



FOR FURTHER INFORMATION CONTACT  
The Family Action Centre

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## Director's message 2004 and 2005



The purpose of the Family Action Centre is to strengthen families and communities by developing and implementing programs, research, training and creating models of practice that promote sustainability, social justice and community leadership.

This makes us a unique centre within a university in Australia. This combination of activities continues to have an impact on school and community service practices as well as an impact or policy at both a State and Federal government level.

2004 and 2005 were significant years for the Centre, as we implemented the first two years of our 2004 – 08 Strategic Plan. The new management structure was implemented, and all staff were challenged not only to deliver quality programs but also to ensure that innovation, research and resource development was part of their daily work. Providing the evidence that a particular activity will lead to a particular outcome is an increasingly important criteria for funding opportunities. The new structure has been created to support staff to document their practice and to establish the link between evidence and action.

The Boys in Schools Team worked closely with many schools assisting them to reflect on their practice and develop effective strategies for harnessing the interest of boys' in learning. The staff undertook research to develop useful resources for schools, and conducted a highly successful Boys to Fine Men Conference in Melbourne in April 2005, attracting 960 delegates.

The Engaging Fathers Program's four-year work with local services and schools, concluded in 2004. During this project the team – teachers, early childhood workers and health providers – developed effective strategies for father engagement. In 2005 there was a significant focus at the national level with the Family Action Centre conducting the national Fathers Inclusive Practice Forum for the Commonwealth Government. A framework for Father Inclusive Practices for family service providers will be disseminated through the establishment of a website. Overall, the Engaging Fathers Program has produced many resources for service providers and has undertaken research and provided consultation and training around Australia.

Home-Start celebrated its fifteenth birthday and it is pleasing to know that there are now over 30 Home-Start schemes operating in urban and rural New South Wales. The Family Action Centre's Home-Start program has become a world leader in Home-Start international circles by conducting a Male Volunteer Training Program, evaluating the process and developing a useful resource for other Home-Start programs.

The Caravan Project continues to work with families in many Hunter caravan parks. The staff have undertaken a survey of park residents, conducted forums for community services and commenced qualitative research exploring how residents make a success of park life.

After many years of promoting Jody Kretzmann's asset-based community development approach to working with community, the Family Action Centre was delighted with the announcement by the Australian Government of a new model for providing preventative and early intervention services to families with young children. This model is called Communities for Children. The Family Action Centre formed a partnership with The Smith Family and became a Facilitating Partner for the delivery of the model in Raymond Terrace (\$2 million over four years). This unique bottom-up approach to determining how money will be spent on children's activities and services in the Raymond Terrace community has allowed all community

members and services to have a voice and participate in the decision-making process. The Facilitating Partners are the facilitators of this process and are accountable to government for its administration and the project outcomes.

The fourth Family and Community Strengths Conference was highly successful with the focus on "evidence driving practice", and an Indigenous Forum was also held on the day, prior to the conference. Local committees assisted with both of these events highlighting the value of developing and maintaining healthy relationships with other community service providers, academics and bureaucrats.

There is a growing international interest in the family strengths focus and Prof. Margaret McMillan and I made presentations at the inaugural Family Strengths Conference in South Korea in 2004 and Mexico in 2005. An International Strengthening Families Network has been established to encourage the focus of the work in many other nations.

At a time of significant change at the University of Newcastle – as it places greater focus on community relationships – the Family Action Centre's contribution to community at the local, regional and national level is more significant and of greater value to the university. However, meeting the demonstrated needs of the community, carrying out the necessary work, and promoting the issues, creates a challenge for the Centre to constantly source funding.

Our staff are passionate and motivated about their work and the Advisory Board members provide support to individual staff and programs in a variety of ways. I am grateful for their continued commitment to the vision of the Family Action Centre.

To the future we move with energy and considered action.

Judi Geggie  
Director  
Family Action Centre

### Our vision

A truly civil society  
The Family Action Centre is a national leader in strengthening families and communities.

### Our purpose

The Family Action Centre combines community service, research, dissemination and advocacy in order to impact on policy and practice in relation to supporting families and building communities in Australia.

### Our values

At the Family Action Centre we:

- value ourselves and others
- believe in the power of family and community
- work as a team to achieve our vision and purpose
- celebrate the joy of life.

Staff of the Family Action Centre at its 2005 Strategic Planning Retreat



## Family Action Centre AWARDS

### 2004

The Family Action Centre presents two awards annually. The first acknowledges an individual's contribution to the Australian and Hunter community; the second highlights the multifaceted nature of community and the value of contribution at a variety of levels and to provide an opportunity to promote the work of the FAC.



The 2004 Family Action Centre Award for Outstanding Contribution to the Hunter Community was presented to **Sharon Marsh** for her years of volunteering as a home visitor to families with young children through the Home-Start program.



The 2004 Family Action Centre Award for Outstanding Contribution to the Australian Community was presented to **Professor Graham Vimpani** for his tireless work at national, state and local levels, promoting and advocating for the importance of investment in the early years of a child's life.

### 2005



The 2005 Family Action Centre Award for Outstanding Contribution to the Hunter Community was presented to **Christine Offord** for her dedicated service to the Karuah community.



The 2005 Family Action Centre Award for Outstanding Contribution to the Australian Community was presented to **Chris Sarra** for his powerful leadership in Indigenous education.

## Family Action Centre

# Programs and their highlights, 2004 and 2005

### BOYS IN SCHOOLS

The Boys in Schools Program staff work with schools and teachers to build on boys' strengths and harness their irrepressible energy and humour in a positive way. A strengths-based approach is offered to engage boys, individually and in groups.

Boys in Schools offers a Graduate Certificate and a Masters program in educating boys. These programs are the first in Australia for practising teachers who wish to develop their professional expertise in educating boys in various settings: primary, secondary, single-sex or co-educational schools. The programs are available by distance mode through the School of Education at the University of Newcastle, and are delivered by the staff of the Boys in Schools Program.

The Rock and Water Program is also delivered by The Boys in Schools Program and continues to offer teachers new ways to interact with boys through physical-social teaching. The program offers a framework of exercises and ideas about boys and manhood to assist boys to become aware of purpose and motivation in their life. We continually receive positive evaluations and feedback, such as the one below, from educators and community workers who participate in the training.

*"Brilliant. I thoroughly enjoyed this workshop. It was a very personally moving experience for me and I loved the animation and group work. The holistic approach to boys and the difficulties they face in schools is fantastic. I love the rock and water concept!"*

*Rock and Water workshop participant, 2004.*

### HIGHLIGHTS 2004

In 2004, the Program had the first results from its collaborative Year 7 Boys' Project with Hunter Sports High School. The school reported a 40% decrease in suspensions for violent incidents, a 60% decrease in classroom referrals of Year 7 boys, and an improvement in attendance and engagement among the Year 7 boys.

The year also saw the completion of the DESTH funded literacy project that resulted in publication of the *Boys and Families: Literacy Strengths Surveys*. The findings of the project were disseminated through specific workshops for primary and secondary teachers (120 participants at three workshops); through seminars conducted in individual schools (20 schools across Australia and New Zealand) and at several national conferences (Working with Boys, Building Fine Men Conference, 2005; University of New South Wales Biennial Literacy conference 2004; ALEA conference, Sydney 2004) and an international conference (International School Psychologists Association Colloquium, Exeter, UK 2004).

### HIGHLIGHTS 2005

Two major events highlighted the Programs work in 2005. The first was the third biennial, Working with Boys, Building Fine Men, conference, which was held in Melbourne in April 2005 with over 960 delegates attending. The theme for the conference was "from practise to practice", with the conference highlighting an impressive range of positive, practical and successful work changing the outcomes for boys in schools for the better.

Our second major highlight was our work in over 20 schools in Victoria, New South Wales and Queensland. Of most satisfaction was our work in three schools in particular (one in each state) that have conducted in-depth and long-term action learning projects. Results from these schools, while still in the preliminary stages, indicate greater student engagement and motivation indicated by better attendance, decreases in behaviour problems and increases in academic results. Teachers also reported improved job satisfaction.



The Hon. Pat Farmer, Parliamentary Secretary, Commonwealth Department of Education, Science and Training, at the Boys to Fine Men Conference, April, 2005, with boys from de Le Salle College, Melbourne.



### ENGAGING FATHERS

The Engaging Fathers Program aims to promote the wellbeing of children from zero to eight years of age by engaging fathers and father-figures in the lives of children. The project has a focus on family services, antenatal, schools, childcare and early education institutions. It supports these institutions to better recruit and engage fathers and father-figures with their children.

Activities were organised with early childhood settings and schools to introduce dads to education environments and encourage their participation. Some of these activities have included:

- father – child activity mornings and afternoons
- dads' breakfasts
- fathers skills surveys (capacity inventories)
- "Stay and play" mornings
- fathers contributing skills to the services program
- a "Nuts and Bolts" Course on communicating with kids.

In 2004 the Engaging Fathers Program team established a "Males in Early Childhood Network Group". The group aims to be at the forefront of change where male staff and male volunteers will be accepted as being essential in early childhood services. The group acknowledges the great work that female staff and mothers do, but are about recognising the strengths that men can bring to services.

### HIGHLIGHTS 2004

The Males in Early Childhood group received recognition when Engaging Fathers team member, Craig d'Arcy, was commissioned by the Industry Skills Council to produce materials for recruiting older male workers to early childhood.

The first Bringing Fathers In national training workshop was also conducted and included participants from most states, New Zealand and the UK. The three-day training allowed for extended discussion and workshops and has led to the initiation of programs and services for fathers in a number of regions.

### HIGHLIGHTS 2005

The Indigenous father engagement work moved into new areas in 2005 with the development of the Brothers Inside Program for male Indigenous prisoners. Engaging Fathers team member, Craig Hammond, was also commissioned by SNAIC (The Secretariat of National Aboriginal and Islander Child Care) to extend his community development approach to producing visual resources for fathers and family services by developing posters with Indigenous communities in Northern Territory, Queensland and New South Wales. At the national level the Father-Inclusive Practice Forum was successful in developing the first national framework for early intervention and family services.



### CARAVAN PROJECT

The Caravan Project supports children, families and residents living in caravan parks and manufactured-home villages to improve their quality of life. In 2004 and 2005 the Caravan Project delivered strength-based programs in collaboration with residents from 12 parks in Lake Macquarie, Maitland, Cessnock and Port Stephens.

The Caravan Project believes that caravan parks and manufactured-home villages can be supportive communities providing a positive choice for many people. At the same time we recognise that some people have few other options and find life quite hard on a park. We thus build on the strengths of park communities by facilitating social activities for children and adults; encouraging events that help build a sense of community; providing home visiting and information and referral; promoting community education and conducting research.

Our research aims to discover more about the benefits and challenges of park life and strategies for improvement.

**Several Publications and presentations occurred in 2004 and 2005. These included:**

*Community Leadership Strategy: Final Evaluation Report (2004)* – the final evaluation report of the community leadership strategy of the Caravan Project; *A snapshot of residents in eight Lower Hunter caravan parks (2005)* – A research report on surveys with 142 residents; *Beyond the boom gate: Considerations when working with people moving into or living on caravan/residential parks (2005)* – a resource for people working with park residents; and Presentations at three national conferences, one interstate forum, and four local forums also took place. Two articles in a special edition of *Parity* (the journal of the Council for Homeless Persons).

### HIGHLIGHTS 2004

Two major highlights for the Caravan Project in 2004 were organising outings for residents as a way of building relationships (e.g. 44 residents went to Australia's Wonderland the week before it closed) and strengthening our research and publication base.

### HIGHLIGHTS 2005

In 2005, two major highlights were developing strong agency partnerships on a number of parks and commencing work with management, residents and service providers at Freemans Waterhole, which has led to a Telstra Foundation grant to improve the connection between children on parks and school.



The Hunter New England Health Team 'winners of the Home-Start Trivia Night in 2005.'

## HOME-START

Home-Start is a voluntary home-visiting program that supports families (with at least one child under five years) in the Newcastle and east and north Lake Macquarie areas. Program Coordinators train volunteers and then link them to a family on a one-to-one basis. The volunteer provides practical support and friendship to the family through regular home visits.

Over this two-year period Home-Start conducted seven volunteer training programs – three general programs and one specialist program – to link volunteers to an African refugee family, one special program to link volunteers to a family living with a disability and two mens-training programs. At any one time Home-Start supports 70 volunteers linked with families.



Volunteers and families enjoying Mothers Day picnic in the park.

Our link families hold their volunteers in great esteem and value their support. Evidence for this is seen in the testimonials we receive:

*She was there for me and still is and supports my parenting ethics. She is a friend and not a judge.*

*Without this service, I would not be here. I needed a friend and things got really bad and she was there for me. My children love her like a grandma and we always look forward to her visits. We will continue to be close friends up to and beyond the end.*

*"Home-Start is a wonderful organisation helping parents & families who are lacking in other support. Having someone who is impartial to talk to and who is just visiting to help is great. It's a lot harder to ask a friend/family for help."*

## AND FROM THE VOLUNTEERS

My course is one of the best things I could have done for myself. It gave me enormous insight into our community and how we, the volunteers, can make a difference. It's the ongoing help and support we can give through our own life experiences that really make a difference. I recommend to anyone to join Home-Start as a volunteer as it can only prove, to enrich the lives of the families you support, and your own life as well.

## HIGHLIGHTS 2004

Home-Start Program Coordinators trained 34 volunteers in 2004 to provide practical support and friendship to families. This included the training of 11 men in two preparation courses which were offered throughout the year. The commencement of research into male volunteering and training was a major highlight. Home-Start also celebrated our fifteenth Anniversary in November 2004. A well-attended celebration took place with the founder, Mrs Margaret Harrison from the United Kingdom, delivering the keynote address and presenting over 100 volunteers from the Hunter Region with Service Awards.

## HIGHLIGHTS 2005

Two major highlights in 2005 were the introduction of specific needs-based training for new volunteers and the publication of research into male volunteering. In the first half of the year a volunteer preparation course was designed to meet the needs of families living with a disability. In conjunction with the disability services sector 10 volunteers were trained using the Home-Start model, with particular emphasis on preparing them to be linked with a family with at least one family member who has a disability. In the second half of 2005 Home-Start, in conjunction with the Migrant Resource Centre, secured Families First funding to train volunteers to support African Refugee families. Both volunteer preparation courses were greatly supported by the service sector and the community. The volunteers who graduated from the courses identified having more expertise in their

particular area of training and felt greater confidence to support a family with the needs identified. Also the "Men Providing Friendship to Families" report on Home-Start male volunteering was published. This is an international first for Home-Start. Interest from Home-Start schemes around the world in the ground-breaking research confirms the excellent work commenced by this service.

## FAMILY AND COMMUNITY RESEARCH

The Family Action Centre's strengths-based community research and development is a bottom-up approach to community capacity building. When working from this approach, team members identify and build on the existing resources and assets of the community. In 2004 the Family and Community Research team worked in partnership with communities to mobilise those strengths in areas that have been identified by the community as important and which would enhance community living. We have helped mobilise those strengths to enhance the relationships and networks within the community. The main aim of this approach is to increase the community's ability and resilience to deal with the challenges of day-to-day life, and to provide its families and children with a safe, friendly living environment.

## HIGHLIGHTS 2004

Highlights included the development and publication of the *Resilience Identification Resources Kit*. This kit was developed for professionals working with young people aged between nine and 16 to identify the presence of risk and protective factors in their lives. Another highlight for the team was the opportunity to work closely with the community leaders of Cessnock local government area. Team member, Simone Silberberg, provided training and supervision in Asset-Based Community Development to assist community members with unveiling and mobilising the strengths, assets and potentials of their community.



Volunteers receiving Service Awards at the Home-Start fifteenth birthday celebration in 2004.



Opening of the Community for Children Raymond Terrace Office. Simone Silberberg (left) and Gus Eddy.

## COMMUNITIES FOR CHILDREN Raymond Terrace and Karuah

Communities for Children in Raymond Terrace and Karuah commenced in March 2005. This local initiative is delivered by the Family Action Centre in partnership with The Smith Family, a new and exciting partnership arrangement. Over the next four years (2005 to 2009), it will support initiatives that aim to improve the health and development of children aged zero to five years. Some of these initiatives may focus on supporting parents through improved antenatal care, home-visiting, playgroups and/or parenting courses. Other initiatives may focus on building a child-friendlier community through strengthening social networks, community events and education. Or it may be that some of the initiatives will focus on improving the early learning and literacy opportunities for children. Which initiatives will be supported will depend largely on the local community and what it believes would make Raymond Terrace and Karuah a better place to bring up children.

The project team of the Communities for Children in Raymond Terrace and Karuah has established structures and opportunities for local people to voice their opinion. Some of these structures will exist throughout the lifetime of the project (such as the Communities for Children Committee), while others will occur according to the stage and needs of the project.

## HIGHLIGHTS 2005

Highlights in 2005 were the successful engagement of the local community through a strength-based asset-mapping process. This has resulted in all major stakeholders, including parents, community leaders, non government organisations, business, local and state government – actively

participating in the promotion and activities of the local initiative which aims to promote enhance the health, well-being and early year development of children from zero to five years. Community members participated enthusiastically in developing a vision for their community as one that embraces, values and supports children and their families and where services and the community work together to enable children to realise their full potential.

Another highlight was the development of a four-year Community Strategic Plan. Team members Simone Silberberg and Gus Eddy played a major part in this strategic planning process which outlines the strategies and activities for delivery in Raymond Terrace and Karuah. The plans have been approved by the Department of Family and Community Services and the selection of Community Partners to deliver the child, family and community-focused activities will be completed in early January 2006.

## BROTHERS INSIDE

In Brothers Inside Project was piloted in Cessnock Correctional Centre with the support of Rio Tinto Aboriginal Foundation, Perpetual Trustees and Mercy Foundation. The project works with Indigenous men in gaol to focus on their role as fathers whilst in gaol and upon their release. Currently the program involves workshop with inmates exploring:

- the importance of dads
- their strengths as dads
- their experiences of being fathered
- communication
- keeping kids safe
- resilience
- rock and water.

Future plans for Brothers Inside include organising opportunities for the dads to spend time with their children along with obtaining funding to work with the mums and children as well as the dads.

## HIGHLIGHTS 2004

Two major highlights for Brothers Inside in 2004 were holding the first workshop and building a relationship with the Indigenous inmates and staff in the prison.

## HIGHLIGHTS 2005

In 2005, two major highlights for Brothers Inside were the storytelling and sharing of experiences, and seeing the confidence, enthusiasm and willingness to change (of at least some of the inmates) grow through the project.

## PACT (Parents and Children Together)

PACT is a voluntary home-visiting service that offers practical support and friendship to families with a child under the age of eight years who seek support whilst endeavouring to gain control of substance using.

This program was funded by the Commonwealth Department of Family and Community Services.

## HIGHLIGHTS 2004

The PACT Project experienced many challenges in relation to its original objectives of running playgroups at the Newcastle Methadone Clinic. Despite this, the project was able to shift its focus to conducting voluntary home-visiting services for individuals and families with substance abuse issues. An eight week preparation course was run for volunteers, and linking was conducted between volunteers and families, supervised by the coordinator of the project. This approach to engaging vulnerable families proved much more effective in shifting barriers to service involvement.

## HIGHLIGHTS 2005

The pilot project (PACT) was completed as of the first quarter of the year. Volunteer and family relationships were able to be sustained through a partnership with Home-Start Program at The Family Action Centre.



FAC staff selling a range of resources at the Father Inclusive Practice Forum.

## NEW RESOURCES

The publication of the Family Action Centre Resource Catalogue shows the 50 resource items developed or promoted by the Centre.

### Boys in Schools Bulletin, volumes 8 and 9

*The Boys in Schools Bulletin* is a practical journal published three times per year for teachers and educators. The content within the six editions over 2004 – 2005 addressed a range of issues, such as how to motivate boys, recruiting fathers to help with reading, introducing single-sex classes and making sense of conflicting media reports on boys.

### 6 Pack of Strengths: Rewards bring rewards

Developed by Deborah Hartman and Lindee Hahn, the *6 Pack of Strengths* is a levelled rewards system that gives educators a fun and easy way to recognise and reward their students. It can be used at a classroom, whole-school or section level. It's all about celebrating and rewarding the great things that are going on in and out of classrooms and is designed to appeal to both boys and girls, particularly in the middle years from Year 5 to 8.

### Boys & Families Literacy Strengths Resources

This resource manual focuses on the literacy strengths of boys and families to enhance boys' literacy. By drawing on their interests and skills, and their uses of non-traditional literacy materials, it is possible to improve boys' engagement and motivation in literacy activities at school. Included are three surveys developed through interviews with mothers, fathers and boys. The Boys' Surveys show what boys are interested in and what boys like to read. The manual will show how to use that information in the classroom and provides a step-by-step guide to using those interests and alternate literacy materials in the classroom.

### The Nuts & Bolts of Kids and Schools

A course for dads by Ken Bright, Sue Pascoe, Craig d'Arcy, Simone Silberberg and Richard Fletcher. Designed for anyone working with dads with school-aged kids, this manual provides a step-by-step guide to facilitate a short course for fathers and father-figures. The exercises were field-tested on non-reading dads and dads from low-income and middle-income areas. Topics include: The Strengths of Dads, Communication, Fathers Contribution to School and Community, Resilience and Positive Interactions and Child Protection.

### Fatherhood Research in Australia

Developed by Richard Fletcher, Hedy Fairburn and Sue Pascoe, this 150-page report followed media attention on men's identity and circumstances, government policy initiatives surrounding families, and increasing attention to domestic violence having raised awareness of males' family roles and behaviour. The report makes available a description of recent research on fathers in Australian populations.

### Bringing Fathers In Handbook: How to engage with men for the benefit of everyone in the family

This handbook was designed for staff and volunteers wishing to involve fathers with their service or agency for the benefit of infants and children. It supports planning and managing father-related events and provides first-hand accounts from a range of settings where people have been working with dads successfully.

### Indigenous Fathers posters

The messages were developed for this set of five posters by Craig Hammond and Indigenous communities (men and women). They give indigenous men clear, positive messages based around the concept that Our Kids Need Dads Who: Stay Strong, Smile, Take an Interest, Be There, and Listen. The posters have been very well received by community and health services.

### Resilience Identification Tools

Developed by Victoria Clay and Simone Silberberg, this resource takes a strengths perspective by focusing on what is going right or what's working in the young person's life. The tools are adaptable to a wide range of community and education settings and are being used by a wide range of workers (e.g. school counsellors, youth workers, social workers, and community development workers) involved with young people aged nine to 16 years.

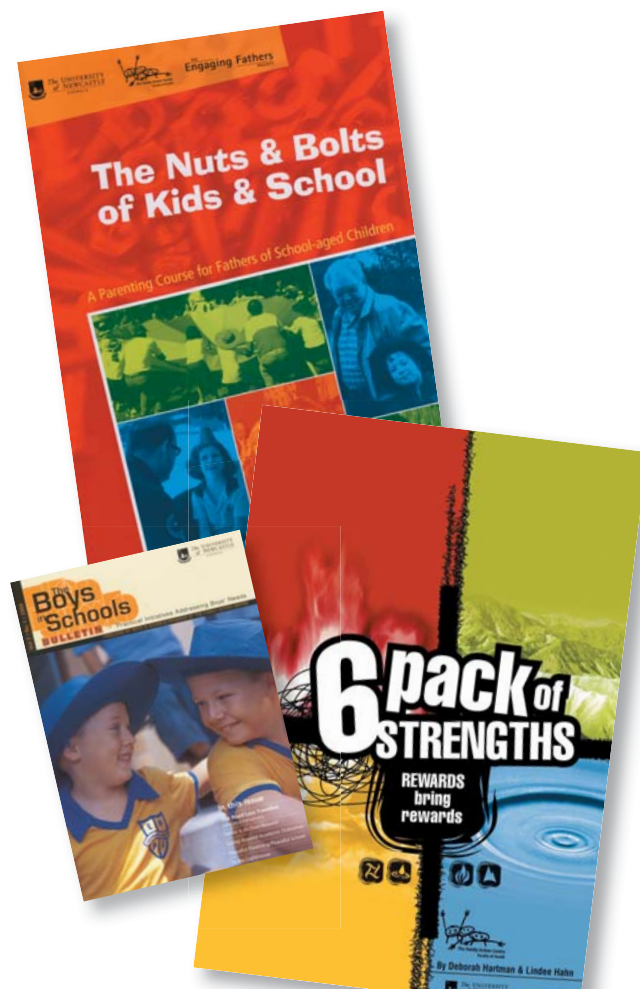
### Beyond the Boom Gate: Considerations when working with people moving into or living on caravan/residential parks

An easy-to-use reference for people working with caravan park residents addressing issues such as issues to consider when moving onto a park, working with managers, children on parks, and tenancy issues.

### Men Providing Friendship to Families: Home-Start male volunteer preparation course evaluation report

This report was compiled by Victoria Clay, Paul Schott and Craig D'Arcy. It considered the preparation and delivery of three men-only preparation courses for Home-Start volunteers conducted by the Home-Start Program at the Family Action Centre. Evaluations of the program found that by drawing on and developing the differing strengths and skills of men, they were able to bring a new dimension to the role of home visitors. Eight key recommendations were made when working with men in a helping role across areas of agency context, recruitment and course content.

**Other publications** published by the Family Action Centre included collaborative projects: *7 Days that Matter* by Mark Barnes; and *Boys Business: Tuning into Boys in the Middle Years Using Music & the Arts* by Robert Smith.



Indigenous dancers from Echuca, Victoria, performing at the opening of the 2005 Working with Boys Building Fine Men Conference.

# Conferences

Fourth Biennial Conference | Working With Boys, Building Fine Men 'From Practise to Practice' 2 – 3 April 2005, Melbourne Convention Centre. A total of 960 delegates attended the two day conference. Pre-Conference forums on Boys in Early childhood and Indigenous Boys Education attracted 140 delegates.

National Father Inclusive Practice Forum 5–6 October 2005, University of Newcastle. One hundred and forty delegates contributed their knowledge and expertise to the development of the first National Framework for Father Inclusive Practice for intervention and family services.

Family and Community Strengths Conferences 'Evidence Driving Practice' 5–8 December 2005, University of Newcastle attracted 350 delegates.



Gillian Calvert, NSW Commissioner for Children was a keynote speaker at the 2005 National Family and Community Strengths Conference, December, 2005.



Tat Waleboat – a delegate at the Indigenous Family Strengths Forum – creating the wall of strengths of Indigenous People.



Dance Group at the Indigenous Preconference Forum – The Strengths of our Mob and Community – Sharing and Celebrating our Stories, December, 2005.



FAC Advisory Chairperson, Julie Midson York with FAC Patron, Geraldine Doogue

## The Family Action Centre Advisory Board

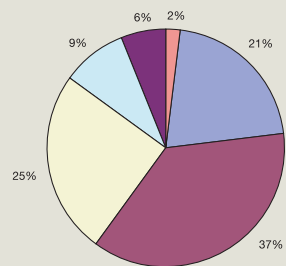
The Family Action Centre Advisory Board is always amazed and heartened by the work, commitment, innovations and value-driven, strengths-based programs that keep flowing from the minds and hearts of the dedicated team at Centre. The whole team is a fine group of people who demonstrate their strengths, creativity and resilience no matter what the task, to help build a better stronger society.

Being board members allows us a bird's eye view of the challenges faced by management and field workers, submissions for new projects, development of resources, working

in disadvantaged communities, conference planning and presentations, action research, networking for sponsorship and support, to name just a few.

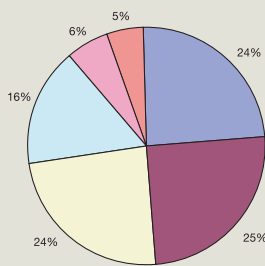
The board commends the Family Action Centre's focus, and feels privileged to be a part of this dynamic and responsive group that's making a positive difference to the lives of so many people; a difference that is spreading its wings nationally and internationally.

**Julie Midson York**  
Chairperson – Family Action Centre Advisory Board



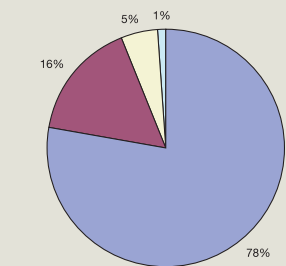
2004 INCOME (1.84 million)

- Carried Forward
- Research Grants
- Conferences & Consultancy
- Resources & Publications
- Government Grants
- Donations & Sponsorship



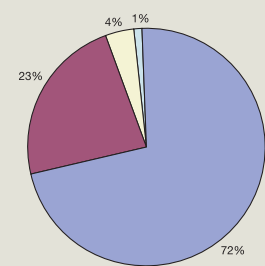
2005 INCOME (2.06 million)

- Carried Forward
- Conferences & Consultancy
- Research Grants
- Resources & Publications
- Donations & Sponsorship
- Government Grants



2004 EXPENDITURE (1.60 million)

- Wages & Salaries
- Non-Salary Program Costs
- Travel & Motor Vehicles
- Property & Utilities



2005 EXPENDITURE (1.67 million)

- Wages & Salaries
- Non-Salary Program Costs
- Travel & Motor Vehicles
- Property & Utilities

## FAC Culture

The Family Action Centre provides high levels of flexibility and trust within the workplace. In return employees are committed to the development of their education, research and community work and give back as much as they can. Within the centre there is a lot of time spent on developing supportive centre culture through activities such as staff birthday celebrations, welcome lunches, Christmas functions, BBQs etc.

There is also commitment to the professional development of all staff. Employees are encouraged to select courses, attend conferences and further their education in areas of interest.



## FAC Patrons

Geraldine Doogue  
Patron, Family Action Centre

Dr John Irvine  
Patron, Home-Start Program

## FAC Sponsors

Bernard van Leer Foundation

Federal Department of Education, Science and Training

Federal Department of Family and Community Services

NSW Department of Juvenile Justice

NSW Department of Community Services

NSW Premier's Department

NSW Department of Education and Training

NSW Department of Health & Aging

Rio Tinto Aboriginal Foundation

Perpetual Trustees

Mercy Foundation

Telstra Foundation

Hunter Sports High School

SNAICC

## FAC Advisory Board Members

In 2004 and 2005 the FAC Advisory Board was made up of Professor Trevor Waring and Julie Midson York (Chairpersons), Professor Margaret McMillan, Professor Diana Keatinge, Professor Graham Vimpani (retired May 2004), Ms Nancy O'Connor, Ms Penny Crofts, Mr Gary Kennedy (retired May 2004), Mr Bill Robertson, Mr Wayne Ible, Professor Phil Foreman and Gus Eddy – FAC staff representative (replaced by Deb Hartman in 2005)

## University Of Newcastle Staff Supporters

Mrs Carolyn Clark

Dr Vicki Clifton

Ms Marion Wilson

And numerous anonymous donors.

## Our Staff

**Judi Geggie** – Director, Family Action Centre

**Deb Hartman** – Manager, Boys in Schools Programs and Manager, Projects and Operations

**Paul Schott** – Manager, Community Services and Manager, Research and Dissemination

**Richard Fletcher** – Researcher, Family Action Centre

**Victoria Clay** – Team Leader, Boys in Schools Program

**Kerrell Bourne** – Team Leader, Home-Start

**Graeme Stuart** – Team Leader, Caravan Project

**Gus Eddy** – Co-ordinator, Communities for Children, (Raymond Terrace)

**Simone Silberberg** – Community Development Consultant, Communities for Children (Raymond Terrace)

**Shirley McIlroy** – Personal Assistant, Family Action Centre

**Michelle Gifford** – Events Co-ordinator, Family Action Centre

**Camilla McQualter** – Resource Co-ordinator, Family Action Centre

**Louie Hahn** – Graphic Designer, Family Action Centre

**Lesley Asher** – Administrative Officer, Caravan Project

**Kerry Hernandez** – Community Development Officer, Caravan Project

**Evelyn Gibson** – Co-ordinator, Home-Start

**Craig Hammond** – Community Indigenous Worker, Family Action Centre

**Debbie Milton** – Community Development Officer, Caravan Project

**Denise Witt** – Community Development Officer, Caravan Project

**Dee Brooks** – Community Development Officer, Caravan Project

**John Watson** – Co-ordinator, Home-Start

**Vickie Meek** – Administrative Officer, Home-Start

**Katie Hayes** – Administrative Officer, Communities for Children (Raymond Terrace)

**Leah Pringle** – Administrative Officer, Boys in Schools Program

## Staff Who Have Left

**Alison Wnuk** – Community Development Officer, Caravan Project

**Beth Deiter** – Co-ordinator, Home-Start

**Craig d'Arcy** – Co-ordinator Home-Start and Engaging Fathers Program

**Loretta Lott** – Co-ordinator Home-Start

**Megan McIlveen** – Administrative Assistant, Boys in Schools Program

**Ken Bright** – Community Worker, Engaging Fathers Program

**Janine Bendit** – Administrative Officer, Engaging Fathers Program

**Steve Gaul** – Assistant Manager, Boys in Schools Program

**Debbie Boehme** – Program Co-ordinator, PACT

**Sue Pascoe** – Research Assistant, Engaging Fathers Program

**Stephanie Tranter** – Literacy Officer, Engaging Fathers Program

**Hedy Fairbairn** – Research Assistant, Engaging Fathers Program

