

# Council for Aboriginal Alcohol Program Services



#### Published by the Council for Aboriginal Alcohol Program Services Aboriginal Corporation

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.

#### **Acknowledgements**

Cover artwork - Natanja Hoskin

Printing - Zip Print

Photography - Kate Freestone Photography



## Message from our Board

It has been a year since CAAPS weathered the "Storm of Uncertainty" that took place as a result of the funding changes from both Governments. Thankfully our CEO Jill Smith has been up-front with the problems the organisation was facing and incorporated strategies to not only lead us through the difficult times, but emerge stronger and more united than ever. CAAPS is now more financially secure and the staff is motivated to give 100% of their time and energy to help their clients in overcoming their problems with alcohol and other drugs.

There have been great achievements made at CAAPS over the last twelve months. These have come about through the commitment to good governance displayed by Directors and the excellent leadership and guidance of our CEO, Jill. This combination of hard work and enthusiasm by dedicated and talented staff has contributed to the continuous improvement and success of the organisation as is evident in CAAPS being nominated as a finalist for the QIP Community Organisation of the Year Excellence Award.

The past twelve months has seen CAAPS improve to a position where staff, clients, management and our network of agencies feel confident that CAAPS is continuing to strive to meet our vision that states "It is the vision of CAAPS to provide excellence in service delivery in the area of substance misuse," and continue to grow and develop.

CAAPS has maintained a focus on excellence in service delivery as a community based not-for-profit organisation offering support to Aboriginal People, by Aboriginal People.

We, the Board, would like to acknowledge and thank Jill Smith, the Administration team and client care staff for their continued support not only of the organisation and their colleagues and client groups, but for their belief in CAAPS and the services we offer and deliver. Congratulations to all the staff at CAAPS for doing such a remarkable job and looking toward the future in the same way we have been this past year

Claudia Kantilla

Kautil

Judith McKay

Darren -

### 2016 CAAPS Board



Henry White, a former staff member retired after 17 years with CAAPS and joined the Board in 2014. Henry's family is from the Torres Strait.

Frank Ah Mat is a local Darwin man and has held a position with CAAPS Board for many years and after a short break has held his tenure since 2012. Frank's family originates from the Torres Strait and Wave Hill.



Judith Mckay, an Independent non-member Director,



has been associated with CAAPS for a number of years as Training Manager and Acting CEO for a period of time.

"As an Independent Director of CAAPS Board it has been a privilege and rewarding experience to once

again be a part of the good governance for CAAPS. I will not be standing again, and happily step back to watch from the side line where I will remain a loyal supporter." - Judy McKay

Claudia Kantilla, a former staff member and representative of the Tiwi Island has held a position with

CAAPS board since 2012.

"I am being a member of CAAPS for a long time now, I believe that CAAPS is a place where families can come to learn more about the AOD that is tearing apart.. Also CAAPS is a good place where people come together." - Claudia Kantilla –Tiwi Islands



Kay Gehan, of Arrernte and Narrunga peoples, is a former Chairperson, who has a long association with CAAPS as a previous staff member. Kay has been on the Board since 2012. Darren Johnson is one of our newest members to the board and joined the CAAPS family in 2015. "Being a part of CAAPS this year has been a tremendous experience, CAAPS has maintained a focus on excellence in service delivery and I look forward to



further serving on the board." - Darren Johnson

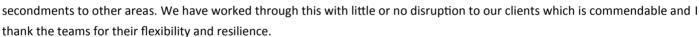
## Message from our CEO

What a wonderful year it has been. I know we said that last year but CAAPS really is moving from strength to strength. Once more we have survived the uncertainty of yearly funding negotiations and the subsequent restructuring that comes a result of both Federal and Northern Territory elections. Despite all the distractions, under the watchful eye of Claire Taylor our Finance Manager, we returned a respectable surplus this year for the second year running, due to careful monitoring from everyone in management and a zero waste attitude of our dedicated staff.

After many successful years at CAAPS we bid farewell to Elizabeth Stubbs as our Clinical Manager but not goodbye. Due to family commitments Elizabeth will now consult to CAAPS to support our clinical governance and maintain important cultural links. We really appreciate having this opportunity to stay connected to her on both personal and professional levels. We welcome the appointment of Ms Aoife Connaughton to the Clinical Manager role and know that her passion and dedication to CAAPS and her expe-

ager role and know that her passion and dedication to CAAPS and her experiences over the past two years will provide the platform for a great therapeutic environment for staff and clients. We now seek to permanently appoint the Coordinators position under Aoife's guidance and support.

Due to a number of staff taking leave it has been a year of acting appointments at CAAPS. In turn this has offered higher duties opportunities and





On another note we have had a long overdue facelift in the CAAPS main reception building and we not only look good we can safely say we are now compliant with mobility access standards. We need to thank the Department of Health NT for generously supporting these capital works. In addition we spent some funds on the long overdue tidy up of the Volatile Substance Use program area with a fresh coat of paint and some new furnishings for the clients and staff amenities. We have also replaced the very old minivan with a brand new leased vehicle, and the relief of having reliable air conditioning in our Training Room was also very welcome. A comprehensive review of our physical assets conducted by consultants Heron Todd White focussed on planning for future economic life. We are pleased to report the average estimated life remaining in our buildings is 25 years due to our maintenance schedule and general good condition.

We continue to work with our community partners and while this year will bring two pilot projects to a natural end we have built new relationships with others. Our current memorandums of understanding:

- Our Futures Deadly Way 12month pilot project with CAAPS, YouthworX NT and BCA National concludes this year with great scope for future opportunity.
- Swinburne University Indigenous Futures Project will conclude delivery of a tailored Cert IV in AOD for CAAPS staff and the eLearning program materials will be made available to CDU and Batchelor Institute for future use.
- ♦ St Vincent De Paul NT has been revived by our HOS worker 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 is still in place and a large men's group meeting was held recently at CAAPS, reinforcing the focus on this important relationship.
- ♦ Black Dog Institute memorandum remains in place for the extended trial of "I-Bobbly" suicide prevention application.

Menzie's School of Health Research and CAAPS have entered into an agreement for the extended implementation phase of the *eMental Health* Application AimHi - Stay Strong case-management tool. All CAAPS caseworkers will be provided with training and a tablet to enable them to work with individual clients and comply with good records management. Ten of these iPads have been supplied through the generous sponsorship of Swinburne University at the end of the AOD staff training.

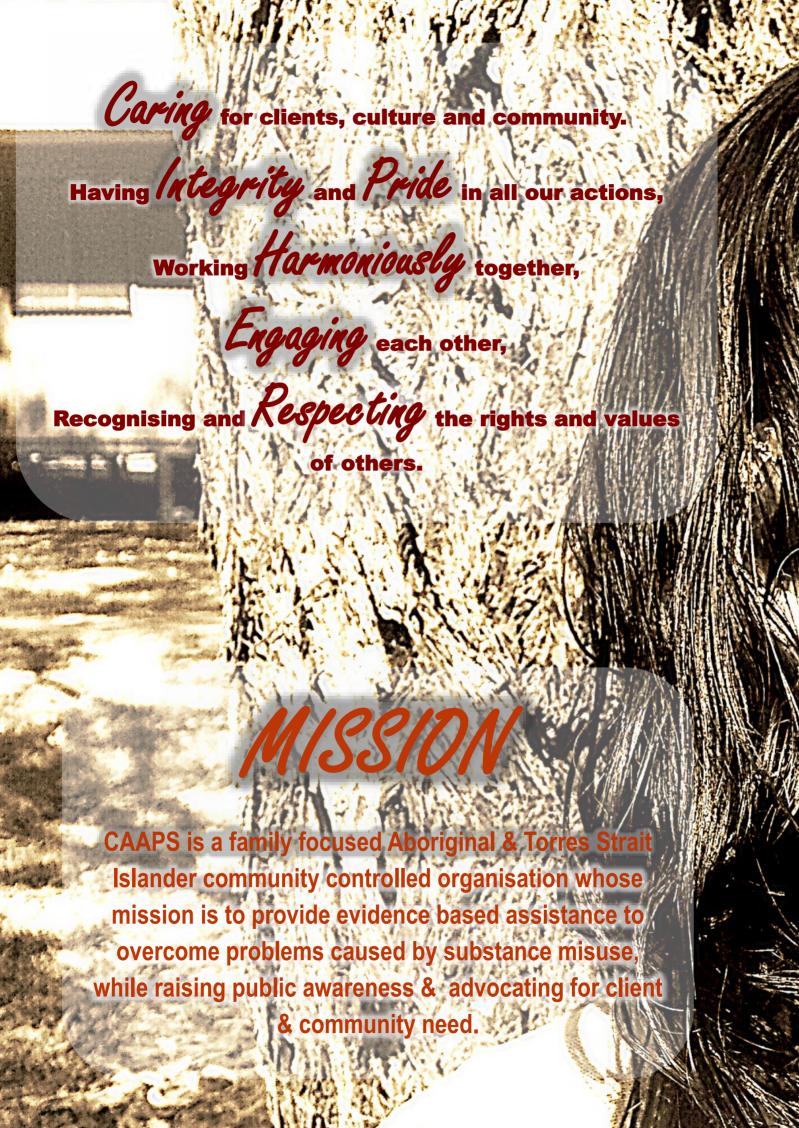
Through attention to CAAPS Continuous Improvement Plan, we reflect on our performance. The plan takes up various functions from the Board review of governance actions, staff team consultations focusing on supervision and general satisfaction, alongside regular review of our strategic and annual plans, strengthening clinical governance, and review of the Healthy Families Treatment Program.

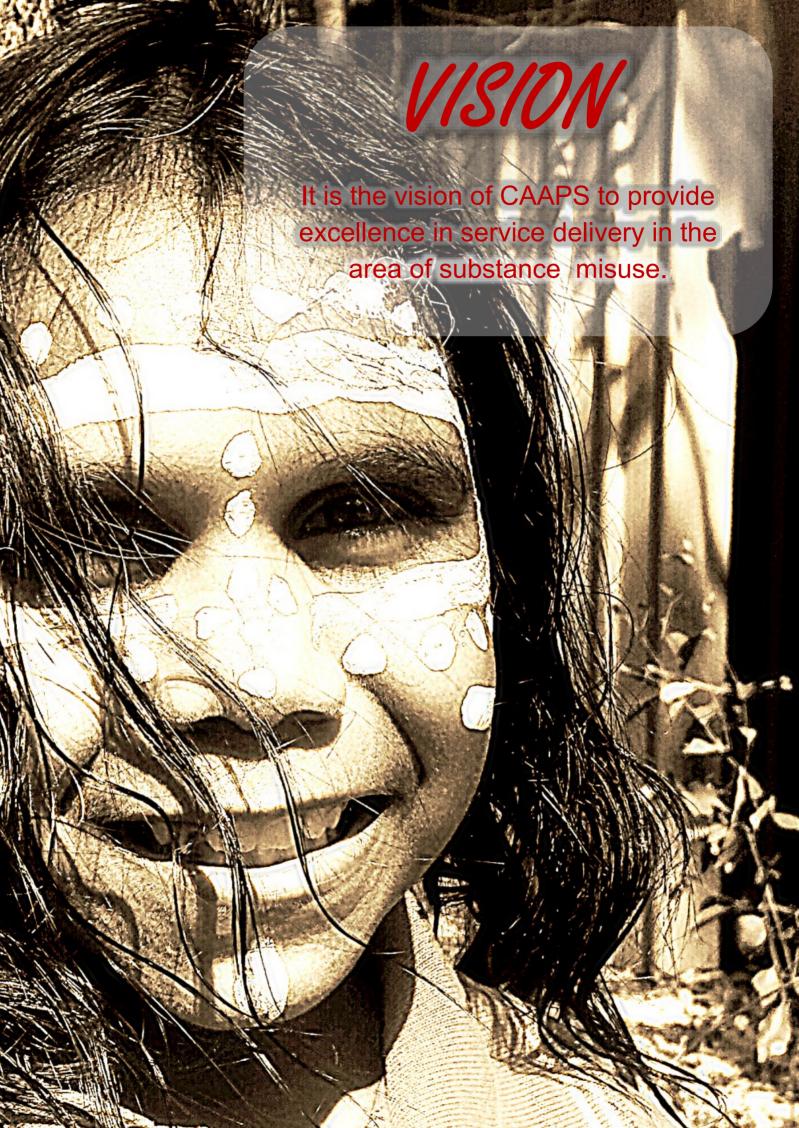
#### The highlights are:

- ♦ Development of a Cultural Safety Framework which will guide the establishment of a Cultural Safety Committee at CAAPS. The committee will include staff, management, Board appointed Cultural Advisors and nominated community members to guide the cultural safety of the program and ensure workforce planning and development in this area.
- ♦ Imbedding Logiqc, our quality management system to assist us monitor and record compliance including Risk, Feedback, Complaints, Contracts and Training; Maintenance; Critical Incidents; management and performance of suppliers and staff.
- ♦ Continued discussions with Harvard University Professor Michael Hiscox to evaluate client outcomes at CAAPS through Department of Prime Minister and Cabinet.
- Continued representation on the Board of peak bodies NTCOSS and AADANT and as consultants on the Indigenous Knowledge Centre Reference Group (Health Infonet), the Royal Darwin Hospital Cultural Advisory Group and participants in the Homelessness Response Group Pilot, Anti-Poverty Week Committee and the Making Justice Work Coalition.
- Feedback from the Indigenous Governance Awards:
  - "CAAPS has remained consistent over 3 decades to Aboriginal leadership and to self—determination. CAAPS is a strong leader, ... This is fantastic- the very first organisation I have seen that uses the IGA toolkit and developed their own governance action and development commitments...With such major dedication to tracking its governance performance this organisation is sure to maintain a robust resilience that will form a solid foundation for everything it does in the future. CAAPS is doing fantastic things in it's governance...forward planning in terms of governance is outstanding, how you put this into action remains to be seen but you have a roadmap." Professor Mick Dodson AM Chair, Indigenous Governance Awards.
- ♦ Celebrated success being judged as a finalist of four organisations in the National ACPAL Quality Innovation Performance- Excellence in Community Services Awards for 2016.
  - While CAAPS did not win either of these awards, we were in very good company as finalists at the QIP awards dinner in Brisbane and the feedback received from IGA is validation that we are strong and on the right path to maintaining quality for our clients, staff, stakeholders and communities.

None of these achievements are possible without a 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 Managers Ms Elizabeth Stubbs and Aoife Connaughton and acting Coordinator Ms Catherine Hallworth. The quiet achievers our reception staff Ms Katie Karamanakis, Transport Officer Mr Tommy Friel and our newly appointed Executive Assistant Natanja Hoskin, for their unwavering focus and great team work.

Jill Smith





## Progress on our Strategic Plan

Key Result Area	Objectives	Progress to September 2016
1. Commit to Good Govern- ance, Risk Man- agement and Legal Compli- ance at all times	Provide regular opportunities for Board development and training  Ensure sustainable finances  Recruit and retain a minimum proportion of Aboriginal and Torres Strait Islander Staff	Ongoing development ORIC and Consultants throughout 2016 Finances are sustainable with successful tenders for NT and Commonwealth Govt. grants to 2017 Accountant meeting with managers monthly to review expenses /budget. every effort is being made to attract and retain with numbers between 41% to 44%
2. Encourage an organisational culture of continuous improvement	Maintain QIC accreditation  Promote teamwork  Recognise and reward initiative	Standards met. Good progress against 15 points on the Improvement Plan. Restructured teams to remove divide between day and after business- hours staff AOD team and VSA team promote teamwork and client focus. CIPHER Staff quarterly peer recognition system is in place. Staff are also rewarded with a letter of thanks for initiative. Suggestions for improvements are recorded and registered in LogiQC quality system.
3. Market CAAPS internally and externally	Reinforce with staff key messages regarding the work of CAAPS  Promote CAAPS at government and community levels  Promote stories of successful outcomes achieved	Regular staff meetings include feedback on CAAPS improvements and good news. Internal monthly newsletter highlights the good work of CAAPS staff and clients. CAAPS cited 3 times in the Senate paper on the harmful use of alcohol in Aboriginal communities. CAAPS is a finalist in the National QIP community services excellence awards CAAPS received great feedback from the R.A. Indigenous Governance Awards Panel
4. Ensure best practice in clinical governance	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	The Healthy Families treatment model redeveloped. Service model under review as is Treatment Program.  Staff training under review. Induction of new staff focus on Cultural Awareness Client feedback is occurring through weekly surveys/ feedback sheets and the stakeholder feedback is sought 6 monthly for program planning, experiences of community partners and clients. Complaints and compliments are registered on LogiQC.
5. Minimise de- lays in entry to the CAAPS pro- gram	Review and streamline the Intake system six monthly Explore options for removing delays Ensure referral organisations remain up to date with referral processes	CAAPS Intake process has been reviewed.  New Intake Worker role made permanent appointment. Website updated with FAQ's more information about referrals and cost.

6. Ensure cultural connection and family are the foundation of work with clients	Promote and celebrate Aboriginal and Torres Strait Islander family and cultural values  Provide regular mandatory Cultural Awareness training for all staff  Ensure service delivery is responsive to the family context	Culture is celebrated through CAAPS, community days, NAIDOC, recreation, art and Aboriginal client support staff.  New On-line Cultural Awareness package purchased. Formation of a Cultural Safety Committee and development of a Cultural Safety Framework.  Children's program structured for detection of developmental difficulties, school readiness, age appropriate self-care and protective behaviours. Children attend school.
7. Increase the range of services provided to clients	Facilitate access by clients to employment opportunities  Advocate for additional transitional accommodation  Enhance exit planning and follow up  Focus on parenting and life skills  Enhance outreach services  Keep up to date with changes related to the sector	Our Futures Deadly Way pilot successfully run with BCA and YouthWorx NT An MOU has been entered into with St Vincent De Paul NT to co case manage clients with accommodation issues. HOS worker involved with Homelessness Response Group pilot. Client after care part of case planning for client exit. Relapse prevention planning is part of treatment. Parenting skills development is part of the treatment program, Life Skills development program and the children's program. HOS has received additional funding to employ a second worker for community outreach. CEO and other key staff attend regular networking forums, NTCOSS/ AADANT Board meetings and advocacy groups eg MJW/ NTCOSS/ AADANT/ Indigenous Knowledge Centre reference group //SA network/ PMC network
8. Build sustaina- ble links with clients' com- munities	Involve Board and the membership in identifying issues for CAAPS to better support families and individuals regarding AOD misuse	This is a work in progress and has not occurred due to resources. Cultural community advisors are to be contacted and supported to work with CAAPS Board and Cultural Safety Committee.
9. Establish for- mal relation- ships with or- ganisations in clients' com- munities	Negotiate roles in the Aftercare of clients with organisations in clients' communities Develop and maintain MOU's and formal partnerships with organisations relevant to the sector	CEO involved with PHN forum on aftercare MOU's with Black Dog Institute for suicide prevention, St Vincent De Paul for housing support and emergency relief and DAIWS Men's program for counseling. MOU's with two education providers for staff (Swinburne University) and clients (YouthWorX and BCA National). Working formalize the relationship with Danila Dilba medical service and Menzie's AlMhi eMental Health case management.
10. Work with government agencies to deliver innovative programs which benefit communities	Build the capacity of senior staff to engage with Government agencies in exploring new opportunities  Build alliances beyond the AOD sector	Managers have had more exposure to tender preparation and high level meetings, CEO has provided coaching and assistance developing this skill sought externally.  Senior staff members on Board of AADANT, NTCOSS, The Indigenous Knowledge Centre, Making Justice Work Coalition and the Child and Family Wellbeing Framework steering committee, Homelessness Response Pilot and attend activities hosted by APONT and AMSANT.

## **CAAPS Excels!**



#### The AGPAL and QIP Excellence Awards 2013-2015

In 2015 we became a QIC Accredited organisation, with thanks to hard work and a highly dedicated team. We met all 18 Health and Community Service Standards for accreditation with the Quality Improvement Council (QIC).

The following year our hard work and vision for the community was soon to be recognised and rewarded when we were nominated for the AGPAL and QIP Excellence Award. We were chosen and celebrated as a finalist in the QIP Community Organisation of the year for Excellence in partnerships, with an emphasis on diversity and inclusive practice, within the Community Service Sector.



AGPAL and QIP Excellence Awards recognise AGPAL and QIP accredited practices, organisations or services, who consistently go above and beyond to implement and embed quality improvements, have teams that love to innovate, demonstrate a dedicated approach to patient and consumer services and/or care, and have a clear understanding of related industry standards.



Board members Henry White, Frank Ahmat, Jill Smith CEO and Sharon Smellin Finance Officer attended the award ceremony in Brisbane on 27th of May 2016 on behalf of CAAPS .

## **Our Facelift**



The year has seen CAAPS overcoming many obstacles and completing various projects towards supporting our community, clients and staff. One milestone that we are particularly proud of includes CAAPS improving compliance with mobility access standards. The journey for this improvement has been the result of the efforts to raise awareness of community need and funds. The plans included a new access ramp, accessible toilet and shower facility, and widening and relocation of entry points. Mr Con Giannakas T/A Onebuild Constructions won the tender for the capital works.

We are very proud that CAAPS administration building can open its doors to welcome the larger community, including people with mobility challenges. Thanks to IPAR, Archi Design and Drafting Australia, and most importantly the Department of Health Northern Territory for funding this project.









## **CAAPS** Organisational Chart



### **CAAPS Staff**

Members of the CAAPS teams hold a strong belief in the programs offered, aspire to incorporate the organisations values and are committed to the people who access our programs. By providing effective programs to our clients, we commit to the wellbeing of our community with respect and caring.



**Back Row:** Joanne Edwards, Pouv Pich, Mandeep Singh, Julie Wauchope, Charlotte Taylor, Gary Virk, James Manhire, Donald De Silva, Natanja Hoskin, Aoife Connaughton, Jenny Mahoney, Katie Karamanakis, Sharon Smellin, Catherine Hallworth, Ora Opai.

Front Row: Maria Corbett, Noelene Briston, Jill Smith, Kylie Dolan, Jasmin Bartolome

**Absent:** Claire Taylor, Tommy Friel, Derylene Voysey, Aura Tipene, Rhea Eugene, Sabine Wolfrath, Sheena Faatoafe, Claire Scrymgour, Phillip Perkins, Michael Chan.

"Here at CAAPS we are wore than just employees, we are family."

we are family."

## - PUTTING DOWN ROOTS - Aunty Noelene reflects on 24 years of service.

Noelene Briston has been a part of CAAPS since 1992. When Noelene reflects on her many years here, some things she recalls is the old location of CAAPS on Stuart Highway, and says 'it was a good move here to Berrimah. Now we see more clients and have a lovely community space.'

Noelene has been a role model to CAAPS clients and staff in supporting and advising them in domestic chores for 24 years. We look forward to having you as part of the CAAPS family for many more years Aunty Noelene!

## Clinical Manager

#### WHEN A JOURNEY ENDS...another begins!

Elisabeth Stubbs, former CAAPS Clinical manager, reflects on the year that was.

"This year has been full of achievements along with lots of hard work by everyone in the treatment team. As I farewell the board, staff and clients at CAAPS I would like to reflect on the journey we shared together throughout the year. Perhaps the highlight of the year for all was the organisation being awarded QIC accreditation.

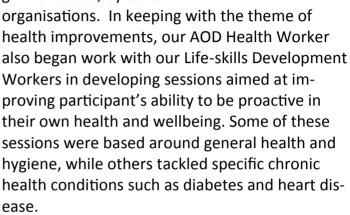
Accreditation means the community can be assured that CAAPS will continue to deliver high quality treatment services well into the future, something we can all be proud of.

Innovation continues to be a focus. The VSA program led the way with the introduction of several dynamic activities designed to complement the core program. The concept of bush adventure trips were well received by our young clients.

Innovation was also a huge focus for the Children's Program. Improvements made to the Children's room including the addition of a reading area to encourage our younger clients to develop their literacy skills. The Protective Behaviours Program underwent review with our dynamic Children's worker, Rhea, utilizing a story mat resource developed by one of our network partners CatholicCare NT to complement delivery of the program. So successful was the initiative that CatholicCare have since adopted the way CAAPS used the resource as an example when training other practitioners.

Our AOD staff were also busy introducing additions to their program. Staff facilitated clients to improve their physical health by implementing regular opportunities for exercise.

This ranged from daily short walks to participating in exercise programs hosted, by other



The AOD team also facilitated clients to improve their employment prospects through participation in a course aimed at work readiness. The partnership between CAAPS, YouthworX NT and BCA National Training resulted in a 15 clients developing work ready skills not to mention the impact that participation had on client confidence levels. So as the year quickly draws to an end, the staff in the treatment team can reflect proudly on the impact their hard work has had on the outcomes for CAAPS clients.

As I farewell CAAPS fondly I would like to thank the Board and staff for all the wonderful experiences I have had over the past few years in the position of Clinical Manager. Finally I would also like to say a special thanks to Ms. Jill Smith the CEO who has been an excellent mentor and who is a daily testament of the values of the organisation, and who I am sure will continue to lead CAAPS towards excellence in the AOD treatment sector." - Elizabeth



## Aoife Connaughton, CAAPS newly appointed Clinical Manager, reflects on change and her new position.

"It's been a rollercoaster of a year. Stepping in to Elizabeth's very big shoes was an amazing journey and an experience full of challenges and exciting achievements. 2016's activities continued to develop and improve CAAPS services in line with the goals set and together we overcame many obstacles.

The changes which occurred in our teams throughout the year have been the most significant but as always, everyone has gelled together and moulded into whatever the clients and service needed.

Completing the funding reports was eye opening; seeing the positive steady progression in line with our Key Performance Indicators over the year and also the combination of the good news stories with

the staggering numbers of clients seeking treatment, demonstrate an organisation which continues to be invaluable to the communities it serves.



The collaborations and continued relationships with other services have allowed us to attain powerful outcomes which are revealed throughout this report.

Acquiring accreditation was an achievement we were all thrilled to be a part of, and as the midterm review approaches, it is refreshing to confirm that we are even more an organisation that demonstrates quality, innovation and excellent performance.

As we begin the next exciting year, I am delighted to continue in the role of Clinical Manager, and will strive to achieve many things. Without the support, advice, shared ideas and laughs from the team members, each day would not be so productive, so I thank them all." - Aoife

## Peer Recognition

CAAPS conducts a Peer Reward and

Recognition Program - the CIPHER Awards.

The awards are part of an employee
appreciation program which aligns to CAAPS
values developed by our staff. The values
describe how the staff members feel about
working at CAAPS. The values include Caring,
Integrity, Pride, Harmony, Engagement and
Respect (CIPHER).

We recognise that the collective contribute to the overall success 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 expectations in this standard.

## STAFF MEMBER OF THE YEAR 2015...



Aoife Connaughton was awarded our 2015 staff member of the year at a Christmas morning tea with our Board. Aoife received a record number of nominations from staff at every level of the organisation. As a new manager at CAAPS Aoife has shown great respect and support to those around her. The award celebrates excellence in

all areas of work as well as recognition for applying herself well beyond the call of duty.

#### THE CIPHER AWARD WINNERS ARE...

2015 Fourth Quarter Winner - Gary Virk, Pouv Pich, Catherine Hallworth
 2016 First Quarter Winner - Charlotte Taylor, Julie Wauchope, Maria Corbett
 2016 Second Quarter Winner - Anupa Mathew, Jasmin Bartolome, Phillip Perkins
 2016 Third Quarter Winner - Noelene Briston, Sharon Smellin, Jenny Mahoney

2015 Fourth Quarter



Gary



Pouv

Catherine

## 2016 First Quarter Winners







Julie

Maria

**Quarter Winners** 2016 Second



Anupa



Jasmin



Phil

## 2016 Third Quarter Winners



Noelene



Sharon



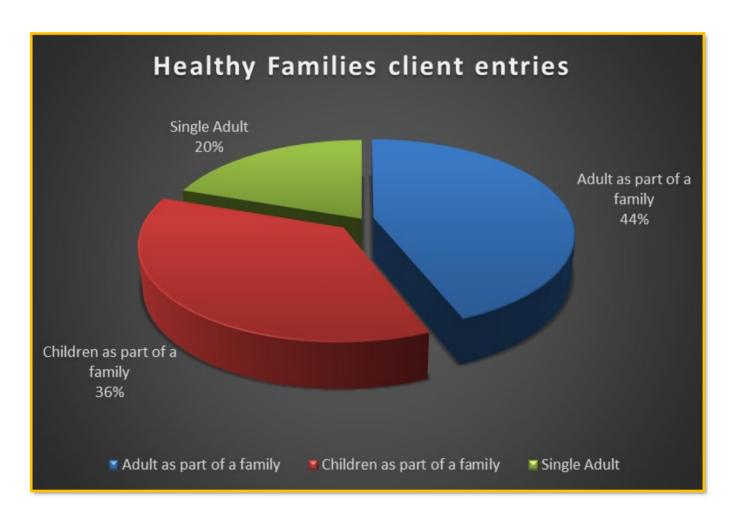
Jenny

### Congratulations to all our winners!

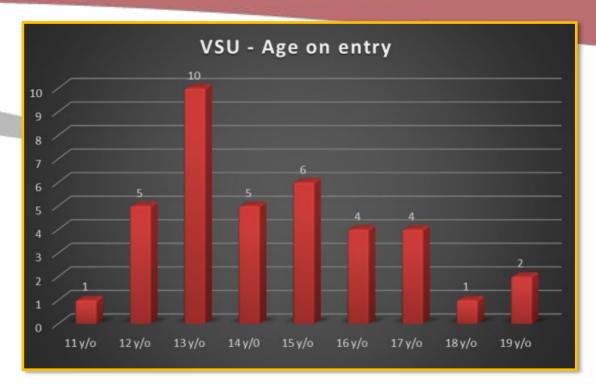
## Our Clients 2015 - 2016

#### **Clients Entries**

157 clients entered the Healthy Families program this year, 57 of whom were children. 81% of clients entered as part of a family unit, with various of family structures and dynamics. The median age of clients overall is 20.5 years most likely due to the increase in number of VSU clients.



38 youths entered CAAPS VSU program, a 65% increase on last year. This is attributable to two extra beds being made available and the appointment of an Intake worker. 34 of these young people were unaccompanied minors, with four being accompanied by a family carer. The average length of stay across both programs was 11.4 weeks



CAAPS accepts referrals to both our AOD and VSU programs from any individual or organisation. With the appointment of an Intake Worker in September 2015 CAAPS Intake process has noticeably improved. Having one point of contact for all enquiries and referrals has significantly strengthened CAAPS relationships with stakeholders including NAAJA, NTLAC, Community Corrections, ADSCA, TADS, Catholic Care and other community services, whilst simultaneously improving the process for our clients. This can be evidenced by a 42% increase in the total number of clients seen by CAAPS in comparison to 2014-2015.

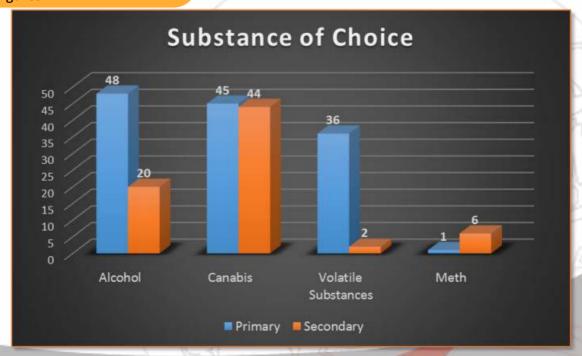
The majority of CAAPS clients access services to address alcohol and/or canna-



Charlotte Taylor - Intake Officer

#### **Substance of choice**

bis use. VSU was not far behind as the drug of choice this year, in line with the increase in client numbers for CAAPS VSU program. CAAPS Intake has received an increasing number of referrals for methamphetamine users over the last year, this trend is starting to show in the below figures.



#### **Communities**

CAAPS clients come from all over the Northern Territory. 66% of clients across both AOD and VSU programs came from remote communities.

Healthy Families client base came from Darwin and Batchelor (22%), followed by Katherine township (17%) and Katherine communities/ West Katherine—Binjari, Barunga, Timber Creek, Kalkarindji, Lajamanu (13%). The remainder were from Daly – Wadeye (11%), Arnhem land— Milingimbi, Maningrida, Oenpelli, Nhullunbuy, Yirrkala (10%), Tiwi Islands (8%), Tennant Creek (8%), Groote Eylandt (4%), Alice Springs and Borroloola.



In contrast the majority of VSU clients this year (49%) came from Arnhem land (namely Yirrkala, Maningrida, Gapuwiyak, Nhulunbuy and Elcho Island), followed by 27% from Tennant Creek and surrounding communities (Ali Curung, Elliot and Utopia). 12% came from Katherine- Beswick, 7% from Alice Springs - Papunya and 5% from Wadeye/Port Keats.

Common co-occurring issues experienced by CAAPS client group include excessive substance use, family violence, child abuse and neglect, criminal activity, health and mental health issues and homelessness. CAAPS continues to adopt an holistic approach towards working with clients to manage their complex needs.



Ms Jenny Mahoney, AOD Health Worker, has been pro-active in her approach to improving health outcomes of our clients. Having Jenny on the Healthy Families team allows participants to have onsite access to a wide variety of services such as medication management, wound care, chronic disease management and preventative measures for example managing diabetes. A vital part of her role is supporting client's physical and mental health needs during their stay with the aim to provide a full health check, education, and skills to care for themselves when they exit the program.

CAAPS works in close collaboration with various service providers including Danila Dilba Health Services, Top End Mental Health Services, Royal Darwin Hospital and many other Allied Health Services to ensure that our clients get the best possible care there is available. Jenny is also part of the Cultural Safety Committee for Royal Darwin Hospital.

"This year we have had quite a few clients listed on the Chronic Disease Register, continue with their treatment and follow up reviews with Danila Dilba Health Services post CAAPS. This is enormously rewarding, as early intervention and treatment is the key to living a long healthy life." — Jenny Mahoney





#### **CAAPS HEALTHY FAMILIES PROGRAMS**

#### **About the Program:**

CAAPS Alcohol and Other Drugs (AOD) 12 Week
Residential Treatment Program has developed over 30
years and focuses on Aboriginal and Torres Strait
Islander people and their families coming together to
deal with their substance use issues in a safe and
supportive environment.

The clients who come to CAAPS for our AOD program are seeking support for substance misuse issues that have a significant impact on their lives. We have a client focused approach which incorporates strength based programs aimed at targeting many areas, including addiction, emotional and social wellbeing, family and parenting skills, relationship support, life skills development and accommodation outcomes. Our team are a diverse group of skilled, experienced professionals, who believe in CAAPS goals and go above and beyond each day to achieve things with our

clients. The AOD team includes our Case Workers, Ora Opai, James Manhire, and at different times throughout this year- Sabine Wolfrath, Catherine Hallworth and Anupa Mathew. In addition to case managing, they provide and facilitate the daily treatment program, leading the many diverse opportunities being accessed the clients . The Case Workers are joined by our Life Skills Development Workers, Gary Virk & Jasmin Bartolome who work across the evenings and weekends to deliver programs enhancing life skills, health, physical exercise, art, cooking, hygiene, and sport.

Each weekend they facilitate the clients having a break from CAAPS by organising and supporting outings and activities to which everyone looks forward.

Throughout the night, the clients can rest easy knowing that our Active Night team members Michael Chan and Mandeep Singh are maintaining security and are there for their needs should it be required.

#### **Our AOD Team**



Jasmin, Catherine, Ora, Gary, Mandeep, James, Aoife, Jenny, Charlotte, Maria

#### **Our VSU Team**



Joanne, Julie, Donald, Pouv, Kylie

#### **About the Program:**

CAAPS Volatile Substance Misuse (VSU) 16 week Residential Program aims to assist youth between the ages of 12 to 24 years in treatment for volatile and other substance misuse and education towards healthy lifestyles.

Running a residential youth program is a most rewarding and challenging endeavour. CAAPS have many professionals committed to seeing these young people achieve new opportunities and goals in their life. Whether referred by our stakeholders or encouraged by their families to attend, every individual is unique, and enhances each other's experience.

The young people we assist have been involved primarily in volatile substance misuse, and it is a specialised combination of awareness, information and education programs, linked with energetic and varied activities that engages them. Diversion from further involvement in substance misuse and behaviours causing them harm is the main objective.

Our Case Workers are Pouv Pich and Jo Edwards, who took over from Anupa Mathew half way through the year. The work continues throughout the evening with our Youth Engagement Workers, Phil Perkins, Claire Scrymgour, Ronnie Burns and Debbie Harris. This program cares for young people who are in Darwin for treatment without their families and often experiencing their first time away from home. The Active Night staff Julie Wauchope and Donald De Silva ensure safety, supervision and a friendly face to have a yarn with if it's a tough night.

As young people are so full of energy, so too is our team and we constantly see them participating in and arranging activities- bush walking, couch surfing, camping, sports of all kinds, arts, fitness and swimming. The program also incorporates numeracy and literacy, while clients focus on their recovery. Extra support is provided to develop capacity to maintain a good standard of hygiene, self-care, living skills, cooking, looking after accommodation, daily chores and learning the importance of taking responsibility for self, is part of the program.



"It is a safe place where our children can go to receive optimal care and return home with visible growth in emotional and physical qualities."—Community Feedback

#### **About the Program:**

Our Children's program makes it possible for the parents to participate in their rehabilitation. Without it, CAAPS uniqueness as a family focussed program could not occur. As part of this participation the children's workers support parents in engaging school aged children with local schools, developing effective daily routines and increasing parenting capacity. The program provides daily activities for children who are not of school age to develop school ready skills and routines, age appropriate protective behaviours as well as a range of fun activities.

Our Children's Worker, Rhea Eugene, shared some amazing achievements this year with

children and families from many different communities.

Programs include School holidays, Christmas events, family outings, Mum's and Bub's clubs, mini garden's, and school readiness development. Specifically, the protective behaviours children learned, and the milestones they met while in CAAPS were a definite cause for celebration.

Children's achievements in local schools and their parent's involvement in these achievements became more regular. The feedback and smiling faces reinforced the outcomes as each family departed CAAPS and began the next stage of their journey.



Each child that participates in the children's program has a milestone developmental assessment to identify any further support required. This process identifies any developmental issues that children may have and appropriate referrals can be initiated. In addition to this, the Children's Program also runs a homework centre for school aged children and provides children with protective behaviours education as well as school holiday programs through the year. The children's worker also provides support to parents who are in the process of child reunification through the Department of Children and Families.

#### **About the Program:**

CAAPS aims to foster interagency relationships to support people who are homeless or at risk of homelessness as well as collaborative approaches to addressing the needs of people our memorandum of understanding with Vincent De Paul NT, or other Collaborative Agreements. We also conduct initial needs assessments and assist clients to access services in order to obtain identification documents. The program disseminates information on services, fosters available community support through education and raises community awareness.

CAAPS has set up a stall at a number of community events this year including: NT Police, Fire and Emergency Service Open Day in April 2016; NAIDOC Palmerston Family Day in July 2016; National Homelessness Week on

Lawns of Parliament House in August 2016.
Our Homelessness Service Workers have ensured the success of the HOS program and through their accomplishments guaranteed CAAPS capacity to reintroduce the outreach element to the program. Tenancy support for residential clients, referrals, information as well as providing a supportive presence to clients in the community have been primary objectives. The HOS program has seen some recent exciting developments, innovative improvements and new or re-established relationships.

CAAPS participation in the 2016 Pilot Homelessness Response Group has led to some positive outcomes this year, and is viewed as a collaboration which will continue to offer culturally responsive results for our clients. We thank Maria Corbett who has worked solo for much of the year to bring about this result.



#### **Our Clients and Our futures**

Betty and Richard are an inspiration to those who met them during their time in CAAPS- both clients and staff. Respected as elder clients, they shared their stories, culture and experiences with many of the people here, and were always involved in programs and activities. Richard and his wife Betty, entered CAAPS after living longgrass for a number of years. While here in CAAPS they worked intensively with Maria, our HOS worker securing accommodation in Darwin. After living rough for such an extended period they were overcome with emotions at the prospect of finally being in their own home. They settled in well and continued to attend CAAPS for an extra month as day clients so they could complete the 'Our Futures, Deadly Way' program, a work readiness skills program with a focus on numeracy and literacy. Both clients remained enthusiastic about improving their literacy skills. The HOS worker remains in contact with Betty and Richard, and liaises with their Case Manager at the Bakhita Centre.

CAAPS thrives on the success of our clients and wish them continued success.

The 'Our Futures- Deadly Way' Pilot program was funded by the Department of Business through an Equity Grant. Many participants of OFDW went on to study further finding work and training opportunities after exiting CAAPS. One client furthered her studies, a Cert III in Community Services and has returned to her community and gained employment in child care. Another client went on to study Cert III in Business and has since commenced a bridging course at Charles Darwin University. It is inspiring to witness the change that this program has made in so many of our clients lives.

The program came about through a collaborative partnership between CAAPS, Liz Reid-YouthWorX NT and Kirsty Neaylon - BCA National. We thank our partners and for their support and look forward to working in this space in the future.



Richard & Betty







#### Training opportunities at CAAPS

#### **Swinburne University-Indigenous Futures Partnership**

Our staff member Catherine Hallworth is testament The sense of community at CAAPS is something valto the value CAAPS places on developing our people. This year Catherine was one of the group of Elders in community often ask 'where you from? Or staff who participated in the Swinburne University-Indigenous Futures Partnership training opportunity. CAAPS staff were offered access to an online Certificate IV in Alcohol and Other Drugs with support from face to face workshops and access to a local mentor. Catherine has succeeded in her career progression advancing through various roles in CAAPS programs.

"I feel part of the CAAPS family now, and have worked in CAAPS through many positions. In 2014, I started as a Casual worker, which progressed to a Life Skills Development Worker, AOD Case Worker, and seconded into a higher duties appointment as the Healthy Families Coordinator in 2016.

The journey of clients who participate in the programs at CAAPS is amazing and one I am proud to be a part. We see many people who have low selfesteem and are struggling with significant health issues. Seeing these clients graduate as stronger individuals and families, combined with a better understanding of the impacts of AOD on their lives is central to everything we do. CAAPS is strong in culture, accepts the different cultural groups around the NT and treats each group with respect and embraces their cultural beliefs.

ued by everyone who walks through the gates. Who's your mob?' and I have to say I don't know. My career pathways have always been about building people skills and helping them hold on to their culture and beliefs, because I always felt I had lost a part of mine... My grandfather was part of the Stolen Generation". - Catherine Hallworth

Thanks to Swinburne University staff and the commitment of our course developers at the now disbanded Human Services Training and Advisory Council, four of CAAPS staff will complete the Cert IV AOD course in November this year and are on track to graduate early 2017.



Catherine Hallworth



## Fun & Fitness

The Ichthys Project donated funds for camping equipment purchased for our Culture Camp Programs.

A variety of camping expeditions are undertaken each dry season and includes family camping trips as well as camping trips for our youth program. The trips ensure that our clients are exposed to culture and nature, as well as learning various life skills and how to function in group settings and team building activities .







Health and fitness is as important for physical wellbeing as it is for mental stimulation and relaxation, and in particular it can be a welcome distraction when facing issues with substance misuse. Due to the generous donations from our sponsors, 2016 saw the introduction of a recreation room fitted out with fantastic new strength training and cardiovascular equipment, that forms part of our client programs.

Through communication with Charles Darwin University, a collaboration began and the program gave clients an opportunity to join in male and female group fitness sessions and also individual training sessions. The group of energetic, motivated trainers are students in the CDU Cert IV in Health and Fitness course, under the leadership of Nikki Higgins- their course facilitator.

We would like to thank the Ichthys Project and the Jack and Robert Smorgen Family Foundation for their donations in order to purchase equipment for our new fitness and recreation room.







Students of Charles Darwin university with their Course Facilitator Nikki Higgins (front left).

## **Financial Summary**

The CAAPS Board would like to thank the following agencies and organisations for their financial support during 2015-16:

Commonwealth Department of Prime Minister & Cabinet (PM&C)

NT Department of Health

NT Department of Housing

Swinburne University of Technology

CAAPS is incorporated under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and is required to produce a General Purpose Financial Report details of which are summarised below. For the 2015/16 financial year CAAPS recorded a net surplus of \$134,557. The Corporation's property, plant and equipment were valued by an independent valuer, Herron, Todd White as at the 30<sup>th</sup> June 2016 and subsequent adjustments were made through CAAPS Asset Revaluation Reserve. This valuation reflects the fair value of CAAPS assets at the end of the financial year and is in line with current accounting principles and the requirements for national accreditation. A new phone system and air conditioning equipment were purchased during the year and after depreciation for these assets was applied, CAAPS comprehensive income figure was \$126,902.

Income		
	2016	2015
	\$	\$
Grants	2,933,797	2,629705
Client income	130,968	127,107
Other income	14,878	92,590
Interest received	10,580	18,578
Gain from disposal of fixed assets	23,636	-
Total Income	3,113,859	2,867,980

CAAPS received the majority of its income from government grants (\$2,927,052 or 94%). Client tariff contributions accounted for 4.2% of total income during the 2015-16 financial year.

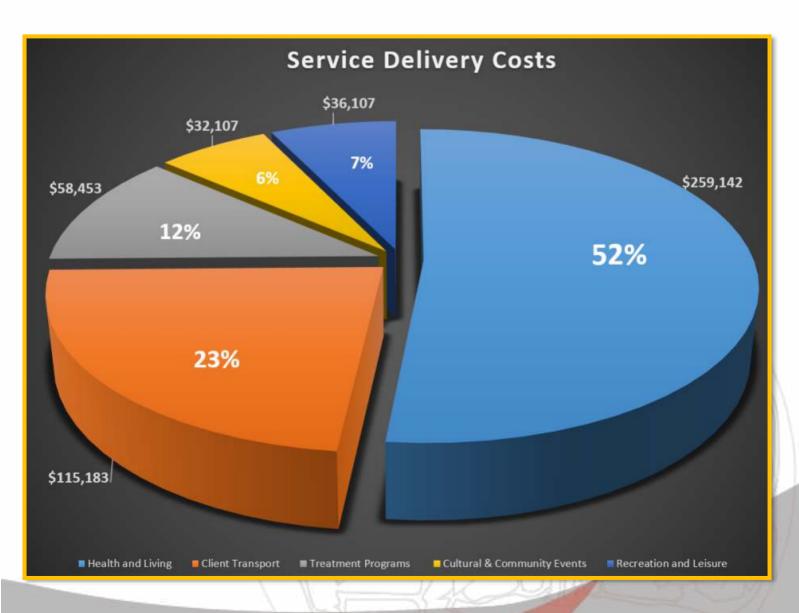
Overall income increased 9% in 2015-16 due to the receipt of additional funding from the Department of Health NT. Corresponding expenses rose by 10% as a result of the introduction of the Logique Quality Improvement system and information technology costs associated with the phone system upgrade. Both client Income and service delivery expenses increased slightly during 2015-16. Service delivery costs (excluding employee related costs) were approximately 17% of total expenses. A graph detailing the activities supported by this category of costs is presented on the following page.

Assets		
	2016	2015
	\$	\$
Current assets	2,060,642	665,796
Non-current assets	2,831,650	2,817,060
Total Assets	4,892,292	3,482,829
Current liabilities	1,527,737	251,350
Non-current liabilities	6,174	-
Total Liabilities	1,533,911	251,350
Net Assets	3,358,381	3,231,479

#### **Current Ratio**

The current ratio seeks to measure an organisations' ability to pay off its short-term liabilities with its current assets. CAAPS received \$961,233 from Dept. of Prime Minister & Cabinet before the end of the financial year for grant income not due until the 2016-17 financial year. If this cash and the resulting liability recorded against unexpended grants are excluded in the calculation, CAAPS current ratio = 1.9. This indicates that CAAPS has 1.9 times more current assets than current liabilities, and is able to fund its current liabilities without having to sell off any of its assets.

Expenses		
	2016	2015
	\$	\$
Service Delivery Expenses	500,992	449,360
Employee Benefits	2,275,622	2,085,428
Other Expenses	202,688	171,908
Depreciation	-	-
Total Expenses	2,979,302	2,706,696
Net current year surplus/(deficit)	134,557	161,284
Other Comprehensive Income		
Asset revaluation increment	(7,655)	850,721
Total comprehensive income for the	126,902	1,012,005
year	•	. ,



## **Directors Report**

### 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 2016

**Excerpt** 

#### **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	
Henry White	9	9	
Carlene (Kay) Ann Gehan	9	9	
Claudia Kantilla	9	8	
Francis Ah Mat	9	4	
Judith McKay	9	5	
Darren Johnson	4	4	

#### **AUDITOR'S INDEPENDENCE DECLARATION**

At no time during the financial year ended 30 June 2016 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 2016.

#### 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 2006 (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:

Director

Date: 30 August 2016

Henry White Director

Date: 30 August 2016

## Directors Report (Continued)

## Statement of Profit and Loss and Other Comprehensive Income for the Year Ended 30 June 2016

	Note	2016	2015
		\$	\$
Income			
			•
Revenue from grants and contributions	2A	2,933,797	2,629,705
Interest received	2B	10,580	18,578
Other revenue	2C	145,846	219,697
Other income	2D	23,636	-
Total Contribution	_	3,113,859	2,867,980
Expenses			
Employee benefits expense	3A	2,275,622	2,085,428
Other expenses	3B	703,680	621,268
Total Expenses	_	2,979,302	2,706,696
Net surplus for the year		134,557	161,284
Other Comprehensive (Loss)/Income		p.	
(Decrease)/increase on asset revaluation	16	(7,655)	850,721
Total comprehensive income for the year		126,902	1,012,005

## Statement of Financial Position as at 30 June 2016

	Note	2016	2015
		\$	\$
ASSETS			
Current assets			
Cash and cash equivalents	4	2,030,378	621,968
Accounts receivable and other debtors	5	6,271	28,690
Other current assets	6	23,993	15,111
Total current assets	_	2,060,642	665,769
19			
Non-current assets			
Property, plant and equipment	7	2,831,650	2,817,060
Total non-current assets	_	2,831,650	2,817,060
Total assets	_	4,892,292	3,482,829
LIABILITIES			
Current liabilities			
Accounts payable and other payables	8	1,392,410	158,682
Borrowings	9	-,,	1,762
Provisions	10	135,327	86,123
Total current liabilities		1,527,737	246,567
Non-current liabilities			
Provisions	10	6,174	4,783
Total non-current liabilities		6,174	4,783
Total liabilities	_	1,533,911	251,350
Net Assets	_	3,358,381	3,231,479
ACCUMULATED FUNDS			
Retained surplus		2,515,315	2,380,758
Asset revaluation reserve	16	843,066	850,721
Total accumulated funds		3,358,381	3,231,479





CAAPS gratefully acknowledges William Parmbuck's contribution to the CAAPS Logo design.

Our Logo story:

"The people in the Centre represent the Clients and Families who CAAPS helps. The People around the outside of the circle are from all the Communities that are serviced by CAAPS and are Members of CAAPS. The two Boomerangs represent keeping together and staying strong. The Gaps at the top and bottom show that CAAPS is always open to Families and also represents their coming in and going out."

**CAAPS Board** 

