



# SHINE for Kids

support - hope - inspire - nurture - empower



## Annual Report 2009

### SHINE for Kids Co-operative Ltd

Annual Report 2009 reflects the activities of SHINE for Kids Co-operative Limited for the period 1 July 2008 to 30 June 2009.

# Acknowledgement of Country

SHINE for Kids recognises the Traditional Custodians of Australia and the local Aboriginal communities where SHINE for Kids provides services.



## SHINE for Kids locations

		street address	phone	fax
NEW SOUTH WALES	<b>Silverwater</b>	Silverwater Correctional Complex	02 9714 3000	02 9714 3030
	<b>Parklea</b>	Parklea Correctional Complex	02 9626 0088	02 9626 1015
	<b>Windsor</b>	John Morony Correctional Complex	02 4582 2141	02 4572 0052
	<b>Bathurst</b>	64 Vittoria Street (Mitchell Hwy)	02 6332 5957	02 6332 1633
	<b>Cessnock</b>	Cessnock Correctional Complex	02 4991 7417	02 4991 7418
	<b>Wellington</b>	6703 Mudgee Road	02 6845 4666	02 6845 2622
	<b>Junee</b>	Junee Correctional Centre	02 6924 3222	02 6924 3197
	<b>Kempsey</b>	370 Aldavilla Road, Aldavilla	opening soon	
VICTORIA	<b>Footscray</b>	Level 1, 38-40 Byron Street	03 9687 5200	03 9687 5977

# About SHINE for Kids

## Our Vision

For children of parents in the criminal justice system to participate fully in family, cultural and community life.

## Our Purpose

SHINE for Kids works in partnership with children and young people with a parent in the criminal justice system to overcome social and educational barriers and realise their individual potential.

## Our Core Values

### Child-focused

- We will focus on the best interests of children and young people at all times
- We will consult children and young people and consider their issues

### Integrity

- We will treat people consistently and with respect
- We will respect confidentiality
- We will act lawfully and ethically
- We will fulfil commitments we have made

### Empowerment

- We will provide children and young people, their families and carers with the necessary tools to achieve each child's fullest potential
- We will encourage people to accept responsibility and be accountable for their actions
- We will celebrate and recognise achievements, innovation and initiative.



## www.shineforkids.org.au

Since 2006 the SHINE for Kids website has provided timely, relevant information to clients, staff and stakeholders, including:

- Contact details for and directions to our offices and Child and Family Centres
- What We Do, detailing our programs and services
- Downloadable PDFs of our publications, including our new Directories of Support Services
- Comprehensive donor and volunteer information including volunteer FAQ



1. Patron’s Report – Ann Symonds ..... 1

2. Chairman’s Report – Helen Wiseman ..... 2

3. Chief Executive Officer’s Report – Gloria Larman ..... 3

4. Our People – Staff and Volunteers ..... 5

5. Aboriginal Project ..... 7

6. Fundraising Report ..... 10

7. Evaluation Report – ‘Monitoring Programs and Outcome Measurements’ Research Project ..... 11

8. Key Partners ..... 13

9. The Current Team at SHINE for Kids – as at November 2009 ..... 18

10. SHINE for Kids Projects ..... 20

    10.1 Group Work ..... 21

        10.1.1 Children’s School Groups Program ..... 23

        10.1.2 Children’s Community Groups Program ..... 24

        10.1.3 School Holiday Program and Day Trips ..... 25

        10.1.4 Central West Carer’s Group ..... 26

    10.2 Child and Family Centres ..... 27

        10.2.1 Prison Invisits Program ..... 29

        10.2.2 Child and Family Centre Silverwater (The Cath Gissane Centre) ..... 30

        10.2.3 Prison Invisits Program – Silverwater ..... 32

        10.2.4 Child and Family Centre Bathurst (The Winangaay Centre) ..... 33

        10.2.5 Child and Family Centre Windsor ..... 35

        10.2.6 Child and Family Centre Wellington ..... 36

        10.2.7 Child and Family Centre Cessnock ..... 37

        10.2.8 Child and Family Centre Parklea ..... 38

    10.3 Contact Programs ..... 39

        10.3.1 Children’s Supported Transport ..... 39

        10.3.2 Child/Parent Activity Days Program ..... 41

        10.3.3 Supporting Prison Family Days ..... 42

        10.3.4 Toddler Program..... 42

        10.3.5 Video Visits Program ..... 43

    10.4 Casework Services ..... 45

        10.4.1 Intake, assessment and referral for children and their families ..... 45

        10.4.2 Bathurst Education Program ..... 47

        10.4.3 Financial Assistance Program ..... 48

    10.5 Mentoring Program ..... 49

        10.5.1 Sydney Mentoring Program ..... 53

        10.5.2 Central West NSW Mentoring Program ..... 55

    10.6 SHINE for Kids Victoria ..... 56

        10.6.1 SHINE for Kids Footscray office ..... 57

        10.6.2 SKY Mentoring Program ..... 58

        10.6.3 SHINE for Kids Prison Invisits Program, Victoria ..... 60

11. Treasurer’s Report ..... 61

12. Audit Report ..... 62

# 1. Patron’s Report

At the beginning of the year I accepted an appointment as Chair of the newly formed Women’s Advisory Council in the Department of Corrective Services (now known as Corrective Services NSW). The members of the Council are committed women who work in the areas of health, law, housing, Aboriginal advocacy and domestic violence. The members recognise the potential to act to improve the lives of children whose parents are involved in the criminal justice system and have organised a Conference in conjunction with the Law School of Sydney University to draw attention to the issues of ‘Women, Crime, Custody and Beyond.’ SHINE for Kids will be taking part in these proceedings.



In April I wrote an article entitled *Children of Prisoners*, for the Judicial Officers Bulletin. In this article I was able to point out that there were 200 women in prison in 1984 and in April 2009 there were 722. This compares with 230 in Victoria, which has a comparable population. Moreover in 2006–2007 53% of women were given a sentence of less than 6 months: in fact 23% of those were for 3 months or less. This is enough time to completely disrupt family relationships as well as housing and financial arrangements. Does the offender benefit from this incarceration? Does the community benefit? WE know that children are hurt by this separation. The 30% of children under 5 years of age visiting their parents in prison are clearly the most susceptible to long-term damage. Research has repeatedly shown that bonding and attachment with mothers is a vital component of healthy emotional development for children.

The community is now aware of the pain and suffering of the Aboriginal children who were ‘stolen’ from their parents by the State and there is recognition too of the sad and damaging experiences of many children who were wards of the State or in orphanages, the ‘forgotten’ children separated from families.

We must now increase our advocacy for the children of prisoners so that governments and community act to genuinely consider ‘the rights of the child’ when they develop sentencing options for offenders. It’s time for children of prisoners to be given the attention that the stolen and forgotten children have so rightly achieved.

I look forward to another year of working for these children who have been ignored for too long.

– Ann Symonds  
Patron, SHINE for Kids  
November 2009



## 2. Chairman's Report



"Sometimes the kids at school give me a hard time 'cause they know my dad's in jail. When my mentor took me to the live recording of 'So You Think You Can Dance' the other kids didn't believe it until ... I wore the VIP Entry wristband for the next week and showed them the signed T-shirt!"

"I feel happy that someone is watching my boy while I am locked up."

SHINE for Kids has been absolutely focused on helping the children and their families get through the year against a backdrop of very difficult economic conditions in 2008/09. We have also been absolutely focused on strengthening the organisation and supporting our people for the long term.

On behalf of the Board, I would like to recognise everyone who works at SHINE for Kids who showed considerable resilience, commitment and passion in achieving the organisation's goals in tough times.

Since the year-end, SHINE for Kids has been able to capitalise strongly on this united focus and effort through significant funding successes and our ability to reach more children with a parent in the criminal justice system.

In this Annual Report you will read about our program achievements during 2008–2009, our new programs and expansion into Victoria, our work with Aboriginal children and families, the work of our volunteers, the significant contributions of our funders, donors and supporters, the strength of State and Federal Government support, and how we have built the capacity of the organisation, (including breaking the \$2M revenue barrier for the first time).

But to understand what the achievements in this Annual Report really mean, grab a cup of tea and read the case studies contained in these pages. I guarantee you will be both moved and inspired.

But we have serious work to do and many challenges we want to tackle. We continually ask ourselves the question "how can we do this better?" – across every aspect of the organisation. How can we reach more children and deliver services that support and empower them to reach their potential?

We are on track with our 2008–2011 Strategy initiatives: we have increased services to children in Junee and Victoria, we have employed Janet O'Brien as a highly experienced Aboriginal Project Worker to enhance our ability to provide culturally appropriate services to Aboriginal children, and we have been active in continuing to engage with government.

In terms of building our efficiency and capacity, we have put in place many new systems, upgraded others, and have expanded our tools and technologies to measure and track program outcomes. These initiatives have been made possible by the farsightedness of government and philanthropic support who have enabled SHINE for Kids to expand and reach more children, short- and long-term.

2009–2010 will see an even greater focus on meeting the needs of Aboriginal children as well as culturally and linguistically diverse children. We will reach more children in regional NSW, particularly in Junee and Kempsey, as well as in Victoria. We will also continue to focus on building our capacity with particular focus on generating sustainable funding sources. We will continue to advocate for this group of children.

"Children with a parent in jail are important and we are just the victims that get caught up in an adult's world."

"How can we do this better?" When we ask this question, a response we frequently hear is "How can we help?" To every single supporter, donor, funder, volunteer and staff member; to our dedicated super-hardworking CEO, Gloria Larman; to our tireless and inspirational Patron, Ann Symonds; to Corrective Services NSW; to the inmates; the families and carers; and to the grown up kids who have returned to give back, we say:

**Thank you.**

**– Helen Wiseman  
Chairman  
November 2009**

## 3. Chief Executive Officer's Report



The past twelve months has been a rewarding year filled with examples of why the services SHINE for Kids provide are needed. A recent letter reinforces the great work that staff and volunteers undertake each day at the Child & Family Centres. These centres are a safe haven for visitors to the prisons.

*I was made very welcome when I visited the SHINE building with my little grandson last month. Thank you.*

*SHINE provides a vital service to the children and families visiting at John Morony Correctional Centre, Windsor. The activities and resources provided for the children are spot on and the atmosphere warm and relaxed. I appreciated the chance to have a cuppa and chat. Your gracious manner and that of volunteer Pat (I think her name was) made such a difference.*

*I have been doing some research into SHINE and will do what I can to promote recognition of the worthwhile work done through this organisation. I am just completing my Bachelor of Teaching as a mature age student and know the benefit of family involvement in children's learning. Fostering self-esteem is vital and SHINE's 'Vision' complements this so well.*

*Thank you for the work you do and the compassionate way you do it.*

I would like to thank Helen Wiseman for her strong commitment to improving the outcomes for children with a parent in the criminal justice system and all the Directors who have contributed hours of their time and who are all passionate about the work SHINE for Kids undertakes.

As CEO I am fortunate to work with:

- A strong board of directors who show great leadership and direction who possess a variety of governance, management, fundraising and finance skills within the team
- A strong management staff team
- Passionate and enthusiastic workers
- Volunteers who give so much and allow SHINE for Kids to offer the range of unique programs.

Without this team of people SHINE for Kids would not exist.

This year has been productive, efficient and effective, providing support and services to meet the needs of children with a parent in the criminal justice system and their families. In November 2008 SHINE for Kids launched its strategic priorities for the next three years. These priorities are to:

- Increase services to children and young people and their families
- Increase the number of children and young people of Aboriginal and Torres Strait Islander backgrounds accessing our services
- Increase the number of children and young people of culturally and linguistically diverse backgrounds accessing our services
- Increase government and community awareness of the unique issues arising for children and young people who have a parent or parents in the criminal justice system
- Continuously improve all aspects of program delivery to children and young people of parents in the criminal justice system
- Drive a national public policy agenda on issues arising for children and young people with parents in the criminal justice system
- Develop SHINE for Kids' capacity to effectively implement these strategies.

To enable SHINE for Kids to achieve its key priority areas, the focus for the year has been on increasing the capacity of the organisation to deliver effective and efficient services to children with a parent in the criminal justice system and their families. To enable SHINE for Kids to achieve this, the following new positions were created:

- HR Manager, staff and volunteers
- Aboriginal Project Worker
- Systems Manager
- Payroll Officer

## 3. Chief Executive Officer's Report

Further development and expansion occurred with SHINE for Kids commencing in:

- Victoria, providing the Mentoring Program for children with a parent in criminal justice system and the Prison Invisits Program
- SHINE for Kids Victoria office opened in Footscray
- Parklea Child & Family Centre building work completed and program commenced
- Kempsey Child & Family Centre building work completed
- Establishment of Junee Child & Family Centre commenced

SHINE for Kids updated resources, produced new ones and undertook projects to support its work:

- New SHINE for Kids brochure developed and printed, in separate NSW & Victoria versions
- Updated *Putting Your Child First* book
- Group Work Program – Group Facilitators' Manual
- Group Work Program – Children's Workbook
- Group Work Program – 'Through the eyes of the child' DVD
- Mentoring Training Manual
- Monitoring Programs and Outcome Measurements research project
- Internal policies and procedures were updated with the client database being updated to assist staff in recording client information and statistics.
- *Working with Aboriginal & Torres Strait Islander People and Communities*



SHINE for Kids received a grant from the Vincent Fairfax Family Foundation to assist build the capacity of the organisation. This grant has allowed us to upgrade and streamline our information technology (IT) systems across the organisation and keep staff and volunteers connected to each other through the introduction of video conferencing technology which will be available at each of our centres by the end of 2009. I would like to thank Karl Yalda at Yaltech who works closely with SHINE for Kids to design affordable, sustainable and effective solutions to our complex IT needs.

I would like to thank Glenn Watson at Cyberdog Design for providing design and layout of all publications by SHINE for Kids during the year, including this annual report, and for maintaining our website.

Lastly I would like to thank David James, Fuji Xerox Australia, for again printing our annual report and for printing a children's book *My Friend the Bully* which is being launched at the 2009 Annual General Meeting.

During 2008–2009 SHINE for Kids presented to a range of political leaders, organisations and conferences, including:

- The Reintegration Puzzle: Multiple disadvantage and the revolving door, Adelaide. Paper presented: *Strengthening child/parent relationships inside prison – does this make a difference?*
- Presentation to senior staff at Juvenile Justice
- Presentations at TAFE colleges
- Philanthropic foundations and trusts
- Relevant Federal and State Ministers

The work undertaken by the organisation in the year 1 July 2008 to 30 June 2009 is reflected in the following pages, which show the range of programs that SHINE for Kids is able to provide to children who have a parent in the criminal justice system.

Everyone can make a difference. You can volunteer your time and skills, donate toys, donate money. SHINE for Kids cannot, and does not, do it alone – it takes a community to raise a child.

– Gloria Larman  
Chief Executive Officer  
November 2009

## 4. Our People – Staff and Volunteers

2008–2009 has been a busy and exciting period regarding the initiatives around recruitment, professional development and the creation of support systems for our most valuable asset, being our staff and volunteers.

SHINE for Kids has over 300 volunteers across our offices and centres in NSW and Victoria in various roles and client programs such as at our Child and Family Centres, the Mentoring Program, Group Work, Children's Supported Transport, activity and toddler days and the Prison Invisits Program just to name a few. Volunteers assist in other areas such as fundraising, management, administrative support and research.

Across our offices in NSW and Victoria, staff members have forged links with local TAFE colleagues, University Campuses and private RTOs (Registered Training Organisations) for students to participate in industry-related placements at SHINE for Kids across all program streams that support children and also at SHINE head office in fundraising, administration and Corporate Services functions. Our student placement program for 2008–2009 has been a success, with a majority of students remaining as volunteers or being appointed into paid positions at SHINE for Kids long after they have completed their placements and courses.

I would like to thank all our volunteers and staff for their selfless determination with improving the lives and social opportunities of children, and would like to note that the contribution made today will continue to have positive impacts in many years and generations to come.

I would also like to thank our staff for working hard and smart and being resourceful and resilient. Staff at SHINE for Kids are highly skilled, innovative and focused when it comes to creating and delivering services and supports for children and their families.

Throughout 2008–2009 the following achievements were assisted and supported by staff:

- Streamlining and enhancing processes around the recruitment of staff and volunteers.
- Reviewing, updating and development of new HR policies.
- Creation of cross-organisational induction system for all new staff and volunteers.
- Development of a cross-organisational Employment Strategy.
- Enhancing SHINE for Kids Occupational Health & Safety practices and procedures for its staff, volunteers and clients.
- Creation of frameworks that support staff in the areas of performance management and career development.

I would like to extend an open invitation to others to get involved with SHINE for Kids either as a volunteer or staff member since SHINE for Kids staff and volunteers:

- are a dynamic team with multiple skill sets
- come from different age groups
- come from a diverse range of cultures and every corner of the globe
- have unique life experiences
- have different industry and multidisciplinary backgrounds and
- are linked together by the common thread of supporting disadvantaged children.

SHINE for Kids will continue to expand its capacity to support more children across NSW and Victoria.

SHINE for Kids is implementing innovative technologies, work practices and systems to support staff and volunteers in their work with children.

SHINE for Kids is the only organisation in Australia that specialises with supporting children with parents in the criminal justice system.

### Deirdre Hyslop Volunteer Awards for 2008–2009

Throughout August 2009, SHINE for Kids celebrated and recognised the dedication and contributions made by our volunteers through hosting the Deirdre Hyslop Volunteer Award and Dinner Events for 2008–2009 across each of the different locations in NSW where most of the services and activities of our volunteers are based.

Our Annual Volunteer Awards are named in honour of Deirdre Hyslop, currently Principal Advisor Women Offenders, Corrective Services NSW. For over 15 years Deirdre has been a strong supporter of SHINE for Kids, working in numerous capacities as a Board Member and front line volunteer, and was an instrumental



## 4. Our People – Staff and Volunteers

force with establishing many services and programs still being delivered by SHINE for Kids. Deirdre also continues to impart her knowledge and advice to us.

During each of the Volunteer Award and Dinner Events hosted across the various locations in NSW, all Volunteers received a certificate of service and appreciation. A volunteer who best demonstrated Deirdre's dedication was nominated from each of SHINE for Kids Program Stream Category to receive the Deirdre Hyslop Volunteer Award for 2008–2009. All winning volunteers were awarded a piece of framed art work created by the children and a personalised golden certificate of recognition.

The award-winning volunteers for 2008–2009 are listed below:

Stewardship & Leadership (Board Members)	Arthur Begetis
Child and Family Centre, Silverwater	Janet Irmiler
Child and Family Centre, Parklea	Helen Gledhill
Child and Family Centre & Intensive Program, Windsor	Simone Lenic
Child and Family Centre and Education Program Bathurst	Sue Lowe
Child and Family Centre, Wellington	Michelle Clare
Mentoring Program, Metro Sydney	Lauren Heslin
Mentoring Program, Bathurst	Sandra Douehi
All-rounder (Activity Days, Administration, Transport Program, Child and Family Centre, Windsor and Metro Sydney)	Jeanette Taylor

– Alexander Maniquis  
HR Manager

## 5. Aboriginal Project

SHINE for Kids continues to work towards enhancing our services to Aboriginal children and families. We were successful in gaining a grant from the NSW Department of Education, Elsa Dixon Aboriginal Employment Program to employ Ms Janet O'Brien who was appointed on 24 November 2009 as an Aboriginal Project Worker.

The focus to date has been on:

- Providing culturally appropriate advice at all levels within the organisation;
- Reviewing existing policies across the organisation
- Developing new policies as required
- Developing an Aboriginal Employment Strategy to attract more Aboriginal employees
- Developing an Aboriginal Volunteer Strategy to attract more Aboriginal volunteers to the organisation.

Corrective Services NSW Aboriginal Support and Planning Unit has provided valuable support to SHINE for Kids, supporting and assisting with applications for funding, employment of the Project Worker, avenues for networking and the continued support of the Aboriginal Project Worker.

Janet O'Brien continues to actively work in partnership with the Corrective Services NSW Aboriginal Support and Planning Unit, key Aboriginal stakeholders and Aboriginal communities to provide greater access for Aboriginal children with a parent in the criminal justice system by recommending and implanting culturally appropriate change within SHINE for Kids.

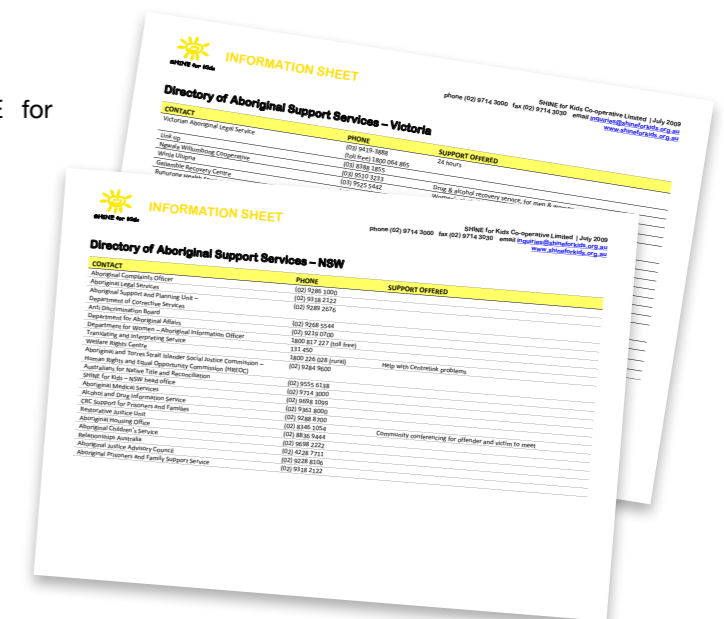
### Key achievements

#### Service and programs

- An audit of all of SHINE for Kids current policies and procedures, resulting in changes to all documents.
- An audit to identify gaps and challenges in existing SHINE for Kids programs and service provision, with changes being implemented across services.
- A review of current participation rates of Aboriginal children in all current SHINE for Kids programs was undertaken. This allowed the organisation a place to start and to be able to measure the successfulness of its Aboriginal organisational strategies.

#### Promotion and communication

- A review was conducted of all of SHINE for Kids current resources and brochures. *Putting Your Child First* and SHINE for Kids corporate brochures were updated and are downloadable as PDFs from the SHINE for Kids website [www.shineforkids.org.au](http://www.shineforkids.org.au)
- Directories of Aboriginal Support Services for both New South Wales and Victoria were compiled for use by both staff and clients, also available as PDFs at [www.shineforkids.org.au](http://www.shineforkids.org.au)



## Employment and volunteers

- Employment practices and polices were reviewed with recommended changes implemented to encourage Aboriginal people to apply for positions at SHINE for Kids.
- A culturally appropriate staff induction for new employees with an orientation program is being finalised.
- A mentor program developed between SHINE for Kids and The Corrective Services NSW Aboriginal Support Planning Unit was established. Through the support of its Manager, Ken Jurotte, Janet was assigned an Aboriginal Elder/Mentor, special thanks to Ms Nita Dowel, Senior Project Manager who has been able to provide this.
- Two cultural awareness training manuals have been in development for all SHINE for Kids staff. The training is broken into two separate sections:
  - The Historical Perspective
  - Working with Aboriginal and Torres Strait Islander People and Communities



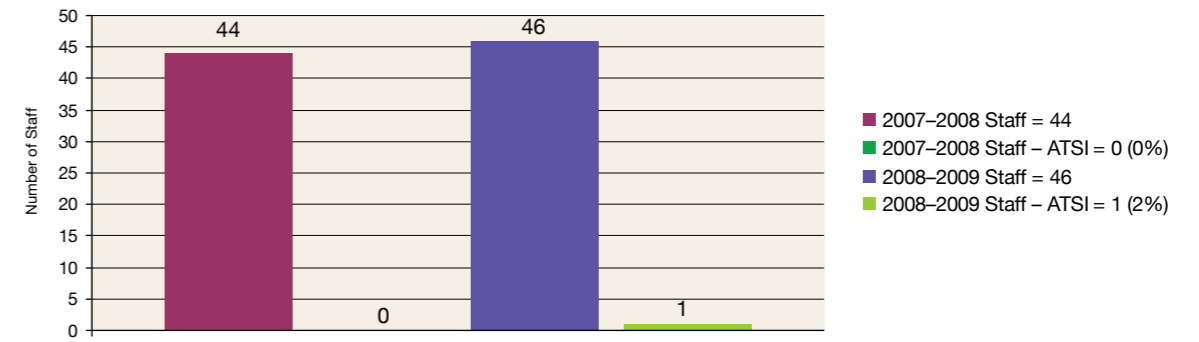
The following graphs compare three key areas within SHINE for Kids in which the organisation is working towards enabling a higher Aboriginal representation over the next 2 years. The three key areas comprise:

- Staff numbers
- Volunteer numbers
- Participation rates of individual children within programs.

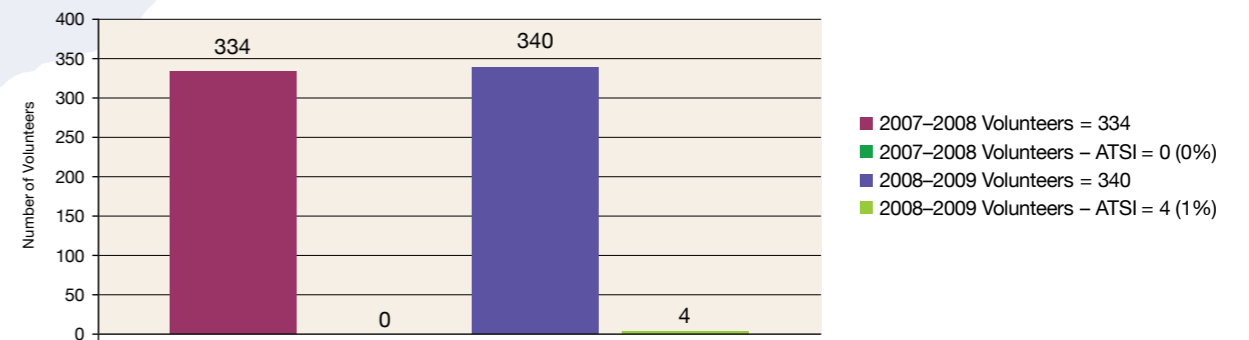
– Janet O'Brien  
Aboriginal Project Worker

## ANNUAL STATISTICS

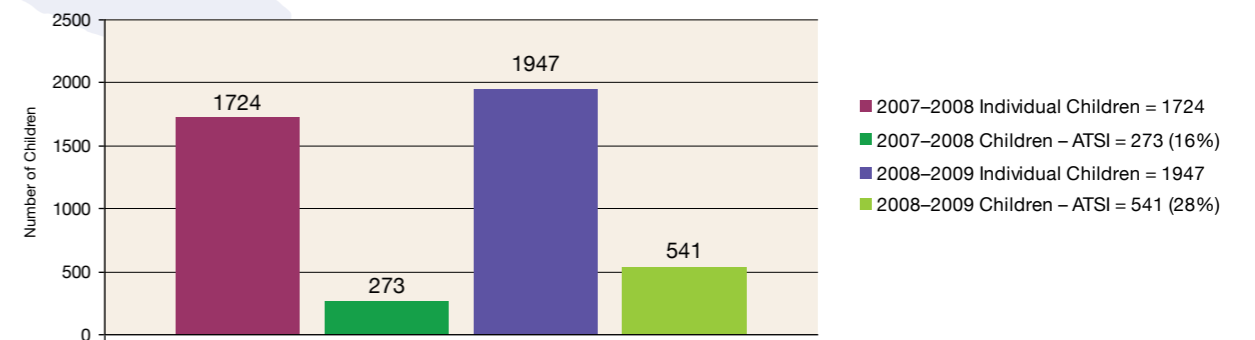
### Total number of staff



### Total number of volunteers



### Total number individual children supported



#### NOTE

The above graph includes the following services: Child and Family Centres – Bathurst, Silverwater, Windsor, Wellington, Cessnock, Parklea; Supported Children's Transport Service; Education Program; Group Work; Child/Parent Activity Days. Services not included in this graph include: NSW Video Visits; Intake & Assessment; Mentoring Program NSW; Prison Invisits Programs; Toddler Program; Financial Assistance Program; SKY Mentoring Program.

## 6. Fundraising Report

The 2008–2009 year was a particularly positive year for SHINE for Kids fundraising team. As with many other non-profit organisations, we had our moments of trepidation as the great financial crisis unfolded. A good crisis is, however, an opportunity to learn and grow. The fundraising team learned that SHINE for Kids is a resilient organisation; well equipped to withstand a global crisis or two.

We attribute this resilience to the quality of SHINE for Kids' staff and volunteers and take this opportunity to acknowledge and thank them for their contribution to our fundraising campaigns. Fundraising is truly a whole-of-organisation affair at SHINE for Kids and the fundraising team is deeply grateful for the support we receive from our colleagues. We particularly acknowledge the strong leadership of our CEO, Gloria Larman.

In March 2009, we welcomed a new fundraising team member Nikki Sullings to SHINE for Kids. Nikki brings a broad range of skills and experience to the team and has already made her mark with significant success in increasing Community Development Support Expenditure (CDSE) funding, increased funding from appeals, and managing important corporate relationships.

During the year we remained focused on our goals of growing and diversifying income streams, capitalising on our strengths, and consolidating what has been achieved in previous years.

### Highlights

#### Trusts and foundations

SHINE for Kids was the recipient of 18 grants from trusts and foundations during the year. Significant among them was a new grant of \$300,000 from the Vincent Fairfax Family Foundation. The grant will be delivered over a three-year period and will enable an upgrade of SHINE for Kids' business systems and IT and communications infrastructure. The grant is indicative of the forward thinking of the Vincent Fairfax Family Foundation Directors in that they are willing take a broad, long-term approach in building the capacity of SHINE for Kids to deliver its programs and reach more children.

#### Direct mail appeals

We conducted our first two appeals during the year and were encouraged by the generosity of our supporters. Going forward, appeals will be a regular feature of the fundraising year as we continue to build a broad base of supporters.

#### CDSE funding

Increased focus on CDSE applications saw growth in funding in this category.

#### Fundraising database

SHINE for Kids has adopted and continues to develop 'ThankQ' as our fundraising and volunteer management database in support of our increasingly sophisticated data management requirements.

In the year to come the fundraising team will be focused on a continuous process of building fundraising capacity in support of the long-term sustainability of SHINE for Kids programs. Activities will include the continued development of a year-round submissions calendar including CDSE, appeals to individual donors, corporate engagement, and the recruitment of volunteers for fundraising campaigns.

– Leonie Wilbow  
Fundraising Manager

Nicole Sullings  
Fundraiser Officer

## 7. Evaluation Report

### 'Monitoring Programs and Outcome Measurements' Research Project

As communities, business leaders and local governments are becoming increasingly concerned about the needs of disadvantaged and vulnerable groups, outcome measurements have become widely used to determine the status of the quality of life and progress in its improvement.

SHINE for Kids is using outcome measurement tools to ensure expansion of future programs, as streamlined management of program delivery will increase both numbers of children accessing services and their attendance rates over time. Over the next four years, SHINE for Kids' strategic priorities will focus on increasing the number of children and young people of Aboriginal, Torres Strait Island (ATSI), and culturally and linguistically diverse (CALD) backgrounds accessing the service. Developing realistic benchmarks and an assessment program with regular reporting will provide evidence of progress by SHINE for Kids with regard to planning service needs and early intervention stages.

The Mental Health Council of Australia, in conjunction with the Australian Government Department of Health and Ageing (DoHA), provided a grant to SHINE for Kids to commission research to conduct a review of current program monitoring and further development of measurement tools, to ensure that SHINE for Kids is meeting the intended outcomes for each program.

A program at SHINE for Kids is specifically structured to meet the need of the child or young person. Program delivery is undertaken by staff and volunteers with schedules either during the week, on the weekend, or any time during the week. SHINE for Kids programs and services vary immensely in the overall impact on children, young people and their families. Whereas a child may use the childcare service at the Child and Family Centre once or twice annually, a child in the Mentoring Program is engaged intensively with an adult role model on a fortnightly basis for at least one year.

The 'Monitoring Programs and Outcome Measurements' research project closely looked at the goals and intended outcomes of each individual program and how accurately they were being measured, which currently vary across streams in terms of collection, reporting and evaluations. Reporting of qualitative and quantitative information is dependent on different funding requirements and directives of evaluative outcomes.

The overall effectiveness of the programs was largely evident through individual case plans and ongoing three-monthly reviews that are undertaken on each young participant. Over the years the programs had been evaluated both externally and internally and the results show that SHINE for Kids has clearly displayed that their programs and service are indeed making a difference.

During this research, staff were interviewed to gather information relating to current and past outcome measurements used both within their program areas and at SHINE for Kids as a whole. Staff spoke of receiving numerous thankyou cards, letters of thanks or phone calls from children and their carers over the years to express gratitude for our programs and services.

#### Staff member comments

*I firmly believe that the SHINE for Kids programs assist in improving the situation of children of prisoners by being a life line for children through assessing the needs of those children. SHINE for Kids can assist those needs or find an agency which can. SHINE for Kids can also advocate for those children and their families so that they can be heard. I would like to stress that these children and their families need to be assisted and they have the same entitlement as any other children within the community.*

*SHINE for Kids provides children a safe haven, a sense of relief, an escape, from what becomes a part of their life. An opportunity for these children to feel "normal" and be with other children who are in the same situation and may feel the same way they do.*

SHINE for Kids recognised that improvements needed to be made to the area of developing and refining recording methods and during the time of this review SHINE for Kids had commenced updating its processes, including upgrades to the client database. A staff member was appointed to liaise with the client database designer, which included extensive discussions with staff and the CEO for their input to assist in creating a



system that would operate efficiently and effectively in regard to their current needs of collection. A simulated test database environment was created for staff to trial. Following upgrades to the client database and staff training, SHINE for Kids operates efficiently, effectively and accurately with a high level of staff accountability in day-to-day operations with clients. The majority of quantitative statistics for SHINE for Kids programs are collected by the client database. Statistics that are not collected by the client database are statistics concerning volunteers and statistics of children, young people and their families whose names are not recorded on the client database.

The research also developed measurement tools for use in SHINE for Kids services, including survey and feedback forms that are administered to the client or program stakeholder, either face to face, over the phone or in a written context. Questions to children and young people were presented in a way that is child-friendly and, when presented in text, accompanied by emoticons.

The questionnaires were based on a rating scale with open-ended responses also considered. The carers' and parents' questionnaire was carefully worded to allow for low literacy levels and participants from ATSI and CALD backgrounds. The aim of collecting further statistics on ATSI and CALD communities is to accurately determine their needs within SHINE for Kids and to plan for these needs accordingly. A delivery schedule for evaluations across the SHINE for Kids service was presented in the final report along with the effective outcome measurement tools.

SHINE for Kids now has a clear guiding document to measure the effectiveness of its programs and service. Staff training tools in the form of a document that outlines qualitative and quantitative measurement categories as well as reporting practices for all programs will be introduced into policies and procedures, with recommendations that data collection is integrated into staff work plans.

The report matter will be used to determine program performance and future delivery. Future and existing funders of SHINE for Kids programs will have clear and precise outcomes measured against the overall participating client base, recognising the areas of potential change that each program can make within an individual.

Individuals consulted for research participation were:

- Staff
- Board of Management
- Volunteers
- Carers/parents
- External stakeholders

– Leeann Turley  
Researcher

SHINE for Kids would like to acknowledge the following major financial and in-kind contributions that have been made to enable services to be provided to children, young people and families who are affected by the criminal justice system. SHINE for Kids could not make a difference in the lives of children affected by the criminal justice system without this support.

### Corrective Services NSW

#### Contribution towards:

- Management & administration of organisation
- Supported Children's Transport Service
- Children and Adolescent groups
- Child and Family Centres – Silverwater, Parklea, Windsor, Bathurst, Wellington, Cessnock
- Child/Parent Activity Days
- Video Visits Program

#### In-kind donations

- Staff have provided Christmas presents and donations of toys for the Child and Family Centres
- Food for centres provided through Corrective Services Industries
- Doonas for children and families
- Buildings, electricity – Child & Family Centres

### Community Services NSW

- Contribution towards the management & administration of the organisation
- Casework Services Sydney
- Contribution towards Child and Family Centre (Bathurst)

### Department of Families, Housing, Community Services and Indigenous Affairs

#### Bathurst Programs

- Mentoring for young people
- Working with children and families to improve parenting
- Educational support for children of prisoners

### NSW Department of Education and Training

- Establishment of Aboriginal employment strategies

### The GEO Group Australia Pty Ltd

- Establishment and ongoing contribution towards Child and Family Centre Junee

## 8. Key Partners

### Donations & grants received

A variety of grants and donations are received throughout the year which assists to support the range of programs without this additional funding we would not be able to provide the level of programs required to meet the needs of children with a parent in the criminal justice system.

#### Trusts & foundations

- A.W. Tyree Foundation
- Anonymous Foundation
- ANZ Staff Foundation
- ASX Thomson Reuters Charity Foundation
- CBA Staff Community Fund
- Collier Charitable Foundation
- Comic Relief Grant
- Raymond E Purves Foundation
- Henry Roth Foundation
- James N. Kirby Foundation
- Property Industry Foundation
- Roth Charitable Foundation
- St George Foundation
- The Ian Potter Foundation
- The Ronald Geoffrey Arnott Foundation
- The Scully Fund
- Vincent Fairfax Family Foundation Limited
- H.E Ross Trust – funding received through Victorian Association for the Care and Resettlement of Offenders (VACRO)

#### Business, corporate and club donations

- Austen Brothers
- KPMG
- Blake Dawson
- Wellington Soldiers Memorial Club
- Auburn RSL Club
- Burleigh Marr Distributions Pty Ltd
- Macquarie Towns Hot-Rod Club
- The Rotary Club of Bathurst
- Wellington Council
- Wellington Correctional Centre
- Association of Independent Schools
- Charity Greeting Cards
- Rotary Club of Concord Inc
- Bondi Lions Club
- Royal Bayview Tennis Club
- Mental Health Council of Australia
- Australian Stock Exchange
- Moss Vale Services Club
- Petersham RSL Club
- Dapto Leagues Club
- Cessnock Supporters Club
- Parramatta Leagues Club
- Illawarra Leagues Club
- Collegians Rugby League Football Club
- Campsie RSL Club
- Wyong Rugby League Club
- Wests Ashfield Leagues
- Penrith Rugby Leagues Club
- Bathurst RSL Club
- Panthers Bathurst
- Wentworthville Leagues Club
- Orange Ex-Services Club
- Earlwood-Bardwell Park RSL
- Ashfield Catholic and Community Club
- Bulldogs League Club
- Dooleys Catholic Club Lidcombe
- City Tattersails Club
- Easts League Club
- Mosman Returned Serviceman's Club
- Gordon Social and Recreation Club

#### Club 1000 supporters

- Yaltech Pty Ltd
- Nu Tech Communications
- Beemz Pty Ltd
- Cyberdog Design

#### Individual donors

- K. Nielsen
- Margaret Kelly
- Scott Patterson
- Elizabeth Strachan
- Kay Valder
- Louise Crisp
- Julie Mills
- John Stawyskyj
- Heidi Fairhall
- John Anderson
- Warren McNamara
- Marise Sullivan
- Joan Lambie
- Dimity Hill
- Uldis Clarson
- Greg Shaw
- Mary Goozee
- Jeremy Hirschhorn
- Barry Bell
- Niki Kallenberger
- John Anderson
- Helen Carroll
- Dayn Cooper
- Helen Swan
- Janet Doust
- Marian Pool
- Arthur Begetis
- Helen Nezeritis
- Wayne Ruckley
- Bruce Nicholson
- Michel Power
- Inga Lie
- Helen Kirkpatrick
- Jennifer Rubie
- Helen Wiseman
- Elaine Lawler
- Leonie Wilbow
- Malcolm Wilbow
- Kathy Polak
- Marion Daly
- Michael D'Silva
- Margaret Alston
- Avril Ayo
- Wendy Barnert
- Rhonda Booby
- David Drummond
- P Frost
- Paul Moran
- Anita Johnson
- Paul Freeman
- Monty Parmar
- Guy Hatfield
- Gloria Larman
- Leeann Turley
- Alexander Maniquis
- Melissa Buckley
- Salina Mohamed
- Nikki Sullings
- Nathaniel Sundstrom
- Susan Plunkett
- Victoria Talbot
- Kristy Chambers
- Vladimir Zaher
- Todd Kennedy
- Leon Walker
- Helina Burch
- Michaela Enoka
- Rita Cassar

#### Workplace giving – staff donations

- KPMG
- Leighton's Admin. Services
- Macquarie Bank
- Blake Dawson

## Corporate support

### KPMG

Provided both financial and in-kind support. In-kind support has included:

- Monthly rooms and catering for Board of Management and sub-committee meetings
- Staff have contributed toys for Child and Family Centres
- Staff have become Child and Family Centres and mentors for young people
- Staff have become involved in the Board of Management of SHINE for Kids
- Christmas cards for sale and postage for fundraising mailouts
- Support from the KPMG Social Club

### Middletons

- Intellectual property legal expertise pro-bono to SHINE for Kids

### Blake Dawson

- Legal expertise pro-bono to SHINE for Kids
- Financial support

### GE Money & Eastgardens Shopping Centre

- Raised money via a Christmas present gift wrap service that was staff by SHINE for Kids volunteers and staff from GE Money.

### Mirvac Funds Management

- Staff actively fundraise on behalf of SHINE for Kids

### Magic Mania – Special Kids Events

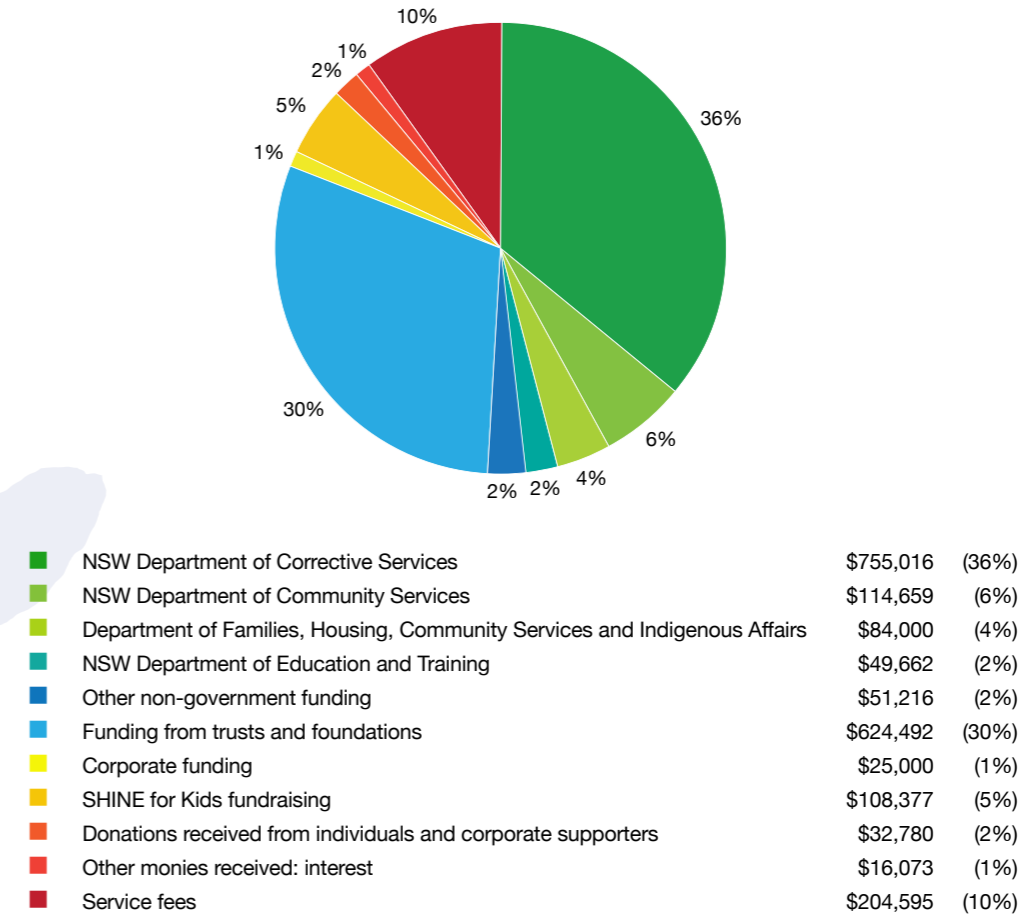
- Raising funds on behalf of SHINE for Kids

### Other in-kind corporate support

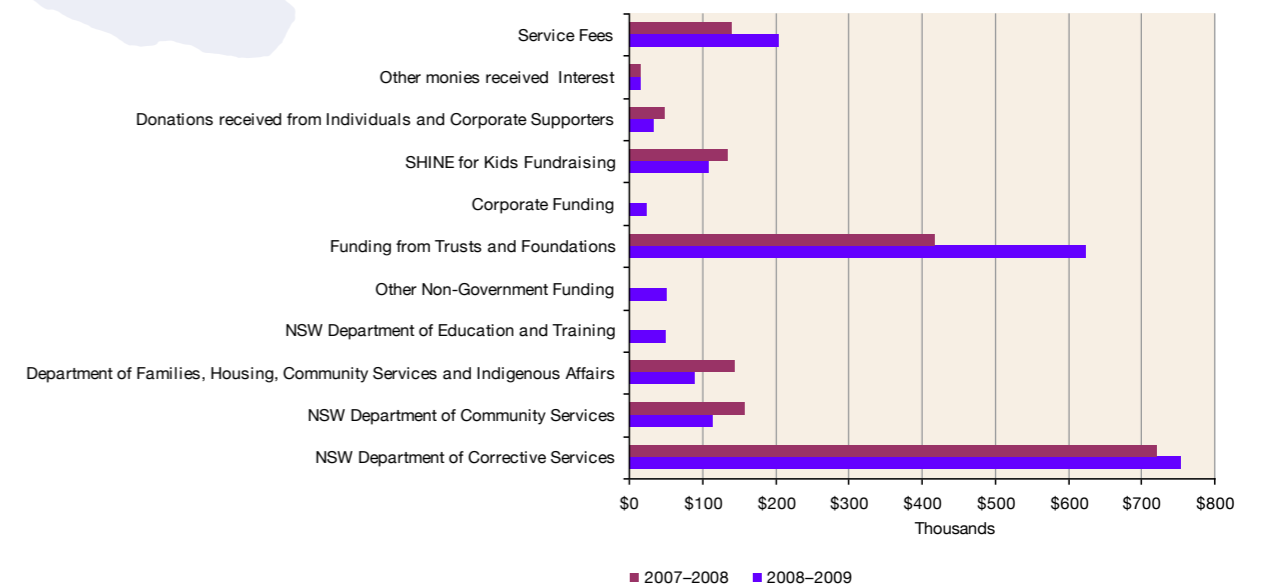
Many, many organisations and individuals provide valuable in-kind support throughout the year, providing free entry tickets to a range of venues around Sydney, providing Christmas presents, food and raffle prizes – the following highlight the range of supporters:

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Cadbury Schweppes</li> <li>• Hunter Valley Private Hospital</li> <li>• Target Cessnock</li> <li>• Australian Football League</li> <li>• Beaux Bellus Waxing Studio</li> <li>• Above the Fringe Hair Design</li> <li>• Unistraw Australia P/L</li> <li>• Association of Independent Schools</li> <li>• Margaret Thomassian</li> <li>• Alec &amp; Tammy Burns</li> <li>• Stuart &amp; Narelle Abergaster</li> <li>• Mrs Calicarios</li> <li>• Lindsey Damico</li> <li>• Cathy McKay</li> <li>• Chris &amp; Helen Carroll</li> </ul> | <ul style="list-style-type: none"> <li>• Jeana Mainey</li> <li>• Noel Darr</li> <li>• Lynne Wilson</li> <li>• Marilyn Robinson</li> <li>• Leukaemia Foundation</li> <li>• The Variety Club</li> <li>• Sydney Olympic Park Authority</li> <li>• Powerhouse Museum</li> <li>• Woolworths</li> <li>• Ryde Rotary Club</li> <li>• Rotary Tree of Joy</li> <li>• Lego</li> <li>• Play Land</li> <li>• McDonalds</li> <li>• 2UE</li> </ul> |
|--|--|

## SHINE for Kids Consolidated Income 2008–2009



## Income comparison 2007–2008 and 2008–2009 financial years





## 9. The Current Team at SHINE for Kids

The following people comprised SHINE for Kids as at November 2009:

### Patron

Ms Ann Symonds

### Board of Management

Chairman	Helen Wiseman
Treasurer	Arthur Begetis
Secretary	Monty Parmar
Director	Katherine Shaw
Director	Paul Freeman
Director	Kristy Chambers
Director	Helen Nezeritis
Director	Margaret Alston
Chief Executive Officer	Gloria Larman



### Staff

<b>NSW</b>	<b>Silverwater</b>	Gloria Larman	Chief Executive Officer
		Wendy Barnert	Finance Manager
		Alexander Maniquis	HR Manager – Staff and Volunteers
		Leonie Wilbow	Fundraising Manager
		Nicole Sullings	Fundraising Officer
		Kathy Polak	Systems Manager/Payroll Officer
		Janet O'Brien	Aboriginal Project Worker
		Lisa Reddy	Co-ordinator of Group Work Programs
		Louise Blackburn	Intake & Assessment Caseworker
		Kerry Hickin	Transport Facilitator
		Susan Plunkett	Child and Family Worker
		Melissa Buckley	Casual Children's Transport Worker
		Jeanette Taylor	Casual Children's Transport Worker
		Tracy McMillan	Casual Children's Transport Worker
		Patricia Clarke	Casual Children's Transport Worker
		Michaela Enoka	Casual Children's Transport Worker
		Laurel Cavenagh	Casual Children's Transport Worker
		Scarlet Ballas	Casual Children's Transport Worker
		Nathaniel Sundstrom	Casual Children's Transport Worker
Mavis Rowe	Casual Childcare Worker		
Anna Hamilton	Casual Childcare Worker		
Rosemary Proust	Casual Childcare Worker		
Victoria Talbot	Casual Childcare Worker		
<b>Parklea</b>	Melinda Pale Eli	Child and Family Worker	
	Salina Mohamed	Children's Group Worker	
	Rosemary Proust	Casual Childcare Worker	
<b>Windsor</b>	Sharon Mumford	Co-ordinator Contact Stream	
	Erin Kester	Child and Family Worker	
	Leeann Turley	Co-ordinator Mentoring Program	
	Megan Shepherd	Project Worker, Mentoring	
	Victoria Talbot	Casual Childcare Worker	
<b>Bathurst</b>	Rebecca Bucan	Child and Family Worker and Educational Support Worker	
	Cara Armstrong	Casual Childcare Worker	
<b>Newcastle</b>	Helen Gadd	Casual Children's Transport Worker	
<b>Wellington</b>	Maree Thomas	Child and Family Worker	
	Michelle Clare	Casual Childcare Worker	
	Julie Gregory	Casual Childcare Worker	
<b>Cessnock</b>	David Fitzgibbon	Child and Family Worker	
	Christa Tadich	Casual Childcare Worker	
<b>June</b>	Kelly Reynolds	Child and Family Worker	
<b>Victoria</b>	<b>Footscray</b>	Guy Hatfield	Manager Victoria and Mentoring Program
		Marcelle Nessim	Facilitator Prison Invisits Program

# 10. SHINE for Kids Projects

## Group Work

Group Work focuses on children and young people and their carers by providing opportunities to interact together in structured, fun activities, held in the community, in schools, as outings or as school holiday activities. These help reduce their isolation, build resilience and develop positive communication, as well as learning and applying strategies to effect change.

## Child and family activities

SHINE for Kids provides a range of initiatives aimed at reducing the isolation that children face due to having a parent in the criminal justice system. We allow children an opportunity to feel supported, have fun and enjoy visiting their mum or dad in prison with projects such as our Child and Family Centres, the Prison Invisits Program, childminding and children's activities.

## Contact services

These services focus on building and maintaining positive relationships between the child and their imprisoned parent, and assistance to succeed educationally and reach their potential. Individual support to a child can include Supported Children's Transport – to visit their parent in prison; Child/Parent Activity Days held within prisons; the Toddler Program – parenting support and playgroup sessions held within prisons; Video Visits – keeping families connected.

## Casework services

These services are provided to individuals on a case-by-case basis to counteract the sometimes harsh disadvantage endured by children of prisoners. Casework services include child and family support; educational support for children and young people and financial support.

## Mentoring Program

This Program offers a child or young person consistency, stability and healthy options for dealing with life through a supportive, caring and non-judgmental relationship with an adult mentor. These trained volunteers meet fortnightly with the child, enabling them to participate in events and activities which enhance their development and self esteem. Mentoring relationships are ongoing for at least a year. The Mentoring Program is now also available to children in Victoria.

## 10.1 Group Work

SHINE for Kids Group Work involves the following range of programs:

- Children's School Groups Program
- Children's Community Groups Program
- Day Trips
- School Holiday Program
- Central West Carer's Group



## New resources developed

### Children's Workbook

The Group Work Co-ordinator has developed a program workbook for children aged 8–11 years who participate in SHINE for Kids peer support groups.

The themes addressed in this peer support program include:

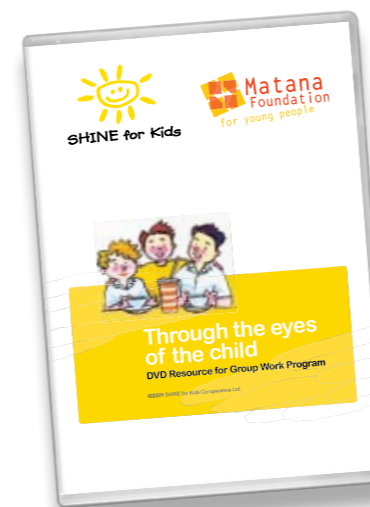
- Who I am – all about me, my family, my parent in jail
- How I am – my story, my jail experience, my feelings
- Where I want to go – my best hopes, my goals
- What I have to get there – my strengths, resilience, coping skills
- What I need to get there – understanding and support

Each week the children participate in organised activities with their peers and have an opportunity to complete part of their workbook. At the end of the 12-week program, the children bring their completed workbook home.

### Group Facilitator's Manual

A Group Facilitators' Manual was also produced by the Group Work Co-ordinator. This will act as a reference guide for SHINE for Kids Group Workers.

This project was supervised by Jacki Short, a psychologist with extensive experience working with children and adolescents, and was influenced by the work of psychologist Ian Johnsen, from the Brief Therapy Institute of Sydney.



### 'Through the eyes of the child' DVD

The development of the DVD resource 'Through the eyes of the child' was generously funded by the Matana Foundation for Young People. Many local community members volunteered their time and talent, and a special thankyou is extended to staff at Normanhurst Public school for providing their school premises for filming.

This powerful visual tool highlights some of the impacts of parental imprisonment on children and young people. It will be used in the Group Work programs to help children externalise feelings and experiences associated with having a parent or family member in jail, and to affirm and build upon children's unique resilience, coping skills and strengths.

The DVD which consists of nine scenes can be used in Sections Two "Feelings" and Four "Strengths, Resilience and Coping Skills" of the new program.

**Aims of Group Work**

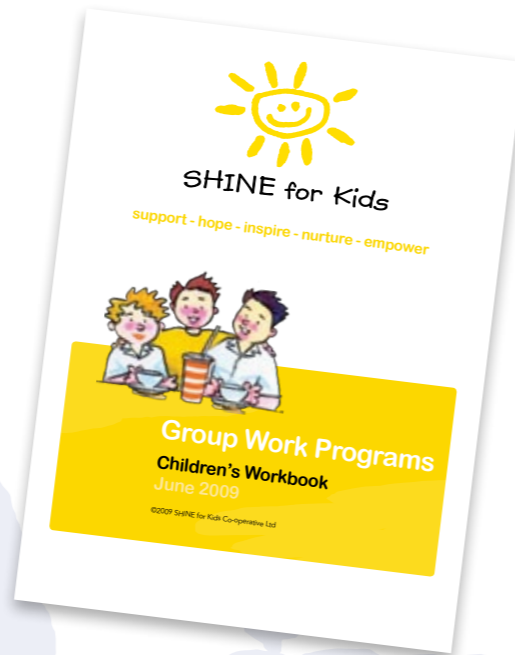
Use of children’s peer support groups in Group Work aims to:

- reduce isolation, stigma and shame experienced by children who have a parent in jail
- help children better understand imprisonment
- help children recognise and discuss their feelings about having a parent in jail
- validate and normalise children’s feelings about having a parent in jail
- improve children’s ability to cope with having a parent in jail
- help children acknowledge and cope with changes following imprisonment.

Each child that comes to group is viewed as resourceful with existing resilience and coping skills. The purpose of our program is to help children identify and build on such resources.

**How the Programs work**

- The program lasts 12 weeks – 6 weeks per school term.
- The program is run separately for different age groups.
- A minimum of 6 and a maximum of 10 children participate in each group.
- Group sessions take place weekly for 1–1½ hours.
- Groups are facilitated by a trained SHINE for Kids Group Worker, who is generally supported by a school counsellor (where possible), or a SHINE for Kids student or volunteer.
- Groups are held in a range of community venues and schools.
- A variety of creative media is used to help the children express their feelings and experiences. Just being part of a peer support group is therapeutic as children discover they are not alone, that there are many other children who have similar experiences.



**10.1.1 Children’s School Groups Program**

This program offers school-based peer support groups for children 5–16 years of age. We partner with primary and high schools, predominantly in Western and South Western Sydney, to deliver a strengths-based model of group work that is designed to build skills and resilience in children who must face the stigma, shame and isolation associated with having a parent in jail. Peer support and positive focus are critical in providing a life changing experience for these children who learn and experience new ways of being in the world.

The Children’s School Groups Program is funded through a philanthropic foundation that wishes to remain anonymous.

It is part of what has been referred to previously as the Brighter Futures Program, however this title is not currently used as Community Services NSW has a widely used program that is also called Brighter Futures.

**ANNUAL STATISTICS**

Children’s School Groups Program	March–June 2009
Number of groups facilitated	3
Number of children aged 6–11 years invited to attend	23
Number of children aged 6–11 years who did attend	21
Number of group sessions planned	16
Number of group sessions delivered	15
Possible attendances	113
Actual attendances	76



### 10.1.2 Children’s Community Groups Program

This program is similar to the Children’s School Groups Program, the most significant difference being that it is run after school hours in a local community venue. This enables SHINE for Kids to provide much needed support to children whose school is unaware of their situation. The program also connects children with local youth services and establishes avenues for participation in extra curricular activities. The group worker provides transport to and from group, ensuring that some of the more disadvantaged children have an opportunity to participate and receive peer support.

The Children’s Community Groups Program, along with the Day Trips and School Holiday Program, are currently funded through Corrective Services NSW and philanthropic foundations.

#### ANNUAL STATISTICS

Children’s Community Groups Program	March–June 2009
Number of groups facilitated	2
Number of siblings aged 10–15 years invited to attend	5
Number of siblings aged 10–15 years who did attend	4
Number of group sessions planned	12
Number of group sessions delivered	9
Possible attendances	48
Actual attendances	36

#### Case study: Tailoring a program to meet individual needs

A sibling support group was set up specifically to help a family prepare for the release of their father. It ran over two terms and focused on strengthening sibling relationships and exploring feelings relating to the return of their father who had been incarcerated for almost three years. The program was combined with sport and recreational activities.

While the group as a whole was successful, the group worker noted a remarkable difference in one of the young male participants. When he commenced the program he appeared shy, and was reluctant to engage in the group activities. Often his sister spoke for him and he sat back and observed from the edge of the group. Halfway through the program, he became more open and comfortable talking about his feelings and experience. In a sense he became independent. By the end of the program he was speaking for himself and was often the first to give feedback. His confidence grew and he appeared to be less ashamed and embarrassed to talk about his situation.

The children’s dad was released and returned to the family home. Both parents have stated that things have been going well so far. The children are more settled and are re-establishing their relationship with their dad. SHINE for Kids continues to work with this family.

### 10.1.3 School Holiday Program and Day Trips

This year the number of children in the weekend Day Trips increased to 150. The majority of clients reside in the Blacktown and Campbelltown Local Government Areas.

The Group Work team planned and facilitated 16 group activities this year. We also received generous tickets donations from the Leukaemia Foundation, Variety Children’s Charity and Sydney Olympic Park Authority. Activities included: rock climbing, swimming, go karting, bowling, dance workshop, Aboriginal art workshop, and Sydney Powerhouse Museum

A particular highlight was the Intensive Dance Program during the July School Holidays. A group of students facilitated a week-long dance workshop with a group of young females. The girls from the Blacktown Local Government Area who participated said they ‘had heaps of fun’ and really valued the opportunity.

#### Corporate volunteers – Powerhouse Museum

Eight staff from KPMG assisted to organise a special event for seven children from our Group Work programs – a day at Powerhouse Museum. KPMG provided not only their staff to attend the event but also provided a financial contribution to cover all the expenses incurred on the day such as entry fees and food. These special events are a welcomed opportunity and it is fantastic to be able to offer children experiences in which they would otherwise not have the opportunity to participate.

#### ANNUAL STATISTICS

Group Work	2007–2008	2008–2009
Number of children who participated in the programs	268	57
Number of children that identified as ATSI	11%	39%
Number of children that identified as CALD	4%	7%
Number of children who participated in the Children’s School Groups and Children’s Community Groups Programs	97	25
Number of attendances in groups	419	112
Number of different groups held	16	5
Number of Day Trips undertaken with children	13	16
Number of children that attended Day Trips	45	40
Number of attendances on Day Trips	114	94

**Note:** Due to unforeseen circumstances in regards to staffing, lower than anticipated groups were held. Focus for this period was on development of resources.

Staff involved in the delivery of the Group Work program included:  
**Lisa Reddy ■ Louise Blackburn ■ Salina Mohamed ■ Margaret Kelly**

## 10.1.4 Central West Carer's Group

This program is funded under the Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA), through the Local Answers initiative. This group operates at the SHINE for Kids Bathurst Child and Family Centre.

The key objectives of the group are to improve the parenting skills of parents who are the outside carer of children/young people with a parent involved in the criminal justice system.

These are accomplished through:

- Providing an inviting weekly environment that made the carers feel welcome, secure and safe to discuss options for better parenting.
- A variety of information and knowledge delivered through varied guest speakers from the local community to the carers of the children.
- Assisting with childcare so the carers are able to attend the sessions to discuss one on one strategies to cope with change, and children's behaviour.
- Lifestyle skills learnt have assisted in a structured family setting promoting healthy parenting skills.

The carers of the children and young people have gained a large amount of support from each other and connections have been made that will remain with families as a type of peer support.

The weekly group sessions include craft ideas and informative guest speakers who provide an opportunity for further education of the participants. Topics that have been discussed involve issues relating to women's health and wellbeing, domestic violence and sexual assault protective behaviours. Life skills have also been a large focus of interest throughout the term of the project. These have included cooking and food preparation as well as household budgeting and tenant advice. Parenting skills for the carers of children and young people have been a paramount focus in the weekly group sessions, whether in an educational context or informally discussed between the women.

The Central West Carer's Group has been a fantastic way to bring together women in similar situations who often deal with similar family issues. Many of the women who access the group are full-time carers on a Centrelink benefit, therefore they do not have a lot of money to prepare healthy, balanced meals. With this in mind, group sessions were spent talking about the benefits of sustaining a balanced diet and teaching them to prepare different meals that can be prepared at low cost. The women seemed to really enjoy this as it was something practical that they could apply to their everyday life.

A case worker from a local Women's Refuge gave a talk to inform the women how to access their services and explained the legality of an Apprehended Violence Order. An organised tour was conducted at the refuge to reduce any anxiety that the women may feel if they ever need to access the services offered by the Women's Refuge.

Pooling resources with other organisations have included utilising information related materials of services from specific areas to assist clients of SHINE for Kids.

### ANNUAL STATISTICS

Central West Carer's Group	2008-2009
Women attending carer's group	11

Staff involved in the delivery of the Women's Group program included:

Paige Eslick (Bathurst) ■ Anita Johnson & Leeann Turley (Sydney)

## 10.2 Child and Family Centres

Funding and buildings for the Child and Family Centres come from a range of sources including:

- Corrective Services NSW & Corrective Services Industries
- Community Services NSW (contribution to the Bathurst Centre)
- The GEO Group (June)
- Philanthropic donations

SHINE for Kids opened a new Child and Family Centre this year located at Parklea, taking the total number of Centres to six. As at June 2009 these Child and Family Centres were located across New South Wales at:

- Silverwater
- Parklea
- Windsor
- Cessnock
- Bathurst
- Wellington



All the Centres offer a variety of programs and are open Saturdays and Sundays with Silverwater and Windsor providing support seven days a week for children and families. Programs include pre-booked child minding, weekend activity and play sessions, a drop-in service for families visiting their family member in prison. The Centres provide an important mechanism for raising awareness of and promoting all the services SHINE for Kids can offer children and young people who have a parent in the prison system.

### Child and Family Centre June

A new Child and Family Centre will open in 2010 with a Child and Family Worker commencing in July 2009 working within the visiting area of the June Correctional Centre.

### Why are Child and Family Centres needed?

Visiting mum or dad in prison can be a daunting experience for a child. When looking at the world from the eyes of a child many visit areas are not child friendly or are conducive to relaxed stress free visits with mum or dad. Our Centres are designed to break up the visit for the child and give kids some time out to "just be kids" and play with other kids in the same situation at the centre. Children and young people are able to visit with mum or dad either side of these play sessions, but instead of getting bored or restless, they find their visit experience enjoyable.

When children and young people are visiting SHINE for Kids Child and Family Centres, parents and carers remain in the visit area and can discuss things their children should not listen to. SHINE for Kids' reputation ensures that parents feel secure in the knowledge that their children are safe whilst in our Centres.

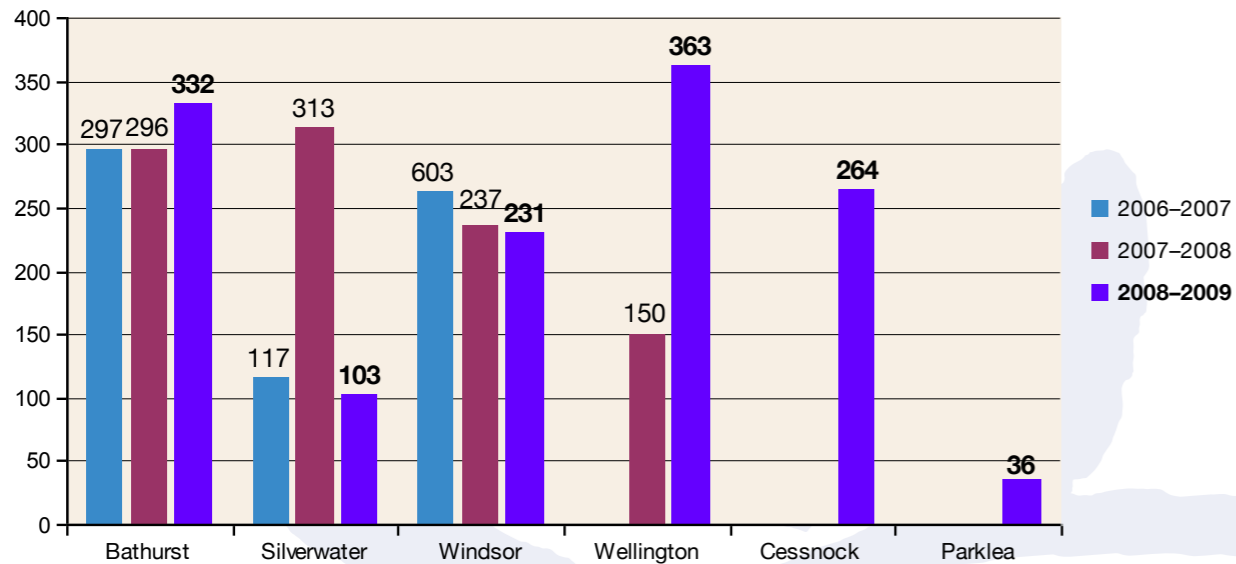
On weekends our Centres offer play, educational and creative activities to children and young people of all ages. At our Centres there is no need for secrets and no need to avoid talking about their mum or dad. This peer support helps reduce the sense of isolation and feeling of being alone experienced by many children and young people.

### Volunteer involvement

SHINE for Kids staff are assisted week after week by a dedicated team of volunteers. The Child and Family Centres only operate when one paid childcare worker and at least one volunteer is present. We rely on our team of volunteers to keep our doors open, with our volunteers offering their time, energy, ideas, play skills and generosity of spirit to enable children with parent in prison to be supported and have a great time.

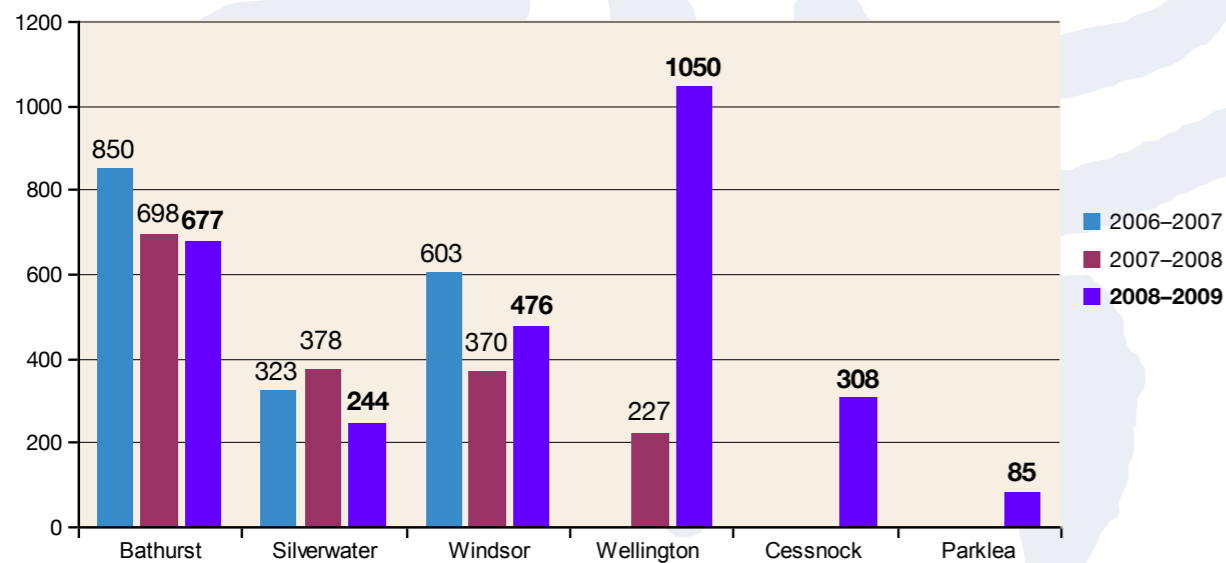
ANNUAL STATISTICS

Child and Family Centres	2008-2009
Number of individual children supported	1329



Notes:  
 Silverwater – Lower numbers due to Silverwater Correctional Centre closing.  
 Windsor – Lower numbers due to closure of John Morony II Correctional Centre in December 2007.  
 Parklea – Volunteers’ availability and the decision to outsource impacted on service delivery.

Child and Family Centres	2008-2009
Children’s attendance at all our Child and Family Centres	2840



Notes:  
 Parklea – Volunteers’ availability and the decision to outsource impacted on service delivery.  
 Cessnock – Volunteers’ availability, reduction of inmate numbers and the decision to outsource the correctional centre impacted on the operations of the Child and Family Centre.

10.2.1 Prison Invisits Program

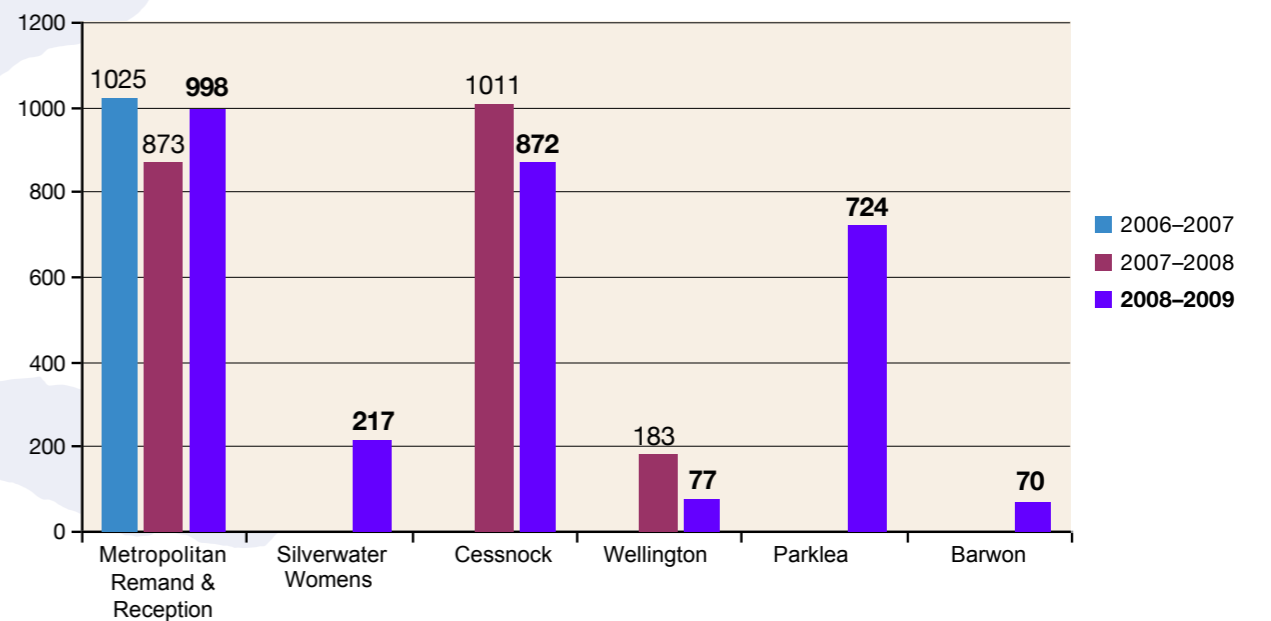
This initiative provides a range of activities within the visiting area of correctional centres to occupy children on a visit to their parent. This is proving to be a much-needed program which complements the Child and Family Centres provided by SHINE for Kids. On 17th May 2009 we extended our services to Victoria with the introduction of the Prison Invisits Program to Barwon.

In 2008-2009 the Prison Invisits Program operated in the following correctional centres:

- Metropolitan Remand & Reception Centre
- Silverwater Womens
- Cessnock
- Wellington
- Parklea
- Barwon

ANNUAL STATISTICS

Prison Invisits Program	2008-2009
Children’s attendance	2958



Notes:  
 Silverwater – New Program at Silverwater Women’s commenced March 2009.  
 Wellington – Only operates when Child and Family centres are closed due to volunteer availability.  
 Cessnock – Reduction of inmate numbers and the decision to outsource the correctional centre impacted on the operations of the Child and Family Centre.  
 Barwon – Commenced 17th May 2009.



### 10.2.2 Child and Family Centre Silverwater (The Cath Gissane Centre)

#### Booked childcare sessions

For four months of the year children were collected from Silverwater (the minimum male area) and brought back to the Centre where they did activities including cooking, sport and art and craft. In October 2008 these inmates were transferred and this area became The Dawn Delouse Centre. The numbers of children visiting in this area dramatically dropped so for the rest of the year we concentrated on the Prison Invisits Program, craft tables and booked childcare sessions where families would ring up during the week and request a spot at the Centre for their child on the weekend. This service had the same parents using the service again and again. For some families this is a valuable service when child protection issues do not allow children to visit, and there is no-one else to look after their children.



The children and volunteers had great times painting up a storm or, as one young girl who is interested in cooking did when we provided her with the ingredients for her recipe, making tasty pancakes with a strawberry syrup sauce. The happiness on these children's faces was evident and a great reward to staff and our team of dedicated volunteers.

#### Christmas party

In December 2008 we held a SHINE for Kid's children's **Christmas party** at the Silverwater Child and Family Centre. It was a great day with over 50 families attending. Activities involved face painting, a jumping castle, art and craft, the Ermington Fire Brigade, a reptile show by Reptiles Galore, wet sponge throwing and, of course, Santa Claus handing out presents.



A lot of donations made this day possible including \$500 from Auburn RSL; vouchers from Woolworths; sausages, onions and bread rolls from CSI (Corrective Service Industries). Ryde Rotary Club cooked the barbecue for us. We also had many donations of new toys to give the children as presents. Thanks to the staff of Corrective Services head office, Rotary's Tree of Joy, Variety Club and Lego for their donations. The children had a great day and for some, these were their only presents.

#### ANNUAL STATISTICS

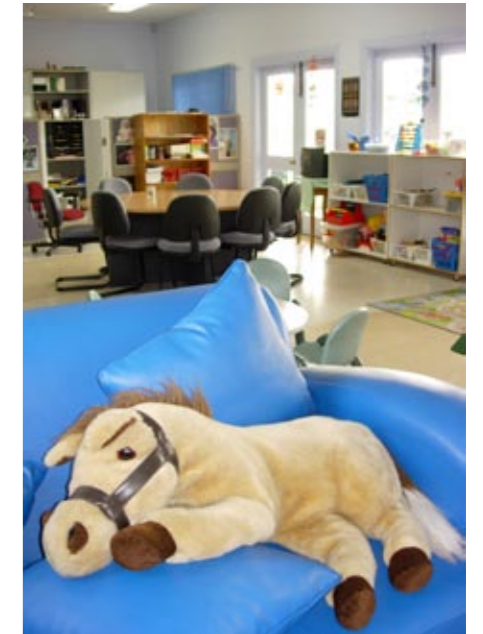
Silverwater Child and Family Centre	2007-2008	2008-2009
Number of times children attended the centre	378	244
Number of individual children who attended the centre	313	103
Number of children who identified as CALD	46%	23%
Number of children who identified as ATSI	2%	17%
Number of families who attended the centre	84	16

#### Drop-in service

The Silverwater Child and Family Centre also provides a venue for families to drop in and have a cup of coffee, have a chat and receive support. Families regularly drop in before or after visiting one of the correctional centres.

The number of families who used our service increased compared to last year's figures by 50%. Throughout the year the drop-in service provided a place for families to come and have a chat and receive information about our service. One issue that happened again and again was inmates being transferred to another complex and the family not knowing, so when they arrive for their booked visit they are told they were transferred. The families were relieved to have somewhere to go to share their story.

Some families travel as far as Wollongong or Dubbo, spending money on public transport to Silverwater and the family, including the children, are distressed. Our Centres offer families a place to come and have someone that will listen to them and it helps them reduce their stress level. The children benefit from this as the parent has a chance to talk and calm down. If our Centres weren't there, they would leave the complex in tears with no support, and this then impacts on the child.



#### ANNUAL STATISTICS

Silverwater Child and Family Centre – Drop-in service	2007-2008	2008-2009
Number of children who dropped in the centre	58	68
Number of adults who dropped in the centre	51	150
Number of children who identified as CALD	5%	66%
Number of children who identified as ATSI	4%	3%

### 10.2.3 Prison Invisits Program – Silverwater

#### Metropolitan Remand and Reception Centre

The total number of children who attended this program this year increased by 125 children compared to last year's figures. The number of culturally and linguistically diverse (CALD) children who attended was still high with 411 children participating. The most prevalent languages being spoken in this statistical area include Vietnamese, Arabic, Samoan, Tongan, and Chinese.

The program offered these children many activities including face painting and art and craft throughout the year and we celebrated special events including NAIDOC Day, Australia Day and Chinese New Year. Next year we will build upon these and celebrate more cultural events.

In the visit area there is not much for the children to do. With our program being inside the visit area it allows the child to move between the visit and the art and craft area making it a more enjoyable time for the children. During this time staff member/volunteer interacts with the children in a positive and comforting manner to help ease the stress on the child. We encourage them to be kids and play and interact with other children who are in the same circumstances.

#### ANNUAL STATISTICS

Prison Invisits Program – Metropolitan Remand and Reception Centre	2007–2008	2008–2009
Number of children who attended visits program	873	998
Number of children who identified as ATSI	6%	1.5%
Number of children who identified as CALD	53%	41%

#### Silverwater Women's Correctional Centre

This program started in March 2009. It was so rewarding to be able to offer these children and families our service – they commented that they had been waiting for us to start our program in the visit area. The women's visit area is small and overcrowded; we still managed to fit our table and equipment in there to offer these children art and craft activities and to engage them in some positive play in a not-so-appealing environment. The numbers of children in the women's visit area compared to the male visits is quite low. Our aim is to try and increase this number; by providing this program it will give children something to do when they come and they might visit more often as they feel more comfortable.

#### ANNUAL STATISTICS

Prison Invisits Program – Silverwater Women's	2008–2009
Number of children who attended visits program	217
Number of children who identified as ATSI	1%
Number of children who identified as CALD	7%

Staff involved in the Silverwater Child and Family Centre included:  
 Susan Plunkett ■ Victoria Talbot ■ Rosemary Proust

### 10.2.4 Child and Family Centre Bathurst (The Winangaay Centre)

The Centre aims to provide quality care to children who have an incarcerated parent. It also aims to promote a positive atmosphere in which parents are encouraged to become involved. Numbers have fluctuated with inmates being moved or released and the extreme weather conditions we have experienced.

This year has seen many changes with families leaving, new families attending, new activities and celebrations of special events that promote cultural awareness and gain involvement from many families.

The Child and Family Centre Bathurst celebrated Mother's and Father's Days with by creating handmade soaps, scented candles, scented bath bombs and pot peri for the mums and cardboard ties, key chains and handmade handprint cards for the dads.

We also celebrated many other special events such as Australia Day, Chinese New Year, Anzac Day, Bathurst 1000, Halloween and Easter with special treats and activities for children and families attending the Centre.

This year we also celebrated National Families Week, Reconciliation Week and NAIDOC Week with fun activities for families. During these events we have held barbecues with sweets and refreshments, promoted awareness of SHINE for Kids, and enhanced awareness of the events with fun activities such as competitions, crafts and games.

In December our children's Christmas party was held at the Centre. With the help of 6 volunteers on the day it turned out to be a success. Some highlights of the party included Santa giving out the presents, the jumping castle, lucky door prizes and competitions. We had plenty of food and drinks on the day and gave out lots of left over food to families to take home with them. Thanks to all the support from local businesses and volunteer donations, the party was able to run with minimal costs.

Throughout the year, the children attending the centre have enjoyed a wide range of activities such as cooking, making play dough, art and craft, electronic games, outdoor games, sports, beading, and much more. Volunteers have assisted with the Christmas party, celebratory events, barbecues, cooking, fundraising and the daily running of the Child and Family Centre. Our volunteers have worked extremely hard this year to ensure the Centre has remained open.

The drop-in centre has had a low attendance pattern this year. As the families are mostly coming from areas that are far away, they are keen to get straight home before they encounter heavy traffic conditions or wildlife at night.

#### ANNUAL STATISTICS

Bathurst Child and Family Centre	2007–2008	2008–2009
Number of times children attended the centre	698	677
Number of individual children who attended the centre	296	332
Number of children who identified as CALD	38%	1%
Number of children who identified as ATSI	3%	45%

Bathurst Drop-In Centre	2007–2008	2008–2009
Number of adults who dropped in	24	42
Number of children who dropped in	36	76

Staff involved in the Bathurst Child and Family Centre included:  
 Rebecca Bucan ■ Debbie Sarkis

**Case study: Forming a bond**

A mother and her five children came to visit their father once a fortnight. They travelled by car for six hours in the early hours to book into an early visit and be home before it got too late. They had no outside support as their family members wanted nothing to do with them due to having an incarcerated husband/father. The mother was very hesitant to let her children attend the Centre as she did not want her family separated. After we formed a bond with the mother, she brought her children down to the Centre, commenting that they were starting to fight about making long, boring trip, but she needed to see her husband then as she could not get through until the next fortnight.

The children enjoyed every moment of it. When the mother came to collect the children after her visit she was very closed off and just wanted to leave, but the children had had such a great time, she was convinced to stay a while longer. She had a coffee but was very reluctant to talk. This pattern was repeated over the next month until the mother confessed that she wanted to talk to someone, but she had nobody to confide in who would understand her situation. She'd realised that the staff and volunteers could empathise with her and started to speak freely. Staff were then able to refer her to other services such as a women's refuge, where the family is now staying so that they can visit their father more frequently. The family is now looking to rent a home in Bathurst until their father is released.



**10.2.5 Child and Family Centre Windsor**

The Centre at Windsor has seen a major increase in children attending childcare sessions and families dropping in as a result of the Outer Metropolitan Multi Purpose Centre opening in April 2009. Visitors to that Centre are very pleased and impressed with our service and are very thankful for the assistance offered to them and their children.

Grateful as well are the security officers that patrol and operate the boom gate, as they are able to send families to our Centre instead of seeing them to wait around the complex.

The weekends consist of a morning childcare session, midday drop-in service, and afternoon childcare session for visitors to the John Morony Correctional Complex, which consists of John Morony 1, the Outer Metropolitan Multi Purpose Centre and Dillwynia Women's Correctional Centre.

Since the opening of the Outer Metropolitan Multi Purpose Centre, our service has also become popular on Saturday afternoons when the visits are over, with as many as ten adults and children waiting up to 1½ hours for the bus to arrive.

**ANNUAL STATISTICS**

<b>Windsor Child and Family Centre</b>	<b>2007-2008</b>	<b>2008-2009</b>
Number of times children attended the centre	370	476
Number of individual children who attended the centre	237	231
Number of children who identified as CALD	13%	32%
Number of children who identified as ATSI	5%	16%
Number of times adults dropped in for support	184	98
Number of times children dropped in with their carer	181	113

Staff involved in the Windsor Child and Family Centre included:  
**Erin Kester ■ Rosemary Proust ■ Victoria Talbot**



## 10.2.6 Child and Family Centre Wellington

The Wellington Child and Family Centre continues to provide a service for the children and their families who visit Wellington Correctional Centre. The number of children using the service fluctuates, with the relocation of some of the regular SHINE for Kids families or the release of an inmate. The distance people must travel is another contributing factor to the attendances at the Centre, with families visiting only occasionally.

Wellington SHINE for kids has been participating in a number of recognised special days. We held a NAIDOC Day stall at the Correctional Centre which included a barbecue, face painting, Aboriginal stories and balloons. We attended the NAIDOC celebration in the park, helping to strengthen ties with the Aboriginal community.

We celebrated Families Week by holding a morning tea and gift stall. The mums were excited to be able to take a small free gift. We made handbag cards and necklaces for our mums. December 2008 saw our first Christmas party take place. Although it was the first time I had coordinated an event like this, it was a successful day thanks to the wonderful help of the SHINE for Kids volunteers who attended on the day to ensure the children in attendance had a wonderful time.

The Centre has been utilised once a fortnight on a Friday with the Us Through Arts Young Mums Group which runs a play group for the children and educates the mums about their children. The children that have attended the Centre have enjoyed socialising with children in similar circumstances to their own and have participated in a range of games, art and craft experiences, cooking experiences, outdoor and dramatic play.

There are currently 8 volunteers regularly assisting on the weekends. This has allowed our Centre to operate at full capacity on the weekends. When there is no volunteer available, the Invisits Program is conducted. The volunteers have given many hours of their time to SHINE for Kids and have assisted with stalls, the Christmas party, fundraising and have helped to raise the awareness of SHINE for Kids in the general community.

The drop-in centre has seen a decrease in numbers of families using it. The service was used more frequently when visitors were allowed two prison visits per day. All families have been made aware of the drop-in centre and what we provide. Many families have praised and commended us for what we do for them and their children. The Correctional Centre is also very supportive of the SHINE for Kids programs.

### ANNUAL STATISTICS

Prison Invisits Program – Wellington Correctional Centre	2007–2008	2008–2009
Number of children who attended visits program	183	67
Percentage of children who identified as ATSI	62%	57%
Percentage of children who identified as CALD	13%	3%

Wellington Child and Family Centre	2007–2008	2008–2009
Number of times children attended the centre	227	1050
Number of individual children who attended the centre	111	363
Number of children who identified as ATSI	55%	57%
Number of children who identified as CALD	5%	1%
Number of times adults dropped in for support	28	106
Number of times children dropped in with their carer	21	291

Staff involved in the Wellington Child and Family Centre included:  
**Alison Grant ■ Michelle Clare ■ Julie Gregory ■ Maree Thomas**

## 10.2.7 Child and Family Centre Cessnock

SHINE for Kids Centre at Cessnock provides a much needed respite, support and services for the children who visit their family members in prison on weekends.

Children really need to feel valued and accepted without any judgment in order to foster positive self-esteem and self-worth. Cessnock Child and Family Centre personifies this philosophy with several services and agency groups within the Cessnock community agreeing with this same ethos.

Initiatives for the past year have been centred on establishing community networks within the Cessnock area which include Black Creek Multi Purpose Centre “Mayaroo”, Barkuma Aboriginal Neighbourhood Centre and Northumberland Network (who generously donated two computers with pre-programmed games for the children to use).

Attending Cessnock Child Protection Forum provided further opportunities for establishing community networks including joining interagency meetings to continue establishing community participation.

The disruption of proposed outsourcing of the Cessnock Correctional Centre impacted on our services. Visit numbers decreased dramatically but for the small amount of children and families still visiting, including correctional staff, they were extremely grateful that we could provide the Invisits Program and have our Centre still operating for drop-in.

### ANNUAL STATISTICS

Prison Invisits program – Cessnock Correctional Centre	2007–2008	2008–2009
Number of children who attended visits program	1011	872
Percentage of children who identified as ATSI	12%	24%
Percentage of children who identified as CALD	19%	21%

Cessnock Child and Family Centre	2008–2009
Number of times children attended the Centre	308
Number of children who identified as ATSI	7%
Number of children who identified as CALD	3%
Number of Individual children who attended the Centre	264
Number of times adults dropped in for support	12
Number of times children dropped in with their carer	7

Staff involved in the Cessnock Child and Family Centre included:  
**Marika Carroll ■ David Fitzgibbon ■ Christa Tadich**

### 10.2.8 Child and Family Centre Parklea

In July 2008 a Prison Invisits program was established to provide much-needed child activity sessions in the visits area of the Parklea Correctional Complex. Over the weekends of the Invisits Program, trusting relationships have been built not only between the staff of SHINE for Kids and the correctional centre staff, but also with the children and families who attend the visits areas.

During this time the finishing touches were being added to the Child and Family Centre, which opened in January 2009. Unfortunately, due to delay in the processing of volunteer authorities with Corrective Services NSW, it was not utilised straight away for childcare. Families have been overjoyed with the SHINE for Kids services and have embraced what we can offer.

Our drop-in service provides visitors with a safe and friendly place that is air-conditioned, where they can stop in, have a coffee, a light snack and a chat. One example is a very young mother who would travel six hours by public transport every weekend to visit her husband. Our service became extremely important for her each weekend to change and feed their young baby and have a drink and just to feel supported by our staff in a non-judgmental environment.

At the end of June 2009, inmates were transferred from Area 4 (work release) to other jails to make way for the outsourcing of Parklea correctional facility. This has impacted greatly on the operation of the Centre.

Parklea Child and Family Centre also held two very successful events: Open Day and Families Week. We were able to attract many donations for these events including Playland, McDonald's and Woolworth's vouchers. A lot of other goodies were also donated, enabling us to create mini-showbags to give out to visitors, whilst also promoting the Centre's facilities.

Parklea SHINE for Kids and the local TAFE (Nirimba) are forming a good working partnership with welfare student placements providing additional hours of support and assistance.

#### ANNUAL STATISTICS

Parklea Child and Family Centre		January–June 2009
Number of times children attended the centre		85
Number of Children who identified as ATSI		11%
Number of Children who identified as CALD		55%
Number of individual children who attended the centre		36
Prison Invisits – Parklea Correctional Centre		July 2008–June 2009
Number of children who attended visits program		724
Percentage of children who identified as ATSI		6%
Percentage of children who identified as CALD		45%
Parklea Child and Family Centre – Drop-In Service		January–June 2009
Number of children who dropped in with their carer		27
Number of adults who dropped for support		32
Number of children who identified as CALD		30%
Number of children who identified as ATSI		19%

Staff involved in the Parklea Child and Family Centre included:  
**Melinda Pale Eli ■ Rosemary Proust (casual) ■ Victoria Talbot (casual)**

### 10.3 Contact Programs

#### 10.3.1 Children's Supported Transport Service

The Children's Supported Transport Service is funded through Corrective Services NSW and the Property Industry Foundation.

SHINE for Kids Children's Supported Transport Service aims to improve the emotional, psychological and physical well-being of children by ensuring that they are able to spend quality time with Mum or Dad.

Maintaining a positive relationship between child and parent is extremely important to a child's self-esteem, self-identity, attachment style, and 'normal' child development stages. When a child experiences separation from their parent the result is feelings of loss, grief, anxiety, depression and abandonment. The child's experiences are compounded by stigma and discrimination in the community, an added burden on each child and their families.

The visits for children are organised by the Transport Facilitator who ensures that the visits are well planned and monitored. The planning includes: liaising with child, family and inmate, confirming date and times, cars are booked, workers and volunteers are booked in and timetabled to connect kids to their mum or dad.

SHINE for Kids Children's Transport Workers assume responsibility for the children from the time they collect the children until they return the children safely home again after the prison visit with mum or dad. The long-term nature of the work ensures that the children have an ongoing, intensive support person and mentor, skilled at understanding their unique situation and the issues these children face. Through casual conversation whilst driving, the Children's Transport Worker assesses each child's emotional state and attitude to ensure that contact between parent and child is in the child's best interest. Over time, trust builds between the worker and the child, the parent in prison and the carer.

Requests for SHINE for Kids Support Transport Service are increasing; we have 9 dedicated transport workers and two volunteers to sustain the demand in maintaining positive outcomes for these children.

#### ANNUAL STATISTICS

Children's Supported Transport Service	2007–2008	2008–2009
Number of individual children transported to visit their mum or dad in prison	128	114
Number of visits that were provided to children	170	282
Percentage of children who identified as ATSI	32%	26%
Percentage of children who identified as CALD	15%	19%
Number of kilometres travelled	37,017	35,313

Staff involved in the Children's Supported Transport Project included:  
**Kerry Hickin ■ Jeanette Taylor ■ Tracy McMillian ■ Melissa Buckley ■ Pat Clarke ■ Michaela Enoka  
 Laurel Cavenagh ■ Scarlet Ballas ■ Nathaniel Sundstrom**

Some good news stories about our Children’s Supported Transport Service

Story 1

A 16-year-old boy was being transported on a regular basis to see his Father. Dad was his primary carer, so when Dad was arrested, the boy had to move in with other relatives. This arrangement was quite difficult for him. Due to a very different lifestyle, he felt he was a burden.

Through consistent support, SHINE for Kids got him into PCYC, transported him to see his Dad on a regular basis and obtained counselling to cope with the separation from his father. The 16-year-old is calmer and no longer has ‘the weight of the world’ on his shoulders. Dad gets released soon.

Story 2

A grandmother with a major heart condition, on a day fraught with other intense family crises, suddenly found herself caring for her young granddaughter when her daughter was arrested. As the grandmother had no prior knowledge of Corrective Services, we arranged transport for herself and granddaughter, supported her frequently by phone and referred her to a CRC counsellor. Says the SHINE for Kids worker:

*The granddaughter came to the SHINE for Kids Centre after a visit to see her mum and I gave her a doll house which had been donated to SHINE for Kids. The little girl was so excited she said to me, “This is the nicest thing anyone has given me and I don’t even know your name!” When the mother was to receive bail, the grandmother was waiting for her release at our Centre, and I stayed with her until the mother’s release at 7.30pm.*

Story 3

SHINE for Kids also provided tutoring for a child who was using our transport service with her three siblings to see their Mum. After three terms of tutoring, we received a report on the child’s progress. The tutor stated that when the tutoring began, the child could barely write her name and didn’t know her alphabet, and she was in Year 3. Now, the child was writing words like ‘sandwich’ & knew her alphabet! The tutor recommended that she stop tutoring because the child had caught up. More importantly, the child now had a desire to learn!

Story 4

A family that had used SHINE for Kids Supported Transport Service in the past contacted us for additional assistance. Establishing links and trust with families encourages them to approach us, even upon release, to assist. We assisted by supporting this family with making external referrals to organisations such as Aunties & Uncles, Brighter Futures and Centacare in Blacktown for family support and counselling.

10.3.2 Child/Parent Activity Days Program

Child/Parent Activity Days Program is funded by Corrective Services NSW and through a range of small philanthropic grants.

SHINE for Kids Child/Parent Activity Days ensure that children are able to stay connected to their parent and maintain their essential child-parent bond despite the barriers of prison.

SHINE for Kids facilitates Child/Parent Activity Days in Correctional Centres throughout New South Wales. This program involves SHINE for Kids staff and volunteers taking craft and a range of age appropriate games into Correctional Centres to help assist inmate parents to interact, develop and maintain their relationship with their children, without carers, in a relaxed, child-friendly environment without the chaos or formalities of a normal prison visit.

The majority of Child/Parent Activity Days are in school holidays, as this is the peak time to deliver our program to enable all children to attend. The program runs for 4 hours with the emphasis on being completely child-focused.

ANNUAL STATISTICS

Child/Parent Activity Days Program	2007-2008	2008-2009
Number of children who attended the days	318	250
Number of inmate parents who attended the days	182	141
Number of children who were transported by SHINE for Kids to the days	63	78
Percentage of inmates who identified as ATSI	35%	28%
Percentage of inmates who identified as CALD	32%	38%
Number of volunteers who assisted with the days	6	8

**Note:** No child/parent activity days were held at Cessnock Correctional Centre due to the decrease of inmates and the proposed outsourcing of the correctional centre. This also impacted on St Heliers Correctional Centre attending those days.

Time Together

Prior to the day, SHINE for Kids conducts checks and assessments focusing on the child’s needs to ensure the suitability of participating inmates. SHINE for Kids role on the day is to provide support, encouragement and appropriate activities for all ages that encourage interactive play between the child and parent.

We have a steady flow of our 0-3-year-old range attending as carers are recognising the importance of this program to help maintain and encourage the bond between parent and child.

The inmate feels empowered having to care and have sole responsibility for their child. SHINE for Kids staff offer the parent support and, in many cases, lessons in nappy changing, bottle-feeding, spoon-feeding, burping, and soothing their baby. The comments and pleasure these parents experience from achieving these tasks is crucial to the parent/child bond.



## 10.3.3 Supporting Prison Family Days

SHINE for Kids also participated in Family/Gala Days at Silverwater and John Morony 1, where the prison facilitates family visits. We support the day with staff and volunteers providing craft activities and face painting to the children that attend.

Staff involved in the delivery of program included:

**Marika Carroll ■ Melinda Pale Eli ■ Kerry Hickin ■ Erin Kester ■ Sharon Mumford ■ Susan Plunkett Jeanette Taylor (volunteer)**

## 10.3.4 Toddler Program

SHINE for Kids Toddler Program allowed children an opportunity to spend quality time getting to know their dads, and for the dads to understand and develop a closer relationship with their pre-school aged children. The Toddler Program ran every Friday fortnight in the visits area of John Morony 1 for 2½ hours focusing on getting the Dads involved with playing and communicating with their children.

A half-hour information session to the inmates prior to the arrival of their children explored issues nominated by the fathers involving their children, using the most relevant and up-to-date information provided by the group worker.

### Benefits to the children

The Toddler Program aimed to allow dads to focus on their child's needs, providing an opportunity to develop and foster a healthy loving relationship with their child. The goal is to provide appropriate age/stage activities that the child and father can do together.

By focusing on the child's needs, the father begins to regain his parenting skills and make choices in the running of the program. Strengthening parenting skills with up to date knowledge and encouraging positive interaction is a means of providing a better future for the children of the fathers caught in the cycle of crime. The program provides many opportunities for the father to gain a greater understanding on the importance of his role as a parent, therefore, making the right choices through positive changes in his own life, which reflects into the lives of his children.

### Progress of the program

SHINE for Kids tried to sustain this program in John Morony 1 without specific funding. Staff could really see the benefits for this early intervention and were hesitant to impede the program. Unfortunately due to the transient nature of John Morony 1, as young offenders move onto Oberon and the inconsistency of the centre, facilitating the program was becoming very difficult. Therefore we made the decision to suspend the program until we could procure further funding and run the program in a more stable visiting situation.

### ANNUAL STATISTICS

Toddler Program – John Morony I	2007–2008	2008–2009
Number of children who attended the program	27	30
Number of inmate parents who attended the program	18	13
Number of inmates that identified as ATSI	5%	39%
Number of inmates that identified as CALD	5%	15%

Staff involved in the delivery of the Toddler program included:

**Melissa Buckley ■ Erin Kester ■ Kerry Hickin ■ Sharon Mumford ■ Tracy McMillian**

## 10.3.5 Video Visits Program

The Video Visits Program is funded through the Corrective Services NSW and the Scully Foundation.

Within the NSW criminal justice system an inmate can be placed in a jail hundreds of kilometres from their family depending on their crime and classification, therefore potentially playing a part in disconnecting and severing all contact visits between the child and their parent. Children will also be the ones to suffer when there is a breakdown of the relationship between their parents when one goes to jail and the other refuses to visit the prison. SHINE for Kids are able to offer these families an alternative way to stay connected by linking them through video conferencing.

Other scenarios include where a father is incarcerated a long distance from the family home, leaving the mother to continue parenting the children with limited resources and family support. Unfortunately, in the absence of the father to reinforce the mother's parenting decisions, the children's behaviour can on occasion deteriorate. They test boundaries; their school attendance falls; they challenge their mother's authority and family life becomes increasingly difficult for the mother to manage.

SHINE for Kids has been working closely throughout the year with Peter Sharp, the state co-ordinator of Video Visits from Corrective Services NSW to further develop the procedures and implementation of the program. SHINE for Kids looks forward to continuing to develop the program further with Peter Sharp as new and exciting initiatives are being developed to benefit the children we work with.

Ongoing developments within the SHINE for Kids Video Visits Program have included:

- An increase in the number of venues available for families in rural areas
- An increase in cost-efficient venues for families to attend
- Establishing relationships with venue providers
- Feedback and evaluation tools
- Communication with Corrective Services NSW to streamline procedures which will assist form the Video Conferencing policy document.

### ANNUAL STATISTICS

Video Visits Program	2008–2009
Total number of requested Video Visits	79
Video Visits organised	32
Video Visits held	30
Video Visits cancelled	2
Number of requests unable to be met	14
Number of Video Visits still awaiting booking	1
Total number of inmate participants	23
Existing inmate participants	8
New inmate participants	15
Total child participants	34
Existing child participants	1
New child participants	33
Carers who participated	29

Staff involved in the delivery of the Video Visits included:

**Louise Blackburn ■ Megan Shepherd**

**Case studies: Video Visits**

A Video Visit was facilitated between a father and his two daughters in February 2009. This was the first face-to-face contact the children had had with their father since August 2006 – previously it was only regular phone contact with his girls. During the visit the inmate was able to read a book to his daughters. He was also able to show and talk about some of the pictures they had sent him.

The following comments are from the Video Visit room Co-ordinator with whom SHINE for Kids liaised to arrange the Video Visit.

*As the children entered the room and saw a man on the TV screen, the younger girl asked, "Who is that boy on the TV?" She was cautious and unsure. The older girl was also hesitant but seemed to know who was on the screen.*

*When the hour was up I walked past the room and the children were interacting with their father and it was going so well that I didn't bother to follow up on the hour being finished! About 15 minutes later I walked past again as the children were saying goodbye to their father. I heard one of the little girls say 'I love you' and their demeanour was so different. They were no longer hesitant but appeared relaxed and happy. The carer who accompanied the children said to me, "next time" she would bring some things for the girls to use while in the room – she had gone from a reluctant participant who was protective and unsure of the children attending Video Visits, to preparing for the next time.*

The Balund-a Program in Tabulam is a community service which has been developed with the aim of improving the Correctional outcomes for Aboriginal people. SHINE for Kids received an application from a participant of the program and facilitated a visit between four children, his ex-partner and her new partner.

SHINE for Kids was able to build excellent rapport with the worker at Tabulam who agreed to discuss how the visit went with the participant. The following is a summary from her report following the Video Visit in May 2009.

*Prior to the visit the resident was nervous, following the visit the resident appeared elated and said it was good to see his children. They discussed various things and the children were able to show him cards and other things they had made for him. He was pleased that his children were able to see him in a calm and positive state. He said that it was good for his children to see him interacting with their mother's new partner in a positive way. Previously he had been angry, aggressive and negative about the situation and the children had witnessed this reaction. He said it was good to talk with the new partner and get to know a little bit about the man who is a father role-model in his children's lives.*

**10.4 Casework Services**

**10.4.1 Intake, assessment and referral for children and their families**

Community Services NSW and Corrective Services NSW currently fund this position.

SHINE for Kids has a centralised intake referral and assessment system across the organisation. This centralised model allows for effective and efficient case management of children and families to occur.

Intake and Assessment requires gathering information from the referrer, the inmate, the carer, the child/young person where possible and certain Corrective Services NSW departments to assist in establishing any risks that may impact on the child's wellbeing. Corrective Services NSW personnel have assisted in this process by providing relevant information back to us promptly, allowing the case to be allocated more quickly to the program or service co-ordinator at SHINE for Kids, depending on suitability/eligibility, giving paramount consideration to what is in the best interest of the child or young person.

During this financial year there have been 18 referrals that did not meet our criteria but Intake and other case managers were able to source alternative service providers to assist children and their carers.

Programs and agencies to which SHINE for Kids have referred include:

- **Brighter Futures** for intensive case management, financial assistance and childcare
- **The Smith Family** for their Lifelong Learning Program which provides tutoring assistance
- **The Nagle Centre** in Campbelltown for their free tutoring, youth camps, art therapy, counselling and Aunties and Uncles
- **Intake** has also been acting as a link for families to their local community events and services, providing information about homework clubs, school holiday activities, support groups, family support services and financial counselling.

A further outcome this year has been streamlining the procedures for intake and assessment processes including:

- Updated Initial Child Suitability Assessment form
- Clear consistent procedures
- More efficient format for case management discussions
- How referrals are prioritised and kept before allocation
- Updating the method statistics are collected and recorded
- Collecting information on closed cases for case management

**ANNUAL STATISTICS**

Intake and Assessment	2008–2009
Total number of family referrals to SHINE for Kids through Intake services	572

**Note:** This excludes referrals for children who attended Child and Family Centres, Prison Invisits Program, Child/Parent Activity days, School Group Work Program, Education Program, Bathurst Carers Group and Victorian Programs.

**Staff involved in the delivery of Intake and Assessment included:**

Louise Blackburn ■ Megan Shepherd

**Case study: Bridging the gap**

Where SHINE for Kids has not been able to provide a service requested by the offender parent due to lack of or no relationship with the child/ren, Intake has been developing a resource to assist the offender parent by offering suggestions of how to initiate relationships by correspondence e.g. child-centred pictures, letters and stories.

The account below gives an idea of how this resource has been used, especially next year, when it is further developed.

An offender father sent in a referral requesting transport to see his 6-year-old boy. When SHINE for Kids contacted the carer, she informed us that the boy had visited his father in jail when he was about 4 years old and the carer noticed that after each visit the boy's behaviour deteriorated, so she stopped the visits.

The father has been in jail for most of the boy's life, and the carer said they don't have a very close relationship.

The carer did understand that it was her son's right to know who his father is and to have some contact, but did not know how to initiate it. The Intake worker suggested that SHINE for Kids could write and send a resource to the father which would help initiate contact and maintain a relationship with his son and, once a connection was established and consistent, the transport referral could be reassessed in the future if needed.

The carer seemed relieved at this suggestion and thought it was a much better idea because she didn't just want to say 'no' and leave it at that.

**10.4.2 Bathurst Education Program**

The Bathurst Education Program is an early intervention education initiative for the children of prisoners in Bathurst. This year we started off with 6 children enrolled into the program. Throughout the year we have had many children added into the program, increasing the numbers to 19. We have had two children leave the program due to families relocating.

Children who attend are picked up from school or from home depending on which session they attend. The first session runs from 3:30pm to 4:30pm and the second runs from 5pm to 6pm. During these sessions the children are involved in a number of activities such as Crunch 'n' Sip, Homework Assistance, Tutoring and Group Activities.

Initial assessments have been undertaken for each child who has attended. Children have then been reviewed quarterly to monitor their progress and to plan activities. The program seeks improved social/family relationships and strengthened educational performance to keep children engaged at school for the long-term life benefits.

**ANNUAL STATISTICS**

Bathurst Education Program	2007-2008	2008-2009
Number of attendances	53	153
Number of individual children who attended Education Program	18	20
Percentage of children who identified as ATSI	17%	25%
Number of times transport was provided	nil	23

**Staff involved in the delivery of the Educational Programs included:**  
**Rebecca Bucan**

**Case study**

M attends the Education Program each Monday regularly. For the past four weeks, M has been working on a major project on Egypt with the Education Support Worker. When M started the project, she was not enthusiastic about it at all and did not want to complete the project. After working with the Education Support Worker and learning about Egypt in a way that was unique to M's learning style, she found out a lot of information about Egypt and was not only prepared, but excited to create a project about it. At the end of the four weeks when M was putting the final touches on her project, this is what she has to say:

*Thank you Rebecca for teaching me about Egypt. I can't wait to hand it in now. And when I get it back I am going to hang it up in my room.*

M's carer commented on the project also, saying that it was the first project that M had actually finished and how proud M was of the project showing all of her family members and teaching them about the things she now knew about Egypt. M's carer could not thank us enough, and said that she just doesn't have time to sit down with the kids to do their homework. SHINE for Kids helping her children is very important to her and she really appreciates everything we are doing.



### 10.4.3 Financial Assistance Program

This program is currently funded through an anonymous philanthropic donation.

Providing direct financial assistance to children and young people allows them opportunities to attend activities that they would otherwise not have been able to. Activities such as playing soccer on the weekends, attending dance classes, attending school camps and additional educational support through tutoring allow children to achieve and succeed on a day-to-day basis.

Too often it is the child of an imprisoned parent who is the silent victim of their parent's crime. Not only do these children suffer the loss of a parent but also their social connections and the loss of their financial security. Through the ongoing financial support and commitment offered by SHINE for Kids, the stigma of having a parent imprisoned can be decreased and these children are able to feel less victimised by the situation they find themselves in.

Throughout the year SHINE for Kids receives requests for financial assistance through referrals. Often a family will feel disempowered, isolated and alone when a family member has gone to jail and they are too embarrassed to ask for assistance. Often it is not until a home visit by a SHINE for Kids case worker that the dire needs of these families become apparent.

SHINE for Kids have had many different requests for financial assistance ranging from travel/petrol assistance, financial assistance with accommodation and help with utility bills through to sports activities, uniforms, school camps and tutoring. As SHINE for Kids is not able to offer petrol or accommodation assistance, an alternative program such as Video Visits or the Children's Supported Transport Program is always offered. Requests for payment of utility bills are referred to other organisations.

As it is important to stem the stigma and isolation felt by a child who is disadvantaged by parental imprisonment, SHINE for Kids offered many children the opportunity to participate in sporting activities, school excursions and school camps. As a direct result of this assistance these children were able to further develop their socialisation skills and peer networks, increasing their self-esteem.

Throughout the year, SHINE for Kids has supported many children who are struggling academically. Research has shown that a child who struggles on an academic level will often display this through negative and disruptive behaviours in the classroom, further heightening the possibility of them leaving school before completing year 10. Being able to provide the children with a tutor who can offer a supportive and nurturing environment to learn, these children are more likely to achieve not only on an academic level but also, most importantly, at a personal level. Further to this, if a child is able to connect with a tutor and have positive results, they are more likely to break the cycle of intergenerational incarceration.

#### NUMBER OF REFERRALS FOR FINANCIAL ASSISTANCE

Number of children receiving financial assistance with a tutor	26	\$17,515.00
Number of children receiving financial assistance for sport	11	\$2,157.00
Number of children receiving financial assistance – other	10	\$1,987.00

#### Case study: Breaking the cycle

With the support of SHINE for Kids and a very dedicated grandmother, a 17-year-old has been able to break the cycle and turn her life around. Suffering from parental neglect and abuse and the disadvantages of ongoing parental imprisonment, SHINE for Kids was able to offer ongoing financial assistance for a tutor. This enabled her to complete her HSC, empowering her to aspire to reaching many different goals both on a personal and professional level. She credits this solely to the ongoing support shown by SHINE for Kids and the love and commitment of her grandmother.

### 10.5 Mentoring Program

The Sydney Mentoring Program is funded through an anonymous philanthropic foundation. The Bathurst Mentoring Program is funded through the Commonwealth, Department of Families, Housing, Community Services and Indigenous Affairs, through the Local Answers initiative.

Mentoring has proven to be a powerful intervention that has long-term positive effects on a child's life. SHINE for Kids' Mentoring Program offers the opportunity to have a supportive relationship with an adult mentor.

The Mentoring Program is based on providing consistency and stability in the life of a child or young person without intruding into their own family structure. A mentor provides the child or young person with healthy options for dealing with life experience and an opportunity for children to develop a caring, non-judgmental relationship with an adult role model. Mentors are trained volunteers who meet with the child on a fortnightly basis, providing support to the child/young person, enabling them to participate in events and social activities which will enhance their growth, personal development and self esteem and trust. Relationships in the Mentoring Program are ongoing for at least a year, with many relationships now exceeding three years.

A key aspect of the success of the Mentoring Program of the period of 2008–2009 is the expansion and management of the program, further development of training and procedures, as well as the intense level of case management of clients.

The Mentoring Program has been a catalyst for positive changes not only for the children that are being mentored, but also for the families, schools and communities of which the children are an integral part.

Partnerships made in the community and organisationally over the 2008–2009 period of the funding have been substantial, with pro bono services offered as well as tickets for children and their mentors to attend special events. Radio station 2UE in Sydney recorded a community announcement which was aired several times a day for the duration of one week in assisting with Mentor recruitment.

#### Outcomes of the SHINE for Kids Mentoring Program

- Enabling the child/young person to develop new, and improve existing skills and or interests
- Building a positive relationship with an adult outside the child/young person's family
- Developing positive, personal outlooks and build on self esteem
- Developing communication and interpersonal skills for the child or young person
- Increasing knowledge and skill for healthy options for dealing with life experience
- Increased optimism in children and young people.

The volunteer mentors in the program are an astounding group of dynamic people from diverse backgrounds, bringing with them many differing life experiences and skills they have developed over the years. It is due to the ongoing commitment and support each and every mentor has brought to the program, that SHINE for Kids can enhance a child's life for the better, not only today but for many years to come.



## Comments from Mentoring Program participants

As workers in the program we are privileged to witness many examples of positive change in the children and young people that have are being mentored, from the children themselves, to the carers and parents, Mentors and school teachers. There are many tales that bring a tear of happiness to the eye. Here are a few that come to mind:

### The mentor

*I never realised just how much I would get out of being a Mentor – I thought it was all just for the kids. I have grown so much as a person. I thought I had very good communication skills, but when you are matched with a child who lacks communication skills it is about learning new techniques and ways to communicate on a non-verbal level. I now am really mindful of the energy I need to expend to communicate both verbally and with body language. Often I use the techniques that I had learnt in the Mentor training.*

*The Mentoring Program gives me a chance to help a child who is in the same circumstance I was years ago, knowing that I can help support them in times when they need someone like I needed someone, is special to me and to my mentee.*

*I really enjoy my outings with my mentee, spending quality time with each other is really fulfilling and leaves me with a sense of accomplishment. It also gives me the opportunity to experience many different things that I would not have normally experienced.*

### The carer

*I think it is good for my child to get out of the house with a mentor because I have many children and they do not get the chance to have alone time away from each other and it can become quite full on at home. It also gives me time for myself and helps me not to stress. It's hard having their dad in jail.*

*Since my partner has gone it has been really hard for me to take my child to the movies or have lunch and other nice things like that, since my child has had a mentor they have been able to experience those nice things in life.*

### The parent inmate

*I have spent most of life in and out of jail and at times it's hard to see if things will ever be different. I want my boy to know that there others ways besides walking in my footsteps. Having a mentor shows him that not all people do break and enters or need to be on drugs to get by. I feel happy that someone is watching for my boy while I am locked up.*

### The mentee

*When I first started in the Mentoring Program I could not believe that my mentor does not get paid for taking me places and being a mentor to me. Most people that don't know you want to get paid to do stuff they don't have to do. I always thought that it would end soon after it started as it all seemed too good to be happening for me. We been together for over two years now.*

*I know my mentor is there for me to talk to when I need them. My mentor really listens to me when no-one else does.*

*Sometimes the kids at school give me a hard time 'cause they know my dad's in jail. When my mentor took me to the live recording of 'So You Think You Can Dance' the other kids didn't believe until ... I wore the VIP Entry wristband for the next week and showed them the signed T-shirt.*

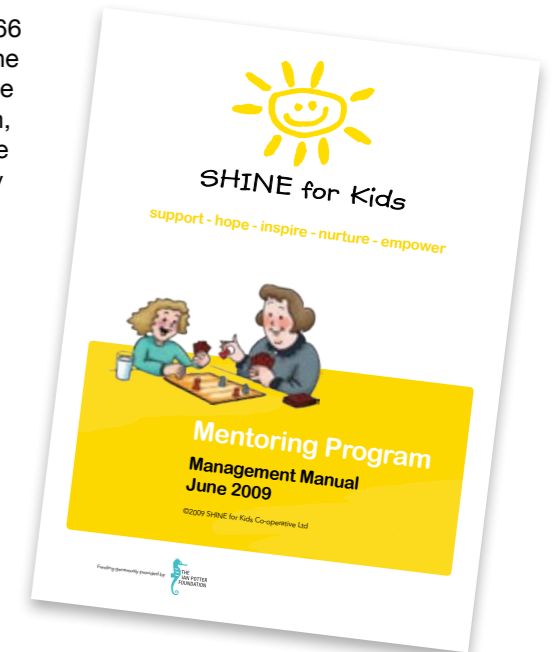
## Mentoring Program Management Manual

The Mentoring Program Management Manual documents in 66 pages the experiential knowledge of staff that have developed the SHINE for Kids Mentoring Program over the past seven years. The manual provides a valuable management resource for the program, especially in terms of the recent expansion interstate, and will guide program workers in ensuring that best practice is replicated in any geographical location.

SHINE for Kids was able to formalise and document the Mentoring Program Management Manual through the generous grant that was provided by the Ian Potter Foundation.

The Mentoring Program management manual section includes:

- Operating the SHINE for Kids Mentoring Program
- Overview/aims/objectives of the Mentoring Program
- Recruiting volunteer mentors
- Mentor suitability and screening
- Volunteer mentor training
- Referral process of child/young person & their family
- Stages of progress in the Mentoring Program
- The mentoring relationship process



## Mentoring Program Volunteer Training Manual

Historically, SHINE for Kids has successfully recruited, trained and managed many mentoring relationships in Sydney, Central West New South Wales and, more recently, commencing in Victoria.

An essential requirement apparent right from the commencement of the Mentoring Program was a learning resource to effectively train volunteers to become effective Mentors to children and young people with unique needs. Since March 2003 SHINE for Kids has worked and engaged with private trainers and TAFE community outreach programs to develop effective content to enable best-practice mentor training to occur. SHINE for Kids' experience and on-the-ground knowledge has led to the development of the Mentoring Program Volunteer Training Manual. With this 102-page resource, the organisation can train mentors on a more frequent basis, when and where they choose, with specialised, relevant content. The formalisation and documentation of the training was made through the generous grant provided by the Ian Potter Foundation.

The next stage for SHINE for Kids will be to undertake the steps required to have the learning resource accredited as a unit of competency with a nationally recognised body.

The training manual contains the following interactive modules:

- Module 1 – Introduction to mentoring
- Module 2 – The mentoring role
- Module 3 – Children/young people and incarceration
- Module 4 – Child attachment, development and trauma
- Module 5 – Effective communication
- Module 6 – Adolescence, building self esteem and trust
- Module 7 – Building resilience
- Module 8 – Ethics, boundaries and confidentiality
- Module 9 – Child protection
- Module 10 – Policies, Procedures and guidelines





## A mentee's journey

*I want to tell you about a journey that I have been on for many years and that I will be on for many years to come. Think for a moment of a child that you love and cherish being in a difficult situation that you are unable to solve for them. The situation is having a parent in jail.*

*My youngest family memories are of a mother on drugs and a father that was always in trouble with the law. My mother left me when I was only a baby, leaving Dad to bring me up the best he could. A childhood without a supportive mother and a father that was simply trying to cope was not an easy one.*

*When I was twelve years old, we returned home from being out, and my dad had a letter waiting at the door telling him that he needed to go to the police station, so he went immediately leaving me and my younger sister home alone. About an hour later a neighbour came over to tell us that she received a phone call telling her that my dad would not be coming back home soon, as he had been sent to jail.*

*I could not do anything but cry, my life and my younger sister's life was turned upside down. Where would I live, who would look after me, who could I turn to? I was scared of people finding out where my dad was and judging me because of his mistakes. Luckily our grandmother was willing to take us in. It was a good feeling to know that she would have us, but it included a lot of changes for me that I did not want to go through. I had to move 3 hours drive away from my friends and school. I had to start all over again, but this time with dad being locked up. This was something new to deal with.*

*My sister, my grandparents and I visited my dad in jail. Being in a room full of people that were also in jail was frightening and I didn't know what they had done. Was it for murder or stealing off people or what? Often when we visited we would be searched, and it always felt as if it was me that had done something wrong. As much as I loved my dad it was difficult to develop a stronger relationship during his time there. Each month that went by with him in a cell, I was getting older. Even with the support of my grandparents that I am forever grateful for, it was not the same as having a parent there for me.*

*When my dad went to jail I felt scared and wanted to talk to someone about it, but didn't know who to turn to. My Nan got the details for SHINE for Kids from the DoCs office and two people from SHINE visited us to explain ways that they could help. First I joined group outings, where I could interact with other kids that also had a parent in jail, and I finally felt that there were actually other kids going through what I was. Through this experience, I felt like I could talk to others and not hide from my problems.*

*My sister and I were put into the Mentoring Program at SHINE for Kids. I have had two Mentors during my time. My first Mentor taught me that I should not worry about what other people think and that there are many people I can talk to. After her many words of advice I can now open up to others as well as support other people that are going through issues of their own. She was a person that supported me through many ways during a time when I needed it most, but her own life became busy and she felt that she could no longer support me as she had for almost a year. This was not a sad goodbye but instead a celebration for us both of what was to come and what we had accomplished together.*

*Just on a year ago I was matched up with my second Mentor, and I am happy to say that she is still my Mentor today. She has made me realise that it is not only me that has problems, as we often talk about things that she has found hard in her life. I now have the inspiration to be a Mentor to a child one day, by joining SHINE for Kids as a volunteer. I feel the need to give to a child what I had given to me: love, support and belief. These things do make a difference.*

*I will soon turn 18 and I've graduated from Year 12, with an encouragement award for business studies. I have accomplished so much in my life, knowing that people do believe in me today and feel good about the person I have become. My advice to children with a parent in jail would be:*

*Don't bring yourself down – it is not your fault.*

*SHINE has people that understand, it's good to talk with people that are not in your family.*

*Meeting others helps you relate to those that are going through the same experience.*

*One day you may become the helper of children that were once in your position, just like me.*

*I hope that sharing my experience has taught you that children with a parent in jail are important and we are just the victims that get caught up in an adult's world.*

**Edited from a speech given by Jamie-Lee at SHINE for Kids AGM 2008**

## 10.5.1 Sydney Mentoring Program

### Overview

The Mentoring Program in Sydney is now in its sixth year and is continuing to grow and to achieve set goals and positive outcomes. 21 children and young people have benefited from the Mentoring Program throughout the last year due to the dedication and commitment of volunteers and staff.

Children and young people accessing the Mentoring Program tend to be from families with low socio-economic status, deeply complex family issues and limited support networks, requiring intensive support. Being able to offer the children and young people a mentor in conjunction with intensive support for the families has facilitated some extremely positive outcomes for the program's clients. The workers have been able to form a trusting and supportive working relationship with the carer, empowering them to make positive and healthy life style choices for the better of their family.

Through case management of clients with high needs, strong networks have been established during the last twelve months with other local community service providers such as: non-government welfare organisations, local PCYC clubs, Community Services NSW, schools and school counsellors. It was extremely pleasing when a DoCS case worker contacted SHINE for Kids to refer an 11-year-old boy to the Mentoring Program after reading about our service on our website.

### Recruiting and training volunteer mentors

Volunteer recruitment began in October 2008 with training throughout November and December. Attending all four training days was vital for the prospective mentors to be well matched with mentees. In-depth knowledge of both the child and volunteer has proved to be best practice in this process. The matches were conducted throughout January and February and it has been extremely rewarding to note that these have been successful and ongoing.

2UE supported SHINE for Kids throughout the recruitment period, scripting and recording an advertisement for volunteers to enter the Sydney Mentoring Program. The ad was aired 21 times over a fortnight and proved extremely effective in reaching a diverse range of people.

### Mentor outings

It is pleasing to see so many organisations and large corporations supporting the SHINE for Kids Mentoring Program by offering free or discounted entry into venues, and free group tickets to special events.

The highlight for many of the children and young people involved in the Mentoring Program was attending the recording of "So You Think You Can Dance". Through the generosity of a previous mentor involved in the program, the mentees were able to participate in an experience they never thought possible. As one mentee who is constantly bullied and victimised due to her family circumstances stated: "It was so good today when I was being picked on at school, I got to turn around and say where I was going. For once I wasn't the loser!" I saw this girl's sense of self-worth rise that day.

Sydney Olympic Park generously donated 16 tickets for some of the mentees and mentors in the program to attend a football match in the luxury of their corporate box at ANZ Stadium. The evening was a great experience for all with one mentee who had never attended a live football match before stating that it was "the best night of his life".

Other exciting outings involving the arts and culturally based experiences for mentees due to ticket donations and volunteer mentors' generosity have included outings to the Sydney Aquarium, the Powerhouse Museum, the Archibald Exhibition at the Art Gallery of NSW and the Star Wars Exhibition at the Museum. Other activities have included trips to Featherdale Wildlife Park, trips to the Blue Mountains, activities at Darling Harbour, rock climbing, weekly NRL football games, ice skating, a trip to Luna Park and a day at the drag races. One mentor who had come to the end of her mentoring journey with her current mentee wanted their last outing to be special so they attended the Sydney Skywalk and had a fabulous and unforgettable experience.

Outings can be quite diverse and not all outings are based around fun and exciting venues; one 10-year-old girl who got in trouble at school for not completing her homework asked her mentor to take her to the library to help her with her homework that was due the following week. Although this is not the only outing that they



do, after four months of regular mentoring the mentee had enough trust in her mentor to know that she can turn to her for help when needed and utilise their time together in ways that best suit her needs.

Another mentor helped her mentee with her literacy by giving her the classic novel *Little Women* to read, which they would then discuss and read together whilst having afternoon tea in a cafe. The mentor was able to see how committed the child was to complete the book and how this had helped improve her reading. As a reward, the mentor organised a special outing for them both to see the theatre production of *Little Women*, an experience the child will always remember.

The diversity of the special qualities that the mentors bring to the program is evident in the uniqueness of all the mentee/mentor relationships. Without these very special and unique people that give so generously of their time, the sustainability of the program and its exceptional client outcomes would not be possible.

**Mentors and mentees in the Program**

One very dedicated mentor who was matched in February has shown an unwavering commitment towards her mentee, who is a child with deep-seeded trust and abandonment issues. The mentor has been able to build an extremely positive and open relationship with her mentee who knows that he can go to her and talk openly without being judged about the many problems that he faces with having a mother in jail. Not only has this child's interpersonal skills increased; his mentor has also reported that it is evident during outings that his socialisation skills and self confidence have increased over the last six months. So often, all these children need is one reliable adult who cares, listens and makes them feel valued; this is what his mentor does for him.

This child has also been accessing the SHINE for Kids Financial Assistance Program since October 2007 by way of a tutor. When this child's needs for a tutor were first assessed, it was ascertained that whilst he was in Year 4 at school, his level of functioning for literacy and reading was at kindergarten level, and his maths functioning was at Year 2 level. It is pleasing to report that SHINE for Kids continued to offer financial assistance to this child and he was tutored until the end of the second term of 2009. This enabled the child the opportunity to learn and grow not only on an academic level but also on a personal level where he now has the confidence to attempt new tasks. His academic level of functioning for literacy and reading is now at Year 3 level and his functioning for maths is at Year 5 level. This is a fabulous outcome.

**STATISTICS – ANNUAL & CUMULATIVE**

Sydney Mentoring Program	2005–2006	2006–2007	2007–2008	2008–2009
Cumulative figures – number of children in mentoring	18	33	46	56
Children in mentoring for 2008–2009 period				21
Volunteers in mentoring for 2008–2009 period				22

Staff involved in the delivery of the Mentoring Program included:  
Leeann Turley ■ Megan Shepherd

**10.5.2 Central West NSW Mentoring Program**

**Overview**

FaCHSIA has funded mentoring on a 2-day-per-week basis over the last 6 months, and with mentoring being extremely intensive in relation to case management of clients and supervision of volunteer mentors, the project work has been unable to safely maintain a caseload higher than the number of 9 matches. SHINE for Kids has secured extra funding for the project and from 2 February 2009 the Mentoring Program Worker's position has been increased to 4 days per week to cope with the additional uptake of new relationships, enabling our active mentors to increase to approximately 16.

SHINE for Kids' HR Manager and Mentor Program Worker initiated the mentor recruitment process through media, including coverage by radio 2BS, networking with local business and volunteer centres.

The SHINE for Kids Mentoring Program in the Central West is growing in numbers and has been very successful in maintaining strong relationships between the mentors and mentees. Currently we have 9 long-time mentor relationships, 3 newly matched relationships and 5 eager to be matched. Presently there are 6 children on the waiting list for a mentor, with the average wait for these children being at least 6 months. The Mentoring Program has proven very successful with mentees gaining more confidence and self-esteem, better social skills and improved scholastic results.

The Mentoring Program in the Central West has had a lot of support from outside agencies, who have been impressed with what the program has to offer and have seen positive changes in the children with mentors. They are more than happy to help SHINE for Kids with discount vouchers, referrals and general inter-agency connections. A Community Services NSW case worker has commented that their clients have really benefited from the Mentoring Program and that it was great to see these children have someone that they can rely on and trust to be there for them.

– Paige Eslick  
Project Worker

**STATISTICS – ANNUAL & CUMULATIVE**

Central West NSW Mentoring Program	2005–2006	2006–2007	2007–2008	2008–2009
Cumulative figures – number of children in mentoring	-	3	13	15
Children in mentoring for 2008–2009 period				12
Volunteers in mentoring for 2008–2009 period				14

## 10.6 SHINE for Kids Victoria

In NSW, SHINE for Kids provides support to thousands of children and young people throughout their parent's engagement with justice. In Victoria there are virtually no structures in place targeted to meet the needs of children of prisoners. And yet there are known to be more than 11,000 young Victorians experiencing the same trauma, isolation and disadvantage as their peers in NSW.<sup>1</sup>

Whereas in NSW children in difficult circumstances will likely be referred to SHINE for Kids and engaged so as to begin emerging from their isolation, loneliness and sense of shame; in Victoria the needs of children of prisoners are very often not considered within the justice environment and they have to endure together with their carers alone within their home, schools and community settings.

Whereas in NSW, SHINE for Kids has over the years expanded the reach and variety of our services and are centrally placed within the NSW Justice system; in Victoria we are only beginning to forge links with the Department of Justice and Corrections Victoria. We are only establishing our advocacy role promoting the issues of the children of prisoners and are only starting to gain the awareness and trust of Government and non-government agencies working with the families of offenders.

The Victorian criminal justice system includes 13 prisons with over 4300 inmates managed by Corrections Victoria and over 7000 offenders managed across 50 facilities by Community Corrections Victoria.<sup>2</sup>

Although the containment, care, safety and rehabilitation of Victorian offenders sit at the centre of the Victorian Justice System's mode of operations, research reveals that there are few laws or policies in place which protect or even acknowledged children when their parents are arrested, sentenced and imprisoned.<sup>3</sup>

The team at SHINE for Kids Victoria are nevertheless finding this an especially positive working environment for the establishment of the organisation and our programs in Melbourne and across the State. With such a great under resourced need within the community the responses we receive in introducing both our programs have by and large been warm and encouraging. There is a "what took you so long" acknowledgement of the need for the SKY Mentoring and Prison Invisits Programs in Victoria.

As our presence within the justice system and the recognition of SHINE for Kids experience become more widely known by prisoners, their families, prison and Corrections Victoria staff as well as other service providers, requests are now growing for other SHINE for Kids programs such as Child and Family Centres, the Children's Supported Transport Service and Video Visits.

SHINE for Kids began operations in Victoria with the recruitment of the Manager SHINE for Kids, Victoria in October 2008. Funding received from the HE Ross Trust by the Victorian Association for the Care and Resettlement of Offenders (VACRO) and a request to partner with them in implementation of the SKY Program (formerly the Children of Offenders Support Program) came together with funding from the Ian Potter Foundation for an Invisits Program to be established in 2 Victorian prisons.

Situated in the VACRO office in the middle of Melbourne's CBD, SHINE for Kids program implementation began with development of a recruitment and training strategy for the first cohort of volunteer mentors.

Strategies to raise awareness of the program from referring agencies were put in place together with VACRO's Family Support Team and the SKY Program Child Counsellor recruited by VACRO.

1. That is 4000 young people with parents in prison and over 7000 young people with parents on Community Based Dispositions. Victorian Association for the Care and Resettlement of Offenders (VACRO) Report: 'Children: Unintended Victims of Legal Process'

2. Corrections Victoria – Strategic Priorities 2009–10

3. VACRO Report: 'Children: Unintended Victims of Legal Process'

### 10.6.1 SHINE for Kids Footscray office

SHINE for Kids Victoria office was established in suburban Footscray in early 2009. The office has 4 work stations, a counselling room and a well-sized training or meeting room with a capacity for approximately 20 participants.

We have had great introductions and support from senior staff from the Department of Justice in particular Corrections Victoria, Barwon Prison, Dame Phyllis Frost Centre, Judy Lazarus Transition Centre, Port Phillip and Melbourne Assessment Prisons.

We have had meetings with the Acting Commissioner of Corrections, Senior Policy and Programs Officers and Indigenous Policy and Services staff.

SHINE for Kids Victoria has presented at a number of forums including:

- Indigenous Corrections Officers staff meeting
- Women's Integrated Services Program Meeting
- Prisons Victoria Program Managers and Program Co-ordinators Staff Meeting
- Barwon Prisoner Peer Educators Meeting.
- SHINE for Kids Victoria is a member of:
- Youth Affairs Council of Victoria
- Victorian Youth Mentoring Alliance.

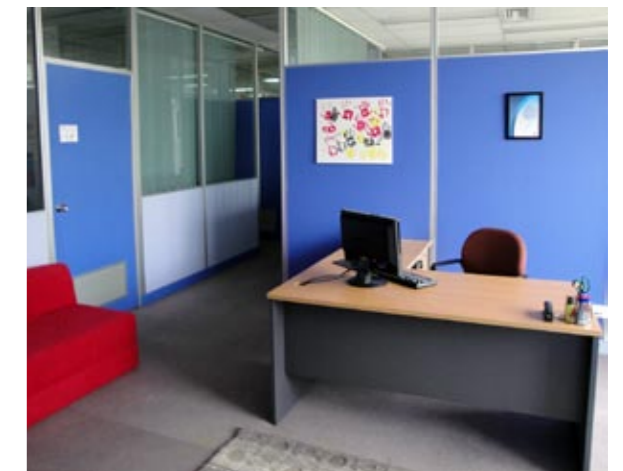
#### Future initiatives

- Expanding and strengthening the Mentoring Program to full capacity of 20 matches across Victoria
- Expanding the Prison Invisits Program into 4 prisons including Barwon Prison, the Dame Phyllis Frost Centre for women prisoners and other metropolitan prisons
- With funding support, to expand our programs.

SHINE for Kids has received generous support during this initial period and are developing partnerships with a number of organisations including Department of Justice and Corrections Victoria, the Victorian Agency for the Care and Resettlement of Offenders, the R.E. Ross Trust, the Ian Potter Foundation, Perpetual Foundation, Wacky Entertainment, Victoria University, University of Melbourne, Pilotlight and River Capital.

We'd also like to thank our growing number of volunteers who are actively supporting young people through their generous contributions of time, skills and experience to SHINE for Kids.

– Guy Hatfield  
Manager, SHINE for Kids Victoria





## 10.6.2 SKY Mentoring Program

### Program implementation overview

SHINE for Kids is engaged in a joint partnership with VACRO in implementing the SKY Mentoring Program. The program began in late 2008 with the recruitment, screening and interviewing of volunteers in preparation for the mentoring training which began in 2009. The matching of mentees and mentors began shortly thereafter and there is now a specialised and effective mentoring program meeting the unique needs and challenges of the children.



### Mentor recruitment drive

Advertisements to recruit volunteers were placed on volunteering, VACRO and SHINE for Kids websites and several government websites. Several applicants also responded to word-of-mouth notification.

27 applicants responded to this recruitment drive. Some of the respondents who submitted resumes were invited to attend information sessions.

Status of information sessions held:

- 2 information sessions were held at the Youth Affairs Council of Victoria in central Melbourne.
- A number of separate sessions were also held for participants unable to attend those scheduled.
- Interested participants then completed application forms, Working with Children Checks and National Police Record Checks which were submitted at Individual Interview sessions held to assess personal suitability for entrance to the program.
- The information sessions were attended by a total of 12 participants. Another 6 individual information sessions were also held.

As in NSW mentoring training includes a mandatory program of four full days held over consecutive Saturdays. The program was run in the training room at SHINE for Kids offices in Footscray during April and May 2009.

In total, 11 mentors completed training, including 2 community work students on placement who also participate in the Prison Invisits Program.

Given SHINE for Kids mentoring has a more rigorous recruitment, training, matching and supervision structure than most mentoring programs, a completion rate of 11 from 27 responses is seen as a positive outcome from our recruitment strategy.

For example, mentors must:

- Undergo both official checks and up to 3 personal reference checks
- Commit to devote 2–4 hours each fortnight to mentoring for a period of 12 months
- Submit mentoring session itineraries to be agreed upon by SHINE for Kids before each session
- Also submit a comprehensive post mentoring report following each mentoring session.

### Engaging mentees

Although at this stage we are just beginning recruitment of mentees to the program, the following will be major sources of referrals:

- VACRO Intake Officer
- SKY Program Children's Counsellor
- SHINE for Kids website
- SKY Program brochures and posters
- Prison program managers
- School and family counsellors
- Community service providers
- Prisoner referral
- Youth and family self-referral.



There are currently 6 mentees awaiting matching, which will occur following assessment by SHINE for Kids for their suitability for the program and the completion of mentor training. The wait has been due to the need for our second mentor training program to be completed in November 2009.

Most mentee referrals are coming from families living in Melbourne's outer fringe suburbs, so future mentor recruitment will focus on these areas. There are 3 young people from 2 families who may be suitable for mentoring who have been referred by the VACRO Intake Officer. To date we have made 7 matches, being 3 boys and 4 girls located in outer Melbourne suburbs and regional Gippsland.

**Guy Hatfield**  
Co-ordinator, SKY Mentoring Program



### 10.6.3 SHINE for Kids Prison Invisits Program, Victoria

An early childhood worker was recruited mid-April 2008 to begin implementing the SHINE for Kids Prison Invisits Program in Victoria. After initial consultations with Melbourne Assessment Prison and Barwon Prison the Sunday Prison Invisits Program was quickly picked up by Barwon with an agreed start of 17 May 2008.

Prior to this first session SHINE for Kids staff and volunteers undertook induction at Barwon Prison as per prison regulations. We also endeavoured to hold a brief meeting with the Prisoner Representatives prior to beginning the program, in order to introduce ourselves and answer any questions or concerns that may have been raised. Unfortunately due to the nature of prisons a muster was called just as we sat down and had finished introducing ourselves. This meeting proved to be so short it hardly bears mentioning except for the fact that even though all we had were a few short moments – our intention was well received and the men's response could be best described as a collective sigh of relief followed by words of encouragement. There was a definite sense of someone being 'finally' here for the children!

The program was well received with many engaging children and curious parents/carers. Our first session saw 16 of the 18 children who entered the visiting area engage and participate in the provided art and craft activities.

There has been an incredible amount of positive feedback regarding the Invisits Program received from various sources. The most memorable for me however was received during the second week after beginning the program at Barwon. A father shared how prior to the program commencing, he had been torn between feeling happy that the program was being implemented as it would benefit his child, but he had been fearful that the "girl running the program" would, in engaging with his child, "take his child away" from him during the short amount of time they had to spend together. He shared his feelings of joy at having realised that his participation was encouraged and that the program created a space that facilitated bonding with his child.

From 17 May 2008 to 30 June 2009 we have run six Sunday sessions at Barwon which have been utilised by 43 individual children and families who have accessed the program 70 times. We have experienced an overwhelming response from families and children asking us if we will be back, what other services we offer and, most of all, the sharing of individual stories and expressions of how needed the SHINE for Kids programs are in Victoria.

We have been able to advocate on behalf of children within Barwon. Amongst other issues such as the cleanliness of the children's area and safety concerns for children, as furniture is stacked up high in the child-accessed visiting area; we have started a conversation regarding the ability to provide fruit to hungry children who travel far and are only able to access high-sugar junk food from vending machines. The staff at Barwon Prison have been very open to our suggestions and feedback.

We plan to implement the Invisits Program in the Dame Phyllis Frost Centre within the coming months, with the vision of being supported in providing this much-needed service to children and families across all Victorian prisons.

– **Marcelle Nessim**  
Facilitator, Prison Invisits Program, Victoria

It is with great pleasure that I present my fourth Treasurer's report for SHINE for Kids ("SHINE").

2008–2009 has been a challenging year for SHINE. As with most organisations, SHINE faced the impact of the global financial crisis that has placed significant pressure on SHINE's financial resources as for most other organisations. Against this backdrop, we have been fortunate to maintain a positive position throughout the year. This has been achieved mainly with the continued support of our funders that include government, corporates and trusts and foundations. SHINE is extremely grateful for this continued support.

We have continued to improve SHINE's financial reporting processes and have placed significant Management Committee and organisational focus on the review of financial performance including:

- Detailed financial cash flow and scenario analysis including review of financial strategies in the context of potential worst case outcomes.
- Further strengthening of quarterly budgeting setting and review process and the monthly review of actual financial performance.

SHINE was successful in obtaining many vital new grants which helped support and enable SHINE to expand its existing programs to include a focus on Aboriginal Employment Strategies, the expansion of our Child and Family Centres to Junee and the obtaining of a three-year grant to expand the Information and Technology systems which will enhance our overall efficiency and will see the operation of Video Conferencing facilities in the new year.

It has also been a year of great excitement as we saw the expansion into Victoria. In partnership with VACRO, SHINE has been working hard to replicate our Mentoring Program in Victoria with great success. SHINE has also received a grant to operate a Prison Invisits program in Victoria.

A summary of the financial performance of the main programs is provided below:

- Funding from Corrective Services NSW increased by 2% in line with budget. SHINE also received a grant for \$15,000 under the victims of violent crimes grant to develop an Aboriginal Volunteer Strategy.
- Funding from Community Services NSW decreased by 28% due to the Drug Summit Funding ceasing in December 2007, however other funding was secured to continue our services in the Bathurst region.
- Funding from the Department of Families, Housing Community Services and Indigenous Affairs has decreased by 41% due to an extension of the program last financial year and a payment made and recognised in the 2007–2008 financial year.
- New funding was obtained from the NSW Department of Education and Training. This funding came under the Elsa Dixon Aboriginal Employment program and has enabled SHINE to employ an Aboriginal worker to help incorporate and expand our services towards the Aboriginal community.
- New funding was also obtained in partnership with VACRO which has enabled SHINE to expand its services to Victoria. The initial focus has been on the introduction of the Mentoring Program that has been successfully run in NSW over the last several years.
- New funding was also obtained from the GEO Group to help establish a new centre in Junee. Junee will be our seventh centre in NSW. \$25,000 was paid this financial year to enable SHINE to set up the operations. The GEO group will provide ongoing funding for the centre.

The fundraisers were kept busy during the year focusing on raising the profile of SHINE and applying for new funding grants to both maintain existing services and build towards the expansion of these and other new services. One significant funding grant obtained during the year was from the Vincent Fairfax Family Foundation towards the expansion of the information and technology and business systems. All other existing programs have remained constant and expenses have been in line with budget expectations.

The full Auditor's report is published in this Annual Report and our auditors Myers & Naumberger have issued an unqualified report.

On behalf of the Management Committee, I wish to thank the funding bodies, corporate bodies and individuals for their continued support and financial contributions to SHINE. With your support, SHINE is able to provide many valuable services to children of prisoners. We hope to be able to continue offering our high level of services into the future.

– **Arthur Begetis**  
Treasurer

## 12. Audit Report

SHINE for Kids Co-operative Limited 2009 Audit Report is contained in the following 35 pages.



SHINE FOR KIDS CO-OPERATIVE LIMITED  
ABN 60 662 072 775

FINANCIAL REPORT  
FOR THE YEAR ENDED  
30 JUNE 2009

CONTENTS

Directors' Report	1
Income Statement	3
Balance Sheet	4
Notes to the Financial Statements	6
Auditors' Report	16
Declaration by the Directors	19
Consolidated Profit & Loss Statement	21
Other Information Disclaimer	23
Divisional Profit & Loss Statement & Fundraising Information	26



**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**DIRECTORS' REPORT**

Your committee members submit the financial report of the SHINE For Kids Co-operative Limited for the financial year ended 30 June 2009.

The names of the directors throughout the year and at the date of this report are:

**Helen Wiseman**

Helen was appointed as a Director on 17 November 2004. Helen is currently the Chairman of the Board.

**Arthur Begetis**

Arthur was appointed as a Director on 3 May 2005. Arthur is the Treasurer of the Board.

**Katherine Shaw**

Katherine was appointed as a Director on 3 May 2005.

**Monty Parmar**

Monty was appointed as a Director on 15 November 2005. Monty is the Secretary of the Board.

**Paul Freeman**

Paul was appointed as a Director on 15 November 2005.

**Fiona Hamblett**

Fiona was appointed as a Director on 30 November 2006 and resigned on 25 November 2008

**Kristy Chambers**

Kristy was appointed as a Director on 31 July 2007.

**Norman Laing**

Norman was appointed as a Director on 22 November 2007 and resigned on 7 April 2009.

**Helen Nezeritis**

Helen was appointed as a Director on 29 April 2008.

**Margaret Alston**

Margaret was appointed as a Director on 2 February 2009

**Principal Activities**

The principal activities of the Co-operative during the financial year were

"Our Vision: For children of parents in the criminal justice system to participate fully in family, cultural and community life."

"Our Purpose: SHINE for Kids works in partnership with children and young people with a parent in the criminal justice system to overcome social and educational barriers and realise their individual potential."

**Significant Changes**

No significant change in the nature of these activities occurred during the year.

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**DIRECTORS' REPORT**

**Operating Result**

The net surplus for the year amounted to \$72,164.00

**Events Subsequent to Balance Date**

No events have arisen since the end of the financial year, which may significantly affect the operation of the Co-operative, its results, or the state of its affairs in subsequent financial years.

**Likely Developments**

The Co-operative will continue to develop its objects of providing a support group for prisoner's children.

**Tax Concession**

The Co-operative is endorsed as a Public Benevolent Institution and continues to receive Australian Taxation Office exemption from income tax and fringe benefits tax. Gifts of \$2 and over are allowable income tax deductions for donors to the Co-Operative.

**Directors' Benefit**

Since the end of the previous financial year, no director has received or become entitled to receive a benefit (other than a benefit included in the aggregate amount of emoluments received or due and receivable by directors shown in the Accounts, or the fixed salary of a full-time employee of the Co-operative) by reason of a contract made by the Co-operative or a Related Corporation with the Director or with a firm of which he is a member, or with a entity in which he has a substantial financial interest.

**Legal Proceedings**

No person has applied for leave of Court to bring proceedings on behalf of the Co-operative, or intervene in any proceedings to which the Co-operative is a party, for the purpose of taking responsibility on behalf of the Co-operative for all, or any part of those proceedings.

The Co-operative was not a party to any such proceedings during the year.

**Auditor's Independence Declaration**

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 18.

Signed in accordance with a resolution of the Members of the Committee.

**Director:**

*Helen Wiseman*

\_\_\_\_\_  
Helen Wiseman

*A. Begetis*

**Director:**

\_\_\_\_\_  
Arthur Begetis

**Dated this**

*21* day of *October* *2009*

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**INCOME STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	Note	2009 \$	2008 \$
Revenue		2,071,447	1,781,136
Advertising expenses		(13,804)	(10,330)
Auditors' remuneration	2	(22,000)	(12,603)
Depreciation and amortisation expenses		(64,284)	(54,380)
Employee benefits expenses		(1,210,117)	(1,037,366)
Finance costs		(8,000)	(10,347)
Other expenses		(681,078)	(629,543)
<b>Surplus for the year</b>		<u>72,164</u>	<u>26,567</u>
Retained earnings at the beginning of the financial year		<u>204,053</u>	<u>177,486</u>
<b>Surplus attributable to members of the Co-operative</b>		<u><u>276,217</u></u>	<u><u>204,053</u></u>

The accompanying notes form part of these financial statements.



**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**BALANCE SHEET**  
**AS AT 30 JUNE 2009**

	Note	2009 \$	2008 \$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	3	311,812	269,637
Trade and Other Receivables	4	36,943	13,422
<b>TOTAL CURRENT ASSETS</b>		<u>348,755</u>	<u>283,059</u>
<b>NON-CURRENT ASSETS</b>			
Financial Assets	5	674	674
Motor Vehicles, Equipment & Fixtures	6	170,030	213,717
<b>TOTAL NON-CURRENT ASSETS</b>		<u>170,704</u>	<u>214,391</u>
<b>TOTAL ASSETS</b>		<u>519,459</u>	<u>497,450</u>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	7	160,418	155,565
Provisions	8	82,496	59,745
Other Current Liabilities	9	-	10,000
<b>TOTAL CURRENT LIABILITIES</b>		<u>242,914</u>	<u>225,310</u>
<b>NON-CURRENT LIABILITIES</b>			
Long Term Borrowings	7	-	67,759
<b>TOTAL NON-CURRENT LIABILITIES</b>		<u>-</u>	<u>67,759</u>
<b>TOTAL LIABILITIES</b>		<u>242,914</u>	<u>293,069</u>
<b>NET ASSETS</b>		<u>276,545</u>	<u>204,381</u>
<b>EQUITY</b>			
Reserves	10	328	328
Retained Earnings	11	276,217	204,053
<b>TOTAL EQUITY</b>		<u>276,545</u>	<u>204,381</u>

The accompanying notes form part of these financial statements.

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**STATEMENT OF CHANGES IN EQUITY**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	Note	Retained earnings \$	Asset Revaluation Reserve \$	Total \$
<b>Balance at 1 July 2007</b>		177,486	328	177,814
Profit / (Loss) attributable to members		26,567		26,567
<b>Balance at 30 June 2008</b>		204,053	328	204,381
Profit / (Loss) attributable to members		72,164		72,164
<b>Balance at 30 June 2009</b>		276,217	328	276,545

The accompanying notes form part of these financial statements.

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2009**

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**1 Statement of Significant Accounting Policies**

SHINE For Kids Co-operative Limited is an individual entity incorporated in NSW under the Co-operatives Act 1992.

**Basis of Preparation**

The financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards, Australian Accounting Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board and the requirements of the Co-operatives Act 1992 NSW.

The Co-operative is recognised as a reporting entity and accordingly is required to provide a detailed comprehensive financial report together with compliance notes and a detailed cash flow report.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions to which they apply. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards. Material accounting policies adopted in the preparation of this financial report are presented below. They have been consistently applied unless otherwise stated.

The financial report has been prepared on an accruals basis and is based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

**Accounting Policies**

**Income Tax**

The Co-operative is operated as a non-profit organisation with income and any surplus being applied solely toward the promotion of the objects of the Co-operative.

The income of the Co-operative is exempt from Australian Income Tax under Subdivision 50-5 of the Income Tax Assessment Act 1997 item 1.1 charitable institution.

**Motor Vehicles, Equipment & Fixtures**

Each class of property, motor vehicles equipment & fixtures is carried at fair value or cost less any accumulated depreciation and impairment losses, where applicable.



**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2009**

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The carrying amounts of motor vehicles, equipment & fixtures are reviewed annually by the Co-operative to ensure the carrying amounts are not in excess of the recoverable amount from those assets'. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

**Depreciation**

Motor vehicles, equipment & fixtures are depreciated on a straight line basis at rates calculated to allocate the cost less the estimated residual value over the estimated useful life of each asset.

The assets' carrying values are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. An asset's carrying account is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Profit and loss on disposal are determined by comparing proceeds with the carrying amount. These amounts are included in the income statement.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Equipment & Fixtures	11.25% - 50%
Motor Vehicle	18.75% - 25%

**Financial Instruments**

**Recognition**

Financial instruments are initially recognised at cost on the trade date, which includes transaction costs, when the contractual rights or obligations exist. After initial recognition, financial instruments are measured as set out below:

**Investments**

All investments are initially recognised at cost, being the fair value of the consideration given and including acquisition charges associated with the investment.

After initial recognition, investments, which are classified as held for trading and available-for-sale, are measured at fair value. Gains or losses on investments held for trading are recognised in the income statement.

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2009**

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Gains or losses on available-for-sale investments are recognised as a separate component of equity until the investment is sold, collected or otherwise disposed of, or until the investment is determined to be impaired, at which time the cumulative gain or loss previously reported in equity is included in the income statement.

Shares in listed companies are recorded at market value with changes in fair value recorded directly in equity.

### **Impairment of Assets**

At each reporting date, the Co-operative reviews the carrying amounts of its assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss.

If the recoverable amount of a cash generating unit is estimated to be less than its carrying amount, the carrying amount of the cash generating unit is reduced to its recoverable amount.

An impairment loss is recognised immediately in the income statement. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but only to the extent that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset. The reversal of an impairment loss is recognised immediately in income.

### **Employee Benefits**

Provision is made for the liability due to employee benefits arising from services rendered by employees to the reporting date. Employee benefits expected to be settled within two years have been measured at their nominal amount. Other employee benefits payable later than two years have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made to employee superannuation funds and are charged as expenses when incurred. All employees are entitled to varying levels of benefits on retirement, disability or death. The superannuation plans or equivalent provide accumulated benefits. Contributions are made in accordance with the statutory requirements of each jurisdiction.

### **Provisions**

Provisions are recognised when the Co-operative has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2009**

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**Cash and Cash Equivalents**

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

**Revenue**

Interest revenue is recognised on a cash basis taking into account the interest rates relevant to the financial assets.

Dividend revenue is recognised when the right to receive a dividend has been established.

Revenue from Fundraising is recognised when received. Government Grants are recognised on a cash basis in accordance with AAB1004. Where the recognition criteria under AASB1004 are not satisfied, than grants are rolled over to the following financial year.

**Borrowing Costs**

Under AIFRS, the Co-operative has the option of either capitalising or expensing borrowing costs in respect of qualifying assets. The entity will continue with its normal policy of capitalising borrowing costs in respect of qualifying assets.

**Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the balance sheet are shown inclusive of GST.

**Critical Accounting Estimates and Judgements**

In preparing this financial report, the directors were required to make estimates and assumptions. These estimates and assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis.



**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	2009	2008
	\$	\$
<b>2 Auditors' Remuneration</b>		
Amounts received or due and receivable by the auditors for:-		
Auditing the accounts	15,000	7,353
Other services	7,000	5,250
	<u>22,000</u>	<u>12,603</u>
	<u>22,000</u>	<u>12,603</u>
Note the 2008 fees were under accrued, the amount paid in 2008 amounted to \$16,000 which is reflected in the 2009 summary of payments & accruals		
<b>3 Cash and Cash Equivalents</b>		
<b>Current</b>		
Cash at Bank	18,636	40,842
Fundraise Traders Account	26,529	24,416
Raffles Account	12,656	13,646
ING Direct	252,841	189,883
Petty Cash Float	1,150	850
	<u>311,812</u>	<u>269,637</u>
	<u>311,812</u>	<u>269,637</u>
<b>4 Trade and Other Receivables</b>		
<b>Current</b>		
Sundry Debtors	32,800	3,245
Deferred Interest Finance Contracts	1,643	10,177
Rental Bond	2,500	-
	<u>36,943</u>	<u>13,422</u>
	<u>36,943</u>	<u>13,422</u>

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	2009	2008
	\$	\$
<b>5 Financial Assets</b>		
<b>Non-Current</b>		
Shares in Public Companies at market value	674	674
<b>6 Motor Vehicles, Equipment &amp; Fixtures</b>		
<b>Motor Vehicles, Equipment &amp; Fixtures:</b>		
At cost	345,240	324,642
Accumulated depreciation	(175,210)	(110,925)
	170,030	213,717
<b>7 Trade and Other Payables</b>		
<b>Current</b>		
Creditors & Accruals	77,090	85,378
Goods & Services Tax Liability	15,568	22,150
Finance Contracts Amounts payable within 12 months	67,760	48,037
	160,418	155,565
<b>Non-Current</b>		
Finance Contracts	-	67,759
<b>Financial liabilities at amortised cost classified as trade and other payables</b>		
Trade and other payables:		
- Total current	160,418	155,565
- Total non-current	-	67,759
	160,418	223,324
Financial liabilities as trade and other payables	160,418	223,324

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2009**

		2009	2008
		\$	\$
<b>8</b>	<b>Provisions</b>		
	Provision for Long Service leave	46,388	27,082
	Provision for Annual Leave	36,108	32,663
	<b>Total provisions</b>	<u>82,496</u>	<u>59,745</u>
	<b>Analysis of Total Provisions</b>		
	Current	<u>82,496</u>	<u>59,745</u>
		<u>82,496</u>	<u>59,745</u>
<b>9</b>	<b>Other Liabilities</b>		
	<b>Current</b>		
	Grants Received in Advance	<u>-</u>	<u>10,000</u>
<b>10</b>	<b>Reserves</b>		
	<b>Asset Revaluation Reserve</b>		
	Shares in Insurance Australia Group Ltd	<u>328</u>	<u>328</u>
<b>11</b>	<b>Retained Earnings</b>		
	Retained earnings at the beginning of the financial year	204,053	177,486
	Net surplus attributable to members of the Co-operative	<u>72,164</u>	<u>26,567</u>
	Retained earnings at the end of the financial year	<u>276,217</u>	<u>204,053</u>
<b>12</b>	<b>Financial Instruments</b>		
	<b>Financial Risk Management</b>		

The Co-operative's financial instruments consists primarily of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable, and leases.

The Co-operative does not have any derivative instruments at 30 June 2009.

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2009**

		2009	2008
		\$	\$
<b>13 Key Management Personnel Compensation</b>			
	Salary	Short-term benefits Super- Bonus	Non-cash
		Post employment benefit Other	Long-term
			Total
<b>2009</b>			
Total remuneration	81,986	7,378	-
		-	6,184
			-
			-
<b>2008</b>			
Total remuneration	85,225	7,670	-
			3,306
			-
			-
<b>14 Statement of Cash Flows</b>			
<b>Cash Flow From Operating Activities</b>			
<b><u>Receipts</u></b>			
Donations		26,440	43,458
Government & Non Government Grants		1,699,621	1,401,888
Interest		15,959	10,789
Other		319,425	283,188
<b>Total Receipts</b>		<b>2,061,445</b>	<b>1,739,323</b>
<b><u>Payments</u></b>			
Salaries		(1,184,284)	(1,020,963)
Supplies		(814,389)	(543,022)
<b>Total Payments</b>		<b>(1,998,673)</b>	<b>(1,563,985)</b>
<b>Net cash provided by (used in) operating activities</b>		<b>62,772</b>	<b>175,338</b>
	<b>2</b>		
<b>Cash Flow From Investing Activities</b>			
Proceeds from sale of fixed assets		-	95,228
Purchase of plant & equipment		(20,597)	(230,060)
<b>Net cash provided by (used in) investing activities</b>		<b>(20,597)</b>	<b>(134,832)</b>
Net increase/(decrease) in cash held		42,175	40,506
Cash at 1 July 2008		269,637	229,131
<b>CASH AT 30 JUNE 2009</b>		<b>311,812</b>	<b>269,637</b>
	<b>1</b>		



**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	2009	2008
	\$	\$
<b>NOTES TO THE STATEMENT OF CASH FLOWS</b>		
<b>1. Reconciliation of Cash</b>		
For the purposes of the Statement of Cash Flows, cash includes cash on hand, cash at banks and investments in money market instruments. Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:		
<b>Cash</b>		
Cash Floats	1,150	850
Cash at Bank	310,662	268,787
	<u>311,812</u>	<u>269,637</u>
<b>2. Reconciliation of Net Cash Provided</b>		
<b>Operating results</b>	72,164	26,574
Non-Operating cash flows in operating surplus		
Depreciation	64,285	54,380
Loss on sale of assets	-	11,964
Profit on sale of assets	-	(2,632)
<b>Change in Assets and Liabilities</b>		
Decrease / (Increase) in receivables	(32,055)	(5,822)
Increase / (Decrease) in payables	(47,791)	113,253
Increase / (Decrease) in GST liabilities	(6,582)	10,143
Increase / (Decrease) in provisions	22,751	6,660
Decrease/(Increase) Grants in advance	(10,000)	(39,182)
<b>Net Cash Provided</b>	<u>62,772</u>	<u>175,338</u>

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2009**

**2009**  
**\$**

**2008**  
**\$**

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**15 Co-operative Details**

The registered office of the Co-operative is:

SHINE For Kids Co-operative Limited

The Cottage  
Holker Street  
SILVERWATER NSW 2128

The principal place of business is:

The Cottage  
Holker Street  
SILVERWATER NSW 2128

**16 Funding**

During the year, SHINE for Kids Co-operative Limited received funding from the following Federal & NSW Government Departments:-

Federal Department of Families, Housing, Community Services, & Indigenous Affairs ( FaHCSIA)  
NSW Department of Community Services  
NSW Department of Corrective Services  
NSW Department of Education and Training

**INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF SHINE FOR KIDS CO-OPERATIVE LIMITED  
ABN 60 662 072 775**

**Scope****The Financial Report and Committee's Responsibility**

The financial report comprises the balance sheet, income statement, statement of changes in equity, accompanying notes to the financial statements, and the statement by members of the committee for SHINE For Kids Co-operative Limited (the Co-operative), for the year ended 30 June 2009.

The committee of the Co-operative is responsible for the preparation and true and fair presentation of the financial report in accordance with the Co-operatives Act NSW. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial report.

**Audit Approach**

We conducted an independent audit in order to express an opinion to the members of the Co-operative. Our audit was conducted in accordance with Australian Auditing Standards, in order to provide reasonable assurance as to whether the financial report is free of material misstatement. The nature of an audit is influenced by factors such as the use of professional judgment, selective testing, the inherent limitations of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that all material misstatements have been detected.

We performed procedures to assess whether in all material respects the financial report presents fairly, in accordance with the Co-operatives Act NSW, including compliance with Australian Accounting Standards and other mandatory financial reporting requirements in Australia, a view which is consistent with our understanding of the association's financial position.

We formed our audit opinion on the basis of these procedures, which included:

- examining, on a test basis, information to provide evidence supporting the amounts and disclosures in the financial report, and
- assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the committee.

While we considered the effectiveness of management's internal controls over financial reporting when determining the nature and extent of our procedures, our audit was not designed to provide assurance on internal controls.

**Independence**

In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements.

**INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF SHINE FOR KIDS CO-OPERATIVE LIMITED  
ABN 60 662 072 775**

**Audit Opinion**

In our opinion, the financial report of SHINE For Kids Co-operative Limited presents a true and fair view in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements in Australia, the financial position of SHINE For Kids Co-operative Limited as at 30 June 2009 and the results of its operations for the year then ended.

**Name of Firm:** Myers & Naumburger  
Chartered Accountants

**Name of Director:** Sharon Myers  
Sharon Myers B.Bus. ACA 25888 Registered Company Auditor 4547

**Address:** Suite 8, 50 Great North Road, Five Dock NSW 2046

Dated this 16th day of October, 2009



**AUDITORS' INDEPENDENCE DECLARATION  
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001  
TO THE DIRECTORS OF  
SHINE FOR KIDS CO-OPERATIVE LIMITED**

We hereby declare, that to the best of our knowledge and belief, during the financial year ended 30 June 2009 there have been no:

- (i) contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) contraventions of any applicable code of professional conduct in relation to the audit.

**Name of Firm:** Myers & Naumburger  
Chartered Accountants

**Name of Partner:** Sharon Myers  
Sharon Myers B.Bus. ACA 25888 Registered Company Auditor 4547

Dated this 16th day of October, 2009



**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**DECLARATION BY THE DIRECTORS**

The directors have determined that the Co-operative is a reporting entity as defined in Statement of Accounting Concepts 1: Definition of a Reporting Entity, The financial statements have therefore been prepared having regard to applicable accounting standards, urgent issues & group concensus views as specified by the accounting profession.

The directors have determined that this general purpose financial report should be prepared in accordance with those accounting standards and the basis of accounting outlined in Note 1 to the accounts.

In the opinion of the directors of the Co-operative:

1. (a) The Profit and Loss Statement is drawn up so as to give a true and fair view of the results of the Co-operative for the financial year ended 30 June 2009; and  
(b) The Balance Sheet is drawn up so as to give a true and fair view of the state of affairs of the Co-operative at the end of that financial year.
2. At the date of this statement, there are reasonable grounds to believe that the Co-operative will be able to pay its debts as and when they fall due.
3. (a) The Co-operative has kept such accounting records as correctly explain the transactions and financial position of the Co-operative.  
(b) The Co-operative has kept its accounting records in such a manner as would enable true and fair accounts of the co-operative to be prepared from time to time.  
(c) The Co-operative has kept its accounting records in such a manner as would enable the accounts to be conveniently and properly audited in accordance with the Co-operatives Act 1992.  
(d) The accounts have been properly prepared by a competent person.
4. (a) The accounts give a true and fair view of all income and expenditure with respect to fundraising appeals;  
(b) The Balance Sheet gives a true and fair view of the state of affairs of the Co-operative with respect to fundraising appeals; and  
(c) The provisions of the Charitable Fundraising Act 1992, the regulations under the Act and the conditions attached to the fundraising authority have been complied with by the Co-operative; and  
(d) The internal controls exercised by the Co-operative are appropriate and effective in accounting for all income received and applied by the Co-operative from any of its fundraising appeals.

I, Helen Wiseman C/- 95 Larkin Place, East Kurrajong NSW 2758 and I, Arthur Begetis C/- KPMG 10 Shelley Street, Sydney NSW 2000 certify that:

- (a) We are members of the committee of SHINE For Kids Co-operative Limited.
- (b) We attended the annual general meeting of the Co-operative.
- (c) We are authorised by the attached resolution of the board to sign this certificate.
- (d) This annual statement was submitted to the members of the Co-operative at its annual general meeting.

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**DECLARATION BY THE DIRECTORS**

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

Director:

*Helen Wiseman*

\_\_\_\_\_  
Helen Wiseman

*A. Begetis*

Director:

\_\_\_\_\_  
Arthur Begetis

Dated this 21 day of October 2009

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**CONSOLIDATED PROFIT AND LOSS STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	2009	2008
	\$	\$
<b>INCOME</b>		
Funding - Trust & Foundations	328,841	137,688
NSW Department of Education & Training	49,662	-
Donations Received	25,631	43,458
Brighter Futures Grant Received	244,404	233,782
NSW Department of Corrective Ser. Victims of Violent Crime	15,000	-
Funding - Non Government Other	5,576	-
NSW Department of Corrective Services	740,016	722,886
NSW Department of Community Services	114,659	158,218
Property Industry Foundation	15,000	45,000
Service Fees	204,650	139,878
Community Development Support Expenditure	36,247	-
Depart. Family, Housing, Comm. Services & Indigenous Affairs	84,000	143,495
Membership Fees	10	-
Interest Received	15,958	10,789
Fundraising Income	22,017	76,348
Profit on sale of fixed Assets	-	2,633
Dividends Public Companies	49	81
Funding - Corporate	25,000	-
Funding - Non Government	51,216	-
Merchandise Income	3,579	1,209
Reimbursements	-	2,727
Third Party Traders	82,782	57,383
Workplace Giving	6,340	5,561
Regular Giving	810	-
	<b>2,071,447</b>	<b>1,781,136</b>

The accompanying notes form part of these financial statements.



**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**CONSOLIDATED PROFIT AND LOSS STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	2009 \$	2008 \$
<b>EXPENSES</b>		
Advertising & Recruitment	13,804	10,330
Audit & Accountancy Fee	22,000	12,603
Client Expenses	1,251	217
Consultants Fees	4,758	19,525
Child Care Centre Costs	6,596	15,173
Computer Network & Support Expenses	103,128	46,182
Craft & Activity Equipment	13,547	5,650
Depreciation	64,284	54,380
Events Expenses	22,838	39,693
Holiday Pay Provision	3,444	(3,960)
Insurance	33,364	36,224
Kids Group	1,441	9,368
Interest on Finance Loans	8,000	10,347
Loss on Sale of fixed Assets	-	11,964
Long Service Leave Provision	25,096	10,621
Mentoring Expenses	7,010	-
Motor Vehicle Expenses	32,317	52,625
Office Expenses	59,848	50,861
Office Equipment	20,964	43,698
Project Management	200,584	138,257
Rent	5,143	-
Repairs & Maintenance	471	22,806
Resources	15,599	19,961
School Assistance Educational & Sports	21,659	15,857
Salaries & Wages	1,083,468	939,111
Staff Training	5,581	10,022
Subscriptions & Memberships	6,686	5,334
Superannuation	92,528	81,572
Telephone	33,341	31,422
Travelling & Accommodation	27,998	20,840
Third Party Traders Expenses	60,565	43,484
Volunteer expenses	598	402
Website Maintenance	1,372	-
	1,999,283	1,754,569
<b>Surplus for the year</b>	<b>72,164</b>	<b>26,567</b>

The accompanying notes form part of these financial statements.

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
ABN 60 662 072 775PARTNERS  
SHARON MYERS, B. BUS., A.C.A.  
RODNEY NAUMBURGER, B. COM., A.C.A.**OTHER INFORMATION DISCLAIMER OF OPINION  
ON THE 2009 FINANCIAL ACCOUNTS****Disclaimer**

The additional financial data presented in the following pages is in accordance with the books and records of SHINE for Kids Co-operative Limited which have been subjected to the auditing procedures applied in our statutory audit of the Co-operative for the period ended 30 June 2009. It will be appreciated that our statutory audit did not cover all details of the additional financial data. Accordingly, we do not express an opinion on such financial data and no warranty of accuracy or reliability is given. Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person (other than our client) in respect of such data, including any errors or omissions therein however caused.

**Name of Firm:** Myers & Naumburger  
Chartered Accountants

**Name of Partner** Sharon Myers  
Sharon Myers B.Bus. ACA 25888 Registered Company Auditor 4547

Dated this 16th day of October, 2009

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**ADDITIONAL INFORMATION TO BE FURNISHED UNDER THE CHARITABLE  
 FUNDRAISING ACT 1991**

**Summary of Fundraising appeals conducted during the year**

The Co-Operative holds an authority to fundraise under the NSW Charitable Fundraising Act of 1991.

During the year, the Co-Operative engaged in fundraising activities as defined by the Act. The total income from these activities was \$847,440. Of this amount, \$141,156 was raised from fundraising appeals, and gifts from individuals and businesses, and \$706,284 was raised from trusts and foundations. Income from trusts and foundations is shown against the program stream to which the funding relates, and not in the Divisional Profit and Loss Statement, SHINE fundraising.

	<b>2009</b>		<b>2008</b>	
	\$	%	\$	%
<b>Consolidated Fundraising Efforts</b>				
Total cost of Fundraising / gross income from fundraising	168,610 / 847,440	20	-	-
Net surplus from Fundraising / gross income from fundraising	678,830 / 847,440	80	-	-

**Fundraising Events**

SHINE for Kids conducted no events during the year.

Total cost of fundraising / gross income from fundraising	-	-	49,186 / 63,641	77
Net surplus from fundraising / gross income from fundraising	-	-	14,455 / 63,641	23

**Fundraising conducted jointly with traders**

Revenue	82,185	55,790
Total payments to trader	60,565	43,484
<b>Gross Contribution</b>	<b>21,620</b>	<b>12,306</b>

During the year, the Co-operative received recurrent funding from the following trusts and foundations:

**Anonymous foundation**

During the year, the Co-Operative received gross income of \$244,404 for our Brighter Futures project from a foundation that wishes to remain anonymous.

The cost of service in respect of the funds received, is noted as follows:

	<b>2009</b>		<b>2008</b>	
	\$	%	\$	%
Salary, telephone, and other overhead costs	31,004		29,980	
General Administration	34,129		33,467	
Total Administration Overhead	65,133		63,447	
Direct Salary & employment costs	145,625		137,575	

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**ADDITIONAL INFORMATION TO BE FURNISHED UNDER THE CHARITABLE  
 FUNDRAISING ACT 1991**

Educational Grants	21,659	15,857
Travel and associated costs	25,310	20,607
<b>Direct Costs</b>	192,594	174,039
<b>Total Costs</b>	<b>257,727</b>	<b>237,486</b>

	2009		2008	
	\$	%	\$	%
Total cost of fundraising/ gross income from fundraising	0 / 244,404	0	0 / 237,952	0
Net surplus from fundraising / gross income from fundraising	257,727 / 249,447	103	237,486 / 237,952	100
Total cost of service / total expenditure	192,594 / 257,727	75	174,389 / 237,486	73

**Property Industry Foundation**

During the year, the Co-Operative received gross income of \$15,000 from the Property Industry Foundation. The amount was allocated towards the direct costs of running the Supported Transport program. The funding supplemented the grants of \$143,855 received from the Department of Corrective Services.

Total cost of fundraising/ gross income from fundraising	0 / 15,000	0	0 / 45,000	0
Net surplus from fundraising / gross income from fundraising	0 / 15,000	0	45,000 / 45,000	100
Total cost of service / total expenditure	15,000 / 15,000	100	45,000 / 45,000	100

**Vincent Fairfax Family Foundation Limited**

During the year, the Co-Operative received gross income of \$100,000 from the Vincent Fairfax Family Foundation. This amount was put towards expanding the information and technology and business systems to enhance our ability to operate effectively. This is a three year project.

Total cost of fundraising / gross income from fundraising	0 / 100,000	0	-	-
Net surplus from fundraising / gross income from fundraising	38,035 / 100,000	38	-	-
Total cost of service / total expenditure	75,000 / 75,000	100	-	-



**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**DIVISIONAL PROFIT AND LOSS STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	2009 \$	2008 \$
<b>SHINE PROJECT MANAGEMENT</b>		
<b>INCOME</b>		
Funding - Non Government	20,000	-
Funding - Trust & Foundations	100,000	328
NSW Department of Corrective Services	115,755	83,486
NSW Department of Community Services	28,997	36,602
Service Fees	139,828	122,731
Interest Received	2,698	1,597
Reimbursements	-	2,727
	<u>407,278</u>	<u>247,471</u>
<b>EXPENSES</b>		
Advertising & Recruitment	2,116	520
Audit & Accountancy Fee	6,417	3,503
Consultants Fees	-	4,371
Computer Network & Support Expenses	56,643	-
Depreciation	15,695	9,593
Holiday Pay Provision	2,382	1,687
Insurance	6,046	6,291
Interest on Finance Loans	1,067	-
Loss on Sale of fixed Assets	-	2,982
Long Service Leave Provision	3,573	2,966
Motor Vehicle Expenses	9,333	7,542
Office Expenses	13,422	25,889
Office Equipment	5,688	3,820
Project Management	3,000	-
Repairs & Maintenance	39	20,623
Resources	484	79
Salaries & Wages	178,130	134,783
Staff Training	1,944	2,898
Subscriptions & Memberships	1,482	1,273
Superannuation	15,155	10,606
Telephone	8,999	9,232
Travelling & Accommodation	6,174	4,710
Volunteer expenses	587	389
Website Maintenance	1,372	-
	<u>339,748</u>	<u>253,756</u>
<b>NET SURPLUS (DEFICIT)</b>	<u>67,530</u>	<u>(6,285)</u>

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**DIVISIONAL PROFIT AND LOSS STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	<b>2009</b>	<b>2008</b>
	<b>\$</b>	<b>\$</b>
<b>SHINE FUNDRAISING</b>		
<b>INCOME</b>		
Dividends Public Companies	49	81
Funding - Trust & Foundations	-	88,390
Donations Received	25,525	42,119
Funding - Non Government Other	5,576	-
Service Fees	60,810	15,526
Membership Fees	10	-
Interest Received	1,300	1,476
Fundraising Income	9,700	76,348
Merchandise Income	3,579	1,209
Third Party Traders	82,782	57,383
Workplace Giving	6,340	5,561
Regular Giving	810	-
	<b>196,481</b>	<b>288,093</b>
<b>EXPENSES</b>		
Advertising & Recruitment	2,599	583
Audit & Accountancy Fee	1,177	692
Child Care Centre Costs	-	8,788
Craft & Activity Equipment	-	141
Events Expenses	1,838	39,693
Holiday Pay Provision	2,145	870
Insurance	2,003	2,494
Motor Vehicle Expenses	-	11,754
Office Expenses	2,289	2,525
Office Equipment	-	20,993
Project Management	17,158	8,192
Repairs & Maintenance	-	612
Resources	570	19,779
Salaries & Wages	68,412	74,594
Staff Training	336	413
Subscriptions & Memberships	1,386	1,093
Superannuation	5,934	7,815
Telephone	913	1,174
Travelling & Accommodation	1,282	-
Third Party Traders Expenses	60,565	43,484
	<b>168,607</b>	<b>245,689</b>
<b>NET SURPLUS</b>	<b>27,874</b>	<b>42,401</b>

The accompanying notes form part of these financial statements.

"Refer note Additional Information to be furnished under the Charitable Fundraising Act 1991"

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**DIVISIONAL PROFIT AND LOSS STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	2009 \$	2008 \$
<b>NSW CHILD &amp; FAMILY CENTRES "Located at Silverwater, Bathurst, Windsor, Wellington, Cessnock, Parklea &amp; Junee"</b>		
<b>INCOME</b>		
Funding - Corporate	25,000	-
Funding - Trust & Foundations	34,000	28,883
NSW Department of Education & Training	16,308	-
NSW Department of Corrective Ser. Victims of Violent Crime	4,925	-
NSW Department of Corrective Services	256,288	299,963
NSW Department of Community Services	16,959	16,417
Community Development Support Expenditure	18,775	-
Interest Received	2,960	2,110
Fundraising Income	6,820	-
	<u>382,035</u>	<u>347,373</u>
<b>EXPENSES</b>		
Advertising & Recruitment	2,880	3,083
Audit & Accountancy Fee	4,566	1,931
Client Expenses	1,251	217
Consultants Fees	-	1,833
Child Care Centre Costs	5,211	3,531
Computer Network & Support Expenses	13,721	12,286
Craft & Activity Equipment	13,307	4,698
Depreciation	5,329	13,111
Holiday Pay Provision	(750)	2,837
Insurance	8,093	7,221
Long Service Leave Provision	3,920	938
Motor Vehicle Expenses	2,226	2,172
Office Expenses	8,788	5,322
Office Equipment	1,722	12,602
Project Management	59,568	30,183
Repairs & Maintenance	31	373
Resources	382	69
Salaries & Wages	262,510	208,535
Staff Training	1,359	1,517
Subscriptions & Memberships	1,287	713
Superannuation	22,782	17,982
Telephone	7,547	5,239
Travelling & Accommodation	3,358	2,591
	<u>429,088</u>	<u>338,984</u>
<b>NET SURPLUS (DEFICIT)</b>	<u>(47,053)</u>	<u>8,389</u>

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**DIVISIONAL PROFIT AND LOSS STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	2009 \$	2008 \$
<b>NSW GROUP PROGRAMS "Includes Carers Group – Bathurst, Schools &amp; Community Groups, Outing Program – Sydney Metropolitan"</b>		
<b>INCOME</b>		
Funding - Trust & Foundations	5,000	2,005
NSW Department of Education & Training	9,062	-
Donations Received	-	1,000
Brighter Futures Grant Received	83,531	88,589
NSW Department of Corrective Ser. Victims of Violent Crime	2,737	-
NSW Department of Corrective Services	41,984	84,453
Department of Family, Housing, Community Services & Indigenous Affairs	19,131	19,905
Interest Received	1,350	1,200
Profit on sale of fixed Assets	-	516
	162,795	197,668
<b>EXPENSES</b>		
Advertising & Recruitment	950	218
Audit & Accountancy Fee	2,537	1,455
Consultants Fees	4,146	1,991
Child Care Centre Costs	425	666
Computer Network & Support Expenses	7,136	8,240
Depreciation	10,191	6,046
Holiday Pay Provision	167	(2,759)
Insurance	3,023	4,479
Kids Group	1,441	3,619
Interest on Finance Loans	1,589	2,026
Loss on Sale of fixed Assets	-	1,759
Long Service Leave Provision	-	342
Motor Vehicle Expenses	4,910	5,993
Office Expenses	4,730	3,679
Office Equipment	842	1,521
Project Management	14,615	22,719
Repairs & Maintenance	17	280
Resources	14,163	33
Salaries & Wages	90,757	113,709
Staff Training	484	1,603
Subscriptions & Memberships	694	542
Superannuation	7,545	9,990
Telephone	4,230	3,810
Travelling & Accommodation	2,238	2,547
	176,830	200,026
<b>NET SURPLUS (DEFICIT)</b>	(14,035)	3,160

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**DIVISIONAL PROFIT AND LOSS STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	2009 \$	2008 \$
<b>NSW MENTORING PROGRAMS "Incorporates the Sydney Metropolitan &amp; Bathurst Regions"</b>		
<b>INCOME</b>		
Funding - Trust & Foundations	49,341	1,450
NSW Department of Education & Training	5,625	-
Donations Received	106	339
Brighter Futures Grant Received	92,202	86,596
NSW Department of Corrective Ser. Victims of Violent Crime	1,699	-
Department of Family, Housing, Community Services & Indigenous Affairs	45,121	50,873
Interest Received	1,622	854
Profit on sale of fixed Assets	-	373
	195,716	140,485
<b>EXPENSES</b>		
Advertising & Recruitment	551	133
Audit & Accountancy Fee	1,482	1,084
Consultants Fees	-	3,220
Child Care Centre Costs	278	428
Computer Network & Support Expenses	4,384	5,035
Depreciation	4,069	4,639
Holiday Pay Provision	844	(853)
Insurance	3,202	3,275
Kids Group	-	5,749
Interest on Finance Loans	634	1,466
Loss on Sale of fixed Assets	-	1,273
Long Service Leave Provision	4,214	247
Mentoring Expenses	6,559	-
Motor Vehicle Expenses	1,943	4,407
Office Expenses	2,515	2,296
Office Equipment	491	929
Project Management	28,596	16,183
Repairs & Maintenance	6	171
Salaries & Wages	101,406	84,881
Staff Training	197	695
Subscriptions & Memberships	301	326
Superannuation	9,175	7,547
Telephone	1,796	2,279
Travelling & Accommodation	1,044	2,037
	173,687	147,447
<b>NET SURPLUS (DEFICIT)</b>	<b>22,029</b>	<b>(6,962)</b>



**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**DIVISIONAL PROFIT AND LOSS STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	2009 \$	2008 \$
<b>NSW CONTACT SERVICES "Incorporates Children's Transport Services, Child &amp; Parent Activity Days &amp; Video Visits Program"</b>		
<b>INCOME</b>		
Funding - Trust & Foundations	45,500	14,669
NSW Department of Education & Training	10,000	-
NSW Department of Corrective Ser. Victims of Violent Crime	3,021	-
NSW Department of Corrective Services	271,895	254,984
Property Industry Foundation	15,000	45,000
Service Fees	4,012	1,621
Community Development Support Expenditure	17,472	-
Interest Received	3,113	2,091
Fundraising Income	5,497	-
Profit on sale of fixed Assets	-	1,047
	<u>375,510</u>	<u>319,412</u>
<b>EXPENSES</b>		
Advertising & Recruitment	1,044	327
Audit & Accountancy Fee	2,799	2,264
Consultants Fees	-	2,061
Child Care Centre Costs	495	1,087
Computer Network & Support Expenses	7,911	12,359
Craft & Activity Equipment	55	811
Depreciation	19,557	12,526
Events Expenses	21,000	-
Holiday Pay Provision	(2,787)	(2,204)
Insurance	5,806	7,388
Interest on Finance Loans	3,237	4,115
Loss on Sale of fixed Assets	-	3,572
Long Service Leave Provision	12,378	21,255
Motor Vehicle Expenses	9,288	12,780
Office Expenses	5,729	6,014
Office Equipment	929	2,281
Project Management	34,318	35,056
Repairs & Maintenance	18	420
Salaries & Wages	201,372	205,857
Staff Training	504	1,721
Subscriptions & Memberships	788	801
Superannuation	17,078	17,349
Telephone	4,689	5,693
Travelling & Accommodation	4,422	5,501
	<u>350,630</u>	<u>339,034</u>
<b>NET SURPLUS (DEFICIT)</b>	<u>24,880</u>	<u>(19,622)</u>

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**DIVISIONAL PROFIT AND LOSS STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	2009 \$	2008 \$
<b>NSW CASEWORK SERVICES "Incorporates Intensive Children's Support, Intake &amp; Referrals, Educational &amp; Finance Support"</b>		
<b>INCOME</b>		
Funding - Trust & Foundations	25,000	1,963
NSW Department of Education & Training	8,667	-
Brighter Futures Grant Received	68,671	58,597
NSW Department of Corrective Ser. Victims of Violent Crime	2,618	-
NSW Department of Corrective Services	54,094	-
NSW Department of Community Services	68,703	85,112
Department of Family, Housing, Community Services & Indigenous Affairs	19,748	72,717
Interest Received	2,069	1,338
Profit on sale of fixed Assets	-	697
	249,570	220,424
<b>EXPENSES</b>		
Advertising & Recruitment	864	5,443
Audit & Accountancy Fee	2,409	1,508
Consultants Fees	-	5,996
Child Care Centre Costs	187	673
Computer Network & Support Expenses	7,073	8262
Depreciation	9,443	8,340
Holiday Pay Provision	(1,312)	(3,538)
Insurance	4,032	4,593
Interest on Finance Loans	1,473	2,740
Loss on Sale of fixed Assets	-	2,378
Long Service Leave Provision	1,011	4,873
Motor Vehicle Expenses	4,541	7,917
Office Expenses	4,664	3,674
Office Equipment	798	1,497
Project Management	28,678	23,344
Repairs & Maintenance	16	280
School Assistance Educational & Sports	21,659	15,857
Salaries & Wages	135,572	100,737
Staff Training	457	1,138
Subscriptions & Memberships	666	534
Superannuation	10,993	8,764
Telephone	3,871	3,796
Travelling & Accommodation	2,329	3,432
	239,424	212,238
<b>NET SURPLUS</b>	10,146	8,186

**SHINE FOR KIDS CO-OPERATIVE LIMITED**  
**ABN 60 662 072 775**

**DIVISIONAL PROFIT AND LOSS STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2009**

	2009 \$	2008 \$
<b>VICTORIAN PROGRAMS "Includes: Mentoring and Prison In-Visits Program"</b>		
<b>INCOME</b>		
Funding - Non Government	31,216	-
Funding - Trust & Foundations	70,000	-
Interest Received	846	-
	<u>102,062</u>	<u>-</u>
<b>EXPENSES</b>		
Advertising & Recruitment	2,800	-
Audit & Accountancy Fee	613	-
Consultants Fees	612	-
Computer Network & Support Expenses	6,260	-
Craft & Activity Equipment	185	-
Holiday Pay Provision	2,755	-
Insurance	1,159	-
Mentoring Expenses	451	-
Motor Vehicle Expenses	76	-
Office Expenses	17,711	-
Office Equipment	10,494	-
Project Management	14,651	-
Rent	5,143	-
Repairs & Maintenance	344	-
Salaries & Wages	45,309	-
Staff Training	300	-
Subscriptions & Memberships	82	-
Superannuation	3,866	-
Telephone	1,296	-
Travelling & Accommodation	7,151	-
Volunteer expenses	11	-
	<u>121,269</u>	<u>-</u>
<b>NET SURPLUS (DEFICIT)</b>	<u>(19,207)</u>	<u>-</u>

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**SHINE FOR KIDS CO-OPERATIVE LIMITED  
ABN 60 662 072 775**

**DIVISIONAL PROFIT AND LOSS STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2009**

	2009 \$	2008 \$
<b>RESEARCH &amp; ADVOCACY</b>		
<b>INCOME</b>		
NSW Department of Community Services	-	20,087
Interest Received	-	123
	-	<u>20,210</u>
<b>EXPENSES</b>		
Advertising & Recruitment	-	23
Audit & Accountancy Fee	-	166
Consultants Fees	-	54
Depreciation	-	125
Insurance	-	483
Motor Vehicle Expenses	-	60
Office Expenses	-	1,463
Office Equipment	-	55
Project Management	-	2,580
Repairs & Maintenance	-	47
Resources	-	1
Salaries & Wages	-	16,014
Staff Training	-	38
Subscriptions & Memberships	-	51
Superannuation	-	1,518
Telephone	-	199
Travelling & Accommodation	-	22
Volunteer expenses	-	14
	-	<u>22,913</u>
<b>NET SURPLUS (DEFICIT)</b>	-	<u>(2,703)</u>

The accompanying notes form part of these financial statements.

"No funded research projects occurred this financial year"