



Council for Aboriginal Alcohol Program Services



2015 Annual Report

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www.caaps.org.au

PMB 22 Berrimah NT 0828

Phone: (08) 8922 4800

Toll Free: 1800 894 800

Fax: (08) 8922 4832

Aboriginal and Torres Strait Islander persons are warned that some images contained in this report may offend. CAAPS has carefully selected the photos included in this publication and taken all reasonable measures to ensure that the report does not contain photos of those deceased. We thank you for your understanding with this sensitive matter.

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CAAPS Staff

At CAAPS we are committed to the people who access our programs; improving the health, wellbeing and everyday lives of our communities and our people; providing effective and sustainable life choices.



Back row: Pouy Pich, Julie Wauchope, Jenny Mahoney, Michael Chan, James Manhire, Tommy Friel
Front Row: Elizabeth Stubbs, Tracy Bingham, Sharon Smellin, Alana Gill, Catherine Hallworth, Charlotte Taylor, Aoife Connaughton, Jill Smith, Katie Karamanakis, Anupa Mathew, Rhea Eugene, Auntie Noely Briston, Dee Voysey, Joyce Thornton

Absent: Mandeep Singh, Gary Virk, Jason Bonner, Donald DeSilva, Byron Davis, Claire Taylor, Kaye McGuinness, Jasmin Bartolome, Aura Tipene, Ora Opai

***Congratulations to Auntie Noely Briston
for celebrating 22 years
of continuous service at CAAPS this year!***

Snap Shot of Workforce

Aboriginality	Full time	Part Time	Casual	#	FTE's	%
Aboriginal	6	8	2	50%	12	44%
Non-Aboriginal	8	6	2	50%	12.7	56%

Who We Are

CAAPS is a community-based substance misuse service that supports Aboriginal and Torres Strait Islander families who are experiencing the impact of alcohol and other drug (AOD) use. We were formed in 1984 as a joint initiative of the Uniting, Catholic and Anglican churches.

Before moving to the present campus on Boulter Rd Berrimah in 1995, the service operated out of the Gordon Symonds Hostel in Winnellie and then for a brief period at Knuckey's Lagoon.

We are funded by the Australian Government Department of Prime Minister and Cabinet, and the Northern Territory Government.

This funding means we can provide:

- A residential rehabilitation service, the Healthy Families Program, which offers up to 30 places for a family-focused 12 week program at Dolly Garinyi Hostel.
- A Children and Parenting program
- A residential Volatile Substance Abuse (VSA) program for up to 10 clients spanning over 16 weeks.
- A Homelessness Outreach Support Service.

VISION

It is the vision of CAAPS to provide excellence in service delivery in the area of substance misuse.

MISSION

CAAPS is a family focused Aboriginal and Torres Strait Islander community controlled organisation whose mission is to provide evidence based assistance to overcome problems caused by substance misuse, while raising public awareness and advocating for client and community need.

VALUES

The values at CAAPS are expressed in the following way:

CARING

Care for clients and the community; caring for culture; and caring for team and CAAPS work.

INTEGRITY

Doing what is right; doing what we say we are going to do; acting with professionalism.

PRIDE

Pride for self; Pride amongst clients; Pride toward CAAPS.

HARMONY

Working together; showing empathy for others; accepting difference.

EMPOWERMENT

Enabling people to be the best they can be; grow stronger; strive for equality.

RESPECT

Recognise the rights of self and others; value culture; act with consideration.

CAAPS meets ACCREDITATION!

We did it...

After a lot of hard work and the dedication of our teams this year we have achieved an important strategic goal, meeting all 18 Health and Community Services Standards for accreditation with the Quality Improvement Council (QIC).

CAAPS not only met the standards on assessment, but exceeded expectations in two key areas

Building quality organisations for our inclusive approach to engaging staff, underpinned by organisational values, reward and recognition and our outstanding approach to developing staff and providing opportunities for Aboriginal staff in leadership, and...

Sustaining quality external relationships for our strengths in collaborating with other organisations to ensure viability, incorporate good practice and contributing to the sector in capacity building initiatives.

We are all very proud of the achievement and acknowledgment that we are in fact a certified quality organisation. We would like to thank Bob Scott from Delphi Mentors for his guidance.

Our journey for continuous improvement...

CAAPS management and Board of Directors have endorsed our Continuous Quality Improvement Plan which spans the next three years.

In particular we have a desire to

- Ensure all our buildings and training spaces are accessible to everyone including people with mobility issues
- Improve management information systems with the introduction of LOGIQC quality management systems
- Develop an environmental sustainability policy and take care of our cultural spaces
- Document our strongly embedded cultural safety practices
- Establish a set of guiding principles to review our partnerships and collaborations
- Introduce a staff satisfaction survey with particular attention to supervision and professional development
- Develop our profile and our website to enhance the information available to stakeholders



COUNCIL FOR ABORIGINAL ALCOHOL PROGRAM SERVICES ABORIGINAL CORPORATION CAAPS

Message from Our Board

This is the first report presented by the Board members following the successful change for CAAPS operating under The Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act) and what a year it has been.

In this past twelve months many changes have taken place. These came about due to funding changes from both Commonwealth and Northern Territory Government. Decisions were made on the eve of CAAPS funding literally running out that could not be ignored. Hard decisions had to be made. This included a restructure of the organisation that resulted in redeployment of some staff and sadly the redundancy of others. Making these decisions was not easy but collectively and well informed by our CEO the Board was able to endorse them knowing that at the very heart of these decisions was what would be best for the organisation in the long term; our people who work for us, the men, women, children and families from across communities that are affected by alcohol and other drugs accessing CAAPS services. Reducing harms from alcohol and other drugs is the one constant that has kept our Board focused on the business that had to be done.

The Board would like to thank Jill Smith, her Administration and Client Care staff for their commitment and hard work in the delivery of CAAPS services throughout this time. Despite the difficult start the year has ended well. As a result of hard work over the past twelve months, CAAPS can stand proud that the organisation has moved back into a much stronger and secure financial position. We especially wish to congratulate all CAAPS staff for their work in meeting all 18 Quality Improvement Council Standards. This is a great result that everyone can be proud of from their contribution to achieving and now in maintaining. Acknowledgement and thanks must be given to those staff that left us, and gratitude to those who remain under this new structure.


The Board would like to thank Toni Ah Sam for her support and guidance to inform the move to operate under CATSI Act. Over the past twelve months the Board has reviewed and informed the strategic operations that included the review and development of our governance work plan and actively monitored our financial position. We would like to thank the following members who contributed to the Governance of CAAPS. This includes Joanne Forrest and Rosie Baird, both of whom had to resign due to other commitments.

Our focus remains on who we are providing services to in our community. We are united in saying that providing governance support in a voluntary position has not always been easy, but we the Board of CAAPS are proud of what we have achieved and encourage others to step up where they can and give their support in the delivery of business by Aboriginal people for Aboriginal people. We are happy to present this Annual Report.

Henry White



Frank Ahmat




Kay Gehan



Claudia Kantilla



Judith Mckay



2015 CAAPS Board Members



Henry White was a long serving staff member at CAAPS and joined the Board last year.

Claudia Kantilla former CAAPS staff member and representative from the Tiwi Islands. This is Claudia's third term with the Board



Frank Ah Mat works to improve the lives of the NT's Aboriginal and Torres Strait Islander people. This is Frank's third term with CAAPS Board.

Kay Gehan is a former staff member and Chairperson at CAAPS. This is Kay's third term with the Board.



Ms Judith McKay is the Executive Officer Human Services Training Advisory Council Inc. Judith was the Contact Person prior to caretaking as a Director for the CAAPS Board.

*We would also like to thank **Joanne Forrest** for her contributions for the first half of this year*

*We would like to thank **Rosie Baird** for her contribution as Secretary this year.*

The Board would like to welcome **David Mirrawana** of Maningrida Community as our first official Cultural Advisor.

These positions were created as a result of the changes to the governance structure to ensure we were able to maintain connection with people in community who had contributed so much to CAAPS over the years and continue their involvement once CAAPS became a registered Corporation.

A Message from our CEO

As our Board have indicated in their report, what an exciting and eventful year it has been. We have battled with the uncertainty of funding negotiations and the subsequent restructure of our staffing. Through it all our teams were able to maintain a focus on quality and continuous improvement demonstrating to an external adjudicator that we are a quality organisation delivering great services to our families and community members.

Through this past year CAAPS has also shown we are well connected within our sector and have forged formal relationships with the following stakeholders through memorandums of understanding:

- St Vincent De Paul NT offering co case-management of clients to assist them with accommodation needs pre and post accessing AOD treatment at CAAPS.
- Darwin Aboriginal and Islander Women's Service- men's program to assist our men with group support for learning about anger and respectful relationships
- YouthWorX NT and BCA National Training Group to deliver a work ready training pilot program to our clients which they named "Our Futures Deadly Way".
- Black Dog Institute for the trial of "I-Bobbly" suicide prevention application.
- Swinburne University for the Indigenous Futures project developing a multi media Certificate IV in AOD with the Human Services Training Advisory Council, and a local IT developer for 10 of our staff.



When the pressure was on for our last Commonwealth funding round we were able to secure ten letters of support from our peak bodies and our partners and we would like to thank Danila Dilba Health Service, AMSANT, NAAJA, APONT, NDRI, AADANT, NTCOSS, Amity, Good Beginnings, YouthWorX NT, and National Job Link for their support.

With the support of the Board we endorsed a new approach to supporting clients immersing them in a rich and well integrated program that spans the 24 hour 7 day per week nature of residential treatment. In order to focus on support and maintain the quality of services delivered to our clients it was necessary to trim back office support functions and administration to the core.

Due to the necessary changes we bid farewell to a number of staff and welcomed some new people along the way. CAAPS Managers are now absorbing the Human Resources and WHS functions that were previously managed by Baldeep Singh. Helen Bugno supported the introduction of a new induction handbook for staff and assisted us as the Contact Person for QIP. We thank Helen and Baldeep for their contributions.

We also said farewell to some of our after-hours staff, Patricia Raymond, Clem Chan and Georgina Smith. We thank them for their dedication to our clients over the years and wish them all the best.

We took the opportunity to reflect on our performance. This journey took various forms from the Board review of governance action plans, staff team consultations focusing on a SWOT analysis, alongside regular review of our strategic and annual plans, strengthening clinical governance, and review of the Healthy Families Treatment Model. We also conducted a comprehensive review of our physical resources with a focus on planning for the future.

As a result CAAPS has

- welcomed our first official community Cultural Advisor to the Board, Mr David Mirrawana
- developed a staff driven action plan with the help of an external consultant to address identified gaps in our support structures
- published our Healthy Families Treatment Model-outlining the program evidence base
- celebrated our successes and presented at forums and conferences
- participated in the National Ice Taskforce consultation
- continued representation on the Board of peak bodies NTCOSS and AADANT
- participated in an external evaluation of our VSA program through NT Department of Health with ZED Consulting.
- commenced discussions with Harvard University Professor Michael Hiscox to evaluate client outcomes at CAAPS through Department of Prime Minister and Cabinet
- commenced restoration of our outdoor cultural space for clients and staff with funding from NT Department of Health and support from Larrakia Rangers
- upgraded our phone system to a voice over internet system after significant storm damage to the old copper lines
- introduced Logiqc, a quality management system to assist us monitor and record compliance
- disposed of three vehicles from the fleet and leased a new bus.
- reviewed access to our service for people with disabilities and initiated plans for an upgrade next year
- submitted our Continuous Improvement Plan for the next three years with QIP
- reviewed the value of our fixed assets with very positive results for our financial report this year.

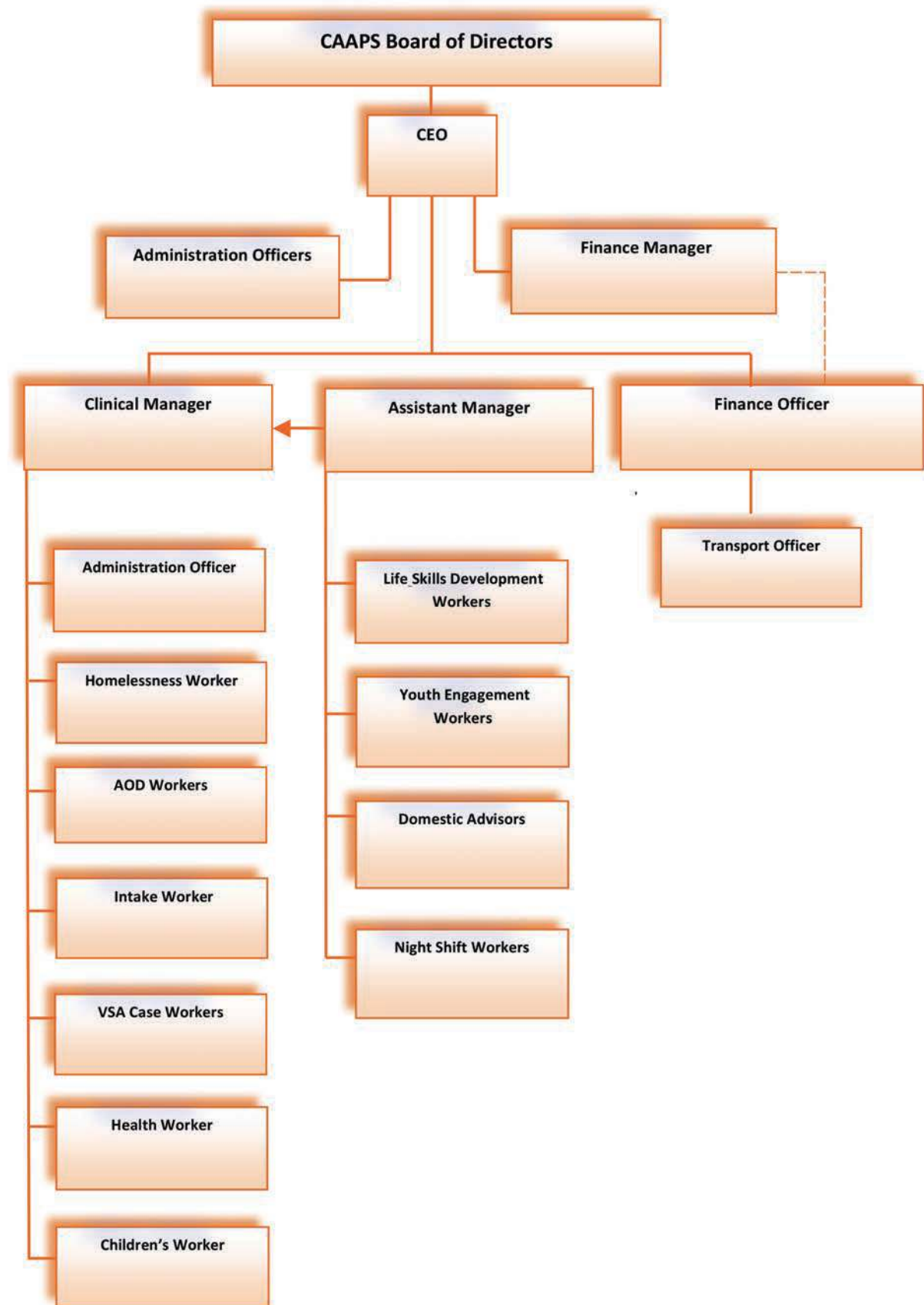
Managing all of these changes and additional activities along with careful monitoring and budget review have allowed CAAPS to end the year in the strongest position we have experienced in recent years. This is not possible without the support of a great Senior Management Team who lead our inspirational staff and encourage them along the path to success.

I would like to take this opportunity to thank the CAAPS Board and Senior Management Team; Finance Manager Claire Taylor, Finance Officer Sharon Smellin, Clinical Manager Ms Elizabeth Stubbs, and Assistant Manager Aoife Connaughton. Our reception staff Ms Katie Karamanakis and Ms Kaye McGuinness and our Transport Officer, Mr Tommy Friel for their unwavering focus and great team work



Jill Smith

CAAPS Organisational Chart



Peer Recognition

CAAPS conducts a Peer Recognition Award Program – the CIPHER Awards. These awards are part of an employee appreciation program which aligns to a set of values developed by our staff. The values describe how the staff members feel about working at CAAPS.

They talk of Caring, Respect, Passion, Integrity, Engagement and Harmony.

We recognise that the collective efforts of all staff members contribute to the overall values of CAAPS and encourage opportunities for those efforts to be acknowledged. This practice was assessed as noteworthy in our recent QIC Accreditation assessment with CAAPS exceeding expectation in this standard.

CIPHER Awards

Meet our staff members who were nominated by their peers and managers for living the values of CAAPS this year.

Award winners for the final quarter - December 2014 were James Manhire and Tommy Friel who tied for staff member of the year,

Award winners for the first quarter for 2015 - Ora Opai and Aura Tipene,

Award winners for the second quarter for 2015 - Melanie Morgan, Anupa Matthew and Michael Chan,

Award winners for the third quarter 2015 - Catherine Hallworth, Pouv Pich and Gary Virik.



Tommy



James

It's a tie! Staff Member of the Year Award 2014 winners Tommy and James.



Ora



Pouy



Aura



Gary



Anupa



Catherine



Michael



Melanie

Clinical Manager

ELIZABETH STUBBS

This year the clinical team, along with the rest of CAAPS has seen significant positive changes take place which enhanced the quality of the service delivery through the review of all our programs to increase the quality of program content.

There are additional key staffing positions including an Assistant Manager Ms Aoife Connaughton and an Intake Worker which will greatly improve the efficiency of CAAPS to process referrals to our organisation and assist with the discharge, aftercare and follow up of clients completing their time with us.

Moving away from working in silos with respect to program delivery the Healthy Families Team and the Afterhours teams were replaced by an AOD team which incorporates all positions working within the 12 week AOD program and a VSA team which includes all members of staff who work directly with clients participating in the 16 week VSA program.

This approach is providing good results so far with a notable improvement in the continuity of care for clients and an improvement in program follow up between shifts throughout each day.

We look forward to continuing this momentum and are also grateful to our partner organisations offering assistance to us in providing a quality, holistic service to our clients from across the Northern Territory.

While it has been a big year for all staff, who have been working tirelessly to support our restructure, it has also been a year of accomplishment which would not be possible without the dedication the team have shown throughout the year.

Ms Aoife Connaughton has been busy improving programs delivered outside of hours as well as increasing the support provided to staff to deliver high quality effective programs to all the clients that we serve. Ms Connaughton has a focus on ensuring that clients in the Dolly Garinyi Hostel are well catered for during their stay.



Elizabeth Stubbs: presentation AADANT Forum Alice Springs earlier this year

Assistant Manager

AOIFE CONNAUGHTON



At the beginning of December 2014, the new position of Assistant Manager Healthy Families started my CAAPS journey.

It has been a whirlwind ten months, with exceptional learning, growth and opportunity. CAAPS is unique in that its family based approach to recovery brings opportunity to people's lives which is offered nowhere else in the NT.

That gives the people who work here a sense of pride and that pride is reflected in the achievements of the organisation and the service provision for our clients.

Having the leadership of a committed CEO and the provision of structured practice has made the challenging times manageable. Many aspects of the work stand out in my mind - in particular the experience of working as a close knit team through the accreditation and restructuring processes. Achieving success took immense hard work and dedication from everyone and was not at all straightforward. The highs of accreditation were followed by the moving farewells of some colleagues. However what shone through every element was the staff dedication to the clients.

The quality improvement journey has seen some changes within position descriptions and the enhancement of skills and strengths of our staff teams. Many internal staff have moved forward professionally in to new positions, and recruitment has introduced some excellent new employees to CAAPS. Being a manager and supervisor, it is exciting to plan the new journey and programs with such a wealth of experience at our fingertips.

CAAPS are an organisation committed to the training of their staff and since beginning work here, the opportunities have been frequent and valuable- attending development conferences in trauma and its impact on our work, and management seminars for effectively dealing with challenging behaviour and joining some of my team in studying the Cert IV in AOD with Swinburne University of Technology to further develop specific clinical knowledge and support fellow learners.

The introduction of LOGIQC as a quality management system strengthens the future of CAAPS and involvement in the building of this system and training of the staff in implementing it has been continuous throughout the year. With the roll out of the system going live next month, we take CAAPS another step closer to the vision we all share.

***"If you focus on results,
you will never change.***

***If you focus on change,
you will get results."***



Healthy Families Program

12 Week Alcohol and Other Drugs Program

The AOD team includes our AOD Case Workers, Mr James Manhire, Ms Ora Opai and Ms Catherine Hallworth who provide case management services and delivery of the program to clients attending the program as residential or day clients.

Other members of our AOD team include our Life Skills Development Workers, Mr Gary Virk, Ms Alana Gill and the newly appointed Ms Jasmin Bartolome. These workers are focused on providing clients with valuable life skills.

The AOD Case Workers and Life Skills Development Workers have shown a huge commitment in fine-tuning the AOD program this year and the package they are continuing to develop has received positive feedback from clients engaged in the program.

The strengths based program includes topics related to:

- addressing addiction
- improving emotional and social wellbeing
- improving life skill capacity
- improving parenting skills

Our active night workers are part of this team and provide clients with support late at night and in the early hours of the morning. Mr Michael Chan and Mr Mandeep Singh ensure that clients are safe within the facility overnight as well as being there to respond to common issues faced by clients addressing their AOD issues such as coping with cravings and dealing with sleep issues.

Clients and staff are supported by our capable Administration Officer Ms Aura Tipene.



Healthy Families Team

16 week Volatile Substance Program

VSA Case workers Anupa Matthews and Pouy Pich along with Youth Engagement Workers Joyce Thornton and Jason Bonner have also been busy reviewing and improving their program this year. Byron Davis has recently joined this team.

The VSA program has been developed to provide young people with ways to address their substance use issues with a focus on improving social and emotional, health and training and education outcomes with topics that are specific to the issues young people face.

An integral part of the VSA team is the Active Night Workers Ms Julie Wauchope and Mr Donald DeSilva. Active night workers play an important role in ensuring that the young people attending the VSA program are safe at night and that there are staff available to speak to if they are experiencing any issues. Nights can be hard for young people who are away from their homes and families and having someone to talk to whenever they need it is essential.

The VSA team and their clients have been involved in a number of exciting projects this year including Couch Surfing hosted by Anglicare NT to highlight youth homelessness and rejuvenation and restoration of our culture block. Another exiting initiative is the VSA camps. Two camps have been run this year with the first overnight held at Litchfield National Park and the second in Kakadu National Park over two nights. The camps have been really valuable to staff and clients allowing workers to build a closer relationship with the clients, and allowing clients to experience substance free recreation. Feedback about the camps has been positive and there are plans to continue this initiative.



Camping at Kakadu



CAAPS entry for the Couch Surfing Race



Pre-Race Preparation



Bushwalking Litchfield

Children's Program

The Children's Program has recently seen a change in staff from Ms Aura Tipene to Ms Rhea Eugene. Ms Eugene has assisted with a review of the Children's Program introducing a range of culturally appropriate resources that will enhance the delivery of the protective behaviours sessions that are available to young clients engaged within the program.

Ms Eugene also provides parents with support around encouraging school attendance and educational outcomes as well as providing younger children opportunity to develop school readiness skills.

Ms Eugene is currently developing strategies that encourage positive behaviour and address behavioural issues that may impact social and educational outcomes for our young clients.



Children's Room Reading Time



Health Worker

Ms Jenny Mahoney, AOD Health Worker is part of this staffing group and has been actively working with clients to improve health outcomes as a result of their participation in the program. Ms Mahoney provides clients with counseling and information on a broad range of topics including disease prevention, chronic disease management, wound care and medication, while facilitating engagement with primary and allied health services.

This year Ms Mahoney has also provided case management of clients entering the program with significant health issues. This has provided clients with an intensive approach to addressing their co-occurring conditions.



Jenny and Fiona talking about the brain

Dolly Garinyi Hostel

Ms Derylene Voysey and Ms Noelene Briston are the domestic advisors who work to support clients and maintain the food distribution and hygiene at Dolly Garinyi Hostel. Their roles are crucial in modeling life skills required to care for self, family and a home environment.



Dee, Aoife, Auntie Noely

Homelessness outreach

Ms Melanie Morgan, Homelessness Outreach worker provides services to CAAPS clients across programs but is also available to assist clients in the community who may be experiencing accommodation issues. Ms Morgan assists clients to access sustainable accommodation options with a focus on increased capacity to maintain current or future tenancies, working in collaboration with our partners St Vincent De Paul NT to co-case manage clients before entering and post exit from residential treatment services at CAAPS.



CAAPS and St Vincent De Paul MOU Launch



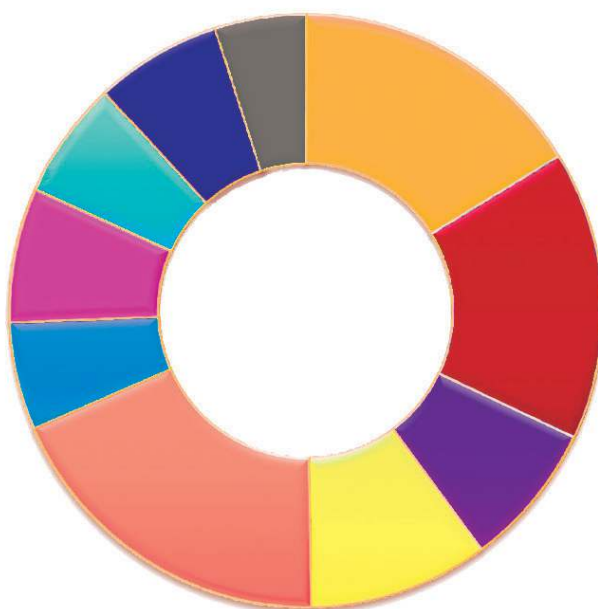
Charlotte, Intake Worker and Melanie, HOS Worker

Our Clients 2014-2015

Family therapy and inclusion, where supportive relationships exist, has been found to improve outcomes of AOD treatment for Aboriginal people. Resounding support exists towards this finding with studies showing the pivotal role that family and community relationships play in AOD treatment (NIDAC, 2014). CAAPS has maintained this approach through the 30 years it has been operating and currently up to 60% of clients participating in programs attend as part of a family group.

Clients attending CAAPS programs come from a variety of towns and communities throughout the Northern Territory. In order of frequency the three main areas of usual residence for clients were Katherine and surrounding communities, Alice Springs and surrounding communities and Darwin and town communities.

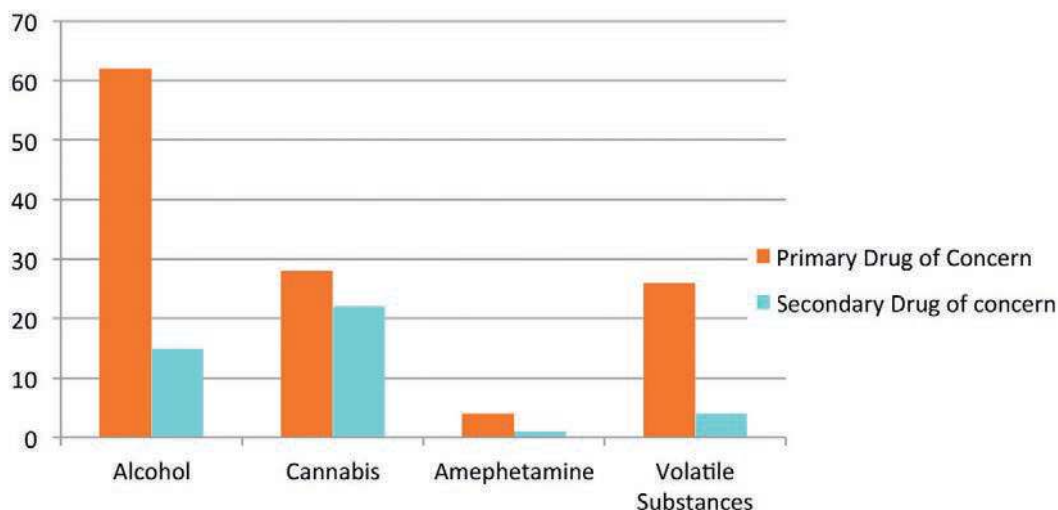
Usual Place of Residence



- | | |
|---|---|
|  Alice Springs and surrounding communities |  Darwin and town communities |
|  Tiwi Islands |  Tennant Creek and surrounding communities |
|  Katherine and surrounding communities |  Daly River, Wadeye |
|  Groote Eylandt, Maningrida |  Beswick |
|  Timber Creek, Kunnunarra |  Ngukurr, Minyerri |

The majority of the clients have attended the program this year to deal with issues related to Alcohol use. Cannabis was the second most frequent drug of choice. Volatile Substances were the third most frequent presenting issue for clients and this is most likely due to CAAPS providing a stand alone program which is specifically tailored to deal with misuse.

Presenting Substance Issues



During 2014-15, 190 clients accessed CAAPS therapeutic services and this number includes dependent children attending with families. 23 out of the total number were young people attending the Volatile Substance Misuse program and four of those were supported by a live-in carer/ family member.

Completion rates for 2014/15 across all programs including children's program was 68% compared to 32% for the year 2013/14. This may be attributed to the strong focus on quality improvement across all services and programs. As a result of high completion rates, average length of stay across all programs increased from less than 8 weeks (2013/14) to between 9-16 weeks (2014/15).

Specific demographics of CAAPS target client groups include high levels of unemployment with 87% of clients who have received CAAPS services in the previous year (2013-2014) being dependant on welfare payments as well as high rates of involvement with child protection authorities (54% in 2014-2015). The median age of participants is 23 years, many of whom are young parents.

Other social issues common within the target population include excessive substance use, family violence, child abuse, child neglect, Foetal Alcohol Spectrum Disorder (FASD) and homelessness. Chronic Disease in the client population includes Cardiovascular Disease, Cancer and Diabetes. Alcohol and other Drug use is a major risk factor exacerbating the harm in these conditions.

Our Futures – Deadly Way



BCA Trainers Dale and Bree with our clients, Cecilia, Fiona, Leslie, Claire, Laine and Jason

Our Futures – Deadly Way began like all pilot programs- an idea between passionate organisations which began to grow. BCA National Training Group, YouthWorX NT and CAAPS joined forces and set in motion talks about how this program could assist our clients and how they could benefit from it. Staff and clients in CAAPS took ownership over the pilot program and had a planning session where clients came up with the name. This stimulated some excitement in the opportunity and over a number of weeks, arrangements took shape.

On speaking to Paula from YouthWorX NT, she states that it was YouthWorX previous involvement in a mentorship program in Darwin prison, 'Come home, stay home' which led to their eagerness to continue supporting communities. We were successful in securing an equity grant from the NT Department of Business to run the pilot program with CAAPS clients.





OFDW Partnership Team

The certificate which has been delivered by BCA National to clients is a Cert II Skills for Work and Vocational Pathways; this sees clients develop the skills to undertake the daily requirements of many job roles. YouthWorX NT have mentored and supported the clients with their learning along the way. Added support with resume writing, employment applications and interview skills will be facilitated with the clients.

Some concerns emerged at the beginning of the program that clients would struggle or that their engagement would be a challenge, but they have proven these concerns invalid. The feedback has been staggering –

- ‘These clients have such strong abilities, and are capable of completing all the modules’
- ‘One of the clients is hoping to continue on to complete a Cert III in Community Services’
- ‘Another young woman is being supported in enrolling for a Cert II in Administration.’

These life changing opportunities began as an idea with some eager, passionate organisations, and have exceeded all expectations. The journey of recovery from addiction, has given these clients the opportunity to achieve a recognised qualification; something many of them never dreamed possible. Seven out of thirteen participants came away with a full certificate qualification having completed five extra units.

Gerald's Story

“I was in a terrible place looking back, booking-up drugs and no money for food. I didn't even have 30 cents for an icecream for my daughter. I felt guilty and upset about that and came to CAAPS. I was able to enter with my daughter. I learned about the brain and my body. I am still eating the foods I learnt about in the program. I was helped to move on from CAAPS into my own place with Territory Housing. I can buy my daughter things, she is settled at school and I am getting more respect. I got my Learners Permit and going for my “P”s. I am working casual and getting back to normal life. You need to improve your life when you hit rock bottom.”

Gerald has been sober for 2 years and exited CAAPS in November 2013.



Vegetable Garden and Nutritional Program



And After all the
hard work – we
eat Yum!

Well done to
VSA clients and
staff.
What a
beautiful garden
and great
results.



Culture Block Pond and Healing Place



Healing Place

**Sponsored by the
Department of
Health NT**



Culture Block Pond - Before



New Culture Block Pond

CAAPS Strategic Plan 2014-17

Key Result Area	Objectives
1. Resources	(focus areas - but other actions also necessary)
1.1 Commit to Good Governance, Risk Management and Legal Compliance at all times	<ul style="list-style-type: none"> - Provide a Board development session at each Board meeting - Ensure sustainable finances - Ensure human resources and finance staff are well integrated with service delivery staff
1.2 Encourage an organisational culture of continuous improvement	<ul style="list-style-type: none"> - Achieve QIC accreditation - Promote teamwork - Recognise and reward initiative
1.3 Market CAAPS internally and externally	<ul style="list-style-type: none"> - Reinforce with staff key messages regarding the work of CAAPS - Promote CAAPS at government and community levels - Share stories of successful outcomes achieved by clients
2. Client Services	
2.1.. Ensure best practice in clinical governance	<ul style="list-style-type: none"> - Review the service model and the Program annually - Ensure all staff have adequate training regarding co-morbidity - Ensure that there are adequate mechanisms to gather client and community feedback
2.2 Minimise delays in entry to the CAAPS program	<ul style="list-style-type: none"> - Review the Intake program annually - Explore options for removing delays due to the need for detoxification of clients - Ensure referral organisations remain up to date with the entry criteria
2.3 Ensure cultural connection and family are the foundation of work with clients	<ul style="list-style-type: none"> - Promote and celebrate culture - Focus on parenting and lifestyle skills - Enhance opportunities for young children to achieve their potential
2.4 Increase the range of services provided to clients	<ul style="list-style-type: none"> - Explore opportunities to develop additional capacity for transitional accommodation - Develop an Aftercare program for clients - Explore opportunities regarding the 'mandatory rehab' policy
3. Partners	
3.1 Build sustainable links with clients' communities	<ul style="list-style-type: none"> - Visit clients' communities, involving Board members in identifying issues for CAAPS to better support families and individuals regarding AOD misuse - Provide training, to minimise the impacts of AOD misuse, to clients and selected members of clients' communities - Facilitate access by clients to employment opportunities
3.2 Establish formal relationships with organisations in clients' communities	<ul style="list-style-type: none"> - Negotiate roles in the Aftercare of clients with organisations in clients' communities - Build capacity via AOD training in organisations in clients' communities - Enhance referral procedures
3.3 Work with government agencies to deliver innovative programs which benefit communities	<ul style="list-style-type: none"> - Develop the service planning and service evaluation skills of senior staff - Develop tender preparation capacity within CAAPS - Build alliances beyond the AOD sector

Financial Summary

The CAAPS Board would like to thank the following agencies and organisations for their financial support during 2014-15:

- Commonwealth Department of Prime Minister & Cabinet (PM&C)
- NT Department of Health
- NT Department of Housing
- Swinburne University of Technology



Claire Taylor
Finance Manager

During June 2014 CAAPS was incorporated under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 and as a result of this, is now required to produce a General Purpose Financial Report details of which are summarised below. For the 2014/15 financial year CAAPS made a net profit of \$161,284. The Corporation's property, plant and equipment were revalued by an independent valuer, Herron, Todd White as at the 30th June 2015 and subsequent adjustments were made through CAAPS Asset Revaluation Reserve. The revaluation was carried out as a result of a recommendation made by CAAPS auditors, Lowrys Accountants and is in line with current accounting principles and the requirements for national accreditation. In future, property, plant and equipment will be reviewed and if necessary adjusted to reflect fair value, at the end of each financial year. This change in accounting treatment has resulted in the Corporation's property, plant and equipment now reflecting current fair value. This financial year CAAPS recorded a profit for the first time since 2010 however, this is not a profit in cash terms. It has come about as a result of CAAPS fixed assets being revalued upwards and consequently no depreciation expense being recorded against them in 2014-15. If this revaluation is excluded, CAAPS would have recorded a small deficit of \$5,723. This is still a very pleasing result and a vast improvement on the previous financial year.

Despite a 7% reduction in funding during the 2014-15 financial year, CAAPS has managed to maintain the same standard of service delivery with these costs approximately 16% of total expenses.

Income		
	2015	2014
	\$	\$
Grants	2,629,705	2,821,740
Client income	127,107	101,372
Other income	92,590	82,807
Interest received	18,578	13,510
Gain from Disposal of Fixed Assets	-	26,864
Total Income	2,867,980	3,046,293

CAAPS received the majority of its income from government grants (92%). Client tariff contributions accounted for 4.5% of total income during the 2014-15 financial year.

Assets		
	2015	2014
	\$	\$
Current assets	665,769	1,114,416
Non-current assets	2,817,060	1,966,339
Total Assets	3,482,829	3,080,755
Current liabilities	251,350	859,519
Non-current liabilities	-	1,762
Total Liabilities	251,350	861,281
Net Assets	3,231,479	2,219,474

Expenses		
	2015	2014
	\$	\$
Service Delivery Expenses	449,360	516,087
Employee Benefits	2,085,428	2,166,808
Other Expenses	171,908	250,709
Depreciation	-	216,876
Total Expenses	2,706,696	3,150,480
Net current year surplus/(deficit)	161,284	(104,187)
Other Comprehensive Income		
Asset revaluation increment	850,721	-
Total comprehensive profit/(loss for the year)	1,012,005	(104,187)

Current Ratio	
The current ratio seeks to measure an organisations' ability to pay off its short-term liabilities with its current assets. CAAPS Current Ratio = 2.6. This indicates that CAAPS has 2.6 times more current assets than current liabilities and is able to fund its current liabilities without having to sell off any of its assets.	

**COUNCIL FOR ABORIGINAL ALCOHOL PROGRAM
SERVICES ABORIGINAL CORPORATION**

ABN: 24 981 990 592

ICN: 8076

GENERAL PURPOSE FINANCIAL REPORT

For the Year Ended 30 June 2015

Excerpt

Director's Report

The Directors submit the financial report of the Council for Aboriginal Alcohol Program Services Aboriginal Corporation (CAAPS) for the financial year ended 30 June 2015.

OPERATING AND FINANCIAL REVIEW

The surplus from ordinary activities of the corporation amounted to \$161,284 (2014: \$104,187 deficit). In addition there was other comprehensive income amounting to \$850,721 (2014: \$Nil) following a revaluation of buildings and improvements.

PRINCIPAL ACTIVITIES

The principal activities of CAAPS during the financial year was to provide care and support services to Aboriginal and Torres Strait Islander people, families and communities who were affected by addiction to alcohol and other drug related problems.

There were no significant changes in the nature of the activities of the corporation during the year.

EVENTS SUBSEQUENT TO REPORTING DATE

There has not arisen in the interval between the end of the financial year and the date of this report any matter or circumstance that has significantly affected or may significantly affect the operations of the corporation, the results of those operations, or the state of affairs of the corporation, in future financial years.

LIKELY DEVELOPMENTS

The corporation will focus on increasing the services available to the Aboriginal and Torres Strait Islander people.

ENVIRONMENTAL REGULATION

The corporation's operations are not subject to any significant environmental regulations under either Commonwealth or Territory legislation. However, the Directors believe that the corporation has adequate systems in place for the management of its environmental requirements and is not aware of any breach of those environmental requirements as they apply to the corporation.

DISTRIBUTIONS

The corporation's rule book precludes it from distributing any surpluses to members. Accordingly, no distributions were paid, recommended or declared by the corporation during the year.

DIRECTORS

The Directors of the corporation at any time during or since the end of the financial year are:

Name	Position
Carlene (Kay) Ann Gehan	Chairperson
Dean Chisolm	Director
Claudia Kantilla	Director
Henry White	Director
Francis Ah Mat	Director
Judith McKay	Alternate (caretaker) Director, appointed 16 July 2015

Director's Report (continued)

DIRECTORS' MEETINGS

The number of directors' meetings and the number of meetings attended by each of the directors of the corporation during the financial year are:

Director	No of meetings held	No of meetings attended
Carlene (Kay) Ann Gehan	9	7
Dean Chisolm	9	-
Claudia Kantilla	9	5
Henry White	9	8
Francis Ah Mat	9	8
Judith McKay	-	-

AUDITOR'S INDEPENDENCE DECLARATION

At no time during the financial year ended 30 June 2015 was an officer of the corporation the auditor, a partner in the audit firm, or a director of the audit company that undertook the audit of the corporation for that financial year.

The lead auditor's independence declaration forms part of the directors' report for the financial year ended 30 June 2015.

PROCEEDINGS ON BEHALF OF THE CORPORATION

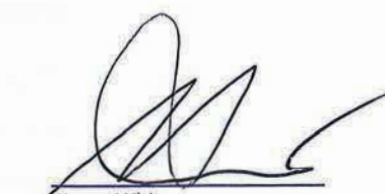
During the year, no person has made application for leave in respect of the corporation under section 169-5 of the *Corporations (Aboriginal and Torres Strait Islander) Act 2007* (the Act).

During the year, no person has brought or intervened in proceedings on behalf of the corporation with leave under section 169-5 of the Act.

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



Kay Gehan
Director
Date: 24 September 2015



Henry White
Director
Date: 24 September 2015

Statement of profit and Loss and Other Comprehensive Income for the Year Ended 30 June 2015

	Note	2015 \$	2014 \$
Income			
Revenue from grants	2A	2,629,705	2,821,740
Interest received	2B	18,578	13,510
Other revenue	2C	219,697	184,179
Other income	2D	-	26,864
Total Contribution		2,867,980	3,046,293
Expenses			
Depreciation and amortisation	3A	-	216,876
Employee benefits expense	3B	2,085,428	2,166,809
Other expenses	3C	621,268	766,795
Total Expenses		2,706,696	3,150,480
Net current year surplus/(deficit)		161,284	(104,187)
Other Comprehensive Income			
Asset revaluation increment		850,721	-
Total comprehensive profit/(loss for the year)		1,012,005	(104,187)

Statement of Financial Position as at 30 June 2015

	Note	2015 \$	2014 \$
ASSETS			
Current assets			
Cash and cash equivalents	4	621,968	1,081,796
Accounts receivable and other debtors	5	28,690	11,097
Other current assets	6	15,111	21,523
Total current assets		665,769	1,114,416
Non-current assets			
Property, plant and equipment	7	2,817,060	1,966,339
Total non-current assets		2,817,060	1,966,339
Total Assets		3,482,829	3,080,755
LIABILITIES			
Current liabilities			
Accounts payable and other payables	8	158,682	720,101
Borrowings	9	1,762	31,222
Provisions	10	90,906	108,196
Total current liabilities		251,350	859,519
Non-current liabilities			
Borrowings	9	-	1,762
Provisions	10	-	-
Total non-current liabilities		-	1,762
Total Liabilities		251,350	861,281
Net Assets		3,231,479	2,219,474
EQUITY			
Retained surplus		2,380,758	2,219,474
Asset revaluation reserve	16	850,721	-
Total Equity		3,231,479	2,219,474

Team Building Activities



CAAPS Board in Action - Governance Review



On the Bus



Team Building



Team Building with our 'Thinking Caps'



Excitement over the new wheels



CAAPS Banner in the making



CAAPS Banner carried at the 2015 NAIDOC March

