



**LINK-UP [NSW]**  
**Aboriginal Corporation**



**ANNUAL REPORT 2016-17**

# 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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## OUR VISION

Link-Up (NSW) Aboriginal Corporation's vision is to lead the way in the design and delivery of contemporary, culturally safe, holistic healing services to build a healthy and strong Aboriginal and Torres Strait Islander community.

## OUR STATEMENT

Standing in the Present, Acknowledging the Past, Looking Forward ... Creating History

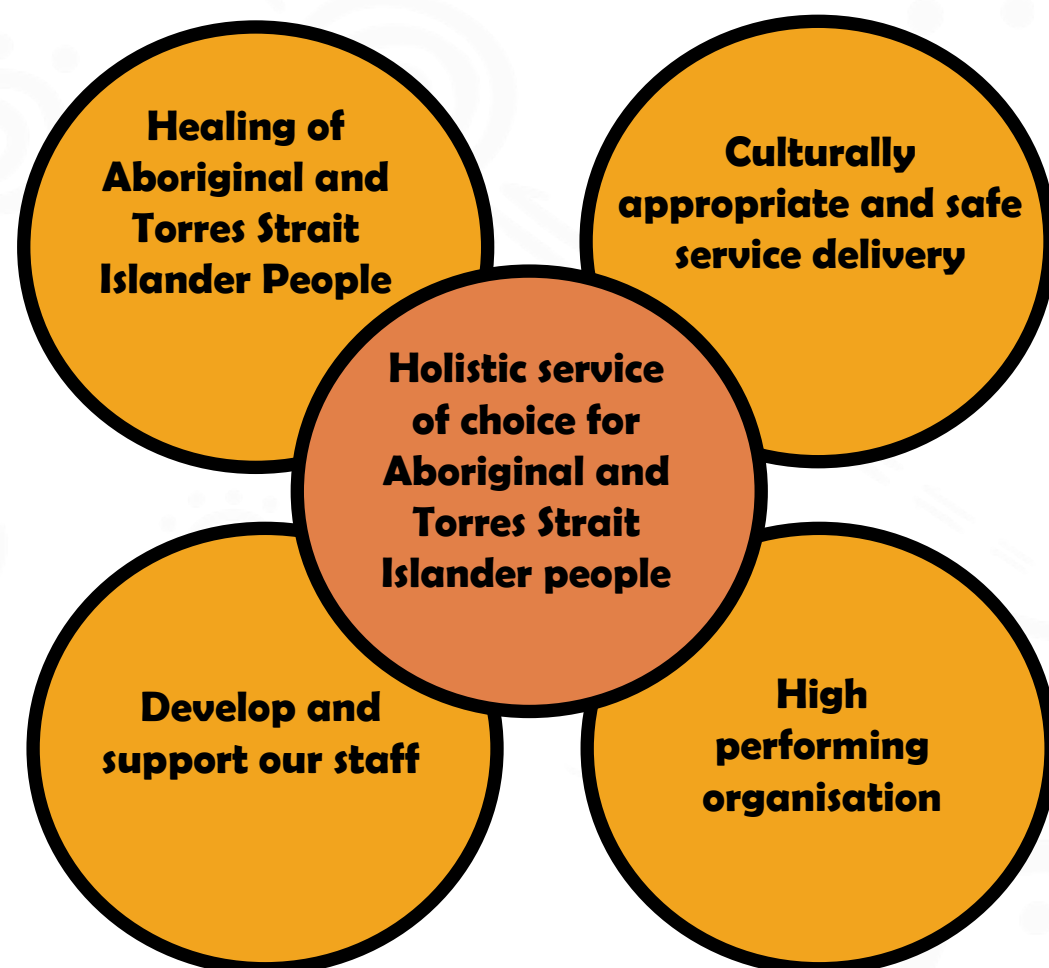
## OUR PURPOSE

To redress the grave injustices, deprivations and incursions into the health, social and emotional wellbeing and culture of Aboriginal peoples, resultant from the impact of removing Aboriginal peoples from families, communities and country. Addressing trauma and delivering services with a holistic approach with the aim to build a healthier and stronger community.

## OUR OBJECTIVES

2017-2018 Financial Year:

1. Deliver professional services for Aboriginal and Torres Strait Islander people
2. Deliver contemporary, culturally safe and appropriate services
3. Maintain and evolve a secure and stable foundation
4. Enhance Link-Up's community influence and outreach
5. Engage and develop staff



# REPORTS



# CHAIRPERSON'S REPORT

On behalf of the Board of Directors of Link-Up (NSW) Aboriginal Corporation, I am pleased to present the Annual Report for 2016-2017.

The Board and I are proud to be part of a successful members owned corporation. To gain three years continued funding from the Department of Prime Minister and Cabinet (PM&C) is a great achievement and testament to both the oversight and strategic direction of the Board and the operational and internal diligence of the CEO and staff. We thank PM&C for their commitment and support.

The continued support of the NSW Department of Family and Community Services (FACS) and Commonwealth Department of Social Services (DSS) is also acknowledged and welcomed. Without this funding we would be unable to continue to assist the Aboriginal people and communities of NSW in the broad manner we currently do.

The continued collegiate work between the CEO and his staff, with the support of the board, has strengthened Link-Up (NSW)'s reputation with its funding bodies and community engagement.

We have a strong balance sheet with a clean audit report, recently transitioning earlier than projected to successfully obtain ISO9001:2015 accreditation; continuing our strong compliance programme. This means we have independent confirmation that our quality management system "demonstrates our ability to consistently provide services that meet client and statutory and regulatory requirements, aims to enhance client satisfaction and includes processes for improvement of the system".

I believe it's in every organisation's best interest that there is a regular turnover of directors to ensure the introduction of new skills, experience and ideas. I have, therefore, made the decision that 2017 will be my last year as a director and chairperson of Link-Up (NSW). It is the right time to leave as the organisation is in good hands, I am very proud of all of Link-Up (NSW)'s accomplishments during my six years and I'm comfortable that I am leaving it in good shape.

I want to thank and acknowledge our funding bodies for their continued partnership and support, as without them, we cannot operate. Our CEO, Terry Chenery, and I have worked constructively together and I have enjoyed our association. Terry is a very capable and committed CEO with a strong sense of Link-Up (NSW)'s history, at the same time looking to grow the organisation in a holistic manner, consistent with our core objectives.

I would also like to acknowledge the effort of the Link-Up (NSW) board during the past year and the staff's commitment to providing caring and compassionate service and support to our clients. I am confident Link-Up (NSW) will continue to build on its reputation, "Standing in the Present, Acknowledging the Past and Looking Forward".



Victor Morgan  
**CHAIRPERSON**

# TREASURER'S REPORT

During the 2016-2017 financial year Link-Up (NSW) received Grants totalling \$3,644,016 (last year: \$3,535,050). 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 the Department of Social Services contributed \$155,000 for supporting clients affected by the Royal Commission into Institutional Responses to Child Sexual Abuse. The NSW Government contributed \$1,113,476 for Family and Community Services programmes and the Healing Foundation contributed \$40,000.

Additional income of \$30,742, reflected in the Profit and Loss Statement, comprises bank interest (\$4,682), dividends (\$93), insurance recoveries (\$3,119), car park rental (\$13,091) and funding for an Aboriginal Children's Camp (\$9,757). Operating expenditure totalled \$3,762,410 (last year: \$3,880,172) resulting in an Operating Deficit for the year of \$87,652 (last year: \$292,173) and a Net Deficit after providing for refundable funder surpluses of \$78,110.

Link-Up (NSW)'s assets at 30 June 2017 amounted to \$3,974,169 (last year: \$4,128,186) and liabilities totalled \$509,500 (last year: \$497,754) resulting in total equity at 30 June 2017 of \$3,464,669 (last year: \$3,630,432).

While there is no legal obligation 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:

Item	2016-2017 Amount (\$)	2015-2016 Amount (\$)
<b>Sitting Fees</b>	<b>10,021</b>	<b>15,772</b>
<b>Travel Costs</b>	<b>8,736</b>	<b>44,932</b>
<b>Meeting Costs</b>	<b>621</b>	<b>2,924</b>
<b>Police and Solvency Checks</b>	<b>401</b>	<b>860</b>
<b>Mobile Phone Costs</b>	<b>1,419</b>	<b>1,454</b>
<b>Tablet Data Costs</b>	<b>2,455</b>	<b>7,127</b>
<b>Teleconference Costs</b>	<b>1,571</b>	<b>1,784</b>
<b>Doubtful Debts</b>	<b>(300)</b>	<b>7,525</b>
<b>Total Board Expenses</b>	<b>24,924*</b>	<b>82,378</b>

\* The reduction in Board expenses is largely due to of the adoption of a revised Travel Policy.

The Financial Statements for the Year Ended 30 June 2017 together with the Independent Audit Report are included in the Annual Report on pages 30 to 34.

I commend the 2016-2017 audited Financial Statements for Link-Up (NSW) Aboriginal Corporation to the Membership.



Janet Smith  
**TREASURER**

# CEO REPORT

Sustainability, growth, reputation, excellence in client services and exemplary compliance were the main focus of the 2016/17 year for Link-Up (NSW). Link-Up (NSW) recognises that we cannot be stagnant or ignore the future, which consists of competing agencies and alternative funding streams; we are in a competitive world when it comes to funding and staffing, it is our responsibility, to the community, clients and staff, to make sure we tackle obstacles and take opportunities head on.

None of the above pillars exist in isolation and the balance between them all is sometimes a complex issue in its own right. It is with the greatest of pleasures to advise that Link-Up (NSW) not only addressed all of our focus points for the 2016/17 year, but managed to surpass all requirements to an amazingly high standard.

The Department of Prime Minister and Cabinet (PM&C) acknowledged our excellent work by providing a three year funding agreement providing financial and employment stability for Link-Up (NSW) staff and over 100 more reunions for Aboriginal people affected by past Government forced removal policies. This is an incredibly rewarding and exciting position to be in and we acknowledge and thank PM&C for their continued support.

We continue to receive and appreciate the funding from the NSW Department of Family and Community Services (FACS) for our Family Link, Community Builder and Hidden Carer programmes and are actively engaged in the Targeted Early Intervention reforms with the assistance of key FACS personnel. During my time as CEO, we have continued to build excellent relationships with our FACS partners and continue to explore every avenue possible to expand the assistance we can both provide to Aboriginal children, young people and their families.

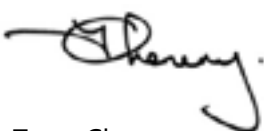
We are also supported by the Commonwealth Department of Social Services (DSS) for a position to assist Aboriginal people affected by the Royal Commission into Institutional Responses to Child Abuse. The funding for this position ends in June 2018, however we are optimistic the Commonwealth and State Governments along with institutions will design a scheme that will provide for longer term assistance to abuse survivors and that Link-Up will be an integral part of any such programme.

Link-Up (NSW) has assisted Aboriginal people since 1980 and has a proud tradition of being the first and longest serving Aboriginal reunification service in Australia and we continue to strive for excellence and innovation in how we do business and prospective new business opportunities. We continue to be certified by SAI Global for implementing a Quality Management System (QMS), transitioning this year from the previous ISO 9001:2009 standards to the latest 9001:2015 standards one year ahead of schedule.

We continue to look for growth and expansion opportunities and the Directors of Link-Up (NSW) have determined to look at opportunities to provide a broader ability to assist in the healing activities of Aboriginal people. This is a broad direction but one which will allow us to be holistic in our approach to Aboriginal people and communities and provide more care and support for those seeking our assistance.

All of these activities are conducted in a manner where the reputation of Link-Up (NSW) is paramount. We continue to develop and improve internal policies and procedures and attempt to recruit and retain our team through continued training and adoption of best practice methods. We continue to provide weekly external supervision and access to EAP services for all staff and we strictly adhere to our code of conduct to ensure a safe workplace; we do not shy away from our responsibilities and will not be compromised in this area. We work in a complex environment where vicarious trauma is a real consideration; we will continue to support our team to the best of our ability.

This financial year was a great year of consolidation and I thank all those involved in the Link-Up (NSW) team for a great year and look forward to the year ahead.



Terry Chenery  
CEO

## OUR TEAM





# OUR BOARD OF DIRECTORS



**VICTOR MORGAN**  
CHAIRPERSON

Victor is a Jaithmatung (Victorian Alps) and Bunjalung (North Coast) man who is a qualified counsellor specialising in social emotional wellbeing, and drug & alcohol and gambling addictions. Victor is the current chairperson of Link-Up (NSW) and managed the Tribal Warrior mentoring program in 2012. Vic has previously been an Indigenous correspondent for channel 9 and since 2012 has been a facilitator for ECAV working with Aboriginal men across NSW on delivering the Strong Aboriginal Men's Programme. Another area of interest for Vic is Indigenous sustainability where he would like to see Aboriginal Communities and people have a sound financial future utilising the rich asset base to make strong long term investment for the coming generations.

Oomera is an Aboriginal woman from Tingha; the New England region of NSW and a co-founder of Link-Up (NSW). Oomera also lived in Cootamundra before marrying and relocating overseas for a number of years. When Oomera returned, she started Link-Up (NSW) in 1980 and worked as the co-ordinator of the organisation for 10 years, strategising the sensitive nature of getting people back to their families. After Link-Up, Oomera worked in the cultural education field for over 20 years and has an Advanced Diploma in Aboriginal Specialist Trauma Counselling. Oomera currently works for the Department of Family and Community Services in Sydney.



**OOMERA EDWARDS**  
DIRECTOR



**AILEEN BELL**  
DIRECTOR

Aileen Bell is an Aboriginal woman from the Kamilaroi tribe and one of many affected by the Stolen Generations. Aileen is actively studying and is currently completing her Certificate III in Cultural Art. Other Certificates and Diplomas she has achieved are Indigenous Identities, Aboriginal Studies, Business and Administration, Community Services, Childcare, First Aid and Family History Research. Aileen has been on the Board of Directors at Link-Up (NSW) since 2013 and wants to make a difference by helping our people.

Wendy Craig is a Gumbaynggirr woman who has worked on various projects within Aboriginal community and achieved a high level of recognition such as having the honour of creating the Banner for the 2010 Elders Olympics, receiving the Grace Roberts Community Development Award in 2007, 2009 and 2010 and various awards for NAIDOC week. Wendy has been on the Board of Directors at Link-Up (NSW) since 2015 and enjoys spending her time not only helping the community, but also researching family history, creating Aboriginal Art and writing life stories.



**WENDY CRAIG**  
DIRECTOR



**ELIZABETH MAY**  
DIRECTOR

Lizzie May was born in Wellington NSW and is a proud Wiradjuri woman. Lizzie has been an active member of the local community for the past 20 years some of which includes Marrin Weejali Drug and Alcohol Service, Blacktown Aboriginal Corporation, Mt Druitt Panthers and NSW Aboriginal Rugby League Knockout. Lizzie has been a Director since 2016 and was fortunate enough to have been reunited with her elder sister through the dedicated and hard work of Link-Up (NSW).



**JANET SMITH**  
TREASURER

Aunty Janet is a proud Birripai/Dunghutti woman and has been a Director with Link-Up (NSW) since 2010. Aunty Janet has qualifications in Social Work and Visual Arts and has taken a lifelong commitment to help her people. Some community work she has been involved in is mentoring students and establishing various youth programs designed to help them obtain employment, being a part of Streetbeat which helps young people in danger of homelessness, drugs and alcohol and being a part of the Aboriginal Catholic Ministry working with Indigenous children. Aunty Janet is also a Director of the Neighbourhood Centre in Kempsey, the Kempsey Medical Centre and Cootamundra Girls Aboriginal Corporation.

Rebekah Curtis is a proud Noongar woman (from Western Australia). Rebekah arrived in Sydney via Adelaide where she was a foster child, was then placed in an orphanage and moved to Darwin at age eighteen. She is the mother of three children and the grandmother of four grandchildren. She has worked in numerous jobs and has volunteered for Lifeline and the Eleanor Duncan Aboriginal Health Centre. Rebekah joined the Link-Up board in 2015.



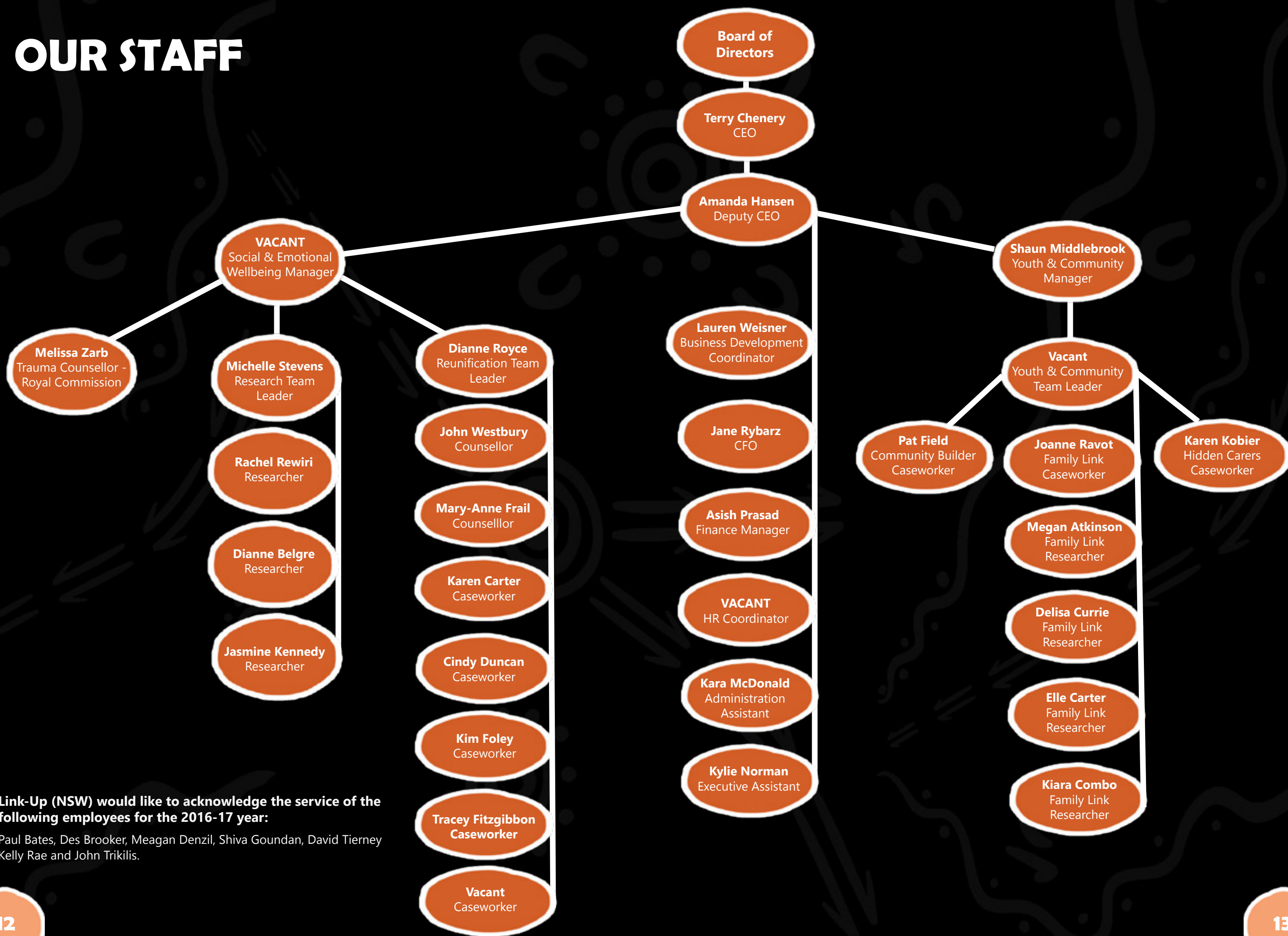
**REBEKAH CURTIS**  
SECRETARY

Raelene Corak (nee Godwin) is an Aboriginal woman from Birripai Country. Birripai Country is located on the East Coast of NSW, North of Sydney and the Hunter region. It is there that the Aboriginal communities of Taree and Purfleet are situated. Raelene has been on the Board of Directors at Link-Up (NSW) since 2016 and enjoys dedicating her time to helping the members of the Stolen Generations



**RAYLENE CORAK**  
DIRECTOR

# OUR STAFF



Link-Up (NSW) would like to acknowledge the service of the following employees for the 2016-17 year:

Paul Bates, Des Brooker, Meagan Denzil, Shiva Goundan, David Tierney Kelly Rae and John Trikilis.



# STAFF TRAINING, COURSES AND CONFERENCES

## November 2016

Link-Up (NSW) Presentation at the Rape and Domestic Violence Centre  
Cert IV and Diploma in Leadership and Management  
NSW Elder Abuse Helpline & Resource Unit Strategic Planning Day  
Trauma Informed Care & Practice for Managers  
Trauma Informed Care & Practice Training  
Western Sydney University Bankstown Community Day  
Tracey Westerman Seminar  
Family Group Conferencing - Accredited Facilitator Course

## December 2016

Link-Up (NSW) Presentation at the Rape and Domestic Violence Centre  
Emmertons Mens Shed  
TEI Reform Consultation  
Wentwest Commissioning Opportunities for New Services Consultation

## January 2017

All Staff Workshop  
Cert IV in Business  
Diploma in Business  
Advanced Diploma in Business

## February 2017

Recognising and Responding Training  
Westpac Digital Fraud Cybercrime Seminar  
Port Stephens Client Healing Weekend  
Working Therapeutically  
KBH Healing Weekend in Batemans Bay  
Ethics in context and feedback, feelings and fears training

## March 2017

Community Information Session at Muru Mittigar  
Chartered Accountants in Australia Economic Update  
CPA Congress  
Stolen Generations Reparations Scheme (SGRS)  
FBT Seminar - Newcastle & Sydney  
Aboriginal Family Planning Circle at Ngulla Wal  
Fire Evacuation Training  
Koolyangarra Aboriginal Family Centre Information Day  
Pathfinders (History of Aboriginal Trackers) NTS Corp

## April 2017

Healing Weekend in Port Stephens  
Muru Mittigar Sorry Day Event

## May 2017

### Zach's Ceremony Movie Event

Link-Up (NSW) hosted two private, complimentary screenings of Zach's Ceremony to commemorate the 20th Anniversary of the Bringing Them Home report and Sorry Day for staff, the community and officials. The screenings were shown at both Penrith and Blacktown cinemas. Zach's Ceremony is an extraordinary, feature-length documentary captured over ten years that shows one boy's journey to manhood in a complex, emotionally driven story. Its themes are universal: that of family and connection, but also explores the fascinating and unique question of what it means to be a modern man belonging to the oldest living culture on earth.

20th Anniversary release of In The Best Interest of the Child

### Bringing Them Home 20 Year Commemoration Breakfast

Link-Up (NSW) CEO, Terry Chenery, attended a number of Sorry Day events and commemoration of the 20th anniversary of the BTH Report events. Some of the main events included attending FACS head office to deliver the response to the apology reading by the Secretary of FACS, Michael Coutts-Trotter and the Bringing Them Home 20 year Commemoration breakfast in Canberra.

Australia Wide Taxation & Payroll Training Seminar  
Fire Warden Meeting  
Sorry Day Talk at the Cobham Juvenile Justice Centre  
NSW Reconciliation Golf Day  
ABSEC Aboriginal Agency Forum  
Illawarra AMS Sorry Day Event  
Griffith AMS Sorry Day Event  
ACRC Sorry Day Event  
ANZAC Memorial  
Katoomba Sorry Day Event  
Redfern Sorry Day Event  
Hyde Park Sorry Day Event  
Matraville Sorry Day Event  
Windsor Sorry Day Event  
50th Anniversary of the 1967 Referendum and Milestones  
Kevin Campbell - Family Finding Workshop

## June 2017

FACS Integrated Domestic and Family Violence Service  
SEWB Conference  
First Aid Training  
Union Delegate Training



## July 2017

Katoomba NAIDOC Event  
Blacktown NAIDOC Event  
Riverstone NAIDOC Event  
Baabayn NAIDOC Event  
Brisbane NAIDOC Event  
Diploma in Counselling

Penrith NAIDOC Event  
Darkinjung NAIDOC Golf Event  
Hawkesbury NAIDOC Event  
Reading Old Handwriting Training  
KRMC NAIDOC Event

## August 2017

FACS Accountability Information Webinar  
Presentation at Tranby Aboriginal College  
Family is Culture Independent Review  
Aboriginal Centre for Excellence RFP Debriefing

TEI Reform Consultation  
NATSITN Conference  
FACS Accountability Information Webinar

## September 2017

Cert IV Stolen Generation Family History Research and Case Management  
Writing Effective Case Notes Training  
Family is Life Independent Review  
Kids in Care Cup  
Cobham Juvenile Justice Centre  
Link-Up National Leadership Conference  
Koori Interagency  
Blue Mountains ACRC Outreach Day

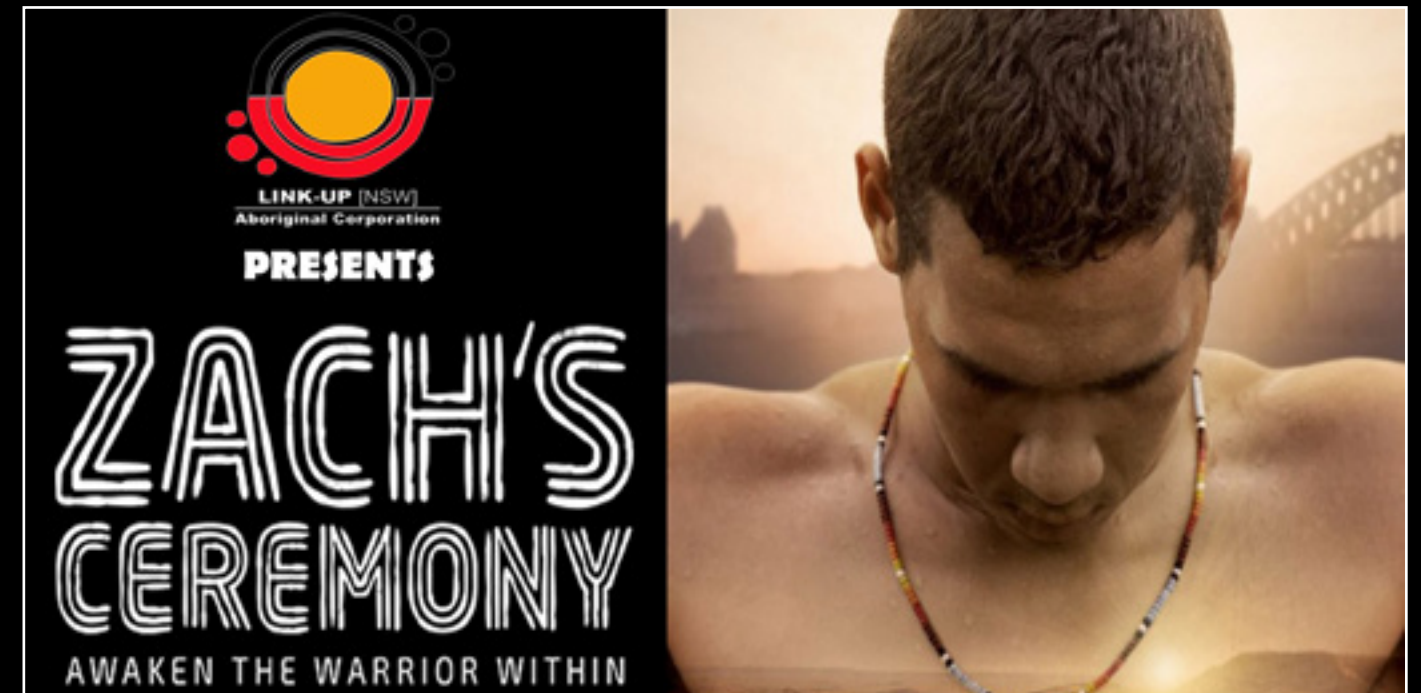
## October 2017

Presentation for WHOS  
Department of Justice Civil Litigation Reform Round Table  
Shalvey Playgroup  
Elders Lunch with the Mid Mountain Community  
CPA Accounting Conference  
Koori Interagency  
Accidental Counselling Training  
Constitutional Recognition Forum  
Linker Network CEO Breakfast  
Narimba Tafe Information  
NSWATN Meeting  
SEWB Symposium

## November 2017

TEI Linker Training  
Marist180 Aboriginal Steering Committee  
Royal Commission Redress Scheme Discussion

ABSEC Symposium  
Link-Up Leadership Meeting





# OUR SENIOR MANAGEMENT TEAM



**TERRY CHENERY**  
CHIEF EXECUTIVE OFFICER

Terry is a proud Anaiwan man that has a long and distinguished career in law, governance, lecturing, investigations and business. As the CEO of numerous Aboriginal agencies Terry is committed to building innovative and flexible corporations that are high performing and ensuring community and culture are at the core of everything the agency does.

Terry has provided independent advice to previous Attorneys Generals, Ministers and Parliamentary inquiries to ensure the voices of Aboriginal people and communities are heard at the highest level.

As the son of a member of the Stolen generation Terry is driven by making sure Aboriginal children and families are given the best opportunity to grow happy and healthy together.

Amanda is a Jerrinja woman from the South Coast of NSW, Amanda moved to Western Sydney in 2015 to pursue a career with Link-Up (NSW).

With years of experience in the corporate world, Amanda took a leap of faith and followed her instincts in joining Link-Up (NSW) due to her desire to work with and make a difference in the community.

Amanda is process driven, has numerous qualifications and experience in project management, facilitation and business transformation. All of this being underpinned by Amanda's passion for quality management, continuous improvement, addressing trauma and drive for a holistic service approach.



**AMANDA HANSEN**  
DEPUTY CEO



**SHAUN MIDDLEBROOK**  
YOUTH AND COMMUNITY  
MANAGER

Shaun Middlebrook is a Wiradjuri and Yuin man and has lived in Western Sydney his entire life.

Shaun has a diploma of Management and is currently in his 3rd year studying a Bachelor of Laws. Coming from an accounts background, Shaun wanted to give back to the community so he started working with a Community Legal Centre.

Shaun has been with Link-Up (NSW) for 3 years working as a Community Builder, Team Leader and now the Youth and Community Manager. He is an advocate for change and works hard in his personal life to assist the needs of his community. His career and his ambitions are led by his desire to stay connected to his culture and community.

## OUR PROGRAMMES



# HIGHLIGHTS



**PM&C FUNDING  
SECURED FOR  
ANOTHER 3 YEARS**



**APPROXIMATELY \$20,000  
SAVED BY BRINGING DESIGN  
AND MULTIMEDIA IN HOUSE**



**2151  
PAGE  
LIKES**

**2459**



**FACEBOOK  
FRIENDS**



22 Custom designed  
COA's supplied to eligible  
Aboriginal and Torres  
Strait Islander people

## 160 People Reunited

-Changing a life every three days



**Healing Foundation  
Funding Received To Hold  
A Healing Gathering For  
Stolen Generation Members**



**819  
ENQUIRIES  
RECEIVED**

**1494**



**REFERRALS BY OUR  
REUNIFICATION TEAM**



**SUCCESSFULLY TRANSITIONED TO  
2015 STANDARDS 1 YEAR EARLY**



**\$57,454 SAVED IN  
BOARD TRAVEL  
EXPENSES**

# REUNIFICATION

Link-Up (NSW) Aboriginal Corporation reunification team has seen another successful year come and go, with a total of 160 people attending reunions since November 2016. Our reunions have been a mixture of family, graveside and back to country.

Each year Link-Up (NSW) ensures that feedback is obtained from our clients to ensure the growth of the organisation reflects client requirements. Evaluation forms returned by our clients contained so much over whelming praise and positivity towards both our staff and the service we provide.

Our healing weekend in April was a mixture of newly reunited clients and clients reunited in the past and consisted of men, women and family groups. We were blessed to have a Welcome to Country and Smoking ceremony provided by a local Elder who had extensive knowledge of the area and traditional Aboriginal sites. Some of the activities provided were aromatherapy massage, manicure and pedicure, and painting.

Among our success stories of this year, we reunited an 86 year old mother with her 65 year old daughter. During the years of separation the mother never stopped looking for her daughter and was very grateful when she received our call to say we had located her. When the reunion took place the daughter met her mother, after 57 years of separation, and brothers and sisters that she was not even aware of.



## REUNIFICATION CLIENT FEEDBACK



**I feel that nothing needed to be improved because the ladies from Link-Up all did an excellent job. They showed me a lot of support, care and understanding and to always stay strong. It's a lot easier when you have beautiful strong and understanding women like your team.**



**The staff were awesome all weekend, everyone laughed, listened and connected. I loved talking to the sisters and the bond we build as strong women is something you can't get with your own family, Link-Up is Family!**



**Thank you Link-Up for providing such a wonderful opportunity to reunite families. Your staff went above and beyond to make this reunion the success it was.**



**I liked the massage, nails and feet. Excellent craft work, can we have it every year as I feel it's good for my mind**









# FAMILY LINK

Family Link has had yet another busy year working towards providing extensive family history for children and young people in Out-Of-Home Care. The programme continues to gain momentum across the sector with organisations and the judiciary having full knowledge of the important work that is being completed.

Family Link has grown in size with three full time researchers, Megan, Delisa and Elle, one part time researcher, Kiara, and a caseworker, Joanne. Each of these staff members bring to the programme immense knowledge and dedication which is what makes Family Link such a sought after service.

## Kids In Care Cup

Along with the wonderful work being done within the realm of Out-Of-Home-Care, Family Link continues to have a presence at events such as the Kids in Care Cup. This year the Cup was held at Sid Parrish Park, Figtree. Joanne and Delisa spent the day talking with kids and carers, handing out Aboriginal colouring-in books and taking guesses for our guessing competition where participants had the chance to win prizes.



## Independent Review of Aboriginal Children in Out-Of-Home-Care (OOHC)

Link-Up (NSW) hosted members from the Independent Review of Aboriginal Children in Out-Of-Home-Care (OOHC) including the Senior Project Officer on the review as well as Professor Megan Davis.

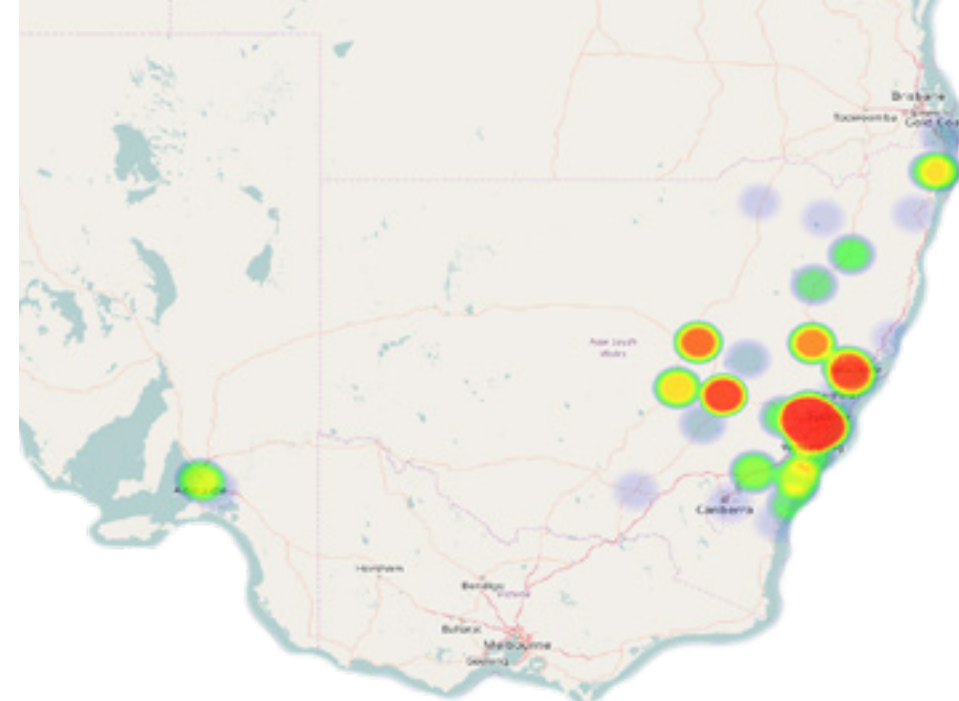
The Review will look at systems, policies and practices as well as the involvement of children, family, community, service sector and carers in decision-making for Aboriginal children and young people in OOHC.

It also involves a review of the individual circumstances of 1152 Aboriginal children and young people who entered OOHC in NSW between 1 July 2015 and 30 June 2016. The aim of the Review is to identify the reasons for the high numbers of Aboriginal children and young people in OOHC in NSW and offer strategies to:

- Reduce the number of Aboriginal children and young people entering OOHC
- Increase restoration and permanency outcomes for Aboriginal children and young people in OOHC
- Improve connections to family, culture and community for Aboriginal children and young people in OOHC.

Link-Up (NSW) continues to be known as a professional and secure space, particularly for families and carers participating in this review to be able to tell their stories in an environment that is safe and supportive for them.

After another eventful and exciting year, the team continues to look forward to the work that we do and hope that it continues to provide support in the new financial year.



## Referrals received:

Western NSW	66
Hunter New England	64
Nepean Blue Mountains	63
Western Sydney	45
Illawarra Shoalhaven	18
Northern NSW	15
South Eastern Sydney	12
Southern NSW	12
Northern Sydney	10
South Australia	10
Sydney	7
Central Coast	2
Murrumbidgee	1
Queensland	1

**FURTHEST  
GENERATION  
TRACED 8<sup>TH</sup>**

## Tranby Aboriginal College

Family Link was invited for the third year to Tranby Aboriginal College to make a presentation as part of the Diploma of Legal Advocacy. Staff and students have the perfect opportunity to discuss different forms of advocacy and language used when advocating for clients.

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 to understand how as an organisation we respond to different situations through Government and non-government departments.

It is an honour to have the knowledge and expertise of our team recognised each year by Tranby and we look forward to another year of participation with the college.





## HIDDEN CARERS

Hidden Carers was tasked with the development of the Emergency Care plan as part of the NSW Carers Strategy. During the development, the programme held multiple community consultations and information sessions with community and elders groups. Our consultations resulted in producing an amazing document that we are now investigating ways to have this facilitated as a pilot programme in Western Sydney.

Hidden Carers is subject to a reform with the Carers Investment Strategy reform, the NSW Government's vision for the carers in NSW is that they are supported to participate fully in their own social and economic life.

A two-stage procurement process will be used, the first stage was an Expression of Interest (EOI) that will be open to all interested organisations from 28 August to 29 September 2017. Applicants that are successful in the EOI process will then be invited to provide a more detailed proposal. Successful applicants will be identified at the conclusion of the second stage of the procurement process.

Link-Up (NSW) will be working with the NSW Government over the coming months to align ourselves with the new targets identified.

**OVER  
500  
HOURS**



**OF COMMUNITY  
CONSULTATIONS**

**OVER  
100**



**ELDERS  
CONSULTED**

**OVER  
50**



**CLIENTS  
SUPPORTED**



## COMMUNITY BUILDER

Our Community Builder Caseworker is looking forward to another year of helping clients by providing assistance accessing services. Working predominately in the Blue Mountains, the programme aims to have a presence at every community event to assist in any way possible.

Link-Up (NSW)'s Community Builder has delivered presentations on family history, cultural connections and education on available services. The programme was invited to present at Brewongle Environmental Education Centre at Sackville North where we work with Aboriginal and Torres Strait Islander students and teachers across western Sydney on developing family history.

Community Builders across New South Wales are in the midst of a reform as part of the targeted earlier intervention reforms. The aim of this reform by Family and Community Services is to design services specific to targets that have been identified.

Link-Up (NSW) will work with Family and Community Services over the coming months to ensure that, as an organisation, we're working collaboratively with our funders and develop programmes that will better assist the communities of New South Wales.

**OVER  
100**



**SCHOOL VISITS**

**NUMEROUS PCs AND  
IT EQUIPMENT  
DONATED TO  
COMMUNITY GROUPS**



### DID YOU KNOW?

The Community Builder works with schools in the local area to assist students with their connections to culture and support school staff in their understanding of the importance of that connection.

**OVER  
400**



**REFERRALS MADE**

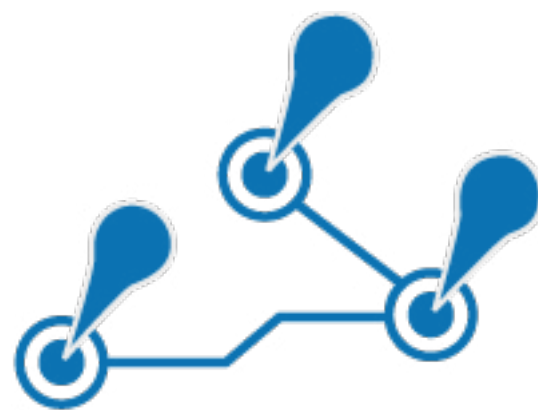


# ROYAL COMMISSION COUNSELLOR

The Royal Commission Counsellor continued with outreach visits to various correctional centres and Aboriginal Medical Centres, providing trauma counselling as clients either began, continued or concluded their contact with the Royal Commission.

The Commission draws to a close in December this year. The Public Hearings finished in March 2017 and Private Sessions finished in September 2017 with over 7,500 people meeting with Commissioners to tell their story and Aboriginal and Torres Strait Islander people making up 11% of this number.

It is important to note that survivors of child sexual abuse, suffered in Institutions, will still have the chance to apply for compensation, as earlier this year the government agreed to a Redress scheme of \$770 million. Royal Commission Service Providers, such as Link-Up (NSW), have been funded up to June 2018 to provide specialist counselling.



## Correctional Centres Visited:

- Long Bay
- John Maroney
- Parklea
- Bathurst
- Kirkonnell



# FINANCIALS



EXTRACT FROM FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2017

Directors' Declaration

The directors of the company declare that the summary financial statements and notes for the financial year ended 30 June 2017, set out on pages 2 to 5, is an extract from the full financial report for the year ended 30 June 2017 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 2017 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 .....  .....  
Janet Smith

Dated: 22/8/17

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF LINK-UP (NSW) ABORIGINAL CORPORATION  
Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Link-Up (NSW) Aboriginal Corporation (the Company), which comprises the statement of financial position as at 30 June 2017, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001* and the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*, including:

- (i) giving a true and fair view of the Company's financial position as at 30 June 2017 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Regulations 2001* and the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*.

Basis for Opinion

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

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

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

Responsibilities of Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001 - Reduced Disclosure Requirements and the Corporations (Aboriginal and Torres Strait Islander) Act 2006* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

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

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

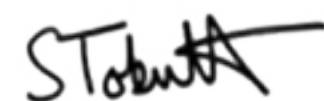
As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the directors, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

SCOTT TOBUTT  
PARTNER

## Link-Up (NSW) Aboriginal Corporation

ABN: 99 731 805 429

## Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2017

	2017 \$	2016 \$
Revenue	3,656,891	3,576,635
Other income	17,867	11,364
Unexpended grant revenue	(78,111)	-
Consulting expense	(232,948)	(322,961)
Depreciation, amortisation and impairment expense	(144,438)	(147,174)
Employee benefits expense	(2,481,411)	(2,577,368)
Finance costs	(261)	(352)
Motor vehicle expenses	(40,419)	(37,472)
Occupancy expenses	(174,627)	(152,657)
Printing and stationery	(23,826)	(22,147)
Repairs and maintenance	(100,357)	(85,167)
Reunion expenses	(358,675)	(251,661)
Travel expenses	(39,718)	(82,514)
Other operating expenses	(165,730)	(200,699)
<b>Surplus / (deficit) before income tax</b>	<b>(165,763)</b>	<b>(292,173)</b>
Income tax expense	-	-
<b>Surplus / (deficit) for the year</b>	<b>(165,763)</b>	<b>(292,173)</b>
<b>Total comprehensive income for the year</b>	<b>(165,763)</b>	<b>(292,173)</b>

These summary financial statements for the year ended 30 June 2017 are an extract from, and are consistent with, the full financial report of Link-Up (NSW) Aboriginal Corporation. The unabridged financial statements are lodged with the Registrar of Indigenous Corporations and are published on Link-Up (NSW)'s website.



## Statement of Financial Position

As At 30 June 2017

	2017 \$	2016 \$
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	2,066,989	2,106,784
Trade and other receivables	49,058	36,329
Other assets	54,884	28,504
<b>Total current assets</b>	<b>2,170,931</b>	<b>2,171,617</b>
<b>Non-current assets</b>		
Financial assets	2,146	2,053
Property, plant and equipment	1,837,420	1,954,516
<b>Total non-current assets</b>	<b>1,839,566</b>	<b>1,956,569</b>
<b>TOTAL ASSETS</b>	<b>4,010,497</b>	<b>4,128,186</b>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Trade and other payables	227,579	261,402
Borrowings	4,931	5,342
Short-term provisions	129,990	117,268
Other liabilities	144,394	82,160
<b>Total current liabilities</b>	<b>506,894</b>	<b>466,172</b>
<b>Non-current liabilities</b>		
Long-term provisions	38,934	31,582
<b>Total non-current liabilities</b>	<b>38,934</b>	<b>31,582</b>
<b>TOTAL LIABILITIES</b>	<b>545,828</b>	<b>497,754</b>
<b>NET ASSETS</b>	<b>3,464,669</b>	<b>3,630,432</b>
<b>EQUITY</b>		
Retained surpluses	3,464,669	3,630,432
<b>TOTAL EQUITY</b>	<b>3,464,669</b>	<b>3,630,432</b>

These summary financial statements for the year ended 30 June 2017 are an extract from, and are consistent with, the full financial report of Link-Up (NSW) Aboriginal Corporation. The unabridged financial statements are lodged with the Registrar of Indigenous Corporations and are published on Link-Up (NSW)'s website.



## ACKNOWLEDGEMENT OF FUNDING

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



**Australian Government**

**Department of the  
Prime Minister and Cabinet**



**Family &  
Community  
Services**



**HealingFoundation**

Strong Spirit • Strong Culture • Strong People



**Australian Government**

**Department of Social Services**



**Every aspect was outstanding & amazing. Was very supported. Culturally safe, was so happy & privileged to be with our Mob & Link-Up.**



**This Link-Up service is absolutely amazing family history for the children. I cannot thank you for all your hard work in searching for family and Aboriginal heritage.**



**Thank you Link-Up for providing such a wonderful opportunity to reunite families. Tracey & John went above and beyond to make this reunion the success it was.**



**Upon receiving the final paperwork I was blown away by the presentation and thorough work completed and the family were also stoked when I gave them their copy. Thank you and I will continue to use your service and network your details.**



**The information that was provided by Link-Up in relation to H's cultural background and family is invaluable and has been extremely helpful in connecting H to kin and informing her cultural plan. The information has assisted me to link H to her people and culture and has been placed in her Life Story book so that she will have a good understanding of her familial and cultural background.**



**The information provided by Link Up was fantastic. It was very thorough, and it was amazing to see how far back the family tree goes. We spoke to the children's mother, grandmother and great grandmother last week.**

**They were all under the impression that the Aboriginality comes from the great-grandfather's side, however Link Up was able to show that the great-grandmother has Aboriginal heritage. The family told her this, and the great-grandmother was amazed and felt a sense of pride knowing where she comes from. It was a beautiful moment to be a part of.**

**The great grandmother stated "I was only ever told we were Gypsies". They spent ages looking at the family tree, who is who and learning about their Aboriginal heritage.**







**LINK-UP [NSW]**  
**Aboriginal Corporation**



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