

Yorgum Aboriginal Corporation

Annual Report

2011

Content

| Page | Content |
|------|---|
| 2 | Yorgum Profile |
| 6 | From The Board |
| 7 | CEO Report |
| 9 | Administration |
| 10 | Yorgum Programs |
| 11 | Statistical Data |
| 15 | Clinical Program |
| 16 | Clinical Staff |
| 19 | Link Up and Building Solid Families(BSF) |
| 27 | Link Up and BSF Staff |
| 35 | Workforce Support Unit |
| 37 | WSU Regional Snapshot |
| 39 | WSU Staff |
| 41 | Auditors Report |



Yorgum Profile

Yorgum's History

Yorgum Aboriginal Corporation is essentially an Aboriginal community-based organization which was established through a self-help group of concerned Aboriginal women and men in 1991.

The genesis of Yorgum was a group of women and children in women's refuges who were experiencing spiritual, emotional and psychological pain. There were no appropriate services available to them at the time. They decided on the need for healing rather than a continual 'patch up' approach. A training course was implemented in psychotherapy. Their consistent belief was that psychology and psychiatry professions are not culturally effective in producing healing results for Aboriginal victims and perpetrators of family violence and child abuse.

Yorgum representatives believe that 'huge numbers' of Aboriginal people are not being serviced and there are 'things' occurring in Aboriginal communities that members find difficult to talk about. Initially, there were two groups of women (approximately 25 each) and a group of men (about 12) who Eighteen years ago commenced a two-year cycle of study to do some fundamental personal healing around their own lives. ATSIC provided the initial funding. At the end of the training course, the participants established Yorgum and the incorporation was accomplished in 1993.

This was a big step for the people involved, but changes in the external environment assisted in gaining a wide recognition of Aboriginal counsellors – the follow-up on the recommendations from the Aboriginal Deaths in Custody Report, the Bringing them Home Report and the Swan Mental Health Report. The 'Graduates' from the training course provided the core of the intellectual resource for the unique Yorgum counselling approach.

The Yorgum leadership developed relationships with funding organizations, such as World Vision. World Vision provided the funds for Yorgum's administration functions. Following this, Yorgum received minimal funding from the Department for Community Development to develop a child sexual abuse therapeutic service for families (focusing on the children) and then further funding for family violence counselling. Oxfam Australia funded the Community Development position.

There has been a concern for many years in the Aboriginal Community that family violence and sexual abuse issues are not being addressed appropriately for Aboriginal people and that the issues are highly attributed to alcohol and/or substance abuse. The affects of family violence and sexual abuse are enormous and are linked to many other issues such as; health, finances, employment, education, crime, deaths in custody, family fragmentation, loss of identity and the cycle continues.

In 2006, Yorgum was successful in gaining the Link-Up Program through OATSIH and the Office of Aboriginal Health. The Program offers family tracing and reunions to Aboriginal people removed under past government policies and practices. In 2010 Yorgum gained the Workforce Support Unit program which was established with staff and a premises from October 2010. The Workforce Support Unit facilitates supervision and training for the Social & Emotional Well being workforce which OATSIH currently funds.

Yorgum plays an integral part in the healing of Aboriginal people. Yorgum has 24 Aboriginal staff who employ a holistic approach and take into account historical issues which may affect the clients. Yorgum is governed by an all Aboriginal Management Committee which consists of a broad range of skills and expertise.

Yorgum provides an alternative and cultural approach to healing Aboriginal people who have been affected by family violence, sexual abuse and the underlying issues associated. The service operates metropolitan wide and works in a manner that is holistic and within Aboriginal Terms of Reference.

Yorgum is located at 176 Wittenoom Street, East Perth. Clients can access Yorgum by train (*the train station is within walking distance*); by bus (*the CAT bus*) or by car (*there is a parking area across the road*). East Perth is a central location and since relocating from Northbridge, the client numbers have increased.

Mission Statement

To provide a nurturing place and an environment which promotes the cultural strength of the Aboriginal people of Australia and their families through a healing process that supports their spiritual, physical, intellectual and emotional well being.

Philosophy

The name “Yorgum” is a Noongar name for a large red flowering gum tree which has healing properties. Aboriginal people have used the Gum for many years in the treatment of numerous ailments, including diseases of the eyes.

The name is an expression of the life-sustaining image of the living tree. The deep roots, rising sap, branches reaching to the sky, the shelter given and the home provided to the many forms of life-insects, reptiles, birds and other animals. It is a symbol of connectedness and inter-dependence in the diversity of living beings. This image conveys the philosophy of the Yorgum staff and the way in which they work.

The underlying philosophy is the valuing of our diversity; in different individuals, different families; language groups and people from places who are included and respected; that human differences can be accepted as expressions of our uniqueness and capacity to survive.

Abuse can be compared to a tree with the root system being affected by some of the factors such as loss of culture, identity, low self-esteem, unresolved cultural traumatic experiences.

The lack of consistent, supportive and loving relationships and the absence of positive life enhancing values are like the soil in which the tree grows. A tree is an organic system. If the whole system is diseased, you can't just treat one of the roots and expect the rest of the tree to be healthy. You must treat the whole tree as well as the soil within which it grows.

Purpose

Yorgum aims to offer Aboriginal people an autonomous, Aboriginal-specific, community-based, counselling and referral service that acknowledges the impact of colonisation on Aboriginal people. Yorgum provides an environment that enhances the healing process for Aboriginal individuals and their families experiencing emotional distress; and working towards empowerment collectively and individually. At all times, Yorgum operates within the framework of Aboriginal terms of reference.

Yorgum Aims To:

1. Maintain and provide a counselling service to Aboriginal people (men, women and children).
2. Provide a holistic response to Family Violence and Sexual Abuse in Counselling and Community Development.
3. Identify and apply counselling processes which embrace and acknowledge cultural diversity, values, beliefs, knowledge and skills.
4. Provide the opportunity for staff and management to access development programs which include ongoing training, education, debriefing and support.
5. Support staff to develop programs to deliver to Aboriginal men, women and children
6. Work towards positive outcomes for Aboriginal people (particularly children) who have been affected by family and sexual abuse.
7. Provide a Link-Up Service to the Metropolitan region and the Murchison, Goldfields, South East, Wheatbelt regions.

Objectives

The objectives for which the Association of Yorgum is established are:

- To promote a positive image of Aboriginal people in all places, ie. The family, community, workplace and society.
- To encourage Aboriginal people to recognize and value their heritage, traditional Aboriginal heritage and identity, ensuring it remains integral for the well-being and value of their place in society and the world.

- To assist Aboriginal people to deal with personal and social issues that they are confronted with in order that they may grow and develop within enhanced family relationships.
- To empower Aboriginal people to take their rightful place in their society by facilitating opportunities for them in education, self-development, awareness, participation, equality and any other way the Association sees fit to help Aboriginal people to gain self-dependency.
- To recognize and encourage the unification of Aboriginal people in common pursuits as a means of strengthening and supporting their actions and success in improving the quality of life for all.
- To research, plan and develop programs, workshops and seminars for Aboriginal people to address their needs.
- To identify gaps in opportunities, to establish networks, to create and encourage initiatives to address these gaps.
- To encourage community development and sensitive community issues relevant to Aboriginal people and social justice.
- To assist in the healing of Aboriginal people through their participation in obtaining training in the area of family counselling or by undergoing counselling either as a family or as an individual.
- To receive and expend grants or money from the government or the Commonwealth, the State or from any other source to support the Aboriginal community.
- Undertake the above objectives and where appropriate, encourage collaborative and close relationships regardless of culture, race or creed.

Strategies to Achieve Objectives and Aims

- To reduce further domestic violence and sexual abuse by providing counselling services and education programs in the prevention and treatment of family violence, sexual abuse and the underlying issues.
- Collaborate and negotiate with relevant funding bodies, government and non-government departments, Aboriginal community agencies and other key stakeholders to provide the best service possible to the Aboriginal Community.
- Encourage self-sufficiency and empowerment among Aboriginal people
- Collaborate and liaise with relevant agencies so that clients can be referred in an unproblematic manner as required.
- Respect and value clients accessing the service and at all times work in a highly confidential manner.
- Ensure that Yorgum works in a holistic framework towards the healing of each individual client under the Aboriginal Terms of Reference.
- Provide a range of services which are available and responsive to Aboriginal people's needs, by working in a respectful way, encouraging clients to help determine their own needs

From The Board



Chair Person – Craig Allen

Once again I have the pleasure of writing a report for Yorgum Annual Report however unlike previous years since the 2010 AGM my title has been chairperson and therefore I have the honour of writing the Chairperson's report for Yorgum 2011 annual report.

There is no doubt that since the last AGM Yorgum has experienced some challenges. With Jade Maddox (CEO) taking a well-earned break for 3 months this resulted in the management committee undertaking a significant component of Jade's managerial roles and functions. This year Yorgum has been actively involved in a number of community based events such as NADIOC activities, staff BBQ's, Mental Health week, supervising students and Sorry Day activities just to name a few. In addition to this there has also been a number of community reunions and conferences.

Unfortunately since the last AGM Yorgum has had several staff and directors depart from the organisation for a range of reason however all individuals have parted on good terms, remain close to the organisation and we wish all of them well in their respective future endeavours and look forward to meeting up socially or working with them again in the future. Fortunately though the organisation has retained and attracted some exceptional great skills and personalities into the organisation and the Yorgum family continues to expand as we have employed several new staff members in the last 12 months. I would like to take this opportunity to thank all the staff for their hard work, energy, passion, enthusiasm and professionalism as it is all of you that make Yorgum the culturally safe, secure and welcoming environment that it is today.

The future for Yorgum is looking exceptionally well with more growth and expansion so I am confident about what is potentially going to transpire throughout 2012. Once again there is a real potential for a significant expansion of the Link Up team and based on community feedback recently it would appear that the Counselling and Workforce Support Unit will continue to maintain a strong working relationships which should result in solid referral rates and further strengthen referral pathways. As a result of this stronger than expected organisational growth for the second year in a row the Yorgum family expansion has resulted in the Yorgum building reaching maximum capacity and therefore we will be looking to acquire an additional, yet suitable location – hopefully nearby so we'll keep you updated on developments.

Finally, my term as director and chairperson is drawing to a close and this report should be my final obligation before relinquishing my position, role and function in 2011. I have thoroughly enjoyed my time with the entire organisation this last year and I look forward to hopefully working again with the organisation in some capacity throughout 2012.

CEO's Report



CEO – Jade Maddox

The last financial year has been an extremely exciting and productive year for Yorgum. The organization has gone from strength to strength through this growth period and we now have a total of 24 Aboriginal identified positions. Last year Yorgum had 21 and in 2009 15 Aboriginal identified positions.

I would like to take the opportunity to highly praise and thank the commitment of the Yorgum staff. The positive feedback received from clients, departments and agencies about the excellent service our staff provide, has been outstanding. I would also like to thank the Management Committee Chairperson, Directors and Members for their commitment and support throughout the past year. We have a strong Management Committee who have now been with Yorgum for a number of years and have provided a high level of Governance for the organisation.

There have been a number of highlights for Yorgum throughout the period of 1 July 2010 to 30th June 2011. NAIDOC's theme in 2010 was "Unsung Heros" and Yorgum held an Open Day on 6th July 2010. A part of the NAIDOC celebration was honouring Yorgum's Unsung Hero. All staff voted and our Hero was Lorna Alone. Lorna was one of the original Aboriginal women (Founding Member) who developed Yorgum from the roots up. Lorna sat under the Tree with the other women who established Yorgum and did a lot of volunteer work as there was very little funding available. All Yorgum staff were presented with a Certificate of Appreciation for all their hard work over the year. Yorgum also had a stall for NAIDOC at Royal Perth Hospital, Ashfield Reserve and Wellington Square at the NAIDOC Opening. In addition, Yorgum also hosted the 3rd Anniversary of the Apology which was held at Yorgum on 14th February 2011 with 80 people attending.

Yorgum was successful in its submission to establish and operate the Workforce Support Unit which will work with the Registered Training Organisation (Marr Mooditj) and facilitate supervision and training for the SEWB workforce funded by OATSIH. The new Workforce Support Unit was established in August 2010 and staff were employed to provide the service. Alisha Roberts coordinates the Workforce Support Unit for Yorgum. A property was leased in Lindsay Street, Northbridge to accommodate the program. A new vehicle was also leased.

Yorgum was also successful in its application for the new Link-Up Southern Provider which covers all of WA except the Kimberley region. This occurred once the KPMG review was finalized and there was a decision to provide only two Link-Up providers rather than five for Western Australia. There will be four additional staff coming on

board as Link-Up needs to establish an office in Pt. Hedland and Carnarvon to commence the service delivery in January 2012.

Other Yorgum highlights include:

- The Accreditation process has commenced for Yorgum. Bob Scott and Alison Sinclair came over to Yorgum to assist in some preparation for the Accreditation process and the Quality Journal is being developed. Accreditation Training will occur for relevant staff and Management Committee Directors in February 2012.
- The Clinical Team is preparing for the two day Conference on Family Violence and Child Sexual Abuse, which will be held in October 2011.
- The Office of Aboriginal Health contract for Building Solid Families was transferred to WA Country Health Services
- The first meeting with CEO's on the Block has taken place with AADS, DYHS and Yorgum
- Performance Appraisal Workshop was held with the CEO and Team Supervisors. Following that, Performance Appraisals have been undertaken with staff.
- Student visits have continued with Marr Mooditj, Curtin University and UWA. Presentations have been undertaken at UWA and Notre Dame Universities.
- Link-Up was funded to provide an additional caseworker to service Albany, Gt. Southern Region and were also funded to provide Bringing Them Home Counsellors
- Link-Up currently have 3 Memorandums of Understanding and the Coordinator is negotiating with the Registrar of Births, Deaths and Marriages and Department of Indigenous Affairs to develop an MOU with those parties. Also an MOU with the National Link-Up services
- A client file audit was undertaken with Clinical and Link-Up files
- Stalls were held at various events eg. Midland Miracles Football Carnival; Nicky Winmar Cup
- Staff attended Picnic in the Park for breast cancer on 26th October 2010 in Kings Park.

There have been many more highlights for Yorgum during this financial year and they are due to the commitment by Yorgum staff in each of their relevant programs of service delivery. In 2012 Yorgum will be seeking another building to accommodate the growth of Yorgum programs and staff. I am looking forward to another productive year for Yorgum in assisting clients with their relevant needs.

Thank you once again to all the staff that are strongly committed to assisting Aboriginal people affected by sexual abuse, family violence, stolen generation and underlying issues. I am extremely proud of the Yorgum staff and the work that has been accomplished with individuals, families, communities and agencies to date. We have certainly come a long way and I know that the staff do more than what we ask of them and I applaud their work.

Jade Maddox
CEO Yorgum Aboriginal Corporation

Administration



Finance Officer – Casey Grant

I am a Noongar woman from Kwolyn in the Bruce Rock shire, I am the youngest of three and was born and raised in Perth. I have been with Yorgum since 2005 and have enjoyed seeing the growth over the last 6 years.

This year again had many staff changes with new staff coming and old staff moving on, we now have 28 full time positions, along with increased funding from OATSIH for the expansion of the Link Up/BTH program that will see our full time positions raise again in the new financial year.

I have continued to minute the monthly directors meetings and have enjoyed getting to know the board members better this year. As always I am excited to see the future growth and change within Yorgum over the next 12 months.



Receptionist – Denise Palmer

I am a Yamitji yorga and my home town is Geraldton. My dad is from Broome and so I am also from the Giga/Bardi tribe. I am fourth eldest in my family of ten.

I have worked in many jobs since joining Yorgum. Main Roads Department in Kununurra. Teacher's Aide Wyndham, Albany, Perth. I worked in a bank in Denmark and as a Tourist Officer both in Denmark and Albany. Most of these positions have been good, but it was not until I commenced work at Yorgum that I felt fulfilled within the workforce. This was because it is an Aboriginal organization and I find that this is a great opportunity to be part of.

My job entails: Answering the phone, logging in book and redirecting to staff member. I keep daily stats of all phone calls. Incoming and Outgoing Mail. Minute taking at the staff meetings. Usually the general office duties of a Receptionist. I am glad to be a part of Yorgum.

Yorgum Programs

The Child Sexual Abuse Therapeutic Service

Aboriginal Children and their families

Counselling for Aboriginal Children Experiencing Family Violence

Aboriginal Children and their families

Family Violence Counselling & Advocacy Program

All ages.

Workforce Support Unit

OATSIH funded Bringing them Home and Link-Up workers

Building Solid Families

Aboriginal communities affected by trauma, grief and loss; affected by mental health problems; and at risk of self-harm, in particular youth who are living in the metropolitan region.

Link Up/BTH Program

Re-connecting those Aboriginal people who were separated from their families by past Government policies.



Program Statistical Data

Child Sexual Abuse Therapeutic Service 2009-2010

| | Adults | Children |
|--|--------|----------|
| Total Clients (797) | 253 | 544 |
| No of Females | 172 | 418 |
| No of Males | 81 | 126 |
| Total number of Aboriginal &/or Torres Strait Islander clients | 797 | |
| No of children experiencing sexual abuse | 323 | |
| No of children witnessing family violence | 417 | |
| No of children experiencing physical abuse | 341 | |
| No of children experiencing emotional abuse | 405 | |
| No of other family members | 60 | |
| No of adults experienced and/or impacted by childhood sexual abuse | 233 | |

Referral Sources:

| | |
|---------------------------|-----|
| DCP | 38 |
| Non-Government Agencies | 29 |
| Other Government Agencies | 43 |
| Self-Referrals | 168 |
| Other | 519 |

Group Work:

| | |
|------------------------|-----|
| No of Groups | 8 |
| Hours of Group work | 47 |
| Number of Participants | 173 |

Cases:

| | |
|-----------------------|-----|
| Total cases worked on | 797 |
| Cases closed | 495 |
| Carried over | 302 |

Children Experiencing Family Violence Counselling Service(FV) 2010-2011

| | Adults | Children |
|---|---------------|-----------------|
| Total Clients (621) | 334 | 287 |
| No of Females | 221 | 177 |
| No of Males | 113 | 110 |
| Type of Service | | |
| Advocacy | 595 | |
| Assessment | 621 | |
| Assistance to access services | 38 | |
| Court Support | 1 | |
| Formal counselling | 621 | |
| Informal counselling | 88 | |
| Information only | 41 | |
| Outreach | 50 | |
| Support planning | 621 | |
| Total | | |
| No of Groups | 11 | |
| Hours of Group work | 47 | |
| No of Participants | 163 | |
| Cases: | | |
| Carried over from previous reporting period | 184 | |
| Opened/reopened during reporting period | 437 | |
| Total cases worked on in reporting period | 621 | |
| Cases closed | 373 | |
| Carried over to next reporting period | 203 | |

Family Violence Counselling & Advocacy Program Statistical Data 2010-2011

| | |
|--------------------------------|-----|
| Number of Clients | 348 |
| Number of Telephone Enquiries | 584 |
| Number of Referrals* | 58 |
| Number of Current Cases | 92 |
| Number of Closed Clients | 145 |
| Number of Counselling Sessions | 797 |

* This does not include self referrals or walk ins

Workforce Support Unit Statistical Data 2010 - 2011

| | |
|---|------------|
| Number of Agencies in the region | 12 |
| Number of non-participating Agencies | 02 |
| | |
| Number of SEWB staff positions in the region | 62 |
| Number of (known) filled positions | 26 |
| Number of (known) Vacancies | 20 |
| Number of staff unknown (non-participating Agencies) | 16 |
| | |
| Number of staff (from filled positions) who completed TNA | 26 |
| | |
| Number of staff who require training to meet minimum qualifications | 12 (46%) |
| Number of staff who require minimal upgrade to skillsets to meet qualification | 08 (30%) |
| Number of staff with minimum qualification requirements | 06 (23%) |
| Number of staff who require training to meet minimum qualifications | 12 (46%) |
| Number of staff who require minimal upgrade to skillsets to meet qualification | 08 (30%) |
| The number of staff who did not receive External Supervision fell Over a six month period from | 85% to 63% |
| | |
| Number of SEWB Staff Regional forums 2010/2011 | 01 |
| Number of SEWB Staff who attended regional forums | 33 |
| (Note: an additional 7 staff from non-participating agencies were allowed to attend the forum) | |

Note: Non-participating agencies.

Non-participating agencies are those with Mental Health and Substance Use staff who have no OATSIH requirement to work with the WSU. In most cases, these agencies have systems and procedures in place to deal with staff minimum qualification requirements, external supervision and networking. While these agencies do not take up the offer to work with the WSU, a number of staff from the agencies have been attending networking opportunities at the SEWB Regional Staff forums.

Link Up Statistical Data 2009 - 2010

| | |
|--|------|
| Active clients | 232 |
| Inactive: | 54 |
| Closed | 121 |
| Non Clients: | 924 |
| Services Delivered (field, client, info & other visits) | 864 |
| Reunions | 53 |
| No of attendee's | 4127 |
| Referrals to other services | 42 |
| Client searches (family tracing & research) | 315 |
| Representational activities (community forums, conferences etc.) | 24 |
| No. of attendee's | 873 |
| MOU's | 3 |

Building Solid Families Statistical Data 2009-2010

| | |
|---|----|
| Active clients | 21 |
| Referrals to counselling | 21 |
| Referrals to Mental Health | 1 |
| Services Delivered (field, client, info & other visits) | 45 |



Clinical Program

The clinical team consists of:

| | |
|------------------|---------------------|
| Karen Strachan | Clinical Supervisor |
| Millie Penny | Senior Counsellor |
| Lorna Alone | Counsellor/Advocate |
| Brian Johns | Counsellor |
| Josephine Issacs | Counsellor |
| Jenny Dempster | Counsellor/Advocate |

This past year has seen some staff leave and new staff commence. Josie Issacs is employed in the CSATS counselling position.

Millie Penny was seconded to Link-Up for several months for a change of scenery.

The Clinical team are in the process of preparing for a file audit this will improve, update and maintain the system to ensure that the information is complete, accurate and the confidentiality of clients are of utter importance

Clinical will continue to raise awareness of Yorgum counselling services to agencies and the community at large in order to increase the number of referrals being made.

Some of the activities undertaken by clinical team members are as follows:

- Referrals from DCP slowly increasing as are referrals from Schools,
- NAIDOC celebration.
- Apology Day 15th February
- Picnic in the Park (annual event)
- Participation in Indigenous Mental Health First Aid Course
- Training was held at Yorgum for counselling staff by SARC
- Clinical Supervisor & Senior Counsellor did a presentation at the WA Sexual Health Forum on the 4th November 2009
- Some counselling staff also attended the Link-Up Community Forum held at Whiteman Park on 3rd June 2010, along with some of our clients

Clinical Staff



Karen Ugle – Clinical Supervisor

I am a Ballardong/Bibbulmun Yorga. I am also a Registered Psychologist, an Associate Member of the Australian Psychologist Society (APS) and Member of the Australian Indigenous Psychologist Association (AIPA). I am passionate about good Mental Health and I believe it was always my destiny to be able to assist my people in a very real and positive way.

I started working at Yorgum in March 2009 as the Clinical Team Leader/Supervisor. It is my role to support and supervise the counselling team, which brings a great deal of satisfaction due to have a great team of people who show a real passion for counselling. In this last year, there has been a changeover of some staff. Changes for Clinical include heading towards a File Audit and an updated system of keeping files.



Millie Penny, Senior Counsellor and acting Link-up Counsellor 2011

I have been employed by Yorgum for a period of 9.5 years, my how time has passed, I came to Yorgum on secondment for a period of 12 months, I liked the people and the job so when the job was advertised I applied and the rest is history.

Yorgum is a great place to work and the services and programmes offered to the Aboriginal community is of high standards, professional, confidential and respects people's privacy, opinions , and belief's, Yorgum incorporates Aboriginal Terms of Reference, Language, Kinship systems and is community supportive.

I have become more actively involved in the community this last year, with art therapy workshops, especially during NAIDOC week, Anniversary of the Apology, and Sorry Day to name a few.

It will be my 4th year presenting a paper at the mental health conference in Fremantle, and also my 5th year with the Picnic in the Park committee (annual Aboriginal Women's Breast Cancer Awareness day)

I have worked alongside, and with my colleagues in the Clinical Team, to provide a much needed service to the community; the service we provide is often not an easy task especially with our women and children often feeling disempowered and sometimes voiceless, however it also has it's rewards (women returning to employment and children attending school) (our men seeking support to make a change in their lives)

I look forward to working at Yorgum over the next 12 month (GOD willing)



Lorna Alone – Counsellor/Advocate

I have been working at Yorgum for six years and I enjoy working with our people and I believe that this is a good strong counselling service for them to come to for support.

I like working with all the clients that I have met since working here for I strongly believe that they should be talking to counsellors that they can trust, and who will listen to them and believe what they are saying and most of all relate to their issues.

It is not easy talking to counsellors telling them about their past and current problems and nightmares that won't go away, but by coming into Yorgum they are working their problems out and it is also making them stronger and looking at a better future.



Josephine Isaacs – Counsellor

My name is Josephine Isaacs I am a child counsellor I am a new comer to Yorgum having started here in February 2010. I have found the job very rewarding so far as I have always worked with women and children.

Through the years I was a youth worker, a refuge support worker and a residential carer for Indigenous children. My last job was working for the Australian Medical Association. I enjoy working, helping, supporting and trying to help my Cultural People and all the staff at Yorgum are a great bunch of people.



Jennifer Dempster – Counsellor/Advocate

I was born in Geraldton, Western Australia. I am a part of the Stolen Generation.

Throughout my professional journey, I have worked in the areas of Education, Hospital, Justice Department, Nyoongar Patrol. Working in these areas for the aboriginal people has given me great pleasure and it has been very rewarding to me and I have enjoyed every part of it.

Now I am with Yorgum Aboriginal Corporation as a Domestic/Family Violence Counsellor. I have worked here for just over a year now and this position has helped me to meet more new and interesting people.



Brian Johns - Counsellor

I am a Noongar man from the Central Great Southern area, the town I was born in is KATANNING. Then I shifted to KOJONUP where i did a lot of farm work and then I started shearing all around the Great Southern area.

Then I shifted to Perth which was a big step for my family and me. I've got [3] children and [3] grandchildren since shifting to Perth I was lucky to get a job straight away at the Autumn Centre looking after old people. I work there for a year which was good and I enjoyed very much it was a good experience for me.

Then lucky I heard there was a job going at Yorgum, I applied for it, got myself an interview and then I was successful at my interview and now I have working at Yorgum for over a [1] year now and I found out it's the best job I've ever had and with a good supervisor and a good CEO you are under and all the other work staff that is involved it is magic everything goes great and that is what you need in the work force.

Being a Counsellor is an eye opener for me, because the people you help who are in need is very valuable, this to me is very important because every day is a new adventure for all of us that is why we got take care of each other. That's why I like working at Yorgum Aboriginal Corporation.



Link Up and Building Solid Families Program

Background

In September 2006, Yorgum was successful in the tender process for the Link-Up & Building Solid Families program.

Building Solid Families

The Building Solid Families program provides social and emotional well-being services including culturally secure information, support and advice services to the Aboriginal communities particularly those affected by trauma, grief and loss; affected by mental health problems; and at risk of self-harm, in particular youth who are living in the metropolitan region.

What can Building Solid Families do?

- Client assessments and care plans;
- Support & Advocacy;
- Provision of and referral to general counselling and support services. Establish counselling and referral protocols and support services networks
- Develop and support clear pathways for referral and **receival** with Department of Health mental health services;
- Community Awareness & Promotional Activities;

Link Up Program

The Link up Program is more formally known as the *Access to Effective Family Tracing and Reunion Services Program*. It provides funding to organisations, not individuals, for the purpose of family tracing and reunion services for Aboriginal and Torres Strait Islander people who have been separated from their families as a result of the past removal policies and practices of Australian governments.

What can Link Up Services do?

There are a number of core activities required from the Link-Up Services under the Link-Up Program, including:

- a. Client contact, assessment, referral and support and guidance;
- b. Support and Guidance – Initial Family Contact;
- c. Counselling, support and advocacy;
- d. Researching family history information and other relevant information;
- e. Secondary Link Up Service negotiation and liaison;
- f. Reunion management;
 - Phase 1. Pre-reunion (preparation);
 - Phase 2. Reunion; and
 - Phase 3. Post Reunion

- g. Post Reunion Support;
- h. Cultural and Family Value Awareness;
- i. Public Awareness (i.e. promoting the Link Up Services);
- j. Staff Training and Development;
- k. Representation on Government and Community Forums; and
- l. Administrative Management, including the development of Memorandums of Understandings.

The following activities are ineligible under this program:

- Native title, land rights, compensation or reparation claims;
- Return to Country reunions;
- Erecting of monuments;
- Relocation;
- More than one reunion;
- Funeral attendance (including funding for transport and other related costs);
- Genealogy assistance; and
- Locating missing persons.

Who can access the Link-Up Services?

The Link-Up Services assist people that include:

- People affected by past removal policies and practices and their families; and
- Individuals and families, who have been adopted, fostered or raised in institutions.

Funding need not be strictly confined to support only those who can demonstrate that they have lost contact with their families and communities as a *direct* result of the past removal policies and practices of Australian governments.

Link-Up Services can provide assistance to clients identifying as Aboriginal or Torres Strait Islander or who believe they have Aboriginal or Torres Strait Islander heritage. However, if records or research indicates Aboriginal or Torres Strait Islander heritage has not been documented, Link-Up Services will be unable to assist further.

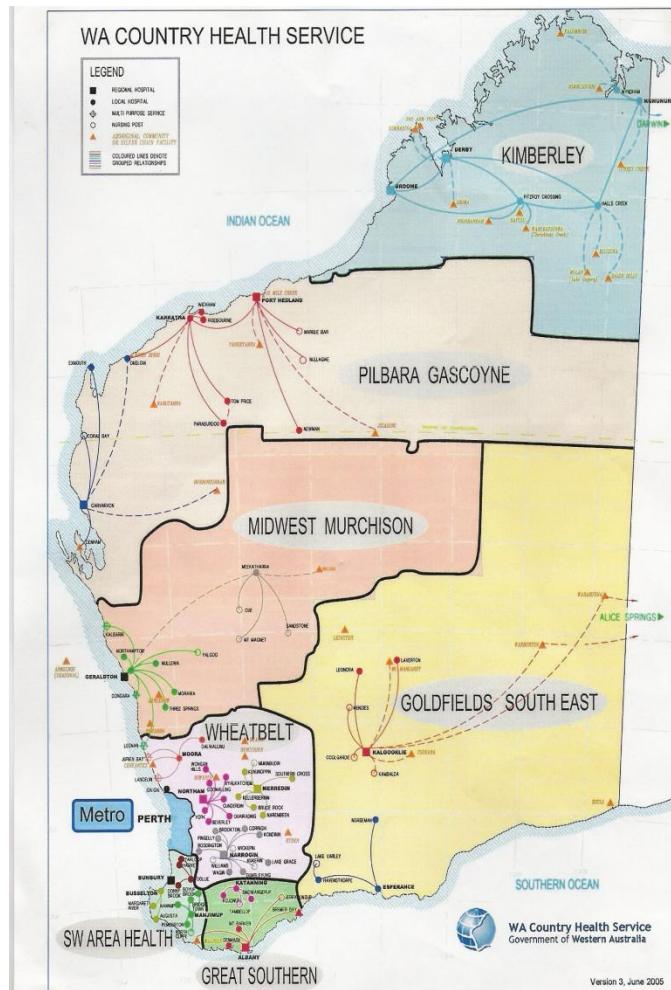
An appropriate referral agency will be recommended in this instance e.g.: Salvation Army - Family Tracing Unit, Jigsaw (SA) and Post Adoptive Resource Centre. The person is able to return to the Link up Service to become a client if they find documentary evidence of their Aboriginal or Torres Strait Islander heritage.

An individual, who may or may not have already confirmed their Aboriginal and Torres Strait Islander heritage, may be trying to establish and document their family history – this is a genealogy or family tree exercise – not family tracing, and accordingly cannot be undertaken by a Link Up Service. Referral should be made to the State Museums, State Libraries or Genealogical Societies.

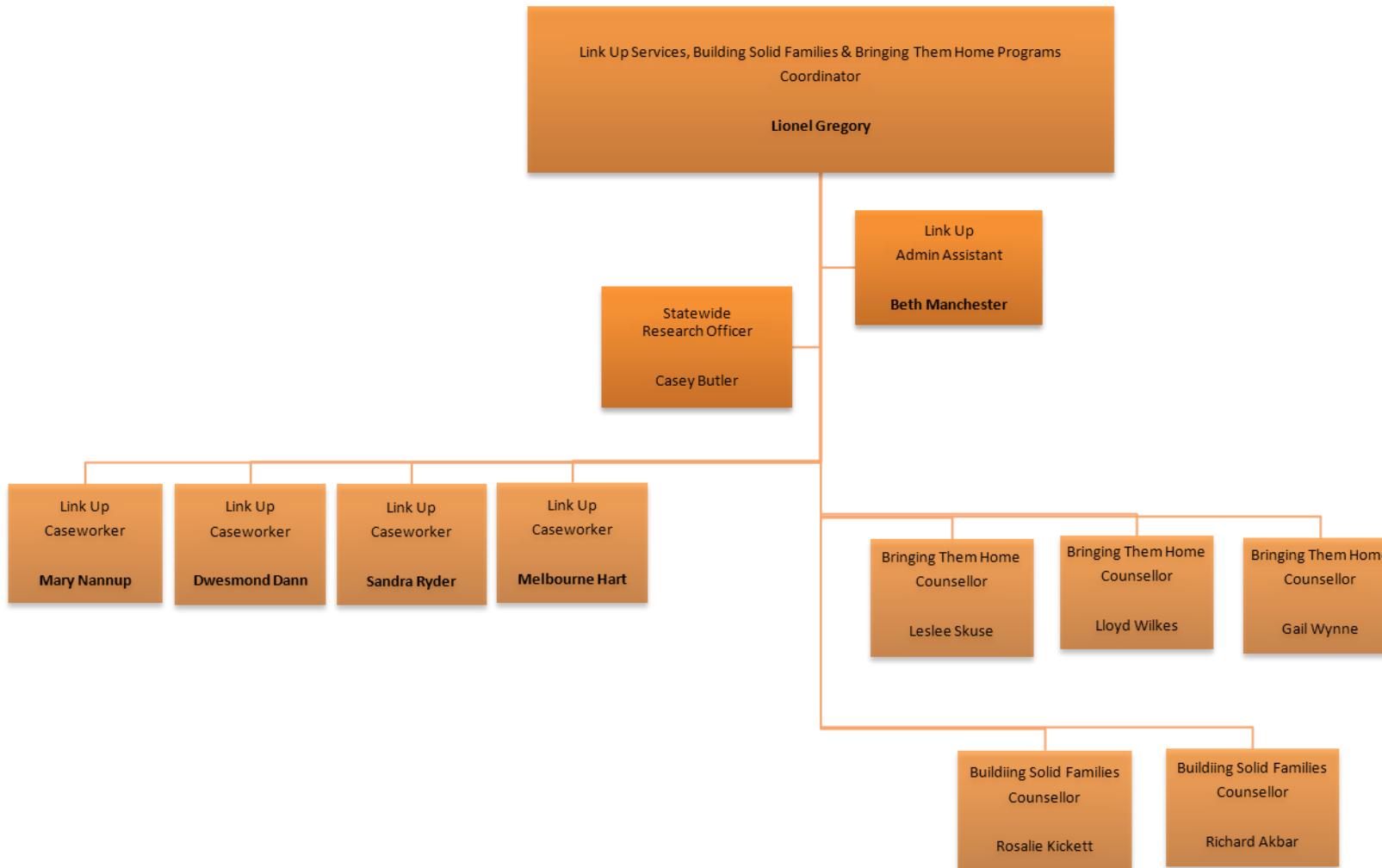
Staff and Regional boundaries

The Link Up program consists of a Coordinator and Admin Officer, five (5) Caseworkers, three (3) Bringing Them Home Counsellors, State-wide Research Officer and covering the following regions; the Building Solid Families program consists of a two (2) Counsellors who covers the metropolitan region;

- Midwest/Murchison – Mary Nannup (Caseworker)
- Bunbury Southwest – Melbourne Hart (Caseworker)
- Goldfields – Vacant (Caseworker)
- South East – Sandra Ryder (Case Worker)
- Wheatbelt – Vacant (Caseworker)
- Metropolitan – All caseworkers
- Bringing Them Home Counsellor's – Leslee Skuse, Gail Wynne & Lloyd Wilkes
- State-wide Research Officer – Casey Grant
- Building Solid Families Counsellor's – Rosalie Kickett and Richard Akbar



Link Up Service, Bringing Them Home (BTH) & Building Solid Families (BSF) Programs Staffing Structure



Sub Offices:

Link-Up Service has office space through the development of MOU's in regional areas, which are located at;

- Geraldton Regional Aboriginal Medical Service servicing the Murchison/Midwest region,
- Bega Garnbirringu Aboriginal Health Service servicing the Goldfields and South West region,
- South West Aboriginal Medical Service servicing the Bunbury and South west region,
- Southern Aboriginal Corporation in Albany.

NB. Regional visits are conducted on a monthly basis to ensure that the regions are being serviced regularly.

Training – 2010/11:

- Link-Up staff attended AIATSIS and Foxtrot training.
- Workforce Support Unit (WSU) and Marr Mooditj Training (Registered Training Organisation) have developed and coordinated all staff training needs analysis forms.
- Staff have completed their individual training needs forms, and training will commence in the New Year.

Review of WA Link Up Services 2010:

A review was conducted in 2010 by the Department of Health and Ageing – Office of Aboriginal & Torres Strait Islander Health (OATSIH) on WA Link Up services. As a result of the review, OATSIH decided on a Northern and Southern Link Up service provider. Yorgum will provide Link Up services within the Southern region which encompasses the following regions; Pilbara, Gascoyne, Murchison, Wheatbelt, Great Southern, Goldfields & Metropolitan.

Kimberley Stolen Generation Aboriginal Corporation was successful in the tender process for the Northern region providing services to the West and East Kimberley.

Yorgum Link Up are currently working through the expansion process, and are looking forward to the challenges faced within the Southern region, given the remote and vastness, however we endeavor to continue to provide a professional service.

Due to the closure of the Great Southern GP Network Link-Up Program in 2010, Yorgum Link-Up Service inherited three (3) Bringing Them Home Counsellor positions, which will continue to provide Counselling services throughout the Great Southern region, but based at Yorgum.

Institution Reunions:

Yorgum Link-Up Service and the Woolkabunning Kiaka Incorporation Committee were successful in organising and facilitating the first Roelands Mission Reunion.

This was a very moving event; there were tears of joy and happiness, with many of the past residents experiencing various emotions. During the opening speech and throughout the weekend, all past and present residents were acknowledged.

Past residents came together to share their experiences, many reflected back to their childhood days and shared stories and fond memories of what it was like living and being raised at the Mission.

Over the two day Reunion it was wonderful and moving for Yorgum staff to observe the respect, the strength and the strong spiritual connections that past residents reflected on, as well as pay tribute to all the Roelands Mission Children.

Thanks to:

- The Roelands Mission Committee;
- The past residents of Roelands Mission, we thank you all for sharing with us.
- Melbourne Hart for his leadership throughout this project, and;
- To all members of the Yorgum Link-Up team for their contributions to making this event a success.

Special Projects:

Link Up staff coordinated and participated in many special projects throughout this period these included;

- Family History workshops

Mandurah HACC Aboriginal Elders Group

Research officer, Casey Butler regularly visits the Elders Group to show them how to put together their individual family trees.

The HACC group is a small elderly and mentally/physically disabled group that has many speakers come in and sit with the group every week.

Dwesmond Dann and Casey have been fortunate to address the group in regards to the Link-Up services that we provide as well as getting prospective clients to sign up as well as trace their family history. It is during these group sessions that I bring along such resources such as Nyungar Traditions, Aboriginal Perth: Bibbulmun Biographies and Legends and Aborigines of the Albany Region 1821-1898. These books provide a glimpse into what services we offer at Yorgum.

Curtin University – Aboriginal Bridging Course

Research officer Casey Butler gave a talk about her occupation to the first year students of the Indigenous bridging course at Curtin University. She provided the students with a PowerPoint presentation accompanied with a resource sheet of where to find Indigenous records and photos in WA. Her presentation was met with great enthusiasm.

- Informal Agreement with Births, Deaths & Marriages (BDM)

Due to State Law Acts, a formalised agreement between BDM and Yorgum Aboriginal Corporation is currently in progress and will take some time to finalise. In the interim Yorgum Aboriginal Corporation have a verbal arrangement in place to access records.

- BTH & Link-Up Handbook Workshop

Yorgum Link Up and BTh staff attended the Link Up and BTH Handbook workshops. This workshop consisted of reviewing current policies and procedures within the handbook.

- Balladonia Station Aboriginal Families Research

Past resident of Balladonia Station Mr John Croker who was born and raised on the station, and grew up with the Aboriginal families and their children, was taught language as well as knowledge of the land, had agreed to share information from his late mother's personal dairies.

Mrs Amy Ena Croker's (Dec) recorded information on Aboriginal families histories as well as photographs that identified both Christian and traditional names of some of the Aboriginal men and women of Balladonia Station.

Link-Up staff were able to record the families and their ancestors for the use of tracing family histories who had a connection to Balladonia Station.

In the near future, staff will return to see Mr Crocker to complete the oral history and traditional language recording project.

Research Resources:

The Yorgum Link-Up resource list is quiet extensive, I have include a sample of what is included in our resources.

Resource List:

Nyungar Traditions Settlers; More Lonely Graves of WA; Yammatji; Aboriginal Perth: Bibbulmun Biographies and Legends; My Natives and I;

Indexes:

Aborigines of the Albany Region 1821-1898; New Norcia Births, Deaths and Marriages - File Lists;

Carnarvon Pioneer Cemetery Index; Family History Unit DIA - Personal cards;
Moore River Cemetery Index

Databases:

The Jan Goodacre Collection; The Westralian Aborigine (Newspaper); Daisy Bates Genealogies; Mount Margaret Births; Birdsell Genealogies; Tindale Genealogies.

CD's:

Cyclopedia of Western Australia; Births in Australia 1788-1828; Nyoongar of Beeliar

National, State & Coordinators Link-Up Conferences

Yorgum Link-Up Coordinator attends the annual National Link Up conference and bi-annual Coordinators meeting each year. Link-Up conferences focus on all levels of service delivery i.e. policy and procedures, program issues, best practice, identify and enhance training and staff development needs, administrative issues and networking.

These forums also give the Link-Up staff an opportunity to identify barriers, share information and have a collective voice about any issues or concerns relevant to service delivery to the funding agencies.

National Apology & Sorry Day

The Bringing Them Home committee in conjunction with Yorgum Link Up, Derbarl Yerrigan Health Services – Stolen Generation program continue to support and coordinate these events for all Australians to be a part of the National Apology & Sorry day events.

Conclusion

In conclusion, I am very proud of the continuing growth and the achievements that the Link Up team has accomplished during this financial year. The Link Up team consists of an all Aboriginal staff, which each individual brings unique skills and abilities. Yorgum Link Up will continue to implement ‘Best Practices’ to continue to improve the quality of service delivery to Stolen Generation people and their families.

**Lionel Gregory
Coordinator**



Roelands Mission Reunion

Staff from the Link Up, Building Solid Families and Bringing Them Home Programs



Lionel Gregory – Link Up Coordinator

I have been the Coordinator for the Link Up program since 2007. During this time I have been a part of the growth of the Link Up program. The Link Up programs staff has grown with a total of 12 staff, with further 4 staff with the new expansion project within the Pilbara and Gascoyne regions.

I have a very diverse team in Link Up, where all staff have strong links and connections throughout our region. All the staff are of Aboriginal descent and majority of the staff have an in depth understanding of the underlying issues that affect Stolen Generation people and their families.

Link Up has developed strong links with key service providers to provide a more collaborative approach to complement our service. This is important for Link Up due to the vast and remote regional areas we cover and it's important to have the support from local services in particular Aboriginal services to enhance service delivery to our clientel.

On a personal note I have been quite privileged to be a part of a growing program and organisation and to reflect on the hard work that staff have put into the service delivery of each program within Yorgum. Yorgum's philosophy says it all and all of the programs complement each other. I enjoy working in this field and the challenges that I have faced during this time, and will continue to ensure that Stolen Generation people are reunited with lost loved ones.



Beth Manchester - Admin Officer Link Up

In February 2010 I began working for Yorgum Aboriginal Corporation as receptionist. I am now working as Administration Officer in the Link-Up Program, my role is to support the Coordinator, Link-Up, BSF & BTH teams with administration matters.

I have previously worked as receptionist for Derbarl Yerrigan Health Service and Aboriginal Alcohol & Drug Service. I love working and being a part of an all Aboriginal organisation and helping and working with my people. In 2005/2006 I completed my Diploma in Aboriginal Health Science and Community Development at the Cumberland Campus at the Sydney University. In 2008/2009, I completed my Advanced Diploma in Aboriginal Studies through Tranby College in Glebe NSW; I graduated on the 13th of November 2009.



Casey Butler - Link-Up Research Officer

I am a Wongatha girl who was born and raised in Perth.
I am the eldest of two girls and a proud aunty.

I have worked in various sectors such as the WA State Government, Education and four years at the Museum Victoria but my passion is Family History. I started family history as a hobby and after 11 years, I have completed a full detailed history of my family.

I started working for Yorgum Link-Up in November 2010 as the Research Officer which I would describe as my perfect job as I now do my hobby for a living.

As the Research Officer, I help find family members and ancestors for our clients. My investigation into providing families with the correct and helpful information is intensive and I try my best to cover all bases when giving families their history.



Sandra Ryder – Link Up Caseworker

I am a Noongar woman from New Norcia. Both my parents are members of the Stolen Generation; I have four brothers and six sisters including me.

I have recently returned from working as coordinator at Wangka Maya Link-Up Service in the Pilbara.

Since commencing working with the Link-Up Program, I have had the opportunity to be involved in several family reunions and it is always a privilege and honor to share and participate in their individual healing journeys.

Working within the Link-Up Program has enlightened me to, even to this day, how past government policies of removal have had an enormous inter-generational effect on our people.



Mary Nannup - Link Up Caseworker

I am a Noongar woman from the Yuat/Wheatbelt area in WA. I was born in New Norcia and come from a family of twelve.

My previous employment was with Moora Campus. I have worked as an Aboriginal Student Support Officer for 7 years.

I commenced working as a Link-Up Caseworker at Yorgum Aboriginal Corporation in July 2006. Prior to that, the Building Solid Families Link-Up program was set up in the Wheatbelt town of Moora in 2001, where I took on the role as the Link-Up Caseworker.

I have attended various training courses over the years and networked with other local and national Link-Up sites to enable me to do my job effectively. The highlight of working as a Link-Up Caseworker is the joy and experience of organizing/supporting family reunions and traveling with members of the Stolen Generations to bring the families together to establish family connections and linkages to their parents past. By bringing the people together, they can reunite with family members and discover a journey of togetherness and create emotional and spiritual healing for themselves and their families.

In previous years I have organised 'Back to Country' visits for clients. This journey of healing for clients has been successful; it provides a culturally appropriate method of healing for people living with their grief, due to the extensive and ongoing loss in their lives. It gives them the opportunity to communicate with community elders and learn more about their traditional/cultural background where they originated from, and the communities that their loved ones were removed from.

Most journeys are very emotional but joyful. The 'Return to Country' visit is fundamental to the healing and social and emotional well-being for members of the Stolen Generations and their families. It is a Healing Journey for people to rediscover their cultural identity and express their feelings in their 'homeland' environment.

I enjoy my work as a Link-Up Caseworker. It is challenging and inspirational and it gives me a satisfying sense of feeling that I have achieved assisting our people find their way home.



Melbourne Hart – Link Up Caseworker

I'm a Noongar man from the South West region of Western Australia; I am the eldest of ten children.

I have been employed as a Link-Up Caseworker with Yorgum Aboriginal Corporation since 2007.

Over the past 12 months I have conducted and assisted with several client reunions. My biggest achievement for 2011 was planning, organising and facilitating the 1st Roelands Mission Reunion.

Due to my own personal experiences of removal, my passion is to assist Aboriginal people culturally and spiritually through their healing journey.

I have been involved in starting up Yarning circles in collaboration with the Bringing Them Home Committee that enables people who have been taken away to work through their feelings in a group situation. I have also been part of National Apology and Sorry day events throughout the year.

I'm glad that I have been given this opportunity to work within Yorgum Link-Up team, we provide a valuable service for our community in particular the people of the Stolen Generation and their families.



Dwesmond Dann – Link Up Caseworker

I'm a Bardi man from One Arm Point Community north of Broome in the Kimberley; Since January 2010 I commenced employment as a Link-Up Caseworker at Yorgum Aboriginal Corporation.

I've facilitated and hosted Community Forums and attended this year's NAIDOC celebrations in Kalgoorlie.

I also sit on the Bring Them Home Committee as a representative for Yorgum and this year helped facilitate the National Sorry Day hosted at Wellington Square. I've help in organising the National Apology celebrations and our NAIDOC open day.

My passion has always been around healing for our People and working in Link-Up has given me the chance to make a change for some of our people.

Bringing Them Home (BTH) Counsellors:

During this financial year the BTH Counsellors position was occupied by a number of staff this term.

The staff from the Link Up program would like to thank Delphine Soet, Donna Picket and Mildren Penny for their contribution to providing expertise counselling and support to Stolen Generation people working within an Aboriginal context.



Lloyd Wilkes - BTH Counsellor

I am a Wadjuk Nyoongar Marmun and I grew up in the southern suburbs around Gosnells. I have always held a high regard for all Aboriginal organisations throughout Australia.

Yorgum Aboriginal Corporation has given me two opportunities to work within the organisation. My first role was Child Sexual Abuse Treatment Services (CSATS) Counsellor in the Clinical Team working with the male clients both men and boys, this was a very rewarding and arduous at times.

I am currently working as a Social Emotional Wellbeing/Bringing Them Home (SEWB/BTH) Counsellor this position is as rewarding as it is challenging. I recently completed a five (5) day Marumali Workshop I would recommend this course to any persons who work with the Stolen Generation peoples.

It is very important that we as Aboriginal people continue to assist our Stolen Generation people reconnect culturally and spiritually with their families and country. If not for the work that Aboriginal organisations such as Yorgum Link-Up Service there would be a lot of sad and angry Aboriginals in our communities throughout Western Australia.

I am thoroughly enjoying my time working within the Link-Up Program; we have a great deal to look forward in 2012.



Leslee Skuse - BTH Counsellor

Hi, I'm a Koori Woman who lives here in WA and has worked all over Western Australia from the Kimberly's to the Perth metro area.

I have been with Yorgum since 2011 as a Link-Up Counsellor, and I have completed the Marumali Risk Management and Foxtrot training. I have also done my Cert III in Community Development whilst I was working for Aboriginal Alcohol and Drug Service (AADS) I have worked in a number of women's refuges over the years.

I'm passionate in what I do and I find it very rewarding seeing families being reunited. I also was adopted at a young age and so I know how important it is to make those family connections.



Gail Wynne – BTH Counsellor

I'm a Noongar Woman from the South West region of Western Australia. I am the eldest of 10 children. I am a proud mother of three adult children, a grandmother of eight, a great grandmother of one and an aunt to many nieces and nephews.

Over the years I have worked in various government and non-government departments; Aboriginal Education Department, Ministry of Justice (Juvenile), Corrective Services (Adult), Aboriginal Woman's Refuges, Yorgum Aboriginal Counselling Services and now Yorgum Link Up Services.

At Yorgum Link-Up Services I commenced as a Caseworker covering the Great Southern Albany Region which covers Narrogin, Katanning, Kojonup, Tambellup, Cranbrook, Mt Barker, Albany, Gnowangerup, Denmark and surrounding areas.

I have recently taken on the position as a BTH Counsellor and my role is working in partnership with Link-Up Caseworkers and other Link Up staff to help and support members of the Stolen Generation reunite with their families.

Throughout my employment with Yorgum Link-Up Services I have found it to be challenging, inspirational and satisfying when working with and helping Aboriginal People.

Building Solid Families Counsellors:

Building Solid Families Program has a focus on ‘at risk’ youth, grief & loss issues, mental health and families in crisis. The program provides counselling, support and advocacy to Aboriginal families and communities in a culturally appropriate way.



Rosalie Kickett

I’m a proud, strong Nyoongar Yorga. My roots are from the Wilman people of the Narrogin region. I have been working in the metropolitan area for the past 25 years, caring for our people’s Social & Emotional Wellness.

In March 2011, I commenced working as a Counsellor for the Building Solid Families Program. I thoroughly enjoy working in the Mental Health area as I have always had a passion for caring for our Aboriginal communities, and in helping them understand and deal with Mental Health issues. I work very intensively with individual clients and families providing ongoing counselling, support and advocacy.

I enjoy networking and attending forums with other Government and Non-Government Departments throughout the metropolitan and Mandurah region *‘to help make a difference for our Aboriginal people rebuilding their lives around the circumstances they face each day’*. A positive result to these networking events is an MOU being developed by Disability Commission Services between Yorgum BSF and other stakeholders within the Midland region.

One of the highlight of working in the Building Solid Families Program was planning and organising the Yorgum –Stress Free Day for Mental Health Week 2011 and coming up with the theme “ *It’s OK, It’s Not Shame To Yarn About Your Mental Health and Wellness*”.

It was a positive outcome for the Aboriginal community as it brought the three Aboriginal organisations Yorgum Aboriginal Corporation, Derbarl Yerrigan Health Service and Aboriginal Alcohol Drug Service together for the first time in history to support each other in providing an Event especially for “Mental Health Week” bringing everyone together letting the community know where our people come for “Healing”.

I am so excited continuing my time working at Yorgum caring for our Aboriginal community through the Building Solid Families Program.



Richard Akbar

I am a Wongi man and my people come from Laverton in the Goldfields area.

In May 2011 I commenced working with Yorgum Aboriginal Corporation as a member of the Building Solid Families Program.

I come to the service with a history of working in the Aboriginal Community Health sector, specialising in Mental Health counselling and case work.

Since starting with BSF program I have helped improve the program goals in reaching people in our community trying to cope with the problems associated with mental health.

I hope to be able to continue to provide support for those who need it while I can.



Social and Emotional Wellbeing Workforce Support Unit

Background

The Social and Emotional Wellbeing Workforce Support Unit is a new edition to Yorgum Aboriginal Corporation. Yorgum won the tender for this Office of Aboriginal and Torres Strait Islander Health (OATSIH) program in early 2010 however it was not until August 2010 that a Coordinator for the Unit was appointed, followed by a .5 Administrative Officer in October and Workforce Support Unit officers in December.

The concept of a Workforce Support Unit came about from recommendations from the 1997 Bringing Them Home Report which led to the establishment of Link-Up Services and Bringing Them Home (BTH) Counsellor positions as well as the establishment of Social and Emotional Wellbeing (SEWB) Regional Centres around Australia.

The 2007 an Urbis Keyes Young review of these arrangements led to a number of program reforms which included the establishment of Workforce Support Units (WSUs). The WSU's would supersede the existing SEWB Regional Centres. They would be responsible for ensuring the provision of SEWB training by (primarily) Indigenous Registered Training Organisations in line with the new emphasis of mandatory qualifications for Bringing Them Home and Link-Up Counsellors and staff.

The Workforce Support Unit is located at 54-56 Lindsay Street Northbridge until December 2012.

What we do

The Social and Emotional Wellbeing Workforce Support Unit at Yorgum aims to create and sustain a culturally appropriate and effective Social and Emotional Wellbeing Workforce based on the fundamental principles of community control and self-determination. This support is provided largely to OATSIH funded Bringing them Home and Link-Up workers but is offered to Mental Health and Substance use and Workforce Support workers also.

It is responsible for monitoring and coordinating services in three main areas;

- Training and Professional Support
- External Professional Supervision
- Networking

How we do it

Training and Professional Development

Marr Mooditj Training was announced by OATSIH as the designated training organisation for the region in March 2011. Marr Mooditj is required to conduct an annual training needs analysis on OATSIH funded staff in Bringing them Home, Link Up, Mental Health, Substance Use and Workforce Support Unit positions. After the training needs analysis is conducted, Marr Mooditj are required to set up a training plan for the worker and then deliver or outsource approved training for staff. OATSIH give SEWB staff two years from completing the Training Needs Analysis, in which to meet the minimum qualification requirements for their role.

The WSU role will be to assist Marr Mooditj in the identification of staff and monitor them on a quarterly basis to ensure they are meeting their training requirements and to regularly support and encourage the worker throughout their training. In order to do this effectively, an MOU will be established with Marr Mooditj Training to agree on timeframes and information sharing regarding SEWB staff details and their training progress.

External Professional Supervision

OATSIH have recognised the complex and stressful nature of staff roles and have funded Agencies to provide regular external professional supervision. However, not all staff are accessing it and some agencies find it difficult to access qualified mental health practitioners in their region due mainly to geographical isolation. In these circumstances, staff rely on internal debriefing or internal supervision.

The WSU created a Social and Emotional Wellbeing Staff Questionnaire to assist with data collection for OATSIH reporting requirements. The data from the first two SEWB Questionnaires showed that over 85% of staff in our region were not/not able to access External Professional Supervision.

The WSU utilised the March Staff Regional Forum to educate staff on the definition and purpose of External Professional Supervision in line with the information contained in the OATSIH Manuals. It also used the SEWB Newsletter to reiterate its importance and through it, promoted and organised a group workshop with Aboriginal Psychologist, Joyleen Koolmatrie for staff to learn more about their stressors and ways to cope and have the opportunity for one-on-one supervision.

Networking

The agreement with OATSIH is to provide at least two opportunities for SEWB staff in the WSU region to network face to face during the year. As a new program which started late, the WSU was only able to conduct one SEWB Regional Staff Forum in March 2011. This brought together staff representatives from nine of its twelve

Agencies. In addition to the staff forums additional activities such as those listed below are provided to staff in order to maintain the SEWB network.

Organisational Visits

The WSU attempts to visit each of the Agencies in its region twice per year. At these visits we are able to network with CEO's, managers and staff and share information regarding the WSU services and any issues arising. Given the geographical size of the region, we try to align visits with community events where possible as we can then gather information on what staff are doing in the region and stories for best practice for the SEWB Newsletter.

WSU SEWB Newsletter

The WSU is committed to keeping the network updated in relation to the RTO, training and professional development, External Supervision, Agency events, sharing best practice stories, staff profiles and Forum coverage. This is an emailed document which is sent to all SEWB staff, managers and CEO's.

Conferences

The WSU attended the following conferences;

- Presented at the WA Aboriginal Community Controlled Health Sector Conference , Observation City, Perth, April 2011
- Attended the National Workforce Support Unit conference in Canberra in April 2011.

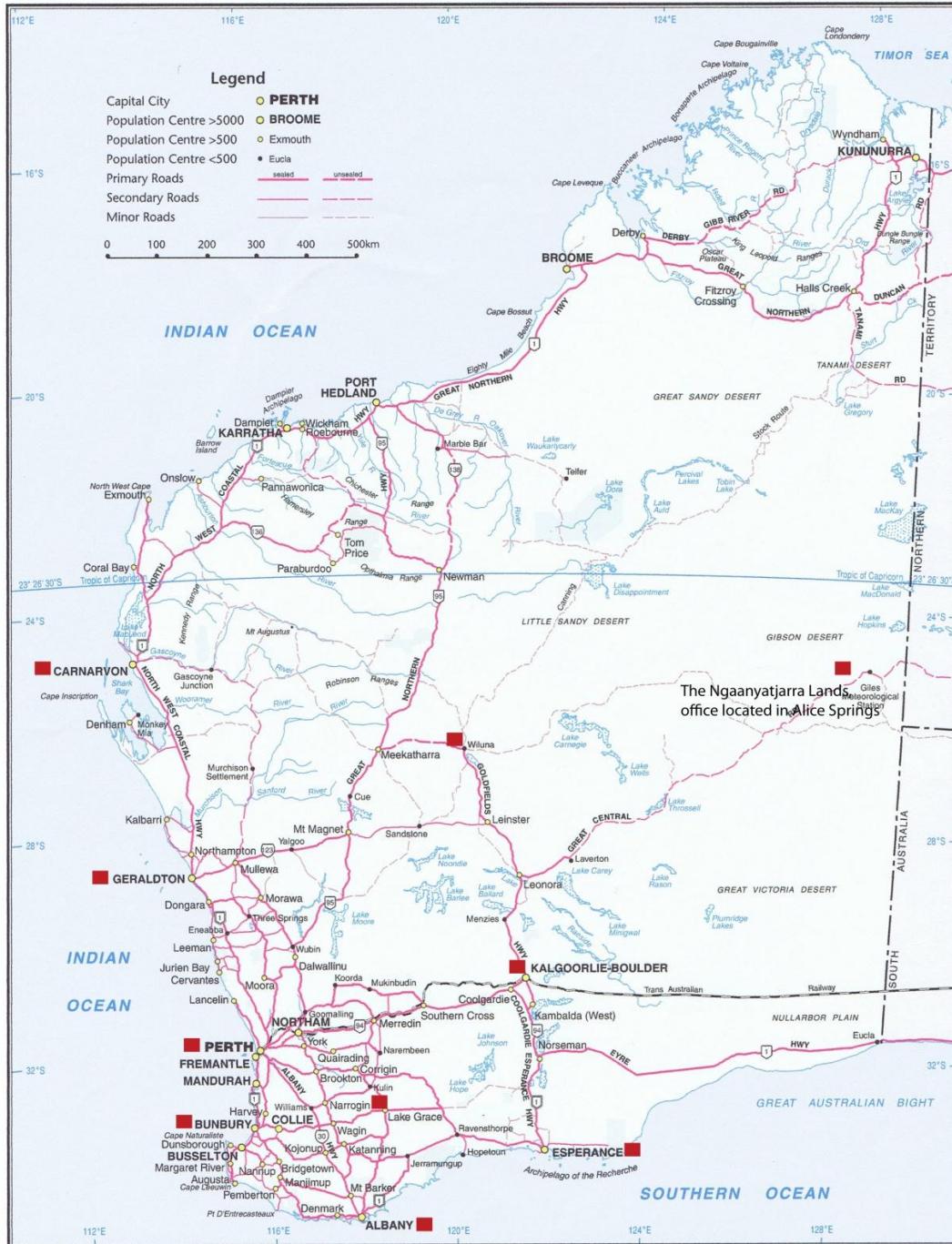
Community Events

An important role for promoting the WSU and its role is to attend activities run by Agencies in its region. Some of the Community events we have attended included the Yorgum Sorry Day stall at Wellington Square in East Perth and the Narrogin SWAMS Open Day in April who was informing the local community of its available services which included the introduction of the Social and Emotional Wellbeing Team.



Regional Snapshot

■ Location of Services with SEWB staff supported by the WSU at Yorgum



WESTERN AUSTRALIA

Map taken from the STREETSMART® Travellers Atlas of Western Australia
© Western Australian Land Information Authority 2010



Landgate

**Alisha Roberts – WSU Coordinator**

My family are Nyul Nyul/Djabera Djabera people from the Kimberley's and although I have lived there, I was born, schooled and worked on Noongar land in Perth for most of my life.

I started my working life with Southern Suburbs Aboriginal Progress Association and moved into the Department of Employment, Education and Training with the Aboriginal Employment and Education Development Unit (AEEDU) in the 1990's which then went through a number of changes to end up as the Department of Employment, Education, Training and Youth Affairs by the time I left. I then moved to Edith Cowan University (ECU) with Kurongkurl Katitjin, the School of Indigenous Australian Studies where I ended up coordinating Indigenous Student Support and the Indigenous Tutorial Assistance Scheme.

I made the jump to Yorgum in December 2010 because more of my role at ECU was working with students with social and emotional wellbeing issues which were impacting on their studies. This is where I developed my interest in supporting people achieve their goals. The role with the Social and Emotional Wellbeing Workforce Support Unit appealed to me because it continued the support role that I enjoy so much but was within a field other than education.

I have been with Yorgum now since December 2010 as the Workforce Support Officer and began acting in the position of Coordinator of the Workforce Support Unit from April 2011 when the previous Coordinator left. I work with a small experienced and energetic team and look forward to challenges that a new program can bring.

**Julie Potter – Workforce Support Officer**

I am a Nyoongar woman. I am from a large local family which makes me a Sister, Aunty, daughter, Mother, Grandmother to many Kin. I have worked in many roles from being an enrolled Nurse at hospitals around the state to doing some government work with Centrelink and the Department of Justice – Community Corrections. I have worked in Non-Government Aboriginal Organisations working with children and women escaping violence. The last fifteen years I have been employed at Yorgum in Counselling and Community Development roles and currently acting as the Workforce Support Unit Officer.



I'lesha Tammen – Workforce Support Unit – Admin Assistant

My name is I'lesha Tammen and I am 32 years of age. My Father is Torres Strait Islander and my Mother is Papua New Guinean. I was adopted when I was 3 by a European couple who took me around the world to meet my new adopted family in Europe and then Settled in Perth, WA. I have two beautiful daughters who give me a passion for and are the centre of my life.

In Yorgum Aboriginal Corporation I work in the Social and Emotional Wellbeing, Workforce Support Unit as the Administration Officer. I have been working with this program from the beginning and feel that the role of the SEWB WSU assists other Indigenous Programs by encouraging supervision and training.

Although my main role is administration, due to our team only consisting of three people I do help out with promotional and events, forum preparation and organisation. The creativity of that is what I really excel in and I love the interaction with the SEWB staff and the community as a whole.



YORGUM ABORIGINAL CORPORATION

ICN: 1747

**GENERAL PURPOSE FINANCIAL REPORT
FOR THE YEAR ENDED 30 JUNE 2011**

YORGUM ABORIGINAL CORPORATION
STATEMENT BY BOARD OF DIRECTORS
For the Year ended 30 JUNE 2011

The directors of the Corporation hereby declare that:

The accompanying financial statements and notes of the Corporation as at 30 June 2011;

- a) present fairly the Corporation's financial position as at 30 June 2011 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
- b) at the date of this statement, there is reasonable grounds to believe that the Corporation will be able to meet its debts as and when they become payable.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:

Chairperson 

Dated this 17 day of October 2011

Northbridge, Western Australia

YORGUM ABORIGINAL CORPORATION

DIRECTORS REPORT
FOR THE YEAR ENDED 30 JUNE 2011

The Directors present this report on the entity for the financial year ended 30 June 2011.

Principal Activities

The principal activities of the entity during the course of the year were:

To provide corporate support and governance and training of community members to help build sustainable, prosperous communities in which the community members can create and take up social employment opportunities.

There have been no significant changes in the nature of these activities during the year.

Operating Results

The profit of the entity for the financial year was \$214,211. (2010: Profit of \$78,158)

Review of Operations

A Review of the entity operations during the financial year and the results of those operations are as follows:

- a) The entity's operations during the year performed as expected in the opinion of the directors; and
- b) The entity continued to engage in its principal activities during the year, the results of which are disclosed in the attached financial statements.

Significant Changes in State of Affairs

There have been no significant changes in the state of the entity's affairs during the financial year.

After Balance Date Events

No known matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the entity's operations, the results of those operations or the state of affairs of the entity in subsequent financial years.

Future Developments

The entity expects to maintain the present status and level of operations and hence there are no likely known developments in future financial years.

Environmental Issues

The entity's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

YORGUM ABORIGINAL CORPORATION

DIRECTORS REPORT
FOR THE YEAR ENDED 30 JUNE 2011

Options

There have been no options over issued shares or interests in the entity were granted, during or since the end of the financial year, for any person who is or has been an officer or auditor of the entity.

Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2011 has been received and formed part of the financial statements.

Proceedings on Behalf of the entity

No person has applied for leave of Court to bring proceedings on behalf of the entity or intervene in any proceedings to which the entity is a party for the purpose of taking responsibility on behalf of the entity for all or any part of those proceedings.

The entity was not a party to any such proceedings during the year.

This statement is made in accordance with a resolution of the Board of Directors and is signed for and on behalf of the directors by:



Chairperson



Director

Dated this.....08.....day of.....December..... 2011



STIELOW & ASSOCIATES
CHARTERED ACCOUNTANTS

STIELOW & ASSOCIATES
ABN 39 577 863 062
Suite 1, 100 Hay Street
Subiaco WA 6008
PO Box 8270
Subiaco East WA 6008
Telephone (08) 9388 0468
Facsimile (08) 9381 5590
Email leon@stielow.com.au
www.stielow.com.au

**INDEPENDENT AUDIT REPORT
TO THE MEMBERS OF
YORGUM ABORIGINAL CORPORATION**

Scope

We have examined the attached general purpose financial report for the year ended 30 June 2011. The Director's are responsible for the preparation and presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations (Aboriginal and Torres Strait Islander) Act 2006. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

The financial report has been prepared for distribution to members for the purpose of fulfilling the accountability requirements under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 and the Corporation's constitution. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any other purpose other than that for which it was prepared.

Our examination has been conducted in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, the evaluation of the appropriateness of accounting policies and the reasonableness of significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with the basis of accounting described in the Notes to the financial report.

We believe that the opinion expressed in this report has been formed on the basis in which audit evidence we have obtained is sufficient and appropriate.

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

Qualification

- As is common with organisations of this type, it is difficult to maintain an effective system of internal controls over the sales activities until their initial entry in the accounting records. Accordingly, our audit in relation to various sales, and in particular in respect to the Festival takings, was limited to amounts recorded.

Qualified Audit Opinion

In our opinion:

- (i) the Directors and the Corporation have complied with the Australian Accounting Standards (including the Australian Accounting Interpretations); and
- (ii) the financial report has given a true and fair view of the Corporation's financial position as at 30 June 2011 and of their performance for the year ended 30 June 2011.



Liability limited by a scheme approved under the Professional Standards Legislation.

Inherent Uncertainty Regarding Going Concern

Without qualification to the opinion expressed above, attention is drawn to the following matter. The financial report is prepared on the basis of the Corporation being a going concern. This is dependent upon continued funding from government agencies.

Compliance with the Corporations (Aboriginal and Torres Strait Islander) Act 2006

In our opinion:

- (i) the Directors and the Corporation have complied with the obligations imposed by the Corporations (Aboriginal and Torres Strait Islander) Act 2006 and the Constitution of the Corporation; and
- (ii) the balance sheet is based on proper accounts and records and is in agreement with those accounts and records.

Compliance with Commonwealth & State (WA) Grant Funding Conditions

In accordance with the various Commonwealth of Australia and WA Grant General Terms and Conditions for Funding Agreements Relating to Indigenous Programs, and subject to the scope limitations above

In our opinion:

- (i) The Grant Acquittal Statement gives a true and fair view of the Corporations' financial transactions for the year ended 30 June 2011 in accordance with the applicable Australian accounting standards and other mandatory professional reporting requirements; and is based on proper accounts and records.
- (ii) All assets with a purchase or construction cost exceeding \$5,000 (GST inclusive), acquired with Australian Government Funds have been insured with an insurer recognised by the Australian Prudential Regulation Authority or regulated by a State/Territory Auditor-General;
- (iii) The Corporation is maintaining an Asset Register of assets acquired with grant funds where the purchase or construction cost of the asset exceeds \$5,000 (GST inclusive);
- (iv) The assets or services purchased with grant monies were purchased in fair and open competition and in accordance with the approved procurement methods for the acquisition of assets or services as set out in the Supplementary Terms and Conditions.
- (v) The Association is maintaining appropriate bank accounts as set out in the Supplementary Terms and Conditions and during the financial year all transactions in each of these accounts was found to be related to the grant the account was established for.

STIELOW & ASSOCIATES



**LEON STIELOW
CHARTERED ACCOUNTANT
PRINCIPAL**

ASIC REGISTERED AUDITOR N# 270930

Dated this 21st day of October 2011

Perth, Western Australia



STIELOW & ASSOCIATES
CHARTERED ACCOUNTANTS

STIELOW & ASSOCIATES
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Suite 1, 100 Hay Street
Subiaco WA 6008
PO Box 8270
Subiaco East WA 6008
Telephone (08) 9388 0468
Facsimile (08) 9381 5590
Email leon@stielow.com.au
www.stielow.com.au

1 November 2011

Yorgum Aboriginal Corporation
PO Box 236
NORTHBRIDGE WA 6865

AUDITOR'S INDEPENDENCE DECLARATION

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2011 there have been:

- a) no contraventions of any applicable code of professional conduct in relation to the audit.

STIELOW & ASSOCIATES

LEON STIELOW
CHARTERED ACCOUNTANT
PRINCIPAL

ASIC REGISTERED AUDITOR N# 270930

Dated this 31st day of October 2011

Perth, Western Australia



Liability limited by a scheme approved under the Professional Standards Legislation.



STIELOW & ASSOCIATES
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ABN 39 577 863 062
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Email leon@stielow.com.au
www.stielow.com.au

31 October 2011

Yorgum Aboriginal Corporation (YAC)
PO Box 236
NORTHBRIDGE WA 6865

Dear Committee Members,

RE: YAC AUDIT MANAGEMENT POINTS AND RECOMMENDATIONS

Please note the following points for your attention:

1. Financial Controls

The organisation is maintaining adequate financial controls and these are working effectively. This has resulted in a high level of compliance with the funding body Terms and Conditions of Grant Funding. The controls currently in place should be maintained on an ongoing basis.

2. Ability to Repay Surplus Grant Funds/Complete Incomplete Activities with Available Funds

As at 30 June 2011 and to the date of this letter YAC has the ability to, if required, repay surplus grant funds or complete all incomplete activities with the funds on hand.

3. Taxation Liabilities & Court/Tribunal Orders

YAC has paid the June GST/PAYG liability during July and according to their ATO Integrated Client Account have no other outstanding liabilities or unlodged BAS as at the date of this letter. As at the date of this letter no court or tribunal orders have been identified.

4. Superannuation Entitlements (SGC)

The SGC liability identified in the Financial Report which related to unpaid SGC as at 30 June 2011 has been paid in full. YAC has complied with ATO legislation and met its obligations in relation to SGC.

5. Fees Paid to Directors

No fees were paid to Directors from Grant funds during the period 1 July 2010 to 30 June 2011.

6. Current Liabilities

The amount required to meet current liabilities due in the 12 months to 30 June 2012 payable as a result of legal commitments entered into by YAC pursuant to the funding agreement is NIL.

7. Bank Interest

YAC has a considerable amount of cash at bank. I recommend that a cash management account be established for each operational account and the majority of funds not required for day to day operational use be transferred and left until required in the CMT account. Several thousand dollars of additional income will result based on the levels of cash YAC has had on hand for the last few years.

If you have any queries please do not hesitate to contact me.

Yours faithfully
Stielow & Associates

Leon Stielow
Principal



Liability limited by a scheme approved under the Professional Standards Legislation.

YORGUM ABORIGINAL CORPORATION

OPERATING STATEMENT
FOR THE YEAR ENDED 30 JUNE 2011

| | Notes | 2011 | 2010 |
|---|-------|------------------|------------------|
| | | \$ | \$ |
| OPERATING REVENUE | | | |
| Grants and contributions provided | 3a | 2,302,717 | 1,831,828 |
| Interest received | | 384 | 106 |
| Other operating revenues | 3b | 234,408 | 120,938 |
| User charges & fees | 3c | - | - |
| | | <u>2,537,509</u> | <u>1,952,872</u> |
| OPERATING EXPENSES | | | |
| Depreciation & amortisation | 4c | 69,358 | 33,698 |
| Employee costs | 4a | 1,229,676 | 1,147,661 |
| Other operating expenses | 4d | 1,024,263 | 693,355 |
| | | <u>2,323,297</u> | <u>1,874,714</u> |
| CHANGE IN NET ASSETS FROM OPERATIONS | | <u>214,211</u> | <u>78,158</u> |

Notes to the financial statements are set out on the attached pages.

YORGUM ABORIGINAL CORPORATION

**BALANCE SHEET
AT 30 JUNE 2011**

| | Notes | 2011 | 2010 |
|-------------------------------|-------|------------------|----------------|
| | | \$ | \$ |
| CURRENT ASSETS | | | |
| Cash and bank | 6 | 1,613,464 | 951,992 |
| Receivables | 7 | 8,375 | 9,801 |
| | | <u>1,621,839</u> | <u>961,793</u> |
| CURRENT LIABILITIES | | | |
| Creditors | 10a | 134,406 | 68,568 |
| Provisions | 10b | 181,505 | 139,249 |
| Unexpended grants | 18 | 840,572 | 479,306 |
| | | <u>1,156,483</u> | <u>687,123</u> |
| NET CURRENT ASSETS | | <u>465,356</u> | <u>274,670</u> |
| NON CURRENT ASSETS | | | |
| Property, plant and equipment | 9 | 506,165 | 482,639 |
| | | <u>506,165</u> | <u>482,639</u> |
| NET ASSETS | | <u>971,520</u> | <u>757,309</u> |
| EQUITY | | | |
| Accumulated surplus | | <u>971,520</u> | <u>757,309</u> |

Notes to the financial statements are set out on the attached pages.

YORGUM ABORIGINAL CORPORATION

STATEMENT OF WORKING CAPITAL
AT 30 JUNE 2011

| | Notes | 2011 \$ | 2010 \$ |
|---|-------|-----------------------|-----------------------|
| CURRENT ASSETS | | | |
| Cash and bank | 6 | 1,613,464 | 951,992 |
| Receivables | 7 | <u>8,375</u> | <u>9,801</u> |
| | | <u>1,621,839</u> | <u>961,793</u> |
| CURRENT LIABILITIES | | | |
| Creditors | 10a | 134,406 | 68,568 |
| Provisions | 10b | 181,505 | 139,249 |
| Unexpended grants | 18 | <u>840,572</u> | <u>479,306</u> |
| | | <u>1,156,483</u> | <u>687,123</u> |
| NET CURRENT ASSETS | | <u>465,356</u> | <u>274,670</u> |
| CURRENT RATIO (current assets / current liabilities) | | <u>1.40</u> | <u>1.40</u> |

Notes to the financial statements are set out on the attached pages.

YORGUM ABORIGINAL CORPORATION

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2011

| | Notes | 2011 \$ | 2010 \$ |
|--|-------|----------------|----------------|
| Accumulated funds at the beginning of the year | | 757,309 | 679,151 |
| Change in net assets resulting from operations | | 214,211 | 78,158 |
| Accumulated funds at the end of the year | | <u>971,520</u> | <u>757,309</u> |

Notes to the financial statements are set out on the attached pages.

YORGUM ABORIGINAL CORPORATION

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2011

| | Notes | 2011 \$ | 2010 \$ |
|--|-------|------------------|-----------------|
| <u>CASH FLOWS FROM OPERATING ACTIVITIES</u> | | | |
| <u>Receipts</u> | | | |
| Interest received | | 384 | 106 |
| Other Income | | 257,280 | 120,938 |
| Recurrent government grants | | 2,930,381 | 1,864,290 |
| <u>Payments</u> | | | |
| Employee costs | | (1,220,440) | (1,057,661) |
| Materials, contracts and other costs | | (1,204,530) | (679,382) |
| Net cash provided (used) by operating activities | 11 | <u>763,075</u> | <u>248,291</u> |
| <u>CASH FLOWS FROM INVESTING ACTIVITIES</u> | | | |
| Proceeds on sale of assets | | 3,000 | - |
| Cost of assets purchased | | (104,603) | (53,359) |
| Net cash provided (used) by investing activities | | <u>(101,603)</u> | <u>(53,359)</u> |
| <u>CASH FLOWS FROM FINANCING ACTIVITIES</u> | | | |
| Capital grants | | - | - |
| Net cash provided (used) by financing activities | | <u>-</u> | <u>-</u> |
| NET INCREASE (DECREASE) IN CASH HELD | | 661,472 | 194,932 |
| CASH AT THE BEGINNING OF THE YEAR | 6 | 951,992 | 757,060 |
| CASH AT THE END OF THE YEAR | 6 | <u>1,613,464</u> | <u>951,992</u> |

Notes to the financial statements are set out on the attached pages.