

# Nic Glauser

Born in Switzerland, moved to Australia as a baby, grew up in Perth and have lived in Broome since 2011.



## Team Leader Change 'Em Ways Teams

### My Why:

I have seen the impact of family violence from many different angles. I believe that it is at the root of many issues we face in our community and in society. I feel privileged to have the an opportunity to work in this space, helping men take ownership of their behaviours and begin the challenging work of making change, both for themselves and those around them.

### Timeline:

2019 Diploma of Community Development and 2008 Trade Cert Chef. Before working in the human services sector I worked as a chef for about 12 years traveling and working in different parts of the world. I moved to Broome in 2011 with my wife and changed careers landing a role at Youth Justice as a Community Work Officer. This role introduced me to many of the young people and families that I still work with today. I took an opportunity to learn about Mens Behaviour Change in 2017 in a role with Anglicare as a facilitator for the Kimberley Family Violence Service. Another opportunity presented itself at Mens Outreach Service in 2018 where I have been privileged to be involved in the facilitation and development of the Change Em ways program.

### Hobbies:

My family, I have two boys and a wonderful wife. I enjoy playing sport, camping and fishing with them. I like to spend time in the veggie garden growing food. I enjoy playing and coaching soccer and I am a massive fan of the MIGHTY Freo Dockers.

Life is 10%  
percent what  
happens to  
you and 90%  
how we react  
to it.

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The Change 'Em Ways teams are based at Dora St (rear of Mamabulangin)

# Nelson Bieundurry

I am a Wangkatjungka/Walmartjarri man on my father's side and a Bunuba/Gooniyandi man on my mother's side, my skin group is Tjapanangka/Tjungurrayi and my totem animal is the catfish from the Fitzroy River.

## Cultural Guidance Worker Change 'Em Ways Teams



### My Why:

Because I feel I can make a difference.

### Hobbies:

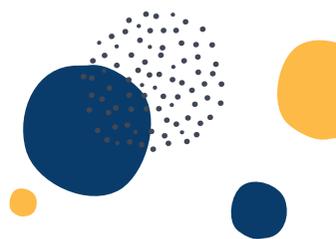
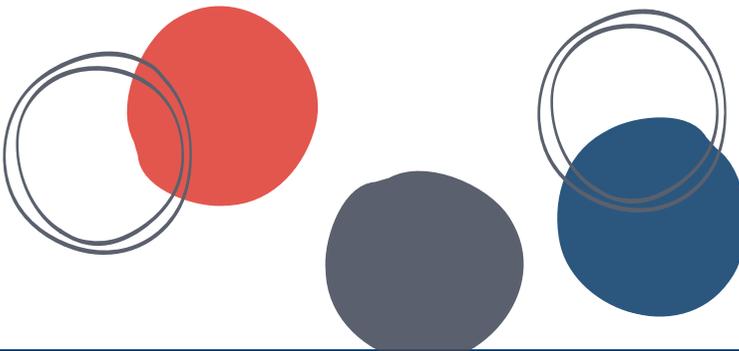
Watching movies, walking, learning new things and enjoying quiet time.

### Timeline:

I started work with Change Em Ways in October 2022.

### Passions:

Learning new things.

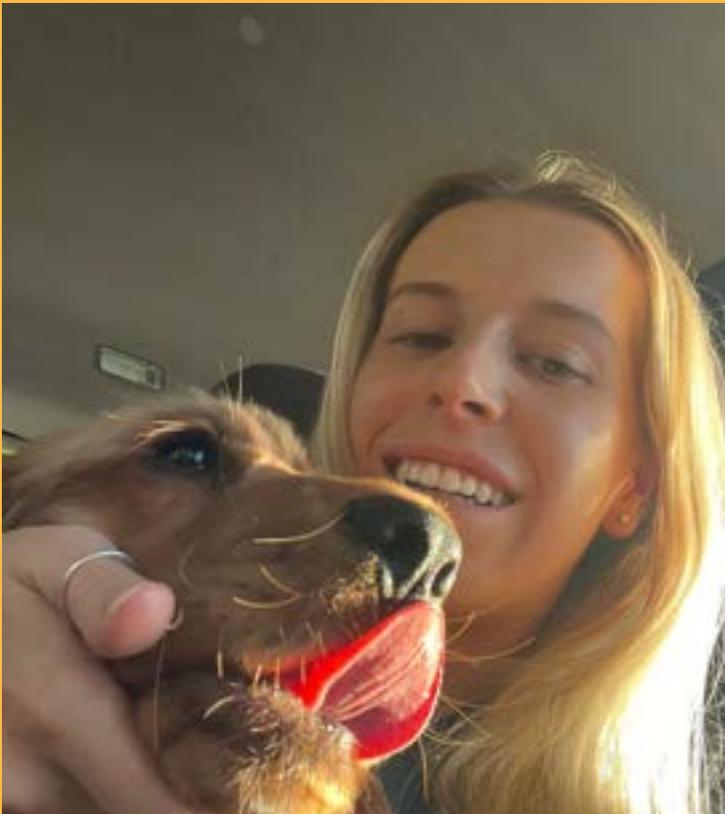


“The future belongs to those that prepare for it today”  
Malcolm X.

# Anna Thorn

Born in Melbourne. Raised in Broome.

## Project Officer Change 'Em Ways Teams



### My Why:

Being able to be apart of an organisation that strives for equality and equity amongst men, women, and their families in the Kimberley. I want to work towards a future where the gap of racial disparity is closed.

### Timeline:

I did all my education in Broome and graduated from Broome Senior High School in 2021 where I then went on to work with WACHS in the radiology department clerical team for one year, moving on to the corporate services team for 18 months as an Executive Assistant and Human Resources Officer.

### Hobbies:

Diving/spearfishing , Touch rugby, running, gym , horse-riding and cooking.

### Passions:

Helping those in need, travel, music, food and being a Collingwood supporter.

Equality  
is giving everyone  
the same pair of shoes.  
Equity  
is giving everyone a  
pair of shoes  
that fit.

# Francis Fernandez

First generation Australian /  
Indian Heritage

## Coordinator Change 'Em Ways Broome



### My Why:

I came to Kimberley as a primary school teacher, working in remote Aboriginal communities. I have worked for government and non-government agencies in the fields of education and family support. I have enjoyed beautiful experiences on-Country and have been privileged to learn about Aboriginal culture. For the last few years, I ran a men's centre and became aware of issues affecting Aboriginal men in the Kimberley. I enjoyed working alongside those who are living with disadvantage to co-create their unique solutions and support them in complex challenges they face in life.

### Timeline:

I arrived in the Kimberley as a primary school teacher in 2006 spending much time in Bidadanga Community, and a year in Kupungarri Community. I have worked as a school principal, a family support advocate, a men's centre manager and a volunteer firefighter.

### Hobbies:

Spending time with family, exercise, community events and walking my dog.

### Passions:

Family, personal growth, creating beautiful memories and learning new things.

**“Success is  
the sum of  
small efforts,  
repeated day  
in and day  
out”**

# Kirsten Howard

Jaru/ Yamatji

# Facilitator Change 'Em Ways Broome



## My Why:

I want to use my experience as a positive and not a negative. I want to help make changes for the next generation of men. I believe trying to help break the cycle can help grow a stronger community.

## Timeline:

Grew up in Broome, spent some time in Fitzroy Crossing and Derby growing up. Moved back to Broome in 2022 from Derby. Previous job as an Aboriginal Teachers Assistant at St Mary's College in the high school and now joining the team as a Co-Facilitator at Change 'Em Ways team.

## Hobbies:

Family time, art, watching and supporting my sons play football, fishing, camping, traveling and quiet time.

## Passions:

Being a positive role model for my sons, for them to be strong men.

Be strong  
because things will  
get better,  
it maybe stormy now  
but it never rains  
forever

# Barbara Maddern

Anglo Irish

## Coordinator Change 'Em Ways Communities



### My Why:

Having experiences in life and learning from them. I love the idea of social justice.

### Hobbies:

My garden, pottery (very wonky cups) and spending the day at the beach.

### Passions:

Living

### Timeline:

Joined the CEW Communities as Team Leader in May 2024

If there is righteousness in the heart, there will be beauty in the character. If there is beauty in the character, there will be harmony in the home. If there is harmony in the home, there will be order in the nations. When there is order in the nations, there will be peace in the world.”

Confucius

# Karen Koster

Jabirr Jabirr/Bard/Yawuru

## Facilitator Change 'Em Ways Communities



### My Why:

I grew up with family violence and want to help with the change.

### Timeline:

Marnja Jarndu women's refuge,  
HYPE and Drop-in Centre,  
Save the Children, Nirrumbuk  
Employment Services  
/Nirrumbuk Enterprises,  
Co-Facilitator CEW  
Communities.

### Hobbies:

Camping, fishing and jewellery making.

### Passions:

I am passionate about  
Aboriginal affairs and  
improving the social, mental  
and physical welfare of  
Aboriginal people.

One of our great  
Aboriginal academic  
leaders learnt early  
on in her career:  
“the world is run by  
those who show up”

# Andrew Langford

German, English.

## Facilitator Change 'Em Ways Communities



### My Why:

A purpose in life, to help in the journey of one looking for change.

### Hobbies:

Music, gardening philosophy, under water basket weaving, palaeontology.

### Passions:

Reading psychology and the marvels of the functioning brain.

### Timeline:

Joined the CEW Communities as male Co-Facilitator in January 2023.

“We can easily forgive a child who is afraid of the dark; the real tragedy of life is when men are afraid of the light.”  
Plato

# Buffy Lefroy

English, Yamatji, Noongar, Irish

## Partner Support Change 'Em Ways



### My Why:

Advocating for those who can't speak up for equity, equal rights and justice.

### Timeline:

1987 – 91 visited Broome playing in bands. 1993 moved to Broome and worked as musician, chipped pearl shell, deck hand, gardener, cleaner, mining, traveler, bar work, APB Fitzroy River, deck crew. 2004 – Uni Notre Dame BA Couns. BA Arts worked in Employment services, Family and Domestic Violence services, Legal services, Mental Health, Homelessness sector and currently Change Em Ways Partner Support.

### Hobbies:

Street dogs, ukelele (very badly) tin whistle (sound like a farm animal but it's fun).

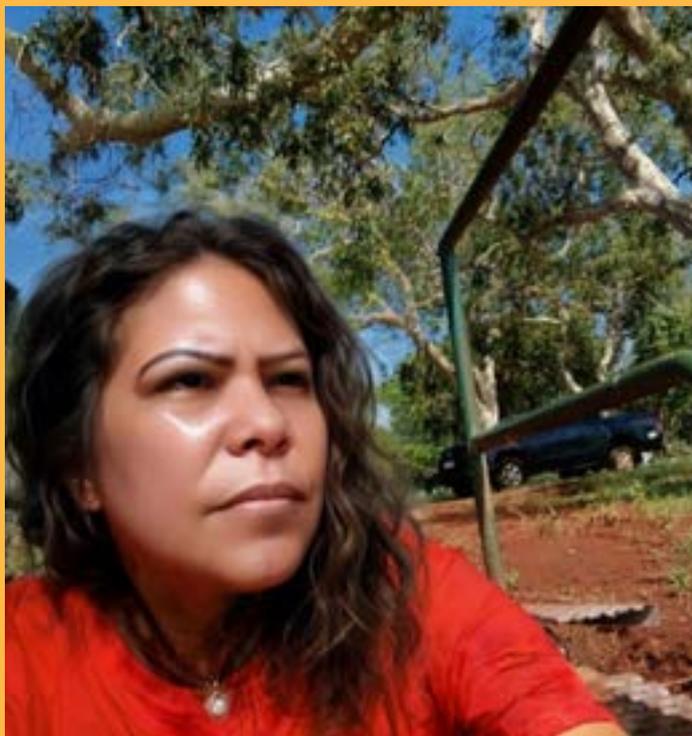
### Passions:

Music, travel, art, soft smelly cheese, sailing and red earrings.

Whether you think you can, or you think you can't – you're right. Henry Ford

# Denise Cox

I am a proud Yawuru, Niminburru, and Jaru woman, born in Broome with connections to the Torres Strait Islands.



## Partner Support Change 'Em Ways

### My Why:

To lead with compassion, always considering the needs and feelings of others, empowering women who have faced domestic violence to advocate for themselves and create healthier, more fulfilling relationships for their families.

To provide comfort and healing, dedicate myself to a caring profession, cultivate a peaceful mind, and practice mindfulness and inner reflection.

### Timeline:

I previously worked with WACHS starting in learning & development in 2015, then as a clerical officer in Medical Records. I later worked as an Aboriginal Mental Health Worker at Mabu Liyan. I hold a Certificate IV in Mental Health and am trained as an accredited Blueearth Coach. In 2021, I moved to Perth to work as an Aboriginal Acute Care Coordinator at Bentley Health Service, then returned to Broome and worked at KAMS as a Research Officer, Capacity Building Officer, and Project Officer for the WSDU SEWB team. I have a background in theatre and health promotions

### Hobbies:

Music, fishing, camping, meditation, gardening, walks on the beach, watching documentaries

### Passions:

Expanding my mind through learning, enjoying nature outdoors, advocating for equal rights among cultures, exploring psychology, and helping those less fortunate than myself.

“Confidence isn’t walking into a room thinking you are better than everyone; it’s walking in not having to compare yourself to anyone at all.”