



# ANNUAL REPORT 2015-2016

**NCNS**   
Nepean Community & Neighbourhood Services





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# Message from The Board

[1]

On behalf of NCNS Board of Directors, I would like to acknowledge the traditional custodians of our land. I pay my respects to elders both past and present, to Aboriginal Directors and staff, and Aboriginal clients and community; and also to acknowledge that we work on Darug land.

In an uncertain environment and with reform imminent, the organisation has worked hard to remain at the leading edge of our work with vulnerable communities, and families. This has been exemplified in the "Cranebrook Connects – Safe Home, Safe Community" Collective Impact project commenced this year. We thank the Nepean community for allowing us into their lives, and working together to make lasting positive change.

Some highlights this year include;

- The Kasey Is Missing web-film series
- The 12 month Aboriginal Mental Health Project (funded by NBM PHN Partners in Recovery), and the compelling Final Report by Project Worker Sarah O'Brien
- Kooly Aboriginal Supported Playgroup's participation with Liam, Andrew and Penny (UTS) and their subsequent report - "Developing early literacies in informal settings: Linguistic and cultural diversity, disadvantage and supported playgroups"
- Working with Urban Growth on creative place-based activities in the new Thornton neighbourhood
- Board Committees working well, and providing advice as required on governance matters

We are all focused on placing the organisation in the best possible position to ensure that service levels are maintained for our most vulnerable individuals, families and communities.

The Board thanks our CEO and Senior Management Team, Project Staff and Volunteers; your tireless work, commitment to families and NCNS is evident in your outcomes for children, young people and families. Your work continues the tradition and reputation of NCNS. I thank each and every one of you for your commitment and support.

All members of the Board volunteer their time and share their skills and perspectives as Directors of NCNS. I thank each of my fellow Directors for their dedication, time and energy. Thank you to Danielle, Patricia, Doreen, Mary, Peta and Joy; and special thanks to resigning directors Jenny and Vickie— whose insights have been valued, and who will be missed.

As a board and organisation, our values of respect, resilience and reconciliation will inform the way we approach the challenges and opportunities ahead.

*Yvonne Porter*  
Company Secretary





# Message from The General Manager

[2]

This year has seen us consolidate our programs with an eye to the future and the upcoming TEIP Reforms.

We've been looking for an opportunity to work on a Collective Impact Project, which became a reality with the development of "Cranebrook Connects – Safe Home, Safe Community", bringing together government agencies, NGO's, schools, residents and business. Working parties are active and have already made headway in improving school attendance, reviving the bus route, and providing opportunities for employment and training. The resident group is particularly exciting, with the Harwood conversation approach helping residents to focus on aspirational goals and building grassroots local support. It's a long-term project, but importantly, is re-energising Cranebrook agency collaboration.

With our good friends at Information & Cultural Exchange (ICE), production of Kasey is Missing was completed, and the beautifully produced 5-part web series was launched at Hoyts. It's a stunning piece of place-based story and film-making, and we are so proud of the young people, and NCNS & ICE staff involved. The cinematography and performances were just unbelievable. And just when we didn't think it could get any better, a special mention from Margaret Pomeranz on her new film show had us hyper-ventilating! A special repeat screening was held at NAIDOC Jamison Park.

The Youth Team have done some fantastic work both in schools, and with the Young Pregnancy Support group – working with very young (teen) pregnant girls, and then providing an ongoing space for them to continue with their bubs. They demonstrate the different dynamic and skillset required in working effectively with this younger group.

Parenting programs are consolidated with Triple P Discussion groups added to the mix. ADHD workshops have tapped into a huge unmet need, and we now have a second staffer providing Aboriginal Triple P each term.

Our Early Childhood team has been shining bright this year, with Kooly Aboriginal Supported Playgroup packed to the rafters, and a new second Aboriginal Playgroup starting in St Marys; a UTS study that tracked Kooly Playgroup families was published; and new opportunities to work with Sudanese families followed on from a multicultural Family Fun Day.

Kooly is a focal point for Aboriginal service delivery, and monthly Outreach days are a success, with thanks to many partners and their commitment. At Kooly, community come together for cultural activities - whether dance or campfire + storytelling. Partners In Recovery Innovation funded an Aboriginal Mental Health Project, producing a comprehensive report from 12 months of consultation, training and learning. A highlight being several of our Aboriginal staff gaining a Certificate IV in Mental Health.

I thank all NCNS staff, volunteers and student placements for a busy and successful year, and special thanks to the Team Leaders and Program Managers who manage busy day-to-day operations.

We sadly farewellled Directors, Jenny Riley and Vickie Thomson from the Board, thanking them for their significant contributions. I again thank all NCNS Directors for their commitment, support, encouragement and counsel over the year.

*Joy Impiombato*  
General Manager



# Director's Report

Nepean Community Neighbourhood Services (NCNS) is a grass-roots organisation based from six centres in the Penrith LGA. We work through a model of partnership and collaboration, providing aid and assistance to residents of the Nepean area who are suffering from homelessness, poverty, distress, helplessness, and misfortune.

An important element of our work is provided through Koolyangarra - our Aboriginal Family Centre at Cranebrook – which is the hub for our Aboriginal support and community programs. Youth, family support and community programs are run through our centres at Glenmore Park; South Penrith; Kingswood Park; and Cranebrook.

The organisations' achievements are detailed in the Board and General Manager's messages, and throughout this report.

We would like to thank and acknowledge the agencies that fund NCNS. These include:

- NSW Family & Community Services
- Office of Prime Minister & Cabinet
- Department of Education, Employment and Work Relations
- Urban Growth
- Nepean Blue Mountains Primary Health Network
- Platform Youth Services
- Penrith City Council grants
- And Wesley Mission with whom we are a consortium partner

NCNS is incorporated under the Corporations Act 2001 as a Company Limited by Guarantee (not-for-profit), and operates under a Constitution originally adopted on 23rd August 2010 which is updated according to the rules of the organisation. Responsibility for the governance of NCNS resides with the board of directors. Membership of the Company is open to any individual who is nominated for membership by a member and approved by two thirds of the Directors at a Board meeting. The total amount that members of the Company are liable to contribute to the Company if the Company is wound up is \$2.00.

## **NCNS Directors**

NCNS must have at least five and not more than nine directors. NCNS's constitution provides an indemnity to directors.

Appropriate director's indemnity insurance is in place.

NCNS directors are:

Danielle Bowman	23rd August 2010 – 30th June 2016
<i>Chairperson</i>	
Patricia Formosa	23rd August 2010 – 30th June 2016
Joy Impiombato	23rd August 2010 – 30th June 2016
Doreen Peters	29th September 2011 - 30th June 2016
Yvonne Porter	23rd August 2010 – 30th June 2016
<i>Company Secretary</i>	
Mary Rigby	23rd August 2010 – 30th June 2016
Jennifer Riley	29th September 2011 - 26th Nov 2015
Peta Williams	9th October, 2014 – 30th June 2016
Vickie Thompson	25th October 2012 - 24th Sept 2015

## Meetings

Board Meetings total – 5

Attendance as follows:

Name	Meetings Attended
Danielle Bowman	3
Patricia Formosa	4
Joy Impiombato	5
Doreen Peters	2
Yvonne Porter	4
Mary Rigby	5
Jennifer Riley	1
Vickie Thomson	3
Peta Williams	4

Board Committee's

Finance Committee – 4 meetings  
(attended by Yvonne Porter; Mary Rigby; Joy Impiombato)

Governance Committee – 2 meetings  
(attended by Patricia Formosa, Yvonne Porter & Doreen Peters)

Audit Risk Compliance Committee – 2 meetings  
(attended by Danielle Bowman; Peta Williams & Mary Rigby)

# About NCNS

Nepean Community & Neighbourhood Services (NCNS) began as a playgroup in South Penrith in the mid-1980's. From that, arose our first community development project and youth project – based out of the old Youth Centre on Maxwell Street.

We now provide Youth services, Aboriginal programs, Family Support, Casework, Parenting, Child & Family Services and much more - alongside our core Community Development projects.

We have been working with the Penrith Aboriginal community for 15 years, and are proud to be uniquely bi-cultural in nature. Aboriginal projects and staff represent 35% of NCNS. Our commitment to career pathways, recognised training, senior management positions and proportional governance representation – means that Aboriginal people are actively involved at every level of decision making in the organisation .

## Our Purpose:

Nepean Community Neighbourhood Services is an innovative grass-roots organisation. We work together with our local community to provide quality programs that enable strength, inclusion and respect.

## Our Vision:

A respectful, resilient community that embraces diversity and supports each person to reach their full potential.

## We'll do this by:

- Providing for the direct relief of social and financial disadvantage, vulnerability, distress and misfortune for residents of the Nepean area
- Providing practical assistance through the response to and provision of emergency relief and support for people experiencing distress and/or need
- Increasing the knowledge and use of community resources by the most disadvantaged within the Nepean community
- Providing opportunity for building the resilience of disadvantaged families and communities
- Planning, promoting, implementing and evaluating long and short-term support programs and services, ensuring program design and delivery is responsive to needs of the most vulnerable and disadvantaged individuals, families and communities.
- Striving to be an innovative, collaborative, adaptive, dynamic and initiating organisation
- Being committed to our role as leaders in our field

## Our Centres:

South Penrith Neighbourhood Centre  
 Floribunda Community Centre  
 Cranebrook Neighbourhood Centre  
 North Penrith Community Centre (Kingswood Park)  
 Koolyangarra Aboriginal Family Centre - Cranebrook  
 Werrington Centre





# Our Structure



# Our Kids and Young People need the best start in life...

## Early Years

A highlight this year was the release of the UTS Research paper with Kooly Aboriginal Supported Playgroup participating as a study site. Tracking our kids, and seeing their success over time reinforced the importance of Playgroup. Kooly Playgroup can see as many as 50 participants (30 bubs + 20 parent/carers) a week most of whom are case-managed families – either Brighter Futures, Child Protection or Kinship care. These are families with complex needs. Our staff have worked hard to develop Kooly Playgroup as a true wrap-around service, with immunisation clinics, early intervention and developmental screening checks, speech, occupational and physio- therapists in attendance every week and regular immunisation clinics, ear and eye checks. With interventions happening right here, right now – a whole cohort of Aboriginal kids are ready to thrive at school. Kooly Playgroup is an outstanding example of what can be achieved in partnership. We're confident that this is a leading practice example and we're working on a tool to track kid's school readiness. In partnership with Penrith Council and Northcott, an additional 10-week speech and language program works intensively with 20 Aboriginal 4 year olds getting them off to a great start.

Braddock Playtime playgroup has morphed into a multi-cultural group, with many nationalities represented. And Weekly Reading Tents at Kingswood Park and Braddock Public Schools are making reading fun, as well as engaging parents to get be involved with school and their kids' education.

Parenting programs continue to be a highlight with Triple P (level 4 + 5), Indigenous Triple P, Special Playtime, and Cool Little Kids, running every term. ADHD has been a strong focus, with myths and stereotypes creating a great deal of misunderstanding in the community. To address this unmet need our Parent Facilitator has

- Supported Playgroups
- Parenting Programs

- Early Literacy Activities
- School Readiness

developed 2 AD/HD seminars ; Introduction to AD/HD, and Behaviour Support for AD/HD – these popular seminars provide parents with the latest evidence about AD/HD, its diagnosis, treatment and management, what's going on in an AD/HD child's brain. These seminars are a revelation to parents. For families looking for more – an AD/HD Support Group meets once per month. We've also produced a poster series, to get the word out there in the community, in the hope that kids with AD/HD are better understood.

A new seminar presenting the latest evidence on Children and Anxiety is also proving just as popular. Triple P Family Transitions another new program, is making a difference for kids when parents are separating. The outcomes from this work are immediate and very moving.

## Evidence Based Programs

- Cool Kids & Cool Little Kids
- Triple P – Level 4, and Level 5
- Triple P – Discussion Groups
- Triple P – Stepping Stones, & Family Transitions
- Circle of Security
- Keeping Children Safe
- Kooly Aboriginal Supported Playgroup
- Speech and Language

## Evidence-Informed Practice

- ADHD Workshop
- ADHD Posters





# Our Kids and Young People need the best start in life...

## Working with Young People

The NCNS Youth Team provides a combination of Young Pregnancy Support and Young Parent Support; in-school programs, after-school drop-in/recreational activities, school holiday programs and support for young people across a number of neighbourhoods in the Penrith area including Work Development Orders, and Youth Justice Conferencing.

Nepean Young Pregnancy Support group continues its important role creating a youth-friendly environment for pregnant teens and their partners. Its so important that we maintain a positive connection through their parenting journey and remain connected to the girls after they've had their babies, meaning we can be there to provide the additional support that young parents sometimes need to keep their bubs safe.

Our School Chaplains provide students with pastoral care - support in the playground and classroom. These school-based activities complement the generalist recreational activities, casework and group-work the team provide. Chaplains can work individually with children and young people, or provide group activities. At Mulgoa, our Chaplain and a supportive Principal have implemented a whole of school, evidence-based social-emotional program called Second Step. After seeing the difference in children from learning to understand and articulate their emotions and feelings, the teachers have embraced the program – and use Second Step language whenever little conflicts emerge – whether in a maths lesson, or in the playground. Its inspiring to see this school producing a group of emotionally intelligent children and young people!

At Cranebrook High, the Chaplain has implemented Social Inc. – a peer support activity linking kids in the support unit with mainstream students, and is de-stigmatising disability in the playground through friendship. At Penrith Valley School, hands-on engineering challenges are helping students work together and learn to solve problems.

The Youth Hub at Cranebrook provides a safe, accessible drop-in space for at-risk young people to socialise while learning new skills.

- Young Pregnancy Group
- Youth Hub - Drop In
- School Chaplains
- Socio-Emotional Programs

NCNS has a special interest in Mental Health and Drug & Alcohol prevention. Each year in October we take the Mental Health Roadshow to 5 local high schools and talk to over 1000 young people about mental health, providing resources and raising awareness. This year a new partnership with the Health's Drug & Alcohol team is providing an outreach drug and alcohol service that's taking preventative conversations out into the park at Cranebrook. School Holidays are an important opportunity for respite and self-care for children of parents with a mental illness, and this group of young people is on our radar to provide targeted support and recreational outlets.

The team work hard to utilise programs including Friends for Life, Love Bites, Rock & Water – notwithstanding the challenges of working in schools with time constraints and sometime inconsistent classes week to week.

One of our largest youth activities is our Breakfast Club – which currently sees 300 kids for breakfast every week! Braddock Public do a school pick up run for kids with very low school attendance; they are then dropped off to Breakfast Club and walked over to school. This simple collaboration has increased school attendance, and we expect that academic improvements will surely follow.

### Evidence Based Programs

- Rock & Water
- Friends for Life
- Second Step

### Promising Practice

- Love Bites (NAPCAN)

### Evidence Informed Practice

- Risky Business Parent Trivia Challenge

## Creating Vibrant Communities...



- Learn New Skills  
- Stay Active

- Meet new people  
- Supporting Families

The Collective Impact project Cranebrook Connects – Safe Home, Safe Community is definitely big news this year. Importantly, this project belongs equally to every partner organisation, with NCNS performing the backbone role and learning the skills of collaborative leadership. Our common agenda is in place, and the Working Groups have goals that will make a difference in residents' lives and are achievable. The launch event was a Colour Run with hundreds of community members getting involved in the fun. This is a long-term project but one that has re-energised the service system as well as local residents.

New Tenant Engagement activities have taken us to 14 public housing complexes where we are connecting with residents who are socially isolated, often with mental illness or disability. Outings, social activities and information and referral service have been valued by these residents. Our involvement with Torton Place continues and it's been great to see the complex enjoy a garden makeover, which residents are very proud of.

Working with Urban Growth, providing community development opportunities in the new Thornton neighbourhood has been highly rewarding. As a new community, the residents are keen, active and engaged in creating community pride and identity. The Village Green is a fabulous space for events, and working with The Westies to activate the space with a monthly Home Made Market has been a visible success story. Thornton has many new Chinese Australian residents, the formation of a weekly Conversational English class has proved very popular. Thornton residents have been enthusiastic to participate and make the most of their resourceful community development worker and the fantastic location.

We continue to run the Foodbank Pantry Program in Kingswood Park and Cranebrook – cheap groceries takes pressure off families struggling to make ends meet.

A lovely partnership formed between Nordoff Robbins, NCNS, and Louise Maher – who championed the idea of a Community Choir, particularly targeted towards mental health prevention. Clients were transported to the Centre, we sang for an hour, then shared a dinner together and had a lot of fun and laughter.

We had a great White Ribbon day with Braddock Public, creating a long line of children and families in white t-shirts, representing the end of the line for Domestic violence.



# Creating Vibrant Communities...

- Keeping Children Safe
- Free and Fun Activities
- Planning Great Neighbourhoods
- Having a Voice

And of course, we had LOTS of events – Family Fun Days, Pet Immunisation Days (thanks to the RSPCA), Childrens Week, Reconciliation Week, Close the Gap Day, Christmas, Easter and any occasion for a BBQ really.

Our innovative Keep Them Safe Circle in Cranebrook, working on a principle of shared responsibility in child protection, and prevention through early identification of issues, brings together school Principals, School area support staff, and local service providers to make positive early interventions and share information in a community that rates highly in child protection notifications and removals. Through this circle, we are able to make interventions that can keep families out of the child protection system.

Community development staff are also actively improving and linking the service system, and coordinating responses to priority issues via networks and interagencies, and we convene a number of networks including: Cranebrook Neighbourhood Advisory Board, Cranebrook Keeping Them Safe Circle, Kingswood Park Action Network, Nepean Blue Mts Aboriginal Workers Network, and the Nepean DV Network.

Neighbourhood Centres form really important roles in recovery and long term maintenance for people with mental illness. Centres are local, accessible, low-cost, and community workers can help participants making friendships, re-discovering interests and skills, and returning to training and employment. We're interested in how we can measure and assess the value of Neighbourhood Centres in the prevention of escalation to more severe mental health episodes.

## Evidence Based Programs

- Cranebrook Connects Collective Impact Project
- Breakfast Program

## Evidence Informed Practice

- Keep Them Safe Circle
- Outreach to Housing Complexes



# Working with Aboriginal Families to Close the Gap...

## - Connecting to Culture - Healthy Bubs and Kids

Koolyangarra Aboriginal Family Centre (Kooly) is a hub for Aboriginal service delivery across the area. Friendly and accessible, providing free phone, computer, and fax services as well as a worker available for support, and Aboriginal Women's and Men's groups.

Kooly service outreach days have been a highlight of this year, and we thank the many services who come once a month - we thank you for your commitment. This year, we've combined Cultural Connection afternoons with the Outreach Day, and this has been successful. Cultural Connections provide opportunities for getting back to culture in a range of different ways. Its some of the most rewarding work, when we can sit around the fire pit with a group of young people who are often very shy, and in this culturally safe place – they open up; talking and sharing with others.

The production, and subsequent launch of 5-part web film Kasey Is Missing – a partnership with our great friends at Information and Cultural Exchange (ICE) – was one of the best things this year. Seeing our young people on the big screen, in a story that they had created and a special launch at Hoyts was just amazing. The production is beautiful, the acting a treat and we are just so, so proud for the young people, as well as NCNS staff who were involved.

Wallan Mahlee Girls Dance group has a new facilitator and is in-demand for performances at civic events. Our Aboriginal Carer Support group was re-launched this year, carers undertook training, and they enjoyed a number of outings in the school holidays.

We were proud to be the first pilot site of an adaption of the Go4Fun Child Health program for the Aboriginal community. Our team were trained, and the program modified and evaluated for Aboriginal kids nutrition and diet, with a focus on chronic disease prevention. Attendance and participation were great, and we hope to be able to continue to deliver the program.

We were fortunate to receive funding from Partners In Recover (NBM PHN) for a 12-month Aboriginal Mental Health project. With an outstanding worker hitting the ground running, a lot was achieved in a short time. The project consulted extensively, and identified systemic issues as well as solutions.

## - Connecting to Community - Healthy Bubs and Kids

Consequently a lot of training and professional development was provided within mental health services, and Aboriginal staff in generalist community roles also had the opportunity to complete their Cert IV in Mental Health. This has been transformational – giving staff the confidence and skills to work with people with mental illness, and we are seeing this translate to better interactions and conversations with our clients and communities at our centres.

Of course the big ticket items each year are NAIDOC Cup and NAIDOC at Jamison Park. On 24th June we celebrated NAIDOC Cup with 750 Aboriginal children from 21 schools in the Penrith area. With teachers, family and friends – we had well over 1000 people celebrating a great day.

NAIDOC Cup is a combined sports gala day that celebrates Aboriginal achievement in all forms. It provides an important day on the school calendar for Aboriginal kids to get together for sport, respect, achievement and culture.

NCNS Aboriginal staff are often approached in the community by kids wanting to know when NAIDOC Cup is going to be this year! For them (and us too!), its one of the best days of the school year. This year we also had a record number of parents, carers, and grandparents there to enjoy the day with their kids. Though the wind was blowing hard, it could not diminish a great day.

We started with Uncle Wes providing our Welcome to Country and Smoking Ceremony. Then the Oztag & Netball comps got underway. Our Joey's (Stage 1 & 2 children) enjoyed a round-robin of Traditional Indigenous Games; Aboriginal Cultural dance and culture with Uncle Perry; and then Aboriginal art and craft activities. The Reading Tent was a lovely warm place to hang out when it all got too much!

We loved the respectful spirit in which all the teams played and we congratulate this year's NAIDOC Cup winning schools.....

Netball Seniors – Werrington Public  
Netball Juniors – Penrith Public  
Oztag Seniors – Samuel Terry Public  
Oztag Juniors – Braddock Public

We also acknowledge and thank our financial partners – Nepean Blue Mountains PHN, and Australian Unity.



# Working with Aboriginal Families to Close the Gap...

At NAIDOC Jamison Park, we now provide a Culture Tent. This year the Culture Tent featured scheduled workshops including weaving, art, Didg and clapping sticks workshops, a screening of Kasey is Missing, and Uncle Larry's fabulous story-telling. Our tent was cosy and warm and wonderful to see kids, from toddlers to teenagers getting into culture.

Sadly, funding for Koori Games ends this year. Its always a sad day when an Aboriginal project is not re-funded. Although only a small project, it was the only generalist Aboriginal youth position in Penrith. Through Koori Games we worked with Aboriginal young people providing sports and healthy after school programs. The Go4Fun Aboriginal pilot fitted in under this project. Cultural Connections is a Koori Games project.

Our goals across all Aboriginal program areas are to:

- Increase attendance, engagement and participation with school, training or employment
- Increase access to early education for Aboriginal pre-schoolers
- Refer families earlier to services that can improve family functioning, child safety and good health
- Provide opportunities for cultural education to build pride in identity and culture

NCNS Aboriginal staff are sought to join committees seeking Aboriginal representation. Our participation on the committee's of Family & Community Services; Education; the Aboriginal Education Consultative Group and Police result in improved access, service design and implementation, and referral pathways for Aboriginal people.

## Evidence Based Programs

- Go4 Fun Pilot (Aboriginal)

## Evidence Informed Practice

- Outreach Service Delivery
- Cultural Activities



# Sometimes Families Need Extra Support...

## Casework

NCNS has been a consortium partner to the Wesley Mission Brighter Futures and Youth Hope projects since inception. Over those years we have seen a lot of change. Practice standards are very high, and the partnership provides support and training to ensure consistent and high quality casework.

NCNS is the Aboriginal Brighter Futures provider in Penrith, and for Youth Hope we have 4 caseworkers, one of which is an Aboriginal – identified position. Rounding off the team, we have a federally funded Aboriginal Family/Group Worker, who can take on a more flexible caseload, as well as running Triple P each term.

NCNS favours a combination of casework and group-work, having seen the effectiveness of the two modalities combined over many years.

The team provides home visiting, and structured intensive case planning and implementation. In addition to the casework component, the casework team utilises our range of in-house parenting workshops, and other programs to increase community and cultural connectedness, confidence and skills. There is no doubt that our casework clients benefit from having access to the Youth Hub at Cranebrook, our TAFE courses, school holiday programs, womens groups and other activities and supports. Teen Triple P is offered as a part of Youth Hope.

Brighter Futures is a partner to Kooly Aboriginal Supported Playgroup. Both Brighter Futures and Youth Hope include a Tutoring program, which achieves outstanding results for primary school aged children.

- Home Visits
- Supporting Families

- Keeping Kids Safe
- Parenting Programs

Like the Aboriginal School Readiness program the Aboriginal Tutoring program makes significant, measurable change that is transformative. School becomes enjoyable when kids can succeed instead of struggle, and classroom behaviour transforms. Teachers and parents agree that this is some of the most important work we do.

We are very grateful to Wentworth Area Community Housing for the transitional housing partnership arrangement that we have had in place for many years.

NCNS being a Work Development Order provider means that through participation in counselling, or casework, clients can repay their debilitating state debts. Additional activities that the team provide for our casework clients include Budgeting workshops, gardening workshops, pamper days, school holiday play days, and of course camps.

## Evidence Based Programs

- Structured Decision Making, Three Houses Tool
- Aboriginal Triple P

## Evidence Informed Practice

- Tutoring
- Resilience Development









# People - Board Profile

## Doreen Peters



Doreen Peters is a proud Murri woman whose connection and roots is from the Gamilaroi Aboriginal Nation, born and raised on the Namoi Aboriginal Reserve in Walgett NSW. She is from the Eualy-hi clan, and her language group is Gamilawraay & Yualawraay. Her skin is Dhinewan (Emu). She identified as an Aboriginal person all her life. Her professional career in the Federal and State Public Sector has spanned 45 years. During this time Doreen attained the position of Manager in both mainstream and Aboriginal Identified areas. Her main area of work has been in the development and implementation of policies and programs. She has received many Commendations, Certificate of Appreciation and Citations for her professionalism and outstanding work she has performed. Although retired, Doreen still maintains strong links with Aboriginal and non-Aboriginal communities.

## Jenny Riley



Jenny Riley is also a proud Murri woman whose connections and roots are from the Gamilaroi Aboriginal Nation. She was born and raised in Walgett NSW. She is from the Eualy-hi clan, and her language group is Gamilawraay and Yualawraay. Her skin is the Dhinewan (Emu) and she has identified as an Aboriginal person all her life. Jenny has worked for the Federal and State Governments for 26 years, working for Bank of NSW (Westpac), NSW Health, Aboriginal and Torres Strait Islander Commission (ATSIC), NSW Police Force and Community Services, where she was State Coordinator for Women's issues, IT, Domestic Violence.

## Danielle Bowman



Danielle Bowman is the current Chairperson. She has more than 7 years' experience working in intensive family support and residential youth work in Western and SW Sydney. Dani has an interest in governance and organisational systems, and a passion for the rights of children and young people to be the best that they can be.

## Mary Rigby



Mary Rigby has been a board member at NCNS for nearly 30 years. As a South Penrith resident, Mary has an interest in local services for older people. Mary is also a valued volunteer at South Penrith Neighbourhood Centre where she helps with our Golden Oldies Group and runs the popular Community Library.

## Peta Williams



Peta Williams has a strong administrative and management background in the community sector, in arts administration and in music therapy. She is currently the Manager of the Lower Mountains Neighbourhood Centre and has a commitment to providing useful and meaningful services and experiences that benefit and strengthen our community. She has experience in operational management, staff management, financial management, governance, advocacy, and policy development. She was Chair of the Government Relations Committee of the Australian Music Therapy Association, a Board Director of Blue Mountains Artists Network, and is currently completing a three-year term on the Blue Mountains City of the Arts Trust Committee. Outside of her working life, Peta is a musician and composer.

## Patricia Formosa



Patricia Formosa a long term Board Member at NCNS. Pat is a Penrith resident, and works at Graceades Cottage – a small Neighbourhood Centre in Mt Druitt. Patricia has an interest in Community Development and Aboriginal program delivery. She is an advocate for small to medium organisations and their ability to be localised, flexible and adaptive in their service delivery.

## Yvonne Porter



Yvonne Porter is a Penrith resident and has had a long term interest in effecting positive outcomes for the whole community. She has worked in a number of roles in the community sector including managing teams and organisations. She has an interest in policy and continuous improvement.

## Vickie Thomson



Vickie is an Aboriginal health worker with extensive experience working with the Aboriginal community in Western Sydney. Her interest is in supporting Aboriginal families and children to get the best possible start in life. Vickie's other interests include sports and public speaking, and utilising her networks to connect up and improve the service system for Aboriginal families.





# People - Staff and Volunteers

## Senior Management Team

Joy Impiombato	General Manager
Carolyn Gilbert	Team Leader - Early Childhood and Aboriginal Early Learning Worker
Trudy Grant	Team Leader - Aboriginal Projects and Aboriginal Community Development Worker
Deb Ennis	Team Leader - Youth Hope
Michelle Mays	Program Manager - Casework
Nerida Silver	Team Leader - Youth & Youth Worker
Laura Williams	Senior Team Leader - Policy & Development
Julie Collins	Team Leader - Community Development

## Supported by

Lisa Cona	Finance and Administration
Rachel Morrall	Administration Assistant
Mary Rigby	Booking Officer South Penrith and Volunteer Administration

## Project Staff

Monica Barac	Housing Communities Project Worker Cranebrook and Kingswood Park
Jade Chatto	Youth Hope Caseworker
Casey Holtom	Thornton and South Penrith Community Development Worker
Dee Geary	Youth Hope Caseworker
Brendan Kerin	Youth Hope Caseworker
Donna Hancock	Brighter Futures Aboriginal Caseworker
Natasha Jackson	Brighter Futures Aboriginal Caseworker
Sarah O'Brien	Aboriginal Mental Health Worker
Tracie Harris	Aboriginal Early Childhood Worker
Krystle Scott	Aboriginal Early Childhood Worker
Kim Simon	Connecting Koori Kids Worker
Rebecca Weir	Aboriginal Family/ Group Worker
Kasse Tollan	Youth Hope Caseworker
Emma Schofield	Youth Caseworker - Youth Hub





# People - Staff and Volunteers

## Project Staff (continued)

Aldo Trapanese	Youth Worker & School Chaplain Cranebrook High & Penrith Valley
Bronwyn Nuttall	Aboriginal Youth & Family Worker
Mary Ridgeway	Aboriginal Child & Family Worker
Narelle Smith	Parenting Facilitator, Family Worker & School Chaplain - Mulgoa Public School
Lee Dunn	School Chaplain- Braddock Public School
Zoe Harris	Community Hub - Cranebrook
Anna Breen	Community Development Worker - Cranebrook
Steve Goldsmith	Community Development Worker - Cranebrook
Naomi Stevenson	Community Development Worker - Kingswood Park
Jozica Crncec	Online Communities Worker
Stewart Roberts	Work for the Dole Supervisor - Cranebrook

## Support Staff

Cathy Briffa	Breakfast Club, Project Support & Administration
David Gillet	Project Support
Morissa Hita	Bus Driver & Project Support
Charlene Holtom	Project Support & Cleaner
Rabia Tareen	Project Support & Childcare Worker
Deborah Mulhall	Bus Driver
Trent Ferrier	Project Support
Brooke Sattler	Project Support

## Facilitators

Dorothy Charnley	Writers Group
Donna Studders	Heartmoves
Yolanda Shearer	Aboriginal Girls Dance Facilitator
Christie Wood	Tai Chi

## Volunteers

Corrie Monsma	Tax Help
---------------	----------



# Working Together

## Partners

Collaboration is key to the way we work in local neighbourhoods. We thank the many services who have partnered in different ways, working with us on projects, big and small, throughout the year.

- Northcott Disability Services
- Life Start Disability Services
- Australian Unity
- Nepean Blue Mountains Primary Health Network (NBM PHN)
- Nepean Blue Mountains Local Health District
- Marrin Weejali
- Uniting Care – JanaMilli
- Nordoff Robbins
- Catholic Care/Centacare
- Building Strong Foundations Team
- Cranebrook Community Health
- Wesley Mission Brighter Futures & Youth Hope
- Relationships Australia
- The Cancer Council
- AbSec
- Information & Cultural Exchange (ICE)
- Connect Child & Family Services
- Barnardo's Cranebrook
- Fusion Youth Services
- Christ Mission Possible
- Muru Mittigar
- Penrith City Council
- Community Junction
- Lapstone Preschool
- Braddock Public School
- Kingswood Park Public School
- Cranebrook High School
- Penrith Valley School
- Mulgoa Public School
- Bridging The Gap
- Platform Youth Service
- NBMLHD Aboriginal Health Unit
- TAFE – Blue Mountains, Richmond, Mt Druitt & Nirimba
- Penrith Disability Resource Centre

## Networks

Effective networks and inter-agencies are critical for quality community development outcomes and we prioritise staff attendance to these. In addition NCNS staff convene (and co-convene) the following networks

- Cranebrook Neighbourhood Advisory Board (CNAB)
- Nepean Community Builders Network (NCBN)
- Nepean Blue Mountains Aboriginal Workers Network
- Cranebrook Keep Them Safe Circle
- Nepean DV Network
- Kingswood Park Action Network (KPAN)

## Funders

We would like to thank and acknowledge the agencies that fund NCNS. These include:

- NSW Family & Community Services
- Department of Prime Minister and Cabinet
- Department of Education, Employment & Work Relations
- NBM PHN - Partners In Recovery
- Platform Youth Services
- Urban Growth
- Wesley Mission
- Penrith City Council grants



## Audited Annual Financial Report 2015 - 2016

**KASEY  
is  
MISSING**

what if your best friend disappeared...

# Audited Annual Financial Report 2015 - 2016

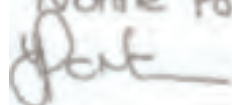
## STATEMENT BY MEMBERS OF THE BOARD

In the opinion of the board the financial report as set out on the attached pages


- 1 Presents fairly the financial position of NCNS as at 30 June 2016 and its results of its operations and its cash flows of the Organisation for the year ended on that date in accordance with Australian Accounting Standards and other mandatory professional reporting requirements.
- 2 At the date of this statement, there are reasonable grounds to believe that NCNS will be able to pay its debts as and when they become due and payable.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:

Director

Yvonne Porter  


Director

PATRICIA FORMOSA  


Dated this 8th day of September, 2016



# Audited Annual Financial Report 2015 - 2016

## Nepean Community & Neighbourhood Services

ABN: 69 145 924 821

Year ended 30 June, 2016

### Auditor's Independence Declaration

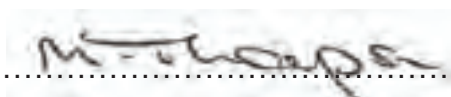
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001  
TO THE DIRECTORS OF NCNS

I declare that, to the best of my knowledge and belief, during the year ended 30 June, 2016 there has been:

- (i) No contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relations to the Audit; and
- (ii) No contraventions of any applicable code of professional conduct in relation to the audit.

Signed on:

8/9/16



Margot Thompson CPA  
Registered Company Auditor No. 4716  
MLT Accounting Pty Ltd  
Unit 6, 20 Somerset Avenue  
Narellan, NSW.

# Audited Annual Financial Report 2015 - 2016



T: 02 4648 1624  
F: 02 4647 3107  
E: admin@mltaccounting.com.au  
A: Unit 6/20 Somerset Avenue, PO Box 3066 Murrumbidgee 2567

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NEPEAN COMMUNITY & NEIGHBOURHOOD SERVICES

I have audited the accompanying financial report of NCNS which comprises the Statement of Financial Position as at 30<sup>th</sup> June, 2016, Statement of Comprehensive Income, Statement of Changes in Equity and Cash Flow Statement for the period ended on that date, notes comprising a summary of significant accounting policies and the management declaration.

### Responsibility for the Financial Report

The management of the Organisation is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free of material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

### Auditors Responsibility

My responsibility is to express an opinion on the financial report based upon my audit. I conducted my audit in accordance with Australian Auditing Standards. These auditing standards require that I comply with relevant ethical requirements relating to the audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluation the appropriateness of accounting policies used and the reasonableness of accounting estimates made by, as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for my audit opinion.

### Independence

I am independent of NCNS, and have met the independence requirements of the Australian ethical pronouncements.

### Auditor's opinion

In my opinion, the financial report presents fairly, in all material aspects, the financial position of NCNS as at 30 June, 2016, and of its financial performance and its cash flows for the period then ended in accordance with Australian Accounting Standards.

Dated this: 8<sup>th</sup> day of September, 2016.

Margot Thompson Registered Company Auditor 4516

Principal  
Margot Thompson  
B Bus, CPA, JP

Liability Limited by approved  
scheme under  
Professional Standard Legislation

MLT Accounting Pty Ltd  
is a CPA Practice  
ABN: 54 167 006 811





# Audited Annual Financial Report 2015 - 2016

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2016

	2016	2015
	\$	\$
<b>CURRENT ASSETS</b>		
Cash on Hand	4,644	4,500
Cash at Bank	60,528	52,204
Money on Deposit	575,188	504,633
Trade Debtors & Prepayments	20,344	6,925
<b>TOTAL CURRENT ASSETS</b>	<u>660,704</u>	<u>568,262</u>
<b>TOTAL ASSETS</b>	<u>660,704</u>	<u>568,262</u>
<b>CURRENT LIABILITIES</b>		
Trade Creditors & Accruals	59,228	50,857
Grants Received in Advance	49,207	83,975
Provision for Program Costs	14,907	10,202
Provision for Staff On-costs	237,443	178,343
Provision for Management Support	40,106	18,836
Provision for Relocation	13,530	13,530
Provision OM Change of Name	12,323	12,323
Provision for Equipment Replacement	22,144	903
<b>TOTAL CURRENT LIABILITIES</b>	<u>448,887</u>	<u>368,968</u>
<b>NON CURRENT LIABILITIES</b>		
Provision for Long Service Leave	121,930	101,282
<b>TOTAL NON CURRENT LIABILITIES</b>	<u>121,930</u>	<u>101,282</u>
<b>TOTAL LIABILITIES</b>	<u>570,817</u>	<u>470,250</u>
<b>NET ASSETS</b>	<u>89,888</u>	<u>98,012</u>
<b>ACCUMULATED FUNDS</b>	<u>89,888</u>	<u>98,012</u>

# Audited Annual Financial Report 2015 - 2016

## STATEMENT OF CHANGES IN EQUITY FOR THE PERIOD ENDED 30 JUNE 2016

	2016	2015
	\$	\$
Accumulated Surplus/(Deficit) Brought Forward	98,012	74,156
Surplus (Deficit) as at 30 June 2016	(8,124)	23,856
Accumulated surplus at the end of the year	<b>89,888</b>	<b>98,012</b>
Represented in the following Projects:-		
Penrith Community Dev Services	-	-
South Penrith Facilities – Neighbourhood Centre	3,438	3,010
Penrith Youth Services Project	-	-
Housing Communities Project	-	-
Aboriginal Community Project	-	-
Families NSW Aboriginal Family Workers Project	-	-
Aboriginal Early Learning Project (ACEL)	-	-
Community Hub Project	-	-
Aboriginal Affairs	-	-
Kington Place Cranebrook Facility	(2,061)	(3,007)
Cranebrook Waste	-	-
Torton Place	(3)	(3)
Brighter Futures Early Intervention Project	-	755
Indigenous Parenting Support	-	-
Making Tracks Bus Project	214	99
Organisational Management & Development Project	88,299	87,449
WS Mens Group	-	-
Bobby Williams Boxing	-	-
KOORI Games	-	-
YHS	-	-
YHS Jade	-	-
Youth Hope	-	9,708
Student Support Mulgoa	-	-
Student Support CHS	-	-
Student Support PAC	-	-
PWHC NDVN Fund	-	-
Tenant Enagement Programs	-	-
Platform Youth Services	-	-
Thornton Community	-	-
Home & Carer Support Services	-	-
MT Youth Opportunities	-	-
Collective Impact	-	-
Chaplaincy	-	-
IAS - Children & Schooling	-	-
Kingswood Park PS	-	-
Aboriginal Mental Health	-	-
Work for Dole - Cranebrook	-	-
	<b>89,887</b>	<b>98,012</b>



# Audited Annual Financial Report 2015 - 2016

## STATEMENT OF COMPREHENSIVE INCOME FOR THE PERIOD ENDED 30 JUNE 2016

	2016	2015
	\$	\$
<b>REVENUE</b>		
Government Grants	2,764,107	2,544,549
Interest	9,063	10,000
Other Revenue	646,373	568,163
	<u>3,419,543</u>	<u>3,122,713</u>
<b>EXPENSES</b>		
Programs & Other Expenses	1,104,104	938,921
Wages	1,792,940	1,637,187
Organisation Management	530,623	520,836
Setup Costs & Facility Costs	-	1,913
	<u>3,427,667</u>	<u>3,098,857</u>
<b>SURPLUS/(DEFICIT)</b>	<b><u>(8,124)</u></b>	<b><u>23,856</u></b>

# Audited Annual Financial Report 2015 - 2016

## STATEMENT OF CASHFLOWS FOR THE PERIOD ENDED 30 JUNE 2016

	2016	2015
	\$	\$
<b>Cash flows from operating activities:</b>		
Receipts from funders, donors and customers	3,375,712	3,091,327
Payments to suppliers and employees	(3,305,751)	(3,086,251)
Interest received (net)	9,063	10,000
	<b>79,024</b>	<b>15,077</b>
<b>Cash flows from investing activities:</b>		
Payments for furniture & fittings and plant & equipment acquired	-	-
<b>Net cash used in investing activities</b>	<b>-</b>	<b>-</b>
<b>Net decrease in cash held</b>	<b>79,024</b>	<b>15,077</b>
<b>Cash at the beginning of the year</b>	<b>561,338</b>	<b>546,261</b>
<b>Cash at the end of the year</b>	<b>640,362</b>	<b>561,338</b>

### Reconciliation of Operating Surplus after tax to Net Cash Inflow from Operations

Operating Surplus (Deficit) After Income Tax	(8,124)	23,856
(Decrease)Increase -		
Prepayments	-	-
Trade Debtors	(13,419)	(5,350)
Trade Creditors & Accruals	8,372	(29,095)
Provision for Staff on-costs	59,099	41,162
Provision for Program Costs	4,705	7,503
Provision for Management Support	21,270	(6,625)
Provision for Equipment Replacement	21,241	(19,221)
Provision OM Change of Name	-	-
Provision for Relocation	-	524
Provision for LSL	20,648	23,709
Grants in Advance	(34,768)	(21,386)
	<b>79,024</b>	<b>15,076</b>



# Audited Annual Financial Report 2015 - 2016

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016

### 1 Corporate Information

The principal accounting policies adopted in the preparation of this general purpose financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Nepean Community & Neighbourhood Services is a company limited by guarantee domiciled in Australia. Its registered office and principal place of business is at Cnr Trent Street & Birmingham Road, South Penrith. The company operates in one geographical location, being Penrith LGA, NSW.

### 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### a. Basis of preparation

These general purpose financial statements have been prepared in accordance with the Corporations Act 2001 and Australian Accounting standards and interpretations of the Australian Accounting Standards Board. Nepean Community & Neighbourhood Services is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

These financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs. The amounts presented in the financial statements have been rounded to the nearest dollar.

#### b. Cash and cash equivalents

Cash on hand and in banks is stated at its nominal value. For the purposes of the statement of cash flows, cash includes cash on hands and in banks, net of outstanding bank overdrafts.

#### c. Accounts receivable and other debtors

Accounts receivable and other debtors include amounts due as well as amounts receivable for services completed. Receivables which are expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets. Accounts receivable are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any provision for impairment losses.

#### d. Property, Plant & Equipment

Fixed assets are written off in the year of expenditure, this does not meet AASB 116 standards. This a result of funding body requirements for all expenses to be shown in the year incurred regardless of expenses being capital in nature.

#### e. Trade and Other Payables

Liabilities for trade creditors and other amounts are carried at cost, which is the fair value of the consideration to be paid in the future for goods and services received, whether or not billed to the entity.

#### f. Employee Benefits

A liability is recognised for the company for employee benefits arising from services rendered by employees to balance date. Long service leave payable later than one year has been accrued in respect of all employees from the date employed with the company; it has been measured based on remuneration rates current at the reporting date. In the opinion of the directors this estimate of long service leave is not materially different from the estimate determined by using the present value basis of measurement.

# Audited Annual Financial Report 2015 - 2016

**g. Income Tax**

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

**h. Comparative Figures**

Where required by accounting standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

**i. Revenue Recognition**

Grant Revenue is recognised in the profit and loss when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably. If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied. When grant revenue is received whereby the entity incurs an obligation to deliver economic value back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the income is recognised as income on receipt.

**j. Provisions**

Any excess of income over expenditure is set aside as provisions and reserves for future use in accordance with the company's charitable purposes or for activities beneficial to the community. The excess of income which is set aside is represented by income raised that was not received from core funding bodies.









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South Penrith NSW 2750  
Phone: 02 4721 8520  
[www.nepeancommunity.org.au](http://www.nepeancommunity.org.au)

**NCNS**   
Nepean Community & Neighbourhood Services