



# **Bunjum Aboriginal Corporation Annual Report**

**2017-18**

**15th November 2018**

## Annual Report 2017-18

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## Chairperson's Report

**A** warm welcome to Members of Bunjum Aboriginal Corporation's Annual General Meeting today, 15th November 2018.

**Bunjum Aboriginal Corporation** is continuing to provide and deliver a wide range of services to our Jarjums, Youth and their Families, our Elders and Community Members across many shires in the Northern Rivers region to support them in Cultural way.

The Corporation Board of Directors is continuing to strive towards our Vision Statement to maintain and expand support services to the Aboriginal Community. Our Organisation focus is to do this in a Cultural way that looks at an all-inclusive model through providing our services opportunities for our Jarjums, Youth and their Families, Elders, Community Members to build on and strengthen their quality of life and overall well-being and safety.

**As** an Aboriginal Community Controlled Organisation, we have Cultural responsibility to continue to advocate and provide a proactive assistance in partnership with families or individuals that is most effective. Bunjum's Vision Statement reflects these principles to raise above these inequalities and focus on the well-being and healing journeys through respect and self-worth.

**Our** current programs continue to provide service support in early childhood, transition to school, social housing, youth assistance, family support, safe community through our family violence, counselling, emergency relief support, disability service and Cultural support that is 'central' to our Cultural Identity and service framework provision. The General Manager will expand further in her report how these services interconnect.

### Highlights of this Year's Achievements

- **Koori Mail Investment Dividends for Corporation**
- **Bunjum Aboriginal Corporation Verification Statement for NSW Disability Services Standards- NDIS Registration Cluster Support Groups:**
  - **Participate Community**
  - **Group/Centre Activities**
  - **Development – Life Skills**
  - **Support Co-ordination**
- **NQF Exceeding Accreditation**
- **Premier's Award for Public Service 2017**
- **Extension of Early and Ability Linkers Program**

The Board has reviewed Bunjum's Strategic Plan which looks at building a strong focus on maintaining and expanding our current support services as well as looking at our strengths in Cultural Tourism Fields within a measured approach towards our future for Bunjum Aboriginal Corporation.

## Challenges and Strategies

The current political climate brings forward challenges around funded services and Bunjum Management continue to lobby and work with partners such as SNAICC, ABSEC, NSW Housing Federation and advocating at a local, state and federal levels.

The Board would also like to acknowledge all Bunjum Management Team, Staff and Volunteers for their commitment in working tirelessly in-service provision and taking that extra step in supporting our Community Members at all levels.

Finally, I would like to **thank and acknowledge my fellow Board Members** for their support and guidance during this year and as they continually commit to work to assist the Community Members:

**Nancy Walke  
Desmond Anderson  
Kevin Roberts**

**Tania Marlowe  
Carolyn Roberts  
Emma Walke**

In closing, a special acknowledgement and thanks to you, the Members, for your vital support to our Organisation and finally I would like to extend the season's greetings to all our Members and wish you all a safe holiday period.

**Yours in Unity,**

**Lawrence Roberts  
Chairperson  
Bunjum Aboriginal Corporation  
15<sup>th</sup> November 2018**



## General Manager's Report

**This is the Annual Report to the Members of Bunjum Aboriginal Corporation for the 2018 Annual General Meeting.**

**We** have commenced the final year of our current strategic plan and goals. The initial plan was established in 2013 and Bunjum have changed and diversified over this period with a strong emphasis on support services that reach a wide range of Aboriginal People with our Cultural Service boundaries and further afield in the Northern Rivers region.

**Our** Board of Directors are vital part in making achievable changes through their next phase of developing and reviewing our Organisation's strategic direction and this was commenced in early 2018. Under the Board's governance, we will continue our focus of working towards the Corporation Vision Statement and current Strategic Plan. Prior to highlighting our achievements and challenges moving forward, I would like to take this opportunity of **thanking Bunjum Board Members** for their commitment, dedication and guidance of the past year.

**Our** Service Programs have reached out firstly to our immediate Cultural boundaries and then widely across the Northern Rivers region. These Service Programs are continuing to have a major impact on people's lives, demonstrated by the many success stories of those Aboriginal People who access support and services through our 'Aboriginal Cultural Lens'. As an **Aboriginal Community Controlled Organisation**, we have been able to provide that service and that is why Community continue to attend programs with our us walking alongside our people not in front of them. Our Bunjum Staff have continued to work tirelessly helping our Organisation improve its service to our Community. We are now one of the biggest employers of Aboriginal staff in the region, with over 45 permanent and casual staff (90% being Aboriginal).

**From** Grafton to Tweed there are approximately 12,941 Aboriginal persons residing in our Region. Our three entities, **Bunjum Aboriginal Corporation, Bunjum Aboriginal Early Childhood & Family Services Pty Ltd., and Bunjum Social Housing Pty. Ltd.** have facilitated a variety of supports and services to the Aboriginal Community in this Region in excess of 3,641 which is approximately 28% of the entire Aboriginal population.

Bunjum Program Numbers are documented in the table below:

<b>BUNJUM PROGRAM</b>	<b>AVERAGE NUMBER OF PEOPLE WEEKLY &amp; ANNUALLY</b>
<b>GOORI YOUTH</b>	<b>90 YOUTH AND THEIR FAMILIES = 180</b>
<b>CHANGING WAYS</b>	<b>120 PERSONS</b>
<b>CULTURAL MATTERS</b>	<b>45 PERSONS</b>
<b>EMERGENCY RELIEF</b>	<b>120 PERSONS</b>
<b>FAMILY SUPPORT PROGRAMS, CASE MANAGEMENT (3 PROGRAMS)</b>	<b>325</b>
<b>JARJUM BUGAL NAH CHILDCARE &amp; FAMILY CENTRE</b>	<b>CHILDREN PER WEEK &amp; THEIR FAMILIES = 300</b>
<b>LINKERS DISABILITY SERVICES</b>	<b>40 FAMILIES</b>
<b>REGULAR EVENTS</b>	<b>DEADLY YOUTH LEARNING CIRCLE = 12 PER WEEK DEADLY CIRCLE = 8 PER FORTNIGHT MEN &amp; BOYS CIRCLE = 10 PER WEEK</b>
<b>MEDICAL &amp; ALLIED HEALTH SERVICES AT OUR CENTRE</b>	<b>MEDICAL = 260 ALLIED HEALTH = 160</b>
<b>LEGAL SERVICES</b>	<b>60</b>
<b>ABORIGINAL CELEBRATION &amp; SERVICE EVENTS</b>	<b>NAIDOC = 1,700 CENTRE PRESCHOOL GRADUATION = 250 ASI CHILDREN'S DAY = 130 BROOKFARM ABORIGINAL PLANTING = 82 NATIONAL WOMEN'S DAY = 51 LINKING DISABILITY FAMILY EVENTS (2) = 120 PERSONS</b>
<b>COMMUNITY</b>	<b>88 PERSONS</b>



Over the New Year, we are seeking different avenues and opportunities so that we can maximise and make stronger our services through strength-based partnerships focusing on ensuring that we maintain our Culturally Appropriate delivery modes. Bunjum Management is concentrating on our key aims which are:

<ul style="list-style-type: none"> <li>supporting and assisting our families and their children to be part of the Early Learning Education Program</li> </ul>
<ul style="list-style-type: none"> <li>supporting our young people to attend school and achieve results for further education or employment</li> </ul>
<ul style="list-style-type: none"> <li>ensuring the inclusion of children with a disability or developmental learning problem</li> </ul>
<ul style="list-style-type: none"> <li>living without interpersonal violence</li> </ul>
<ul style="list-style-type: none"> <li>protecting our children and their families from abuse, to address substance misuse</li> </ul>
<ul style="list-style-type: none"> <li>promoting social, emotional wellbeing and healing</li> </ul>
<ul style="list-style-type: none"> <li>promoting educational awareness of the impacts of violence on children</li> </ul>
<ul style="list-style-type: none"> <li>promoting Bunjum as Tourist Entity</li> </ul>
<ul style="list-style-type: none"> <li>promoting our Culture and Language connectedness</li> </ul>
<ul style="list-style-type: none"> <li>bringing the Community together at Cultural Festivals/Events and activities</li> </ul>
<ul style="list-style-type: none"> <li>continue to employ well-trained committed staff</li> </ul>
<ul style="list-style-type: none"> <li>maintaining our service in a Culturally Appropriate Aboriginal context</li> </ul>

**B**unjum Aboriginal Corporation has 2 main office and service accommodations, 1 is at 44 Tamar Street (wholly owned by Bunjum), and the other is at 10 Hayman Street (leased from Ballina Shire Council). We also have a property in Broadwater which is in excess of 75 acres. This Property was under a Caveat with the disbanded ATSIC. We have been advised that this Caveat is able to be removed which means that the property will become wholly owned by Bunjum. We are still seeking the method of this process.

## *Achievements*

**B**unjum has had many achievements to be proud of during this past financial year. We undertook a very successful Transition to School Program linking in with the following:

- Ballina Public School,
- Southern Cross Public School,
- Cabbage Tree Island Public School,
- Alstonville Public School
- Lennox Head

**T**his program, through our **Co-coordinator and Senior Teacher** in our Early Learning Centre, reached out to these schools. This was primarily to ensure that our 25 preschool Jarjum and other Aboriginal preschoolers enrolled in local Early Learning in our area would be able to culturally transition to school. To this end, we set up a **Culturally Awareness Workshop** and invited leading teachers from the schools and Directors/Staff from the local Learning Centre's to participate.

**T**his was **an overwhelming success** --- a full collaboration of teachers, directors, parents and Bunjum Staff all working together for the Jarjum. Bunjum, by leading the way Culturally were able to ensure that our Jarjums transition to school positively, taking their cultural identity with them.

**This is what Bunjum, as an Aboriginal Organisation, does best.**



Another positive story for our Corporation, during this annual reporting period, was the **visit from the Governor of NSW the Hon David Hurley**. Our Organization was chosen from a number of other Organisation's for a special visit from the Governor. Who said that **he had heard great things about our wonderful Early Learning Centre** and wanted to come up from Sydney to specially visit us.

**We** were able to show the Governor our Centre, in particular, our **Jarjums singing in Language**. The Governor said that he was very impressed and had not visited such an **inspiring Aboriginal Early Learning Centre before**. He was very interested to see the **Jarjums learning the Bundjalung language** and growing strong in Culture and all the passionate staff and great community input into the Centre. The Koori Mail attended the event and an article was posted in their National Paper along with photographs of the memorable morning.



The preschool group perform for the visitors.



**Bunjum Board, Management and Staff meeting the NSW Governor**

## Challenges

**B**unjum has a number of challenges facing our Organisation next year, in particular the finalization of some of our valuable Support programs. For example, the IAS funding for the Early Learning & Family Centre will be finalized on December 31 with no offer to refund Bunjum in the future. Our other IAS Program, such as Goori Youth also face closure in 2019. Both our Early Learning & Family Centre, and Goori Youth Program are crucial to the **ongoing process of supporting and empowering the younger generation** and their families for the future.

**B**unjum will continue to lobby government. We recognized that our Community needs these valued programs to continue to **facilitate the process of Cultural Education and support** for our **young Jarjums and our youth**, as can be seen by the following report on all our Programs.





*The Support & Services Programs of Bunjum and its Entities are documented in the following section of the Report*

## Jarjum Bugal Nah Childcare & Family Centre



Jarjum Bugal Nah Childcare and Family Centre (JBNCFC), Licenced under the Department of NSW Education and Community, following the National Quality Framework. The Centre is open five days per week for 50 weeks per year for Aboriginal Children aged 0-5. We offer 59 childcare places per day. During 2017 we had 24 preschool Jarjums in the Centre who were transitioning to school in 2018.

**A**s an accredited childcare centre Bunjum focus is on ensuring Early Learning in our childcare is undertaken under an Aboriginal Local Cultural Lens. This involves working with our Jarjums to ensure and strengthen their Aboriginal Identity. We do this in a number of different ways including incorporating our families in the Centre with the learning of Bundjalung language through dance/stories and songs. Our main aim still is to ensure that we building and strengthen the capacity of our Jarjums and their families in reconnecting and revitalising Aboriginal language and Culture. Our focus is on ensuring we link our community Elders and families into the Early Learning journey of our Jarjums. For example, we follow our local Cultural Calendar where we link nature ie the Wattle flower blooming into the time of the Mullet runs. This helps to cement the foundations of culture for our Jarjums. The Jarjum recreate our Culture through drawings and acting out, which strengthens their sense of being and belonging. In our Centre we continually update and develop new resources guided by our Community knowledge and history, “who we are in the Community”. Again, reinforcing a strong sense of Identity for the Jarjums.

The Service we provide at our Centre is delivered in line with National Quality Framework and we have continued to maintain our Rating at “exceeding”. All staff hold appropriate Certificate qualifications in Early Childhood Education and 2 fulltime qualified Early Learning Teachers registered with NESSA. As part of our Childcare Team we have a School Based Traineeship program with our Ballina Coast High School and to date have had 2 local Aboriginal Students in years 11 & 12 successfully undertaking their Certificates in the field.

There have been a number of challenges for the Child & Family Centre over this period of reporting. The main challenge has been the changeover **to the Job Family Package and to be ready for the July 2018 start.** This involves a completely new claim system for childcare benefits which are now paid directly to childcare organisations. To organise the new payment system, Childcare staff assisted parents to access the online Child Subsidy Assessment through their Centrelink online account through myGov. The Director organised Centrelink to provide an outreach service where the outreach Aboriginal Liaison Client Officers to come to the Childcare to assist those parents who were having difficulty logging into the online account.

Bunjum linked in with a local service training provider to facilitate a Cert III in Children’s Services in the Centre’s Training Room during this reporting period. We had 13 participants enrolled. The main challenge, we faced was in regard to Workplace Training. Each participant was required to undertake 120 hours of this workplace training and our Centre was not able to accommodate all the 13 trainees, so we linked in with all the other local childcare Centres. However, we were able to ensure that all of the participants completed this part of their training. We have also been able to employ one of the students on a casual basis and she is demonstrating a very good work ethic and knowledge of her training. We will continue to support ACE in the following months until the course is completed.

The Centre is continuing to ensure an upskilling of our staff and we recently sent 2 Educators to Smarter Stronger Training which was a 6-day training workshop with the Smarter Stronger Institute. This training was very valuable, and the Educators have brought the knowledge they learned back to the Centre and implemented it into everyday operations. 2 Centre Educators also attended Quality Improvement Plan training which was facilitated by Centre Support Trainer. This was also valuable training and gave the Centre a new insight into how to develop a more holistic Quality Improvement Plan.

Our Centre continue to link in with other service providers, for example The Building Blocks Program conducted by Aspect was facilitated in our Centre and was very successful and a valuable program for our families. It has now come to an end, but recommendation for our Centre to be included in the next round of funding has been submitted. See below photo of how the Building Block Program facilitator was working one on one with a Jarjum from our Centre.



Our Jarjums self-play after watching local Aboriginal Dance Group Performance



## JBCFC Partnerships for best outcomes for Transition to School Program for 2017

We have 24 Jarjums graduating in December 2017. The Preschool Teachers and Educators, with a Bunjum Transition to School Co-ordinator organized a Transition to School Program through a Cultural Lens. This was over a longer Transition to School period than normal and was an outstanding success, with Teachers, Educators, Principals, Bunjum Staff, Long Day Directors, Preschool Directors all coming together to work towards making the Transition to School Program really effective. This was a one-off Pilot Program linking in the Education Department into our Culture and Connections to Country. The Jarjums and their families gained an enormous benefit with the feedback from the schools that those children were able to settle in to school with the minimal of adjustment.

### Feedback

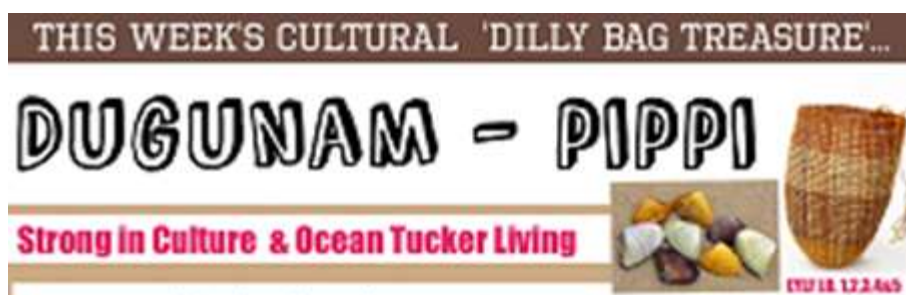


Feedback from both schools has been very positive with teaching staff from the schools commenting on our Jarjums independence, confidence and ability to be responsible for their belongings. Our Jarjums have been respectful listeners and show the teaching staff respect and manners. They have shown beautiful connections to each other at the sessions – ensuring their friends are ok and guiding them when needed.

#### PARENTs COMMENTS.....

Parent outlined that her child looked forward to going to big schools since being involved in the transition to school program

“My child as gained self-confidence at JBCFC Preschool and has fitted in at big schools now”





## Jarjum Bugal Nah Family Support Services

Our Centre has provided connector services with over 22 families working intensively with some individual families offering support through incidental case management. This involves supporting and referring clients for assistance in financial, family, housing, legal, family violence and other community issues that impact on the family. Our referral system is well established now, and we link in with our local Aboriginal Health Service. One of the challenges, we faced during this period has been delays in reengaging our Outreach Clinic. We worked constructively with Bullinah AHS and this will recommenced during the latter part of 2018. We have continued support professional offering their services such as speech therapists, occupational therapists, optometrists and audiologists attending our Centre on a regular basis in order to check our Jarjums for any problems that may arise.

Our Service conducted 2 Triple P course and some individual parenting training using some extra staff from other areas of Bunjum operations who are specifically trained in working with Aboriginal parents.

Our Centre staff engaged families in a new community garden project in partnership with 'Brook Farm'. This involved undertaking community yarns on design and types of edible plants for the 'Bush Tucker' and Community gardens to be located at the Centre. One of our Parents had the opportunity to obtain paid employment to do preparation work with Brook farm which has been an added positive result from our partnership.

We have been continuing to engage parents/carers, Elders and community through Bunjum's fortnightly *Deadly Learning Circle* which we undertake at our local primary school. Our recent focus has been on engaging with families and their children around the revitalisation of our local Aboriginal Language and we have been successful within the local Schools promoting the learning of our language.

Our Support Workers continue to use opportunities and Community events at the Centre and regular Breakfast BBQ's to engage, build confidence and offer information regarding their children's learning journey.



Participants receiving Triple P Certificates

## Our Jarjums = Our Future = Connecting to Cultural Heritage

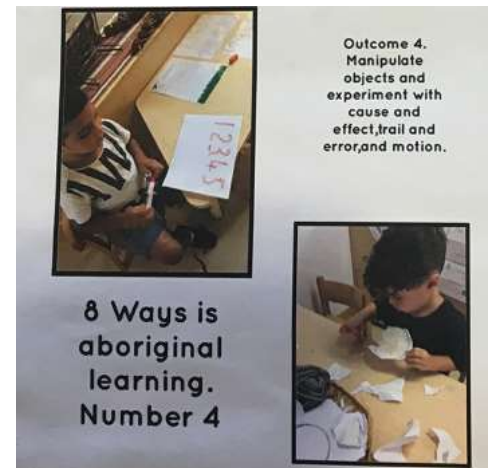


Uncle Kris joined our daily Yarning Circle telling Stories /words in Language. How he made these vessels to hold berries and little Bubs.





## Jarjums Strong in Culture Identity



JBCFC Jarjums waiting for their turn to performance at NAIDOC in School in June 2018



## Changing Ways

**B**unjum Changing Ways Program is a program that support those Community Members affected by Family violence.

**P**art of our Program focusses on informing Community under an umbrella of Family Awareness Forums alongside practical support assist those experiencing violence or abuse in their relationships. We offer counselling and other support for people who are seeking ways to ensure their safety, or to overcome the impact of this trauma. This support helps improve quality of life through positive and respectful relationships.

## Our Success Stories

- One Bunjum Bagal participant has joined a Men's Changing Behaviour Program with success. It has been observed that his behaviour has improved and his family relationships have improved.
- Two Women in our Women's time Away Camp have begun their journey of self-care after connecting in with our Program. They are now working to address their own emotional well-being both having been affected by trauma, DV and lateral violence in their lives. To date their healing continues with help from Bunjum Counsellor and referral to a psychologist International women's day discussion was an important motivation for this.
- 2 x families fleeing violence were able to use the Bunjum Transition House to recover and are now in safe homes which are privately rented. Both attended one to one session and joined several of our group sessions to assist them to move forward for themselves and their children.
- 2 Women who had been in violent relationships for many years have taken steps, with the help of our Support Worker, to begin a new life. They are now being supported by the Changing Ways Support Person and are regularly attending group sessions informing them about healing from trauma and grief.

- Our Garimeleh Werlu Na (Taking Care of Yourself) program ended with a day of discussion about self-compassion. This was preventative and helped build resilience and understand that it is ok to respect themselves and expect respect from others.
- Bunjum Men's Group continues to work with local community males with sessions building on awareness of the damage of Family Violence and how it affects the whole of community with a focus on building a safer community for all.



Above Changing Ways – International Women's Day Celebration Day



Above the Dubayjar Mindjehla Dances Performing at Ignite Studio



## - GOORI YOUTH

**B**unjum's Goori Youth Program objective has been to increase engagement, school attendance and educational outcomes for Aboriginal & Torres Strait Islander high school students at risk of disengagement (at risk) in the Ballina area with a focus on Years 7 – 9.

**D**uring this annual year, we have delivered mentoring to over 80 students with 1 Aboriginal Female Worker and 1 Aboriginal Male Worker. Under this program we actively collaborate with the High Schools in this LGA and one of our Goori Youth Workers is a member of the Aboriginal Education Consultative Group (AECG) local and state and is able to provide advice on all matters relevant to Aboriginal education and training. This has assisted with the Schools, parents, students all working co-operatively to resolve any significant issues affecting the student's schooling.

**We** are continuing to delivery our Deadly Learning Circle (DLC) twice per week with the students sometimes going with the Goori Youth Works to different areas of work that are available to them when they leave school. Our DLC is staffed by volunteer tutors and one paid tutor. By working one-one-one with a tutor the students are able to understand what is required of them and often the complete process of assignments is successful.

### GOOD NEWS STORY

**B**unjum as a leader has been able to develop strong partnerships with Distance Education and with AIME. This has meant that volunteers from both these groups are attending Bunjum's Deadly Learning Circle and assisting students with school work as well as job ready tasks such as resume development and interview skills. This has been very successful and we intent as an Aboriginal Organisation to continue to foster strong partnership under our Cultural guidance.



## Early & Ability Linkers

**O**ur Early & Ability Linkers Programs employs 4 Linkers under the NDIS. This Program has been a crucial element to assist those Aboriginal families and children with disabilities into the NDIS.

**B**unjum Linkers work closely with people with disability, their families and careers to support them to fulfil their goals, hopes and dreams, whether their goal is to take part in sport, education, volunteering, or other activities, our Linkers help them to remain at the **'centre of decision making about how they want to lead your life'**. Linkers have strong local knowledge and work alongside communities, supporting them to be welcomed and included.

### Another Good News Story

One of Bunjum Linkers connected in with a family with disability. This family were already working with another organization but expressed distress at having to go to see the organization. The family stated that they did not feel that they were being supported at all by the other organization. Our Linker, then took on the task of linking in with this family to understand what the real problems were. By listening carefully our Worker was able to discern the assistance that this family required and went forward to help them reach their goals. This family is now looking at the future positively and Bunjum received feedback from an external source that the family had expressed that "without the help of Bunjum I wouldn't know where we would be with the NDIS". The Linker was able to work under a cultural lens for this family which gave excellent results.

## Cultural Matters

Our Cultural Matters Program is focused on the continuation of providing pathways for local Aboriginal people to reconnect/revitalize/re-voice/re-talk local Bundjalung Language. Under this Program called the Ngalingah Gulgan Project, we are progressing with the local ATSI Elders being able to perform Welcome to Country in Language, plus weekly language sessions enabling Adults, Elders and Jarjums to commence the journey of reclaiming the language.

Part of this program includes support local Aboriginal Artists to exhibit work in Galleries and opportunities to participate in workshops with the wider community.



Saltwater Women filled an order for 30 viol cotton scarfs from SCU. The scarfs were dyed and printed with a combination of lino and silkscreen prints.



Local artists create marbling works on canvas that depicts their place of belonging.

## Social Housing

Under our Social Housing Program, all our properties are currently tenanted. We are continuing to build relationships with our tenants by hosting Tenant Appreciation Days that incorporate art and craft for their homes and an opportunity to yarn informally.



## Highlights of our year 2017/18



Above Dance Workshop & Performance



### NAIDOC CUPS



Community Yarn up

At Bush Garden Event

And Planting Day

I would like to take this opportunity of thanking all Bunjum Staff for their commitment over the past year and a special thanks to our dedicated Board Members for their continued support and guidance.

Yours sincerely,

Nita Roberts  
General Manager  
Bunjum Aboriginal Corporation

15<sup>th</sup> November 2018

