



SECTOR CONNECT
INCORPORATED

2022 — 23 ANNUAL REPORT

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ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the traditional custodians of this land and pay our respects to the Elders past, present and emerging for they hold the memories, the traditions, the culture and hopes of Aboriginal Australia. We would like to say thank you to the Dharawal people for the thousands of years of care and respect they have shown for this country and pay our respects to their cultures and traditions.

We must always remember that under the concrete and asphalt this land is, was and always will be traditional Aboriginal land.



Sector Connect is the peak organisation representing and providing regional leadership to community services in the South West Sydney Health District with a primary focus on *Campbelltown, Camden, Wollondilly* and *Wingecarribee NSW*. We have 20 years' experience as a regional leader, responsive to our region's changing needs as we identify priority areas for research and planning.

What we do

- ◆ strategic leadership,
- ◆ expertise and innovation,
- ◆ professional development,
- ◆ organisational and industry development,
- ◆ facilitate services networks/interagencies,
- ◆ industry information hub for the region,
- ◆ advocate and represent vulnerable communities across the region,
- ◆ deliver projects and planning processes to support a strong collaborative regional sector,
- ◆ we also provide some community development and support activities for specific target groups which currently include the Aboriginal and Torres Strait Islander community.

Our Vision



The whole community working together for social, cultural and economic wellbeing

Our Mission



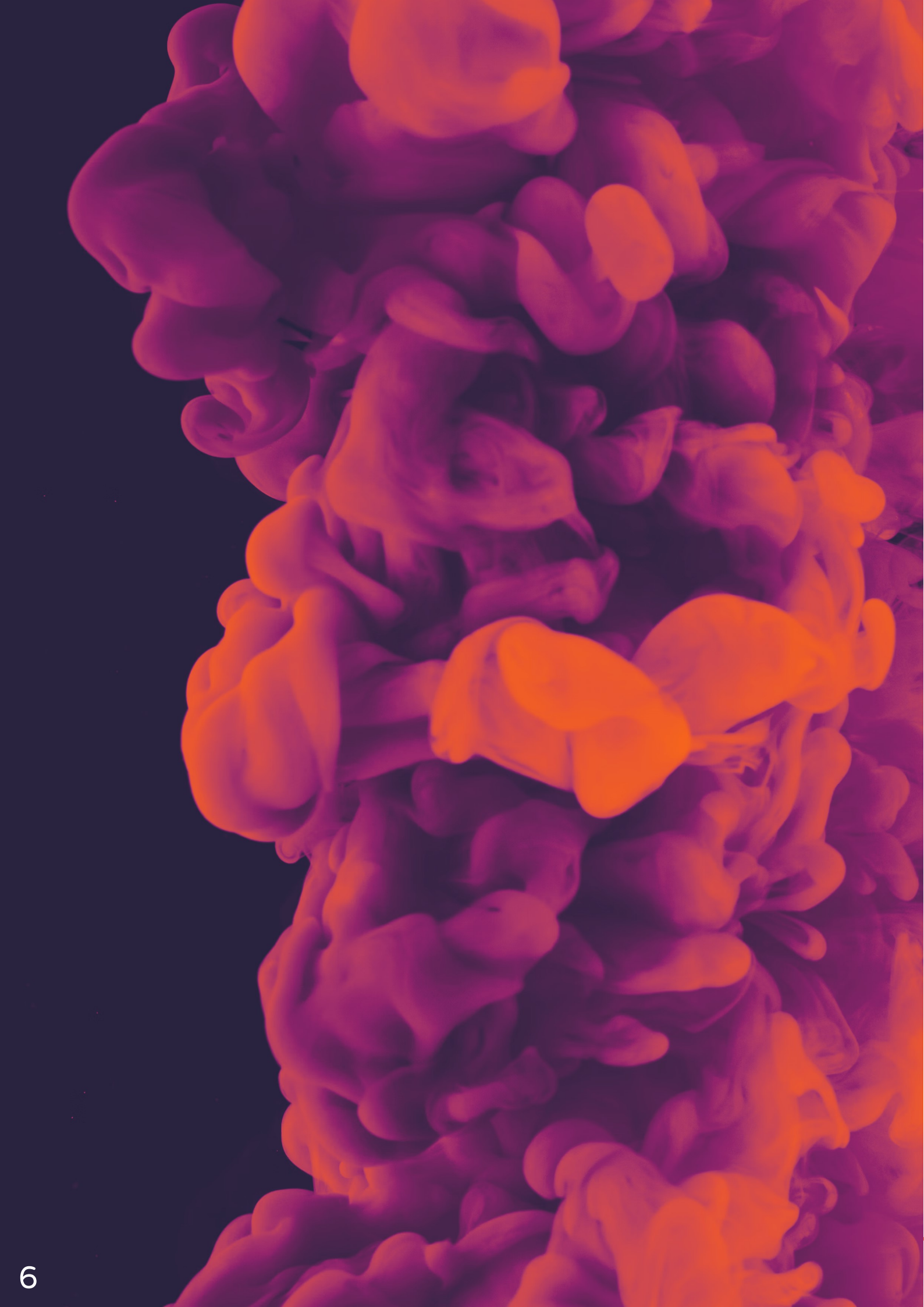
To Lead in:

- ◆ Strengthening the not for profit sector for effective service to community,
- ◆ Being a credible connected representative voice for the sector,
- ◆ Building strategic relationships for influence and well informed advocacy for the region, facilitating partnerships for collaborative planning and efforts to impact key social issues and growth in the region.

Our Vision



- ◆ Social justice – we challenge inequities and strive to close gaps for those experiencing disadvantage
- ◆ Respect – we respect the dignity and rights of all people
- ◆ Inclusion – we value and learn from diversity, and take an inclusive approach in all we do
- ◆ Integrity – we have an honest, reliable and principled position in our work



CHAIRPERSON'S REPORT

GREG DUFFY



**“Whilst few in numbers, the Sector Connect Team
cover a lot of ground”**

Annual General Meetings are a time to reflect on the year that was and also to think about just where those twelve months go.

We have had a challenging year financially; chasing funding is particularly tough these days in a highly competitive market, and when you are not providing service delivery, the window of opportunity becomes less.

Thank you to our Board. We have had some changes along the way, but the core remains, and the governance of Sector Connect is in safe hands, given the expertise on offer.

Whilst few in numbers, the Sector Connect team cover a lot of ground, and they are highly respected by their peers. A couple of pleasing events to mention, which take much organising, were the Macarthur and Wingecarribee Agency Exchange Day and the Executive Leadership Breakfast, both well attended and professionally run and talked about long after the event. Thank you to the Sector Connect Team for your passion and dedication. It doesn't go unnoticed.

Thank you to our funding bodies, partners and volunteers who work closely with us.

I look forward to a year of growth and positivity. Thank you.

- Greg Duffy, Chairperson

DIRECTOR'S REPORT

Tania Muchitsch



“Post-pandemic, NSW State Elections and advocacy to boot.”

Our Sector is now referring to the present time as the post-pandemic world. Not that COVID is completely gone, of course, but how it is managed has certainly changed, allowing us to operate with some sort of familiarity. I would love to say that things are back to business as normal, but as many of you know, who work in the community sector, things are never that easy!

As we gathered information and research to prepare our 2023 policy platform for the NSW State election, we heard of new challenges attributed to 'coming out of COVID lockdowns', such as overwhelming demand for some essential services and employers trying to maintain flexible workplaces without putting clients at risk in a competitive job market. South Western Sydney has a higher-than-average population growth and housing developments attracting young families. So, highlighting the lack

of increase in funding in areas such as targeted earlier intervention (TEI) was also paramount. Therefore, our focus this year has been on advocacy for the Sector. Our member-endorsed 2023 policy platform can be viewed and printed from our website under resources.

Volunteering was reportedly down nationally by 19%, which sparked much media conversation. As a participant in the National Network for Volunteering Resources Centres, we embarked on a significant advocacy campaign highlighting the defunding of place-based Volunteering Resource Centres (VCRs). The result was that previously federally funded services under the Volunteering Management Activity received reduced funding under the SARC Volunteering funding stream.

Even though we haven't operated as a VRC for a while, moving to their new model a few years prior, the funding will allow us to find new ways to achieve the desired outcomes of the funding objectives. It was only a small win, but it will hopefully enable the remaining VRCs to continue their vital role in supporting regional volunteering.

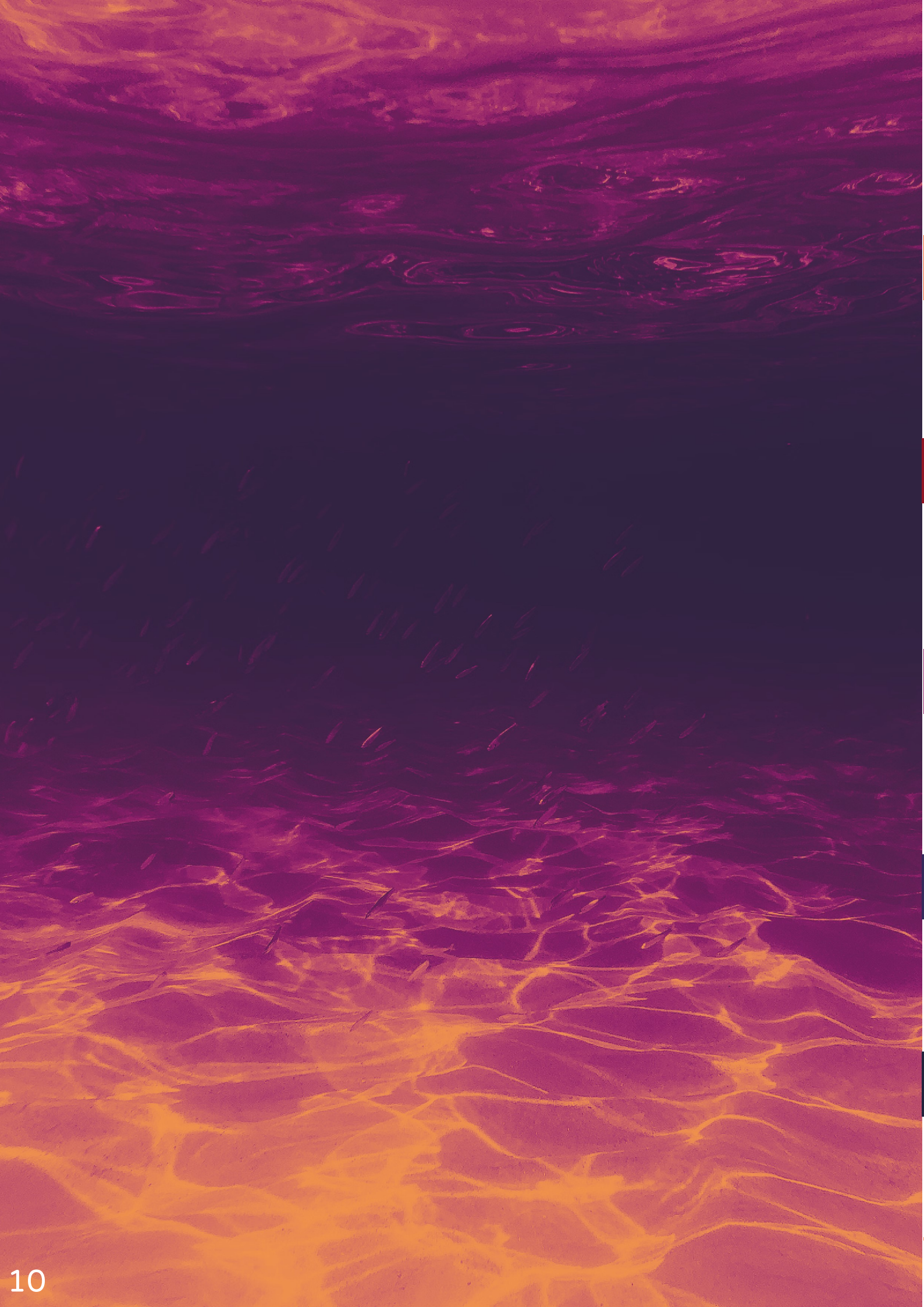
One of the many highlights this year is the successful four forums held by the Campbelltown Domestic and Family Violence Committee. Four forums are a lot of work, so I congratulate Jeanne, our senior sector development officer, Lesley Robson (volunteer) and the rest of the committee for their passion and dedication to ensuring that the social service sector has access to appropriate training and information to keep families safe. The feedback was great, inspiring them to do even bigger things in the future.

Despite reduced funding, we were in an excellent financial position from previous years' profits and reinvested this year, resulting in a planned budget deficit that was still better than expected. I would like to thank the sector connect board for their support.

I would also like to thank our sector connect team and our volunteers. We are only a small team now, but we still kick goals!

- Tania Muchitsch, Executive Director





OUR TEAM



JEANNE DUFFY

SENIOR SECTOR DEVELOPMENT OFFICER



JONATHAN GOODALL

SECTOR DEVELOPMENT OFFICER



JULIE SEDGMEN

PROJECT OFFICER



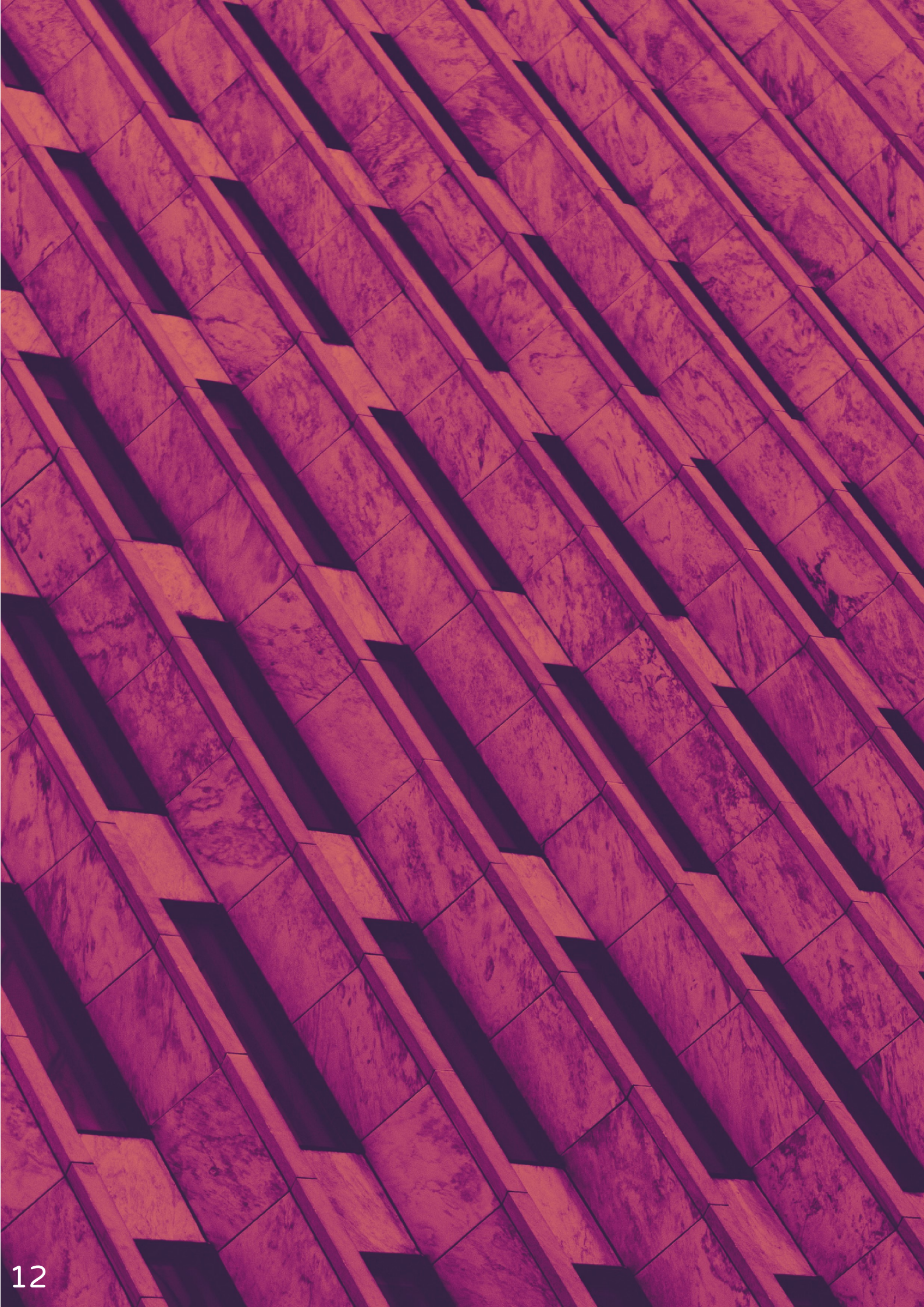
WENFANG XING

FINANCE OFFICER



JASPER (HOLLIE) MCCURLEY

DIGITAL DESIGNER & ADMIN ASSISTANT



VOLUNTEERING MANAGEMENT

Reported By Jonathan Goodall and Tania Muchitsch

Tools for Inclusive Volunteering (TIVS)

Tools for Inclusive Volunteering Resources (TIVS) program is funded by the Centre for Volunteering, which the Department of Social Services commissioned under the Volunteer Management Activity funding stream. The program involves turning inclusive resources into webinars to support better outcomes in volunteering management. The webinars will soon be available for free on the Centre for Volunteering website.

Volunteering SARC

This program is through the Department of Social Services and kicked off right at the end of the financial year. Sector Connect is developing a program that will increase volunteering to 3 cohorts. People living with a disability, Vulnerable Women, and Culturally and Linguistically Diverse people. We look forward to reporting more next financial year.

Occupational Therapy Student Project

Our collaboration with the OT department at Western Sydney University for work placements has resulted in a new resource. This resource is titled Guidelines for Inclusive Volunteer and Employee Environments for Individuals Undergoing Gender Transition. It is designed to provide information and resources to support organisations implementing inclusive practices for volunteers or employees undergoing transgender hormone therapy or gender-affirming. Within this resource, we also included connections to case studies we conducted of individuals who identify as LGBTQ+. The original work is located on our website under the inclusive resources initiative tab under 'guidelines'.

Strategic Goal 1.
Sector Connect provides effective support to the community service sector

Sector Connect Volunteers

Thank you to the Sector Connect Volunteers: Val Clarke (Website), Cathy Chopping (MHSC), Lesley Robson (CDVC), Aria Keen (Admin), NSW TAFE Community Service NSW TAFE Macquarie Fields Student, for helping us at our agency exchange day. Some Tafe Students offered to volunteer after the event, as they were eager to learn more, so we invited them to come and help us evaluate the event and learn about measurement frameworks. We would also like to thank Uncle Larry Hill & Uncle Pat for your ongoing support at MacUnity.



Community Service Students from Macquarie Fields TAFE

SECTOR DEVELOPMENT

Reported by the Team

Community Sector Coordination:

These are activities undertaken to support coordination and collaboration; strengthen organisational capacity of local TEI organisations. Examples include coordinating interagency activities (chairing, secretariat, venue, etc.); backbone support to collective impact work; interdisciplinary place-based projects; local consultation processes; coaching/mentoring; good governance; and being a conduit between NGOs, government, business and the wider community.

Results:

SESSIONS (115),

TOTAL PARTICIPANT OUTPUTS (1075)



Inspector Dean Emery, Fire & Rescue NSW Fire , Agency Exchange Day 2023

Strategic Goal 1.
Sector Connect provides effective support to the community service sector

We facilitated and co-supported the following networks through a mixture of face-to-face, hybrid, and online delivery.

- ◆ Macarthur Child, and Family
- ◆ Macarthur Youth Services network
- ◆ SWS Executive Leadership Breakfast
- ◆ MacUnity
- ◆ Highlands Child, Youth and Family
- ◆ Wingecarribee Aboriginal Network
- ◆ Macarthur Agency Exchange Day (Event)
- ◆ TEI Peer Support

Working groups are more task-oriented and aim to address local issues.

Sector Connect continues to participate in and support the:

- ◆ Southern Highlands Domestic Family Violence Event
- ◆ Campbelltown Domestic Violence Committee Forums
- ◆ Aboriginal Elders Calendar (MacUnity)
- ◆ Western Sydney Health Alliance – Social Isolation Working group
- ◆ SWSPHN Suicide Prevention Group
- ◆ DCJ Prevention and Preservation working group

Highlights

We hosted our Executive Leadership Breakfast this year at the lovely Macquarie Links International Golf Club. We had Strategic Leaders from across South Western Sydney from the community service sector, including local and state government representation. This event has become an annual, providing networking and an opportunity to set priorities for our region. We had a strong turnout, and it was great to see the participants have a little fun, too! Thank you to WESTIR for their presentation on regional data, which allowed us to set the scene for our planning activity.



Executive Leadership Breakfast, Macquarie Links International Golf Club

The Macarthur & Wingecarribee Agency Exchange is a highlight every year for us as it continues to grow and bring the sector together. We enjoy knowing that it creates an opportunity for services to get to learn about one another, leading to referrals, collaborations and partnerships. The evaluations certainly indicate that we are achieving these outcomes.



Macarthur & Wingecarribee Agency Exchange 2023, Western Suburbs Leagues Club

Community Sector Planning

These activities are undertaken to assist organisations and community networks to plan and support their communities to achieve TEI outcomes. Examples include representation/advocacy, brokering partnerships, networking, information clearinghouse, research and evaluation, policy advice and professional development.

**SESSIONS (115),
TOTAL PARTICIPANT OUTPUTS (447)**

Sector Connect participates in many other groups and networks to ensure we can represent, advocate and act as a conduit across the sector. These groups range from government working parties with our funding bodies such as the Department for Communities and Justice Prevention and Preservation group, a mixture of three tiers of government, such as the Western Sydney Health Alliance, to feeding into State Peak networks, such as FONGA. Some meet monthly, and sometimes it is one-off sessions to resolve an issue for the sector. There are a lot of meetings to attend; however, priority is based on the needs of the services (and their clients) we represent.

As there was a State election in March 2023, it was important for our team to liaison, gather information, and understand sector needs. Representation was vital to ensuring we could share and advocate effectively for the sector.



Education and Training

These are activities that increase the knowledge and skills of community organisations to strengthen social capital, local networks, social inclusion, and a sense of belonging to different communities.

SESSIONS (28),

TOTAL PARTICIPANT OUTPUTS (345)

Training tends to vary, depending on the sector's needs. Targeted earlier intervention (TEI) providers still required additional support with reporting data as well as training that would enable them to reach milestones on their contracts. Sector Connect was able to continue to provide individual and small group training sessions thanks to our expertise in the DEX and the TEI program. Training tends to be directed by the sector's needs at any particular time. We customise TEI sessions for services and continue to offer popular training such as key concepts in corporate governance.

We tested out some different ideas, such as 'Manage your Energy, not your time – 3 simple ways' to increase workplace wellbeing. We also provide training through forums this year. We were pleased to co-present 4 Domestic and Family Violence forums, which were well attended.



SECTOR CONNECT
INCORPORATED

Manage Your **ENERGY** Not Your **TIME**
FREE intro to the workshop series

3 simple ways to Recharge your Energy
– No thinking required!
Small actions with **BIG** results



CLUBGRANTS

Reported by Jeanne

Sector Connect continues to enjoy facilitating the Campbelltown ClubGRANTS funding round each year. 2023 saw 42 applicants, with 18 projects funded (over 100,875k in spending total). Local priorities are set by the Committee each year to determine what to fund.



Participants that attended ClubGrants in 2023

AUSPICING

Reported by Jeanne

As we regularly state, it is a risk to take an auspice on, but it is also a risk not to provide general support and build capacity. Small committees and charities, despite good intentions, often need support to receive funding and grants, particularly if they are not big enough to have audited financial reports or become incorporated. We do not take this on lightly and want to ensure we can help. We have continued auspice arrangements with the Campbelltown Domestic and Family Violence Committee and the Macarthur Homelessness Steering Committee. We also actively participate in both these committees and are happy to report the highlights.

Macarthur Homelessness Steering Committee (MHSC) Highlights

MHSC went in a new direction, initiating two new subgroups: the Youth Homelessness Crisis Accommodation Subgroup and the Homeless Hub Subgroup.

In September 2022, Macarthur Homelessness Steering Committee Youth Homelessness Crisis Accommodation initiated a campaign in response to a complete lack of crisis and/or emergency accommodation for 16-18-year-olds across Macarthur. After receiving a grant, a forum was held in December 2022, attracting multiple services, DCJ Housing, other providers, and local and state politicians.

Sector Survey – In Early 2023, a cross-sector survey was developed in collaboration with Campbelltown Council's Social Planning department and circulated across the region, collecting information about the target cohort.

Upskilling Volunteers- MHSC received a grant to provide out-of-hours training to volunteers with charitable organisations across Campbelltown. Upskilling covers accidental counselling, DV alert, mental health first aid and more.

Campbelltown Domestic & Family Violence Committee

The Committee organised and presented four domestic violence forums highlighting best practice service provision across Macarthur.

The feedback results from each forum were comprehensively evaluated and reviewed. The results were fantastic outcomes for each of the forums and forwarded to all stakeholders to inform future planning. The forums have inspired further work, and a conference is now being planned for early 2025. Although a while off, this will be a very big national event hosted in Western Sydney for the Social Service Industry.



A Purple Ribbon, Symbolising raising awareness of Domestic Violence

Advocacy

The NSW State election posed an opportunity to do a comprehensive needs assessment utilising the intel from all our networks, working parties, and through surveying. As a result, we produced our 2023 policy platform for South Western Sydney. Our key solutions to our findings endorsed by our members are:

1. Increase funding to match population growth and need in South Western Sydney

- ◆ Increase funding by 30% to the targeted earlier intervention program to match
- ◆ Population growth so services can do early intervention and prevention and less 'band-aiding'.
- ◆ Provide targeted intervention to children aged 8-12 years to reduce the stress on
- ◆ All local community service infrastructure in South Western Sydney services as they enter adolescence.
- ◆ Provide free interpreting services to 'all' government-funded services.
- ◆ Invest in local infrastructure, such as neighbourhood centres and similar services

2. Increase training and skills in the South Western Sydney Community Service Sector

- ◆ Increase free training and initiatives that better equip services to meet the demands of the sector's changing landscape.
- ◆ Fund and support initiatives that allow new industry workers to be better equipped
- ◆ to work in a changing landscape.
- ◆ Initiatives to address the allied health shortage and staff shortages
- ◆ Further information can be found on our website under the resources tab. We will be continuing to advocate for these solutions in the future

Investing in Wellbeing

Reported by Julie and Tania

This financial year, we invested in the wellbeing of the sector, developing and offering additional training and external supervision. Some services took the option of external supervision up, however, the flexibility we offered would not be sustainable long term and moving forward, we will only be offering this service when funding becomes available to subsidise. We did, however, learn a lot from this experience, and new ideas have been seeded, so all was not lost, and we hope to incorporate these learnings in any future work.

Developing our Resources

Through the Department of Social Services Volunteering Management Activity funding stream, State Volunteering Peaks across Australia commission for services to address the government's priorities in Volunteering. Sector Connect successfully tended for a small amount of funding to develop our inclusive volunteering resources into free training webinars. We have produced four webinars and several complimentary resources. The project will be completed in October 2023 and showcased by the Centre for Volunteering in February 2024.

National Network of Volunteering Resources Centre

This financial year saw Sector Connect campaigning with the National Network of Volunteering Resource Centres to reinstate funding to support placed-based services across the nation that are essential infrastructure in their communities. The Department of Social Services had restructured the previous funding (Volunteering Management Activity) and commissioned the State Volunteering Peaks. Our advocacy resulted in roughly 62 services across Australia receiving a small amount of funding under the SARC Volunteering funding Stream to work with the department and state peaks towards better outcomes for the priority target groups.



OUR GOVERNANCE

Board of management 2023



GREG DUFFY



CHAIRPERSON

Executive Officer,
Community Links Wellbeing

LUDMILA KLIANEV

DEPUTY CHAIRPERSON

Program Manager,
Mission Australia



KEN BOND

TREASURER

Consultant,
Fitzpatrick + Robinson





KYLIE SOMALIS

SECRETARY

Head Teacher,
Personal and Community Services Macquarie Fields College,
TAFE NSW

NEVINE YOUSSEF

BOARD MEMBER

Partner, Accredited Specialist Family Law,
Family Law Department,
Marsden Law Group



EDWARD FEUERSTEIN

BOARD MEMBER

General manager
Life Beyond Barriers Inc

JO HEALY

BOARD MEMBER

Reporter & Presenter,
Fox Sports News



TREASURER'S REPORT

KEN BOND



On behalf of the Board, I would like to present the financial reports for the year ending 30 June 2023.

This year has seen us again operate with a reduced funding of \$112,066. This was, however, foreseen, and thanks to the success of Tania and her team from previous years, we made the decision to reinvest, resulting in a budgeted deficit of \$35,577 compared to last year's profit of \$32,939.

The financial controls within Sector Connect have ensured that it continues to remain viable. Total Equity of \$191,241 is still strong, giving us a stable base as we continue to move forward in a period of uncertainty.

I would like to thank both Tania and Wenfang Xing for their efforts during the past year.

Wen has continued to ensure that the Board has been provided with financial reports in a timely and effective manner. This has enabled the Board to continue to make sound and informed financial decisions.

I would also like to thank the staff and the Board members for their efforts throughout the financial year.

Please refer to the financial reports and accompanying notes for further details regarding Sector Connects financial performance during 2022/23.

- Ken Bond, Treasurer



Sector Connect Inc

Financial statements
For the year ended 30 June 2023

Sector Connect Inc

ABN: 20 166 069 899

Income statement

For the year ended 30 June 2023

	2023 \$	2022 \$
Revenue		
Donations		2
Funding Income	359,176	438,075
Management Fees	15,146	16,854
Other	24,009	69,148
	398,331	522,079
Expenses		
Accountancy Fees	2,200	2,400
Administration Costs	15,281	16,854
Asset Write Off	113	5,375
Bank Charges	17	60
Cleaning	5,080	4,152
Donations	73	63
Employees' Amenities	1,429	955
Holiday Pay	26,623	28,366
Insurance	11,511	10,981
Long Service Leave	10,825	10,032
Postage	332	349
Printing & Stationery	3,528	4,964
Program Expenses	9,436	31,668
Rent	11,287	10,920
Repairs & Maintenance	13,955	13,465
Salaries & Wages	282,350	305,225
Staff Training & Welfare		425
Subscriptions	2,253	2,079
Sundry Expenses		35
Superannuation Contributions	32,354	32,426
Telephone	5,347	5,657
Travelling Expenses	3,012	2,754
	437,005	489,205
Other income		
Interest Received	3,097	65
	3,097	65
Net profit (loss)	(35,577)	32,939
	2023 \$	2022 \$
Retained earnings at the end of the financial year	191,241	226,818

Sector Connect Inc

ABN: 20 166 069 899

Balance sheet

For the year ended 30 June 2023

	Note	2023 \$	2022 \$
Current assets			
Cash and cash equivalents	3	330,713	342,209
Trade and other receivables	4	957	5,155
Total current assets		331,670	347,364
Total assets		331,670	347,364
Current liabilities			
Trade and other payables	5	65,540	64,609
Other current liabilities	7	56,648	47,169
Total current liabilities		122,188	111,778
Non-current liabilities			
Provisions	6	18,241	8,768
Total non-current liabilities		18,241	8,768
Total liabilities		140,429	120,546
Net assets		191,241	226,818
Members' funds			
Retained earnings		191,241	226,818
Total members' funds		191,241	226,818



Sector Connect Inc

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www.sectorconnect.org.au