



Mid North Coast

# **C**ommunity College Ltd.

*Leading community development  
by providing socially inclusive  
learning programs and  
opportunities that enable  
enriched and enterprising lives*

## **ANNUAL REPORT 2022**



**SkillsLink**  
TRAINING  
Your community college



**Trendz**



**Strive**



**Wilderness**  
activity centre & cafe

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## Introduction

**Dedicated to the Mid North Coast to deliver personal enrichment for valued members of our community**



Mid North Coast Community College (MNCCC) began trading as Hastings College of Adult Education in 1983 through a range of courses to improve self, such as literacy, language studies, local history, environmental, wellbeing, arts and craft, music and vocational opportunities with computing and the internet, bookkeeping, typing and a range of horticultural pursuits. Whether we are offering general education or accredited vocational education and training, our ability to facilitate talented people to pass on their knowledge and skills, in a friendly and flexible environment is an advantage we value highly.

Our identity and acceptance as the local adult and community education provider has developed and expanded over many years. The College is independent, and most importantly, community owned. We are governed locally through a voluntary Board, under the Constitution of Mid North Coast Community College Ltd. We primarily receive support from the New South Wales government through the Department of Education, Skills and Employment and the Commonwealth Department of Education and are accountable to the Government and the community we serve. Importantly we would not be as successful as we are without the many partnerships we have with local organisations.

Our college reaches across the Mid North Coast communities offering a diverse range of short courses for skill development, personal enrichment and pathways to higher education as well as accredited qualifications and Statements of Attainment. As a Registered Training Organisation (RTO), we provide quality workplace training and assessment. As a registered and accredited independent school, we offer the Record of School Achievement and alternative pathways for youth undertaking Years 7 to 10. And as an approved provider of Children's services, we offer educational and play support to primary school children.

Our community involvement extends to specialist programs, such as youth and language, literacy and numeracy programs, programs for people with disabilities and mental ill-health as well as the provision of a meeting place for a cross section of local groups.

MNCCC is a member of Community Colleges Australia, a network of community colleges who work together to support their communities and a member of *Cooperative Learning Limited*, a cooperative of 10 Colleges from Northern NSW providing the sharing of ideas and partnerships to meet local needs.

## Our Purpose and Objective

*“To lead community development through socially inclusive learning programs and opportunities that enable enriched and enterprising lives”*

### Guiding principles

At Mid North Coast Community College (MNCCC) we:

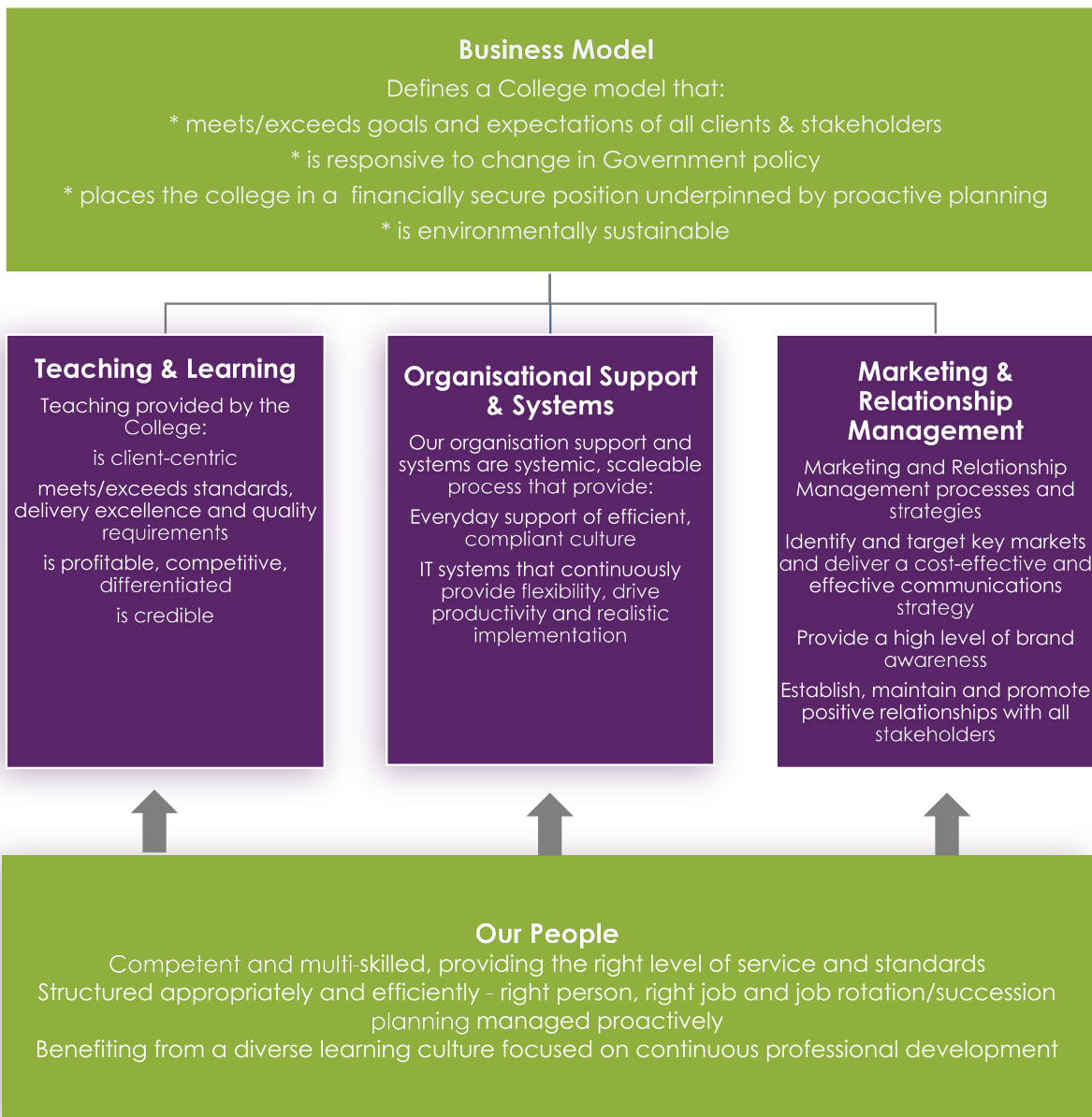
- ✿ Seek to support the lifelong learning needs of our community
- ✿ Provide quality education and training for individuals, community groups and agencies, and local business
- ✿ Are flexible and responsive to customer needs
- ✿ Embrace new initiatives and innovative practice
- ✿ Encourage strategic partnerships and alliances
- ✿ Foster inclusiveness
- ✿ Value and respect each of our staff and customers
- ✿ Respond to Federal and State government policy and initiatives



**Strategic Directions**

The Strategic Plan reflects the changing Education policy environment and educational needs identified within our community. The Business Management Framework outlined below defines the strategic directions of MNCCC and addresses the key opportunities, weaknesses and threats:

**Strategic Pillars**



**Board**

Mid North Coast Community College operates as a company limited by guarantee. In line with the requirements of the ASIC, it has a volunteer Board that sets the overall business and policy directions of the College.

**Members**



Grant Burtenshaw  
**Chairman**



Glenda Hamilton



Loris Hendy



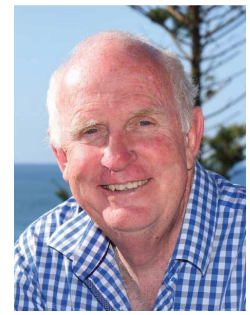
John McQueen



Katarina Linder



Donna Liver



Chris Denny

**Outgoing Board Members**

Robbie Lloyd, Julie Krige

Senior Team

2022  
 Executive  
 Team



Valerieanne Byrnes  
**Chief Executive  
 Officer**



Kirsty Napper  
**Special Assistance  
 School Principal**



Anke Peeters  
**Adult & Community  
 Education Manager**



Tim Baker  
**ICT & Operations  
 Manager**



Rebecca Thibault  
**Children Education  
 Services Manager**

2022  
 Senior  
 Management



Sue English  
**Manager Community  
 Engagement, Marketing  
 & Makerspace**



Darren Mumford  
**Head of Yulinbal  
 Campus**



Scott Lathlean  
**Wellbeing Coordinator**

## Chairman's Report



Welcome to our 2022 Annual Report. The promise of a post COVID bounce back didn't eventuate to the degree we hoped for, but through the collective efforts of all the year did end positively.

Enrolments in Adult and Community Education were minimal until late second semester for our flagship programs designed to assist vulnerable students. Significant changes to our partner agencies and change in Government policies had challenging flow on effects.



Our Special Assistance High School also experienced a late year achievement when Yulinbal , our new Taree campus ,was given the green light. Delayed by environmental and construction challenges, our expected start in Term 2 ended up becoming a reality mid-Term 4.

Our switch from play to play for purpose with a focus on the Mid North Coast Endangered Species and beautiful wilderness that surrounds our community was well received by our smallest community members. The Children's Educational Service & Café, experienced terrific support from parents, children's activity groups and the general community. Overall, 2022 was a year that ended well to set us up for the future.

2023 will see an expansion of our campus offer in Albert Circuit with 3 more indoor learning spaces including a dedicated STEM room being constructed plus a large under cover learning and break out area . We thank the NSW Government for their support to improve much needed facilities in Port Macquarie.

During the year, we welcomed Kirsty Napper and Anke Peeters to the Executive Team.

We will also be increasing the learning spaces at our Yulinbal campus over the next two years and are conducting a feasibility study for two new Trade and Creative youth centres for Taree and Port Macquarie.

We continue to thank all for their support, our students, agency partners and community advocates. A special thanks to my fellow directors and advisors, management, staff and volunteers

**Grant Burtenshaw**  
Chairman



## Chief Executive Officer Report



Often challenge breeds opportunity; our slow post COVID recovery during 2022 provided the team with a new perspective and has increased the intensity of our learner centred approach. We have redeveloped learning options that really do provide flexibility for those that work or have carer responsibilities.

There has been more time to consult our partner agencies, our students and general community. We love hearing the positive stories and take seriously the areas to improve. Thank you to all who participated.



The year did not fire up until October but month by month we re-established relationships and am now on track for mid-2023 to reach pre-COVID levels of engagement.

We also took the opportunity to cement our commitment to our environment responsibilities and signed up to the global Race to Zero program. Reducing our carbon footprint is being embedded into how we operate. We are small in operating scale but our commitment is proportionally large and growing. Board, Staff and Students have embraced a range of educational programs and activities.

We now have two EV buses and cars to help us service from Gloucester to Coffs Harbour. We are about to embark on our own plastic shredding and repurpose program and of course MakerSpace since its conception in 2017 has been upcycling, recycling and re-purposing donations and waste into fun and rewarding learning programs.

Solar panels now adorn our roof tops in Albert Circuit and we hope 2023 will allow us to install more panels at our Yulinbal campus in Taree. Lots to do and learn but small changes can make a difference. I encourage all to visit our Race to Zero page of our website to keep in touch with our progress.

On behalf of the Executive, I acknowledge our growing family of staff and volunteers and the tireless volunteer work of our board and committees. I also acknowledge our funding partners and supportive community. We live in a great part of NSW.



**Valerieanne Byrnes**  
Chief Executive Officer

Who Are We

The key strategic developments that have taken us onto a new level of operation are:



\* **Our School**, now has two campuses, Port Macquarie (Nautilus College) & Taree (Yulinbal Campus). We achieved a five year re-registration and accreditation in 2022. Our School offers a place for students, who have been disengaged or struggling in other school settings, to thrive, to have the opportunity to access education in a way where they can experience success. All Year 10 students this year completed and were awarded their RoSA (Record of School Achievement.)



2022 renovations were focused on the Yulinbal campus site which staff and students were able to move into during term 4. This exciting expansion of our college has had great community support, particularly being embraced and endorsed by the local Indigenous population, proudly standing on Biripi country (Taree).

We entered the green age of transport with purchasing two electric mini busses powered by the sun collected on a newly installed massive solar panel array on the roof.

To enhance confidence, support wellbeing and empower feedback on positive decision making a water program was developed. Whole school staff training was undertaken so each campus now has qualified water supervision and coach level accreditation to facilitate our water activities with confidence.



\* **Birpai Learners**; Our relationship with Birpai Local Aboriginal Land Council (Port Macquarie) continues through the Birpai Learners program, however COVID put it in a state of suspension for 2 years. We will seek to redesign and reignite the program in 2023.



\* Working with NSW State Training and the Smart & Skilled **Vocational Education and Training** (VET) scheme, we have continued to produce successful graduates across a range of full qualifications. This is in a field that is crowded with competitors. Our reputation for professional learning facilitation (not just “training”) and effective work placements and job outcomes has continued to grow.

Targeted SkillsLink Programs include: **JumpStart ~ Stepping-Up ~ UpSkill**

These programs continue to provide an alternative pathway for people in Port Macquarie, Wauchope, Kempsey and Taree and are built on a strong foundation with creative ways of engaging, inspiring and developing skills among participants who may have otherwise become statistics of failure across our region.

**Who are we...**



MakerSpace is a versatile Space for hands on learning of all kinds. With spaces for a broad range of Creative Activity, MakerSpace is the important link for some people between disengagement and reconnection with learning, work or simply overcoming isolation and loneliness.

Our spaces include:

- ❖ Department of the Arts (Art Room)
- ❖ Studio A (Recording Studio)
- ❖ FabLab (Textiles and Technology)
- ❖ Community Shed (Everything Else)



As well as our industry preparation pathway programs, MakerSpace offers a range of Creative courses and workshops in all kinds of arts, crafts and woodworking.

The MakerSpace facilities are available for hire and community access is available through a monthly membership.

MakerSpace activities encourage involvement in social enterprise and the development of micro-business skills.

These programs also offer opportunities for volunteering and all provide important opportunities for participants to reconnect with community.

Despite the continuing legacy of COVID, 2022 saw the establishment of our first User Group – The Tabletop Collective. This eclectic group of individuals meet every Tuesday fortnight for board games of all kinds from strategy games such as Dungeons & Dragons to all manner of tabletop games.

This user group has been followed by the Art Tribe, a group of artists brought together by their mutual love of art, each of them working independently but sharing skills and knowledge.

Important collaboration has begun with Lifeline now a permanent fixture at MakerSpace on Fridays when they run one of their vital support groups for clients on a mental health recovery journey. Lifeline understands the part that Creative Activity plays in this recovery and MakerSpace is an important vehicle for this recovery.

Membership is gaining momentum and we are confident that this growth will continue into 2023.

Who are we...



July 2022 saw the announcement of our successful application for funding to deliver a creative arts for wellbeing and reconnection program across the Mid North Coast. Funded by the NSW Government in response to COVID and the Natural Disasters of the last 3 years,

The ReCommunity Project aims to be a catalyst for re-engagement and regeneration. The aim is to restore a sense of community togetherness and individual wellbeing through creative activities and community events that reach across all ages and stages, all interests, and abilities.

The ReCommunity Project is comprised of 6 targeted responses. each of them vital to the task of rebuilding our community;

❖ Recreate & Connect

A Program of Arts for Recovery & Wellbeing programs covering a broad range of interest areas catering for all ages & abilities in multiple locations across the region.



❖ Communicate & Reconnect

A calendar of intimate events & opportunities for people to be a part of a range of community conversations, podcasts & vlogs catering for all ages & abilities in multiple locations across the region.

❖ Kids Connect

Engages kids &/or young people in social & creative events &/or workshops such as art, music & culture.

❖ Community Reconnect

Breaks down barriers to participation by taking the activity to the people. Whether out to one of many rural & remote communities or into the local Aged Care facility we will reach out to all.

❖ Care & Reconnect

A program of targeted self-care & wellbeing seminars & workshops for community. Running parallel, will be support for facilitators requiring professional development when dealing with vicarious trauma.

❖ Developing Creative Practice

The project has a commitment to sustainable ongoing social connectedness by supporting professional development for arts and crafts workers.

**Who are we...**



This person-centered program is designed to deliver learning and skills development in a holistic, experiential way, focusing on strengths rather than limitations.

It provides a blend of life and independent living skills interspersed with the personal tools required to encourage self-reliance, enable the realisation of individual capacities and potential, and fulfil the needs and aspirations of each individual to achieve valued roles in the community.

Funded by Community Service Obligation (Disadvantaged) for eligible students, this program aims to:

- ❖ build skills in a range of areas to enable participants to take significant steps towards independence, further study and, potentially, volunteering and employment.
- ❖ support the continuing growth and development of Language, Literacy & Numeracy as well as digital technology skills
- ❖ build self-confidence through practical, creative and engaging activities that will provide challenges as well as fun and enjoyment.
- ❖ provide enterprising opportunities leading to participants becoming more engaged in their community.

The LifeSkills Express program is, wherever possible, designed to allow for a full days participation broken into 2 sessions. Enrolment into both sessions is encouraged to facilitate important social interactions, connection and new friendships over lunch.

COVID kept these vulnerable students away until September when the program resumed with 35 student enrolments received between September and December. The LifeSkills Express is back on track – next stop 2023.



Who are we...



- \* Trendz Beauty & Training Port Macquarie continued to provide a program to those seeking entry to the Beauty Industry. Coffs Harbour salon unfortunately had to close due to COVID restrictions. The premises was not large enough under regulations to manage training requirements.

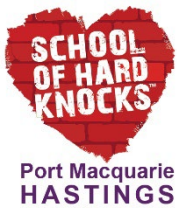
Trendz opens up wonderful options for those needing to work from home with the opportunity for students to develop skills for small business as well.



- \* Strive includes all the college's programs to support vulnerable communities, in ways that celebrate difference and diversity while building community connections.

By using the MakerSpace practical warehouse areas the College offers activities for adults and children and families.

Strive is the umbrella approach to weaving adult learning into fun projects, which can also qualify for accredited certificates in the VET (Vocational Education & Training) system.



Meanwhile, the Community Steering Network has evolved into a Human Research Ethics Committee, to oversee research projects conducted with college students by our Work Experience Placement candidates from Charles Sturt University, plus others.

All these programs aim to put the person at the center, and build social connection alongside entrepreneurial opportunities for new work and/or social enterprises.

Strive has seen collaborations with other NGOs, individual volunteers, and cross-generational shared activities.

We remain committed to pursuing the establishment of a Recovery College, where Lived Experience combines with Adult Educators and Clinicians in designing and delivering life enhancing programs for people living with challenges.

The college's holistic pastoral care and wrap around approach to Social and Emotional Wellbeing (SEWB) remains a priority, and the recent pandemic has underlined why that needs to be the core of effective Adult learning.



**Who are we...**



- \* Kids Crazy Maze (KCM) provides children's care and entertainment services to families in Port Macquarie – Hastings region; Before and after school care service, Vacation Care service and a Playcentre 7 days per week. The Centre accommodates up to 70 children a day

MNCCC OOSHC Ltd has the same objectives as the parent company, in that it aims to:

***“Lead community development by providing socially inclusive learning programs and opportunities that enable enriched and enterprising lives.”***



Our desire to extend our outreach service to children, is to meet a community need that was identified through our work with disengaged youth and vulnerable adults. A whole person, whole family and whole community pledge is needed.

KCM operations are funded through customer fees, the Child Care Subsidy on behalf of parents, contributions from the parent company and fundraising.

Surplus generated from the enterprise activities conducted under the Crazy Maze brand will service a range of educational outreach services aimed predominately for parents and children under 12 years of age;

- ❖ Victims of Trauma
- ❖ Indigenous family wellbeing
- ❖ Children with a disability
- ❖ Teenage parents

Single parents and or families dealing with financial hardship

KCM provides a critical childcare service with priority given to the socially and financially disadvantaged members of the community. The Centre's primary focus is on early intervention and the provision of information to empower the community to help themselves. We provide social and health groups, educational workshops, community engagement days, a crèche service to remove barriers, events to bring the community together; all aimed to assist families connect, share and learn.

The master objective of MNCCC is to support lifelong and life-wide learning across our community, and in doing so, deepen community connection and provide enterprising outcomes for vulnerable community groups. Crazy Maze allows us to focus our reach into the early years and to offer support to families for the provision of childcare, assistance to engage with learning and community participation.



✿ On behalf of the community, MNCCC is the Crown Land Manager of Kempsey Showground and has a 5 year commitment (2018 to 2023) to establish a sustainable model and improved facility for future generations to enjoy. We are assisted in this task by Crown Lands, user groups, community stakeholders and local businesses.

The Showgrounds goals are to:

- ❖ manage, maintain and enhance a vibrant community recreational facility for the benefit of the region
- ❖ Promote and host upward of 250 event days per year; home of 25 community groups and the Kempsey Show
- ❖ Ensure the facility is always access to the community's needs.
- ❖ Facilitate the promotion of all regional events and collaborating with stakeholders to bring new events to the Macleay Valley.
- ❖ Promote the heritage and agricultural richness of our community within the facility



Race to Zero



The United Nations backed Race to Zero campaign is recognised by scientists and experts as the largest credible alliance of non-state actors taking action on climate change. In all things, actions speak louder than words - so institutions with credible climate commitments must be transparent and clearly demonstrate their immediate steps to reach zero emissions as quickly as possible.

Unlike most races, the race to zero emissions won't have one winner. In this race we all win, or we all lose.

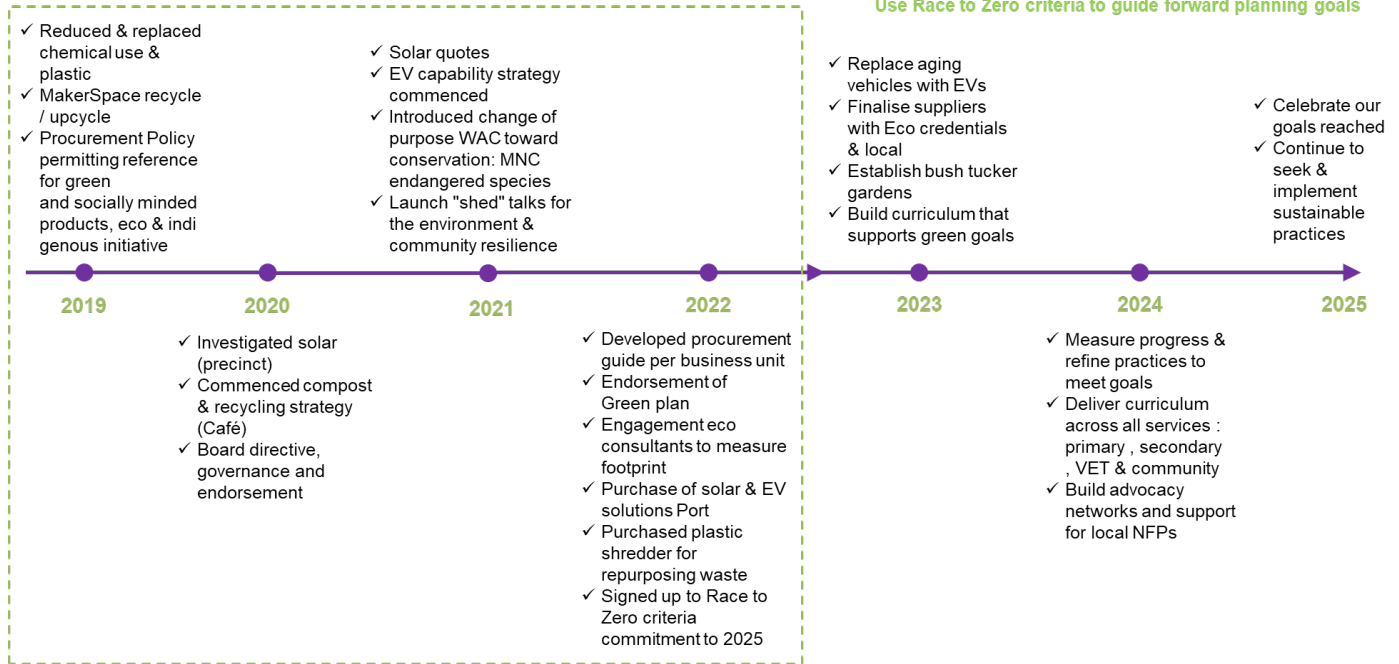
Our priority is to radically reduce our emissions as quickly as possible. MNCCC has joined the global network of Universities and Colleges to achieve this goal and show our commitment to this vital initiative.



## Timeline



Use Race to Zero criteria to guide forward planning goals



We joined the Race to Zero initiative in mid 2022 and our timeline shows our commitment prior to joining and the continued work to reach the goals set for the next few years.

You can find out more about our Race to Zero plan on our website:  
<https://www.mnccc.edu.au/racetozero>

We will continue to seek ways to reduce & eliminate our impact and support the UN Sustainable Development Goals. This is a journey that goes beyond 2025, it is a lifetime of changing thoughts and actions for all of us to achieve a sustainable planet for future generations.

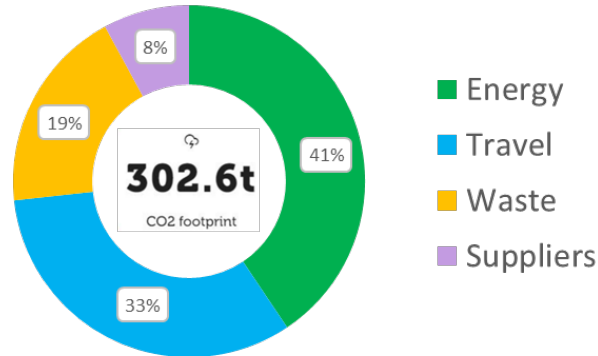
## Our Baseline

MNCCC now has a clear starting point and we look forward to reducing our footprint further. In the page following Trace Pty Ltd our independent environmental agency, has measured our total carbon footprint and listed the inputs and assumptions that will be used as a benchmark for future analysis.

We are only small but believe it is everyone's responsibility to do what they can to race to zero.

Our Baseline Inputs

Carbon Footprint Breakdown  
 [measured by TRACE]



Category	Activity	Unit	Period	Input / assumptions
Energy	Electricity - Business consumption - NSW, Australia - WAC SAS	kwh	quarterly	10,985 kwh
	Electricity - Business consumption - NSW, Australia - ACE Port	kwh	quarterly	1,890 kwh
	Electricity - Business consumption - NSW, Australia - ACE Taree	kwh	quarterly	1,782 kwh
	Electricity - Business consumption - NSW Australia - MNCCC	kwh	quarterly	17,962 kwh
	Electricity - WFH consumption - NSW, Australia ( <i>employee survey</i> )	years	annually	177 kwh/FTE
	Electricity - WFH consumption - New Zealand ( <i>employee survey</i> )	years	annually	121 kwh/FTE
Suppliers	Advertising and market research	AUD	monthly	300 AUD
	Financial services - Insurance	AUD	monthly	3,500 AUD
	Office supplies	AUD	monthly	400 AUD
	Postage	AUD	monthly	100 AUD
	Professional services - Accounting	AUD	monthly	1,600 AUD
	Professional services - Legal	AUD	monthly	3,500 AUD
	Professional services - Technology consulting	AUD	monthly	6,000 AUD
	Technology - Cloud services	AUD	monthly	100 AUD
	Technology - Data processing, Internet Publishing, & Other information services	AUD	monthly	100 AUD
	Technology - Software providers	AUD	monthly	2,300 AUD
Travel	Telecommunications	AUD	monthly	800 AUD
	Commute - Motorbike / scooter ( <i>employee survey</i> )	km/FTE	annually	8,288 km/FTE
	Commute - Car (including taxis) ( <i>employee survey</i> )	km/FTE	annually	3,970 km/FTE
	Commute - Walk or cycle ( <i>employee survey</i> )	km/FTE	annually	3,936 km/FTE
	Fuel - Petrol / gasoline	litres	monthly	1,600 litres
	Business travel - Air travel - Economy class	km	annually	1,800 km
Waste	Business travel - Hotels	# of nights		15 nights
	Paper & cardboard waste - 25% recycled	litres	monthly	3,000 litres
	Commingled Recycling - 25% recycled	litres	monthly	3,000 litres
	Mixed waste - 50% recycled	litres	monthly	12,000 litres

**Our Measurements**

In our next annual report for 2023, we will be able to demonstrate our carbon reduction achievements, however all other related goals are already tracking well.

TARGETS	2022	COMMENT
50% reduction in CO2 by 2025. [all greenhouse gases]	302.6t	Our investment in our EV fleet is our primary trigger to achieve this goal
Target absolute zero or net negative emissions by 2030. [all greenhouse gases]		
Set twin targets for reductions and removals & investment in high quality carbon credits by 2030.	Pending	MNCCC will consider high quality and accredited carbon credit schemes from 2024
Empower stakeholders in community and beyond to achieve their own targets. Sustainable Development Goals for vulnerable communities through education in our region and Pacific by 2030.	4 x local Community engagements achieved	Testing learning events, shed talks and accredited online learning modules and video opportunities for 2023
Integrate the conservation and sustainable use of biological diversity into our plans, programmes and policies by 2024.	In consultation	Aiming to increase campus greenery to 30%
Contribute to the setting of sectoral targets for more ambitious sector targets.	Presentation to sector at CCA conference 2022	Sector presentations to continue and open days to experience our journey

**Join us in our Race to Zero**





4-5 Albert Circuit Precinct, Port Macquarie

**Performance at a Glance**

The college over the past decade has expanded in two areas, the first being Geographically - to serve the communities who have seen their ACE college close, the second to diversify the business to meet gaps in the market for disadvantaged and vulnerable community members. This growth has been carefully planned and managed and reflected in the table below.

The college aims to serve and to meet both economic and social goals.

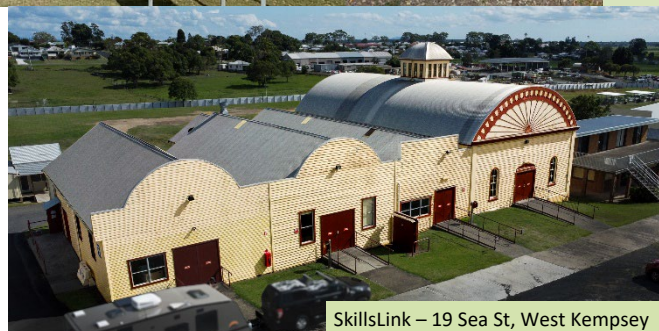
	2018	2019	2020	2021	2022
Total Income	\$2,949,053	\$3,307,874	\$4,498,116	\$4,411,501	\$6,891,652
Total Expenses	\$2,791,254	\$3,267,278	\$3,714,576	\$4,344,529	\$5,900,078
<b>Surplus/Loss</b>	<b>\$157,799</b>	<b>\$40,596</b>	<b>\$783,540</b>	<b>\$66,972</b>	<b>\$991,574</b>
Total Assets	\$2,000,425	\$3,503,883	\$4,404,918	\$3,856,159	\$5,728,008
Total Liabilities	\$379,248	\$1,872,749	\$1,990,244	\$1,374,513	\$2,254,788
Retained	\$1,621,177	\$1,631,134	\$1,651,205	\$999,065	\$1,197,456



SkillsLink - 78 Wynter St, Taree



Yulinbal Campus – 461 Kolodong Rd, Taree



SkillsLink – 19 Sea St, West Kempsey

Income Summary

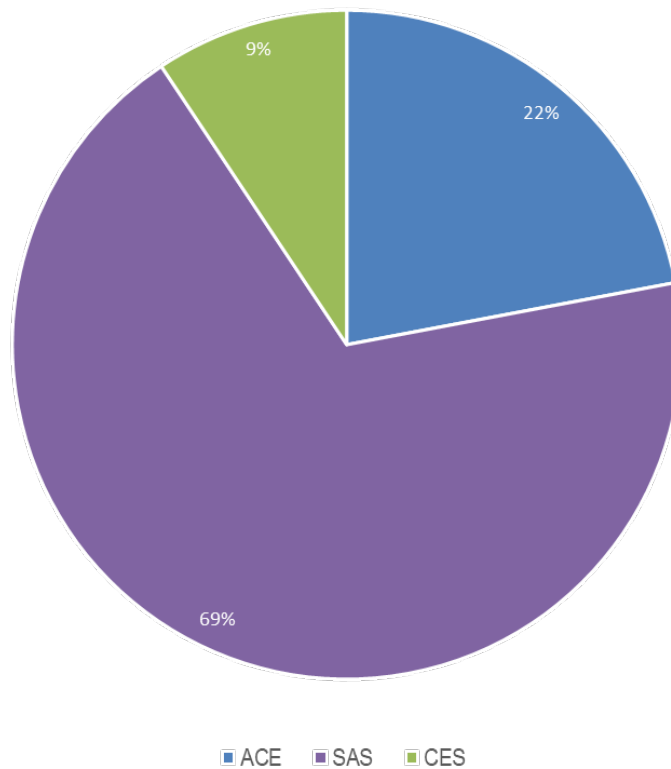
Income Contribution

The continuing impact of COVID, in particular on ACE is again evidenced by the disproportionate income spread between MNCCC business units. ACE whose main income is sourced through the government on a paid in arrears basis, the turnaround came in November, too late for our calendar financial year.

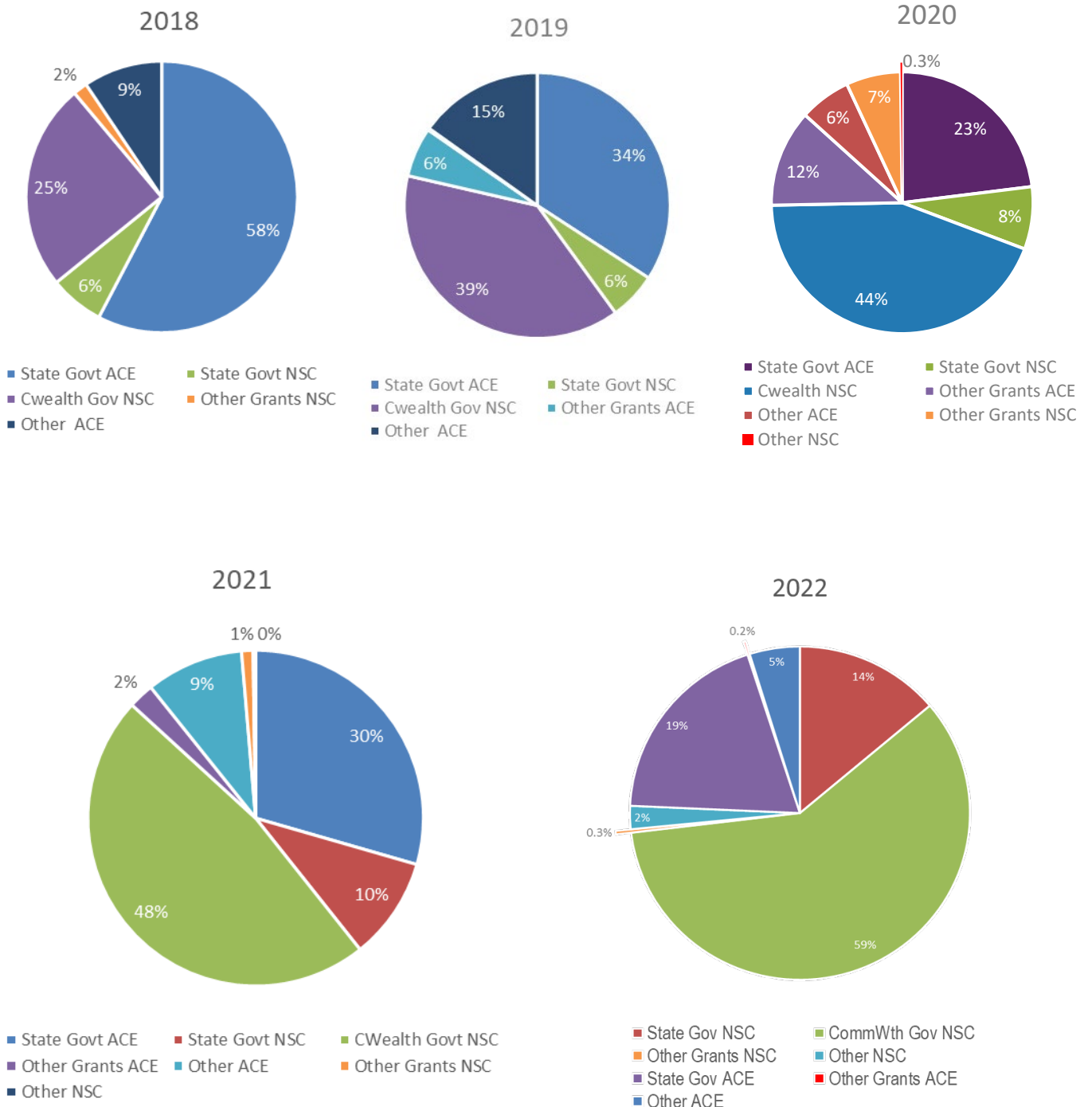
Children's Services (CES) income has stabilised and produced a positive result. The renovations and our much-anticipated launch of Play with Purpose, has strengthened our niche and inclusive offering.

The school (SAS) experienced record growth as Manning based students enrolled, in anticipation of a local campus. Even with a daily travel commitment our new cohort achieved great results. Hastings based students were capped at 46 to ensure we had the facilities to manage the influx of new students. Our two campuses have now settled with new learning facilities planned for 2023.

MNCCC Income Contribution



**Funding History**





MakerSpace  
 Creative Activity



Construction



School of Hard Knocks  
 Absolutely Everybody Choir





## Indigenous Strategy



Mid North Coast Community College acknowledges the traditional owners of the land on which we work and pay our respects to the elders both past and present.

Strengthening our relationship with Aboriginal and Torres Strait Islander people, organisations and communities is fundamental to the MNCCC's work. This is reflected in our Strategic Plan and our priorities over the coming year.

Developing the Indigenous engagement strategy is an important first step in demonstrating this commitment. We recognise that delivery of the activities and actions included in the strategy is essential to improved relationships and outcomes.

Our Indigenous engagement strategy is centred on three key themes:

- ❖ Our relationships
- ❖ Our work
- ❖ Our people.

By building our relationships with Indigenous people, organisations and communities, and ensuring that our staff better understand the importance of those relationships, we will improve our services to Aboriginal and Torres Strait Islander people.

MNCCC recognises the social and economic disadvantage experienced by Aboriginal and Torres Strait Islander peoples and is committed to overcoming the gap between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

MNCCC initiated its Indigenous Engagement Strategy to achieve greater Indigenous participation in MNCCC's education and community development agenda and activities. This participation will ensure that MNCCC benefits from the insights that Aboriginal and Torres Strait Islander peoples can bring to the local challenges we face. It also provides a means of ensuring that MNCCC's activities are as effective as possible in contributing to the challenges and aspirations of Aboriginal and Torres Strait Islander communities. The strategy addresses four areas: education and outreach, employment, and cultural learning and development.

*Extract from artist Joedie Lawler*

Indigenous Strategy...



**Education and outreach**

We will increase participation and education outcomes of Indigenous youth at risk through our Nautilus School. We will increase participation and education outcomes through community education outreach initiatives and opportunities for Aboriginal and Torres Strait Islander students to make relevant education and training opportunities more accessible.

**Employment**

We will help to close the gap incrementally by increasing Indigenous employment levels that are comparable to population ratios within our area. Aboriginal and Torres Strait Islander people's participation as employees in MNCCC is a powerful means of raising the contribution from and to Aboriginal and Torres Strait Islander peoples from our research. It will also contribute to tackling the local and national issue of high unemployment within Indigenous communities.

**Cultural learning and development**

We will broaden the knowledge and understanding of Indigenous issues and cultures within MNCCC. In order to ensure that MNCCC is a trusted provider and an employer of choice by Aboriginal and Torres Strait Islander peoples, the organisation must be able to demonstrate an understanding and empathy of Indigenous issues and values. A cultural learning program and an ethics framework that reflects, acknowledges and respects Aboriginal and Torres Strait Islander peoples values are therefore high priorities.





**Vision:**

The MNCCC's commitment to Indigenous people is embedded throughout our organisation.

**Goal of strategy:**

Enhance our engagement with Indigenous people, communities and organisations.

**Our activities and initiatives:**

We have identified a number of activities and initiatives that we will be undertaking and have committed to reporting on our progress during that time.

We will:

- ❖ improve our outreach programs
- ❖ put communication plans in place that will significantly improve our connection with Indigenous stakeholders
- ❖ work with other organisations to strengthen the ability of Aboriginal and Torres Strait Islander people to engage with education and achieve employment
- ❖ Target recruitment to increase employment opportunities within the college

**Looking Forward:**

Recruitment will be prioritised for Language, Program Coordination and Governance. Priority will also be directed to Driving Licences and facilitating Culturally Supportive Programs.

Indigenous Strategy...



Our commitment	What we will do
<p><b>Our relationships</b></p> <p>Strengthen our relationships with Aboriginal and Torres Strait Islander people, communities and organisations</p>	<ul style="list-style-type: none"> <li>• Engage Indigenous communities in what we do, and seek out partnering opportunities with other agencies.</li> <li>• Develop communication and engagement strategies as part of major projects or activities that will have significant impact on Indigenous stakeholders.</li> <li>• Develop and promote practical and culturally appropriate publications, to meet the needs of Indigenous stakeholders.</li> </ul>
<p><b>Our work</b></p> <p>Embed our commitment in core service delivery and operational outcomes,</p>	<p><b>Internally</b></p> <ul style="list-style-type: none"> <li>• Deliver cultural awareness training across the organisation, including targeted training for operational staff.</li> <li>• Develop and implement protocols</li> <li>• Ensure business plans for all areas reflect our commitment to improved outcomes for Indigenous stakeholders, and identify activities or initiatives to deliver on the commitment.</li> </ul> <p><b>Externally</b></p> <ul style="list-style-type: none"> <li>• Engage in programs that target employment outcomes</li> <li>• Engage in programs that work to reduce children in custody</li> </ul>
<p><b>Our people</b></p> <p>Increase recruitment and retention of Aboriginal and Torres Strait Islander officers across the agency, and promote a culturally inclusive workplace.</p>	<ul style="list-style-type: none"> <li>• Increase recruitment of Indigenous employees across MNCCC</li> <li>• Continue to implement an Indigenous traineeship and/or cadetship program.</li> <li>• Establish a support group for Indigenous staff members that caters for cultural maintenance.</li> </ul>

Acknowledgment: Adapted from Crime and Misconduct Commission



### Programs Achieved, In Action and Planned for 2023

Previous years planned activities were interrupted but not lost in the COVID mayhem and were transferred to the current plan.

FOCUS	2023
Literacy Group: Assisting community members to improve their reading and writing skills	Friendly support group learning
Birpai/Biripi Bunya Learners program; Aimed at assisting participants to gain their Ls and achieve their Ps	Research and building partnerships to address Driving Licence needs
Record Local Indigenous Stories in cooperation with BLAC and elders	Re-energise the program for Kempsey, Taree and Hastings
Develop Indigenous Teaching staff & Mentor	Continue development
Offer 2 Indigenous traineeships to enhance employment options and engage an Indigenous Board member	Recruitment is a priority for 2023.
Continue with Indigenous culture understanding development	Priority for all staff
Improve our Indigenous reconciliation program	Engage a Consultant to advise and achieve registration

## Adult Community Education (ACE)

### ACE Unit of Competency Enrolments

Year	Accredited Units	Non-Accredited	All units/Training
2018	6872	373	7245
2019	6193	459	6652
2020	3929	334	4263
2021	1863	274	2137
2022	833	255	1088

### ACE Full Qualifications

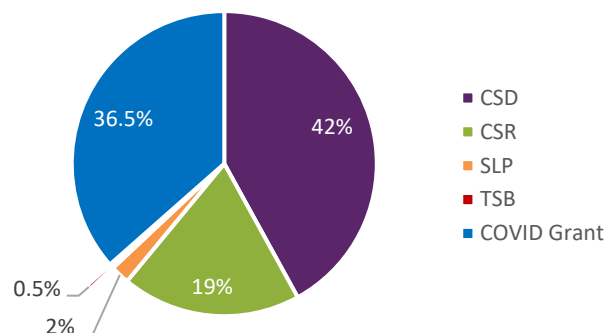
Year	Foundation Skills	Qualifications	Total
2018	223	127	350
2019	208	148	356
2020	64	47	111
2021	40	37	77
2022	13	93	106

### CSO Allocation

Community Service Obligation funding is critical to our ability to service vulnerable members of our community. It is broken up between CSD-Disadvantaged and CSR – Regional and Remote and CSE – Emergency assistance (eg-Drought, Bushfire).

MNCCC continues to focus its allocation of its Community Services funding entitlement to support the most disadvantaged while ensuring there is enough to assist others in need in the communities within our operational footprint.

CSO Allocation 2022



Adult Community Education (ACE)...

**Vulnerable & Disadvantaged Learners**

MNCCC core focus areas is maximisation of its Smart & Skilled and ACE (CSO) funding to deliver vocational education and other skills to enhance student opportunity for employment and opportunity for wider community engagement. In doing so we seek to benefit the community members on the Mid North Coast.

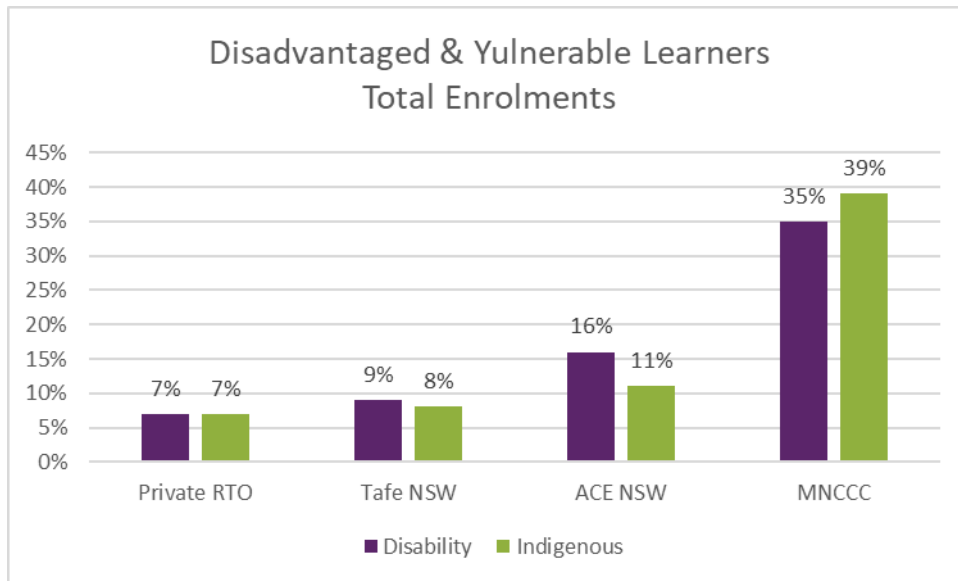
Our programs are designed to build self-esteem, re-engage detached learners, and create and sustain community networks. We aim to enable community participation

<b>DISABILITY</b>							
Students Identifying as having a disability							
<b>FSK Qual</b>	<b>45%</b>	<b>Other Qual</b>	<b>24%</b>	<b>CSO</b>	<b>42%</b>	<b>Other</b>	<b>11%</b>
<b>ABORIGINALITY</b>							
Students Identifying as Indigenous							
<b>FSK Qual</b>	<b>42%</b>	<b>Other Qual</b>	<b>36%</b>	<b>CSO</b>	<b>26%</b>	<b>Other</b>	<b>18%</b>
<b>15 - 17 YEARS</b>							
Students Identifying 15-17 yrs in 2022							
<b>FSK Qual</b>	<b>42%</b>	<b>Other Qual</b>	<b>17%</b>	<b>CSO</b>	<b>7%</b>	<b>Other</b>	<b>18%</b>
<b>UNDER 25</b>							
Students Identifying as under 25 in 2022							
<b>FSK Qual</b>	<b>46%</b>	<b>Other Qual</b>	<b>47%</b>	<b>CSO</b>	<b>57%</b>	<b>32</b>	<b>53%</b>
<b>NO YR 10</b>							
Students Identifying as having not completed Yr 10							
<b>FSK Qual</b>	<b>34%</b>	<b>Other Qual</b>	<b>0%</b>	<b>CSO</b>	<b>13%</b>	<b>Other</b>	<b>28%</b>
<b>UNEMPLOYED</b>							
Students Identifying as unemployed seeking part or full time work							
<b>FSK Qual</b>	<b>92%</b>	<b>Other Qual</b>	<b>88%</b>	<b>CSO</b>	<b>65%</b>	<b>Other</b>	<b>53%</b>

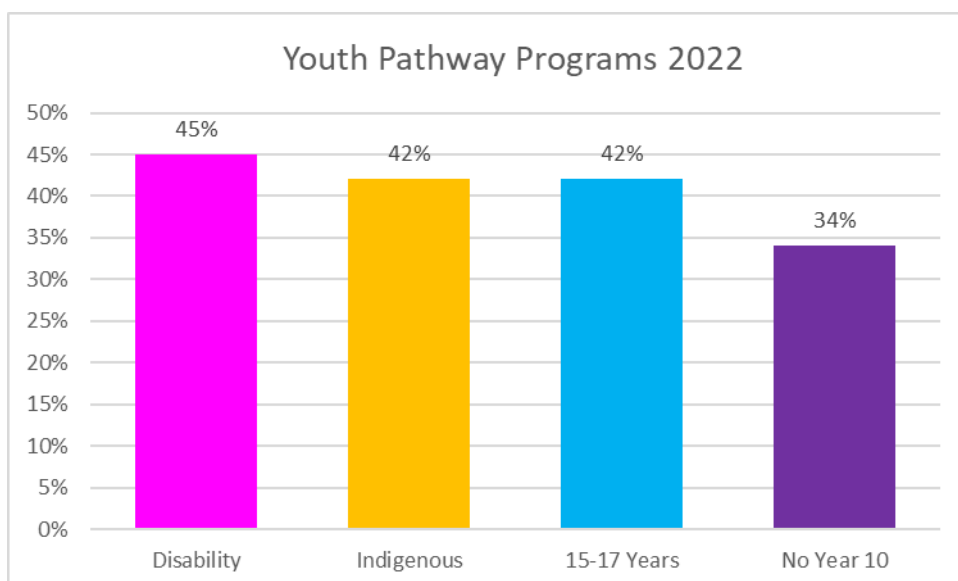
Adult Community Education (ACE)...

**Supporting our Learners**

In comparison to the impressive community service statistics offered by ACE NSW wide, we proportionally engage more vulnerable and disadvantaged learners.



Our MNCCC Pathway Programs which embed Foundation Skills within to improve work readiness and personal development, service a high proportion of our total student base.

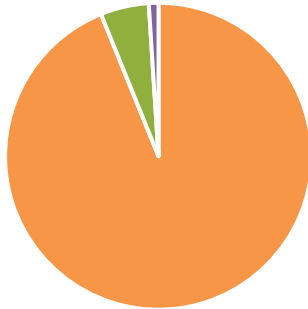




**Adult Community Education (ACE)...**

**Outcomes**

**Youth Pathways**



Continuing Full Certificate Statement of Attainment

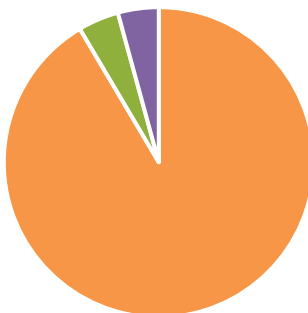
**Traineeships**



Continuing Full Certificate Statement of Attainment [nil]

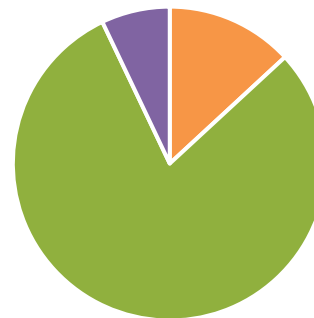
**Individual Support**

\*Students unable to complete their workplacement in 2022 due to access restrictions to Aged Care facilities due to COVID



Continuing Full Certificate Statement of Attainment

**Short Courses**



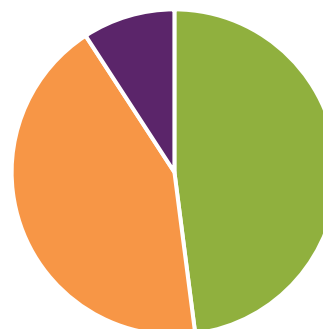
Continuing Statement of Attainment Yet to complete

**2022 Post Enrolment Survey  
 40 enrolments - Pathway Programs -  
 Taree and Port Macquarie**



Employed Returned to School  
 Futher Study Unemployed  
 Unknown

**2022 Post Enrolment Survey  
 21 Enrolments - Individual Support**



Employed Unknown further study

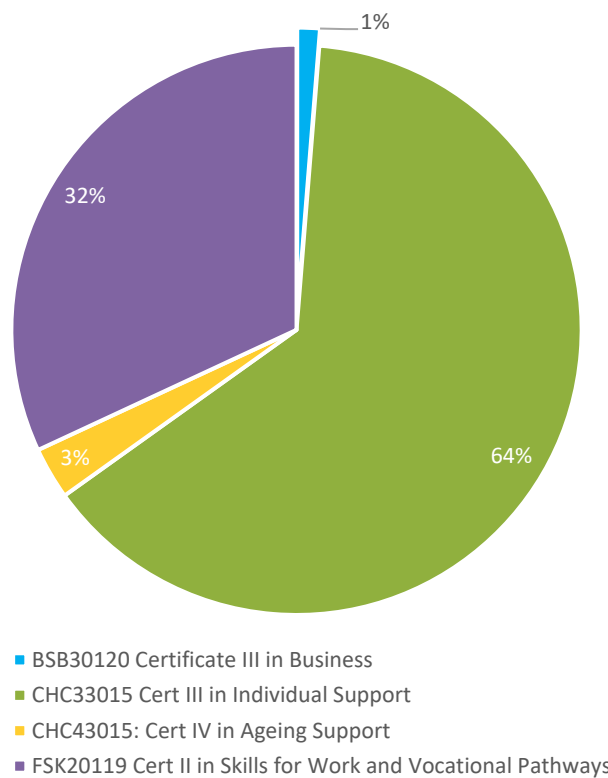
**Adult Community Education (ACE)...**

**2022 Qualifications Spread**

COVID and Natural disasters continued to impact the most vulnerable and disengaged members of society in 2022.

Post COVID, recovery within our Foundation Skills has been slow, with our totals for the 2022 period being significantly lower compared to previous years.

However, there has been a continued demand for delivery of qualifications targeted aged and disability care. Such has been this demand over the 2022/2023 period, the CHC33015 qualification has become the College's most subscribed full qualification course.



**Student Work Placement Partners**

Facilities & programs who supported our Certificate III Individual Support Aged Care & Disability Work Placement students, during 2021:

**\* Aged Care Facilities:**

- ❖ St Agnes Parish
- ❖ Garden Village
- ❖ Bundaleer Nursing Home
- ❖ Uniting Care – Mingaletta

**\* Customised Training Clients:**

- ❖ ACES Incorporated
- ❖ Endeavour Clubhouse
- ❖ Wauchope Country Club
- ❖ Willing & Able

**Nautilus Senior College**

**Summary of the Year:**

At the end of 2022, thirty students across our two campuses completed the year to achieve a successful Year 10, all completing mandatory course content and participation requirements to achieve their Record of School Achievement (RoSA).

Aside from the success with the RoSA certificates, students from both campuses achieved attendance levels far exceeding their engagement levels shown at previous schools.

Year 10 Outcomes	2018	2019	2020	2021	2022	
					NC	YC
Number Year 10 students who completed Yr10 (enrolled at end of year)	18	14	24	25	19	11
Number Year 10 students who attained RoSA	12	12	22	24	19	11

Additional Certificates / Outcomes (Across Yr 9 & Yr10)	2018	2019	2020	2021	2022	
					NC	YC
White Card Completed	6	1	-	3	7	-
First Aid Course Completed	-	7	-	-	-	7
Surf Safety Award (SSA)	-	-	-	-	-	5
Certificate I & II in Hospitality	-	1	-	-	-	-
Certificate I in Access to Vocational Pathways	-	1	-	-	-	-
Certificate I in Skills for Vocational Pathways	-	1	-	-	-	-
Certificate II in Skills for Work and Vocational Pathways	-	1	-	-	-	-
Food Safety	-	-	3	-	-	-
Non-Accredited WHS	-	-	21	-	-	-

NC – Nautilus College | YC – Yulinbal Campus

## Yulinbal Campus Artwork

The story behind the art...

*Yulinbal means "Come Back" in Gathang language.  
A place to overcome challenges and move forward.*

Joedie Lawler is the talented artist who created this unique and beautiful piece for our Yulinbal Campus. Joedie is a Biripi local and has close ties to our school. The artwork covers more than just this framed image, it starts on the outside of the building and follows a path in and throughout the main building.

The three circles seen in the below artwork, represent coming together as community, locals, students and teachers in a nurturing space. The 3 sharks represent the lands ancestors, creator and connection to mother earth. These components tie back to indigenous philosophies that guide all through everyday experiences, giving a sense of strength, knowing & belonging, a space to grow in different ways to build productive and happy future lives.

Joedie will continue this work through the campus as we grow, continuing the story to connect everything together.



"We walk together on Biripi land and together we will build strength and resilience".  
Marrungbu (Thank you). Joedie Lawler

### Additional Outcomes

All students in year 10 at both Campus achieved their RoSA.

7 Nautilus students completed their White Card successfully.

7 Yulinbal students completed their first aid certification.

5 Yulinbal students completed the OSSA (Ocean Safety Surf Award).

An outcome worthy of noting is student attendance rates were greater than those achieved at their previous schools - a testament to the attempts made by our students to tackle their many barriers to education.

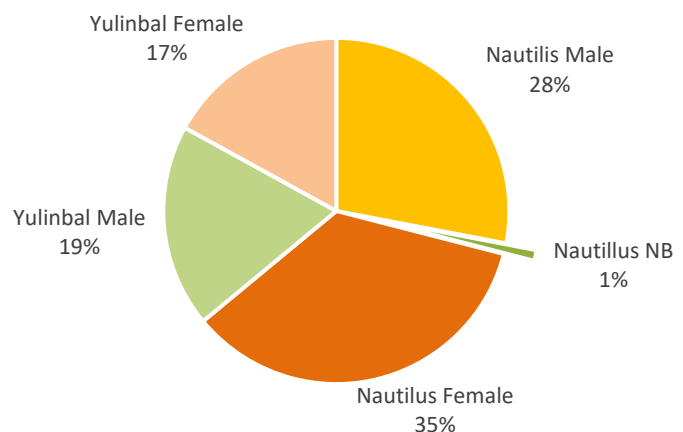
### Characteristics of the Student Body

The student body in 2022 had the following characteristics:

- ❖ An equal proportion of female to male students across the college and close to even split at each individual campus.
- ❖ More Year 10 than Year 9 students, a small growing cohort of stage 4 students at Port Macquarie.
- ❖ Students were drawn from a mixture of both Independent and Government schools.
- ❖ Students attended from as far afield as Wauchope, Kempsey and Laurieton to Nautilus College campus in Port Macquarie.
- ❖ Students attended from as far afield as Foster, Old Bar, Harrington and Lansdowne to Yulinbal campus in Taree.

2022 Student Profile – Whole School by Year				
	Year 7	Year 8	Year 9	Year 10
<b>Female</b>	50%	73%	45%	53%
<b>Male</b>	50%	27%	53%	47%
<b>Non-Binary</b>	0%	0%	2%	0%
<b>% of total School Population</b>	2%	10%	47%	41%

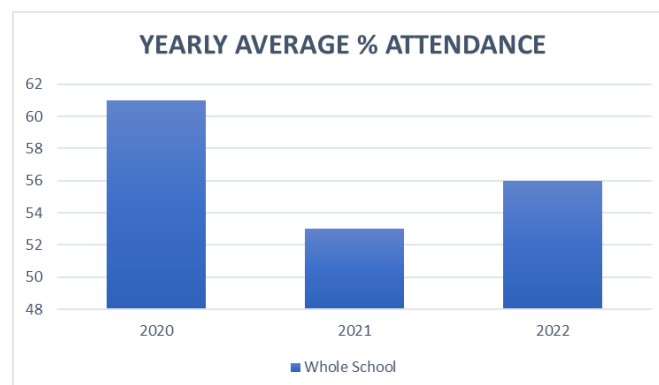
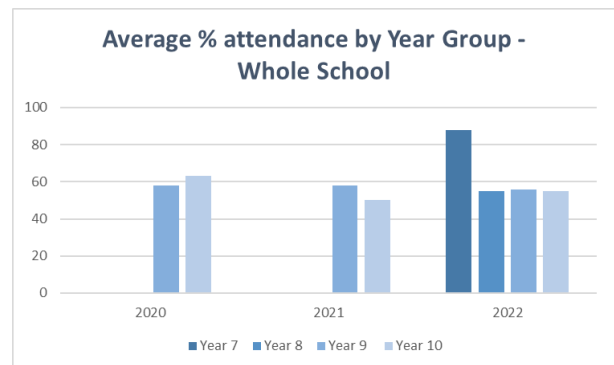
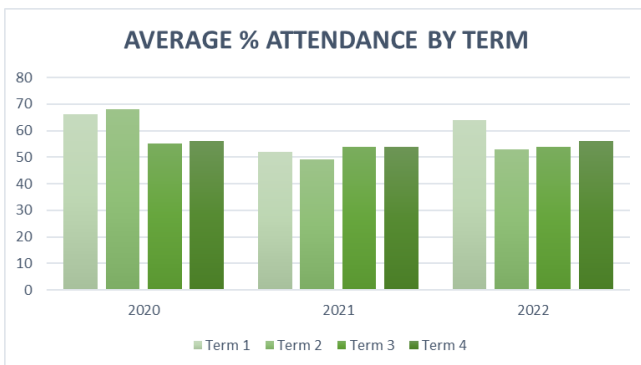
School Student Profile 2022



## Student Attendance

The College encourages its students to aim for an attendance rate of 80% (or higher) across the year. This is not always possible for our students, as occasionally life circumstances prohibit them from being able to attend school regularly. However, we are pleased to say that most of our students work hard to try and achieve this attendance goal.

In 2022, the average for all students across the year was 56%. This is an improvement from the past experiences noted in prior school reports and from discussion with parents and guardians. NSC will continue to implement different strategies to continue to improve future attendance figures, which is a state wide issue. Particularly after the time students spent at home during the pandemic, many are finding the daily commitment of attendance daunting and some need specific strategies to overcome phobias and anxiety about being out and in a school setting again.



## OOSHC & Wilderness Activity Centre (WAC)



OOSHC Crazy Maze (KCM) as part of Mid North Coast Community Colleges (MNCCC Ltd) family of services, provides children's education and care, and entertainment services to the Port Macquarie-Hastings community. Along with the popular indoor play structure, with its flying fox, multi-level climbing tunnels, rope bridge and super slides, KCM also operates an accredited Out of School Hours Care (OOSHC) Service with tailored programs for Before & After School Care and Vacation Care.

2021 Crazy Maze OOSHC was accredited with Meeting National Quality Standards across all 7 industry identified standards and outcomes through the Australian Children's Education and Care Quality Authority Assessment and Rating Process.

Through 2022, The OOSHC education team have worked consistently to maintain the quality standards and strive to ensure daily practice is informed by compliance-based practices, critical reflection and consultation with stakeholders.

The shared spaces that accommodate the OOSHC Service offer a variety of active play spaces, including the maze, onsite Squash Court, Basketball Court, and outdoor area of Albert Circuit; creative play spaces – working in partnership with MNCCC, MakerSpace offers opportunities for children to engage in art, craft and up-cycled creations each school holidays. The shared classroom spaces, are utilised for children to play, investigate and relax through intentional planned activities, and provided resources for spontaneous, play-based activities led by the children.

This period also saw the Wilderness Activity Centre (WAC) continue to build on the vision to create an interactive learning and multi-sensory experience for children. Animal sound boxes have been installed near the murals to foster the visual connection between the animal depicted and its sound in nature. Down by the riverbank mural you will see colour changing tiles peeking through the water, inviting children to touch the lights and explore cause and effect of lights changing colour with each touch. The night time sky mural, with the clever owl flying over the blackboard, offers children an open canvas to draw, colour and play.

WAC has become a popular place for children's parties and group gatherings. The onsite catering, open plan seating, designated party tables and outdoor deck has provided places for families to meet and relax. WAC was fortunate to be involved in a variety of Community Projects during 2022 including Earth Hour – Kids vs Climate Change Event; collaborate with Hastings Little Wishes to host a special Birthday Party event; and WAC was the chosen venue for the Werin Aboriginal Corporation Annual Christmas Party.

OOSHC & Wilderness Activity Centre (WAC)...

WAC will continue to support community outreach programs through 2023 with plans to increase the it's profile as a meeting place for families to connect and come together.

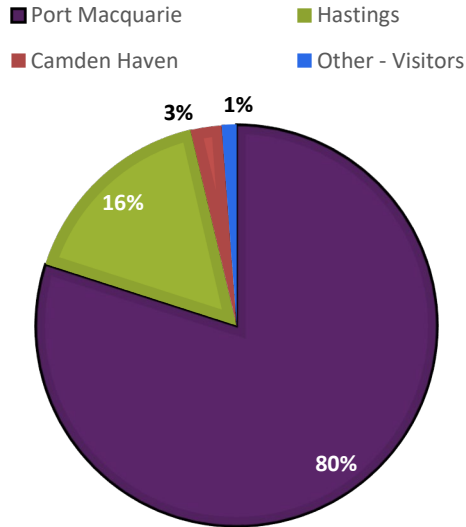
WAC and OOSHC offers an education and care space where children can learn through play, shining a light on the importance of environmental conservation through educational programs and promotion. Our goal is to introduce a connection with our local indigenous history, using phrases in Gathang, the language of the local Birpai people, increasing interactive components, building on existing foundations and developing play-based educational programs for early childhood services, primary schools, and play groups, to participate in.



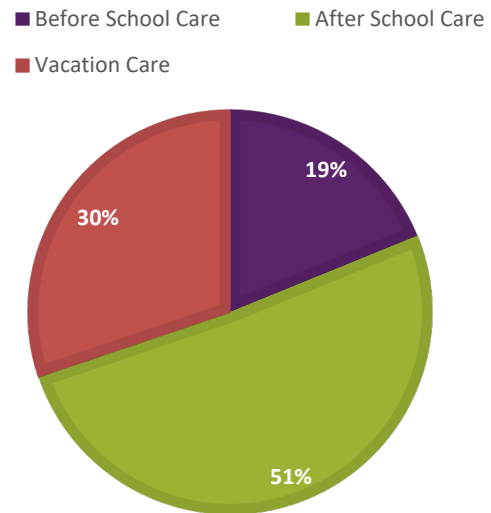


**OOSHC & Wilderness Activity Centre (WAC)...**

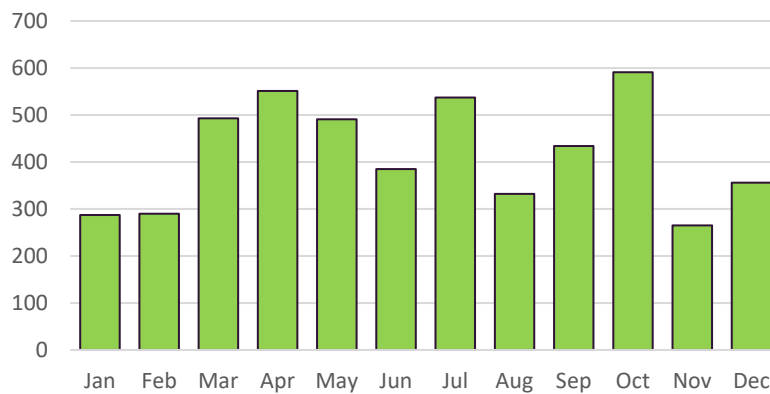
**OOSHC POST CODE SERVICE FOOTPRINT**



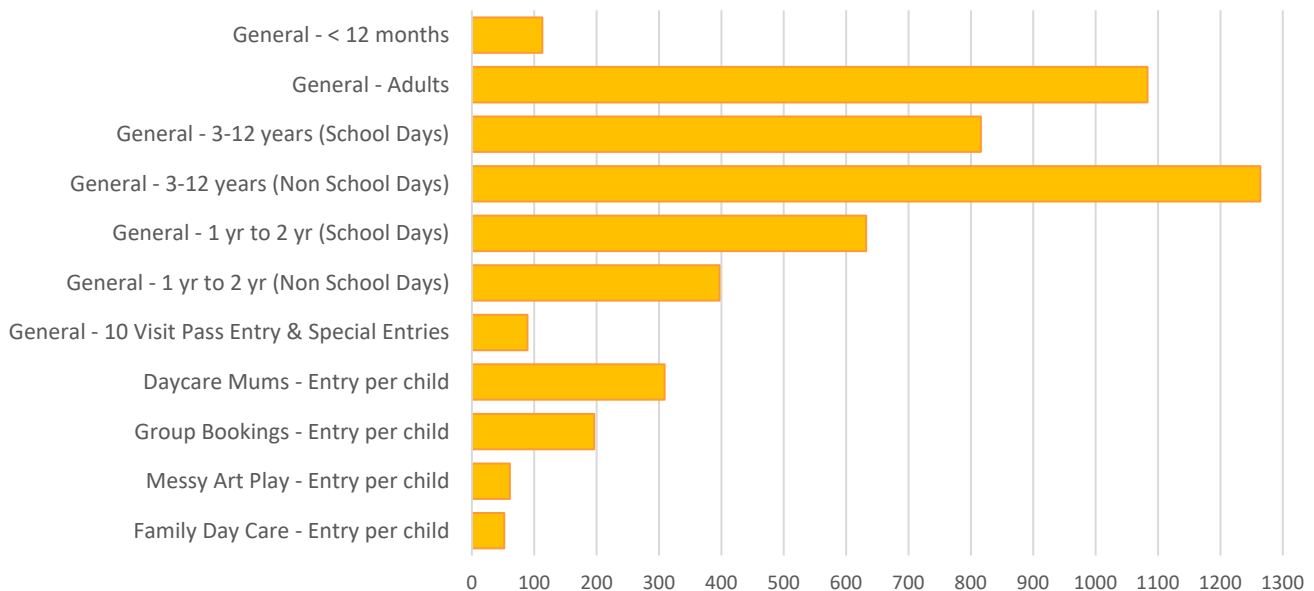
**OOSHC BOOKINGS % PER SERVICE**



**2022 WAC Door Entry Totals by Month**



**2022 WAC Door Entry by Category**



## Our People

Five key groups contribute to the success of MNCCC 's operations. They are:

- ❖ Our students who provide the incentive for innovation and improvement
- ❖ Our Teachers / Trainers
- ❖ Our Volunteers
- ❖ The Administrative Team
- ❖ The Management Committee

We are extremely proud of our Staff and Trainers who continue to surprise us with their dedication. Their ability to translate their experiences in their respective industries is reflected in the confidence that our students display on completion of their courses.

We are also supported by a reliable and dedicated group of volunteers. Certainly, our Community College would not be able to function without their assistance.

### Organisational Services

#### CEO's Office

Valerieanne Byrnes	CEO
Sue English	Marketing & Community Liaison
Jodie Wilson	Grants & Projects Coordinator
Annemarie Gregory	Finance
Jennifer Grilli	Finance
Paul Notely-Rumbens	Finance (external)
Anne Weber	Board & Executive Support

#### Reception & Administration

Savita Vaishnav  
 Kim Freeman

#### Finance Consultant

John Oxley

#### ITC Specialist

Tim Baker  
 Cameron Donnelly

#### Facilities

Sharleene Fender / Adam Darke (Cleaning)  
 Howard Trott / Colin Bull (Maintenance)  
 Shaun Evans (Transportation)

### Childrens Education Services

#### OOSHC Staff

Rebecca Thibault	OOSHC Manager
Susan Burtenshaw	Assistant Manager
Michelle Forster	Educator
Elsa Munday	Casual
Jorjabelle Munday	Casual
Katrina Hall	Casual
Lisa Evans	Casual
Loryn Mendham	Casual
Matilda Caufield	Casual
Rhianna Malone	Casual
Sarah Wright	Casual
Tahlia Collins	Casual

#### Wilderness Activity Centre Staff

Rebecca Thibault	KCM Manager
Susan Burtenshaw	Assistant Manager
Rhianna Malone	Coordinator
Jorjabelle Munday	Casual
Tahlia Collins	Casual

Our people...

**Nautilus College & Yulinbal Campus**

**School Staff**

Kirsty Napper	Principal
Sal Ciampa	Psychologist
Theresa Simmonds	Psychologist
Scott Lathlean	Wellbeing Coordinator
Andrew King	Teacher
Darren Mumford	Teacher
Jeff Styles	Teacher
Leesa Briones	Teacher
Mark Van Der Zee	Teacher
Nicole Wells	Teacher
Paul Posterino	Teacher
Sharon Robertson	Teacher
Solomon Tafai	Teacher
Tirzah McKee	Teacher
Andrew Ballard	Student Support
Apisalome Revaula	Student Support
Barry Roberts	Student Support
Clarissa Ah-see	Student Support
Donna Stevens	Student Support
Jarin Penniall	Student Support
John Bungie	Student Support
Joshua Mahrey	Student Support
Karen Buchanan	Student Support
Kelly Sewell	Student Support
Loren Enfield	Student Support
Patrick Cotraville-Smith	Student Support
Paul Wright	Student Support

**Reception & Administration**

Alice Paterson	Administration
Trish Cotraville-Smith	Administration
Brad Evans	Bus Driver

**Projects**

Denise Scala	Consulting (Recruitment & Curriculum Development)
Paul Davis & Integro Partners	Legal & Compliance

**Staff Farewelled in 2022**

Anneke Jacobs, Brenda Grey, Crystal Byrne, Deborah Page, Jamie Laughton, Katwin Gibson, Kurt Lakeman, Luke Taylor, Margaret Bailitus, Robbie Lloyd, Sam Dalton, Talara Morris

**Adult and Community Education**

**ACE Staff**

Anke Peeters	Manager
Dennis Owen	Specialist Programs
Nick Blanch	Data Quality & Contract Performance
Sue English	MakerSpace & Community Programs
Andrew Ballard	Manning Youth Program Coordinator
Nerida Blankenzee	Manning Coordinator

**Projects**

Joe Newbery, Natasha Brown, Jodie Almond – Consultants: RTO Compliance

**Reception & Administration Facilitation**

Kim Freeman, Savita Vaishnav

**Trainers, Facilitators & Volunteers**

Aleta Baskerville, Anne Williams, Brian English, Carole Forestal, Colin Bull, Craig Somerville, Danielle Bickford, Holly Kompara, Jeff Forrest, Jessica Davison, Jo-Anne Wood, Jodie Wilson, Kacey-Lee Jackson, Katarina Feeley, Katrina Hall, Ken Hodges, Kim Freeman, Kim Rayhnor, Laura Vinci, Lisa Evans, Lisa Powlesland, Mathew Brooker, Melanie Young, Muniamma Osborne, Pauline Bergin-Bushell, Rosalie Bale, Sandra Marson, Susan Creech, Tim Maddren, Wayne Ulrich

## Partners in Education & Outreach

MNCCC acknowledges and appreciates the many organisations through our region and government for their support during 2022.

### ✿ Professional Corporate Services

- ❖ PDD Advisory Group, Audit Services
- ❖ Integer IT Support
- ❖ HLV Partners Chartered Accountants – for pro bono assistance with establishing the Mid North Coast Human Services Alliance

### ✿ Government Funding Partners

- ❖ Training Services NSW
- ❖ Commonwealth Department of Education & Training
- ❖ NSW Department of Education & Communities
- ❖ Mid North Coast Local Health District – for funding and assistance with establishing our MakerSpace
- ❖ PMH Council – with assistance towards a number of our community development projects and student awards
- ❖ The NDCO (National Disability Coordination Officers) network for ongoing partnership
- ❖ The Office of Gaming and Racing for an infrastructure grant for improvements to our MakerSpace
- ❖ COVID-19 Community Connection and Wellbeing Program (The ReCommunity Project)

### ✿ Non-Government Grant Partners

- ❖ Telstra - Tech Savvy for Seniors
- ❖ Other Grants Bodies

### ✿ Peak Bodies and Member Organisations:

- ❖ Community Colleges Australia
- ❖ Adult Learning Australia
- ❖ Cooperative Learning Ltd

### ✿ Community Program Partners:

- ❖ Birpai Land Council
- ❖ Headspace (Taree)
- ❖ Mission Australia (Taree)
- ❖ Endeavour MH Recovery Clubhouse
- ❖ Mid Coast Health
- ❖ Midcoast Connect
- ❖ ETC
- ❖ Macleay Options
- ❖ Kempsey Showground Inc
- ❖ Oz Harvest

### ✿ Business and Individual Supporters:

Thank you to the many Local Businesses and individuals who have given so generously of their time and expertise, donating much needed equipment, services and materials that help keep our programs going.



Mid North Coast  
**C**ommunity  
College Ltd.

FAMILY OF BRANDS



Nautilus



Yulinbal



PORT MACQUARIE



Port Macquarie  
HASTINGS