



# Link-Up (NSW) Aboriginal Corporation



**ANNUAL REPORT 2015-16**

**STANDING IN THE PRESENT,  
ACKNOWLEDGING THE PAST  
AND LOOKING FORWARD**

**WARNING: Aboriginal and Torres Strait  
Islander people are warned this document  
may contain images of deceased persons**



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# REPORTS



**I sincerely thank Link-Up NSW for all that was done,  
it was an incredible, very powerful experience.**

**Helped me in present, accepting past and now  
looking forward to a stronger happier  
and brighter future.**



# CHAIRPERSON'S REPORT



**VICTOR MORGAN**

On behalf of the Board of Directors of Link-Up (NSW), I am pleased to present the Annual Report for 2015-2016.

It has been an honour to be the Chair of the Board for the past 5 years. Over the past 12 months the Board focussed on consolidating our strong internal governance and operational progress and this report has been prepared to provide an update on these endeavours.

During the past year, there has been steady organisational growth and improvement with a focus on building a professional, responsive and competent workforce that is more reflective of the community we serve.

Staff have had access to a variety of training courses, peer to peer learning opportunities, outreach and conferences throughout the year.

Our drive to provide best practice services will continue to be underpinned by our commitment to improve skills and knowledge, servicing our community more efficiently and effectively.

This year saw Link-Up (NSW) establish a much improved online presence, launching our new website and entering the world of social media, you can now find us on Facebook, Twitter, and LinkedIn. Establishing an online presence has allowed us to reach out further to potential clients and those in need of assistance and referrals regarding Family History research.

Government funding bodies see accreditation for quality under the ISO 9001 Quality Standards as an indicator of a well-run Organisation. Link-Up (NSW) successfully became a Quality Accredited Organisation in 2015 and with the hard work done this year is extremely pleased to have passed the 2016 surveillance audit, seeing Link-Up continue to be a Quality Accredited Organisation.

Our core Reunification Program continues to be supported by the Department of the Prime Minister and Cabinet for the 2016-2017 year.

Our current Funding Agreement for this Program will expire at the end of the 2017 financial year and as per usual, we will apply for a continuation of funding. Our Commonwealth Department of Social Security, Royal Commission Counselling Program continues to be funded until 30 June 2018.

Our FACS funded Programs, Family Link, and Community Builders continue to be funded until June 30, 2017 and Hidden Carers until June 30 2018.

This year also saw us successfully obtain an additional \$40,000 in funding from the Healing Foundation to put towards our Healing weekends, enabling Link-Up to put more money towards healing activities, helping our clients on their healing journey. We thank and acknowledge all our funding bodies for their continued partnerships.

I would like to thank the CEO, Terry Chenery, for the improvements he has introduced to the Organisation during his tenure.

As always, I would also like to acknowledge the commitment of the Link-Up (NSW) Board and staff over the past year and their commitment to meeting and exceeding key outcomes. We look forward to the year ahead, with some exciting projects currently in early scope that we are hoping to implement throughout the new year.

Victor Morgan  
**CHAIRPERSON**

# TREASURER'S REPORT



**JANET SMITH**

During the 2015-16 Financial Year Link-Up (NSW) received Grant Income totalling \$3,535,050 (2014-15 \$3,735,394).

The Australian Government, through the Department of the Prime Minister and Cabinet, contributed \$2,335,540 for Link-Up (NSW)'s Social and Emotional Wellbeing Reunification program and other activities.

The NSW Government contributed \$1,079,967 for Family and Community Services programs. The Australian Government, through the Department of Social Services contributed \$118,943 in relation to the Royal Commission into Institutional Responses to Child Sexual Abuse program and the Healing Foundation contributed \$600.

Additional Income amounting to \$52,949 is also reflected in the Profit and Loss Statement for the year under review. This comprises an insurance recovery of \$23,999 and other income of \$28,950. Operating Expenditure (including depreciation) totalled \$3,880,172 resulting in a Deficit for the year of \$292,173 (2014-15 \$3,867).

During the year, the Board adopted a new Travel Policy. The newly adopted Travel Policy has already seen Board travel costs reduce dramatically and will continue to do so into the new year.

Link-Up (NSW)'s assets at 30 June 2016 amounted to \$4,128,186 and liabilities totalled \$497,754 resulting in total equity of \$3,630,432.

While there is no requirement from Link-Up (NSW)'s Members or the Registrar of Indigenous Corporations to disclose payments made to Directors for Sitting Fees or travelling expenses, in the interest of transparency, the following represents a breakdown of payments during the year under review for Board expenses.

## BOARD EXPENSES BREAKDOWN

Sitting Fees	\$15,772
Travel Costs	\$44,932
Meeting Costs	\$ 2,924
Police and Solvency Checks	\$ 860
Mobile Phone Costs	\$ 1,454
Tablet Data Costs	\$ 7,127
Teleconference Costs	\$ 1,784
Doubtful Debts	\$ 7,525
<b>Total Board Expenses</b>	<b>\$ 82,378</b>

The Financial Statements for the Year Ended 30 June 2016 together with the Independent Audit Report are included in the Annual Report on pages 26 to 32.

I commend the 2015-16 audited Financial Statements for Link-Up (NSW) Aboriginal Corporation to the Membership.

Janet Smith  
**TREASURER**

# CEO REPORT

It is with great honour that I have the opportunity to again, present you with the Link-Up CEO report. I am extremely proud and fortunate to be the head of such a wonderful organisation, surrounded by committed and talented staff and Board members.

This year saw Link-Up implement improvements across each program with a focus on our operational capacity and administrative processes.

Some key improvements that have been implemented throughout the year include the development of our governance, exceeding our funding KPIs, providing more training for staff, forging stronger relationships with our funding partners and reaching more of NSW than ever before. Implementing these changes has allowed Link-Up staff to service our clients more efficiently and effectively, this can be seen in our client evaluation satisfaction levels of over 98%.

Witnessing Link-Up grow and develop over the past three years has been a humbling experience. Every day I am instilled with pride; pride in my staff, the Board, the work we do, our vision and the privilege of being CEO of Link-Up (NSW).

Throughout 2015/16 we saw an even greater emphasis on developing strategic partners and ongoing relationships with service providers. These relationships allow us to provide better services to our clients with greater efficiency. This in turn allows more focus on the needs of our clients on personal, cultural and familial levels. We had a major emphasis on internal matters over the previous two years and I am extremely proud to say the outcomes have provided better internal efficiency allowing the team more freedom and time to devote to clients.

As you will see throughout this annual report, our facts and figures speak for themselves. There has been a lot of travel and gaol visits to clients from our Royal Commission counsellor; three healing weekends to various parts of NSW for our members and clients; many kilometres travelled both inter and intrastate to reunite families and loved ones as well as the very sad story of graveside reunions.

Our Family Link team completed 190 referrals relating to kinship carers – considering each piece of research can take up to one week, that is a remarkable completion rate of 3.8 completed files per working week!

Whilst we will continue to focus on excellence in service delivery and meeting our funding requirements it must be said that it is continually difficult to operate in an environment where funding for our reunification program is funded on a one year basis.

The recruitment and retention of talented, dedicated and passionate staff is problematic at the best of times in the competitive world of Aboriginal organisations: the inability to provide stability of employment with longer term prospects will eventually impact our service delivery which we have worked so hard to achieve.

Noting this difficulty, however, I wholeheartedly thank all those staff that stuck with us in the hard times and acknowledge those staff that came to us knowing that funding is never guaranteed but knew this was the type of work they wanted to do. Despite the uncertainty of some funding we are always grateful for the continued support of all our funding partners.

I warmly acknowledge the continued support of the Department of Prime Minister and Cabinet and the Department of Social Services for their reunification and Royal Commission funding.

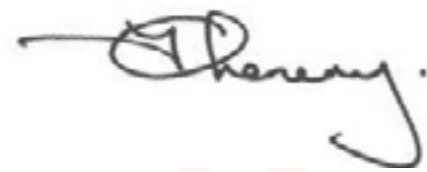
From the NSW Government I thank the Department of Family and Community Services for their continued support of the Family Link program to assist kinship placements for Aboriginal children and young people; the Hidden Carers program to assist people with an emergency care plan; and the Community Builders program to assist the Aboriginal community in the Hawkesbury/Blue mountains region.

The ongoing relationship with staff at all levels of these agencies is overwhelmingly collegiate and based on mutual trust with a desire for better outcomes for Aboriginal people.

Link-Up continues to have a strong balance sheet in our own right and I thank the Board for their direction, support and flexibility which allows for a more agile organisation in a fast changing and competitive world. We will continue to forge partnerships across NSW to grow the organisation to provide increased and improved services for the Aboriginal people of NSW.

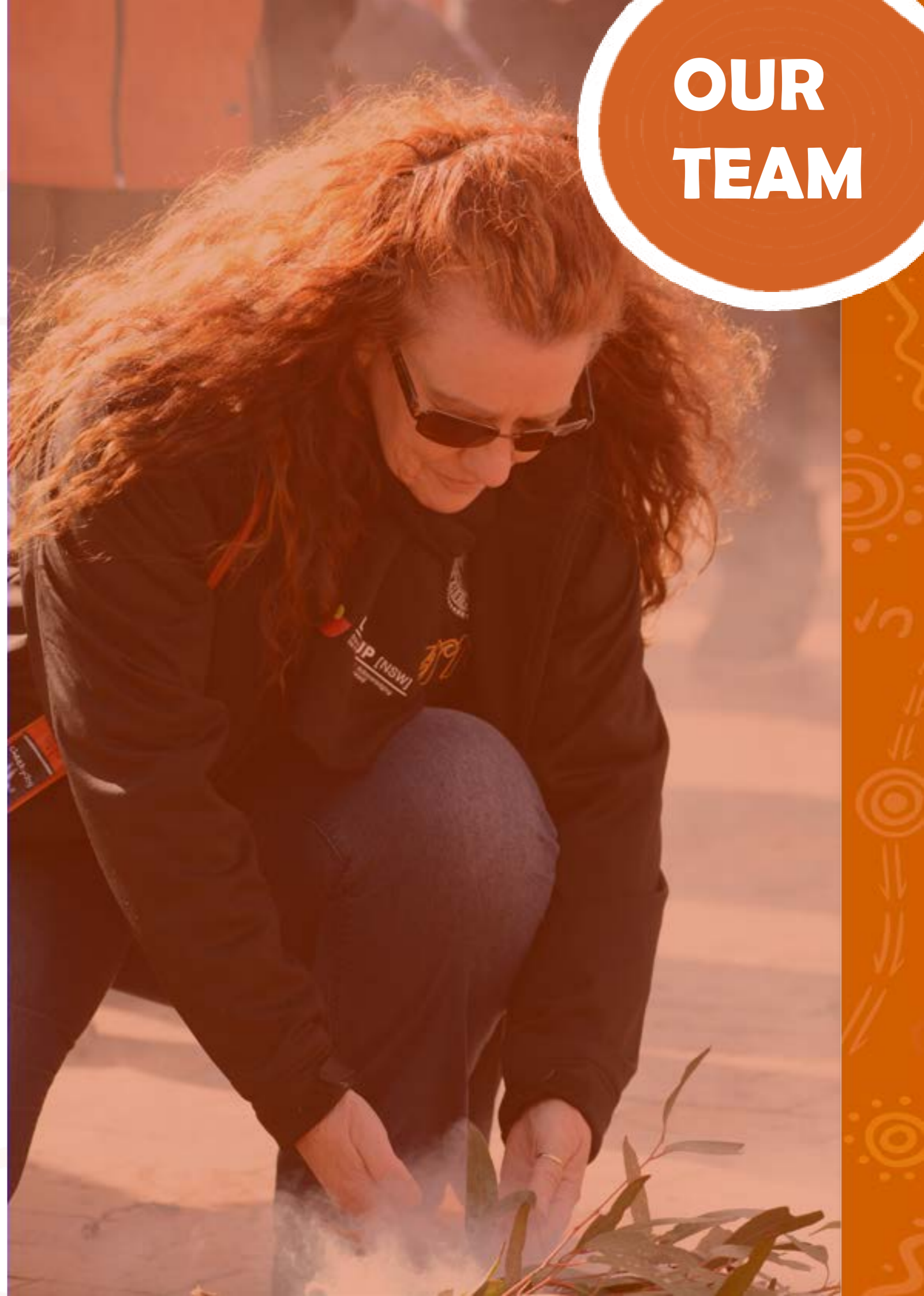
Finally, I wish to acknowledge the harsh reality that Link-Up exists purely because of the heartache and tragedy that occurred to Aboriginal people over many years and the legacy of which continues with so many people today.

I recommit myself and my team to ensuring that every decision and action we take is done in the best interest of improving the lives of those who place their trust in us.



Terry Chenery  
CEO

# OUR TEAM



# OUR BOARD OF DIRECTORS

**VICTOR MORGAN**  
**Chairperson**

**JULIE SHELLEY**  
**Vice Chairperson**

**JANET SMITH**  
**Treasurer**

**REBEKAH CURTIS**  
**Secretary**

**OOMERA EDWARDS**  
**Director**

**AILEEN BELL**  
**Director**

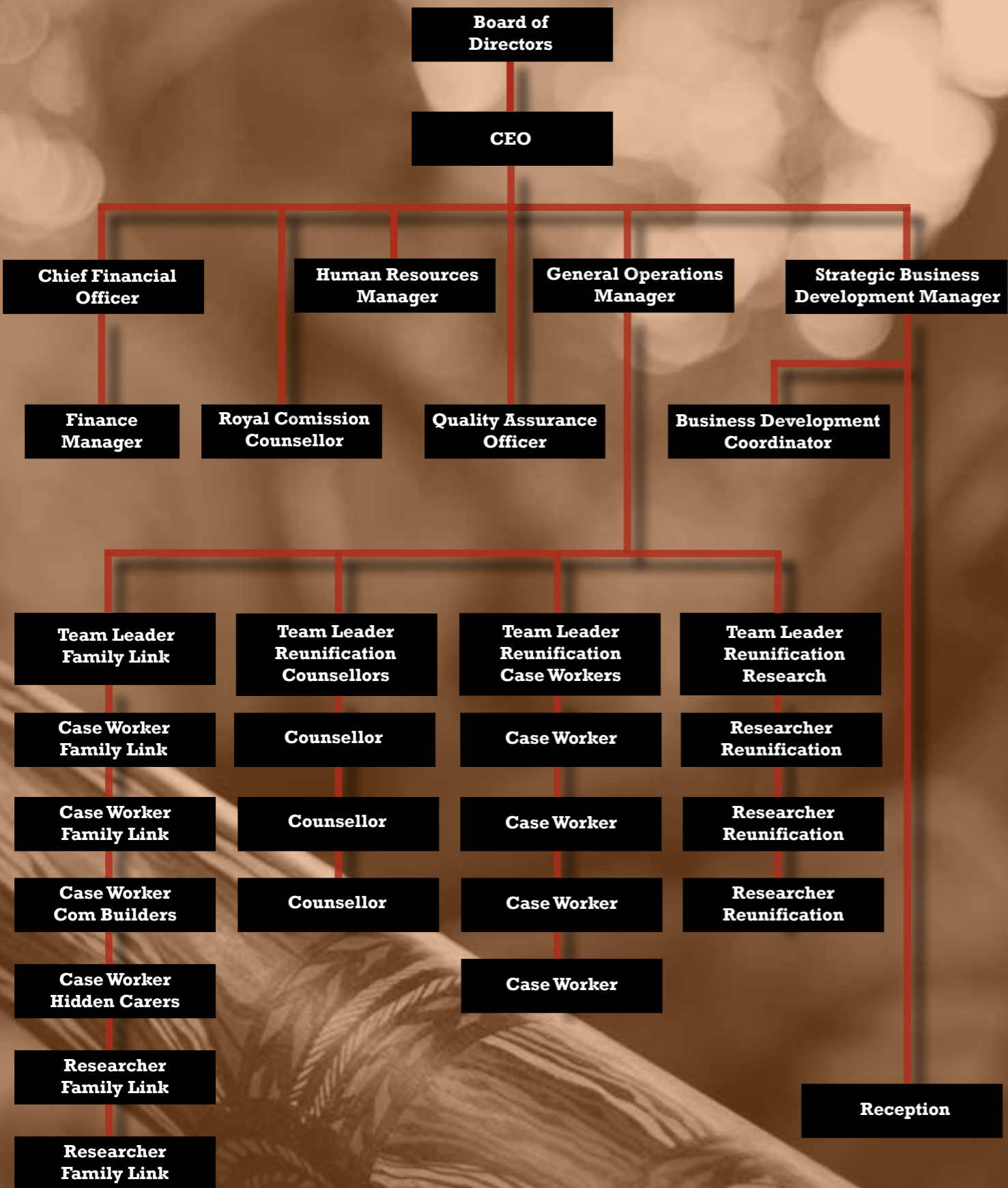
**WENDY CRAIG**  
**Director**

**FRANK EDWARDS**  
**Director**

**RUSSELL WALKER**  
**Director - Resigned September 2016**

**DENISE BLOOMFIELD**  
**Director - Resigned June 2016**

# ORGANISATIONAL CHART



# STAFF

TERRY CHENERY  
Chief Executive Officer

JANE RYBARZ  
Chief Financial Officer

JOHN TRIKILIS  
General Operations Manager

DES BROOKER  
Human Resources Manager

AMANDA HANSEN  
Strategic Business Development Manager

ASISH PRASAD  
Finance Manager

KELLY RAE  
Royal Commission Counsellor

DAVID TIERNEY  
Quality Assurance Officer

LAUREN WEISNER  
Business Development Coordinator

SHAUN MIDDLEBROOK  
Team Leader Family Link

MEAGAN DENZIL  
Case Worker Family Link

MEGAN ATKINSON  
Family History Researcher Family Link

DELISA CURRIE  
Family History Researcher Family Link

PAT FIELD  
Case Worker Community Builders

ROBYN GREGORY  
Case Worker Hidden Carers

DIANNE ROYCE  
Team Leader Reunification - Counsellors

JOHN WESTBURY  
Counsellor

MARY-ANNE FRAIL  
Counsellor

NICOLE LAUPEPA  
Counsellor

CINDY DUNCAN  
Team Leader Reunification - Case Workers

TRACEY FITZGIBBON  
Case Worker Reunification

KIM FOLEY  
Case Worker Reunification

PAUL BATES  
Case Worker Reunification

KAREN CARTER  
Case Worker Reunification

MICHELLE STEVENS  
Team Leader - Research

SHIVA GOUNDAN  
Family History Researcher Reunification

RACHEL REWIRI  
Family History Researcher Reunification

DIANNE BELGRE  
Family History Researcher Reunification

VACANT  
Reception

# STAFF TRAINING COURSES AND CONFERENCES

Aboriginal Workers Support  
 Koori Interagency Meeting  
 Family Finding with Kevin Campbell  
 Diploma of Management  
 Diploma of Quality Auditing  
 Bachelor of Laws  
 Certificate IV Community Services  
 Easy HR - Return to Work Coordinator Certificate Course  
 Diploma of Leadership & Management  
 Stolen Generations, Family History Research and Case Management Certificate IV  
 FACS Family Group Conferencing Facilitation  
 Culture Care for Aboriginal & TSI Children in Out of Home Care  
 Vicarious Trauma  
 Lateral Violence  
 FBT Seminar  
 LogicQC Training  
 Accidental Counselling  
 Australian Human Resources Institute National Convention

NSW Business Chamber - Industrial Relations Update  
 Ashurst Lawyers - Misconduct by Social Media  
 Australian Human Resources Institute Investigating Misconduct Workshop  
 All Staff Workshop including SWOT Analysis  
 CPA Australia Congress  
 FBT Seminar  
 Tax and Payroll Update Seminar  
 Head of Financial Advisory Services Hugh Elvy  
 Briefing/Update - CAANZ  
 WHS Fire Training  
 Working Therapeutically in Complex Trauma  
 Marumali Training for Non-Indigenous Health Workers  
 Childhood Trauma Bi-Annual Conference  
 Da Pulse Project Management  
 SEWB Conference  
 Marrin Weejarli - Dealing with Meth/Ice  
 Knowmore Legal Services - Engaging with the Royal Commission into Institutional Responses to Child Sexual Abuse Session  
 FACS Conference - Our Kids Our Way

# STAFF ACTIVITIES

Community Yarn Up  
 Murru Mittigar Night Markets  
 NAIDOC  
 Nanga Mai Marris 'Dream Big' Awards Night  
 Hawkesbury Aboriginal Community Sorry Day  
 South Cares NAIDOC Festival  
 Inquiry into NSW Reparations for Stolen Generations Report  
 Reading of NSW Reparations for Stolen Generations  
 Inquiry into child protection  
 Counselling Support at Walgett, Broken Hill & Sydney Reparations  
 Community Family Fun Days  
 Reconciliation Day  
 Baabayn NAIDOC  
 Supporting Men in the Community  
 Northern Sydney District NDIS Community Launch  
 Koolyangarra Aboriginal Family Centre community information days  
 Cultural Activities and preparation for the Deadly Dancing Competition  
 Bringing Them Home Worker, Steve Collins, joined us in May  
 Recognising and Responding to the Abuse of Older People





# STAFF PRESENTATIONS

OOHC Services

Discussion about Cultural Activities

Nepean & Blue Mountains Interagency

Marist Youth Care Aboriginal Steering Committee

Meeting with KARI Aboriginal Resources

Evidence before GPSC3 Upper House Inquiry

Fredbird Entertainment documentary

Meet with D.C Judge – consultation RE Koori Court

Kinchela Boys Home meeting: assistance

Sydney University - Social work students

Aboriginal Health Services in Western Sydney & Nepean Region

Kildare Road Medical Centre Closing the Gap Committee

Link-Up Presentation at Births, Deaths & Marriages

Presentation to students, Aboriginal Centre for Excellence

Tribal Warrior Association – Family Restoration Project

Royal Commission Research Launch – Criminal Justice – Jury reasoning in joint and separate trials of institutional child sexual abuse

Ngara Yura Committee – NSW Judicial Commission



# 2015-2016



**190 Referrals completed by our Family Link team**

## 130 People Reunited

*- Changing a life every three days*



**71,720 Kms travelled by staff**

*- That's Sydney to Cairns 29 times!!*

- |               |                 |
|---------------|-----------------|
| Broken Hill   | Dubbo           |
| Willcannia    | Darling Harbour |
| Echuca        | Moree           |
| Coonabarabran | Burketown       |
| Shellharbour  | Port Stephens   |
| Newcastle     | Canberra        |
| Bathurst      | Wellington      |



Quality ISO 9001

SAI GLOBAL



Quality Accredited for another year

# HIGHLIGHTS

**210 Reunification counselling sessions conducted**

**8,438 hours of research completed**

*- 351.5 days of research!!*



Board Portal implemented to improve and streamline Governance processes

**10 Presentations** facilitated by Family Link staff



[www.linkupnsw.org.au](http://www.linkupnsw.org.au)

**2,211 Facebook friends**

**1603 LIKES**



**40 Reunions completed**

**“This journey has been life changing. Words cannot explain the happiness within. There are no more tears of feeling lost. Just tears of joy.”**

During the past year the Reunification team has been kept very busy with new clients, reunions and Healing Weekends.

The reunions have consisted of multiple family members meeting for the first time, graveside reunions and return to Country and Community.

In every instance the reunion evaluations received from our clients have been exceptional and high in praise for our staff members.

**“On behalf of my family we would like to thank Link-Up NSW for sending us 2 fantastic workers, you chose well when you employed them and we cannot praise these 2 wonderful people enough.**

**Big thank you to Mary and John; thank you for making our reunion an experience I'll always treasure. Bless you both from the Coppe Family**

## REUNIFICATION

Our clients eagerly await the healing weekends we hold throughout the year, with many calling in to make sure they haven't missed an invitation. These weekends offer our clients an opportunity to unwind and focus on themselves through counselling sessions, art activities, fishing or simply lying in bed with a good book. For many it is a time to reconnect with what they consider their 'Link-Up Family', staff that reunited them with family or other clients they have met over the years.

**“Thank you to all the wonderful staff at Link-Up for a beautiful weekend away. It gave me a chance to recharge the batteries and be ready to face the world again.”**



Broken Hill, Wilcannia,  
Echuca, Coonabarabran,  
Shellharbour, Dubbo,  
Darling Harbour, Moree,  
Burketown, Port Stephens

Locations visited



# FAMILY LINK



I just wanted to say a very big thank you for your presentation last Wednesday at our Forum as I personally found it very enlightening and helpful.

You spoke well and the content in my view was riveting! I have always been interested in this type of work with restoration ...

I hope you can present again sometime!

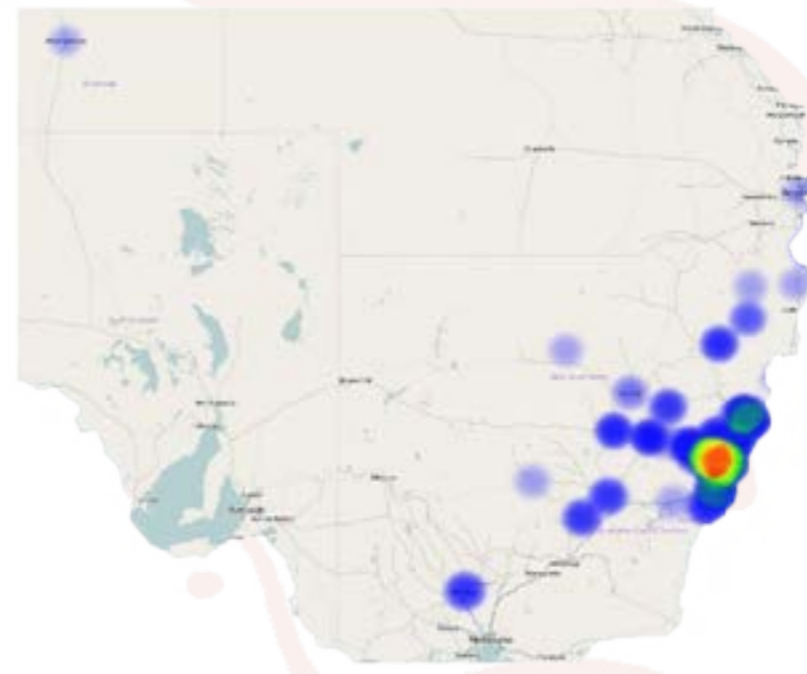
Keep up the good work and once again, many thanks!!!



2016 saw the Family Link Program kick some of the biggest goals it has kicked to date, with so many achievements under our belt it's hard to just pick one.

This year we were approached by a child who had previously been in care, now 19 years of age, who we had completed research for and confirmed Aboriginality.

Our Family Link Program offered support by providing a letter to the young person to gain entry to the university for Zoology and obtain a scholarship. The young person mentioned has now accepted the offer to study with Newcastle University and is receiving an equity scholarship to support studies.



## Referrals received:

Western Sydney	144
Hunter/New England	38
Western New South Wales	33
South Western Sydney	29
Illawarra Shoalhaven	24
Murrumbidgee	17
Northern New South Wales	16
Sydney	16
Central Coast	11
National	3
South Eastern Sydney	2
Southern New South Wales	1

During the 2015/2016 financial year, in partnership with the Aboriginal Foster Care Team at Mt DrUITT Family and Community Services, we provided Cultural Awareness Training to 18 Non-Indigenous Carers.

This training included a history of Stolen Generations, Trans-Generational, Trauma, Cultural knowledge and provided carers with strategies to provide the best opportunities for children to explore and be involved in their culture.

Another stand out moment for the Family Link team occurred when we offered support to multiple foster carers, assisting them with gaining access to information for the children they had in their care.

During our time working with the foster carers and the NGO responsible for the case, the children had access to a more detailed cultural care plan.

Because of the support provided by Family Link, one couple has taken on carer responsibilities and are actively taking the three children to Wiradjuri country so that the children can grow up strong in their culture and find strength in their identity.



**2188 email and phone contacts**

**722 Birth Certificates ordered**



The agency has been very helpful and prompt in obtaining information for a child who is currently interstate in Victoria with Child Protection. I have really appreciated the huge effort that has been made, and the fact that we were kept updated with the progress of the request. Thanks so much!!



Family Link has become an on-going feature in the Legal Advocacy Course being run by Tranby Aboriginal College. The presentation forms part of the course structure to discuss with students about the importance of advocacy and language.

Family Link discusses the importance of language when advocating for clients and gives students an opportunity to work with Family Link staff on hypothetical scenarios, and how, as an organisation, we respond to different situations through Government and non-Government departments.

# HIDDEN CARERS

The Hidden Carers program was funded for the development of an emergency care plan which is aimed to provide any person being cared for a comprehensive report of needs and requirements.

Throughout the development the Hidden Carers Caseworker has worked extensively with the Walkara Elders Group to gain insight into what information would need to be covered.

The plan will provide a carer with information such as:

- Health
- Medication
- Appointments
- Housing
- Utilities; and
- Services

Thanks to the Elders group, and the input from community the emergency care plan has developed into something Link-Up NSW hopes will enhance the many lives of people who are being cared for.



The Link-Up NSW Hidden Carer program is dedicated to identifying suitable carers and supporting carers to use existing carer support with the aim of building linkages between support services and Indigenous carers or non-Indigenous carers caring for an Indigenous person.

**251 Referrals made**

Link-Up's Hidden Carers Caseworker provides information, advocacy and referrals to Aboriginal or Torres Strait Islander carers and/or those in need of care.

**41 events attended**

# COMMUNITY BUILDER

Our Community Builder Case Worker builds links within schools and communities to help build culture, stronger communities and self-determination.

We provide information referrals and assisted referrals to members of disadvantaged communities to participate in community life and activities.

## Bill's Story

Bill is a 26 year old Aboriginal man who suffers with a global mental delay. Bill has been providing care for his grandmother Mary for the last 4 years. Mary lives alone and suffers complex trauma and has been diagnosed with multiple health issues.

When I met with Bill and Mary I asked Bill how I could help improve his life and help him provide care for his grandmother. Bill found it difficult to articulate his needs due to many years of seeking assistance from other services to no avail.

After considerable consultation with Bill, a rapport was built that enabled Bill to express his desire to have respite care so that he can begin partaking in his hobbies once again. Bill was able to tell me that before he started caring for his grandmother he enjoyed mowing lawns and wished that he had the time to do this again.

As a result of my consultation with Bill and Mary I was able to refer Mary to attend an Aboriginal Elders group twice a week which gave Mary a connection back into her community and provided Bill with respite. I was then able to connect Bill with a volunteer community group in Bills local area that provides their community with lawn and yard maintenance where Bill was then able to volunteer his time to the group for 8 hours per week.

## Sally's Story

Sally is a 52 year old Aboriginal woman who provides care in her own home for her elderly father Max who is suffering with dementia and also her elderly mother Betty who has a heart condition. Sally was referred to the Link-Up Hidden Carers Program by her neighbour.

Sally was seeking assistance with transport and support for her mother to attend her heart specialist appointments at the local hospital. Sally was unable to attend with her mother as she was unable to leave her father unattended and did not feel secure leaving her father in the care of someone else.

After consultation with Sally I was able to refer Sally and her parents to their local community transport service that would provide Betty with transport and support to and from all of her medical appointments as well as keep regular contact with Sally by one of their case workers.

# ROYAL COMMISSION COUNSELLOR

Link-Up's current counsellor for the Royal Commission into Institutional Responses to Child Sexual Abuse (RCIRCSA), was appointed mid-2015. Prior to joining the Link-Up team, our Royal Commission Counsellor was in a counselling role working with the Warlpiri, Anmatjere and Arrente people in remote communities north of Alice Springs.

Our clients range from their early-20s to mid-70's, many are Stolen Generations and all have experienced sexual abuse, physical violence and emotional neglect or a combination of these. During the year, over forty clients have been met or spoken with. Currently, twelve clients are being supported via face-to-face meetings and another nine by phone or email.

Link-Up is funded for only one RCIRCSA Counsellor to cover the entire state, due to this, our Counsellor reached capacity this year and was unable to take on any more clients. The client base has grown to such an extent that more telephone based counselling has become necessary.

A highlight for our Counsellor this year was witnessing a client reach the end of his journey with the Royal Commission; this client was one of the first people to have a Private Session with the Royal Commission in 2013. During the Royal Commission process he was also involved in a NSW scheme for members of the Stolen Generations and after a six-hour meeting with this client, his lawyers and lawyers from the Crown Solicitor's office, his patience and resilience was rewarded with financial compensation, and more importantly, a very detailed and sincere apology given by a Director of FACS. Our counsellor walked beside him every step of the way.

We also attended the bi-annual Australian Childhood Trauma Conference. Indigenous issues were emphasised with keynote speakers like Professor Judy Atkinson (a Jiman and Bundjalung woman) talking about the unique issues faced by Aboriginal people, culturally appropriate ways of counselling and effective advocacy.

Some information about the RCIRCSA:

- The final Public Hearings will be held from January to March 2017 and the Commission will finish in December 2017;
- 30 September 2016 is the final date to register for a Private Session with a Commissioner;
- There have been over 5,000 Private Sessions so far and Aboriginal or Torres Strait Islander people have made up 11% of this number;
- In 2015, the RCIRCSA submitted an extensive report to the Federal Government on Redress for Child Sexual Abuse survivors, recommending that survivors receive an apology from the offending institution, as well as financial compensation and free counselling. In January 2016, the Federal Government issued a Press Release advising they will consult with States and Territories regarding any possible redress.



*Richard Dawes - Royal Commission client*





## Link-Up (NSW) Aboriginal Corporation

ABN: 99 731 805 429

### EXTRACT FROM FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016

#### Directors' Declaration

The directors of the company declare that the summary financial statements and notes for the financial year ended 30 June 2016, set out on pages 2 to 5, is an extract from the full financial report for the year ended 30 June 2016 and has been derived from and is consistent with the full financial report of Link-Up (NSW) Aboriginal Corporation.

The directors of the corporation declare that:

1. The financial statements and notes, as set out on the attached pages, are in accordance with the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and:
  - a. comply with Accounting Standards - Reduced Disclosure Requirements as stated in Note 1; and
  - b. give a true and fair view of the corporation's financial position as at 30 June 2016 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.
2. In the directors' opinion, there are reasonable grounds to believe that the corporation will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director  Victor Morgan

Director  Julie Shelley

Dated: 15-9-16

Dated: 15-9-2016

Link-Up (NSW)'s full financial statements are available on request, and are also lodged with ORIC (Office of the Registrar of Indigenous Corporations), and published on the Link-Up (NSW) website.

**Link-Up (NSW) Aboriginal Corporation**

ABN: 99 731 805 429

**Independent Audit Report to the members of Link-Up (NSW) Aboriginal Corporation**

**Report on the Financial Report**

We have audited the accompanying financial report of Link-Up (NSW) Aboriginal Corporation, which comprises the statement of financial position as at 30 June 2016, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the management's assertion statement.

*Management's Responsibility for the Financial Report*

Management is responsible for the preparation and presentation of the financial report in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and for such internal control as the management determine is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

*Auditor's Responsibility*

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the managements, as well as evaluating the overall presentation of the financial report.

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

*Independence*

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the managements of Link-Up (NSW) Aboriginal Corporation, would be in the same terms if given to the managements as at the time of this auditor's report.

PKF(NS) Audit & Assurance Limited  
Partnership  
ABN 91 850 861 839

Sydney  
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**Link-Up (NSW) Aboriginal Corporation**

ABN: 99 731 805 429

**Independent Audit Report to the members of Link-Up (NSW) Aboriginal Corporation**

*Opinion*

In our opinion, the financial report of Link-Up (NSW) Aboriginal Corporation is in accordance with the *Corporations Act 2001* and the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*, including:

- (a) giving a true and fair view of the Corporation's financial position as at 30 June 2016 and of their performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Regulations 2001* and the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*.

**PKF**  
Chartered Accountants

Dated: 15 September 2016

Level 8, 1 O'Connell Street Sydney

**SCOTT TOBUTT**  
Partner



Link-Up (NSW) Aboriginal Corporation

ABN: 99 731 805 429 ICN 260

Statement of Profit or Loss and Other Comprehensive Income  
For the Year Ended 30 June 2016

	2016	2015
	\$	\$
Revenue	3,576,635	3,942,091
Other income	11,364	3,905
Unexpended grant revenue	-	(473,314)
Consulting expense	(322,961)	(324,862)
Depreciation, amortisation and impairment expense	(147,174)	(137,867)
Employee benefits expense	(2,577,368)	(2,292,291)
Finance costs	(352)	(8,147)
Motor vehicle expenses	(37,472)	(50,625)
Occupancy expenses	(152,657)	(237,042)
Printing and stationery	(22,147)	(8,256)
Repairs and maintenance	(85,167)	(87,157)
Reunion expenses	(251,661)	(192,263)
Travel expenses	(82,514)	(40,598)
Other operating expenses	(200,699)	(97,441)
<b>Surplus / (deficit) before income tax</b>	<b>(292,173)</b>	<b>(3,867)</b>
Income tax expense	-	-
<b>Surplus / (deficit) for the year</b>	<b>(292,173)</b>	<b>(3,867)</b>
<b>Total comprehensive income for the year</b>	<b>(292,173)</b>	<b>(3,867)</b>

AmandaH@nsw.link-up.org.au

These summary financial statements for the financial year ended 30 June, 2016 are an extract from the full financial report for that year and have been derived from and are consistent with the full financial report of Link-Up (NSW) Aboriginal Corporation which are available upon request, are lodged with ORIC, and which are published on the Link-Up (NSW) website.

Link-Up (NSW) Aboriginal Corporation

ABN: 99 731 805 429 ICN 260

Statement of Financial Position  
As At 30 June 2016

	2016	2015
	\$	\$
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	2,106,784	2,809,039
Trade and other receivables	36,329	91,245
Other assets	28,504	37,084
<b>Total current assets</b>	<b>2,171,617</b>	<b>2,937,368</b>
<b>Non-current assets</b>		
Financial assets	2,053	1,921
Property, plant and equipment	1,954,516	2,063,365
<b>Total non-current assets</b>	<b>1,956,569</b>	<b>2,065,286</b>
<b>TOTAL ASSETS</b>	<b>4,128,186</b>	<b>5,002,654</b>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Trade and other payables	261,402	417,812
Borrowings	5,342	6,105
Short-term provisions	117,268	103,009
Other liabilities	82,160	524,491
<b>Total current liabilities</b>	<b>466,172</b>	<b>1,051,417</b>
<b>Non-current liabilities</b>		
Long-term provisions	31,582	28,632
<b>Total non-current liabilities</b>	<b>31,582</b>	<b>28,632</b>
<b>TOTAL LIABILITIES</b>	<b>497,754</b>	<b>1,080,049</b>
<b>NET ASSETS</b>	<b>3,630,432</b>	<b>3,922,605</b>
<b>EQUITY</b>		
Retained surpluses	3,630,432	3,922,605
<b>TOTAL EQUITY</b>	<b>3,630,432</b>	<b>3,922,605</b>

These summary financial statements for the financial year ended 30 June, 2016 are an extract from the full financial report for that year and have been derived from and are consistent with the full financial report of Link-Up (NSW) Aboriginal Corporation which are available upon request, are lodged with ORIC, and which are published on the Link-Up (NSW) website.



# ACKNOWLEDGMENTS

**This journey is what I have been waiting for all my life, knowing who I am and where I belong now in this world.**



# ACKNOWLEDGEMENT OF FUNDING

Link-Up (NSW) Aboriginal Corporation, ICN 260, would like to gratefully acknowledge the assistance and funding of:



Australian Government

Department of Social Services



Family & Community Services



Healing Foundation


Strong Spirit • Strong Culture • Strong People




Australian Government

Department of the Prime Minister and Cabinet




The Link-Up staff were outstanding, they provided many opportunities for our family to ensure the best possible experience. They were not intrusive or controlling and stayed in the background where we could approach them if needed. Our questions were answered, our wishes were acknowledged and the support was always valuable. I am sure after my reflection I could provide further information on how special the Link-Up staff are. Many thanks with heartfelt appreciation. 




I have been searching for my family all my life. Finally I found my family. They are the most beautiful people who welcomed us with open arms and open heart. I would like to thank Link-Up for finding our family 




We are so blessed to have such great weekends away to connect with my Link-Up family. 



The experience was most rewarding meeting family we have been searching for 30 or more years. I'm still in disbelief. 



It was such a powerful journey and made me understand all the papers I read. And it all came together when I went there and walked the land and went to sacred places. 



You cannot do better than perfection 



# LINK-UP [NSW]

*Standing in the Present, Acknowledging  
the Past and Looking Forward*



[www.linkupnsw.org.au](http://www.linkupnsw.org.au)