe weather event the Dungog Shire experienced in April 2015. The project funded by Office of Emergency Management was created to provide case management and project management for a period of 9 months. The focus was on assisting individuals move through and progress their individual recovery and assist to linking them back into the normal service delivery network as appropriate. nib Foundation contributed a further \$50,000 towards PBF enabling the team to include a Community Renewal Officer to work holistically within the community in recovery. Also as OEM funding concluded pre-anniversary nib Foundation contributed further funding to the PBF project so as CRO and Case Management could continue through to December 2016.

The DSCC strategic decision was to adopt the philosophy of inspirational speaker Sam Cawthorn and through his message that “we can do better than bouncing back to what we were before, to go far beyond recovery and create change by bouncing forward into greater success.”

The project was built around Bounce Forward as the central theme and its key elements:

Supporting the community, the strategic approach, scope and support methodology working in the recovery environment. Bounce became the foundation for the platform of support and function of the project:

- **Believe** in ourselves and our own capacity
- Create **Opportunity**
- Provide **Understanding**
- **Nurture** ourselves and others
- **Connect** to information
- Support and **Empower** ourselves and our Community to Bounce forward

Throughout the coming months and into the future years our community will rebuild, recover and revitalise.

The project had two clear and distinct focus areas in the first nine months:

Case Management: Provides specific and specialist support and care to assist individuals and families through the pathways of recovery. Focusing on empowerment and working towards strengthening the capacity of individuals to navigate their journey through their own recovery.

Community Renewal: Focuses on information sharing, linkage and capacity building within the community through this re-building and renewal process and journey. This has involved substantial publicity and communication promotion.

Activities and resources developed and offered to the community are based on needs, wants, gaps and opportunities that the team has identified during interactions with the clients and the community. As the dynamic of the funding

changed, The roles of both workers have become even more cohesive and a joint partnership of roles within the project was developed.

DNDRF: The focus of the appeal was to capture the funds being offered so that it could be fairly distributed through the community to those who have been impacted directly by the events of 21st April 2015. It was important that there was transparency about the money raised, as well as how the funds were distributed. There was however the need to ensure privacy and confidentiality with applications to the funding and so the application process was de-identified. The appeals fund must be managed, operated and adhered to strict guidelines set out by the Australian Taxation Office, under DGR and PBI guidelines.

The Old saying of "It takes a village to raise a child " is applicable to rebuilding a Community!

Communication strategy:

Clear, Concise, Consistent, Repetitive, Trusted, Messaging:

- Regular monthly newsletters
- Facebook updates
- Bounce Hour – Dungog Radio slots
- Posters – distributed around the Shire
- Flyers – posted and distributed to local individuals and venues/businesses
- Regular newspaper articles
- TV Presentations and Radio Interviews
- Service emails personal telephone calls
- Face to face communication
- Stakeholder and Interagency meetings
- Emails

Highlights & Events of 2015-16

The need to be creative, flexible, responsive and inclusive has guided the PBF team in all our interactions with the community. From individual purchasing of household goods to fun days involving the whole of community our approach has been that we will take the project to the people in our community led recovery. Some highlights of the past year are captured below:

- Self Care Wellness Group – Fortnightly ongoing
- Bounce Hour – Fortnightly to monthly ongoing
- Project Rebuild – ongoing projects
- Bus Trips – Alison Court Residents
- WRAP plan – Wellness Recovery Action Plan ongoing
- CWA Quilt distribution
- Charity Cricket match – Vacy
- Co-ordination & facilitation of Mumford & Sons concert attendance
- Develop & distribute Welcome Home packs
- Co-ordination of Christmas replacement program
- Facilitation of Christmas High Tea Event – partnered with Tzu Chi
- Summer Fun Day – Skate Park & Pool Activities
- Self Care & RAMHP Workshop – staff training day
- Sam Cawthorn Motivational Event
- Dungog High School Youth WRAP plan
- Purchasing and co-ordination of whitegoods & furniture delivery – Alison Court
- Assistance to Alison court Residents – advocating & assistance with moving home
- Preparedness Expo planning

Facts

192 adults & **66** children

initial FACS Data Base

170 adults & **13** children

receive case Management

11 & 6

January Rain- welfare checks engaged 11 new individuals for case Management and 6 new DNDRF applications

4

PBF clients became new volunteers for DSCC

58

DNDRF Applications approved

176

Hampers distributed – PBF Christmas program

22

packs distributed – PBF Christmas Replacement Program

34 Dungog Shire Community Centre • Services

176

Tzu chi debit cards distributed

Partnerships

Dungog Lions, Dungog Rotary, Tzu Chi Foundation, Habitat for Humanity, Combined Churches, Neighbour Care, Carries Place, Dungog and District Chamber of Commerce, Uniting Church Disaster Chaplain

691

referrals in total – made to 36 different services, agencies or programs involving 109 client files

9

businesses impacted – Have been given applications/support to access DRNDF

11

individuals rehoused to units in the Alison Court complex

Alison Court – Remaining units no decision has been made public as to renovation or demolition



Dash N Dawdle

The annual fundraiser for the Community Centre has been growing in popularity over its 3 short years and this year was the biggest yet! The addition of a half marathon saw an increase in race numbers to 219. The celebration of our stunning country side, coupled with wonderful bush hospitality is what the race goers all comment on and say it is what will bring them back again next year.

This year a dog was entered in the half marathon and this has now developed into a new race for 2016 – TailRunners, with sponsorship from TailRunners. We are very excited to include man's best friend into our running catalogue as it is a nice fit with the country running environment.

Facebook continues to be a valuable engagement and messaging tool to get the word out, share the events highlights and generates interest across the region and amongst the running fraternity.

The event Facebook page has 648 Likes up 485 this year alone, with most posts having reached 500-1,000 people and one post reaching 4,300 people.

The event would not be possible without our wonderful volunteers, event organisers and supports and most importantly the runners who come from near and far to participate in the best country fun run this side of the black stump.

Facts

3

running courses

219

runners

4300

facebook reach

\$4500

raised



Boomerang Bags

BOOMERANG BAGS are free, recycled, upcycled fabric bags made by our community for our community. Boomerang Bags are designed to replace plastic bag use in our community, raise awareness and help to reduce the amount of plastic bags in the environment. PLEASE “Borrow and Bring Back” a Boomerang Bag if you have your own fabric recyclable bags but have left them at home or in the car.

If you don't have your own fabric bags PLEASE use a Boomerang Bag or two instead of using plastic bags. Bring them back and keep using them at the IGA. Feel free to use them wherever you shop and need a bag.

The bags are machine washable in cold water so feel free to wash them if they need washing – otherwise please place used bags in the Boomerang Bag box or simply return them to the checkout for someone else to use!

There is no more a hygiene risk in using a Boomerang Bag than there is in using a supermarket basket or trolley.

THANKYOU for supporting this initiative – you are making a real difference. Thank you for caring about the natural world and our children's future.

Boomerang bags is a wonderful community initiative that DSCC is excited and proud to support. It is driven by local people, for local change, having a world wide impact. The project is not only creating local social change, impact and education by reducing the amount of plastic bags being used in our community, but it is also bringing the community together, building friendships, understanding and building community strength and capacity.

Objectives for 2016: Our first 500 bags are made and are out in the community; mainly through the IGA

- * to get 2,500 bags made and in circulation effectively
- * Michelle Dado-Millynn is running a BB workshop at the Dungog Festival and will showcase an eco film fest (including short film of the event we are putting together with lead up story and plastic pollution problem)
- * to have Plastic Police in place (recycling soft plastics) – BB and PP to present a report to Hunter Councils in November on Dungog model
- * to present to the IGA state board BB as an IGA sponsored and supported initiative
- * to continue to raise awareness about the issue and work with the schools, businesses, council and community groups to implement best practice recycling and waste management
- * to work with Clarence Town and Gloucester IGAs and communities on BB implementation getting underway.

Facts

500

500 bags launched in Dungog

400

distributed through the IGA

100

distributed through other
businesses & community
members

8 – 10

core volunteers making bags
fortnightly + a few individuals
making them at home & the Tzu
Chi Foundation

4

IGA stores may have the
bags: Dungog, Clarence Town,
Gloucester and Hawk's Nest

2,500

the average number of plastic
bags used by consumers of the
Dungog IGA every day



Local Living Dungog

LOCAL LIVING DUNGOG is a grass-roots volunteer group that aims to increase the community resilience and self-reliance of Dungog Shire. This means we support shifting our community away from reliance on non-renewable resources such as fossil fuels and towards renewable, sustainable, life-affirming living practices.

Beneficial outcomes from this shift include:

- a sense of creativity, empowerment and positivity about our future
- a stronger sense of connection to place and what the land gives us
- strengthen community spirit
- increase in practical skills in our community

Broad Aims

- create new projects to fill in local sustainable living activities that are missing/unavailable in our community.
- bring about a consciousness shift in our local community towards understanding, valuing and engaging in local sustainable living.
- identify, support and strengthen existing local sustainable living services businesses, infrastructure and activities.

Our Agreed Underlying Principles

- keep our focus Local
- build Resilience in our community
- have good Feedback Loops to check our activities are having desired outcomes
- Inclusivity for all sectors of community where possible
- focus on Positive Solutions to issues
- Sharing the Load/Good Teamwork in projects to keep them sustainable for us
- increasing Community Connectivity

This year Local Living Dungog has focused on the project of the Local Growers Stall.

The aim of the stall is to increase the availability of fresh locally grown produce in our community. It provides a venue for farmers and backyard growers of Dungog Shire to sell their produce and also the opportunity for the community to buy fresh locally grown produce. The stall is for primary produce only. We sell all kinds of fruit and vegetables as well as eggs, honey, seeds, potted plants and flowers. It is held every Saturday from 9am – 12 noon in the side courtyard of Dungog CWA.

Report on the Local Growers Stall

- As of September this year, the stall has been operating every Saturday morning for 4 years.
- Over this time there has been a steady increase in the amount of produce sold. The amount of produce sold on a weekly basis has increased from between \$150 - \$400 in the first year to between \$400 - \$800 in the fourth year.
- In the Financial Year ending June 2016 the stall sold a total of \$30,122 worth of locally grown produce. Growers received 90% of this amount (\$26,873) and the

remaining 10% (the agreed commission) has been taken by Local Living Dungog to pay for costs associated with running the stall and donations for local initiatives supported by Local Living Dungog.

- The Growers stall has spent the following amounts in the last 12 months:
 1. Shed construction \$792
 2. Donations to Boomerang Bags \$363.50
 3. Donation to Dungog by Design (yarn for Community Centre seats) \$100
 4. Country Elegance gift vouchers as thanks to Chillbillies for giving us storage space and to Shane Hannan for building the shed. \$300
- There are currently 62 growers providing produce. This represents approximately a 100% increase over the last 3 years. One commercial grower provides produce to the stall but the bulk of produce is supplied by back-yard growers.
- The stall continues to be run from a pool of 22 volunteers on a roster basis. There is a regular commitment from this group which provides stability to the Stall.
- Unsold produce is usually picked up by growers, but generally the stall sells all the produce each week. At present, if there is a little left over the volunteers take it home. There is still the possibility for surplus produce to be donated to the Dungog Community Centre for distribution or use in the Community Kitchen.
- The stall continues to operate from the CWA courtyard very successfully. The rent is now \$20 per week.
- Local Living Dungog negotiated with the CWA to have space for us to build a storage shed. Shane Hannan kindly built the shed charging only for materials. These cost \$792.00. The close proximity of the shed has improved the function of the stall enormously and we are very grateful for the thought and consideration Shane put into its design and function.

Report by Amanda Gale & Loo Boothroyd

Grant writing

Grant writing contractor services

Successful applications 1.7.15 to 30.6.16

Funding Body	Project	Amount
Sisters of Charity	Dungog Community Kitchen (2 years funding)	\$10,000
Westpac Natural Disaster Recovery Fund	Dungog Together – Disaster awareness	\$10,000
Newcastle Permanent Charitable Foundation	Born to Read Literacy Program	\$22,110
Southern Phones Grants	Multifunction printer	\$3,000
Paterson Stronger Communities Program	Dungog Spend a Penny – Toilet refurbishment	\$8,000
NSW Education and Aboriginal Affairs	NAIDOC week event	\$500
NSW Government Investing in Women program	Women's Business Planning & Entrepreneurship Program	\$12,185
	Total funding received	\$65,795

DSCC engaged a grant writer in 2015 to support the centre apply for grants and funding opportunities that will allow the centre to build upon existing programs as well as provide one off and short to medium term programs/ projects and resources that will meet the emerging, identified needs and challenges of the community as well as respond to, enhance and support the strengths and capacity of individuals and the wider community. The grant writer has enabled the community centre to gain the most from our recently acquired Deductible Gift Recipient status by having the time, skills and focus to apply for a wide range of grants schemes that are only available to organisations that have DGR or Public Benevolent Status.

Staff have a regular list of projects and programs they would like to develop or offer to the community and the grant writer works from a 'wish list' of activities to match them against possible funding opportunities.

Payments made to Grant writing contractor 1.7.15 to 30.6.16 = \$7,375.00

Facts

7

successful grants

\$65,795

funds received

Volunteers

22 volunteers – Approx 1,353 hours volunteered

Train 4 School, community events, Nourish, Doug the Reading Bug, PBF, Horse Tale, Motivational Day, Community garden, House to Home Program, Chances, tax help

6 hours – T4S Dungog Philippa Hudson – child care Train 4 School Dungog (2016), past attendee (2015)

21 hours – Train 4 School Dungog Karen Pearce – child care Train 4 School Dungog

6 hours – T4S Natalie Newton – helped with child care T4S Dungog

9 hours – Community Kitchen Carolyn Flannery – assisted with Community Kitchen childcare – 3 times child care for Community Kitchen (Nov-Dec 2015), including Christmas Gingerbread House Making

3 hours – Community Kitchen Sandi Dunn – Train 4 School west

4 hours – 2 Doug Reading Bug events Melissa Brotherson

35 hours – PBF program and events support, 20 hours Horse Tale
Kim McFadyen

Approx 30 hours – Community Kitchen Melissa Everding – co-ordinator started August 2015

5 hours Matthew Coxhill – Doug the Reading Bug – Pyjama Storytime, October Community Fun Day

4 hours – Doug the Reading Bug Dave Kemp – Doug the Reading Bug – Pyjama Storytime – July, October

10 hours – Chances Tina Overton – Chances – co-ordination & promotion Sports Gala Day, Promotion at Schools

2 hours – Train 4 School Janine Gardiner – guest speaker on Panel of Parenting Wisdom for Train 4 School

2 hours – Train 4 School Georgie Clearie – guest speaker on Panel of Parenting Wisdom for Train 4 School

2 hours – Train 4 School Jeannie Briggs – guest speaker Train 4 School – OT – Session Ready Physically

Facts

410 hours – Robert Wilkinson –
Garden maintenance and homeware
storage coordinator

410 hours – Martin Smith –
Garden maintenance and homeware
storage coordinator

**50 hours – Tax Help Officer, 130 hours –
Office refurbishment** David Crane

**120 hours – Reflections of Resilience
Photos, 15 hours – Masked Ball photos,
60 hours – PBF support, 6 hours – T4S,
4 hours – Doug at Playgroups – Train
4 School Dungog and West, Doug
the Reading Bug – childcare and
photography** Kris O'Sullivan

30 hours – PBF support Anne McDonald

26 hours – Emergency Relief Kylie Ross

**80 hours – Emergency Relief, 200 hours
– Counselling** David Langford

10 hours – DSCC Pizza night Leon &
Marissa Groves

5 hours – DSCC Pizza night Donna
Cavanough

5 hours – DSCC Pizza night Brian Doherty

List of training

Professional and personal development is a focus of DSCC. It allows the staff to build professional skills, knowledge and networks that support and develop the capacities they have to do their current work. It also supports the organisation grow and develop new programs and supports and assistance to the community by the new range of skills and knowledge the staff bring to the organisation.

Training, workshops and courses also allows the staff to build their own personal skills and strength to not only support them in their position with DSCC but within their families, and community.

Training completed by staff and volunteers this year:

Self Care and Boundary Setting, Accidental Counsellor Foundations, ASIST (suicide first aid), Tax Help, Accidental counselling, First Aid, Diploma in Counselling with BCA National

Workshops attended this year by staff and volunteers:

Red Cross self care, Red Cross Communicating in Recovery, ramhp Self care, MHCC workshops – Mental Health Connect and Recognising and Responding to Trauma, Sam Cawthorn, NSW Science Hub Leadership Forum at Bundanon, Peter Kenyon Community Renewal meeting , Tracy Cerff Domestic Violence workshop, Jobs Australia – Industrial Relations Update for Community Sector Employers

Conferences attended:

RYDON, LCSA, Natural Disaster Conference, Australian and New Zealand Emergency Management Conference

Facts

10

workshops attended

4

conferences attended

7

courses attended

