



KYOGL TOGETHER INC

ANNUAL REPORT

2022 - 2023



CONC



Kyogle Together Inc. acknowledges the Gullibul, Githabul, Wahluwal 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.

MESSAGE FROM THE CHAIR AND CO-GENERAL MANAGERS


First, a deep respect and gratitude to everyone at Kyogle Together Inc (KT) for the meaningful and wonderful work you have done and continue to do. The way you step up when needed, speak up when necessary and show up every day to do what you do best is inspirational and creates such a wonderful landing pad for our clients and other stakeholders. Thanks for enabling us to support you through your vulnerable times and being empowered to provide continuous and constructive feed-back to us. KT aspires to be an employer of choice and we couldn't do it without you.


2022-2023 started with a bang and we, wisely, it turns out, took a punt on implementing a job-share arrangement for the General Managers (GMs) role. It was such a great decision that we are supporting this model into the foreseeable future.

We were fortunate to have a committee that between them have a wealth of organisational, governance, not-for-profit, non-government organisation and community services knowledge. The executive includes Troy Tutaki and Sharyn Marshall, two previous KT GMs with decades of experience in community work in a wide variety of contexts. Graeme Gibson bringing skills and knowledge from active involvement across several community initiatives and professional mediation, volunteering as a KT committee member for over 6 years now alongside a small and committed membership including Susie, Laurel and John. Thank you for your governance in word and deed.

We wrapped up some big projects this year in a way that has allowed us to continue having a positive reach into the village youth community throughout the Kyogle Local Government Area (LGA).

The fall-out from floods, drought, fires and the COVID-19 pandemic continued to weigh heavily on the Board, staff, volunteers and clients and we realised, as individuals and as an organisation, we needed to understand these impacts and our emerging role in disaster response, recovery and preparedness. We spent much of the year building our organisational resilience, making a conscious decision to consolidate and get our systems in order.





The significant challenges of the worsening economic conditions have had a more drastic impact on those already experiencing financial strain. An increased response was needed by most community services, especially those supporting people with accommodation and/or mental health issues. Previous management had worked hard to secure the Recovery Support Service and we received notification of program success at the halfway mark, which doubled our budget overnight.

The various programs KT provides were sensitive to the increased needs of our communities, and the service areas providing case management (RSS and Kyogle Youth Action) saw an increase in numbers and complexity. The Fair Share Kitchen experienced increased provision and distribution of material aid throughout Kyogle. Our membership at the Kyogle Community Gym continues to grow and our wellbeing programs are responsive to need and well supported. The Kyogle Resource Innovation Collective (KRIC) continues to support vulnerable people through the redistribution of goods at low cost to those in need and demonstrates a growth in the localised circular economy.

KT enjoyed a year full of growth, staff training and professional development, professional supervision and self-care. The RSS aims to leave a legacy for our local communities, through collaboration with other services to improve preparedness for future events and strengthen connectedness for periods of response.

The KT committee and Co-GMs would like to reiterate our appreciation for staff maintaining a high level of service, in a respectful and person-centred way to broad cross sections of our community. We acknowledge the many challenges of the work environment, where change is inevitable, yet the adaptability, kindness and cohesiveness continue.

In the coming 12-month period, we will invest in long-term strategic planning. This will assist in mapping the continued growth of KT whilst aiming to nurture stability. The last few years have demonstrated our ability to respond effectively in supporting our communities, despite unprecedented challenges in an uncertain world and funding environment.

We are well placed and looking forward to the next 12 months.

Lea Hine

Co-General Manager

Suzie Coulston

Co-General Manager

Troy Tutaki

Chair



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

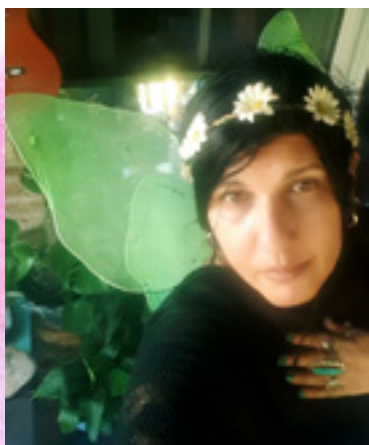
GOAL 3 AND OBJECTIVES

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

OUR CREATIVE & INNOVATIVE TEAM

PREPAREDNESS, RESPONSE & RECOVERY:

FAIR SHARE KITCHEN, RECOVERY SUPPORT SERVICES & EMERGENCY RELIEF



Maree Boyland -
It's been an amazing
adventure, working with
the KT crew.

Matt Rahmate - The past year as the Program Manager for Recovery Support Services at Kyogle Together has been a valued learning experience. I am grateful for the invaluable support from the RSS team, KT staff, volunteers and our General Managers. Despite being relatively new to the Kyogle area (ten months), I've had the privilege to meet and work with incredible community members dedicated to making a difference. I value being part of the Kyogle Together team and look forward to contributing to the community's recovery and preparedness for future challenges. I extend my heartfelt thanks to the Kyogle Together team and the community for their support and trust throughout the year.



LCS has been an invaluable opportunity that I've thoroughly enjoyed. Thank you Kyogle Together for the time and space provided.

Simone Maudesly - The last 6 or so months sharing space in the Fair Share Kitchen with a varied group of community has been a rewarding and enjoyable role. I'm a people person that thrives on integrating and assisting those around me when in need - so being available to provide good quality, healthy food through the Second Bite program and in conjunction with the FSK



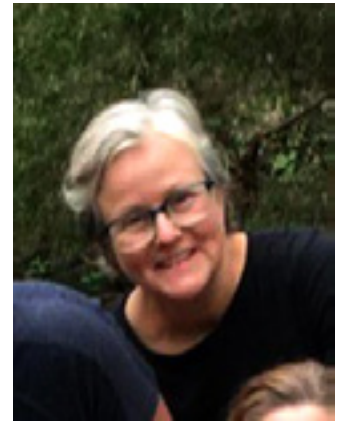
Jen Atkinson - It's wonderful to be a part of an organisation which genuinely values its workers and community.

Toni Woods - I work as an RSS case worker. I assist people that have been through or going through natural disasters, working with them to get back on their feet. Working with my organisation feels like a privilege, I have never worked for an organisation that cares for staff and clients as much as we do. My background is mental health, I have a passion for assisting others and love what I do.



Narelle Hand - I love working with Kyogle Together. Such a caring organisation that genuinely looks after staff and clients. Amazing programs are run out of KT to service a diverse community.

Kerrie Pimm - I have been working at Kyogle Together since January this year doing Flood Recovery Case Work. I love bushwalking, gardening, travel, cultures and languages, trees, mountains and water. See you there!



KYOGLE YOUTH ACTION:

TARGETED EARLIER INTERVENTION PROGRAM, SWOOPING SEASON (KYOGLE YOUTH ADVISORY COMMITTEE) & VILLAGE YOUTH PROGRAM



Mikala Daley (née Maloney); Keli-Grace McPherson, Quinn Di Pontello - Kyogle Together youth workers are fun!!



Ben Radic and Jukuli (Judy) Vail - Judy and I are thrilled to work with Kyogle Together and be able to share our skills with so many willing participants. We have had a fabulous year so far.



Ruby Hill - Hi! My name's Ruby and I'm the coordinator for KYAC and a trainee in action! I began my journey as coordinator in 2022, organising events with local youth and in 2023 began my traineeship for community services. It's been such an exciting chapter in my life! With working alongside knowledgeable coworkers, creating relationships within the community and helping young people advocate for themselves.

Kyrstie Smith is currently a youth development worker with Kyogle Youth Action under Kyogle Together Inc. Since 2018 Kyrstie has been actively involved with Kyogle Youth Action enabling her to support the young people in the surrounding villages. The support for the Kyogle LGA Village support has expanded and continues to work towards providing young people with youth-led opportunities, engagement, support and advocacy.

Kyrstie finds great satisfaction in being a part of Kyogle Together, an organisation that is known for its inclusivity, connectivity, and support. This organisation is dedicated to actively listening, respecting, supporting, and advocating for the diverse communities within and beyond the Kyogle LGA. They consistently strive to make a positive impact in various ways.



Shane Runciman



Ella Henderson



Shelley Hoogester

Also: Ian Guyer, Kerz Lake

SOCIAL ENTERPRISES:

KYOGLE COMMUNITY GYM & KYOGLE RESOURCE INNOVATION COLLECTIVE

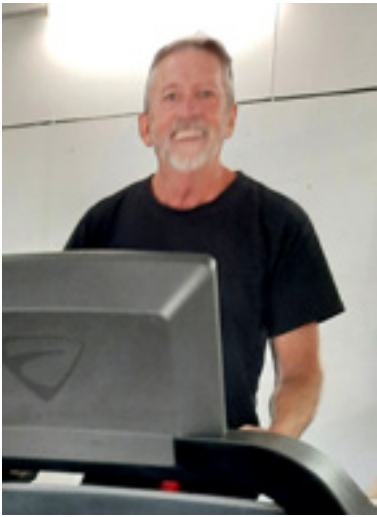


Jules Welsh has been in customer service and management roles for 27+ years. As our Gym Coordinator she manages all day-to-day operations. She is passionate about fitness and wellbeing and has a big vision for future of the gym.

Passions: Leadership Skills Time Management and Organisational Skills Problem-Solving Abilities Communication Skills

Qualifications: Diploma in Management 2013 Cert IV in Frontline 2004 Currently studying Cert III in Fitness





Glenn Robinson - Glenn started with us as a volunteer in 2016 and has since become a qualified Gym Instructor. He has written many programs for gym members and currently runs a fun, full body weekly Gam circuit class each Monday as well as our Living Longer Living Stronger Instructor classes.

Passions: Helping people achieve goals and seeing the results in health with older clients.

Qualifications: Gym Instructor (Cert III in Fitness) Group Fitness Instructor LLLS Instructor Fit Boxing qualified.



Robyn Job - Robyn currently teaches weekly Pilates, HIIT and Weight circuit classes for the gym. In personal training Robyn likes to create a balanced session with lots of variety.

Passions: Robyn is passionate about the combined role of exercise and nutrition in longevity.

Qualifications: Gym Instructor (Cert IV in Fitness) Group Fitness Instructor Personal Trainer Pilates Qualified Grad Cert Human Nutrition



Friday afternoons at the gym.
Jules Welsh, Laine, Robyn Job and Maddie





Volunteer KRIC team - Odette Nettleton, John Cislak, Jo Sutton, Ralf Nawrocki, Angus Wallace, Suzie Coulston

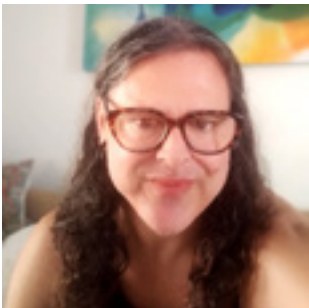


Kathy Watkins

Also:

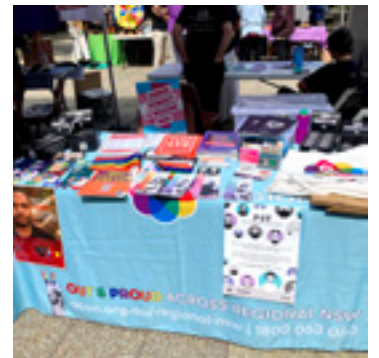
Leah Tung

CHAIR, GMs & BUSINESS ADMINISTRATION



Troy Tutaki - I'm passionate about community because it's the most real & important thing we have. This is reinforced when crises occur, be they personal, local or global. KT is an integral part of our local communities.

Lea Hine - An incredible year of working with visionaries who weave creativity and collaboration, sculpting a culture of innovation and possibility, it is a privilege to be a part of this dynamic team.



Sharyn Marshall



Laurel Grant

Suzie Coulston - I first got involved with KT in 1996. It's so great to now work with the amazing KT crew who continue to empower the community in a way we envisaged way back then.



SOCIAL ENTERPRISES

KYOGLE COMMUNITY GYM & KRIC



EXCITING PARTNERSHIPS

This year saw a very exciting partnership develop between the Kyogle Community Gym and the University of Melbourne. A team of post-graduate physiotherapy students have been enlisted to provide some suggestions regarding the development of the Living Longer Living Stronger Program, which is a healthy lifestyles program for over 50s. The students are due to come to Kyogle in October 2023 to consult with gym stakeholders including gym staff, volunteers, clients and people in the health sector. Kyogle Together is eagerly watching this space to see if there are further opportunities to grow this partnership.

Another partnership developed with Bonalbo Central School under a user pays model, where Joy Newman delivered a primary and high school program for the students using their in-situ school-based gym equipment. The primary students loved it, and even though the high school students reported surprising themselves with what they were able to achieve over the term, they opted not to continue with the program in the following term. We will look to see if other schools in the local area are interested in this approach.

The KRIC volunteers completed a tour of three waste minimisation venues and developed a relationship with Shedding in Mullumbimby, who has offered to assist us to expand our Tip Shop operation to workshops and a repair café.

GROWING THE SOCIAL ENTERPRISES

This year the gym team developed a year-long program of marketing campaigns which has proven to be a very engaging initiative. In addition, the gym has diversified the merchandise for sale including personal goal setting journals and diaries created by Robyn and has commenced selling supplements. These additions have resulted in a significant increase to the income for the gym, enabling management to trial an increase to the gym coordinator hours from 15 to 22 hours per week. This will be reviewed in November 2023.

Year on year our income is generally increasing each month in memberships, merchandise sales and classes.

Now that the Service Level Agreement with Kyogle Council has been extended for a further two years, a position has been created for the engagement of a Tip Shop Coordinator. The focus will expand the current offer from offering low priced rehoming of goods that were destined for the rubbish pile to developing a repair café and workshop space. This expansion is in line with the original KRIC vision.

12,066kg of waste was reclaimed and contributed to the circular economy this year. The value of the contribution that our KRIC volunteers made to the Tip Shop was \$44,755 and we served 1949 customers.

KYOGLE YOUTH ACTION



Kyogle Youth Action encompasses the Department of Communities and Justice funded TEIP, Village Youth Program and Kyogle Youth Advisory Council (Swoopin Season).

Program delivery has had its challenges this year with the resources for the Village Youth Program significantly reducing upon completion of the Primary Health Network funded program in June 2023 and the Stronger Country Communities Funding coming to an end in October 2023. At the same time the schools and other youth support advocates continue to seek resources to address matters including emotional and behavioural regulation, the impact of vaping and other drugs and limited access to services such as learner driver programs and mental health services.

We have been really enjoying having Ruby (KT's Community Services Certificate IV Trainee) driving Swoopin Season, which has been actively engaging with young people, particularly in planning events and activities. The group offers casual and formalised engagement opportunities and has grown in representation throughout the Kyogle LGA. Even though the name for the group originally came from a competition run by young people about 4 years ago, we are looking to rebrand as KYAC – Kyogle Youth Advisory Council. We are doing this as young people often think we are talking about magpies when we ask them if they have heard of Swoopin Season. Consultation is at the heart of KYAC and all programs and events engage young people (12-24) in co-design and delivery.

Our TEIP program has continued to be a well-used resource with youth drop in running two days per week offering a decompression space post school for young people to kick back, eat healthy food, access information about sexual health, consent, drug & alcohol, self-esteem, healthy relationships, talk with youth workers, collaborate and co-design holiday events and engage with program activities such as a music, craft, screen-printing, graffiti, poster making. TEIP includes Care and Co-ordination and we have carefully selected specialised youth services to work in the drop in space to create warm referral pathway opportunities for young people to build upon their capacity.

Planning and program delivery has really progressed this year in partnership with Kyogle Family Support Services. We are so pleased with this collaboration. The two services worked together on school holiday programming and funding for youth initiatives.

Our relationship with the three high schools in the Kyogle LGA: Kyogle High; Bonalbo Central and Woodenbong Central Schools has further developed this year. We have delivered in-school programs in all three and built funding applications responding to their request for support regarding student and staff well-being; creative expression, tackling vaping and cannabis use and empowering young women.

We also continue to expand our relationships through the broader community development work we do through KAVA (Kyogle Anti Violence Alliance); Kyogle Reconciliation Group; Kyogle Youth Interagency; Lismore Youth Network, Kyogle Services Network Meeting and the Tabulam Interagency. These networks are so important for co-ordinated response, shared skills, resources and the real time collaborations they bring, particularly in the response, recovery and prepare landscape of successive natural disasters.

THE FAIR SHARE KITCHEN – EMERGENCY RELIEF AND THE RECOVERY SUPPORT SERVICES

What a year it has been, we worked hard at collating the data as evidence to advocate for the Recovery Support Services funding through the Reconstruction Authority (formerly Resilience NSW). In November 2022 we were successful. Program start up included recruitment of a manager, administration and 4 case workers. We developed a service model in response to need across an area of 3,500 square kilometres taking in the towns, villages and communities of the Kyogle LGA. We linked with community organisations, other NGOs, Local and State government bodies and promoted the RSS program and established reporting and compliance systems.

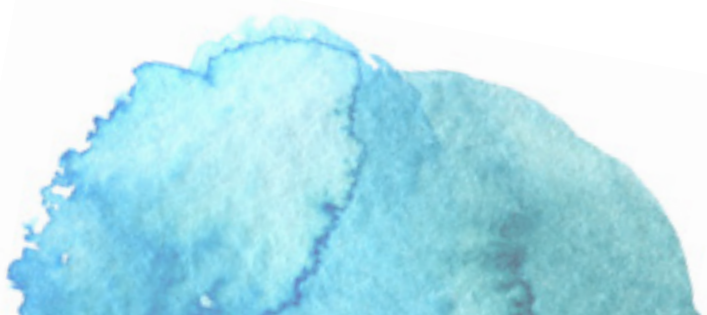
Delving into the intricacies of the Kyogle LGA flood experience revealed a myriad of challenges, from floodwaters and evacuations to landslips, damaged infrastructure, and mental health fatigue. The community faced economic impacts, health and safety concerns, and an influx of displaced individuals. This understanding has formed the backdrop against which our service has been tailored to address the diverse needs arising from this complex situation.

The Recovery Support Services has continued to reach into the community, navigating individuals' physical circumstances entwined with current and historical grief. The program has identified and celebrated strength, highlighted ingenuity and compassion, and fostered connections within the community.

We recognise that recovery is a prolonged process often with the emergence of trauma months and sometimes years after the event, when there can be a disconnect from the event and context is lost. This challenging yet crucial work involves weaving together preparedness as a precursor to recovery and necessary for an effective response.

Throughout the year the RSS program has successfully maintained a trauma informed space where referrals to a range of material aid, food and specialised services are reliably accessed with dignity. It is important to note that the RSS program came with no brokerage and is dependent on referrals to emergency relief outlets of which the Fair Share Kitchen has played a significant role. As we go into our strategic planning next year it will be important to consider the legacy of this program.

The Fair Share Kitchen is our emergency relief program. Looking back on the bimonthly committee reports it is evident that the increase for material aid and food relief has continued to rise. We are seeing a wider socio-economic demographic accessing supports post the 2022 floods with a need bigger and more urgent. In addition to 'holding space' for community the Fair Share Kitchen advocated extensively to external donors for material aid, food, vouchers and funding. This program has helped with refurnishing homes, bedding, clothing, shoes, toys, cooked meals, groceries, toiletries, fuel and financial assistance with electricity and medications.



The CONC (Consortium of Neighbourhood Centres) support our emergency relief program with a small amount of funding and shared access to material aid and food supplies each year. Together with funding from Northern Rivers Community Foundation the Fair Share Kitchen initiated food recovery through the Second Bite program whereby food is prevented from being thrown to land fill and is redistributed in community and used in cooking meals. 'Take what you Need' is the invitation at the Fair Share Kitchen creating a shared dignity for staff, volunteers and community. We conducted outreach visits to Jubulum and Mulli Muli indigenous communities where we were able to meet an escalating need in place, without people having to travel.



FINANCIAL REPORT

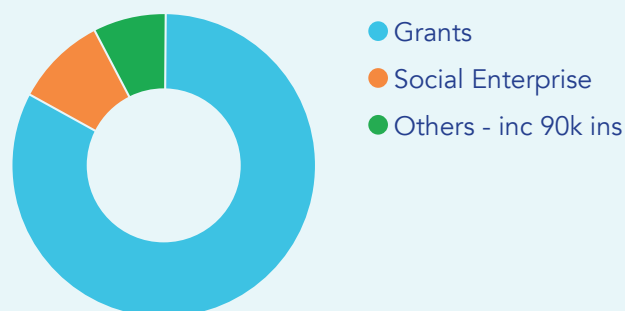
2022 to 2023 has brought considerable growth to Kyogle Together with the Recovery Support Service, funded by Reconstruction NSW. This 18 month project provides KT with an opportunity to build capacity and our reputation in the disaster recovery space.

We continue to receive incredible support from our volunteer base with the monetary value being \$155,353 (\$110,598 contributed to the operation of the Kyogle Community Gym and \$44,755 to the KRIC).

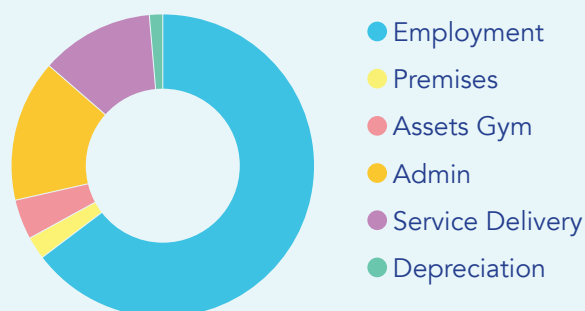
The Income from the Community Gym, vastly improved after the COVID closers to \$101,588, enabling us to increase the project coordinators hours from 15 to 22 hours per week. The KRIC income recovered slightly coming in at \$17,972. We aim to engage a KRIC Coordinator in the new year to assist KT to grow this operation.

This year we have demonstrated a surplus of \$47,000 which helps us prepare for business continuity as we face the ongoing challenges of accessing competitive and time limited funding and managing cash flow under the reimbursement model that many funders are enlisting.

INCOME 2022/23 - \$1,245,275



EXPENSES 2022/23 - \$1,198,276



Kyogle Council has continued to demonstrate their support to Kyogle Together and the programs we deliver by providing us the free use of a number of venues. The Laneway Community Space (Youthy) is used for the delivery of youth and community programs; the Tip Shop is used for the redistribution of items that are destined for landfill and the Kyogle Memorial Hall Banquet room is used for gym classes. The financial benefit of this contribution has not been calculated, but it is substantial, and we thank Kyogle Council for their ongoing support.





KYOGLE TOGETHER INC.

kyogletogether.org.au
gm@kyogletogether.org.au
0474 495 399 / 0438 208 187



The Laneway
Community Space

Fair Share Kitchen, Youth Centre, RSS
161 Summerland Way, Kyogle NSW 2474
02 6632 2972



KAVA - Kyogle Anti
Violence Alliance

youth.worker@kyogletogether.org.au



Kyogle
Youth Action

Laneway Community Space
youth.worker@kyogletogether.org.au
youthworker@kyogletogether.org.au
0406 725 166 / 0460 578 866



Village
Youth Program

outreach@kyogletogether.org.au



Swoopin Season
Kyogle Youth
Advisory Committee

swoopinseason@kyogletogether.org.au



Fair Share
Kitchen

Laneway Community Space
ER@kyogletogether.org.au
02 6632 2972



Kyogle
Community Gym

43 Summerland Way, New Park NSW 2474
gym@kyogletogether.org.au
02 6632 2551



Recovery
Support Services

3/138 Summerland Way, Kyogle NSW 2474
Mon - Fri 10am to 2pm
02 5627 5006 / 0473 648 480



KRIC
Kyogle Resource
Innovation Collective

Tip Shop
Kyogle Waste Facility, Runnymede Road
Open Thursday to Saturday
9am to 12 noon

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 KYA app to support
young people access important
supports and services

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