



KYOGL TOGETHER INC

ANNUAL REPORT

2021 - 2022

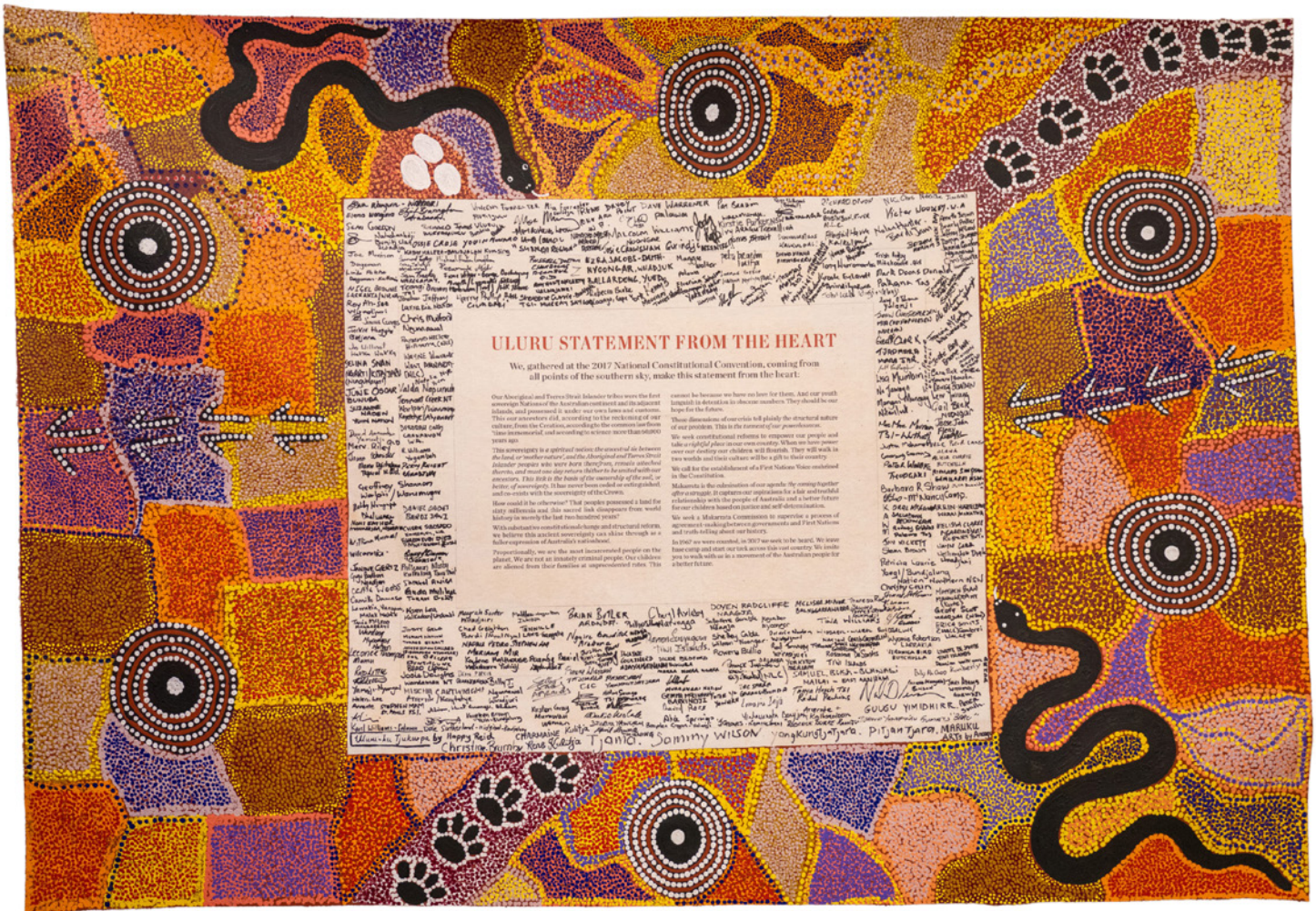


CONC



Kyogle Together Inc. acknowledges the Gullibul, Githabul, Wahlubal and Banjalang people who are the Traditional Custodians of the land and waters within the Kyogle Local Government Area, and we pay our respects to Elders past, present and emerging.

We support THE ULURU STATEMENT FROM THE HEART



THE ULURU STATEMENT FROM THE HEART

We, gathered at the 2017 National Constitutional Convention, coming from all points of the southern sky, make this statement from the heart:

Our Aboriginal and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands, and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the Creation, according to the common law from 'time immemorial', and according to science more than 60,000 years ago.

This sovereignty is a spiritual notion: the ancestral tie between the land, or 'mother nature', and the Aboriginal and Torres Strait Islander peoples who were born therefrom, remain attached thereto, and must one day return thither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty. It has never been ceded or extinguished, and co-exists with the sovereignty of the Crown.

How could it be otherwise? That peoples possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years?

With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia's nationhood.

Proportionally, we are the most incarcerated people on the planet. We are not an innately criminal people. Our children are alienated from their families at unprecedented rates. This cannot be because we have no love for them. And our youth languish in detention in obscene numbers. They should be our hope for the future.

These dimensions of our crisis tell plainly the structural nature of our problem. *This is the torment of our powerlessness.*

We seek constitutional reforms to empower our people and take a *rightful* place in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.

We call for the establishment of a First Nations Voice enshrined in the Constitution.

Makarrata is the culmination of our agenda: *the coming together after a struggle*. It captures our aspirations for a fair and truthful relationship with the people of Australia and a better future for our children based on justice and self-determination.

We seek a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling about our history.

In 1967 we were counted, in 2017 we seek to be heard. We leave base camp and start our trek across this vast country. We invite you to walk with us in a movement of the Australian people for a better future.

MESSAGE FROM THE CHAIR AND THE MANAGER



We started the year with a continued response to the ongoing pandemic. Many administrative hours were spent supporting staff and clients along with the development of compliance procedures. After consultation with staff and volunteers a requirement for vaccination was implemented. This is a moving and ever evolving environment which we will continue to review while aiming to meet community needs.

And then came the floods. While supporting flood affected community members, we also had to ensure we supported our staff and volunteers, some of whom were heavily impacted. A combination of staff capacity and accessibility issues (with roads cut off) affected the delivery of our usual services. Thanks to the creativity of staff, and the experience of Covid, we had some ability to pivot and adapt under those difficult circumstances.

The gym was heavily impacted as water entered the building and much of the equipment was damaged. The gym closed temporarily, however thanks to staff and volunteers rallying hard, it reopened within days. It was still some time before we completed the insurance process for replacement of damaged equipment.

The Fair Share Kitchen's coordinator Maree Boyland secured donations from businesses and organisations to support flood affected people valued at over one million dollars. Maree showed incredible innovation and creativity in managing transportation and storage logistics.

Kyogle Youth Action continues to maintain and build an important safe space for young people and their families, combining community development and care coordination, both locally and in the wider Kyogle LGA, while working in a collaborative way with families to address needs. The Village Youth Program, along with events such as Youth Week, have engaged young people from Jubullum, Tabulum, Woodenbong and Bonalbo.

Swoopin' Season has maintained momentum with regular meetings and meaningful engagement from young people who have contributed significantly to organising and planning events and consultation for important youth community spaces.

K.R.I.C. remains operational and successful thanks to the dedication of a small group of volunteers, with special mention to Angus Wallace, Kathy Watkins and Ralph Nawrocki. Various factors associated with the pandemic including closures and vaccination requirements impacted K.R.I.C.'s operations.

We have seen some great staff depart the organisation, Paul Shields from KYA, Cindy Roberts as cleaner, Olivia Rado in the Youth Advisory support role. We have also had the pleasure of Jules Welsh joining as gym coordinator, working in conjunction with Robyn Job who is now more focused on her passion of fitness training and programming. Ruby Hill has joined, doing a stellar job supporting Swoopin' Season.

While we continue to lobby for targeted Recovery Support Service funding, we have been able to attract increased funding for material aid to support flood affected people. This has been distributed via The Fair Share Kitchen and the youth programs and has seen a significant increase in the workload for many staff, including management and our financial administrator.

In partnership with Kyogle Council we look forward to taking on management of the Well-being Hub which will include a gym, hydrotherapy pool and indoor sports stadium. The facility will include partnership opportunities for maximum diversity of use and function as the evacuation centre in times of disaster.

While this annual report covers the 2021-2022 financial year, it should be noted that after six and half years as general manager Sharyn Marshall moved on at the end of August. During Sharyn's time KT has gone from strength to strength and we owe Sharyn our gratitude. We are currently piloting a co-general management model for six months with Lea Hine and Suzie Coulston sharing the roles.

Signed

Troy Tutaki Chairperson

Sharyn Marshall General Manager



WHO WE ARE

OUR VISION

Connecting People. Strengthening Communities.

OUR PURPOSE

KyogleTogether Inc. is a local community development organisation that nurtures community leadership and holistically works towards a connected and inclusive community.

OUR WORK

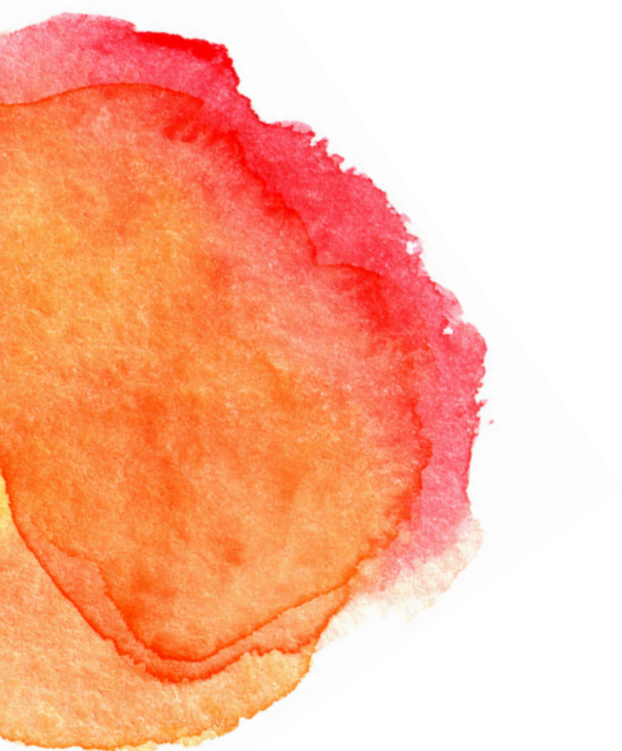
As a not-for-profit community organisation Kyogle Together Inc. provides key community services and activities via innovative programs. We are committed to listening to and working alongside the community, promoting inclusiveness and respect.

OUR VALUES

- Respect
- Diversity
- Understanding
- Welcoming

OUR GUIDING PRINCIPLES

- Community Development
- Human Rights
- Social Justice
- Harm Reduction
- Person-centred Care



STRATEGIC GOALS AND OBJECTIVES 2019 – 2024

GOAL 1 AND OBJECTIVES

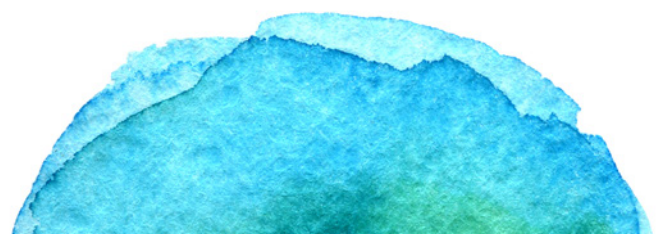
1. Kyogle Together contributes to safe and connected communities in and around Kyogle
 - 1.1 Designing programs and activities in respect to community aspirations
 - 1.2 Contributing to a safer community through programs and public awareness raising
 - 1.3 Turning Outward: Committing to ongoing community engagement and community-led activities
 - 1.4 Promoting Kyogle Together's vision and values to all parts of the community

GOAL 2 AND OBJECTIVES

2. Kyogle Together is a local leader in community development
 - 2.1 Strengthening presence in Kyogle and surrounding communities
 - 2.2 Building intentional partnerships with other local community organisations and stakeholders
 - 2.3 Working collaboratively with local Aboriginal communities and community leaders
 - 2.4 Building organisational membership and social media network

GOAL 3 AND OBJECTIVES

3. Kyogle Together is a strong and sustainable community organisation
 - 3.1 Strengthening organisational structure, management and financial viability
 - 3.2 Developing social enterprise and fee for service activities including use of facilities
 - 3.3 Creating a new and consistent branding and marketing strategy
 - 3.4 Attracting new partners and community stakeholders to engage with Kyogle Together



TARGETED EARLY INTERVENTION PROGRAM



Kyogle Youth Action (KYA) operates within a community development framework guided by the principles of targeted early intervention and evidence based practice. We place young people, their aspirations, needs and wants at the heart of what we do.

We deliver a range of programs within the Kyogle LGA which adds to the social and cultural life of our community.

Whilst Covid-19 continues to linger and certainly influenced program design and implementation in 2021 it was with great relief that drop in and holiday programs were re-instated in the first half of 2022.

The Targeted Early Intervention Program (TEIP) is funded through the Department of Communities and Justice (DCJ). All reporting goals are met in the first half of the reporting period and substantially exceeded by the end of the reporting period. Holiday grants from the newly established Office for Regional Youth, Community Drug Action Team (CDAT) funding and Youth Week funding all contribute to program delivery.

A staff change this past year saw Shelley Hoogesteger replace Paul Shields in the youth worker role. Shelley and Mikala fast built a solid team and developed a rhythm around school terms for youth consultations; collaboration with Village Youth Program (VYP); holiday/event grant applications; development and promotion of after-school and holiday programs as per youth direction; running of events; acquittal and assessment.

Strong programming has supported planning with solid risk assessment and mitigation, consolidating delivery, debrief and reflection to further inform the Organisation about young peoples needs. Data collection and evidence reporting is embedded in program or events to ensure a detailed capture. Additionally, key KYA procedures were reviewed with the assistance of consultant Jacqui Pearce ensuring good practice on the ground for young people, staff, volunteers and the Organisation, through clear procedures that meet policy requirements.

Changes to the Kyogle Laneway Community Space (KLCS) space have focused on developing the music room toward the goal of having a community recording space for young people.

Some First Nations Elders in the community report that they are feeling increasingly comfortable with their young people attending KYA and this correlates with an increased attendance by Indigenous/First Nations young people.

The increased number of young people attending drop in, programs and seeking Care & Co-ordination (C&C) have placed considerable strain on resourcing, particularly staff hours. C&C has seen increasingly serious and crisis driven presentations by young people seeking one on one

support with a steep increase in mandatory reports and interactions with government departments required. The impact of the floods has compounded this situation.

The Kyogle Anti-Violence Alliance (KAVA) campaign for the 16 Days Of Activism held in November 2021 demonstrates a strong interagency response to reducing gender based violence across all ages and sectors.

There will need to be application for further funding to increase staff hours and/or changes made to staff workplans. The C&C aspect of the funding/roles is worthy of it's own role to ensure staff sustainability, with thorough, safe follow up with young people seeking one on one support.

KYOGLE YOUTH ADVISORY COMMITTEE



The Swoopin Season/ Kyogle Youth Advisory Committee (KYAC) was successful in attracting a very motivated, passionate and creative young person, Ruby Hill, to the youth leadership position. Ruby has been instrumental in inspiring a diverse group of young people to participate in Swoopin Season including the planning of Community Drug Action Team (CDAT) activities, Youth Week and holiday planning and feedback for the KYA APP. The collaboration with the Village Youth mentoring program facilitated by Jaimie Nash provided resources, scaffolding and expansion of these youth lead projects. Young people's voices are being increasingly elevated through these processes and youth workers observe growing confidence and organisational skills in participating young people.

The numbers of young people attending drop in and participating in programs has continued to grow.

The KYA App was designed and developed with young people for young people in the Kyogle LGA. This dynamic tool will continue to grow and change with the community and offers a link to local services and resources as well as a calendar of community events that will bring the registration process for KYA programs online. The App also has the capacity to report clicks to access resources on the directory, which further informs what young people are looking for, helping to guide our response.





VILLAGE YOUTH PROGRAM

The Village Youth Program celebrated its second year in 2022. The program has been especially important given the challenges young people have faced throughout COVID and the major floods that happened earlier this year across the region.

The program provides a soft entry point to services while providing educational and recreational activities, training, mentoring, leadership and employment opportunities, to young people aged 12 – 24 years in: Tabulam, Jubullum, Bonalbo, Muli Muli, Woodenbong and Kyogle. This evidence-based, primary prevention program increases social, emotional and cultural connections that build individual and community resilience. At the heart of the program are the voices of young people; the Swoopin Season Youth Advisory Committee. Where appropriate, staff and volunteers are directed by local Elders, ensuring programs are culturally safe, culturally appropriate and meet community needs.

Over this period, the program was staffed by 5 employees Kerz Lake, Shane Runciman, Kyrstie Smith, Ella Henderson and Jaimie Nash and drew from 6 different funding streams.

After School Programs occurred regularly in Bonalbo and Woodenbong, providing young people with opportunities to broaden their skills in art, theatre, photography, music and sports.

Satellite projects around the drop-in sessions, provide extra support at community open days, markets and larger community events. These have occurred in Woodenbong, Tabulam, Bonalbo, Jubullum, Tooloom Falls and Kyogle.

The Weaving Project delivered workshops in Bonalbo and Woodenbong and at NAIDOC days and community events providing connection points between young people and community members. Focussing on health outcomes the project explores trauma related practice and has creative arts outcomes.

Muddy Puddles, an intergenerational Podcasting Project, commenced in Bonalbo and Woodenbong providing participants with interviewing and editing skills. Young people identified older members of the community to interview and two podcasts have been finished, and are available on Spotify.

The Twisted Tucker's Faster Food Program was delivered in Woodenbong. Young people learned skills in preparing healthy meals and how to cook and share with the wider community.

The Events Mentoring Program provided place-based learning in events management. Young people delivered multiple events across the region, with the January launch attracting 200 people. A crew of 20 young people now have skills to put on events in their communities and industry contacts to support them.

Collaborations with the Kyogle based youth program have included trips away to festivals, larger community events, and support launching the new Kyogle Youth Action APP in the villages.

The Tidda Program for young women's empowerment is in the consultation phase at Woodenbong and Bonalbo Central Schools for delivery in Term 1 2023.

EMERGENCY RELIEF AND COMMUNITY ASSISTANCE



This year has been one of adaptation and flexibility. Ongoing recovery from the 2019/2020 Black Summer fires, COVID 19 pandemic lockdowns and the 2022 flood events impacted the whole community, area and region. The Fair Share Kitchen (TFSK) program of emergency relief and community assistance has been in overdrive sourcing material aid and meeting with more than twice the number of clients we had worked with at any other time. Small service relationships have morphed into big community inter-agencies collaborating in response, recovery and the beginnings of some capacity around preparedness. TFSK has continued to respond to a growing and visible need across the Kyogle LGA. Through our dedicated team Maree Boyland, Penny May and Shelly Hoogesteger.

The Fair Share Kitchen program has achieved:

- Distribution of just over 1.2 million dollars worth of donated material aid
- 1000 frozen meals, meat packs and food hampers
- 1000 dignity and crisis bags
- Held 4 community 'take what you need' events, initiating the 'take what you need' shelves
- 2 community lunches
- Facilitated delivery of OzHarvest donations of fresh fruit and vegetables into the villages of Tabulam, Bonalbo and Woodenbong.

FINANCIAL AND MATERIAL AID RESOURCES

The Consortium of Neighborhood Centre's (CONC) fund the emergency relief arm of the Fair Share Kitchen through the food recovery program, core funding of 4 hours to employ a Community Assistant worker.

Northern Rivers Community Foundation grants have purchased storage for material aid donations and vouchers for petrol and groceries.

Department of Communities and Justice direct allocation and flood support grants, in response to the 2002 flood events has increased the Community Assistance hours from 4 to 21 per week.

Kyogle Council under their resilient community open grants increased the programs operational hours.

The program is dependent on resourcing material aid from numerous donors including; Bonds, Sheridan, Dharma Care, GIVIT, Sage & Clare, Big W, Kmart, Good360, Harvey Norman, Star Trak Couriers, OzHarvest, Kyogle Lions Food Pantry, Food Bank Australia, Share the Dignity, Nappy Collective, IKEA, Byrant's Bedding and Furniture, Consortium of Neighborhood Centre's, Christian

Life Centre Kyogle, St Vincent's De Paul Op shop Kyogle, Dignity bags, Caltex petroleum, Westnet, Drought Relief Angels and individual donors.

These donations have comprised furniture, clothing, petrol and grocery vouchers, transport, toiletries, Lego, storage, frozen meals, fresh fruit and vegetables, safe and pink phones programs re Family and Domestic violence, menstrual products, soft furnishings, white goods, swags, fire proof blankets and bedding.

ADVOCACY AND SUPPORT

The Community Assistant worker(s) have provided increased responses to:

- Food security, material aid and utility bills.
- First nations registrations and documentation for birth certificates, proof of Aboriginality, for medical services, licenses.
- Work Development Orders - Covid related fines, protesting in a public space, these police issued fines have since been rescinded.
- Crisis bags for men, women and babies who were hospitalised, rough sleeping and or in pre rehabilitation admittance.
- Court support for women and children.
- Spending time to listen to a person's story, to build trust and support ongoing engagement.

REFERRALS

The range of referral pathways for wrap around services include: Centrelink, Headspace, Link to Home, Northern Rivers Area Health, Rekindling the Spirit, Namatjira Haven, Kyogle Family Support, Kyogle Food Bank, St Vincent De Paul, Christian Life Church, Momentum Collective, Safe Phones, Kyogle Council, Hammond Care, Kyogle Hospital, Legal Aid, WDVCS and Community Legal Centre, Mental Health services, Alcohol and other drug services, Solid Mob and ACALS NDIS service.

2022 FLOOD EVENT

Emergency Relief operates Thursday and Fridays, with a client load of up to 13 people seeking assistance, often without appointments. This is in addition to 5 scheduled appointments in that same time period.

February 28th 2022 to June 30th has double the numbers of people accessing emergency assistance. The amount of material aid and resources needed has tripled and the client profile has varied significantly to a broader demographic of local, transient and flood displaced people in a range of recovery circumstances. Single working parents, double income working families, primary producers, Elders across the entire demographic, grandparents raising kids, single young men, are all reaching out for assistance.

The dignity in which the program is delivered has been instrumental in building a safe space creating access to a wider demographic who are in acute need, those in crisis and those who are experiencing long term challenges requiring specialised referral supports and advocacy. The rapport that has been built into the program delivery continues to facilitate other wrap around supports.



PROFESSIONALISM: AUSACTIVE AND QUALIFICATIONS

The gym continues to be an AUSactive registered business.

We currently have 5 staff who are qualified to conduct new gym member inductions and programs.

Our team hold these qualifications:

- Certificate IV in Fitness – Personal Training
- Certificate III in Fitness – Gym Instructor
- Yin Yoga Training
- Graduate Certificate in Human Nutrition
- Certificate III in Fitness – Group Exercise Instructor
- Bhakti Yoga Teacher Training

CHALLENGES: FEBRUARY FLOODS

The year started off well, after 2 years of COVID lockdowns and restrictions, then the 2022 devastating floods hit the region.

The Gym was submerged in about 1 meter of water. Through the efforts of Robyn Job and the help of gym and community members some gym equipment was moved to higher ground. Unfortunately, we lost 3 x Treadmills, 1 x Leg Extension, 1x Stationary bike, 1 x Step Mill with permanent damage done to the walls, mirrors and flooring. We are slowly fixing things and replacing lost equipment but deliveries are slow. Whilst the clean-up effort took place the gym was closed to members.

CHANGES: CLASSES

We pivoted to online classes for our members due to ongoing rainfall and flash flooding and our memberships suffered slightly. However, the Living Longer Living Stronger classes commenced in April and we are now offering three sessions per week, expanding the gyms profile creating more membership directly from the classes.

We will be looking to offer Personal Training sessions with our qualified trainers Robyn Job and Joy Newman to create a program to suit each client's specific needs. The sessions will be booked through the Fresha booking system.

SOCIAL MEDIA & MARKETING

The aim of our marketing is to keep the greater community informed about what is happening at the gym and to direct non-exercisers toward an active lifestyle. Glenn Robinson posts regularly on Facebook with informative and inspirational posts regarding nutrition, exercise and general wellbeing. We also place posters around Kyogle and villages on information boards to keep nonsocial media users up to date with what we offer at the gym.

Our most successful membership drive was our "Bring a friend in June" Campaign, which saw an increase of 40% of the friends that joined becoming permanent members.



KYOGLE RESOURCE INNOVATION COLLECTIVE

Kyogle Resource Innovation Collective (K.R.I.C.) has evolved at a steady rate over the last 2 years which is quite an achievement considering the obstacles of bushfire, COVID and flood. During this time K.R.I.C. has continued to engage with community activities such as assistance with providing camping, cooking & electrical appliances to assist those affected by these events. 12 tonnes of items have been saved from landfill over the reporting period and redirected to the community at very cheap prices. K.R.I.C. continues to have a good operating relationship with Kyogle Council and the crew on site with no issues in complying with any Council requests. The establishment of on-site gardens & art projects are benefiting the local community in many ways & K.R.I.C. seeks to expand on these ideas. Overall K.R.I.C. sees the continued relationship with Council as being mutually beneficial & hopes it will continue into the future.

The insulation and air conditioner has really improved conditions for workers, though in summer it does remain a very hot environment to work in. This contributes to the decision to close for 3 to 4 weeks over the December/January period. We consider this to be a volunteer retention strategy. The volunteers as a group decide what dates we close and then what dates we re-open.

2021 was an incredibly challenging year with health directives regarding COVID restrictions, lockdowns and flood impacts. We were required to close a number of times. This saw some of our volunteers understandably retreat and not return. Toward the end of the year in October it was decided we only had the capacity for a 3-day week instead of a 4-day week. Kyogle Together Inc retained vaccination requirements as compulsory and this saw a decrease in our volunteer numbers. With only 3 volunteers at one time, we were very conscious of the workload and decided to operate 9am to 12pm Thursday, Friday and Saturday.

Aside from supporting the direct Kyogle township, donations from the tip shop have been able to support our wider shire in Tabulum at the Shed of Hope and the Jubullum community in collaboration with Sacred Earth Trust.

The tip shop remains an opportunity for people who are completing a work development order to work off their fines. K.R.I.C. also provides opportunities through the NDIS. People are able to be a part of a community service in a well-supported environment.

We are hoping to employ a community development worker to have oversight of the delivery of projects and initiatives designed to encourage environmentally sustainable behaviours, environmental education and reduction in general waste in our community. This position will assist greatly in taking K.R.I.C to the next phase.

FINANCIAL REPORT

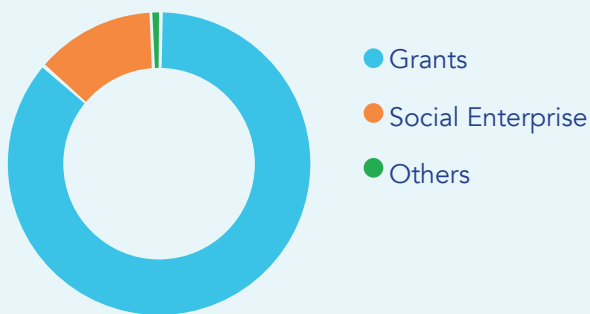
2021/22 was a complex but financially healthy year for Kyogle Together with financial growth and increased project based outcomes across the organisation. Challenges were experienced by our social enterprises due to covid lockdowns and the natural disasters we faced, however core funding, additional Emergency Relief and enhanced Disaster Relief funding has enabled us to continue to support our community on the recovery journey.

Kyogle Together highly values the contribution our volunteers make to the delivery of our social enterprises. K.R.I.C volunteers contributed the equivalent of \$51,732 in volunteer hours to person the Tip Shop and the Kyogle Community Gym volunteers contributed \$67,500 in volunteer hours to enable us to provide in-gym support for new and continuing members.

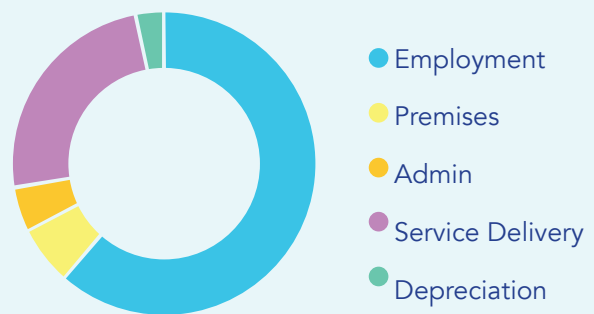
This year's income was \$589,073, of which \$506,896 was received in grants from our many funders. Other income was from Kyogle Community Gym \$62,635 and K.R.I.C. \$14,412.

The years financial report demonstrates a deficit of \$94,182, due to expenditure of carried over funding from previous financial years' unexpended grants.

INCOME 2021/22 - \$589,073



EXPENSES 2021/22 - \$683,255



We now have \$158,705 total equity, resulting in a ratio of 1.33. This enables us to invest in staffing continuity across management and the business administration functions, which is essential to sustained growth of the organisation.

In 2021/22 Kyogle Together received deductible gift recipient (DGR) status which enables us to receive donations that become tax deductible for donors. In addition, we gained registration as a Public Benevolent Institution which enables us to offer Salary Sacrifice options for staff.



KYOGLE TOGETHER INC.

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LANEWAY COMMUNITY SPACE

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KYOGLE YOUTH ACTION

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VILLAGE YOUTH PROGRAM

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SWOOPIN SEASON

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FAIR SHARE KITCHEN

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KYOGLE COMMUNITY GYM

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K.R.I.C. KYOGLE RESOURCE INNOVATION COLLECTIVE

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KYOGLE ANTI VIOLENCE ALLIANCE

youth.worker@kyogletogether.org.au

WOULD YOU LIKE TO JOIN OUR TEAM?

We are always grateful for new volunteers.

Email gm@kyogletogether.org.au

or fill out the form online at kyogletogether.org.au/volunteer



Download the free app to support young people access important
supports and services : Kyogle Youth Action

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