



Burrun Dalai

ABORIGINAL CORPORATION INC.

*Annual Report
2016*



*Out of Home Care & Family
Support Service*



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Chairperson's Comment

As the largest rural Aboriginal Out of Home Care Agencies in Australia, Burrun Dalai continues to grow and develop soundly.

We are currently responsible for 285 Aboriginal children and young people across the Macleay, Nambucca, Hastings, Taree, Tamworth and Armidale areas. With the current sector trend of early intervention and restoration, Burrun Dalai will play a major role in these communities in ensuring children and families are supported to remain connected or together.

The number of staff employed across all sectors stands at 70 which reflect the enormity and operational capacity of the organisation. 30 staff members have now completed the Diploma of Community Services-Aboriginal Out of Home Care, along with Diploma in Management. New staff are about to embark on a new round of the Diploma of Community Services-Aboriginal Out of Home Care which will reinforce our already skilled workforce. IFBS staff have undertaken new training and also older staff have refreshed their skills with constant updates.

One of the greatest achievements of the year has been the purchase of the Respite House, this innovative approach addresses the challenge of providing appropriate respite services for our foster carers. The house will also be used for Cultural Services, Art projects and vegetable gardens, along with family placements for IFBS services.

The Intensive Family Based Service continues to be funded until 2017. The service has been enhanced by the addition of the alcohol and other drug counsellor and a youth worker providing better support to the clientele.

I would like to thank the current board 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.

Burrun Dalai continues to be held in high regard by its peers in service delivery and setting benchmarks and I would like to thank Dana Clarke and her staff for this.

Elizabeth Sterling – Chairperson



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CEO's Report

Burrundalai OOHC & FSS (TAACS) remains focused on supporting Aboriginal children, young people, families, carers, and communities. The 2015/2016 year has been a time of achievement and a time of reform, posing challenges that have never before been faced by this organisation. Our ability to meet these challenges highlights the strengths that Burrundalai has, both from a governance and human resource framework but also from sound financial management by a Board committed to representing the communities we work within.

Burrundalai continues to meet the reforms that the current government has posed, reducing the number of Aboriginal children in care and ensuring those that are in care are restored to their families wherever possible. As a member agency of AbSec, we were a part of presenting to Minister Brad Hazzard, the Plan on a Page. This document outlines the need for Aboriginal people to be part of decision making regarding Aboriginal children and for our families to have the availability of holistic wrap around services that are uniquely tailored to their individual needs. This document empowers Aboriginal communities to make decisions about interventions and supports for families, it allows our communities to do, what they know should be done, and that is to protect our children and support Aboriginal families. It strongly highlights the past government failures in addressing the current crisis in our communities, and puts the decision making power back where it belongs, with community.

The HAPPI Clinic continues to grow, with the addition of a Genealogist Joanne Kelly. This wonderful work creates a whole picture for our children and family and focuses on family history, names and connections. Our Speech Pathologist Kristy Ross and Literacy Teacher Nikki Bryant do a remarkable job with our kids, enhancing their chances of better life outcomes being able to achieve educationally and develop interpersonal skills. The ACTG and Gregory Nicolau continues their joint work with us and we have now partnered together to provide Neuro Psych Assessments that will support our children, families and carers through trauma informed Therapeutic Change Plans. These will be available early July 2016. Burrundalai are excited at this prospect of replacing behavioural management plans that are often difficult to read and more difficult to implement and change. Burrundalai continues in all areas of our work to be guided by trauma informed practises that support and enable our families, children and carers to therapeutically address issues that arise in their lives that can result in serious consequences for our children.

Our numbers have grown in out of home care and as at 30th June 2016, Kempsey had 103 children and young people, Tamworth 70, Armidale 23, and Taree 78 for a total of 278 children and young people.

Sadly we closed our Armidale office in June 2016, this was due to lack of child numbers and the financial cost to the organisation, staff were offered transfer to the Tamworth office or redundancy, sadly Deb Green, Lyndon Strong, Megan Davis and Melisa Daskey all chose redundancy, we wish them well.

Roslyn O'Brien EO TAACS left her role on June 30th 2016 and has taken another role as the Compliance and Reportable Conduct Manager. Roslyn did an amazing job establishing TAACS and Burrundalai thanks her for her commitment and strong advocacy for our kids, she will be missed in that role. We did greet Mykol Paulson into the EO's role at TAACS. Mykol brings the exuberance of youth



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and a sound knowledge of out of home care. We welcome Mykol and are sure he will carry out his duties as he does everything else, with the children at the forefront of his work.

Our IFBS received further funding till 2017. This service is pivotal to the reform that Burrun Dali is engaged in, ensuring that our families are supported to keep their children, but also to have their own unique needs tailored to, in a respectful but intense manner. IFBS under Ursula's management have struggled through a lot of challenges, however still face every family with a fresh and unique approach.

Ursula has also managed the Youth Work position that has done remarkable things since commencing in engaging youth at risk to participate in positive behaviours that engages them to focus on the best possible options for themselves.

Burrun Dalai continues to hold the Chairperson position on ABSEC. This has been a very busy role over the past 12 months not just for the Chair, but for all the ABSEC members. The past twelve months has seen the growth of the sector emerging issues forums, and a more united approach by the Aboriginal sector in cohesively approaching government about our concerns.

In the Chair's position Burrun Dalai has played a role in the Safety and Permanency Advisory Group and the Aboriginal Reform Group. As the Chair of AbSec I have also presented at the Ministers Forum on Out of Home Care, the Ombudsman's Forum on Reportable Conduct 10 Years On, the Commitment to Grandmother Against Removal and attended numerous formal and informal meetings with Minister Brad Hazzard. AbSec is pivotal in leading the current reform and it is an honour to hold the role of Chair of AbSec.

In March this year I was privileged to be nominated for the inaugural NSW Aboriginal Woman of the Year, and even more honoured to be the first recipient. I found this quite humbling and very confronting. It is a huge responsibility, and I have the utmost respect for my role.

Burrun Dalai (and TAACS) continues to be committed to the kids within the service and we have conducted more foster carer training and authorised more carers. Our partnership with the Australian Childhood Trauma Group has been very effective, with consultations to foster carers and staff to provide ongoing strategies to care for our kid's high needs.

Burrun Dalai foster care support team had a huge recruitment drive, utilising ads in the paper, radio ads, and interviews. Staff and players travelled to Wollongong and participated in the Kids In Care This was a joint recruitment strategy for Aboriginal carers and involved a partnership with ACWA, AbSec and Fostering NSW, and the ALS. It was a really successful day, with the "Dalai Dreamers" winning the knockout for the second time. Thanks to Eddie Vale for all his hard work.

Burrun Dalai continues to move forward and to try and keep up with the constant changes; we have grown to a staff of almost 70, and probably will grow further. One thing that is important to the service however, is that we focus on our core business and don't get side tracked. Our core business is our families and the safety of our kids, that's what's important.

I would like to highlight the commitment of the management Team, Norma, Roslyn, Amanda, Leah Ursula and Russell, and the amazing work that they do. It's been a very trying year with an incredible amount of work carried out by very committed staff under the guidance of strong skilled Managers.



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I would like to thank the Board again; they have been a wonderful support. I would also like to thank the staff and their commitment to Burrun Dalai. We are blessed to have a group of similar minded people that are similarly driven and have similar hopes and dreams for our children, families, and community.

Thank You All. Here's to a very successful next 12 months, and I look forward to the challenges ahead.

Yours in unity

Dana Clarke



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Chairperson/Treasurer Report

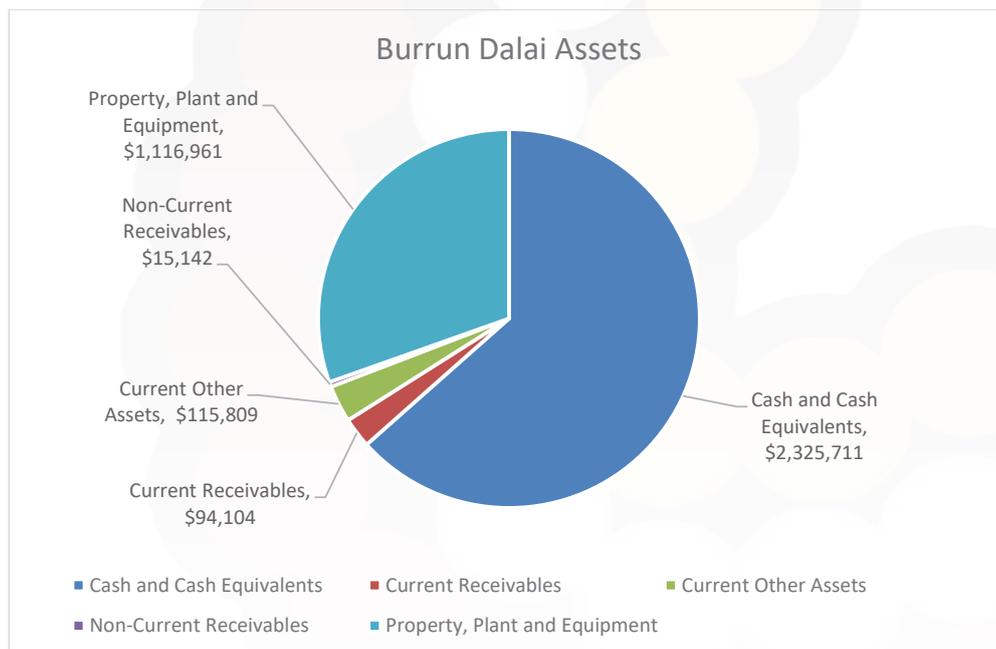
I would like to start this report by advising our members that due to the resignation of our most recent Treasurer I have chosen to accept the dual office-bearer roles of Chairperson and Treasurer until a new Treasurer can be appointed at the Annual General Meeting.

It is also appropriate to acknowledge the work of Robyn Sealy and Allan Lockwood during their time as Treasurer this year. Both Robyn and Allan had to reluctantly relinquish the role due to personal circumstances and I thank them both for their contributions.

The 2015-2016 Financial Year continued the period of growth for Burrun Dalai Aboriginal Corporation Incorporated.

The Consolidated Profit and Loss Statement, Surplus of \$171,950 was a sound financial achievement and builds on prior year's surpluses.

Our Statement of Financial Position also remains strong with Net Assets of \$2,612,477 (Retained Earnings).

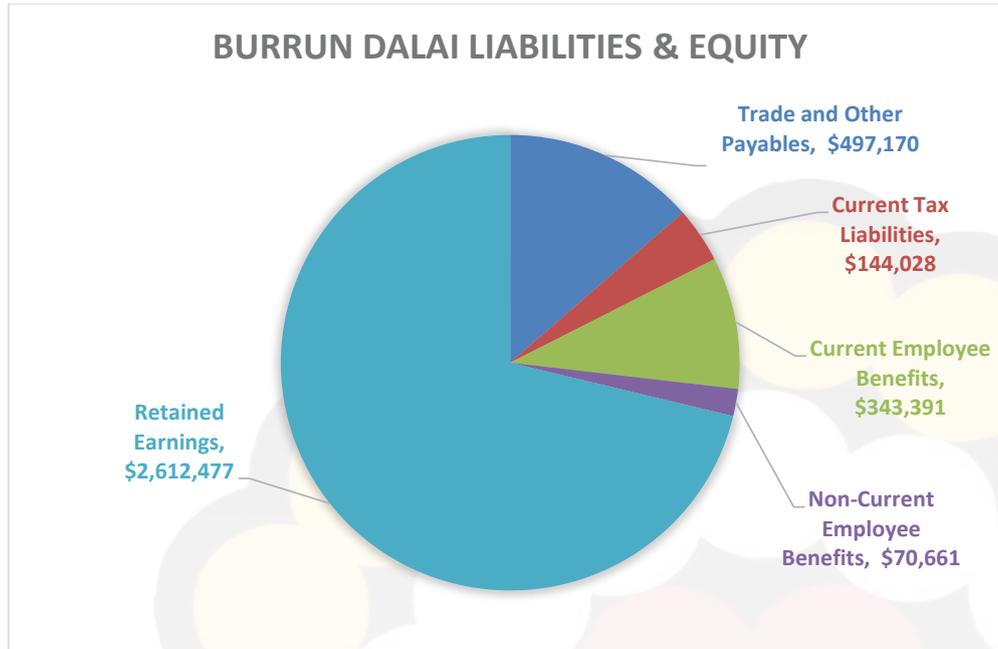




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Burrun Dalai's audited Financial Statements were once again unqualified by our External Auditors.

Against the key indicators used by the NSW Department of Family and Community Services (FACS) to monitor our financial risk Burrun Dalai remains a strong performer.

Our Liquidity Ratio (Current Assets against Current Liabilities) is favourable at 2.58:1 when higher than 1.1:1 is all that is required.

Our two year consolidated trading result's variance against grant funding is a favourable 2.86% when anything below 10% is considered appropriate.

As highlighted in the prior year's reports a prolonged period of rapid growth can be a significant financial risk for any organisation. Burrun Dalai continues to show a strong commitment to meeting this challenge.

Burrun Dalai also successfully navigated some very significant; *although thankfully short lived changes*, to the FACS Placement funding model in the early part of the financial year. Our Operations and Administrative Teams worked cooperatively to ensure the changes were managed professionally.

Whilst FY16 has been a year focused on consolidating the many financial changes implemented in the last financial year some additional projects coordinated by the Finance Team throughout the year included:

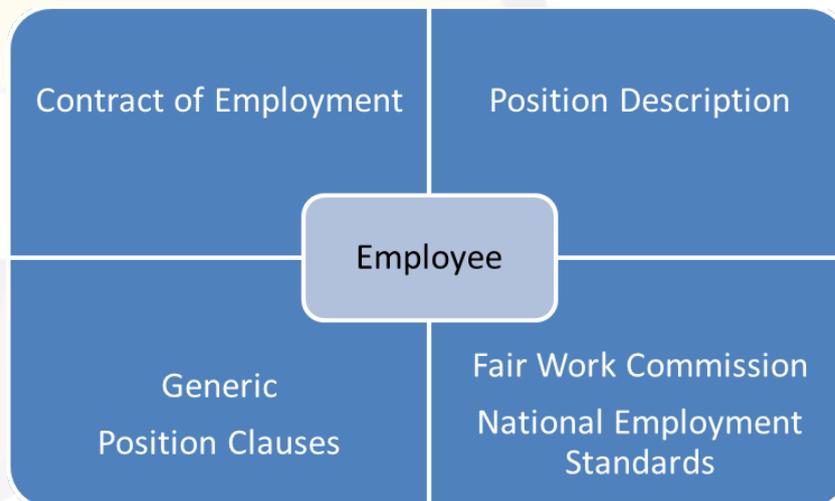


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1. The development of a standardised Foster Carer Payment Schedule across all three offices that automatically tracks changes in payments by age, CAT (Children's Assessment Tool) and TEP (Teenage Education Payment).
2. A review to ensure Burrun Dalai's compliance with the SCHADS (Social, Community, Housing & Disability Services) Award 2010 ERO (Equal Remuneration Order); and,
3. A review of position descriptions and the subsequent standardisation of all staff Employment documentation as specified in the diagram below.



As Burrun Dalai looks towards the new financial year our financial planning might be summarised as a focus on a greater engagement with the many initiatives that may affect the agency whilst simultaneously retaining a strong commitment a robust internal review of our financial systems.

Areas of focus for FY17 will include:

1. NDIS – National Disability Insurance Scheme as this costing model interacts with our Children and the Early Interventional Services of our HAPPI Clinic.
2. FACS Service Cost and Commercial Principles Project where Burrun Dalai is a lead agency within the Aboriginal Leadership Group.
3. An internal compliance review of our Payroll and Supplier (Creditor) systems.

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

To Leah, Russell, Cheryl, Kyarla, Troye, Veronica and Kain thank you for all your hard work throughout the year.



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As we look forward into the next financial year and beyond we will remain focused on good governance and financial management.

This will allow Burrun Dalai to continue doing what we do best which is to care for our children and young people into the future.



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Kempsey Out of Home Care Support Report (OOHC)

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.

Meet the Burrun Dalai Out of Home Care Team- Kempsey

Norma Kelly- EO OOHC

Richard Kelly- Casework Manager OOHC

Hilton Naden- Casework Manager OOHC

Noelene Griffen- Caseworker OOHC (leave without pay)

Annette Toomey – Caseworker OOHC

Suzanne Holten – Senior Caseworker OOHC

Lisa Daley – Caseworker OOHC

Dane Callaghan – Caseworker OOHC

Darren Holten – Caseworker OOHC

Kiralee Davis – Caseworker OOHC

Delya Smith – Caseworker OOHC (resigned)

Kimbaley Kershaw– Caseworker OOHC (resigned)

Donna Newman – Caseworker OOHC

Tintinara Duroux-Caseworker OOHC

Ian Eggins – Caseworker OOHC part time

Warren Ahoy – Foster Care Support Worker OOHC

Robert Silva – Manager Foster Care Support Worker OOHC

All of the team at Burrun Dalai have 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 that we work in a difficult area. A big thank you to all of the Caseworkers and Foster Care Support Workers for their commitment and work over the past 12 months. These staff members are dedicated and the work they do with their children should be applauded.



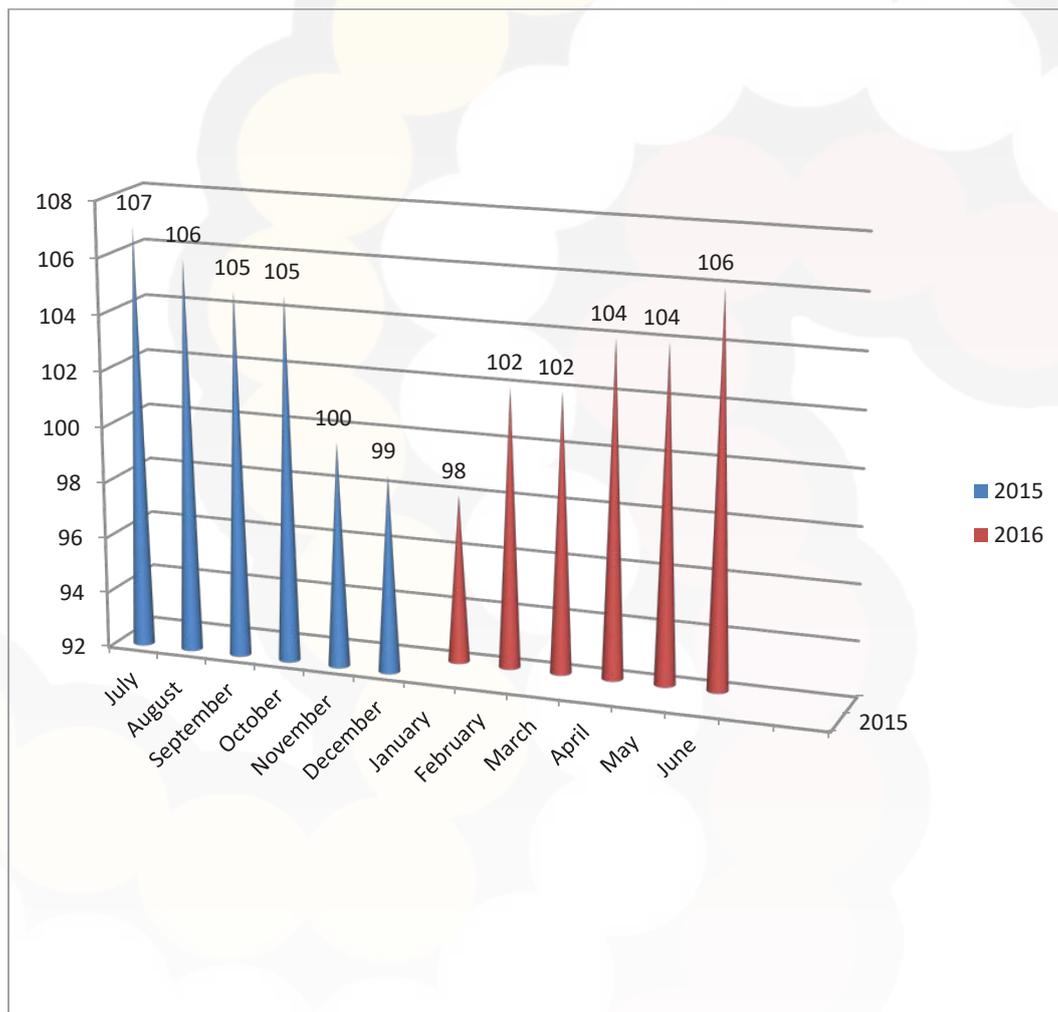
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Children in Care - Kempsey

In the past 12 months children in care's number have fluctuated between 107 in July 2015 to 98 in January 2016.





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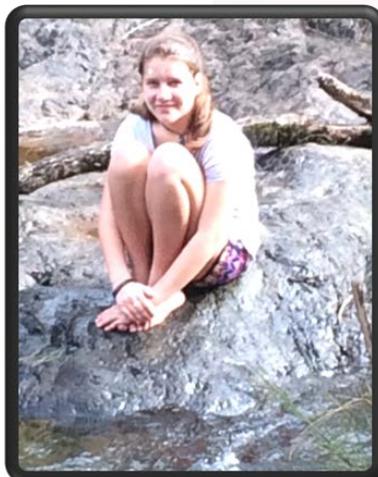
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Cultural Activities

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, Gumbayngir, Anaiwan, Biripai and the Kamilaroi nations





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Support Services

Within the service we currently have a range of services that we utilise to support our children.

Australian Childhood Trauma Group (ACTG)

Which specialises in childhood trauma and attachment, providing support services to Burrun Dalai, including secondary consultation, training, counselling, assessment, program review and referral?



**australian
childhood
trauma
group**

ACTG work with our Carers around trauma, abuse, attachment, brain development, and therapeutic treatment plans

Professional Development – The ACTG also provides workshops to Carer's and Staff

Speech Therapist – Kristy Ross provides speech therapy on a weekly basis to children who are case managed by Burrun Dalai. Kristy works in well within the School.



Early Intervention- Nicki Bryant provides a service that compliments Kristy and works in with the Schools as an extra support for our children who require it.



Behaviour Management Plans – Natalie Green, Psychologist provides Behaviour Management Plans to our Children. Natalie runs a Clinic from our Kempsey Office.

Counselling – Anna-Marie Cohen is a Social Worker who provides counselling sessions on Fridays on a weekly basis in the Nambucca and Kempsey areas.

Genealogist – Burrun Dalai knows of the importance of keeping our kids culturally connected to country, as well as to family. Jo-Anne Kelly has been employed as a genealogist to do this important job.



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Staff Training

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

Community Data Solution (CDS)

Strategic Planning Days

Ombudsman Training

Diploma in Out of Home Care

Note Taking

Australian Childhood Trauma Group tailored training

Foster Care Support

- Initial Foster Care Training

Date: 09 – 11 October 2015

Venue: Sails Resort Port Macquarie

30 Carers attended and the training was successful.

- Initial Foster Care Training

Date: 04 – 06 March 2016

Venue: Sails Resort Port Macquarie

27 Carer's attended

The training was facilitated by Robert Silva and Warren Ahoy with Sue Holten, Shanny Moran, Donna Newman and other staff providing some day care support for children of the attendees

The training was successful with participants attending for many reasons, from wanting to care for family (kinship carers) and also general foster carer.

- STAC training

Date: 8 November 2015

Venue: Slim Dusty Centre Kempsey

Training: Part-time counsellor – facilitated by the ACTG



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- Training

Burrun Dalai Aboriginal Corporation Inc. is currently working in partnership with the Australian Childhood Trauma Group. Gregory Nicolau is the CEO and Consultant Psychologist of Australian Childhood Trauma Group. He has a 30 year career working with the most marginalised and vulnerable children, young people and families in our community and the agencies, organisations and education facilities who support them.

Carers who attended all of the training enjoyed the training and found it informative, interesting and practical.

We look forward to working with the Australian Childhood Trauma Group over the coming years.

- Ongoing Carer recruitment and retention

To occur at local events e.g. NAIDOC, Community events
In communities that we work with.

- Foster Carers Week

We recognise the importance of the carers and take this opportunity to thank them for their commitment to providing a caring home for children and young people in care of the Minister.

- The Foster Care Support Team

Providing support to our new team, consisting of Brett Daley and Christine Simeon in Tamworth, Debbie Green in Armidale, Caralyn Styche in Taree

Other ongoing initiatives

- Kids in Care Cup which Dalai Dreamers were fortunate to win in September 2015. Warren Ahoy took a lead role in organising and supporting this event.
- Foster Care Support Team (monthly meetings) - These meetings are occurring between Tamworth, Armidale, Taree and Kempsey. The meetings are circulated and the responsibility to chair and take minutes is rotated.
- ACTG - Australian Childhood Trauma Group. Providing guidance and a Trauma Framework in how we best work with children and young people in Statutory care.
- Foster Care Support Team - Advertisements are in the local papers to recruit more Aboriginal Carer's. A recruitment campaign to be developed in the New Year.
- Carer's Register - New Carer's register has been implemented and has gone live. This means that all Carer's will be on one central register.

WE NEED MORE CARER'S FOR OUR KID'S



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Tamworth & Armidale Children Services

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

It has been a busy year for everyone with many challenges, my own appointment on the 1st of March this year, the leaving of staff and recruitment of new staff, maintaining and providing a quality service throughout the large geographical area which is TAACS. Tamworth Office expanding its service to encompass the Tablelands with the closure of Armidale Office.

TAACS out of home care now have 91 children/young people that they service and is supported with 94 Carers across our area.

Tamworth now has two OOHC teams and each are supported with a Foster Care support workers.

Staff List:

Mykol Paulson - Executive Officer
Kain Norman – Administration
Kyarla Munro – Trainee Administration

Tjanara Williams - Casework Manager
Gaye Green – Casework Manager
Tanya Bush Caseworker
Jenny Binge – Caseworker
Natasha Paudel – Caseworker
Judy Dewson – Caseworker
Caseworker – Vacant Position
Elliott Bird – Caseworker
Brett Daley – Foster Care Support
Megan Davis - Caseworker
Christine Simeon – Foster Care Support



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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 Aboriginal & Torres Strait Islander Children's Day:

TAACS participated in organised community events enabling our children to participate and celebrate their identity and culture.

National Child Protection week:

TAACs held their first Child Protection Event that was supported by and included 7 Caseworkers/Managers from FACS, who promoted their programs & Community Health who looked after catering and activities for the children. TAACS set up a recruitment stall for the Community, the event was held at the Youthie and open to the community, our carers and children. Department of Education, Oxley Area Command, JIRT, Life Without Barriers, Challenge and Northcott were invited to participate. The Lions Club assisted us with cooking the BBQ food.

TAACS vision is to drive child protection awareness in the community and agencies coming together to network and brainstorm ways to empower community and advocate for all our children within the community.

Mother's Day - Father's Day

Acknowledgment to Carers for Mother's day and Father's day again this year with flowers for mums and a raffle for Dads which was 6 burner BBQ and gas bottle won buy Kain Beasley from Gunnedah. We would also like to acknowledge the great work that the carers do for our children, a big thanks to all.



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NAIDOC

The Tamworth and Armidale Aboriginal Children's Service NAIDOC celebrations were held at the new Tamworth "Youthie" in Coledale on the 7th July starting at 10:00am and finishing at 2:00pm. NAIDOC Celebration faced my challenges this year due to weather but never the less a successful day which was enjoyed by our children, Carers, Staff and Community. The NAIDOC celebrations kicked off with a welcome to country by respected Elder Mr Robert (Bob) Faulkner. This opened the day for lots of fun and activities TAACS were supported by other organisations such as Tamworth Family Support providing Aboriginal Rock Art, Lions Club supported in providing a wonderful BBQ for all, Jumping Castles, a rock climbing wall bungee trampolines, face painting ball games and an Elders corner to enable an environment to relax and watch the enjoyment of the children. One of the highlights was the entertainment with Buddy Knox singing and supported by TAACS Young people such as Moesha Clarke singing and Dennis Clarke supporting on guitar, Buddy mentors a number of our children in Care as well as other young people within the community. Children and Adults alike enjoyed the day despite the obvious challenges of the weather.

Staff received many compliments throughout the day from Members of the public stating that they were pleased to see the NAIDOC day had been held on the Traditional Friday Tamworth had originally celebrated and were very pleased with the amount of thought and love that went into organising the day for the children in OOHC and bringing the whole community together.

TAACS Christmas Party

TAACS are busy planning and preparing to deliver our annual Xmas party to be held late November. It will be a challenge to outdo last year's Xmas party which included jumping castles, giant slides, rock climbing, Zorb Balls, Face painting, photo booth and many other activities, but the icing on the cake was again Santa's arrival escorted by the local police and the amazing display to finish the night of fireworks which wowed the children, carers and community.

Foster Care Training

The Initial Foster Care Training has been enjoyed by the carers and also acknowledgement of the emotions that this can bring up for carers as they look at their own journey in life. This also gives them an understanding of what is required from them as carers and to have an understanding that children have their own journeys. Foster Carers have had the opportunity to participate and renew their First Aide Certificates.

There is always the need for new Foster carers and TAACS are actively planning and developing new strategies for the recruitment of Carers throughout the year.



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Staff training and opportunities

Staff having training made available with the ACTG and also provided on going individual consultations with caseworkers, carers and significant people in the child's life, looking at strategies to support carers to take care of our children and young people.

Staff have also had opportunity to attend training in first Aide, Time Management, CDS, SharePoint training. TAACS staffs have had many losses within the Office and Community this year, Staff have had opportunity to be supported through group and individual Employees Assistance Program, to enable staff to move forward and address these losses and challenges throughout the year.

Casework managers have been given the opportunity to do Leadership and Management Diploma, Legal framework training, in which they have gained a lot of positive information that they can utilise in their daily work environment.

Diploma

A number of staff had the diploma training made available to them with significant achievements and opportunities and have studied hard to receive their diploma.

Kids in Care achievements

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.

- Young girl made the NSW Softball team
- Young girl attended state championships for athletics where she competed in the 100m, 200m and the 4x400 m relay. This young lady excelled and managed to achieve a 3rd in the 100m, 1st in the 200m and came 3rd in the 4x 400m relay race.

Another one of our sibling groups has reached some significant milestones as well this year including;

- Being elected a school prefect for 2016
- Two young people were selected to represent the North West Region Rugby 7's side.
- The two then went on to be selected in the NIAS Nation Indigenous side for the Rugby 7's team.
- One of these exceptional young ladies auditioned and was selected into the Bangarra Aboriginal dance company.
- Another of their younger siblings was selected in the zone athletics team for the boys 100m sprint and the 200m relay race. An exceptional effort by all and well worth commending.



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One of our young men was selected to represent state in the mixed netball side and achieved 5th place in the state representing his small regional school Manilla Central taking on some formidable opponents. Well done young man.

It has been a very successful year for Manilla Central School this year with another of our sibling groups excelling in athletics this year. One of these Siblings gained the title of Age Champion, the other achieving Runner-up Age Champion. Just some of the incredible achievements reached by this sibling group was the Manilla Central School's long standing record for the 100m sprint was set at 16.85 seconds, it now sits at 16.30 seconds an incredible achievement.

This young man was also recognized as the most improved Chess player when he represented his school at the St Joseph's Primary school interschool chess challenge 2016.

Another of our TAACs superstars is continuing to be mentored by one of our local elders Rodger Knox in the field of the performing arts. This young lady has represented both herself and TAACs with Pride performing at a few local events.

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



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Intensive Family Base Services (IFBS)

The 2015 – 2016 year has gone by so fast and what a year it has been. First of all, it was great to hear the Government securing Keep them Safe (KTS) funding for the Aboriginal IFBS program until 2017.

Since inception of Aboriginal IFBS in 2011, the funding has been ominous every year by not meeting the contractual target of 22 families due to a multi façade of issues with referrals (to IFBS), which could have jeopardising the existence of IFBS.

The KTS funding demonstrates the government's commitment towards supporting intervention programs that ensure the health, safety and wellbeing of Aboriginal children/young people are being adhered to.

Secondly, it's been a challenging year with referrals, IFBS staff i.e. recruitment and resignations and the 'Keep Our Kids Safe' Conference.

Kempsey and Port Macquarie CSC responses to the low number of referrals was due to the teams continually being under resourced for substantial periods of time throughout the year and the limited resources/staff impeded on the case/s being allocated to a Team/Caseworker, therefore restricting the number of referrals to IFBS.

The referral concerns/problems had been raised on numerous occasions at the IFBS Growth Management meetings and 'out of session' meetings with CS staff, CEO, IFBS Manager and IFBS staff to devise some 'new' strategies and/or pathways on how CS could the referrals be 'fast track' to IFBS.

One of the strategies and/or pathways was reconfiguring the referral criteria for Community Services (CS) to make it easier to refer families who were reported with low to medium risks as there was no families with Aboriginal children or young people within the Kempsey, Nambucca Heads and/or Port Macquarie area no longer meeting the IFBS criteria i.e. children and young people who are at 'imminent risk/s' due to protective concerns and/or are in OOHC and required 'restoration' to their families and/or for Carers where the placement had become unstable.



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Another proposed strategy for referrals was to attend Community Services Interagency Case Discussion (ICD) meetings. These ICD meetings are organised by CS where they discuss reports on families displaying 'low' to 'medium' child protection concerns to services i.e. Brighter Futures (BF) and Family Referral Service (FRS). After discussions, CS offers the case to one of the services for them to case manager the family's child protection risk/s. From this point on, if one of the services accept, CS relinquishes the responsibility and then closes the case.

IFBS Manager attended an ICD meeting at Port Macquarie CSC and was successful with receiving referrals.

Another option for receiving referrals was for Burrun Dalai OOH to refer internally to IFBS re: placements and/or restorations and to also to counteract referrals IFBS MCW, CS Casework Specialist, BD AOD Counsellor & CS Clinical Consultant delivered a presentation to Kempsey CS staff on our roles, processes and partnerships, IFBS Manual, Goals, Criteria's, Referral Pathway/Criteria, Reading Urinalysis Reports, HAPPI Clinic etc. so the staff could have more of an understanding about the IFBS program and it was to hopefully generate some referrals.

From implementing these strategies within 2015-2016, the IFBS program received 23 'potential' referrals in total from Kempsey/Port Macquarie CSC. From these 23 referrals, 15 families accepted and participated in the IFBS program and the other seven referrals did not come to fruition due to circumstances i.e. CS/IFBS staffing, families relocating, families declining, families' availability and/or risks were to high/low etc.

There were also other problems identified for not receiving referrals:

- Limited staff (for IFBS/CS) - therefore unable to allocate
- Untrained new staff – therefore unable to allocate;
- Resignations/Recruitment of staff
- Families declining IFBS; and/or
- Families choosing to be referred to other services

For a family to be referred to IFBS from CSC, the case needs to be 'open' and allocated before allocating the case to IFBS. A CSC caseworker needs to have capacity before another case can be allocated.

Throughout 2015 - 2016 the IFBS program was able to provide a service and fulfil the obligation to assist and support families facing child protection concerns etc.

The families who had participated received a quality services from accessing and engaging the HAPPI service (AOD Counsellor, Speech/Teacher, ACTG) and even though we may not have had 100% outcomes (*with some families*), the families who had participated benefited from the techniques/ tools and strategies that will assist them with understanding of their child/ren's development and milestones and assist them with parenting skills to reduce the child protection within the family etc.

The IFBS referrals had been low, but the commitment from the staff over the last year has been commendable. The staff are committed with delivering the IFBS program to the Aboriginal families across the Nambucca, Kempsey and Hastings area.

So, for 2016 - 2017, the IFBS team is enthusiastic about achieving and reaching the contractual target of 22. The geographical boundaries from Nambucca Heads to Port Macquarie/Wauchope and the



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internal referrals from Burrun Dalai OOHC should have an impact on the number of referrals and for the first time, we may end up meeting the target*who knows, miracles can happen.*

Staffing:

For 2015 - 2016, IFBS experienced a loss of staff from resignation and a lateral (internal) transfer to Burrun Dalai OOHC. With the loss of two staff, it meant that IFBS had two staff vacancies. IFBS was restructured for operational purposes and to also accommodate for these vacancies. The restructure of the team consisted of two Caseworker's and a Step Down Worker. The team structure remained in place until recruitment occurred in July 2016.

Manager Casework/Step Down:	Ursula Donohue
Caseworker:	Lorraine Hall
Caseworker:	Alison Martin
Caseworker:	Vacant

Training

- Australian Childhood Trauma Group
- Staff Planning Day
- Stronger Safer Together: Intensive & Targeted Family Support training

Conference/Meetings

- Burrun Dalai Managers Meeting
- IFBS Managers Forum
- FACS Targeted Earlier Intervention Programs Reform



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Keep Our Kids Safe Conference

The conference was held on Friday, 17 June 2016 at the Slim Dusty Centre. The aim of the conference was to disseminate child protection information to the community, so they are well informed of what services are available to them and their family within the Kempsey community and it was also to showcase the programs that primarily benefit the children.

The conference allowed Service Providers to present and workshop their programs to the audience on the day, it was just a pity that we were unable to have as many community people as expected and this was due to Sorry Business and another service provider delivery an information seminar on the same day.

The conference received great feedback and the participants were mostly impressed with the Dalaigur children's performance and the presentation from Australian Childhood Trauma Group: Gregory Nicolau.

The conference was to encourage services and community to more aware of risks for children and when every in doubt make reports and/or start being an intervention for that children. Because at the end of the day 'Child Protection should be Everyone's Business'.

Executive Officer: Programs
Ursula Donohue



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IFBS program received 15 referrals for 2015 - 2016

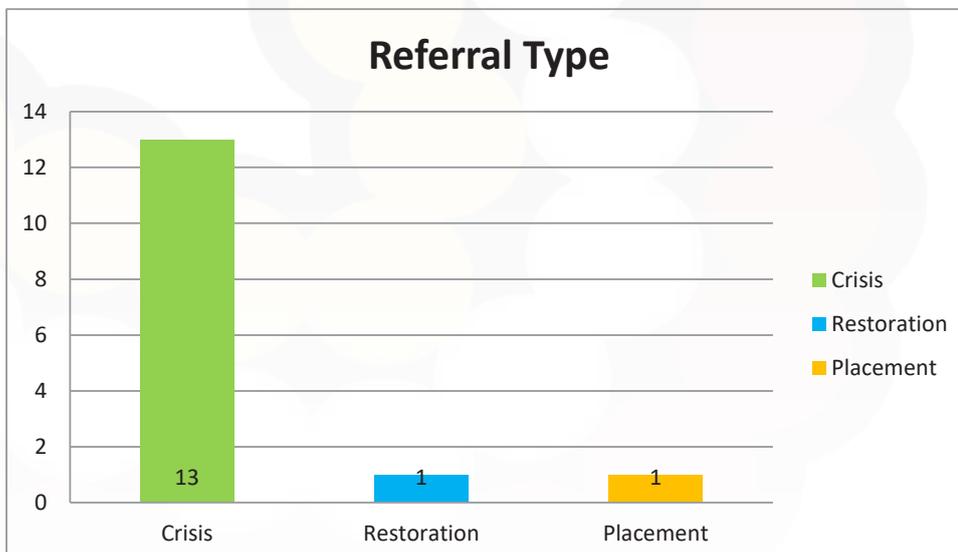
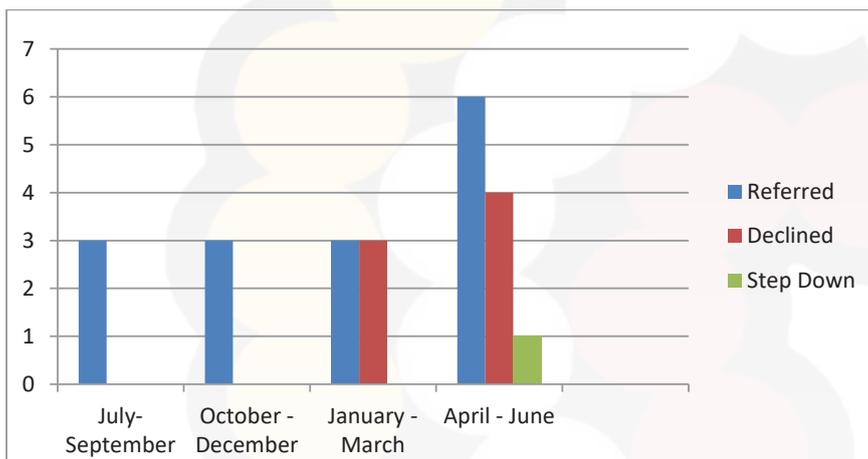
- Intensive Intervention:**

15 Referred

- Step Down:**

1 Referred

Intensive Prevention Chart

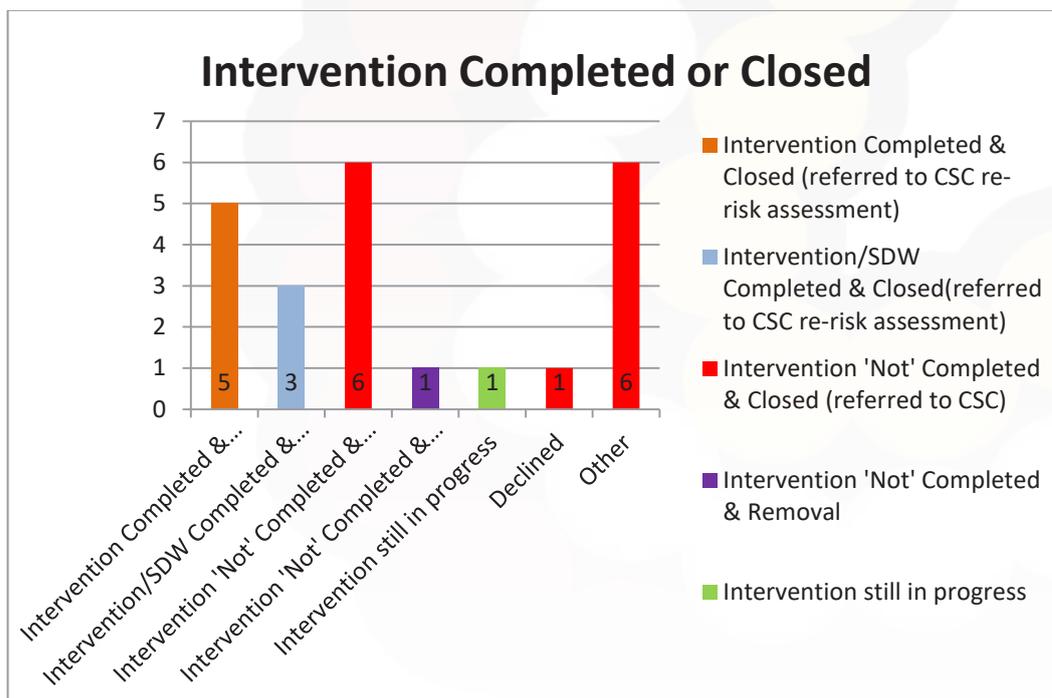
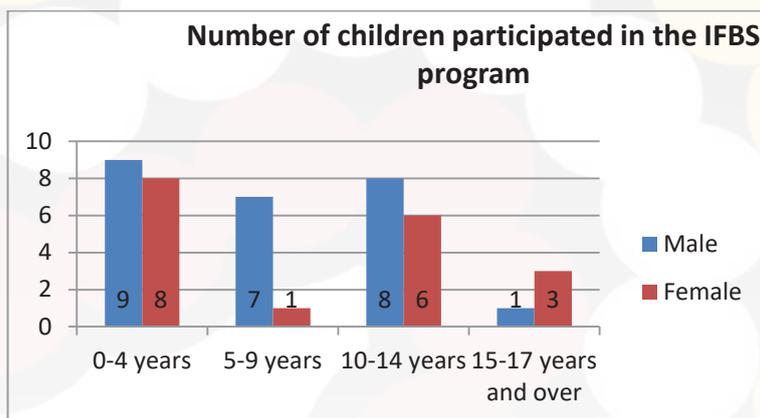
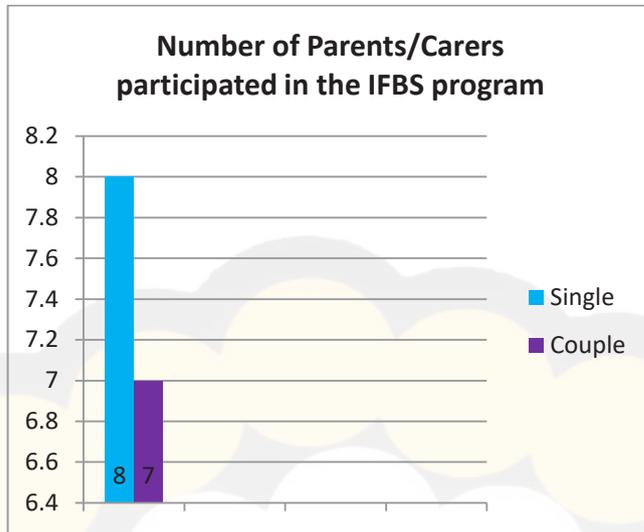




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Kempsey Youth Worker

In June 2015, Burrun Dalai was successful with securing the Early Intervention & Placement Prevention (EIPP) funding for the Kempsey Aboriginal Youth Worker (KAYW). The KAYW program forms part of early intervention and placement prevention services aimed at reducing the likelihood of children and young people entering or remaining in the child protection system and Out of Home care system.

The position was advertised in June with the anticipation that the successful applicant would take up the position in July. Richard Kennedy was the successful applicant and he was very keen to start at Burrun Dalai.

Richard started on Tuesday, 23 July and for the first two weeks of August he promoted the KAYW to a range of services/organisations/agencies i.e. Family & Community Services, Service Providers/Organisations, schools, employment agencies etc. and attended interagency meetings by providing a Referral Form and a pamphlet outlining the target group and what KAYW services will provide to Young People (YP) and to parents who have YP aged between 12-17 years too.

Target Group

- Young people (YP) between the ages of 12 -17 years
- Families with a YP between 12-17 years
- YP Experiencing vulnerabilities that, if not addressed could impact on their health & safety or wellbeing
- YP parents capacity to adequately protect and care for the YP (or other children within the family)
- Unable to meet the needs of YP and family through universal services

KAYW will work for three months (*with the provision of extension*) with YP and families where presenting problems are low to medium risk and if they are not addressed (*within the three months*) the problem/s may escalate to the point where either

- The family is reported and risk of significant harm to a child/YP is identified; or
- A more intensive service may need to be required i.e. IFBS or Brighter Futures.

The KAYW role is to provide information and advice to young people and/or their family experiencing problems with any of the following;

- Alcohol
- Drug Misuse
- Health
- Mental Health
- Transitioning: School or Employment
- Relationships
- Education, Employment & Training
- Culture; and
- Justice Issues



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If any YP & parents presented and/or required any information/assistance with any of the aforementioned, KAYW would provide them with the necessary information and/or assess and refer them to the most appropriate service required.

KAYW also worked in partnership with the Australia Childhood Trauma Group (ACTG): Gregory Nicolau to deliver Parenting Group/s and Parenting Consults (1:1 sessions), so parents were well informed on current strategies and/or useful tips when dealing with children/YP who may be presenting or requiring guidance/assistance with any of the aforementioned. The Parenting Groups were held at the Dunghutti Elders in the evening from 4pm – 6pm and the Parenting Consults were offered via teleconferencing or face to face (office or their homes). The consults were to offer a continuum of over from the Parenting Groups if a parent required any further information or clarity about the strategies etc.

The topics of discussions for the Parenting Groups are as follows.

Parenting Groups

- Understanding Our Kids (*Feb 2016*)
 - What does healthy development typically look like?
 - What do children need for their healthy development?
 - Why are children different?
 - What influences who are children are?
- What To Do When Things Go Wrong (*Mar 2016*)
 - What are the things that we should be worried about?
 - What can make our children behave in challenging ways?
 - How do we understand what the *real* problem is?
 - What are the practical things we can do to help?
- Keeping Ourselves On-Track (*May 2016*)
 - How do we have time to think about ourselves when there is so much going on?
 - What are the benefits of self-awareness for ourselves and our children?
 - What are the ways we can become more self-aware?
 - How can we learn best from the things that have gone right and wrong in the past?
- Building Happy Kids (*June 2016*)
 - What role should parents play in their children's happiness?
 - Why is it unhelpful to promote happiness in our children all the time?
 - What are the things that determine whether a child is happy or not?
 - What are the practical things we can do to help our children thrive?

The Parenting Groups and Parenting Consults were well received. Further discussions/negotiations with ACTG to provide more Parenting Groups and Parenting Consults in 2016-2017 is still in progress.



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The small accomplishments KAYW achieved in the short period of time i.e. Referrals, School Based traineeships, Football Scholarships, Parenting Groups etc. for YP and parents was very rewarding not only to see parents more in tune with their children (thanks to the consults/group) and it was good to see YP striving for better outcomes for themselves.

Richard resigned in April and therefore the position was left vacant for two months. From the achievements and the recorded data, KAYW was on track with meeting all of the targets for 2015-2016 – see table below

Type of Service	Maximum Quantity
Youth & Family Advice & Support	50
Youth & Family Parenting Programs	25

Events

- Skate Park Graffiti (31 July 2015)
- Disco (15 April 2016)

Meetings

- Youth on Tracks
- Kempsey Family Support
- Vocational College
- Many Rivers Family Violence & Legal Service
- Kempsey Shire Council
- The Hub
- PCYC
- Mission Australia
- Durri AMS
- Dunghutti Elders
- Kempsey Police Station
- Schools
- Local Aboriginal Land Council
- Employment Agencies

Training

- Mad, Bad or Sad
- Seeking, Feeling, Thinking & Doing
- Homes that Heal

KAYW focus is to assist and ensure YP are safe, healthy and their wellbeing is adhered to at all times and to ensure they do not meet the threshold for 'risk of significant harm'.

It's been our first year and we can only get better with educating and informing YP and parents of the world of information that can assist them with their concerns.

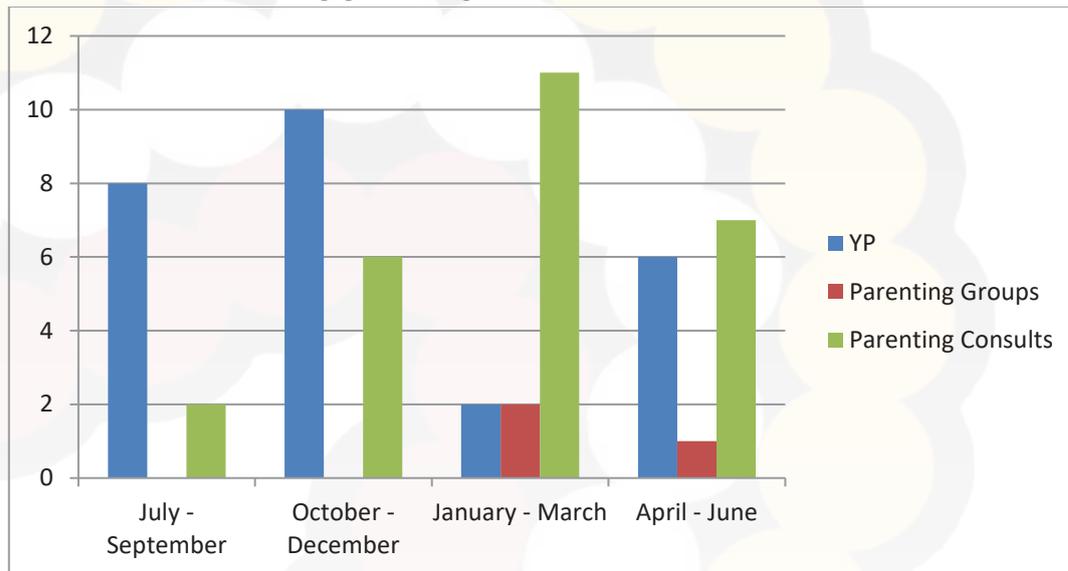


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KAYW: Number of participants (2015 -2016)



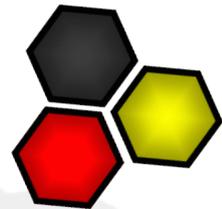


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National Aboriginal & Islander Children's Day (NAICD)



Burrun Dalai invited local Carers and public members to attend a Children's Disco and Dinner held this year to raise awareness of the significance of providing a safe, nurturing and healthy environment for Indigenous children and inspiring all to enhance their family relationships traveling forward to positive outcomes for the wellbeing, self-esteem and sense of belonging.



Kids in Care Cup



Burrun Dalai proudly supported the Kids in Care Cup raising awareness for Aboriginal Foster Carers.

In 2015 we submitted two teams into the event both a Men's and Women's side each equally excited to strive.

Success was granted to our Men's team becoming premiership winners for the second year running.

We now look forward to being involved in the next Kids in Care Cup.





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Kinchela Boys Home

Burrun Dalai has a strategic formal and informal partnership with Kinchela Boys Home Aboriginal Corporation for various events and activities.

For KBHAC's 90th Anniversary Commemoration Event we provided a donation as well as assisted in the preparation of the formal Kinchela Boys Home Aboriginal Corporation Official Dinner Dance. As part of the formal proceedings key organisations presented KBH with various gift their support and appreciation. Burrun Dalai presented 3 coolamons to three senior members of KBH which was a very sensitive and emotional.

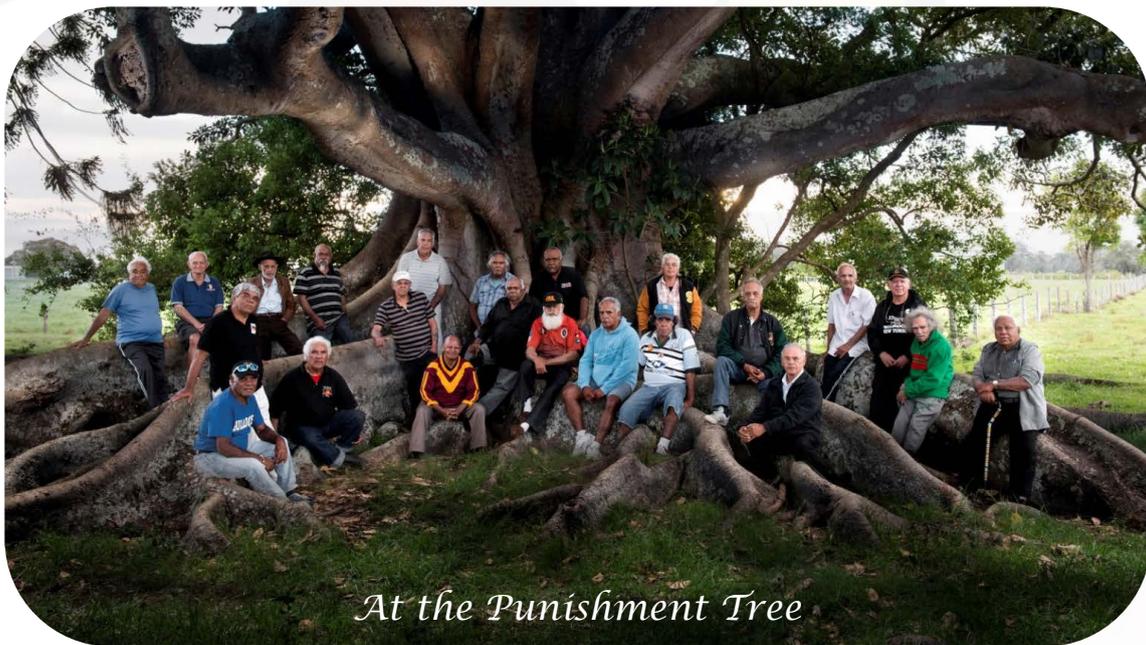
The 90th Anniversary Commemoration event was a huge 3 day event for not only the local Aboriginal Community but also the broader community of Kempsey itself and surrounding towns of the Mid North Coast of NSW.

Many survivors of Kinchela Boys Home along with the families and descendants of previous Kinchela men who are no longer with us today travelled the scenic river town alongside the Macleay River to take part in this significant event.

Uncle Richard Campbell, KBH Survivor continues to support Burrun Dalai through his art work and cultural knowledge. He delivers ongoing art and cultural workshops for our kids to strengthen their cultural identity.

Recently, we submitted an Expression of Interest to host an OCHRE Healing Forum and we are currently waiting on the outcome which the Minister will announce in December 2016.

KINCHELA BOYS HOME
ABORIGINAL CORPORATION



At the Punishment Tree



Burrun Dalai

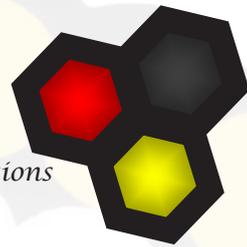
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National Aboriginal and Islander Day Observance Committee (NAIDOC)

~ SONGLINES ~

The living narrative of our nations



NAIDOC Week celebrations are held across Australia each July to celebrate the history, culture and achievements of Aboriginal & Torres Strait Islander peoples.

NAIDOC is celebrated not only in Indigenous communities, but by Australians from all walks of life.

Across the regions we cover we look forward to inviting all community members to join us and celebrate our culture, our community and our children at our annual Family Fun Day.

These are always well attended and supported by both Aboriginal and Non-Aboriginal community members.





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NSW Aboriginal Women of the Year 2016

This year our very own Dana Clarke was successful in bringing home the Inaugural Aboriginal Women of the Year 2016 Award making her community even more proud of her.

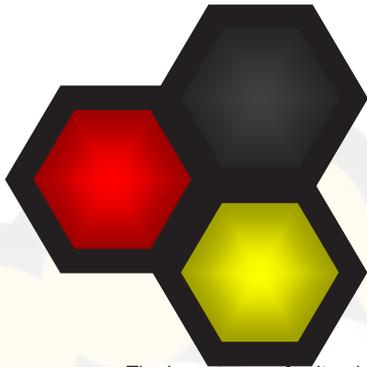




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Burrun Dalai Cultural Camp 2016

The importance of cultural camps for us is trying to provide & maintain that cultural connection & input for our kids.

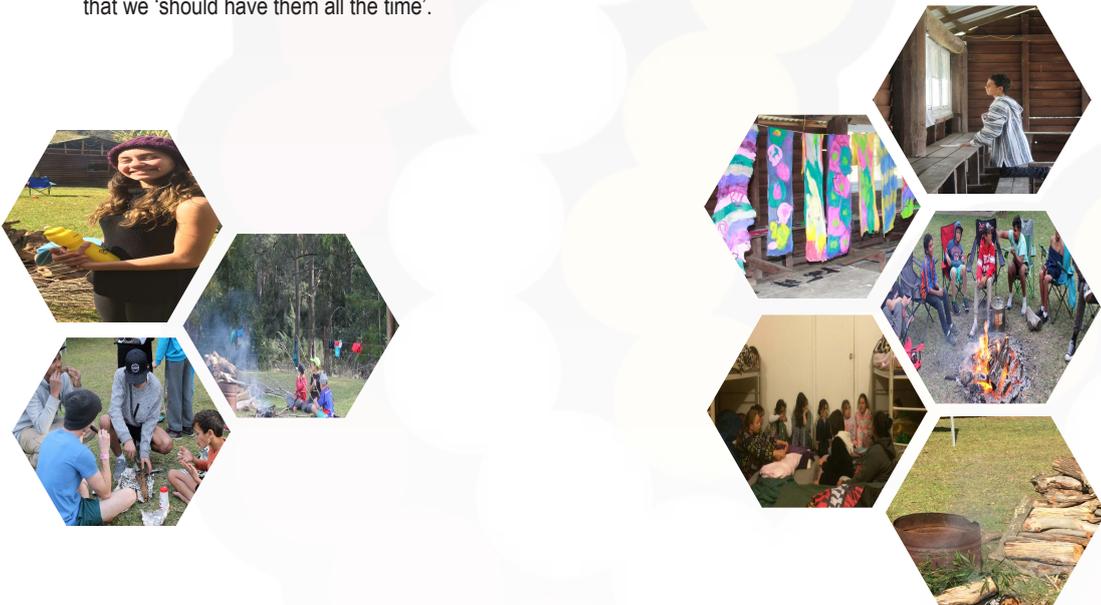
Some of the children that come into care are having concerns with who they are and losing connection to their culture, some to their community & especially to their families.

As an Aboriginal organisation we have taken on the role of making aware to these children who they are & where they come from. It's about us trying to ensure our children aren't losing that connection.

The camp gives them the opportunity to participate in cultural sensitive activities & complete family tree genograms opening pathways to meeting/ finding local family members, gaining knowledge of their backgrounds & history & identify what makes them who they are as an individual and be able to proudly share this when asked 'who you are and where are you from'.

Burrun Dalai also encourages the children in care to bond & interact with those around you in the similar situation. As we invite all communities to attend the camps through our Taree, Tamworth, Armidale & Kempsey Offices. Creating a comfortable space to network with their peers & able to relate.

All children have given us impressive positive feedback on how well they all 'enjoyed the camp' and that we 'should have them all the time'.





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World Suicide Prevention Day - The Baylin Hoskins Foundation 2016



Burrin Dalai proudly participated and contributed in "The walk for Baylin" & "The Baylin Hoskins Foundation Raffle" supporting a local family striving to increase the awareness of World Suicide Prevention Day. Our condolences go out to Gerald, Hayley & Family.

Numerous member of our small knit community attended the "The walk for Baylin" forming a semi-colon in sign of admiration for those who have whispered their goodbyes.

The organisation will continue to support and be involved with increasing the knowledge of what's available to support those within our community who are facing mental health issues.

"Whatever we can teach our children that will actually be useful in keeping them mentally and physically healthy and safe is a wonderful positive" Hayley Hoskins.



