



CAAPS Aboriginal Corporation



ANNUAL REPORT

2021

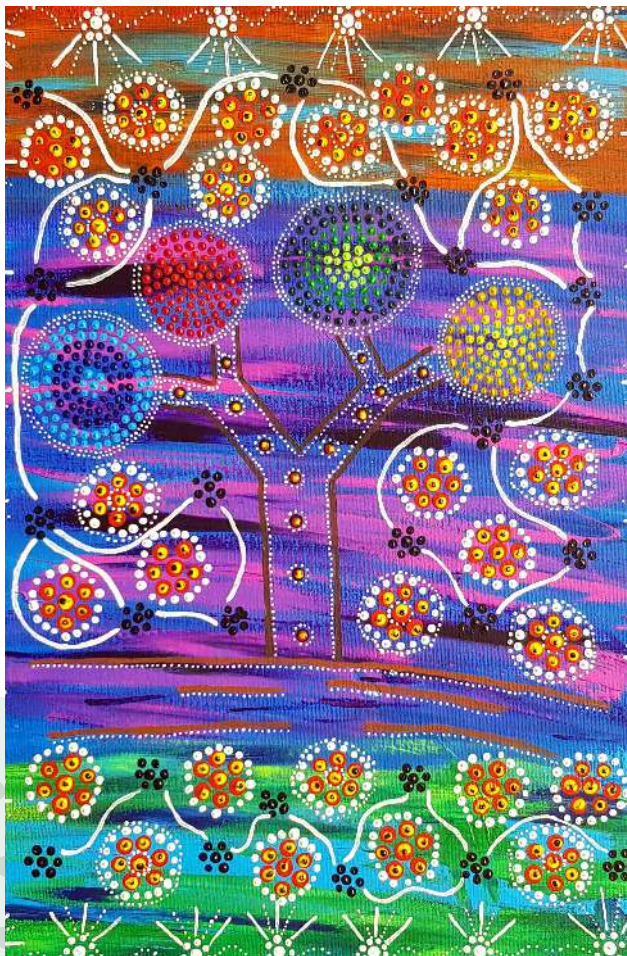
About us

Vision

Excellence in the areas of social and emotional wellbeing and alcohol and other drug treatment.

Mission

CAAPS is a family and community oriented Aboriginal and Torres Strait Islander community controlled organisation whose mission is to provide evidence based assistance to improve social and emotional wellbeing, while raising awareness and advocating for individual, family and community need.



Values

The CORE Values at CAAPS are:

- C** Caring for clients, culture and community
- O** Openness honesty, accessibility, inclusiveness
- R** Respect the rights and values of everyone
- E** Empowerment of others to be the best they can

Front Cover Art Description

Artist: Tiarra Mawson

Tiarra is a CAAPS staff member

Region: Garawa woman from Borroloola

Story: The painting represents family coming together with the Darwin sunset in the background. The blue, red, green & yellow with the white dots around the circles at the end of the branches represent all the different families reaching out for help through CAAPS. The circles with the yellow, black, red & white dots around the border which are positioned above the tree & on either side of the tree represent the different workers at CAAPS. Then there are other people who get support through CAAPS & they're represented by the circles with black dots attached to white strings, linking them to the support that CAAPS gives.

Services

- Healthy Families 12 week residential rehabilitation
- Youth Services – Intensive Assessment Program (IAP) for ages 12 - 17 and Substance Treatment Program (STP) for ages 14-18 who have completed IAP. Residential options available.
- Strong Steps counselling service in Darwin's rural area providing brief interventions, information, and case management.
- Darrandirra – The Northern Suburbs Child & Family Centre – providing assistance and support for all children, youth and families in Darwin's Northern Suburbs.
- Homelessness Outreach Service to the Darwin-Palmerston region
- Services in partnership with Mission Australia - providing case management to people experiencing homelessness who are residing at YiSSA (short-stay accommodation centre in Marrara)
- HASI in partnership with Anglicare NT- comorbidity and tenancy support
- IFPS in partnership with Anglicare NT- intensive case management support- families at risk

Acknowledgment

CAAPS Aboriginal Corporation respects the culture and lore of all Aboriginal and Torres Strait Islander people across the Northern Territory. CAAPS acknowledge the past, present and emerging elders and leaders of Aboriginal and Torres Strait Islander Peoples and especially recognises the Larrakia people who are the traditional custodians of the Darwin area from which we work and live.



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Board Messages



Darren Johnson
Chairperson

Welcome to the CAAPS Aboriginal Corporation Annual Report and let me start with saying what a journey the past 12 months has been.

No-one expected the world to change so significantly in such a small space of time, it seems that the unusual has now become the normal and perhaps the standard for what is expected. So it goes without saying that this year has been a super challenging year for management and staff who have performed tremendously under the circumstances. On behalf of the Board of Directors; this is recognised, acknowledged and appreciated. The achievements in terms of targets has certainly stretched our team and yet we have risen to the occasion and met all of the milestones including and most importantly our accreditation.

A key aim for CAAPS above everything else has always been about looking after our people and providing the best service we can to help them on their journey. On behalf of the Board of Directors I would like to thank Jill, Elizabeth and the team at CAAPS for your continued commitment and dedication. I would also like to thank our funding bodies for the continued support they provide to CAAPS and I would like to acknowledge our partners, fellow Aboriginal Community Controlled Organisations and associated stakeholders.



Frank Ahmat
Board Member

While this year has continued to throw us many challenges, I have watched CAAPS capable staff respond with commitment to providing quality services.

While we wait for the fit out of the new Centre in Malak, the newly established Darrandirra Child and Family team are reaching out to families in our community. Continuing with a focus on excellence CAAPS has rebranded, changed our name, launched our new website and achieved another 3 year QIC re-accreditation across all of our programs.

For all of this, and managing the constant changes brought on by a pandemic, I would like to thank all of the CAAPS staff for their dedication to achieve great outcomes under the leadership of Jill and Elizabeth.



Kay Gehan
Vice Chairperson

What a challenging year 2020/2021 has been on personal, professional and organisational levels, I am so grateful we have not experienced the brunt of COVID-19 in the same way as our southern states and territory.

I have observed CAAPS staff and management during these times when challenges are recognised, and there have been a few, as you prepare to meet it for all the right reasons; for the clients, your colleagues, and CAAPS. I am very proud of your resilience, strength and dedication. Thank you for stepping up when it is most needed. I know you will continue to be our champions.

There is much to be optimistic about for CAAPS future. With the dedication and commitment from CAAPS Staff, Management, and our community partners, I believe we can get through whatever challenges CAAPS faces in the future.

I would like to thank the other Board Members for their engagement and contribution throughout the year and share my appreciation for their dedication to CAAPS future.

In closing I would like to sincerely thank Jill, Elizabeth, Coordinators and the wonderful staff of CAAPS who have done an amazing job during some difficult times.

Thank you.



Mike Levy
Independent Board member

This is my fifth contribution to the Annual Report in my role as an Independent Non-member director of CAAPS and as I reflect, there are a lot of constants during this period. Firstly, one of the most significant constants is that in each of these years CAAPS has faced a wide range of challenges, from cyclones to pandemics and in each case the staff, management and Board have been able to rise to the challenges and been able to continue to operate and deliver programs and services to clients. I am pleased to be involved in an organisation that continues to deliver much needed services to the community with such commitment and passion.

Despite the constant challenges, CAAPS has successfully achieved re-accreditation for the next 3 years and embarking on the Darrandirra Child and Family Centre.



Ashum Owen
Board Member

A message from departing Board Member

It has been a pleasure to work alongside the CAAPS Board again this year, and unfortunately my final year serving on the Board as I have relocated back home to South Australia. I would like to take this opportunity to thank the rest of the CAAPS Board members for their support, as well as the CAAPS staff. I am grateful for the valuable governance experience, especially at an Aboriginal organisation. I hope to be able to use the skills and knowledge gained to benefit my communities back home.

I am very proud of the work CAAPS has accomplished during my time on the Board and look forward to seeing the organisation continue to go from strength to strength.

I wish the CAAPS Board, staff and clients all the success for the future.

Sound like something you'd like to be involved with?

CAAPS is always looking for enthusiastic new members! The more members we have, the better we can suitably advocate for our NT Community.

Our Governance is strong because Aboriginal people continue to be in control of CAAPS Governance, this is the way it has always been for us. As our services expand and CAAPS continues to grow, this allows us to deliver on our vision to provide excellence in the areas of social and emotional wellbeing and alcohol and other drug treatment.

CAAPS is recognised, nationally as well as locally, as an exemplary ACCO delivering quality services for our community.

If you are an Aboriginal or Torres Strait Islander person and a role model in your community, you could become a Member!

Alternatively, if you do not identify as Aboriginal or Torres Strait Islander and are accepted by ATSI people as sensitive to and supportive of their cultural identity, you could become an Associate Member.

If you're keen to play a more active part in this process and have a say in CAAPS' future, head to our website for more information, to take a look at CAAPS Rule Book, and to submit an application. Alternatively, you can pick up the phone and give Jill (CEO) or Elizabeth (D/CEO) a call to discuss.

CEO Report



Jill Smith
CEO

Once again CAAPS teams showed our capability to give our best to those we serve. We honour our staff who deliver excellent outcomes throughout our programs despite the daily challenges they face. Our people are working through additional stress imposed by COVID-19, many being separated from family

they are unable to visit in community, interstate or overseas. Our responsibility to provide additional support is not lost on CAAPS Board or Managers who have worked hard to keep everyone safe this year, and will continue to work in the best interests of our most vulnerable and our organisation as a whole.

For our third Quality Improvement Council assessment cycle CAAPS demonstrated excellence securing re-accreditation until 2024. Our teams received commendations from QIP assessors for 'our strong approach to governance at Board and executive levels, while holding a strong focus on clinical governance, including well documented systems, internal and external supervision, and oversight of clinical matters'.

CAAPS also achieved recognition for excellence in our Healthy Families Residential Treatment Program at the inaugural AADANT Awards 2021, and long term staff member Anupa Matthew recognised for her outstanding commitment to AOD treatment in youth services. Congratulations Anupa!

During this year of continuous change CAAPS found the time to work on a wide range of initiatives and here is a snapshot;

- Extensive work has been put into staff handbooks and treatment guides; CAAPS Intake Framework, Employment Framework and staff induction programs redeveloped based on evidence of best practice.

- A well-articulated Social Inclusion Framework and internal committee has been formed to embed inclusive practice.
- Under the leadership of Cass Fisk and Jem Wood the Youth Services team rolled out an exciting new approach to working with young people providing wraparound intensive assessment programs alongside residential treatment.
- Our Clinical staff increased through support from the NT MHAOD and NTPHN.
- Elizabeth Stubbs and Charlotte Taylor continue to deliver online training for external services- based on understanding youth substance use and very well received by our stakeholders.
- Hosted by the NT Dept of Education and Sanderson Middle School our Darrandirra team commenced outreach work while we are fitting out our new site. This exciting new Family Centre at Malak is due for completion December 2021.
- CAAPS formed an MOU with the Aboriginal Interpreter Service this year and are working well with our community services partners through MOU's such as DDHS, DIMS, and Catholic Care NT and a coalition of Darwin based ACCO's.

I express my thanks to our Deputy CEO Elizabeth Stubbs who as an outstanding colleague has been an innovative problem solver, a great systems thinker and a stabilising influence on many of our people and teams this year.

Also thank you to our unsung heroes the administration and finance staff who keep things going behind the scenes - most often without the recognition they deserve.

In closing and with sincere gratitude, I thank CAAPS Board, volunteers and all our staff teams for your commitment to our mission and values during another year of triumphs in the face of challenges. I invite you now to share this journey through our Annual Report, and the many great achievements to be celebrated!

Strategic Plan Progress

It certainly has been a big year here at CAAPS and everyone has been busy working hard towards our Strategic Plan priorities. Here are some of the things that we have achieved in the last 12 months.



Foundations

Maintaining QIC Accreditation

This year we were assessed against the QIC Health and Community Services Standards and met every standard! It was a mammoth task and this allows us to continue to be recognised as a quality organisation.

Strategy:

Encourage an organisational culture of continuous improvement



Services

Expanding Services/Programs

This year we have continued our direction of diversifying our work in the community services sector. The Darrandirra Child and Family Centre began supporting families in the Northern Suburbs to build resilience and capacity. We also were successful in our partnership application with Anglicare NT for Family Support Service (FSS) funding through Territory Families. This program will deliver support to families experiencing vulnerability who are engaged with Territory Families to strengthen and grow.

Strategy:

Encourage an organisational culture of continuous improvement



Services

Clinical Supervision

Our staff do some amazing work and we understand how challenging some of this can be. We have a strong commitment towards supporting our staff to continue to build skills that benefit them in the great and inspirational work that they do. To this end, we have developed some agreements this year to ensure that client facing staff and their managers have access to quality Clinical Supervision. This year we welcome AMSANT and Pragmatic Practice as our network partners who are supporting our staff to have regular quality Clinical Supervision.

Strategy:

Ensure excellence in clinical governance.



Foundations

Rebranding and Marketing

After changing our name from Council for Aboriginal Alcohol Program Services (CAAPS) to CAAPS Aboriginal Corporation to remarket our organisation as more than just an AOD service provider, we have continued to ramp up our online presence in the community. CAAPS Facebook page allows us to share news, vacancies and special events with our friends and we have also been posting regularly to CAAPS LinkedIn page to reach other organisations and professionals who are interested in following our journey.

Strategy:

Build the CAAPS brand.





Relationships

Excellence in the Community Service Sector

CAAPS are committed to finding ways to contribute to excellence in our sector through hosting events and sharing our knowledge with others. Last year Charlotte Taylor, our then Integrated Services manager joined forces with Natalie Sarsfield from the Department of Health to present a workshop on best practice models when working with Youth. This was part of the AADANT Youth Forum which travelled from Darwin to Katherine, Tennant Creek and Alice Springs. Our staff presented at this year's AADANT Conference on the new Youth Services model. Aside from this we continued our involvement with Emerging Minds development of a Family Resilience Toolkit and hosted the Darwin Complex Trauma Conference 2021 facilitated by Karen Hulls

Strategy:

Contribute to excellence in the community sector.



Services

Youth Service Implementation Evaluation

Much has happened over the past 12 months to implement the new model for CAAPS Youth Services and we have been keen to find out how this implementation has gone so far. We were lucky enough to have met up with Nicole Lee, leading national AOD expert at this year's AADANT conference. From that meeting, Nicole had agreed for her service; 360 Edge to conduct a study of how the roll out has travelled. This evaluation is currently underway and we look forward to the findings.

Strategy:

Ensure excellence in clinical governance.



Foundations

Development of an Employment Framework 2021-2023

As part of our aim to improve the way we recruit and support Aboriginal staff, the CAAPS Cultural Committee developed the first CAAPS Employment Framework. The framework has five priority areas including; building a strong Aboriginal workforce, providing a positive working environment, strategies to develop staff skills and provide career opportunities, recognising and rewarding staff initiative and encouraging flexibility and innovation.

Strategy:

Increase Aboriginal and Torres Strait Islander recruitment and retention.



Relationships

Network Partners

We continue to find ways to develop meaningful relationships with other organisations that will enhance the services that we can provide.

This year we developed a MOU with the Aboriginal Interpreter Service (AIS) that outlines improvements in accessing their services and creating employment pathways for people engaged with CAAPS who may be interested in exploring a career with the AIS. We also entered into a subcontracting agreement with Mission Australia and are now providing a homelessness Outreach Service worker at YISSA for 38 hours a fortnight. We continue to strengthen our relationship with Anglicare NT and have staff embedded in their HASI Program (supporting people experiencing mental illness to maintain their public housing tenancy) and their IFPS programs (supporting vulnerable families to increase resilience and capacity).

We were also lucky enough to have Gemma Wood (Operations Manager Youth Support & Development – Anglicare NT) spend some time at CAAPS to support management of our Youth Services Programs while the coordinator was on maternity leave.

Strategy:

Build alliances beyond the AOD sector

Our Staff


CAAPS continued our commitment to supporting students and have had three student placements this year.

CAAPS welcomed Carlee Ahmat as a Student Placement, working alongside the Youth Services Team to undertake her final social work placement as part of her studies with Charles Darwin University. Carlee was an asset to the Youth Services Programs during her time at CAAPS. As part of her placement Carlee completed; Child and Adolescent Needs and Strengths (CANS) training, CANS assessments, risk screenings, drug and alcohol psycho-education sessions, supported appointments and activities with young people and attend professional meetings.

Upon completing her placement, Carlee reported that she had loved her time at CAAPS and was really pleased to be able to have a placement which provided her with a range of experiences and kept her busy.

As our services continue to broaden and grow, CAAPS management have been kept very busy with recruitment, with 52 new staff completing induction and moving into positions within our various programs this financial year. This is an increase on previous years and relates to the redevelopment of the Youth Services program increasing the size of the day-staff team (including clinicians), and doubling the requirement for Youth Engagement (shift) workers, plus the commencement of the

Team building activity



100% Aboriginal or Torres Strait Islander voting Board members

47% client facing staff Aboriginal or Torres Strait Islander

100% of staff survey respondents believe that CAAPS is an important community service

95% of staff surveyed are proud of the work they do at CAAPS

Darrandirra program. We are continuously improving our recruitment processes to support our retention of staff, which is even more important to us as we continue to grow.

Initially starting with us in 2020 on a work-placement, Lena completed an internship continuing on to commencing a Business Traineeship with CAAPS which she has continued this year. In this role, Lena continues to support the Healthy Families team, working closely with our Health and Intake Coordinator and Case Workers whilst also studying for her certificate. Lena states she is motivated by building relationships with clients and staff, as well as being out in the community with clients.

Lena



This year we developed and introduced **CAAPS Employment Framework**, in consultation with CAAPS Cultural Safety Committee. The agreed key priorities for this framework are;

1. Build a Strong Aboriginal Workforce,
2. Provide a Positive Working Environment,
3. Develop Skills and Provide Career Opportunities,
4. Recognise and Reward Initiative,
5. Encourage Flexibility and Innovation.

As examples of Priority 1 in action we have simplified our Position Descriptions and CAAPS employment application processes. We have also set out guidelines to ensure there are Aboriginal Staff on Interview panels and we have improved our recruitment efforts targeting Aboriginal applicants.

We made a commitment to work with Refuel Creative to develop an **online learning platform** that will be available to staff and external stakeholders and groups. This platform will further support our on-boarding process for new staff, whilst providing continuous professional development opportunities for existing employees and stakeholders.

We completed another Employee Feedback Survey in 2021 which showed a strong theme of staff being passionate about their work and feeling valued.

Program Highlights 2020 - 2021

Launch External Training

Two Senior Managers Elizabeth Stubbs and Charlotte Taylor launched online external training package for Life Without Barriers on Identifying & Responding to Substance Use in Youth. This has been delivered a number of times throughout the year and has been well received.



Emerging minds

AADANT Youth AOD Forums

CAAPS partnered with NTG to present on Youth AOD Intervention options in the NT, including our new Youth Services Programs, at the AADANT Youth AOD Forums in Darwin, Katherine, Tennant Creek and Alice Springs.

Emerging Minds Training

Launch of Emerging Minds “Using Aboriginal cultural knowledge systems to strengthen families’ resilience” online training and tools. CAAPS approached Emerging Minds to help fill a gap we had identified in identifying a culturally appropriate strength based tool to use with Aboriginal families. We then worked together with an Aboriginal and Torres Strait Islander Consultancy group to develop and pilot this tool.

Launch Rebrand

Our name change from CAAPS Aboriginal Alcohol Program Services to CAAPS Aboriginal Corporation was announced at the 2020 AGM, this rebranding helped us to redefine our identity and broaden our footprint to include family services and social and emotional wellbeing, along with the familiar AOD Treatment.

DIID

CAAPS ran a 5 week school holiday program – Do It In Darwin (DIID) for Youth in Darwin’s Northern Suburbs (read more on Pg 25).

Launch new YS, Soft launch Darrandirra

A big month! The newly designed Youth Services program (Pg 22) was launched, along with a soft launch for the Darrandirra Centre (Pg 14) operating out of Sanderson Middle School.



Launching rebranded CAAPS website



Darrandirra Soft Launch

AADANT Awards & AADANT Conference

CAAPS won 2 x AADANT AOD sector awards – Healthy Families Program (Pg 18) won the 'Excellence in Indigenous AOD Programs' award and staff member Anupa Mathews won the 'Outstanding Contribution to Youth AOD' award.

CAAPS staff also presented on our new Youth Services Programs at the AADANT – Diversify & Adapt Conference in Darwin.



Darrandirra Soft Launch

Launch new website

Thanks to the support of Refuel Creative we updated our website and social media platforms to reflect the rebranding, this helps promote CAAPS as an organisation with expertise beyond residential drug and alcohol work (Pg 26).

Family Support Services funding negotiations

CAAPS are currently negotiating with Territory Families in partnership with Anglicare NT to expand our footprint in provision of family support services to a wider range of people in the Greater Darwin Region through a partnership agreement and sub-contract with Anglicare NT. We look forward to updating you further once negotiations are finalised.

Diversity & Inclusion Framework finalised

Framework and internal committee were formed this year to monitor our progress against our strategic goals in the area.

QIP Reaccreditation

After assessment against the QIC standards in August (during a lockdown!), CAAPS received our third consecutive round of QIP Accreditation.

New Playground

We received a very welcome addition to the grounds through an Immediate Works Grant from the NTG, which enabled us to replace our aging playground for the Healthy Families program.

Hosted Trauma Conference

CAAPS hosted a 4 x day intensive Trauma – Informed Care Conference covering Complex Trauma & Positive Psychology, Strengths Based Parenting, Addictions and Memory, along with a Trauma-Informed Understanding of Violence & Aggression.



New Playground

Darrandirra Child & Family Centre

In April this year we launched the Darrandirra Family Centre as an outreach model from Sanderson Middle School in the heart of the Northern Suburbs. The name Darrandirra is a Larrakia word meaning “all of us”. The Darrandirra Centre is designed to provide touch points for the local Northern Suburbs community to access support that increases resilience for individuals, families and the community as a whole.

Since our launch, the Darrandirra team have been busy getting to know the community through attending school and community events including the annual Sanderson Shines Night, Karama School Dry Season Concert, Manunda Terrace Wellbeing Expo, NAIDOC events and many of the school playgroup and FaFT sessions. We are also trialling a boys group working with year 4-6 students from Karama School; using the Rock and Water Program to develop body, emotional and self-awareness and have noticed a range of positive social and emotional wellbeing outcomes for those involved.

Referrals into our program have increased as word has spread in the community about our services, with many self-referrals being received in the last few months. The services we provide are diverse including working with families intensively, providing brief interventions and group support. Our ability to service the local community will greatly increase once our new Centre based in Malak opens at the end of 2021.

A Day in the Life of a Darrandirra Keyworker

In my role I meet with people of all ages and backgrounds and provide support services to them and their needs. Everyone is different and we all live different lives, this means that there are many different things we may want or need support with.

My job is to be that person to walk alongside my clients and be someone they can turn to and trust. I am here to help people overcome their life challenges and provide a non-judgmental and safe environment for my clients.

Support work is not about doing things for people or telling them the way they should be doing things, it is to support them to make the decisions and changes they feel is fitted and necessary for them and their families.

I love being able to provide support to those in need and pride myself on providing an individual and high quality service to all my clients.



Darrandirra Keyworker - Jess

A new Place coming

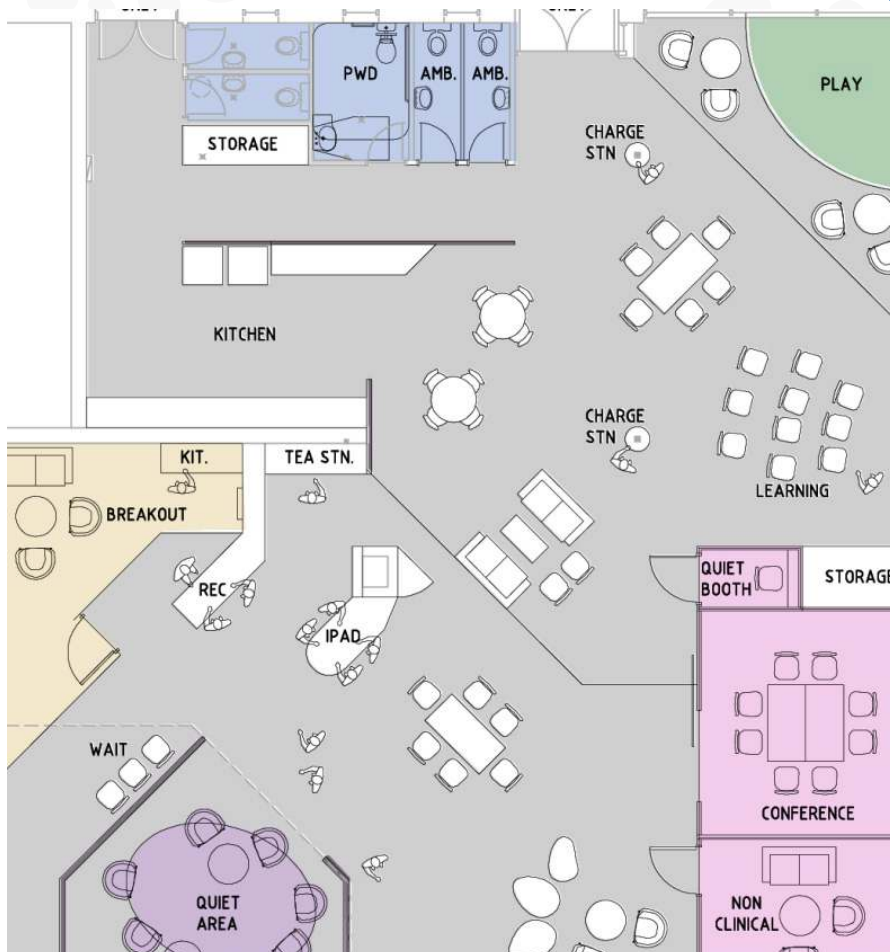
It has been a while in the making, but our new centre is nearly here! The Darrandirra Child and Family Centre, based in Malak Shopping Centre will provide multiuse community spaces including quiet spaces that people can read or study in, a training space for community training or events and rooms for visiting professionals such as child health nurses or counsellors. There will also be a large kitchen where cooking and nutrition programs will be run from and a child friendly environment with a play space provided. Community members can visit the centre also; to access free wifi, to use a computer or to just drop in for a cup of tea. (Note: Picture below is only an indication of the general centre layout)



Sanderson event



Darrandirra launch



Strong Steps

Strong Steps is now in its fifth year of operation in the Darwin Rural area, with service utilisation increasing each month. Strong Steps provides counselling, information and education, referral and brief interventions to people impacted by their own or someone else's substance use.

The Northern Territory Primary Health Network funds the Strong Steps program through the Methamphetamine, Drug and Alcohol Treatment Services funding.

As the impacts of COVID-19 have continued, Strong Steps services have adapted quickly when required due to Darwin's rapid snap lockdowns. Counsellors worked remotely and service provision to clients continued through phone counselling.

A highlight for the program this year was the creation of a 'client care pack'. This pack provides support for clients with the provision of educational resources including; information around crisis services, stress reduction materials (e.g. herbal tea, scented hand cream and stress ball), journals, affirmation cards, self-care hints and tips, and AOD information.

Strong Steps program also achieved QIP accreditation in 2021, as the program was included in CAAPS successful QIP assessment for the first time.

"It's been great listening to Strong Steps and understanding I can change, I can help myself. Strong Steps helped me a lot, I want to continue seeking more help because I need help badly. Thankyou Strong Steps."

"I would like to thank Strong Steps for their support. I have basically no family to visit here in Prison. It has been extremely beneficial to have someone that is happy just to listen when I need to vent. I've struggled being alone during my sentence but your service has helped me to remain strong and on the right track."

"I would like to continue with counselling as I find that I am getting anxiety over past events, and I am worried about how to deal with the future."

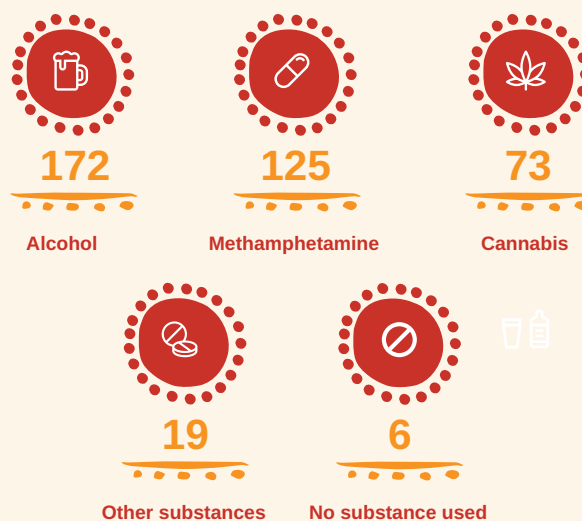
Service utilisation July 2020 to June 2021



Total client episodes: **1416**



Presenting substance of choice:



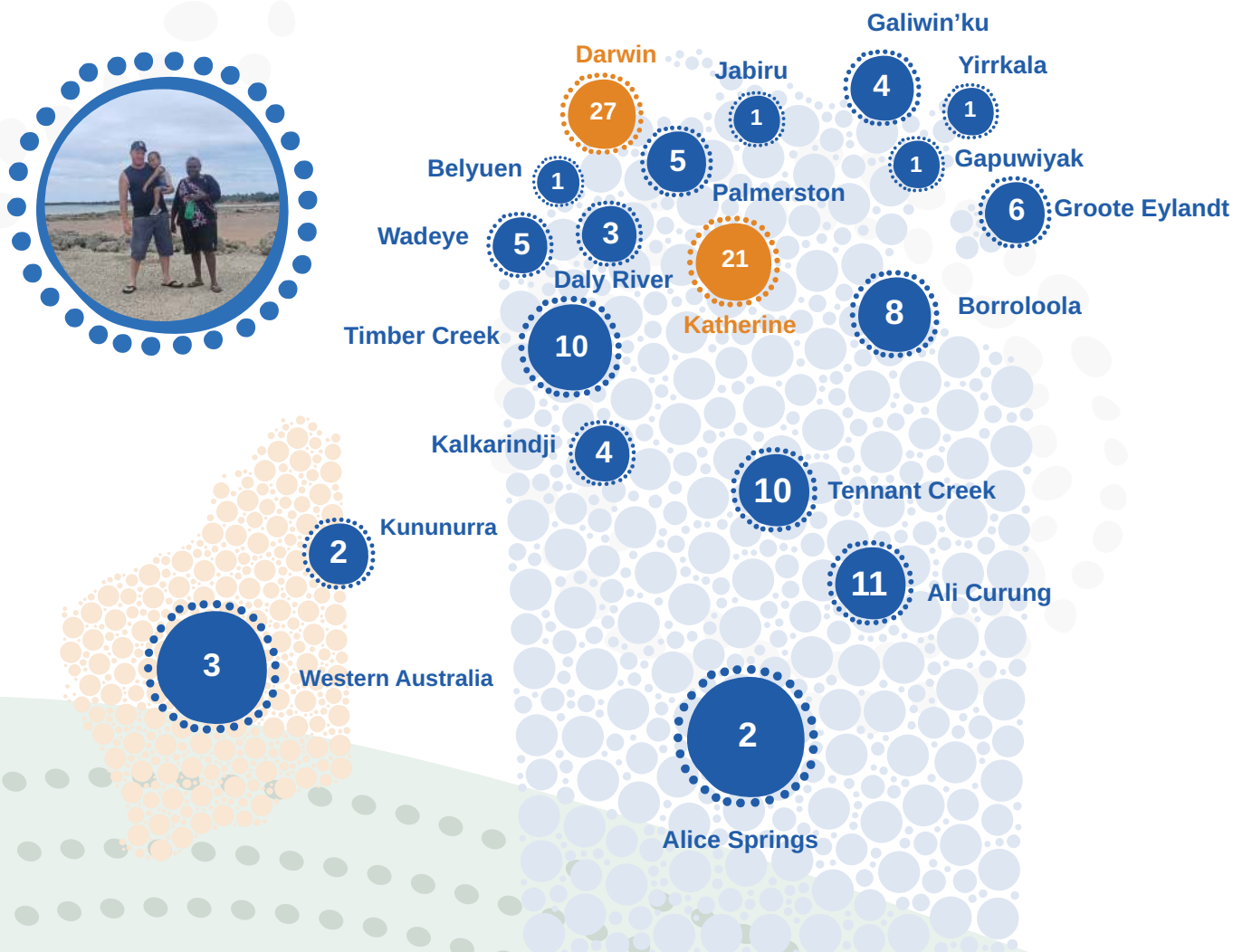
Healthy Families - AOD & Children's program

CAAPS AOD program has again supported a large proportion of children and families, with 45% of all clients being children. Two CAAPS Staff completed ASQ Trak training this year and are now qualified ASQ Trak practitioners. This allows CAAPS to work with parents in a collaborative way to identify any developmental concerns or issues early on. Referrals are then initiated for further review and support where required. CAAPS has also strengthened relationships with local schools, allowing us to streamline the school enrolment process for our clients. The launch of Darrandirra has been beneficial for our AOD Clients, strong internal

links have been established and the Darrandirra team provide additional support for CAAPS AOD clients where need is identified, during program and post exit.

CAAPS has also strengthened our systems to improve the resources and support available to our staff, which in turn bolsters the service delivery to our clients. This year we have reviewed the Healthy Families Treatment model and implemented a Case Manager Manual. We have also secured external clinical supervision for clinical staff across all our services, including those within the Healthy Families team.

AOD Client Communities



CAAPS Alcohol and Other Drugs Residential Treatment (AOD) program (visit our website for more on the specifics of this program) focusses on individual needs in line with the holistic treatment journey.

We continue to add value to clients' experiences with us by utilising other community stakeholders to deliver complimentary services. CAAPS' relationships with stakeholders continue to grow through this process.

Though the COVID-19 situation has understandably impacted on the delivery of some external programs at points, during this reporting period CAAPS AOD clients have still accessed;

Strong Steps - AOD Counselling

This has been maintained during this period (with the exception of COVID lockdowns) and positive feedback about CAAPS AOD clients having access to face-to-face counselling on-site has continued.

91% of clients felt they were able to manage their AOD issues when exiting the program



"I've learnt that drugs are harmful to not only myself but the people around me are also affected."

Danila Dilba Health Services – Healthy Choices & Aftercare Support Sessions

DDHS have provided clients with Healthy Choices - smoking cessation program and Aftercare support sessions. The Aftercare sessions are a new initiative with the aim to foster relationships with clients and provide information about options for continuing care, prior to their exiting CAAPS, as part of a relapse prevention strategy.

Culturally relevant and gender-appropriate activities

Men: Darwin Indigenous Men's Service (DIMS) – Weekly group sessions for male clients, either held at DIMS or on-site at CAAPS, where the Culture Block is sometimes utilised.

DIMS also deliver a couples program to CAAPS clients on-site, covering respectful relationships and domestic violence.

Women: Women's activities at Larrakia Culture & Family Centre, along with internally run Women's Yarning groups. The Yarning Sessions would be designed either to coincide with the week's program topic, or to address any presenting difficulties or concerns within CAAPS community.

Somerville - Moving Forward Program

A life skills program providing education to support clients to secure and maintain long-term housing, with sessions covering money management, securing employment, family and parenting skills and healthy lifestyles. This was a new program employed during this period and feedback from AOD clients has been very positive.

Catholic Care NT – Rhythm2Recovery

A combination of CBT and experiential therapy techniques, this program is strength based and solution focussed. While using rhythm and drum-circles reduces the reliance on language for effective intervention.

Christian Group

Weekly bible study groups along with the potential to attend some church services. All provided by volunteers from a local church.

“When you learn others are going through the same struggle, it’s easier to seek help.”

“Engaging in conversation in class helps build relationships and gives us an understanding of how similar other clients’ struggles are.”



SafeTALK and Sailing suicide awareness sessions hosted by Strong Steps.



Family units

32



84 adults (48 female, 36 male),
69 children

153



40%

Alcohol



40%

Cannabis



20%

Methamphetamine



Children supported
by Children's
Program



Parents supported
by children's
worker



Children supported
to attend local
schools



Children supported
with early learning in
Children's Program

Homelessness Outreach Services

Our Homelessness Outreach Service (HOS) has continued to support people who are either experiencing or at risk of experiencing homelessness in the Darwin and Palmerston area. From linking people into short, medium or long term accommodation to putting people in touch with services that can help them meet crisis needs or maintain their tenancies, our team have their work cut out for them.

This year we also started a partnership with Mission Australia to provide case management services to people residing at YiSSA, the new Batten Road Accommodation Campus offering accommodation for independent visitors from remote communities. Our role in this partnership has been to provide a part time HOS worker to be based at YiSSA to support tenants with housing and crisis needs. We are looking at increasing this partnership to provide AOD case management on site in the near future.



Clients supported



people assisted with
accommodation

Youth Services

In March of this year we launched our new Youth Services model. This model provides two service streams which can be accessed in a residential or community based or mixed mode.

Intensive Assessment Program (IAP):

Provides an opportunity for young people to undergo intensive assessment while building on a young person's motivation to make positive changes in their lives. The goal of the IAP is to allow young people to be supported back in the community wherever possible.

Substance Treatment Program (STP):

The aim of the STP is to provide a supportive environment where the strengths of young people are fundamental to achieving their treatment goals. The STP incorporates opportunities for development in the areas of the Circle of Courage (belonging, generosity, mastery and independence) and the Teen Star (case management tool developed for use with young people specifically in substance misuse services who have complex needs), while also ensuring that young people are supported in other critical areas which have been identified during assessment. Entry is only available for young people who have completed the IAP.

Our services are underpinned by the Three Pillars of Transforming Care.



Feel Safe

Physically, emotionally,
relationally, culturally



Connect

With family, clients, staff,
community, culture.



Cope Adaptively

With stress and external
challenges

How our model works

Our new model is designed to provide flexibility to young people with complex needs while considering their individual strengths and circumstances. Here's an example of how our approach has worked well for a young person who has recently engaged with our program.

David*, a twelve-year-old boy from a remote community has been living with his grandfather most of his life and has been blind from birth. David was reported by community members to be sniffing and not attending school. David started at CAAPS in the IAP. His Grandfather accompanied him in the program and our Family Worker provided support by helping his Grandfather to meet David's physical and emotional needs as well as his own. David engaged well with our Clinician who developed a Child and Adolescent Needs and Strengths report over a few weeks to identify the next steps for David. David worked with our Social Worker to engage in program opportunities such as psychoeducation, numeracy and literacy classes and linking him in with some specialist services who could provide disability related support. During his stay David had to return to the community for sorry business. Our Family Worker stayed in touch with the family during this time and our staff are working with David's family to arrange David's return to Darwin so that he can attend a school which can support his learning needs. David is excited about this prospect and there have been no further reports of him sniffing back in the community.

*Name changed for privacy.



number of clients from January to June 2021



number of Outreach visits



Deadly Clever literacy and numeracy sessions



Psychoeducation sessions – individualised AOD treatment and intervention specific to the young person's needs and substance misuse.

Integrated Services

Our integrated services team is made up of staff who provide community based support and/or support to other CAAPS programs. This team supports a range of services including AOD program delivery to residential clients, processing intake to our AOD program, supporting residential client's health needs, supporting families with parenting skills and supporting people with mental health issues to maintain their public housing tenancy. Here are some highlights around the work they do.

AOD Program Facilitator

Our AOD Program Facilitator provides adults attending our AOD program with psychoeducation session that offer skills and knowledge to support journeys of recovery. This year we have provided 277 psycho-education sessions with topics including relapse prevention, managing stress and promoting health and wellbeing.

AOD Health Worker

Our AOD Health Worker supports clients in our residential programs to build health literacy, address current health issues, engage with health services and make healthy choices to manage or prevent chronic health issues. This year our Intake and Health Worker completed qualifications in Train the Trainer for the ASQ Trak, which will improve our capacity towards completing culturally appropriate developmental assessment for children aged 2 to 48 months who come into our services. This assessment can assist us in facilitating early intervention for children who may not be meeting their developmental stages. We also supported 156 residential clients to access health checks with Danila Dilba Health Services (DDHS). In addition, we have taken on a trainee Aboriginal Health Worker this year who we will support to complete qualifications in Health through Batchelor Institute of Indigenous Tertiary Education.

HASI (Housing and Accommodation Support Initiative)

Our partnership with Anglicare NT continues with a CAAPS staff member embedded in the HASI program. Our CAAPS staff member assists HASI Key Workers to support clients who have mental health issues to build life skills that will help them maintain their Territory Housing tenancies. Between January and June of this year we have supported 50 people in the community and provided 54 home visits.

AOD Program Intake

CAAPS accepts referrals from individuals, family members, service providers and community members throughout the Northern Territory. 236 referrals were processed during the reporting period. Some of the people applying to our programs were also supported to access other services such as housing, AOD withdrawal and AOD Counselling.

IFPS (Intensive Family and Parenting Support)

The IFPS Program helps keep vulnerable families together by providing trauma informed assistance where children are vulnerable to, or have been identified at risk of harm by Child Protection. CAAPS have partnered with Anglicare NT to embed a staff member in their team to work with families through a practical in home approach to strengthen parenting skills, connect with family networks and engage with community supports. We have been part of this IFPS partnership with Anglicare NT for the last 2 years.

DIID Program

Between January and February of this year, CAAPS ran a five week school holiday program called Do it in Darwin (DIID). The program was run from the SHAK and provided young people with a range of engaging activities that they had identified were of interest to them during registration.



Click here to watch the video.

Or watch here:

www.youtube.com/watch?v=WbHkjSmvYQ4

Participants had the opportunity to:

- Create a music video
- Build skills in street art
- Write and perform rap songs
- Learn skateboard skills
- Try their hand at Circus skills
- Give break dancing a go

This program was popular with 39 young people participating over 24 sessions. The young people also participated in mentoring programs with CAAPS youth staff to help them build confidence and resilience.

During the program each participant provided feedback through the use of a 4 item questionnaire (Outcome Rating Scale). The

four-item session-by-session measure is designed to assess areas of life functioning known to change as a result of therapeutic intervention. These include: symptom distress, interpersonal well-being, social role, and overall well-being. Over the course of the 24 sessions, 280 screens were collected. After analysing these results we found that overall, participants reported improvements in their social situation, interpersonal wellbeing and overall functioning as they engaged more in the sessions.



"The things that I like the most were soccer, skating and the art class. I made many friends and enjoyed the food. I liked everything."
- Client



"I liked rap activity and sports. I was happy to do my own song and recorded it. The activities were fun. I made many friends. I wish we had more days and more time."
- Client

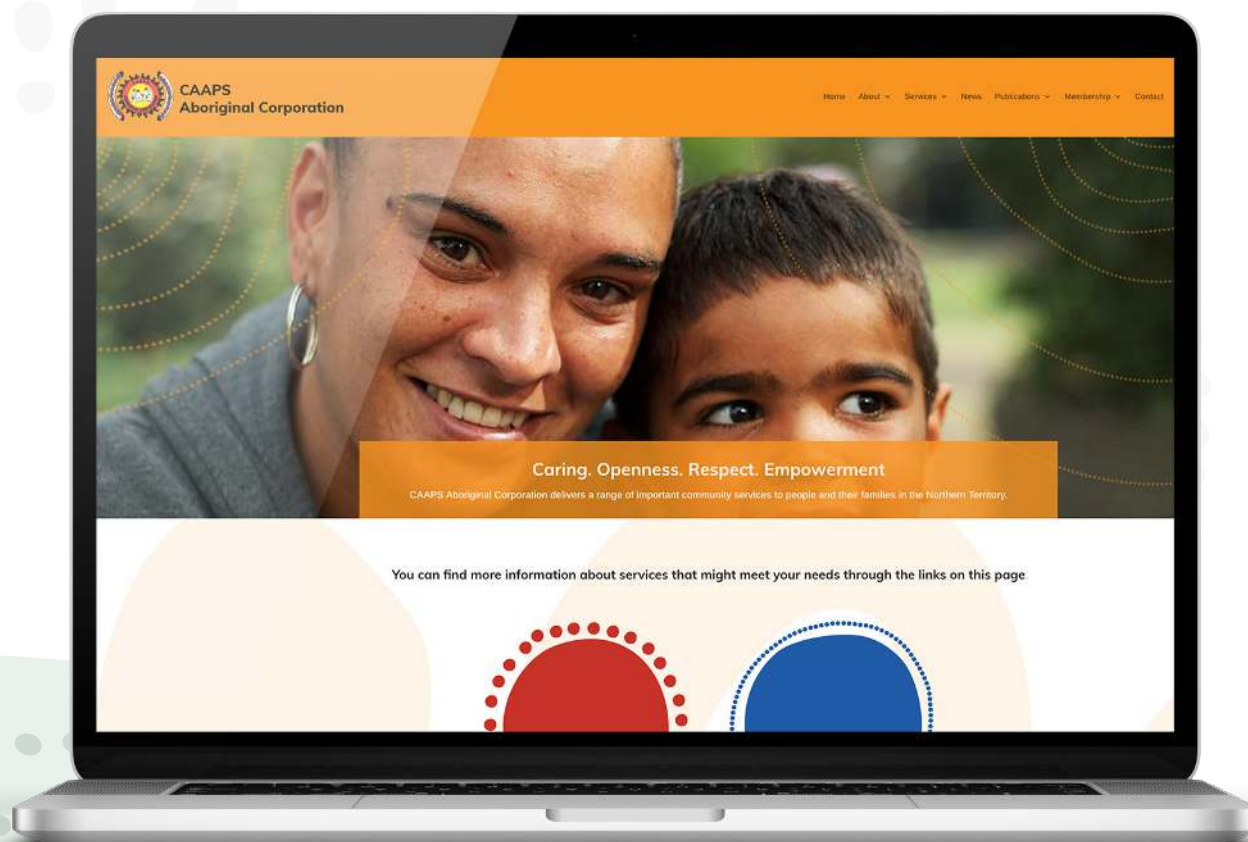
Launch of new site

As we have grown and evolved from being an AOD only focused service provider to adding other community programs to our suite of services, we have become aware of the need to rebrand our organisation. As part of our current strategic plan we have focused some effort this year on building awareness of CAAPS' brand in our community and better promoting our services. We have redesigned our website to improve usability but also incorporated our new brand colours and designs.

More importantly you can now, directly refer yourself or someone else to any of our 5 key programs, explore and apply for employment with CAAPS, apply to be a CAAPS member or provide feedback of any kind or even make a donation.

We are also posting regular stories and news on our Website, Facebook page and LinkedIn accounts so that the community can stay up to date with what is happening at CAAPS and in our local community . For those who may have missed the change, we are also no longer the Council for Aboriginal Alcohol Program Services, just CAAPS Aboriginal Corporation will do and our Logo has been updated (just a bit) to reflect this change.

If you are interested in subscribing to any of our channels or our Website please head over to www.caaps.org.au or <https://www.facebook.com/caapsaboriginalcorporation/> or <https://www.linkedin.com/company/caaps-aboriginal-corporation> .



Community Feedback

CAAPS conducted a Community Feedback Survey this year – here's a look at some of the responses from our stakeholders when asked what they think CAAPS does well.



"Prompt with client referrals and providing efficient services to clients."



"Professionally run Aboriginal Community Controlled organisation. Great leadership and staff, and a good culture of respecting and supporting clients"



"Happy to see that CAAPS is taking a whole-of-family approach when supporting people. This is how Aboriginal families operate."

"Helping ATSI people through their personal struggles and offering opportunities to better themselves"

"Broad range of culturally appropriate AOD services."

"Reaching out to organisations in the community and working in partnerships. Being culturally secure in working with Aboriginal families"

"From what I hear - everything!"

"Support young people to engage in activities and connect to the wider Darwin community."

"Engage with Aboriginal community"

"Great service with engaged and passionate staff, working well within the tight constricts of funding"

Financials

Financial Summary

The CAAPS Board would like to thank the following agencies and organisations for their financial support during 2020-21

- National Indigenous Australians Agency (NIAA)
- NT Department of Health
- Department of Territory Families, Housing and Communities
- VIVA Energy Australia Pty Ltd
- Northern Territory Primary Health Network
- Anglicare NT

CAAPS is incorporated under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 and is required to produce an annual General Purpose Financial Report, details of which are summarised below. For the 2020/21 financial year CAAPS recorded a net surplus of \$132,875, (2019/20: \$420,714). The Corporation's property, plant and equipment were valued by an independent valuer, Herron, Todd White as of 30th June 2021 and subsequent adjustments were made through CAAPS Asset Revaluation Reserve. This valuation reflects the fair value of CAAPS assets at that time and is in line with current accounting principles and the requirements for national accreditation.

During 2020/21 CAAPS adjusted up Building and Improvements valuation by \$38,255. This amount was booked against the Asset Revaluation Reserve. There was also an amount of \$114,658 booked to the unexpended grant reserve.

Overall income increased by 13.5% in 2020-21 predominantly due to an increase in grant income of 14.6%. Wages and employee benefits have increased in the year by 18.0%.

Income

	2021 \$	2020 \$
Grants	5,023,065	4,385,002
Client Income	115,116	105,622
ATO cash flow boost	50,000	50,000
Other income	39,973	55,308
Interest received	270	5,993
Gains from disposal of fixed assets	-	3,182
Total income	5,228,424	4,605,107

CAAPS received the majority of its income from government grants (\$5,023,065 or 96%). Client tariff contributions accounted for 2.2% of total income during the 2020-21 financial year.

Expenses

	2021 \$	2020 \$
Service delivery expenses	946,543	652,733
Employee benefits	3,684,886	3,123,425
Other expenses	464,120	408,235
Total expenses	5,095,549	4,184,393
Net current year surplus/ (deficit)	132,875	420,714
Other comprehensive income		
Asset revaluation increment	38,255	(152,426)
Unexpended grant reserve	(114,658)	(195,325)
Total comprehensive income for the year	56,472	72,963

Assets

	2021 \$	2020 \$
Current assets	3,296,419	1,933,855
Non-current assets	3,102,571	2,734,168
Total assets	6,398,987	4,668,023
Current liabilities	2,404,594	908,199
Non-current liabilities	93,087	29,648
Total liabilities	2,497,681	937,847
Net assets	3,901,306	3,730,176

Current Ratio

The current ratio seeks to measure an organisation's ability to pay off its short-term liabilities with its current assets, CAAPS current ratio = 1.4.

This indicates that CAAPS has 1.4 times more current assets than current liabilities and is able to fund its current liabilities without having to sell off any of its assets.

Current Assets and Liabilities are significantly higher than 2019-20 due to differences in the timing of grant revenue.

Director's Report

The Directors submit the financial report of CAAPS Aboriginal Corporation (the Corporation) for the financial year ended 30 June 2021.

Operating and Financial Review

The surplus from ordinary activities of the Corporation amounted to \$132,875 (2020: \$420,714). In addition there was a comprehensive surplus this year of \$114,658, being a decrease in the unexpended grants reserve (2020: \$195,325 increase).

Principal activities

The principal activities of the Corporation during the financial year were 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 support 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
Darren Johnson	Chairperson
Carlene (Kay) Ann Gehan	Vice Chair
Francis Ah Mat	Director
Ashum Owen	Director
Michael Torres	Director, resigned 27 August 2020
Michael Levy	Independent Director

Director's 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	Meetings held	Meetings attended
Darren Johnson	5	5
Carlene (Kay) Ann Gehan	5	4
Francis Ah Mat	5	5
Ashum Owen	5	2
Michael Torres	2	-
Michael Levy	5	5

Auditor's independence declaration

At no time during the financial year ended 30 June 2021 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 2021.

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).

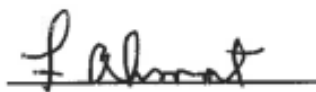
During the year, no person has brought or intervened in proceedings on behalf of the Corporation with leave under section 169-5 of the Act.

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: 6 October 2021



Director

Date: 6 October 2021

Statement of Profit or Loss

	2021 \$	2020 \$
Income		
Revenue from grants and contributions	5,023,065	4,385,002
Interest received	270	5,993
Other revenue	205,089	210,930
Gain on disposal of property, plant and equipment	-	3,182
Total contribution	5,228,424	4,605,107
Expenses		
Employee benefits expense	3,684,886	3,123,425
Depreciation and amortisation	79,273	38,474
Interest expense on lease liabilities	5,273	3,550
Other expenses	1,326,112	1,018,944
Total expenses	5,095,549	4,184,383
Net surplus for the year	132,875	420,714
Other comprehensive income		
Revaluation reserve movement	-	(152,426)
Movement of unexpected grant reserve	114,658	(195,325)
	114,658	(347,751)
Total comprehensive income for the year	247,533	72,963

Statement of Financial Position

	2021 \$	2020 \$
ASSETS		
Current assets		
Cash and cash equivalents	3,077,820	1,724,654
Trade and other receivables	1,350	23,386
Other current assets	217,246	185,815
Total current assets	3,296,416	1,933,855
Non-current assets		
Property, plant and equipment	3,005,751	2,678,448
Right of use assets	96,820	55,720
Total non-current assets	3,102,571	2,734,168
Total assets	6,398,987	4,668,023
LIABILITIES		
Current Liabilities		
Trade and other payables	474,818	307,360
Contract liabilities	1,618,235	317,547
Lease liabilities	32,843	25,539
Provisions	278,698	257,753
Total current liabilities	2,404,594	908,199
Non-current liabilities		
Lease liabilities	58,624	1,318
Provisions	34,463	28,330
Total non-current liabilities	93,087	29,648
Total liabilities	2,497,681	937,847
Net assets	3,901,306	3,730,176
ACCUMULATED FUNDS		
Retained surplus	3,665,144	3,417,611
Reserves	236,162	312,565
Total accumulated funds	3,901,306	3,730,176

Thank you

CAAPS Board and Management would like to thank our supporters who have made it possible for us to continue to deliver meaningful services to the community over the last year.

This includes our funders, sponsors, volunteers and those people and organisations who have donated time, money and material goods to CAAPS. Whether it's an ongoing commitment or a one-off project or donation, we really appreciate it.

We would like to acknowledge and pay special thanks to:

- Central Australian Youth Link Up Service (CAYLUS) for their generous donations for our Youth Services program over the year; including computers, sporting equipment and furniture for young people's rooms
- The Buff Club Stuart Park and Hillsong church Palmerston for their kind community donations towards Christmas presents for CAAPS clients
- Darwin Correctional Centre for providing Trustees to help us manage our grounds maintenance
- Those who have made personal donations including payroll giving through VIVA Energy and other generous individuals in the community



CAAPS supporters

We would also like to thank our supporters:



And, our partner Aboriginal Community Controlled Organisations based in Darwin



CAAPS Logo

The people in the centre of the logo represent the clients and families who CAAPS help. 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 gratefully acknowledges William Parmbuck's contribution to the CAAPS Logo design.

Accreditation

CAAPS has been accredited with QIC, a nationally recognised accreditation program, since 2015. We were assessed by QIP again in 2021, achieving our third cycle of accreditation certification. The QIC Health and Community Services Standards support a wide range of organisations like CAAPS, to strengthen and develop a cycle of continuous quality improvement. Services Standards support a wide range of organisations like CAAPS, to strengthen and develop a cycle of continuous quality improvement.



