Creating Capable Leaders at Willum Warrain Aboriginal Association Inc.

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Tuesday 19 May 2015
Three key focuses

• Creating Capable Leaders training (CCL)
• Partnership with the Aboriginal community and leaders
• The impact of the program on participants and improved outcomes for Aboriginal children
Who is Family Life?

- Founded in 1970
- 120 staff and approximately 400 volunteers
- Services Centres: Sandringham, Cheltenham, Frankston and Cranbourne
- Social enterprise opportunity shops and community houses
- We offer family support, counselling, mediation, mental health services, community development and training for vulnerable families, children and young people

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Who is Willum Warrain?

- Official opening 2014
- Managed by an Aboriginal board
- The gathering place - Willum Warrain (a Boon Wurrung term for ‘home by the sea’) is located in Hastings, and provides a connection to community and place.
- 1 staff member and a band of volunteers
Creating Capable Communities

- Breakfast Club
- After School Club
- Community House
- Community Bubs

- Creating Capable Leaders

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Community Strengthening Principles

- Partnerships with residents
- Building trust and relationships
- Exploring possibilities
- Creating a vision for the future
- Leveraging abundance of support (who can help?)
- Empowering community ownership
- Evidence-informed initiatives

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Social determinants of health

Particularly important to many Aboriginal people:

• “Their connection to land”
• “The historical past that took people from their traditional lands and away from their families”

2014 Australian Indigenous Health Infonet
www.healthinfonet.ecu.edu.au
Why build leadership?

“Interventions are perceived as more effective when they enhance the capacity of local indigenous grassroots organisations and community groups, and build local knowledge and confidence”. Burchill M et al. (2006)

VicHealth has identified leadership projects as a priority for Indigenous communities to enhance personal growth, self-confidence and self-esteem in individuals and to strengthen communities. (Building Indigenous Leadership, 2005)
Strengthen communities and community outcomes

- Face to face community engagement
- 8 x 3 hour sessions of leadership training teaching skills in leadership, community development, communication, sustainability, collaboration, stress management, goal setting and evaluation
- Post training support

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Transforming lives for stronger communities

- Delivered 28 cycles of training since 2006
- 192 graduates with 18 sustained community or school based projects
- 10% gained employment
- 7% engaged in further study
- 17% volunteer and are leaders of local projects

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Partnership with Willum Warrain

• Friday gatherings, Christmas celebrations, NAIDOC events, cleaning, gardening and painting, ukulele classes and Frankston Mornington Peninsula Aboriginal Action group.

• We worked alongside the project officer to tailor the CCL training and engagement individuals for the training.

• Changes to the training included: increase in craft activities, brainstorming, discussions and decrease in writing and handouts.

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• A retrospective pre-post survey which included 7 statements that related to each of the program objectives.
• Findings related to changes in graduates rating on each line as indicated on a scale from 1 (weak) to 10 (strong). This highlighted the percentage of participants who reported an ‘Increase’, ‘Same’ and ‘Decrease’.
• There were 2 categories: Before the group (Pre) and today (Post).
• We also included an open ended question and a space for additional comments.
### Program Objective

<table>
<thead>
<tr>
<th>Evaluation findings</th>
<th>Increase</th>
<th>Same</th>
<th>Decrease</th>
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</thead>
<tbody>
<tr>
<td><strong>Community Connectedness</strong>&lt;br&gt;• <em>Participant connection to their community</em></td>
<td>87.5%</td>
<td>12.5%</td>
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<tr>
<td><strong>Self-Confidence</strong>&lt;br&gt;• <em>Participant self-confidence</em></td>
<td>87.5%</td>
<td>12.5%</td>
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<tr>
<td><strong>Leadership skills</strong>&lt;br&gt;• <em>Participant skills in being an effective leader</em>&lt;br&gt;• <em>Participant confidence to make a difference in their community</em></td>
<td>100%</td>
<td>100%</td>
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### Program Objectives

<table>
<thead>
<tr>
<th>Program Objectives</th>
<th>Increase</th>
<th>Same</th>
<th>Decrease</th>
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<tr>
<td><strong>Community Development</strong></td>
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<tr>
<td>• Participant level of knowledge about community development</td>
<td>100%</td>
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<tr>
<td><strong>Vocational, educational and/or volunteer pathways</strong></td>
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<tr>
<td>• Participant confidence to seek out job, study and/or volunteering opportunities</td>
<td>100%</td>
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<td></td>
</tr>
<tr>
<td>• Participant motivation to seek out job, study and/or volunteering opportunities</td>
<td>100%</td>
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Graduate quotes

Any difference that participating in the Creating Capable Leaders has made in their life:

- “I feel better in myself and hope to move forward”
- “I feel more confident and motivated. I feel more aware of how to do things outside in the garden and in the community”
- “Coming together and sharing ideas and helping people”
- “More self-confidence. Gained more skills and confidence in helping within the community”

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Project outcomes

- CCL graduates created an edible community garden
- Insect hotels, vegetables, fruit, herbs, worm farm, compost...
- Aboriginal children engaged in the process which facilitated cultural strengthening
- Local Primary and Secondary schools
- Produce used in Willum Warrain community kitchen

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Graduate outcomes

- Increased sense of belonging and cultural strengthening
- Graduates are referred to by Aboriginal children as ‘Aunty’ or ‘Uncle’
- 2 gained employment
- 2 engaged in further study
- 6 are volunteering for Second Bite, Community Kitchen, Headspace, National Youth Week breakfast and are assisting at local Primary and Secondary schools, provide tours and carry out tasks at Willum Warrain

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Improved outcomes for Aboriginal children

- Increased awareness of the gathering place
- Increased participation
- Engagement of Aboriginal students
- National Youth Week – Breakfast
- Increased attendance in NAIDOC
- Proactive engagement

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We know that....

“If a person feels safe, has a job that earns enough money, and feels connected to their family and friends, they will generally be healthier”


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