

CAAPS
Aboriginal
Corporation



**ANNUAL
REPORT**
2022



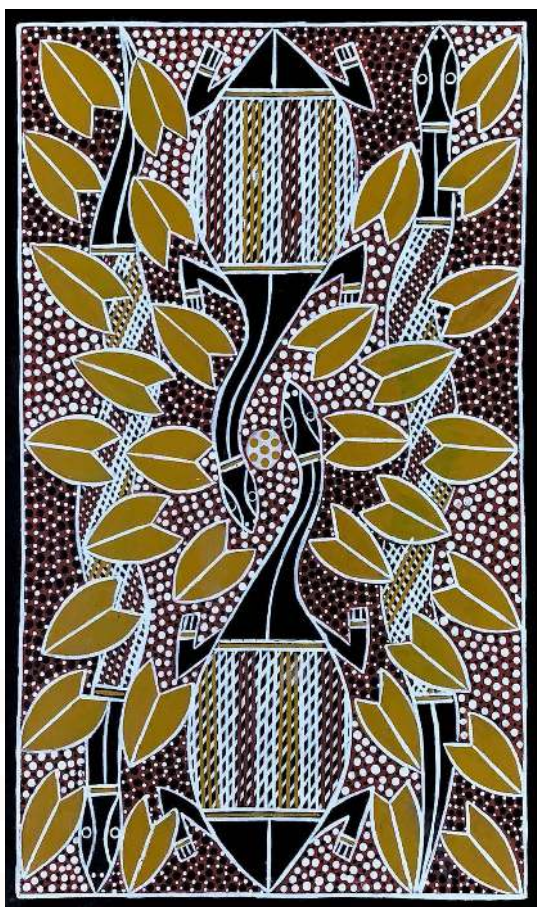
About us

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:

CARING for clients, culture and community

OPENNESS honesty, accessibility, inclusiveness

RESPECT the rights and values of everyone

EMPOWERMENT of others to be the best they can

Front Cover Art Description

Artist: Clinton Gaykamangu

Yolngu Arts and Culture

This visual arts belong to Ganalbingu clan nation of Djirringgi in Arafura swamp area.

The story of this painting is about the 2 Freshwater long neck turtles (Nyangura) and waterlily (Marrudu).

The sisters are in the formation of Long Neck Turtles who have merged out from the south side of the Arafura Swamp shaping the landscape as they journeyed to a place called Djirringgi, The waterlilies represent the descendants of the Ganalbingu clan nation.

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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.

We acknowledge the traditional owners and custodians of country throughout Australia and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to their elders both past and present.

CAAPS Aboriginal Corporation is committed to acceptance diversity and eliminating all forms of discrimination in the provision of CAAPS services. CAAPS welcomes all people irrespective of ethnicity, lifestyle choice, faith, sexual orientation and gender identity.



Board Messages

Darren Johnson
Chairperson



Welcome to the CAAPS Aboriginal Corporation Annual Report, it is with great pleasure that we highlight CAAPS achievements through stories, reports and photos. CAAPS Aboriginal Corporation is growing and changing and the scope of services is now much broader than before and we continue to add value within the wider community.

Our position remains strong, we have focussed on our clients, we have stretched ourselves to reach targets and we have all been resilient in all of our challenges. Throughout the year CAAPS Aboriginal Corporation posts good news stories on social media about the activities and events which have occurred.

It is heartening to hear the stories first hand and see the smiles from our staff when they talk about their achievements. The work behind the scenes undertaken by each and every CAAPS Aboriginal Corporation staff member is acknowledged, appreciated and recognised by myself and the Board of Directors.

Kay Gehan
Vice Chairperson



The last 12 months have been a challenge in many areas for all who are the CAAPS 'family.' Personally, workwise and generally being in our community. I am very grateful to the amazing CAAPS staff and management for their dedication to the vision of CAAPS. For their care of the client groups who come to CAAPS for the support they are seeking to make a difference in their lives. Grateful and privileged to be on a Board dedicated to CAAPS vision for the people who are CAAPS clients, CAAPS family in working to achieve their best. Thank you all. May the year ahead be kinder to all.

Frank Ahmat
Director



We have successfully navigated our way through another challenging year, however it is great to see that CAAPS Aboriginal Corporation has continued to provide core services to a high standard. I am particularly proud of our staff for their continued dedication and commitment to our organisation. I would also like to acknowledge our CEO Jill Smith for her management and leadership throughout the year. CAAPS Aboriginal Corporation will continue to build strong relationships and partnerships with other Aboriginal Community Controlled Organisations, which will benefit our community. I would like to take this opportunity to acknowledge and thank my fellow Board members and their continued volunteering which greatly assists and supports our organisation. Wishing everyone a safe and happy break at the end of the year and best wishes for 2023.

Mike Levy
Independent
Director



Another year has passed and another year with many challenges for CAAPS. Fortunately, with strong leadership and the support of CAAPS' staff, CAAPS has been able to meet the challenges and continue to function and grow to benefit our clients and stakeholders. I appreciate the opportunity to be part of the CAAPS Board and look forward to 2023.

On behalf of the individuals, families, children and community that you have interacted with and had a major impact on their lives – thank you!

This year we welcomed two new directors to our Board.

Michelle McColm

Michelle McColm is a Darwin born Aboriginal woman with maternal family ties to the Kimberley region of WA. Michelle is an experienced educator with an understanding of the impact Western culture has on many Aboriginal families.

Michelle believes all people should feel valued and included in their community and be able to access support if and when it is needed. Michelle was keen to join CAAPS Board in 2021 as she is excited by the expansion of CAAPS work in supporting children and families.

Curtis Roman

Curtis Roman joined CAAPS Board in 2021, he is a local Larrakia man, born and raised in Darwin. Curtis is an academic who has dedicated his career to improving the lives of Aboriginal people.

Curtis has published papers on Aboriginal issues in academic journals, both in Australia and overseas. He has also delivered many public seminars on Aboriginal issues. The aim of Curtis' work is to share Aboriginal people's perspectives with the non-Aboriginal community; to create and improve the understanding of Aboriginal issues and culture.

Michelle McColm
Director



I would like to congratulate the team (all employees) that are working together to support CAAPS to fulfil its vision of 'Excellence in the areas of social and emotional wellbeing and alcohol and other drug treatment'. As a Board member I would like to re-visit the vision to capture all of the other work that is captured in the day to day operation of this amazing organisation.

Membership

Membership of the CAAPS Corporation is open to Aboriginal and Torres Strait Islander persons who are residents of the Northern Territory and openly accepted by their family and community as maintaining a culturally responsible and sober lifestyle provided they adhere to the policies, procedures and work practices of CAAPS.

Members are invited to attend CAAPS Annual General Meetings and cast a vote on important matters such as the election of CAAPS Directors and any changes to the CAAPS Rule Book which is registered under the Corporations (Aboriginal and Torres Strait Islander) Act 2006. Members are also encouraged to get involved with events and activities throughout the year and contribute to the work of CAAPS by supporting our Cultural Safety Framework.

Associate Membership of the CAAPS Corporation shall be open to individuals who are not Aboriginal or Torres Strait Islander persons provided that they are residents of the Northern Territory, maintain a sober lifestyle and are accepted by Aboriginal or Torres Strait Islanders as sensitive to and supportive to their cultural identity and agree to adhere to the policies, procedures and work practices of CAAPS. Associate members are also invited to attend meetings and events to support the important work of CAAPS as volunteers and subject matter advisors, but they do not have voting rights at Annual or Special General meetings.

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.



CEO Report



Jill Smith
CEO

As I move into the 10th year as CEO here at CAAPS Aboriginal Corporation, I note once again 2021-2022 has brought a year of continuous growth and change for our organisation. We were presented with a number of opportunities and challenges throughout the year, and as we have many times over, CAAPS teams rose to meet each of these with determination to make the best of every situation.

We experienced great steps forward by...

Successful tendering to NT Territory Families Housing and Community Services as the lead agency for the Greater Darwin Family Support Services in partnership with Anglicare NT. CAAPS is the lead agency in this partnership, whereby our partners Anglicare NT who were already engaged in intensive family and youth support services work, will support CAAPS growth to take on more staffing and responsibilities over the life of the 5-year agreement. CAAPS has enjoyed a very collaborative working relationship with Anglicare NT over the past few years, embedding

our team members in their programs and supporting one another through Learning Circles.

Strong Steps Counselling Service received recognition as AOD Program of the year at the AADANT Awards this year which was a true acknowledgement of the dedication of the staff team. We have also been able to grow Strong Steps Counselling service with support from NT PHN to move to a larger premises at Coolalinga- also supported by co contribution from CAAPS Board. We delivered the third Strong Steps Independent Evaluation Report spanning 2020-2022 thanks to Dr Perry Morrison for his diligence and tenacity sorting through the data for that period. The findings will be published very soon and we are pleased to say they validate the work of this important service.

We have been fortunate to have the opportunity to expand the Clinical staff team in Youth Services thanks to NT MHAOD Branch to meet the demands of running the new service model across residential and community-based modalities. This has been a leap of faith for our staff teams and funding body, but we are now reaping the rewards getting positive stakeholder feedback for the flexibility of the approach and the willingness to put young people at the centre of the decision making rather than offering a one size fits all model under the previous 16-week program.

We are also thankful to the NT MHAOD Branch for allowing CAAPS to develop a learning platform linked to our website that is soon to be launched. This will allow external participants to log in and access courses as well as streamline our internal Induction processes for new staff.

Moving Darrandirra Child and Family Centre to their fabulous newly fitted out centre in February this year was a long-awaited highlight for CAAPS staff and Board. The

official opening featured guest speakers and performers from our community, traditional custodians of the land the Larrakia peoples, NT Government Ministers and community partners. We thank Larrakia Nation for naming the Centre Darrandirra which means 'All of Us'. We also thank Sanderson Middle School for supporting our teams outreach activities during the build/fit out stages. There have been some great programs running from the Centre including the facilitation of community consultation across the Northern Suburbs through the Darrandirra CFC to determine needs and gaps for families and assist in future planning and delivery of the successful Baby Fast program from the Chief Ministers CFC Community Fund. Securing a small grant through Darwin City to run Libraries for All story writing workshops with CAAPS Clients was another great initiative run at the Centre and our authors received published children's stories of their own to keep.

Once again CAAPS has been challenged to become leaner and more creative after years without indexation for our core funding. This combined with the obligation to pass on long awaited increases for the minimum wage for our workers, CAAPS was recently forced to restructure roles in our AOD residential family program. Thank you to the staff who have made adjustments to make these new arrangements work so that we can continue to provide strong services in our community.

We are hopeful the program evaluation that is currently underway will provide a benchmark for this core program and provide us with the necessary evidence to lobby for improved resourcing to run this unique family-based model well into the future. This is supported through co contribution from CAAPS Board and NT PHN and we are grateful for the support of 360 Edge to conduct this long overdue evaluation of the Healthy Families residential AOD program.

CAAPS continues to lobby for social justice and equity through our collaborations with Larrakia Nation, Danila Dilba, DIMS, AMSANT, APONT, AADANT, NTCOSS, and NT Shelter.

While reflecting on the other changes at CAAPS this year we welcomed two new Board members- Ms Michelle McColm and Mr Curtis Roman. We also farewelled Elizabeth Stubbs as our Deputy CEO but managed to retain her support for CAAPS as a consultant.

CAAPS welcomed several new Managers and Coordinators this year. Find out more in the pages following.

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 success despite resourcing challenges. I invite you now to learn more about our organisation and share our Annual Report.

Jill Smith
CEO

We have made this years Annual Report more interactive, Scan the QR codes throughout the report to find out more about our organisation.



Strategic Plan Highlights



Foundations

Developing a learning platform linked to our website that is soon to be launched through support from NT MHAOD Branch. This will allow external participants to log in and access courses as well as streamline our internal induction processes for new staff.

We welcomed two new Board members, Ms Michelle McColm and Mr Curtis Roman to continue to strengthen our commitments to strong governance.

Securing 360 Edge to conduct a long overdue evaluation and benchmarking of the Healthy Families residential AOD program supported through co contribution from CAAPS Board and NT PHN.

Completing Strong Steps Independent Evaluation spanning 2020-2022 confirming the value of this service.



Services

A successful tender to NT TFHC as the lead agency for the Greater Darwin Family Support Services in partnership with Anglicare NT, whereby our partners will support CAAPS growth over the 5-year agreement.

Growing Strong Steps Counselling service with support from NT PHN and CAAPS Board to move to a larger premises at Coolalinga.

Securing a small grant through Darwin City to run Libraries for All story writing workshops with CAAPS Clients.

Expanding the Clinical staff team in Youth Services through support from NT MHAOD Branch to meet the demands of running the service across residential and community-based modalities.

Moving Darrandirra Child and Family Centre to their new centre in Malak with an official opening in February this year.

Delivery of the successful Baby Fast program from the Chief Ministers CFC Community Fund through Darrandirra.



Relationships

Recognition as AOD Program of the year for Strong Steps Counselling Service at the AADANT Awards.

Facilitation of community consultation across the Northern Suburbs through the Darrandirra CFC to determine needs and gaps for families and assist in future planning and delivery of services.

Developing a relationship with Learning Changes Lives thanks to Adult Literacy Australia to write up a model for delivery of work ready skills and literacy for adult clients at CAAPS.

Formalising our relationship with Mission Australia embedding AOD Worker at YISSA.

Continuation of CAAPS staff embedded in Anglicare NT to support HOPP and HASI.

Our Staff

Training and Development

This year we continued to invest in growing and developing our wonderful staff team across our programs.

One of our major training events this year was held in July. Youth Services team members engaged in a comprehensive 5 day training program delivered by The DaVange Group, aimed at increasing knowledge and skills, critical for working in an Alcohol and Drug treatment context. The training included a range of topics including suicide prevention, de-escalation, mental health and case management. The feedback from the participants indicated the knowledge acquired during the week would be useful when supporting people with complex presentations.

We also focused on building our Aboriginal and Torres Strait Islander workforce this year and are pleased to report that we now have an organisation wide rate of 36.5%, for staff who identify as Aboriginal with 96% of these staff working in direct care roles.



Long Services

CAAPS would like to thank all of our loyal staff who have reached service milestones this year.

Sharon Smellin 10 years

Anupa Mathew 10 years

Michael Chan 10 years

Jill Smith 9 years

Jasmin Bartolome 7 years

Outstanding Performance

Each year we award peer nominated staff for their outstanding performance against our CAAPS Core Values. This year's recipients included:

Jenny Mahoney

Katie Karamanakis

Lena Paii

Chloe Daniels

Katherine Anger

Jessica Creagh

Catherine Hallworth

Katie Karamanakis

Katryna Kennedy

Maria Corbett

Sharon Smellin

Joanne Forrest

Our staff member of the year for 2021 was Katie Karamankis who received the most nominations from her peers across the year for many reasons including always helping colleagues and always being caring towards all.

Farewells and Welcomes

This year we farewell Jess Creagh (CFC Coordinator) who has taken up another opportunity in Darwin, Cass Fisk and Harry Morrison (Youth Services Coordinators), Jason Chuckwukelu (Clinical Manager) and Anupa Matthew (Strong Steps Counsellor) – all of who have relocated interstate. As we wish these staff fond farewell's, we welcome a number of new Managers and Coordinators.

Naina Qureshi, Kristina Harwood, Elisabete Pinto, Jana Harmer, Malinda Pollok and Michael Taylor have joined our management team to support our growth and they currently lead Residential AOD, Youth Services, Strong Steps, Darrandirra CFC, HR-Administration and Facilities Management. Katryna Kennedy also stepped up to the Family and Community Services Manager role this year.

Testimonies from outgoing Staff

Anupa Mathew On my 10th anniversary at CAAPS Aboriginal Corporation, I recall the past with satisfaction and pride. I started my career at CAAPS in 2012 on a six month contract as a Children's Worker and continued the journey until September 2022.

The opportunities that were provided to me over the years uplifted my confidence and assisted to me to progress in my career. I enjoyed working in a fast-paced, challenging environment and working with some of the most supportive and reliable colleagues. CAAPS offered me impeccable training and endless learning possibilities whilst challenging me to obtain the best results. I have gained tremendous experience throughout my career at CAAPS in various roles.

I have had the privilege to continue my journey with CAAPS after moving interstate as I have been employed as a remote AOD counsellor, and supported the team with induction and training. I express my sincere gratitude to the leadership, the board, and all my colleagues for the opportunity they have given me to work with them for the past 10 years.

I wish CAAPS all the very best in continuing to support Aboriginal people in need and advocating on issues that matter the most.

Jasmin Bartolome In July 2015, my family and I arrived in Darwin in search of a greener pasture not only for me and my husband but especially for my son, who just turned 1-year old at that time. I focused mainly on rearing my son during his tender years and luckily, I was privileged enough to be an after-hours Life Skills Development Worker (LSDW) staff at CAAPS. My working hours provided me with the flexibility I needed to personally attend to my family and at the same time earn money for us to sustain our growing needs.

During the initial stages of my 7-years career as a community worker at CAAPS, I was duly supported by my managers and colleagues who showed me the ropes and made things easier for me to understand my duties and responsibilities. Over the years, CAAPS became a family to me and vice versa. Last year was particularly tough for me and my family, and I thank the Good Lord for giving me a second chance to live. I felt the outpouring of love and support from friends and colleagues who prayed with me and my family and took the time to visit and constantly made their presence felt despite their busy schedules. I cannot thank them all well enough.

I had to resign from CAAPS this year to pursue another career path, and God knows how I am missing the people whom I worked, shared laughs and stories with for the past 7 years of my life.



Family Services

In December 2021 CAAPS commenced services under the FSS program funding through our partnership with Anglicare NT.

The Family Support Service provides support and assistance to families to keep their children safe, reunify children in care with their birth family and support pregnant mothers to raise healthy and safe children. Families are supported to build relationships, strengthen parenting skills, maintain a safe home environment for their children and increase their participation within community.

Our Partnership

The Darwin Family Support Service is jointly delivered by CAAPS and Anglicare NT. The program works with up to 44 families at any one time. All families have been referred by Territory Families, Housing and Communities because of concerns for the wellbeing or safety of children.

The collaboration between CAAPS and Anglicare NT is formally documented and guided by a MOU signed by both Boards. The development of the FSS Program Development Reference Group is an example of ensuring all aspects of the program are shared and guided with involvement of both organisations. The service is based at the Anglicare NT Ludmilla site and delivered by staff from both organisations.

The shared training and development opportunities, provide the ability to work across both organisations to access relevant resources and is a strength of the collaboration. This has been imperative in developing the program and the teams understanding of the partnership.

Service Delivered



FSS Staff

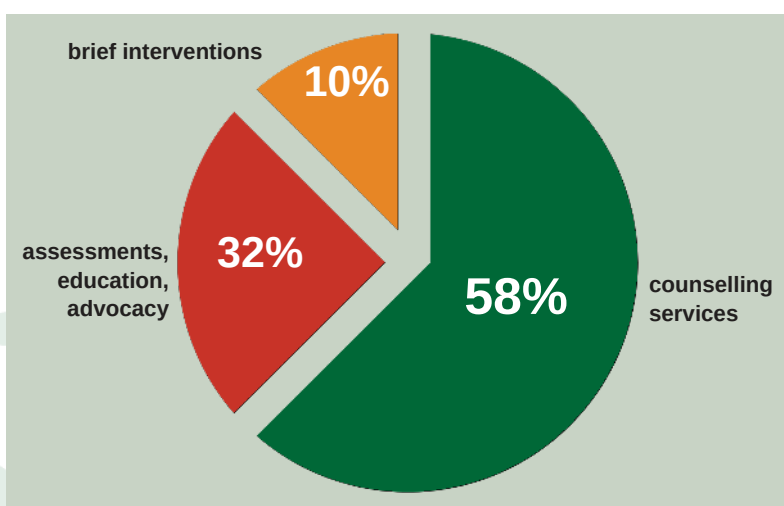
Strong Steps

During the last financial year, Strong Steps has been through a process of growth, including funding for one extra full-time counsellor. In February 2022, Strong Steps moved to a new office. This move aimed to accommodate not only a bigger team of professionals but also an increasing number of referrals to our service. Our team is now composed of three qualified, gender mixed, full-time counsellors, a program coordinator, and a part-time administration officer.

“I found your service to be very inviting and it was easy for me to open up. Thank you very much for your time.” - Client

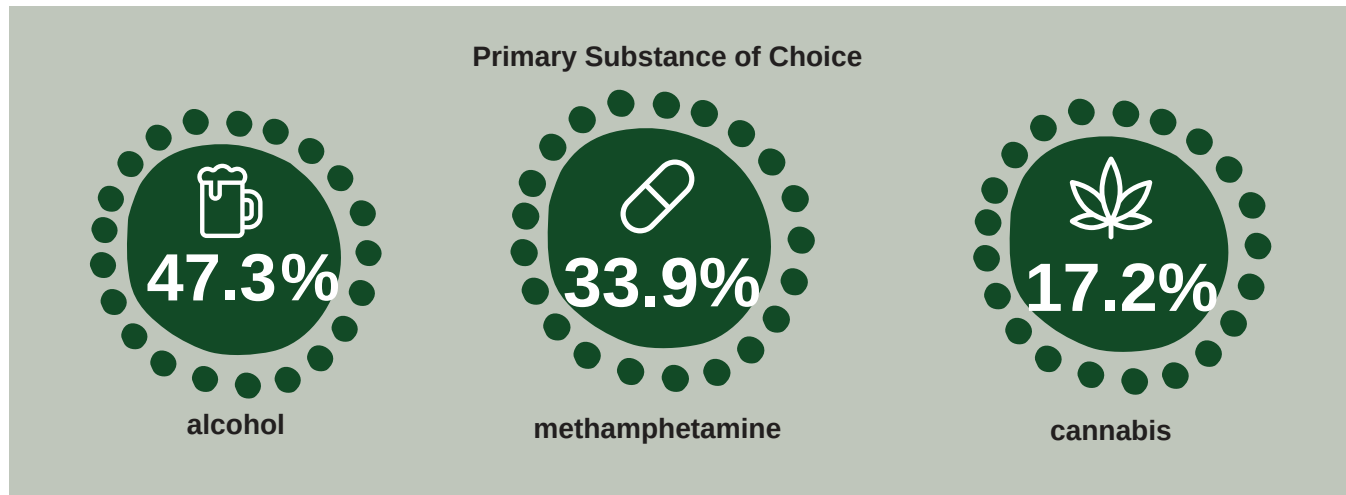
“I think it was very helpful. The team member was able to cater more specifically to my needs and that seemed to be out of the normal. It’s really reassuring talking to a professional with a Swiss army knife of helpful tools at their disposal.” - Client

“This program is very helpful. It helped me keep busy and no matter what I was always looking forward to doing the program and I was hoping to learn more things which I have, and I hope to learn and be in this program again.” - Client



**referrals for the year
(July 2021 - June 2022)**

For this reporting period. Our referrals come from a variety of sources with a large proportion being self-referrals and we accept clients from 13 years.



ADAANT- Drug & Alcohol service of the year

We are extremely proud of our team and all they do but were especially thrilled and grateful to receive the ADAANT- Drug & Alcohol service of the year award in April 2022. This was a huge achievement for Strong Steps. Two counsellors represented the team at the AADANT seminars where we were asked to present as guest speakers. It was a great opportunity to share our story and future plans.



Our staff presenting at the AADANT forums

Darrandirra Child & Family Centre

The Darrandirra Child and Family Centre (CFC) in Malak Shopping Centre was officially opened by Minister Moss on the 4th of February 2022. This event was well attended by Government officials, Ministers, and other key stakeholders, while others joined in the celebrations via a Teams link due to Covid-19 requirements.

Since the official opening, the Darrandirra CFC has become well known within the Northern Suburbs community as a “safe and culturally appropriate” space for families to access a range of supports. Our strong networks within the community have provided referral pathways into the CFC and, Key Workers have developed strong working relationships with service providers and families to support their work.

Our soft entry access points including iPad, computer stations, free wifi and snack and the tea and coffee station have encouraged access and provided opportunity for meaningful relationships to form between community and CFC staff.

This has enabled strong collaboration with families to support access to service to meet their needs. Our Strengths-based and collaborative approach has ensured families maintain strong engagement and are now encouraging other family and community members to access the CFC.

Acting as a universal service “hub” for families and young people has seen



Opening Ceremony

the CFC act as a first point of contact and our strong networks support a seamless navigation and advocacy system meeting the needs and aspirations of community.

As part of our ongoing commitment to ensuring that we are meeting the needs of the community, we ran a community consultation this year in the Northern Suburbs. This consultation proved very insightful and highlighted the voices of the many different families in our community. You can read the full report by scanning the QR code below.



We were also able to run BabyFAST this year from our new center. BabyFAST is a program aimed at young parents to support them developing skills that provide nurturing environments for children.

179

people access
Darrandirra on a
“walk in” basis per
month

68

children under
10 years of age
attended with an
adult

Feedback from BabyFAST Participants.

"I enjoyed watching my child having fun, learning new songs, and meeting new people at BF."

"My baby was shy & didn't used to play with others, but by week 4 he was starting to play and interact with others."

"I play games with my baby, and teach him to talk."

"I take my baby to a play group more because of BF."

"My baby has learnt to mimic noises he hears around him."

In addition we facilitated Library for All to support Aboriginal women from both the Darwin area and remote communities to write and publish children's stories which are now available for the children that visit Darrandirra. You can see the full catalogue of Library for All scanning the QR code below.

Strong utilisation of the CFC by stakeholders has provided opportunity for events, activities and networks to operate out of Darrandirra CFC and has increased exposure and interest with community and vulnerable populations access the CFC for support. Community have commented "it's really good how Darrandirra brings all the services together and work together to help and support our local people".

Activities during school holidays and programs such as Craft and Care, and Yarning workshops have been running through the facilitation model of the CFC supported by staff and community. These activities have been well attended by participants.

View the full
Library for all
catalogue.



Story from one of our families

A family from Elcho Island came into the CFC with 3 young children after talking with community members out the front of the Malak Shopping Centre. Their payments had been cut and they had no money or access to food. Explaining their situation, a community member told them to “go into Darrandirra, they will help you”.

The family came in and sat in the quiet area and explained their current situation to a Key Worker. The family were linked in with a job provider out on community and with the support of the Key Worker attempted to make contact to rectify the situation. The Key Worker spoke with management for support with options to assist with immediate needs.

Management spoke with Catholic Care as they have a financial counselling team and access to Emergency Relief (ER) and a telephone call was made to their financial support team. The family were able to access a voucher so they could get some food and other basic needs for the night. The family were transported to a store and were able to catch the bus back to their temporary accommodation after shopping.

The family felt safe accessing the CFC. Arrangements were made for the family to contact their job provider in the morning to ensure their payments be restored. The family continued to access the CFC and key workers collaborated with YISSA, Centrelink and the CAAPS HOS team to support arising needs. Support was obtained and steps put in place to support sustainable housing options.



Healthy Families - AOD & Children's program

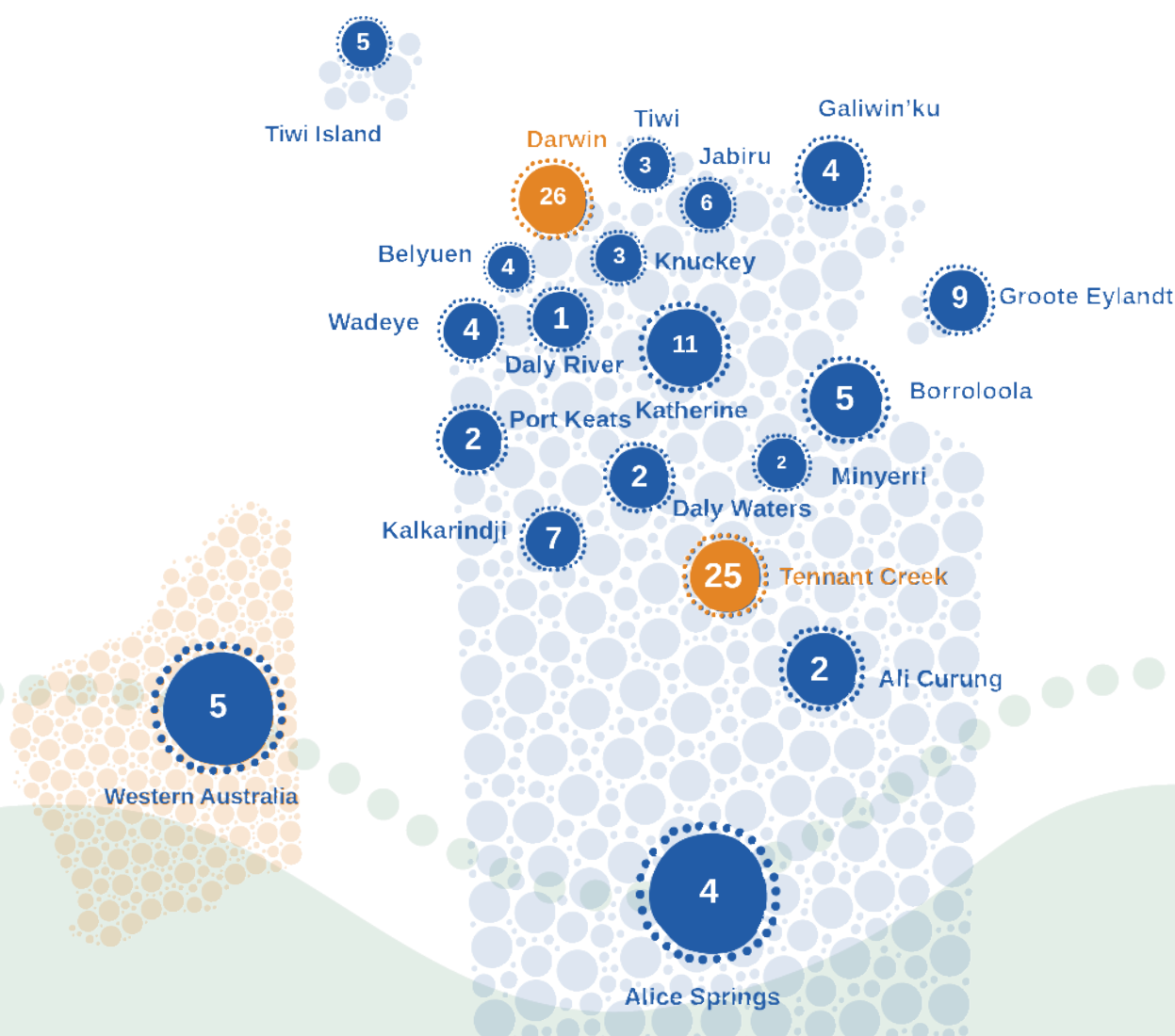
The Healthy Families team provide a strengths-based approach when working with clients and families, addressing addiction, improving emotional and social wellbeing, improving life skill capacity and improving parenting skills.

Last year COVID-19 brought challenges however we worked around these challenges and ensured clients and their families could access a service that provided them with support around their recovery whilst also ensuring they resided in a culturally and physically safe environment.

42% of clients who attended the Healthy Families program completed the full 12-week program. Family and community pressures continue to be identified as the most common factors for clients to exit the program early, even though the desire to complete the program was there.

"I'm so happy I could bring my family, including my grandson to CAAPS, it helped me connect back to culture and stop drinking."

AOD Client Communities



The Healthy Family program has continued to work closely with other community stakeholders to holistically meet the needs of our clients. We collaborated with Danila Dilba Health Services to deliver the Tobacco Program and Aftercare Services, Darrandirra CFC to offer the BabyFast Program, and Relationships Australia to provide a 6 week Women's Yarning Circle around Healing our Children. We were also able to have Strong Steps Counsellors attend the CAAPS site weekly to offer face-to-face counselling for our residential clients which improves access to AOD counselling in a familiar environment. Additional to this we offered Bible Studies to anyone interested in participating

This year the Healthy Families clients and their children attended a camping trip, this was the first camping trip after two years, due to COVID, and the clients thoroughly enjoyed it.

Skill Up Reach Up

This year we also launched the Skill Up and Reach Up Program for our residential clients. The program provides diverse lifeskills including development of literacy, numeracy, and digital skills, supporting clients to write or update and publish their resumes, learning how to access the myGov website to obtain documents necessary for housing applications, providing skills in searching for jobs and training in the client's areas of interest and community, provide communication and family skills for everyday life.

The Skill Up and Reach Up program has been well received with a 95 % rate of satisfaction from feedback.



Children and Parents

Adults who attended with children were supported to improve parenting and life skills whilst in the residential program. This included supporting parents (main caregivers) to attend health appointments with their children, school enrolments, and protective behaviour sessions.

Parents/families were also supported through milestone checks with children and were involved in the process of finding the right support for their children to continue achieving these milestones when leaving CAAPS.

Parents/families were supported by the Children's worker to enrol school-aged children into schools. We worked collaboratively with schools in the Berrimah area, and there was an identified improvement in school attendance. We utilise Manunda Terrace Primary School, Karama school, Malak school, Sanderson middle school and Malak re-engagement centre. All schools confirmed an improvement in each young person's school attendance.



"I'm getting a lot out of it how to play games with my kids, how to relax."

"I'm enjoying it and getting ideas about what I can do back in my community once I get out of rehab."



Community Based Programs

Housing and Accommodation Support Initiative (HASI) & Housing Options Pathways Program (HOPP) – Anglicare NT

CAAPS has a strong partnership with Anglicare NT to support high quality service delivery within tenancy support for vulnerable families including the HASI Program and the HOPP Program.

HASI participants form a strong working partnership with their Key Worker and support staff, who can advocate on their behalf, and explore solutions to deeper issues that the participant might have (i.e. finances, health concerns, social isolation). HASI is often the first service a participant has engaged with, as many of our participants are socially isolated, and are subjected to stigma due to their complex mental health concerns.

Support includes setting and working towards realistic goals, accessing medical and other relevant appointments and welfare checks. Time is taken to form trusting and culturally safe working relationships to work collaboratively on desired outcomes.

Story from HASI

Through this program a 72-year-old man has been supported to access a range of services to meet his care and wellbeing needs. While initially only wanting limited contact, regular time was allocated for checking in and rapport building. This has allowed for meaningful engagement and achievements of many goals. Regular welfare checks ensure his safety and care, he has attended many medical appointments including podiatry, eye specialists, is now being linked with My Aged Care. Recognising that his mattress was very old and no longer providing him with required support, he accessed Good Shepard for an interest free loan to purchase a new mattress. The man reports an increase in wellbeing and is reaching out to the support worker on a regular basis to continue to achieve his goals.

The Integrated House Supported Accommodation Program (IHSAP) - Mission Australia

(IHSAP) is a partnership program with Mission Australia based at the YISSA short stay accommodation managed by Yilli Housing. Our CAAPS AOD Case Manager works collaboratively with many partner organisations to meet the varied needs of individuals and families accessing this service. The AOD Case Manager meets the needs of clients experiencing AOD issues through a client-led and strengths-based plan working with a case load of approximately 12 clients. Referrals to specialist services such as rehabilitation, counselling, and support groups occur through this approach. A growing number of services are co-located allowing for “warm” referrals. Ensuring basic needs are met allows clients to work on other psychosocial issues.



Reflecting on the
HASI Program



**Contacts by way of
community outreach
and referrals**



Individuals



Females



Males

Homelessness Outreach (HOS)

The Homelessness Outreach (HOS) team develop client centred case management plans to support people experiencing or at risk of homelessness. Our team refer people into suitable services such as YISSA, Yilli, and CAAPS AOD Program. The HOS team develop strong working relationships with services to support a warm referral process. The HOS team have also recently strengthened working relationships with key support staff within the Department of Education to assist families with re-entry into schooling once stable accommodation is secured. Families of children with identified needs have been assisted to access child development and/or trauma support through counselling. The HOS team have operated all assertive outreach through collaboration with other key service providers such as Larrakia Nation. Regular collaboration also occurs through the Arts in the Grass events, and connecting with Ozanam House.



**HOS Outreach Task
Team**

Youth Services

2022 has once again proven to be a busy year in our Youth Services programs. The Intensive Assessment Program provides young people with up to 4 weeks of intensive assessment based on the Child and Adolescent Needs and Strengths (CANS) Assessment which is used to develop a comprehensive treatment plan. This plan can then be supported through the CAAPS Substance Treatment Program. Both programs can be delivered to young people in a residential or community-based setting.



Young people accessing
the Intensive Assessment
Program



Young people accessing
the Substance Treatment
Program

Primary Concern



Alcohol



Cannabis



Volatile Solvents



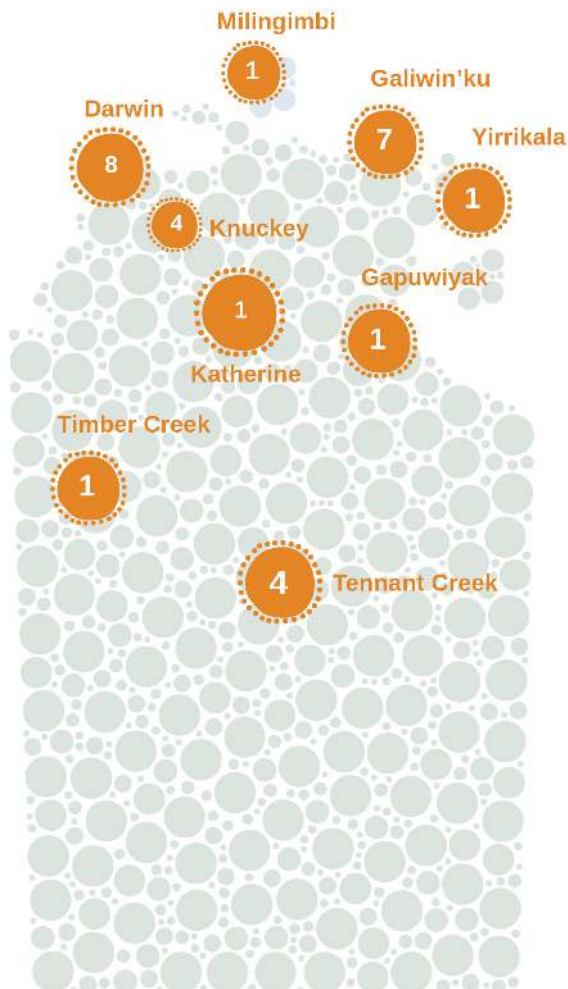
Female



Male

Tahlia's Story

AOD Client Communities



Tahlia* was referred to CAAPS through a government agency. There were serious concerns about her safety as Tahlia would often be out most nights using Alcohol, Cannabis and Methamphetamines.

For the first few weeks staff were unable to engage with Tahlia as she would be away from her home or would be sleeping when staff attended. Subsequently, her mother was imprisoned, and she moved to out-of-home care. Our CAAPS team visited her twice a week and the sessions delivered were specially designed for Tahlia with consideration to her diagnosis of FASD.

Progress over the next few months was slow but Tahlia became more engaged over the sessions as rapport with staff built. It was identified that Tahlia responded better to narrative therapies with the aid of props such as maps of her community, talking mats, storyboards and dress-ups. Tahlia's motivation and engagement in sessions grew and prior to graduation from the STP program, Tahlia created a story book about refusal skills for other clients attending CAAPS programs to use.

** Tahlia is not the real name of the person.*

Client Stories

CAAPS support many people throughout each year who are experiencing extreme vulnerabilities. This year one of these stories included the story of Jamie* who had come into our 12-week AOD program while expecting a baby. Jamie had a significant history of substance use which had contributed to all her children being taken into the care of Territory families.

Jamie really wanted to make some positive changes in her life and CAAPS supported her by focusing on a strengths-based approach, helping to build her confidence, and strengthening her motivation to attend programs.

Jamie began to actively attend all activities and engaged fully in all the programs offered to her as well as attending counselling services. She participated in the women's yarning group which looked at Domestic and Family Violence and how it affects children's brain development from pregnancy through to adulthood, something that really seemed to make an impact on her.

CAAPS worked intensively with Jamie and Territory Families throughout her stay on the program and also facilitated contact visits with her other children whom she had not seen in over 5 years.

Jamie successfully completed the 12-week program and gave birth to her child whilst at CAAPS. She then returned to her remote community where her family reside.

Due to her success at CAAPS Territory Families have explored the idea of reunification with her other children which has provided Jamie and her family hope for the future.

Art is often a great medium for people attending our programs to express their feelings and to tell their stories. Below is an example of how one of our clients chose to use art to talk about their experiences as well as how attending CAAPS has impacted their lives.

This painting represents a client's story of alcohol, fighting, prison and her recovery journey of counselling, programs, family and culture.

The artist draws a timeline of her life, where she started, and where she hopes to end. Connection to culture. The picture shows how CAAPS program, and her family with whom she is with in the residential program will help her connect back to country.

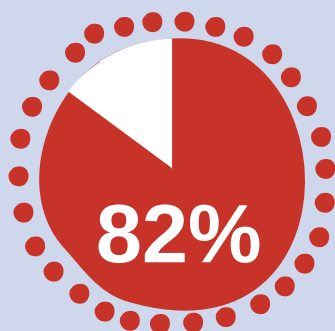


Community Feedback

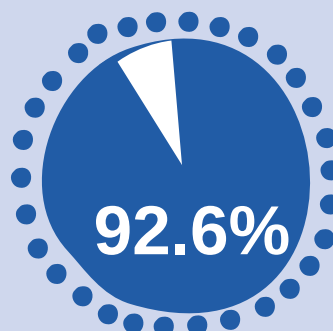
CAAPS has always been interested in how our stakeholders view our organisation and the services that we provide in our community which is why we conducted another Stakeholder Survey. Below is a summary of the results. We surveyed 103 stakeholders this year.



of respondents felt that CAAPS provides good services to the community.



of people agreed that they were satisfied in their experience when dealing with CAAPS.



reported that they would like to continue to work with CAAPS to support people in our community.



The survey revealed that our most well-known service continues to be the CAAPS AOD Program followed by Darrandirra CFC.

If you would like to provide your feedback on CAAPS services, visit our website by scanning the QR code below.



Feedback page

Evaluating our Programs

One of our growing priorities over the last few years has been to facilitate the evaluation of all programs we provide, and foster a culture of learning and quality improvement. Evaluation also has the potential for us to identify the things that work well for the people we work with, and to pass on these learnings within the sector. Here is a summary of evaluations in our organisation over the last year.



Strong Steps Evaluation

We have been able to evaluate our Strong Steps service regularly since the service commenced in 2017. This year we commissioned the 3rd evaluation of the service with funding provided by Northern Territory Primary Health Network (NTPHN). The evaluation was completed by PDMC PTY LTD and encompassed data from January 2020 to June 2022. One of the key findings of the evaluation was that the majority of people accessing the service experienced statistically significant and clinically meaningful gains as a result of their interaction in counselling sessions. The evaluation also found that people who identified alcohol as their primary substance of choice experienced the highest therapeutic gains from their engagement.

If you are interested in reading more about the Strong Steps evaluations visit our CAAPS website and view our Professional Resources & Papers by scanning the QR code.



Youth Services Implementation Evaluation

In 2021 we launched a new framework funded by the Northern Territory Government to guide the work that we do with young people who are experiencing vulnerabilities around AOD use. As part of our rollout of the framework, we engaged 360 Edge to complete an Implementation review. This review was funded by the NTPHN.

The purpose for the review was so CAAPS could identify what was working well in the new program design and make changes to ensure the program was delivered the way it was intended.

As a result of this work, CAAPS engaged 360 Edge to support the development of a Program Logic to clearly describe services and guide staff in delivery of programs and activities. This review has also provided CAAPS with a number of recommendations currently being implemented to ensure that the Youth Services Program best serves the young people who include us in their recovery journeys.



Healthy Families Evaluation

CAAPS has long recognised the importance of conducting an evaluation on our residential family program as we deliver one of the very few AOD programs in Australia that facilitate families to attend programs together in a residential AOD setting. It is important to benchmark this work, as our Healthy Families AOD program is one of our longest running programs and has not been evaluated since 1990.

After seeking funding from various sources, CAAPS were fortunate to have NTPHN sponsor the evaluation along with a significant financial contribution from the CAAPS Board. 360 Edge have been engaged to conduct the evaluation which is due to be completed in March 2023.

A Culture of Learning

From our inception, CAAPS has always had a deep desire to share our learnings within the industry. In previous years, this was done through the delivery of accredited community services courses from our RTO. In recent years since our RTO has closed, we continue to share our learnings in other ways including by providing online AOD training to other organisations.

Such was this demand, we realised we needed to find other ways to offer the industry an opportunity to access training through CAAPS. A proposal was made to the NTG Mental Health and Other Drugs Branch to utilise an underspend and invest in a Learning Management Platform.

Work on this platform has begun in partnership with Refuel Creative, who currently manage CAAPS website, and Sand Palm Consulting. This will allow potential learners to access the platform through our website. Courses will be available for both external and internal learners.

Our first selection of courses will include two external non-accredited units:

- **Introduction to Working with Young People with Substance Issues** – This unit will be aimed at people looking to extend their knowledge of working with young people in out of home care and community-based settings who are experiencing substance use issues.
- **Working with Families and Substance Use** - The aim of this unit will be to provide knowledge and skills in identifying AOD issues, assessing the severity of issues, and matching possible treatment pathways.



We are also busy developing a set of units which will support the induction of new staff to include:

- Orientation to CAAPS AOD Family Program
- Orientation to CAAPS Youth Services Framework
- Foundational Approaches to Working with Young People.
- Maintaining Best Practice Principles
- Supporting Reflective Practice
- CAAPS General Induction.

We are expecting to be able to have the first two external units available before the end of this year, with the remaining internal units becoming available in the months ahead.

Financial Summary

The CAAPS Board would like to thank the following agencies and organisations for their financial support during 2021-22

- National Indigenous Australians Agency (NIAA)
- NT Department of Health
- NT Department of Territory Families Housing and Communities
- Northern Territory Primary Health Network
- Anglicare NT
- Mission Australia

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 2021/22 financial year CAAPS recorded a net surplus of \$654,853 (2019/20: \$132,875). 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. No valuation was conducted as of 30th June 2022.

During 2021/22 CAAPS invested into property, plant and equipment, particularly at the Darrandirra Child and Family Centre. Written Down Value of Property, Plant and equipment increased by \$693,299 during 2021/22.

Overall income increased by 38.62% in 2021-2022 predominantly due to an increase in grant income of 41.36%. Wages and employee benefits have increased in the year by 17.06%.

Income

	2022 \$	2021 \$
Grants	7,100,744	5,023,065
Client Income	98,551	115,116
ATO Cash Flow Boost	-	50,000
Other Income	36,365	39,973
Interest Received	302	270
Wage Subsidy	11,888	-
Total Income	7,247,850	5,228,424

CAAPS received most of its income from government grants (\$7,100,744 or 97.9%). Client tariff contributions accounted for 1.4% of total income during the 2021-22 financial year.

Expenses

	2022 \$	2021 \$
Service Delivery Expenses	1,538,340	946,543
Employee Benefits	4,302,245	3,684,886
Other Expenses	752,412	464,120
Total Expenses	6,592,997	5,095,549
Net Current Year Surplus/ (Deficit)	654,853	132,875
Other Comprehensive Income		
Asset Revaluation Increment	-	38,255
Unexpended grant reserve	-	(114,658)
Total Comprehensive Income for the Year	-	56,472

Assets

	2022 \$	2021 \$
Current Assets	2,166,502	3,296,416
Non-Current Assets	4,507,238	3,102,571
Total Assets	6,673,740	6,398,987
Current Liabilities	1,510,598	2,404,594
Non-Current Liabilities	606,983	93,087
Total Liabilities	2,117,581	2,497,681
Net Assets	4,556,159	3,901,306

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 can fund its current liabilities without having to sell off any of its assets.

Current Assets and Liabilities are significantly lower than 2020-21 due to differences in the timing of grant revenue. Non-Current Assets and Liabilities are significantly higher than 2020-21 due to the accounting recognition of the Darrandirra Family Centre lease.



Financials

Director's Report

The Directors present their report on CAAPS Aboriginal Corporation ('Corporation') for the financial year ended 30 June 2022.

Directors

The names of the Directors in office at any time during or since the end of the financial year are:

Name	Date if appointed this year
Carlene Gehan	
Curtis Roman	Appointed on 26/11/21
Darren Johnson	
Francis Ahmat	
Michael Levy	
Michelle McColm	Appointed on 26/11/2

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

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
Carlene Gehan	5	4
Curtis Roman	5	2
Darren Johnson	5	5
Francis Ahmat	5	5
Michael Levy	5	5
Michelle McColm	5	2

Operating Results

The surplus of the Corporation for the financial year after providing for income tax amounted to \$654,852 (30 June 2021: \$132,875).

Review of Operations

A review of the operations of the Corporation during the financial year and the results of those operations found that during the year, the Corporation continued to engage in its principal activity as described below, the results of which are disclosed in the attached financial statements.

Significant Changes in State of Affairs

No significant changes in the state of affairs of the Corporation occurred during the financial year.

Principal Activities

The principal activities of the Corporation during the financial year were the provision of community based services that supports Aboriginal and Torres Strait Islander families to improve social and emotional outcomes. No significant change in the nature of these activities occurred during the year.

Events Subsequent to the end of the Reporting Period

No matters or circumstances have arisen since the end of the financial year which 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 continue to pursue its strategic objectives by increasing the intensity of addressed principal activities to enhance the value chain and achieve the addressed strategic objectives.

Environmental Issues

The Corporation's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

Indemnification of Officer

During or since the end of the year, the economic entity has given indemnity or entered an agreement to indemnify or paid or agreed to pay insurance premiums in order to indemnify the Directors of the Corporation against liabilities past, present and future.

Indemnification of Auditor

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an auditor of the Corporation.

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

Proceedings on behalf of the Corporation

The Corporation was not a party to any such proceedings during the year.

Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 339-D of the Corporations (Aboriginal and Torres Strait Islanders) Act 2006 is set out on page 3 of the Financial Report.

This Directors' report is signed in accordance with a resolution of the Directors:



Darren Johnson

(Chairperson)

Dated in Darwin on this 8th day of November
2022

Statement of Profit or Loss

	2022 \$	2021 \$
Income		
Grant and other contribution income	7,100,744	5,023,065
Other income	147,106	205,359
Total income	7,247,850	5,228,424
Expenses		
Administrative expenses	1,270,590	578,717
Repairs and maintenance expenses	265,677	432,464
Technological expenses	206,971	196,083
Employee benefits expenses	4,302,245	3,675,235
Depreciation and amortisation expenses	416,053	79,273
Other expenses	131,461	133,777
Total expenses	6,592,997	5,095,549
Surplus before income tax	654,853	132,875
Income tax expense	-	-
Net surplus for the year	654,853	132,875
Other comprehensive income		
Movement of unexpended grant reserve	-	114,658
Total other comprehensive income	-	114,658
Total comprehensive income for the year	654,853	247,533

Statement of Financial Position

	2022 \$	2021 \$
ASSETS		
Current assets		
Cash and cash equivalents	1,820,132	3,077,820
Trade and other receivables	346,370	218,596
Total current assets	2,166,502	3,296,416
Non-current assets		
Property, plant and equipment	3,699,050	3,005,751
Right of use assets	808,188	96,820
Total non-current assets	4,507,238	3,102,571
Total assets	6,673,740	6,398,987
LIABILITIES		
Current Liabilities		
Trade and other payables	321,737	474,818
Contract liabilities	583,236	1,618,235
Employee benefits provisions	393,011	278,698
Lease liabilities	212,614	32,843
Total current liabilities	1,510,598	2,404,594
Non-current liabilities		
Employee benefits provisions	-	34,463
Lease liabilities	606,983	58,624
Total non-current liabilities	606,983	93,087
Total liabilities	2,117,581	2,497,681
Net assets	4,556,159	3,901,306
EQUITY		
Accumulated surplus	4,400,664	3,665,144
Asset revaluation reserves	155,495	155,495
Unexpended grant reserves	-	80,667
Total equity	4,556,159	3,901,306

Working Together

CAAPS work with many individuals and organisations throughout the year to ensure we deliver strong services and assist with the logistics of operating the range of services that we provide. We would like to take a moment to acknowledge these partners who make it possible for us to be leaders in our field.



Mission Australia – Program partnership (Integrated Housing Supported Accommodation Program (IHSAP)).



Sanderson Middle School – Providing temporary office space for Darrandirra staff while our new centre was being fitted out.



360 Edge - Evaluation of Youth Services programs and Healthy Families 12-week AOD Program.



Refuel Creative – CAAPS Website, CAAPS publications and Learning Management Platform.



Pragmatic Practice – Clinical supervision and Employee Assistance Program.



Sand Palm Consulting – Learning Management Platform and management support.



Danila Dilba Health Services – Program delivery (Tobacco Program, Aftercare Support), Primary Healthcare.



Relationships Australia – Program delivery (Women's Yarning groups – Healing our Children)



Darwin Indigenous Men's Program – Healthy Relationships program, men's counselling, representation on CAAPS Cultural Safety Committee



GRD Building - Building and Maintenance of CAAPS premises.

Dr. Perry Morrison - Strong Steps evaluation.

Ms Judy McKay - Funding support, editing corporate documents.

We would also like to thank staff of VIVA Energy Australia who continue to make donations through payroll giving.

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.



