



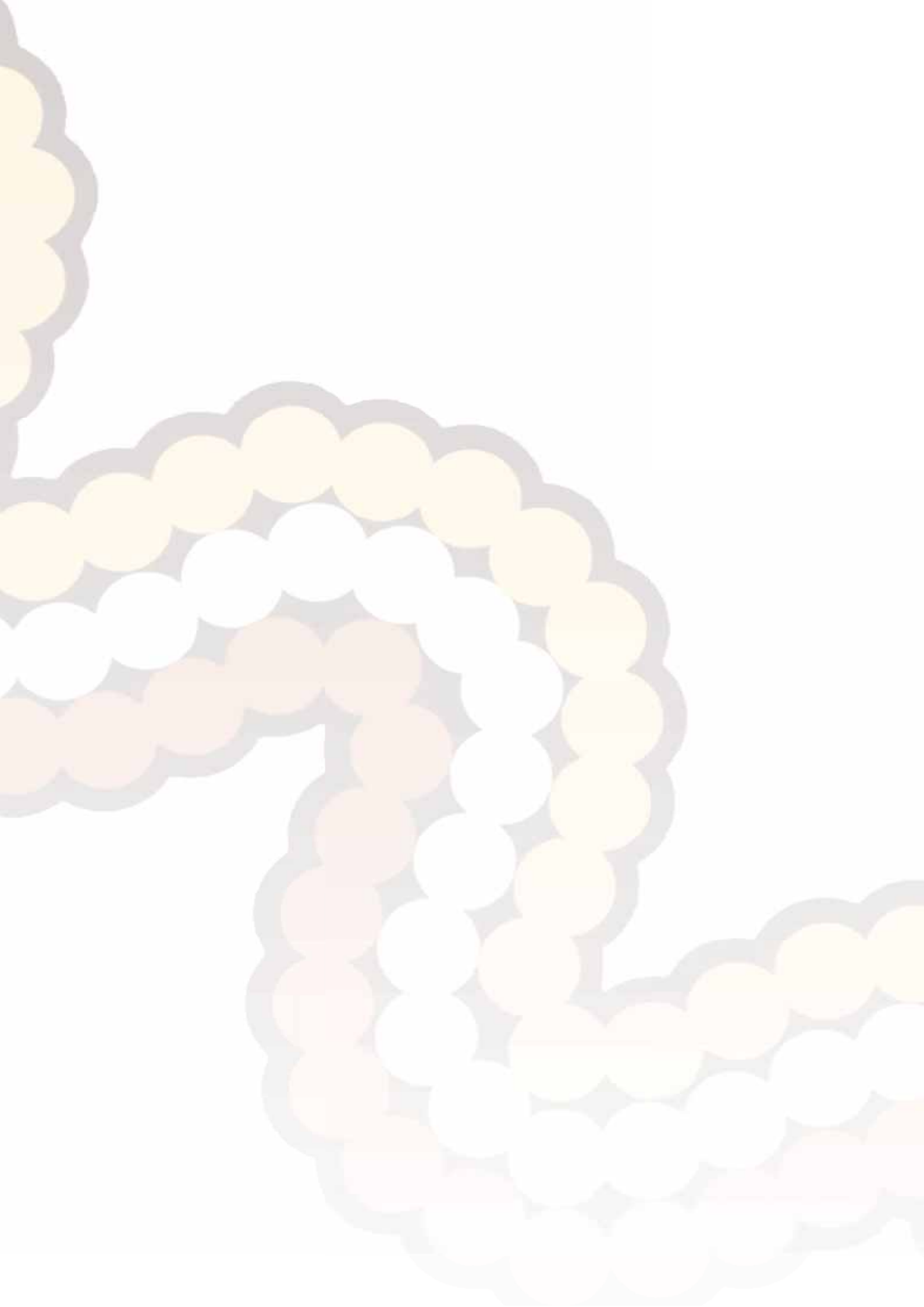
Burrun Dalai

ABORIGINAL CORPORATION INC.

*Annual Report*  
*2019*



*Out of Home Care & Family*  
*Support Service*





# Burrun Dalai

Annual Report 2019

Burrun Dalai Aboriginal Corporation Inc. 2019/2020

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## Chair Person's Report

Burrun Dalai remains the largest Aboriginal Out of Home Care Agency in rural Australia and continues to grow and develop soundly.



We are currently responsible for Aboriginal children and young people across the Macleay, Nambucca, Hastings, Taree, Tamworth and Armidale areas.

Our services are provided across 50,000 square kilometres of rural NSW.

The number of staff employed across all programs has grown to 100 plus which reflects the enormity and operational capacity of the organisation. Our staff continue to undertake the Diploma of Community Services-Aboriginal Out of Home Care, along with Diploma in Management.

Burrun Dalai's HAPPI (Holistic Aboriginal Preventative Pathways Initiative) Clinic's early interventional, allied health and literacy programs continue to expand.

Burrun Dalai new Healing Pathway's Program commenced last year and is currently in the trial stage. This exciting initiative will be of enormous benefit to all our children and young people and greatly improve their wellbeing and life outcomes.

As many of the Annual Reports reflect Burrun Dalai continues to work collaboratively with the Department of Community & Justice on the implementation of the new Permanency Support (OOHC) Program. Burrun Dalai is a strong supporter of the restorative focus of this new program which also works proactively via Family Preservation Packages to reduce the number of our children and young people coming into care.

This year saw the return of Rosie and Eddie Vale to our Board of Governance and their foster carer experience and community knowledge is a welcome addition back onto our Board.

I would like to thank the entire Board of Governance for their professionalism, integrity and dedication throughout the past year in leading Burrun Dalai to be such a community asset in giving our children and young people the best options and opportunities in life.





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The membership of the current Board is representative of the local Aboriginal communities we service with members being from Taree, Tamworth, Armidale and Kempsey.

Burrun Dalai continues to be held in high regard by its peers in service delivery and setting bench marks and I would like to thank Dana Clarke and her staff for all their efforts throughout the year.

Elizabeth Stirling, Chairperson





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## *CEO's Report*

It's been another big year for Burrun Dalai, with lots of changes, both internally and externally.

This is the first full financial year of the Permanency Support Program roll out, which has resulted in many changes not only to our service delivery, but also to our record keeping and financial structures.



Our staffing levels have increased to approximately 100, across the organisation, with the implementation of our Restoration and Preservation workers, and additional caseworkers, administration officers, transport officers and the newly implemented Mentor and Cultural programs.

Sadly, Norma Kelly our EO OOHC Kempsey, broke her femur in April, resulting in her being quite debilitated. Given the nature of OOHC and the pace it operates at, it was decided to move Norma sideways into the EO Cultural Programs, which is her niche. Norma's expertise and her passion for our kids and their connections has had a profound impact on our kids and their workers.

Our Healing Pathways Program continues to develop, and Natalie Green our Therapeutic Specialist and myself were very blessed to visit Dave Ziegler at Jasper Mountain in Oregon US in April this year. The work that they do there is remarkable, and it was indeed an honour to be able to observe their work, interact with the children and be personally coached by Dave Ziegler.

I was also able to represent Burrun Dalai through AbSEC at the National Indian Child Welfare Agency Conference in Albuquerque, New Mexico in April as well. We presented a paper, which was very well received. This was a wonderful opportunity to mix with other First Nations People and share our similarities, learnings and hopes for the future.

Burrun Dalai continues to try and address the inequities and removal of our children. Out of Home Care numbers continue to rise, with more Aboriginal children and young people entering the OOHC system on the Mid North Coast and New England areas than ever before.

It is deeply concerning that this year has been marked by legislative changes that NSW Government has implemented regarding adoption of our children. Burrun Dalai has been an active advocate in the Best Care for



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Our Kids Is Community campaign launched by AbSEC. In 2018-2019. Burrun Dalai is also very focused and committed to Aboriginal Community Focused Decision Making and empowering our communities to self-determination.

The financial growth of our organisation has bought a focus from our oversight body and a board decided change in 2019-2020 to either ORIC or ASIC from Fair Trading due to our size.

Burrun Dalai continues to operate because of the commitment from a very dedicated and focused board. I'd like to acknowledge Elizabeth Stirling our Chairperson, and the leadership shown by our Board over the last year, and the work they they've contributed in articulating Burrun Dalai's strategic direction.

Our organisation is very blessed with a team of dedicated workers and managers, I'd particularly like to acknowledge, our EO's Norma Kelly, Ursula Donohue, Amanda Bridge, Mykol Paulson, Leah Warwick and Roslyn O'Brien (Acting Kempsey), along with our Accountant Russell Smith and the dedication and guidance that they continue to exhibit. I also could not leave out the engine that drives Burrun Dalai, our Casework Managers and Managers, Kiralee Davis, Annette Toomey, Robert Silva, Caralyn Styche, Riahannon Paulson, Brett Cook, Gaye Green and Tjanara Corbett, and the daily challenges and trepidations that they face.

It is with much pride that I acknowledge the profound dedication and hard work of all staff at Burrun Dalai, who work tirelessly on behalf of the children, young people, families and communities they serve.

Dana Syron-Clarke  
Chief Executive Officer





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## Treasurer's Report

This is my third year as the Treasurer and I pleased to provide the following report.

The 2018/2019 Financial Year continued the period of sustained growth for Burrun Dalai.

Our Statement of Profit and Loss reported a surplus of \$2,398,784.

Our Statement of Financial Position remained strong with Net Assets of \$5,614,962.

Burrun Dalai's audited Financial Statements were once again unqualified by our ASIC Registered External Auditor's, Wright's Accounting.

Against the key indicators used by the NSW Department of Community & Justice (DCJ) to monitor our financial risk Burrun Dalai remains a strong performer.

Our Liquidity Ratio (Current Assets against Current Liabilities) is favourable at 2.5:1 when a ratio higher than 1.1:1 is required.

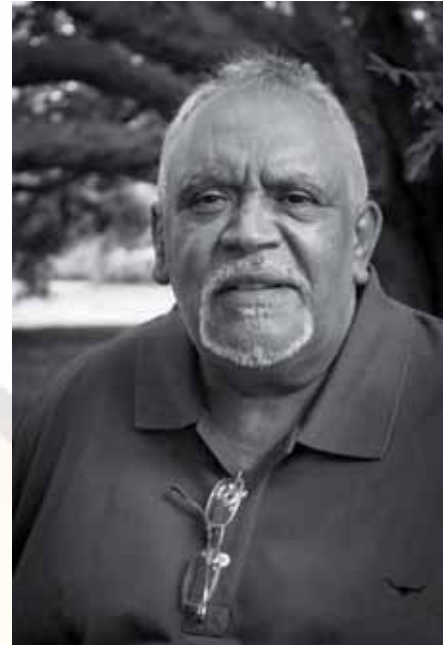
Our two-year consolidated trading result as a percentage of grant funding is a favourable 7.7% when anything below 10% is considered appropriate.

This will be the third year I have highlighted that Burrun Dalai is continuing to manage a prolonged period of rapid growth.

This growth is clearly evident in the increase in our total income which has gone from \$8,429,155 in FY13/14 to \$19,763,632 in FY18/19 an increase of 234% in just 5 years.

Such rapid growth can be a significant financial risk for an agency. Burrun Dalai continues to show a strong commitment to successfully meeting this challenge now and into the future.

This year was the first complete year Burrun Dalai operated within the parameters of the new PSP (Permanency Support Program) Out-of-Home-Care program introduced by DJC on 1 October 2017. As highlighted last year the main focus of FY18/19 was ensuring the financial changes required to support the successful transition to this new program occurred. This has certainly been a challenge for Burrun Dalai and is by no means finalised. Much of this new program remains a 'work in progress' for DCJ and Burrun Dalai continues





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to adapt existing process to manage DCJ's changes to the program as and when they are needed.

Burrun Dalai's financial focus in the coming year includes the introduction of a new wages costing system to more accurately allocate staff costs against the children and young people in our care, the refinement of our Human Resources to manage the increase in staff and the implementation of the new Future Planning and Support Program Trial designed to assist young people who have left Out-of-Home Care and are between the ages of 18-25 years old. Due to our growth NSW Fair Trading has requested Burrun Dalai transition towards an incorporation model that more readily accommodates our size. Burrun Dalai has chosen to move to ASIC (Australian Securities Investment Commission) under the Incorporation Act as a company limited by guarantee. Whilst Burrun Dalai has engaged Wright's Accounting to assist in this transition there will remain substantive additional work that will impact across all aspects of the agency. This transition will be a priority of the finance and administration teams during the second half of FY19/20 with the transition date being the 1 July 2020.

In conclusion I would like to thank our Executive Officer, Finance, Leah Warwick, and our Accountant, Russell Smith, and Leah's Administration Team.

To Leah, Russell and Cassie, Cheryl, Corey, Jane, Leeanne, Maria, Mark & Sheridan thank you for all your hard work throughout the year.

As we look forward into the next financial year and beyond Burrun Dalai remains focused on good governance and financial management.

This focus continues to allow Burrun Dalai to continue to do what we do best which is care for the children and young people in our care.

**Richard Campbell**

**Treasurer**



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## Executive Officer Out-of-Home-Care (OOHC) Kempsey

### Vision Statement

Burrun Dalai is committed to the care and protection of our Aboriginal children and young people. The Service aims to support families in need, which incorporates the needs of both adults and children. The best interest of the child or young person are of paramount importance, and if the family or extended family are unable or unwilling to provide a safe and nurturing environment for the child or young person, an Out of Home Care placement with approved Aboriginal Foster Carer's will be provided to meet their needs.

### Permanency Support Program Overview

The Permanency Support Program provides services to vulnerable children so that they can grow up in stable, secure and loving homes.

It is one of the changes made to the NSW child protection and out-of-home care (OOHC) sector

The program brings together government and non-government partners as part of a new vision in child protection and OOHC.

The Permanency Support Program supports safety, wellbeing and positive life outcomes for children and young people in the child protection and OOHC systems in NSW.

The Permanency Support Program has three goals:

Fewer entries into care - by keeping families together

Shorter time in care - by returning children home or finding other permanent homes for more children

A better care experience - by supporting children's individual needs and their recovery from trauma

### Burrun Dalai Out of Home Care - Kempsey

All of the team at Burrun Dalai share the same vision,

*"We believe Aboriginal children and young people should stay with their family, in their community, where safe and when they can't live with family, should be able to live with caring and nurturing Aboriginal families that have the links and connections to their community thereby enabling these kids the ability to maintain their identity and connections."*

The OOHC team is a team that is motivated and supportive to one another given the work that we do, is at times quite difficult and very emotional. It has been a very busy and challenging year for all staff. We look forward to continuing working with our Aboriginal children and young people in OOHC





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## MEET THE TEAM

Norma Kelly – EO OOHC (Transitioned to EO Cultural Programs in June 2019)

Roslyn O’Brien – Acting EO OOHC (May – June 2019)

Kiralee Davis – Casework Manager OOHC

Annette Toomey - Casework Manager OOHC

Noelene Griffen – Caseworker OOHC

Margaret Taukeiaho – Caseworker OOHC

Lisa Daley – Caseworker OOHC

Kathlyn Geia - Caseworker OOHC

Darren Holten – Caseworker OOHC

Donna Newman – Caseworker OOHC

Tintinara Duroux – Caseworker OOHC

Dennis Moran – Caseworker OOHC

Ben Holten – Caseworker OOHC

Ian Eggins – Caseworker OOHC part time

Robert Silva – Manager Foster Care Support Worker OOHC

Adelia Vale – Foster Care Support Worker OOHC

Warren Ahoy – Foster Care Support Worker OOHC

Allan Lockwood – Restoration Worker

Vicky Quinlan – Receptionist OOHC

Cecil Griffen – Transport Officer and Contact worker



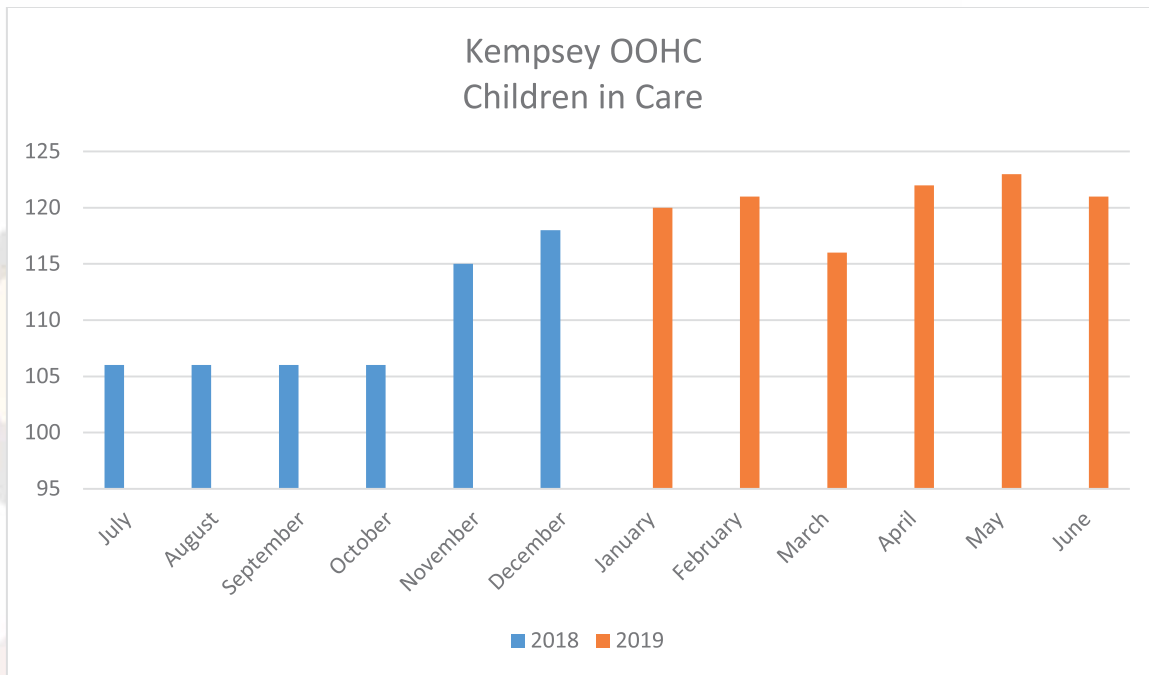
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## Children in Care – Kempsey

In the past 12 months children in care's number have fluctuated between 106 in July 2018 to 121 in June 2019



### Restoration:

There has been a large emphasis on the restoration of children/young person back to their families. We are fortunate enough to have a restoration worker who works with the families to ultimately get children restored to them.

### Staff Training

The staff have been busy with training over the past year. These include;

Strategic Planning Days

Diploma in Out of Home Care

Diploma in Business

Sharepoint training

QAF Training

SDQ Training

Step by Step training for Foster Care Support Workers and OOHC Caseworkers

Identifying Reportable Conduct

Norma Kelly/Roslyn O'Brien



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## **Tamworth Armidale Aboriginal Children's Service Annual Report.**

I welcome the opportunity to highlight the achievements and challenges of TAACS throughout the last year.

It has been another busy year for everyone with many challenges and changes, the leaving of staff and recruitment of new staff, maintaining and providing a quality service throughout the large geographical area which is TAACS whilst all of the change in the sector TAACS are embracing and implementing the sector changes as they present in the hope this will create positive change and better outcomes for both the Aboriginal children, families and Communities.

I believe TAACS are continuing to build good working relationship in Tamworth, Armidale and surrounding areas across both Aboriginal and non-Aboriginal services.

TAACS out of home care now have 81 children/young people that they service and is supported with 94 Carers across our area. TAACS currently has two OOHC teams and each are supported with a Foster Care worker.

TAACS staff are as follows.

### **Staff:**

Mykol Paulson - Executive Officer  
Cassie Skuthorpe – Administration  
Jane Hill – Administration  
Mark Messer – Transport Support Worker  
Bradley Way – Restoration/Guardianship worker  
Christine Simeon – Foster Care Support  
Tjanara Corbett - Casework Manager  
Natasha Vines – Caseworker  
Chanelle Riley – Caseworker  
Sharon Pascoe – Caseworker  
Gaye Green – Casework Manager  
Blake Smith – Caseworker  
Mackenzie Browning Sampson – Caseworker  
Joely Brennan – Caseworker  
Luke Byrnes – Cadet  
Malcolm McEnery – Phycologist  
Rochelle Jones – Literacy Teacher

Also based in the Tamworth Office is Nathaniel Dennison Reportable Conduct and Allegations worker.





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Some of the events that have been held over the last twelve months with wonderful comments from Carers, smiling faces of our children and staff happy to be part of the children's stories.

## **National Children's week Day:**

TAACS organised a Disco to celebrate the children culture and Identity. The disco was enjoyed by the children and carers and staff. The children loved the music and dancing they also enjoyed sharing pizza for dinner. Carers travel from Armidale and Narrabri to Tamworth to celebrate with the children. TAACS worker Luke Byrnes dressed as Iron Man and enjoyed the evening with the children they also had a blast seeing Luke dressed up.

## **NAIDOC**

### **2019 – Voice Treaty Truth**

TAACS had multiple members on the 2019 Naidoc committee and partnered with other member such as the Tamworth Local Aboriginal Lands Council, Tamworth Aboriginal Medical Centre, Indigenous Business Australia as well as the local council. This year's NAIDOC was bigger than 2018. The Gomeroi dancers were a big hit for the community and all enjoyed seeing the performer dance and share local stories, The Dancers had children of all ages take part in the performance.

TAACS staff attended the knowledge sharing day and local stories at Boundary Rock, this was a real team building experience as we had Malcolm McEnery attend the day with our Aboriginal staff. Malcolm reported he really enjoyed the day and was very thankful for the experience he also acknowledged the deep feeling on the day.

Friday was started with the local march up Peel Street Tamworth ending at the Bicentennial park where the family fun day was held with loads of free activities. Naidoc family fun day had abundance of Aboriginal culture for all the community to indulge in, it was great to watch all the children enjoy themselves.

TAACS also participated in the NAIDOC celebrations at Gunnedah this was a very small event however it was lovely to be able to be a part of their local celebrations this year. TAACS attended the day in the dale, this is the NAIDOC celebration within the Armidale community, again this was a fantastic opportunity to engage the community of Armidale and spread the word of TAACS

## **Foster Care Training**

The Initial Foster Care Training has been run on the across all offices 2019. Tamworth had some great carers come onboard in the last year and we even had to arrange for some carers to attend the training on the coast that was delivered by our Kempsey and Taree office. This training was over seen by the Foster care Team Manager to ensure the consistency in the delivery across all three offices of Burrun Dalai/TAACS. The potential carers enjoyed the setting and reported the environment was comfortable and that the presenters delivered the information sensitively and clearly, some stated that it gave them a different perspective into the challenges of children within the out of home care system and they thought the historical



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information about Aboriginal people and the Stolen Generation was very powerful and stirred many different thoughts for all individuals in the room.

From this training TAACS have assessed and authorised ten of the carers within the last twelve months.

TAACS carers have also been providing positive feedback on the STACC training relating to the Healing Pathways. The carers have really enjoyed the information and love that they are fully catered for with childcare being provided freeing them up to attend and to also have a full catered day for both carers and children this supports them to attend the information and training days.

TAACS will continue to work with the carers to provide the best possible placement for the children within our service.

## **Staff training and opportunities**

TAACS has offered training to the staff throughout the year with case workers taking on the Diploma in Child Youth & Community Aboriginal Out of Home Care with full support from Burrun Dalai/TAACS

We have had staff complete some very important training in the sector these trainings are as follows

Child Story training, Family Group Conferencing Training and the PSP permanency Support Program. TAACS

Staff have also had opportunity to attend training in first Aide, Time Management, CDS, SharePoint training. TAACS continue to support staff providing them with the opportunity to access individual Employees Assistance Program, to provide support both professionally and personally.

## **Out Of Home Care Interagency Meeting**

TAACS attends monthly Out of Home Care interagency meetings run by the local Tamworth DCJ, the location of these meetings is rotated around organisations within the Tamworth and Armidale area to discuss any local things happening along with concerns in the local area it's a great networking opportunity with other agencies in the area. TAACS uses these opportunities to build and strengthen relationships with outside services and key stakeholders within the space we work in.



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## **Kids Awards & achievements throughout the year**

This year we had the privilege to walk alongside our children and witness some very special achievement the following lists are a few of the achievements the children have made are as follows.

14yrs Male: Full length field try scorer

17yrs Female: Obtaining her Learner License and completing her HCS Exams

16yrs Female: Enrolled in traineeship at high school working at the Armidale City Council

14yrs Female: Working through a conflict with a teacher.

16yrs Male Learning the skills to walk away from a situation rather than escalating.

7yrs Male: Learning to use his communication device.

5yrs Female: Having a great start to kindergarten.

4yrs Female: Recognising her name and being able to write his name.

1yrs Female: Reaching her milestones

15yrs Male: Playing in representative sport

18yrs Female: Finished year 12

13yrs Female: Represented State Netball

14yrs Male: Selected for indigenous football NRL, competed in grand final

5yrs Female: Indigenous dance for High Commissioner of South Africa

14yrs Female: Engaging back into Education

To celebrate the children's achievements, TAACS invited all children and carers to a special disco and ceremony and provided the children with their certificates at the Community Hall here in Tamworth. Every child had an award that was specific to them and this was identified by their caseworker.

## **Literacy Teacher**

Rochelle Jones has commenced working with our children here in Tamworth, she has supported in education learning with the children and is a valuable resource for the TAACS office given she has a great understanding of the OOHC as she has previously been a caseworker for out of home care and is teacher trained. Rochelle has demonstrated a great ability to be able to merge the two world and we are very hopeful that this will make a positive difference to many children and their learning outcomes.

It has been a very busy and challenging year for all staff. We look forward to continuing to work with our Aboriginal children and young People in OOHC.

Mykol Paulson

Executive Officer

Tamworth & Armidale Aboriginal Children Service





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## ***BURRUN DALAI- TAREE OFFICE***



### **Staffing:**

The staffing at the Taree Office continues to grow. We currently now have the following 20 full-time staff based in Taree:

<b>Executive Officer:</b>	Amanda Bridge
<b>Casework Managers:</b>	Brett Cook, Riahannon Paulson
<b>OOHC Caseworkers:</b>	Billie-Jean Fathers, Natasha Currie, Lauren Townes, Carolyn McIntosh, Ashlee Hodson, Veronica Martin, Melissa Croucher, Aaron Case & Kaiya Easter
<b>Trainee OOHC Caseworkers:</b>	Gregg Andrews, Dannielle Hall
<b>Foster Care Support:</b>	Greg Sainsbury, Luke Anderson
<b>Transport/Contact Support:</b>	Renee Skerratt
<b>Administration Officers:</b>	Cheryl Holden, Sheridan Clarke
<b>Restoration Worker:</b>	Leah Moroney
<b>Family Preservation Worker:</b>	Jessica Maher

We said farewell to Foster Care Workers Justin Keed and Sarah White. Aaron Case changed roles from Transport/Contact Officer to OOHC Caseworker

New workers Luke Anderson, Greg Sainsbury, Melissa Croucher, Dannielle Hall and Gregg Andrews were welcomed to our team in Taree.



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## Geographic Area



Our Office covers from Port Macquarie in the North down to Bulahdelah in the South. We go inland to Wauchope and Gloucester areas. We work on both Biripi and Worimi Aboriginal Lands.

## Foster Carer Recruitment, Training & Support





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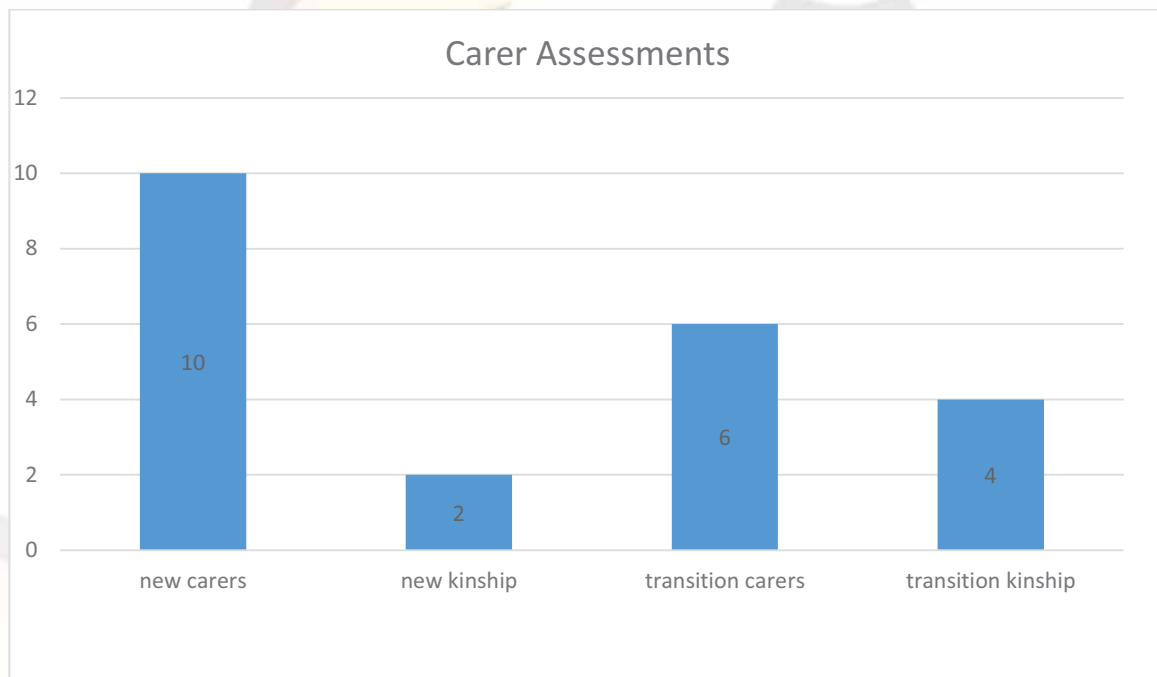
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Taree staff attended NAIDOC community Events in Forster and Port Macquarie and Taree Community in July 2018. These remain are our main community events for recruiting Aboriginal Carers for our service.

Generic Shared Lives/Shared Stories foster carer training was held in conjunction with our Kempsey Office in Port Macquarie on the:

- 20-22 July 2018
- 23-25 Nov 2018
- 12-14 April 2019



- 12 new assessments completed and approved
- 10 transitional assessments completed and approved
- 3 transitional assessments currently in process
- 1 kinship assessment currently in process
- There were 12 other assessments commenced and either not progressed or not authorised on completion.

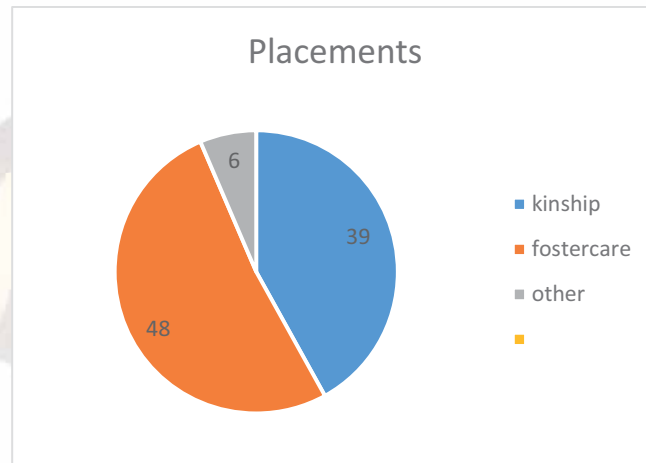


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## Children and Young People:



- 93 children/young people as of the 30/6/18
- 100% Fully Funded Placements.
- 100% Case-management transferred to Burrun Dalai.
- 1 Restoration completed in March 2019. Burrun Dalai monitoring and supporting a 6 month supervision order which expires in September 2019.
- 6 children are new entries into care.
- 5 children for placement previously in care
- 10 children in 5 placements case-managed transferred in from Taree CSC and one internal transfer.
- 1 restoration of 2 siblings completed in October 2018.
- 1 Section 90 application involving 2 siblings currently before the courts for hearing.
- 1 Adoption of a non-Aboriginal child completed January 2019.
- 1 guardianship completed in March 2019. Another sibling group of 4 ready to proceed for guardianship application.
- 5 children self- placed with parent or family. Restoration being supported on 2 siblings.
- 1 child case-managed to Tweed-Heads CSC due to family placement in QLD.
- 1 adolescent case-managed transfer to Catholic Care for Supported Independent Living.
- 1 child and 1 adolescent case-managed transfer due to their re-assessed high needs and requiring an Intensive Therapeutic Care placement.





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The Childrens Christmas Party was held on the 24<sup>th</sup> November 2018 at the Hunter Valley Gardens Christmas Lights Spectacular. Carers and children from Taree were bused down for the night. All the feedback was positive.



Andrew Nash commenced in our Numeracy and Literacy Support Role, currently tutoring 15 children on a weekly basis. Further supports are provided to 7 children when they have been suspended or on partial enrolment.

Vicki Lambert Burrun Dalais' NDIS Co-ordinator is based in the Taree Office. Taree currently have 18 approved funded NDIS plans for individual children.



Amanda Bridge, Executive Officer, Taree.



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## Message from the Manager Foster Care Team

My name is Robert Silva I am a proud Dunghutti Man with ties to the Silva, Jarrett, Donovan, Wright, Tighe and Johnston families.

I have been a part of the Out of Home Care Team since 2009. Joining the Foster Care Team in 2011 where the need was identified to have a team with the primary duties to Recruit, Train and Assess Foster Carers.

The Foster Care Team, was established in 2011 with the primary role to coordinate Recruitment, Training and Assessment of new Foster Carers and ongoing development of Specialised Training for existing Foster Carers.

The Foster Care Team can also be called upon to work collaboratively with the case management team to provide additional support to carers in their role's.

For the Foster Care Team to maintain compliance the Foster Carer Risk Assessment Panel (FCRAP) was established, the panel primarily consulted about any potential risks, review and site all the required documentation prior to granting authorisation of all carers within the agency.

The introduction to the Foster Carer Risk Assessment Panels was to improve practice in line with legislation and the carer register compliance and licensing of Authorised Foster Carers. This strategy also was supported by all staff in the assessment team, as decisions to authorise any carers was a panel decision with the guidance of the Principal Officer.

Ongoing support to the Foster Care Team across the three (3) office sites in Burrun Dalai/TAACS has always been welcomed. Providing leadership and supervision to all Foster Care Workers, evaluating initiatives, sharing new ideas of best practice and recruitment of more carers to the agency.

The Foster Care Team page on SharePoint has been an evolving project, to assist management of carer enquiries and their progress to authorisation, maintaining of compliance e.g. Annual Carer Reviews, Management of the required Probity Checks for both Carers and their Household Members.



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## Current Foster Care Team

### In Kempsey;

- Warren Ahoy who has been in the Foster Care Position now for approximately 8 years. Warren is an Anaiwan Man with family ties to the Archibald, Miller, Simms and Davis families.
- Adelia Vale who has recently joined the team in 2018, coming from the Intensive Family Based Services and the experience she brings is welcomed. Adelia is a Dunghutti Woman with ties to the Donovan, Quinlan and Vale families.
- Maria Daley started in January in the Senior Administration Position for the Foster Care Team and we were happy to welcome her to the team. Maria is a Dunghutti Woman with ties to the Daley, Davis, Murray, Thaidy and Callaghan families. Maria previously worked in the personal Aged Care Sector for over 7 years and we welcome the experience and knowledge she brings.

### In Tamworth;

- Christine Simeon who has been a part of the team for 4 years approximately and is a proud Kamilaroi with family ties to the Lenard, Trindall and Hamilton families.

### In Taree;

- Greg Sainsbury who has joined the team in June 2019, coming from FACS and later to be involved in the start-up two Aboriginal Non-Government Organisations in Newcastle and then on the Central Coast, with over 14 years' experience in Foster Care Support and OOHC. Greg is a descendant of the Burramattagal clan of the Dharug nation, with ties to the Goldspink's, Goode, Cunningham and Taylor families.
- Luke Anderson who has joined the team June 2019, coming from FaCS (7yrs) & Manning Support Services (3.5yrs) with a Child Protection/Family Worker history. Luke is a Worimi Man with ties to the Simon, Paulson, Syron and extended families.



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## Acknowledgement of team members who have left the team / agency

- Ashley Sloane we would like to take this opportunity to acknowledge the hard work that you have done in the short time you worked in the foster care team. Ashley left the team in December 2018.
- Justin Keen we would like to take this opportunity to acknowledge the hard work that you have done in the foster care team. Justin left the agency in January 2019.
- Sarah White we would like to take this opportunity to also acknowledge the hard work that you have done in the foster care team. Sarah left the agency in May 2019.
- Brett Daley we would like to take this opportunity to acknowledge the hard work that you have done in the foster care team. Brett left the agency in June 2019.

## 'A message from the team'

We would like to wish you all the best success in all of your future endeavours.

You and your families, be safe, strong and hope each and every one of your children reach their full potentials.

Take care and best of luck from the Foster Care Team.







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## Staff Training & Development

The FCT has been actively involved in training and development. The following training has been started and or completed by team members;

- Step by Step Assessment Tool Training
- Certificate IV in Training and Assessment.
- ABSEC Conference and participate in workshops
- Team workshop – best practice solutions / SharePoint (Risk Assessment Panel and the resources to best record carer enquiries and manage progress through to authorisation.
- First Aid Training – offered to staff and carers
- Restoration training, with a train the trainer element so that this can be rolled out internally.
- Family Group Conferencing Training
- Wages Costing, internal training.

## Team Engagement

- Quality Assurance Framework, Local Implementation Team (LIT), Manager attends meetings.
- Emerging Issues and attendance at the ABSEC Child Safe Forums.
- Permanency Support Program (FACS) funded contract management meetings
- AbSec Aboriginal Agency Members Forum (Bi-Monthly)
- Attendance at the AbSec Strategic Planning Day (Coffs Harbour)
- Policy Review with Tracey Keever-Keller
- St Pauls College, 'Vinnies Sleep Out' a presentation to the school students who participated in this event, held at the school about the services provided by Burrun Dalai.
- Family Fun Day – Recruitment of carers tent without much success
- Attend and support the Kinchela Boys Home Aboriginal Corporation (KBHAC) at the Sorry Day Celebration.
- Development of the Carers Handbook
- Sponsorship provided to the Real Futures Family Fun Day



# Burrun Dalai

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## Foster Carer Training

Three Initial Foster Carer Training was delivered this financial year.

Dates of training:	Venue:
20 – 22 July 2018	Sails Resort Port Macquarie
26 – 28 October 2018	Youthie Centre, Tamworth
12 – 14 April 2019	Sails Resort Port Macquarie

All catering, accommodation expenses are met by the agency. Day Care is also provided to the training participants (new carer applicants).

This training is also often offered to existing authorised carers, sometimes as a refresher course and also to support the cultural context for Non-Aboriginal Carers who have transitioned to Burrun Dalai and supporting those carers in meeting the cultural needs of children placed in their care.,

## Specialised Training for Aboriginal Children’s Carers (STACC) Training

The introduction of the Healing Pathways Program.

All Carers and Staff will be trained in various training sessions throughout the year on how to introduce and utilise Healing Pathways to work on assisting every child reach their full potential. To be presented by Dr Natalie Green – Our Therapeutic Specialist.

## Some training rolled out this year

- Trauma in Our Homes, Understanding Trauma-Informed Care & How to Cope
- Digging Deeper into The Healing Pathways Program (HPP)
- Development of Healing Pathway Plans and Behavioural Management Strategies
- Healing Pathway Pillars and how to apply on a daily basis

Pillars – are at the foundation of everything we do within Burrun Dalai / TAACS

These are our core values and reflected throughout ALL areas of interaction with our Kids, Carers and Families and all Staff.

- Building on Relationships (safety and security etc.)
- Self-Care for Carers
- Code of Conduct Training – facilitated in partnership with FACS.



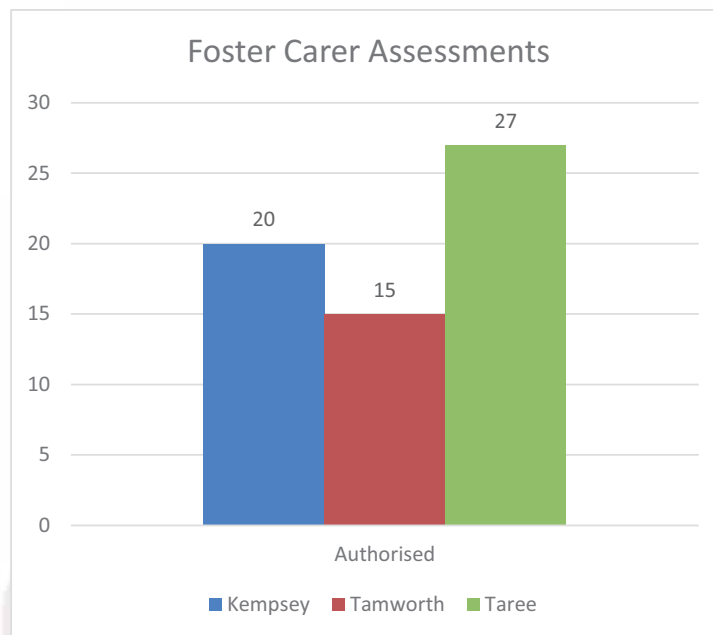
# Burrun Dalai

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## Foster Carer Assessments for the Agency

The graph below provides a break down into each office how many carers have been authorised.



## Challenges in the Sector

Whilst we have had some success in recruitment of carers, the recruitment of carers remains to be a challenge in the out of home care sector. Some other challenges we have also experiencing are;

- The number of Aboriginal and Torres Strait Islander Children entering statutory care.
- The ongoing recruitment and assessment of Aboriginal Foster Carers
- The ongoing recruitment and assessment of Respite Foster Carers
- The new assessment process, and how this can impact on the timely completion of assessment and authorisation.
- The retaining of Foster Carers
- Management of household members within the Office of Children's Guardian Guidelines



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## Carers Wanted

Aboriginal foster carers play a major role in the lives of Aboriginal children and young people who enter out of home care.

If you are interested in becoming a Carer, please contact Burrun Dalai / TAACS to discuss and make an application.

## Some strategies to date, in recruitment of carers;

- TV Advertisement with Andy Saunders
- Advertisements for 'High Needs Carers'
- Advertisements in local papers
- Monthly Information Sessions
- Flyers
- Posters
- Radio announcements
- Community events

## Special Acknowledgements to our Foster Carers

Foster Carers are a very special and unique group of people that open their homes and hearts to kids that for whatever reason, providing crisis, respite, short- and long-term care options for them.

We would like to take this opportunity to thank them for the commitment they make to our Kids in Care.

Providing foster care to Aboriginal children & young people of the Macleay, Nambucca, Manning, Armidale and Tamworth Regions.





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## A message to our Carers 'We need you'

We would like to **extend an invite** for those carers interested in a workshop to not only promote the need for carers, but develop a **plan to recruit** and increase the number of carers to the agency, further **supporting our existing carers** with respite care and more importantly to **support these children in care** away from their families at this time.

If you are interested in being involved in this initiative, please contact your foster care team to discuss and register your interest.

This will be promoted very soon across all sites.

## Our Objectives

- To keep Aboriginal children and young people safe
- To protect children and young people from abuse and exploitation by offering a place of safety in times when it is needed
- To provide out of home care as a last resort and only when such care is in the best interest of the child or young person
- To support the foster family to provide the best possible care to best meet the unique needs of the child or young person
- To meet the child or young person's physical, social, emotional, educational, and cultural needs whilst within a Burrun Dalai program
- To assist in keeping children and young people in their families and communities
- To limit foster care to the shortest time where possible so as not to jeopardise family relationships





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## Intensive Family Based Services (IFBS) Annual Report 2018 - 2019

Intensive Family Based Services (IFBS) model is a strength based intervention prevention program for children and young people who are experiencing or have been subjected to child protection concerns i.e. neglect, abuse etc and who could be at imminent risk of entering an Out of Home Care (OOHC) placement due to the protective concerns.

The Government's has committed Keeping Them Safe (KTS) funding until 2020. This demonstrates and highlights the importance of having an intervention service such as IFBS based in Kempsey to prevent further children from entering into OOHC. (*IFBS covers the Nambucca to Port Macquarie local government areas*).

The families who are referred to IFBS, may have transgenerational problems, entrenched and chronic child protection issues/concerns i.e. trauma, neglect/supervision/nutrition, drugs/alcohol/gambling addictions, accommodation/evictions, domestic/family violence, sexual abuse/assault, financial hardship/poverty etc.

IFBS intervention program ensures the current child protection crisis are stabilised, so children can stay at home with their family and community in a safe, stable and nurturing environment. IFBS also ensures the health, welfare, safety and wellbeing of Aboriginal children/young people are being adhered to at all times whilst being engaged in the intervention and step down stages to prevent the children from placement into OOHC.

In 2018 - 2019, IFBS received **47** overall 'potential' referrals from Kempsey/Port Macquarie Community Services Centre (CSC). From the 52 'potential' referrals, **12** families had accepted and participated in the Intensive stage of the program for either 12 and/or 16 weeks depending on the referral criteria i.e. crisis, restoration or placement. Two [of the 12] families opted to continue on with Stepdown (*less intensive*) for a further 12-24 weeks. The other **35 'potential' referrals** did not come to fruition due to families relocating and/or unable to locate, families declining, families' availability, safety assessment 'risks' were either very high or to low.

Therefore **75** children (from the 35 'potential' referrals), may not have received any prevention/intervention assistance. IFBS have no further involvement once the cases are closed by Community Services (CS). So these children could have either been placed in OOHC, arranged alternate family arrangements and/or referred to other services.

For 2018 - 2019, IFBS prevented **40** children who were at imminent risk of placement in OOHC to remain with their family and community.



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## Challenges:

Throughout 2018 – 2019, it was obvious IFBS did not meet their contractual target of **22 families**. The low referrals may have been due to multi facade of problems i.e. CS/IFBS staffing, safety and risk assessments not completed (within the timeframes) or the risk to high/low, Connect Portal access/problems and/or CS receiving 'no reports' of Aboriginal children or young people within the Nambucca Heads – Port Macquarie areas who were at 'imminent risk/s' of placement in OOHC due to protective concerns and/or there were no children in OOHC who required 'restoration' to their families and/or Carers who may have had 'placement breakdowns' do to instability/behavioural problems.

For a family to be referred to IFBS, they must meet the following safety and risk factors;

- Lack of effective parenting/supervision
- Sexual assault where the child or young person is not in contact with the perpetrator
- Emotional state of carer/psychological mistreatment
- Physical abuse
- Exposure to serious domestic/family violence, mental health or alcohol/drug misuse
- Self-harming behaviours
- Neglect: food, shelter, clothing, medical and education
- Family conflict
- Risk of homelessness
- Child/young person behavioural issues
- High number of reports that present increased safety concerns

The IFBS referral numbers may have been so low because of CS availability i.e. staff (*leave, change team/position*) and/or Connect Portal access etc. or was there no Aboriginal families within the Nambucca Heads – Port Macquarie meeting any of the safety and risk factors? These issues/concerns had also had an impact on IFBS staff i.e. morale and becoming deskilled due to low referrals. Although, IFBS staff did not having a lot of active cases throughout the year, our services were offered to assist Burrun Dalai OOHC on a number of occasions with scheduled and emergency transport, access/contact supervised visits and general support etc.

CS Commissioning and Planning had also been concerned about 'not' meeting contractual requirements and the continuous problems/issues with referrals too.

All of the aforementioned issues were raised every time at the IFBS Service System meetings with Burrun Dalai CEO and Community Services staff to devise a plan of action/strategies which would increase the number of referrals.

So to boost the referrals, some of the strategies discussed were for CSC to promote IFBS program (to potential families), quarantine a CW (*specifically for IFBS*), CS



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referral process [to IFBS] i.e. Pre-Assessment Consultation (PAC)/Assessment Consultation (AC), IFBS criteria's and engagement of families etc.

The following strategies implemented from the meeting are as follows;

- Kempsey to quarantine a CS Caseworker specifically for IFBS cases.
- Port Macquarie MCW's to consult with IFBS MCW on referrals.
- Attend CS Weekly Allocation Meetings (WAM)
- Invite IFBS MCW/CW to consult on the Assessment Consultation (AC) (Kempsey CS)
- IFBS MCW/CW to introduce the IFBS program to potential families.
- CS goals to be specific and address the current child protection risks/dangers within the family

Another initiative to further strengthen IFBS and CS relationship and encourage IFBS referrals was for IFBS MCW/CW and CS Strategy, Policy & Commissioning Senior Program Officer to deliver presentations to Kempsey/Port Macquarie CS staff on the IFBS Intervention Manual, roles/ processes and criteria's, goals and an overview of Burrun Dalai HAPPI Clinic practitioners. The presentations would allow CS staff to have a greater insight of the IFBS program and therefore feel more confident with referring families to the program. The other proposal is for IFBS staff to do a 'meet & greet' day with CS staff and/or attend training if or when delivered at the local CSC's.

It was agreed the strategies and/or presentation/s be trialled and evaluated at each IFBS Service System Meetings to check if there are any signs of improvement or further problems with the referral numbers. Unfortunately this strategy was unable to go ahead due to operational and other circumstances which prevented the presentation moving forward, therefore unable to gauge CS staff knowledge on IFBS.

## General

IFBS staff have been committed with delivering the IFBS program to the Aboriginal families across the Nambucca, Kempsey and Hastings local government area and it's also great to know you have a team committed to keeping children safe and ensuring they staying at home with their family and community in a safe, stable and nurturing environment.

IFBS is a strength based prevention intervention program for children and young people who are experiencing or have been subjected to child protection concerns. The IFBS allows parents/caregivers the opportunity to make positive changes for their family in a time limited program. The techniques/information shown/given to parents/caregivers (throughout the intervention) is to empower them with knowledge and/or to have a better understanding of their child/ren's behaviour and development/milestones, which in turn will enhance their parenting capabilities/skills to assist them with protecting their children. These techniques also teaches the parents/caregivers to stabilise the child protection concerns/risk within their family/household and/or to build on family skills and competencies. The techniques may also re-establish family and community ties when re-unifying children with their immediate and/or extended families, maintain and





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strengthen family bonds by working in partnership with families, communities and service providers.

Families who participated received a quality of services either with an external service provider which was specific to their goals/needs and/or within Burrun Dalai Happi Clinic i.e. AOD Counsellor, Psychologist, Speech and Teacher etc.

IFBS may not have had 100% outcomes (*with some families*), but the families who had participated received 100% support with advocating, negotiating [with service providers/business/schools], new techniques/tools/strategies (*which was modelled and/or demonstrated on how to implement in certain situation/s*) and financial assistance/household wares/goods too.

IFBS aim is to gradually reduce dependency on support and for the family to become more self-sufficient. With empowering a parent and/or caregiver with tools/strategies to cope, allows them to be more confident and competent when problem solving a situation and they are less likely to become 'welfare' dependant and/or reported to Community Services.

## **Staffing:**

In 2018 – 2019, IFBS faced some challenges with three positions becoming vacant, due to performance managed, resignation and other employment. This left the team with just Step Down Worker and Manager.

The loss of the staff restricted and impacted on the number of referrals IFBS could receive as there were no current CW's to work with families in either Crisis, Restoration and/or Placement. To counteract this situation, IFBS advertised in November 2018 and was successful with recruiting three new workers. One was appointed in December and the other two was appointed in January 2019.

## **Current Staff**

<b>Executive Officer: Programs:</b>	Ursula Donohue
<b>Caseworker:</b>	Ashley Sloan
<b>Caseworker:</b>	Dane Callaghan
<b>Caseworker:</b>	Delvene Smith
<b>Step Down Worker:</b>	Alison Martin



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## Training

- Homebuilders: Core Curriculum
- Identifying Reportable Conduct
- Good Enough Parenting
- Responding to Family Violence
- Restoration Assessment
- Family Group Conferencing
- Healing Pathways
- First Aid
- Strength & Stressor Tool
- Staff Planning Day

## Conference/Meetings

- Community Services: Child & Family Interagency Meeting
- Burrun Dalai Managers Meetings
- IFBS Managers Meetings
- The Future Matters: Access System Redesign
- Kempsey Aboriginal Interagency Meeting
- Education Forum
- IFBS Conference
- AbSec Forums
- Policy Review

## Community Engagement

- Sorry Day
- NAIDOC Day
- National Child Protection Week
- National Aboriginal & Torres Strait Islander Children's Day
- Dash 'w' Splash

## **Executive Officer: Programs**

**Ursula Donohue**

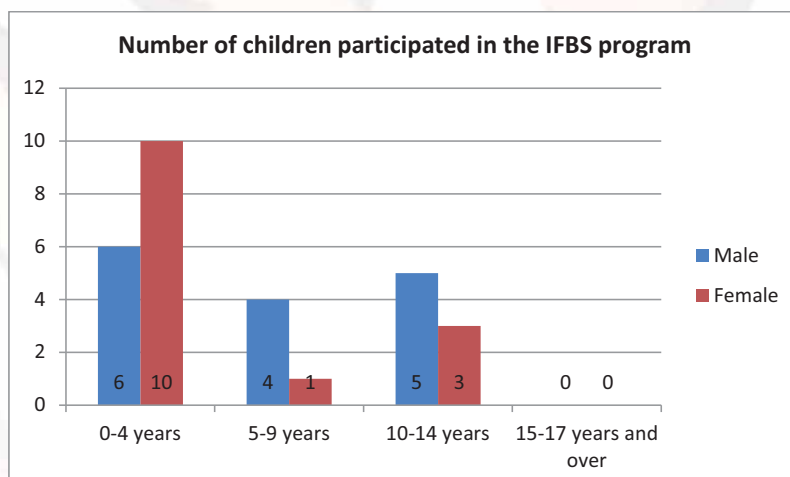
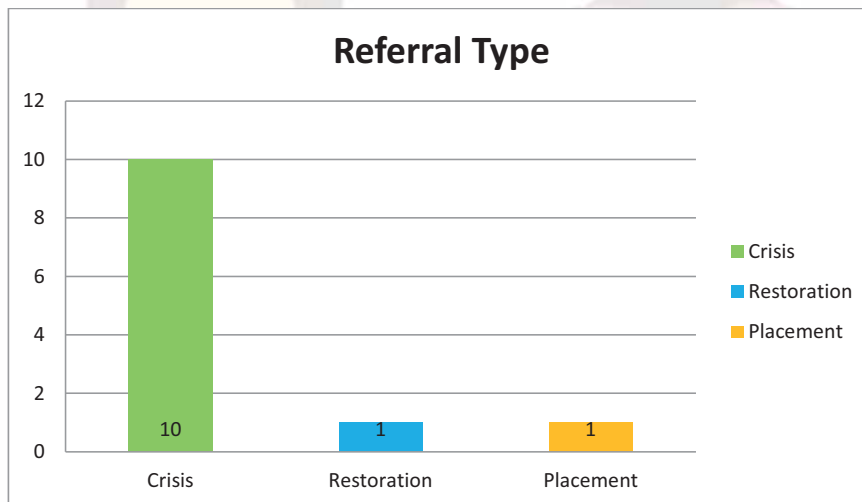
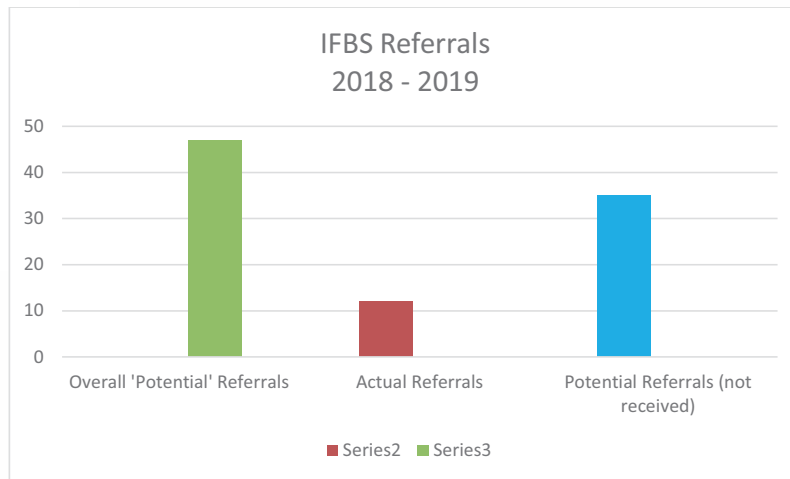


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## 2018 – 2019 IFBS Program Referrals

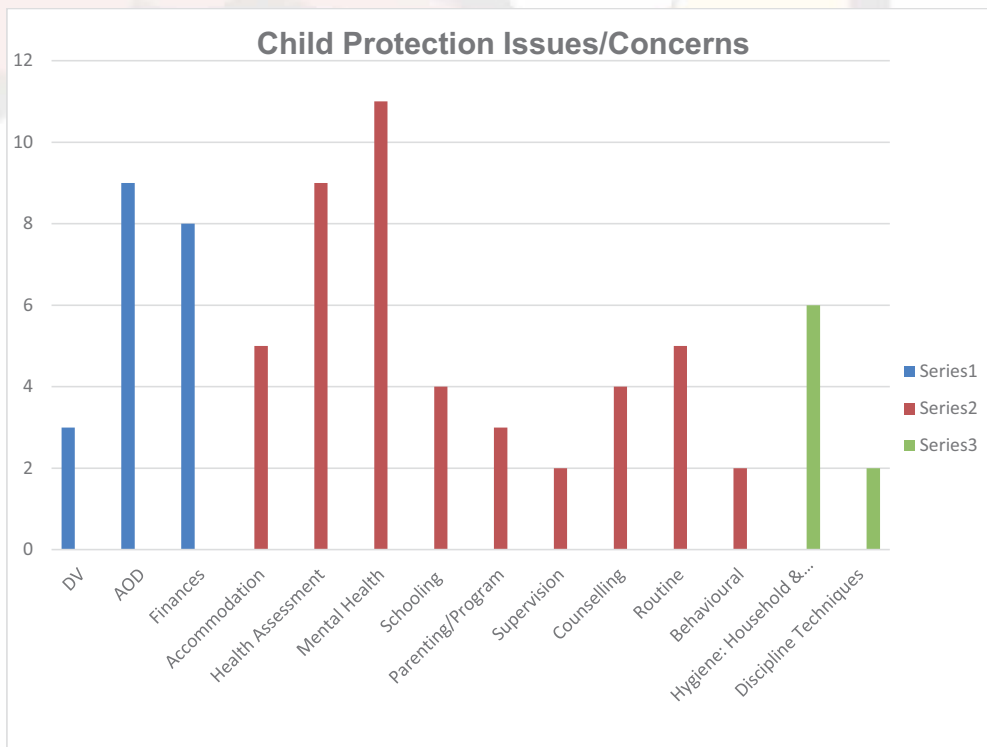
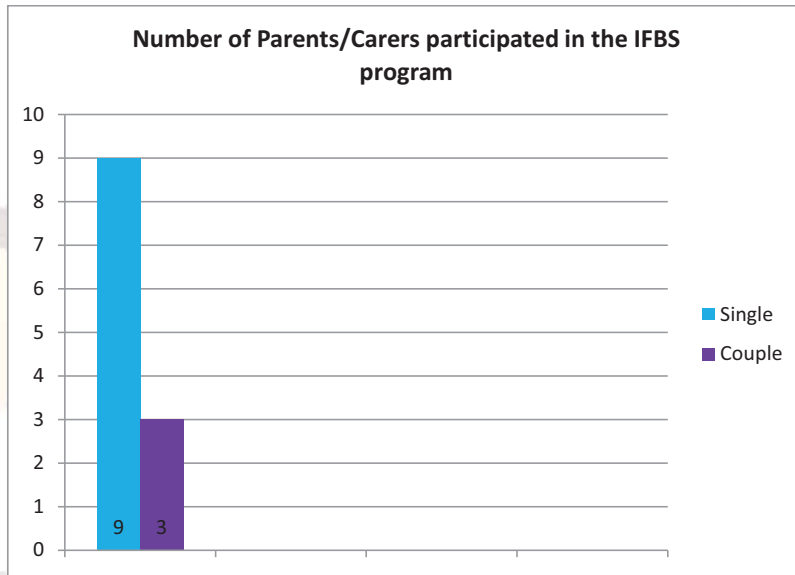




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## Kempsey Aboriginal Youth Worker Annual Report: 2018 – 2019

### **Staffing:** Natalie Riley

I commenced in the Kempsey Aboriginal Youth Worker (KAYW) position in April 2018 and I am fortunate enough to still be working in this position.

Since my commencement, I have established and maintained effective partnerships and relationships with relevant key stakeholders, agencies, government and non-government services and community. KAYW's main objective is to focus on supporting the achievement of each adolescent aged between 12 – 17 years through, increasing their skills, employability, mental health, identity and well-being, providing them with better opportunities to contribute to the social and economic outcomes of the wider community. Providing a positive supportive impact in the lives of students, their families and communities.

KAYW will work with and provide services to children, young people and families whose needs do not meet the threshold for 'risk of significant harm' (ROSH)

KAYW will provide information and advice to the young people and/or their family experiencing non-chronic and non-entrenched problems including:

- Alcohol
- Drug Misuse
- Health
- Mental Health
- Transitioning
- Relationships
- Education
- Training
- Employment
- Culture; and
- Justice issues



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## Target Group:

- 12 - 17 years.
- Family with a young person between 12 - 17 years.
- Children, young people and families experiencing vulnerabilities that, if not addressed, could impact on their health, safety and/or wellbeing.
- Children and young people parent's capacity to adequately protect and care for the young person.
- Children, young people and families currently experiencing low to medium risk are needed, or ROSH is identified.
- Be at risk of homelessness.

**Timeframe:** 3 months (with the provision of extension)

## ❖ Community Engagement:

### • **Coffs Harbour: Breakthrough Warrior Workshop**

Kempsey Aboriginal Youth Worker, Melville High: Clontarf Academy, Kempsey High: Clontarf Academy and Macleay Vocational College worked in partnership to provide 20 boys an opportunity to participate in the Breakthrough Warrior workshop in Coffs Harbour which is about Leadership, friendship & overcoming fear. The Breakthrough Warrior workshop offered body flight x 2 sessions, mobile vertical wind tunnel as well as Spring-Loaded Trampoline Park.



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- Warrior Circles workshop included Working in circle around challenges and possibilities, Looking at what I want in my life possibility, Looking at what holds me back limitation & Understanding the value of accountability and integrity.



- **Dash with a Splash & Twist**

**YOUTH WEEK 2019:** 'Dash with a Splash' (DWAS) 2019 theme was 'Coming Together to Connect, Celebrate and Speak Out'. DWAS received over 900 registrations from a range of participants & ages. The DWAS sponsorship & partnership [of 25 services] made DWAS one of the biggest & most colourful youth event in Kempsey for 2019.







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- Ladies Pamper Day with Indigo Spa @ Crescent Head Retreat**



The pampering day was well received with 17 students and parents participating in the workshop around, healthy relationships, hygiene and safe place and inspirations in your life workshop.





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- **Aboriginal Go 4 Fun**

Kempsey Youth Worker and monitors are fully trained to deliver the program Monday afternoons at Kempsey pool and now have went into partnership with Burrun Dalai. Aboriginal go 4 fun is an evidence-based, targeted obesity treatment program that aims to improve the health, fitness and self-esteem of children aged 7 to 13 who are above a healthy weight and their families. A strong focus on Aboriginal culture and identity was incorporated across the culturally adapted program content and materials through the new partnership through Burrun Dalai. This included a greater emphasis on strengths wherever possible, such as using strengths-based language, culture, games activities and connection in community.



- **Schools Connect Program** is an 8-week program that services Melville High School, Macleay Vocational Colleges, St Paul's College, TAFE, Kempsey High School, Kempsey Adventist School promoting every service accessible in Kempsey for our youth parents and community expo

- **Aboriginal School Transition Program**-Year 6 students Personal hygiene & body development workshop Term 4-Week 2 delivered by Burrun Dalai MNCLHD & Clontarf Academy Mission Australia







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- **International Women's Day**
- **Aldavilla Primary School: Sister Speak Program - Year 6**

The Sister Speak Program is where we share one another's journey, insights and stories.

It is a safe space for 'sisters' to be heard, seen and to transform, inspire self-forgiveness, culture, knowing your own identity, totems, empowerment and healthy relationships with other 'sisters'.





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- **Aboriginal Health Careers Expo**

The Aboriginal Health Careers Expo is an interactive Careers Expo for Indigenous students in years 9, 10, 11 and 12. The aim is to inspire and encourage students to consider a career in health, what that looks like and how to achieve it. Workshops during the Expo gave students a chance to meet Health Care professionals from a range of areas, including Nursing, Midwifery, and Medicine, Paramedics, Physiotherapy, Occupational Therapy, Social Worker and Aboriginal Health.

- ❖ **Achievements & Challenges:**

This young lady obtained her birth certificate, then her licence and has also started her higher education by continuing on with her schooling to complete years 11 and 12.



- ❖ **Staff Training & Development:**

- Youth Worker Certificate
- Good Enough Parenting Training
- Early Intervention Skills for Responding to Family Violence Training





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## ❖ Projects & Initiatives:

### • **Projects:**

#### • Kempsey High: Big Brekkie

- Clontarf Academy Oz Tag

- Melville High Clontarf: Amazing Race
- Kempsey Macleay Wellbeing day
- Transition Program: Year 6 - 7 to West Kempsey, South Kempsey, Aldavilla Primary & East Kempsey primary school
- Homelessness Week: Event & Warm stuff drive
- Kempsey Child & Family Interagency
- Transition Day @ Slim Dusty Centre

#### • **Initiatives:**

- Connection Culture overnight camps boys/girls
- Connection to salt water weekend surf program for kids
- Learn to swim program for kids
- Surf Lifesaving qualifications –(staff and children)
- Youth Arts Exhibition
- Healthy Eating Parenting Cooking Classes

- Melville High Girls Academy: Women's International day
- Kempsey High Girls Academy: Women's International day
- Aboriginal Go 4 Fun
- Youth Homeless day
- Primary Schools NAIDOC events
- Child Protection forum
- Kempsey Macleay Wellbeing day
- New Year Eve Christmas pool party
- Family Fun day
- ATSI children's day @ Durri Medical Service

- After school program/partnership YPS
- Fitness program for adults' children
- Touch Football Annual Tournament
- Drug and Alcohol workshop for community and students
- Child Protection Forum



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## Community Engagement:

### Committee involvement:

AECG

Youth Advisory committee

Healing events committee

CFC advisory committee

Youth Interagency meeting

Kempsey High: Girls Academy  
committee

Melville High: Girls academy  
committee

- Kempsey Aboriginal Interagency meeting
- Kempsey Interagency meeting
- Police and Aboriginal Consultative Committee Meeting
- Kempsey Child & Family Interagency meeting
- Kempsey Community Services Interagency



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## National Disability Insurance Scheme (NDIS) Annual Report 2018-2019

### **Staffing:** Vicki Lambert

My name is Vicki Lambert. I started in the NDIS Coordinator position in August 2018 after Jayde Kelly left in July 2018 to pursue other career opportunity

I have worked in Ageing and Disability for over 15 years both as a paid and a volunteer worker. I have also worked in Out of Home Care for seven years as both a Caseworker and Casework Manager.

I also hold a Certificate 3 & 4 Assistant in Nursing, and I have a dual Diploma in Community Services and Disability.

My greatest dream is to see children and young people have access to disability and support services to achieve their goals and live independently as possible.

### **Achievements & Challenges**

The Quality Safe Guards Commission has been introduced which has seen the introduction of new practice standards to which Burrun Dalai is currently undergoing re: NDIS accreditation.

Burrun Dalai have completed Stage 1 and Stage 2 for re-registration for NDIS with the new requirements through the Quality Safe Guards Commission, recommendations have been made that Burrun Dalai be re-registered to be an NDIS provider.

### **Challenges:**

There have been several challenges for Burrun Dalai and NDIS mainly involving consistency for meeting the NDIS criteria, limitations & restrictions with packages from funding services, Service Agreements file completed, lengthy timeframes with access requests, external planner's assessments re: plans, staff not identifying NDIS eligibility and education of NDIS etc

### **Achievements:**

When I started in this position there were 21 active NDIS Plans across the three office sites. Currently there are 66 identified cases across the three sites, to which there are 45 active plans & 21 pending awaiting approval from NDIS.

There have been other big achievements too for the children & young people since September last year with the amounts achieved with their Plans which saw an increase in funding some up to 50% or more.

There has also been an increase in engagement with Foster Carers and children in the pre planning process prior to the NDIS plan reviews which have proven great outcomes for the child & the Carer. One in particular was securing a special needs wheelchair for child who has multiple disabilities.



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Networking & forming strong partnerships with service providers was one of the main objectives, especially when advocating for the child/ren's review/s, my gov accounts & camps etc. All of the above has strengthened Burrun Dalai's relationship with NDIS providers & other agencies who may be involved with a child's plan.

Also engaging with IFBS to support families who may already have an NDIS plan and/or who require extra support in completing an Access request to test eligibility.

## **Staff Training & Development**

- **HAPPI Clinic Planning Day:** 3rd October 2018
- **Healing Pathways Training:** 14-15th November 2018
- **NDIS Conference:** 3rd -6th December 2018
- **Support Coordination Workshop:** 9th April 2019

## **Community Engagement**

### **Events/Activities:**

- Interface between Education and NDIS 15<sup>th</sup> October 2018
- Connecting families Kempsey 13<sup>th</sup> November 2018
- Koori Network meeting 21st -22<sup>nd</sup> November 2018

### **Committees:**

- Manning Working Party Committee
- Burrun Dalai Events & Cultural committee

## **Projects & Initiatives**

- **Changes to Specialist Support Coordination**

There have been changes to the Specialist Support Coordination to where now you no longer need to be an Occupational therapist, Psychologist or Social Worker to provide specialist support coordination, you need to be able to prove & have experience in coordinating service provision to participants who have any disabilities.

### **Initiatives:**

There are plans to make a short video discussing the challenges of Foster carers who care for children with a Disability who have a current Ndis plan along with Foster carers who care with children who have a diagnosis of ADHD/ODD who do not currently meet Ndis access. This film will then be passed on to ABSEC and the Minister for Disabilities asking for consistency for Children in care and NDIS.

From 1 October 2019, additional disability-related health supports will be available to purchase using NDIS funding.



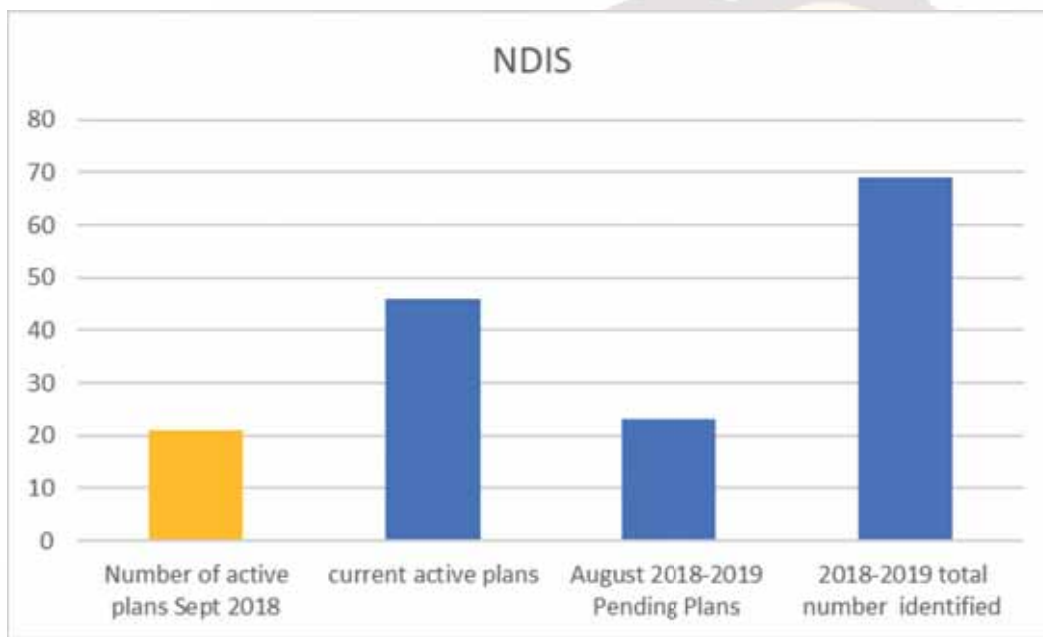


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From 6 September 2019 New information is available for health professionals who are referring children with developmental delay to the NDIS.





# Burrun Dalai

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Burrun Dalai Aboriginal Corporation Inc. 2019/2020

## Healing Pathways Program

2018/2019 has been a very busy year with the research into and development of the Healing Pathways Program occurring and the rolling out of the program has now commenced.

We now have full-time Psychologists who joined our team of employees in October 2018  
Kempsey:- Peter Bodell

Tamworth :- Malcolm McEnery

Unfortunately, our Taree Psychologist position remains vacant.

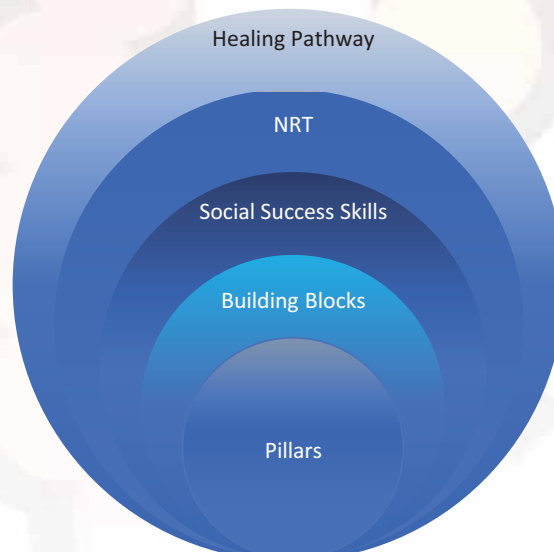
Since the commencement of the Psychologists there have been many referrals made to the Psychologists in each office for a range of reasons including counselling, carer support, behaviour support strategies, mini Healing Pathway assessments and full Healing Pathway Assessments.

In total there have been 87 activated referrals made in Kempsey, 113 referrals made in Tamworth and 66 referrals made in Taree.

We have also been successful in securing a Child and Adolescent Psychiatrist, Dr Alberto Veloso who is very experienced in working with children with trauma, and in particular children in OOHC and Aboriginal communities. He will be attending each office on a monthly rotational basis therefore visiting Kempsey, Tamworth and Taree every 3 months. He is available to consult in between visits and we are gradually establishing a process that works with Dr Veloso. He will be providing clinical consults with the children and carers, and also training to the staff to support trauma informed recommendations in support and management of the children.

## The Healing Pathways Model

The Healing Pathways Model is as such and is based on the work of Dr Dave Ziegler of Jasper Mountain, adjusted to fit with our OOHC children culturally.



There has been ongoing consultation with Managers, all staff and carers throughout the development process and we are very proud of what we have developed to date. No doubt there will be adjustments



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made as we roll out the program with all our children in care, however the process has been well received to date.

There has been significant consultation in partnership with a local Jeweller (Jacky Sarno- The Jeweller's Daughter) in Port Macquarie and this has resulted in the development and production of Dreaming Circles which represent the social success skills (Co-operation, Empathy, Spiritual and Cultural Health, Thinking Smart, and Self-Love/Self-Care) required to be successful in society and that all our children will be working towards achieving during their time in care. We are extremely excited about these and look forward to holding our first presentation ceremony in the not too distant future to present a set of Dreaming Circles to a couple of our kids who have recently reached 18 and left OOHHC. It is our hope that these become a highly valued and unique item that the kids strive to achieve during their time in care, that they can keep with them forever.



Pic:- A set of The Dreaming Circles

We have also partnered with DigiGround, a firm in Sydney who are in the process of working closely with us to develop an App to support the Healing Pathways Program across the agency.

## **Training Provided**

As part of the Healing Pathway Program we have provided training to the staff across all offices in what the Healing Pathways Model is and how to implement the program with the children and carers. Training will be ongoing for all staff as it evolves.

Extensive Training has also been conducted for the Foster Carers across all three offices throughout the past year including such trainings as:-

Trauma In Our Homes

An Overview of Healing Pathways (Introduction, what it is and how it works)

Self-Care for Carers

Healing Pathway Pillars and How to Apply them on a Daily Basis

Building Blocks of Relationships (safety, security, trust, acceptance through to self-worth)

Trauma and its Impact on the Brain



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All these sessions have been completed with the Tamworth carers and some of the training series have yet to be fully completed with Taree and Kempsey carers.

## Jasper Mountain

A highlight of the year was in April 2019 when Dana and I travelled to Jasper Mountain with Board approval to meet with Dr Dave Ziegler and his team and discuss their program and the adaptations we have made to our Healing Pathways Program based on their residential facility program and discuss clinical matters . We were welcomed with open arms and have established strong relationships with the clinical team there that we look forward to nurturing into the future.

Here are some pictures of our special trip:-



The Castle on the Hill – the kids’ residence



The SAFE Centre – short term stay



Pic:-View from the Castle



A breakout area where the kids can go and scream into the forest.





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Dana near the education rooms



Nat and Kiva – the clinical co-ordinator



The Jasper Castle



The nearby river where the kids go to swim

We have commenced trialling the Healing Pathways Program in each office with an initial 10 kids and we are really looking forward to continuing to roll out the Healing Pathways Program across the entire organisation and do an evaluation of it along the way.

It continues to be an absolute privilege to be a part of Burrun Dalai and I'm very grateful to have been included in the development of such an innovative program.

Dr Natalie Green

Clinical Psychologist

Therapeutic Specialist



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## HAPPI CLINIC'S REPORT

Burrun Dalai's very successful HAPPI (Holistic Aboriginal Preventative Pathways Initiative) Clinics continued to expand our early interventional, allied health and literacy services throughout the year.

Both the Taree and Tamworth Office's undertook major interior renovations.

The Taree renovations included a new HAPPI Clinic Multi-Disciplinary Team Room and two dedicated Counselling Rooms.

The Tamworth Office renovations included a new large Counselling Room and a dedicated HAPPI Clinic Multi-Disciplinary Team office area.

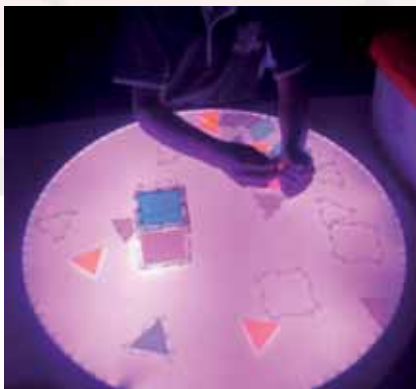
## KEMPSEY HAPPI CLINIC

We farewelled our Speech Pathologist, Rhyann Roberts in February 2019 only to gain our new Speech Pathologist, Simone Fitzgerald in the same month.

Simone is working across both our Kempsey and Taree HAPPI Clinics and has provided speech and language assessment to 45 children and young people since February



2019. Simone provides individual therapies to children at day care/preschool, school and at our HAPPI Clinics. Group therapy sessions have also been undertaken at the Kempsey HAPPI Clinic.



Simone also implemented "Chatterbox" at our Kempsey HAPPI Clinic. "Chatterbox" is a group aimed at building positive friendships, social communication and listening skills. This successful program was run in Term 2 and Term 4 and has been a fun and engaging experience for the kids and our therapists.

Our Literacy Teacher, Nikki Bryant, has been working with Burrun Dalai for almost five years and chose to become an employee in 2019.

Nikki has coordinated small groups of children to attend the HAPPI Clinic and participate in activities that further assist their literacy skills and language development as well as providing social skills training.



Nikki also travels to our local Primary Schools to work with children who are struggling to read at their required level. This program is based on the MultiLit Program which is an evidence based reading program and has continued to achieve great success with 350 plus literacy lessons conducted throughout the year.



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Out Drug & Alcohol Counsellor, Sherene Elford, treated 21 clients throughout the year. The aim of this service is to reduce the client's substance use with a view of becoming abstinent. Sherene works across all three office locations. Clients predominantly drawn from our Intensive Family Based Services Program and the Family Preservation/Restoration Goals of the new Permanency Support (OOHC) Program.

## TAREE HAPPI CLINIC

Andrew Nash from Andrew's Travelling Tutoring Service continued to work for our Taree HAPPI Clinic providing a very successful Numeracy and Literacy support role. Andrew provides tutoring services to children and young people and has achieved remarkable success supporting young people obtain their Higher School Certificate. Andrew also assists with children and young people in partial enrolment or suspension.

Our Speech Pathologist, Simone Fitzgerald, also provides services from our Taree HAPPI Clinic including Speech & Language Assessment and therapy sessions.

Our NDIS Coordinator, Vicki Lambert, and our Genealogist, Harry Bell, are also part of the Taree HAPPI Clinic Multi-Disciplinary Team; however, their services are outlined via separate reports within our Annual Report.



Figure 1-Andrew Nash

## TAMWORTH HAPPI CLINIC

Literacy Teacher, Rochelle Jones, commenced working within the Tamworth HAPPI Clinic in August 2019. Whilst this commencement date is beyond the scope of this Annual Report it is envisaged that Rochelle will provide a similar role to Nikki and Andrew at our Kempsey and Taree HAPPI Clinics.

## HAPPI CLINIC FUTURE DIRECTION

Burrun Dalai continues to recruit for each of our HAPPI Clinics with a focus on each office's HAPPI Clinic having a complete Multi-Disciplinary Team including a Speech Pathologist, Occupational Therapist, Literacy Teacher and Wellbeing Counsellor.

These complete Multi-Disciplinary Teams would not only mean that each HAPPI Clinic would meet the requirements for an NDIS Early Interventional Clinic but also provide the Multi-Disciplinary Team to support the exciting work being undertaken within our Healing Pathway's Program.





# Burrundaloi

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## Executive Officer, Cultural Programs

As of June 2019, I have been fortunate enough to be able to work in the Cultural Programs which is a newly developed program within our Organisation. This program will bring a strong focus on cultural support and connection for our children and young people.

We aim to raise Aboriginal children and young people who feel safe and connected to their community so that they can develop into our future leaders – strong in culture and identity. As part of this program we will be looking at commencing Cultural camps in the School Holidays for our young men and women. A strong focus will be connection to country, bush food and cultural practices.

As part of their journey in care, each child/young person within our Organisation requires a cultural support plan. This will involve discussions and meetings with family's and will be part of the support network for our children/young person so that they can grow up connected to culture.

Some programs that will be developed in the near future include, language classes for our children, Cultural days, Aboriginal art classes.

This position is regional, and I will also be working with the Taree and Tamworth offices and with their communities.

## Cultural Activities

Children in out of home care often miss out on culture and its significance. We place culture as one of the main things our children need to maintain.

Over the past 12 months we have provided culture camps for our children in the catchment that we service which is inclusive of the Dunghutti, Gumbayngirri, Anaiwan, Biripi and the Kamilaroi nations. Every child/young person in our Care will have a Cultural Support Plan.

## Cultural Program Committees

### Kempsey Healing Together Local Planning Committee

OCHRE is the NSW Government plan for Aboriginal affairs. It stands for opportunity, choice, healing, responsibility, empowerment and is symbolic of Aboriginal communities' deep connection with Country. In July 2016 Aboriginal Affairs NSW released an opportunity for six communities to host a Healing Forum in 2017. Burrundaloi was the lead agency in forming the Kempsey Healing Together Local Planning Committees' Expression of Interest which we were successful. The KHTLPC meets on a regular basis in preparation for the Healing Forum scheduled for November 2017.





# Burrun Dalai

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## Kempsey Healing Together Events Committee

The Kempsey Healing Together Events Committee is a collaboration of various organisations coming together to host events identified in the EOI. The KHTEC hosted 4 events which were outlined in the Community Engagement section previously.

## Quality Assurance Framework (QAF) Local Implementation Team (LIT)

As part of the new Reforms being introduced by the Department of Family and Community Services, the Local Implementation Team meets on a fortnightly basis to introduce new processes that work towards a holistic approach to information for our children/young person

## Quality Assurance Framework (QAF) Cultural and Spiritual Domain

As part of the new Reforms being introduced by the Department of Family and Community Services, they are introducing the Cultural and Spiritual Domain (CSD). Their first workshop was held on 16 November 2016 which Dana, Norma and Jo-Anne attended.

As a follow up from the initial workshop a working group has been developed which includes Annette and Jo-Anne.

## Macleay Valley Aboriginal Education Consultative Group (AECG)

The Macleay Valley AECG meets 8 times a year to discuss educational related issues impacting on Aboriginal students in the Macleay Valley. Burrun

## Kempsey Aboriginal Interagency

The Kempsey Aboriginal Interagency meets 4 times a year. It is an opportunity for service providers to talk about new initiatives that are happening in the Macleay Valley as well as share information and resources.

## Kempsey NAIDOC Committee

The Kempsey NAIDOC Committee comes together to coordinate the celebrations for the Kempsey Community. This group predominantly meets from about March to August each year.

## Supporting Aboriginal Community

### Kinchela Boys Home Aboriginal Corporation

Burrun Dalai has been involved in various activities and events with KBHAC, from assisting with their AGM to being guest speakers at different events. KBHAC are interested in formalising our partnership particularly for projects that can support children in care and

Norma Kelly



# Burrun Dalai

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## Quality Assurance Framework Cultural & Spiritual Identity Annual Report 2018 - 2019

### Background

The Quality Assurance Framework (QAF) Cultural & Spiritual Identity Domain Officer (CSIDO) and Genealogist was fully funded by the then Department of Community Services. It was unclear as the delineation of the time between the CSIDO and Genealogist as I was under the understanding for a majority of the financial year that it was purely CSIDO which is why there was not a lot of focus on the genealogy work within the agency.

### Quality Assurance Framework (QAF) Cultural & Spiritual Identity Domain Officer (CSIDO)

The CSIDO has been involved in a range of activities that has allowed the project to go from consultation phase to implementation phase.

### Consultation

To progress the development of the tool there was a range of opportunities that allowed the Team to undertake consultation.

- Burrun Dalai Board
- Kinchela Boys Home AC
- Coota Girls Home AC
- NSW AECG
- UTS
- AH&MRC
- NSW Education Aboriginal Staff
- AANSW Regional Office
- UNSW
- GMAR NSW
- ARG
- University of Sydney
- AbSec Aboriginal Members Forum
- AbSec Youth Ambassadors

I also presented to the Whole of Agency at our Annual Planning Workshop to inform the Taree and Tamworth offices about what has been happening at the Kempsey office.

The feedback from the consultation assisted to shape the design and delivery of the ACCQ as well as the training.

### Meetings

Throughout the year there was a number of meeting take place. Outlined below are some of them:

- Local Implementation Team (LIT) meetings – from July 2018 I took over the secretariat role for the LIT meetings. This meant that I took the minutes, drafted and circulated them to members as well as coordinate the meetings and action logs to ensure the ones for Burrun Dalai were progressed if not completed.
- Central Implementation Team (CIT) meetings – at different times I attended the CIT meetings vis Skype to provide an update on the Burrun Dalai LIT meetings and the development of the ACCQ
- General meetings – there were a range of meetings I participated in to consult or promote the ACCQ.



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## *Delivery of Training*

The delivery of the ACCQ training commenced in the first half of 2019 on the Funded Services Providers. The approach taken for each site is outlined

- Readiness Conversation with Senior Staff - this provided an opportunity for the Partnership team to discuss with the Senior Management Team areas that provide insight into the agencies Aboriginal capacity. A series of questions was developed asking how many Aboriginal staff and in particular the agency has; how many Aboriginal child and young people manage, in particular in the cohort; what is the agency's Aboriginal community engagement's strategies.
- Delivery of ACCQ training for OOHC Team – the Partnership team developed a one-day training program that looked at the history of QAF, the history and development of the ACCQ, the areas within the ACCQ,

## *Development of Resources*

To allow for the delivery of training to be successful, the Team developed specific resources. The resources developed were:

Chapter 3c Aboriginal Cultural Connections  
Questionnaire Practice Tips – this book was designed to provide information to Caseworkers a tool that they can use as a point of reference.

The book has information for Caseworkers to use pre delivery of the ACCQ. It also has the Domain developed by the Aboriginal Task Team. which was

The book also contains suggestions and tips for each question for the Caseworker to use as a reference point. It provides further information about what is appropriate and what is not appropriate as well as resources they can use to learn more.

## *Validation of Tool*

Discussions were held with Aboriginal Health & Medical Research Council (AH&MRC) to discuss the process for apply to the Research Ethics Committee for approval to undertake the research to validate the Aboriginal Cultural Connections Questionnaire (ACCQ) tool to ensure that it address all the relevant criteria prior to being submitted.

At the same time discussion were held with University of Technology, University of Sydney and University of NSW as to developing a methodology for the validation of the ACCQ.

After discussion with them, it was decided that the ACCQ tool wasn't in a position to be validated due to the numbers on the cohort. The overall cohort across the Trial Sites was 300, however of that there was less than 75 Aboriginal children and young people. This number was a very limiting and didn't represent all of NSW accordingly. Once the expansion in the Trial Sites has commenced it would be revisited.





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## GENEALOGIST ANNUAL REPORT

### **Genealogist, Jo-Anne Kelly**

From October 2018 to March 2019 I received 7 referrals predominately from Kempsey office. One of the referrals was from IFBS.

A new Genealogist Harry Bell commenced mid-June.

A handover was provided of the systems and resources used in this area.

### **Genealogist, Harry Bell**

It is with great pleasure that I write to you for the Annual Report for the Genealogist position. Upon being successful for the position on 24<sup>th</sup> May 2019, my first day with Burrun Dalai as the Genealogist was on 17<sup>th</sup> June.

The first month was pretty much orientation of the Service and set ups of Laptop, phone, Tablet and passwords. During this time a handover was provided by the previous Genealogist (Jo-Anne Kelly) and familiarisation with the role and the tools to carry out the work.

### **Genogram Program:**

**Geno Pro:** Setting up the Geno Pro Program was paramount and getting to know the system was at first a little complex, however it is like second nature to me now. The program is user friendly and getting easier to use by the day. The program is underutilised and has lots of features that can be added at a later date, for example pictures can be added, family relationships, stresses, A & D symbols, education, Internet links, contacts, occupations etc.

**Ancestry.com:** This is a fantastic website to which Burrun Dalai has a subscription to find family members and do other research. It researches Birth Deaths and Marriages and will give you a reference number of your search if they are listed. Australia Census Data, will give you address details and dates where people have lived. Other searches are Immigration, Military, Education, Convict and Public Family Trees. However sometimes there is nothing on this site for some of our Aboriginal Families and it is where I rely on

### **Elders:**

I am constantly in contact with Elders and forming new relationship with Elders of different Communities. I do so first as a mark of respect and ask for their permission to discuss family members both past and present. Given that sometimes we cannot find any information on family members, more often than not I will contact an Elder or Elders group of a community to which the Child or Children belong to. I will go through a step by step process to build a family tree and also to link Aboriginality. I find that the Elders are the ones who are the gatekeepers of family and community, they know who's who in their community and how the children are connected. At times I have come across families that are not known and this does become a concern, as this will highlight a couple of things. In particular their community? Do they belong? Are they of Aboriginal descent? If this is not proven and they cannot provide the evidence it is up to them to do so.





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A recommendation is provided to the Caseworker of this incidence and for them to follow -up with the family for applications to their LALC'S (Local Aboriginal Lands Council) to which they belong for an acknowledgment letter or form.

## **AIATSIS:**

I utilise AISTSIS (Australian Institute of Aboriginal and Torres Strait Islander Studies) to research for family. In particular the Dawn Names Index is a fantastic tool to use. If there is a family name of the child or the children on the Index, more often than not you will find family members on this site, it will be in the Dawn Magazine, Your Say or the Roving Cameraman. It also has tools to use for Family tree gathering, very similar to what Burrun Dalai uses.

**Mid North Coast Pioneers:** Sometimes I use this if there is are family members who are not Aboriginal. The Website has done a fantastic job in identifying major family names from the Hunter area to the North Coast. And more often than not the family tree will go global. Some of the History that has been traced goes to England, Ireland, Wales, Scotland, Germany, Holland, America, Sri Lanka just to name few. The oldest to date has been from England that traces back the late 1700's.

## **Internet:**

**Auscemindex.com:** This is a great resource that I utilise on a daily basis. It is very resourceful to find birth dates and deaths as well as identifying other family members on the headstone. Sometimes it will also display family trees.

**Findagrave.com:** Good resource, sometime if you don't find anything on auscemindex it will be on findagrave.com. The search engine is similar to auscemindex, however auscemindex has the inclusion of spouse, and children's names.

**Trove.nla.gov.au:** Sometimes useful

**Link Up:** Have similar researching processes like Burrun Dalai.

## **Internal Burrun Dalai Staff:**

I have found that staff members are related to someone who is in Care or can identify family members with ease. Not to mention any names, but the teams we have are a wealth of information and are very resourceful.

**Other methods** used to trace or track family members for Genograms are through, Facebook, Messenger and the White Pages residential. I'm open to any other suggestions that I haven't used as there is always something else that work.

With the current madness of Auditing from the Office of the Children's Guardian looming, I have found request for current Genograms on file that are drawn by freehand to be updated with Geno Pro. This is being done with the assistance of Caseworkers to make sure that they are up to date and satisfactory to the Children's Guardian.



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**Completed Genograms:** When a referral for a Genogram comes through. There is not much information on the referral except, to find family for Case Conferencing, Family trees, and to update Genograms on file. Most of the Genograms on file are hand drawn or from FACS (now Department of Communities and Justice), with little information at all. With using all of the above, we strive to do at least 4 Generations for Children and Young people and we usually hit that mark for both sides of the family and even more. A report is provided to the Caseworker, with a document trail, new Genograms and other attachments. Recommendations are in the report that highlights Gaps and tasks that need to be completed.

On a closing note the Genealogy work is fascinating to say the least, the research not only finds family it opens up new connections and a bigger family than first thought for children and young people in Care. I wish to thank Burrun Dalai Aboriginal Corporation Incorporated for an opportunity to “come back home” and help children and young people know who their family is and which communities they belong to.

Harry Bell, Genealogist



# Burrun Dalai

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## Kempsey Office Community Engagement

Burrun Dalai has been very actively involved in various activities and events within the Kempsey community.

### NAIDOC Family Fun Day 2018



The Family Fun Day is held on the Wednesday of each NAIDOC Day. This is seen to be the largest event on the Kempsey NAIDOC Week Program with over 1000 community members in attendance. The Theme this year was “Because of Her We Can”



Theme for NAIDOC



Aunty Elaine, Aunty Pauline and Aunty Marj cutting the cake







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Setting the scene for the big day



Kids for their family tree activity

Community enjoying the day



Kids waiting for the face painting

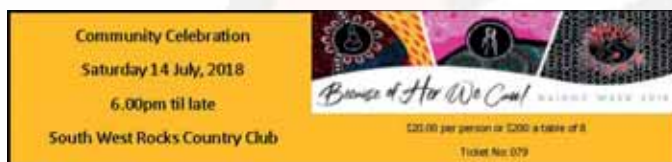


Fun singing with Terry



Some fun with the animals

## NAIDOC COMMUNITY AWARDS



On Saturday 14<sup>th</sup> July 2018 the NAIDOC week finished on a high with a Community Dinner and Awards Dinner held at South West Rocks Country Club. The night was enjoyed by all with different awards being given out on the night





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## National Aboriginal & Torres Strait Islander Children's Day

Each year Burrun Dalai hosts an event for National Aboriginal & Torres Strait Islander Children's Day. This event was held on Thursday 4 August 2018 at Dunghutti Elder's Council office which consisted of jumping castles, games, face painting, music and a light snack all with a Frozen theme. They got to meet Princess Anna and Olaf



Anna and Olaf with some children at the NAICD Disco at the Dunghutti Elders

## Kids Christmas Party

On 17<sup>th</sup> November 2018 Burrun Dalai hosted our Annual Christmas party for our families at the Christmas lights at Hunter Valley Gardens. It was great to see the children enjoy themselves on the different activities



Some lights at the Hunter Valley Gardens Annual Christmas Festival.



# Burrun Dalai

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Hunter Valley Gardens rides and lights

## Dash with a Splash



Dash with a Splash was organized by the KHTec with Burrun Dalai being the lead Agency and held on Friday 12<sup>th</sup> March 2019 to celebrate Youth Week. There were 19 organisations involved in organising this event. There were 850 registered participants for the event, along with 40 volunteers and 23 information stalls. We had approximately 7 schools from the local community involved in the day



Starting the race with the Ninja Warrior



The groups getting ready to start





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The blue colour



The green colour



Dash with a Splash With a bit of a twist



Its all about fun on a hot day



Near the end



Some more colour



It's about friendship



The Ninja Warrior



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And we've finished



## Women's Festival

A Women's Festival was held at Biripi Local Aboriginal Land Council on Friday 10<sup>th</sup> May our Kempsey office used this as an opportunity to promote Burrun Dalai and the service it provides to the community, as well as possibly increase our Foster Carers





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## **Aboriginal Torres Strait Islander Children's Day @ Saltwater Saturday 4<sup>th</sup> August 2018**

13 Children and Young People and their carers attended Saltwater to celebrate Aboriginal Torres Strait Islander Children's Day.

A BBQ lunch was enjoyed by everyone with lots of conversations between carers and fun & games with children & young people.





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## Taree NAIDOC Day 13<sup>th</sup> July 2018

Burrun Dalai Taree office provided a BBQ and bottles of water for community during the day. Taree NAIDOC day was held at Fotheringham Park Taree.







# Burrun Dalai

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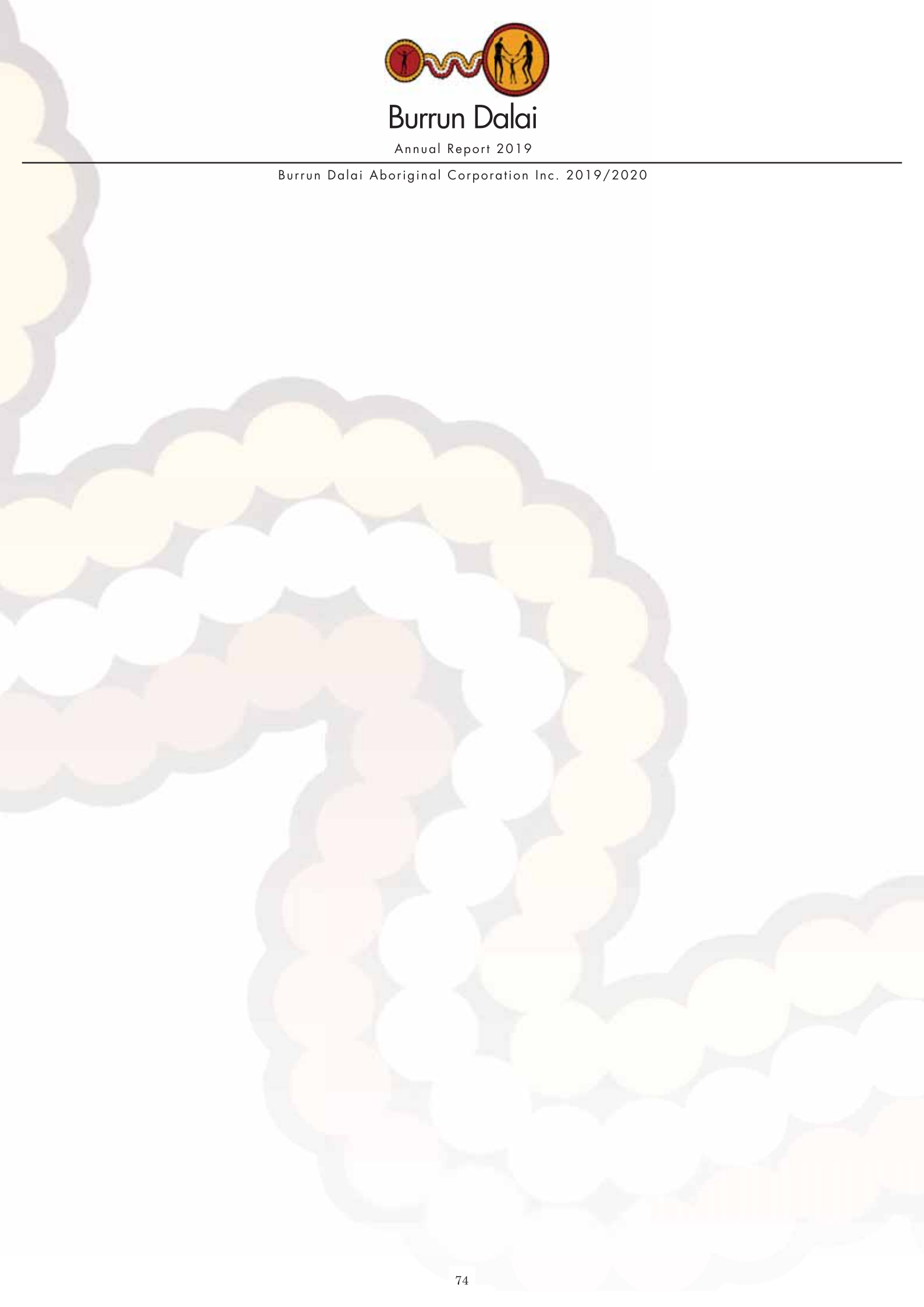


# Burrun Dalai

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Burrun Dalai

ABORIGINAL CORPORATION INC.

*Financial Statements*  
*2019*



# **Burrin Dalai Aboriginal Corporation Inc**

## **Financial Statements**

**For the Year Ended 30 June 2019**



**Burrin Dalai Aboriginal Corporation Inc**

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**For the Year Ended 30 June 2019**

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## Directors' Report

30 June 2019

The committee members submit the financial report of the Association for the financial year ended 30 June 2019. The committee members regard themselves as the "responsible person's" under the requirements of ACNC 2012.

### 1. General information

#### Committee members

The names of committee members throughout the year and at the date of this report are:

Chairperson	Elizabeth Stirling
Deputy Chairperson	Michael Brogan
Secretary	Tracey Anderson
Treasurer	Richard Campbell
Member	Harry Cutmore
Member	Fiona Murray
Member	Edward Vale
Member	Rosie Vale
Member	John Clark (resigned 8 May 2019)

#### Principal activities

The principal activities of the Association during the financial year were:

- to assist Foster Carers and Foster Children in the Community

#### Significant changes

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

### 2. Operating results and review of operations for the year

#### Operating result

The profit of the Association for the financial year after providing for income tax amounted to \$ 2,398,784 (2018: \$ 309,139).

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

President: .....



Treasurer: .....



Dated 3 September 2019



Advice for growth

PARTNERS  
Anthony de Jager BCom CPA CA  
Chris Garrett BBus CA  
Dan Wade BCom CPA RCA  
Affiliate CA ANZ

**Burrin Dalai Aboriginal Corporation Inc**

**Auditor's Independence Declaration under Section 307C of the Corporations Act 2001 and The Australian Charities and Not for Profit Commission Act 2012 Section 60-40 To the Directors of Burrin Dalai Aboriginal Corporation Inc**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2019, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* or the *Australian Charities and Not for Profit Commissions Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, appearing to be 'Dan Wade'.

Dan Wade  
Partner  
Wrights Chartered Accountants

3 September 2019

Kempsey NSW

**Burrun Dalai Aboriginal Corporation Inc**

**Statement of Profit or Loss**

**For the Year Ended 30 June 2019**

	2019	2018
Note	\$	\$
<b>Income</b>		
Workers compensation claim	7,192	11,142
Membership fees	86	28
Interest received	73,825	48,608
FACS grant funding	19,580,672	15,716,530
FACS genealogy funding	-	102,350
Reimbursements	52,998	18,583
Client Related Funding Kids	34,500	31,500
Other income	14,359	30,691
<b>Total Income</b>	<b>19,763,632</b>	<b>15,959,612</b>
<b>Less: Expenses</b>		
Accounting fees	-	(840)
Advertising	43,168	80,659
ACTG case assistance program	-	225,360
ACTG neuro psych program	15,840	151,773
Auditors remuneration	17,250	6,980
Bad debts	-	10,123
Bank charges	6,045	6,626
Behavioural management service	-	54,600
Cleaning	55,723	44,177
Consulting and professional fees	18,643	58,246
Legal fees	5,425	444
Depreciation	293,639	266,803
D&A counselling services	62,014	60,622
Donations	5,064	9,378
Electricity	74,489	66,099
Fringe benefits tax	2,454	-
Genealogy services	3,434	147,647
General counselling services	21,522	33,048
HAPPI Clinic Administration	38,890	-
Healing Pathways Psych Service	358,241	50,000
Insurance	53,055	43,922
IT Expenses	267,365	240,347
Leave Movement	42,763	(3,145)
Literacy and multilit services	112,629	66,313
Motor vehicle expenses	251,908	177,373
NDIS Program	14,468	-
Non-capitalised equipment	31,763	53,079
NAIDOC	66,792	30,365
Other employee costs	24,302	42,215
Office equipment & supplies	305,623	156,493
Program Costs	48,060	165,875
Postage	6,445	6,848
Printing and stationery	32,278	31,934
QAF SI&CD Program	106,657	16,261

The accompanying notes form part of these financial statements.



## Burrin Dalai Aboriginal Corporation Inc

### Statement of Profit or Loss

For the Year Ended 30 June 2019

	Note	2019 \$	2018 \$
Rates and taxes		2,732	2,411
Resources		8,205	258
Respite house utilities		42,834	23,476
Reportable Conduct Investigate		104,084	196,053
Rent paid		466,920	361,911
Repairs and maintenance		25,702	45,257
Restoration		126,692	28,732
Salaries		5,966,082	5,376,817
Security costs		18,726	28,740
Speech pathology services		50,363	134,481
Staff expenses		99,794	85,039
Subscriptions		94,019	35,751
Sundry expenses		182,259	149,360
Unexpended grant funds		175,882	61,968
Superannuation contributions		471,286	465,923
Telephone and fax		78,572	81,485
Travel		568,852	280,030
Workers compensation insurance		143,505	225,757
FCA, EFS, RCAR and carer's allowances		6,418,456	5,816,001
Other operating expenses		957	6,281
<b>Total expenses</b>		<b>17,434,117</b>	<b>15,705,356</b>
<b>Other items</b>			
Net gain on disposal of assets		69,269	55,063
<b>Profit before income tax</b>		<b>2,398,784</b>	<b>309,139</b>

The Association has initially applied AASB 15 using the cumulative effect method and has not restated comparatives. The comparatives have been prepared using AASB 111, AASB 118 and related interpretations.

The accompanying notes form part of these financial statements.

**Burrin Dalai Aboriginal Corporation Inc**  
**For the Year Ended 30 June 2019**

**Detailed trading account - OOHC**

	2019	2018
	\$	\$
<b>OOHC General</b>		
<b>Income</b>		
FACS Funding OOHC	17,358,672	14,446,107
FACS Exception Payments	633,544	136,317
Other Income	10,458	18,698
Client Related Funding \$Kids	34,500	31,500
Paid Parental Leave	7,194	15,358
	<u>18,044,368</u>	<u>14,647,980</u>
<b>Less: Expenses</b>		
FCA Foster Carers Allowance	4,828,619	4,712,006
KIDS Extra Financial Support	1,106,284	470,384
KIDS Respite Care Costs	232,771	303,516
Other Care Payments	251,055	330,095
BD Corp Management Fees	5,409,270	4,374,727
Telephone & Pagers	76,309	-
Superannuation expense	308,874	332,745
Wages	4,507,769	4,047,047
Employee Entitlement Movement	42,273	5,408
Bank Charges	5,636	5,989
Restoration	127,152	28,732
Genograms & genealogy programs	-	50,250
	<u>16,896,012</u>	<u>14,660,899</u>
<b>Net profit / (loss)</b>	<u><u>1,148,356</u></u>	<u><u>(12,919)</u></u>

**Burrun Dalai Aboriginal Corporation Inc  
For the Year Ended 30 June 2019**

**Detailed trading account - KYS**

	2019	2018
	\$	\$
<b>Kempsey Youth Service</b>		
<b>Income</b>		
FACS funding	106,241	102,824
Other income	(1)	-
	<u>106,240</u>	<u>102,824</u>
<b>Less: Expenses</b>		
Program Costs	1,295	15,485
BD Corp Management Fee	31,871	30,847
Superannuation	4,890	4,879
Wages	74,018	53,177
Provision for leave	14	(1,791)
	<u>112,088</u>	<u>102,597</u>
<b>Net profit / (loss)</b>	<u>(5,848)</u>	<u>227</u>

**Burrun Dalai Aboriginal Corporation Inc  
For the Year Ended 30 June 2019**

**Intensive Family Based Services**

	2019	2018
	\$	\$
<b>Intensive Family Based Services - (IFBS-KTS development Project)</b>		
<b>Income</b>		
FACS Grant Funding	926,240	904,532
Other income	(1)	1
Reimbursements	4,333	3,117
	<u>930,572</u>	<u>907,650</u>
<b>Less: Direct expenses</b>		
Bank charges	125	120
BD Corp Management Fee	277,873	271,359
Wages	381,812	411,571
Program costs	92,973	150,390
Unexpended grant funds	175,882	61,968
Provision for Leave	1,907	12,242
	<u>930,572</u>	<u>907,650</u>
<b>Net profit / (loss)</b>	<u>-</u>	<u>-</u>

Burrin Dalai Aboriginal Corporation Inc

**Statement of Financial Position**

30 June 2019

	Note	2019 \$	2018 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	2	5,776,518	2,801,103
Trade and other receivables	3	1,126,083	199,380
Inventories	4	66,694	-
Other assets	6	83,293	138,503
<b>TOTAL CURRENT ASSETS</b>		<b>7,052,588</b>	<b>3,138,986</b>
<b>NON-CURRENT ASSETS</b>			
Trade and other receivables	3	23,682	23,682
Property, plant and equipment	5	1,503,261	1,125,560
<b>TOTAL NON-CURRENT ASSETS</b>		<b>1,526,943</b>	<b>1,149,242</b>
<b>TOTAL ASSETS</b>		<b>8,579,531</b>	<b>4,288,228</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	7	2,337,658	360,386
Current tax liabilities	9	5,637	176,140
Employee benefits	8	465,206	396,358
<b>TOTAL CURRENT LIABILITIES</b>		<b>2,808,501</b>	<b>932,884</b>
<b>NON-CURRENT LIABILITIES</b>			
Employee benefits	8	156,068	137,697
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>156,068</b>	<b>137,697</b>
<b>TOTAL LIABILITIES</b>		<b>2,964,569</b>	<b>1,070,581</b>
<b>NET ASSETS</b>		<b>5,614,962</b>	<b>3,217,647</b>
<b>EQUITY</b>			
Retained earnings		5,614,962	3,217,647
<b>TOTAL EQUITY</b>		<b>5,614,962</b>	<b>3,217,647</b>

The accompanying notes form part of these financial statements.



Burrin Dalai Aboriginal Corporation Inc

**Statement of Changes in Equity**  
For the Year Ended 30 June 2019

2019

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2018	3,217,647	3,217,647
Profit attributable to members	2,398,784	2,398,784
Adjustment to prior period through equity	(1,469)	(1,469)
<b>Balance at 30 June 2019</b>	<b>5,614,962</b>	<b>5,614,962</b>

2018

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2017	2,908,508	2,908,508
Profit attributable to members	309,139	309,139
<b>Balance at 30 June 2018</b>	<b>3,217,647</b>	<b>3,217,647</b>

Burrin Dalai Aboriginal Corporation Inc

**Statement of Cash Flows**  
For the Year Ended 30 June 2019

	2019	2018
Note	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Revenue Received	18,894,714	15,888,005
Expenses Paid	(15,247,959)	(15,485,110)
Net cash provided by/(used in) operating activities	<u>3,646,755</u>	<u>402,895</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Purchase of Non Current Assets	(671,340)	(201,160)
Net cash used by investing activities	<u>(671,340)</u>	<u>(201,160)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>		
Net increase/(decrease) in cash and cash equivalents held	2,975,415	201,735
Cash and cash equivalents at beginning of year	2,801,103	2,599,368
Cash and cash equivalents at end of financial year	<u>5,776,518</u>	<u>2,801,103</u>

The accompanying notes form part of these financial statements.

## Burrun Dalai Aboriginal Corporation Inc

### Notes to the Financial Statements

For the Year Ended 30 June 2019

The financial statements cover Burrun Dalai Aboriginal Corporation Inc as an individual entity. Burrun Dalai Aboriginal Corporation Inc is a not-for-profit Association incorporated in New South Wales under the *Associaton's Incorporation Act (NSW 2009 and Associations Incorporation Regulation (NSW) 2010* ('the Act').

The functional and presentation currency of Burrun Dalai Aboriginal Corporation Inc is Australian dollars.

#### 1 Summary of Significant Accounting Policies

##### (a) Basis of Preparation

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards, Australian Accounting Interpretations and the *Associations Incorporation Act (NSW) 2009 and Associations Incorporation Regulation (NSW) 2010*. Burrun Dalai Aboriginal Corporation Inc has taken advantage of the relief in Class Order 11/01 *Financial Reporting Requirements* and has prepared financial statements with reduced disclosures.

##### (b) Comparative Amounts

###### (i) Note name - generic text

Comparatives are consistent with prior years, unless otherwise stated.

##### (c) Income Tax

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

##### (d) Leases

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

##### (e) Revenue and other income

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

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

###### Grant revenue

Grant revenue is recognised in the profit and loss account when the entity obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

## Notes to the Financial Statements

For the Year Ended 30 June 2019

### 1 Summary of Significant Accounting Policies

#### Other income

Other income is recognised on an accruals basis when the Association is entitled to it.

#### (f) Goods and Services Tax (GST)

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

Receivables and payables are stated inclusive of GST.

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

#### (g) Property, Plant and Equipment

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

##### Land and buildings

Land and buildings are measured using the cost model.

##### Plant and equipment

Plant and equipment are measured using the cost model.

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

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

##### Depreciation

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

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

#### (h) Cash and cash equivalents

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

## Notes to the Financial Statements

For the Year Ended 30 June 2019

### 1 Summary of Significant Accounting Policies

#### (i) Employee benefits

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

Contributions are made by the entity to an employee superannuation fund and are charged as expenses when incurred.

#### (j) New Accounting Standards and Interpretations

The AASB has issued new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods. The directors have decided against early adoption of these Standards, but does not expect the adoption of these standards to have any impact on the reported position or performance of the Association.

### 2 Cash and cash equivalents

	2019	2018
	\$	\$
Cash at bank and in hand	5,181,164	2,258,749
Short-term deposits	595,354	542,354
<b>Total cash and cash equivalents</b>	<b>5,776,518</b>	<b>2,801,103</b>

### 3 Trade and other receivables

	2019	2018
	\$	\$
<b>CURRENT</b>		
Trade receivables	1,080,574	173,895
Provision for impairment	(8,325)	(10,525)
	<b>1,072,249</b>	<b>163,370</b>
Other receivables	53,834	36,010
<b>Total current trade and other receivables</b>	<b>1,126,083</b>	<b>199,380</b>
	2019	2018
	\$	\$
<b>NON-CURRENT</b>		
Deposits paid	23,682	23,682
<b>Total non-current trade and other receivables</b>	<b>23,682</b>	<b>23,682</b>



Burrin Dalai Aboriginal Corporation Inc

**Notes to the Financial Statements**

For the Year Ended 30 June 2019

4 Inventories

	2019	2018
	\$	\$
CURRENT		
At cost:		
Non-trading stock on hand	66,694	-
<b>Total inventories</b>	<b>66,694</b>	<b>-</b>

## Notes to the Financial Statements

For the Year Ended 30 June 2019

### 5 Property, plant and equipment

	2019	2018
	\$	\$
LAND AND BUILDINGS		
Freehold land		
At cost	95,000	95,000
Total Land	<u>95,000</u>	<u>95,000</u>
Buildings		
At cost	288,081	288,081
Accumulated depreciation	(31,130)	(21,447)
Total buildings	<u>256,951</u>	<u>266,634</u>
Total land and buildings	<u>351,951</u>	<u>361,634</u>
PLANT AND EQUIPMENT		
Plant and equipment		
At cost	623,607	423,550
Accumulated depreciation	(408,758)	(380,383)
Total plant and equipment	<u>214,849</u>	<u>43,167</u>
Furniture, fixtures and fittings		
At cost	164,594	164,594
Accumulated depreciation	(141,494)	(140,830)
Total furniture, fixtures and fittings	<u>23,100</u>	<u>23,764</u>
Motor vehicles		
At cost	993,754	767,498
Accumulated depreciation	(124,488)	(92,436)
Total motor vehicles	<u>869,266</u>	<u>675,062</u>
Leasehold Improvements		
At cost	228,217	192,040
Accumulated amortisation	(184,122)	(170,107)
Total leasehold improvements	<u>44,095</u>	<u>21,933</u>
Total plant and equipment	<u>1,151,310</u>	<u>763,926</u>
<b>Total property, plant and equipment</b>	<u><u>1,503,261</u></u>	<u><u>1,125,560</u></u>

Burrun Dalai Aboriginal Corporation Inc

**Notes to the Financial Statements**

For the Year Ended 30 June 2019

**6 Other non-financial assets**

	2019	2018
	\$	\$
CURRENT		
Prepayments	83,293	138,503
<b>Total other non-financial assets</b>	<b>83,293</b>	<b>138,503</b>

**7 Trade and other payables**

	2019	2018
	\$	\$
Current		
Trade payables	160,644	7,394
Amounts held in trust	1,906,912	61,968
Accrued expenses	94,425	154,492
Superannuation payable	129,221	124,515
Other payables	46,456	12,017
	<b>2,337,658</b>	<b>360,386</b>

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

**8 Employee Benefits**

	2019	2018
	\$	\$
Current		
Long service leave	60,826	39,435
Annual leave and accrued hours	404,380	356,923
<b>Total current employee benefits</b>	<b>465,206</b>	<b>396,358</b>
	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
Non-current		
Long service leave	156,068	137,697
<b>Total non-current employee benefits</b>	<b>156,068</b>	<b>137,697</b>

**9 Tax**

	2019	2018
	\$	\$
PAYG payable	-	109,841
GST payable	5,637	66,299
<b>Current tax liabilities</b>	<b>5,637</b>	<b>176,140</b>

Burrun Dalai Aboriginal Corporation Inc

## Notes to the Financial Statements

For the Year Ended 30 June 2019

### 10 Statutory Information

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

Burrun Dalai Aboriginal Corporation Inc  
23 Clyde Street  
Kempsey NSW 2440

### 11 Funding

#### (a) Financial Position

##### (i)

The association is primarily funded via government grants and has no major income streams from other sources. If the grant funding was to cease the entity would not be able to sustain its current level of operations. There is no reason at this time to feel that the funding will not continue.





## Burrun Dalai Aboriginal Corporation Inc

# Independent Audit Report to the members of Burrun Dalai Aboriginal Corporation Inc

## Report on the Audit of the Financial Report

### Opinion

We have audited the financial report of Burrun Dalai Aboriginal Corporation Inc (the Company), which comprises the statement of financial position as at 30 June 2019, the statement of profit or loss, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Association is in accordance with the *Corporations Act 2001*, including:

- (i) giving a true and fair view of the Association's financial position as at 30 June 2019 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

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

### Responsibilities of Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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



Advice for growth

PARTNERS  
Anthony de Jager BCom CPA CA  
Chris Garrett BBus CA  
Dan Wade BCom CPA RCA  
Affiliate CA ANZ

**Burrun Dalai Aboriginal Corporation Inc**

## **Independent Audit Report to the members of Burrun Dalai Aboriginal Corporation Inc**

### **Auditor's Responsibilities for the Audit of the Financial Report**

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

A handwritten signature in black ink, appearing to read 'Dan Wade', written over a light blue horizontal line.

Dan Wade  
Partner  
Wrights Chartered Accountants

Kempsey

3 September 2019



