


Annual Report

2023 - 2024






 info@kippax.org.au

 02 6254 1733

 Cnr. Luke & Hardwick Cres, Holt ACT 2015

 @kippaxcare

 @unitingcarekippax

 www.kippax.org

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MESSAGE FROM THE CHAIR



Annette Jackson

Chair

UnitingCare Kippax Board

Over the past year we have seen more people in our community struggle with the stress brought on by the increased cost-of-living, with UnitingCare Kippax responding to a growing number of people seeking support and accessing our services.

In this context, UnitingCare Kippax continued to support and transform our community. Along with providing emergency material and financial aid, our focus on supporting the development of children and their families included parenting programs, hosting community playgroups, and the HIPPY program which supports the transition of children into preschool.

UnitingCare Kippax embraces opportunities to collaborate with other organisations to deliver social inclusion initiatives that enable and empower members of our community. A highlight of the year was being recognised as a finalist at the ACT Training Awards 2024 for our collaboration with other organisations to empower and enable women to gain meaningful experience in the construction industry.

UnitingCare Kippax has played a pivotal role in the collective impact initiative, A Village For Every Child, by successfully facilitating collaboration of government and non-government organisations to create systemic change. And, in partnership with Yerrabi Yerwang, the Connected Beginnings collective impact initiative matured. As part of our commitment to self-determination and reconciliation of First Nations' peoples, we transitioned the full management of Connected Beginnings to Yerrabi Yerwang late in the financial year.

After a decade with UnitingCare Kippax, CEO Michael Nurmi resigned in June 2024, moving on to a new executive opportunity. Kippax Uniting Church and UnitingCare Kippax are indebted to Michael for his leadership and service to the organisation and the Canberra community. Michael lived and breathed the values of UnitingCare Kippax and was loved and respected by all he worked with. He was responsible for the development of our education and training pathways services, including our social enterprise, which have upskilled and provided hundreds of Canberrans with employment opportunities.

The UnitingCare Kippax Board was happy to be able to appoint Aimee Kent as the Acting CEO, providing stable leadership while we are recruiting for the new CEO. We look forward to introducing our new CEO in due course.

A heartfelt thank you to all our staff, volunteers, students on placement, funders, donors and partners. Your commitment enables us to continue our vital work to foster wellbeing, inclusion and empowerment in the Canberra community.

As I look ahead, I'm excited by the opportunities the year will bring. If you are seeking an opportunity to contribute to our local community, please reach out to UnitingCare Kippax.

MESSAGE FROM THE ACTING CEO



Aimee Kent

Acting CEO

UnitingCare Kippax

As Acting CEO of UnitingCare Kippax, it has been a delight to look back at the year that has been and celebrate the incredible work of the staff, students, volunteers and community that is UnitingCare Kippax. The impact our small organisation has had within the community continues to astound me as we work together to ensure we all have access to the core building blocks of life.

The data and stories presented in this report stand as testament to the transformation achieved in the lives of individuals and families involved in our community through our many programs, projects and activities. I am proud to be able to share these stories in this way.

I am humbled by the opportunity to support our community during this time of transition. Having worked as a member of the leadership team of UnitingCare Kippax for the last six years, I hope to provide stability and continuity for our partners, staff and community as we together dream about the future.

I would like to take this opportunity to thank Michael Nurmi for the creative, compassionate, impactful way he led this organisation over the last three years. His time as CEO was the culmination of ten years working with UnitingCare. Whilst his passion for innovation, dedication to community wellbeing and infectious laugh are missed in our halls, the legacy of the incredible work he has achieved in his time with us, will continue for many years to come.

A TIME FOR REFLECTION

On the 7th June, I concluded my time with UnitingCare Kippax after serving the local community and church for over a decade. I want to begin by extending my deepest gratitude to everyone I had the privilege of working with, or assisting in some way. The community services sector is both rewarding and challenging, and my journey with UnitingCare Kippax has allowed me to grow both professionally and personally.

The breadth of programs, projects, and activities that UnitingCare Kippax delivers continues to have a far-reaching impact, making a difference to the lives of many families and individuals. These initiatives will undoubtedly leave a lasting mark on the community for years to come. I had the opportunity to collaborate with like-minded staff and Ministers, who brought innovation, hope, and motivation to every project we undertook. Together, we created programs that brought meaningful change, driven by a shared vision to improve the lives of those around us.

Reflecting on my time at UnitingCare Kippax, it's difficult to put into words the special moments I experienced. For me, and for many others, it became more than just a workplace; it felt like a second home, a place where we were connected as an extended family.

I am immensely proud and grateful to have witnessed the growth of our community, particularly through partnerships that fostered advancements in housing, education, training, and employment.

Throughout my tenure, I was directly involved in delivering essential services that positively impacted individuals and families. Whether through volunteering, student placements, participant support, room hires, or working with congregation members, I was privileged to see lives transformed and to be part of the forward momentum in people's lives.

As I move on from Kippax, I am reassured that the organisation is in safe hands. The dedicated staff and Ministers will continue the vital work that has been carried out for over thirty years, with a shared passion to ensure that everyone has the right to live a decent and dignified life. I am confident that this mission will endure and flourish under their leadership.

Thank you for allowing me to be a part of UnitingCare Kippax. It has been an honor and a privilege to contribute to such a wonderful community.



Michael Nurmi
CEO

UnitingCare Kippax

THE YEAR THAT HAS BEEN...



TRAINING AND EDUCATION PROGRAM

2023-2024 Programs	Training Places	Total No. of Employment	Total No. of Work Experience Places	Total No. of Apprenticeships	Total No. of Further Training
2023 Lendlease Women in Construction	15	14	0	9	12
2024 ClubsACT Hospitality - Stage 1	20	5	13	0	7
2024 ClubsACT Hospitality - Stage 2	152	NA (existing workers)	NA	NA	NA
2024 Belconnen Early Childhood Education and Care	14	6	11	1	1

Program Partners:

The Umbrella Collective, Canberra Institute of Technology, Lendlease, Australian Training Company, Creative Safety Initiatives, ACT Building and Construction Industry Training Fund Authority, ICON, ClubsACT, North Belconnen Community Association Inc., The Y Canberra Region Early Learning Centres.





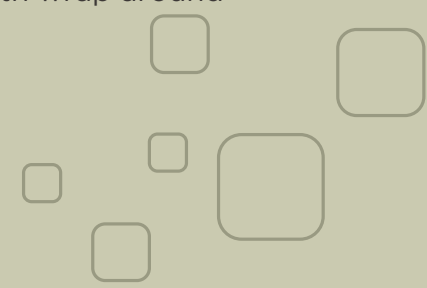
The Lendlease Women in Construction Initiative was a 2024 ACT Industry Collaboration Award finalist.

Program partners included: Lendlease, The Umbrella Collective, UnitingCare Kippax, Canberra Institute of Technology, Australian Training Company, Creative Safety Initiatives, and ACT Building and Construction Industry Training Fund Authority.

This industry collaboration project was developed to address the low levels of women and gender-diverse people's participation in the Canberra construction industry. Over the last 35 years, the proportion of women and gender-diverse people employed in the construction industry has steadily declined.

This pre-employment Vocational & Education Training (Vet) program, specifically targeting Women and gender-diverse people (17 years and over) from the ACT provided a supported pathway for participants to consider and experience a career in the construction industry with traineeship pathways.

Knowing disadvantaged ACT women and gender-diverse people would engage with the program, significant support was important from the start to support participants to overcome barriers. The range of initiative partners brought different mentoring, training, and support strategies for each participant to reach success. UnitingCare Kippax provided a dedicated Relationship Manager for the program who journeyed alongside participants from the moment they engaged, through to the completion of training. This person-centred mentoring and pastoral care support model provided each individual participant with wrap around support.



OUTCOMES

100%

Completion Rate

15 Women and gender-diverse people completed the program

33%

First Nations

1/3 of participants identified as First Nations

13%

Gender Diverse

participants identified as Transgender or Gender Diverse

9 OUT OF 15

participants went on to further

Study

12 OUT OF 15

participants achieved an employment outcome on completion of the program

Employment

7 Full-time

were employed into a full-time traineeship undertaking 3 monthly rotations with ATC & Lendlease and Lendlease's subcontractors

“

Impact
★★★★★

I've got two girls, and I really want them to see that women can do anything. You don't really need to rely on anybody. You can do it yourself.

Abby, Lendlease Women in Construction participant



ACT
TRAINING
AWARDS
2024

Lendlease Women in Construction Initiative

ACT INDUSTRY COLLABORATION AWARD 2024 FINALIST



ACT TRAINING AWARDS 2024



A VILLAGE FOR EVERY CHILD

A Village for Every Child (‘Village’) continues to advance the vision that children in Belconnen are physically healthy, socially and emotionally strong and ready to engage fully in learning and life. In realizing this vision, Village understands the importance of connected strong systems across health, education and community services to support children as they transition through developmental stages and learning environments.

As with any collective impact project, Village experienced natural shifts towards the end of the financial year, including winding down and/or transitioning of key projects. Several contributing factors including uncertainty of ongoing funding impacted the initiative’s life cycle. However, a renewed funding agreement for the next four years provided an opportunity to reset, review and reflect on the past three years, and re-engage partners to refresh momentum.

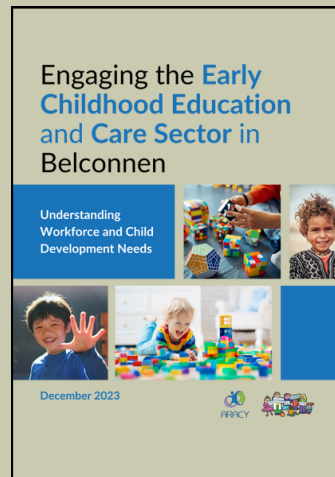
“Families are eager to learn more about child development, and the Village’s resources have made a significant impact by addressing real needs for Early Childhood Education Centers, families, and children.”

Centre Director
Not-for-profit Organization for
Children and Young People

Engaging the Early Years Sector in Belconnen

During the 2023-2024 financial year, we built relationships with **22 Early Childhood Education Centres and Preschools**, leading to high engagement from early years educators in developing resources and participating in our Community of Practice.

Throughout the year, we held five Community of Practice sessions, with over 170 practitioners from health, education, and early childhood centres attending.

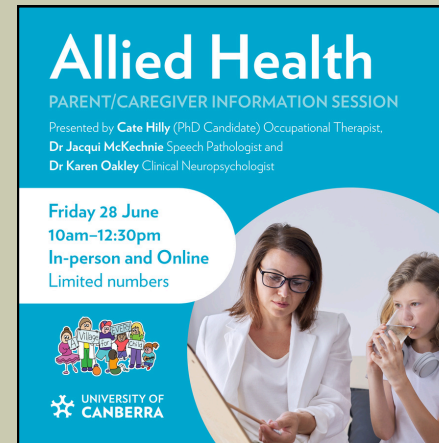
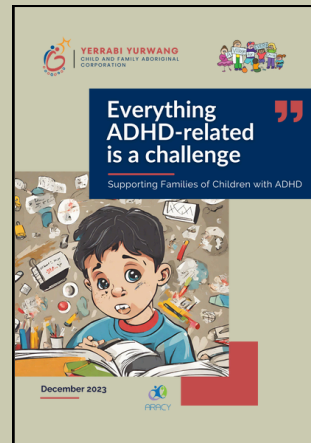


5 Community of
Practice sessions

170 Participants
attended

ADHD Action Group

The 15-member strong Attention Deficit Hyperactivity Disorder Action Group continues to have a strong commitment to creating opportunities for action. In response to the survey conducted in 2023 the group developed the pathways map, delivered training for partners on creating workshops and meeting spaces for people who are neurodiverse, published the Attention Deficit Hyperactivity Disorder Report and in partnership with University of Canberra hosted an Allied Health Workshop for services and parents.



Imagination Library Kippax Pilot

Imagination Library, an international community based early literacy program delivered by United Way Australia was launched at the end of 2023. This initiative piloted a wraparound service model that included a story time at Kippax Library and a Village Hub community corner with enrolling partner to coincide with the sessions.

Village and partners secured funding for 193 children (0-5 years) and their families to receive free books to their home for at least two years. During this time 155 children from 125 families in the 4 suburbs of Holt, MacGregor, Higgins and Latham received over 1,500 books.



Child Development Resources

During this financial year, Village completed and launched the Child Development suit of resources and relaunched the enrolment videos in preparation for school enrollment season. More than **2594** copies of the flyers and posters were disseminated across the village network and the Village website saw **400** downloads of the resources.

Drawing from the quantitative and qualitative information from the community conversations, Australian Research Alliance for Children and Youth produced the Community Profile Report which is in the process of getting approval from the leadership team before being published on the website.

Connected Beginnings program

Village is proud to have partnered with Yerrabi Yurwang to deliver the Commonwealth Government's Connected Beginnings program that aimed to increase Aboriginal and/or Torres Strait Islander children's and families' engagement with health and early childhood education and care. This financial year saw Connected Beginnings program successfully transitioning to Yerrabi Yurwang to strengthen and champion the local Aboriginal and Torres Strait Islander Community needs.

Village commits to working in collaboration with all participants around a unified vision of advancing childhood outcomes for Belconnen region.



At a Community of Practice event



Village with Treasury Taskforce delegates



At a village network event



HOME INTERACTION PROGRAM FOR PARENTS AND YOUNGSTERS

HIPPY aims to engage 30 families each year and retain a minimum of 25 of those families through to graduation

The Home Interaction Program for Parents and Youngsters (HIPPY) is a two-year, early childhood enrichment program for parents in Belconnen starting when their child is aged 3 years and continuing until the end of Pre-School. HIPPY Belconnen is the only HIPPY site in the ACT and only services the Belconnen area. HIPPY aims to give children an early love of learning, empower parents to be engaged in their children's early learning and development, assist in training and education for HIPPY staff members, and connect families to their community.

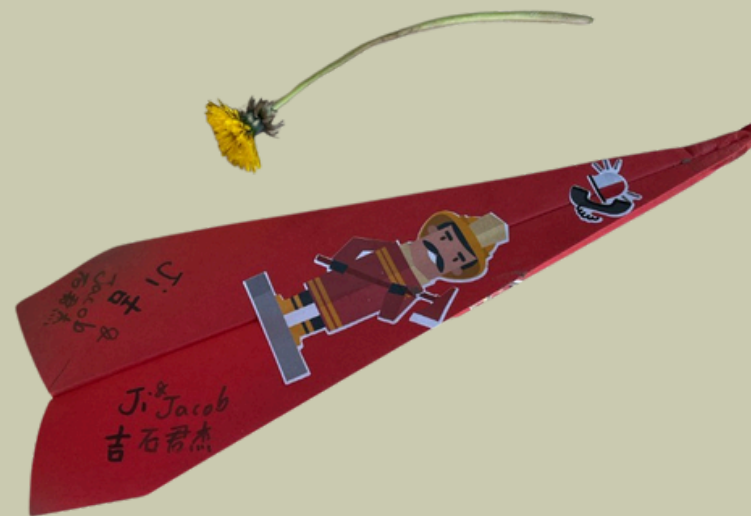
HIPPY staff come from the client cohorts and are empowered over two years to reach the goals they develop, towards future education and employment. Over the two years, a parent is linked with a HIPPY Tutor to guide them through 45 booklets, each with 5 activities for the parents to do with their children.

The activities aim to enhance parents' knowledge and children's development in:

- 1 Thinking and Exploring
- 2 Communication
- 3 Creativity
- 4 Social and Emotional Development
- 5 Family and Community Connections.

HIPPY had 19 families graduate at the end of 2023 out of 32 that started the program at the beginning of 2022, a 59% retention rate. 29 families started HIPPY at the beginning of 2023 and currently we have 23 families looking to graduate in November, a 79% retention rate.

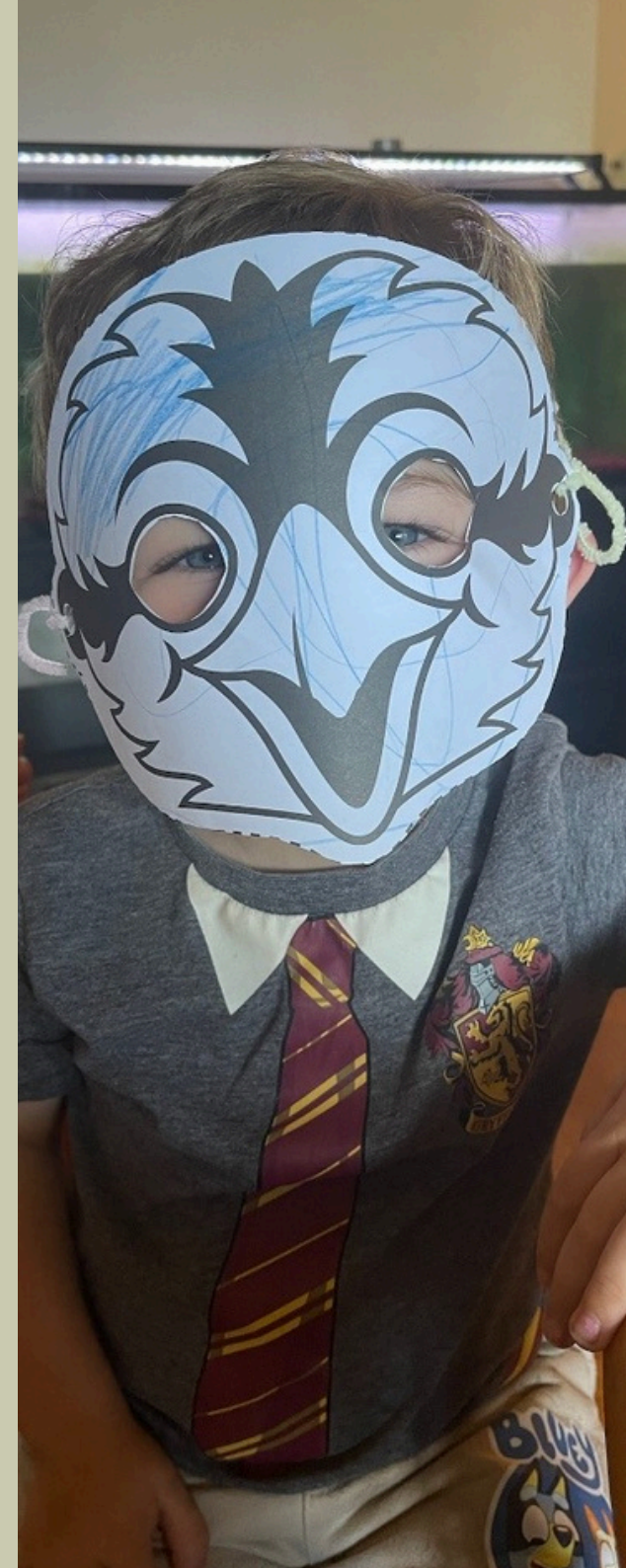
At the beginning of 2024, HIPPY Belconnen had 29 enrolments. Currently there are 28 families remaining in that cohort, a 97% retention rate. HIPPY has a Priority of Access (POA) criteria of 'vulnerabilities' that is expected to be at least 66% of families enrolled. The 2023 cohort of enrolments had 76% of families meeting the POA while in the 2024 cohort of families, 86% meet the POA.





HIPPY has many layers to the support that is given to families. The HIPPY Tutors build positive relationships with the families and support them as much as possible and are their connection to the Community Services. An example is a family that enrolled in 2023 who had been in Australia for 12 years without much contact to the wider community. The mother experienced great trauma in Afghanistan during the years of the Taliban and the war. Her only connection was with one playgroup in the area. HIPPY Belconnen visited this playgroup to recruit some families for HIPPY and the mother obtained permission to enroll in the program.

The mother opened up about her trauma quickly with the HIPPY Tutor who she was linked with and mentioned she is really isolated. The HIPPY Tutor engaged her with Kippax Kids Playgroups and she quickly became a regular attendee of numerous playgroups. While she was a client, she assisted with UnitingCare Kippax's Welcome Café, even leading one with an Afghani theme. The mother was linked with UnitingCare Kippax's Emergency and Material Aid program to seek assistance with food, and clothes that were used as birthday presents for her children. As she was involved in all aspects of the program, she was employed as a HIPPY Tutor. She received her first laptop, has her first email address and is learning fundamental Information Technology skills. The mother even uses YouTube in her time between clients and administration work to grow her English skills. The HIPPY Team supports her in her personal life and she feels like she is part of a wider family.

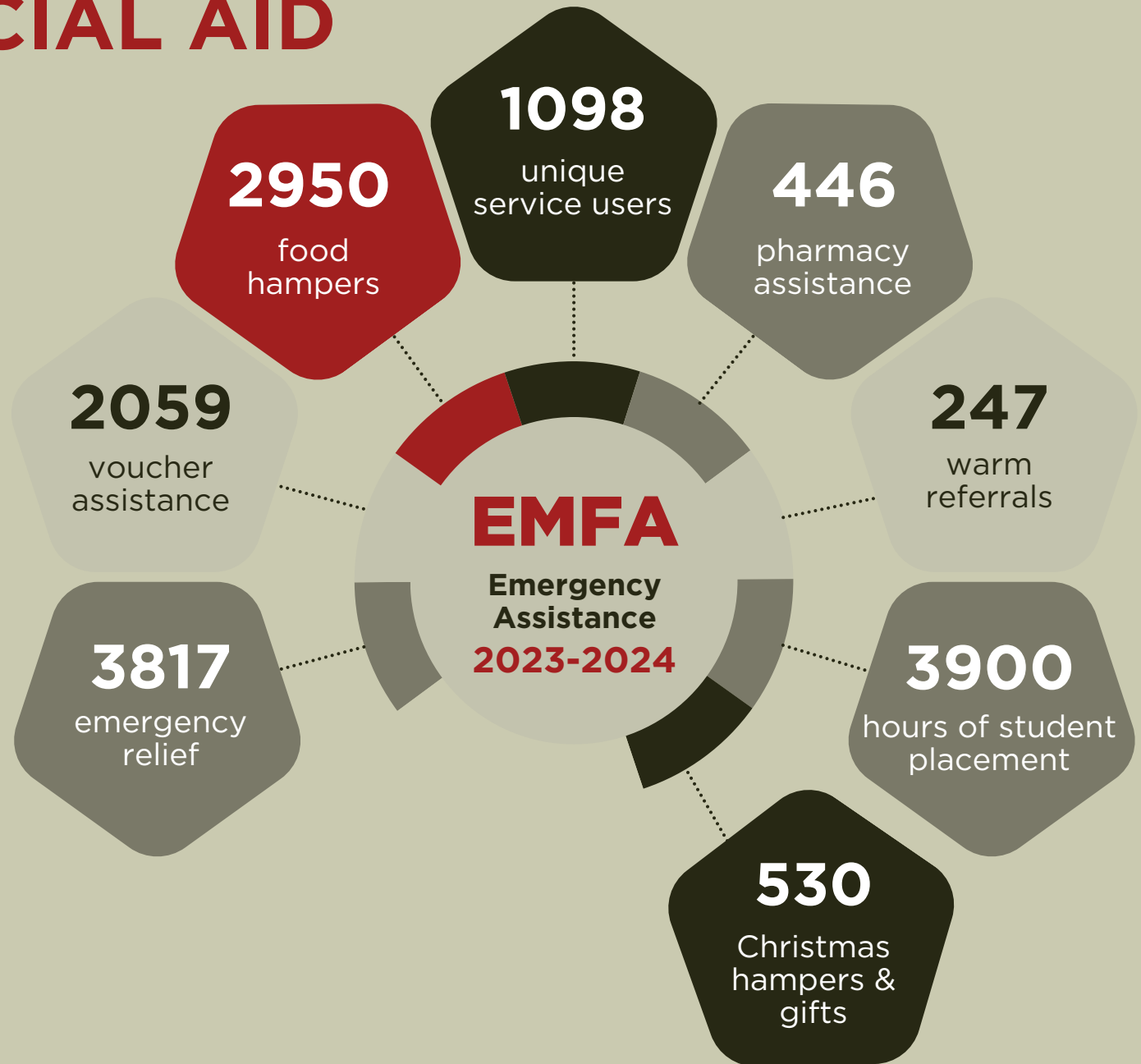


EMERGENCY MATERIAL AND FINANCIAL AID

EMFA is an ACT government funded program that assists members of the community who are in a crisis and seeking assistance for their immediate material and financial needs.

Approximately **502 (46%)** of the participants who accessed assistance from EMFA during the reporting period did so only once. A significant number, **189 (17%)** of participants requested assistance two times during the reporting period, while **111 (10%)** of the participants needed assistance on three occasions. A large portion, **296 (27%)** of the participants needed crisis assistance on more than three occasions during the financial year/or they were regular attendees due to other circumstances.

The EMFA program oversaw four social work student placements and many community services student placements over the financial year. The contribution of these students is the equivalent of two full-time staff, as they assist with program resource organising and distribution, as well as provide support and advocacy for participants in need of a listening ear, emergency relief assistance, or referrals.



CASE STUDY

A client presented to EMFA as a walk-in seeking support both with food and with medical costs. The client spoke to staff about having been declined financial assistance around her need to rent a commode for her recovery period from surgery on her lower back.

EMFA was able to support this client through food assistance, as well as paying the cost of renting the commode out of brokerage funding. The client later received support in paying for fuel, allowing her to attend necessary physiotherapy.

The support provided by UCK has enabled this client to receive the level of care needed to make a good recovery from her surgery, which in turn has allowed her to begin to seek employment and move on with her life.



SOCIAL/COMMUNITY INCLUSION

Welcome Café

The Welcome Café is a lunch that aims to bring community together over a free meal. Held on the 3rd Wednesday of each month the lunch is coordinated by UnitingCare Kippax's Social Inclusion coordinator.

Over the past 12 months the Welcome Café transformed into a cultural delight inviting members of the community to cook and present traditional dishes from their home countries including various middle eastern dishes, Indian cuisines, Australasian recipes and more.

The Welcome Café brings around 50-80 members of the community together each month which creates a great atmosphere for social inclusion and gives people the opportunity to meet others, sit down and have a meal together and enjoy themselves. In total, the Welcome Café hosted over 600 guests over the financial year.

Empowering members of the community in this way has improved their social and community connectedness, with two of volunteers using this as a launching pad into paid employment.

Good Morning Breakfast

The Good Morning Breakfast program was established in 2022 with the aim of building social inclusion, creating a soft point of entry into UnitingCare Kippax services, as well as alleviating household food costs through the provision of once weekly, free breakfast.

Breakfast varied each week from full cooked breakfast one week, to a continental inspired breakfast the following week, with a preference for the cooked meal by many participants. A total of 254 participants attended the program this financial year, before the difficult decision to discontinue the program was made, in the last quarter of the financial year, due to financial constraints.



SOCIAL/COMMUNITY INCLUSION

Trade Workshops

This social inclusion program was a collaboration with UnitingCare Kippax and Programmed Facilities Management. Initially the Trade Workshop program was created to provide skills to the community empowering them with the skills to do simple repairs around the home such as adjusting kitchen cupboard doors, re-wiring flyscreens and patching minor holes in their walls. The apprenticeship board, Oz Help and other trades such as plumbers and electricians are present at workshops to share information with participants over a BBQ at the end of each session.

A pilot workshop was held on site at UnitingCare Kippax with the use of some materials donated by the Mower Shed and materials bought from Bunnings. This event was a great success. The interest that was sparked from those attending moved us towards working with year 9 to year 12 students. When reaching out to stakeholders there was a very large amount of interest from the Education Directorate, Feros Care, and from school Principals within the Canberra region. A free demonstration was held at Lake Tuggeranong College on the 13th of June, with other schools quickly reaching out to book sessions for the new financial year.

The momentum these workshops have gained is incredible and for it to now be rolling out into schools across the ACT is a significant achievement for both UnitingCare Kippax and Programmed Facilities Management. We are hoping these workshops will give young people an idea of what trades look like and help determine the employment pathway they would like to travel.



PARENTING ENGAGEMENT PROGRAM



The Parenting Engagement Program supports families experiencing challenges with parenting. With the support of our Parenting Engagement Officer, mentors help families learn new parenting strategies and skills. Mentors work with families to understand their goals and needs in order to develop a tailored plan and match them with a mentor who engages with them in a supportive way.

During 2023-2024 the Parenting Engagement Program worked with 32 participants comprising:

- ✓ 13 mentees
- ✓ 19 mentors
- ✓ 50+ mentoring visits

Parenting Engagement Program clients also participated in the 2023 Christmas Campaign, Holiday Happenings, the monthly Welcome Cafes, several playgroups through Kippax Kids, Road to Health sessions, Kippax English Conversation Group and parenting programs, both individually and in group sessions. Parenting Engagement Program also supported our clients with support letters to Housing ACT, Family Court and the Snow Foundation, and by facilitating assistance from EMFA and Roundabout, as well as with generously donated tablets to support parent and child education goals.

Shani, a CALD woman with young children, engaged with UnitingCare Kippax through Kippax Kids. She successfully completed a SPARK program and expressed interest in becoming a Parent Mentor with the Parenting Engagement Program. Following screening, she successfully completed the Parent Mentor training. While awaiting a match with a mentee with relatable experiences, Shani remained active with Kippax Kids playgroups. Through her participation with Parent Engagement Program, Shani was offered short contracts to support Integrated Family Support Services initiatives. Shani was able to include her SPARK experience as well as her contracts with Integrated Family Support Services in her resume and the Parent Education Officer acted as a referee for Shani when applying for employment with other organisations. Shani received an offer of employment and successfully entered the workforce.





PARENTING PROGRAMS

The Parent Education Officer and Case Managers jointly facilitate parenting programs, which are open to Parenting Engagement Program and Case Management clients, as well as other service users. Referrals from partner organisations are also accepted, as are members of the public for whom the programs are relevant.

During the 2023-24 financial year, Integrated Family Support Services facilitated four parenting programs: Bringing Up Great Kids; Circle of Security Parenting; Tuning in to Kids and Dads Tuning in to Kids in both 2023 and 2024 as pilots for UnitingCare Kippax in the Canberra region. In total, there were 31 registrations across the parenting programs.

Bob, an older father and first-generation Australian, had both adult and young children, one of whom was neurodivergent, and infant grandchildren. Bob was facing significant difficulties relating to his younger children and in particular, to his neurodivergent child.

He recognised that the parenting methods that had been successful with his older children were not enabling strong relationships with his younger children and also that his older children were parenting their children quite differently. Bob wanted to improve his relationships with his younger children and also to be able to support his adult children in their parenting journey.

“I learned so much about what is going on in Jacob’s world. So much stuff just started to make sense. Learning how to apply the Five Steps of Emotional Coaching, and how emotions link to each other, was really beneficial to making that connection to all my kids.”

CASE MANAGEMENT

The Case Management program is a medium to long term support program to vulnerable children, young people and their families in the West Belconnen, greater Belconnen and Gungahlin. The program aims to empower families to grow both individually and collectively. Case Managers provide a range of assistance, including home visits, one on one support for individuals or the entire family, emotional support to achieve personal goals. They advocate for the families when dealing with other services, court support, referrals to relevant services, and coordinate, especially when multiple services are involved. Additionally, they convene meetings on behalf of families, implement action plans, group work and assist with behavioural challenges within the families.

During the financial year, ending June 30 2024, the Integrated Family Support Services program has supported 51 families with 352 individuals, including 108 children and 37 young people.

The programs actively collaborates with internal and external services to ensure participants receive expert support from the correct sources. Program staff made a total of 72 internal referrals, while the number of external referrals totalled 51. External referrals were made to Care Financial , ACT Education, Women’s Legal Service, CatholicCare, Legal Aid, Salvation Army and others.

ROAD TO HEALTH

Providing workshops on Oral Health and Nutrition, Mental Health, Childhood Development, Alcohol and Other Drugs and their impact on families, Maternal Health and Cyber Safety, the Road to Health program aimed to empower young families in the West Belconnen Region with health and wellbeing information.

The program partnered with experts from ACT Health, Parentline, Tresillian, ACT Libraries, EACH, Cancer Council, CIT, and the AFP, ensuring that the 136 people who participated received up to date and accessible information.

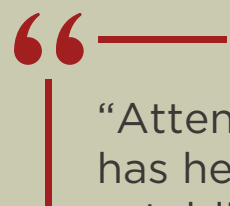
This pilot program, funded by the ACT Government, was successful in providing a safe and supportive space for young families to ask questions, build new relationships and grow in their understanding about child and maternal health.



KIPPAX KIDS



Kippax Kids provides a safe, welcoming, and engaging play space for community groups and organisations to hire for their self-run playgroups and parenting sessions. Kippax Kids playgroups foster an inclusive environment where families can build relationships and connect with support networks, both within UnitingCare Kippax and through external service providers.



“Attending playgroup has helped my child establish independence and develop socially by interacting with other kids.”

Playgroup Parent



It has been another wonderful year seeing families continuing to connect and thrive through playgroups at Kippax Kids. While we have farewelled some regular families as their children transitioned to school and parents returned to work, the 8 regular playgroups we had running during the reporting year have all maintained steady attendance numbers. A total of 195 playgroup sessions were held with 120 families/269 individuals attending one or more of those sessions. In collaboration with Kippax Uniting Church we launched a new facilitated music playgroup, offering a wonderful opportunity for families to come together through singing, playing and crafting.

Kippax Kids participated in a couple of local community events such as A Village for Every Child - Village Hub (part of Imagination Library Story Time) and West Belconnen Tracks to Reconciliation. Playgroups have also enjoyed celebrating significant events throughout the year such as National Families Week, Harmony Day, Nursery Rhyme Week, Father's/Mother's Day, Dr. Zeus Day, Book Week, Tracks to Reconciliation, Dental Health week, Science Week, Easter and Christmas.

Throughout the year we have assisted families in creating and joining playgroups, while also connecting them to services provided by Emergency Material and Financial Aid, Home Interaction Program for Parents and Youngsters, and Integrated Family Support Services. Our partnership with local organisations has also been instrumental in helping families access playgroups at Kippax Kids and providing the essential support and resources they need to thrive.

The Kippax Kids administrator continues to visit each playgroup throughout the year to engage with families and provide information on upcoming events, services and resources that support families. Activities, crafts, and games are also provided in the creche room by the Kippax Kids administrator, to nurture child development, family connection and bonding. Groups have expressed their appreciation for the check-ins and resources provided as they have helped make their sessions enjoyable and run with ease.



“I love taking my 2.5yr old to singing group each week as it’s a fun way to spend time together while building her love of music. It’s a good balance of singing, eating and chatting, story and craft that we both enjoy. I think it has also helped her general confidence and group social skills, as well as language development. It’s definitely a space she feels comfortable being in, and she gets excited when I say we’re going to singing. I really appreciate the effort the facilitators put in each week.”

“Just this week I was able to connect with a parent who was feeling incredibly overwhelmed and was able to listen to their concerns, offer advice from own and others experiences and encourage them to reach out for available support in the community.”

“Echidna families love coming to playgroup as they enjoy the flexibility provided with such a well-designed and resourced space where children can play and learn from each other. The experience not only promotes children’s learning and sense of belonging to the community, but also offers a relaxed environment that enables connections amongst parents.”

“One of my favourite things is that I am able to connect with families and share my own personal and professional experiences (early childhood education). I often refer families to the resources available in the space and encourage them to reach out to the nearby child and family centre as well.”



MOWER SHED

The Mower Shed, as a social enterprise of UnitingCare Kippax, plays a crucial role in offering meaningful employment opportunities to those who face barriers to entering or maintaining work. This kind of initiative not only provides valuable work experience but also contributes to building confidence, skills, and stability for individuals who may have struggled to find and keep employment in the past.

By supporting these individuals, The Mower Shed is helping to break down systemic barriers, fostering inclusion, and promoting long-term employability.

By helping individuals acquire essential certifications and skills, we empower individuals to re-enter the workforce with greater confidence and employability.

The positive outcomes—such as increased social engagement, economic participation, and overall connectedness—are clear indicators of success in not only professional development but also in enhancing their overall quality of life.

This holistic approach not only provides individuals with the necessary tools to thrive in the workforce but also nurtures their sense of belonging and contribution to the community.



The role of Team Leaders in our program is vital to both personal and professional growth for the staff. By modeling positive behaviors and helping staff refine their soft skills, they ensure that each person is guided and supported at their own pace. The Team Leaders' ability to identify when staff are ready for the next steps—whether further development or exploring new employment opportunities—has made them key players in the overall success of the program.

Their focus on individual growth and readiness helps create a nurturing environment where staff feel both challenged and supported. This approach ensures that participants can confidently transition into the broader workforce or take on greater responsibilities.

An essential part of the success of The Mower Shed has been through creating employment pathways. We have done this by fostering positive relationships with large Companies such as Downer Defence and Programmed Facilities Management.

We had 10 individuals employed in the Mower Shed over the past year, 3 found full time employment, including 1 who moved into full time employment with Downer Defence

We were successful in securing a grant from Hands Across Canberra to provide one off yard cleans up to people in the Community who did not have the capacity to clear the area to a manageable level or to pay to have it done as well as funding to purchase gardening equipment that could be lent out at a low or no cost amount so that the individuals could then maintain their properties.



STUDENT PLACEMENT REPORT

Student Placements Overview

Over the past period, students from various institutions have made remarkable contributions across our programs, accumulating a total of **7,990 hours**. Their involvement has significantly enriched our services and supported our community initiatives.



Participating Institutions

The students placed with us come from a diverse range of educational institutions, including diploma, bachelor's, and master's level degrees in community services and social work:

- ✓ **Key2Learning:** 10 students
- ✓ **Torrens University:** 1 student
- ✓ **Canberra Institute of Technology (CIT):** 13 students
- ✓ **Australian Catholic University (ACU):** 12 students
- ✓ **Stotts College:** 2 students

Student placements at UnitingCare Kippax have been invaluable. They contribute significantly to our programs and help students achieve personal milestones. We appreciate all our student volunteers' contributions and look forward to future collaborations.

Program Contributions

The students have participated in various programs, and it is important to note that students often contributed to more than one area. Consequently, the total number of placements reported in each program may exceed the total number of students.

- ✓ **Emergency Management and First Aid (EMFA):** 22 placements
- ✓ **Reception/Client Services:** 5 placements
- ✓ **Youth Programs:** 22 placements
- ✓ **Integrated Family Support Services/Parent Education Program:** 7 placements
- ✓ **Community Development:** 9 placements

CASE STUDY



Saadat Islam

Student

Stott's College



Serafin Jr. Dela Cruz

Student

Western Sydney University

Saadat Islam completed a 200-hour placement with UnitingCare Kippax as part of his bachelor's degree through Stott's College, contributing significantly to the Friday Frenzy Youth Program and Reception/Client Services.

In the Friday Frenzy Youth Program, Saadat actively supported activities and engaged with youth participants. He also assisted with hamper distribution and client support in Reception/Client Services. Notably, Saadat initiated a community project that provided discounted Questacon tickets to families, enhancing their access to educational and recreational opportunities.

His dedication and proactive approach not only benefited our programs but also advanced his personal development. Saadat received a positive skills assessment, which is crucial for his visa process and a step toward obtaining permanent residency in Australia.

A letter from Sef on his last day of placement

I can't express enough how thankful I am for all the incredible experiences I've had here at UnitingCare Kippax. From the supportive environment to the amazing people and management, you all have made this journey so meaningful for me. I've learned so much and felt so welcomed, and I genuinely cherish every moment spent with the team.

I promise I'll be back to volunteer in the future because this place has left a mark on my heart. The warmth, the encouragement, and the sense of belonging I've found here make UnitingCare Kippax feel like a second home to me. Thank you again for everything.

VOLUNTEERS REPORT

Volunteers Overview

The 2023-24 year has been a testament to the dedication and commitment of our volunteers. Their collective efforts across various programs have been instrumental in advancing our mission and delivering impactful services to our community. This report highlights the impressive volunteer contributions, totalling **3,500** hours, across our key programs.

This year's volunteers, reflecting a strong community, have greatly enhanced our programs. We deeply appreciate their hard work, which drives our continued success.

**1300
hours**

EMFA (HAMPERS PACKAGING/SORTING)

One exceptional volunteer has been instrumental in this program, dedicating over 7 years of service

**1950
hours**

RECEPTION

A total of 12 volunteers

**250
hours**

PARENTING ENGAGEMENT PROGRAM (PEP)

A total of 9 volunteers

HOW IS UNITINGCARE KIPPAX FUNDED?

UnitingCare Kippax has many financial contributors that enable us to carry out the important work that we do in our community. A large proportion of our funding is from the ACT government and UnitingCare Kippax is grateful for this financial support.

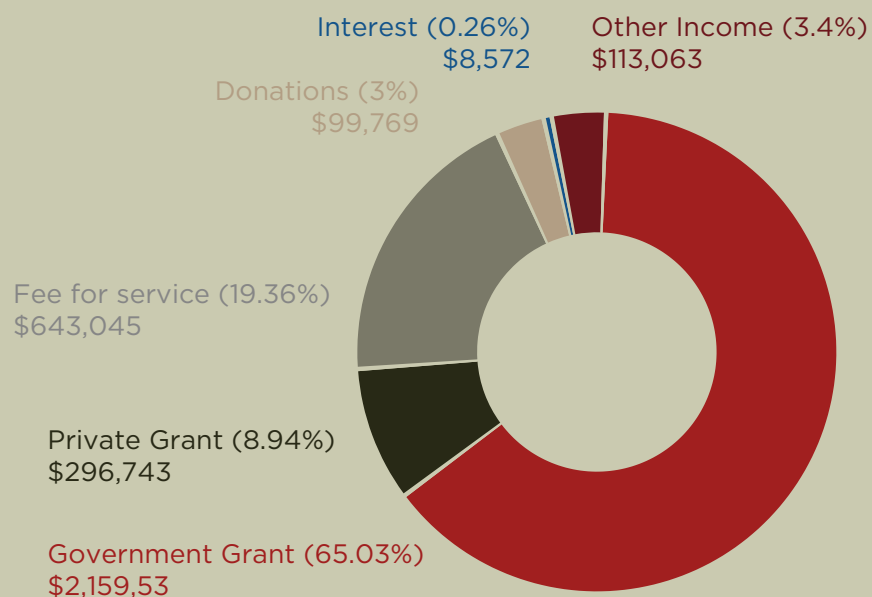
Collaboration is fundamental to our success, and we greatly appreciate the many organisations such as The Umbrella Collective, Riverview and CIT, that we partner with to create strong and effective programs.

We are also grateful to our philanthropic supporters including Snow Foundation, Hands Across Canberra, and many others who contribute a significant amount of financial support to the Not-For-Profit sector.

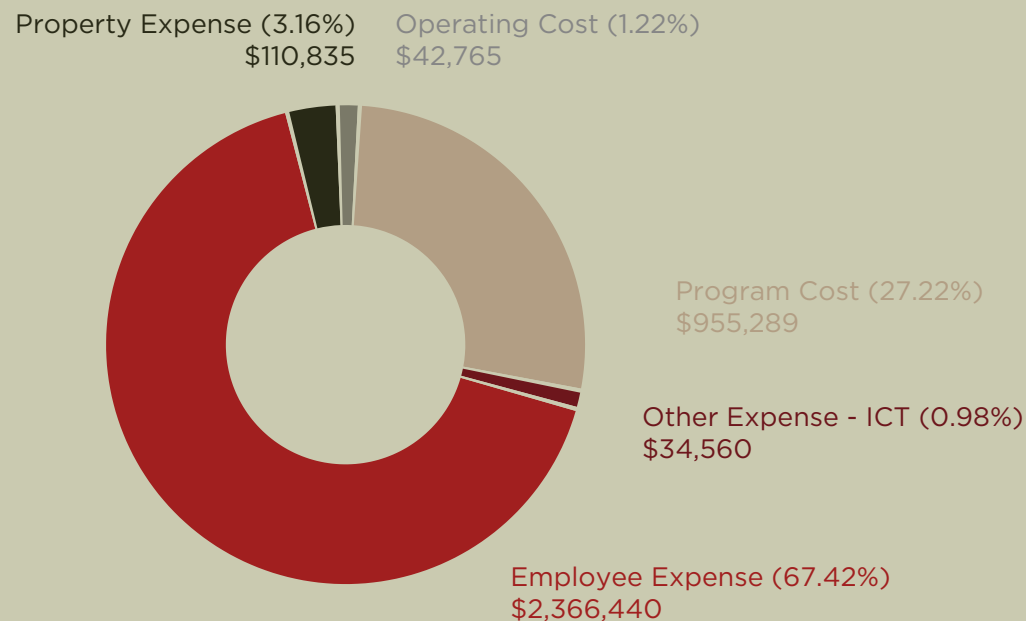
We would also like to acknowledge the support that we receive from the business community, both financial and pro-bono.

Finally, a big thank you to our community members that make regular donations and volunteer their time to help us make a difference in the local region. Without the support of groups such as Goods 360, Storage King, Oz Harvest, Melba Uniting Church, Rotary, and Transport Canberra, we would not be able to offer the breadth of support that we do in the community.

Financial Year 23-24 Income



Financial Year 23-24 Expenditure




THANK YOU TO PARTNERS & SUPPORTERS

ACT Education Directorate
ACT Health Directorate
ACT Community Services Directorate
ACT Fire and Rescue
ACT Playgroups Association
ACT Foodbank NSW/ACT
ACT Building & Construction Industry Training Fund
Authority
Australian Early Development Centre
Australian Federal Police
Australian Research Agency for Children & Youth
Australian Training Company
Baringa Early Learning Centre
Belconnen Child and Family Centre
Belconnen Supportive Tenancy Services
Brotherhood of St. Lawrence
Canberra City Care
Canberra Health Services
Canberra Institute of Technology
Canberra Quilters Inc.
Canberra Refugee Support
Cancer Council
Capital Region Community Services
Care-More Pharmacy Kippax
Care Financial Inc
Child and Youth Protection Service
Canberra Relief Network
Charnwood Capital Chemist
ClubsACT
Corrective Services
Creative Safety Initiatives
EACH - NDIS Partner
Even Dots Creative
Empowered Families
Families ACT
Ferros Care
Gungahlin LJ Hooker Pty Ltd
Ginninderry Joint Venture
Ginninderry St Vincent de Paul Society

Ginninderra Rotary Hands Across Canberra
Housing ACT
ICON
Kingsford Smith School
Latham Primary School
Lendlease
Libraries ACT
Legal Aid ACT Lifeline Training
Masonicare
MensLink
Migrant and Refugee Support Service
Multicultural Youth Services
North Belconnen Uniting Church
North Belconnen Community Association Inc.,
Onelink
OzHarvest
Police and Citizen's Youth Club Programmed Facilities Management
Rotary ACT
Snow Foundation
SOLVit - IT Network Support
St Francis Xavier College
Storage King
Tresillian
The Umbrella Collective
The Smith family
Transport Canberra and City Services
The Y Canberra Region Early Learning Centres
The ACT Multicultural Hub
The Riverview Group
Target Australia
The Millhouse Ventures Ltd
Uniting NSW/ACT
University of Canberra
UnitingCare Australia West
Woden Community Service
Women's Legal Service
Woolworths Kippax
Westpac
Yerrabi Yurwang Child & Family Aboriginal Corporation



 info@kippax.org.au

 02 6254 1733

 Cnr. Luke & Hardwick Cres, Holt ACT 2015

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