



Kurbingui 
youth & family development

ANNUAL REPORT

July 2017 - June 2018

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Kurbingui Youth Development Ltd is the organisation’s Trading Name and Kurbingui Youth and Family Development is our new business name changed to reflect the services provided and the direction of the organisation in response to the needs of the community.

Kurbingui Youth & Family Development would like to pay our respect and acknowledge the Traditional Owners, Elders, Past Present and Emerging of the land and country on which we live and work.

Chairperson's Report

I would like to commence by acknowledging the Traditional Custodians of the land upon which we meet today, as well as paying my respects to Elders; Past, Present and Emerging.

It has been a big year and saw Kurbingui continue to develop on many fronts. Our commitment to our values and our mission of 'building a flexible, sustainable organisation based on cultural values that can empower community to reach their potential' remains integral and will continue to provide us with direction and guide our journey into the future.

This year has seen us consolidate on those things we deem as important such as:

- A greater focus on client needs;
- More efficient and effective use of resources;
- More flexibility in allocating resources;
- Encourage continuous improvement;
- Building better relationships and partnerships both government and non government sectors; and
- Most importantly, ensured there is access to assistance and support services to meet their needs in a timely manner, as well as influence the implementation of reforms in partnership with Elders in areas such as Employment and Training, Child Protection, Youth, Family Support and corrective services.

Kurbingui continues to maintain a strong reputation within the community and partners. I am pleased to announce that we have:

- Successfully secured funding for a further three years for Skilling Queenslanders for Work;
- Continued the implementation of the "Yadeni Tago" Partnership between Kurbingui and Mercy Community- 'Indigenous Family and Child Connect Service' (IFACC) & Family and Child Connect (ACC) for the Greater Brisbane Region with our partners Mercy and ATSICHS;
- Successfully secured the PHN, National Suicide Prevention Trial Emergency Response/Follow Up Care and the Frontline Worker Connector Training programs;
- Continued to deliver great outcomes in partnership with stakeholders including families, children, young people, Elders and community members in the Yeaca Dhargo, Numula and Bridges programs

One of the biggest achievements for Kurbingui has been the formal accreditation under the Human Services Quality Framework (HSQF). This has been a huge undertaking by Kurbingui where we finalised the revision of the policies and procedures across our operations, reviewed, evaluated, updated and revised all aspects of the organisation.

There has certainly been a lot of hard work achieved throughout 2017/2018 and I would like to thank, Management, Staff, Elders and Community Members for their patience, commitment, support and overall contribution.

The transformation progress of the 'Old Bakery' into the training centre continues and it is exciting to watch this occur as we host many community events including, but not limited to, the popular 'Back to School Day' that focuses on getting families and children and young people excited about learning, Art Exhibitions that recognises and promotes local artists in the Greater Brisbane and Moreton Bay Regions, community meetings, Elders Forums and Kurbingui staff training.

In closing, I would like to thank the many people who have contributed greatly. The passion and commitment of these people have ensured the success of the organisation. They are:

Glenda Jones-Terare (Chief Executive Officer)

Glenda's leadership is instrumental in ensuring our organisation is at the forefront of change and our community has a voice of influence government policy.

Staff of Kurbingui

Kurbingui staff have shown passion and commitment to ensure that we not only provide the best service to our people but also treat our people with respect and dignity with a genuine empathy.

Brisbane Northside Elders

Kurbingui Board and staff have continued to strengthen our relationship with our Elders. The Elders are and will remain an integral part of Kurbingui. Their contribution to the organisation is highly valued. It continues to be a privilege to auspice the 'Brisbane Northside Elders' and provide the support so that they can continue their great work in the community.

Partners

It is a privilege to work with partners who have the same mindset and beliefs as we do when delivering the many services we provide our community. These include but are not limited to our funding bodies' government departments and non-government agencies, volunteers and community members:

- Department of Prime Minister and Cabinet
- Department of Child Safety, Youth and Women
- The Department of Education, Training and Small Business
- The Ministry for the Arts
- Help Enterprises
- The Healing Foundation
- Brisbane City Council
- ASG
- Centacare
- Sandbag Community Centres and Services
- Life Without Barriers
- Mrs Edna Lee and Mr Lewis Lee and the Lee Family Trust (our landlord)
- Jabiru
- Primary Health Network-phn
- Brisbane Airport Corporation
- Board members of Kurbingui

I would like to acknowledge and thank my fellow directors Jo-Anne Campbell, our Treasurer, and David Miller, our Secretary. Our board is a volunteer board and your contribution, involvement and hard work throughout the year and over the last eight years has seen Kurbingui transform into a stronger organisation.

The key message from board to our members is we are in a period of change and are evolving. Our purpose is the same as it was when we first started and we remain focused on providing healthy and positive lifestyles pathways and opportunities for our people.

We will continue to keep moving forward and be a major player in delivering services to our community.

Neil Ellard
Chairperson

Our Governance

Kurbingui Youth Development Limited (Kurbingui) is a registered Not-For-Profit (NFP) Aboriginal and Torres Strait Islander community-controlled organisation and a Company Limited by Guarantee operating across Greater Brisbane, Moreton Bay. It is funded by government and non-government grants and self-managed revenue services and activities.

Kurbingui is a leading organisation that delivers a range of programs and services aimed at improving the lives of Aboriginal and Torres Strait Islander people. Our programs and services contribute to the cultural, social, emotional and spiritual wellbeing of Aboriginal and Torres Strait Islander people with a strong focus on addressing isolation, homelessness, poverty, discrimination and unemployment through the provision of case management, outreach, community development, education, employment, training, community events and activities.

To undertake all services effectively, Kurbingui partners with the three levels of government, other not-for-profit organisations, agencies and community members to achieve effective and meaningful programs and services. Staff operate as a cooperative and collaborative team working to the organisation's policies, procedures, relevant legislation and professional practice standards. Our staff are flexible, multi-skilled and able to work with multi-disciplinary teams and community agencies to deliver high quality services to community members. Our staff continually update their skills and knowledge to ensure the best quality service delivery.

As one of South East Queensland's leading Aboriginal and Torres Strait Islander community employers, we provide a culturally rich workplace within a human services quality framework.

Our Board of Directors

Chairperson - Neil Ellard

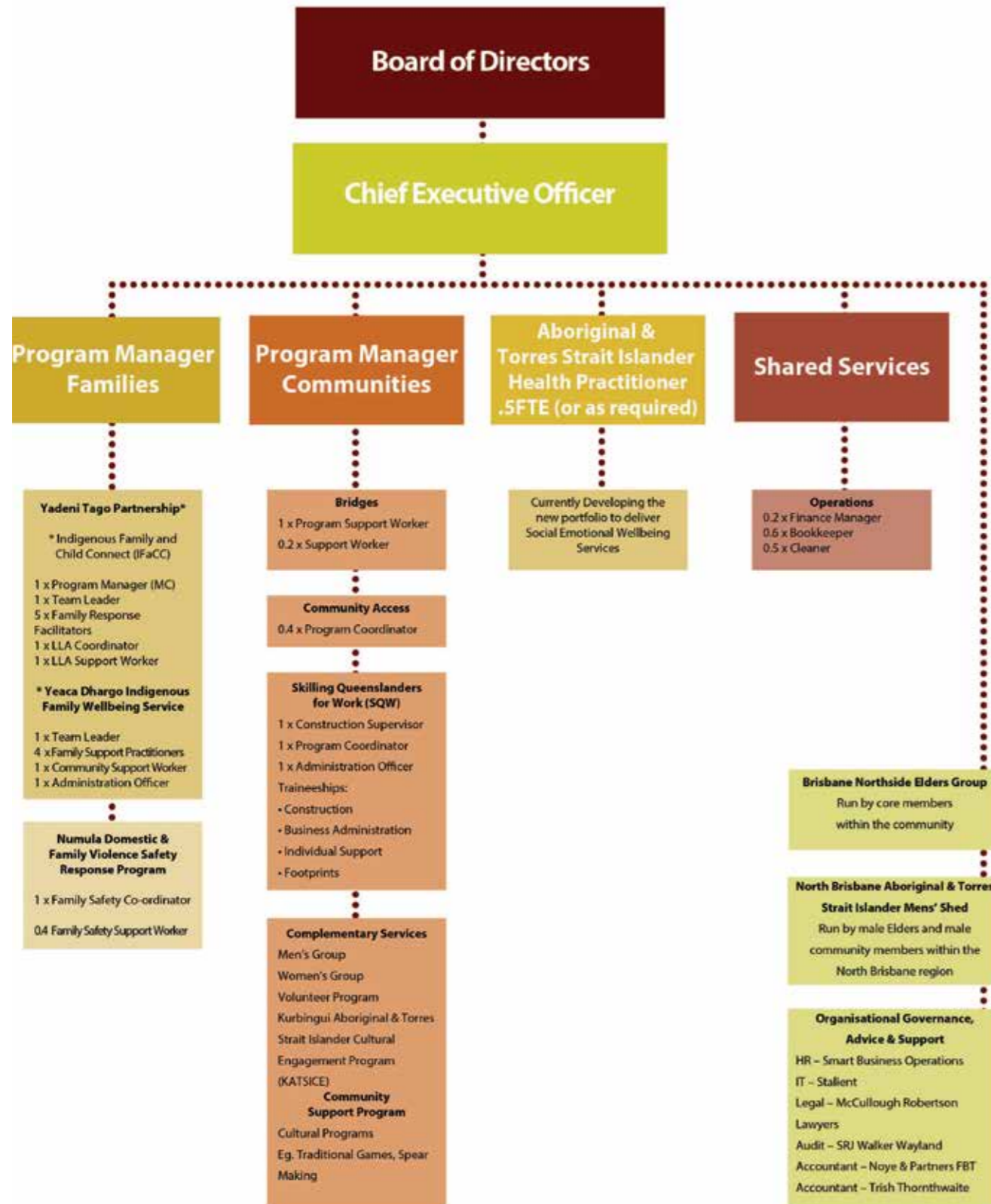
Treasurer - Jo-Anne Campbell

Director - David Miller

Our Chief Executive Officer

Glenda Jones-Terare

Company Structure



Our Vision, Our Values

Charter

Kurbingui Youth Development Ltd is a community organisation that is leading the way as a mentor, educator and role model for the Aboriginal and Torres Strait Islander community in the Greater Brisbane and Moreton Bay Regions.

We have grown from a small boxing club in 2001 to an organisation that has numerous government and other funded programs.

We have approximately 50 staff members and continually seeking new opportunities to provide more support for community need.

Our Mission

To build a flexible, sustainable organisation based on cultural values that can empower community to reach their potential.

Our Vision

To be a deadly organisation that supports our mob on their journey.

Our Values

Personal Growth – Nurturing self-awareness and cultural identity through learning, development of new skills and feeling the sense of achievement of taking action.

Harmony – Nurturing a whole and integrated community with a positive and harmonious identity.

Accountability – Being an organisation that is honest and ethical, acts with integrity and works from agreed values.

Communication – Open communication and exchange of views that promotes and values differences and similarities amongst all people.

Team Work – Cooperating with others towards a common vision and a creative approach to work produces leadership which is shared.

Strategic Plan – Objectives

1. Kurbingui to be a leader in quality Aboriginal and Torres Strait Islander Service provision

- Meeting all key funding requirements and key performance indicators.
- To provide ongoing opportunities for staff professional development, training and supervision.
- To increase program collaboration and referrals within Kurbingui.
- Develop a strong integrated culture within Kurbingui.

2. Kurbingui to have a strong relationship and engagement with the Aboriginal and Torres Strait Islander community

- To develop a clear communication and promotion strategy including both local and wider community.
- Increase the frequency of community accessing Kurbingui hubs.
- For Kurbingui staff and Board to prioritise, attend and play active roles in relevant community events.
- For Kurbingui to continue to host regular community events on Kurbingui premises.

3. Kurbingui to be a flexible, sustainable and financially autonomous organisation able to respond directly to community need

- Kurbingui obtaining revenue from various fee for service and business opportunities (the top of the fonts are not showing) focused around employment training and cultural support.
- Kurbingui has developed an organisational structure to support future business development and its integration with government funded programs.
- Kurbingui to utilise business generated funds for development of community-driven Aboriginal and Torres Strait Islander programs and projects.

4. Kurbingui to have strong supportive relationships with relevant community stakeholders and strategic partners

- Identify and establish relevant partnerships to develop opportunities for future funding.
- To establish and maintain formal relationships with other Aboriginal and Torres Strait Islander organisations to enhance collaborative service provision and better awareness of community need.

- To identify and establish relevant partnerships to develop future fee for service and business opportunities.

5. Aboriginal and Torres Strait Islander cultural values are promoted

- Increase cultural awareness in mainstream community.
- Ensure ongoing culturally appropriate support is provided to the Aboriginal and Torres Strait Islander community.

Financial Report

Kurbingui Youth Development Ltd

47 298 315 697

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For the Year Ended 30 June 2018

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Kurbingui Youth Development Ltd

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Financial Statements

For the Year Ended 30 June 2018

Kurbingui Youth Development Ltd

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Directors' Report

30 June 2018

The directors present their report on Kurbingui Youth Development Ltd for the financial year ended 30 June 2018.

General information

Directors

The names of the directors in office at any time during, or since the end of, the year are:

Names	Position
Neil Ellard	Chair
David Miller	Secretary
Jo-Anne Campbell	Treasurer

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal activities

The principal activities of the Company during the financial year were to provide a range of services to the Aboriginal and Torres Strait Islander community which include employment and training, family support programs and information and referral services.

Significant changes

No significant change in the nature of these activities occurred during the year.

Operating results

The net surplus of the Company amounted to \$ 152,130 (2017: \$ 11,671).

Auditor's independence declaration

The auditor's independence declaration for the year ended 30 June 2018 has been received and can be found on page 2 of the financial report.

Signed in accordance with a resolution of the Directors:

Director: 

Director: 

Dated this 29 day of November 2018

AUDITOR'S INDEPENDENCE DECLARATION

As auditor for the audit of Kurbingui Youth Development Ltd for the year ended 30 June 2018, I declare that, to the best of my knowledge and belief, there have been:

(i) no contraventions of the independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and

(ii) no contraventions of any applicable code of professional conduct in relation to the audit.



.....
Eddie De Bruyn
 SRJ Walker Wayland
 Registered Company Auditor
 Brisbane

Dated: 3 December 2018

Kurbingui Youth Development Ltd

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Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2018

	Note	2018 \$	2017 \$
Revenue	3	2,753,347	2,715,225
Total Revenue		2,753,347	2,715,225
Consultancy expense		40,960	103,582
Depreciation and amortisation expense		10,311	10,225
Employee benefits expense		1,973,731	1,912,424
Occupancy expenses		101,467	84,963
Program expenses		211,843	222,589
Other expenses		262,905	369,771
Total expenditure		2,601,217	2,703,554
Total surplus/(deficit) for the year		152,130	11,671

The accompanying notes form part of these financial statements.

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Kurbingui Youth Development Ltd

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Statement of Financial Position
As At 30 June 2018

	Note	2018 \$	2017 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	903,845	715,595
Trade and other receivables	5	9,398	41,346
TOTAL CURRENT ASSETS		913,243	756,941
NON-CURRENT ASSETS			
Property, plant and equipment	6	80,074	82,175
TOTAL NON-CURRENT ASSETS		80,074	82,175
TOTAL ASSETS		993,317	839,116
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	7	165,015	205,465
Employee benefits	9	191,186	245,091
Other liabilities	8	164,479	88,425
TOTAL CURRENT LIABILITIES		520,680	538,981
NON-CURRENT LIABILITIES			
Employee benefits	9	20,372	-
TOTAL NON-CURRENT LIABILITIES		20,372	-
TOTAL LIABILITIES		541,052	538,981
NET ASSETS		452,265	300,135
EQUITY			
Retained earnings		452,265	300,135
TOTAL EQUITY		452,265	300,135

The accompanying notes form part of these financial statements.

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Kurbingui Youth Development Ltd

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**Statement of Changes in Equity
For the Year Ended 30 June 2018**

2018

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2017	300,135	300,135
Surplus/(deficit) for the year	152,130	152,130
Balance at 30 June 2018	452,265	452,265

2017

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2016	288,464	288,464
Surplus/(deficit) for the year	11,671	11,671
Balance at 30 June 2017	300,135	300,135

The accompanying notes form part of these financial statements.

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Kurbingui Youth Development Ltd

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**Statement of Cash Flows
For the Year Ended 30 June 2018**

	2018 \$	2017 \$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	2,851,797	2,699,608
Payments to suppliers and employees	(2,664,889)	(2,684,246)
Interest received	9,553	9,965
Net cash provided by/(used in) operating activities	12 <u>196,461</u>	<u>25,327</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Movement in property, plant and equipment	(8,210)	(80,787)
Net cash provided by/(used in) investing activities	<u>(8,210)</u>	<u>(80,787)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Net increase/(decrease) in cash and cash equivalents held	188,251	(55,460)
Cash and cash equivalents at beginning of year	715,594	771,054
Cash and cash equivalents at end of financial year	4 <u>903,845</u>	<u>715,594</u>

The accompanying notes form part of these financial statements.

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Kurbingui Youth Development Ltd

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Notes to the Financial Statements For the Year Ended 30 June 2018

The financial report covers Kurbingui Youth Development Ltd as an individual entity. Kurbingui Youth Development Ltd is a not-for-profit Company, registered and domiciled in Australia.

The principal activities of the Company for the year ended 30 June 2018 were to provide a range of services to the Aboriginal and Torres Strait Islander community which include employment and training; family support programs and information and referral services.

The functional and presentation currency of Kurbingui Youth Development Ltd is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

In the opinion of those charged with Governance the Company is not a reporting entity since there are unlikely to exist users of the financial statements who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

2 Summary of Significant Accounting Policies

(a) Income Tax

The Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(b) Leases

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the life of the lease term.

(c) Revenue and other income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Company and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

Interest revenue

Interest is recognised using the effective interest method.

(d) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

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Kurbingui Youth Development Ltd

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Notes to the Financial Statements For the Year Ended 30 June 2018

2 Summary of Significant Accounting Policies

(e) Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment.

Items of property, plant and equipment acquired for nil or nominal consideration have been recorded at the acquisition date fair value.

Land and buildings

Land and buildings are measured using the revaluation model.

Plant and equipment

Plant and equipment are measured using the revaluation model.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets useful life to the Company, commencing when the asset is ready for use.

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

(f) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(g) Employee benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

(h) Provisions

Provisions are recognised when the Company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

(i) Economic dependence

Kurbingui Youth Development Ltd is dependent on the Government for the majority of its revenue used to operate the business. At the date of this report the directors have no reason to believe that the Government will not continue to support Kurbingui Youth Development Ltd.

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Notes to the Financial Statements For the Year Ended 30 June 2018

3 Revenue and Other Income

	2018	2017
	\$	\$
Revenue		
Activity income	40,998	30,874
Donations	6,964	-
Grant income	2,599,896	2,498,219
Interest	9,553	9,965
Other income	-	1,049
Partnership income	95,936	175,118
Total Revenue	2,753,347	2,715,225

4 Cash and Cash Equivalents

	2018	2017
	\$	\$
Cash on hand	1,000	1,000
Cash at bank	902,845	714,595
Total cash and cash equivalents	903,845	715,595

5 Trade and Other Receivables

	2018	2017
	\$	\$
CURRENT		
Trade receivables	4,879	40,733
Provision for doubtful debts	-	(900)
Total trade receivables	4,879	39,833
Prepayments	760	-
Deposits	3,759	1,513
Total current trade and other receivables	9,398	41,346

Notes to the Financial Statements For the Year Ended 30 June 2018

6 Property, plant and equipment PLANT AND EQUIPMENT

	2018	2017
	\$	\$
Furniture, fixtures and fittings		
At cost	22,890	22,890
Accumulated depreciation	(18,853)	(17,660)
Total furniture, fixtures and fittings	4,037	5,230
Motor vehicles		
At cost	73,598	73,598
Accumulated depreciation	(73,598)	(72,095)
Total motor vehicles	-	1,503
Office equipment		
At cost	54,772	64,637
Accumulated depreciation	(41,810)	(41,319)
Total office equipment	12,962	23,318
Computer software		
At cost	28,295	28,295
Accumulated depreciation	(23,661)	(22,182)
Total computer software	4,634	6,113
Leasehold Improvements		
At cost	66,578	48,504
Accumulated amortisation	(8,137)	(2,493)
Total leasehold improvements	58,441	46,011
Total property, plant and equipment	80,074	82,175

7 Trade and Other Payables

	2018	2017
	\$	\$
CURRENT		
Trade payables	16,971	26,310
ATO liability	102,345	133,378
Superannuation payable	43,721	41,874
Other payables	1,979	3,906
Total trade and other payables	165,016	205,468

Notes to the Financial Statements For the Year Ended 30 June 2018

8 Other Liabilities

	2018	2017
	\$	\$
CURRENT		
Skilling QLD for work	138,317	74,837
BCC grants	7,043	9,043
Men's shed	19,119	-
Training room renovation	-	4,545
Total other liabilities	164,479	88,425

9 Employee Benefits

	2018	2017
	\$	\$
CURRENT		
Annual leave	72,192	65,581
Leave loading	12,634	17,707
Long service leave	18,541	21,624
Personal leave	25,143	31,599
Redundancy provision	62,676	108,580
Total current employee benefits	191,186	245,091

	2018	2017
	\$	\$
NON-CURRENT		
Long service leave	20,372	-
Total non-current employee benefits	20,372	-

10 Members' Guarantee

The Company is incorporated under the *Australian Charities and Not-for-profits Commission Act 2012* and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$ 1 each towards meeting any outstandings and obligations of the Company. At 30 June 2018 the number of members was 14 (2017: 14).

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Notes to the Financial Statements For the Year Ended 30 June 2018

11 Contingencies

In the opinion of those charged with governance, the Company did not have any contingencies at 30 June 2018 (30 June 2017: None).

12 Cash Flow Information

(a) Reconciliation of result for the year to cashflows from operating activities

	2018	2017
	\$	\$
Profit for the year	152,130	11,667
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	10,311	10,224
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	31,949	(12,999)
- increase/(decrease) in trade and other payables	(26,452)	62,871
- increase/(decrease) in unexpended grants	76,054	7,347
- increase/(decrease) in provisions	(47,532)	-
- increase/(decrease) in employee benefits	-	(53,783)
Cashflows from operations	196,460	25,327

13 Statutory Information

The registered office and principal place of business of the company is:

Kurbingui Youth Development Ltd
Yadeni Tago House
425 Zillmere Road
Zillmere QLD 4034

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Directors' Declaration

The directors declare that:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.

Director 
 Neil Ellard
 Chairperson
 Dated 29/11/2018

Director 
 Vito Campbell
 Treasurer

INDEPENDENT AUDITOR'S REPORT

To the Members of Kurbingui Youth Development Ltd.

Report on the Audit of the Financial Report

Qualified Opinion

We have audited the financial report of Kurbingui Youth Development Ltd, which comprises the statement of financial position as at 30 June 2018, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statement, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, except for the effects of the matter described in the *Basis of Qualified Opinion* section of our report, the accompanying financial report of Kurbingui Youth Development Ltd has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the Company's financial position as at 30 June 2018 and of its performance for the year ended on that 30 June 2018; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Qualified Opinion

The financial report of Kurbingui Youth Development Ltd for the year ended 30 June 2017 was audited by another auditor who expressed an unmodified opinion on that financial report on 21 February 2018. We were unable to obtain sufficient appropriate audit evidence regarding the opening balances of the 2017 year and therefore do not express any opinion on these balances or the effect this may have, if any, on the financial statements.

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Company's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting, from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Company.
- Conclude on the appropriateness of directors' use of the going concern basis of accounting and based, on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material

uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



.....
Eddie De Bruyn
SRJ Walker Wayland
Registered Company Auditor

Date: 3 December 2018

Address: Unit 3, 27 South Pine Road, BRENDALE QLD 4500

Number of Staff

Over the year 2017 – 2018, Kurbingui Youth Development Ltd (Kurbingui) employed 83 staff members in total. Of this total, 29 were linked directly to programs and services, 8 worked across more than one program or service in a senior management, operational or shared capacity. Additionally, the number increased by 45 employees with the commencement of two rounds of Skilling Queenslanders for Work traineeships in Construction and Business Administration over twenty weeks each. Refer to the Skilling Queenslanders for Work program report for further details.

Program / Service / Department	Total	Number of Female Staff	Number of Male Staff
Senior Management	1	2	3
Operations (Finance, Payroll, Grants, It, Cleaning)	5	4	2
Programs and Services	29	24	5
Sqw Trainees – Construction & Business Administration	45	16	31
Total Number of Staff over the 2017/2018 Year	83	45	38

Refer to the Organisational Structure in this Annual Report for a breakdown of positions in each program, service and department.

Workplace Relations Award

For employment terms and conditions, service delivery staff are covered by the Social, Community, Home Care and Disability Services Industry Award 2010. Pay rates are currently in accordance with the Queensland 'Fisher' & '316 Regulation'. From time to time, in accordance with duties performed, administration staff may be covered by the Clerks – Private Sector Award 2010 for both employment terms and conditions and pay rates.

Terms and conditions for the Skilling Queenslanders for Work Business Administration trainees are covered by the Clerks – Private Sector Award 2010. The Skilling Queenslanders for Work Construction trainees are covered by the Building and Construction General On-site Award 2010.

Employment Contracts / Agreements

All program / service positions and trainees are employed on a maximum-term contract which specifies the program, service or traineeship for which they're engaged and the duration of their employment period. Any positions that are not linked to a specific program or service are engaged on short-term or agreed length of time.

Strategic Workforce Planning

Careful workforce planning for each program or service occurs during the submission stage of applying or reapplying for funding. Once a program / service commences, we work hard to maintain and provide effective outcomes with our staff within the approved budget.

We strive to be a responsive and evolving organisation. Any changes required within a program or service includes a review of job roles, staff experience, skills and strengths, and any learning and development requirements.

Rostered Day Off (RDO) Implementation

An optional RDO system was trialled and implemented in early 2017. Take up of the system was approximately 47% and has remained in place.

Absences

For the period 1 July 2017 to 30 June 2018, absences comprised:

Type of Absence	Total number of days – all core staff **	Total number of hours – all core staff **	Total number of days – all trainees ***	Total number of hours – all trainees ***	Total number of days – all staff & trainees
Annual Leave	427.87	3,251.80	134.88	1,025.08	562.75
Sick / Personal Leave	203.03	1,543.02	68.58	521.22	271.61
Time Off In Lieu (TOIL) *	64.88	493.10	N/A	N/A	64.88
Paid Rostered Day Off (RDO) *	139.91	1,063.31	N/A	N/A	139.91
Compassionate Leave	14.50	110.20	3.00	22.80	17.5
Leave Without Pay	178.14	1,353.89	436.66	3,318.59	614.80
Public Holiday	218.87	1,663.40	112.00	851.20	330.87
Gifted Day ~	28.00	212.80	14.00	106.40	42
Totals	1,275.20	9,691.52	769.12	5,845.29	

Notes:

* Time Off In Lieu (TOIL) and Rostered Day Off (RDO) – time taken is a result of additional time already worked.

** Total of 83 core employees (non-trainees) employed over the financial year 2017/2018.

*** Total of 45 trainees employed over the financial year 2017/2018 across two rounds of Construction and Business Administration Skilling Queenslanders for Work (SQW) traineeship programs.

~ A gifted day during the Christmas week was only applicable and payable to staff members and trainees who were an employee during that week.

Over the next year, Kurbingui will be looking at ways to improve workforce availability and attendance.

This may include such strategies as:

- Building on leadership capability through additional training for managers and team leaders;
- Improve attendance reporting to enable managers and team leaders to analyse, monitor and target emerging and/or recurring issues;
- Refine the leave application process;
- Maintain and/or improve communication between staff and management / team leaders in relation to leave requirements;
- Monitoring the Rostered Day Off (RDO) arrangements;
- Monitoring the Time Off In Lieu (TOIL) arrangements;
- Ensuring probationary and performance review meetings are undertaken, ensuring any attendance or role challenges are clarified and discussed; and
- Putting leave on the agenda at management meetings with a focus on what action can be taken to better engage staff on attendance issues.

Staff Performance: Probation, Review, Improvement and Standards of Behaviour

Kurbingui managers and team leaders strive to recognise, motivate, coach and/or improve staff performance as much as practicable. Performance management processes are undertaken when required; our aim is to give struggling employees the opportunity to improve, achieve and succeed while still holding them accountable for past performance.

Probationary Review

Performance reviews are undertaken with all new employees during their probationary period and provide a clear framework for assessing their capabilities and suitability for the role, as well as potential. These are measured against both the position description, Kurbingui values and behaviours as well as individual and team Key Performance Indicators (KPIs) and outcomes.

Performance Review and Planning Process

Our performance review and planning process is designed to encourage high levels of performance by providing all staff with a clear link between their work effort and program or service priorities. All staff develop and negotiate an individual performance plan with their manager.

The Plans:

- Give staff a clear understanding of their role and the performance and behavioural standards expected of them;
- Align individual and team effort to program / service priorities; and
- Help staff identify their learning and career development needs.

Performance Improvement

Any breaches of Kurbingui's policies, code of conduct, service requirements or legislation are taken seriously, and appropriate action is taken when required. Investigations are conducted in line with procedures, which ensure that staff are treated fairly. Disciplinary action taken throughout 2017-18 included coaching and counselling discussions, warnings and, in a few instances, terminations occurred for unsatisfactory performance of which the majority occurred during probationary periods.

Recruitment, Selection and On-boarding

Recruitment - Recruitment processes were undertaken for a variety of roles including program manager, family wellbeing practitioners, family response facilitators, team leaders, and trainees; ranging from trainee to level 6 classification levels.

Selection - Selection is meritorious, fair and transparent. All unsuccessful candidates were advised in writing.

Onboarding - Onboarding processes ensure employment documentation is provided to new starters prior to commencement and completed forms are forwarded to payroll and appropriate staff for actioning.

Employment and Board representation of Aboriginal and Torres Strait Islander peoples

Kurbingui aimed to maintain Aboriginal and Torres Strait Islander people representation of no less than 80 per cent for employment and 90 per cent for Board of Directors by the end of 2017-18. We achieved approximately 95 per cent representation of Aboriginal and or Torres Strait Islander staff and maintained 100% Board of Directors.

Commitment to Professional Supervision and Employee Assistance Program (EAP)

Kurbingui acknowledges the sometimes-distressing nature of matters presented to staff as part of their role. Team leaders and management consult with staff regularly and offer access to professional supervision, internally and externally, as also offer the Employee Assistance Program as a matter of process. When a manager or team leader recognises a staff member is managing a complex matter, or a staff member requests support, accessing professional supervision or a professional practitioner within the EAP is recommended.

Learning and Development

Kurbingui invests in building the skills and abilities of staff to build a workforce with the capability to meet future service delivery challenges. The organisation will continue to work with our partners in the areas of professional development, training and further education to support the ongoing development of staff.

Induction Program

Kurbingui endeavour to induct all new staff within the first two to four weeks of employment with an aim of being job-ready once they commence more formally on-the-job.

Probationary reviews are conducted throughout a new staff member's first six (6) months and include a review of their job performance, behaviours as well as outline expectations and develop a learning and development plan where required.

Refresher induction presentations were conducted in the first quarter of 2018 for all existing staff.

Staff Development

Courses that were prioritised in 2017-18 included the following professional development training and conferences:

Training

- Family Wellbeing training
- Tribe of Life
- Working with Young People who Self-injure and Building Resilience workshop
- DFV (Domestic & Family Violence) Safety Assessment and Safety Planning
- Impact of DFV (Domestic & Family Violence) on Children
- Victims of Crime and DFV (Domestic & Family Violence) Legislation – QIFVLS
- Trauma Brain Development
- Suicide Prevention workshop
- Ice Symposium
- Navigating NDIS (National Disability Insurance Scheme)
- Leadership
- Understanding the difference between ASD (Autism Spectrum Disorder) and Complex Trauma
- Trauma Informed Care
- Decision Support workshop – ADA Australia
- ARC (Advice, Referrals and Case Management) training
- CAP training
- Cultural Awareness (Muslim)
- Kurbingui Induction Refresher – policies and procedures
- Diversity in the Workplace – Equal Employment Opportunity (EEO), Discrimination, Bullying, Harassment
- First Aid, CPR (Cardiopulmonary Resuscitation) & Basic Life Support
- Warden / Fire Awareness & Extinguisher

Conferences

- Secretariat of National Aboriginal & Islander Child Care (SNAICC) Conference 2017
- Kurbingui was represented by the Chief Executive Officer, Program Manager – Families and Program Manager – IFACC/FACC (Yadeni Tago) to promote the Yadeni Tago partnership. Our Program Manager – Families also participated as a speaker.

Lisa Russell

Human Resources Consultant

Smart Business Operations Pty Ltd

Our Programs

Services

- Community Access
- Bridges Program
- Numula Family Safety Response Program
- Yeaca Dhargo Family Wellbeing Service
- Skilling Queenslanders for Work
- Aboriginal Torres Strait Islanders Health Practitioner



Partnership Programs

Yadeni Tago – Turrbul Language meaning ‘Advancing Together’

- Indigenous Family and Child Connect (IFaCC)
- Family and Child Connect (FaCC)



Cultural Programs

Our cultural programs aim to build a strong Indigenous community supported by cultural learning, sharing and education and the mentoring of young people to inspire leadership and participation in the community.

- Kurbingui Aboriginal & Torres Strait Islander Cultural Engagement
- Cultural program – Connecting Culture and Community - Tailored Programs upon request
- Spear Making
- Men’s Group
- Women’s Groups
- Parenting Workshops



Auspiced Entity

- Brisbane Northside Elders Group



Strong Communities. Strong Culture. Stronger Children.

The Secretariat of National Aboriginal Islander Child Care (SNAICC) has been working with their partners on a campaign to end the over representation of Aboriginal and Torres Strait Islander children in out-of-home care: Family Matters – Strong communities. Strong culture. Stronger children.

Kurbingui Youth and Family Development has taken the Family Matters pledge.

We believe we need a new approach, to ensure that all Aboriginal and Torres Strait Islander children grow up safe, well and cared for in their families, communities and culture.

We agree that this must be through all organisations, services and governments:

- Applying a child focussed approach
- Ensuring that Aboriginal and Torres Strait Islander people and organisations participate in and have control over decisions that affect their children
- Protecting Aboriginal and Torres Strait Islander children’s right to live in culture
- Pursuing evidence based responses
- Supporting, healing and strengthening families
- Challenging systemic racism and inequities



Our Way Strategy and Action Plan for Aboriginal and Torres Strait Islander children and families

Together with Family Matters – a national campaign led by more than 150 Aboriginal, Torres Strait Islander and non-Indigenous organisations across Australia – the Queensland (Qld) government made a commitment to work in together with the Aboriginal and Torres Strait Islander community to eliminate this disproportionate representation of Aboriginal and Torres Strait Islander children in statutory out-of-home care, within a generation.

Guided by Aboriginal and Torres Strait Islander perspectives, the Our Way Strategy outlines our approach, across 20 years, to work differently together to improve life opportunities for Queensland's vulnerable Aboriginal and Torres Strait Islander children and families.

A key commitment in Supporting Families Changing Futures, Our Way represents a fundamental shift in how child protection, family support and other services work with, and for, Queensland's Aboriginal and Torres Strait Islander children and families.

Changing Tracks outlines the actions we will take in the first three years to achieve our goal. It builds on existing initiatives and includes new actions guided by Elders, community leaders, community-run organisations, peak bodies and relevant government agencies, aimed at:

- reducing the over-representation of Aboriginal and Torres Strait Islander children in the child protection system
- closing the gap in life outcomes for Aboriginal and Torres Strait Islander people experiencing vulnerability
- ensuring all Aboriginal and Torres Strait Islander children grow up safe and cared for in family, community and culture

Kurbingui Youth and Family Development is committed to the Our Way Strategy - Changing Tracks

Supporting Families Changing Futures is a reform program that builds on the commitments and progress of the Queensland Government and partner organisations to implement the recommendations of the 2013 Queensland Child Protection Commission of Inquiry.

Key priorities in Supporting Families Changing Futures include responding differently to the over-representation of vulnerable Aboriginal and Torres Strait Islander children and families in the statutory child protection system, reducing child and youth sexual abuse, and closing the gaps in life outcomes.

Supporting Families Changing Futures is committed to the development and delivery of an action plan for vulnerable Aboriginal and Torres Strait Islander children and families. Our Way and Changing Tracks support the strategic direction of the Supporting Families Changing Futures reform program to meet the needs and requirements of Queensland's Aboriginal and Torres Strait Islander children, families and communities.



<https://www.csyw.qld.gov.au/campaign/supporting-families/background/strategy-action-plan-aboriginal-torres-strait-islander-children-families>



'Yadeni' Tago

Program and Service Report (Families)

'Yadeni Tago' (Brisbane Family and Child Connect and Indigenous Family and Child Connect)



Overview

The FaCC/IFaCC (Yadeni Tago) is an early intervention and prevention service that is designed to support families so that they do not enter the child protection system. The service provides information and advice to families that are referred, undertakes assessment of a family's needs and then refers families to the services that are appropriate to their needs. Referrals to Yadeni Tago can be made via a 1300 number or by webmail and all families must consent to receive a service.

The staffing model consists of a Program Manager, 1 Team Leader, 5.5 Family Response Facilitators and an Administration officer who are employed by Mercy Community. Kurbingui Youth and Family Development employs one Team Leader, 4.5 Family Response Facilitators and two Local Level Alliance Facilitators. The Local Level Alliance staff facilitate three alliances across the Brisbane region.

The purpose of the LLA is to support the FaCC's by bringing together professionals from both the government and non-government sector in order to strengthen community connections, create improved and direct referral pathways for vulnerable families, utilise the knowledge of existing services and to map the service system to identify gaps. In addition, the service also has access to two Department of Child Safety staff known as Principal Child Protection Practitioners who provide a consultative service to Family Response Facilitators for advice when working with more complex families. There is also a partnership with MICAH who provides the services of a Domestic and Family Violence Practitioner.

Referrals to the FaCC and IFaCC come from the general community as well as other community and government services. The service is open every day from 8.30am until 5.30pm and 2 workers are rostered on each day to manage the intake both by phone and webmail.

This financial year saw a consolidation of policies and procedures and staff settling into their roles.

The two organisations, Mercy Community and Kurbingui Youth and Family Development, fully support developing staff so that they are equipped to undertake their roles in a professional way and as such have provided many professional development opportunities.

All of the IFaCC staff have now participated in Management and Leadership training which gives them an opportunity to think about whether this is an area that they may wish to pursue into the future and also assists with succession planning.

Training that has been attended by staff either individually or as a team has included:

- Safety Assessment and Safety Planning
- Ice Symposium
- Trauma Informed Care
- Public Guardian Decision Support
- First Aid
- Fire Warden
- Autistic Spectrum
- Disorder
- Cultural Awareness
- Alcohol and Other Drugs
- High Risk DFV teams
- Victims of Crime and Domestic Family Violence Legislation
- NDIS
- Performance Coaching
- Psychological First Aid
- Supervision
- Privacy Legislation
- Induction Refresher
- Impact of Domestic and Family Violence on Children and
- Sanctuary training.

Staff at Yadeni Tago need to have a good working knowledge of the supports available for families living in Brisbane and as such we have invited guest speakers to each fortnightly team meeting to educate the staff on what services are available and the referral criteria. This is an opportunity to find out more information, develop positive working relationships which can only enhance the referral process for the families we engage with.

Some of the organisations that have presented at our team meetings include:-

- Act4Kids
- Benevolent Society
- Nexus Care
- Accoras
- Relationships Australia
- Women's Legal Service
- Anglicare, Centacare
- Albert Park Flexi School
- Family Drug Support
- HomeStay
- Brisbane Young Minds Network and
- Young Parents Program.

These presentations are also an opportunity for us to promote our services. Many staff also attended the Flu Immunisation Clinic held at Kurbingui this year which appeared to be a very well attended by local community. Two of the IFaCC team facilitated a team building morning with a focus on

Cultural understandings and feedback was very positive for both the content and the facilitation by the two team members.

Promotion of Yadeni Tago has continued throughout the year by attendance at Community Events and presentations to other government and non-government agencies. Presentations have been delivered to a number of services including:

- Day Care Centres
- Out of Hours School Care
- Various Qld Health services and Principals and Guidance Officers
- Biggest Morning Tea
- National Aboriginal and Torres Strait Islander Children's Day events
- Child Protection week events
- Zillmere Multicultural Festival
- Elders forums
- All staff have also participated in a large number of community events such as NAIDOC.
- Kurbingui's Back to School to name a few.

The Program Managers of Yadeni Tago and Kurbingui Families Programs presented at the SNAICC National Conference in Canberra on The Journey of a Partnership between Two Aboriginal and Torres Strait Community Controlled Organisations and One Mainstream Organisation which was well received. It was also a wonderful opportunity to be able to attend the conference to hear of the great work being done by other organisations from across Australia.

Leadership staff have continued to be involved in a number of working groups and networks across Brisbane particularly in relation to the Child Protection Reform space. The Manager or Team Leader have attended the Regional Family and Child Committees Domestic and Family Violence Subcommittee and Supporting Vulnerable Families Subcommittee meetings, the DFV Working Group, FaCC and IFS Best Practice Working Groups and the Regional Implementation Group. In addition we have met with DATSIP Managers, QPS Executive Leadership Team and Child and Family Commission staff.

The program manager continues to be involved with the Brisbane North Community Policing Board and sits on the Youth Engagement subcommittee which is endeavouring to support young people living in the Zillmere area. In the latter part of 2017 Yadeni Tago agreed to host two researchers from Griffith university who were developing a survey on the Statewide Implementation of FaCC and wanted to spend time with staff from a FaCC service to understand the roles of staff as well as the purpose of the service. The researchers spent time at the office and participated in many other

meetings and events that Yadeni Tago was involved in. The highlight of their time with the service was NAIDOC week where they assisted staff at the North side event held at Koobara Kindy.

The LLA Facilitators worked diligently to engage with stakeholders, organise LLA meetings and working groups, attend interagency and network meetings, participate in community events and promote both LLA and Yadeni Tago to the sector.

The Champions of Change project which was aimed at educating workers across the sector about Domestic and Family Violence was very successful and there was a high level of engagement. One success story to come from this LLA initiative was a large organisation who now has developed a module on DFV as part of their induction process for all staff.

LLA Facilitators continued to manage an Issues Register to highlight gaps in services across the region as well as positive outcomes such as organisations beginning to create strategic partnerships to address shared issues. The e-newsletter continued to grow and recipient numbers increased to well over 400.

The Local Level Alliance continued to function well however towards the end of 2017 it was decided to review the model with a view to streamlining as many members were finding the monthly meetings for the 3 LLA's as well as working group meetings difficult to attend due to time constraints. An external consultant was employed and facilitated a workshop with Senior Management of the Yadeni Tago Partnership, two Regional Family and Child Committee Community services members and senior management from the Department of Communities, Child Safety and Disabilities.

It was agreed at that meeting that there was a need for a new model which was developed over the next few months. The LLA will now have quarterly meetings and the working groups will continue to meet monthly. There has also been a change in the Position Descriptions for the two workers, now having a senior worker and a support worker.

Data

For the financial year 2017-2018 FaCC and IFaCC received 5125 Enquiries which was a significant increase from the previous year, which was to be expected. Once again Enquiries for Aboriginal and Torres Strait Islander families sat at 8% and 13% of actively engaged families were Indigenous, this data is exactly as per the previous year. Information, resources and advice were provided to 2157 families, specialist services recommended to 365 families, supported referrals to 52 families and 2248 families actively engaged. Workers provided direct referrals for 365 families into the secondary

support system.

The most frequent referrer was the Department of Child Safety Regional Intake Service, followed by Self however toward the end of the financial year Self was the most frequent referrer. This may be a result of the promotion of FaCC services to the public but staff are reporting that a significant number of Self Enquiries are from families who know of someone who has been assisted by the service.

The four most common suburbs from which referrals are received are Inala, Forest Lake, Runcorn and Zillmere with Inala being the highest referral suburb, this data is also similar to the previous year. In terms of Culturally and Linguistically Diverse families, the cultural groups most commonly represented were from New Zealanders, India, China, Vietnam and Iran in that order. Translator services were used for 131 families. In total during the financial year the service recorded 18,938 output hours and were able to meet funding targets for the final two quarters as a result of intensive data base training for all staff.

Next Steps

In the next financial year, the new model for LLA will be implemented with a 'launch' planned for July 2018. Recruitment will then need to be finalised to ensure the smooth running of LLA for the latter part of the year. It is also hoped that the work completed in relation to more Culturally appropriate brochures for Indigenous Family and Connect will be finalised so that may assist us to obtain greater engagement with Aboriginal and Torres Strait Islander families.

The staff will continue to seek support from the Elders in their work and in their engagement with Community in general. The partnership that is Yadeni Tago will continue to grow and develop over the next 12 months as we continue to consolidate and look forward to future funding.

Once again I would like to thank the Brisbane North Elders, KYD Board Members and the Chief Executive Officer, Partnership Management, Julie Aganoff from Change Futures and staff for their support of Yadeni Tago.

Julie Nelson

Program Manager

Yadeni Tago (FaCC/IFaCC)

Yeaca Dhargo

Program and Service Report (Families)

Overview

The Yeaca Dhargo Family Wellbeing (YDFW) service delivery area transitioned during 2017/2018 from the Aboriginal & Torres Strait Islander Family Support Program into the Indigenous Family Wellbeing Program.



**Queensland
Government**

Department of Child Safety, Youth and Women

The catchment area transitioned from the Greater Brisbane Region to the North Brisbane Area. Staff worked in collaboration with the Department of Communities, Child Safety and Disability Services, Kummara and the Aboriginal Torres Strait Islander Community Health Service, who entered into the Family Wellbeing Space in the North Brisbane, South and South West areas within the catchment area, to transition families referred to Yeaca Dhargo in those areas into their services.

Understanding that Kurbingui had a solid footprint and strong relationships within the Greater Brisbane Region, it was agreed that where a family preferred to maintain their working relationship with Kurbingui YDFW that support would continue to be provided as part of the transition strategy. The YDFW program seeks to draw on staff, Elders and community member's cultural knowledge and experience to provide holistic social, emotional and practical support for families who were experiencing difficulties. Healing for families is a central tenet of the model of practice and the belief that healing will effect enduring and tangible change within vulnerable families.

The YDFW program combines the functions of the following existing family support programs into one community-run Family Wellbeing Service:

- Aboriginal and Torres Strait Islander Family Support Service
- Tertiary Family Support services
- Targeted Family Support services
- Secondary Family Support Services.

The Yeaca Dhargo Family Wellbeing program aims to enhance a family's capacity to increase the overall safety and protection of their children.



The Team

The team comprises of one (1) Program Manager, (1) Team Leader, four (4) Family Wellbeing Practitioners, one (1) Community Support Worker and one (1) Administration Support Officer. Referrals are received from a diverse range of services such as Education, Queensland Health, Child Safety Services, the Indigenous Family and Child Connect/Family (IFACC) and other non-government community agencies.

Families and services can refer to the service online through the Families Website. In addition, families also have the ability to self-refer if they choose. The service is open for operation from 8:30 am to 5:00pm; however, there is flexibility to support families outside of the standard working hours Monday to Friday and Saturdays by appointment.

Throughout 2017/2018 the YDFW program supported student placements from the local Universities and TAFE Queensland. Students were exposed to a range of tasks targeted towards their specialised areas of learning.

During their placements, they became an integral part of the continuous day-to-day operations.

In keeping with the Family Wellbeing Framework, YDFW provides:

- Comprehensive and holistic case management
- The delivery of practical services that address the specific needs of families
- Opportunities for individual and family support including information and advice in areas that includes but is not limited to; parenting skills, building family cohesion and kinship connections, budgeting and household management
- Linkages and coordination to appropriate services for joint planning, shared resourcing and the development of formal and informal partnerships to build the capacity of families.

Community awareness and support of the program is key to building, maintaining and expanding YDFW's service delivery reach and assists staff to support families achieve identified outcomes. All YDFW staff have knowledge of specialist areas within community services and are focused on building strong relationships with key agencies and services in both government and non-government sector to assist in resource identification and supports for vulnerable children and families.

To raise program awareness with all stakeholders (including community members), YDFW staff attend a number of joint working groups, network meetings, community meetings and stakeholder

visits across the catchment. This strategy also assists staff to strengthen relationships with partner and collaborative agencies and promotes awareness, accessibility for families.

The Yeaca Dhargo Family Wellbeing leadership participation in the Local Level Alliance working groups and meetings has proved to be a great opportunity to implement the awareness, promotion and relationship building strategy of YDFW program and staff. These groups and meetings further assists stakeholders to create streamlined referral pathways to support and specialist services as well as identify emerging trends, issues/challenges and barriers to service delivery.

Specific Aims and Goals of the Program

The YDFW Program aims to achieve the following:

- That highly vulnerable families are stronger, capable and more resilient – families are appropriately referred and engage with the support they need.
- Improved life outcomes for vulnerable children – a reduction of children in care; and a reduction in risk factors for vulnerable children.
- That more suitable support services are provided to vulnerable families – government investment proportions shift from tertiary to secondary; and agencies refer to the most appropriate services.

Service Delivery

Throughout 2018, YDFP worked with approximately 177 families who were provided support as outlined by the Family Wellbeing Framework guidelines. The average number of families that work with YDFP at each quarter was approximately 55 families.

Referrals Received and Service Hours as Outlined Below:

Referrals	July - Sept 2017	Oct- Dec 2017	Jan-March 2018	April-June 2018	July-Sept 2018
Self-referrals	3	21	14	22	18
Partnership – FACC & IFACC	5	7	6	4	4
RIS	9	4	3	1	7
CSSC	9	11	3	2	6
Other – NGO's, government, education, elders	8	9	4	12	9
Service hours per quarter (standard hours = 2633)	1495.1	1537	1334.4	2900.8	2079.8
Total	34	55	30	41	44

Data Review

Over the last financial year, YDFW has received a total of 177 referrals. Primarily these referrals have been received from families who have opted to self-refer to the program. This is in line with the principle of the Family Wellbeing Program which promotes the importance of self-referrals and community initiated referrals.

This is encouraging and may indicate that families are consider the program as a positive and culturally safe service which will provide not only culturally appropriate support but effective interventions and practical support when families are experiencing every day challenges. Twenty-nine referrals were recorded as Child Concern Reports (CCR) and 11 cases had contact and/or intervention with Child Safety Services. This number is relatively low considering the high number of referrals received over the last annual reporting period.

At the commencement of the 2017/2018 year there were approximately 87 open cases, and the equated to 117 service users. In total, the YDFW team supported 159 service users who identified as Aboriginal and Torres Strait Islander people. On average staff members worked with families for approximately 144 days.

Program hours increased exponentially throughout the year after staff received further training in the recording of data in the case management database. With the additional information it was identified that staff were able to more accurately reflect the support provided to families.

Staff movement pose an ongoing issue in terms of data reporting accurately. Strategies have been identified within the team and in collaboration with the funding body to provide further training to new staff members and also when changes are made within the data base.

Staff Development and Training

Staff development and training opportunities were provided to staff throughout the year and was provided by partner agencies and government and non-government organisations. Staff are encouraged to attend workshops and training in their specific areas of interest to ensure that practice knowledge is current and continues to meet the needs of families who present with a broad range of issues.

Staff are also afforded opportunities to undertake further studies as required or desired. All employees of Kurbingui have access to 6 weekly external supervision to ensure their professional development and self-care.

Partnerships and Collaborative Outcomes

As mentioned briefly above, YDFW staff participate in a number of local and regional networks, community meetings, agency visits. Specific mention should be made of the Local Level Alliance (LLA) working groups and meetings, Northside Stakeholder Group and Regional Intake Service/Child Safety After Hours/Principle Child Protection Practitioners/Family and Child Connect meetings. These groups provide an important platform to discuss strengths, challenges, share case studies and practice information and the new and existing services across the community service sector. Internally, YDFW staff work together with all Kurbingui Program teams – Bridges, Community Access, Numula, Special Projects, Cultural Programs, Skilling Queenslanders for Work, Aboriginal Health Practitioner and the program and organisational Administrative Support staff to provide a continuous flow of service delivery to all clients, families, community members (including Elders). The list of partner and collaborative stakeholders below is a snapshot of services and agencies YDFW would like to acknowledge and illustrate the extensive relationships and linkages YDFW and other Kurbingui staff continue to maintain and/or establish throughout the year:

- Brisbane Northside Elders Group
- Brisbane Aboriginal & Torres Strait Islander
- Acquired Brain Injury Outreach Service (ABIOS)
- Community Housing Service – BATSICHS
- Home Stay Program
- Umpi Korumba Aboriginal & Torres Strait Islander Corporation for Housing
- Primary, Secondary Schools across the Greater Brisbane region
- BRIC Housing
- Domestic and Family Violence response services
- Inch Housing
- Queensland Police Service – including the PLOs
- Act for Kids (ACT)
- Relationships Australia
- Child Safety Service Centres
- Grit Program (for behaviour - children experiencing challenges within mainstream setting)
- Zillmere Community Centre
- Department of Housing – (Service Centres)
- Zillmere PCYC
- Black Community Housing (now known as
- Zillmere Family Assistant program
- Uniting Community Care
- Queensland Health – Hospitals, Community Centres and other Allied Health Services
- Child Youth Mental Health Services (CYMHS)

- Education Queensland (Ed Qld)
- Jabiru Community College
- Aboriginal & Torres Strait Islander Community Health Services (ATSICHS)
- Institute for Urban Indigenous Health (IUIH)
- Aboriginal & Torres Strait Islander Legal Services (ATSILS)
- Kummara Family Wellbeing Service
- Micah Projects
- Hart 4000
- Change Futures
- Yumba Hostel
- Mercy Community
- Centacare
- Joyce Wilding Hostel
- GIVIT - Goods for Good Causes
- Nexus Food hampers - Stafford
- Bernie Brae - Chermide
- Connected Inc - Virginia
- Secretariat of National Aboriginal and Islander Child Care (SNAICC)
- Queensland Aboriginal & Torres Strait Islander Child Protection Peak (QATSICPP)
- Queensland University of Technology
- Australian Catholic University - Banyo
- TAFE Queensland

Summary

The YDFW Program staff are committed to continue to provide culturally appropriate and effective support service that works to improve and strengthen vulnerable Aboriginal & Torres Strait Islander families, children and young people across the catchment.

Staff will continue to maintain and/or establish effective and collaborative working relationships and partnerships with government and non-government departments, agencies and services to strengthen the capacity of the service delivery of the Yeaca Dhargo Family Wellbeing Program and promote the self-determination of Aboriginal & Torres Strait Islander families, children and young people.



Indigenous Advancement Strategy



Australian Government
Department of the Prime Minister and Cabinet

The Indigenous Advancement Strategy (IAS) is the way the Australian Government funds and delivers a range of programs for Aboriginal and Torres Strait Islander people.

The Australian Government has three clear priorities to make sure efforts are effectively targeted:

- The positive impact that education has on the future success of individuals, families and communities is clear. Children who go to school have better life outcomes.
- Employment, economic development and social participation improve the lives of families and communities. The right conditions and incentives need to be in place for Aboriginal and Torres Strait Islander peoples to participate in the economy and broader society.
- Growing up in a healthy and safe home and community is essential for families to thrive and reach their full potential. In particular, the violence that too many women and children face must be addressed.

Kurbingui is funded under the Indigenous Advancement Strategy to meet achieve these priorities through the Bridges and Numula Family Safety Programs. While the funding for the programs are specific to the Education and Healthy and Safe Home and Community priorities, the work undertaken with Aboriginal & Torres Strait Islander individual, families, children and young people crosses over the three priorities identified.

Kurbingui Youth and Family Development is committed to the Indigenous Advancement Strategy of the Department of Prime Minister and Cabinet and the three priorities identified and improving the lives of Aboriginal & Torres Strait Islander individuals, children, young people and families.

Numula Family Safety Program

Program and Service Report (Communities)



Australian Government
Department of the
Prime Minister and Cabinet

The Numula Family Safety Program (Numula) is funded to provide culturally responsive support and links to services to Aboriginal & Torres Strait Islander individuals and families impacted by Domestic and Family Violence. The Numula objective is to address and challenge violence within the home and community. The program

works closely with other services in the catchment (North Brisbane to the Moreton Bay Region) so that together we address any tolerance to violence and collaborate in groups and activities to promote a safer community.

Numula was developed in response to the concerns of the local Aboriginal & Torres Strait Islander Community, especially voiced through the Northside Elders, due to growing awareness of Domestic and Family Violence. Numula continues to be the only Aboriginal & Torres Strait Islander specific family safety service in the catchment.

The Numula Family Safety Program provides inclusive practices and promotes safety and early intervention. The program accepts referrals from the Police (via Redbourne), other services and through self-referrals. We would like to acknowledge and thank the funding body the Department of Prime Minister and Cabinet under the Safety and Wellbeing Programme for their continued support in funding this valuable community program.



Referral Summary

Month	Referrals	Referral Source	
		Redbourne	Other
July	18	12	6 Self; 1 Agency
August	14	10	2 Self; 1 Agency; 1 School
September	21	18	3 Self
October	18	18	
November	19	18	1 Self
December*	09	09	
January*	24	24	1 Self (Follow Up By Redbourne)
February	15	13	2 Self
March	17	16	1 Self
April	15	12	1 Self; 2 Support Services
May	10	09	1 Self
June	13	12	1 Internal Program
TOTAL	193		

**reflects a pattern DFV services note in relation to the Christmas and school holiday period.*

Numula receives the majority of referrals for support through Redbourne, a direct service provider referral database used by the Queensland Police Service. The referral process enables Numula to engage or attempt to engage with individuals or families within a 48 hour period of being attended by Police. Self-referrals come by word of mouth within the community, through information sessions with Elders and other program workers.

Program Activities

Numula program activities with individuals and groups include interaction through initial engagement, referral processes, links to local services, group work and community activity and events. This includes key stakeholder engagement to identify existing activities and to design or co-design and facilitate activities across programs and services.

Stakeholder Engagement/ Networking

Attending stakeholder and networking meetings is an essential component of the program to maintain current information for referral pathways. The following key network events and stakeholder groups have formed part of Numula activity and contribute to important referral pathways for individuals:

- Brisbane Domestic Violence Practitioners Network
- Brisbane North Service Provider Network
- QPS Networking Day (including a Numula Program presentation)
- Northside Alliance Against Domestic Violence
- Brisbane North Murri Network
- Deadly Network Gathering
- Deadlee Maardars Association
- Moreton Bay Murri Network
- Queensland Aboriginal and Torres Strait Islander Foundation
- Brisbane North Local Level Alliance

Through network activity, the program worker was also involved in contributing to the working groups across the First Nation's Domestic and Family Violence Advisory Group; the Dept. Of Child Safety, Youth and Women Domestic and Family Violence Project Group Meeting; Domestic and Family Violence Support Services Practice Standards Development; and the Brisbane High Risk Team Model Development Update.

Group Programs

Numula continues to work collaboratively with the Zillmere Community Centre to co-facilitate a Women's Group fortnightly within the Centre. The group provides information about maintaining safety and reduces isolation for those seeking support and local connection, with discussion focussing on topics of concern or interest to the women. The group also celebrates key cultural events like NAIDOC as well as noting International Women's Day. A multicultural theme was enjoyed this year and over 30 local women celebrated.

Indigenous Triple P Parenting Program

Numula continues to support and co-deliver the Indigenous Triple P Parenting Program with Yeaca Dhargo to parents and carers, offering a one day format for those dealing with Family Law Matters, with Child Safety issues and when seeking new strategies in responding to their children's needs. The Triple P Program promotes behavioural management strategies that value and highlight respect and positive communication.

Professional Development

Maintaining current knowledge for practice through professional development and forums included ongoing Triple P Parenting Program accreditation, Champion of Change training, Annual Women and Homelessness Forum, Stay Strong Training, Victims of Crime and Domestic and Family Violence, and Elder Abuse Training.

Bridges Program

Program and Service Report (Communities)



Australian Government
Department of the
Prime Minister and Cabinet

The Bridges Program works collaboratively with schools, parents, children and the community towards improving educational achievements and overall outcomes as well as creating positive educational journeys for all of the family members.

The past 12 months has been extremely busy for the Bridges Support Worker in the Metro North and Moreton Bay community in so far as engaging with Government and Non-government organisations, families and community to support improved educational outcomes for Aboriginal & Torres Strait Islander children; below are the intended outcomes the program works hard to support the participants and their families achieve.

- Build strong leadership that supports high expectations of Aboriginal and Torres Strait Islander students' educational outcomes;
- Support the establishment, implementation and/or ongoing progress of community-school partnerships; and
- Support and reinforce children's learning at home.

The program is designed to enhance the capacity of parents/caregivers of Aboriginal and Torres Strait Islander children to engage with schools and education providers to improve educational outcomes for their children. This includes the formal establishment of partnership agreements between parent groups and school leadership to work together and improve the overall status of Aboriginal and Torres Strait Islander students in their school. Activities are flexible and unique and can include but are not limited to:

- Yarning circles
- Art program
- School based programs (traditional games), mentoring
- In class support
- School holiday activity programs; and
- Workshops on numeracy, literacy, budgeting and behaviour.
- Social and emotional wellbeing support
- Parent/Carers support building positive relationships with the school community

The program also provides support, information and advice to parent/carer groups to engage and interact more effectively in their children's educational challenges, particularly in relation to literacy, numeracy and school attendance.

Agreement

Bridges has formed positive relationships with the Brisbane North side cluster school community whereby agreements have been established. These agreements set out a number of measures to support a student's educational journey and can include:

- Respecting and valuing students and acknowledging their cultural backgrounds
- Having high expectations of students and their abilities to learn and succeed
- Ensuring the 'what' and 'how' students learn is relevant to their lives and aspirations
- Developing ILP for students and
- Being flexible within school organisations and with resources.

Schools Engaged

- | | | |
|----------------------------------|--------------------------------|-------------------------------|
| • Sandgate High School | Hill | • Ferny Grove High School |
| • Mitchelton High School | • Arethusa College | • Indooroopilly High School |
| • Northgate State School | Deception Bay | • Kippa-Ring State School |
| • Virginia State School | • Boondal State School | • Sandgate State School |
| • Jabiru Flexi School | • Strathpine West State School | • Craigslea High School |
| • Wavell State High School | | • Parklands Christian College |
| • Everton Park High School | • Bray Park High School | • Norris Rd State School |
| • Bracken Ridge Pathways College | • QLD Pathways College | • Aspley High School |
| • Taigum State School | • Pine Rivers High School | • Hendra State School |
| • Ambrose Treacy College | • Lawnton State School | |
| • Arethusa College Spring | • Bray Park High School | |
| | • Mt Maria College | |

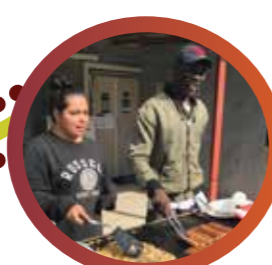
Organisations Engaged

- | | | |
|--|--|--|
| • Kurbingui Yeaca Dhargo Family Support | • Youth Justice | • Child & Youth Mental Health Services (CYMHS) |
| • Kurbingui Numula Family Safety Program | • MomentIM | • NWAICA (Youth Service) |
| • Yadeni Tago – Indigenous Family and Child Connect/non-indigenous Family and Child Connect (Kurbingui & Mercy Community – Partnership Initiative) | • Institute for Urban Indigenous Health (IUIH) | • Art Shed |
| • Jabiru | • QLD Health | • Ramp Attack |
| • Brave Hearts | • Life Without Barriers | • Department of Communities and Disability Services QLD |
| • PCYC QLD Police Service | • McDonalds | • Bracken Ridge TAFE |
| • Deadly Choices | • Australian Catholic University (ACU) | • Taigum Centro |
| • Moreton ATSICHS | • Brisbane City Council | • Office Works |
| • Brisbane ATSICHS | • Sandbag Sandgate | • Department of Child Safety, Youth and Women (Qld Government) |
| • Education QLD | • AIME Mentoring | • Koobara Kindy |
| | • Pivet Coffee Co | • Inala Wangarra |
| | • Mercy Community | |
| | • Brisbane Northside Elders | |
| | • HELP Enterprises | |
| | • Moreton Bay Regional Council | |

Individual / Family Support

The Bridges program continues to work with families and young people in the area to engage and maintain their attendance at school. The program in this reporting period have had 18 clients referred to the program majority of referrals are for young boys.

A reflection on the figures identifies that the program is actually supporting 50 individuals in total. Due to our families having multiple children in the home or blended families the Bridges Support worker and the part time staff member provides assistance with the whole family. Sibling and parent support is the key to success in getting our kids back at school and attending regularly. The Bridges Support Worker delivered one on one support in the classroom for a number of clients. This is often required for a short period of time due to specific circumstances (as in this instance) where the Support Worker sat with a group of students to support their participation in classroom



activities and their behaviour was positive to themselves and others. This process resulted in an increase not only in participation and improved behaviour but overall attendance.

School Based Programs

Art Program:

The initial art project was requested from the Principal and Teacher Aide at the Bracken Ridge Pathways College in 2017 to teach Aboriginal & Torres Strait Islander and non-indigenous students about culture and how art plays a unique role in Aboriginal and Torres Strait Islander communities. The Project had 40 students in 2017, 30 at Qld Pathways Secondary College (QPSC) and 10 at Sandgate State High School. In the first half of 2018, Mitchelton and Pine Rivers State High Schools, the QPSC Flexi School, MomenTim men's group, Deadly Sisters group, various NAIDOC Celebrations and the Kurbingui Skilling Queenslanders for Work (SQW) Construction Trainees participated in Art programs with the Bridges Support Worker, the Part Time Support Worker, other Kurbingui staff and volunteers. The sessions enabled the participants to learn about Identity, Culture, Leadership and Confidence. In some instances students/participants used the sessions as a self-care strategy when they were feeling anxious or stressed. This number of participants in these groups reached approximately 150 which was a considerable increase in comparison to the number of participants that attended similar programs in the 2016/2017 year being 40. This can be attributed to word of mouth throughout the community and the ongoing development of collaborative partnerships with internal and external stakeholders.

Average Participants Per Week: 20



Men's Group Program:

The Bridges program linked with the MomenTim program and co-facilitated a young men's group in 2018. The MomenTim program is a Young Men's Mental Health program and along with Mentors from the Institute of Urban Indigenous Health (IUIH), the Bridges support worker would facilitate discussions and activities that included topics such as Mental Health, Identity, Culture, Life Skills, Nutrition, and Physical activity. The Bridges Support Worker would also provide the linkages for other the young boys into this the group. The participants included, young boys who were not attending school because they were experiencing problems at school. A component of the support was to provide transport for participants from their schools to the group sessions each Wednesday. The outcomes achieved by the young boys were many in various areas of their lives. While it was a successful program the investment of time for transporting participants to and from the sessions was quite high as the young boys attended different schools and lived all around the catchment area. More support in this area is something that will be looked at when organizing the next program.

Average Participants Per Week: 15

Yarning Circles:

The Bridges program facilitated yarning circles at a number of schools. This program targeted Aboriginal & Torres Strait Islander students who wanted to learn more about culture and have a safe space for any community or personal issues raised and discussed without judgement. The students learned about Culture, Identity, History, NAIDOC, Racism, Bullying, Health and Physical activities. The topics varied from week to week depending on what the group wanted to talk about. The group was provided during the school term and where a need was identified it was extended to the full semester. The Bridges Support Worker observed students involvement in the group increased as they attended more and more sessions. This was evidenced by their participation in activities that were more hands on rather than reading exercises or where they were required to just listen. The yarning circles included young boys that identified a need for an alternative outlet other than the support provided from a guidance counselors or teachers.



This does not in any way take away from the support that is provided from these positions within the school community. It is illustrated here to demonstrate that providing additional support and alternatives allowed the young boys to work with the Bridges Support Worker to provide opportunities to learn more and connect with their culture, identity and receive positive messages and mentoring.

Average Participants Per Week: 15

Community Programs:

Homework Club;

The Kurbingui Bridges Homework group continued on in 2017/2018 and while numbers were small initially, as the year progressed the numbers increased dramatically with the group attendance sitting at 8 every Monday. In previous years the Australian Catholic University (ACU) Teaching Students who would volunteer their time to assist with the student through tutoring. Unfortunately in 2018 this did not continue and in part this can be attributed to a change in staff within the Unit and unfortunately a change in direction. Regardless, the Homework group continued and the Bridges Support Worker with the assistance of the part time worker and at times volunteers took over the role of tutors with all of the attendees. This was predominantly undertaken by the Bridges Support Worker. Those students that did not have homework assigned from school participated in writing exercises that included cultural topics such as Aboriginal & Torres Strait Islander celebrities, Aboriginal Medical Services, Sports Stars, different Tribal Groups and where they come from, an understanding of NAIDOC and Mabo day and what this is about. Kurbingui and the Bridges Support Worker will reconnect with ACU and other universities in the next reporting period to hopefully re-establish the partnership with ACU, establish more partnerships with other Universities and Colleges to make this group grow even more.

Average Participants Per Week: 8



Spear Making Program:

The Spear Making program wrapped up towards the end of 2017 with the group participants all making fishing spears and message sticks for the Elders. This group targeted young boys and men. The young boys chatted with the men that volunteered their time about issues specific to young Aboriginal & Torres Strait Islander men. The group ran for 12 weeks and was held once a week after school (Friday afternoons). The sessions involved a feed and the making of their fishing spears and message sticks as well as the discussions and a written component which consisted of a journal that each participant wrote their own thoughts, questions and reflections in. The last session the group of young boys and men had a sleep under the stars and camped at Kurbingui. The next morning the group went to the local park and had tested out their new creations and practicing their throwing and aim. Feedback from the participants was extremely positive from everyone involved. It was a great wrap up to the program that the facilitators observed positive change in the participant's behaviour, confidence and identity and created an opportunity for enormous growth for all participants and those including Kurbingui staff who facilitated the program. Overall it was a very powerful program that the Bridges program aims to run every year for our young boys/men in community.



Average Participants Per Week: 8

Park Play Fitzgibbon:

Park play was an event for families in north side area run by Jabiru in partnership with Brisbane City Council, Kurbingui, PCYC, Boondal Police, local Members of Parliament and Schools during the September school holidays. At the event Bridges facilitated the Indigenous Art Workshops where the community members were able to create the banner for the annual event. This event provided all key stakeholders in the Zillmere, Taigum and Boondal areas to work together as a collective to bring all cultural backgrounds together and celebrate an amazing community. Attendance from community and stakeholders was high in numbers and we were all encouraged by the participation of the children and young people from all different cultural groups and ages. Parent participation with their children and young people was also one of the highlights of the event.

School Holiday Program:

The Bridges program coordinated a Christmas school holiday schedule in 2017 for local families to attend. The Bridges Support Worker assisted by a trainee and volunteers developed the schedule to include activities such as, fishing, swimming, sport, visits to the museum, Science Centre tours, Flip Out and Arts and Crafts. These programs are always successful and we could have had many more participants but unfortunately due to the capacity of those contributing to the supervision we had to call a cut off with the numbers at 25 participants over all sessions. The Bridges program and partner agencies look forward to organising something similar throughout the next reporting period and hope that we can attract more staff and volunteers to cater for the increased numbers as demonstrated by the ongoing interest communicated from families in the local area. This holiday schedule was a mammoth task to undertake and we would like to thank all of those involved as they stuck with it from week 2 of the school holidays to the last week and finished with the annual Back to School Day.



Back To School Day:

The Back to School day activity was conducted on the 19th of January 2018 and aimed at assisting Aboriginal and Torres Strait Islander children and young people and their parents get off to a great start to the year. Those who attended on the day were provided with access to free school bags and haircuts as well as a free sausage sizzle, activities and entertainment.

There was a registration booth that kicked off the days proceedings and the participation was extremely positive. There were 250 participants registered throughout the day.

When assessing community participation over the 4 hour period (10am-2pm) the Bridges Support Worker identified that it almost all those registered participated in some way in the event.

That was an outstanding achievement and many thanks goes out to the partner stakeholders who

attended on the day and encouragement of all involved with the community members to participate and enjoy the day as well as generate energy and excitement for the children and young people starting their new year at school.

For next years event the Kurbingui Bridges program aims to go even bigger and change things up to include a passport system to save long waiting times and to ensure the school bags are given out fairly to kids who attend on the day and for them to have a souvenir from the day.

The Back to School Day event is one of Kurbingui's biggest events and as such all involved are excited to see what 2019's event brings.

Thanks again to all of the partner stakeholders.(See Acknowledgement and Thanks to Partners further in the Annual Report document)



Snapshot of Activities and Events 2017-2018 reporting period:

- NAIDOC Day Virginia State School
- NAIDOC morning Tea Sandgate High School
- Zillmere PCYC netball tournament
- Taigum state school under 8s day
- Harmony day morning Tea Jabiru
- Community BBQ Jabiru flexi school
- NAIDOC Strathpine West state school
- NAIDOC day Wavell High school
- Weightlifting workshops PCYC
- Parent meetings Virginia State school
- NAIDOC Boondal state school
- Zillmere Youth vs Qld Police Service Touch Football day
- NAIDOC Lawnton state school
- Attending the quarterly SRG meeting PCYC
- Champions of change workshops

- KATSICE program
- Moreton bay Interagency meetings
- Moreton Bay Murri yarning circle Meetings
- Elders forum
- Ramp attack Youth Development
- First AID and CPR
- ICPRCG meetings
- Traditional games
- Fire Awareness training
- Flexi school Touch Football day at Suncorp stadium
- Reconciliation Mural at Taigum shops
- Kurbingui Mural painting
- Kippa-Ring under 8s day
- NAIDOC day Mitchelton
- Boomerang demonstrations Mitchelton High School
- Boomerang demonstration Hendra State school
- Boomerang demonstration Sandgate High
- Mentoring at the Junior Murri carnival
- NAIDOC day at Inala
- NAIDOC day at Koobara Kindy
- NAIDOC at Kippa-Ring State School
- NAIDOC Ambrose Treacy College
- NAIDOC at Pine Rivers High school
- Back to School Day
- Family Day –Pine Rivers Park
- Parenting Programs
- Yarning Circles
- Spear Making Program
- School Holiday Programs
- Homework Club
- Men’s Group Program

Success Stories/Case Studies

- A young person who was disengaged from school completely and was also expelled from numerous High Schools in Brisbane is now attending the ASDAN program at PCYC and with support from the Bridges Support Worker and other external stakeholders he has maintained a very good attendance rate in 2018. Everyone is very proud of him.
- A young lady who was suffering from severe anxiety around large groups of people, which included school, did not attend school for over a year and with ongoing support is now at Jabiru Flexi School. Through the collaborative support of Jabiru and Kurbingui Bridges program she has maintained a very good attendance rate.
- The Bridges Program in partnership with internal and external stakeholders, including community members, coordinated another successful BACK TO SCHOOL day with 250 people registering their attendance on the day. Thanks to Jabiru, Mercy Community, Qld

Police Service – including the Police Liaison Officers, Life Without Barriers and the local Barber and Hair Dresser to name a few.

- Christmas school holiday program which included two activities in partnership with Life Without Barriers
- Coordination of the TAIGUM mural painted by Travis Coyne - Bridges Support Worker, the Skilling Queenslanders for Work Construction crew and local community artists.
- There was a high demand for art programs during 2017/2018. As the demand continues to be high it is anticipated that through partnerships the Bridges program will endeavour to run more of them in schools in 2018/2019. The art programs provide a wonderful opportunity for students to link with the support worker and other volunteers, Community Engagement Coordinators, Elders and external partner support programs and share stories, discuss issues and learn about painting and creating positive messages through storying culture. The positive outcomes reflected back to the Bridges Support Worker included, students increased attendance, new energy to attend school and participate in more programs/activities, increased academic results, increased pride and connection to culture.
- QPSC completion of Norris Rd state school mural, Flexi School. Students involved with the Bridges program participated with the Support Worker who coordinated the activity.

Thanks and Acknowledgement of the Key Partner Stakeholders

Thanks for the fantastic and strong working partnerships that assists the Bridges Support Worker to achieve great outcomes for all concerned. Those partnerships include but are not limited to:

- Maia Calchi, Aunty Merle Cashman and Sarah Frazer from Mitchelton State High School
- Logan Poon - Police Citizen Youth Club
- Richard Monaei - Queensland Police Service
- Melissa Sothern and Josh Jackson from the Queensland Pathways Secondary College
- Goma Conlon - Brisbane Natives
- Frank Brown - Deadly Choices
- Joshua Fuid - Brisbane Broncos
- Silvia Jones-Terare - Life Without Barriers
- Alex Morgan and Morris Hodges - The Urban of Institute Indigenous Health.

Kurbingui Community Access Program

Program and Service Report (Communities)

Kurbingui Community Access

This program is funded by:



Overview

The Kurbingui Community Access program has continued to be supported and funded by Kurbingui Youth Development Ltd. The Community Access program is open 2-days a week Mondays and Fridays each week from 9.00am to 4.00pm.

Computer and Internet access are still a key part to the Community Access Program, along with telephone, printer, scanning and fax access.

Highlights

The Community Access program continues to move forward and as a self-funded program and has the flexibility of evolving to the needs of the community.

The Community Access staff member also provides support to partner programs within Kurbingui. Specifically, the support worker offers assistance and support to clients of the programs through community activities, events, workshops and short programs including but not limited to:

- Mabo Day
- ORC International
- Homework Support
- Back to School Day for
- families
- School Holiday Activities
- Women's Groups
- Parenting Programs
- Community Days
- Art Exhibitions
- Client support
- Advocacy

Kurbingui Aboriginal and Torres Strait Islander Cultural Engagement Program (KATSICE Program)

Fee-for Service Program

Overview

Kurbingui Aboriginal & Torres Strait Islander Community Engagement (KATSICE) targets audiences from non-indigenous and indigenous government and non-government organisations that provide services to Aboriginal and Torres Strait Islander people, families and individuals in community.

The aim of the project is to provide suggestions, guidance, support and strategies to the target audience in how to engage with Aboriginal and Torres Strait Islander peoples within their community by sharing cultural knowledge and understanding. It also provides more in-depth education regarding historical and current issues impacting on Aboriginal and Torres Strait Islander peoples in the community.

The program is a "fee for service" with costs charged on a sliding scale for organisations, agencies and community groups. Feedback about this program has been extremely positive and indicated that it is a much needed short program and internally an excellent vehicle for Kurbingui staff to build the personal and professional strength, confidence and cultural knowledge of stakeholders to assist community members to break the cycle of trauma through family violence, substance abuse, isolation, overcrowding, suicide and family breakdown.

This program comprises of forums, workshops and other activities. The beauty of the program is that it can be tailored to the nature of the agency and the context of the services delivered.

Outcomes achieved include:

- Information shared at the workshops included that people seeking assistance often required a multi-agency response and the two-way connection to Indigenous community-based agencies added value to the work being provided in mainstream environment.
- Participants, workers or community members, reported that they acquired a greater knowledge overall of the broader service and support networks.
- Families reported they felt better informed about services and products that may assist them.
- Attendees reported that they had a better understanding of the impacts of past policies and practices on Aboriginal and Torres Strait Islander people.
- Workers reported that they gained knowledge of Indigenous services and connections with the Aboriginal and Torres Strait Islander community.
- Service providers reported that they felt more confident in providing services to Aboriginal and Torres Strait Islander clients in a culturally sensitive and appropriate manner.
- Agencies and their employees can and reported that they have implemented strategies from the workshop in their workplaces to establish a culturally appropriate environment for staff and clients.

Highlights

The KATSICE Program has gone through many changes with ongoing reviews and tailoring the content to be specific to the audience as well as being delivered at places of work in various industries. Over the past year Kurbingui has delivered a variety of KATSICE programs to larger and smaller groups as well as the overview version and specific to the organisation. The overall success of the program can be attributed to the connection that the participants experience with the guest speakers and presenters.

Due to growing demand it is anticipated that the KATSICE Program will be run more frequently during the next year and the coordinator aims to reach a broader audience to create a more integrated and culturally appropriate service sector. The tailored programs will also continue to be developed as requested and promotion of the programs to organisations that work with our Aboriginal and Torres Strait Islander community members in all areas will increase.

Aboriginal & Torres Strait Islander Children's Day

Working in collaboration with Life Without Barriers, our organisations hosted a day in the park (Pine Rivers Park) for the children, young people and their families. Local organisations contributed to the day by providing information, resources and showcasing activities for the children and their families to partake in. Everyone enjoyed a free sausage sizzle from the Local Lions Club. It was a great turn out and a great day for everyone. Many thanks goes to our partner Life Without Barriers for their ongoing support and contribution to events, activities, workshops, and cultural day camps all aimed at improving the lives of Aboriginal and or Torres children, their families and broader community and other partner agencies.



NAIDOC

This year Kurbingui attended NAIDOC Celebrations on the Northside and Southside. We had our teams from the various programs go out and participate in NAIDOC activities and showcase what Kurbingui has to offer as a Service to the Community. We attended the Brisbane Northside NAIDOC, Inala NAIDOC and attended many different Schools to present and engage in activities.



National Aboriginal & Torres Strait Islander Children's Day

On the 21st September, 2017, Kurbingui in partnership with Life Without Barriers led the event to celebrate National Aboriginal & Torres Strait Islander Children's Day with other partners including Jabiru and Mercy Community. This event was held at O'Callaghan Park, Zillmere. The activities included Sand Art, other Arts and Crafts, Sausage Sizzle, Ball Games and Music. The Master of Ceremony was Kevin Maund Program Manager Communities and as usual he was great. Thanks Kevin!! Families' feedback included that they had a great day, loved the food and loved the merchandise from the various organisations.



Footprints to Employment

Footprints to Employment is a program for active Indigenous Job Seekers. For two days a week (Wednesday & Thursday) the program consisted of three sessions with five participants in each group which ran for 8 weeks. Kurbingui provided space in the Community Access area and each session was facilitated by a Kurbingui staff member. The sessions focused on assisting participants to prepare a solid resume and practice their interview techniques. Individual goals were identified by each of the participants so there was a clear plan and direction for them to achieve the best outcomes with the main objective of gaining and retaining employment. Advertising was undertaken throughout the community via posters in partner agencies, shopping centres and also distributed through email networks Staff also attended local Community organisations to speak to staff and community members.

Women's Group

The Numula Program works in collaboration with the Zillmere Community Centre in hosting a Women's Group every second Tuesday at the Community Centre. Session's included Mother's Day Bingo, Music & Art Therapy, Multi-Cultural Day, and Women's Self-Care Workshops, Information sharing, referral and advice, Cultural arts and crafts.



Elder's Forum

The first Elder's Forum was held in partnership with Kurbingui, the Brisbane North side Elders' Group and Life Without Barriers. This was the first forum for the Brisbane North side Elders Group and was a great success. Elders attended from Logan, Gold Coast, Ipswich, Inala, North Brisbane

and Moreton Bay areas and contributed to discussions about worries and concerns they had in their communities and the solutions they believed would make a difference.

Kurbingui and Life Without Barriers provided a scribe for each table and the information was gathered and at the conclusion of each discussion the information was presented to the larger group for further conversation. The areas of concern raised were specific to the areas of Child Protection, Youth Crime, Education, Housing, Police Relations with Community, Elders and their Roles with Stakeholders and Integration for Men and Women from Prison to the Community. The discussions were rich with knowledge, wisdom, energy and passion and focused on working on solutions with government and non-government stakeholders. The information was collected and collated and discussed at meetings and gatherings with decision makers in the various government and non-government departments.



Community Art Exhibition

Kurbingui and Life Without Barriers held a Community Art Exhibition to promote local artists' works. The evening was a great success with many sales of paintings and crafts throughout the evening. Over one hundred people attended the event and were able to meet the artists and learn about the stories behind the beautiful creations. Once again the support of the community and partner stakeholders was strong and encouraging. The energy and interest in having another Community Art Exhibition is high and as such there are plans in pipe line for another one closer to Christmas 2018.



Work for the Dole

Kurbingui hosted three Work for the Dole (WFTD) programs overall. This program was delivered by Careers Employment Australia in partnership with Kurbingui Communities portfolio and HELP Employment.

The first and the second program was so successful that Kurbingui was provided the opportunity to host a third program in the beginning in the end of 2017 and completed in late April 2018. This was a really positive outcome for the organisation because it is unusual for three programs to be hosted at one site.

Projects undertaken at Kurbingui by participants included the construction of the concrete slab (including drainage) and garden shed, the construction of the slab and installation of the water tank, the building of the garden fence surrounding the community garden, ongoing development and maintenance of the community garden with Uncle Alan Finn behind the main office (425 Zillmere Road), the development and maintenance of garden beds and sitting areas on the property at Yadeni Tago house (445a Zillmere Road), general cleaning, rubbish removal and maintenance of the Kurbingui properties and contribution to the renovations of the "Old Bakery" building. Kurbingui would like to acknowledge and thank the WFTD Supervisors - George Zangerle and Wally Hugo and the participants of the program.

Two of the participants of the program went onto become volunteers and have, at times, recruited others to continue the work with Uncle Alan Finn in the ongoing planting, expansion of the gardens and overall maintenance of the community gardens. Special thanks to Brian Edwards and Statton Broxham for all of their hard work and support of Kurbingui.



Skilling Queenslanders for Work

Program and Service Report (Communities)

Overview

Kurbingui Youth & Family Development (KYD) and the Department of Employment, Small Business & Training (DESBT) have been working in collaboration in the provision of training, education and employment



opportunities to the North Brisbane Aboriginal and Torres Strait Islander community members throughout the catchment area. The Skilling Queenslanders for Work (SQW) Initiative supports job seekers into work, providing opportunities through a range of community-based training projects and employer incentives. The aim of this project is to develop skills and qualifications to directly enter the workforce and sustain employment successfully.

Funding

The Labour Government re-introduced Skilling Queenslanders for Work (DESBT) in 2015 and has since received an extension, up until 2020-21, to support 54,000 Queenslanders into work. Kurbingui Youth & Family Development continue to be successful in securing funding to run appropriate qualifications under this initiative, with just winning the only 3 year contract given in a metropolitan area in Queensland for the Works Skills Traineeships.

What makes this program successful is the projects are tailored to support local community targeted at young people, mature-age job seekers, Aboriginal and Torres Strait Islander people, people with disability, women re-entering the workforce, Australian Defence Force (ADF) veterans and ADF ex-service members, and people from culturally and linguistically diverse backgrounds.



Kurbingui Youth & Family Development current successful projects delivered in the last 12 months include:

1. **Work Skills Traineeship is now offering two rounds per year, 20 week paid traineeships:**
 - Certificate 1 in Business Administration
 - Certificate 1 in Construction
2. **Community Works Skills (Which Way Your Way)**
 - Certificate III in Individual Support
3. **Ready for Work (Footprints to Employment)**

This project delivers basic job preparation and employability skills to unemployed youth aged 15-24 years to get them ready for work

Goals and Outcomes of the SQW Program

Kurbingui's objective is to provide the Aboriginal and Torres Strait Islander community of Greater Brisbane, Moreton Bay and South East Regions with opportunities to receive services based on the their needs and to bridge the gaps identified.

Overall, Kurbingui has continued to successfully provide the community with these and other opportunities to establish links and engagement while ensuring cultural networks and connections are maintained in a safe and culturally appropriate environment.

After winning the SQW program funding, Kurbingui staff continued to work to ensure the achievements of expected goals and outcomes in partnership with the participants. The identified key performance indicators based on the expectations of the SQW contract and DESBT Terms and Conditions is that a minimum of 65% enrolment in the certificate programs and 55% employment outcomes. Our Certificate programs achieve higher percentages than required with outcomes of 100% of enrolments and above 60% employment outcomes for each of the projects.

Overview of Outcomes

This financial year Kurbingui has delivered two Certificate 1 Construction projects, two Certificate 1 Business administration projects. KYD had two intakes of Certificate III in Individual Support and graduated four Certificate III in Business Administration, with two participants receiving a grant initiative under the First Start SQW project to assist the organisation through wage contribution.

The main strengths of the Certificate 1 Construction project was the delivery, facilitation and mentoring conducted by the industry experts with currency of skills in the construction industry.

The delivery of the Recognised Training Organisation (RTO) successfully taught the participants the skills and knowledge needed for real work base practical application, which was reflected through the participants own individual outcomes.

The Certificate 1 Business Administration participants also achieved great results with a very high retention rate of participants, and the current RTO continues to deliver units of competencies in a flexible, yet focused course. The Certificate III Individual Support project had two full classes, with 100% of participants completing their Certificate II in Numeracy, Literacy and Language and more than half the class going on to fully complete their certificates and 120 hours of industry experience.

Measurable Outcomes

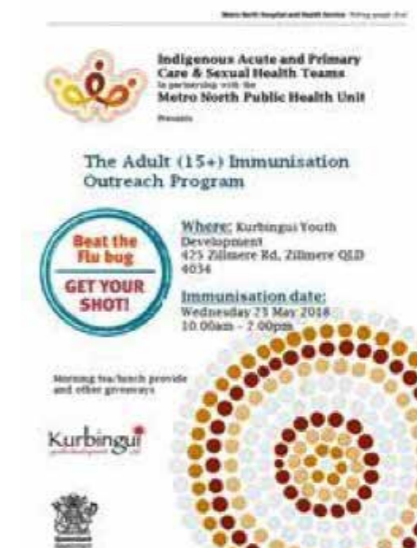
The Department of Employment, Small Business & Training expected measurable outcomes from the funding offered. The expected requirements are greater than 65% enrolment and greater than 55% employment outcomes. Kurbingui was successful in providing these outcomes with 100% enrolment and more than 60% employment outcomes in all programs.

Kurbingui not only wants to achieve the measurable outcomes that are set by SQW and DESBT but also want to ensure the delivery of a culturally safe program for the community. Kurbingui actively engages the trainees in cultural activities throughout the program and well after the program is complete. Staff observed significant improvement in trainee self-esteem, their ability to engage with community members in their roles and their sense of self-worth. Most trainees' goals when applying for the programs was to not only to gain employment but to also be role models for their family members. Kurbingui staff noted that trainees took on this responsibility seriously and engaged completely with the program.

Steps Moving Forward with 2018 and 2019

Kurbingui will continue to provide culturally appropriate, tailored SQW projects to our North Brisbane Aboriginal and Torres Strait Islander community and continue the success of previous projects. KYD staff remain open minded in their approach when delivering ongoing improvements that will benefit our community members.

Aboriginal and Torres Strait Islander Health Practitioner



Kurbingui Flu Jab Day

Kurbingui held its first Flu Jab day on the 23rd of May in collaboration with the Indigenous Acute and Primary Care & Sexual Health Team and the Metro North Public Health Unit. The health unit provided lunch and give away packs for clients who received their jab. The packs included t-shirts, cap, and water bottle, as outlined in photo below.

New Funding Opportunity for Kurbingui

Kurbingui has been successful in winning the PHN, National Suicide Prevention Trial Emergency Response/follow up Care and the Frontline Worker Training and Connector Training programs. The following is an overview of how the Trial will be delivered:

NSPT to be Delivered:

The trial will be delivered from a culturally safe, community framework with the NSPT North

Brisbane team having experience in mental health and youth work. The team will provide emergency response, follow up care and community wrap around support to Aboriginal and Torres Strait Islander Community members who are at risk of suicide, after a suicide attempt, or experiencing a suicidal crisis.

1 senior staff member with specialist skills in the areas of Mental Health, Therapeutic and Clinical Treatment, Grief Loss & Trauma Response, Training, Evidence Based Practice and Project Management and 2 Workers/Practitioners with qualifications and experience in the area of Mental Health and related fields. The 3 Arms of service delivery will be discussed below and outline aftercare and treatment actions and goals for each Target Group:

Service Delivery of Arm 1: Emergency Response:

A triage system will be established – staff will have intake and assessment forms to guide decision making (evidence based interventions utilised where possible) Guided by Black Dog institute

Aftercare & Treatment:

Goal: Enhance the capacity and capabilities of services to provide specialist suicide prevention treatment (including aftercare) to Indigenous peoples in the Brisbane North PHN region.

Action: Funds specific indigenous suicide prevention treatment services, who deliver evidence based interventions;

Service Delivery of Arm 2: Follow-Up care/Single case plan approach

Goal: A coordinated multi-stakeholder referral plan process for clients into appropriate services and community activities to ensure they are working towards goals and improving health and well-being

Action: organise and liaise with services delivering therapeutic services and GP services to ensure culturally safe supports are in place.

Service Delivery of Arm 3: Community wrap around service

Goal: The following are activities/community engagement to ensure a culturally safe, community approach is provided

- Coordinate Community based activities – suicide prevention and education
- Delivery of Community Mental Health Education
- Delivery of one on one Client Mental Health Education
- Elder engagement and participation in activities such as community education
- Links with specialist services
- Engagement and participation of people with lived experiences within activities such as community education, peer support and other programs

Brisbane Northside Elders Group

Auspiced Entity

The Brisbane Northside Elders Group was formed in late 2014 as a consequence of the Elder Men and Women from the north side of Brisbane coming to Kurbingui and supporting staff and community members to resolve issues in their lives. The founding members of the group include Aunty “Chick” Hazel Fisher, Aunty Cepha Roma and Uncle Alex Davidson.

Their tireless work included encouraging other elder members of the community to join them as part of the group or as guests to undertake different forms of assistance including but not limited to:

- Providing support to staff and community members through mentoring and coaching,
- Advocating for children, young people and their family members,
- Providing support in the everyday operations of Kurbingui Youth Development Ltd in ways such as participating on recruitment panels, representation at stakeholder meetings with Kurbingui staff, assisting with the coordination of activities, program and other community events,
- Undertaking Acknowledgements and Welcome to country (where culturally appropriate)
- Lobbying decision makers about the implementation of recommendations following reviews in the areas such as Health, Child Protection, Education, Corrective Services, Men’s and Women’s Services, Domestic & Family Violence and Youth Justice.

While Kurbingui Board of Directors, Senior Management and Staff have always supported the Elder Community Members in their work, in 2016 representatives of the group approached the Board of Directors to formalise their group under the organisation’s auspice. The Board of Directors, Senior Management and Staff were only too happy to do this and further strengthen the relationships within and external to Kurbingui.

This move proved to be a positive one for the members feeling confident that they could totally focus on the work they were undertaking without having to attend to the administration requirements that would come with the duties and responsibilities of being an independent stand-alone incorporated group.

It was not long after they formalised the group that the Brisbane Northside Elders received an award from the Queensland Child Protection Committee to acknowledge and applaud their work in partnership with child protection government and non-government departments and agencies that added to the reduction of the over representation of Aboriginal & Torres Strait Islander children and young people in statutory care.

Since then the Elders group has continued to grow from strength to strength. They have met, discussed, lobbied and advocated about issues experienced by Aboriginal & Torres Strait Islander children, young people, families, individuals and elder people with various Ministers and senior decision makers from government departments and agencies such as: the Queensland Police Service (QPS), Department of Communities, Child Safety and Disability Services (DCCDS), Department of Aboriginal & Torres Strait Islander Partnerships (DATSIP), Department of Employment & Training (DET), (including non-government partners e.g.) Centre Care, Uniting Community Care, Life Without Barriers, Busy at Work and Mercy Community.

The members and guests of the group continue to work tirelessly, individually throughout their local and the broader communities via forums, events and activities as well as together as a strong group of elder men and women with commitment, determination and energy to improve service delivery to Aboriginal & Torres Strait Island families and community members and promote safer homes and communities for children and young people to grow strong and proud, connected to their culture and their identity and most importantly to their families.

During 2017/2018, the Brisbane Northside Elders Group have hosted and attended community events and activities including but not limited to, Morning Teas, Gala Dinners, Elders Conferences, Community Lunches, Trainee Graduations, National Aboriginal & Islander Day of Celebration (NAIDOC) events, Domestic & Family Violence Prevention Education and Support Workshops, Child Protection Workshops, Elders lunches, Acknowledgements and Welcomes to Country, Womens' and Men's Groups and day to day support by way of mentoring, assisting with recruitment interview panels within and external to Kurbingui, cook ups for the staff, clients and trainees, cultural advice meetings, cultural supervision for staff members and staff of partner agencies as well as playing a key role in the development of complementary programs and activities.

While the group members and their guests work tirelessly across all areas of the community service sector they have continued to focus their attention whenever possible to reducing the numbers

of children and young people in statutory care, reducing number of young people and adults incarcerated or involved in the youth justice system, supporting people where possible around the areas of mental health and overall social, emotional wellbeing.

This is done through the examples mentioned earlier as well as assisting individual and families themselves in their homes, community venues, at Kurbingui and in prisons and youth detention centres.

They have also been integral in the ongoing work to integrate cultural practices, protocols and processes in therapeutic responses to achieve better outcomes for everyone they work with. Kurbingui staff, partner agencies and community members have felt privileged working collaboratively with the group members and their guests and being a part of the successes achieved by community members through cultural dance, song lines, stories and everyday practices.

In 2017, the elder men in the group identified a need for more support programs for young boys and men and with the support of group members and men within the community Uncle John Johnson worked tirelessly researching, consulting and communicating with stakeholders and community members to develop a model of an Aboriginal & Torres Strait Islander Men's Shed suitable for the Men in the Brisbane North community which will be temporarily located at Kurbingui Youth Development until they can source a more permanent venue.

Early 2018, they received notification from the Brisbane City Council that they were successful in receiving some seed funding to begin the project. Yet another demonstration of the great outcomes they have achieved throughout the last 4 years since the Elders first got together.

The Brisbane Northside Elders Group and Kurbingui in partnership were successful in winning a small grant to run events for the community to raise awareness, educate, engage and respond to the area of Domestic & Family Violence which is a major issue within our community. This will occur within the D&FV Week of action 2018. With the ongoing work, new projects and the achievements of the group, their guests and the community members so far there has been a new energy around and a strong sense of empowerment occurring.

Members of the group also hold membership in other stakeholder, cultural and community groups and have expressed their continued commitment and desire to keep working and improving the lives of all Aboriginal & Torres Strait Islander children, young people and their families in their local and broader communities which never ceases to amaze all those who are involved with them in

whatever form. The group have plans for another Gala Dinner, a Larger Elders Conference, Women's Groups to name a few events and activities and of course to continue their tireless work in all areas throughout 2018/2019.

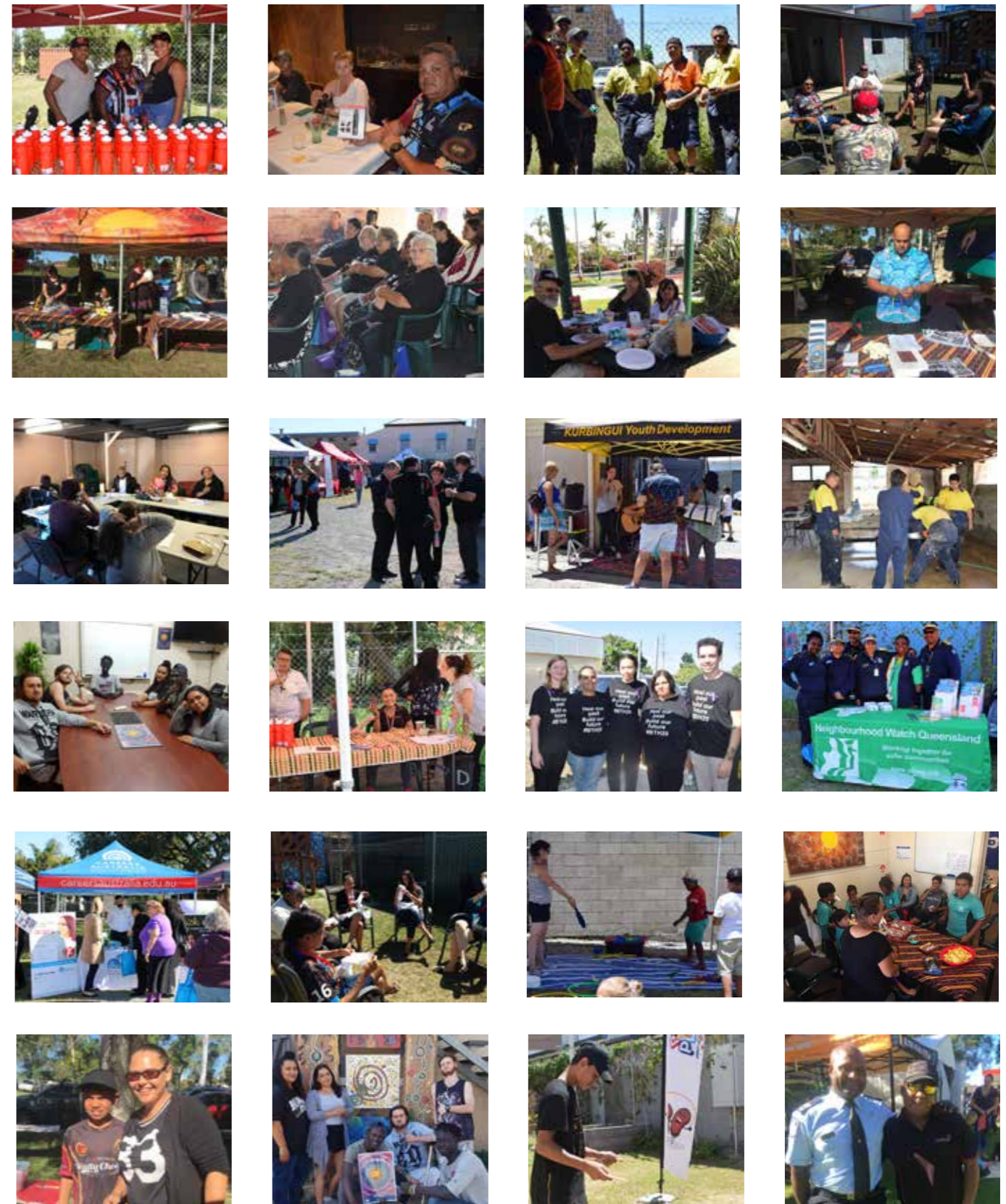
It is important at this time to acknowledge and thank Aunty "Chick" Hazel Fisher for her ongoing support of the staff, community members and the coordination and support of the Elders Group and individual members. She has continued to work tirelessly (despite illness) throughout 2017/2018 in a volunteer capacity.

Thanks and acknowledgement to Aunty Cephia Roma and Uncle Alex Davidson for all of their support, guidance and commitment to the staff, partner stakeholders and families, children, young people and individuals in the community. They like Aunty "Chick" Hazel Fisher have contributed to the ongoing development of the group, Kurbingui programs, events and activities.

It is also important to acknowledge and thank all of the members of the Brisbane Northside Elders Group 2017/2018 - Uncle Alan Finn who also volunteers in the community garden and works tirelessly to make it so amazing and grow the most delicious produce as well as look after the property and the volunteer gardener and support staff in their daily duties.

His yarns with staff and Skilling Queenslanders for Work and Work for the Dole participants, in particular, have been a great support and also extremely informative; Aunty Shirley Finn for her ongoing support with the group and the activities and events (including her contribution to the Gala Dinner arrangements) representation at Policing related meetings individually and with Kurbingui staff and the Elders Group, Aunty Paula Burford, Aunty Selina Seymour, Aunty Vicki Dale, Aunty Rhona Bowda, Uncle Trevor Gorman, Aunty Faye Gundy and Aunty Florence Ash for their ongoing support of partner stakeholders in the area of child protection, youth justice, policing, elders groups, network meetings and of course the support of staff and Skilling Queenslanders for Work participants, Work for the Dole participants, families, children and young people in the community. Just your mere presence at Kurbingui makes such a difference. We all appreciate the Brisbane Northside Elders and look forward to another fantastic year in 2018/2019.

Highlights and Photos



Partners Acknowledgement








Annual Report

(July 2017 - June 2018)

Kurbingui 
youth & family development

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