



LINK-UP [NSW]

Aboriginal Corporation

Annual Report
2018-2019



ACKNOWLEDGEMENT

Link-Up (NSW) Aboriginal Corporation acknowledge that our work is conducted on the traditional lands of the Aboriginal nations across New South Wales.

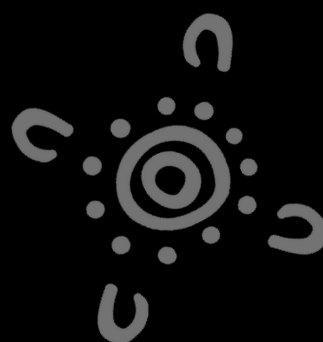
We pay our respects to Elders both past and present, and to those emerging leaders who will guide us into the future.

Link-Up (NSW) Aboriginal Corporation is committed to honouring Aboriginal and Torres Strait Islander Peoples unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to Link-Up (NSW) and our communities.

We also acknowledge members of the Stolen Generations whose connection to their country was interrupted and search for belonging and identity has been long and difficult. We stand by them in their struggle.

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

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A black and white photograph of a man with traditional Aboriginal body paint. He is holding a didgeridoo to his mouth, and his hands are positioned to play it. The lighting is dramatic, highlighting the textures of his skin and the paint. The background is dark.

REUNITING ABORIGINAL PEOPLE WITH
CULTURE, KIN, COMMUNITY & IDENTITY
SINCE 1980

OVERVIEW

- 1.1 Message from the Chair
- 1.2 Our Board
- 1.3 Message from the CEO

MESSAGE FROM THE CHAIR




Yaama . Firstly I would like to pay my respects to the traditional custodians of this land, both past, present and emerging, and acknowledge the importance of knowing where we come from. May we all have the opportunity to connect to country, kin and culture.

In what has been my second year as the Chair of the Board of Directors for Link-Up (NSW) Aboriginal Corporation (Link-Up NSW) and on behalf of the board, I am extremely pleased to present the Annual Report for 2018-2019.

We would like to acknowledge and thank our Commonwealth and NSW funding partners for their continuing support; The Department of Prime Minister and cabinet for the Social, Emotional and Wellbeing programmes, the Department of Social Services for the ReDress programme, and the Department of Family and Community Services for the Family Link, Community Builder and Mentor programmes. Without this funding, we would be unable to continue to assist Aboriginal people and communities in NSW.

Link-Up NSW has undergone significant change and growth this year, with a focus on strengthening the relationship between the Board and the Senior Management team. The Board appointed an acting Chief Executive Officer, Shaun Middlebrook in June 2019. This, along with the support and dedication from Lynne Kinghan (Finance Manager) and Kylie Norman (Human Resources) has seen the Governance Framework reinforced with a more collaborative approach to achieving the best outcome for our clients. Together, our visions aligned to continue our commitment to the strategic plan, provide high-quality holistic services to the community, and maintain our reputation by enforcing our values; integrity, respect, and first-class customer service.

As part of this growth, we have seen the introduction of the "Gulyangarri of the Ngurray" mentoring programme, designed to assist children in the out of home care (OOHC) who need assistance with life skills, education and cultural identity.



As part of this growth, we have seen the introduction of the "Gulyangarri of the Ngurray" mentoring programme, designed to assist children in out of home care (OOHC) who need assistance with life skills, education and cultural identity. Supporting the most vulnerable people within our community and providing them with a sense of identity and culture is unquestionably a vital and rewarding service. These kids are our future; and we hope to see this programme flourish, expand and continue to make a meaningful impact in the community.

Although a challenging year, Link-Up NSW has had many accomplishments to be proud of. The facts and figures throughout this report speak for themselves. Some key highlights being:

- 37 Aboriginal people have been reunited with family, and two successful healing weekends have been held to provide ongoing support.
- 250 referrals received for our Family Link programme, with the demand continuing to grow.
- Our Community Builder, Aunty Pat Field receiving the NAIDOC Elder Award for the Blue Mountains Area.
- Link-Up NSW held the very first COOEE Festival, celebrating survival day with free entertainment and cultural activities for the Western Sydney Community. This was a huge success which will be continued into 2020, bigger and better than the last.
- Link-Up NSW passed both ISO 9001:15 surveillance accreditation audit and the financial audit conducted by PKF Accountants. This is an indication to governing and funding bodies that Link-Up NSW is a well-run, compliant organisation meeting high-quality standards.
- The unwavering commitment to our clients continues and can be seen through evaluations that are currently standing at 98% for satisfaction levels.
- Our social media platforms and communications presence continues to grow, reaching more and more of our people in a way that is fast and accessible.
- Operational and administrative processes have been streamlined, with a focus on efficiency and quality.

CONTINUED...

We have submitted our Community Led Grant application for further funding in the coming years to continue this remarkable work, and 2020 will see us renew and update our strategic direction to put a greater emphasis on service delivery and stakeholder management.

Our success as an organisation can be largely attributed to the tremendous efforts of our staff members during a challenging 12 months. I would like to sincerely thank each and every person who supported the Boards vision and had trust in our decisions. I am humbled by your loyalty and commitment to providing caring and compassionate service to our clients.

Finally, I would like to acknowledge the Board for their continued support and guidance. It is a privilege to work alongside you all, and the bond goes deeper than just a "Board of Directors". When we say "Link-Up Family" - we truly mean it.

There will be many challenges ahead, but we have so many strenghts to build on. We owe it to our ancestors and our future, the kids, to support each other, take care of community, continue reuniting families and healing broken hearts.

This, is why we do, what we do.

Lizzie May
Chairperson

OUR BOARD OF DIRECTORS



LIZZIE MAY
Chairperson

Lizzie May is a proud Wiradjuri woman from Nanima who grew up in Mt Druitt. Lizzie has been the Chairperson for the past 2 years and has played an integral role throughout 2019. Lizzie was fortunate enough to be reunited with her sister in 2011 through Link-Up NSW, which is one of the reasons she is so passionate about the important work conducted.

RAELENE CORAK
Vice Chairperson

Raelene has been on the Board of Directors for the last three years and takes her role as Vice Chairperson very seriously. Raelene feels a great pride representing the members of Link-Up NSW and the important work that is being undertaken every day. Raelene has gained a lot of experience working alongside the other Board of Directors.



AILEEN BELL
Secretary

Aileen Bell (Edwards) is a proud Kamilaroi woman who has been on the Board of Directors since 2013. Aileen loves making a difference for her people and the community. Aileen would like to be on the Board of Directors for as long as she can, so she can continue to improve the lives of our people and community.



JANET SMITH
Treasurer

Janet Smith is a proud Birripai/Dunghutti woman and has been a long-standing Board of Director, sitting on the Board for almost 10 years. Janet has a wide skill set with qualifications in Social Work and Visual Arts. Janet believes it is very rewarding working for the community.





REBEKAH CURTIS
Director

Rebekah is a proud Noongar woman from Western Australia and has been on the Board of Directors for 4 years. Rebekah has formed strong friendships on the Board of Directors and with the Members of Link-Up NSW. Rebekah received assistance from Link-Up NSW to re-connect with her own family and enjoys supporting other families to reunite and reconnect.

WENDY CRAIG
Director

Wendy is a proud Gumbaynggirr woman who works in many community-based projects in Coffs Harbour. Wendy thinks it is important to raise awareness of the Stolen Generations, she does this by sharing her story and encourages others to do the same. Wendy enjoys being on the Board of Directors as she believes in the important work that is conducted every day.



DENISE KRAMER
Director

Denise is a descendant from the Kamilaroi tribe and was removed from her mother when she was 2 years old. Denise is retired and enjoys learning more about her family history and loves being involved in making a positive change in our communities and people's lives.



KAYE EVANS
Director

Kaye is a proud Kamilaroi woman who loves going to the Wirraminna reserve to bond with the soil. With her sister being part of the Stolen Generations, one of Kaye's passions is volunteering her time to her people.



PETER READ
Director

Peter is a non-Indigenous Board of Director permitted under the category in the Constitution as one holding Special Expertise. With Oomera Edwards in 1980, he co-founded Link-Up (NSW) and worked until 1986. He remained a Public Officer for a several years after that.





PROVING ABORIGINAL PEOPLE CAN
DO MORE THAN JUST SURVIVE




MESSAGE FROM THE CEO

As the Acting Chief Executive Officer at Link-Up (NSW) Aboriginal Corporation (Link-Up NSW), I would like to acknowledge the honour I have felt working for such an amazing organisation dedicated to our community. I have been with Link-Up NSW for 5 years and during this time, I have witnessed enormous changes, none so great as those in the last 12 months.

Since being asked by the Board of Directors to take the position of acting CEO, the Senior Management team and I have made several changes to ensure the financial longevity of the organisation, as well as providing additional support networks for our staff members. When taking this position, Link-Up NSW had a staff turnover rate in excess of 56%. We addressed this issue immediately because, how can we give our clients the best possible service if our staff are not happy? I am pleased to say we have implemented staff retention strategies, and now have a strong, educated and passionate workforce to support our community across New South Wales. Multiple staff members have returned over the past 6 months, which indicates not only is Link-Up NSW a preferred place of employment but also displays the commitment our staff have for our clients.

This year we met all requirements under our funding agreements by holding 36 client reunions and two healing weekends; one in Jervis Bay and the other in Port Stephens, both of which had great success. Our Family Link programme continues to strive for excellence as we assist children and young people in out of home care, establishing their roots which as we know, creates a strong foundation for our next generation to become leaders and advocates for our community.

Our Redress programme, which has transitioned from Royal Commission into Institutionalised Sexual Abuse programme, continues to support our community in accessing compensation for the abhorrent behaviour they were



subjected to, with our dedicated counsellor being there every step of the way to support in trauma specialised counselling.

Our Community Builder programme actively supports the community by assisting with referral services and undertaking community outreach.

This programme is now a permanent part of the New South Wales Koori Court, supporting young people as they navigate through the difficult and daunting legal system.

With the introduction of the Gulyangarri of the Ngurray mentoring programme, Link-Up NSW has been given the opportunity to support children and young people in our community through hardship. Providing support and guidance on various levels, the programme has seen a huge success in school attendance rates. A solid education can change the lives of young people, so I am proud of what has been achieved in a short period of time.

2019 saw Link-Up NSW hold the inaugural COOEE Festival, highlighting the strength of community in our culture. We will be holding this festival again in 2020, with a view to be bigger and better than last. Link-Up NSW has actively supported our Stolen Generations by attending forums with Cootamundra Girls Home and Kinchella Boys Home across New South Wales, providing counsellors during difficult conversations of their past experiences.

Our achievements show testament to the commitment to our clients and community. I know I speak on behalf of all the staff at Link-Up NSW when I say we are proud of the work the organisation does, and I personally would like to commend the Board of Directors for their on-going support and guidance to make Link-Up NSW a first-class service,

Shaun Middlebrook
Acting Chief Executive Officer

HEALING HUNDREDS OF YEARS
WORTH OF TRAUMA, ONE
ABORIGINAL PERSON AT A TIME



OUR TEAM

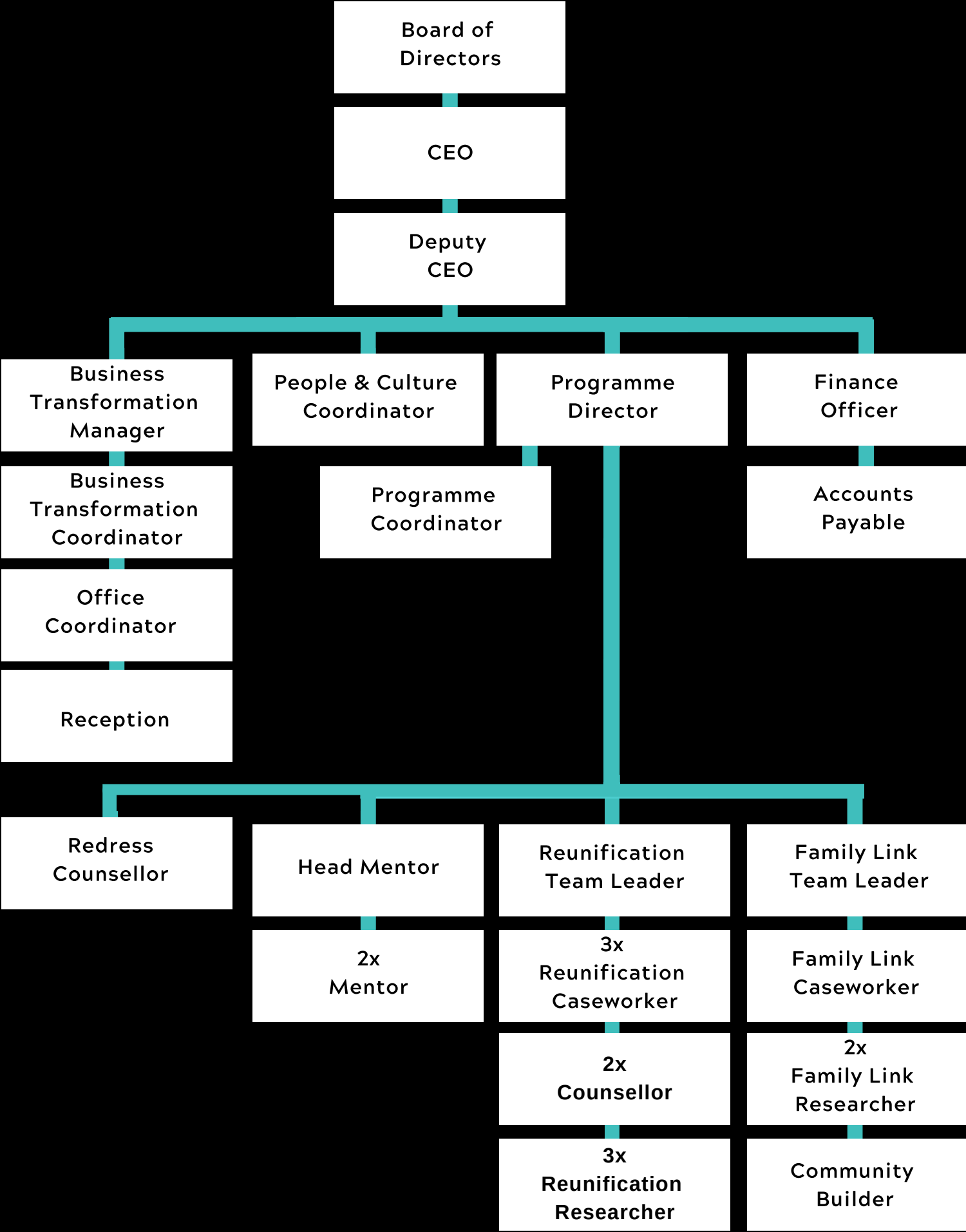
2.1 Organisational Chart

2.2 Staff

2.3 Vision, Purpose & Objectives

2.4 Training

ORGANISATIONAL CHART



STAFF

Cindy Duncan	Gilian McManus	Kylie Norman	Pat Field
Delisa Currie	Grace Addy	Lua Tafaoga	Rachel Rewiri
Dennis Dunn	Jo-Ann Bird	Luke Roseworne	Shanarah Kendall
Dianne Royce	John Westbury	Lynne Kinghan	Shaun Middlebrook
Elle Carter	Kara McDonald	Mandy Bryce	Shaylee Bent
Fiona Green	Karen Carter	Mary-Anne Frail	Zina Stephan
Gene Kelaher	Kiara Combo	Megan Atkinson	



Link-Up (NSW) would like to acknowledge the service of the following employees for the 2018-2019 year:

Terry Chenery, Amanda Hansen, Lauren Weisner, Melissa Zarb, Tracey Fitzgibbon, John Ginn, Karen Kobier, Kim Foley, Kellie Ridgeway and Michael Ridgeway

VISION, PURPOSE AND OBJECTIVES



OUR VISION

To lead the way in the design & delivery of culturally safe holistic services to build a healthy and strong Aboriginal and Torres Strait Islander Community

OUR PURPOSE

To redress the grave injustices, deprivations and incursions into the health & emotional well-being & culture of Aboriginal people resultant from the impact of removing Aboriginal peoples from families, communities and country.

Addressing trauma & delivering services with a holistic approach, with the aim to build a healthier & stronger community.

OUR OBJECTIVES

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

CONTINUOUS IMPROVEMENT

At Link-Up NSW, we believe the continual improvement of our programs and staff is vital to the growth of the organisation. 2018 - 2019 had a large focus on improving our current programs and supporting our staff to build their skills by completing training and attending conferences/workshops.

TRAINING

- Redress Training
- Say No to Ice training
- Engaging Disengaged Young People
- Project Management
- New Managers and Coordinators Training
- Working with Adult Survivors of Childhood Trauma Training
- Cultural Connection Workshop for Targeted Earlier Intervention Providers
- Case Note Writing and Documentation Training
- Bullying and Harassment Workshop Dealing with Difficult Behaviours

CONFERENCES

- Social and Emotional Well-being Conference
- Accounting Conference
- National Close the Gap Conference

TAFE COURSES

- Diploma in Community Services
- Diploma in Counselling
- Diploma in Alcohol and Other Drugs
- Diploma in Mental Health
- Diploma in Mentoring
- Diploma in Business
- Diploma in Human Resources



THIS IS WHY WE DO
WHAT WE DO



OUR PROGRAMMES

3.1 Reunification

3.2 Healing Weekends

3.3 Royal Commission

3.4 Events

3.5 Community Builder

3.6 COOEE Festival

3.7 Staff Team Building Retreat

REUNIFICATION PROGRAMME

Link-Up NSW Reunification team is committed to providing the best service for our people and communities. As a team, we are determined and passionate about changing the lives of Aboriginal people that have been affected by previous government policies by helping them reconnect with family, country, community and culture.

A BRIEF OVERVIEW OF OUR YEAR IN NUMBERS

12

Reunions
Completed

352

Hours spent on
Reunions

37

People
Reunited



Over 3,000 hours
spent researching
family history



Over 3,500
contacts made



Over 10,000 km's
travelled

18-92

Age range of clients
that attended reunions

125

Total Counselling
Sessions

REUNION STORIES



Reunion stories are something the whole office looks forward to when caseworkers and counsellors return from reuniting families.

Below is an example of one of the many remarkable stories that have been shared with us.

A client who is now in their late 70's, was removed at 1 year old. On their journey, the client had an unassisted reunion with their birth mother in Adelaide, South Australia before becoming a client of Link-Up NSW. They wished to find more family and return to Country. The caseworker dedicated a lot of time into researching where their family came from. After extensive research, we connected the client with the Wilyakali, Barkindji people of Broken Hill, NSW.



As we were planning the reunion the client explained that they had a fear of flying. The counsellor worked with them until they felt comfortable flying. We flew to Dubbo than Mildura and the last stop Broken Hill.

During her stay on Country, the client became a member of the Broken Hill Local Aboriginal Land Council and Mutawintji Local Aboriginal Land Council, met family, visited gravesides of her maternal grandmother and uncles, went out to Mutawintji National Park where the client was welcomed back to Country from her nephew and enjoyed the beautiful desert sunset. After the reunion, the client explained that the anxiety they felt before had gone and they now have a sense of belonging thanks to Link-Up NSW.

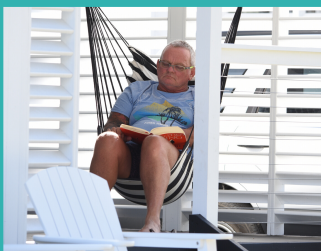
HEALING WEEKENDS

"WE BONDED WITH OTHERS AND FELT THE SPIRIT OF OUR MISSING CONNECTION. IT WAS GOOD FOR OUR SOUL"

2018-19 saw Link-Up NSW facilitate two successful Healing Weekends in Jervis Bay and Port Stephens. Our Healing Weekends are an important part of the healing journey for our clients, as they're often the only times that they can come together, relax and continue their lifelong bond while meeting other members of the Stolen Generations.

JERVIS BAY DECEMBER 2018 - MEMBERS

The weekend started with a Welcome to Country and Smoking Ceremony delivered by Uncle Paul McLeod and his son Joe. As always, there is a special feeling one gets when an Elder welcomes you to Country.



HEALING WEEKENDS CONTINUED...



The members got to experience an amazing dolphin watching cruise and the dolphins certainly put on a show. As Aboriginal people, nature and environment play a huge part in our culture and provides a place of healing on our journeys.

The remainder of the weekend was spent laughing, telling stories, watching the amazing cultural dances lead by Uncle Paul and a healing circle facilitated by our counselling team. Ending the weekend in Wreck Bay after being invited by the community to visit, the afternoon was spent swimming and having an amazing time and once again re-establishing those bonds the staff and members have created over the years.

"I DEFINITELY FEEL LESS STRESSED"

HEALING WEEKENDS CONTINUED...

"IF IT WASN'T FOR THIS WEEKEND, IT MAY HAVE BEEN ANOTHER 12 MONTHS TO CONNECT WITH FAMILY AGAIN"

PORT STEPHENS FEBRUARY 2019 - REUNITED CLIENTS

In February 2019, we held a Healing Weekend for clients that have recently been reunited. Inviting clients who have been recently reunited allows us to continue to assist in their healing journeys, addressing their trauma and offering ongoing support.

On arrival, we were greeted with a Welcome to Country and Smoking Ceremony by Worimi Elder Uncle John Ridgeway and his son Justin Ridgeway. Over the weekend, our clients enjoyed dolphin watching, fishing, swimming, painting and beading, trekking along the sand dunes, bingo, trivia and sitting around telling stories and having a laugh.



REDRESS PROGRAMME

"THANK YOU FOR LISTENING TO MY STORY... LIKE I MEAN,
REALLY LISTENING"

July 2018 saw the start of the National Redress Scheme in response to the Royal Commission into institutional child sex abuse. Link-Up NSW has one full-time and one part-time counsellor employed to support people through the process of applying for the National Redress Scheme. The first months of the scheme were challenging for all services involved, as everyone had to adjust to their new roles, responsibilities and expectations of all services and Government.



Over 5,000 km's
travelled



26 Field Visits



Over 300
contacts made

Link-Up NSW counsellors provide support to complete an application with the client or refer to other services when necessary. During the last year, we have made some very strong connections to other service providers seeking advice or referrals for their Aboriginal clients.

"I TOLD MY SISTER TO CALL YOU BECAUSE YOU MADE THE
APPLICATION PROCESS AS EASY AS POSSIBLE

Many of the clients we have seen for the Redress scheme are clients that Link-Up NSW has supported in the past with Reunification and Aboriginal Trust fund claims. This has shown that they trust Link-Up NSW and its workers with their sensitive information and know that they will be supported. Another form of referred clients has been via family members who have engaged with us.

FAMILY LINK PROGRAMME

"LINK-UP DOES A FANTASTIC JOB. I AM ASKING ALL OF MY ABORIGINAL CARERS IF THEY WANT TO MAKE REFERRALS FOR LITTLE ONES IN CARE"

Our Family Link team have had another year working tirelessly researching to provide extensive family history research and kinship, for children and young people in or are at risk of entering out-of-home care.

The team has received over 250 referrals this year, with the demand continuing to grow for this service. Unfortunately, the service receives limited funding, restricting the number of children that we can assist.



43 files with court
dates completed



129 files
completed



Over 2700 hours of
research completed

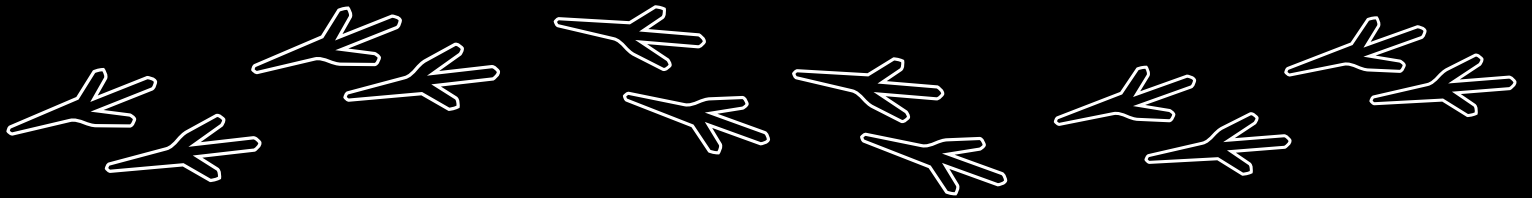
"THANK YOU LINK-UP FOR ALL YOUR HARD WORK. IT IS MUCH APPRECIATED!"

The work undertaken by our dedicated researcher every day does not go unnoticed, as we continue to receive positive and reassuring feedback from our referrers.

GULYANGARRI OF THE NGURRAY

MENTORING PROGRAMME

"Children of the Emu"



Gulyangarri of the Ngurray mentoring program is a pilot program for kids in out of home care (OOHC) who need assistance with life skills, education and cultural identity. The program is offered to children aged from 12 to 16 years old.

EMU'S CAN ONLY WALK FORWARD, NEVER BACKWARDS

Mentoring is aimed to help children and young people become independent by teaching them valuable skills that are not traditionally taught in schools.

- Educational mentoring is offered to children and young people who are struggling with school or work. Our mentors assist with taking children to school if there are transport barriers and assist with homework.
- Cultural mentoring is a large part of our mentoring program, helping children and young people understand where they come from and help form a sense of identity.

COMMUNITY BUILDER

PROGRAMME



This year, our Community Builder received the Blue Mountains NAIDOC Elder Award for the involvement in the Blue Mountains area. We are pleased Aunty Pat Field has been recognised for her dedication and commitment to her community.

Link-Up NSW is honoured to have such a dedicated Community Builder.

Our Community Builder has had another successful year providing our community members with assistance accessing services. The Community Builder works to support the Nepean / Blue Mountains region, striving for positive outcomes. The programme is funded to assist community members through financial, legal, health and housing crisis. Our Community Builder also spends a lot of time within schools, with both teachers and students, being the guidance to help with their sense of identity.

For the past year, our Community Builder has sat on the Koori Court as one of the Aboriginal Elders that guides and assist youth to a better path in life. Koori Court aims to put strategies in place to lower the statistics of young Aboriginal people involved with the Juvenile Justice System, and long term Criminal Justice System.



Over 100
School Visits



Over 400
Service Visits



44 Koori Court
Sittings





COOEE FESTIVAL 2019

Link-Up NSW sponsored and coordinated the first-ever COOEE Festival in Western Sydney on the 26th January 2019! COOEE promotes the resilience and strength of the world's oldest surviving culture in the world.

"IT IS SO IMPORTANT FOR THE WESTERN SYDNEY COMMUNITY TO HAVE THIS FESTIVAL TO CELEBRATE OUR CULTURE"

The event included live music, community hub, Gulyangarri (kids) world, cultural stage, Elders tent, health corner, markets and a food truck alley.



TEAM-BUILDING

STAFF RETREAT 2019

"TAKE CARE OF YOUR STAFF. THEY WILL TAKE CARE OF THE CLIENTS. THE REST WILL TAKE CARE OF ITSELF"

In August 2019, Link-Up NSW hosted the first staff team-building retreat in Yarramundi. This was unlike previous staff conferences, as it was designed to strengthen bonds between staff and the Board, build trust in each other and after a challenging year, start the healing process for the Link-Up NSW Family. The 3 days were spent participating in team-building activities such as the Link-Up Olympics, abseiling, rock climbing, canoeing, bingo, trivia and t-shirt designing.

We were lucky enough to have our Reunification Team Leader Gene conduct a Didgeridoo Meditation session, and guest speaker Fran Dobbie conducted a spiritual healing workshop.





"LINK-UP IS A PLACE I FEEL
WELCOME AND BELONG. THANK
YOU FOR HELPING ME HEAL"

FINANCE

4.1 Treasurers Report

4.2 Abridged Finances



MESSAGE FROM THE **TREASURER**

I am pleased to once again address the financial position of Link-up NSW Aboriginal Corporation for our members. The Board have overseen a year of a strong and viable Corporation. With total assets at over \$4.3 million, and equity of \$3.6 million.

Link-Up NSW's financial results through June 30, 2019, tracked closely with the 2019 annual budget. Link-Up NSW received Grant Income totalling \$3.7 million (2017-2018 \$3.6 million). The Australian Government, through the Department of the Prime Minister and Cabinet, contributed \$2.3 million for Link-Up NSW's Social and Emotional Wellbeing Reunification program and other activities. The NSW Government contributed \$1.05 million for Family and Community Services programs. The Australian Government, through the Department of Social Services, contributed \$322K in relation to the Royal Commission into Institutional Responses to Child Sexual Abuse program and redress program. Family Mentoring Program as a prepayment \$27K due to start in the 2020 financial year.

Additional Income amounting to \$216K is also reflected in the Profit and Loss Statement for the year under review. This comprises bank interest received of \$15K, dividends received insurance recoveries of \$42K, Fee for Service Income \$52K, Sponsorship Income for COOEE Festival \$58K. Operating Expenditure (including depreciation) totalled \$4.08 million (2017-2018 \$3.93 million) resulting in an Operating Deficit for the year of (\$130K) (2017-2018 (\$204K deficit)).

Link-Up NSW's assets at 30 June 2019 amounted to \$4.35 million (30 June 2018 \$4.34 million) and liabilities totalled \$702K (30 June 2018 \$578K) resulting in total equity at 30 June 2019 of \$3.62 million (30 June 2018 \$3.75 million).

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:

CONTINUED...

ITEM	AMOUNT 18-19	AMOUNT 17-18
SITTING FEES	21,102	19,415
TRAVEL COSTS	32,408	24,451
MEETING COSTS	1,380	4,214
MOBILE PHONE COSTS		1,191
TELECONFERENCE COSTS		845
TOTAL BOARD EXPENSES	54,962	50,116

The Financial Statements for the Year Ended 30 June 2019 together with the Independent Audit Report are included in the Annual Report on pages 36 to 42.

I commend the 2018-2019 audited Financial Statements for Link-Up (NSW) Aboriginal Corporation to the Membership.

Janet Smith
Treasurer

Link-Up (NSW) Aboriginal Corporation

ABN: 99 731 806 429

Directors' Declaration

The directors of the Company declare that:

1. The consolidated financial statements and notes, as set out on pages 4 to 22, are in accordance with the Corporations (Aboriginal and Torres Strait Islander) Act 2008 and:
 - a. comply with Accounting Standards - Reduced Disclosure Requirements as stated in Note 1; and
 - b. give a true and fair view of the Group's financial position as at 30 June 2019 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 Group will be able to pay its debts as and when they become due and payable.

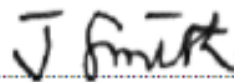
This declaration is made in accordance with a resolution of the Board of Directors.

Director



E May

Director



J Smith

Dated: 14 November 2019

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 Audit of the Financial Report

Opinion

We have audited the financial report of Link-Up (NSW) Aboriginal Corporation (the Company) and its subsidiaries (the Group), which comprises the consolidated statement of financial position as at 30 June 2019, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated 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 Group 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 Group's financial position as at 30 June 2019 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the Corporations Regulations 2001 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 Group in accordance with the auditor independence requirements of the Corporations (Aboriginal and Torres Strait Islander) Act 2006 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 (Aboriginal and Torres Strait Islander) Act 2006, 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 Group'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 Group or to cease operations, or have no realistic alternative but to do so.

PKF(NS) Audit & Assurance Limited
Partnership
ABN 91 162 861 039

Liability limited by a scheme
approved under Professional
Standards Legislation

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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.

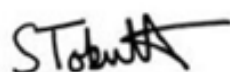
As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- 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 Group'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 Group'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 Group 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.


PKF



SCOTT TOBUTT
PARTNER

14 NOVEMBER 2019
SYDNEY, NSW

Link-Up (NSW) Aboriginal Corporation

ABN: 88 731 806 428

Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2019

		2019	2018
	Note	\$	\$
Revenue	2	3,892,597	3,696,565
Other income	2	62,771	35,759
Consulting expense		(237,292)	(127,400)
Depreciation, amortisation and impairment expense	3	(122,668)	(132,616)
Employee benefits expense	3	(2,599,249)	(2,707,161)
Finance costs	3	(355)	(647)
Motor vehicle expenses		(38,531)	(43,831)
Occupancy expenses		(146,348)	(200,972)
Printing and stationery		(21,132)	(36,409)
Repairs and maintenance		(140,803)	(71,870)
Reunion expenses	3	(472,713)	(337,630)
Travel expenses		(85,639)	(84,200)
Other operating expenses		(221,124)	(193,506)
Deficit before income tax		(130,486)	(204,018)
Income tax expense	1(e)	-	-
Deficit for the year		(130,486)	(204,018)
Other comprehensive income			
Revaluation adjustment for land and buildings		-	490,412
Total comprehensive income / (loss) for the year		(130,486)	286,394
Profit attributable to:			
Members of the parent entity		(130,486)	(204,018)
Total comprehensive income/(loss) attributable to:			
Members of the parent entity		(130,486)	286,394

Link-Up (NSW) Aboriginal Corporation

ABN: 88 731 806 428

Consolidated Statement of Financial Position

As At 30 June 2019

	Note	2019 \$	2018 \$
ASSETS			
Current assets			
Cash and cash equivalents	4	2,153,989	2,048,928
Trade and other receivables	5	47,446	29,029
Other assets	7	-	27,283
Total current assets		2,201,435	2,105,240
Non-current assets			
Financial assets	6	2,221	2,221
Property, plant and equipment	8	2,152,053	2,234,784
Total non-current assets		2,154,274	2,237,005
TOTAL ASSETS		4,355,709	4,342,245
LIABILITIES			
Current liabilities			
Trade and other payables	9	169,581	340,741
Financial liabilities	10	13,622	12,760
Short-term provisions	11	164,299	181,607
Other liabilities	12	355,099	43,777
Total current liabilities		702,601	578,885
Non-current liabilities			
Long-term provisions	11	32,531	12,297
Total non-current liabilities		32,531	12,297
TOTAL LIABILITIES		735,132	591,182
NET ASSETS		3,620,577	3,751,063
EQUITY			
Asset revaluation reserve		490,412	490,412
Retained surpluses		3,130,165	3,260,651
TOTAL EQUITY		3,620,577	3,751,063



STANDING IN THE PRESENT,
ACKNOWLEDGING THE PAST, LOOKING
FORWARD AND CREATING HISTORY

TO OUR FUNDERS, **THANK YOU**

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**



Australian Government

Department of Social Services



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