



Kurbingui 
youth & family development

ANNUAL REPORT
2023-2024



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.

Cultural Disclaimer

Aboriginal and Torres Strait Islander people are advised that this document may contain images or content referring to deceased persons. It may also contain words or descriptions that may be deemed culturally insensitive.

Whilst we take every effort to ensure we use the term Aboriginal and/or Torres Strait Islander peoples, there may be at times instances where we use the term 'Indigenous' to refer to Aboriginal and/or Torres Strait Islander peoples, for example, referencing a specific program or organisation.

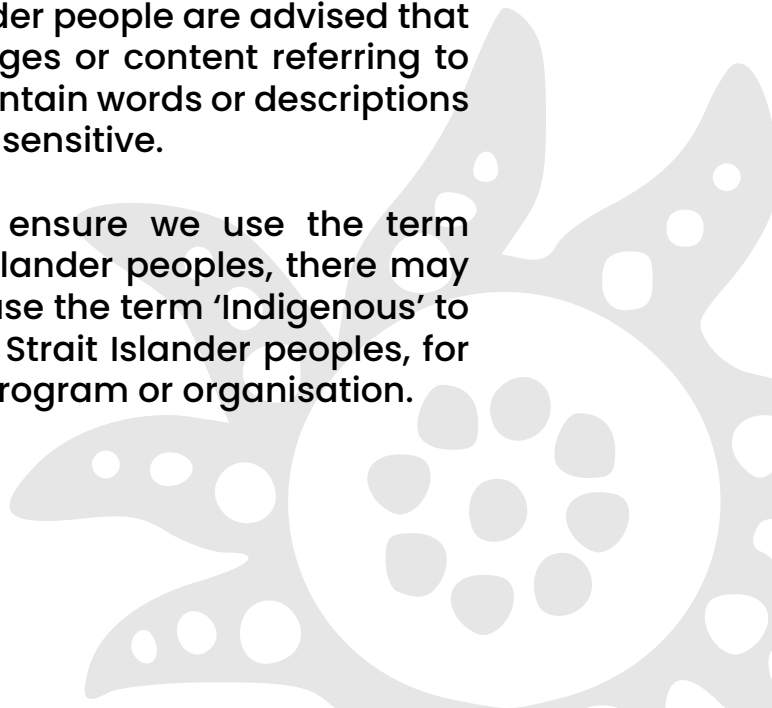


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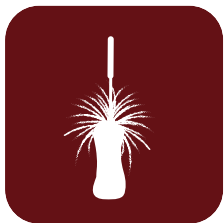
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About Kurbingui

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.



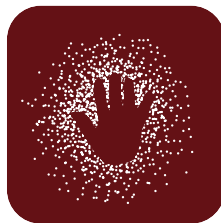
GROWTH

Building self-awareness and cultural identity through learning and developing new skills and feeling the sense of achievement when taking positive action.



HARMONY

Supporting a whole and integrated community with a positive and harmonious identity.



ACCOUNTABILITY

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



COMMUNICATION

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



TEAM WORK

Cooperating with others towards a common vision and embracing a creative approach to work which produces shared leadership

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

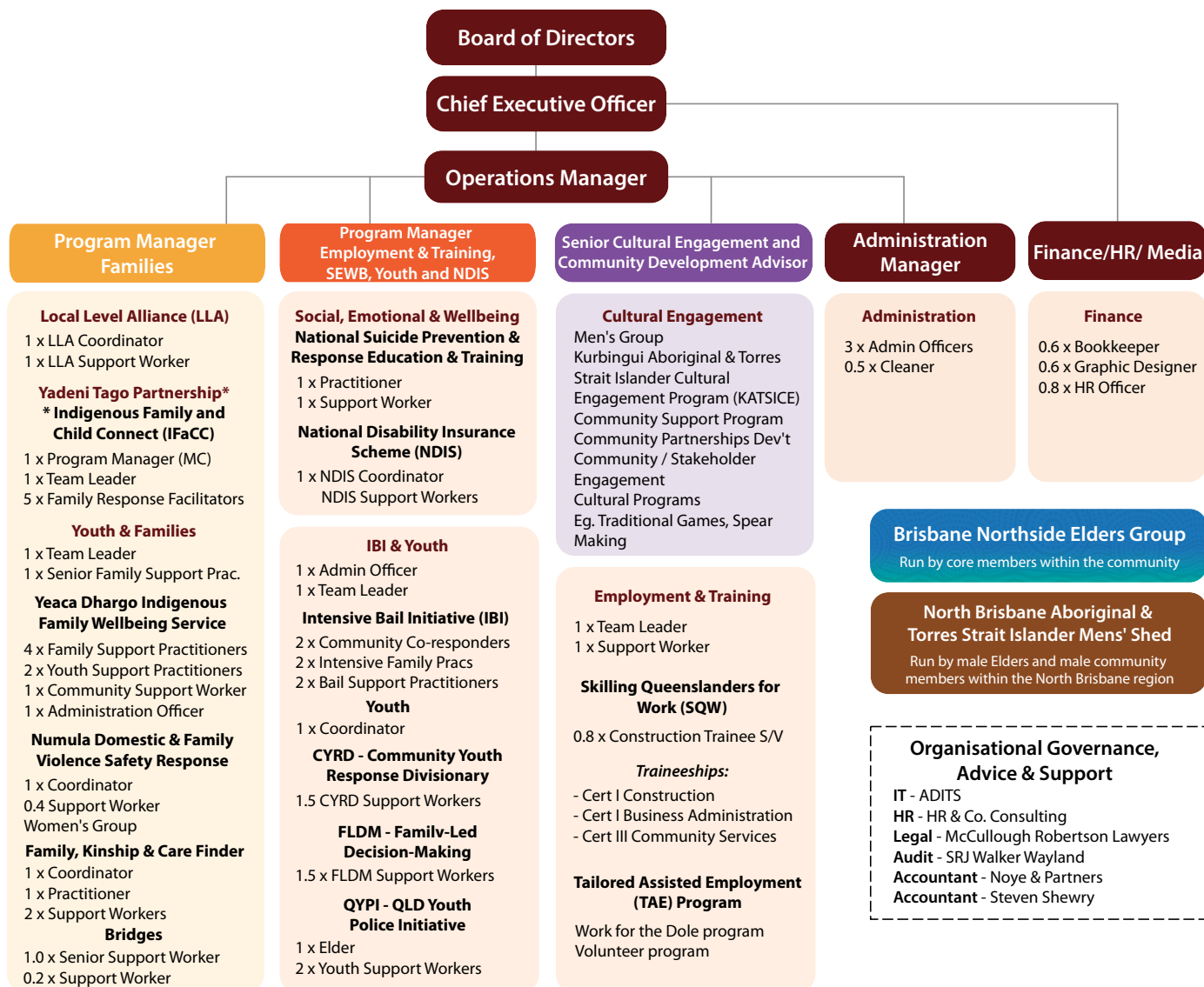
Director - Richard Grimshaw

Director – David Miller

Our Chief Executive Officer

Glenda Jones-Terare

Our Structure



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.

Message from Our Chairperson



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.

Kurbingui has had a significant year, expanded our reach and continuing to serve the Brisbane, Moreton Bay and Southeast regions. In addition to our main office in Zillmere, we now operate from new locations in Caboolture and Inala, allowing us to provide our services more broadly and effectively.

From the board's perspective, we are steadfast in nurturing and advancing several key areas:

- We remain deeply committed to our core values and mission, which is to create a dynamic and sustainable organisation anchored in our cultural principles. Our goal is to empower the community to reach its full potential.

- We actively participate in dialogues with the community, government, and corporate sectors, taking part in forums that shape important policies, programs, and services.
- We strengthen our organisational foundations and infrastructure, making sure that we can support the ongoing growth and development of our work well into the future.
- We are dedicated to creating more opportunities and pathways that will further enrich the skills of our staff and improve the services we offer.
- We are excited about our new strategic plan and are looking forward to sharing it with all of you in the near future.

The accomplishments under the current Strategic Plan have significantly transformed our organisation, aligning us with our goals and providing a solid foundation for future success. It's essential that all of us—Elders, Board members, management, staff, stakeholders, and the community—work collaboratively to uphold our status as a premier organisation dedicated to enhancing the lives of Aboriginal and Torres Strait Islander peoples. It is important that our programs and services continue to meaningfully contribute to the cultural, social, emotional, and spiritual well-being of our community.

We have a couple of major milestones I would like to mention. I would like to congratulate:

Brisbane Northside Elders – 10 years of service

Since their inception in 2014, the Brisbane Northside Elders have been a cornerstone in shaping Kurbingui's evolution, exerting a remarkable impact on policies and programs that serve our community. Their efforts have garnered widespread recognition and have earned them several prestigious awards, a testament to the positive reception of their contributions. The relationship between Kurbingui's Board and staff with our cherished Elders has only grown stronger over time. The Elders are, and will always be, an essential and treasured part of the Kurbingui family. Their dedication to the organisation is immensely appreciated and continues to inspire us all. It's an honour to auspice the Brisbane Northside Elders, providing them with the support they need to carry on their exceptional work within the community. I eagerly anticipate our continued collaboration

with the Elders and am excited for the future ahead.

Glenda Jones-Terare – 10 years of service

Glenda Jones-Terare joined Kurbingui in 2014, and it is with great enthusiasm that we celebrate her remarkable achievements and commendable work as CEO of Kurbingui. Glenda's ceaseless dedication and efforts have rightly drawn admiration, as she has positively shaped the dynamics of the board, uplifted the staff, and galvanised our community.

Under Glenda's astute leadership, Kurbingui has undergone essential changes in business operations and program delivery, positioning our organisation as a trailblazer in embracing transformation. Furthermore, she has been a driving force in amplifying our community's voice, influencing government policy to better serve our collective interests. We are immensely grateful for Glenda's visionary guidance and look forward to continued advancements under her leadership.

In conclusion, a heartfelt thank you goes out to all the dedicated volunteers, respected Elders, diligent management team, hardworking staff, supportive partners, and committed Board members for their substantial contributions. It's their collective passion and unwavering commitment that have been the key to the organisation's success. We deeply appreciate every effort and look forward to building on these achievements together.

Kurbingui's resilience and success are directly attributed to the fervent dedication of our team, united by the shared aim of providing outstanding services to our community. We have not only sustained our existing programs but have triumphantly expanded our offerings with new initiatives.

Today, Kurbingui proudly stands as a robust not-for-profit organisation. It's clear to all of us that through our collective efforts, we've built a strong foundation that ensures Kurbingui's longevity. Most importantly, these solid foundations enable us to persist in our vital mission of supporting and creating opportunities for our community well into the future.

Neil Ellard
Chairperson

Our CEO Reflections



I would firstly like to acknowledge the Traditional Custodians of the land that we live and work and give thanks to Elders past for their sacrifices, teaching, and guidance, present for their commitment, support, teaching, and guidance and emerging for the dedication, commitment and work they continue to undertake.

I know I say it every year, but I have to say again that the years are getting busier and busier. 2023/2024 has been another year of activities, events, service delivery, professional development and training and also expanding Kurbingui sites within the Brisbane and Moreton Bay Regions and so much more.

One of the major highlights of the year has been the investment of the Board of Directors, the Leadership and Management Team, the Practitioners and Support Workers in the Kurbingui Succession Planning Projects. This Projects aim to develop the skills, knowledge and therapeutic framework approaches in the delivery of services to children, young people, their families, Elders and individuals across the sector. Support Workers undertake this project to become confident practitioners and practitioners who are interested in leadership roles undertake this project to become confident coordinators and team leaders and team leaders who are interested in management roles undertake the training and professional development to become managers.

There is a mentoring and coaching component within the project so that support is provided to all participants. The Practice Lead oversees the projects with senior management. Training and professional development in all areas are provided by collaborative partners that have tailored the delivery of all of the content to Kurbingui programs.

This project will continue throughout the next year with ongoing reviews of the content and the experience of the participants and feedback from facilitators. I would like to thank the Board of Directors, Leadership and Management Team, Practitioners and Support Workers for their ongoing commitment to support the growth and development of confident effective and culturally safe Aboriginal and or Torres Strait Islander professionals in the sector.

It is important to mention that there is also a Succession Planning Project that sometimes overlaps with the support workers and practitioners training and professional development but has a main focus on administration support as well as administration

leadership and management. This project has been extremely successful and as the organisation has continued to grow so has the overall quality of administration support. Congratulations team!

This year has continued to be a challenging one for Kurbingui, locally, as well as the broader community services sector, the state, and the nation in supporting the community facing issues, in areas such as cost of living issues, the housing instability and homelessness, wait times for general medical treatment and other health responses from Specialists and Allied Health providers, Mental Health responses and community safety. Once again, I am proud to say that the Brisbane Northside Elders and other Elders from the broader community, Board of Directors and community members have continued to support me in the position of CEO, our management, and staff to continue the delivery of quality services. All Kurbingui staff and collaborative partner agencies continued to work to pool resources, share skills, and knowledge aimed at addressing these issues with our clients and broader community successfully

Throughout this year we have continued to see an increase in the demand for services from families experiencing Domestic and Family Violence (DFV) related issues. We received several grants that assisted staff to broker resources such as food clothing, security lighting, cameras and other security measures for those remaining in their homes and temporary accommodation for the families escaping DFV. These grants complemented the Numula Family Safety program which provides holistic case management support.

GIVIT has continued to support Kurbingui families with sourcing goods such as furniture, IT devices, clothing for children, essential cards to purchase

Our CEO Reflections

food for the Kurbingui Collective Food Bank and other materials. Their support to Kurbingui and our families have made a huge difference in the past year, and I would like to express our ongoing appreciation for their support especially for our families who escape Domestic and Family Violent Situations, that leave with nothing and have to start again. The goods received through GIVIT are always of good quality and allow the families to have a good safe start knowing that people do care and willing to support them in their healing.

The Westfield Shopping Center Qld Youth Prevention Initiative (QYPI) continued to go through changes in keeping with the need identified in engaging children and young people attending the centre. Many thanks to the Westfield Centre Management for their tireless support. We look forward to continuing the collaborative work through general engagement and activities at the centre as well as the development of additional partnerships with businesses within the centre and community service partner stakeholders. Collaborations such as these assist in the provision of support and interventions with children and young people frequenting the centre and their families. Many thanks to our Elder Uncle Gary Cobbo and Aunty Judy Conlon for their ongoing support, coaching and mentoring of the youth team, young people, and staff at Westfield Shopping Centre. Uncle Gary has been a great leader for us all with innovative ideas and positive energy as well as extensive knowledge. Special mention to Aunty Judy Conlon for her ongoing support, guidance and mentoring of the female staff, young girls and the Mum's and Auntie's throughout the year.

The Yur"iinkin Program (Intensive Bail Initiative) along with the Family Led Decision Making (FLDM) and Community Youth Response Diversionary Programs continued to provide quality services to young people "at risk" or involved in the Youth Justice system and their families. These programs collaboratively and individually continue to make a huge difference in the lives of many young people through various interventions, diversionary programs, therapeutic responses and family led decision making process that promote self-determination. The staff work with incarcerated young people and continue the support to reintegrate into the community in collaboration

with Youth Justice, Child Safety and many other partner stakeholders. Many of the young people that have engaged with one or more of these services have worked hard to make positive changes in their lives resulting in them reengaging in learning via school or other learning institutions, traineeships resulting in employment in areas such as construction, retail and various apprenticeships e.g. mechanical.

The Skilling Queenslanders for Work Program and the Tailored Employment Assistance Program is a great support to the broader community as well as clients of the above-mentioned programs. The success of these programs is the wrap around supports that are provided to participants and if needed their family members. For example, the Yeaca Dhargo—Indigenous Family Wellbeing Program that continues to work with children, young people and their families who are experiencing difficulties. This program is excellent because the staff work with families are in need of support from an early intervention and prevention approach through to intensive family support. This and the other programs offered by Kurbingui work collaboratively with many genuine partners to ensure that the families have quality service responses in a timely and well balanced manner and support the changes they want to make in their lives in a way that promotes self-determination.

Kurbingui was successful with the organisational review (maintenance) of accreditation in HSQS (Human Services Quality Standards) and ISO 9001, HSQS NDIS (National Disability Insurance Scheme) and Kurbingui was successful in successfully meeting the Licencing requirements to deliver our Kinship Services in late 2023. Special thanks to all involved in the licensing process and special mention to Shana Barney and Caeleb Doughty for the extremely hard work in the ongoing development of the Kin Services and the implementation of licensing requirements. Next Year we undertake reaccreditation of all HSQS and ISO standards as well as the finalisation of our long-awaited Strategic Plan.



Our CEO Reflections

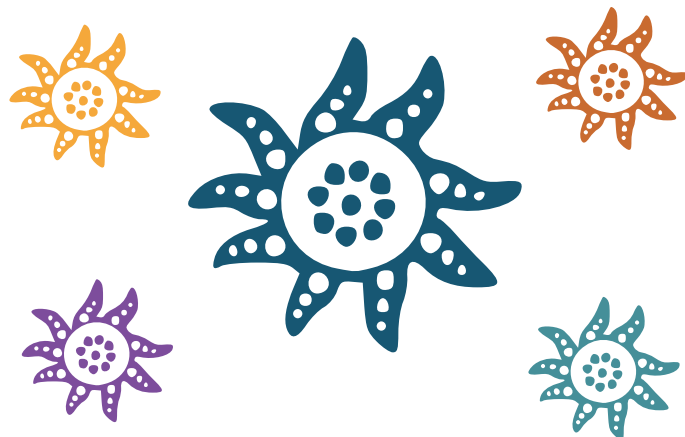
Kurbingui became the sole provider of the Indigenous and Non-Indigenous Family and Child Connect known as “Yadeni Tago” Turrbal language for “Advancing Together”. The programs are now known as the Combined Family and Child Connect. The partnership with Mercy Community (Mercy) finished on the 31st December 2023 and Kurbingui began to fly solo on the 1st January, 2024. We wish Mercy management and staff all of the very best in the future. While there were challenges to overcome, the Kurbingui team worked hard to recruit and review and implement the combined program. Special thanks to all of the staff, past and present of Yadeni Tago and also to Jenny Schultz and Bianca Scheepers for responding so quickly so the transition was seamless.

It is essential that I acknowledge and thank our other partnerships and working relationships that continue to grow and evolve and achieve great outcomes with our community members and the broader community. Without genuine partnerships and collaborations with stakeholders, it is not possible to provide the services we all do for families, children, young people and individuals and support them to achieve safe and healthy relationships and remain connected to their families, culture and community. Organisations we work closely with include but is not limited to: Jabiru, Life Without Barriers, Qld Housing/Q Shelter, Micah Projects, Hart 4000, Strong Women Talking, Second Bite, Qld Police, Child Safety, Youth Justice, Education Qld, Qld Health, Mindle Bygul, Bric Housing, Primary Health Network (PHN), Metro North Aboriginal and Torres Strait Islander Health, Say Not To Violence, the Aboriginal Torres Strait Islander Community Health Service (ATSICHS), the Institute for Urban Indigenous Health (IUIH), Share the Dignity, Relationships Australia Queensland, Centre Care, Mercy Community, Victims Assist, Vulnerable Persons Units, the members of the Local Level Alliance, Brisbane Northside Elders, Aboriginal Men’s and Women’s Alliance, Inala Elders, and Logan Elders. These and many other partners and stakeholders continue to work tirelessly with staff and management to develop innovative strategies to deliver quality support services to our Aboriginal Torres Strait Islander and non-indigenous community members.

The Brisbane Northside Elders and the Aboriginal Torres Strait Islander Men’s Shed members provided ongoing support to the staff, partners, stakeholders, families, children and young people and other community members throughout the year. They have continued to focus on working closely with funding bodies, providing feedback and advice as well as representatives participating in any consultation process, they were invited to with members always prioritising advocacy for improving the lives of Aboriginal Torres Strait Islander communities, and reducing the over representation of Aboriginal and or Torres Strait Island children, young people and individuals in the statutory systems.

I would like to thank the broader community for their ongoing support of Kurbingui. I would also like to acknowledge the Board of Directors who work out of session regularly, the Brisbane Northside Elders, the Aboriginal Torres Strait Islander Men’s Shed, our volunteers, our genuine partner agencies, which includes our funding bodies and of course the management, leadership team and staff for the wealth of knowledge, skills, strength, innovation, passion, determination, and commitment they bring to work on a daily basis. I continue to feel very privileged to work with such wonderful people and look forward to working with you all throughout 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.

Induction and orientation processes ensure a smooth transition into new positions and provide the information needed for new employees to function comfortably and effectively as soon as possible.

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 percent for employment and 66 percent for Board of Directors for the year. We maintained approximately 95 per cent representation of Aboriginal and or Torres Strait Islander program staff and 66 percent representation of Aboriginal and or Torres Strait Islander Board of Directors (2 out of the 3 positions).

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. 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. The Skilling Queenslanders for Work Construction trainees are covered by the Building and Construction General On-site Award.

The Skilling Queenslanders for Work Community Services trainees are covered by the Social, Community, Home Care and Disability Services Industry Award.

Pay rates and terms and conditions are monitored regularly and ongoing.

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.

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. Management and team leaders 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.

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 2023-2024 included the following professional development training:

- Accidental Counsellor
- Applied Positive Psychology
- ARC training
- Assessing Family Dynamic Workshop
- Assessment writing workshop (part of a series)
- Be You Emotional Regulation Training
- Circle of Security
- Common Assessment Tools (CAT)
- DFV & Tenancy training
- Engagement Skills workshop - Motivational Interview
- First Aid and CPR
- First Nations Mental Health First Aid (Youth and Adult)
- Identifying and assessing risks within a strength-based practice

HR Report

- Kidsafe Child Car Restraint & Road Safety Workshop
- Kurbingui Aboriginal and Torres Strait Islander Cultural Engagement (KATSICE)
- Leadership Development – Leading Others (part of a series)
- Microsoft 365 training
- MPD - Audit Readiness Training
- MPD - Incident Management Training
- MPD - Participant and Staff Onboarding Training
- MPD - Risk Management Master Class
- Navigating Difficult Conversations and Ethical Dilemmas with Culturally Diverse Families
- Professional Integrity in Record Keeping
- QATSCIPP Community of Practice, Standards and Frameworks
- Risk, Harm, Neglect training
- SafeTALK workshop in suicide alertness
- Sharepoint
- Strengths-based Supervision workshop
- Supporting Effective Communication
- Trauma Informed Practice and Teaching Assistance – Youth Justice
- Triple P Recovery and Resilience
- Working in the Statutory Child Protection Context
- Working with Adult Male Survivors of Child Sexual Abuse

Lisa Russell

Human Resources Consultant

HR + Co. Consulting



Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

47 298 315 697

Financial Statements

For the Year Ended 30 June 2024

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

47 298 315 697

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Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

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Directors' Report

30 June 2024

The directors present their report on Kurbingui Youth Development Ltd for the financial year ended 30 June 2024.

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
Richard Grimshaw	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 result

The net surplus of the Company for the financial year amounted to \$ 529,370 (2023: \$ 214,990).

Auditor's independence declaration

The auditor's independence declaration for the year ended 30 June 2024 has been received and can be found on page 3 of the financial report.

Signed in accordance with a resolution of the Members of the Committee:

Director: *Neil Ellard*

Director: 

Dated this 8 day of September 2024

Financial Overview & Auditors Report

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 2024, I declare that, to the best of my knowledge and belief, there have been:

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


.....
Jason Croston, FCA
Registered Company Auditor
Brisbane
SRJ Walker Wayland

Dated: 22 November 2024

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

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Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2024

		2024	2023
	Note	\$	\$
Revenue	4	7,013,643	5,344,901
Consultancy expense		(157,547)	(135,143)
Depreciation and amortisation expense		(58,859)	(54,458)
Employee benefits expense		(4,733,868)	(3,971,635)
Occupancy costs		(217,079)	(135,650)
Program expenses		(743,874)	(424,808)
Other expenses	5	573,046	408,217
Surplus/(deficit) for the year		529,370	214,990

The accompanying notes form part of these financial statements.

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

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Statement of Financial Position

As At 30 June 2024

	Note	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	1,752,217	1,528,406
Trade and other receivables	7	31,995	75,638
Other assets	9	582,221	405,880
TOTAL CURRENT ASSETS		2,366,433	2,009,924
NON-CURRENT ASSETS			
Trade and other receivables	7	5,333	5,333
Property, plant and equipment	8	310,827	242,110
TOTAL NON-CURRENT ASSETS		316,160	247,443
TOTAL ASSETS		2,682,593	2,257,367
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	290,131	277,789
Borrowings	11	-	583
Provisions	12	28,632	21,000
Employee benefits	15	338,966	283,068
Other liabilities	13	39,949	241,390
TOTAL CURRENT LIABILITIES		697,678	823,830
NON-CURRENT LIABILITIES			
Employee benefits	15	62,409	40,401
TOTAL NON-CURRENT LIABILITIES		62,409	40,401
TOTAL LIABILITIES		760,087	864,231
NET ASSETS		1,922,506	1,393,136
EQUITY			
Accumulated surplus		1,922,506	1,393,136
TOTAL EQUITY		1,922,506	1,393,136

The accompanying notes form part of these financial statements.

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

47 298 315 697

Statement of Changes in Equity

For the Year Ended 30 June 2024

	Accumulated surplus	Total
	\$	\$
Balance at 1 July 2023	1,393,136	1,393,136
Surplus/(deficit) for the year	529,370	529,370
Balance at 30 June 2024	<u>1,922,506</u>	<u>1,922,506</u>

	Accumulated surplus	Total
	\$	\$
Balance at 1 July 2022	1,178,146	1,178,146
Surplus/(deficit) for the year	214,990	214,990
Balance at 30 June 2023	<u>1,393,136</u>	<u>1,393,136</u>

The accompanying notes form part of these financial statements.

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

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Statement of Cash Flows

For the Year Ended 30 June 2024

	2024	2023
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	6,842,017	4,998,806
Payments to suppliers and employees	(6,503,873)	(5,181,804)
Interest received	13,827	13,219
Net cash provided by/(used in) operating activities	16 351,971	(169,779)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Movement in property, plant and equipment	(127,577)	14,101
Net cash provided by/(used in) investing activities	(127,577)	14,101
CASH FLOWS FROM FINANCING ACTIVITIES:		
Net cash provided by/(used in) financing activities	(583)	(7,000)
Net increase/(decrease) in cash and cash equivalents held	223,811	(162,678)
Cash and cash equivalents at beginning of year	1,528,406	1,691,084
Cash and cash equivalents at end of financial year	6 1,752,217	1,528,406

The accompanying notes form part of these financial statements.

6

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

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Notes to the Financial Statements For the Year Ended 30 June 2024

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 2024 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*.

The company is a not-for-profit entity for the purposes of preparing the financial report.

The material accounting policies adopted in the special purpose financial statements are set out in Note 2 and indicate how the recognition and measurement requirements in Australian Accounting Standards have not been complied with.

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) 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.

All revenue is stated net of the amount of goods and services tax (GST).

Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services.

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

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Notes to the Financial Statements For the Year Ended 30 June 2024

2 Summary of Significant Accounting Policies

(b) Revenue and other income

Specific revenue streams

The revenue recognition policies for the principal revenue streams of the Company are:

Grant Revenue

Revenue in the scope of AASB 1058 is recognised on receipt unless it relates to a capital grant which satisfied certain criteria, in this case the grant is recognised as the asset is acquired or constructed.

Where grant income arises from an agreement which is enforceable and contains sufficiently specific performance obligations then the revenue is recognised when control of each performance obligation is satisfied.

The performance obligations are varied based on the agreement.

Each performance obligation is considered to ensure that the revenue recognition reflects the transfer of control and within grant agreements there may be some performance obligations where control transfer at a point in time and others which have continuous transfer of control over the life of the contract.

Where control is transferred over time, generally the input methods being either costs or time incurred are deemed to be the most appropriate methods to reflect the transfer of benefit.

Interest revenue

Interest is recognised using the effective interest method.

(c) 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 payables 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.

(d) 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.

Plant and equipment

Plant and equipment are measured using the cost model.

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

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Notes to the Financial Statements For the Year Ended 30 June 2024

2 Summary of Significant Accounting Policies

(d) Property, plant and equipment

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the asset's 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.

(e) 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.

(f) 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.

The method of not recognising the operating leases on the statement of financial position does not comply with *AASB 16 Leases*.

(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.

Long-term provisions recognised for long service leave has been measured on the undiscounted basis. The probability that an employee may satisfy vesting requirements has not been taken into account. This treatment does not comply with *AASB 119 Employee Benefits*.

(h) Provisions

The method of recognising a provision for training expenses does not comply with *AASB 137 Provisions, Contingent Liabilities and Contingent Assets*.

The method of recognising a provision for redundancy does not comply with *AASB 137 Provisions, Contingent Liabilities and Contingent Assets*.

(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.

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

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Notes to the Financial Statements

For the Year Ended 30 June 2024

3 Critical Accounting Estimates and Judgments

Those charged with governance make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - provisions

As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Key estimates - useful lives of assets

Management of the company determine the estimated useful lives and related depreciation charges for its property, plant and equipment. The depreciation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

4 Revenue and Other Income

	2024	2023
	\$	\$
Activity income	24,632	4,102
Donations	4,180	7,125
Government grant income	6,863,862	5,232,241
Interest	13,827	13,219
Other revenue	72,184	80,835
Partnership income	34,958	7,379
Total Revenue and other income	7,013,643	5,344,901

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

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Notes to the Financial Statements For the Year Ended 30 June 2024

5 Result for the Year

The result for the year includes the following specific expenses:

	2024	2023
	\$	\$
Other expenses:		
Accounting and audit fees	54,400	47,798
Advertising and promotion	9,812	8,346
Computer and software	132,171	52,362
Equipment expenses	7,848	13,430
Insurance	49,620	73,186
Loan interest	87	1,042
Motor vehicle expenses	189,992	158,596
Sundry expenses	27,354	41,352
Training expense	53,423	12,106
Sponsorships and cultural support	23,766	-
Program expenses	24,572	-
Total other expenses	573,046	408,217

6 Cash and Cash Equivalents

	2024	2023
	\$	\$
Cash on hand	229	233
Cash at bank	1,751,988	1,528,173
Total cash and cash equivalents	1,752,217	1,528,406

7 Trade and Other Receivables

	2024	2023
	\$	\$
CURRENT		
Trade receivables	28,640	63,478
Prepayments	3,055	11,860
Deposits	300	300
Total current trade and other receivables	31,995	75,638
NON-CURRENT		
Bond	5,333	5,333
Total non-current trade and other receivables	5,333	5,333

Financial Overview & Auditors Report

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Notes to the Financial Statements For the Year Ended 30 June 2024

8 Property, plant and equipment

	2024	2023
	\$	\$
Plant and equipment		
At cost	10,873	10,873
Accumulated depreciation	(3,336)	(2,281)
Total plant and equipment	<u>7,537</u>	<u>8,592</u>
Furniture, fixtures and fittings		
At cost	23,539	23,539
Accumulated depreciation	(23,146)	(22,921)
Total furniture, fixtures and fittings	<u>393</u>	<u>618</u>
Motor vehicles		
At cost	259,036	160,458
Accumulated depreciation	(121,372)	(102,503)
Total motor vehicles	<u>137,664</u>	<u>57,955</u>
Office equipment		
At cost	77,676	63,609
Accumulated depreciation	(58,774)	(55,565)
Total office equipment	<u>18,902</u>	<u>8,044</u>
Computer equipment		
At cost	210,526	195,596
Accumulated depreciation	(166,952)	(140,973)
Total computer equipment	<u>43,574</u>	<u>54,623</u>
Leasehold Improvements		
At cost	151,362	151,362
Accumulated amortisation	(48,605)	(39,084)
Total leasehold improvements	<u>102,757</u>	<u>112,278</u>
Total property, plant and equipment	<u>310,827</u>	<u>242,110</u>

Financial Overview & Auditors Report

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Notes to the Financial Statements For the Year Ended 30 June 2024

9 Other Assets

	2024	2023
	\$	\$
CURRENT		
Accrued income	582,221	405,880
Total current other assets	582,221	405,880

10 Trade and Other Payables

	2024	2023
	\$	\$
CURRENT		
Trade payables	275,179	31,915
Accrued expenses	-	108,014
Superannuation payable	359	-
GST, FBT and PAYG payable	-	136,574
Qleave payable	13,307	-
Other payables	1,285	1,285
Total current trade and other payables	290,130	277,789

11 Borrowings

	2024	2023
	\$	\$
CURRENT		
Bank loan	-	583
Total current borrowings	-	583

12 Provisions

	2024	2023
	\$	\$
CURRENT		
Provision for staff courses	28,632	21,000
Total current provisions	28,632	21,000

Financial Overview & Auditors Report

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Notes to the Financial Statements For the Year Ended 30 June 2024

13 Other Liabilities

	2024	2023
	\$	\$
CURRENT		
AUSPICED FUNDS		
Auspiced funds - held in trust	7,054	390
Total auspiced funds	7,054	390
GRANTS IN ADVANCE		
CAGES	32,895	42,500
GCBF	-	16,500
Total grants in advance	32,895	59,000
UNEXPENDED GRANTS		
IBI	-	168,714
QYPI	-	13,286
Total unexpended grants	-	182,000
Total current other liabilities	39,949	241,390

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 2024 the number of members was 14 (2023: 14).

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

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Notes to the Financial Statements For the Year Ended 30 June 2024

15 Employee Benefits

	2024	2023
	\$	\$
CURRENT		
Annual leave	224,593	195,070
RDO and TOIL	61,335	54,143
Long service leave	53,038	33,855
Total current employee benefits	338,966	283,068
NON-CURRENT		
Long service leave	62,409	40,401
Total non-current employee benefits	62,409	40,401

16 Cash Flow Information

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

	2024	2023
	\$	\$
Surplus/(deficit) for the year	529,370	214,990
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	58,859	54,458
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	43,643	1,354
- (increase)/decrease in other assets	(176,341)	(106,537)
- increase/(decrease) in trade and other payables	12,343	11,941
- increase/(decrease) in unexpended grants	(201,441)	(334,231)
- increase/(decrease) in employee benefits and provisions	85,538	(11,754)
Cashflows from operations	351,971	(169,779)

17 Contingencies

In the opinion of those charged with governance, the Company did not have any contingencies at 30 June 2024 (30 June 2023: None).

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

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Notes to the Financial Statements

For the Year Ended 30 June 2024

18 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.

19 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

Financial Overview & Auditors Report

Kurbingui Youth Development Ltd

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Directors' Declaration

The directors declare that:

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

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

Director *Neil Elard*

Director 

Dated 8 September 2024

Financial Overview & Auditors Report

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 2024, 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 2024 and of its performance for the year ended on that 30 June 2024; 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 Overview & Auditors 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

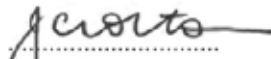
Financial Overview & Auditors Report



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: 22 November 2024

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



Community Program Reports

In This Section...

- Bridges Program
- Community Youth Response Diversionary Program (CYRD)
- Family-Led Decision Making Program (FLDM)
- Cultural Engagement and Community Development (KATSICE)
- Queensland Youth Partnership Initiative (QYPI)
- Skilling Queenslanders for Work (SQW)
- Yur'iinkin Youth Program

Bridges Program

The Bridges Program works collaboratively with schools, parents, and young people and the community towards improving educational achievements and overall outcomes for children and young people as well as creating positive educational experiences for other family members.

The program is designed to enhance the capacity of parents/caregivers of Aboriginal and Torres Strait Islander children to engage with schools and education providers and improve educational outcomes for their children.

Brief Overview of the Year

The Bridges Program continues to provide vital support for Aboriginal and Torres Strait Islander students and their families across the Northern suburbs of Greater Brisbane and the Moreton Bay Region. With a strong focus on educational engagement, cultural connection, and holistic support, the program has successfully worked with local schools and community organizations to foster positive outcomes. Key initiatives this year have included case management, cultural engagement, family support, and advocacy, ensuring students remain engaged in education and transition smoothly into further study or employment.

Annual Highlights

School and Community Engagement:

- Successfully engaged with Pine Rivers State High School, Albany Creek State High School, Zillmere State School, Good Start Early Learning Petrie, and Mater Kindergarten Pre-School.
- Integrated with broader Kurbingui programs like Queensland Youth Partnership Initiative, Intensive Bail Initiative, and Community Youth Response Diversionary Program.
- Established culturally safe spaces in schools, including yarning circles and cultural liaison officers.

Cultural and Community Events:

- Hosted and participated in NAIDOC Week, Mabo Day, Reconciliation Week, and Harmony Day, incorporating cultural activities such as Traditional Games, Yarning Circles, and Cultural Performances.

- Delivered community engagement programs like Park and Play and Rekon Events.

Holistic Family and Student Support:

- Provided school holiday programs, parenting support, housing advocacy, and employment assistance.
- Assisted students transitioning from mainstream schooling into alternative education pathways, traineeships, and apprenticeships.

Successful Back to School Initiative:

- Supported over 250 families with back-to-school supplies, health check-ups, and community stakeholder engagement.

Program Data

Total Students Supported: 24 (12 male, 12 female).

Family Engagement: 25 parents/caregivers (24 female, 1 male).

Community Reach: 274 unique participants across all engagement activities.

Education Participation: 100% of engaged students remained in education or training.

Employment Support: Facilitated traineeships and alternative education pathways.

Cultural Identity: 70-100% of students across engaged schools identified as Aboriginal and/or Torres Strait Islander.



Bridges Program

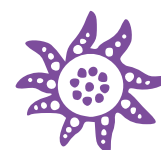
Case Study

One of the standout achievements of the year was the Back-to-School Day event, held in January 2024 at Kurbingui. This initiative brought together families, educators, and community services to ensure that students were well-prepared and equipped for the school year ahead.

With the support of Boondall Police Station, Deadly Choices, Life Without Barriers, and other local services, the event successfully:

- Supported 250 families with essential school supplies, including backpacks, stationery, and uniforms.
- Provided health check-ups for students, ensuring their well-being as they entered the new school year.
- Connected families with key community resources, offering guidance on school attendance, education pathways, and support programs.
- Created a culturally safe space, reinforcing the importance of education while celebrating Aboriginal and Torres Strait Islander culture and identity.

This program is funded by the National Indigenous Australians Agency (NIAA) through the Indigenous Advancement Strategy.



Community Youth Response Diversionary Program (CYRD)

Brief Overview of the Year

The Community Youth Response Diversionary Program (CYRD) has provided consistent support and intervention for young people making unsafe choices, experiencing homelessness, or at risk of entering the Youth Justice system. The program's after-hours outreach, engagement in structured diversionary programs, and increased collaboration with community stakeholders have contributed to significant positive outcomes for participants.

Over the past year, referral numbers have steadily increased, reflecting stronger relationships with Youth Justice, schools, and law enforcement agencies. Despite workforce challenges, including staff transitions, the team has remained committed to delivering high-quality, culturally safe services.

Annual Highlights

- **Increased Referrals:** Significant rise in referrals from Youth Justice, court teams, and community organisations, leading to more young people accessing crucial support.
- **Expanded After-Hours Outreach:** Engaged 40+ young people per month, providing crisis intervention and access to essential services.
- **Brisbane Youth Detention Centre Visits:** Regular visits supported young people in custody and assisted in their reintegration into the community.
- **Community Engagement:** Participated in NAIDOC celebrations, Deadly Choices Touch Football Carnival, and Young Black and Proud Program, reinforcing cultural connection and positive peer engagement.
- **School-Based Support:** Partnered with Zillmere State School and Moreton Bay schools to improve education pathways for young people.
- **Program Development:** New men's and women's structured programs set to launch in 2024, focusing on health, culture, and positive lifestyle choices.

Program Data

- **Total Young People Supported:** Over 200 young people engaged in case management and outreach.
- **Age Demographics:** Majority of participants aged 14-17 years, with an increasing number of 10-13-year-olds requiring early intervention.
- **Referral Sources:**
 - Youth Justice & Court Teams – 65%
 - Community Organisations – 20%
 - Family & Self-Referrals – 15%
- **After-Hours Outreach Impact:**
 - 40+ young people engaged monthly
 - 20+ referrals processed each quarter
 - Increased diversion from high-risk activities

Case Study

In early 2024, a 15-year-old Torres Strait Islander youth, was referred to CYRD due to homelessness and disengagement from school. He had a history of risky behaviours and negative peer influences. Through after-hours outreach and case management, The YP secured stable housing, reconnected with his family, and joined a youth mentoring program. Over several months, he began attending school regularly, participated in cultural activities, and avoided further police involvement. His story highlights the importance of timely intervention, proactive support, and cultural engagement in helping young people build positive futures.

This program is funded by Queensland Government Department of Youth Justice.



Community Youth Response Diversionary Program (CYRD)



Family-Led Decision Making (FLDM)

Kurbingui Youth Development Family-Led Decision Making Program (FLDM) is a culturally appropriate approach aimed to work with young people to prevent re-offending through the participation of family, for the young people to be accountable to their own community/elders and work within their family on finding new ways to participate in important life and community activities, such as learning or earning (or both), they are in agreement to seek support or engage more in cultural and community events, sport and recreation, or address worries and concerns that can be mitigated by the family's efforts.

Brief Overview of the Year

The Family-Led Decision Making (FLDM) Program has continued to play a vital role in supporting Aboriginal and Torres Strait Islander young people by involving their families and communities in decision-making processes. The program has focused on reducing re-offending rates, enhancing family accountability, and increasing cultural connection. Throughout the year, FLDM has strengthened partnerships with Youth Justice service centres, Queensland Police, and community support agencies, leading to a significant increase in referrals. Despite staffing transitions and increasing caseloads, the team has maintained program integrity and improved engagement with young people and their families.

Annual Highlights

- **Referral Growth:** Increased referrals from Youth Justice service centres, community agencies, and court teams.
- **Strengthened Community Partnerships:** Collaborated with Queensland Police, Brisbane North and Moreton Bay Youth Justice Teams, and Murri Watch to improve program accessibility.
- **Culturally Responsive Support:** Facilitated family-based decision-making sessions that helped young people take accountability within their cultural and family framework.
- **Internal Collaboration:** Improved cross-referrals within Kurbingui programs to maximize support services available for young people.
- **Leadership & Training Development:** Staff completed Mandatory Reporting Training, Child

Protection Workshops, and Circle of Security Training, ensuring a trauma-informed, culturally safe approach.

Program Data

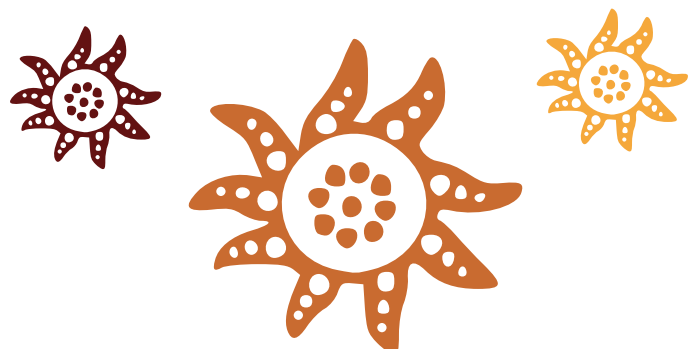
- **Total Families Supported:** Over 29 families engaged in structured FLDM processes. 16 plans completed in this time.
- **Referral Breakdown:**
 - Youth Justice – 15%
 - Community Support Agencies – 25%
 - Self-Referrals & Family-Initiated – 60%
- **Key Themes:** Education re-engagement, family strengthening, and connecting young people with cultural mentors.

Case Study

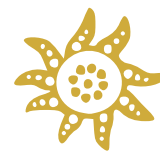
In late 2023, a 16-year-old Aboriginal youth, was referred to FLDM after multiple offences and disengagement from school. His family had limited involvement in his decisions, and he struggled with self-identity and motivation. Through FLDM, his extended family, Elders, and Youth Justice representatives participated in structured decision-making meetings.

Over several months, the YP was supported to re-engage with education, connect with his cultural identity, and actively participate in community-led programs. His self-confidence improved, and he avoided further contact with the justice system, demonstrating the power of culturally led, family-based decision-making.

This program is funded by Queensland Government Department of Youth Justice.



Family-Led Decision Making (FLDM)



Cultural Engagement and Community Development (KATSICE)

Kurbingui Youth and Family Development has developed the Kurbingui Aboriginal and Torres Strait Islander Engagement (KATSICE) Program. The KATSICE Program assists audiences from mainstream Government and Non-Government organisations who provided services to Aboriginal and Torres Strait Islander people, families and community.

This program is for everyone and aims to create an understanding and awareness for cross cultural learning and safe engagement with Aboriginal and Torres Strait Islander community groups, members and clients. This program is a one-day program with 15 to 20 participants per program.

Participants will have the opportunity to hear from and discuss with fellow non-indigenous workers within the sector, Aboriginal and Torres Strait Islander workers, community elders and members around their own experiences with engagement.

Included in the program is the Aboriginal and Torres Strait Islander historical component, which is an exploration of pre and post colonisation, historical factors that influence and impact on community members in their current situation. Tips and guides for working and engaging with the Aboriginal and Torres Strait Islander Community are also explored.

General information is shared by the panel members who discuss their own experience as service users, what worked and what did not. More tailored programs are also available – see below.

All participants are encouraged to make sure that environment is a culturally safe space within the forum and are encouraged to ask any of the hard questions that may not be able to be asked outside of this safe space.

The program can be held at Kurbingui or at alternative venues suitable to facilitators and participants. Morning tea, lunch and afternoon tea is included as per arrangements.

The KATSICE program is a fee for service and is negotiable – please enquire KMaud@kurbingui.org.au

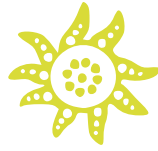
Brief Overview of the Year

2023/24 has been another eventful year for the Cultural Engagement and Community Development programs. Cultural programs included the Kurbingui Aboriginal and Torres Strait Islander Cultural Engagement Program (KATSICE), Yarning Circles, Cultural Mentoring and Cultural Youth Programs. On the Community Development side of the program Kurbingui has continued to have a presence and support many of the Community, Government and non-Government networks, programs and meetings. The Community Programs manager is apart of the senior management team and assists with the management and support of the internal Kurbingui programs, leads the Workplace Health and Safety for the organisation and mentoring of Program Managers, Team Leaders and Staff.

Annual Highlights

KATSICE

The KATSICE program has continued to provide Aboriginal and Torres Strait Islander cross cultural training to organisations looking to provide this training to their staff to gain a better understanding of the Aboriginal and Torres Strait Islander community that they service. One of the highlights over the past year, Kurbingui connected with Foodbank Queensland and presented the program to all their staff, management team and the board of directors over several sessions across 2023 and 2024. Moving into the 2024/2025 Kurbingui have several KATSICE programs locked in.



Cultural Engagement and Community Development (KATSICE)

Cultural Programs

Yarning Circles - the Yarning Circle Program has been designed to Kurbingui have delivered several Yarning Circle Programs both internally and externally across non-government and community organisations. This program has been mostly delivered to program teams within organisations

Cultural Sessions – Cultural programs are delivered to schools across the North Brisbane and Moreton Bay regions and include:

- Boomerang Throwing - providing information about the boomerang, how it is made, the different types and how it is thrown.
- Cultural Show & Tell – this program goes into schools and provides students with an interactive cultural experience utilising Aboriginal and Torres Strait Islander maps, tools, musical instruments, artifacts and cultural songs.

Brisbane North Side Elders

The Cultural programs have continued to provide support to the Brisbane North Side Elders on a number of areas including providing opportunities for Elders to attend invites to community activities, forums and programs, work with schools, work to support elders and their families with any issues they may face, chaperon elders invites to important events (Logan Elders Dinner) and assist with the organisation and chairing of the Brisbane North Side Elders monthly meeting.

Men's Programs

The Community Programs have facilitated and participated in several Men's Programs including Yarning Circles, Family Safety, Young Men's Programs and Men's Shed Programs. These programs are designed to provide a space for Aboriginal and Torres Strait Islander men attend specified men's business programs and the opportunity gain social connections with other members of the group as well as being able to connect with Kurbingui services

SNAICC Conference

In September 2023 the Community Program was apart of the team that Kurbingui sent to the SNAICC Conference that was held in Darwin. This event was held over four days and attendees to the conference where able to participate in many of the wonderful presentations from Aboriginal and Torres Strait Islander organisations from right across Australia.

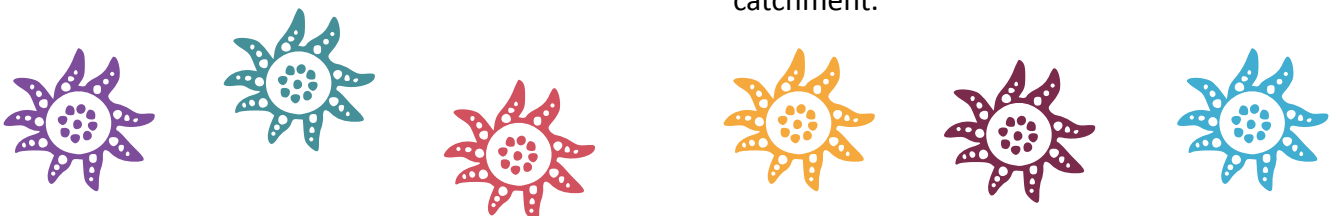
6th National Child Protection Forum

The 6th National Child Protection Week forum was held in Brisbane. This forum gives those in attendance a chance to hear about programs from all across Australia that have been designed to increase the safety of child across each state and territory.

Metro North Health - Better Together Health Van

Kurbingui have been liaising with the Metro North Better Together Health van to deliver the following service to the local Aboriginal and Torres Strait Islander community. The Health van has been designed to provide services on location and has come out to Kurbingui on the number of occasions the program have been run.

- **Deadly Feet** - provides information, an assessment and if needed a direct referral to the Hospitals within the Metro North catchment where they can have direct access to the Deadly Feet Podiatry Team and a Head Podiatrist Specialist that is connected to the hospital for further observation and any additional treatment.
- **Deadly Smiles** - this provides information, an assessment and if needed a direct referral to the dental teams located in hospitals within the Metro North catchment. This program is for all ages, but has a strong focus on children, school aged children and young people.
- **Heart Outreach Program for Health Equity (HOPE) Program** - provides information, an assessment and direct referral to services connected to cardiology in hospitals across the Metro North catchment.



Cultural Engagement and Community Development (KATSICE)

Metro North Health Equity Forums

Metro North Health Equity Elders Lunch - The Elders Lunch was held at Victoria Park and provided an opportunity for the Metro North Equity team to connect with the local elders over a lunch as well as providing an opportunity to give a current update on the Metro North Health Equity Strategy.

Metro North Health Equity Community Forum - the Health Equity Forums were held in several locations between Caboolture and Brisbane City. These forums were used as a platform for Elders, Community Organisations, non-Government Organisations and Community members from the Aboriginal and Torres Strait Islander community to have their say regarding how the Metro North Hospitals, Allied Health, Specialist Care and Health Services.

Metro North Journey to Health Equity Showcase – The showcase is held once every 6 months to provide an update and inform how the Health Equity program is progressing. This forum is also used to highlight participants of services within the Metro North Health region and share in their story through community panels where participants share their health journey.

Network Meetings

- Indigenous Community Police Consultative Group – this group facilitates programs that work within the Aboriginal and Torres Strait Islander community across the north Brisbane region within the Boondall Police Station catchment. They meet once a month and attendees provide an update regarding the work that they are providing from their service. Members of this group are made up from Government, non-Government, Community Organisations, Elders and community members.
- Burunga Yun'thin –this network meeting is for Aboriginal and Torres Strait Islander community members, staff from local community organisations, government and non-government services. Membership is strictly for Aboriginal and Torres Strait Islander people.
- Moreton Bay Youth Reference Group – this network meeting has been designed to bring together services the work with youth in the

Moreton Bay catchment. This meeting is facilitated by the Police and is held every 3 months or when a special meeting is called. Membership is made up of services from within Government, non-Government, Community Organisations, Elders and community members. The Kurbingui Youth Program management attends this meeting with support from the Community Programs.

This program is self-funded by Kurbingui Youth & Family Development.



Queensland Youth Partnership Initiative (QYPI)

The Queensland Youth Partnership Initiative (QYPI) provides a framework for engaging with organisations that can play a positive role in creating opportunities for youth development. This program is run at Chermside shopping centre.

Brief Overview of the Year

The Queensland Youth Partnership Initiative (QYPI) has continued to provide a culturally safe and flexible support network for at-risk youth across North Brisbane. Operating primarily from Chermside Westfield, the program has focused on engaging young people experiencing homelessness, making unsafe choices, or facing social disconnection. Despite ongoing challenges, including securing a permanent hub and fluctuating youth engagement, QYPI has strengthened partnerships with key stakeholders such as Youth Justice, Queensland Police, and Westfield Management to enhance service delivery. This year has seen an increased emphasis on collaboration, proactive intervention, and tailored support, ensuring young people have access to essential services, referrals, and community engagement opportunities.

Annual Highlights

- Strengthened partnerships with Youth Justice Co-Responders and Queensland Police Service (QPS), facilitating better support for young people in need.
- Increased presence in Chermside Westfield, leading to effective interventions and youth engagement in safer environments.
- Identified and responded to emerging trends, including the resurgence of glue sniffing, by working with retailers and stakeholders to prevent access to harmful substances.
- Provided cultural support and advocacy during police interviews and youth justice interactions.
- Assisted in locating missing young people and coordinated with families and support services to ensure their safety.
- Improved communication with Westfield Management, gaining access to security cameras to track missing youth and enhance safety measures.

- Facilitated warm referrals to youth support programs, ensuring ongoing assistance for those transitioning out of crisis situations.

Program Data

Throughout the year, QYPI conducted weekly outreach sessions at Chermside Westfield, engaging with young people through face-to-face interactions and case management support.

- Total number of outreach sessions: 48
- Total participants engaged: Over 200, with many returning for ongoing support.
- Youth supported through police interventions and referrals: 50+
- New referrals to external youth support services: Approximately 30
- Identified youth from outside the North Brisbane catchment requiring additional support: 40+

The program has been pivotal in diverting young people away from anti-social activities, promoting harm reduction strategies, and strengthening community partnerships to support youth development.

Case Study

One of QYPI's most impactful interventions involved supporting a young person who was detained for questioning by the Queensland Police Service. The young person, who had a history of disengagement from support services, initially refused to cooperate. The QYPI team provided a cultural support person, ensuring that the young person understood their rights and had an advocate present throughout the process.

Through this engagement, the young person was linked to Kurbingui's youth services, where they received ongoing support, including mental health referrals, family mediation, and assistance in securing stable accommodation. This case highlights the importance of culturally appropriate advocacy and support in reducing reoffending and strengthening positive community connections.

This program is funded by the Department of Education and Youth Justice.

Queensland Youth Partnership Initiative (QYPI)



Skilling Queenslanders for Work (SQW)

Kurbingui Youth and Family Development, funded by the Queensland State Government's Department of Employment, Small Business and Training (DESBT), delivers the Skilling Queenslanders for Work (SQW) Program. This program provides comprehensive support and opportunities for disadvantaged job seekers to develop skills and enter the workforce. It funds not-for-profit community-based organisations to create projects that address local jobseekers' needs and employment opportunities. The Employment and Training team offers culturally appropriate support, including learner assistance, on-the-job mentoring, and practical work experience, while participants pursue nationally recognised qualifications through Registered Training Organisations (RTOs). Current qualifications include Certificate I in Workplace Skills (BSB10120) delivered by Major Training Services and Certificate I in Construction (CPC10120) delivered by The Training Professionals.

Brief Overview of The Year

In 2023/2024, Kurbingui Youth & Family Development's Work Skills Traineeship program, part of the Skilling Queenslanders for Work initiative, enrolled 24 trainees across Construction and Business Administration. Despite challenges such as attendance issues and recruitment difficulties, the program achieved a high completion rate of 95.65%, with 12 trainees securing employment and 16 receiving full qualifications.

Annual Highlights

The program strengthened business connections, provided comprehensive support systems, and engaged actively with the community. Highlights included success stories of trainees overcoming personal challenges, the impactful community garden project in collaboration with URBIS Brisbane, and the successful employment of a new program coordinator who played a crucial role in navigating the program's challenges and driving continuous improvement. These efforts reflect the program's holistic and compassionate approach, significantly benefiting trainees, their families, and the broader community.



Program Data

- Total Trainees Enrolled: 24 (17 in Construction, 7 in Business Administration)
- Completion Rate: 95.65%
- Employment Outcomes: 12 trainees secured employment (7 in Construction, 5 in Business Administration)
- Further Training: 4 trainees pursued further training
- Qualifications Earned: 16 trainees received full qualifications
- Training Hours Delivered: 4,154 hours in total

Case Study

Transforming Lives through the Work Skills Traineeship Program

Background: Construction Trainee (CT), a young man from Brisbane, had been unemployed for a year after finishing high school. During this period, he struggled with habitual drug misuse, which further hindered his ability to find and maintain employment. Seeking a way to turn his life around, CT enrolled in the Work Skills Traineeship program offered by Kurbingui Youth & Family Development.

Program Participation: CT joined the Construction cohort of the traineeship program. From the outset, he demonstrated a strong commitment to changing his life. Despite his past challenges, CT maintained a high attendance rate throughout the program. The comprehensive support provided by Kurbingui, including access to counselling and peer support groups, played a crucial role in helping him overcome his previous habits.

Achievements:

- High Attendance Rate: CT attended the program consistently, showing dedication and resilience.
- Full Qualification: He successfully completed the program, earning a full qualification in Construction.
- Employment Opportunity: Through Kurbingui's strong business connections, CT was connected with an opportunity to undertake an Air Conditioning Apprenticeship with All Cool Industries.

Current Status: CT is now working full-time with

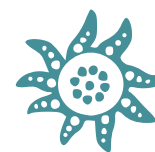
Skilling Queenslanders for Work (SQW)

All Cool Industries. His apprenticeship has taken him across the state, providing him with valuable hands-on experience. Notably, he worked on the installation of HVAC systems at the new school build on Palm Island, a significant project that highlighted his growing skills and expertise.

Personal Development: With continued support from Kurbingui, CT obtained his learner's license and is now working towards completing the required hours for his practical driving test. His employer has been supportive, helping him achieve this milestone. CT is also saving for a car, which will further enhance his independence and ability to travel for work.

CT's journey from unemployment and drug misuse to becoming a skilled apprentice is a testament to the transformative power of the SQW program. The holistic support provided by Kurbingui Youth & Family Development not only helped him gain valuable qualifications and employment but also fostered his personal growth and resilience. CT's story is an inspiring example of how targeted support and opportunities can change lives, providing hope and a brighter future for individuals facing significant challenges

This program is funded by the QLD Government Department of Employment Training and Small Business.



Yur'iinkin Youth Program

Yur'iinkin Youth service (Intensive Bail Initiative) is based on young people who are identified as at risk or currently involved in the Youth Justice system. Our Youth and Family practitioners will work closely with young people and their families to divert young people away from the Youth Justice system. Support offered can consist of Case management, cultural connectedness, activity-based initiatives to assist in early intervention, complying with bail conditions and avoid further periods of interaction with the Youth Justice system.

Brief Overview of the Year

The Yur'iinkin Youth Program (Intensive Bail Initiative) has provided critical support to at-risk youth involved in the Youth Justice system. Over the past year, the program has expanded its reach, strengthened stakeholder relationships, and introduced innovative engagement strategies. Practitioners have worked closely with young people and their families, offering case management, cultural connectedness, and activity-based interventions to promote positive social engagement and compliance with bail conditions. The program has also faced challenges, including staffing transitions, increased referral volumes, and difficulties accessing young people in the Caboolture Watchhouse. However, these challenges have led to improvements in data management, program structuring, and strategic community partnerships.

Annual Highlights

- **Increased Referrals and Program Reach:** Significant growth in service engagement, with consistently high referral rates from Youth Justice, Intercept, and self-referrals through outreach initiatives.
- **Community Engagement and Outreach:** Established Wallis Street Park Community BBQ, Morayfield Shopping Centre outreach, and Rekon events in Deception Bay, fostering safe spaces and positive interactions.
- **Cultural Programs:** Launched Women's Weaving and Painting Program and Men's Woodworking Program, engaging Elders and promoting cultural connection.
- **Collaboration with Stakeholders:** Strengthened partnerships with Murri Watch, Youth Justice, Queensland Police, and local support organisations, enhancing advocacy efforts and

support services.

- **Successful Holiday Programs:** Organised school holiday activities, including fishing, swimming, and go-karting, leading to positive feedback from young participants and their families.
- **Data and Case Management Improvements:** Implementation of audit tools and referral tracking systems to ensure accurate data entry, improved reporting, and better resource allocation.
- **Leadership Development:** Welcomed new team members, including Youth and Family Practitioners and a new Team Leader, reinforcing program capacity and resilience.
- **NAIDOC Week and Cultural Events:** Actively participated in community celebrations, promoting cultural identity and inclusivity.

Program Data

Throughout the year, the Yur'iinkin Youth Program maintained consistent engagement with young people through direct case management and community outreach.

- **Total referrals:** Over 100 young people engaged in case management.
- **Average open cases per month:** Ranged between 50 to 70 cases, depending on intake and case closures.
- **School holiday program participants:** Approximately 25 young people per program cycle.
- **Case closures:** Monthly review of active cases to ensure throughput and effective intervention strategies.
- **Youth engagement in outreach activities:** Wallis Street Park, Morayfield Shopping Centre, and Rekon each had regular attendance, with growing participation from local Elders and community members.

Case Study

One of the most impactful interventions this year involved a 15-year-old young person, who was at high risk of further engagement with the justice system. He had been disengaged from education, struggling with substance use, and frequently involved in antisocial behaviour.

Through Yur'iinkin's culturally responsive case

Yur'iinkin Youth Program

management, the young person was provided with mentorship, advocacy, and tailored support services. He actively participated in the Rekon events, joined the Men's Woodworking Program, and was connected with Elders who provided guidance and cultural grounding.

Over six months, the young person's behaviour and outlook improved significantly. He re-enrolled in an alternative education program, reduced his substance use, and successfully complied with his bail conditions. His case was eventually closed as he no longer required intensive intervention, but he remains engaged with Yur'iinkin's outreach programs as a peer mentor for other young people.

This case highlights the transformative impact of targeted youth support services, reinforcing the need for continued investment in community-led programs to reduce recidivism and support at-risk youth.

This program is funded by the QLD Government Department of Youth Justice.





Family Matters “Our Way Our 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.

www.csyw.qld.gov.au/campaign/supporting-families/background/strategy-action-planaboriginal-torres-strait-islander-children-families





Family Program Reports

In This Section...

- Kin Services
- Numula Domestic & Family Violence Safety Response
- Brisbane Yadeni Tago Indigenous Family & Child Connect (IFaCC) & Family and Child Connect (FACC)
- Brisbane Local Leavel Alliance (LLA)
- Yeaca Dhargo Indigenous Family Wellbeing Program

Kin Services

Kurbingui's Kin Services specialises in assisting Aboriginal and/or Torres Strait Islander children and young people, aged 0-18, who are under the care of the Department of Child Safety.

Their primary focus lies in identifying appropriate family or kin members and subsequently providing support to ensure their willingness and ability to offer care.

The practitioners work within a small, motivated team to undertake family mapping networks focused on increasing a child or young person's sense of belonging and connection to culture. The practitioner then assists with conducting family interviews, networking and consulting with Elders including locating and supporting families.

The Kin Services Practitioners identify suitable placements through Provisionally Approved Carer Assessments that provide care to a specific child for a time-limited period of 60 days, with one possible extension for a further 30 days.

We also complete the Kin Initial Assessments to place children with their Kin up to 18 years of age. These assessments are reviewed regularly and renewed on an annual basis. You will often hear of these assessments as PAC's or Initial's. We support and facilitate the transition of children and young people to new Kinship arrangements, arranging for furniture, addressing therapeutic and medical needs identified during assessments.

Practitioners deliver long-term assistance to carers for placement stability and meeting the specific needs of children and young people and coordinating activities to fulfil the support requirements of carers.



Brief Overview of The Year

Kurbingui's Connecting Kin, and Kin Care program has reached a new milestone in relation to process development and new practice approaches over the past 12 months.

We have been able to successfully meet our quota and are currently exceeding our current contract requirements, this is a massive leap in performance and is another step forward in the right direction. Kurbingui's Kin Care Service is now fully licensed and is continuing to work through the necessary processes and requirements to maintain a Strong Community Driven Kin Program that focuses on placing Aboriginal and Torres Strait Islander Children & babies with Kin.

The Kinship programs now have a fully implemented Database that will support the program's ability to focus on the fundamentals of case management while also capturing crucial data. While the Kinship team's main struggle stems around communication barriers from the Department, the team have been able to successfully establish strong relationships with many different CSO's from different Departmental Service Centres which in future will support better pathways with connection and fostering better relationships.

Annual Highlights

- Fully Licensed Kin Care Program.
- Exceeding Contractual requirements.
- New Working Database.
- Training provided to Staff around how to complete PAC Assessments.
- Identified Kin through Mapping and placed multiple babies/children with Kin, keeping them connected to family and community.
- The team continues to meet regularly with Link Up QLD, local Elders, QLD State archives and all key stakeholders.
- The team participated in multiple community programs, community events and outreach programs during and outside business hours.
- The team continues to develop strong partnerships with contract officers, multiple Department of Child Safety Service Centres inside and outside of the contract's regions, Cultural Practice Advisors and Government and Non-Government agencies.

Kin Services

Program Data

Total Referrals = 39

- 11 Referrals were received for Kin Care.
- 28 Referrals were received for Connecting Kin.

Total Open Client Cases = 20

- 10 Referrals are open with Connecting Kin at the end of the reporting period.
- 10 Referrals are open with Providing Carer Support at the end of the reporting period.

Total Referrals Closed = 31

- 16 Referrals were closed as a result of all, or majority of needs being met.
- 15 Referred back to Regulation of care.

Case Study

In September 2023, Kurbingui was approached by the Department of Child Safety regarding a young 13-year-old male. His mother was struggling with addiction and his father was not able to provide a safe and nurturing environment, and therefore deemed both parents unable to provide the necessary care. The immediate challenge was to prevent the young person from entering the mainstream foster system and or Residential care, that of which he had already experienced so much trauma with.

Kin Mapping

Kurbingui's first task was to identify potential kin who could care for the young person. The team made sure to utilise a culturally sensitive approach, working closely with community and connections staff had developed to trace the young person's family roots. Within a few short months, the team identified a Paternal Aunty, who lived nearby. The Aunty who already had strong ties with the young person, expressed her willingness to care for him.



Placing the Children with Kin

Once identified, the process of placing the young person with Aunty began. Kurbingui facilitated meetings between Aunty and the Department of Child Safety, ensuring that she was fully prepared to take on the responsibility. The team organized homes visits and worked towards completing the APA and Initial assessment to ensure everything was in place for a smooth transition. Kurbingui also made it an important factor within the process to have important discussions with the Cultural Practice Advisor to ensure that the young person's cultural needs would be met.

Ongoing Carer Support

Understanding that placement was just the beginning, Kurbingui and the Department established a support plan for Aunty. The plan involved family members that Aunty could rely on for support, who to have conversations with when the young person had questions about his culture and plans to support his future growth in the most positive way possible.

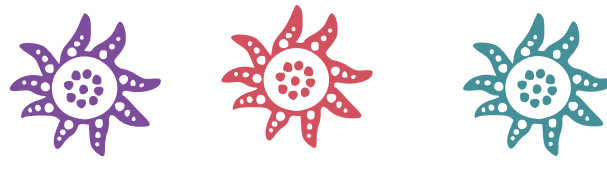
Kurbingui provided brokerage and delivered information sessions to Aunty, focusing on trauma-informed care and cultural education. Monthly check-ins are paramount for Kurbingui to ensure that Auntie's access to necessary resources, financial support, and emotional guidance are met, but also to ensure that the young person's health and Safety is the best it can possibly be.

Outcomes

Currently, the young person is thriving in his Aunties care, he now has stability, has returned to school, feels safe and welcomed, and is even having face to face contact every so often with his mother.

The success of this placement was important to the team because it showcased the value of culturally appropriate kinship care.

This program is funded by the Department of Child Safety, Seniors and Disability Services.



Numula Family Safety Response Program

Numula is Yuggera language meaning “Embrace”

Numula Family Safety Response Program (Numula) is a confidential service that provides support and assistance to Aboriginal and Torres Strait Islander people impacted by Domestic and Family Violence.

The Numula Family Safety Response program (Numula) is funded to provide culturally responsive support service and links to services for Aboriginal & Torres Strait Islander individuals and families impacted by domestic and family violence. The program is the only Aboriginal Torres Strait Islander program of this kind in the North Brisbane and Moreton Bay areas.

Brief Overview of the Year

The Numula Family Safety Response Program for this annual period have been able to successfully implement a variety of new strategies and processes to ensure the absolute safety of families and individuals that are being supported by Kurbingui. Collaborating with non-government agencies, Departments, and external organisations has been a primary factor in navigating the high risks and complexities involved with people who have experienced the many forms of violence.

Many of the families and people that the Numula program strives to advocate and support often go long periods of time without their voices being heard, and our Numula team does it's very best to act as the people's voice until they feel safe and supported in their own safe space.

Despite the risks involved in the DFV space, Numula works with families to complete Safety assessments such as the CRASF Level 2 Tool, and the DV Risk tool that is comprised of a series of questions to identify the persons/families current safety level, K5's and K10's are also utilised to capture their mental, physical and emotional health and if consent is approved, a referral to one of Kurbingui's internal programs will be completed to provide quality wrap around supports.

Annual Highlights

- New user-friendly Database.
- The team became fully staffed.
- New Risk Assessment tools have been implemented.
- An ongoing Men's Strong Talk Program was created and is aimed at educating males who have either used or experienced violence through their relationships.
- Supported many families and individuals who were in a crisis and escaping violence were supported and as safe as possible, providing them with crisis accommodation, providing brokerage, providing resources and connecting them to services to support their current circumstances.
- With the support of Numula, supported many individuals facing incarceration to be properly prepared with legal aid and evidence for breaches they were unaware of.
- Connected with Cultural Liaison Officers across the entire Brisbane and Moreton Region.

Program Data

Total Referrals Received = 151

This reporting period noted a variety of services referring into Numula, such as non-government organisations, Queensland Police Service (QPS), Internal Referrals, Community Health, Self-Referrals, and Departments within the Region.

Total Open Client Cases = 45

(29 Females) (16 Males) (0 Identifying as other)

Total Referrals Closed = 106

47 Referrals were closed due to all, or majority of needs being met.

59 Referrals were closed as a result of being referred to another service, were already engaged with another service, unable to contact or locate the family/individual, or refused support and did not provide consent to engage.



Numula Family Safety Response Program

Case Study

In February 2024, Numula had received a referral been for a resilient mother of two young children, who had found herself in a dire situation after fleeing severe domestic family violence. The trauma of her experiences left her and her children vulnerable and without a home.

The Numula program and the mother had identified two goals at that point and that was their safety and stability. Kurbingui began supporting by completing a DVO application, an EVP application, a Victims Assist application, and a Safety Plan. Numula also completed referrals to Micah Projects and Under1roof to support the immediate need for housing. The collaborative efforts of the support services involved dedicated themselves to providing a safe and nurturing environment for her family.

Numula provided brokerage to accommodate herself and her family in a motel for a short period of time until Micah Projects were able to put her in accommodation under the IHRF funding, this accommodation lasted the family roughly 5 weeks before a home in the Moreton Region had become available and the family did not hesitate to take it. Once the family had settled in their home, Kurbingui created and completed another safety plan and Risk Assessments to accommodate to the family's new environment, we also provided the family with a set of cameras to alleviate the fear the family had around the person using violence showing up at their home.

Once the family had settled and their safety had been a success, Numula then referred the mother to the Strong Women Talking Group, providing education around DFV, allowing her to create new connections and relationships with other survivors, and hearing other people's stories. The family had been referred to a counsellor who would help them work through the trauma and fear that they have had to endure and is still currently being supported by Kurbingui to this day.

This program is funded by The National Indigenous Australians Agency (NIAA).



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

Yadeni Tago, also known as the Combined Indigenous and non-Indigenous Family and Child Connect for the Greater Brisbane region is delivered by Kurbingui Youth and Family Development. This integrated model is called “**Yadeni Tago**” which is Turrbal language for “**Advancing Together**”.

The team comprises of a multicultural and multidisciplinary team that brings a wealth of skills and knowledge to the program. The team makeup provides a great opportunity for all team members to share their skills and knowledge which includes but is not limited to, working with families using frameworks and approaches incorporated into culturally safe practices for Indigenous, Culturally and Linguistically Diverse and other non-indigenous families.

Yadeni Tago staff ensure that families have the choice to work with Indigenous and non-indigenous support staff to meet their individual needs. Yadeni Tago staff are committed to maintain a culturally safe place for both staff and families they work with.

Brief Overview of The Year

The partnership with Mercy Community Services ended on the 31/12/2023 and Kurbingui Youth and Family Development succeeded in getting both the Indigenous Family and Child Connect (IFaCC) and non-Indigenous Family and Child Connect (FaCC) funding.

Annual Highlights

Yadeni Tago has successfully kept the program running with little interruption to service delivery.

Program Data

Total output hours for the reporting period are 14766. There were 124 referrals out to secondary services with 27 of those for First Nations Families.

Yadeni Tago created 1809 case summaries for the reporting period. We closed 2037 case summaries for the reporting period.

Case Study

A young woman referred herself to Yadeni Tago for support. She is a single mother of her 18mth old girl. The young woman left her mother’s home with her daughter, after months and years of verbal abuse and shaming by her mother.

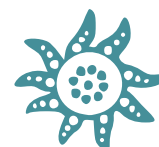
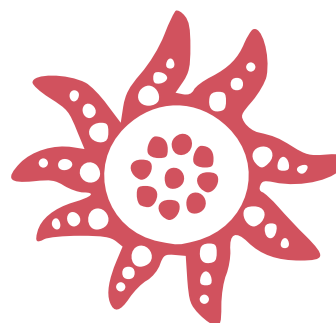
The young woman struggled with significant mental health worries including anxiety and depression. The young woman was living in emergency accommodation with her daughter. She has no support and was feeling isolated.

Family Response Facilitator (FRF) met with the young woman at the hotel. The young woman didn’t have many items for herself or for the baby. FRF provided food, nappies and wipes from the foodbank to the family. The baby had two toys. FRF sourced a stroller through Big W Taigum, so the young woman can take the baby to the local parks, both for the young woman’s mental health and baby’s social development.

FRF sourced clothing, toys, nappies and wipes through Baby Give Back for the baby. FRF organise a Thread Together appointment, for the young woman so she could get some new clothes for herself.

The young woman is from Afghanistan, and her partner is still in Afghanistan trying to get a visa so he can come to Australia to be with her and the baby. The young woman grew up in a very violent household. FRF referred the family to an Intensive Family Support (IFS) service.

This program is funded by the Department of Communities, Child Safety and Disability Services.



Brisbane Local Level Alliance (LLA)

The Brisbane Local Level Alliance (LLA) is a collection of services from across Brisbane who come together monthly or quarterly around a variety of issues affecting children, young people and families.

Member organisations are committed to collaborating to improve outcomes for families, particularly those experiencing disadvantage. Our membership spans government, community and for-profit agencies across education, health, justice and the social sector.

Brief Overview of The Year

The Brisbane LLA has experienced significant growth and development throughout 2023-2024. We have:

- Hosted numerous successful regional events on topics such as Adolescent to Parent Violence (APV), First Nations cultural engagement, and presentations focused on Child Safety, Queensland Council of Social Services, and Carers QLD.
- Expanded Family Support Collectives (FSC) with increased membership and participation.
- Established new partnerships and initiatives, including a pilot project for KIND Youth Domestic and Family Violence (DFV) and an Early Years Expo.
- Maintained active working groups on critical issues like school disengagement and family support.

Annual Highlights

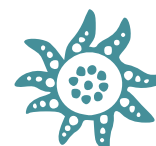
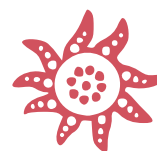
- Record attendance at the APV regional meeting with over 100 participants.
- Project of Launching of a new FSC to serve the Bayside area.
- Grand opening of the Family Child Connect (FaCC) satellite office in Inala, increasing community access to services.
- Successful pilot project targeting First Nations youth in Zillmere & Inala, addressing Youth DFV and technology abuse.
- The First Nations Mental Health awareness/ literature package (10 weeks) was successfully piloted and is being prepared for further implementation for both North and South of Brisbane.

- Responses to Young People (DFV) working group obtained funding to continue their initiative due to the success of the pilot.
- The Family Support Collective (FSC) continued to function well and keep stakeholders connected and up to date with sector capacity as well as emerging trends.
- Welcome Baby and Child to Country cultural workshops were well-received and requested again by the community.
- Responses for Families – School Disengagement working group’s multi-service collaboration model is being piloted in a few select schools.

Quater (region meetings)	Year	Family Support Collectives (all regions)	Regional LLA Meeting	Statewide LLA Meetings	Other Meetings / Working Groups
Jul-Sept	2023	15	1	1	26
Oct-Dec	2023	13	1	0	28
Jan-Mar	2024	9	1	0	23
Apr-Jun	2024	14	2	3	31

Regional Events

- **July 2023:** First Nations Cultural Engagement Event
- **September 2023:** Kurbingui Aboriginal and Torres Strait Islander Cultural Engagement Program
- **December 2023:** Child Safety, QCOSS & Carers QLD NDIS presentations
- **March 2024:** Adolescent to Parent Violence Regional Meeting - over 100 attendees
- **April 2024:** Adolescent to Parent Violence (APV) Regional Event
- **June 2024:** Queensland Police Service (QPS) presentations



Brisbane Local Level Alliance (LLA)

Case Study

Yilliyapinya and Kurbingui: Partnering to Address Youth Domestic and Family Violence in First Nations Communities.

Overview

In response to a critical service gap for children under 12 experiencing domestic and family violence, the LLA partnered with key stakeholders to launch a pilot project in Zillmere and Inala.

This collaboration brought together Kurbingui, Yilliyapinya, Qhealth, and Mindblank, adopting the South Australian Government's "KIND" program framework. The project specifically targeted First Nations youth, providing therapeutic interventions and education around technology abuse.

Outcomes

The pilot project resulted in increased awareness of technology abuse and its contribution to APV within the First Nations communities of Zillmere and Inala. Participating families reported improved communication and conflict resolution skills.

The partnership is currently seeking additional funding to expand the program's reach and implement it in other communities.

Quote

"This program has not only helped the youth in our community but also empowered the parents with the knowledge and skills to address technology abuse and build healthier relationships."



Yeaca Dhargo Family Wellbeing Program

The Yeaca Dhargo Indigenous Family Wellbeing program provides support and information to families with children and young people that is culturally safe and flexible, reflects family and community strengths, and focuses on their desired aspirations and goals.

Brief Overview of the Year

The Yeaca Dhargo Family Wellbeing Program performed admirably within this reporting period. In addition to providing supports to families, Kurbingui's commitment to supporting various community events and hosting a variety of different groups is worth mentioning.

The team hosted various workshops and gatherings that brought families together, celebrating culture, resilience, collaboration and partnership. These events not only highlighted the vast strengths within community, but also served as a platform for families and other services that people are engaged with to connect, exchange ideas, and support one another. The team's ability to bring about positive change in family's lives is what we strive to achieve, and we did just that.

The team supported families with reunification, providing strong advocacy, assisting with parenting strategies, helping with addiction, supporting crisis circumstances, all while carrying a strong strength based and trauma informed approach in our support pathways.



Annual Highlights

- The team became fully staffed.
- Staff members doing well as part of Kurbingui's succession planning project.
- Supported and held stalls in community events such as NAIDOC, QMC, Back to School Day, Park and Play, Children's Day and many more.
- Reunified multiple children with parents.
- Met regularly with Local Elders, community members, and relevant stakeholders.
- Utilised referring families to Kurbingui's internal programs to provide more of a wraparound approach in supports.
- Developed new, stronger relationships with Team Leader's and service centre Managers from the Department of Child Safety.
- Staff completed plenty of training relevant to the sector, such as understanding the fundamentals of case management, supporting from a trauma informed approach, providing strong advocacy, coupled with a significant amount of internal training as well.

Program Data

Client Rererrals Receieved = 173

This reporting period noted a variety of services referring into Yeaca Dhargo, such as non-government organisations, Regional Intake Services (RIS), Department of education, Child Safety Service Centres (CSSC), Community Health, and Self-Referrals.

Total Open Client Cases = 77

Total Rererrals Closed = 96

65 Referrals were closed due to all, or majority of needs being met.

31 Referrals were closed due being referred to another service, was already engaged with another service, unable to contact or locate family, refused support and did not consent, or had been identified within the intake process as an inappropriate referral.

Yeaca Dhargo Family Wellbeing Program

Case Study

May 2024, a pregnant Aboriginal woman aged 43 had been referred into HALT space, where an unborn baby was expected to be due soon. The HALT collective raised concerns around the mother's past child protection history due to all her previous children ending up on Long Term Guardianship Orders.

Kurbingui advocated and strongly believed that it was not worthy of further statutory intervention and that we could work alongside the mother to prevent baby falling into the system. Kurbingui willingly accepted the referral, and once the mother provided consent, we immediately began exploring support pathways.

The team advocated for the mother and worked as her backbone against the Department of Child Safety as she felt defeated due to her previous experiences with them. The baby was initially removed under a TAO due to the mother not completing a drug screen, this had been the Departments primary concern and given that it was not completed, they had to act.

Kurbingui, did not like this outcome, and instead fought for the mother's rights and requested that the mother be given the opportunity to show that she is willing and able to care for her newborn.

Later that week, The Department provided the mother with papers stating that the baby would be subject to a COA with the support of Mercy House keeping a watchful eye on her to ensure the newborn babies needs, and requirements would be met without concern.

After the COA's 28 days, the Department believed that the mother still needed more time to show that she was able to parent baby in the safest way possible, so the Department extended the COA by another 28 days.

Kurbingui provided intensive support over the course of the mother's time within Mercy House and ensured that she had the best resources and parenting strategies available to her.

Fast forward 28 days, and the mother was able to successfully return to her home with her baby, Kurbingui ensured she had all the essentials ready for her at the home and supported her through the transition to the house. Kurbingui continues to provide support still to this day, and the mother is achieving great outcomes.

This program is funded by the Department of Child Safety, Seniors and Disability Services.





Social Emotional Wellbeing Program Reports

In This Section...

- Regional Suicide Prevention (RSP)
- National Disability Insurance Scheme (NDIS)

Regional Suicide Prevention

Kurbingui has been successful in securing the lead role in the Aboriginal and Torres Strait Islander Regional Suicide Prevention (RSP) funded by the Brisbane North Primary Health Network (PHN).

The program aims to provide an emergency response and follow up care response to the Aboriginal and Torres Strait Islander community who reside in Brisbane North.

Kurbingui understands and identifies the importance of supporting the social, emotional, spiritual, and cultural wellbeing of a person within our community.

Kurbingui also recognises the importance of developing connection to land, culture, spirituality, family, and community are important to Aboriginal and Torres Strait Islander people and how this disconnect can impact on wellbeing.

Brief Overview of the Year

Kurbingui's Regional Suicide Prevention program continued its mission to save lives and provide essential support to both families, and individuals in crisis. The RSP program collaborated with local organisations, government and non-government agencies, and specialist service providers to ensure that the service users accessing the program feel heard, understood, and have their cultural needs met during their time engaged within the program. Within the 2023-2024 period, the RSP Program focused strongly on working from a collaborative approach, liaising with Schools, Healthcare providers, Community centres, Queensland Police, and Therapeutic services to expand the programs reach, and build the resources.

Annual Highlights

- The RSP program has been able to enhance crisis responses and focused on refining culturally appropriate resources and support networks to better assist individuals and families in times of need.
- Developed alternative culturally appropriate methods to complete risk and care assessment tools with service users such as the K5, K10, and the Neami Health Prompt tools.
- Met regularly with Local Elders, community members, and relevant stakeholders.
- Utilised referring service users to Kurbingui's internal programs to provide a wider wraparound approach in supports from a singular space.
- RSP Staff completed training and attended workshops relevant to Suicide prevention and Mental health such as, supporting from a Trauma Informed Approach, Adult & Youth Mental Health First Aid, Circuit Breaker, Wesley Mission Suicide Prevention, Talking about suicide Workshops, LGBTIQ+, STARS, and many more.
- RSP successfully delivered the Strong Deadly Spirits Youth Cultural Program every Tuesday and Wednesday from 3:30pm - 5:00pm providing a space for youth of any age to connect and develop relationships with other children while educating and providing them with strategies to work through their own mental health related issues.



Regional Suicide Prevention

Program Data

This reporting period noted a variety of services referring into the Regional Suicide Prevention Program, such as government & non-government organisations, Public Hospitals, Department of education, Child Safety Service Centres (CSSC), Community Health, and Self-Referrals.

Total Open Client Cases = 16 (10 Males) (6 Females) (0 Identifying as other)

Total Referrals Closed = 32

21 Referrals were closed due to all, or majority of needs being met.

11 Referrals were closed due being referred to another service, was already engaged with another service, unable to contact or locate family, refused support and did not consent, or had been identified within the intake process as an inappropriate referral.

Case Study

In January 2024 the RSP program provided advocacy to complete a self-referral for a 26-year-old Aboriginal man, he was recently evicted from his home with short notice, and it left him homeless and unsure on where to go, or who to turn to. He explained that he was experiencing severe depression and suicidal thoughts stemming from feelings of isolation, cultural disconnection, and personal loss. Through word of mouth within community, he was informed about Kurbingui's RSP/SEWB Program, and he made his way to Kurbingui with nothing but the clothes on his back. Immediately workers completed an intake and gained consents to get him linked in with some local Elders who could provide him with guidance and cultural knowledge that could potentially help resonate with his experiences. Those very Elders acted as a role model for him and fostered a strong sense of belonging and identity. Staff referred him to mental health services that respected his Cultural needs. Counsellors trained in culturally safe practices supported him in exploring his thoughts and feelings with staff standing beside him and being there for his first few sessions ensuring that he would be in a safe non-judgemental environment. Once staff had received his mental health care plan, they began supporting him from a collaborative approach referring to services such as Micah Projects for housing, MATSICHS for health and wellbeing, and

educational workshops to enhance his employment prospects and boost his self-esteem. Alongside conventional therapy, RSP staff referred him to Kurbingui's men's shed with the possibility that he could connect with other males who may have gone through a similar experience, and to establish relationships and connections with other men. Kurbingui staff worked alongside him to set goals and through the complications he faced, was able to overcome his isolation, find his cultural identity, reconnect with community, find employment, and acquire stable accommodation. In time, he expressed to staff that he no longer experienced suicidal ideations or felt that he was suffering and he exited from the RSP/SEWB program with all the relevant support services passed on to him should he ever find himself in need of help.

This program is supported by funding from the Australian Government under the PHN Program.



National Disability Insurance Scheme (NDIS)

Kurbingui provides National Disability Insurance Scheme (NDIS) services governed by the National Disability Insurance Agency (NDIA).

Kurbingui focuses on a service delivery approach, providing support services to NDIS participants.

Brief Overview of the Year

The 2024 NDIS Program at Kurbingui Youth and Family Development has experienced significant growth and progress. The program has been committed to supporting Indigenous and non-Indigenous participants by providing culturally safe, person-centred services that enhance independence, community access, and social inclusion. This year, we successfully increased participant engagement, onboarded new support workers, and strengthened partnerships with community organisations to improve service delivery.

Annual Highlights

Growth in Participant Engagement:

- 6 new Service Agreements signed in 2024.
- Over 50 hours of fortnightly support provided.

Workforce Expansion & Development:

- 3 new support workers onboarded.
- Completion of First Aid and Worker Orientation training.

Community Engagement & Partnerships:

- Strong relationships built with Infinity Solutions, Journey Support Services, UIIH, Child Safety, and FaCC.
- Attendance at multiple community networking events and disability expos to promote our services.

Program Improvements:

- Development of NDIS brochures for increased awareness.
- Implementation of mentorship programs for new staff.
- Expanded culturally appropriate services for First Nations participants.

Program Data

The NDIS program has continued to expand its reach and impact within the community. Below is a summary of key program data for 2024:

Total Active Participants: 6

Total Service Hours Provided: Over 1,200 hours annually.

New Referrals Received: Multiple, primarily from Child Safety, UIIH Support Coordinators, and other community networks.

Support Workers Hired: 3 new employees, bringing increased service capacity.

Training Sessions Attended: First Aid, Worker Orientation, Effective Communication.

Community Events Attended: Disability expos, outreach days, and networking meetings.

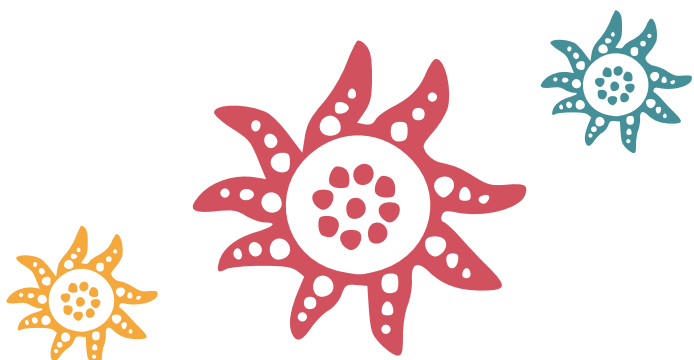
Case Study

Kurbingui NDIS program has a young Indigenous participant who has been engaging in regular speech and occupational therapy sessions through our program. Initially, he faced challenges with communication and social interactions.

With the dedicated support of our NDIS support workers and therapists, Owen has demonstrated remarkable progress, becoming more confident in expressing himself and actively participating in cultural and community activities.

His journey highlights the importance of culturally responsive services and the positive impact of consistent, tailored support. His family has expressed their gratitude for the program's role in helping him build meaningful connections and improve his overall well-being.

This program is funded by National Disability Insurance Agency (NDIA).





Auspiced Program Reports

In This Section...

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

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

Brisbane Northside Elders

Throughout 2023/2024 the Elders group members continued to guide, advocate and attend activities, events and meetings with various government and non-government agencies and departments. They continued their tireless work supporting families, children, young people, and individuals in the communities through this and other work.

Many of the Elders completed Suicide Prevention Training and Mental Health First Aid with some members new to the training and others refreshing their skills and knowledge. Training was delivered by Aunty Margaret Saunders. Elders provide referrals beneficial to individuals and families for them when working with individuals, families, children and young people who may be struggling themselves or have a family member who is struggling. Further training in other areas is planned for 2024/2025.

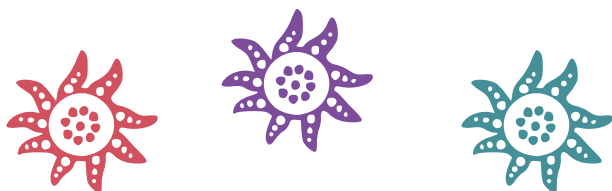
The Elders continue to demonstrate commitment to support community members experiencing Mental Health related issues as well as areas including but not limited to Child Protection, Diverting children and young people from the Youth Justice system. They offer their support whenever possible and are aware of the services available to refer community members to internally and externally to due to the networks they participate in such as Prince Charles First Nations Committee, Royal Brisbane and Women's, Redcliffe and Caboolture Hospital Advisory Panels/ Networks, Elders Regional Child Protection Advisory Bodies, PHN Suicide Prevention Interagency Collaboration, Primary and Secondary Schools and other partner agencies.

Other networks, activities and events the Elders participated in during this reporting period included but was not limited to; Life Without Barriers events, Yadeni Tago Park and Play 6th Anniversary, the Lord Mayors Charitable Trust, Qld Child Protection Awards, Kurbingui's Back to School Day event with partner agencies, stakeholders and families, Inala Brisbane Domestic Violence Service (BDVS) Ochre Ribbon Week, NAIDOC Golf Day, Deception Bay NAIDOC Fun Day, and the Community First Development.

The Edlers continued to support the Local Level Alliance (LLA) and the Yadeni Tago Integrated Program (Indigenous Family and Child Connect and the non-Indigenous Family and Child Connect) which then became the Combined Family and Child Connect when the partnership with Mercy Community came to an end at the end of 2023.

They attended the official launch of the Inala site which is currently the base of the Combined FACC southside area of Brisbane Region and we have high hopes that additional services will be offered from the office. They networked with the various Elders groups throughout the Brisbane Moreton Bay Region with the aim of creating stronger relationships and encouraging membership of the LLA to continue to keep a focus on reducing the over representation of Aboriginal and or Torres Strait Islander children and young people in the statutory systems and the reforms that are currently being implemented by the Department of Child Safety and Youth Justice. In addition, these are great opportunities for all Elders to connect with other Elders who are long-time friends and family members.

Through the promotion of seamless referral processes throughout the sector Kurbingui staff and Elders work to educate and encourage culturally safe, greater access and engagement with families who are at risk of entering into the statutory systems without having to retell their stories repeatedly.



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

The Elders have continued to promote the partnership with Metro North Health Service and during this period the Executive Director, Aboriginal and Torres Strait Islander Health, Metro North signed a new Letter of Intent of their commitment to the Brisbane Northside Elders and Kurbingui to work in partnership to improve the lives of Aboriginal and or Torres Strait Islander community members.

The Better Together Health vans continued to have a presence at Kurbingui Zillmere Main Office providing services to community around areas such as Deadly Feet and Heart, Hearing and Diabetes. These visits had a positive impact not only on the older community members but younger community members and staff.

The Elders promotion of the Health Equity Strategy- Our Journey Towards Health Equity 2022-2025 wherever possible has also been extremely valuable. As occurred in 2022-2023, the Hospital liaison staff continue to regularly attend the monthly Elders meeting providing more information and updates so that they are informed and can inform others with the aim of a healthier community.

Elder regularly meet with staff of the programs to assist with the linkages and contacts with the various families and kinship groups as well as promote the Skilling Queenslanders for Work and Tailored Assisted Employment Program and link community members to these programs with excellent achievements in training and employment outcomes for community members young and mature aged. Through their ongoing support guidance work they have also supported staff to continue to achieve accreditation in the various areas of the Human Service Quality Standard Licencing.

The Brisbane Northside Elders have continued to provide support and guidance with recruitment for existing and new programs. They continue to support all areas of the development of models of service delivery and support the existing staff to develop the foundation documents for programs to ensure cultural protocols are integrated in the way of working for all staff.

The Board, Management and Staff are grateful for the ongoing support and guidance from the Brisbane Northside Elders and other Elders in the community.

The ongoing courage and commitment to advocate for better awareness of issues disadvantages experiences by children, young people, their families and individuals in the community and suggested solutions are absolutely second to none.

North Brisbane Aboriginal Torres Strait Islander Men's Shed

Uncle John Johnston supported Kurbingui to locate donations of furniture and other items for our offices and the partnership with Bunnings that he and Uncle Alan Finn cultivated with the Men's Shed and Kurbingui has been extremely successful. Bunnings ongoing recruitment of graduates from the Skilling Queenslanders for Work graduates have also been high in number and retention. Bunnings have expressed their interest in wishing to continue the partnerships into the future.

The members of the Men's Shed provided support via the Men's Group with the male staff who gather at the end of each week. Uncle John Monaei is always around for a chat with the staff and the community and along with the other members of the Men's shed he continues to be a great presence for staff and the community members that drop in. We appreciate his presence and contribution.

Uncle Alan continues to use his many talents and green thumb with the maintenance and more often improvements within the community garden which was redeveloped throughout the year. Tore Hippisley and his Construction Trainee participants did an amazing job constructing the garden and landscaping. Thank again to Urbis for their donation of funds and time to create the new plans for the garden space.

Throughout the reporting period the presence at the Men's Shed increased as did the number of participants. We would like to thank all of the Uncles and members of the Men's Shed for not only supporting the staff and the community but also the Skilling Queenslanders for Work Construction Trainee participants.

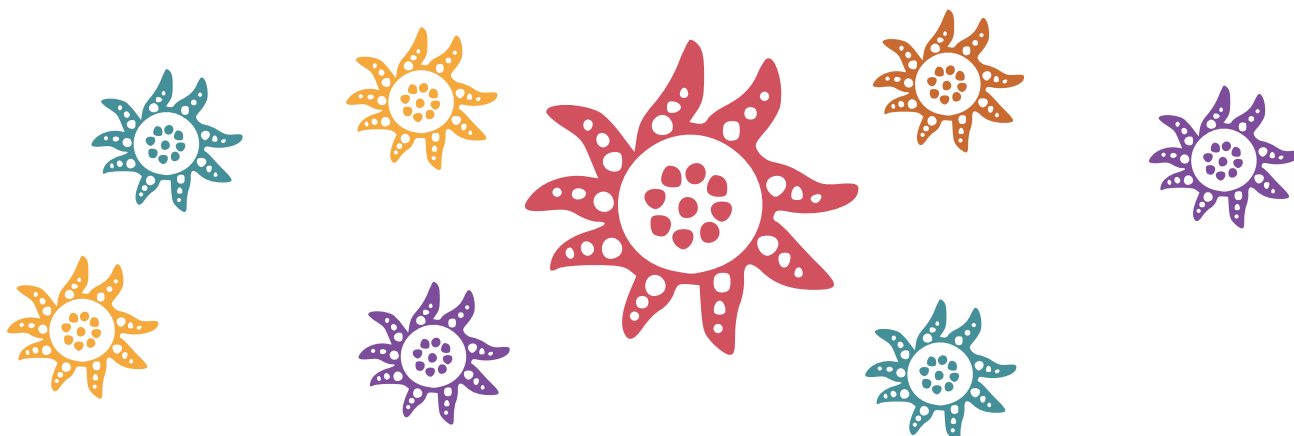
Brisbane Northside Elders and North Brisbane Aboriginal Torres Strait Islander Men's Shed

We look forward to further growth of membership for the Men's Shed and more stories and guidance.

Members of both the Brisbane Northside Elders Group and the Men's shed attended the following activities and events throughout the year with Kurbingui management and staff:

- Boondall QLD Police Station NAIDOC Flag Raising
- Caboolture NAIDOC Flag Raising
- Elders Golden Oldies Ball
- Koobarra NAIDOC Day
- Mindle Bygul NAIDOC celebrations
- SQW Construction Graduation
- Nation Aboriginal and Torres Strait Islander Children's Day event
- SEWB Youth Yarns
- Child Protection Week 2023 Event
- SNAICC Conference
- Logan Elders Ball
- Elders Gala Dinner 2023
- Better Together Health Van
- Christmas Feast
- SQW Graduation
- Woolworths Christmas Lunch
- Back to School Day
- Kurbingui AGM
- Caboolture Office Welcome and Smoking Ceremony
- Inala Office Official Opening
- IUHI Flu Vaccination Clinic Day
- DFV Community Awareness Event - Westfield Chermside
- SQW Suited to Success
- SQW Site Visit
- SQW Graduation June 2024

These programs are self-funded by Kurbingui Youth & Family Development.





Acknowledgements

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.



Acknowledgements





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