



Kurbíngui 
youth & family development

ANNUAL REPORT

July 2018 - June 2019



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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 respect and acknowledge the Traditional Owners, Elders, Past Present and Emerging of the land and country on which we live and work.

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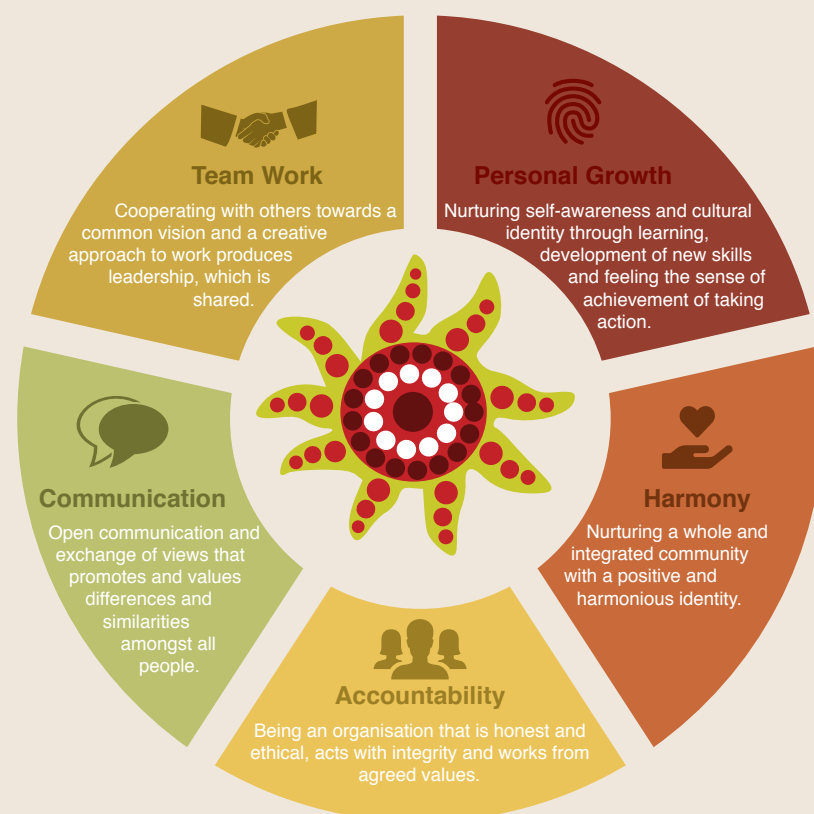
About Kurbingui

Kurbingui Youth and Family Development (Kurbingui) is an Aboriginal community based and driven not for profit organisation that provides services to the Aboriginal Torres Strait Islander community members, families, children and young people living within the Greater Brisbane, Moreton Bay and South East Regions.

Kurbingui began operations in 2001 and are proud to have an established and maintained solid footprint throughout these regions; delivering various community services and support across areas such as employment and training, family and youth support, domestic and family violence, alcohol and substance abuse, social emotional wellbeing, cultural education and engagement, education support for children and young people and their families, youth justice, recreation and sports, groups and workshops for young people, men and women.

- Bridges Program.
- Community Access.
- Numula Family Safety Program.
- Skilling Queenslanders for Work.
- Yadeni Tago Indigenous Family and Child Connect and non-Indigenous Family and Child Connect (in partnership with Mercy Community).
- Yeaca Dhargo Indigenous Family Wellbeing.
- National Suicide Prevention Trail (NSPT)
- Frontline Connector Training.
- Kurbingui Aboriginal Torres Strait Islander Cultural Engagement Program (Tailored for specific groups).
- Cultural Programs Tailored for specific groups e.g. Men's & Women's & Young People.

Our Values



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

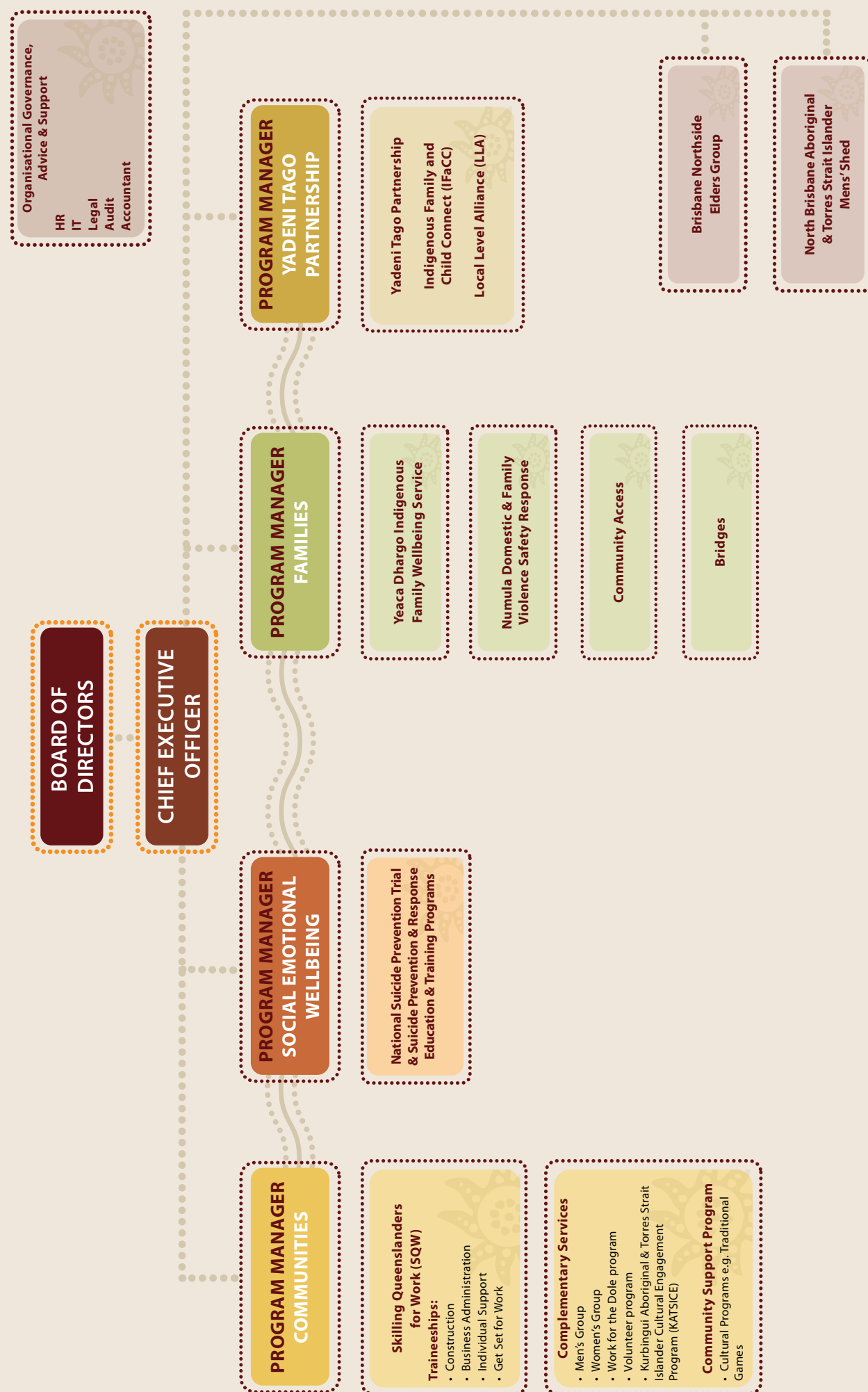
Our Chief Executive Officer

Glenda Jones-Terare



ORGANISATIONAL CHART

2018 - 2019



Our Strategic Plan

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.

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 another busy year for both Kurbingui and the Board of Directors as we continue on our path of **'building a flexible, sustainable organisation based on cultural values that can empower community to reach their potential'**.

Kurbingui continues to maintain a strong reputation within the community and with partners.

At the Board level, Directors have continued to build on the foundations and infrastructure of the organisation that will ensure Kurbingui's

viability and growth into the future. There have been many achievements throughout 2018- 2019 for Kurbingui and I would like to highlight two:

1. Maintaining our accreditation under the Human Services Quality Framework (HSQF) and the Formal accreditation under the International Standards Certification (ISO9000)

Our commitment to transparency and a high level of governance, solid foundations and infrastructure has once again been acknowledged through these processes. Receiving accreditation under the HSQF and ISO9000 conveys confidence, to current and potential funding bodies, partner agencies and organisations, staff members, elders and members of the communities in the services and integrity of Kurbingui.

2. Successfully maintaining and expanding the number of programs and services provided to the community.

The leadership of our CEO (Glenda Jones-Terare) and the commitment of our Elders, Managers and Staff to deliver the best services to our community members has meant that we not only maintained but increased the number of services we provide.

The Board's commitment to develop and release the new Strategic Plan will be achieved and released in April 2020. To assist in the development, we have enlisted the services of Consultants Ross Williams and Beverly Coleman. It has been an important exercise and has allowed Kurbingui to:

- Engage with key people in the community, government and corporate sectors;
- Evaluate the success of programs delivered;
- Identify areas where improvement or change is required; and
- Identify in collaboration with staff and community members the future directions of the organisation.

In closing, I would like to thank the many people who have contributed greatly. It is a privilege to work with our Elders, genuine partners agencies and organisations and community members who have the same mindset, passion and beliefs as we do when delivering the many services, we provide our community.

We will continue to keep moving forward with the delivery of high-quality services and the implementation of new programs in response to the needs of the community and maintain our position as a leading Aboriginal Torres Strait Islander organisation with a solid footprint throughout the South East, Brisbane and Moreton Regions.

Neil Ellard
Chairperson



CEO Reflection

This year, supported by the Board of Directors, the management and staff have continued to work tirelessly to respond to the needs identified in collaboration with the community, partner agencies (indigenous and non-indigenous) and other stakeholders and support children, young people, families and individuals across areas such as Domestic and Family Violence, Child Protection, Family Support/Wellbeing, General Community Access to face to face and online services, Employment and Training, Education Support, Social Emotional Wellbeing, Cultural Engagement and Cultural Support.

Throughout the years we have seen significant changes to Kurbingui through the steady growth of the number of support services delivered, the establishment of the Aboriginal Torres Strait Islander Men's Shed and the continued support from the ever growing membership of the Brisbane Northside Elder's Group along with the improvements and changes to the physical and environmental surroundings that the organisation's main office operates from.

Ongoing reviews and guidance from technical specialists have resulted in the improvements of all systems within the organisation to ensure that they are user friendly for all staff. The quality of the work undertaken throughout the years is reflected in part with Kurbingui securing and maintaining accreditation of the Human Service Quality Framework (HSQF) and the International Standards (ISO-9001).

During this year the consultations commenced for the development of a new 5 year Strategic Plan as well as an improved organisational informational system to better capture the essential work that is undertaken throughout the Communities portfolio and auspiced groups which will allow management and staff to efficiently collect, filter, process, create and distribute data. This information will assist management and staff to identify further areas of success and any gaps in service delivery to be improved upon as well as inform future decisions within the organisation and with our partners.

The unique partnership with Mercy Community – "Yadeni Tago" Turrbal language for "Advancing Together" – Indigenous and non-Indigenous Family and Child Connect has continued to grow and evolve in so far as service delivery, joint professional development, events, workshops and community activities. This partnership is a credit to the management and staff of both organisations, the Brisbane Northside Elders for their ongoing support of all staff and of course the funding body for taking the initiative to support such a unique partnership.

Moving forward the management and staff will continue to deliver high quality services through the existing funded and unfunded services and establish much needed support services to Young People with the support of the Elders and other community members. Kurbingui management and staff will work to source additional resources to meet the growing demand to respond to the needs of families and individuals experiencing Domestic and Family Violence related issues, Educational support from Prep through to year 12 for students and their families, Expansion of access for community members to technology for online services such as Centrelink, My Gov and Employment and Training opportunities, Establishment of facilities to deliver a regular Foodbank service to the communities and the implementation of additional groups and activities in areas such as the Music Program, Men's, Women's Youth and Family Groups.

I would like to thank all of the community for their ongoing support, in particular the Board of the Directors and the Brisbane Northside Elders, our genuine partner agencies, which includes our funding bodies and of course the management, leadership team and staff for the wealth of knowledge and skills, strength, determination and commitment they bring to the organisation and the communities we serve. I feel very privileged to work with such wonderful people and look forward to the next year together.

Glenda Jones-Terare
Chief Executive Officer



HR Report

Recruitment, Selection and Onboarding

Recruitment processes were undertaken for a variety of roles cross the organisation.

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

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 2018-19. We maintained approximately 95.5 per cent representation of Aboriginal and or Torres Strait Islander staff and maintained 100 per cent representation of Aboriginal and or Torres Strait Islander Board of Directors.

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.

Staff Development

Courses that were prioritised in 2018-2019 included the following professional development training:

- Aboriginal & Torres Strait Islander Mental Health First Aid (AMHFA).
- Governance and Effectiveness Training.
- Exploring Ethics in the Face of Shame.
- ARC (Advice, Referrals and Case Management) Training.
- Training for Effective Case Noting.
- First Aid, CPR (Cardiopulmonary Resuscitation) & Basic Life Support.
- Warden / Fire Awareness & Extinguisher.
- Deadly Thinking.
- Tenants QLD Tenancy Law.
- DV-alert Indigenous Workshop.
- STARS Suicidal Workshop.
- Kidsafe Child Car Restraint and Road Safety workshop.
- Preventing Child Sexual Exploitation.
- Train-the-Trainer.
- Insist and Assist.
- Forum Women and Homelessness.
- Putting Strengths into Practice.
- SDM Training.
- Cultural Supervision.
- Young People and Inhalant Use: How can we better respond?
- A Domestic Violence Seminar Series.
- Working with Parents affected by Alcohol and Other Drugs.
- The Developing Brain.
- Understanding Impact of Trauma.
- DVO, Family Law and Victims Assist QLD Training.
- NDIS Awareness.



HR Report

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, and also offer the Employee Assistance Program as a matter of process.

Workplace Relations

Award

For employment terms and conditions, program and 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'.

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. Positions that are not linked to a specific program or service may be engaged on short-term or agreed length of time.

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.

Lisa Russell

Human Resources Consultant

Smart Business Operations Pty Ltd



Financial Report

Financial Report

Kurbingui Youth Development Ltd

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Financial Statements

For the Year Ended 30 June 2019

Kurbingui Youth Development Ltd

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Financial Report

Financial Report

Kurbingui Youth Development Ltd

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Directors' Report

30 June 2019

The directors present their report on Kurbingui Youth Development Ltd for the financial year ended 30 June 2019.

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.

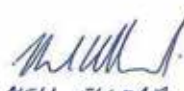
Operating results

The net surplus of the Company amounted to \$ 154,533 (2018: \$ 152,130).

Auditor's independence declaration

The auditor's independence declaration for the year ended 30 June 2019 has been received and can be found on page 2 of the financial report.

Signed in accordance with a resolution of the Directors:

Director: 
NEIL ELLARD
CHAIRPERSON

Director: 
DAVID MILLER
DIRECTOR

Dated this 7 day of 12 - 2019

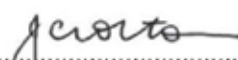
Audit & Assurance srjww.com.au



AUDITOR'S INDEPENDENCE DECLARATION

As auditor for the audit of Kurbingui Youth Development Ltd for the year ended 30 June 2019, I declare that, to the best of my knowledge and belief, there have been:

- no contraventions of the independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- no contraventions of any applicable code of professional conduct in relation to the audit.


Jason Croston, FCA
Registered Company Auditor
Brisbane
SRJ Walker Wayland

Dated: 10 December 2019

phone: 61 7 3490 9988 office: Unit 3, 27 South Pine Road, Brendale Q 4500 post: PO Box 418, Strathpine Q 4500
SRJ Walker Wayland (Audit Pty Ltd) abn: 150 430 0409

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Financial Report

Kurbingui Youth Development Ltd
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Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2019

		2019	2018
	Note	\$	\$
Revenue	3	3,403,088	2,753,347
Total revenue		3,403,088	2,753,347
Consultancy expense		40,747	40,980
Depreciation and amortisation expense		5,477	10,311
Employee benefits expense		2,508,736	1,973,731
Occupancy expenses		94,099	101,487
Program expenses		296,804	211,843
Other expenses	4	302,693	262,805
Total expenditure		3,248,555	2,601,217
Total surplus/(deficit) for the year		154,533	152,130

The accompanying notes form part of these financial statements.

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Financial Report

Kurbingui Youth Development Ltd
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Statement of Financial Position As At 30 June 2019

		2019	2018
	Note	\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	1,148,368	903,845
Trade and other receivables	6	84,021	9,398
Other assets	8	46,667	-
TOTAL CURRENT ASSETS		1,279,056	913,243
NON-CURRENT ASSETS			
Property, plant and equipment	7	123,258	80,074
TOTAL NON-CURRENT ASSETS		123,258	80,074
TOTAL ASSETS		1,402,314	993,317
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	187,887	185,015
Borrowings	10	7,000	-
Provisions	11	21,000	-
Employee benefits	13	199,144	191,186
Other liabilities	12	340,259	164,479
TOTAL CURRENT LIABILITIES		755,290	520,680
NON-CURRENT LIABILITIES			
Borrowings	10	21,583	-
Employee benefits	13	18,643	20,372
TOTAL NON-CURRENT LIABILITIES		40,226	20,372
TOTAL LIABILITIES		795,516	541,052
NET ASSETS		606,798	452,265
EQUITY			
Retained earnings		606,798	452,265
TOTAL EQUITY		606,798	452,265

The accompanying notes form part of these financial statements.

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Financial Report

Kurbingui Youth Development Ltd
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Statement of Changes in Equity For the Year Ended 30 June 2019

2019

	Retained Earnings \$	Total \$
Balance at 1 July 2018	452,265	452,265
Surplus/(deficit) for the year	154,533	154,533
Balance at 30 June 2019	606,798	606,798

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	452,285

The accompanying notes form part of these financial statements.

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Financial Report

Kurbingui Youth Development Ltd
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Statement of Cash Flows For the Year Ended 30 June 2019

CASH FLOWS FROM OPERATING ACTIVITIES:

Note	2019 \$	2018 \$
Receipts from customers	3,492,176	2,851,796
Payments to suppliers and employees	(3,239,646)	(2,664,889)
Interest received	12,069	9,553
Net cash provided by/(used in) operating activities	264,599	196,460

CASH FLOWS FROM INVESTING ACTIVITIES:

Movement in property, plant and equipment	(48,659)	(8,210)
Net cash provided by/(used in) investing activities	(48,659)	(8,210)

CASH FLOWS FROM FINANCING ACTIVITIES:

Proceeds from borrowings	28,583	-
Net cash provided by/(used in) financing activities	28,583	-

Net increase/(decrease) in cash and cash equivalents held
Cash and cash equivalents at beginning of year
Cash and cash equivalents at end of financial year

244,523	188,250
903,845	715,595
1,148,368	903,845

The accompanying notes form part of these financial statements.

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Financial Report

Kurbingui Youth Development Ltd

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Notes to the Financial Statements

For the Year Ended 30 June 2019

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 2019 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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Financial Report

Kurbingui Youth Development Ltd

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Notes to the Financial Statements

For the Year Ended 30 June 2019

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 cost 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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Kurbingui Youth Development Ltd
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Notes to the Financial Statements For the Year Ended 30 June 2019

3 Revenue and Other Income

	2019 \$	2018 \$
Revenue		
Activity income	54,442	40,998
Donations	2,708	6,984
Grant income	3,235,172	2,599,896
Interest	12,069	9,553
Other income	17,175	-
Partnership income	81,521	95,937
Total Revenue	3,403,088	2,753,347

4 Result for the Year

The result for the year includes the following specific expenses:

	2019 \$	2018 \$
Other expenses:		
Accounting and audit fees	26,837	61,016
Publications and resources	48,145	275
Training expenses	60,504	28,222
Motor vehicle expenses	103,219	82,968
Advertising and promotion	11,173	590
Insurance	16,798	17,843
Computer and software	11,839	35,161
Equipment expenses	11,949	19,585
Sundry expenses	12,230	17,245
Total other expenses	302,693	262,905

5 Cash and Cash Equivalents

	2019 \$	2018 \$
Cash on hand	362	1,000
Cash at bank	1,148,006	902,845
Total cash and cash equivalents	1,148,368	903,845

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Kurbingui Youth Development Ltd
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Notes to the Financial Statements For the Year Ended 30 June 2019

6 Trade and Other Receivables

	2019 \$	2018 \$
CURRENT		
Trade receivables	81,082	4,879
Prepayments	2,939	760
Deposits	-	3,759
Total current trade and other receivables	84,021	9,398

7 Property, plant and equipment

	2019 \$	2018 \$
Furniture, fixtures and fittings		
At cost	28,263	22,890
Accumulated depreciation	(19,091)	(18,853)
Total furniture, fixtures and fittings	9,172	4,037
Motor vehicles		
At cost	108,258	73,598
Accumulated depreciation	(76,422)	(73,598)
Total motor vehicles	31,836	-
Office equipment		
At cost	54,778	54,772
Accumulated depreciation	(42,431)	(41,810)
Total office equipment	12,347	12,962
Computer software		
At cost	36,699	28,295
Accumulated depreciation	(24,932)	(23,661)
Total computer software	11,767	4,634
Leasehold improvements		
At cost	66,579	66,578
Accumulated amortisation	(8,443)	(8,137)
Total leasehold improvements	58,136	58,441
Total property, plant and equipment	123,258	80,074

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Financial Report

Kurbingui Youth Development Ltd
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Notes to the Financial Statements For the Year Ended 30 June 2019

8 Other Assets

	2019 \$	2018 \$
CURRENT		
Accrued income	46,667	-
Total current other assets	46,667	-

9 Trade and Other Payables

	2019 \$	2018 \$
CURRENT		
Trade payables	604	3,221
Accrued expenses	42,382	13,750
Superannuation payable	55,028	43,721
GST and PAYG payable	87,891	102,345
Other payables	1,980	1,880
Total current trade and other payables	187,887	165,015

10 Borrowings

	2019 \$	2018 \$
CURRENT		
Bank loan	7,000	-
Total current borrowings	7,000	-
NON-CURRENT		
Bank loan	21,583	-
Total non-current borrowings	21,583	-

11 Provisions

	2019 \$	2018 \$
CURRENT		
Provision for staff courses	21,000	-
Total current provisions	21,000	-

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Financial Report

Kurbingui Youth Development Ltd
47 298 315 697

Notes to the Financial Statements For the Year Ended 30 June 2019

12 Other Liabilities

	2019 \$	2018 \$
CURRENT		
Skilling QLD for work	-	138,317
BCC grants	-	7,043
Men's shed	-	19,119
National Suicide Prevention Trial	73,326	-
SQW	207,536	-
Yeacca Dhargo	50,000	-
Auspiced funds - held in trust	9,397	-
Total current other liabilities	340,259	184,479

13 Employee Benefits

	2019 \$	2018 \$
CURRENT		
Annual leave	78,597	72,192
Leave loading	-	12,634
Long service leave	20,454	18,541
Personal leave	31,975	25,143
Redundancy provision	68,118	82,676
Total current employee benefits	199,144	191,186

	2019 \$	2018 \$
NON-CURRENT		
Long service leave	18,643	20,372
Total non-current employee benefits	18,643	20,372

14 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 2019 the number of members was 14 (2018: 14).

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Financial Report

Financial Report

Kurbingui Youth Development Ltd

47 298 315 697

Notes to the Financial Statements

For the Year Ended 30 June 2019

15 Contingencies

In the opinion of those charged with governance, the Company did not have any contingencies at 30 June 2019 (30 June 2018: None).

16 Cash Flow Information

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

	2019	2018
	\$	\$
Surplus/(deficit) for the year	154,533	152,130
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	5,477	10,311
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	(74,624)	31,948
- (increase)/decrease in other assets	(46,667)	-
- increase/(decrease) in trade and other payables	22,869	(26,452)
- increase/(decrease) in unexpended grants	175,781	76,054
- increase/(decrease) in provisions	21,000	-
- increase/(decrease) in employee benefits	6,230	(47,531)
Cashflows from operations	264,599	196,460

17 Events after the end of the Reporting Period

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

18 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

Kurbingui Youth Development Ltd

47 298 315 697

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 GILLARD

Director 
DAVID MILLER
DIRECTOR

Dated 9.12.2019

Financial Report

Audit & Assurance srjww.com.au



INDEPENDENT AUDITOR'S REPORT

To the directors of Kurbingui Youth Development Ltd.

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Kurbingui Youth Development Ltd, which comprises the statement of financial position as at 30 June 2019, 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 the 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 2019 and of its performance for the year ended on that date; 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 opinion

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.

Financial Report



Responsibilities of 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.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

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

phone: 61 7 3490 9988 office: Unit 3, 27 South Pine Road, Brendale Q 4500 post: PO Box 418, Strathpine Q 4500

SRJ Walkerwayland (Audit) Pty Ltd abn 60 100 000 009
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Kurbingui Youth Development Ltd

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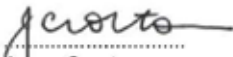
Financial Report



the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

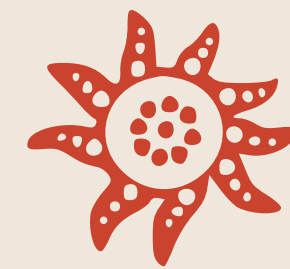
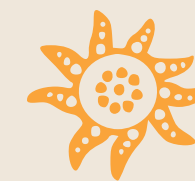
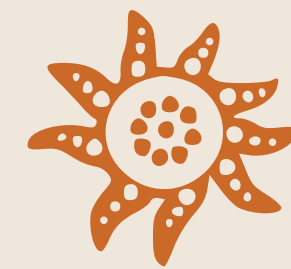
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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.


Jason Croston
SRJ Walker Wayland
Director

Date: 10 December 2019

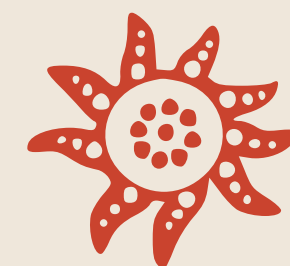
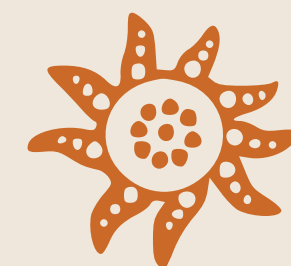
Address: Unit 3, 27 South Pine Road, BRENDAL QLD 4500



In this section...

- Bridges Program
- Community Access
- Kurbingui Activities, Events and Cultural Programs
- Skilling Queenslanders for Work (SQW)

Community Program Reports



Bridges Program

Overview

The Bridges Program is a federal government initiative funded by National Indigenous Australians' Agency. The program supports families and children from early childhood to transitioning into higher learning or employment. Kurbingui Youth and Family Development would like to take this opportunity to thank the National Indigenous Australians' Agency for continuing to invest in the young emerging Elders of the future.

The program seeks to ensure that families are supported to give children a good start in life by improving their early childhood years, care, education, and school readiness. Key performance indicators for the Bridges Program is to assist children to go to school, improve their literacy and numeracy, and support young people's transition from school to higher education or employment. Key features of the program are providing face to face support to children and families, group work within the education system such as Yarning Circles, Mentoring Programs, Homework Clubs, community events such as "Back to School Day", Holiday Programs, the Young Deadly Spirits program, and Play Park.

Specifically, the Bridges Program works collaboratively with schools, parents, children, and the community from the North of the Brisbane River through to the Moreton Bay area towards improving educational achievements and overall outcomes as well as creating positive educational journeys for all of the family members.

Over the past 12 months, Bridges staff have worked with over 250 parents and care givers, 380 children and 70 school-based and community-based support workers who assist Aboriginal and Torres Strait Islander school children and their families within the education systems.

Through this work Bridges staff assists the families and students to become empowered and feel supported in the development of their knowledge and skills in this area as well as result and reinforce positive experiences and outcomes.

The Bridges Program staff:

- Engage with schools and education providers to support improved educational outcomes for children.
- 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 and school partnerships; and
- Support and reinforce children's positive learning experience at home.



The Bridges staff continue to establish and maintain informal and formal 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 schools. Activities are flexible and unique and can include but are not limited to:

- Yarning Circles
- Art Program
- School Based Programs (traditional games), Mentoring
- School Holiday Activity Programs; and
- Workshops on numeracy, literacy, budgeting, and behaviour.

The program also encourages and supports parents/carers groups to engage and interact more effectively in their children's educational challenges, particularly in relation to reading, writing, and supporting school attendance.

Bridges Program

Agreement

The Bridges staff continues to nurture an extremely positive relationship with the Brisbane Northsides cluster school community whereby agreements have been established. These agreements set out several 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 with school organisations and resources.



Individual / Family Support

The Bridges Program continues to work with young people and their families in the catchment area to engage and maintain school attendance. The Bridges Program is currently working with 9 clients however upon further inspection of these figures we have identified that the program is supporting close to 36 individuals in total. Most of the clients that the Bridges Program supports, belong to groups or families where educational disengagement is prevalent for more than one person in that group. At the time of writing, the program was continuing to field enquiries regarding individual and family support.

School Based Programs

Throughout 2018 and 2019 the Bridges Program has engaged with the following schools in terms of support for young people and facilitating programs within the school environment or planning activities in the community:

- Sandgate District State High School
- Mitchelton State High School
- Northgate State School
- Virginia State School
- Jabiru Flexi School
- Wavell State High school
- Everton Park High School
- Bracken Ridge Pathways College
- Taigum State School
- Ambrose Treacy College
- Arethusa Spring Hill Campus
- Arethusa Deception Bay Campus
- Strathpine State School
- Strathpine West State School
- Norris Rd State School
- Aspley State High School
- Zillmere State School



Bridges Program

Mentoring Program

Bridges staff linked with the Momentim Program at the Pine Rivers PCYC in 2018/19. The Momentim program is a young men's mental health program and mentors from the Institute of Urban Indigenous Health (IUIH) and Kurbingui facilitate sessions with the young boys. Some topics are Mental Health, Identity, Culture, Life Skills, Nutrition, and Physical Activity. The Bridges Coordinator linked young people attached to the program into this support group, young boys who were not attending school were highly encouraged to attend and the boys who are having problems at school were picked up from school and transported to the sessions every Wednesday.

Average participants per week: 15

Yarning Circle

Bridges staff facilitated Yarning Circles at schools with a focus on Zillmere State School in Term 4 of 2019 as a result of the overwhelming need identified. This program was primarily aimed at 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. Due to interest from peers, we opened the program to non-indigenous students in the Grade 5/6 Class. 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.

Average participants per week: 24

10 Week Term Program

The Bridges Staff worked with Aboriginal and Torres Strait Islander students in different schools facilitating the Bridges Program. This program would include but was not limited to, Art, Cooking, Traditional Games, Leadership, Literacy, Numeracy, and Basic Life Skills. This program was facilitated by the Coordinator - Travis Coyne up until August 2019 when Joel Wiggins took over as the Bridges Program Coordinator. Joel worked with Strathpine State School and Zillmere State School in Term 3 and Term 4 of 2019.

Average participants per week: 20-24

Community Programs

Homework Club:

Kurbingui Homework Club continued in 2018 and numbers per week were initially small but as the Easter break approached the numbers increased with the group attendance sitting at a minimum of 8 every Monday. Bridges staff and volunteers tutored all 8 students every Monday and the students who did not have homework would have to do written work that the Bridges staff put up on the white board.

Average participants per week: 8

Park Play Fitzgibbon:

Park Play was an event for families in Northside area lead by Jabiru in partnership with council, Kurbingui, PCYC, Boondal police, local MPs, and schools. At the event Bridges staff facilitated the Indigenous Art Workshops, where the community created a banner to mark the annual event.

School Holiday Programs:

The Bridges Program staff facilitated school holiday programs over Christmas throughout Term 1, 2 and 3 holiday periods. The Bridges Program staff were assisted by staff of the Yeaca Dhargo

Family Wellbeing Service and the Social Emotional Wellbeing Programs staff. Some of the activities provided included the Gallery of Modern Art (GOMA), The Queensland Museum, Cinema, Redcliffe Lagoon Beach Day, Traditional Games, Fishing and Swimming. There were 25 participants over all sessions. Lunch, First Aid and Transport was provided.

Back to School Day:

The Kurbingui Back to School Day was held the week before the school year commenced in January 2019 with 180 people registering and participating on the day. Second Bite catered the day supplying BBQ foods, fruit, veggies, and other goodies. The extra food was packed into bags and boxes so families could take them home. A family in the community donated all the lucky door prizes and it was an honour to have them attend on the day. Our regular Indigenous Barber and Jabiru Hairdresser came in and cut the children's and young people's hair to assist

Bridges Program

parents/carers to make sure that they were prepared for the school year. The local Police Officers also attended, distributed promotional material and let the children, young people and other family members take pictures and play on their Police Bikes.



Strong Deadly Spirits Program

The Bridges Program staff also facilitated the Strong Deadly Spirits program in conjunction with the Kurbingui Social Emotional Wellbeing Program and Yeaca Dhargo Indigenous Family Wellbeing staff.

This program targets young Aboriginal and Torres Strait Islander people aged from 12-17 years. There is a strong focus on cultural activities and Elders often support the young people by storytelling and passing on of cultural knowledge relating to Aboriginal and Torres Strait Islander people. The aim is for young people to gain a sense of identity and connection to their culture and learn coping strategies.

This program also focuses on overall wellbeing, building confidence through leadership, respect, and culture.

These sessions are offered once a week throughout the school term. Transportation and food are provided. Second Bite also provides food for this activity where possible. food and cultural activities are offered.

There are approximately 12-14 participants per session.



Success Stories/Outcomes:

- Young person who had severe anxiety in large groups of people especially school, did not attend school for over a year and is now regularly attending the Strong Deadly Spirits Program every Wednesday afternoon at Kurbingui and is on the waiting list for Queensland Pathways State College 2020 and is eager to go back to school.
- Another successful Back to School Day with 250 people registering for the day.
- Christmas school holiday program.
- Zillmere State School Bridges Programs running twice a week with 3 different year levels.
- Working closely with Brisbane Northside Elders especially Uncle Alex Davidson
- Strong working partnership with Renee Parter, Sara Frazer and Aunty Merle Cashman (Education Queensland), Chloe Thompson and Scott Jensen (Zillmere PCYC), Inspector Mark Jones, Aunty Deb Debree, Tony Langdon and Acting Inspector Damien Houston (Queensland Police Service) Lynette Wood, Madlin Clarke and Jo Minto (Zillmere State School), Jamaal Watson, Susan Lonsdale and Jaquita Miller (Aspley State High School)



Bridges Program is funded by the Prime Minister and Cabinet through the Indigenous Advancement Strategy.



Australian Government
Department of the
Prime Minister and Cabinet

Community Access

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.

Community Access

- 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 go 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.

Community Access

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.



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.



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.



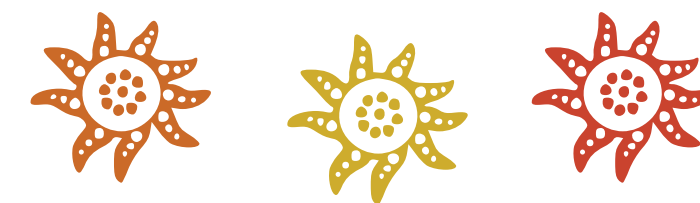
Community Access

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.



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 Access

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.



Community Access



Community Access is funded by Kurbingui Youth & Family Development

Kurbingui
youth & family development

Kurbingui Activities, Events and Cultural Programs

Overview

It was certainly another busy year for the Kurbingui Aboriginal and Torres Strait Islander Engagement Program and Cultural Programs. Kurbingui staff continued to work closely with our partner agencies/organisations to increase opportunities for community members to access services and to ensure they are culturally safe.

Kurbingui would like to acknowledge and thank our partners which include Elders, Community Members and government and non-government agencies/organisations for their contribution and commitment to the communities in which we serve.

The following report outlines various workshops, activities and events to illustrate the tireless work undertaken by all involved.

Boondall Flag Raising Ceremony

Boondall Queensland Police Service Station Flag Raising Ceremony has continued to be a major event in the NAIDOC community calendar for the local North Brisbane community over the past few years. This year was another example of the Boondall police and the local Aboriginal and Torres Strait Islander community coming together to celebrate and recognise the collaborative work that is continuing to strengthen moving forward. The relationships continue to develop further with the focus of the Boondall QPS working towards a community lead event in 2019. This year's (2018) NAIDOC theme "Because of Her We Can" spoke of the many great stories shared by strong Aboriginal and Torres Strait Islander women within our community that have all had their hand in the hard work helping to make the future great for generations to follow. One of the other highlights was the acknowledgement of non-indigenous women as pointed out by one of the speakers in regard to mothers, grandmothers and other family that have also played a part within their families and it was great to hear of that recognition as well.

With the 2019 NAIDOC theme "Voice, Treaty, Truth" the transition to a community lead event has really started to gather momentum and

with the direction of Senior Sargent Damien Houston and Inspector Mark Jones, put together a Boondall Police NAIDOC working group with members of the community invited to sit on this group to provide input and direction into the days event for the upcoming event. Kurbingui has played a major role from a community organisational prospective with the Program Manager for Community Programs participating in this group to help provide information and support for any of the gaps faced by the community regarding any cultural considerations around guest speakers, an elder to perform the Welcome to Country and performers both traditional and contemporary. It will be exciting to see how this event will turn out and how well it is supported knowing that the local community have been the driving force behind this event.



NAIDOC Week Activities

NAIDOC week is a very busy time of the year for the Aboriginal and Torres Strait Islander community and Kurbingui has continued to support the local school community providing assistance with activities on the day.

The Bridges program staff provided support to several schools including primary, high school and the alternative education colleges throughout the year in the lead up to NAIDOC. The planning and the coordination of these events has primarily involved the Bridges Support Worker, with additional support from Kurbingui staff running the events and cultural inclusion programs such as art, Storytelling,

Kurbingui Activities, Events and Cultural Programs

Traditional Games programs with involvement and input from Community Elders with staff and students on the days.

The Bridges Support worker has done a wonderful job in supporting the schools and linking the community elders and partner agencies with NAIDOC activities. Moving into 2019, there is a lot of energy around NAIDOC once again and Kurbingui is looking forward to being a part of the local community celebrations within the schools and alternative educational colleges.



North Brisbane Indigenous Careers and Educational Pathways Expo

It was identified by community members and Indigenous Community Participation Reference Group (ICPRG) members that there was a big gap between the last known Careers Expo in the north of Brisbane which was a great initiative. Sargent Richard Monaei in partnership with the Indigenous Community Participation Reference Group (ICPRG) took up the challenge of pulling a Careers Expo together be held in Zillmere in September 2018.

Kurbingui Program Manager for the Community portfolio was a part of this, the initial working group and together using the wide range of networks throughout the schools and community to assist, the Careers Expo was held at the beginning of September. The expo was targeted towards High school students from years 9, 10 and 11 and community members, with the aim of engaging young people who

were not currently within the schooling system or other community members who were looking to try and get back into the workforce or even a change of career.

Partners and members of the ICPRG including DATSIP and the Zillmere PCYC came on board to provide some funding for catering (DATSIP) and the space Zillmere PCYC to run this event in the local Zillmere community. Other ICPRG members volunteered their time to assist with the expo showcasing a whole of community and partnership response for employment and educational outcomes for the North Brisbane region.

There was a great response from the community, school groups and stall holders involved, with talks of the 2019 Career expo already underway.

Due to the priority changes with the ICPRG, the focus has now shifted to a community organisation taking over the coordination of the expo moving forward for 2019 and Kurbingui was identified as the organisation that will do this for the next event.



Kurbingui Activities, Events and Cultural Programs

Kurbingui Aboriginal and Torres Strait Islander Cultural Engagement Program

Throughout this reporting period, the Kurbingui Aboriginal and Torres Strait Islander Cultural Engagement program (KATSICE) provided several programs within Kurbingui for the Skilling Queensland for Work programs as a part of the commitment to providing a culturally safe environment and ongoing wrap around support for all the trainees involved with the SQW programs.

In addition, the Program Manager of Community Programs provided tailored workshops to external organisations which totalled up 40 people at times.

The success of the workshops is largely because of the involvement from community members



and elders who have been or around service users sharing their stories and interacting with the participants responding to questions and having a rich discussion throughout the workshop about all aspects of cultural engagement and identifying what works and what didn't and processes for improvement.

Feedback is always positive and there has been increasing interest from other organisations to receive these workshops in 2019.



Student Contacts with Kurbingui – Aboriginal and Torres Strait Islander Cultural Studies

Over the space of the 2018-19 annual reporting year Kurbingui has a lot of contact from students within the tertiary space regarding the Aboriginal and Torres Strait Islander cultural components for their studies.

These contacts range from student groups and site visits to Kurbingui as well as over the phone conversations with the students and in some instances follow up with the program facilitators.

Although this process does require time from the Kurbingui Program Manager Community Programs to meet and follow up with the students regarding their studies and feedback indicates that these meetings and cultural exchanges are assisting in helping to better develop their understanding for the next group of workers coming through to deliver more culturally safe support with Aboriginal and Torres Strait Islander community members.

Benevolent Society Aboriginal and Torres Strait Islander RAP External Advisory Group

The development of The Benevolent Society's (TBS) Reconciliation Action Plan (RAP) required the establishment of an Aboriginal and Torres Strait Islander External Advisory Group. The core business of this group was to provide independent and objective feedback on TBS RAP development and implementation.

The External Advisory Group worked to do this though:

The provision of guidance and support to TBS on the RAP actions, suggestion of direction changes where needed to support the delivery of RAP outcomes and the provision of ideas for improvement and best practice.

The Program Manager for Community Programs participated as a member of the advisory group at its conception largely through the networking and support for the Principal Advisor who has been a strong supporter and advocate for our organisation and more broadly the communities in which we serve.

As part of the process throughout 2018 -2019,

Kurbingui Activities, Events and Cultural Programs

the External Advisory Group met with the Principal Advisor, Indigenous Development, (People Learning and Culture), the RAP Internal Working Group, the Executive Level RAP Champion, and the Chief Executive Officer (CEO) other members of the Benevolent Society RAP working group regarding the details of the RAP and best practice.

There was a focus on supporting the organisation to provide a culturally safe response when working in with the Aboriginal and Torres Strait Islander community members at that time and just as importantly the community they will assist in the future once the RAP has been launched.

In March of 2019 the Kurbingui CEO and Program Manager of Community programs attended the RAP launch in Brisbane which was a part of the national launch with other sites across Australia where The Benevolent Society had simultaneous launch events.

The Program Manager spoke about the process of the RAP at the launch and was then invited to unveil the artwork specifically designed for the RAP. Kurbingui received a gifted copy of the artwork as a thank you and acknowledgement of the participation and contribution that was made in the development of their RAP.



Speak Up Workshop

The Speak Up workshop is an initiative that has been designed by the Create Foundation who work directly with young people who are transitioning from care. The partnership with the Create Foundation, Kurbingui, Queensland Aboriginal Torres Strait Islander Child Protection Peak (QATSICPP) and a few other local organisations was formed to deliver workshops to local young people involved or known to the organisations.

The workshops were conducted over a few days and young people from all parts of Queensland came down to Brisbane. The young people were provided with several platforms to express their stories and journey throughout their time in care with the hope to promote their message across the sector and the hope of identifying some emerging leaders to address some of their concerns to the Department of Child Safety.

Kurbingui Program Manager of Community Programs was involved with the question and answer section of the second days workshop exploring any questions that the young people had when it came to the work that our organisation is involved with when it comes to the Department making decisions for the young people and our role in advocating the young person's message from the Aboriginal and Torres Strait Islander perspective.

The second half of the day looked at a song writing workshop with Shelly Morris who has been working with 98.9FM studios to get the messages from the workshop out to a wider audience through music and songs that will become a part of an album to be released by 98.9FM.

As a follow on to the song writing process, the Program Manager was invited to meet with Shelly Morris and Troy Brady to work on a song that would be used as the overarching message from the young people who participated in the workshops.

This song would be owned by the participants through their intellectual property on their care experience with the songwriters and musicians pulling it all together. With the song writing

Kurbingui Activities, Events and Cultural Programs

completed now, the recording will take place towards the end of 2019.

This was a great initiative that really embraced the healing process and provided an opportunity for our young people to have a voice, share their stories and be listened to.

Zillmere Festival



The Zillmere Multicultural festival has been held in the cul-de-sac adjacent to Kurbingui over the last few years and in response Kurbingui have been accommodating to open up their office space for the festival organisers and have been involved with the a big part of the organisation for this event.

In 2017 the decision was made to move the venue From Zillmere Road down to the Zillmere PCYC and now the new venue change is the NorthStar Soccer club to open the space in a hope to encourage more of the community stall holders and vendors to take part in this festival. Just as it was in past years of organising and planning, Kurbingui came on board for the cultural consultation and considerations for the event helping to connect the committee and organisers with the contacts and connections to the local Aboriginal and Torres Strait Islander food vendors, traditional custodians and Aboriginal and Torres Strait Islander performers and dance groups.

Kurbingui has been successful in coordinating the Skilling Queensland for Work Construction Trainees to support the set-up of the event

which was a great help for the organisers as well as the community engagement for the those and future trainees who get to be involved with various community events within Kurbingui and within the broader community.

Indigenous Community Police Reference Group

Kurbingui Youth and Family Development continue to be an active member of the Indigenous Community Police Reference Group (ICPRG).

The Boondall Police Station facilitate the group through Senior Sargent Damien Houston and PLO Tony Langdon. The meetings are held on the first Tuesday of every month at the Zillmere PCYC.

Along with Kurbingui there is a wide stakeholder group including but not limited to:

Representatives from the Department of Housing, the Department of Education, Aboriginal Torres Strait Islanders Community Health Service (ATSICHS) Brisbane, Centrelink, Brisbane Homestay Program and community members, including elders.



Kurbingui Activities, Events and Cultural Programs

Department of Child Safety Cultural Program

During the reporting period the Indigenous Practice Leader and the Aboriginal Torres Strait Islander Senior Support Officer and their colleagues were reviewing ways to support new staff and student placements to gain a better understanding of culturally safe practices as well as the impact from colonisation e.g. intergenerational impacts, education, health, child protection etc.

One of the new changes were undertaken was to change the way the forum for the student placements and new staff were conducted.

There were 20 – 30 student participants from across the Brisbane Region who came to Kurbingui for this half day session. They were able to come to Kurbingui and see where we are located within the community, get a feel for a community organisations, talk of their experiences up to now with the Aboriginal and Torres Strait Islander community, listen to the Indigenous Practice Leader and Senior Support Officer discuss cultural protocols and unpack family make up, historical implications and were able to sit and listen to the journey and story of elders who helped and participated on the day as well as engage with the Program Manager and CEO of Kurbingui sharing their learning experiences with them. It was truly an amazing forum.

Back to School Day

This event is hosted annually by the Bridges program and proudly supported by all other programs within Kurbingui and partner agencies/organisations.

The Program Manager for Community undertakes the MC role on the day as well as working with all other staff members in the coordination of the event, set up and packing up.

Interviews with community members and staff of Kurbingui and partner agencies/organisation are held throughout the day further developing and reinforcing community cohesiveness.

The aim of the day is to provide an opportunity for families, children and young people to access

free school resources for their children and young people and assist them with the heavy costs they incur each year when they return to school.

Partner agencies/organisations come on the day to engage with families and share information about their support services so that they are aware of what programs are out in the community when and or if they need assistance. One of the Jabiru staff members (who is also a hairdresser) and another local hairdresser were back on the day to provide haircuts to the children and young people.

This is always a busy part of the back to school day activities with hundreds of haircuts being provided. Stall holders/partner agencies included Act for Kids, Deadly Choices, Jabiru, Givit Donation Program, Mercy Family Services and Life without Barriers.

Approximately 100 participants attended and enjoyed the free barbecue and other activities while parents and carers navigated their way around the stalls.

Kurbingui would like to acknowledge our partner agencies and organisations that continue to come and demonstrate their support and commit to the Aboriginal Torres Strait Islander families, children and young people within the north Brisbane/ Moreton Regions. Partnerships are the key to the success of all of our organisation in terms of engaging with families, children and young people and supporting them to be successful in all they do.



Kurbingui Activities, Events and Cultural Programs

Community Art Exhibition

The annual Community Art Exhibition was held, during this reporting period, in partnership with Life Without Barriers to promote local artists' works.

As usual, the evening was a great success with loads of sales of paintings/crafts and jewellery throughout the evening. The event brought in over one hundred people. Artists shared their stories about their work with those that attended and once again the support of the community and partner stakeholders was really strong and encouraging.

The energy and interest in having another Community Art Exhibition is high and as such there are plans in play to host another art exhibition closer to Christmas in 2019.

Thanks, and acknowledgement to all of the community members, partner agencies and stakeholders for coming and supporting the local artists showcasing their work because without your support this event would not be successful.

Special thanks to Aunty Leoni Lippit and Silvia Jones-Terare from Life Without Barriers who work tirelessly with us on this event as well as all others that our organisation's do in partnership.



This program is funded by Kurbingui Youth & Family Development

Kurbingui
youth & family development

Skilling Queenslanders for Work

The highly successful Skilling Queenslanders for Work initiative represents a total funding commitment of \$420 million over six years from its reintroduction in 2015–16 up until 2020–21, to support up to 54,000 Queenslanders into work.

Skilling Queenslanders for Work represents a commitment to increasing workforce participation, driving job growth and strengthening the performance of the Queensland economy by improving work opportunities for disadvantaged Queenslanders.

Tailored, local community-based support is offered to 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.

Skilling Queenslanders for Work is characterised by:

- Clearly defined target groups.
- Voluntary participation.
- Individual pathways.
- Integrated mix of assistance.
- Strong support for participants.

The initiative is supported by a state-wide regional network working closely and forming partnerships with community-based organisations and local employers to determine local skills and entry-level industry and labour needs.

In 2020–21, \$80 million will be available under Skilling Queenslanders for Work to provide skills, training and jobs to a minimum of 10,000 disadvantaged Queenslanders.



Work Skills Traineeships

WorkSkillsTraineeshipsFundspaidworkplacements on community, public works and environmental projects for up to six months. Participants undertake a Work Skills Traineeship (Certificate I in Business, Construction, Conservation and Land Management, Hospitality or Retail Services) that integrates vocational skills with on-the-job training. In 2020–21, \$37.05 million will be invested under the Work Skills Traineeships program to assist disadvantaged Queenslanders to develop the skills and experience needed to gain employment.

MTO 3502 – 42 enrolled 25 moved onto fulltime & part time employment and into further studies. (resulting in 59% outcome) Ongoing support to find employment or enrol into further studies is provided to all trainees during and after the course.

MTO4443 – 21 enrolled and 15 completed the course with 7 moving onto fulltime & part time employment. (resulting in 46% outcome) Ongoing support to find employment or enrol into further studies is provided to all trainees during and after the course.



Skilling Queenslanders for Work



Kurbingui Youth Development

Kurbingui Youth & Family Development current successful project delivered in the last 12 months Work Skills Traineeship is now offering two rounds per year, 20-week paid traineeships:

- Certificate I in Business Administration
- Certificate I in Construction

Kurbingui's objective is to provide the Aboriginal and Torres Strait Islander community of Brisbane Northside with opportunities to receive services based on their needs and to bridge any skill gaps identified. Overall, Kurbingui has continued to successfully provide the community with these and other opportunities to establish links with potential employers and tertiary institutions and engagement with support services 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 are based on the expectations of the SQW contract and DESBT Terms and Conditions of funding. They include 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. This financial year Kurbingui has delivered two Certificate I Construction projects, two Certificate I Business Administration projects. The main strengths of

the Certificate I in 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 I in 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. 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 reported feedback from the trainees that they improved in their sense of self-worth as they progressed through the course to completion. Most trainees' goals when applying for the programs was to not only to gain employment but also to 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 2019 and 2020 will continue to provide culturally appropriate, tailored SQW projects to our North Brisbane Aboriginal and



Skilling Queenslanders for Work

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.

Many of the trainees who were unable to complete the courses reported the loss of immediate family members who passed away. It is important to note that the passing of a family member (Sorry Business) often not only impacts one person in the group, where more than one person in the group is connected through family. Sorry Business has protocols depending on what cultural background you are from. There is often no set time frame of how long this process will take as it is dependent on the relationships and the protocols. Those trainees that did not complete the course from that particular course due to the impact of Sorry Business were offered a chance to reengage in future programs.

Other reasons why trainees did not complete the course were as a consequence of:

- Re-offending - in this instance two trainees could not complete the course due to reincarceration.
- Turnover time for replacement of participants within time frame -Timeframe of recruitment for additional trainees did not fit withing the time permitted to successfully complete the theoretical content of the course.



Youth Skills – Footprints Program

This program is funded to assist 15–24-year old's engaged with Youth Justice Services or Queensland Corrective Services, to undertake nationally recognised training and provide integrated learner support.

Footprints to Employment (Ready for Work) training aligns to local employment opportunities and addresses local industry and skill needs by providing education and skill development of job seeking. By improving this skill set, this improves success rates of participants to enter the employment market.

As stated previously, Kurbingui provided training to develop skills on keeping resume's up to date, how to write and apply for job applications, and tips on sitting interviews. Participants also learnt how to navigate the web and job sites to find employment based on skill and qualification level.

On several occasions guest speakers were invited from various industries to talk about individual journeys and how varied their employment histories were. Participants enjoyed these sessions and engaged with the speakers.

Overall, participants reported that they gained the skills and tools to be up to date with the local employment demand based on skill and qualification levels.

During participant engagement Kurbingui SQW staff encouraged access to Janene from Drug Arm (Janene runs group educational/counselling sessions on Drug and Alcohol), contact and

Skilling Queenslanders for Work

cultural support with Brisbane Northside Elders and ongoing support from Belinda Ott (SEWB Program Manager), Kevin Maund (Communities Program Manager), Milliana Nuga (SQW Program Coordinator). With a team providing supports for participants staff were able to provide appropriate support for participants. Great outcomes were achieved by the participants with 24 out of 30 either moving into fulltime employment, further training or returning to school (resulting in 80% outcomes).

First Start – Which Way Your Way Program

First Start Provides incentive wage subsidies to local councils and community-based organisations to employ additional trainees. The program offers opportunities for young people and disadvantaged job seekers to gain nationally recognised qualifications and 12 months employment by undertaking a traineeship.

All 20 enrolled participants have completed the Certificate II in FSK and to date Kurbingui SQW staff have completed 9 participants in both Certificate II in FSK and Certificate III in Individual Support. Kurbingui, Designer Life Training and other partner Training Organisations have continued to provide support to participants sourcing opportunities to complete all module work at Kurbingui. Regarding employment outcomes 9 have gained employment and 1 are volunteering and 1 has moved onto further studies and 8 are employed in either aged care or disability fields. (resulting in 77% outcomes).

This program is funded by The Department of Employment, Small Buiness and Training



**Department of
Employment, Small
Business and Training**





Family Matters “Our Way Strategy”

Family Matters ‘Our Way Strategy’



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.

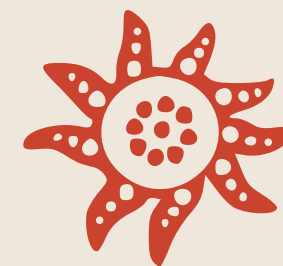
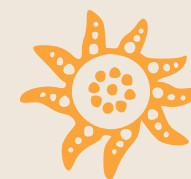
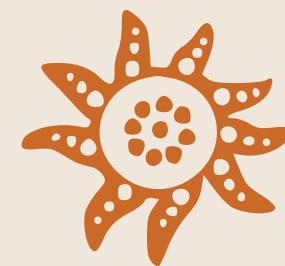
Key priorities in Supporting Families Changing Futures include responding differently to the overrepresentation of vulnerable Aboriginal and Torres Strait Islander children and families in the statutory child protection system, reducing child and youth sexual abuse, and closing the gaps in life outcomes.

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-planaboriginal-torres-strait-islander-children-families>

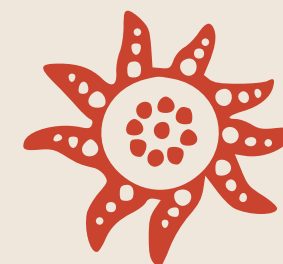
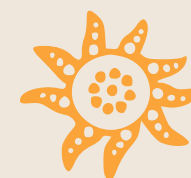
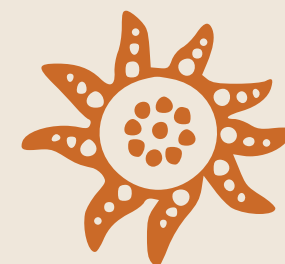


Family Program Reports



In this section...

- Numula Domestic & Family Violence Safety Response
- Brisbane Yadeni Tago Indigenous Family & Child Connect (IFaCC) & Family and Child Connect (FACC)
- Yeaca Dhargo Indigenous Family Wellbeing Program



Numula Family Safety Response

Overview

The purpose of the Numula Family Safety Program (Numula) is to implement safety strategies and effective interventions that address violence and abuse, providing an educational and healing environment to reduce risk and increase safety, health and wellbeing for Aboriginal and Torres Strait Islander children, young people, individuals and families who experience domestic and family violence.

This program enables exploration and development of flexible and innovative service provision that respects and honours Aboriginal and Torres Strait Islander cultures. The program works collaboratively with a range of partner agencies and stakeholders, mentors, consultants, elders and community members to enhance a holistic approach to supporting the multi-faceted needs of clients.

The program aims to improve access to culturally sensitive services and support that enhances personal skills and capacities for individuals to make healthy and positive life choices.

The Numula program is underpinned by the following specific objectives:

- Reducing acceptance of family and domestic violence by increasing the awareness, skills and knowledge of individuals and families.
- Improving the integration of and access to, domestic and family violence prevention and specialist support services for victims, perpetrators, and child witnesses.
- Enhance family's quality of life through peer support and group programs.

This program continues to be the only Aboriginal & Torres Strait Islander Domestic and Family Violence specific response service in the Brisbane and Moreton Bay Catchment Area.

The practice approach is culturally informed strength based and promotes safety and early intervention and prevention. The program accepts referrals from the Police (via Redbourne), other services and through self-referral.

Numula program receives the majority of program referrals for support through Redbourne which is 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, conversations with community members and other support staff internally and externally.

The range of issues referred through to the program includes:

- Intimate partner and relationship violence.
- Parents and carers seeking strategies to address violence from adult children.
- Help seeking for self and family members through counselling, legal, parenting and individual support.
- Mental health concerns for self and others.
- Alcohol and drug related issues.
- Support with court processes.
- Protection Order application support.



Numula Family Safety Response

We would like to acknowledge and thank the Department of Prime Minister and Cabinet, under the Safety and Wellbeing Programme, for their continued support in funding this valuable community program.

Through this funding, Numula is staffed by 1.4 roles, and workers continue to be active in maintaining links within the community, actively responding to referrals and the development and implementation of groups based on identified need.

The staff have also continued to participate in community events and promoted community, family and individual safety across these contexts.

The program has achieved the targets set within the service agreement. In recognising the breadth of the catchment, this achievement cannot underplay the importance of genuine partnerships to provide culturally safe support to Aboriginal and Torres Strait Islander families, individual family members, children and young people impacted by domestic and family violence.

Referral Summary

1 July to Sept 2018	30 Sept to 30 Dec 2018	1 Jan 2019 to 31 Mar 2019	1 April 2019 to 30 Jun 2019
41	40	53	38

Data Review

In total the Numula Program worked with 172 families during this reporting period. It is important to note that while 1 family represents 1 referral there can be up to 20 members in any one family that require support from Numula staff due to the complexity of the situations.

The majority of the referrals come from the Redbourne database, referrals are also received by self-referrals, partner agencies (government and non-government) and internally from other Kurbingui programs such as the Yeaca Dhargo Family Wellbeing Program and Yadeni Tago – the Indigenous Family and Child Connect and non-indigenous Family and Child Connect which is an integrated service in partnership with Mercy Community.



The referrals come from a range of different catchment area's however it should be noted that several of the referrals were located in and around the Redcliffe Peninsula (11) this last financial year. There were approximately fifteen (15) referrals from Stafford, Kedron, Aspley, Chermside, Nundah and Zillmere suburbs. A further fifteen (15) came from Murrumba Downs, Caboolture, Dakabin and surrounding area's including Bribie Island.

Supports that were provided by the Numula Family Safety Program included support with Victims Assist applications, referrals to the Vulnerable Persons Unit, support with applying for Domestic and Family Violence Protection Applications, referral to support services such as the Yeaca Dhargo Family Wellbeing Program, referrals to Moreton Aboriginal Torres Strait Islander Community Health Service (MATSICHS) and the Aboriginal Torres Strait Islander Community Health Service for physical and mental health treatment.

Where possible, Kurbingui consults with stakeholders and shares a single case plan response providing a seamless response whereby the families do not have to tell their story repeatedly and re-traumatise themselves by constantly reliving the domestic and family violence experienced.



Numula Family Safety Response

Update on Numula Program

This upcoming financial year, staff and management will be developing an improved client management system that will be implemented to gather additional information and provide an expanded collection of data to inform aspects such as (but not limited to) case management techniques, interventions and responses as well as group programs, strengths, gaps, trends emerging and the cultural integrity of the all support services provided.



Groups Provided

Yarning Circle for Women - Working together with the elder women of the community to empower women in a culturally safe environment to feel they can open in a structured relaxed environment. This group is continuous. The aim of the group is to reduce the acceptance of Domestic and Family Violence by increasing mindfulness, resilience, awareness, skills and knowledge of individuals and families to make informed choices and decisions to improve their quality of life. This group is run fortnightly with the view to increase the groups to weekly in 2019-2020.

Love Bites Program - working with and in collaboration with the other programs offered at Kurbingui. Developed for High risk individuals and children before or after entering the youth justice path. This program is for healthy relationships and is also developed to reduce contact with the criminal justice system. This program is offered when the need is identified based on the need of the family members.

Aboriginal and Torres Strait Islander Triple PPP-

is provided several times throughout the year with sessions increasing where there is demand. This group is very successful with feedback indicating that the parents take away some effective tools and strategies for more successful outcomes with their children and young people's behaviour. Numula staff co-facilitates the program with the Yeaca Dhargo Family Wellbeing Service staff with 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, or planning for children's return to their care. This format promotes behavioural management strategies that value and highlight respect and positive communication, encourage reflection on parenting practices and learning or challenging previous family patterns. Valuable conversations occur informally during the day with parents and carers, including in break times that maximise opportunities to engage and to promote safe and positive parenting.

Other groups external to Kurbingui include Women's groups, various parenting programs and support groups and workshops around issues relating to trauma, grief loss and healing.



Numula Family Safety Response

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 networks activity, the program was actively 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 & Events

Numula continues to work collaboratively with the Zillmere Community Centre to co-facilitate a Women's Groups where clients and local community members attend.

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. Aboriginal and Torres Strait Islander women join with other local women across cultures and participate in activities and information sessions/discussions.

The group celebrates key cultural events like NAIDOC, as well as noting International Women's Day and other significant days of significance and celebrations. A multicultural theme was enjoyed this year for International Women's Day and over 30 local women celebrated and created together.



Numula Family Safety Response

Back to School Day

This event is hosted annually by the Bridges program and proudly supported by all other programs within Kurbingui and partner agencies/organisations. The aim of the day is to provide an opportunity for families, children and young people to access free school resources for their children and young people and assist them with the heavy costs that they incur each year when they return to school.

Partner agencies/organisations come on the day to engage with families and share information about their support services so that they are aware of what programs are out in the community when and or if they need assistance. The Jabiru staff member (who is also a hairdresser) and another local hairdresser attended on the day to provide haircuts to the children and young people.

This is always a busy part of the back to school day activities with hundreds of haircuts being provided. Stall holders/partner agencies included Act for Kids, Deadly Choices, Jabiru, Givit Donation Program, Mercy Family Services and Life without Barriers.

Approximately 100 participants attended and enjoyed the free barbecue and other activities while parents and carers navigated their way around the stalls.

Kurbingui would like to acknowledge our partner agencies and organisations that continue to come and demonstrate their support and commit to the Aboriginal Torres Strait Islander

families, children and young people within the north Brisbane/ Moreton Regions.

Partnerships are the key to the success of all of our organisation in terms of engaging with families, children and young people and supporting them to be successful in all they do.

Professional Development

Maintaining knowledge for practice through professional development and forums provides relevance and currency to the program.

Training attended included the following:

- Ongoing Triple P Parenting Program accreditation.
- Champion of Change training
- Annual Women and Homelessness Forum participation
- Stay Strong Training.
- Victims of Crime and Domestic and Family Violence training, and Elder Abuse Training.
- Sexual Assault and Violence Training.

Local Community and NAIDOC Events

International Children's Day Community Event

Walk Against Domestic Violence: Sandgate

Numula engaged with the local community through the Koobara Kindy hosted NAIDOC event and participated in the flag raising ceremony at Boondall Police Station.



Numula Family Safety is funded by The Department of the Prime Minister and Cabinet.



Numula Family Safety Response



Brisbane Yadeni Tago Indigenous Family & Child Connect (IFaCC)

'Yadeni Tago'
Turrubul language meaning
"Advancing Together"



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 integrated staffing model consists of workers employed by Mercy Community and Kurbingui Youth and Family Development who work as a single 'team'.

Staffing consist 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 1 Team Leader, 4.5 Family Response Facilitators and two Local Level Alliance Facilitators.

There is also a partnership with MICAH that provides the services of a Domestic and Family Violence Practitioner who provides advice, training and consultation. 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.

As of December 2018, two new team leaders were employed at Yadeni Tago which has provided a level of stability to the service.

The new LLA Coordinator started in January 2019. The LLA support worker, Veronica Brown has been employed with us since March 2019 and had previously completed a Cert I in Business Admin through Kurbingui Youth and Family Development.

Michelle Hodges, as a previous employee of Mercy Community had been providing casual work in the LLA Coordinator role at the end of 2018 and early 2019 and provided the new Coordinator with an extended handover. The Local Level Alliance staff facilitate a Regional LLA meeting each quarter and multiple working groups in the South, South West and North areas of Brisbane.



The purpose of the LLA is to support the FaCC's by bringing together professionals from both the government and non-government sector 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. 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.

A forum was held in May for state-wide LLA's hosted by the Department of Communities to discuss the independent assessment of the

Brisbane Yadeni Tago Indigenous Family & Child Connect (IFaCC)

Local Level Alliance and to offer all participants training in the Results Based Accountability framework.



The Brisbane North working group "Engaging Families in Early Education" was successful in obtaining funding for Child Protection Week for a project entitled Learning and Walkin on Country.

Referrals to the FaCC and IFaCC come from the general community as well as other non-government 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.

Some of the IFaCC staff have 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 assists with succession planning.

Training that has been attended by staff either individually or as a team has included: "Specialists in providing physical and technology related security treatments and safe transport alternatives for victim survivors", Putting Strengths into Practice, Domestic and Family Violence, Family Law and Victims Assist Legal Training, Chubb Fire awareness training, QCPW

Regional Grants Training, Preventing Child Exploitation Training, Talking about Suicide, NDIS awareness, First Aid & CPR, Indigenous Mental Health Training, Family Drug Support Day, safeTALK: suicide alertness for domestic and family violence workers, Common Assessment Tools (Cap) training, Understanding and Responding to Non-Suicidal Self Injury and Suicidal Ideation in Children and Young People, Neurobiology of Trauma, Performance Coaching and Disciplinary Training, Safe and Together, Alcohol and Other Drugs harm minimization, Protective Behaviours.

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, QIFVLS, NDIS, CYMHs, Headspace, Qld Family and Child Commission, Kummara Infinity Community Solutions. These presentations are also an opportunity for us to promote our services.

Yadeni Tago has a yarning circle every month which is facilitated by a different team member, the emphasis of the yarning circle is to encourage cultural understanding and strengthen relationships between staff 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 several services including Day Care Centres, Out of Hours School Care, various Qld Health services and Principals and Guidance Officers.

Yadeni Tago Brisbane Indigenous Family & Child Connect (IFaCC)

All staff have also participated in many community events such as NAIDOC, National Aboriginal and Torres Strait Islander Children's Day events, Child Protection week events, Zillmere Multicultural Festival, Elders forums, Kurbingui's Back to School, to name a few.

At this year's QATSIPP children's conference, the HALT group were asked to deliver a presentation on HALT and the success it has had steering Aboriginal and Torres Strait Islander families from entering the child protection system.

In the short time it has been operating it has diverted over 100 children away from the child protection system. The IFaCC Team Leader was part of the HALT group who presented on the day.

Leadership staff have continued to be involved in several working groups and networks across Brisbane particularly in relation to the Child Protection Reform space. Team Leaders and Program Manager are involved in the Northside Community group, HALT, Early Indigenous Response Collective, Child Protection Week Committee meetings, LLA Meetings, FaCC and IFS Best Practice Working Groups, Brisbane North Community Policing Board, Learn and return Alliance, PeakCare Roundtables, Talking Families project.

Brisbane FaCC have taken ownership of the Northside Family Support Collective (NFSC) after the group stalled in 2018, the first meeting was held in May 2109 and was well attended.

The idea behind the NFSC is taking a collaborative approach to families who sometimes fall through gaps in various criteria's and could be at increased risk of not getting appropriate supports.

The group now has a monthly timetable for meeting and ensuring that potentially missed families are now being supported from one or more of the agencies within the NFSC.

The Program Manager continues to be involved with the Brisbane North Community Policing Board and sits on the Youth Engagement subcommittee which is endeavoring to support young people living in the Zillmere area.



Yadeni Tago hosted a student placement, the student spent time at the office and participated in many other meetings, home visits and events that Yadeni Tago was involved in.

Data

For the financial year 2018-2019 FaCC and IFaCC received 5493 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 has dropped slightly to 6%, active engagement for Aboriginal and Torres Strait Islander families is 10%.

Information, resources and advice were provided to 3022 families, specialist services recommended to 260 families, supported referrals to 25 families and 1866 families actively engaged. Workers provided direct referrals for 313 families into the secondary support system.

The most frequent referrer was self-referral followed by the Department of Child Safety Regional Intake Service, this is a change from the previous year when it was the other way round and is an indication of FaCC being more widely known within the community.

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, Acacia Ridge and Zillmere with Inala being the highest referral suburb, this data is also similar to the previous year.

Yadeni Tago Brisbane Indigenous Family & Child Connect (IFaCC)



In terms of Culturally and Linguistically Diverse families, the cultural groups most commonly represented were from New Zealand, Vietnam, China, India, and Iran in that order. The results are nearly the same as last year. Translator services were used 833 times for 48 families.

In total during the financial year the service recorded 19,713 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.

Service Improvements

Engagement rates for Yadeni Tago are similar to other FaCC's across the state however the plan for the next 12 months is to increase engagement rates and there are a number of strategies that have been trialled and others that will be trialled throughout 2019. Leadership team are involved in Continuous Improvement meetings with other Mercy Community FaCC's each month where there is an opportunity to learn from other services in terms of improving service quality. Yadeni Tago hold team meetings each fortnight where we discuss service improvements or issues arising so that the team have an opportunity to influence ways of working. Program Manager and Team Leaders constantly monitor data to improve service delivery, to determine themes, gaps in services and future professional development for staff. Staff attend supervision and case review internally and externally each month which also assists in ensuring professional growth of staff.

All clients are offered an opportunity to provide feedback via our CSOS form and this 'data' is analysed to assist also in-service improvements.

Next Steps

Yadeni Tago is hoping to have access to more culturally appropriate brochures for Aboriginal and Torres Strait Islander families in late 2019 which hopefully will assist in increasing 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, Yadeni Tago has been given funding for the next 5 years and the aim is now to ensure that we are offering high quality services to families across the Brisbane region.

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

Julie Nelson

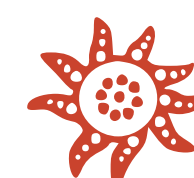
Program Manager
(Yadeni Tago)

Stacey Douglas

Team Leader

Mike Garrett

Team Leader
(Yadeni Tago-FaCC/IFaCC)



Yadeni Tago Brisbane Indigenous Family & Child Connect (IFaCC) by the Department of Communities, Child Safety and Disability Services.



**Queensland
Government**

Department of Communities, Child Safety and Disability Services

Yeaca Dhargo Indigenous Family Wellbeing Program

Overview

The Yeaca Dhargo Family Wellbeing Service (YDFW) provides holistic, culturally responsive, support to improve their social, emotional, physical and spiritual wellbeing, and build their capacity to safely care for and protect their children. Aboriginal and Torres Strait Islander community-controlled organisations lead the design and delivery of these services to ensure support and responses are culturally safe and responsive, reflect community and family strengths, local needs and aspirations, leadership and cultural knowledge.

The program seeks to draw on staff and communities' cultural knowledge to provide holistic, social, emotional and practical support for families that are experiencing difficulties in their lives. Healing for families is a central tenet of the model for practice and the belief that healing will affect enduring and tangible change within vulnerable children, young people, parents/carers and their family's lives.

The program is unique in that the model is designed to be flexible and responsive to families' needs across the spectrum which includes universal, targeted, tertiary and secondary responses. Specifically, Yeaca Dhargo Staff collaborate with a wide range of culturally appropriate universal, secondary and specialist services e.g. counselling, placement services, housing and with each individual family, to plan and provide a tailored, holistic and coordinated response to their specific needs.

This includes working with families with diverse needs — from prevention and early intervention support to help families at the earliest possible opportunity to prevent concerns and worries from escalating, through to intensive support for families already in contact with the child protection system.

Service Delivery and engagement of families by Yeaca Dhargo staff is monitored via Senior Management. Audits are conducted of open and closed cases to ensure written work is completed to an acceptable standard and case plans are being reviewed and updated accordingly. Quality Assurance of the service delivery is monitored via monthly case reviews, team meetings and adhoc case discussions.



The Staff provide feedback forms for families to ensure they are able to provide confidential feedback about the service prior to case closure. All staff have access to external professional supervision every 6 weeks which provides them an opportunity to reflect and discuss cases which are complex and challenging. Staff members have the option is they require to access additional external professional supervision.

The Team comprises of a Program Manager, 4 Family Wellbeing Practitioners, 1 Community Support Worker and .75 Administration Officer with ongoing complex case support from the CEO who has an extensive background working with our children, young people and families.

Referrals are received from a diverse range of services such as Education, Queensland Health,



Yeaca Dhargo Indigenous Family Wellbeing Program

Child Safety Services, Indigenous Family and Child Connect, other programs within Kurbingui and other non-government community agencies. Families also can self-refer if desired. 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 and those appointment are arranged based on the need of the families and also if emergencies arise.

Throughout 2018-2019 Staff attended numerous community events and training such as the Qld Aboriginal Torres Strait Islander Child Protection Peak (QATSICPP) Child Protection Week, National Child Protection Forum, 'Neglect as an Early Warning Sign of Children at Risk', 'Women and Homelessness Forum', Back to School Day, Kurbingui Art Exhibition, Aboriginal Torres Strait Islander Mental Health First Aid, Talking About Suicide, Elder's Lunch and the Elder's Forum.

Regular in-service training is provided by specialist consultants in areas such as, Strengths Based Practice, Case Management and Cultural Engagement, Case Noting and Leadership and Management. Leadership staff attended training in areas such as, the QATSICPP Supervision and Practice Standards, Risk Assessment, and Child Exploitation Training.

Community awareness and support of the Yeaca Dhargo program is key to building, maintaining and assists staff to help to engage and support families achieve identified outcomes. Stakeholder engagement is an essential component of the work undertaken by staff.

Network meetings and Case Conferencing or Family Led Decision Making meetings is a great opportunity to establish, build on and maintain strong relationships with key staff in both the government and non-government sector.

Collaboration with genuine partners provides opportunities for organisations to assist in resource identification, sharing resources and support for vulnerable children, young people and families.

In addition, staff attend a number of joint working groups across the region which allows more in-depth sharing of knowledge and skills and the creation of opportunities for collaboration with children, young people and their families support services and activities.



These meetings occur quarterly to six weekly. Working in collaboration with partner agencies also helps identify emerging trends, issues/ challenges and barriers to streamlining service delivery to vulnerable children and families.



Yeaca Dhargo Indigenous Family Wellbeing Program

Senior Management and staff attends the HALT meeting which is a joint collective whereby information relating to Aboriginal and Torres Strait Islander families is received by Department of Child Safety, Youth and Women and where appropriate, the matter is then referred to the collective to identify the best way forward in terms of support and assistance and which agency/agencies will respond.

and young people are to be safe and as such there are different scenarios that can occur to keep them safe while support is provided to their parents/carers.



In many instances the right type of support has resulted in the families no longer needing to be involved with Child Safety and continuing their work with the support service until they no longer need assistance.

Overall Yeaca Dhargo Family Wellbeing Program (YDFP) in partnership with other stakeholders aims to achieve the following:

- 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 – reduction in children in care; and reduction in risk factors for vulnerable children.
- More suitable support services to vulnerable families – government investment proportions shift from tertiary to secondary; and agencies refer to the most appropriate services.
- Connecting families and children to community and culture and minimising issues that may be created as a result of family and cultural isolation.

The program staff and management faced challenges over the last financial year which primarily related to ongoing staff movement and retention.

Yeaca Dhargo Indigenous Family Wellbeing Program

Despite the challenges of staffing, service provided to families was not impacted upon. Through the support of senior management, program staff were able to work and develop strategies that provided continuous service delivery as well as providing program staff opportunities to take care of their overall health and wellbeing through external professional supervision.

Service Delivery

Throughout 2018 to 2019, 120 families were referred to the program. This is down from the previous year which was 177. 93 Cases were commenced during the reporting period and (115) families exited the service. The average number of families that work with practitioners at each quarter is approximately 30 Families.

It is important to note that referral counting is 1 referral is 1 family and as such the figures displayed below does not reflect the numbers of family members that received services. Numbers of family members can be 2 through to 20 depending on the family network identified or who is living in the home or the family makeup.

Referrals	July – Sept 2018	Oct - Dec 2018	Jan - March 2019	April - June 2019
Self-Referrals	6	15	19	3
Partnership – FACC & IFACC	1	5	2	1
RIS	2	3	4	3
CSSC	4	10	12	3
Other – NGO's, Government, Education, Elders	8	4	6	7
Total	34	55	43	17
Service hours per quarter (standard hours = 2633)	2288.8	2000.5	2283.1	2380.8

Data Review

As noted above during 2018-2019 Yeaca Dhargo received a total of 120 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 is promoting the importance of self and community-initiated referrals.

This is encouraging and may indicate that families consider the program as a positive, responsive, culturally safe and effective. Two referrals were recorded as Child Concern Reports and 29 referrals had contact and/or intervention with Child Safety Services; however, the remaining referrals were received from non-government organisations with a majority of case summaries (79) far outweighing the (41) case summaries created from statutory agencies.

The average days to close a case with 'all or majority of needs met' was 189 days and the average day to close a case with 'partial needs met' is 286. The average days of service for cases closed as an early exit was 71 days in total. Therefore, staff are working with families intensively for a period of 6 months in total.

At the commencement of the reporting period there were approximately 49 open cases, and 93 were opened since that time. The number of families that were exited throughout the 2018-2019 were 115 in total over the reporting period. In total the staff supported 138 Aboriginal and Torres Strait Islander families.

The aim of the HALT collective is to support families and build their capacity and help divert the family away from the child protection system.

The collective membership includes representatives from Yadeni Tago – (IFACC/ FACC), Yeaca Dhargo, the Aboriginal Torres Strait Islander Community Health Service (ATSICH), Kummara, and Moreton ATSICHs. The word HALT is not an acronym for anything it means what it says. The overall aim of the group is to stop the over representation of Aboriginal Torres Strait Islander children and Young people in statutory systems.

The collective have been extremely successful in identifying alternative ways of the families receiving the type of support and assistance that is right for them and that includes it being culturally safe for all of the members.

The outcomes of this group have been amazing with great outcomes for families, children and young people. During 2018-2019, 200 Aboriginal and Torres Strait Islander children have been successfully diverted away from the Child Protection System. It is a given that all children

Yeaca Dhargo Indigenous Family Wellbeing Program

At the end of the reporting period are 38 open cases and 14 of these cases will be closed due to consent not being provided by the family. There were 7 families cases closed over the reporting period due to being unable to contact them despite all efforts and 4 family's cases that moved out of the catchment area.

Program hour's total 8952.4 are slightly down this financial year as opposed to 9347.10 the last financial year and this may be a result of being understaffed for a period of time and or issues with reporting on the program case management database, not calculating the accurate hours.

Partnerships and Collaborative Outcomes

As mentioned above, staff participate in a number of local and regional networks. It is important to make specific mention for the Local Level Alliance (LLA) group, Northside Stakeholder Group and RIS/CSAH/PCPP/FACC meetings. These groups provide an important platform to discuss strengths, challenges, share stories, and identify trends, information sharing and networking opportunities.

The Yeaca Dhargo team work collaboratively with all Kurbingui teams – Bridges, Community Access, Numula Family Safety, Special Projects and Corporate Administrative Support to provide a continuous flow of quality service delivery to all families, children, young people, elders and individual community members.

The list of services below outlines the extensive work program staff continue to maintain and/or establish throughout the financial year. Yeaca Dhargo work effectively and collaboratively with these services to support, build and strengthen the capacity for families.



Please note, this list includes but not limited to:

- Brisbane Northside Elders Group
- Home Stay
- Primary, Secondary Schools across the North Brisbane region
- Domestic Violence Services
- Queensland Police Service
- Relationships Australia
- Department of Housing – (service centers across Brisbane region)
- Black Community Housing
- Umpi Korumba Aboriginal & Torres Strait Islander Corporation for Housing
- BRIC Housing
- Inch Housing
- Rent Connect
- Centrecare
- QVIFLS
- Act for Kids
- Brisbane Youth Services
- Strathpine Child safety
- Fortitude Valley Child Safety
- Capalaba Child Safety
- Alderley Child Safety
- Chermshire Child Safety
- Caboolture Child Safety
- Redcliffe Child Safety
- Benevolent Society
- Zillmere Family Assistant program
- Benevolent Society
- Uniting Community Care
- Queensland Health – Hospitals, Community Centres and other Allied Health Services
- Child Youth Mental Health Services
- Education Queensland
- Jabiru Community College
- Aboriginal & Torres Strait Islander Community Health Services (ATSICHS)
- Institute for Urban Indigenous Health (IUIH)
- Aboriginal & Torres Strait Islander Legal

Yeaca Dhargo Indigenous Family Wellbeing Program

Services (head office and Strathpine office)

- Kummara Family Wellbeing Service
- Micah Projects
- Hart 4000 – emergency support
- Changed Futures
- Yumba Hostel
- Joyce Wilding Hostel
- Zillmere Community Centre
- GIVIT - Goods for Good Causes
- Nexus Food hampers - Stafford
- Bernie Brae – Chermshire
- Connected Inc - Virginia
- SNAICC
- QATSICPP



Moving Forward

In 2019-2020 two Youth Support Practitioners are being added to the Yeaca Dhargo program to provide specialist support to families with young people who are experiencing difficulties e.g. conflict in the home.

This is an exciting addition to the team and the model in response to increasing issues identified by young people, families, community and stakeholders (government and non-government). The increasing issues identified include the young person engaging in drug and/or alcohol abuse which may manifest into family arguments, violence 'couch cruising' and school disengagement.

The role of the Youth Support Practitioners will be to support the young person and family and work in a culturally holistic manner by role

modelling positive behavior, increasing self-esteem, connection to culture by linking them to elders and community.

The young person may also participate in culturally appropriate workshops such as Didgeridoo making, bush walking, and art workshops etc. If the family require support a Practitioner will also be assigned to the case and both the Family Wellbeing Practitioner and Family Wellbeing Youth Support Practitioner will work collaboratively together with the family to enhance family functioning.

Yeaca Dhargo and Kurbingui staff are excited about supporting families, children and young people in 2019-2020. The renovations of the front office space will be commencing very soon with the completion date aimed for mid-2020.

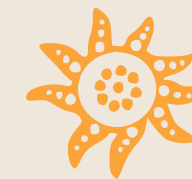
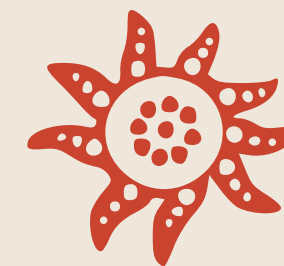
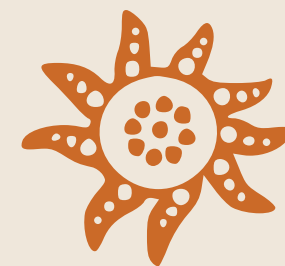


Yeaca Dhargo Indigenous Family Wellbeing is funded by The Department of Child Safety, Youth and Women.



Queensland Government

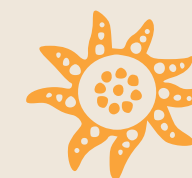
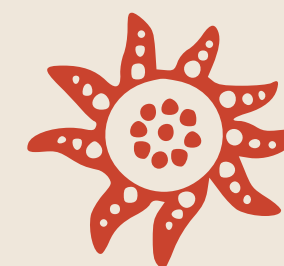
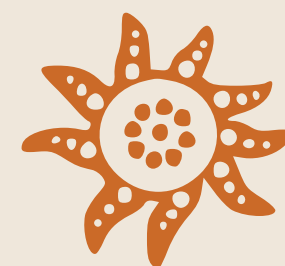
Department of Child Safety, Youth and Women



In this section...

- National Suicide Prevention Trial (NSPT) & Frontline Connector Training

Social Emotional Wellbeing Program Reports



National Suicide Prevention Trial (NSPT) & Frontline Connector Training (FCT) – Strong Deadly Spirits

Kurbingui Youth and Family Development and the Primary Health Network (PHN) North Brisbane finalised the Program Schedule on the 10th October 2018 to deliver the National Suicide Prevention Trial (NSPT) which includes: Emergency and Follow-Up Care and the Frontline Worker Training and Connector in North Brisbane and Moreton Bay areas.

The aims of the Program is to connect and coordinate new and existing interventions and programs, and build the capacity of the community which includes community members, staff of support and related agencies to better support people facing a suicide crisis using following strategies:

1. Emergency and follow-up care for suicidal crisis.
2. Evidence-based treatment for suicidality.
3. Identify and support people in distress.
4. Improve competency and confidence of frontline workers to deal with suicidal crisis.
5. Training the community to recognise and respond to suicidality.
6. Engaging community and provide opportunities to be part of the change.



NSPT To Be Delivered

The overall aim of the NSPT is to build appropriate culturally safe help seeking pathways for the Brisbane North Aboriginal and Torres Strait Islander Community.

This will be achieved by delivering culturally appropriate suicide awareness training and community engagement to build resilience and greater awareness of care pathways, but also increase local community skills around suicide prevention. This will be achieved using a multi-pronged approach through:

1. Engaging Elders to build resilience around suicide prevention and support.
2. The individual, family and wider community will have access to community programs delivered through the partnership and other agencies, reducing the need of the client to re-tell their story over and over again.
3. Assessment of existing services for the target group.
4. Develop an effective culturally responsive team to address the needs of the target group as they arise.
5. To develop and implement data collection tools to meet the objectives of the trial to inform future practice.
6. For the Aboriginal & Torres Strait Islander North Brisbane Community to have access to appropriate care when they are experiencing suicidal crisis, at risk of suicide or bereaved by suicide.
7. Develop an effective culturally responsive team to provide non-clinical practical support to community.
8. Coordinate Community based activities – suicide prevention and education.
9. Delivery of Community Mental Health Education.
10. Delivery of one on one Client Mental Health Education.
11. Continued consultation with potential trial partners to develop collaborative working and referral pathways.
12. Links with specialist services.

National Suicide Prevention Trial (NSPT) & Frontline Connector Training (FCT) – Strong Deadly Spirits

13. Engagement and participation of people with lived experiences within activities such as community education, peer support and other programs.

Wrap Around Support

Clients of the service have access and support from existing programs providing services to the broader community at Kurbingui. This will ensure where possible that the client, family and extended families has appropriate continued support.

Currently the programs offered by Kurbingui include:

- Numula
- Yeaca Dhargo
- Yadeni Tago
- Bridges Staff
- Community Access
- Skilling Queenslanders for Work
- Brisbane Northside Elders Group
- Elder Men's Shed

Program Delivery

The last few months of 2018 were used to employ staff and to set up the program, including promotion and staff training.

Individual Support

In 2019 the Program underwent consolidation and received 34 referrals into the program from a variety of referrers including Qld Police Service, Vulnerable Persons Unit, Department of Education, Probation and Parole, Self and from other internal Kurbingui Programs.

These clients often had complex issues including social and emotional distress, bereaved by suicide, suicidal crisis, child safety matters, homelessness, alcohol and drug use and domestic and family violence.

Staff worked to ensure that clients received timely and appropriate medical and psychological intervention as well as Cultural engagement. These clients required intensive support and the outcomes achieved were extremely positive.

Strong Deadly Spirits Youth Cultural Engagement

In addition to the clients that received individualised support there were 17 young people who attended the group programs that ran for 10 weeks duration.

The aim of the group is to build strong, deadly, healthy spirits, resilience and help seeking behaviours in Brisbane North Aboriginal and Torres Strait Islander young people.

The group provided weekly activities including designing sensory tools, engaging in yarning circles, building self-esteem and self-confidence, cultural engagement and building safety networks.

At the end of the 10 weeks, community members and family are invited to attend an event to mark the end of the program and to showcase the achievements of the young people.

On the 7th June 2019 a graduation event was held and 35 people attended, including Elders, Police Liaison Officers, Family, Carers and other staff.

One of the staff Joanna Monaei provided a traditional cook up and the young people had fun engaging in a number of sporting and craft activities.



National Suicide Prevention Trial (NSPT) & Frontline Connector Training (FCT) – Strong Deadly Spirits

Aboriginal and Torres Strait Islander Mental Health First Aid-Talking about Suicide and Deadly Thinking

Talking about Suicide is a 5 hour course that teaches people how to support Aboriginal and Torres Strait Islander persons experiencing suicidal thought and behaviours.

This program was delivered in Caboolture, Redcliffe and Zillmere during May 2019 with 67 participants.

Deadly Thinking training provides knowledge and teaches strategies in relation to maintaining social and emotional wellbeing and suicide prevention. The workshops also provide opportunities for participants to have healthy conversations to discuss anxiety, depression and suicide.

The program delivers awareness to promote help seeking and enables individuals to share and develop this knowledge and helpful strategies to assist others in their communities who are expressing need for help.

This 3 day training was delivered during June with 10 participants.



Elders Engagement

The program organised and assisted with facilitation for the Brisbane North Side elders to attend and participate in Roses in the Ocean -Voices of Insight training.

This training is designed to empower people to engage meaningfully in suicide prevention activity in their local communities and are aimed at increasing suicide literacy in our communities and connecting people with local service providers.

Feedback from the Elders was very positive and they are keen to keep up this type of community engagement, training and education.

Elders have provided support, consultation and the voice of their Community to assist with the set up and delivery of the trials.



Training and Networking

The setting up of the NSPT required an enormous amount of work in engaging with stakeholders and partners, promoting the various components of the trials to Community and other services and training of staff. The funding body PHN also required regular meetings and updates to ensure that the rollout of the trials was successful.

Staff Training included:

Screening Tools for Assessing Risk of Suicide, Talking about Suicide, Redicase training (PHN data base), Deadly Thinking, Advanced Suicide Prevention training, Working with Young People Who Self Harm, Stories of Change to Theories of Change.

National Suicide Prevention Trial (NSPT) & Frontline Connector Training (FCT) – Strong Deadly Spirits



The Program Manager also attended the National and World Suicide Prevention conference where she presented on the topic Co-Design Matters.

Promotion of the trials was imperative to the success of the program and so staff attended many network meetings, staff meetings and pre-arranged meetings with relevant services. Network meetings attended included:

Infant Child and Youth Advisory Group, Local Level Alliance, LGBTIQ forum, Panel Guest at Mental Health Interagency Conference, Advanced Suicide Prevention Strategic Partnership Group, Indigilez Strong Spirits event planning, QLD Drug and Alcohol Court Murri Stakeholders meeting, Brisbane North crisis Housing, and many others.

In addition, meetings were held individually with stakeholders to discuss the services offered and the referral processes:

QLD Police Vulnerable Persons Unit, internal Kurbingui Youth and Family Development services, IUHI, MATSICHS, Headspace, Drug Atm, Department of Child Safety, Jabiru, Beyond Blue, Department of education, Small Business and Training, as examples.

Discussions were also held with Griffith University staff to assist with the development of pre and post surveys and evaluation of the overall program. The Program manager also attended meetings with Melbourne University staff who were evaluating all of the trial sites across Australia. Evaluation is a critical component of the trials.

Outcomes So Far

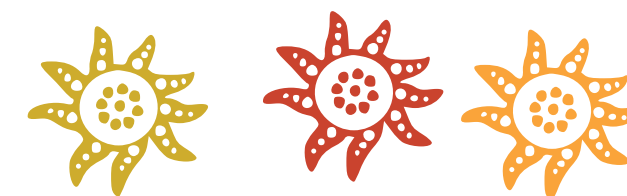
This program delivers education and training in tackling attitudes, behaviours and beliefs around suicidality for Aboriginal and Torres Strait Islander community members across the lifespan in the Brisbane North Region.

It has delivered much needed support to the high risk Aboriginal and Torres Strait Islander community as well as increasing awareness regarding suicide prevention pathways among clients and their families.

It has educated and supported local networks, agencies and service providers so that they understand the suicide prevention pathways.

It has also highlighted the lack of culturally appropriate external service providers in the region. It has been important to capture the voice of our Community to assist in co-design and to ensure participation, this can be a long but worthwhile process.

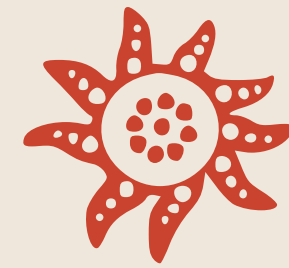
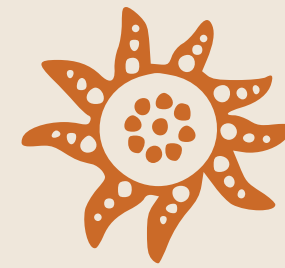
The support of the Elders, the Board and the CEO have been critical in the setting up and delivery of the National Suicide Prevention Trials. Requests for service have increased since the program opened which demonstrates the need within our Community and we look forward to delivering deadly services over the next 12 months.



National Suicide Prevention Trial (NSPT) is supported by funding from the Australian Government under the PHN Program.

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BRISBANE NORTH

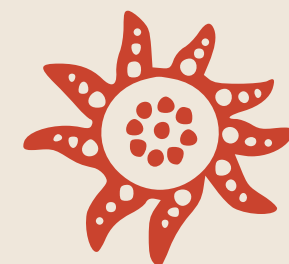
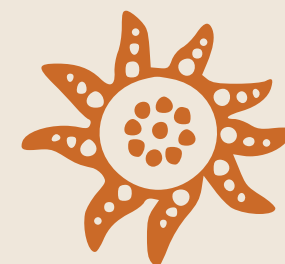
An Australian Government Initiative



In this section...

- Brisbane Northside Elders
- North Brisbane Aboriginal & Torres Strait Islander Men's Shed

Auspiced Program Reports



Brisbane Northside Elders

The Brisbane North side Elders Group was formed in 2016. Since then the Elders group have 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 which include but is not limited to:

- The Queensland Police Service (QPS)
- Department of Child Safety
- Youth Women (DCSYW)
- National Disability Insurance Scheme (NDIS)
- Department of Aboriginal & Torres Strait Islander Partnerships (DATSIP)
- Department of Employment Small Business & Training (DESBT)
- Youth Justice
- QLD Housing
- Centre Care
- Uniting Community Care
- Life Without Barriers and
- Mercy Community.



During 2018/2019, the Brisbane Northside Elders Group have hosted and attended community events and activities including but not limited to:

- Morning Teas with Stakeholders
- 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
- Aboriginal Torres Strait Islander Mental Health First Aid Training
- Talking About Suicide Workshops
- Coordinated the Elders Christmas Lunch
- Undertaken Acknowledgements and Welcomes to Country
- Participated in and coordinated Women's' and Men's Groups.
- Provided day to day support by way of mentoring
- Assisting with recruitment on 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 and finally undertaking key roles in the development and implementation of new and ongoing complementary programs and activities.



Brisbane Northside Elders

The Northside Elders are an extremely active group and are passionate in the work that they do does continue to make a difference in the lives of Aboriginal Torres Strait Islander people.

During 2018/2019 Alderley Child safety Service Centre invited the Northside Elders to engage with their staff on several occasions with the aim of establishing a better working relationship with the members of the group and Kurbingui staff.

With the support of the Service Centre Manager, Kylie Hutton, the Cultural Practice Advisor Christine Wellington Stuart coordinated events and activities with Kurbingui staff and the Northside Elders group. Other Child Safety staff from the Chermside office have also been active in engaging at times with staff and the Elders.

The Elders attended a morning tea at the Chermside office where they were told about the merge of the Valley office into both Chermside and Alderley Offices. Elders found that to be considerate and respectful that staff there took the time to have a morning tea and let them know what was happening.

The results of these efforts have been many, for example, Elders reported that Alderley Child Safety staff engaged with community elders at the North Brisbane NAIDOC celebrations and spent time with them as well as connecting to other community members and stakeholders.

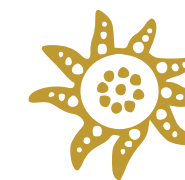
Another example of the elder's work is the collaboration with Boondall Police. The work undertaken over the past two years as an extension to the Indigenous Community Policing Regional Group (ICPRG) has resulted in the newly formed Aboriginal and Torres Strait Islander Police Reference Group (ATSIPRG) and the Elders Reference group which has representatives on it from a number of the community groups including the Sudanese, Indian, Pacific Islands and Indigenous representatives.

Another important outcome during 2018 - 2019 has been the work and response for the community to be able to have a representative from Kurbingui to liaise with the Boondall



Police around working with the community and putting a process in place where body cam and surveillance cam footage within the Boondall Police station can be reviewed to help alleviate any concerns that the community may have when family members are involved with Police. 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.



Brisbane Northside Elders



As mentioned previously, the members and guests of the Elder's 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. They have also been integral in the ongoing work to integrate cultural practices, protocols and processes into 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.

It is recognised that the Elder's group brings with them a collective high-level knowledge bank of culture, history and the ability to make connections throughout Queensland as well as their previous professional and personal life experiences.

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, expanding on the Women's and Men's Groups and focusing on the support for young people in the family and court environments moving forward to 2019-2020.

Thanks, and acknowledgement to:

Aunty Cepha Roma, Aunty "Chick" Hazel Fisher, Aunty Shirley Finn, Uncle Alex Davidson, Uncle Alan Finn, Uncle John Johnston, Aunty Vicki Dale, Aunty Paula Burford, Aunty Deb Chaplin, Aunty Rhona Bowda, Aunty Selina Seymour, Uncle Trevor Gorman, Aunty Faye Gundy, Aunty Judy Conlon and Uncle Gary Cobbo for all of their support, guidance and commitment to the staff, partner stakeholders and families, children, young people and individuals in the community.

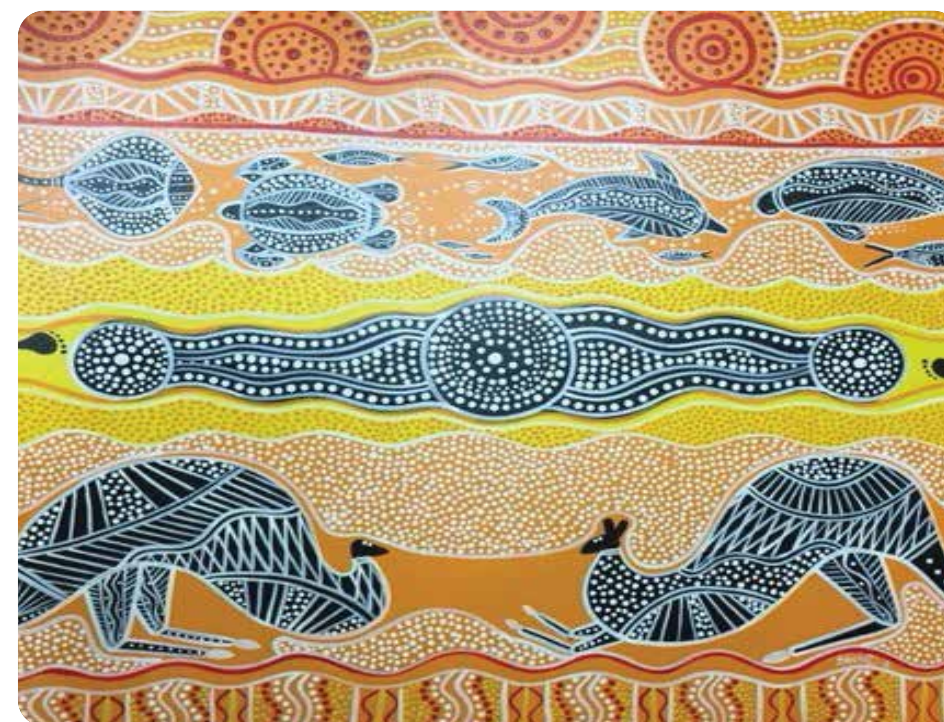
They have contributed to the ongoing development of the group, Kurbingui programs, events and activities.

It is also important to acknowledge and thank 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 gardeners and support staff in their daily duties.

We all appreciate the Brisbane Northside Elders and look forward to another fantastic year in 2019/2020.



North Brisbane Aboriginal Torres Strait Islander Men's Shed



North Brisbane Aboriginal Torres Strait Islander Men's Shed

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, Uncle Trevor Gorman, Uncle Alan Finn and Uncle Alex Davidson collaborated with other men in the community members to develop a model of an Aboriginal & Torres Strait Islander Men's Shed suitable for the Men in the Brisbane North community to be located at Kurbingui Youth Development until they could locate 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 Brisbane Northside Elders first got together.

Throughout 2018-2019 Kurbingui Management, staff and Skilling Queenslanders for Work Supervisor and trainees worked in collaboration with the founders of the Men's Shed to fit out the space with areas for meetings, construction and storage of tools and equipment. With the areas completed mid-way through 2018-2019 they have continued to develop policies, procedures, protocols and membership documents. Uncle John Johnston and Uncle Alan Finn have connected with Bunnings, Brendale and Lawnton and have been fund raising in partnership with the Elders Group running the barbecues throughout the weeks.

In 2019-2020 the Men's Shed members are planning to support the young men in community in collaboration with the new Youth Justice Family Led Decision and the Bridges Programs. Interest is high in the community in so far as using the space and engaging with elders while constructing and building various items. We look forward to the next year of activities and use of the shed area by males in the community along with the elders.

Acknowledgments

Kurbingui Youth and Family Development would like to acknowledge and thank all our partners we collaborate and work with. We are very grateful for the contribution our partners make to our organisation and the work that we do. We would like to take this opportunity to thank all of you.



Acknowledgments



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