



Marist 180

Annual Report FY 22-23



# Acknowledgement of Country

**We acknowledge and respect the traditional owners of country throughout Australia:  
land, skies and seas. Remember the past, live today and dream for the future.**

Our Reconciliation Action Plan Working Group are currently drafting our next Reconciliation Action Plan. Marist180 offers our wholehearted support for the Uluru Statement from the Heart (2017). The Uluru Statement from the Heart is an invitation to all Australians from First Nations people to unite and to build a better, shared future.







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## Chair and Chief Executive Report

**We are thrilled to share with you the remarkable achievements and progress that the Marist180 team have made during the 2022-2023 financial year. We are proud to say that our team has continued our mission of empowering children, young people and their families to create positive change in their lives and communities. Our dedication and tireless efforts have resulted in numerous accomplishments that have left a lasting impact on the lives of those we serve.**

**Strengthening Our Programs:** Over the past year, we continued to deliver our programs and services across New South Wales, south-east Queensland and the ACT. Our service delivery network alone included teams working across 64 houses and apartments (203 beds), and 5 operational hubs supporting over 990 children, young people, vulnerable persons and their families. Close to 750 team members were active in the field supporting our Mission.

**Innovative Approaches:** Our commitment to innovation has seen the team strengthen its lived experience and evidenced-based practice in the area of trauma-informed therapeutic care. A highlight this year was Noel Macnamara from the Australian Childhood Foundation facilitating a two-day workshop with key leadership and care team members.

**Financial Sustainability:** Despite the challenges posed by the economic landscape, we have maintained a strong financial position. This stability has allowed us to reinvest back into our programs and infrastructure, ensuring our long-term sustainability.

**Impactful Outreach:** Our outreach efforts continue to generate success. During the year our teams prepared with Commonwealth agencies and local community groups to welcome children and young people as part of the Unaccompanied Humanitarian

Minors (UHM) program. More than 30 orphans displaced due to conflict and upheaval in Afghanistan arrived on our shores to begin a new life.

**Collaborative Partnerships:** We have fostered strong partnerships with local businesses, schools, research institutions and community organisations. These collaborations have expanded our capabilities and resources, enhancing our ability to make a difference in the lives of our clients.

**Client Success Stories:** The success stories of children and young people continue to inspire us all. Many of those who have benefited from Marist180's programs have gone on to achieve remarkable things in their lives. We are immensely proud of their accomplishments and their dedication to giving back to their communities.

**Strong Governance:** Our Board of Directors and leadership team have worked diligently to ensure effective governance and transparency. This has helped us maintain our commitment to accountability and ethical operations.

**Community Engagement:** We have organised and participated in numerous community events and campaigns, fostering a sense of belonging and shared responsibility. These efforts have strengthened our ties with the communities we serve.

None of these achievements would have been possible without the hard work, dedication, and unwavering support of our team, volunteers, donors, and partners. As we move forward into the next financial year, we are excited about the opportunities and challenges ahead. We remain steadfast in our commitment to empowering young people to reach their full potential and create positive change in their lives and communities.

**We want to express our heartfelt gratitude to all of you who have contributed to Marist180's success during the 2022-2023 financial year. Together, we have made a profound difference, and together, we will continue to do so in the years to come.**



**Hon. Barbara Perry**  
Chair

**Peter Monaghan**  
Chief Executive Officer



# Partnerships and Advocacy



## Children in Care Collective

The Children in Care Collective is an interagency think-tank formed to share experience, discuss best practice, learn from researchers and policy experts in out of home care, and advocate for change. Marist has been contributing to the Collective since 2020.

Key areas of focus and advocacy have been on collecting data and insights into the barriers young people in out of home care face preventing timely access to mental health services, and how to better support carers of young people with complex needs. An emerging area of focus is on centralising common issues experienced across multiple states and territories onto a single national platform, to benefit from the collective wisdom from across multiple jurisdictions.



## Family Spirit

In 2018 Marist180 and Catholic Care Sydney formed Family Spirit as an independent organisation providing foster care and adoption services. As a founding member and through providing support to Family Spirit through board representation, we are pleased to see our objective of improving the lives of children, young people and families in need continues to be realised through collaborative efforts.



## MacKillop Family Services

Marist180 holds the contract with the Department of Communities and Justice for Specialist Homelessness Services which are provided in the Blacktown and The Hills Shire LGA areas in partnership with MacKillop. Through this partnership we are able to support over 380 young people work through and resolve their experience in being or at risk of becoming homeless.



## Commissioning of the Newcastle Office: Lyon

After a long wait, the Commissioning of the Newcastle Office, 'Lyon', occurred on Wednesday, November 30. We were blessed and deeply grateful to have Randall Briggs, a young (in his words) local Elder, lead us in a Smoking Ceremony, and Welcome to Country.

As we commenced, Randall offered us much wisdom-about life, about simple and complex things, about gratitude for his grandfather, and people generally, about the shared privilege and responsibility we share as inhabitants of this great land.

As the Commissioning unfolded, Peter Monaghan shared with those assembled the great and important work of Marist180 in Newcastle and more broadly,

and the opportunities the 2022-2025 Strategic Plan provides for us to extend, expand and improve what we do, how we offer it, and how we both support, and find support, from each other, in bringing this to reality. The gathering also heard about the broader Marist world and family, current and future: through our Marist Heart, in the Marist Association, and in opportunities the Marist Life and Formation Team will offer in 2023, and beyond.

We were all then the beneficiaries of great hospitality, with catering from a local provider bringing us to table-to share, listen, enjoy the company of each other and sustenance for what comes next. May the work in Newcastle and the Hunter grow and prosper, creating positive change.



## 150 years of Marist Mission

2022 was a momentous year for Marists all over Australia. On Friday 8 April 1872, the first Marist Brothers' school in Australia was opened at St Patrick's, at The Rocks, Sydney. This year provided an opportunity to mark, commemorate and celebrate this sesquicentenary together, and give thanks for all who have contributed to Marist180 (and its former iterations), and Marist life in Australia.

December 8 was another significant moment in the life of the Marist community in Australia, as the Australian Province of the Marist Brothers transformed and evolved into the new 'Star of the Sea' Province, comprising 11 countries.



## Marist Pilgrimage

**Director of Therapeutic Services, Julie Collier, was privileged to join the 2023 Marist Pilgrimage. Difficult to capture in a few words, Julie reflects on the experience:**

'Staying within the Holy Lands created so many experiences beyond the intended spirituality connection and included the aromas of multiple spices, the tastes of middle eastern food, the richness of culture and a deeper understanding of the beliefs of others within the walls of the Old City. We visited the Church of Nativity, the Church of Dormition, the Garden of Gethsemane, and shared in Jesus' journey of the Stations of the Cross. Our group sang hymns, prayed together in unique locations and developed a respect of each other's challenges and strengths.

We travelled to Rome to a complete change of culture, spirituality and connection. We visited the Vatican this was extraordinary as we were ushered through the crowds, up towards the podium and were seated in close proximity to Pope Francis. This experience was incredible as we listened to the Papal Blessings including messages of hope translated in

multiple languages. We visited many cultural and holy sites in Rome, including the Basilica, the Sistine chapel and the Colosseum. We enjoyed the Italian food and hospitality in between visiting some of the most remarkable cathedrals. One of our highlights was being permitted to visit Marcellin's stature at St Peters Basilica where Marcellin carries a child on his shoulders and another child beside him.

Our understanding of Marcellin's work would be further developed when we travelled to the Hermitage, in France. Our pilgrimage tour travelled to Geneva, Switzerland sharing in the incredible hospitality at the General House, Marist International Solidarity Foundation. The General House has many relics and portraits of Marcellin. The Brothers led our understanding of what a great man Marcellin was, showcasing some of his work and his commitments for vulnerable children supported through education, advocacy and compassion.'





## A Marist Noel

The project 'A Marist Noel' grew from Marist180 desire to capture the Christmas spirit for the children and young people in our residential care homes with a meaningful and memorable Christmas by giving our clients the gifts of their choice.

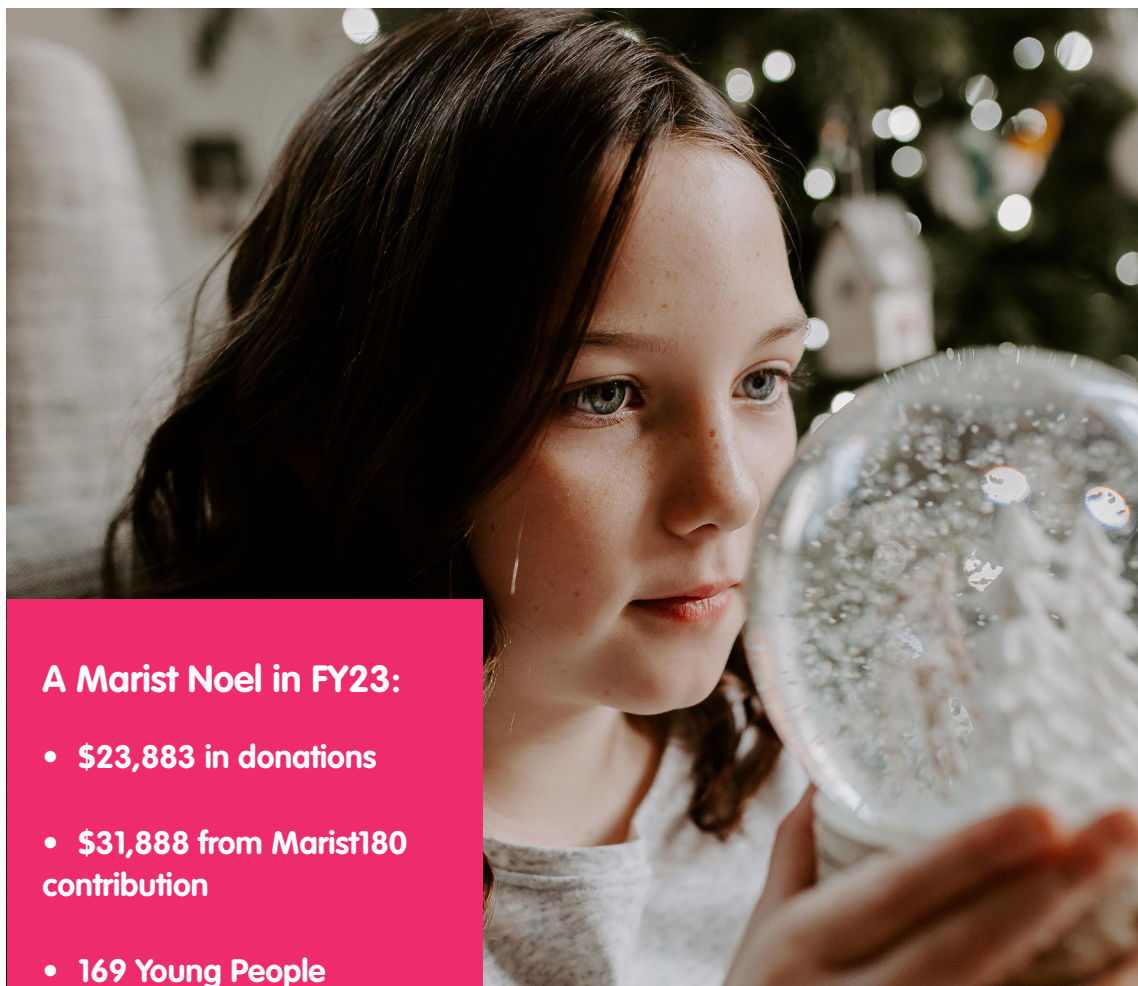
We promoted this opportunity to our suppliers, community donors, extended community, the Marist family, and encouraged them to contribute. Via A Marist Noel, we raised \$23,883 of donations (after transaction charges) between October 2022 and January 2023.

In conjunction with Marist Noel, we also received and distributed 156 Hampers, generously provided through the Hillsong Kilo of Christmas initiative.



### A Marist Noel in FY23:

- \$23,883 in donations
- \$31,888 from Marist180 contribution
- 169 Young People received Christmas gifts
- \$41,693 Amount spent



To find out more about this project, please visit:  
<https://www.marist180.org.au/donate>

## Our Marist180 way

In recent years, our resolve was challenged, yet our Marist way shone brighter than ever before. As a team, we went the extra mile to maintain our services in the face of an on-going global pandemic.

As staff we are a diverse group of over 500 people from all backgrounds. Our diversity, language, culture, experiences, faiths, beliefs and abilities enriched our offices, lit up our homes and strengthened our teams. In all essence we embodied what it means to be a Marist family.

Our words and actions were inspired by true empathy which carried with them a special, irrefutable force enabling us to journey alongside our clients; to meet them where they're at.

Our work with young people consisted of more than just frameworks or policies. It was not only through interventions and meetings, but by the constant daily relationships we built between ourselves and our young people, by personal advice, attention to their needs, encouragement, corrections, and all other sorts of life-giving lessons to which our uninterrupted presence gave to rise. In doing so, we simply gathered, much in the same way as a family does, to be present in the lives of all whom we encountered.

To work successfully with traumatised, at-risk young people and their families is to be authentic, accepting, patient, humble, simple, forgiving, present and creative. Our young people need a warmth of welcome, acceptance and belonging so



Our Marist Heart

that they know they are valued and respected. For us, this is our definition of the Marist way.

Entrusted upon us was something far greater than ourselves. For we shared the responsibility for the safety, hopes and futures of the children, young people, and the families we worked with. And so, we treaded gently, recognising this to be a privilege woven into the fabric of our vocation.

In a world which is ever changing, our vocation called us to be visionary and decisive leaders of creative responses to the needs of young people on the margins of society. As a business we had the means to achieve this. As an organisation, we depended on one another to accomplish it. Recent years called upon our tenacity, resolve, skills and abilities to be the audacious leaders our clients needed.

Indeed, it was a testament to all Marist180 employees, for we were all leaders in our own right.

In keeping with our Marist heritage, we have adopted the tradition of the Marist Heart. In the early days, Saint Marcellin Champagnat would place the names of Brothers, young people, and members of the community inside a small brass heart which he then hung around the neck of a statue of Mary. In this way he dedicated them to her. This intimate relationship helped shape the Marial dimension of the Marist spirituality.

*'All to Jesus through Mary, all to Mary for Jesus'*  
Saint Marcellin Champagnat

And so, most fittingly, on Champagnat Day, into our Marist heart are placed the names of every staff member and young person at Marist180. Through Mary this heart will serve as a reminder that we all belong to the Marist180 family.

We can stand proud in knowing when looking towards the year ahead and beyond, we are united in our resolve, our innate way of fostering a family spirit and creating a welcoming home for all. For we are Marists', agents of positive change in the lives of others.

Inspired by "In the footsteps of Marcellin Champagnat: a vision for Marist Education Today", Marist Brothers of the Schools (1998), Sydney, Australia.



## Champagnat Day Awards

St Marcellin Champagnat was a man of deep faith and action.

Faith in God and love and care for his neighbour were key principles that guided his actions. Creating lasting bonds and caring relationships were central to the way that he and his Brothers operated.

St Marcellin inspired others and the movement he co-founded, the Society of Mary, the Marists, spread to the ends of the world.

Champagnat Day celebrates the life of St Marcellin and recognises the contribution that Marist180 staff make in the lives of the people we support and care for, our clients and their families.

Each year, staffs nominate a colleague whose contribution, professionalism and comradery exemplify the Marist Way, by living out the universal Marist Characteristics, or Marist Pillars.



**From 232 nominations, our Champagnat Day Awards winners for 2023 were:**

### Family Spirit

Liam Bayode  
Tyla-Eve Kawana

### Way of Mary

Julie Callaghan  
Tony Moran

### Love of Work

Wayne Neoh  
Bradley McLennan

### Presence

Miriama Kalou  
Daniela Gorgievska

### Simplicity

Natalie Evans  
Tiana Feinga

### Young Achiever

Ngandie Komba

# The Intensive Family Preservation program (IFP)

**53** families were supported by the program this financial year

This was a reduction from previous years due to the sector going through a recommissioning where intervention time periods were extended from 3 months to 6-9 months with the possibility to 12 months depending on the child protection risk. This change was welcomed as it provided additional time to build relationships with families and to tackle challenges that arose to support the ongoing protection and welfare of their children.

In 2022-2023 intake assessments indicated our families were needing significant support with building self-sufficiency, family safety including managing domestic violence, maintaining a safe home environment, supporting family health issues, and strengthening parental capabilities was at the forefront of our support. The IFP team supported families with housing advocacy, co-ordinating NDIS supports, providing transport to

essential appointments, supporting household chores and developing routines, engaging in job readiness training and obtaining employment, referring to therapeutic support services, providing psychoeducation on healthy relationships and parenting with a history of trauma, building financial competency, court support, advocacy, and providing funding for basic needs.

The Marist180 IFP has established a positive reputation in the community and clients have recommended our services to friends and family as an alternative to Department of Community and Justice (DCJ) interventions. Clients have informed us that feeling they are given a choice rather than being told what to do gives them the space they need to open about their barriers to change and not feel guilty about asking for help.



**"Clients often remark at the start of interventions that they don't want or need the intervention, but by the end of our time together they often express they don't wish for us to leave." Serah Jones – Program manager**

## FP in FY23:

- With the recommissioning, our client cohort now includes parents who are pregnant with no other children in their care. The sector welcomed this change as there was a gap in the market offering parents intensive services to build safety and self-sufficiency so once their newborns arrived, the family was able to keep them safe at home.
- We introduced the Personal Wellbeing Index (PWI; 5th edition) to the program. This self-report questionnaire asked primary caregivers to rate how satisfied they are with different domains of their lives. The PWI is recommended by the World Health Organisation as a preferred tool for measuring Subjective Wellbeing among adults. The data thus far indicates each item had a positive increase. The top domains indicated parents felt more satisfied with: their community, standard of living, and what they are achieving in life by the time the intervention ended.
- Coming out of COVID had been a little bumpy and the cost-of-living pressures had made life extra tough for vulnerable families, but we are proud to say that 94% of the children the IFP program supported remained safe with their families during our intervention.



## Intensive Therapeutic Care (ITC)

**In FY23 our ITC program supported 142 young people, across 41 homes, group and individual residences and in the community with a workforce of 340 employees.**

The Therapeutic Team have continued to promote and strengthen the therapeutic alliance across all programs to facilitate 'gold standard' evidence-based trauma informed strategies to optimise opportunities for children and young people's outcomes.

### **The ITC team members link theoretical and clinical practices to organisational values and strategic plan utilising:**

- Importance of Therapeutic alliance
- Build and strengthen trust in each team members roles and expertise
- Best practices of information sharing with internal and external key stakeholders
- Role model best practice trauma informed principles
- Increase Reflective Practice sessions to expand team concepts and therapeutic knowledge
- Team reflection responsiveness – "are you in the boat"?
- Implement Australian Childhood Foundation (ACF) Workshop 13/14 March 2023, facilitated by Noel Macnamara to refresh the therapeutic knowledge and understanding

### **The Therapeutic teams within ITC have commenced reviewing to understand the outcomes of:**

- What is the understanding that we are providing children and young people appropriately child centred therapeutic care and is meeting the young people's needs?
- Critical oversight for Aboriginal and Torres Strait Islander and CALD focus are being met for children in care

- Interest and appetite for developing data to understand outcomes for children and young people?
- Increase the confidence and safety for Marist180 teams through utilising education and evidence-based practices
- Identify areas of strengths to promote 'best endeavours' whilst building curiosity to respond appropriately to gaps in service provision

### **In ITC the teams align to the OCG Development of Culturally Safe Aboriginal Cultural Care Plans:**

- Family is Culture Review ([nsw.gov.au](https://nsw.gov.au))
- Aboriginal Affairs NSW - NSW Partnership
- Aboriginal Case Management Policy - AbSec | NSW Child, Family and Community Peak Aboriginal Corporation

### **Key focus areas for staff education for 2023-2024**

- Sexualised Behaviours and Healthy Relationships
- Mental Health: confident responses to self-harm, suicide ideation, low mood, decreased motivation, and lack of willingness in engagement
- Documentation and Reporting: case notes, Incident Reports, Risk Management Plans (RMP), Positive Behaviour Support Plans (PBSP)



## ITC Positive story

This young person, who had been suicidal in thought, aggressive and very disengaged. The following is part of a letter from the associated Psychiatrist and identified the joy in this young person's trajectory attributed to the therapeutic supportive care of the team at Marist180. De-identified for gender and name – will be known as Amy.

"Amy has been supported by an external support service since referral to Marist180 in December 2020. Concerns at that time centred around severe emotional dysregulation, physical and verbal aggression that had necessitated Amy's entry into care and resulted in multiple suspensions from school.

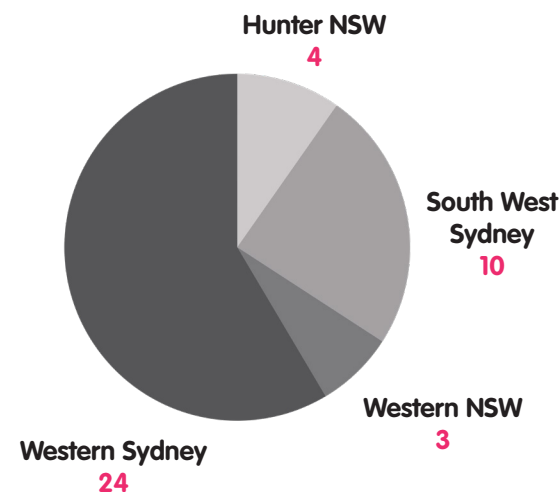
Recent progress: Amy has been learning to drive, has decided to lose some weight, enjoys Anime films and thinking about visiting Europe. Amy is positive about her progress, her future and the people who care for her.

Amy presented well dressed in appropriate clothing. Amy's dental braces are due to come off soon and her teeth are looking incredible.

She sat on the chair, not on the bean bag, and was composed and without agitation for the entire session. There was no irritability or focus or paranoia during the session. There was a good deal of humour and repartee. Amy loves to share worrying exploits she might undertake on motor bikes or racing cars but Amy's actual life is fairly low key. Amy is no longer suicidal, self-harming or hostile towards others. There was no residual thought disorder, extreme frustration such as Amy previously had presented with. She finished the session appropriately and with a fist bump".



## House by District

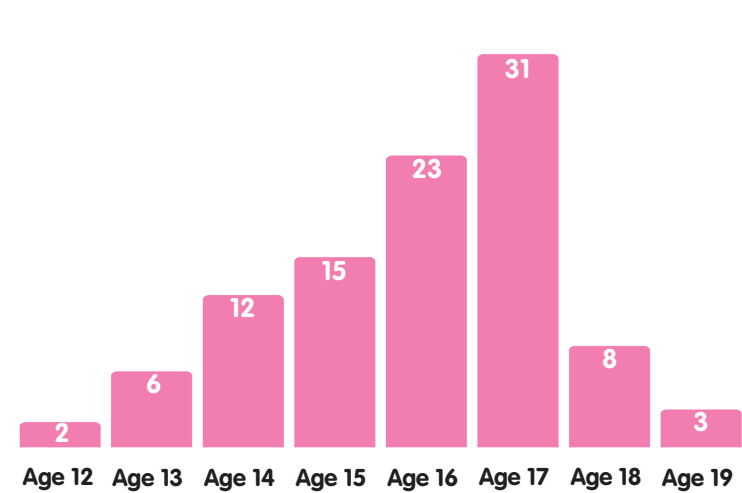


## House by Program

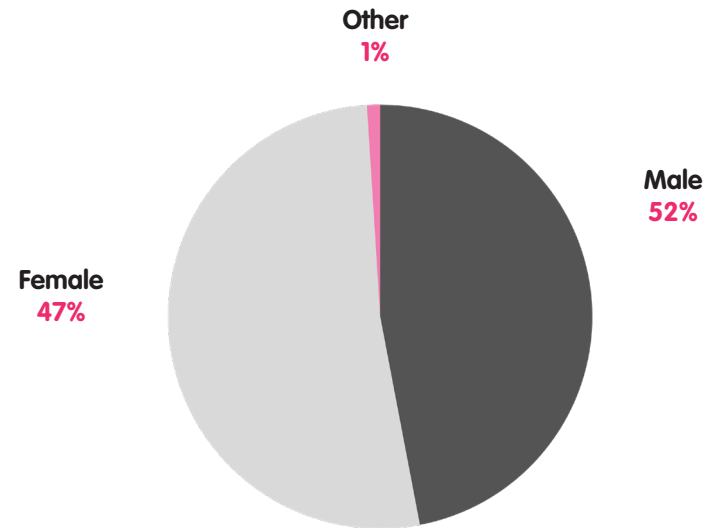




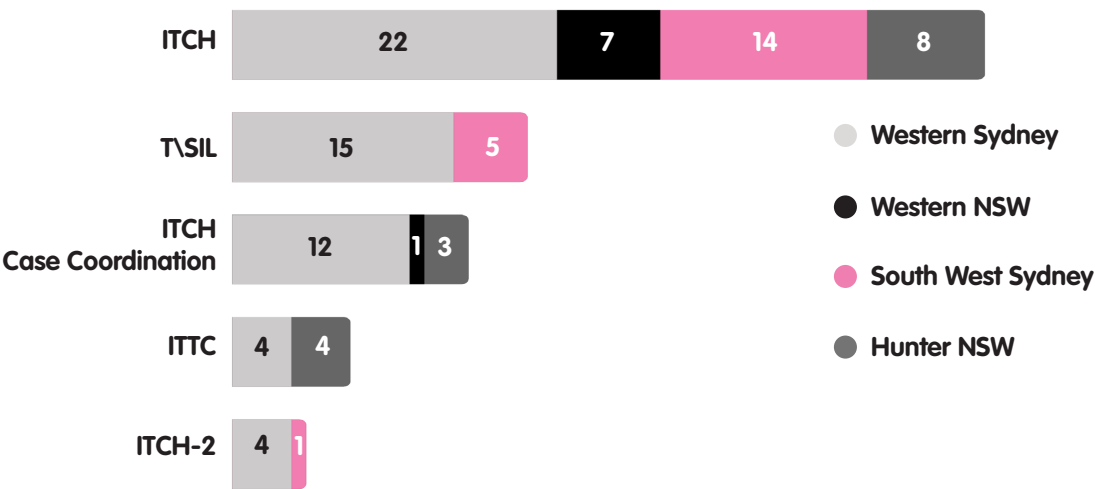
Number of Clients by Age



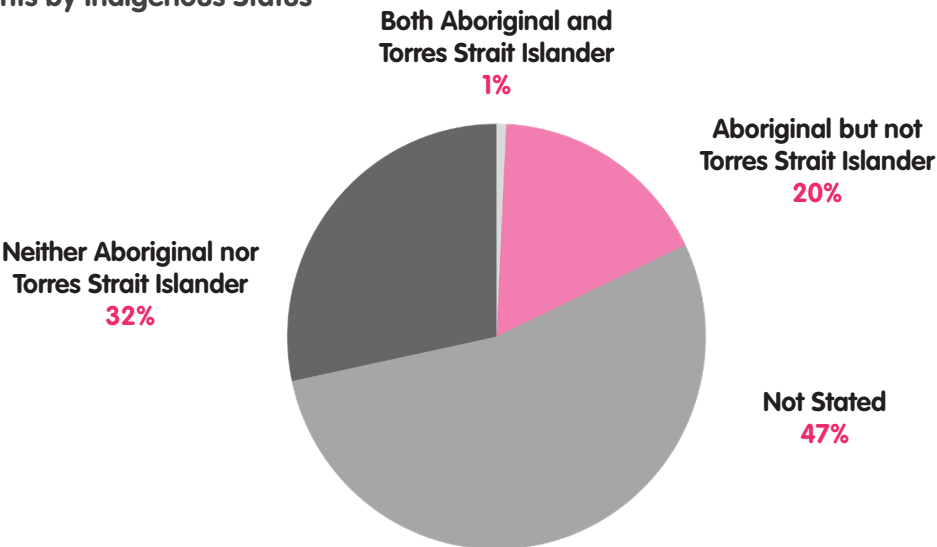
Clients by Gender



Number of Clients by District & Program



Clients by Indigenous Status



# Specialist Homelessness Services (SHS) and Short Term Crisis Accommodation

This past year our team worked on several events and initiatives to advocate for and in support of Young People who are homeless or are at risk of becoming homeless. These include:

## Youth Homelessness Matters Day



We held a gathering at our Blacktown Office, La Valla, on April 21, to recognise the young people we serve and support, to reflect with staff, visitors and some of our young adult clients, on the work and ongoing commitment of Marist180 to children and young people experiencing or facing homelessness, and demonstrate solidarity for all those working to address the human, practical and structural factors that contribute to the growing numbers of homeless children and young people.

## The 'Community Hub Day'

An event, now held monthly, for a community of vulnerable people in the Blacktown area – it is open to all Blacktown community, who have identified vulnerabilities, barriers and complex needs. The SHS team hosted their first 'Community Hub Day' in August 23 at our La Valla offices, and the response was overwhelmingly positive from clients and service providers alike. More than 20 young people availed themselves of the opportunity. The following excerpt from an email from one of the Managers who were present is a poignant capturing of what other agencies expressed:

'Just sending a big thank you to Marist180 and yourself (SHS Program Coordinator) for hosting the Community Hub. It was one the best events I have been to in recent times.... The energy in the room was amazing, and for me it felt more like an expo, the difference being that it made a tangible, concerted effort to address the immediate needs of our vulnerable community, as a working hub should do. It was touching to watch members of the Blacktown community being warmly handed from one service to another. Yesterday's event reminded me of that old saying 'It takes a village to raise a child'. In the case of yesterday, it was 'It takes a village to help a community'. My team and I look forward to working with Marist180 now and into the future. There is so much to do and so little time.'

There are three touchstones these Hubs are built on and anchored in:

- ✓ The first is a sense of welcome-some find the La Valla venue safe, welcoming, not government or institutional... there is no sense of being a number in the system, waiting on and hoping for a response that may not be overly personal or predictable.
- ✓ The second is unlocking the tools, the basics we all rely on to make our way successfully: birth certificates, bank and Medicare accounts and cards, access to social security and other benefits people are entitled to, and often critically dependent upon.
- ✓ Lastly, being in person bridges the technological divide experienced by those who are of limited means or understanding.



**We hope this 'village' continues, and will inform, enable and empower many.**





## SHS Positive Story

An email to Susan, Caseworker (from former client, from 2011):

'Hi there Susan, Miss you heaps! I just wanted to thank you again for the help I received from you and the organisation, being 17 and pregnant was so much, and looking back on it now I couldn't have done it without you.

We bought a house last year, a little Queenslander, right near the beach, the kids love it. Lesley will be 11 this year-can you believe that high school is next year? He has grown into such a strong and vibrant child and is so smart, he got an academic achievement award at school last year for Mathematics. Loves 4x4 and his doggy. Savannah is 9 and Stacey just started kindergarten.

We have a holiday homestead in central Queensland that has black Angus cattle and chooks, the kids love it. We will be 'migrating', as the kids call it down there, this year after our wedding in early 2023.

I hung up my boots as an emergency services worker, and am now working as a dental nurse 5 days a week, and my partner is still working in concreting.

When we are looking back or talking about the past, your name comes up often. And I appreciated you then, but even more now as an adult.'

## Skilling Queenslanders for Work

In Brisbane, Marist180 operate a number of programs under the 'Skilling Queenslanders for work' initiative funded, by the Queensland Government. Programs have been operating in South East Queensland since October 2015, and have included national recognised certificate and employment opportunities in the fields of aged care, disability support, warehousing, conservation and eco-system management, business and construction.

Since Marist180 first gained funding for this initiative we have supported 772 people through these programs. The programs are designed for people with barriers to gain employment or that are long term unemployed. The training is provided through a strategic process of theory and practical work, along with wraparound support to help guide a path to a financial stable future

**92%****gained a qualification****73%****gained ongoing employment****95%****accessed additional supports of food, mental health and housing**

### Positive Story

Michael is a 19-year-old man who had diagnosis of anxiety, ADHD and was lacking in confidence. He had not had employment since finishing high school and did not have any goals or idea of what he wanted to do.

Michael undertook a construction traineeship with Marist180. Through the traineeship he was supported to complete theory and was given the opportunity to try various trades, such as concreting, plastering, painting, constructing walls and ceilings, building fences and retaining walls.

At the end of the 20-week paid traineeship his confidence and skills in using tools, and his trust in his own ability to complete jobs, allowed to him to confidently apply for an apprenticeship.

Michael is now employed as an apprentice electrician in his second year. He still maintains contact with Marist180 and keeps us up to date with what he has achieved, including living in stable accommodation, gaining his drivers license and own vehicle.



## Unaccompanied Humanitarian Minors (UHM)

*"Celebrating Diversity, supporting young people to achieve their goals through accommodation and support services. Providing a holistic, culturally appropriate, and respectful approach to support settlement within Australia"*

Andrea Thomas, UHM Program Manager

### FP in FY23:

- In August 2022, Marist180 supported the Department to accommodate the evacuation of 2 orphanage sites in Afghanistan, which were at high risk due to takeover of the Taliban where the orphanages were located.
- The service needed to accommodate an additional 46 young people, and did so within 8 weeks to support young people entering Australia.
- Marist180 secured 8 properties in North West of Sydney, furnished the properties and ensured they were homely and culturally appropriate.

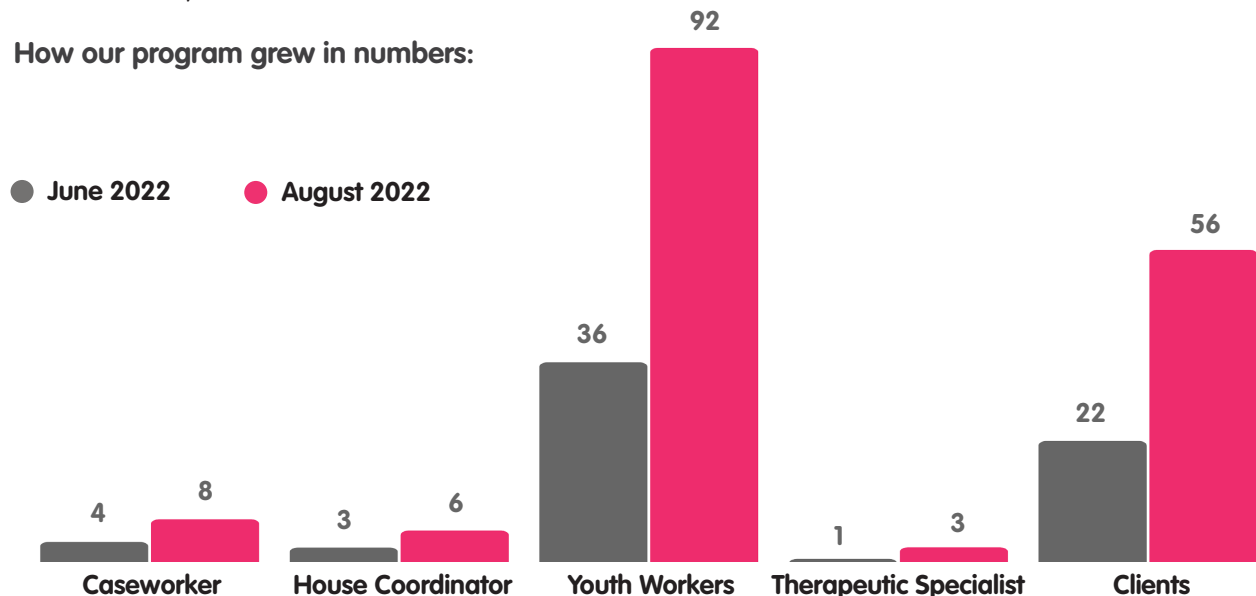


"A refugee is someone who survived and who can create the future." - Andrea Thomas, UHM Program Manager

The task of recruiting personal to support the young people was a challenge; House Coordinators, Therapeutic Specialists, Caseworkers, and Youth Workers were recruited, inducted, and trained to provide wrap around services. We were also able to ensure that a percentage of staff spoke Dari to communicate and to assist in the smooth settlement of the children and young people when they arrived in the country. The successful rapid growth of the program reflected the dedication, passion, and hard work from all areas of the agency to ensure we could support the young people on arrival.

The children arrived at Sydney airport in small groups, and through close collaboration with Sydney airport management we were able to ensure the children were safely collect, supported by interpreters and transport to their new homes. Many of the children had lost their luggage when fleeing the Taliban and arrived with only the clothing they were wearing. Within 2 weeks all the children had completed their health checks, dental reviews, and were enrolled in school.

### How our program grew in numbers:



# Daramu

## Daramu and Link-Up (NSW) Young Men's Group

Daramu partnered with Link-Up (NSW), and first established the "Young Men's Group" program in February 2023. The program is designed to emotionally support the journey in culture and identity of young Indigenous men in the Blacktown Local Government Area, while being in a supportive, educational environment.

We have now seen and welcomed young men from different areas, stages, and places in their life. We introduce different services each week ranging from youth employment services, family history researchers via Link-Up, and form positive connections with the Local Area Commands (NSW Police).



Daramu and Link-Up (NSW) aspire to see our Young Men's Group be a safe, culturally appropriate program which will allow our young men to heal intergenerational traumas, resolve community differences such as postcode turf wars, build a positive relationship between our young men and the NSW Police, and finally, inspire our young men to contribute positively back into their families and community.

There are structured but flexible stages and elements to our Young Men's Group program that include:

- One session every fortnight Wednesday 11am – 1pm.
- Each session is opened in the yarning circle, this is to create a sense of cultural safety and security.
- The structure of the sessions changes every week, and is discussed with the young men as to how they'd like next fortnights session to run.
- Uncle Dennis Dunn and Daramu caseworker Arthur Frail, are the program facilitators who deliver culturally responsive work around various aspects of the Indigenous culture.

Including, but not limited to:

- ✓ Tool kits. These include traditional hunting tools, items, and musical instruments.
- ✓ Art classes and what each story can mean, as well as education around the significance of each symbol and how to create their own story using art.
- ✓ Healing circle (yarning circle). This is to let go of that fortnight of worries, concerns, fears, and to also celebrate and encourage each other's accomplishments, dreams and aspirations in a safe and culturally responsive space.
- ✓ Family history and how to start the process of finding family. Using the Link-Up (NSW) family research tool kit, Uncle Dennis explains the process in an easy and functional way.



## Daramu Positive Story

Amy (not her real name) was referred to the Daramu program by Youth Justice. At the time of the referral, Amy had to undergo a Youth Justice Conference following a physical altercation with another female from her community. She was 16 years old and pregnant, and wanted to create a positive lifestyle for herself and her soon to be born child.

From the results of Amy's Youth Justice Conference, it was agreed that she had to complete a series of tasks. Her action plan stated:

- Verbal apology given at conference.
- Attend sessions with YJ caseworker: modules to be completed "Thinking and offending" and "Motivation to change" / or similar.
- Attend the Daramu program.
- Attend one session with Sydney West Health/or similar.

Although there were limited actions Amy had to complete, these were attainable. Nonetheless, she was prepared to complete these tasks before she gave birth and with time to nest and get ready for the next chapter of her life.

In Amy's Daramu case plan meeting, it was established that the support she was needing was transport to health/antenatal/Youth justice appointments and support with Centrelink. This was due to Amy, Amy's parents and both grandparents not having their Drivers licence. Amy completed her sessions with the Daramu program and completed all but one case plan task within 5 weeks. The last case plan action was obtaining Centrelink payments.



Upon Daramu caseworker calling Amy to book a time to meet with Centrelink, Amy informed the caseworker that she gave birth to a beautiful baby girl. Once her caseworker asked if Amy would like support Amy applying for Centrelink payments, Amy accepted. When they attended Centrelink, everything was approved however, due to Amy needed Photo Identification, they attended Service NSW to obtain it.

It was then, when the caseworker spoke to Amy about sitting for her Driver's Knowledge Test, as she is now a mother and would benefit from working towards getting her full licence, and not have to rely on public transport. Amy was apprehensive about this as, she was "shame" to fail and hated tests. The caseworker reassured Amy that she was going to support her in practicing for the Driver's Knowledge Test. Amy was still apprehensive, however, she allowed her caseworker to book the Driver's Knowledge Test.

Amy failed the first Driver's Knowledge Test and became upset about it. Her caseworker reassured Amy that a lot of people fail this test, and they were able to book another Driver's Knowledge Test. The caseworker met with Amy days prior to the test

to go over the questions that she was struggling with. Amy then failed her second test and was adamant that she was not going to try again. But her caseworker knew Amy was ready to get her licence and knew how much Amy wanted it. Therefore, the caseworker let couple of days pass before asking Amy if she would like to sit for the Driver's Knowledge Test.

Amy and her caseworker spoke about Amy being the first person in her family to obtain their licence, and how she would be a role model to them and her child. Amy was then ready to give it one final try and with this good news, her caseworker proceeded to book Amy's Driver's Knowledge Test. Within that week, Amy and her caseworker met twice to practice the test 5 times in a row. Amy was confident and ready to take this test.

The day of the Driver's Knowledge Test, Amy passed her test with a 100% score! Amy was ecstatic and had tears in her eyes. There was no time before she contacted her mother, Grandmother and sister and they expressed their pride and immense happiness for Amy. She showed great gratitude for her Daramu caseworker as the caseworker was able to support Amy with a goal, she never thought she would have obtained, her licence. Daramu was also able to support Amy with obtaining an NSW Photo Identification which has supported Amy in having over 100 points of identification.

Daramu is proud of Amy and her perseverance throughout the program. She has healed generational challenges and now has no outstanding legal matters and has shown consistency and perseverance in wanting to create a deserving life for herself and her child.

## Daramu Hub Day

The Daramu team are progressing well with our Daramu Hub days that are facilitated out of the Daramu office bi – monthly. The Hub days are dedicated to helping community access essential services like birth certificates, fines resolution, Centrelink assistance, proof of age cards and referral pathways. In addition, for the first time at our third Hub Day, Legal Aid were present, providing legal advice.

Our Daramu Hub Days are showcasing seamless coming together of critical services, catering to a unique array of needs. Centrelink worked alongside legal advisors, Birth Death & Marriages and Revenue NSW provided a streamlined experience for community that often is dealt with multiple hurdles. This holistic one stop shop approach ensured that community could address multiple concerns in a single visit, leaving them with a sense of accomplishment as feedback has been this would normally be hard to navigate.

The Daramu team's tireless efforts extended beyond service provisions, as they cooked a free BBQ and set a free pop-up shop offering everyday essentials, clothing, and other necessities. These thoughtful gestures not only reinforced the spirits of community but also relieved financial burdens for many families. The Daramu team are eager and welcome all opportunities to continue to provide community support. We look forward to building on the momentum, expanding services and creating enduring connection within the community.



A big thank you to all service providers involved, Centrelink, Legal Aid, Revenue NSW, Services NSW, Birth Deaths and Marriages and Community Restorative Centre.



## Time to Work Employment Services (TWES)

In a display of cultural celebration and reconciliation, the correctional centres Dillwynia, Geoffrey Pearce, John Moroney, Silverwater Woman's, and Parklea, recently marked NAIDOC (National Aborigines and Islanders Day Observance Committee) Week with a series of meaningful events that brought inmates, staff, and the community together.

The correctional centres have taken a proactive approach to promote Indigenous culture, fostering an environment of understanding and healing.

NAIDOC week is an annual celebration of the rich and diverse culture, history, and achievements of Aboriginal and Torres Strait Islander peoples in Australia.

Traditionally celebrated in July, the week provides an opportunity for all Australians to come together and learn about the Indigenous heritage that is an integral part of the nation's identity.

At the aforementioned correctional centres, this year's NAIDOC Week festivities were marked by a spirit of unity and learning. Inmates and staff come together in recognizing the importance of Indigenous culture and heritage.



The impact of these events was felt not only within the correctional centre, but also in the broader community. It served as a reminder of the power of cultural celebration and education in promoting healing, empathy, and reconciliation.

The correctional centres dedication to fostering a deeper understanding of Indigenous culture and history through NAIDOC Week has opened doors to greater dialogue and mutual respect among inmates and staff. It exemplifies the correctional centre's commitment to restorative justice and the rehabilitation of individuals, emphasizing the importance of recognizing and honouring the cultural diversity within their walls.

As NAIDOC Week concluded at Dillwynia, Geoffrey Pearce, John Moroney, Silverwater Woman's and Parklea, the hope for continued dialogue, understanding, and reconciliation remains strong. Reinforcing the belief that cultural celebration and education can be transformative, even in unexpected places.

### Some of the highlights of the week included:

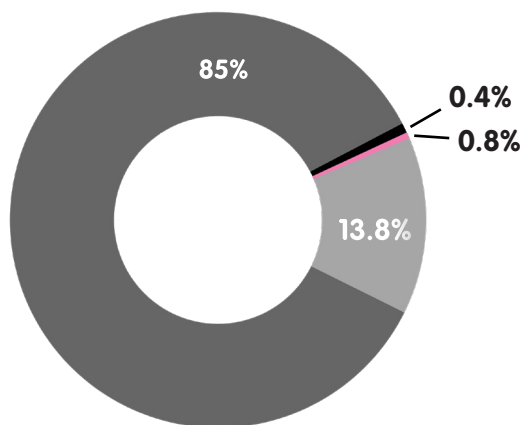
- **Traditional Welcome to Country:** this began with a traditional Welcome to Country ceremony led by local Indigenous elder Uncle Wes. This symbolic gesture acknowledged the custodianship of the land and set the tone for each centres NAIDOC day events.
- **Cultural Workshops:** inmates had the opportunity to participate in a series of cultural workshops, including traditional dance, art, and music. These activities allowed them to connect with their own heritage and gain a deeper appreciation for Indigenous culture.
- **Storytelling and Sharing:** inmates were encouraged to share their own stories, experiences, fostering a sense of empathy, and understanding among the diverse group of individuals within the correctional centre.
- **Art:** inmates showcased their creative talents preparing gifts of painted crafts inspired by Indigenous themes. The items were handed to all services and people in attendance.
- **Traditional Food Tasting:** a highlight of NAIDOC Week was a special meal featuring traditional Indigenous cuisine. Inmates and staff and community gathered to share a meal and discuss the significance of these dishes in Indigenous culture.

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**participants are currently active  
within the program**

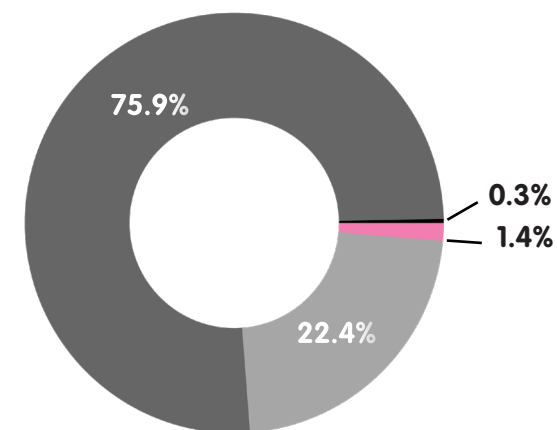
## Financial Summary

### Revenue FY21-22

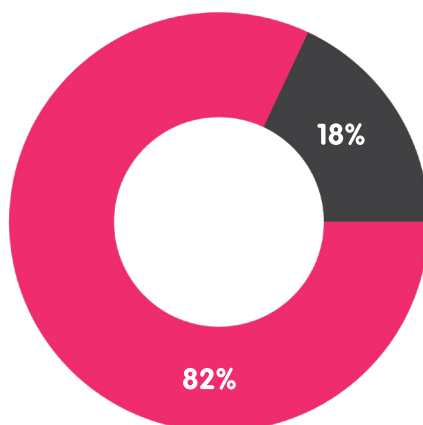


- Government Grants - State
- Government Grants - Federal
- Property Income
- Other Income

### Revenue FY22-23

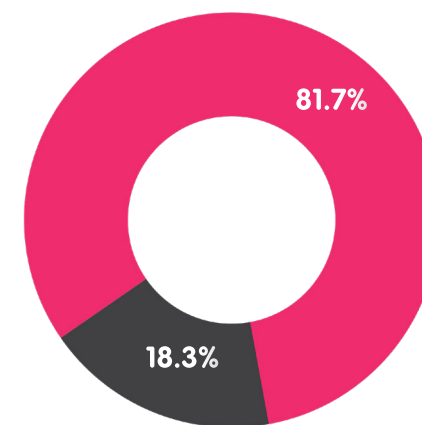


### Expenses FY21-22



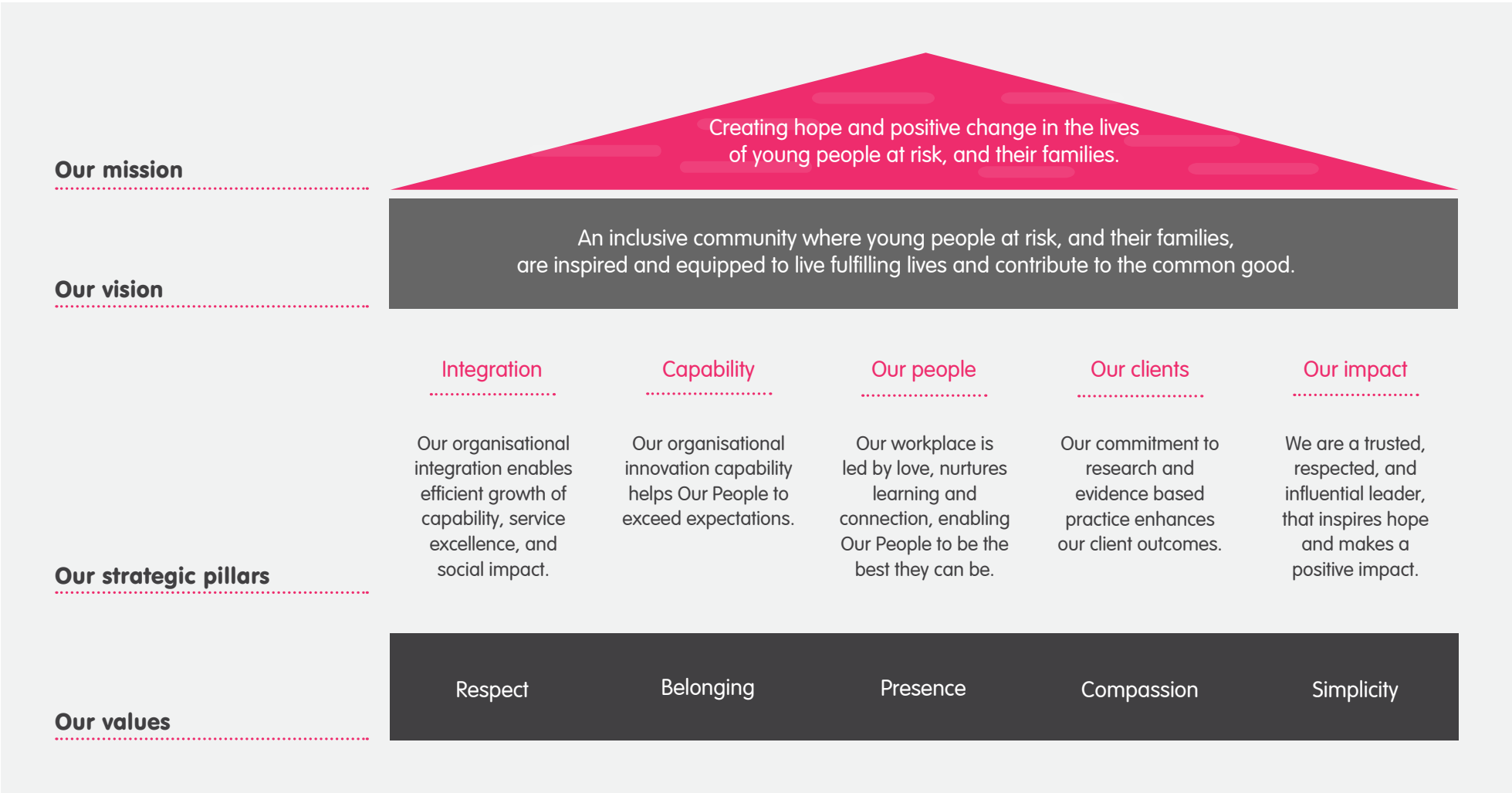
- Employee expenses
- All other expenses

### Expenses FY22-23





# Our strategy 2022-2025





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