

Reconnecting lives, families and communities



2022 Year In Review



ODYSSEY HOUSE
NEW SOUTH WALES

*Our vision is a
world free of addiction*



Contents

Contents	1
Welcome	2
Developments and Opportunities	3
Message from our Patron	5
Our Organisation	6
Jade's story: Jade wanted to be a positive role model for her children	7
Pathways to Recovery	8
Our Programs	9
Our Social Impact 2021-22	10
Our Clients	12

Reconnecting Lives

AOD Recovery	15
Mental Health Recovery Program (MHRP)	17
John's story: John's marriage was falling apart because of his drinking	18
Odyssey College	19

Reconnecting Families

Reconnecting Families	21
Parent's and Children's Program	22
Stella's story: Stella was able to reconnect with her family	23

Reconnecting Communities

Reconnecting Communities	25
Community Drug Action Teams (CDATs)	26
Sean's story: Sean learned to reconnect with his culture and find his community	27

Board of Directors	28
Our Supporters	29
Our Strategy	31
Financial Snapshot	32
Our Service Locations	33

Welcome

After a few years where our valiant team has dealt with one unexpected challenge after another, we now see the beginning of new opportunities as we enter our 45th year of operations.

Over the past 45 years, we have been able to help more than 45,000 people and have expanded and developed our services as the demand and need has increased. From little things, big things grow, and we have certainly done that.

Our residential and community programs continue to provide much needed services to the wider community. On the horizon, we see even more opportunities both for growing our service and offering clients better or improved programs.

Two of these important milestones occurred in the second half of 2022. Perhaps the most thrilling is the impending opening of our new Family Recovery Centre at Eagle Vale.

The soil was officially turned earlier this year and – as we write – construction almost complete. We hope to start receiving families imminently with a formal opening in early 2023.

This new centre will allow us to support twice as many families through our Parent's and Children's Program and establish Odyssey as a centre of excellence in reconnecting families.

Our second opportunity was the expansion of our multicultural services with the transition of services from the Drug and Alcohol Multicultural Education Centre (DAMEC) in Liverpool and Blacktown.

The service caters to Culturally and Linguistically Diverse (CALD) communities across western and south-western Sydney and will continue under the name 'Odyssey Multicultural Programs'.

Odyssey House NSW will be funded to deliver the support services for two years to June 2024. This will ensure people from CALD communities are supported by dedicated and specialised programs, improving access for an often underserved population.

Finally, the NSW Government announced a **four-year \$500 million investment into alcohol and other drugs services in response to the Ice Inquiry recommendations**. Odyssey was proud to contribute to the original review in March 2020.

This substantial investment will deliver positive



outcomes for priority populations, particularly Aboriginal people and communities, people in regional and rural NSW, families and young people.

This money is a significant boost to our sector, and we are optimistic that Odyssey House NSW will be able to play a part in this significant initiative.

In 2021-22, Odyssey NSW increased revenue by more than \$1 million and – importantly – donations and fundraising revenue increased on the previous year, despite a difficult fundraising environment.

We continue to be guided by our 2020-2024 Strategic Plan, and this report will describe how we have made great progress in all areas of our plan.

Our Business Women's Lunch was back for the first time in three years and what an event it was! Thank you to all the generous supporters and attendees.

We are both grateful for the continued support of the Federal and State governments, who provide funding which enables our life changing work.

The theme of reconnecting has been carried over from our previous report as we continually strive to reconnect lives, families and communities.

All of this could not be achieved without the dedication and commitment of our Board and Committee members, our supporters and all the staff at Odyssey. We look forward to continuing our very important mission.

Thank you everyone for your efforts throughout this year. We look forward to going from strength to strength in 2023, thanks to your support.

Douglas Snedden
Chairman

Julie Babineau
CEO

Developments and opportunities

After a couple of years where simply surviving the COVID-19 pandemic took up time and resources, we are now on the cusp of some significant opportunities.

While this report highlights our activities and data up to 30 June 2022, we felt it worth acknowledging three special events that occurred after the reporting period.

These have the potential to improve both the quality, quantity and geographic spread of our services.

In this section, we highlight the two most significant developments at Odyssey House NSW, and one that will significantly boost the drug and alcohol sector as a whole in NSW.

Family Recovery Centre

As we write, the Family Recovery Centre at Eagle Vale is about to welcome its first families. An official opening is planned for 2023.

We were thrilled to hold a turning of the soil ceremony early in the year, in preparation for the construction of our new Family Recovery Centre. The event was memorable with a Welcome to Country and Smoking Ceremony by Uncle Ivan Wellington.

Demolition started on the old cottages in February 2022 and construction began in earnest – in spite of the constant rain, COVID and other challenges, we watched as the new buildings started to take shape.

The Family Recovery Centre is one of a handful of rehabilitation centres in Australia that allow men and women to undertake treatment whilst their children (0-12 years) live with them.

Throughout their stay, the Program allows parents impacted by substance use to get the treatment they need, without worrying about finding a carer for their children before they start rehabilitation.

We focus on repairing the bond between child and parent by offering services focused on physical and mental health, education, interpersonal and social skills, and child development.

Once the families have completed their treatment, parents are encouraged to move into community housing if they can demonstrate they are able to responsibly take care of their child/ren.

The increased space will accommodate twice as many families as the old buildings, housing up to 16 families simultaneously.



Uncle Ivan Wellington and Julie Babineau turn the soil



David Kelly, Julie Babineau with Stephanie and Tanya from NSW Health



Demolition of the old cottages begins



Frames go up



Taking shape



Completed buildings



Odyssey Multicultural Programs

Drug and alcohol support services in south western and western Sydney aimed at multicultural communities will continue after a successful transition to Odyssey House NSW.

The Drug and Alcohol Multicultural Education Centre (DAMEC), based in Liverpool and Blacktown, provides drug and alcohol counselling for people from Culturally and Linguistically Diverse (CALD) backgrounds.

The service caters to CALD communities across western and south-western Sydney and will continue under the name 'Odyssey Multicultural Programs'.

The service aims to strengthen and support community partnerships to collectively contribute to preventing harm related to substance use, identified within CALD communities.

Our key priority is to ensure that clients can receive continuity of care and have equitable access to services that are culturally responsive, safe, and of high quality.

To support the service transition, we have recruited qualified and culturally diverse staff to deliver the AOD services, including from DAMEC where possible.

We will be funded to deliver the support services for two years to June 2024.

Funding is being provided by NSW Health, Western Sydney Primary Health Network and South Western Sydney Primary Health Network (Wentwest).

Special Commission into the Drug Ice – NSW Government response

The NSW Government announced their long-awaited response to the Ice Inquiry in October.

They announced a four-year package worth \$500 million to invest into alcohol and other drug services in response to the Ice Inquiry.

The funding is divided broadly into two areas:

- More than \$141 million to expand justice initiatives that make communities safer.
- A total of \$358 million will go towards health-related programs.

This funding will mean more than 30,000 people impacted by alcohol and other drug use will benefit from additional services. It will also support more than 11,000 people with AOD-related offending behaviour.

The NSW Government's vision for addressing the impacts of alcohol and other drugs will also inform the development of a new Alcohol and Other Drug Strategy, which will ensure a unified and coordinated approach across health and community services, education and law enforcement.

While it is still early days, we are encouraged by the NSW Government's response to the recommendations and that we will see a real positive change in our vulnerable communities.

We are currently actively looking for opportunities within this program to support our clients better, and to expand our reach if appropriate.



GOVERNMENT HOUSE
SYDNEY

Message from

**Her Excellency the Honourable Margaret Beazley AC KC
Governor of New South Wales**

As Patrons, Dennis and I thank Odyssey House for its impressive work undertaken in yet another challenging year.

Essential services were maintained, with adaptations to provide programs both online and in person, within the community and at its residential facility. Counsellors, psychologists, doctors, nurses, executives and other professionals have done a magnificent job continuing to offer the specialised support required by clients rehabilitating from dependence on alcohol and other drugs. We thank each and every one.

Services were not only maintained, they were expanded. Odyssey House NSW supported even more people to manage their substance use. With the impact of the pandemic increasing the need for services, Odyssey was able to provide vital information, treatment and hope to people facing significant social and economic hardship.

Alcohol and other drugs can impact anyone, regardless of age, gender, culture or background. Odyssey's commitment to supporting people to break the cycle of drug and alcohol use is admirable.

Through the network of residential and community hubs, Odyssey is supporting the objectives of the *National Drug Strategy 2017-2026*, delivering a wide range of programs and services, and with the support of the NSW Community Drug Action Teams, helping our most vulnerable citizens reconnect with the families and communities.

2022 marks Odyssey's 45th year milestone. Congratulations! Over the past 45 years, Odyssey has helped more than 45,000 people turn their lives around – an extraordinary legacy.

We look forward to continuing our association and thank Odyssey House NSW for all they do to improve the wellbeing of individuals and to strengthen our communities.

**Her Excellency the Honourable Margaret Beazley AC KC
Governor of New South Wales**

Mr Dennis Wilson



Our Organisation

Our People

Odyssey House NSW provides treatment, support and education for those wishing to address harms related to substance use. These include physical, mental, social and economic harms, all of which have a significant impact on our communities.

Our service remained open during the pandemic thanks to our dedicated staff. We continue to focus on the wellbeing of our teams and provide opportunities to empower, recognise and innovate.

Our staff help clients identify and address the underlying cause of their alcohol and/or drug use—such as childhood trauma and domestic violence—to regain physical and mental wellbeing and strengthen their connections to family, friends and community.

The needs of our clients change throughout their journeys of recovery. Over the past 45 years, we have developed a holistic framework of programs which includes withdrawal, one-on-one assessment and counselling by our psychologists and counsellors, group therapy and residential rehabilitation. Clients develop new life skills and can access free education through Odyssey College, a certified independent school.

We are also funded and supported by both State and Federal Departments of Education, client contributions and a range of individual donors, trusts and foundations.

Our holistic approach helps clients transition to a new way of living and working in their community.

Our Mission

To build safe and healthy communities by reducing the impact of substance misuse on individuals, families, carers and communities.

Our Vision

A world free of addiction

“My Odyssey counsellor is fantastic. I leave every session feeling more optimistic, confident and generally content and happy.”

- Community Programs client, January 2022



Odyssey Staff Development Day, December 2021

Jade's* story

Jade wanted to be a positive role model for her children



Jade came to Odyssey for help with her alcohol use, which she felt had begun to spiral out of control.

As someone who started drinking from the age of 14, Jade did not think it was an issue until it developed into more frequent binge drinking. Being a single mother of two young children, Jade felt the stress of managing parenthood and her professional career in the health industry.

Jade's high expectations of herself created anxiety around her work performance. Drinking became an outlet for attempting to manage that anxiety.

Through attending sessions with Odyssey's Community Programs, Jade identified she was actually experiencing post-traumatic stress disorder (PTSD) resulting from childhood trauma. She struggled with feelings of low self-worth and inadequacy, mainly around her career and a self-imposed expectation that

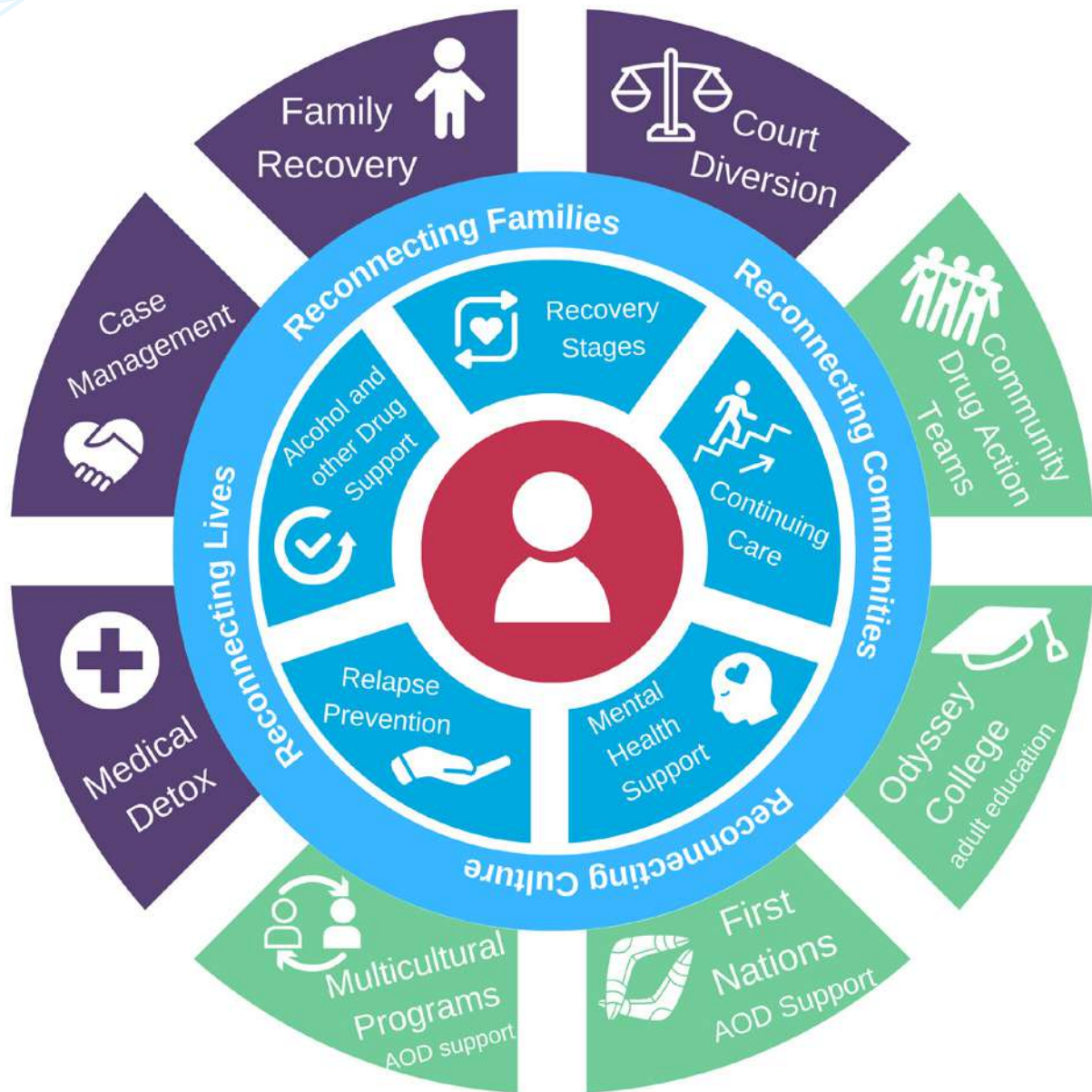
she should 'know better'.

Jade engaged in one-on-one counselling and has been able to successfully implement strategies to deal with her impulse to drink, especially in social settings. She has started to engage in self-care activities that add meaning and enjoyment to her life. Part of her recovery strategy included using vision boards to help her visualise her goals for herself and her children, and identifying the steps required to achieve them.

Since she began attending counselling with Odyssey, Jade has not had an alcoholic drink for eight weeks, which aligns with her goal of stopping altogether while she manages the underlying reasons for her binge drinking. Jade says she is already feeling physically healthier and emotionally stronger and is looking forward to a being a good role model for her children.

*Names have been changed.

Pathways to Recovery



We help individuals, families and communities reduce harms related to substance use through Community and Residential programs.



Our Programs

People who seek our assistance come from all walks and stages of life.

Recovery from alcohol and other drugs (AOD) may require several attempts and for some can take place over several months, if not years. Recovery outcomes can range from hard reduction strategies, stress management and emotional regulation, to relapse prevention planning.

Treatment includes psychoeducation, therapeutic groups, one-on-one treatment and support, emotional recovery and case management. The Odyssey programs also encompass clinical and medical interventions and case management relating to employment and training, reconnection with family and culture, and managing housing and homelessness.

By far the most common mental health diagnoses across all programs are anxiety and depression but clients present with a range of concerns. Our staff are professionally trained to help all those who turn to us.

Our professional teams help clients create a treatment plan to meet their goals and address any underlying trauma and mental health issues, while also developing new skills to improve all aspects of their lives.

“We use a holistic approach to wellbeing. We specialise in working with the whole person in context, including providing mental health and wellbeing supports and life skills education to bring about lasting change in clients’ lives.”

- Programs Director, David Kelly

Our Social Impact 2021-22



Reconnecting lives, families & communities

Helped
3039
clients

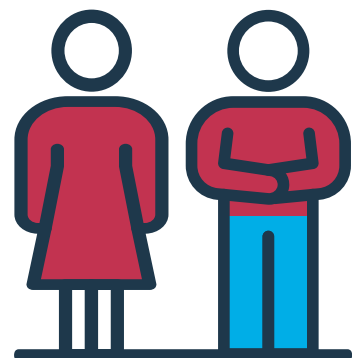


Supported
269
Residential
clients



Provided **4556** treatments
or series of treatments

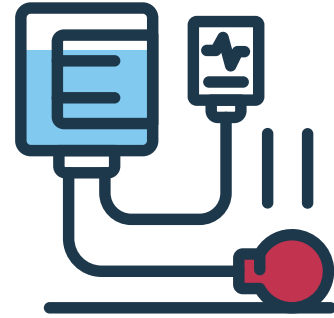
152
parents supported
through recovery





64 clients helped through Parenting Programs

Helped **255** clients through Medical Unit



Treated **2827** clients through our community hubs across Greater Sydney



Responded to **5573** phone or email enquiries



Helped **8** families

“Unbelievable program can’t speak highly enough. Will never forget my Mondays spent with group.”

- Davy, Community Programs client, November 2021

Our Clients

People who seek our assistance come from all walks and stages of life.

We support clients through our community hubs across Greater Sydney, the Southern Highlands and Blue Mountains, and at our residential programs located in Ingleburn and Eagle Vale, including dependent children of adult clients through our Parent's and Children's Program.

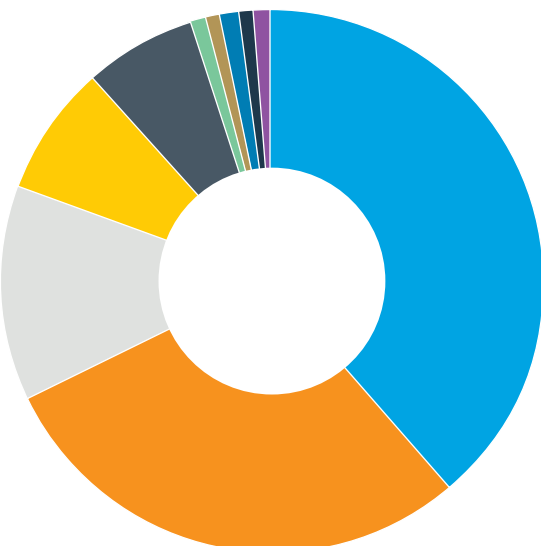
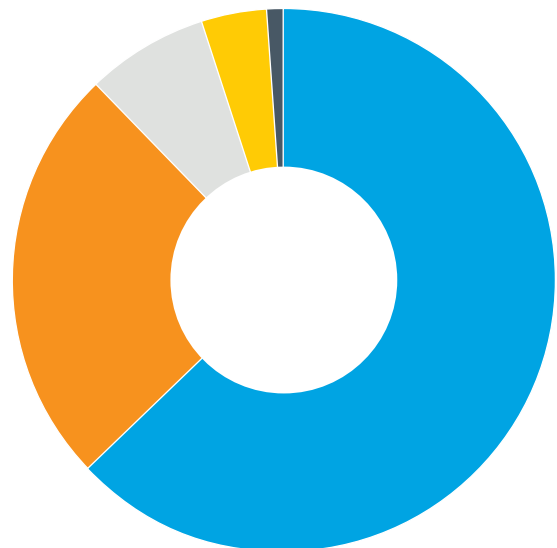
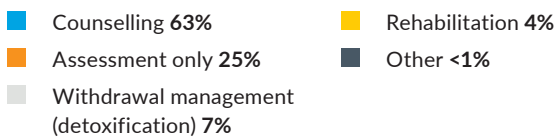
We treat people who are homeless and sleeping rough, as well as those with homes and families and jobs.

We can provide continuity of care through a range of programs through treatment, education and support for people wherever they are in their recovery journey and whatever the context of their lives.

The most common substances of concern amongst our clients are alcohol and methamphetamine (ice), although most are using a range of substances prior to admission.

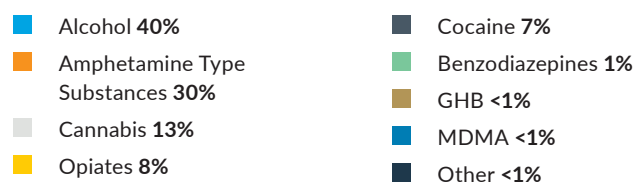
Many have mental health concerns, experience of trauma and family violence and/or contact with the criminal justice system and require complex support.

Closed treatment episodes – Main treatment type



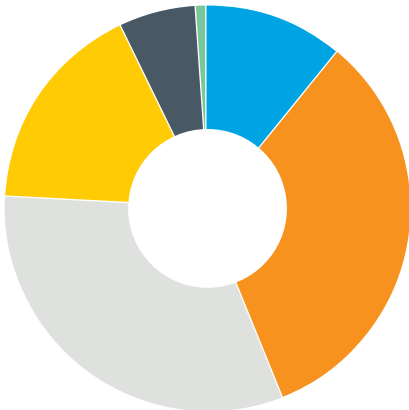
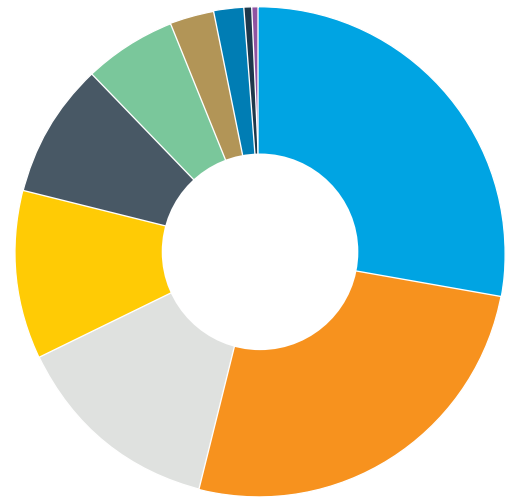
Principal drug of concern

During this period the principal drug of concern in Residential was Amphetamine Type Substances (45%) and Community Programs was Alcohol (41%)



Principal mental health diagnosis

- Anxiety 28%
- Depression 26%
- Post-Traumatic Stress Disorder 14%
- Psychotic Episode 11%
- Schizophrenia/ Schizoaffective Disorder 9%
- ADHD 6%
- Other 3%
- Personality Disorder 2%
- Alcohol Disorder <1%
- Eating Disorder <1%



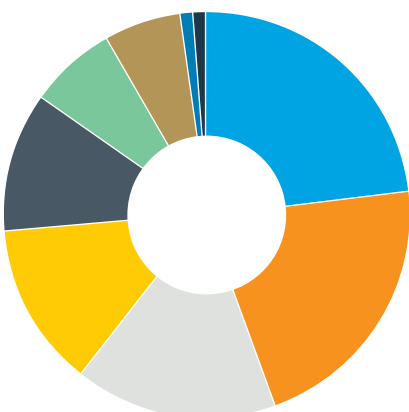
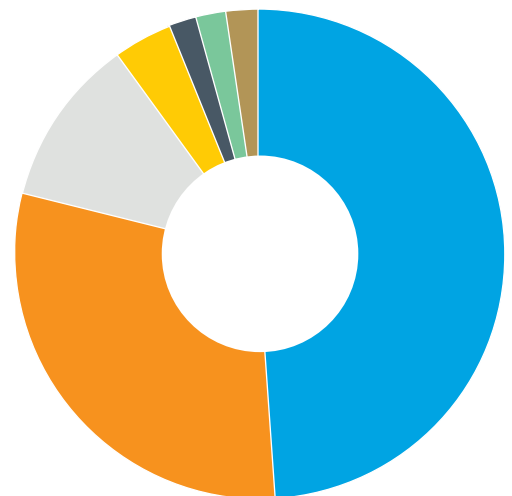
Age group

- 18-24 years 11%
- 25-34 years 33%
- 35-44 years 32%
- 45-54 years 17%
- 55-64 years 6%
- 65 and over years 1%

Source of referral in – New clients

- Self 49%
- Other criminal justice setting 30%
- Other* 11%
- Residential alcohol and other drug treatment agency 4%
- Family and child protection 2%
- Family member/friend 2%
- General practitioner 2%

*Other includes: Other non-health service agency, Court Diversion, Non-residential alcohol and other drug treatment agency, Non-residential community mental health care, Psychiatric hospital, Other hospital, Non-residential community health centre, Other residential community care unit, Medical officer, Residential community mental health care unit, Not stated/inadequately described, Legal unit (including legal aid), Not Recorded, Police Diversion, Workplace (EAP).



Source of referral out – Exit clients

- Health Practitioner 23%
- Legal/Justice System 21%
- Health Service – Alcohol & Drug (Non-Residential) 16%
- Medical Practitioner 13%
- Drug/Alcohol Service 11%
- Other 7%
- Health Service – Alcohol & Drug (Residential) 6%
- Child Protection Service 1%
- General Community/Family Services 1%

Reconnecting Lives



AOD Recovery

This is our core program. All AOD Recovery clients, in both community-based and residential settings, work towards the completion of their own goals through an individual treatment plan.

The residential version of this program is delivered through our 'Foundations of Recovery' short-term residential program. This includes education at Odyssey College in Visual Arts, Technology and PDHPE, alongside the early stage of the Therapeutic Community model of care that offers gradually increasing responsibility as residents progress.

COVID-19 impacted the number of clients we were able to support. 255 people who received treatment in our short-term residential program received initial treatment in the Medical Unit. Some then progressed to our long-term residential program to complete the remainder of their treatment.

Our Residential program is formed in two distinct sections:



Foundations of Recovery

Short-term Residential

Period: 12 weeks

The Foundations of Recovery Program is designed to meet the needs of less complex clients who require residential treatment and can have their treatment needs best met in an intensive, shorter program. This program forms the basis of every client's residential experience.

Foundations of Recovery provides an opportunity for people in addiction to live together and take responsibility for themselves and each other as a community.

This three-month residential program incorporates more mental health support and relapse prevention.

We acknowledge many people seeking AOD treatment don't feel a 9-to-12-month program is possible due to family support needs, employment and housing obligations.

Long-term Residential

Period: six to ten months*

This Program continues on from Foundations of Recovery. It includes Core recovery and Senior stages, followed by a four-month re-entry and transition program, if required.

The Core and Senior programs add more in-depth group work, psychoeducation, individual counselling, and life skills education as well as study including VET courses at Odyssey College.

All residential participants have their own individual treatment plan detailing their goals and aspirations, while also participating in the main group program and general activities such as cooking, cleaning and garden maintenance.

Residents progress through the stages within the Therapeutic Community model of care.

* the duration of the long-term residential program can be different for each person

“Amazing program. Odyssey has helped me to set real life expectations and boundaries to support my ongoing recovery journey.” - Lewis, Residential graduate

Medical Unit

Our Ingleburn Medical Unit specialises in treatment for those seeking medicated or non-medicated support for withdrawal from alcohol and other drugs. The unit can accommodate up to 12 people.

Following a doctor's assessment and agreement to a tailored withdrawal management plan, our qualified nursing staff supervise treatment, provide 24/7 support, and help manage any additional complex or chronic illnesses. Individual and group activities include AOD recovery support groups, other therapies, nutrition advice and physical exercise. Treatment may last anywhere from one to ten days.

At discharge, clients join our short- or longer-term residential programs, or continue with our community programs and support services.

The Medical Unit and Medical team continue to support residents with medical needs including case managing mental health, primary care, specialist support and/or chronic disease throughout their time in Residential Programs.

SMART Recovery Groups

Odyssey NSW is a service partner with the SMART Recovery program and provides the SMART (self-management and recovery training) program by implementing a practical, hands-on approach. This Program aims to assist clients with problematic behaviours including addiction. Participants come to help themselves and help each other using a variety of Cognitive Behaviour Therapy and motivational tools and techniques.

SMART Recovery Group is a weekly mutual-aid, peer support program. SMART consists of four Focus Areas such as Building and Maintaining Motivation, Dealing with Cravings and Urges, Problem Solving and Building a Lifestyle Balance. Participants share helpful strategies and leave with a seven-day plan for the upcoming week.

Relapse Prevention

Our Relapse Prevention Program helps clients understand and plan for the triggers that lead to relapse. We help them develop coping strategies and a relapse prevention plan for emergencies and the longer term. We also expand their understanding of the impact of their alcohol and other drug use and the impact of relapse on their families and friends, to return to productive functioning in the family, workplace and community.

The program includes weekly group support sessions, but many use these sessions more frequently.

Individual Treatment

People with alcohol and other drug-related issues experience person-centred, trauma-informed, safe, high-quality intervention and care. These services begin at the Intake stage beginning with enquiry where information, education and referral occurs. The Intake stage further includes Assessment for Suitability and Admission to program.

After Admission, through the early stages of treatment and support, a comprehensive assessment identifies their individual needs, related risk factors and treatment goals. A care planning session follows to build a treatment plan with the client. Next, the client's treatment progress and outcomes are monitored in regular consultation with the client and team in Clinical Review. Finally, transfer of care is used to support continuation of care, depending on the client's engagement and treatment plan goals once the client completes treatment at our service.

Our staff provide therapeutic counselling as well as crisis support and intervention in residential and community programs, to those who require it.

Aftercare

We provide alcohol and other drug aftercare services to the Nepean Blue Mountains Local Health District. Our experienced team offers alcohol and other drug case management and care coordination for people with complex needs who require coordination of individual care, support and advocacy to access health and social services. These services may be delivered as the primary alcohol and other drug intervention or alongside other interventions such as withdrawal management, psychosocial counselling and opioid agonist treatment.

Continuing Care

Clients who complete the Residential or Community Programs have access ongoing Continuing Care including case management and care coordination.

Continuing Care programs continue to support clients in maintenance of progress towards their recovery goals as well as with practical support around housing, employment and training, and family reintegration or recovery

Mental Health Recovery Program (MHRP)

Mental and physical health conditions frequently go hand in hand with harms related to substance use.

More than half our clients have at least one mental health concern and the Odyssey House treatment approach includes mental health and wellbeing support. Delivery is slightly different for residential and community programs.

Our Mental Health Recovery Program (MHRP) provides counselling, education and support in group and individual settings for those wishing to address issues relating to substance use as well as their mental health.

For residential clients, we offer the MHRP in the Foundations of Recovery whether or not they identify a mental health issue as most residents experience mental distress and virtually all residents find the tools and support useful. This improves basic mental wellbeing and reduces psychological distress. The MHRP in the Core and Senior stages provides focused support for those who have a mental health diagnosis or need.

For Community Programs clients, Stage 1 of the MHRP helps them develop a personalised mental health recovery plan and learn new skills. They identify triggers and negative thinking patterns and learn healthy coping strategies to manage their emotions and improve their lifestyle.

Stage 1 and 2 include weekly peer and counselling support sessions. On completion of Stage 1, our qualified psychologists and counsellors assess each client's progress to determine next steps and whether Stage 2 will be beneficial.

Stage 2 helps community-based clients better understand recovery from addiction and mental health issues. We help them learn how to build resilience and develop positive relationships and support networks.

Participants develop a mental health maintenance plan and receive weekly peer and counselling support for as long as they need it.



John's story**John's marriage was falling apart because of his drinking**

During the 40 years of marriage to my high school sweetheart, I didn't recognise that I had an issue with alcohol until my wife gave me an ultimatum – stop drinking or she was leaving.

Drinking had been normalised in my family as something that men did because they didn't talk about their feelings. I had grown up around Dad and his mates going to the local pub after work every single day. On Sundays, he went to the pub after church and returned home at dinner time.

My Dad was a hard, uncommunicative man who never talked about his childhood but always implied it hadn't been easy. With the tools I have developed through my own recovery, I can identify that he probably lived with post-traumatic stress disorder (PTSD). I can also see that my father was what you might call a 'functioning alcoholic', although these days I can recognise that he didn't function well at all.

The realisation that I had become just like him was the shock I needed to take some action. I first went to see a doctor who told me that if I kept going the way I was, my liver would not keep working beyond 65.

The next step to saving my health and my marriage was asking for help. I looked up the SMART Recovery Australia website to find an in-person support group. I wasn't so keen on the group idea but was determined to give it a go for my wife's sake. I continued attending the SMART Recovery sessions through Odyssey, completing a six-week Relapse Prevention group program, before returning to weekly sessions for ongoing support and to keep me accountable.

I hadn't ever considered how much of my childhood had impacted my mental health until I started getting help for my drinking.

For the first time in my life, I have also started seeing a Clinical Psychologist for further mental health-based counselling, after it was suggested by my Odyssey Counsellor.

I'm proud to say that I have been able to abstain from alcohol since October 2021 and can see a huge improvement in my physical health and mental wellbeing as well as the relationship I now have with my wife and family.

*Names have been changed.

Odyssey College

Education is key to lasting recovery.

As part of each residential client's treatment program, Odyssey College offers relevant subjects to assist in the transition to a new life at home, at work and beyond the Odyssey House NSW therapeutic community.

Odyssey College, set across two campuses at Eagle Vale and Ingleburn in South West Sydney, is registered with the Department of Education and provides general and vocational courses certified by the NSW Education Standards Authority (NESA). The College has eight members of staff and provides free adult education appropriate to clients' needs and interests and relevant to employment.

Odyssey College meets all the registration requirements of NESA and has recently been awarded a further five years of registration.

Each residential client studies a balanced combination of subjects including Industrial Technology, Visual Arts, PDHPE, Mathematics and English. Vocational training includes Certificate III and II in Hospitality, Traffic Control, Forklift Licence and White Card Certification.

Additional staff and improved amenities continue to enhance the offer of a broad and balanced learning experience. New learning spaces such as the Covered

Outdoor Learning Area (COLA) and a greater variety of subjects help keep class sizes small, enabling a personalised educational experience. Through the IEP process (Individual Education Plan), staff and clients work together to set educational goals and outcomes which are reviewed frequently.

Staff at the College continue to expand and re-evaluate the curriculum to improve its relevance to clients. Online qualifications, including Certificate and Diploma courses, have been introduced for residents following the completion of core studies.

Odyssey College's curriculum aims to enable clients to contribute to the therapeutic community and leave with qualifications and a skillset that could lead to a fulfilling career. The College continues to work on a targeted approach to vocational training to enable successful transitions back into the workforce.

The invaluable support of the Odyssey House NSW Executive, School Advisory Committee and Board has allowed Odyssey College to make a rich contribution to many residents' healing journeys.

You can read more in the 2021 Odyssey College Annual Report on the Odyssey House NSW website.



Woodwork safety training class at Odyssey College

Reconnecting Families



Reconnecting Families

Family life can be challenging for children living with the adverse effects of one or both parents' use of alcohol and/or other drugs.

There may be high levels of disruption, psychological or emotional neglect, violence and other challenges to children's normal attachment and development.

Odyssey House NSW has a suite of programs for parents and families which address these harms and provide treatment and lasting change.

AOD Parenting Program (Community Programs)

Odyssey Community Programs provide a range of parenting groups and supports for parents who are experiencing harms related to alcohol and other drug use or mental health distress.

The specific group program includes well recognised and validated parenting programs including Circle of Security, Bringing Up Great Kids, and the Positive Parenting Program. These programs are delivered face-to-face or online. They are facilitated by trained counsellors and supported by tools, workbooks and personalised action plans.

Participants learn about the origins of their own parenting style and how it can be more effective. They learn about children's brain development, how to deliver key messages for effective parenting and techniques to overcome parenting challenges to develop resilience and self-esteem in a child.

We also provide information about how parents can look after their own wellbeing, develop support networks and gain access to those available locally. The program is particularly important for those engaged with the Department of Communities and Justice as it decreases the risk of children's removal from their parents to out-of-home care.

The AOD Parenting Program help parents establish positive parenting habits and community connections, while improving family wellbeing.

Reconnecting Families Suite of Services

- AOD Parenting Support
- Parents in Contact
- Parent's and Children's Program

We have worked in close partnership with Family Drug Support (FDS) for many years. FDS provides information, advice, counselling, tools and training to the friends and families of our residential clients on site, and through our community hubs across Greater Sydney and elsewhere.

SMART Family and Friends groups – providing support to the families and friends of the clients of our services.

Our family services help clients develop a safe home and effective parenting skills to raise happy, resilient children who engage positively in our communities.

Parents in Contact

This program provides family support for residential clients not living with their children during treatment.

Parents in Contact provides a range of supports as parents may still have full custody of their children and see them on family and visit days, before completing treatment and returning home to their children. Others may have lost custody, not seen their children for a long time or perhaps only through supervised visits.

This program includes general parenting education, delivery of Bringing Up Great Kids, Circle of Security and Positive Parenting Programs groups as well as assistance with Department of Communities and Justice, Family Court and other family related matters.

Parent's and Children's Program

This is one of just a few long-term Australian residential services in which couples and individual parents of any gender can receive treatment for harms associated with AOD use, while maintaining care of their dependent children (aged 0-12 years) in a safe learning environment that enables positive and lasting change.

Some parents enter the Residential Program initially without their dependent children to focus solely on the early part of their recovery, with a 'dual track' approach of AOD treatment and parenting support. The program addresses the mental, social and economic harms and family relationship issues that often go with substance use.

If a child is restored to the parent/s during treatment, the family moves into the Parent's and Children's Program and dedicated family accommodation at the Family Recovery Centre. Their AOD treatment continues alongside family and parenting support, education and on-site guidance to help them learn to develop a safe home environment and raise happy, healthy children.

Whether parents enter from the main program or directly into the Parent's and Children's Program, they

receive guidance from Case Managers and Residential Support Workers and participate in group therapy, Positive Parenting and Circle of Security groups. Children attend early childhood centres or primary school in the local area and receive psychological, paediatric and specialist support to meet age-appropriate social and motor skill milestones.

Every child has a Wellbeing Plan, and every family has a Family Case Plan.

We are immensely proud of this program, and the parents who graduate from it to return to their communities. They and their children experience significant personal growth during this challenging and complex treatment, which often takes more than a year.

“This program has been life-changing, and it has been so amazing being able to grow in my recovery alongside other people who understand our journey.”

- Johanna, residential graduate



Stella's* story

Stella was able to reconnect with her family



I grew up in a dysfunctional family within a small community and started drinking and smoking cannabis at the age of 13 to numb the pain of the trauma I lived with.

In my 20's, I started to use methamphetamines and noticed a rapid decline in my mental health. A few years later, I was diagnosed with post-traumatic stress disorder (PTSD), borderline personality disorder and depression. I did not know what a healthy relationship was. I found it difficult to trust anyone and made little effort to engage in conversation. I struggled with self-worth, and I would always tend to isolate myself from others as I found it difficult to talk about how I felt. I could not understand the reasons why I put myself through so much, and my mental health was extremely fragile at times.

I have four adult children and 16 grandchildren. I feel like I missed out on my children growing up because of living with domestic and family violence coupled with substance use to remove myself from reality. I realise now that I didn't have the model or the skills to be the parent I wanted to be.

The critical point came when I was admitted to the Waratah Unit of Campbelltown Hospital. This was due to a drug-induced psychotic episode. At the hospital, it was suggested that I contact Odyssey House Community Programs to continue with my treatment.

Through attending sessions with Odyssey, I have learnt to regulate and process my emotions as a healthy way of dealing with complex grief. For the first

time, I am starting to learn how to deal with issues without relying on using a substance. I push through unhelpful thoughts by using constructive self-talk and positive affirmations.

In group sessions, I opened up about key traumatic points in my life to understand how they have impacted me. My life is becoming more manageable, and I am steadily processing past trauma day by day.

I have started speaking to my family more frequently, which was extremely difficult at first. I felt like I had already achieved something and became prouder of my efforts. I started developing a strong authority style and boundaries.

Something I identified in the group sessions is my Aboriginal heritage and culture. In the past I didn't identify as Indigenous as I never knew anything about my culture because it was always discouraged.

I was referred to the Tharawal Aboriginal Corporation and introduced to Aunty Leonie from Odyssey House. She became a great support and influence in developing my Aboriginal identity and being a part of this community through Odyssey's Mingu Yabun program. This has given me the opportunity to get involved with my people and culture, through participating in cultural activities and events.

I have learned how to reconnect with my family and am thrilled to be able to now role model a healthier way of living.

*Names have been changed.

Reconnecting Communities



Reconnecting Communities

Harms related to substance use extend beyond the individual and their family to the whole community.

The most obvious harms are crimes such as drink and drug driving, theft and assault. Others range from relationship breakdown, loss of employment or productivity to the loss of community participation. While not all substance use leads to offences such as these, our treatments help reduce adverse community impacts.

We work closely with the criminal justice system to support diversion, treatment and intervention.

Mingu Yabun

Weekly sessions for Aboriginal and Torres Strait Islander clients reduce the impact of isolation and trauma.

The group helps to connect and reconnect clients with their culture and build self-esteem while they receive treatment for harms related to substance use. In 2021-22, approximately 11 percent of all Odyssey House NSW clients identified as Aboriginal or Torres Strait Islander.

Participants develop new interpersonal skills and enrich their recovery through yarning, narrative therapy, storytelling, art and craft, Dreamtime Stories, Dadirri (deep listening and contemplation) and cultural activities.

Mingu Yabun is supported by Odyssey's Aboriginal Liaison Officer, Wiradjuri woman Aunty Leonie Murdoch, who is passionate about supporting clients to reconnect to culture.

Residential clients are also supported by local elders through Memorandums of Understanding with both the Tharawal and Illawarra Aboriginal Corporations.

The program is delivered to clients online as well as face to face.

It is also being delivered as an outreach program to a range of Aboriginal and other organisations across Sydney such as Nelly's Healing Centre, Kooricare, Kinchela Boys Home Aboriginal Corporation and the Wayside Chapel.

Mingu Yabun has become an integral part of the Odyssey House NSW program and one that is highly valued.

MERIT

The Magistrate's Early Referral Into Treatment (MERIT) Program provides the opportunity of rehabilitation for those appearing in the Local Court on matters relating to their substance use.

MERIT allows Magistrates to adjourn hearings for 12 weeks, the duration of Odyssey's short-term Residential Program – Foundations of Recovery.

MERIT aims to improve the health and well-being and reduce offending for adults who have issues related to their alcohol and other drug (AOD) use and are in contact with the criminal justice system.

MERIT has been shown to have positive outcomes for participants including decreased AOD use and the possibility of a better sentence result.

In addition to dedicated beds in the Odyssey Residential Programs, we case manage clients in the MERIT program at Waverley Court in Sydney's Eastern Suburbs. The MERIT team works with the court and other support services, whether clients are in community or residential programs.

We were significantly impacted by Court closures and changes to its operation due to COVID.

In 2021-22, Waverley Court referred 47 people to Odyssey House NSW for review and received the Magistrate's endorsement to participate in the MERIT Program.

Odyssey House NSW MERIT clients reported a 100 percent satisfaction rating, above the average of 97 percent for NSW.

Community Drug Action Teams



Community Drug Action Teams (CDATs) are comprised of volunteers who work together on addressing alcohol and other drugs (AOD) concerns that affect their local community. We work with approximately 70 CDATs across NSW.

Our intention is to ensure that we support them to have access to evidence-based information and are able to build their knowledge and confidence in this complex space.

With the support of a consortium, our primary focus is to support CDATs to feel they are well equipped in the AOD space and actively engaged in:

- Delivering five regional online forums and three face to face forums enabling the program staff to finally meet the hard-working CDAT members they had only previously known from a virtual perspective.
- Organising a five-star rated State Conference in late-June bringing over 80 CDAT members together for the first time in nearly three years. We celebrated four members in particular who have been actively involved with the program for 20+ years and highlighted a handful of the myriad of success stories from across the state.
- Providing CDAT funding for 86 localised harm minimisation and prevention projects, 37 with Aboriginal and Torres Strait Islander focus and nine working with Multicultural communities. Concentrating on 68 activities to address the harms of alcohol, 50 on cannabis and combined approach for 113 activities to address the harms of other drugs.

What our data tells us about the people CDATs have engaged with:

91% report their knowledge has increased around what harm minimisation is

55% report an intention to change behaviours on alcohol and other drugs

50% are better able to know where and how to seek help if they or their loved ones need it

Having a grassroots focus and a community development methodology, the delivery of these activities occurred in a variety of settings. Across the state CDATs engaged with 12 libraries, 21 schools, 12 sporting environments, 36 community events, worked in 4 social housing communities engaged over 40 workplaces, participated with 2 primary health networks and 8 PCYC's resulting in 128 settings.

In and amongst all this the CDAT program is progressing more into the digital space. Having a purpose-built website not only promotes alcohol and drug harm minimisation, it also enables CDATs to interact through the member portal, enabling them the opportunity to share information, swap stories and support each other no matter where they are located.

Over the next 12 months the priority focus is to accelerate our presence in the digital space to design a Toolkit. The Toolkit will provide CDATs with key messages, marketing and promotional tools to use in their local areas.



Left: CDAT attendees at the 2021 conference

Sean's story**Sean learned to reconnect with his culture and find his community**

Due to having low self-esteem and a sense of lacking self-worth, I turned to taking drugs, partying and raving instead of focusing on university and my job.

When I ask myself why I chose such a defeating lifestyle, I now realise that all throughout my younger years, I was full of insecurities and desperately wanted a sense of belonging. Dealing with anxiety around who I was meant to be, cultural pressures, family expectations and believing I was never good enough, had plagued me. Substances offered me an artificial confidence and a place to escape to.

My lifestyle and substance abuse got worse and worse over time until the point where I was arrested in my family home. Whilst I was on remand, I decided to come to Odyssey House and change my life.

I had very negative and conflicting views about myself and would mask these emotions by being positive. Coming into the residential program I did not know who I was or what I was worth. Initially I didn't want to be there. Through reflecting and understanding the opportunity of being at Odyssey House on bail, I did everything I could to push through the program. I openly spoke in group sessions and utilised my treatment plan to get the most I could out of the first stage.

When I moved to the next stage of the Odyssey program, I identified several issues I needed to work on: finding my own identity, setting healthy boundaries and developing a renewed relationship with my family, peers and myself. This was achieved through the group process and my interactions with my own peer group.

In moving to the Senior and final stage of the

program, (which I felt was a big achievement for me), I was ecstatic as I worked so hard to make it that far. Throughout the program I was working on my self-identity and this achievement made me even stronger. The idea that I was competent enough to complete the program was reinforced by my peers and therapists who truly believed in me.

As a part of integrating back into society, I elected to engage with the Community Programs After Care. This program consists of individual counselling and a Relapse Prevention group, and I still attend this regularly. I found it interesting to learn about other people's experiences of addiction. It provided me with insight around my own personal triggers and early warning signs and this inspired me to not replicate past decisions.

During those sessions, I identified that I needed to reconnect with my cultural heritage. I decided to connect with a local cultural group for additional support and education, which has been a great help as they have accepted me and my past. I also accepted my sexual identity which I have struggled to acknowledge since my teenage years. As I was on a journey of self-discovery, Odyssey supported me to connect with ACON, and I have attended several of their sessions and events and feel extremely comfortable with that decision. Thanks to Odyssey and ACON, I feel like I've finally found myself and where I belong.

*Names have been changed.

Odyssey provides a safe and inclusive space for people of all gender and sexual identities.



Board of Directors



Douglas Snedden AO
Chairman



Julie Babineau



Christine Bishop*



John Coughlan*



The Honourable Roger Dive



Professor Michael Farrell



Stewart Hindmarsh



Valerie Hoogstad AM



Judge Peter Johnstone*



Dr Debra Kelliher



David McGrath



Susanne Taylor



Garry Wayling



Peter Wiggs

*Our heartfelt thanks to Christine Bishop, John Coughlan and Judge Johnstone who retired in the second half of 2021. The Honourable Roger Dive and Peter Wiggs joined the board in November 2021. More information about Board Members may be found on the Odyssey House NSW website.



Our Supporters

We gratefully acknowledge the impact our supporters have made over the past year.

Their generosity has enabled us to improve client treatment and helped us grow and develop. Our supporters' connection is crucial to building safe and healthy communities by reducing the impact of harms related to substance use on individuals, families, carers and communities and achieving our vision of a world free of addiction.

Our donors, volunteers and partners—corporate, philanthropic and government alike—help us create opportunities to improve clients' wellbeing.

We are continuously humbled by their ongoing commitment to the work we do.

Early 2022 saw the building commence for the new Family Recovery Centre at our Eagle Vale site. The Building Big Dreams project has been a huge undertaking, and we cannot thank all our donors enough for their support in making this dream a reality.

We are so excited that from the end of 2022 we will begin to welcome families to the Centre and have the capacity to be able to help twice as many families as before.

Odyssey House NSW is endorsed as a Deductible Gift Recipient by the Australian Taxation Office and holds a Charitable Fundraising Authority from the NSW Government.

All activities comply with the Fundraising Institute of Australia's Code, informed by the International Statement of Ethical Principles in Fundraising, as well as the Trade Practices Act and The Privacy Act.

“What inspires me about the work of Odyssey is the impact achieved when people go through the program.

I love hearing the graduate speakers at events, and believe the results speak for themselves.”

- Christine Bishop

Our Supporters

Supporters

Robert Albert AO	Professor Michael Farrell	Robyn Kruk AO	Sandy Schofield
Dr Dick Austen AO	Annie and Mark Fesq	Charlie Lanchester	Douglas Snedden AO
Carol Austin	Sharon Freund	Leone Lorrimer	Bruce and Barbara Solomon
Julie Babineau	The Fryer-Carnabuci Family	Catherine Macgonigal	Peter Spicer
Karen Becker	Murray Gordon	Lyn Mackenzie	Naomi Steer
Christine Bishop	Robyn Gray	Susan Maple-Brown AM	Josephine Sukkar AM
Charmaine Bourke	Dr Leslie Green	Barbara Maxfield	Susanne Taylor
Patty and Richard Calahan	Maurice Green AM	David McGrath	Paul Timmins
John Coughlan	Christina Green	Phillip Mitchelhill	Dru Von Drehnen
Trudy Devitre	Warren Havemann	Dean Moran	Ralph and Helen Waters
Mary Digiglio	Stewart and Libby Hindmarsh	Sam Mostyn AO	Garry and Lynne Wayling
Sally Dowling SC	Kate and Dig Howitt	Janette O'Neil	James Williams
Paul Espie AO	Douglas Isles	Gail Pemberton AO	Michelle Zivkovic
Warwick Evans	Judge Peter Johnson	Jonathan Pepper	Valerie Hoogstad AM and Leo Hoogstad
Stephanie Fairfax	Dr Debra Kelliher	Nicole Quince	
Estate of the late J.O. Fairfax	David Kelly	Jennifer and Roy Randall	
Judge Roger Dive	Peter Wiggs	Cherie Mylordis	

Businesses and Foundations

Allison Salmon Consulting	First Sentier Investors	MRA Consulting Group
Altus Group	Foodbank NSW & ACT Limited	NBRS Architecture
APP Corporation Pty Ltd	GHD Group Pty Ltd	OzHarvest
Australian Fund Manager Foundation	Horticultural Management Services	Petersham RSL Club
Australian Youth & Health Foundation	James N. Kirby Foundation	Pittwater RSL Club
Bankstown District Sports Club	John Lamble Foundation	Procurement Australia
Bates Landscape	Lambert Bridge Foundation	Red Balloon
Building Certificates Australia	LCI Consultancy	Rod Matthews Pty Ltd
Byora Foundation	Liangrove Foundation	Rodney & Judith O'Neil Foundation
Cabra-Vale Diggers Club	Macquarie Group	Sellick Consultants
Campbelltown Catholic Club	Marsdens Law Group	TCQ Construction
Chatswood RSL Club Ltd	MayDay Recruitment	The CEO Circle Pty Ltd
Club Burwood RSL	McCarrolls & Chateau Elan	The Wiggs Foundation
Dee Why RSL	Mckeage Cole Foundation	Tonkin Zulaikha Greer Pty Ltd
Design Confidence	mcrIT	Val Mills Community Fundraising Group
DesignInc Sydney	Merivale	Wenty Leagues Club
DOOLEYS Lidcombe Catholic Club	Michael Brown Planning Strategies Pty Ltd	
Everything HR	Mounties Group	

Government

Attorney General's Department	NSW Government
Australian Department of Education and Training	NSW Health
Australian Department of Education, Employment and Workplace Relations	NSW Police Force
Australian Department of Health	South Eastern Sydney Health District
Australian Government Department of Health and Aged Care	South Western Sydney Health District
Australian Independent Schools	South Western Sydney Primary Health Network
Central Eastern Sydney Primary Health Network	Sydney North Primary Health Network
NSW Department of Communities & Justice	Western Sydney Local Health District
NSW Department of Education	Western Sydney Primary Health Network (WentWest)
NSW Department of Family and Community Services	

Our Strategy

1 Build Our Scale

We're expanding client programs and partnerships, improving quality of services and sustaining our core business.

In the past 12 months, we:

- Commenced building the Family Recovery Centre.
- Commenced planning with Ministry of Health and Drug and Alcohol Multicultural Education Centre (DAMEC) to integrate their operations into Odyssey, ensuring their existing clients receive ongoing care following DAMEC's dissolution.

Our priority in this area is to continue to establish Odyssey as a centre of excellence for Parents and Children by:

- Opening the Family Recovery Centre in late 2022.
- Redefining our Model of Care for Parents and Children.
- Developing partnerships which allow us to better reconnect families.

2 Strengthen our Systems and Processes

We're continuously developing efficiencies to improve productivity through our systems and resources, to ensure equal access and inclusion of all clients.

In the past 12 months, we:

- Continued to develop our policies and procedures, leading to a successful accreditation for our programs from QIP, and ongoing school registration for Odyssey College.
- Reviewed and continued to refine our technological systems through our 'Digital Transformation Strategy'.

Our priority in this area is to clarify and leverage our unique 'point of difference' in the sector by:

- Developing our data capabilities to better understand our business and its impacts and opportunities.
- Delivering our new Model of Care for Residential Programs.

3 Align and Sustain our Resources

We're building our financial viability by maintaining, seeking and expanding new and existing sources of income.

In the past 12 months, we:

- Increased the size of our Fundraising and Marketing team and commenced our Fundraising Initiative Strategy.
- Held key fundraising activities, including the 2022 Business Women's Lunch, Australian Fund Manager Awards (AFMA) 2021, Christmas Appeal and 2022 Tax Appeal.
- Successfully tendered for new services in Community Programs.

Our priorities in diversifying our funding sources include:

- Ensuring sustainable ongoing funding through proactive tendering.
- Continuing to deliver initiatives within the overall Fundraising Strategy.

4 Develop and Retain our Workforce

We're aiming to become an employer of choice with a resilient and engaged client-focused workforce.

In the past 12 months, we:

- Initiated several staff development strategies, including a Workforce Development Strategy and Plan, and a Leadership Development Program.
- Held two All Staff Development Days to promote learning, collaboration, engagement and enhance staff culture.

Our priorities in developing our Workforce Strategy include:

- Delivering the initiatives within the Strategy and implementing a Workforce Plan.

Financial Snapshot

Odyssey NSW is committed to providing much needed AOD services across the State.

In 2021-22, Odyssey NSW increased revenue by \$1,117,771. This reflects an additional \$987,720 from existing government funders and our successful fundraising initiative for the new Family Recovery Centre. Funding contributions from government grants constitutes 90 per cent of revenue (up from 87 per cent last year), of which non-recurring capital grants was eight per cent. The recurring grants were provided to expand accommodation for our Parent’s and Children’s Program.

Donations and fundraising revenue increased on the prior year in a difficult environment.

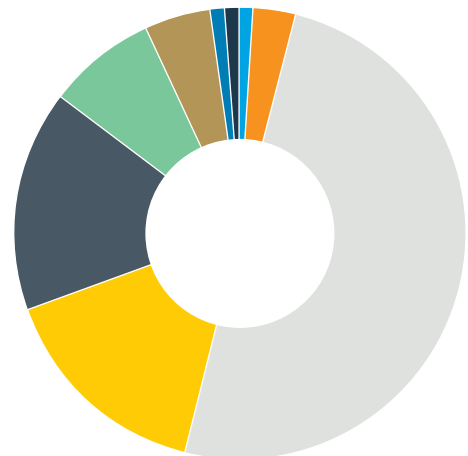
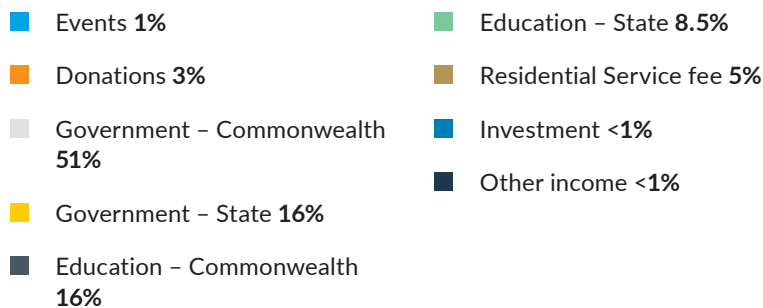
The increase in employee costs of \$231,396 is a net impact of award increases offset by unfilled roles due

to a challenging resourcing environment. The decrease in operating expenses of \$258,445 was mainly due to actively reducing costs where possible.

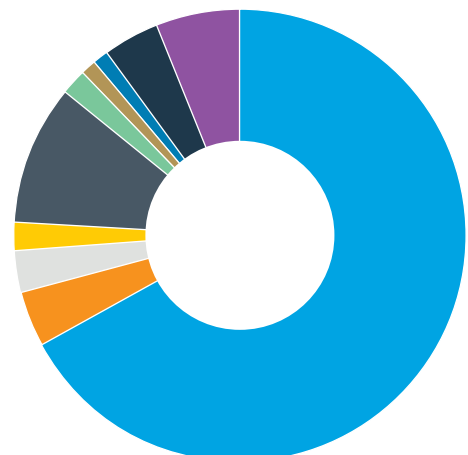
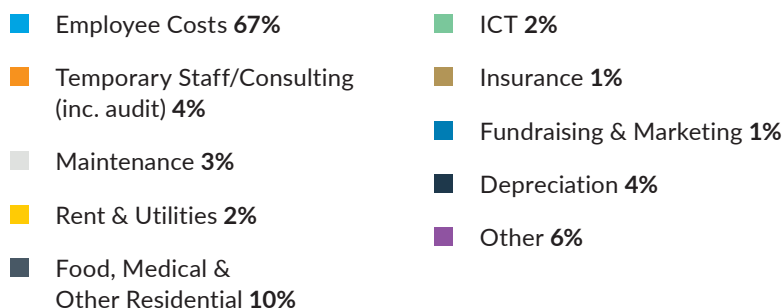
Total profit of \$2,306,735 relates in part to Accounting Standards requirements to recognise government grant funding in the profit and loss, with underlying expenditure being recognised as additions to property, plant and equipment in the balance sheet.

Our work is funded and supported by the NSW Ministry of Health, the South Western Sydney and Western Sydney Local Health Districts and the Department of Communities and Justice, as well as the Australian Government Department of Health, the Western Sydney, South Western Sydney, Central and Eastern Sydney, Nepean Blue Mountains and Sydney North Primary Health Networks. We are also funded and supported by both State and Federal Departments of Education.

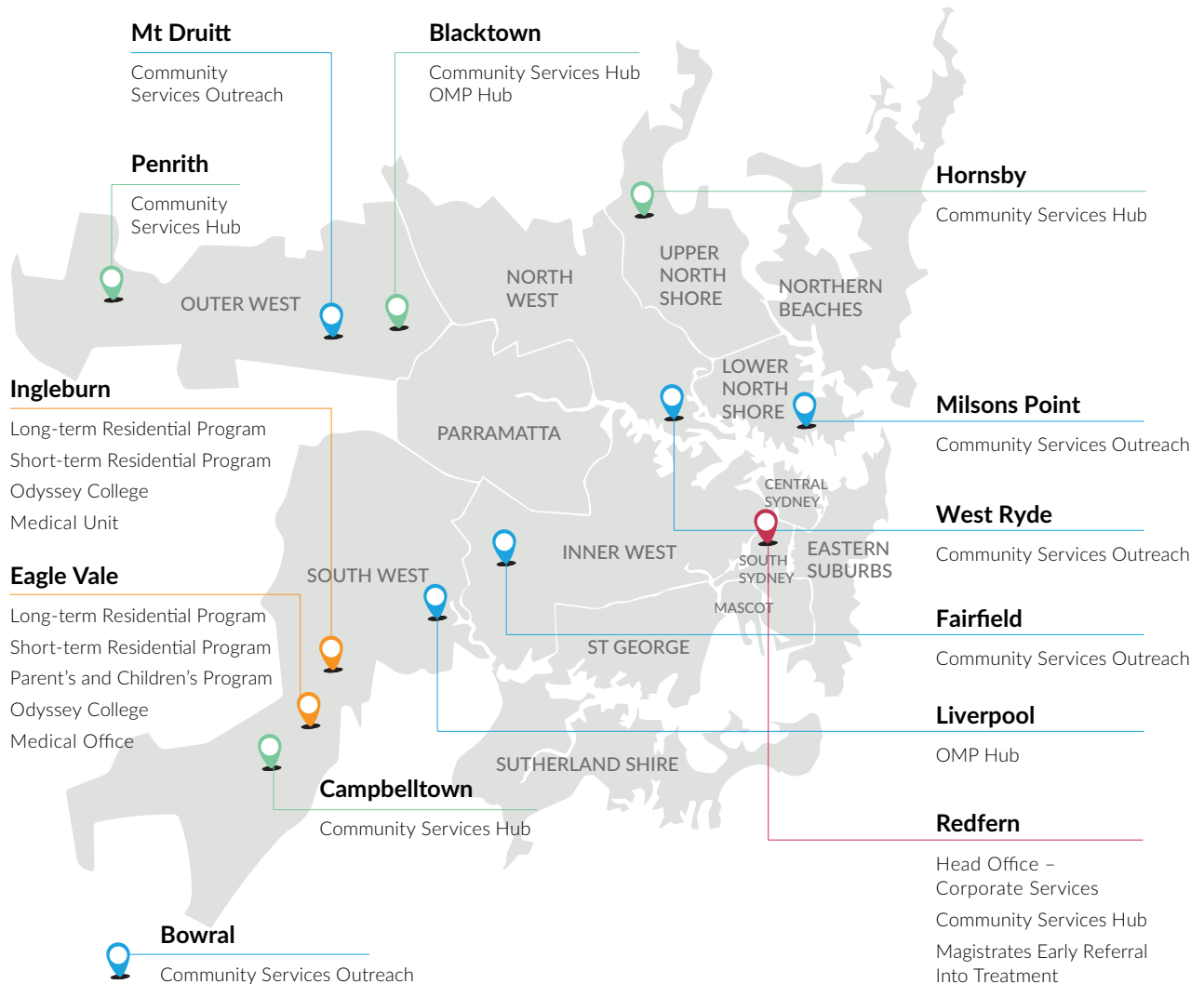
Our sources of income 2021-22



How our income was utilised 2021-22



Our Service Locations



Last year, NSW Health appointed a new consortium, led by Odyssey House NSW, to support the volunteer NSW Community Drug Action Teams (CDATs) throughout NSW.

Central NSW (Odyssey House NSW)

- Kariong/Peninsula
- Kinamber
- Northern Gosford
- North Wyong
- Ourimbah
- Shellharbour/Kiama
- Wollongong
- Callaghan
- Cessnock
- Dungog
- Gloucester
- Greater Manning & Myall
- Lakes
- Hunter Multicultural
- Lake Macquarie
- Maitland
- Muswellbrook

- Port Stephens
- Singleton
- Southlake
- Bankstown
- Blue Mountains
- Campbelltown
- Canterbury
- Fairfield
- Hornsby/Ku-ring-gai
- Inner West
- Liverpool
- North Shore
- Northern Beaches
- Parramatta
- Randwick
- Redfern & Waterloo
- Penrith
- St George

Western NSW (Bila Muuji Aboriginal Corporation Health Services Incorporated)

- Forbes/Parkes
- Lachlan (Condobolin)
- Orange
- Wellington
- Collarenebri
- Lightning Ridge
- Walgett Shire

Northern NSW (The Buttery)

- Tamworth
- Tenterfield
- Bellingen Shire
- Bowraville
- Byron Shire
- Clarence Valley/Grafton
- Glenn Innes
- Garlambirla Youth
- Kempsey/Macleay Valley
- Kyogle
- Nambucca Valley
- Nimbin
- Richmond Valley
- Port Macquarie/Hastings
- Tweed Valley
- Valla

Southern NSW (Karralika Programs)

- Albury
- Coolamon
- Federation (Corowa)
- Griffith
- Temora
- Wagga Wagga
- Ulladulla
- Nowra
- Goulburn
- Queanbeyan
- Snowy
- Bega Valley



ODYSSEY HOUSE
NEW SOUTH WALES

Odyssey House
PO Box 3304, Redfern NSW 2016

Administration
T: 02 9030 3930

Admissions
T: 1800 397 739

Donations
T: 02 9030 3901

odysseyhouse.com.au

Registered Charity Number CFN 12596 ABN 49 001 418 257