



SHINE for Kids®

THIS IS *Shine*



2020-21 ANNUAL REVIEW

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*Names have been changed throughout this report to protect the privacy of our children and families

shineforkids.org.au



SHINE for Kids®

Who we are

We are passionate about transforming the lives of children and young people affected by the criminal justice system.

What we do

We work together with children, young people and families to break the cycle of intergenerational offending and disadvantage through innovative programs and service delivery.

REPORT FROM THE

Chair



A year ago, we met the challenge of COVID-19 and the interruptions to our operations. It's pleasing to say that whilst COVID-19 played a big part in our operations delivery again, the SHINE for Kids team have done an outstanding job navigating the challenges that have been presented and continued to provide a quality service to our clients and communities.

Recap of the Year

In the past 12 months, we have continued to extend our reach and grow our programs with further development of our evidence base. Our COVID-19 service delivery clearly demonstrates the creativity and innovation of the SHINE team with many adaptations planned to continue post COVID-19. Some key highlights have been our Family Connection packs sent to children with a parent in prison. Follow up family support has been provided to children and families, linking them to services in the community and SHINE's food relief program. Our growth and presence within prisons continues with SHINE currently providing programs in 31 prisons nationally. This year we commenced our operations in WA at Acacia Prison.

SHINE for Kids was pleased to provide our submission to the Parliamentary Inquiry into Support for Children of Imprisoned Parents in New South Wales. Our submission draws on

almost 40 years of practice, research, and advocacy experience on the specific needs of children of prisoners in New South Wales and nationally. The Amplify Our Voice project has commenced following the success of the NSW Parliamentary Inquiry site visits and public hearing. The Project is developing a strategy to ensure this work continues to be developed and will help inform our next Strategic Plan 2023-2025. We have undertaken an external evaluation by the University of Newcastle of our Keeping Us Together program in QLD which is an exceptional report that positions SHINE for future growth and success.

We have a diverse group of talented people at SHINE for Kids, who can come together and accomplish incredible results. On behalf of the Board of Directors I'd like to thank them for their tireless work and commitment to our clients, families, and communities that we serve.

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Year Ahead

The work undertaken by SHINE for Kids continues to be vital in maintaining family relationships and giving children the opportunity to thrive. Funding will continue to be a focus and we will explore new areas and opportunities particularly with other NFP's as the economies of scale are vital to the long-term sustainability of SHINE.

In 2022, SHINE for Kids will celebrate its 40th anniversary. From our humble beginnings as the Children of Prisoners Support Group and now with a presence in 5 States and Territories, 31 correctional centres and having supported thousands of children, families, carers, and parents in custody, SHINE has a lot to celebrate.

Growth

Maintaining our strong growth is important as we continue to be flexible and agile to best respond to the changing nature of the demand for our services. Reliability, security, and flexibility are more important than ever before. Our aim is to lead our industry in these key areas. To do that requires constant investment in our programs, systems, and people. Our strong growth, partnerships, and advocacy for the children and families we support can deliver those outcomes. We remain committed to growth that is sustainable, risk managed, and within our capabilities.

Future

As we head into another year, we are unfortunately saying goodbye to our current CEO Andrew Kew. Andrew will finish with us on the 3 December. Andrew's 4-year tenure as CEO at SHINE for Kids has been exceptional and he leaves SHINE in a much stronger position financially, operationally and reputationally, and positions us for the next phase of our organisation's history. Much of our success and growth as an organisation has been to do with Andrew's exceptional leadership qualities. On behalf of the Board of Directors I would like to thank Andrew for his remarkable leadership, our executive management team, well supported by April Long our National Operations Manager, as well as all our incredible SHINE for Kids team who have worked tirelessly and made the year such a success. We have commenced the recruitment process for our next CEO. Our vision and goals are clear, and we remain committed to being an organisation that is dedicated to the kids, families and communities we serve.

Finally, I'd like to thank my fellow Directors and Board members for their ongoing dedication, guidance, and support of both myself as Chair, and the entire SHINE for Kids team. Our Board is strong and has delivered the overall governance and risk management that our dynamic organisation requires.

Shane Hamilton
Chair

REPORT FROM THE

Chief Executive Officer



COVID-19 has created unique challenges in the operation and oversight of most organisations in the last financial year. These challenges are particularly acute when it comes to service delivery in the corrections and school environments. I'm pleased to say that SHINE for Kids has managed to adapt service delivery and to continue to support children, young people and their families during this difficult time.

SHINE for Kids has continued to deliver evidence-based programs that are improving lives and keeping families connected. I'm pleased to say that 2021 saw SHINE for Kids establish its first services in Western Australia. SHINE for Kids will be delivering a number of our core programs at the Acacia Correctional Centre. One of those programs is Storytime, which aims to re-connect the incarcerated parent with their children through storytelling. Storytime activities enable parents to gain and keep a connection with their child while developing their literacy skills. The recorded story allows the child to hear the comforting voice of their parent and the words to the story, while reading along to the book.

“ It can be confronting to realise the impact of offending on your children. Storytime helps acknowledge that impact, work through it and use it as a driver of positive outcomes. Humanising the experience and supporting that with education is so important to reducing reoffending and intergenerational incarceration. ”

Katrina Taunton, Manager of Services and Programs at Macquarie Correctional Centre

I was fortunate to visit Macquarie Correctional Centre in Wellington NSW with our funding partner Newcastle Permanent Charitable Foundation to see Storytime in action and to speak with Correctional staff and parents in custody about the impact. Manager of Services and Programs at Macquarie Correctional Centre, Katrina Taunton, said a focus on education and experience at Macquarie is aimed at reducing repeat and intergenerational offending.

Providing these types of supports makes sense not only from a human rights perspective but also financially. As a nation we currently spend \$16b annually on the criminal justice system. Their Future Matters, the reform introduced by the NSW Government aims to deliver for disadvantaged children. The report covered 3.136m children and the model forecasts this group will cost the NSW & Commonwealth Government \$428b for key human services they use up to age 40.

The report highlighted the number one parental risk factor was a parent in custody. SHINE for Kids will continue to advocate for these children because change is needed.

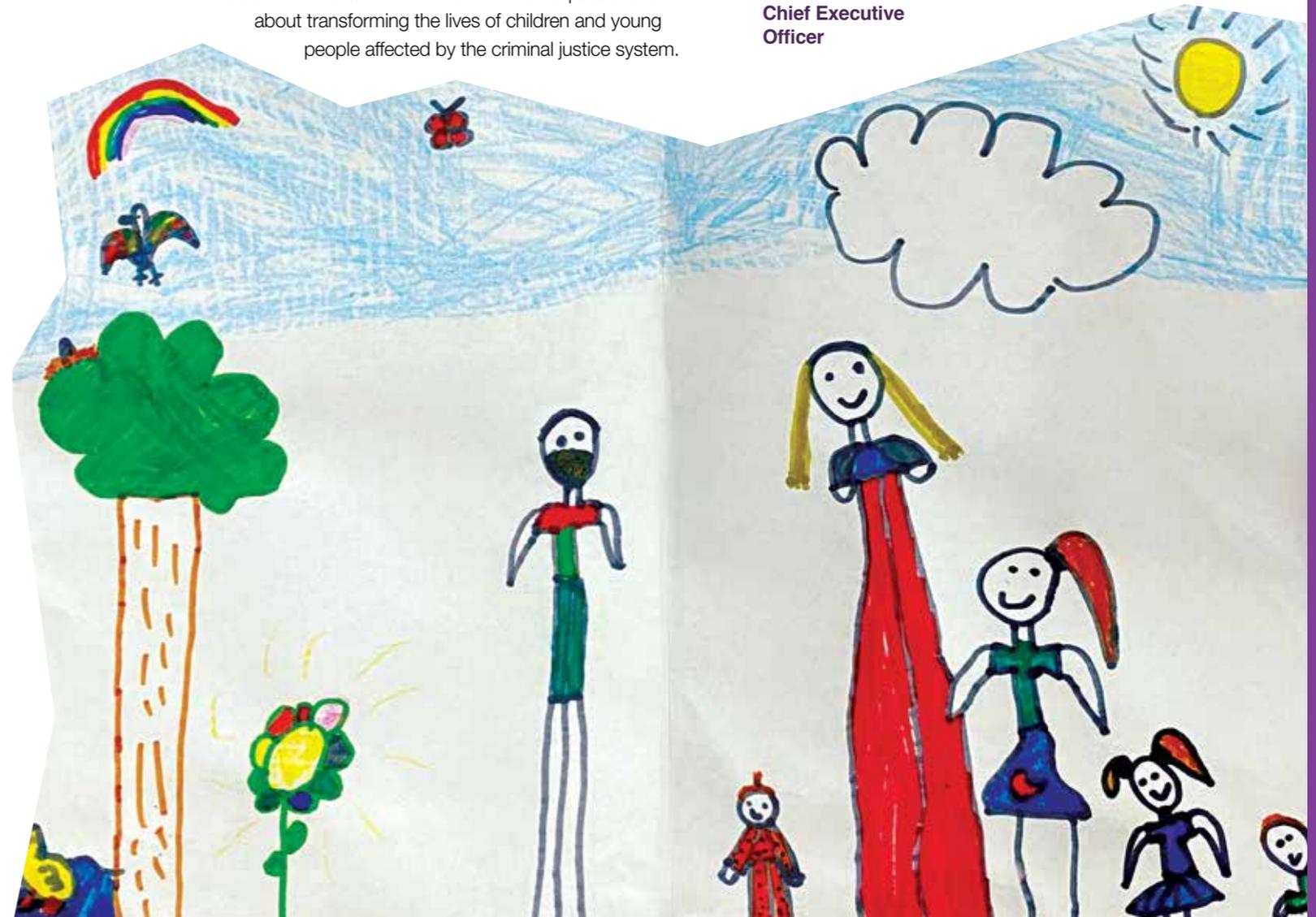
The Lord Farmer review in the UK recommends reforms to the prison system and the prison environment to make it more conducive to family relationships and their rehabilitation. Lord Farmer says relationships are the golden thread running through the prison system and the agencies that surround it. The principle is that relationships are fundamentally important if people are to change.

SHINE for Kids believes these statements are just as relevant in Australia and will continue to be passionate about transforming the lives of children and young people affected by the criminal justice system.

I would like to thank the board for their continued support and encouragement. I need to thank the executive team and all the staff that have worked incredibly hard these last twelve months.

Finally thank you to all our supporters. We couldn't do it without you and your commitment throughout a challenging year has been without question.

Andrew Kew
Chief Executive Officer



REPORT FROM THE

National Operations' Manager



For the last 39 years SHINE for Kids has adapted, innovated and advocated to keep families connected and 2020 was no different. Our dedicated team of coordinators, facilitators and managers adapted our services and supports to ensure children with a parent in prison were supported across NSW, QLD, VIC, ACT and now WA. This dedication is supported by evidence-based practice and leading research to ensure that our practice and advocacy is informed by diverse voices of expertise.

In the midst of the COVID-19 health crisis, the advocacy work for children with a parent in prison and their families increased considerably. We embarked on the Amplify our Voice project to strengthen the voices of children experiencing parental incarceration to state and federal governments. Our team members continue to hold positions on a number of community and legal advocacy committees in order to give a voice to children with a parent in prison.

We commissioned groundbreaking research on the impact of COVID-19 on children with a parent in prison. We provided a submission to the NSW Parliamentary Inquiry into Children of Prisoners. We have also commissioned an external evaluation of our RISE Education Program and celebrated the outcomes of the external evaluation of our Keeping Us Together parenting program which is now delivered across three states. Consistently over the last four years we have grown our reach from 15 prisons to 31 prisons and continue to work with state governments and private prison providers to ensure every child with a parent in prison is supported.

COVID-19 highlighted how much we all need family connection; video calls and phone calls can only do so much. Children with a parent in prison just like all of us need to see, hug and connect with loved ones. Regular contact with an imprisoned parent, where appropriate, is a crucial element for maintaining children and young people's emotional wellbeing.

Imprisonment has the power to separate families, deepen social inequality, and undermine feelings of belonging and connection. Tackling intergenerational offending requires early intervention support to keep families connected during incarceration and to ensure successful reintegration post release. While supporting families is critical, the most effective way to limit these harms is to reduce our reliance on imprisonment as a form of punishment. SHINE has worked hard this financial year to advocate for raising the age of criminal responsibility and drawing attention to the overrepresentation of children with a parent in prison in the juvenile justice system. Everyone knows that children do best when they are supported, nurtured and loved. We all want

“ We head into this next financial year and our 40th Anniversary with a strong and simple commitment - to continue to shine a light on the invisible victims of crime. Although we live in an ever-changing landscape, our core goals and values remain – to keep families connected. ”

our kids to learn from their mistakes, go to school and get good jobs. Imprisoning children increases their likelihood of them returning to jail, severely stunts their development and disproportionately affects Indigenous Australians.

The fastest growing cohort of Australia's prison population is women, and a disproportionate number of those women are Aboriginal and Torres Strait Islanders. Most have committed non-violent offences, and many are themselves victims of domestic abuse. One immediate consequence of incarcerating these women is that they are separated from their children, who are thereby made victims of the same systemic failure.

Policies to support children with imprisoned parents are lacking in every state and territory, as is robust data to legitimise these policies in the eyes of policymakers. Children with imprisoned parents need greater cross-sectoral support in the home, the prison (including child-friendly visiting conditions), at school, and during all stages of the judicial process. From the moment of a parent's arrest, children are affected by the judicial process, and are vulnerable to social isolation, stigma and shame.

We head into this next financial year and our 40th Anniversary with a strong and simple commitment - to continue to shine a light on the invisible victims of crime. Although we live in an ever-changing landscape, our core goals and values remain – to keep families connected. Two of the most significant

challenges for children of prisoners are stigma and shame. We will continue to work hard to ensure parents in custody, carers on the outside and children impacted by the criminal justice system are supported. We will continue to work with our government partners to ensure more robust data and support services to address the needs of children affected by parental imprisonment.

As an organisation we enter our 40th Anniversary celebrating a dedicated team of staff and volunteers who consistently support children and families. We cannot do this work in isolation and we are grateful for the advocates who have come before and those who continue to walk alongside side us and partner for substantive change. Despite our growth over 50% of children with a parent in prison continue to miss out but through strong partnerships we remain committed to ensuring every child has the right to family life and is given support to thrive.

I would like to acknowledge our Board, partnering organisations and funders who continue to enable the provision of essential services to children with a parent in prison. We look forward to continuing to work with you in championing our work at SHINE in 2021 and beyond.

April Long
National Operations Manager

Current situation in Australia



180+
Correctional Centres

42,970 people in custody, an increase of **5%**¹

15,180 people in custody were un-sentenced an increase of **15%**

Imprisonment rates for Aboriginal and Torres Strait Islander people increased by **5%**

30% of all people in custody are Aboriginal and Torres Strait Islander

78% of Aboriginal and Torres Strait Islander people in custody have experienced prior adult imprisonment

In just one year across Australia almost **600 children** aged 10 to 13 years were incarcerated. **65%** were Aboriginal and Torres Strait Islander children.



1 in 6 adults in custody have at least **one parent** who has been incarcerated.²

52% of all young people in custody have a parent who has been incarcerated.

66% of Aboriginal young people in custody have a parent who has been incarcerated.

Our impact in 2021

\$3.8 million annual operating costs

5 States and Territories ACT, NSW, QLD, VIC, WA

31 Correctional Centres

43 employees

180 volunteers across all programs

7 Stay Together Play Together playgroups for mums and dads in custody

Evidence-based parenting programs for parents in custody in **8** correctional centres

OUR Performance

against our 2019-22 Strategic Directions

Our Practice

- In-custody programs grew from 15 to 31 correctional centres
- Growth of programs into 4 privately run correctional centres
- Evidence-based parenting programs for parents in custody from 0 to 8 correctional centres
- Stay Together Play Together playgroups for mums and dads in custody in 7 correctional centres
- Growth in RISE Education program locations from 3 locations to 9 locations
- External evaluation and accreditation of RISE Teacher Training
- External evaluation of Keeping Us Together parenting program for mothers in custody

Our Voice

- Practice Research and Advocacy Meetings (PRAM) established for 3 years and collaborating to amplify the voices of families impacted by incarceration
- First ever national survey "Maintaining family contact during COVID-19. Describing the experiences and needs of children with a family member in prison."
- 83 recommendations submitted to Parliamentary inquiry into the support for the children of imprisoned parents in NSW
- Participated in the NSW Parliamentary inquiry into the support for the children of imprisoned parents
- Supported 2 visits to SHINE facilities by NSW Parliamentary Committee on Children and Young People

Our Cultural Competency

- Development of Aboriginal and Torres Strait Islander Employment Strategy
- Increase in number of Aboriginal and Torres Strait Islander employees from 9% to 20% with a target of 30% to reflect our children and families
- Reconciliation Action Plan Working Group established
- First Aboriginal Chair of the SHINE for Kids Board appointed

Our People

- 84% participation in second external Employee Engagement Survey
- All staff have Learning and Development Plans in place
- Monthly cross functional team meetings and sharing circle established
- Staff and Volunteer recognition program in place

Our Sustainable Future

- \$1.5 million projected equity position
- New IT systems implemented including MYOB, Salesforce and new website
- Implementation of government engagement strategy resulting in increased government funding
- Relationship management and pitching to increase philanthropic investment

Source: ABS Statistics, Prisoners in Australia from 30 June 2020 to 30 June 2021

¹ ABS Statistics, Prisoners in Australia from 30 June 2020 to 30 June 2021

² An Epidemiological Analysis of Intergenerational Incarceration in NSW Prisons and Youth Justice Centres, University of Newcastle



Evidence
of our impact



Keeping connected to mum during the toughest of times

Mia, Declan and Timmy have been living with their grandmother since their dad was incarcerated four years ago. Their mum was also sent into custody two years after dad while she was pregnant, leaving grandmother Sara to raise the three children alone until their parents are released. Aged six, four and two, the family has used many SHINE programs over the years and Sara has always made sure they have regular visits to keep connected with mum and dad. This year, however, when COVID restrictions were reintroduced it put an end to their regular visits and Sara was finding it really difficult to keep the children engaged with their parents. She was also feeling overwhelmed with trying to homeschool her eldest grandchild while minding the little ones.

“The children have been so busy colouring in pictures for mum and excited to show her their work on the video calls.”

Sara was extremely grateful to our Windsor Child and Family Worker Karen when she reached out to check in with them during the lockdown and she told Karen about how hard she was finding it. Sara said that she didn't have the resources to do any more than she had been already to

try to keep the children in regular contact with their parents and that she was really worried that they'd start to lose the important bond they'd worked so hard to keep with mum and dad. When Karen spoke to her about the Family Connection packs that SHINE had created for the children to use to connect with their parents she said, "Oh that would be wonderful for the children to have these to send to their mum! She is especially struggling with not seeing them."

A few weeks after the packs were delivered to mum and dad, Karen followed up with Sara and she sounded so much happier. She thanked Karen for the Family Connection packs and told her that "the children have been so busy colouring in pictures for mum and excited to show her their work on the AVL calls."

While nothing can replace in-person visits, these packs were able to keep the children connected to their mum and dad during a really tough time. Sara said they have inspired the children to keep creating drawings with the pencils from the packs so they can show their parents during video visits and talk about the other activities they have been working on.

Storytime helped Timothy **repair his relationship with his sons**

Timothy had been in custody at Clarence Correctional Centre for eight months when he joined the Storytime program. It was his first time in custody and he was really struggling with missing out on major milestones in his two young sons' lives and was feeling ashamed and unsure about how to talk with them. This is his story.

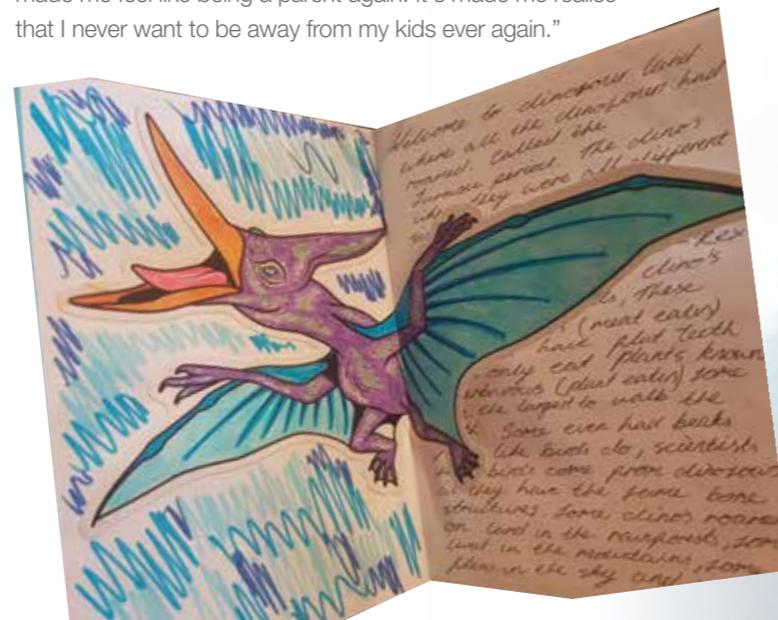
"I work in metal fabrication at the prison and a group of us men all did Storytime together. We were talking about Storytime after the program and about how much it affected us. It helped me connect with my kids as it gets hard to know what to talk about when you become incarcerated. This is my first time in prison, you are all caught up focusing on yourself and trying to cope. You feel shame and don't know how to talk to your kids any more. I've missed so much in 8 months, their first day at high school, their birthdays, Christmas, first win at soccer, Anzac day - I always marched with my boys and the scouts. I was feeling real bad about myself as a dad and was avoiding talking on the phone as I was a bit down.

I got to write a book about my son's toy Pterodactyl and him being a hero saving his dad from a T-rex. I rang my boy up after the first session and asked him to make up names for his three dinosaurs. He started really getting into it and would look forward to a phone call so we could discuss what happens next. I stayed up till midnight trying to get all the ideas into a story format. My son's reaction to the books was incredible. When he opened the parcel he put the book I wrote him under his pillow that night and took it to school the next day. I felt so proud. It lifted me it really did.

I rang up my kids again a week after they got the books and recordings and I could hear this man's voice in the background and I said, 'who is this man in the house, I can hear him talking?' My wife said, 'That's you! The kids have had your voice recording on repeat all day and just want to hear your voice again and again. They want to make photocopies of it for all their friends.'

Since doing Storytime things have changed. Now we have something we can relate to together and now I read to my kids every night and we talk about the books SHINE sent. Even my 12 year old boy is telling me about the book I chose for him.

They have started writing to me after Storytime (they never wrote much before) and I write straight back. It's made me feel valued as a parent again - I can't wait to be with my kids when I get out. I can't explain how much it has impacted on us. I wish every parent got to do Storytime. It made me feel like being a parent again. It's made me realise that I never want to be away from my kids ever again."



“ Since doing Storytime things have changed. Now we have something we can relate to together and now I read to my kids every night and we talk about the books SHINE sent.”



Henry was able to tell his daughter **to believe in herself through Storytime**

When Henry came to Storytime he was full of excitement and said he already knew the book he wanted to make for his daughter Alana. It had been forming in his head for some time, he said he wanted his daughter to know that she could become anything she had a passion to be. He said that Alana had pointed to a plane in the sky one day and said she would never be able to fly a plane. That's where the story started he said, she needed to know that she could be whoever she wanted to be.

“ He wanted his daughter to know that she could become anything she had a passion to be.”

We asked what he needed to help him create his story and he requested printed pictures of women in different jobs including crane operators, dump truck drivers, astronauts, pilots, high-rise window cleaners and more. Henry painted traced outlines from these pictures and wrote the story. He also painted a silhouette of a man and girl pointing to a book with the girl saying “Daddy, Daddy could I do that?” and the man saying “Yes my girl you can do that.”

Henry had been struggling to maintain contact with Alana who had been in care for some time and the pandemic was making it even more difficult for him to reestablish their relationship. But he was hoping she would love his book and know that he was thinking of her, even if they couldn't see each other.

Because of lockdowns across the state, it took some time for the story to make it to Alana but one day Henry received the happy news he had been waiting for. The book had made it to her and she was now living with her mother. Alana and mum had read the story together and Henry was told that she absolutely loved it and was smiling the whole time they were reading. Her mother also mentioned that it was nice of Henry to make the book for Alana and that it must have taken him some time to create.

Storytime helps parents in custody channel their emotions into something productive and special for their children. During COVID, Storytime has not only kept families who are already

connected together but has also been wonderful at opening up communication in families that have fallen out of touch. It is helping children talk to their parent through the books and given the parents and children a shared interest to discuss. Parents in custody have also improved their literacy skills throughout the process of making or reading a story and children are reaping the benefits of regular reading time.

Henry is already planning the next story he's going to create for Alana and is so proud that he's taken the first steps in forging a positive relationship with her.

I feel like a father again

Jason was transferred to Clarence Correctional Centre as soon as it opened in July 2020. Unfortunately his wife is also incarcerated and her parents have custody of their two young children and live in Queensland. Jason's in-laws had not been keen to bring the children to see their dad and his relationship with them had started to break down.

He had reached out to his in-laws on occasion, asking if he could please see his children, but they have found it too challenging to organise during COVID and with the distance.

In January this year, Jason applied to do the SHINE for Kids evidence based parenting program Keeping Us Together at Clarence. He told the SHINE facilitators that he had been having a lot of doubts about his role as a parent and that he'd lost connection with his children.

Jason eagerly participated in all the Keeping Us Together sessions and was particularly verbal and engaged in the activities. He found the session about children's early brain development really helpful and was interested to learn that positive relationships help children's brain pathways grow stronger and assist them to become more resilient.

Jason also participated in all the discussions about the messages we receive when growing up and shared how trauma from his own childhood had affected his parenting style.

During group discussions, Jason shared how his younger son had started taking his phone calls but that sometimes he would not speak clearly or answer his questions. We were able to look at this in terms of children's need to develop trust and feel safe in their connection and offered

some practical ways to stop, pause and breathe before reacting to what his son was, or was not, saying.

Through the Keeping Us Together program Jason practiced role play exercises in how to communicate clearly and positively and to be aware of the different developmental stages of his two children. He said this has helped him to understand where his children were at and set realistic expectations because "It's hard to know when you don't get to see them".

“ I just want to keep connecting with my kids and I'm using all the tools I practiced in the Keeping Us Together program. It's helped me restore my self-worth as a father. ”

About 2 months after graduating from Keeping Us Together, Jason reported that he had had his first face to face visit with his children in 2 years. He was nervous and excited and used the breathing techniques practiced in class to keep calm. He said the visit went quite well despite the very strict COVID restrictions, but that not being able to hug his children after so long was one of the hardest things he had ever done.

"I just want to keep connecting with my kids and I'm using all the tools I practiced in the Keeping Us Together program. It's helped me restore my self-worth as a father," Jason said.





James is determined not to make the same mistakes as his dad

James was set on making a fresh start at being a parent when he signed up for Keeping Us Together and Storytime at Parklea Correctional Centre. He had been in and out of prison since he was a child, repeating the intergenerational incarceration cycle as his dad had been in prison most of James's childhood. James and his partner had become parents at a young age and, due to their drug addictions and unstable home environment, their child was placed into kinship care.

During the SHINE for Kids programs, James shared that as he was from an Indigenous background it was important to him that his child be placed with kinship and not in the foster care system. He shared that he'd felt so relieved when he found out that his child was living with family nearby and not with a stranger. As James had been in prison much of his life, he had lost contact with his child and hadn't seen them in years.

“ I learnt things I never thought I would about myself and my child. I don't want to repeat the mistakes my father made. ”

Whilst in custody this time, James was placed in the drug recovery program and a goal he had was to work on establishing and repairing his relationship with his child after so long apart. He initiated contact with his child by participating in Storytime and his child's caseworker was supportive of him once he told them he was participating in our programs.

When he started Keeping Us Together, he had a full A4 page of questions for the facilitator. During the sessions he was a very active participant and said, 'I didn't know that!' and 'ah yeah, that's why they [children] do this'. He graduated from Keeping Us Together feeling prepared to take the next steps with forging a positive relationship with his child and expressed how grateful he was to the SHINE team.

"I learnt things I never thought I would about myself and my child. I don't want to repeat the mistakes my father made", James told our team. He said when he gets released, the first thing he is going to do is meet his child's caseworker and further develop their contact and bond, and that one day he wants to buy his kid a pizza!

Tracey and Millie are **building a bright future together**

Eight months ago, Tracey was referred to SHINE for Kids and began attending our weekly playgroups so that she and her two year old daughter Millie could reconnect. Millie had been in care since shortly after her birth and Tracey had been taken into custody at the Townsville Women’s Correctional Centre.

Both mum and daughter clearly looked forward to their weekly playgroups and time together. Tracey would spend the whole time with Millie, playing with her, laughing with her, chasing her playing tag, blowing bubbles to entertain her. Our SHINE facilitator said that it’s been beautiful to watch the mother and daughter’s bond grow and that Tracey was always attentive to her daughter’s needs.

As their relationship blossomed, Tracey noticed that Millie was showing signs of anxiety such as biting her nails. Tracey was concerned that this was due to her being in care and became determined to work on herself so that she could be in a position to regain full time care of her daughter and be there to support her around the clock.

Tracey signed up for SHINE’s parenting program Keeping Us Together and parenting and cultural mentoring program Keeping Us Strong. She learnt about children’s development,

supporting their emotional needs and parenting strategies and demonstrated a great understanding of the content. The programs helped her manage her own stress by using coping exercises and also teach her child how help regulate emotions such as anxiety.

Recently, Child Safety contacted SHINE to ask about the time Tracey and Millie spend together at playgroups and our observations of mum and daughter. SHINE was able to tell them that Tracey had made great progress and built a strong connection with her daughter as well as a support network of mums and facilitators around her at the centre.

Child Safety was satisfied that Mille would be well cared for and happy back with her mum and they now live together at the centre. Millie is no longer showing the signs of anxiety that mum was concerned about and their bond is going from strength to strength as Millie relies on mum and trusts her. It’s beautiful to see them walking off together now after playgroup instead of saying a sad goodbye. SHINE will continue to support Tracey and Millie now and after Tracey’s release so they can settle back into the community and build a bright future together.

Keeping Us Together Program Evaluation¹ | After the program more than 90% of women:

BEFORE	Understood their children’s behaviour	71%	92%
	Could communicate well with their children	76%	92%
	Knew where to get help*	53%	96%
	Were happy with the way they parented	83%	95%
	Felt confident looking after their children	87%	95%
	Knew how to calm themselves*	82%	97%

AFTER

“It’s beautiful to see [mother and daughter] walking off together now after playgroup instead of saying a sad goodbye.”

* Change was statistically significant
 1. Keeping Us Together Program Evaluation, The University of Newcastle, June 2021





“ Each playgroup Carly shows the SHINE team her son’s progress with his letters. She keeps all his tracings and his improvement is clear. ”

Playgroup helped Aaron get ready to learn at child care

Aaron is three years old and attends the Stay Together Play Together playgroup every week with his mum Carly. They live together at Numinbah Correctional Centre (NCC) while Carly is in custody. Carly approached the SHINE facilitator one day at playgroup and said she was worried that Aaron was not getting enough stimulating learning experiences during the week outside of playgroup and she wanted some ideas for activities they could do together.

The SHINE facilitator and Carly lined up some time to brain storm and together they came up with some new educational activities that Carly and Aaron could take back with them to the unit after playgroups. These activities included matching colours, shapes and numbers games and activities to help learn the alphabet and writing skills by tracing letters.



The activity involving tracing letters in the alphabet has especially taken Aaron’s interest. Carly told our facilitator that while he had at first refused to sit with her and do the activity, she had found him ten minutes later quietly working away on his tracing at her desk! She was so pleased that he had taken the initiative to begin an activity on his own and left him to happily work away.

Each playgroup Carly shows the SHINE team her son’s progress with his letters. She keeps all his tracings and his improvement is clear. He’s also learning to hold his pencil correctly and is so proud of his efforts. Aaron is continuing to develop his fine motor skills, eye-hand coordination and keep his brain stimulated. Repetition is so important when children are learning.

Aaron and the other children at NCC have recently started attending child care one day a week. The past months practicing his tracing and matching activities have been great at preparing him for the transition to child care and ensured he was not been left behind his news friends.

Meanwhile, the SHINE facilitators have been busy creating new and exciting resources for the mums to take back after playgroup to use with their children. Flashcards and practicing full words are next on the learning agenda!

Dad is still there: A big year for Robyn and her family

Robyn and her four children have been working with SHINE for several years but this year was a special one as they prepare for dad to return home in February 2022 after being in custody for four years. As a family, they have continued to work through their goals with the Intensive Family Support team and achieved one of their biggest goals set, seeing dad!

With the support of our Ride By Your Side program, Robyn and the kids made their first in-person visit with dad in years, which luckily happened between lockdowns. This was the first time Jason, the youngest at four years old, had seen his dad in person and the day was incredibly emotional and exciting. Robyn expressed how worthwhile it was that the kids had the opportunity to see dad in person and start to reconnect with him before he comes home, "We had video calls but actually being in person was emotional ... just to get that cuddle and kiss. To see dad communicate back to his kids before getting released is very important and the kids know, dad's still there."

When SHINE Family Support worker Zoey first met Robyn and her kids she was instantly struck by their warmth and the tightknit family bond they shared. She has worked closely with Robyn to help the family access services they've needed this year. After Frank, nine, was identified by his school as requiring speech pathology, Zoey liaised with Robyn, the pathologist and the school to make appointments and access this support. Zoey also arranged for the children to access pediatric appointments through the Aboriginal Medical Service, organised two brand new IKEA beds for the youngest members of the household, who had been sleeping on a pull out couch or with mum, through Many Happy Returns and helped Robyn arrange school scholarships with the Variety Children's Charity.

The family has also been assisted with fortnightly food hampers and gift cards arranged by SHINE to buy clothing and necessary household items. Zoey checks in every week to see how they're going and is always ready to help with whatever challenges come up.

“ To see dad communicate back to his kids before getting released is very important and the kids know, dad's still there. ”



Our partnerships stopped Meg and Sam be evicted

“ Meg was so appreciative of the help, she cried tears of happiness when she was told they would not be evicted. ”



Meg and her four year old son Sam live in Werrington in Western Sydney. The family first started engaging with SHINE for Kids through the Parklea Child and Family Centre as Sam's dad is in custody at Parklea Correctional Centre. Meg was then referred to SHINE's Intensive Family Case Management program so that we could provide further support to the family at home.

During the latest COVID lockdown, Meg has been working with her SHINE Family Support Worker to meet the needs of the family home, including receiving hampers from Foodbank NSW/ACT fortnightly and arts and craft packs from SHINE for Sam to do at home and send to his dad so that they can stay connected while visits are suspended.

During the lockdown, Meg reached out to SHINE and told us she had received an eviction notice. Her partner's incarceration had placed financial stress on the family. In addition to this stress, they were having an especially difficult time as restrictions meant Sam couldn't visit his dad and the family were experiencing great sadness and mental health concerns.

SHINE was able to support Meg through this tough time by working collaboratively with Anglicare to arrange for the full amount of rental arrears to be paid, preventing the family's eviction. This was a fantastic outcome and Meg was so appreciative of the help, she cried tears of happiness when she was told they would not be evicted.

SHINE will continue to work collaboratively with Anglicare who are now assisting Meg with financial counselling and helping her set up strategies and have the tools to prevent this situation from happening again.

SHINE also continues to support Meg's family through phone calls, food hamper deliveries, linking them with services and by working through a set case plan that is client driven to enable positive outcomes and alleviate stress during such a challenging time.

Let's give dad the biggest hug ever

After a year of restricted access in Victoria due to COVID, the SHINE for Kids team arranged a very important Ride By Your Side visit for two brave little girls, Dinah and Olivia. They had spent the past year physically and emotionally apart from their father and were really missing him. The girls live in Geelong, some distance from where their dad is in custody, and transportation issues as well as COVID made visits difficult to arrange.

On the drive over from Geelong with their mentor Sue, both girls were so excited to see dad in person that they were literally bouncing in their seats, talking nonstop about everything they wanted to share with him. They had developed a good relationship with Sue and were comfortable and open with her, talking with her about their life and dad happily. It was a support for them knowing she'd be there for them on the way home, when they'd be processing the big emotions of the day.

Going through the prison security and COVID checks was a little daunting after such a long time away but even that couldn't dim their joy as they smiled and greeted everyone they met.

“Waiting for their dad to arrive, the girls hatched a plan to give him the biggest hug they could the moment he walked into the room.”

Waiting for their dad to arrive, the girls hatched a plan to give him the biggest hug they could the moment he walked into the room. But when the door opened they stood frozen on the spot, too in awe of seeing dad physically in front of them for the first time in a year to move. A moment later the room was filled with laughter and tears as first Dinah then Olivia tackled their father, immediately falling over themselves in an attempt to fill him in on everything that had happened over the past year, yelling over each other as they spent the next two hours showing off all the new things they had learnt, re-enacting their first junior league footy match and teaching dad all of their favourite TikTok dances.

There were no dry eyes in the room as the girls said their final goodbye to dad at the end of the session. The girls left the visit feeling lighter than they had for a year.

Give Where You Live Foundation helped make this special Ride By Your Side visit happen, and others, with their generous grant this year.



Tamara's RISE sessions are the highlight of her week

Every week Tamara spends an hour at school one-on-one with her RISE mentor. They work through any issues Tamara is having with her schoolwork, maths in particular has been a focus, and also talk about her goals and ambitions and how she might achieve these.

Tamara has been attending RISE mentoring sessions for almost two years now and her mum Lauren and mentor Diana say they have seen a huge improvement in her confidence. Diana says that Tamara has "come in leaps and bounds" in her attitude to learning and that she has enjoyed helping her develop a real love of writing and start to think about where she might take this as she approaches high school.

Mum Lauren enjoys seeing her daughter's enthusiasm about going to school on the days that Diana will be there and says she never misses a session. The extra support she knows Tamara is getting is a huge comfort to her. The family are under a lot of stress as dad has been in custody for several years placing pressure on Lauren, a mum of four, to care for and provide for the family on her own. She's extremely grateful to SHINE and says that Tamara "comes home excited to tell me everything she learnt with Diana ... I can see she's getting the help she needs."

With her mentor's support, Tamara, who Diana calls a 'go-getter', feels more capable of achieving her ambitions. She says she's looking forward to high school now and working on her writing, especially rhyming poems, and wants to be a canine police officer one day. Diana brought her a book about the job and is "helping her believe" she can do it.

"Helping Tamara come up with new ideas is so motivating", Diana says, "Mentoring is the highlight of my week."

“ [She] comes home excited to tell me everything she learnt... I can see she's getting the help she needs.”



SHINE's Teacher Training

SHINE for Kids has developed and implemented Australia's first accredited teacher training. In 2020, we partnered with Western Sydney University to have the training externally evaluated.

Responses from participants indicated that the training resulted in substantial shifts in participants' confidence, attitudes, and knowledge of supporting students with an incarcerated parent. Participants felt they became more knowledgeable about: strategies to engage students and support the family; other support services and resources available; and contextual information. Overwhelmingly, SHINE's teacher training program was highly valued by participants.

“ Today has challenged me to consider parental incarceration as a completely different and unique type of adversity children can face. It is different to any other loss. Also, the benefits of telling children the truth regarding matters of where their family member is and the benefits of seeing each other.”

“ Processes for communicating with parents. Understanding the impact that a having parent in prison has on a student's learning and wellbeing at school and what I and the school can do to help support the student.”

Teachers supporting children with an incarcerated parent: A pilot of the impact and applicability of SHINE for Kids' teacher training program. Centre for Educational Research, Western Sydney University



Dominique's positive relationship with her mentor continued to grow despite COVID moving their sessions online

Nine year old Dominique moved in to live with her grandparents two years ago following her dad's incarceration. While she was able to make friends at her new primary school, she appeared to be struggling after having so many big life changes happen at the same time, dad's incarceration, the move, and then the advent of the pandemic. Her grandmother and teacher noted that she was slowly falling behind in class and she was also finding it difficult to talk about her father. In March this year, SHINE For Kids was contacted by her school and Dominique started the RISE education program where she was matched with her mentor Anastasia.

Dominique and Anastasia managed to have their first sessions together in person where they connected over their shared love of art and animals (horses in particular), before Victoria was placed into lockdown again. Despite this set back, Dominique and Anastasia continued their mentoring sessions and developed their relationship through Zoom.

“ Dominique has slowly opened up to Anastasia and started talking about her relationship with her father. ”

Over the past year, Dominique has slowly opened up to Anastasia and started talking about her relationship with her father. A testament to the bond they developed happened a week before Father's Day when Dominique opened up to Anastasia about how nervous she was feeling going into the weekend as she was going to have her first video call with dad since the start of the year. It had been so long since they had spoken and she was worried that she wouldn't know what to say or do during the visit and that it would be strange looking at each other on a screen.

Anastasia listened to her concerns and together they made dad a special Father's Day card and came up with a plan for things Dominique could talk about (her friends, how school was going, the book she was reading in class, her neighbour's puppy that always snuck under their fence) and they also devised some games they could play during the visit.

While there have been a few bumps along the road with Dominique's relationship with her dad this year, her grandmother is pleased to report that she is showing a lot more confidence and energy since her mentoring sessions began. Dominique's grandmother expressed how grateful the family is for Anastasia's support.

With the lockdown in Victoria ending and primary schools reopening, Anastasia and Dominique are looking forward to having their sessions in person again and have already started discussing artwork and activities that they can work on and create together to send to dad for Christmas.

A year of community building and looking to the future

This year the Belonging to Family team at Kempsey have had a homecoming of sorts with the return of Karen Rhodes. Karen was one of the original creators of the Belonging to Family program just over ten years ago. This unique program is run for Aboriginal mums and dads in custody and their families and supports them throughout the six months pre-release and post-

release, working with the whole family unit to strengthen bonds and prepare for loved ones returning home.

Karen joined SHINE with the purpose of building the first Belonging to Family (BTF) program together with Barbie Cohen in 2010 on a one year secondment from NSW Corrections where she worked as a Services and Programs Officer. But her love of working with SHINE grew and now, nine years later, we are so lucky to have the benefit of her extensive knowledge, gained from over 30 years working in many different roles in the justice sector including at Mulawa and Silverwater prisons. Her immense passion for supporting people in the criminal justice system is an asset to the team.

With COVID affecting the delivery of the BTF program this year, Karen and the team have turned their sights on expanding the post-release support network. This is an area Karen sees real value and need with the current situation resulting in too many people facing challenges post-release and falling through the gaps. Recently, a young man was missing for days after he was released because of something as simple as missing his train. His mother called Karen in distress and eventually he was located. Karen says this is just one example of the many challenges people face on release and demonstrates the need for better support systems to be put into place.

Karen's deep ties and connection to the Kempsey community, where she has lived for most of her life, have helped her build new partnerships and a large network of support services. She's proud to have developed a new referral form for post-release services and says, "that's where everyone needs to be involved, housing, the Department of Community Services, state debt, the NSW Police, juvenile

justice, everyone is on board with the support ... we've re-engaged and made a committee and have been setting up all the groundwork."

Part of the new post-release program will be focused on connecting people with a range of services on offer to them including health and mental health care assessments and financial counselors. Recently, we supported one of our BTF families by connecting them with The Salvation Army to pay for their electricity bill and sourced \$500 in gift cards to help purchase household essentials during a tough time.

The new year is looking bright for the Kempsey team! "I love what I'm doing and am very passionate," says Karen. The new post-release focus combined with the recommencement of BTF after lockdown with two new facilitators means more families will get full support now and into the future. Karen says, "The post-release project with Belonging to Family is needed in every jail."

“Karen is very knowledgeable, her experiences inspire us. We are looking up to an Aunty who has been in the system for 30 years.”

Barbara Cohen
Program Manager, SHINE for Kids



Sam's year of kicking goals

Sam, a young Aboriginal boy in the Stand As One mentoring program, was just 15 when he went into custody at Frank Baxter Youth Justice Centre. Sam was the youngest person at the centre and was referred to the Enhanced Support Unit (ESU) to receive intensive therapeutic support. The ESU operates in line with a trauma informed care approach and includes additional support with onsite access to psychology, occupational therapy, speech pathology and casework. Sam has complex needs, being diagnosed with an intellectual disability, complex PTSD and being on the Autism Spectrum.

SHINE matched Sam with Stand As One mentor Andrew who has a background in teaching young people with learning difficulties and behavioural disorders. Andrew has also spent many years teaching and working with Aboriginal communities in the Northern Territory as well as on the NSW Central Coast. They connected and developed a bond through their shared appreciation and interest in Aboriginal artworks, storytelling and culture. Andrew always comes to visits with books and activities specific to Aboriginal culture for Sam to support his connection to his culture. It was wonderful to watch Sam explaining the meanings of the artworks in one of the books to Andrew. It is evident their connection has grown and Sam feels comfortable teaching Andrew a few things too!

Sam and Andrew maintained contact via phone calls and letter writing when Sam moved back to his home town in Central West NSW post discharge. Unfortunately, Sam reoffended while he was back in the community. He hadn't had the emotional and practical supports and structure he needed which left him susceptible. When Sam re-entered custody at Frank Baxter this year, Andrew and he

recommenced their weekly sessions. Sam graduated from the ESU, successfully transitioned to a mainstream unit and continues to engage in psychological and casework intervention, schooling, cultural activities and programs.

A highlight for Sam this year was being chosen to participate in Boots for Brighter Futures, an initiative which raises awareness of Aboriginal and Torres Strait Islander youth suicide and supports its prevention in Australia. It is a great program in which young people in youth justice centres paint boots for NRL players to wear during the Indigenous round. Newcastle Knights Utility Connor Watson visited Frank Baxter to meet Sam and the other artists. Connor says "You actually get to see who these kids really are and it's pretty cool the detail that goes into with the boots ... they do the research on the players, where they're from, where they grew up, to be able to tell their own story through art".

It's been wonderful to see Sam's confidence and pride grow through his connection to culture. To have one of his biggest idols proudly wear his Aboriginal artwork on his footy boots for the nation to see is simply the best!

“It's been wonderful to see Sam's confidence and pride grow through his connection to culture.”



Photo Credit:
Cultural Choice Association

Pride and resilience evident in our second employee engagement survey

For the second time in two years, we asked SHINE staff to participate in a survey to help us understand how we can create a better working environment for everyone at our organisation. As in 2020, participation exceeded our expectations, with 84% of employees taking the survey this year.

When we undertook the survey in 2020, we had no idea how dramatically our lives would change due to the COVID-19 pandemic.

Our results show us clear evidence of the pride and resilience that has carried us through this difficult period over the past 18 months. An incredible 71% of employees say they are satisfied and engaged, and 97% say they get a sense of accomplishment from their work.

We are pleased that 75% of our staff believe that the organisation recognises them for their contributions and accomplishments and are also recognised for acting in accordance with organisation values.

Our response to the COVID-19 pandemic has been commended by our staff with 84% stating they are satisfied with the way we have worked through the pandemic and the support provided.

We are proud that our staff were highly satisfied with their management and our leadership team. We scored high results for our managers' ability to act in accordance with the organisations vales and our staff are inspired by their managers to do the best work they can. We're delighted to see that many of the steps we have taken across the organisation in response to the 2020 survey are making a difference.

Whilst there is much to celebrate, we at SHINE continue to strive to improve and challenge ourselves. We look forward to improving on these fantastic results next year.

Lastly, we would like to thank all our staff who participated and provided their feedback to make SHINE a better place to work.

84% of SHINE for Kids staff participated in the 2021 Employee Engagement Survey compared to **70%** in 2020

100% of staff believe that the organisation makes a positive difference



88% of the team feel proud to tell others they work for SHINE for Kids®



98% of our staff agree that producing good outcomes is important in this organization

85% of the team agree that their manager acts in accordance with the organisation's values

OVER 80% of staff agreed they could explain the vision and mission of the organisation and feel they have a good understanding on the organisation's goals

Working through COVID-19 pandemic received an overall satisfaction rate of **84%**



The Vast majority of employees are satisfied with the organisation's response to the COVID-19 pandemic. This includes providing staff access to adequate health and wellness benefits and communicating this to employees and managers

OVER 75% of staff were engaged and satisfied with their work, know what is expected of them and are able to manage their workload. This is an increase from 67% in the previous year

OVER 70% of staff agreed that new employees are made to feel welcome, that SHINE is a good place to work and staff feel people are happy to work for the organisation

51% of staff strongly agreed that the physical environment they work in appropriate for the type of work they do as compared to **25%** in 2020.




Cilla celebrates five years at SHINE in Townsville

How did you come to be employed with SHINE?

I had just finished my last module and submitted it when a friend asked me to send her my resume for a job that was coming up. I did this and about a week later I contacted her again and asked what the job was that she had submitted my resume for. When she told me about SHINE for Kids, I had no idea who they were or what they were about. I had an interview the following day. I interviewed for a 10 hour per week position supporting a facilitator in the prison and doing his data entry. The day after my interview I was offered a full time position as the Education Support worker. I accepted and began a week later. That was 5 years ago.

Tell us about your journey with SHINE?

Since beginning at SHINE, I have learnt that no matter how hard I think or feel my life is or has been, there are others out there worse off than I could have ever imagined. I have learnt how resilient children really are but how fragile they are too (more so than I previously thought). I have learnt how decisions we make as a parent really impact and affect our children – both negative and positive decisions.

What do you love about your role?

I love that in my role I get to be a voice for people who haven't always had someone to speak up and support them in their lives/past. I love that I can work towards filling gaps in the system spaces that we occupy that may have been overseen in the past. But I love that we have been able to share the highs and lows with the families that we support.

What are some highlights of the last 5 years?

Being funded each year for our education program, being approached by the prison to submit a tender for the current prison contracts, growing into other QLD sites and employing more staff. Working with our numerous volunteers, and building relationships with organisations such as Save the Children and JCU. My biggest highlight was watching a father meet his daughter who was born in custody for the very first time and watching him fall instantly in love with her.

Where do you see yourself in the next 5 years?

In 5 years hopefully I'll still be with SHINE and able to do all the things I love doing. Filling more "gaps" in QLD with SHINE programs.

What's your vision for SHINE?

To find on going sustainability (funding) so that we are able to continue working with the families/children who are connected to the justice system.

If you could go back in time what advice would you give yourself?

Be patient but persistent. Changes take time.

What would you be doing if you weren't working at SHINE?

I can't answer this question as my thoughts away from SHINE no longer exist. I have always looked to the future in 5 year increments and where I think I can see myself in 5 year blocks – I can't see myself anywhere but SHINE. It's like my life skills were preparing me for this time and space.

“ My biggest highlight was watching a father meet his daughter who was born in custody for the very first time and watching him fall instantly in love with her. ”



Our Volunteers

It never ceases to amaze us how selfless, dedicated and inspirational our Volunteers are here at SHINE for Kids, working tirelessly towards our vision - Building futures where kids can SHINE.

It has certainly been a difficult year for most of us since the Covid-19 pandemic hit. Here at SHINE for Kids, we decided to temporarily suspend our volunteer programs. With the easing of restrictions, we are working hard to ensure that our programs can recommence and we can't wait to welcome our volunteers back!

Even with a good part of the year in lockdown, we still have over 155 active Volunteers across four states waiting to dust off their mentor hats to resume the delivery of much needed support to children and families. Our volunteers come from all walks of life and diverse backgrounds and bring a world of culture and knowledge with them! At present, we have 10 Aboriginal and Torres Strait Islander volunteers and over 30 of our Volunteers speak a second language. When people from diverse backgrounds join together, they bring different life experiences and skills and we encourage and welcome applications from culturally and linguistically diverse backgrounds to join us.

To our volunteer community, your contribution has been extraordinary and we want to let you know that your efforts are recognised and appreciated and we acknowledge the meaningful work you do for SHINE, the kids and their families. We are humbled by your commitment as we would not be able to do the things we do without you. Thank you for your patience and continued support as we navigate through this difficult time. With your support, we will be back better and stronger than ever!

Reilly

**SHINE Volunteer,
Victoria**

I have been a volunteer with SHINE since August of 2019, so just over two wonderful years now. SHINE has seen me through an undergraduate degree, a global pandemic and the completion of a graduate diploma. From the initial interview, I knew it would be so much more than 'experience to put on my resume'. The passion, openness and drive exuded by the SHINE staff really drove my ongoing commitment to volunteer. They are supportive, kind and not only interested in our role as volunteers and the children we support, but genuinely interested in supporting me as an individual. The children and families we support; the special work we do as volunteers and the support we offer can literally be seen in the grateful faces of the families and children we work with. Their kindness, thanks and trust in our team is something I find very special and rewarding. It really makes every day interesting and exciting.



Siddarth

SHINE Volunteer, Townsville

SHINE for Kids has provided me the opportunity to enhance my social work skills in the field and apply the knowledge into practice. It also helped me to map my practice framework. The most memorable moment was the NAIDOC week celebration in the correctional centre. As I come from a different cultural background, I am always keen to learn about different cultures and learn from them. NAIDOC week provided me the opportunity to explore the Indigenous culture and know its importance in the community. I also met the Elders from the community and heard interesting stories from them.

SHINE for Kids has helped me to transform from a social work student into a professional.

I have learned to manage ethical dilemmas in the field and I have improved my communication skills, note taking skills, interpersonal skills and rapport building.



Danielle

RISE Volunteer Mentor, Townsville

I have been volunteering with SHINE for Kids for 3 months. The most rewarding aspect of volunteering at SHINE for Kids is seeing children and their parents reconnect and share memories together in a time of their lives which is unimaginably difficult. The Playgroup and Keeping Us Together programs are vital to this connection and I have seen the positive impacts these programs have had in the women's correctional centre. It would be wonderful to see these programs implemented across both male and female facilities.

The team in Townsville are such a supportive group of women who genuinely care about making change in these families lives. To volunteer at SHINE for Kids with their guidance has been an absolute pleasure and I intend to continue to volunteer with SHINE, where I can, following my placement.

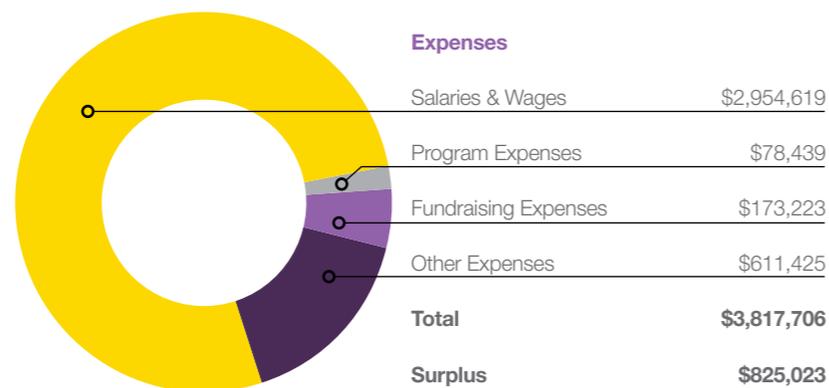
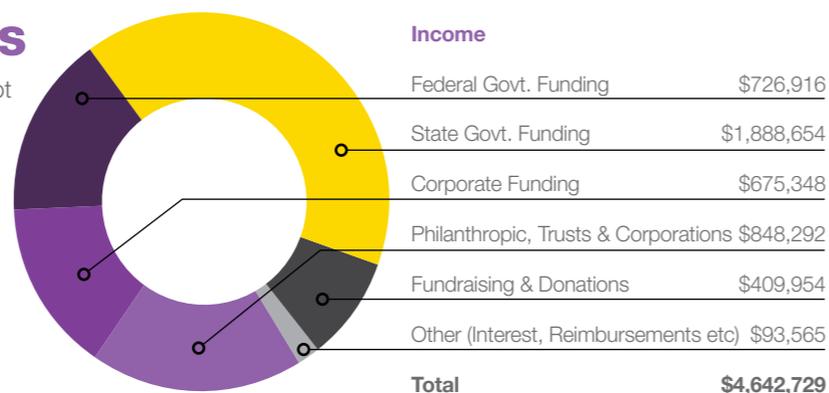
Accountability

Directors' Benefits

The Chair and all other Board Directors did not receive payment or benefit of any kind.

Accountability

A copy of the full statutory financial report for 2020/21 is available on the SHINE for Kids website www.shineforkids.org.au



OUR PEOPLE

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Vice Patron

Helen Wiseman

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Practice Research and Advocacy Meeting (PRAM)

SHINE collaborates with some of Australia's leading academics, social workers and criminologists through our Practice, Research and Advocacy Meeting (PRAM) representing our academic partners Griffith University, Western Sydney University, Australian National University, Monash University and University of NSW. Thank you to all our members for providing their expertise, advocacy and advice.

Dr Lorana Bartels, Australian National University | Dr Susan Dennison, Griffith University
 Kath Fielden, Fielden and Associates | Annie Flynn | Dr Catherine Flynn, Monash University
 Dr Kath McFarlane, Charles Sturt University | Dr Ruth McCausland, UNSW | Peta Macgillivray, UNSW
 Dr Catherine Flynn, Monash | Keenan Mundine, Deadly Connections | Dr Juanita Sherwood, University of Sydney | Dr Mindy Sortiri, Justice Reform Initiative | Dr Danielle Tracey, Western Sydney University.

Thank you

Thank you to our funding partners, donors, sponsors, advocates and supporters. You have helped transform the lives of children, young people and families affected by the criminal justice system.



- ACT Corrective Services
- Anglicare VIC
- Benevolent Society, Communities for Children
- Bennelong Foundation
- Broad Spectrum
- Coca Cola Australia Foundation
- Collier Charitable Fund
- Deloitte
- Department of Child Safety, Youth and Women, QLD
- Department of Communities and Justice – Corrective Services NSW
- Department of Communities and Justice – Family and Community Services NSW
- Department of Communities and Justice – Youth Justice
- Department of Education and Training
- Department of Justice and Community Safety – Corrections Victoria
- Department of Social Services
- Dooley’s Lidcombe Catholic Club
- Dress for Success Sydney
- Dymocks Children’s Charities
- Financial Industry Charity Aid Program (FICAP)
- Food Bank NSW/ACT
- Geelong Community Foundation
- Gilbert + Tobin Lawyers
- Give Where You Live Foundation
- Guildford Leagues Club
- Hope Chapel
- Hornsby RSL
- Keeping Women Out of Prison Coalition (KWOOP)
- Kids in Need NSW
- MacIntype Design
- Many Happy Returns
- Magistrates Court, Victoria
- Maroubra Seals Sports and Community Club
- Monash University
- National Indigenous Australians Agency
- Newcastle Permanent Charitable Foundation
- University of Newcastle
- Newman Women’s Shelter
- Norton Rose Fulbright
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- Queensland Corrective Services
- Rotary Club of Mt Eliza
- Rotary Club of Ryde
- Raymond E Purves Foundation
- Serco Asia Pacific
- Serco Foundation
- Shellharbour Workers Club
- Special Kids Events
- The Sixth Child
- The Smith Family
- Thyne Reid Foundation
- Todd Family Foundation
- Wagga RSL and Commercial Club
- Western Sydney University
- Wests, Ashfield
- Wilson Asset Management
- Women and Change
- Yardi Systems



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