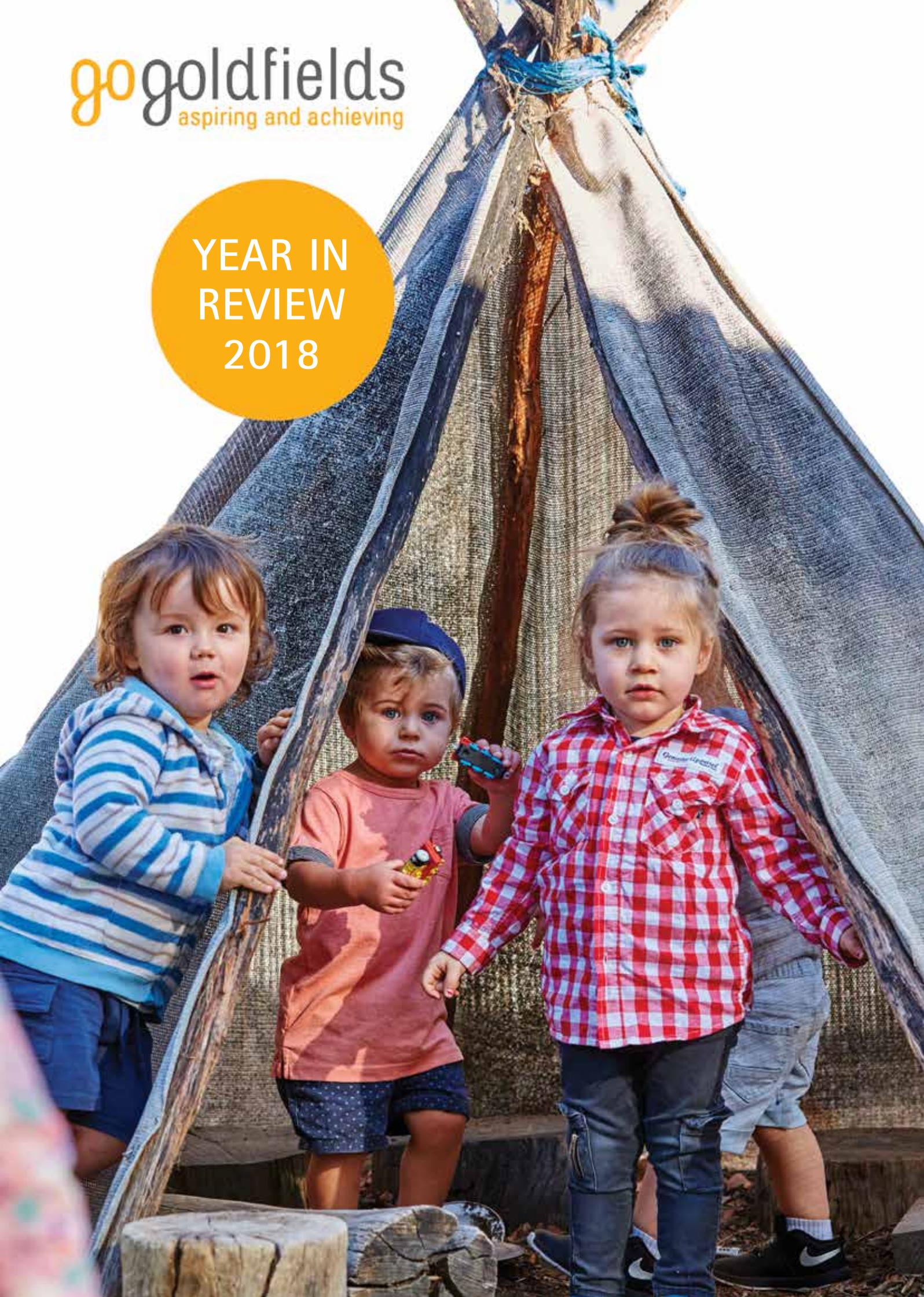


YEAR IN  
REVIEW  
2018



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# OUR COMMUNITY WORKING TOGETHER TOWARDS A POSITIVE FUTURE

## Acknowledgements

Go Goldfields, and the Central Goldfields Shire, acknowledges the Dja Dja Wurrung people as the traditional custodians of this land. We give thanks for collaboration with Elders and peers, and strive to progress our shared knowledge relationships.

This review details some of our high impact projects, for the purposes of shared consideration and reflection.

Go Goldfields thanks, and acknowledges, all of the voices expressed within this document, especially for their participation and guidance throughout the year.

We honour our Most Significant Change participants, who shared intimate reflections with us through our community engagement processes, and who will remain anonymous.

We also acknowledge the many valuable projects that we have assisted with, supported or initiated over the past year, and the associated community groups, individuals, project workers and supporters, who are not directly referenced within this review.

We are privileged to receive support from our Funding Partners



# A MESSAGE FROM THE GO GOLDFIELDS COLLABORATIVE TABLE CHAIR

Noel Harvey



*“Go Goldfields is empowering communities to solve problems through collaboration and co-design.”*

**Collaboration means, creating a positive future together. On behalf of the Go Goldfields Collaborative Table, I am pleased to present a year in review, providing snapshots of our achievements and outcomes for 2018.**

Go Goldfields is a place-based initiative addressing complex social issues. The shared common agenda, and overall approach, is to enable the collective aspirations of our community. We achieve this by listening, connecting, supporting and inspiring our many leaders.

We have continued to strengthen alliances, and share decision making, across all areas of our community; people with lived experiences, business owners, service providers, government representatives and our young people.

This year the Collaborative Table worked closely with many partners, as highlighted in the evaluation by the Murdoch Children's Research Institute.

Go Goldfields brings people and organisations together to deliver lasting and meaningful outcomes for our community. One example is the Go Goldfields and Best Start collaboration to adopt a single framework for the children and family planning sector, an incredible achievement that will

continue to have a significant impact for the coming years.

Together we are creating a new community narrative. Go Goldfields is empowering communities to solve problems through collaboration and co-design.

To continue our journey, we need a long-term commitment from government. Securing funding for the next two years for Go Goldfields' delivery has been a critical success for this year. We will continue to work closely with our funders, both government and philanthropic, to sustain long-term positive change.

Our funders understand and embrace the need to invest in early intervention strategies. We have demonstrated that Go Goldfields has the capacity within the local community to create innovative and proven solutions. Given the complexity of issues facing us, we recognise that this is a long journey, requiring patience, fortitude and determination.

I give thanks for the insightful and dedicated role of the Go Goldfields team who work alongside the Collaborative Table, and each focus work area group.

Please join us in celebrating the dynamic year that was, and get ready for 2019.

*We believe that community needs to work together, to challenge and change any system that impedes our goal, to achieve social and economic independence for all citizens.*

*We encourage people to think deeply, and differently, about ways to improve the lives of children, youth and families.*

*We challenge ourselves to be dynamic, to continuously collaborate, to maximize the benefits of co-design, to be accountable, and to ensure long term sustainability in our work.*



# FRAMEWORKS AND PHILOSOPHY

Community connections and aspirations guide our approach to achieving long term change for children, youth and families.

**Our approach is influenced by; Collective Impact, the IAP2 Public Participation Spectrum for increasing levels of public impact, Harwood Institutes Community Rhythms, gender equity and a primary prevention lens, across all areas of work.**

## Our Theory of Change Model

We have developed our framework for long term change from a robust collaborative co-design process, including identification of high leverage and equity-focused strategies which we believe will achieve our desired outcomes. We are creating the conditions for change through developing a shared awareness and understanding of local issues, strengthening partnerships, involving the community in decision making, increasing services collaboration, and responsive advocacy and investment.

There are now many examples of collaborative activity and its resulting changes across the municipality that did not exist a few years ago. Examples include the integrated philosophy of the Goldfields Family Centre, community police collaboration, and a growing number of community members who are passionate and involved in all aspects of this work.

We have systems in place to reflect and measure impact that inform the transformations that are needed. We continue to work together on challenging existing systems so that we can achieve our vision for our community aspiring, achieving to live a full life.

## Collective Impact

Collective impact is a collaborative approach premised on the notion that complex social problems cannot be overcome by working in isolation. By creating the elements that characterise collective impact including collective efficacy, long term population change can be achieved.

## Research and Evaluation

\$100,000 was invested in research and evaluation in the past year. We use data, indicators and a participatory evaluation process known as Most Significant Change.

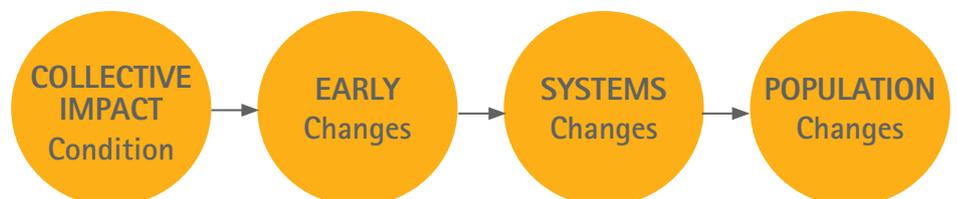
## Focus Work Areas

Partnership groups inform our focus which is arranged in four main areas of work.

These work areas have been determined by community through extensive consultations in previous years and are underpinned by priority needs. Our Arts, Language and Literacy development initiatives are seen as essential mechanisms for engagement, and enhancing community aspirations.

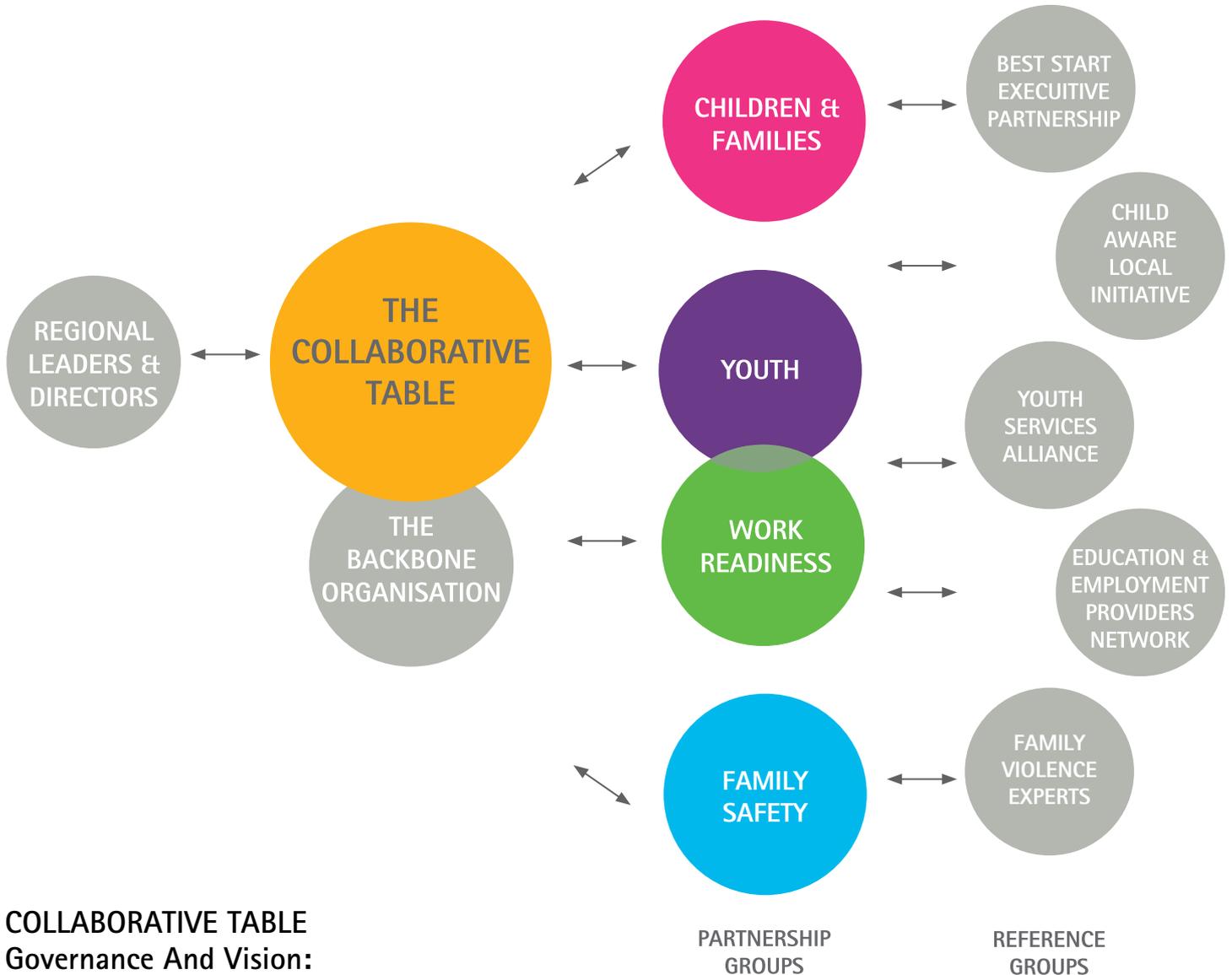
*Community has informed us that we can achieve a common vision for our community aspiring, achieving and living a full life, by focusing our efforts on ensuring;*

- *Children in our community are confident, creative, safe and healthy*
- *Our community celebrates our young people as they strive to reach their potential*
- *Our community has language and literacy skills to support aspiration, and create life opportunities*
- *Everyone can learn, earn, achieve and dream*
- *Everyone lives equally, and free from all forms of violence*



Source: Spark Policy Institute & ORS Impact, 2018

# GO GOLDFIELDS GOVERNANCE MODEL



## COLLABORATIVE TABLE Governance And Vision:

Overall strategy. Holding the work against our community aspirations. Includes service providers, government agencies, peak body groups, research and tertiary organisations, community leaders and businesses. Innovating to achieve our vision for 'our community aspiring, achieving to live a full life'.

## BACKBONE ORGANISATION Facilitation:

Services the entire initiative, mobilising diverse groups and cross-sectoral leadership. Integrating evaluation for reflection and learning.

## REGIONAL LEADERS AND DIRECTORS:

Support alignment of the work across government departments and regional services.

## PARTNERSHIP GROUPS Implementation:

Continual process of planning and doing, grounded in evidence. Creative problem solving. These groups focus on project implementation in the priority areas.

## REFERENCE GROUPS Expertise:

Grassroots and specialist feedback on community priorities. These are made up of community members and experts, which provide input to the decision making on specific areas of interest.

*We work together to tackle big problems and create impact through collaboration.*



# PARTNERSHIPS AND COLLABORATION

Together we can achieve our vision to be an aspiring and achieving community.

## Go Goldfields is defined by its partnerships, and collaboration.

Work undertaken in 2018 shows that our collective impact initiative is thriving. The structures that we have in place provide a sustainable environment for continuing to strengthen collaborative efforts.

We value our genuine relationships with funding partners who actively engage in the work, action groups, alliances and a Collaborative Table, all uniting to facilitate social change.

The Collaborative Table brings together leaders from all parts of the community to govern, lead and hold the work. Members are drawn from across the municipality, and the State. These include; community and business leaders, service leaders, government representatives, peak body and research institution representatives.

The Partnership Groups meet regularly to advance the agendas in each work area, being; Children and Families, Youth, Work Readiness and Family Safety. Progress and challenges are reported to the Collaborative Table. Community members with lived experience of the issues are also sought to provide input to the decision making at regular intervals.

*“It has been said that the easy work has already been done, leaving us to tackle complexity.*

*So if we are to fund for outcomes, it will be necessary to move beyond funding programs alone to also develop financing mechanisms that fund place and complexity.*

*Go Goldfields is now an evolved collective impact site, and has key stakeholders engaged across multiple sectors with trusted relationships in place to enable collaboration, and a culture of innovation and working to outcomes. This makes them an excellent candidate for future funding.”*

Caroline Chernov, ten20 Foundation,  
Executive Director

**Governance** for the Go Goldfields initiative is structured around a 'collaborative table' model. Members of the collaborative table are encouraged to set an example as leaders for the Go Goldfields initiative and the wider Central Goldfields community.

Table members advocate for change within their organisations and circles of influence. They ask community and colleagues for their ideas and opinions and bring that feedback to the Table. They use their insights and passion to inform the work of Go Goldfields and drive positive change where it is most needed, desired and achievable. Table members model the collaborative behaviour, can-do attitude and the passion asked of all the members of Go Goldfields and more broadly of the Central Goldfields community.

## Current Collaborative Table members are;

Central Goldfields Shire Council Executives and Managers, Anglicare Victoria, Centre for Non-Violence, Committee for Maryborough, Department of Education and Training, Department of Justice, Maryborough District Health Service, Maryborough Education Centre, Murdoch Children's Research Institute, Regional Development Victoria, SABEMO Foundation, Victoria Police and Victorian Council of Social Service and community leaders; Caroline Thoroughgood, Kim Skyring, Maree Elliott, Rowena Butler and Raelene Williams. We further recognise the representatives of these organisations on our website.

*Children who are loved and safe  
are confident and resilient.*



# CHILDREN AND FAMILIES

Children in our community are confident, creative, safe and healthy.

## Compassionate spaces

**Integrated Family Centre, a safe place where assistance is offered.**

The Goldfields Family Centre provides an integrated service model for young children and their families. It houses long day care, kindergarten, maternal and child health, supported play groups and a toy library, and facilitates access to long day care and visiting specialists such as speech pathologists.



"Life for me was pretty normal. My husband and I were working from home and raising our 18 month old son. We didn't have any family living with us in the community to ask for support, but it was easy because we were both at home.

However in October 2016, my life dramatically changed with the sudden and tragic death of my husband.

After the funeral I went to Melbourne to be with my Mum. But after three months I felt I needed to return to my home (in the Shire) and pick up my life. I knew I was still fragile and needed some support. But I had no idea where to start, so I began searching for local childcare.

I approached the Goldfields Family Centre, and after sharing my story, they were able to squeeze my child in for one day per week. As time went on grief caught up with me and again approaching the Centre, they connected me with services I wasn't aware of in the community.

The support helped me to keep functioning, and I would not have been able to stay here without it. It was more than just respite, it was someone to talk to about my worries – to ask, do I show my son pictures of his Dad? Do I talk about his Dad? The staff reassured me, and did little things by being aware of my birthday and helping my son to make a card, and speaking gently with me about Father's Day.

The support from the Centre, and connecting me to family day care, has allowed me to undertake study; my aim is to be job ready by the time my child starts school."

**Most Significant Change, participant**

**88** Eligible children enrolled in 4 year old kindergarten.  
2014 - 80% 2017 - 99.9%  
Source: DET data 2017

**88** Of the average 128 births per year 30% of women are first time mothers.  
Source: DET Maternal & Child Health Services Annual Report, 2018

## Deepening our understanding – Berry Street Training

**People in our community are resourced to support children and families who have been impacted by trauma.**

Our aspiration that all children are confident, creative, safe and happy prompted the engagement of Berry Street to provide trauma informed practice training to the service sector workers, and community leaders in the shire, after the success of its training to educators, hosted by Maryborough Education Centre.



As a result of the additional Berry Street training, delivered by Go Goldfields Children and Families Partnership Group a number of kindergarten educators, police officers, social workers, health professionals and early learning educators now have greater capacity to understand, and create positive outcomes for, vulnerable members of our community. Key achievements for the Go Goldfields Children and Families Partnership Group was an increase in understanding, resources and collaboration between early-years services and integrated service delivery bodies.

*“Over 250 people in our community are now trained to better understand the impacts of trauma, creating the best educational outcomes for our most vulnerable learners.”*

Sharyn Huggett, Coordinator Go Goldfields

*“The Berry Street training has provided invaluable education on better understanding, and working effectively with, the most vulnerable members of this community.”*

Emily Robertson, Speech Pathologist

*“The Berry Street training highlighted what resources we do have in the community, and gave many people from different services the opportunity to learn new skills to apply to their practice.”*

Kellie Dunstan, Family Support Worker

**88** Nearly 20% of families in our shire are one parent families, higher than the State average (15.53%), and 83.3% of these are female.

Source: ABS 2016 census data



## Teddy Bears gather for a special picnic

**In recognition of the importance of National Association for Prevention of Child Abuse and Neglect (NAPCAN) week, Children and their families gathered together at the Station Domain Playground for a Teddy Bears' picnic celebrating positive family relationships and connections with others.**

This free, fun and accessible activity showcased how stress-free it can be for families to come together by using existing infrastructure, like local parks and public transport.

Organised at minimal cost the event was made possible through collaboration between community members, organisations and services, which make up the Go Goldfields Children and Families Partnership.

The picnic provided the ideal opportunity to continue the foundation work established from the previous year's campaign 'Hugs and Cuddles'. Our community continues to drive the message in the community and local media that "All Children deserved to be Loved and Safe."

A single mother and her son enjoyed and valued the event. In her feedback, she expressed that she felt comfortable talking to other parents and her son loved socialising, and she has made new friends. As a low-income family she finds it challenging to access day-care for her son to develop his social skills, events like these are essential.

*“The Teddy Bears Picnic was a great way to show community members that it doesn't cost much to get out of the house with their children and to showcase some of the great parks we have available in the shire for families to access.”*

Kellie Dunstan, Family Support Worker



*Our vision is driven by the  
Central Goldfields Youth Alliance,  
a collective of youth service providers  
and key leaders in their fields,  
actively supporting the proposed youth hub.*

# YOUTH AND WORK READINESS

Our community celebrates our young people, as they strive to reach their potential.

## Creativity and empowerment – Short Flix Festival

**We support young people in creative enterprise pursuits.**

Short Flix was an intensive four-month creative film making experience undertaken by ten young people. Working under the expert guidance and mentorship of professional filmmakers, they created their own short films.

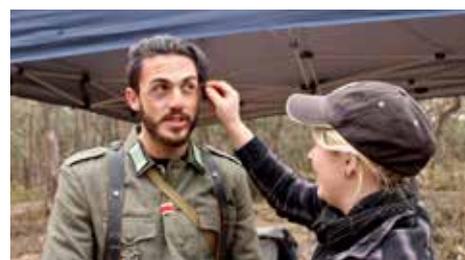
Nine short films were presented at a gala red carpet event. Although short, the films relied on the ability of the young people to realize a vision and get locals as well as family and friends on board with their project. This supported cast, supplied materials and costumes, transport, storage, and all the behind the scenes support that is needed to create a film.

*“Participating in the Short Flix Festival has opened new doors for me that might lead to a career in film making.”*

Charlie May Butler, Short Flix participant

Short Flix successfully delivered mentoring based learning, instilled self-directed work planning, and encouraged young people take up leadership roles. Several program participants have also been inspired to pursue careers in the creative industries.

**99** *SHORT FLIX project;*  
370 people attend showings over 3 days  
40+ young people and community members involved.



*“It was great to know that my expertise could help other young people.”*

Ty, Youth Reference Group member

*“The Short Flix program has really helped me develop my skills and experience in the film industry...and I've loved every minute.”*

Harry Cain, Short Flix participant

*“Originally my friend Ryan Prime dragged me into it, but my love for film and the industry has blossomed over the last few months.”*

Avalon Game, Short Flix participant

**99** *Central Goldfields Shire total population is 12,995;*  
1,310 aged 15 -24 yrs  
724 aged 10 - 14 yrs  
703 aged 5 - 9 yrs  
586 aged 0 - 4 yrs

Source: ABS 2016 census data

## Prioritising new youth facilities – Youth Hub

**We do the work to attract the funding and raise awareness. We utilize a collaborative approach to design, and deliver, a youth services hub.**

Our leaders are actively advocating for young people, and their collective vision for the future, at State and Federal government levels. We recognise the priority for a Youth Hub with integrated social services in the Shire, and we aim to attract over \$5 million for such a facility.

Our vision is driven by the Central Goldfields Youth Alliance, a collective of youth service providers and key leaders in their fields, actively supporting the proposed youth hub.

We advocate for the proposed hub by ensuring that it is included and considered in key strategic development plans for the region, including:

- The Central Goldfields Shire Council, Council Plan 2017 - 2021
- The Loddon Campaspe Investment Prospectus
- The Central Highlands Councils Victoria Regional Investment Plan
- Loddon Campaspe Regional Partnership

Furthering the work undertaken in 2018, a feasibility study will be undertaken in 2019, to better understand what needs to be provided, and to further identify potential revenue sources.

*“Help should be available all in one place... but not attached to school, a fun place to hang out... it needs to be on the main street.”*

Young person, Central Goldfields Youth Alliance

*“Place-based, and integrated services mean that there will be lots of reasons for young people to attend the hub, and they won't be stigmatized for attending.”*

Lucy Roffey, CEO, Central Goldfields Shire Council

## Mentoring towards work readiness

### Everyone can learn, earn, achieve and dream.

This story demonstrates collaborative effort for the shared aspiration that everyone can learn, earn, achieve and dream. Businesses are working with young people to provide opportunities to experience work.

“Last year I received a high number of resumes from young people looking for work after finishing school. There were skill gaps in these young people's resume writing abilities.

So when I was invited, along with other local businesses, to get involved with the Maryborough Education Centre, I was happy to provide my time in a hope to close this gap. We were asked to assist young people with resume writing and mock interviews.

There was one young person in particular, a fantastic individual, who came from a family that was struggling. He was doing a lot of volunteering and odd jobs – he was a standout. But at school, he did not present like this. He received positive feedback from us, which was so different from the feedback he had been getting at school.

As a result of 15 businesses, 25 services and young people getting together we created more opportunities for work experience and mentoring.”

Windsor Main  
Site Manager, Edlyn Foods



Windsor Main and Mary Steed, Edlyn Foods

*“As a business person I am happy to walk young people through processes and expectations around employment, enabling them to be work ready.”*

Windsor Main, Site Manager, Edlyn Foods

# LITERACY AND ARTS

Our community has language and literacy skills to support aspiration and create life opportunities.

## Creative interpretation and expression – Story Seats public art

Artists, community groups and library staff explored and created stories together, about our community; its characters, places, history and possible future.

The Story Seats project incorporated Go Goldfields art, literacy and communication areas; where unpainted bespoke public bench seats were manufactured and offered to community groups to embellish with stories.

These highly visible, functional and accessible community art works build upon previous Go Goldfields arts projects, such as Vases n' Verses and Imagination Stations.

The twelve seats are artworks in their own right, as well as being practical sculptural objects. The seats will be revealed within the Shire, and form part of a tourism trail, in 2019.

*“The process helped us to realise that our ideas have merit, and are worth pursuing.”*

Anon, Community Participant



## Literacy is Freedom – Australian Literacy and Numeracy Foundation

In 2018, we supported training in Early Language and Literacy as part of an important delivery partnership with Australian Literacy and Numeracy Foundation.

This initiative enabled vital skills enhancement within our community, to deliver foundational language and literacy development to children. Over 90 educators, parents and community members have successfully completed the course.

The sustained presence of training by the Australian Literacy and Numeracy Foundation is resulting in outstanding outcomes for children.

The success of the program has led to expansion of the Beckworth Special Needs Campus at the Maryborough Education Centre, the Supported Playgroup and Maryborough Regional Library.

We are proud of our achievements to build the shared aspirations for early language development in the Central Goldfields community, and have committed to continuing our support of the Australian Literacy & Numeracy Foundation.



*“98% of children participating in the Australian Literacy and Numeracy Foundation program improved their phonemic awareness.”*

Australian Literacy and Numeracy Foundation

*“I’ve learnt more from this course about children’s literacy than I learnt in my entire education degree.”*

Course participant, Primary school teacher

*“Just having this program available for our staff, has made a huge difference for our kids.”*

Course Advocate, Primary school Principal.

88 255 Literacy Conversations were held across the shire.

88 Over 8,000 people attended, or were involved in, the arts in the shire over the past year.

Kay Parkin, Arts Coordinator,  
Central Goldfields Shire Council



### Always learning – literacy consultation and strategy

Literacy development affects all of us profoundly.

In preparing for a Shire-wide literacy strategy, 255 interviews were held in 2018 to contribute to the Central Goldfields Literacy Strategy Consultation. These interviews were held in schools, libraries, street curbs and kitchen tables.

Our vision is that everyone gains high level language and literacy skills. When a community achieves these skills, opportunities abound and collective impact strengthens.

The Central Goldfields Literacy Strategy will be launched in 2019.

*“Arts and literacy initiatives are a part of the innovative approach to addressing issues across each focus work area.”*

Sandra Hamilton, Manager Social Inclusion Go Goldfields

### Maryborough Education Centre Naplan Relative Growth High growth students 2018 (%)

Year 5 Writing		Year 5 Spelling		Year 5 Reading	
<b>31%</b> Your School	<b>24%</b> State	<b>33%</b> Your School	<b>26%</b> State	<b>26%</b> Your School	<b>25%</b> State

# FAMILY SAFETY

Everyone lives equally, and free from all forms of violence.

## Knowledge is power – Tipping the Scales

**A Community Justice Partnership, providing free legal services for women and children experiencing family violence.**

A specialist and free legal advice service, Tipping the Scales is funded by the Victorian Legal Services Board Grants Program. This is a tailored meaningful and practical collaboration between health, social and legal organisations; providing people with timely legal advice and connecting them with appropriate support.

People who have experienced Tipping the Scale's advice and support have expressed how valuable it was to have the legal process, and their options, explained with genuine concern for how they are progressing.

After operating for only 18 months, Tipping the Scales has impacted vulnerable people's lives in profoundly positive ways. Feedback shows that the most significant improvements for people are reduced stress and anxiety levels, improved mental health, more resilient family relationships and higher community connectedness. 83% of recipients remained engaged with local support services after their legal matter was finalised.

Tipping the Scales services continue to grow in 2019, with additional funding resources to increase the legal services available in our community.



Rob Southgate Community Lawyer, Loddon Campaspe Legal Centre, Tipping the Scales project

## Unravelling complex issues – Family Violence forum

**Exposing the gender inequality, and endemic complexity, of family violence.**

100 employers, community members and service providers attended the Maryborough Family Violence Forum to learn more about the complexities of family violence in rural and regional Victoria. This event aimed to increase awareness of the gender-driver of family violence. It was a collaborative initiative between Maryborough Rotary and Loddon Campaspe Community Legal Centre, with funding support from Go Goldfields and the Centre for Non-Violence.

The keynote speaker was Mary Barry, the former chief executive officer of Our Watch, a national violence prevention

organisation. Barry addressed the drivers of family violence, and sited that the core of the issue is gender inequality.

This strong collaboration between community and services will continue to lead the Family Violence action plan in 2019.

*“Collaboration is the way all of us can understand and address family violence, but the core is for women to be treated equally and respectfully; and that their expertise is valued and sought.”*

Garry Higgins OAM, Maryborough Rotary

**88** Free legal service provided to 50 people in 2018  
100% of people said they had a good understanding of their legal issue.  
100% of people reported they felt confident to take the next steps, and found their voice in the legal process.

## 16 Days of Activism

**Amplifying our community's voices to motivate change and to contribute to a future free from violence.**

16 Days of Activism is a campaign to end violence against women and girls around the world. Led by the Go Goldfields Family Violence Action Group, it is part of an international campaign coordinated by the Centre for Women's Global Leadership. It takes place every year and is run by over 6,000 organisations in 187 countries.

Community events in Maryborough actively engaged the community in conversations about the role of gender equality in addressing violence against women.

Understanding the role of gender equality is an essential pillar of the Go Goldfields Family Violence Action Plan.

Community members showed their support by celebrating the Marigold Story Seat launch and 'walking-the-walk'- a community walk around Phillips Gardens to view the shire's Marigold and White Ribbon gardens, as well as the Marigold Seat, which Central Goldfields Shire chief administrator Noel Harvey said got people talking.



Hosted at the Maryborough Resource Centre, messages of support and hope for people dealing with family violence were displayed, as well as the 'Little People, Big Voices' project. Children decorated little bears to represent their rights and agency, and to highlight that children are often the silent victims of family violence.

Go Goldfields Family Violence Action Group will continue to bring together the community to deliver campaigns raising awareness of the role of gender equality in addressing violence against women.

*“Children’s experiences need to be seen, and their voices heard and listened to.”*

**Robyn Trainor, Centre for Non-Violence**

**gg** *Approximately 30 people participated in the marigold walk, lunch and activities.*

**gg** *Over 1000 children participated in Little People, Big Voices.*

Go Goldfields  
Central Goldfields Shire  
22 Nolan St Maryborough  
Victoria, Australia 3465  
(03) 5461 0610  
[info@gogoldfields.org](mailto:info@gogoldfields.org)  
[www.gogoldfields.org](http://www.gogoldfields.org)

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