



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

# ANNUAL REPORT 2022-2023





# ACKNOWLEDGEMENT OF COUNTRY

Link-Up (NSW) Aboriginal Corporation acknowledges 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.

## WHO WE ARE

Link-Up (NSW) Aboriginal Corporation was founded in 1980 to assist all Aboriginal people who had been directly affected by past government policies; being separated from their families and culture through forced removal, being fostered, adopted or raised in institutions.

Link-Up (NSW) supports the healing journeys of those removed; delivering professional, culturally sensitive and confidential research, reunions and Social, Emotional and Wellbeing services to those over the age of eighteen.

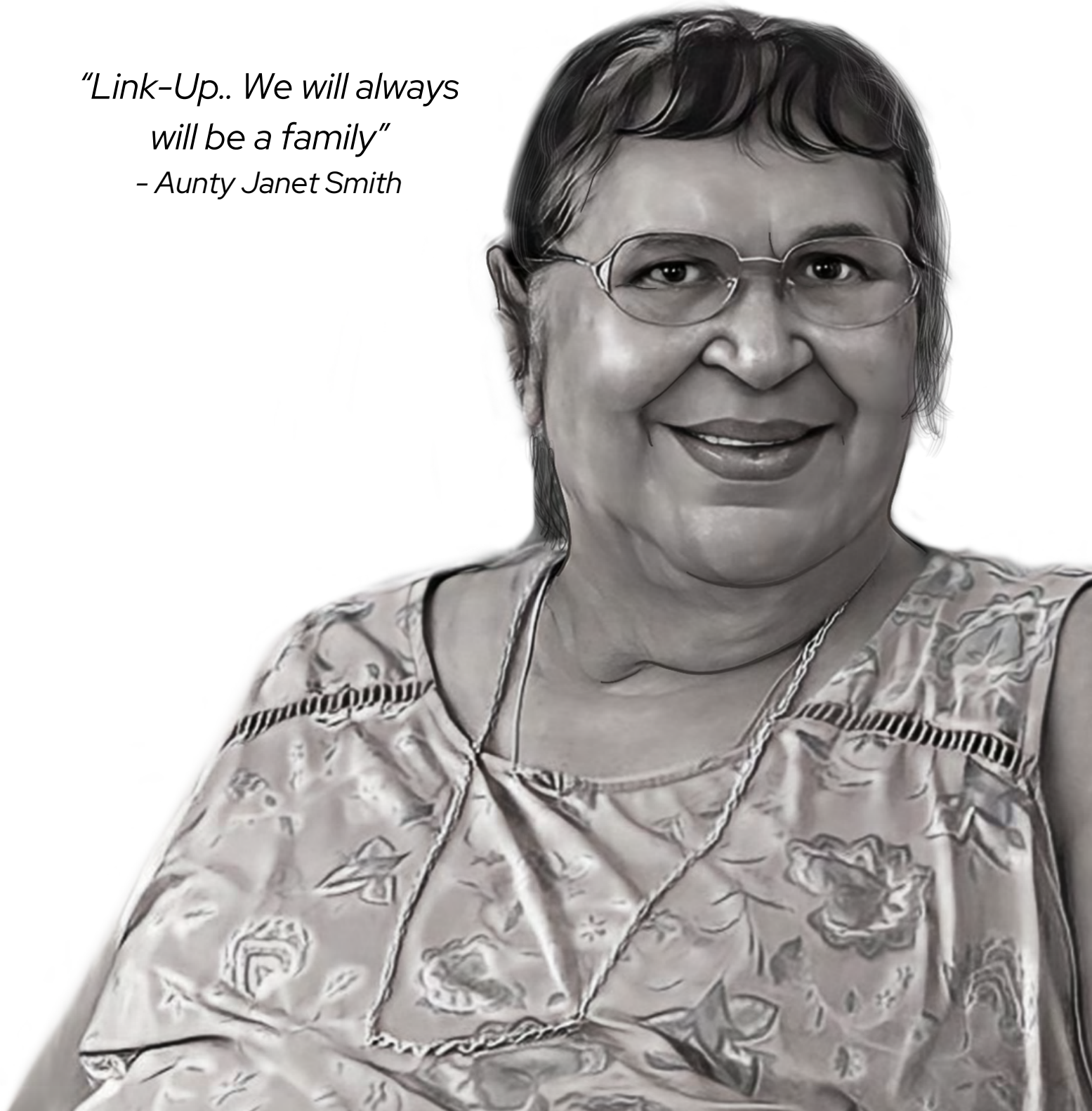
Aboriginal families and communities in New South Wales have been profoundly affected by removal and struggle to find it back home, home to family, country, community and culture ... home to where they belong.



# *Honouring Aunty Janet Smith*

On the 24th of December 2022, we lost our beautiful Aunty Janet Smith. Aunty Janet was our Treasurer for over 25 years and seen as the matriarch of Link-up (NSW). Her wisdom, strength and resilience will be remembered and missed by all.

*"Link-Up.. We will always  
will be a family"  
- Aunty Janet Smith*





# ACKNOWLEDGING THE ARTIST



Charmaine Mumbulla is a descendant of the Kurna and Narungga people from Point Pearce in South Australia with family ties to the Gumbaynggirr people from the Mid-North Coast of New South Wales. As a professional digital artist, Charmaine has carved out a space as a highly regarded creative professional and was named winner of the National NAIDOC Artwork Prize in 2019. Using bright colours and organic shapes, Charmaine's designs are influenced by natural elements found throughout the Countries where she lives and works. Together with her partner, she runs an Aboriginal creative agency and works closely with organisations to tell their stories through her art.

The two purple poppies featured at the heart of the artwork representing members of the Stolen Generations. The flowers are depicted against a gentle dreamscape of shared memories and ancestral knowledge from those before us. The artwork honors the tireless contributions of our beautiful Aunty Janet Smith, whose unwavering commitment helped build a sanctuary for people on their healing journeys. Connected circles surround the artwork representing different communities joined together with shared experiences and purpose.







# CONTENTS

## 1. OVERVIEW

1.1 Chairperson Report	7
1.2 Board of Directors	9
1.3 CEO Report	12

## 2. OUR TEAM

2.1 Our Values	17
2.2 Organisational Chart	18
2.3 Staff Development	19
2.4 Statistics & Highlights	20

## 3. PROGRAMS

3.1 NSW CAPO	22
3.2 Sydney Partnerships	26
3.3 Reunification	28
3.5 National Redress Scheme	36
3.6 Territories Redress Scheme	38
3.7 Family Link	40
3.8 Healing Weekends	43
3.9 Targeted Early Intervention	47

## 4. HIGHLIGHTS

4.1 Staff Retreat	50
4.2 The COOEE Festival	54
4.3 Other Highlights & Events	59
4.4 Community Engagement	68

## 5. FINANCE

5.1 Treasurers Report	72
5.2 Abridged Financials	75
5.3 Funders	82





"I LOVE LINK-UP (NSW). I DONT FEEL SO ALONE ANYMORE.  
I FEEL HAPPIER AND STRONGER WITHIN MY CULTURE"





# OVERVIEW

- 1.1 Chairperson Report
- 1.2 Board of Directors
- 1.3 CEO Report



# MESSAGE FROM THE CHAIRPERSON



Yaama,

I would like to acknowledge that we are all on land that was never ceded. I pay my respects to the Elders who paved the way, teaching and protecting us. Our Elders who are guiding us and leading the way now. And the Elders of the future that are supporting us and showing us the new way. For those who have not made it home or are still on their way – we hope you make it home soon. I would like to pay my respects to the many Stolen Generations members who will never make it home and send our love to their families. I recognise the importance of knowing where we come from and our connection to our identity, kin and culture. May we all have the opportunity to connect.

On behalf of the board, staff, members and clients, I am pleased to present the Annual Report for 2022-2023. I am extremely proud of the achievements and dedication of our staff, which will be showcased throughout this report.

We would like to acknowledge and thank the Commonwealth and NSW funding partners for their continued support; National Indigenous Australians Agency for the social, emotional and well-being programs, the Department of Social Services for the Redress program, the Department of Communities and Justice for the Family Link and Targeted Early Intervention programs, and finally CAPO for the Closing the Gap initiative. Without this funding, we would not be able to continue assisting Aboriginal people and communities in NSW.

In late 2022, we lost the matriarch of Link-Up (NSW). Aunty Janet Smith, who had been on our Board for over 20 years sadly went to the Dreamtime. Her wisdom, strength, stories, courage, and passion for Link-Up will never be forgotten. I feel privileged to have walked alongside of Aunty Janet, and to call her my mentor and Aunty.

2023 has been a successful year for the Board of Directors, with the 2022 AGM resulting in two new



members being appointed as Directors; Uncle Craig Edwards and Uncle Mark Hartley. I would like to congratulate these two men on the knowledge they bring and the contribution they have already made over the past 12 months. We have a cohesive board, working together to strengthen the outcomes for our clients. We continue to improve our internal processes, policies and procedures, remaining compliant in all governance related areas. We are in the final stages of developing the new strategic plan which will see us into 2027. It builds upon the admirable work of our founders and all those who have built on the Link-Up legacy over the past 43 years, while expanding our services and role within the community to deliver even greater outcomes with an everlasting impact on our people's futures. We are excited to share this once it is finalised.

Link-Up (NSW) Chief Executive Officer Jamie Sampson has led the organisation into another productive year. We would like to acknowledge the work he has accomplished by continuing to strengthen relationships with stakeholders across the state, meet our funders KPI's, provide career development and pathways for our staff, strategically coordinate more outreach and community engagement than ever before and ensure Link-Up continues to play a significant role within the CAPO space.

I would also like to acknowledge the Senior Management Team for their continued dedication to the organisation and their support to Jamie and Board of Directors. It's deadly to see the Board, the CEO and SMT working cohesively together to achieve outcomes for our clients.

A highlight for me this year was COOEE Festival held in April. After years of the festival being postponed due to COVID-19 restrictions and torrential weather, we were finally able to deliver this deadly event to the community. It was held in the heart of Mount Druitt, which holds the biggest population of Aboriginal people per capita in Australia. There was around 5000 people attend from across the state. The main stage seen artists such as Jarrod Hickling, Dan Sultan, Mitch Tambo and Christine Anu perform. There was traditional Aboriginal dancers, Elders Hub, Kids World, Market and Food stalls, KBH (Kinchela Boys Home) and Walkabout Barber buses, Cultural Hub and a Health & Well-Being tent that included NRL players such as Latrell Mitchell and Jesse Ramien. The Festival was a great success and we received such an enormous amount of positive feedback from the community. We will continue to make COOEE Festival bigger and better in the coming years.

I have to mention our deadly staff who continue to amaze me with their hard work and commitment to our clients and their families. We would like to thank each and every one of you for another extremely successful year. We could not do what we do without you showing up every day for our mob.

Finally, I would like to thank the Board of Directors. We could not do this job without their continued support and guidance. As always, it is a privilege to work alongside some truly inspiring individuals who I consider my Link-Up family.

I look forward to leading the organisation into another successful year and continuing the deadly work we do in the community. This is why we do, what we do.

**Lizzie May**  
**Chairperson**

Proud Wiradjuri woman from Nanimba NSW

# OUR BOARD OF DIRECTORS



*Auntie Lizzie May, Chairperson*

Auntie Lizzie is a proud Wiradjuri woman from Nanima who has strong ties to Mt Druitt. Auntie Lizzie has been the Chairperson for the past 6 years and has played an integral role within our organisation. Auntie Lizzie wants to ensure that other families affected by past policies are able to be reunited with their family, country and identity. Auntie Lizzie is so passionate about the important work Link-Up (NSW) does.



*Auntie Raelene Corak, Vice Chair*

Auntie Raelene has been on the Board of Directors for the last 8 years and takes her role as a Director very seriously. Auntie Raelene feels a great sense of pride representing the members of Link-Up (NSW) and the important work that is being undertaken every day. Auntie Raelene has enjoys working alongside the other Board of Directors and giving back to the organisation who helped her find her family.



*Uncle Mark Hartley, Treasurer*

Uncle Mark believes there are no greater truths than lived experiences, being forcibly removed from his family in 1969. He was assisted by Link-Up (NSW) and is a proud client, member and Director. He believes Link-Up (NSW) is a family and community that has helped his healing and given him a sense of belonging and purpose. He acknowledges his Elders and stands strong within an environment that shares the impact of Stolen Generation trauma.





## *Aunty Rebekah Curtis, Secretary*

Aunty Rebekah is a proud Noongar woman from Western Australia and has been on the Board of Directors for 9 years. Aunty Rebekah has formed strong friendships on the Board and within the members of Link-Up (NSW). Aunty Rebekah received assistance from Link-Up (NSW) to re-connect with her own family and enjoys supporting the journeys of other clients.



## *Aunty Aileen Bell, Director*

Aunty Aileen Bell (Edwards) is a proud Kamilaroi woman who has been on the Link-Up (NSW) Board of Directors since 2013. Aileen enjoys her role helping make a difference to our Stolen Generations. Aunty 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.



## *Uncle Peter Read, Director*

Uncle Peter is a non-Indigenous Director on the board of Link-Up (NSW). In 1980, Uncle Peter and Aunty Oomera Edwards co-founded Link-Up (NSW) Aboriginal Corporation where he was an employee until 1986. He remained a Public Officer for a several years after that. His knowledge and passion for the Stolen Generations is invaluable.



## *Uncle Craig Edwards, Director*

Uncle Craig is a proud Gumbaynggirr man living in Mount Druitt, Western Sydney. Uncle Craig has been a Director since 2022 and was assisted by Link-Up (NSW) in 1994 who reunited him with his Brother. While the role is still new to him, he enjoys supporting his community and is learning as he goes.





TO THOSE WHO NEVER MADE IT HOME... WE DO THIS FOR YOU



# MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



I am proud to present to you the 2022-2023 Annual Report which emphasises the amazing work that Link-Up (NSW) does all year round. This is my second year at the helm of this fantastic organisation. The goal for this year was to build upon the strong foundations set last year and I believe that we have achieved that. Some of our highlights are mentioned below.

We made the strategic decision to expand our Senior Manager Team (SMT) with the addition of a Social and Emotional Wellbeing (SEWB) Manager which oversees Reunification, National Redress, Territory Stolen Generations Redress. And also a Youth and Community (YaC) Manager which oversees Family Link and Targeted Early Intervention (TEI). The SEWB and YaC managers will allow us to better meet the needs of our clients, be more supportive of our internal staff, be more responsive to our Funding Providers and provide a better level of service to our communities. Congratulations to Jessica Milanovic (SEWB) and Tania Skerry (YaC) who were successful in the internal recruitment process.

2023 saw COOEE come back bigger and better than ever. The day had in excess of 4000 participants who had a deadly day of culture, music, yarning with service providers, watching our traditional dances and many more activities. Our fantastic line-up was headed by Dan Sultan. A big thank you to our major sponsor, the Healing Foundation and all the other sponsors and stall holders. An amazing day like this could not have happened without the gold-plated event organisation by Jo-Ann Bird and Kylie Norman.

Our Staff retreat held in June was indicative of the focus that we put on the health and wellbeing of our staff. We had fun at the beautiful Kalinya Estate in Bargo and grew closer together. We came back reenergised and refocussed on making a difference for our Stolen Generations.

We are a values-based organisation and in 2023 we decided to go through a series of workshops and activities that accurately portray the values that represent us.

The 6 values we landed on were:

- Integrity
- Respect
- Accountability
- Communication
- Commitment
- Community

I am proud that our values will be part of our Business as Usual, in our recruitment, in our PDP process and assist us in our decision making. We believe that if we follow our values, we can continue to provide a high quality of service to our communities and keep achieving outcomes.

Link-Up (NSW) has been a big part of the Coalition of Peak Aboriginal Organisations (CAPO) and Closing the GAP in NSW. With the fantastic work that we have been doing in engagement and supporting Aboriginal Community Controlled Organisations (ACCO) in Western Sydney, we were awarded the Sydney Partnership Program that supports Priority Reform 1 - Formal Partnerships and Shared Decision-Making.

Link-Up (NSW) is proud of to announce that we passed our ISO 9001:2015 Quality Management System Recertification with no minor or major non-compliances. The amount of leadership and work that Adelle Aspinall has put into our quality management system has been mind blowing. As an organisation, we are now a lot more efficient and effective.

Our Finance Team has worked hard on the yearly financial audit and I am proud that once again, we we passed with no management responses. Our Finance Team have demonstrated that they are amazing at providing clean audited reports. Our next challenge is to improve the financial literacy of all of our staff and ensure that each department has a budget and reviews are conducted of them at every level. I want to thank our Finance Manager Lynne Kinghan for her continued work and commitment to continual improvement.

Other continued improvement across the organisation saw us review our Family Research Guide that had become quite aged. I loved the collaboration shown by our Researchers. We now have a resource that can be used by mob to do their own family research. The Family Research Guide was first displayed and shared at the Annual Koori Knock-Out in Tuggerah and will be available digitally on our website.

We have reset our Work, Health and Safety (WHS) Team. The new WHS team have been reviewing all our processes and practices to ensure we are a safe organisation. I am proud that the team have also decided to focus on the SEWB for our staff. My mantra with safety is, I want all staff to return safely to their family at the end of the workday, and the hard work shown by the WHS Team is indicative of the priority that it is shown.

Link-Up (NSW) has been working extensively with our brother and sister organisations; Kinchela Boys Home Aboriginal Corporation (KBH), Cootamundra Girls Aboriginal Corporation (Coota) and Bomaderry Aboriginal Childrens Home.



KBH, Coota and Bomaderry make up the Stolen Generations Organisations (SGOs). Link-Up (NSW) and the SGO's have formed stronger bonds, and we are looking forward to seeing these connections pay off for our Stolen Generations Survivors in 2024.

I have been working closely with our Chairperson, Aunty Lizzie May and the rest of the Aunties and Uncles that are on the Board of Directors. In 2024, we will be launching our new Strategic Plan.

I would like to thank my Senior Management Team (SMT) for their continued support and the Board of Directors (BOD) for the guidance throughout 2023.

I am looking forward to a productive 2024 and ensuring that we work hard on bringing to life the BOD vision and continue our core business of reuniting our Stolen Generations with their family, country and Kin.

**Jamie Sampson**

**Chief Executive Officer**

Proud Kamilaroi man from Coonamable





"I'M FINALLY HOME. THANK YOU LINK-UP (NSW)"

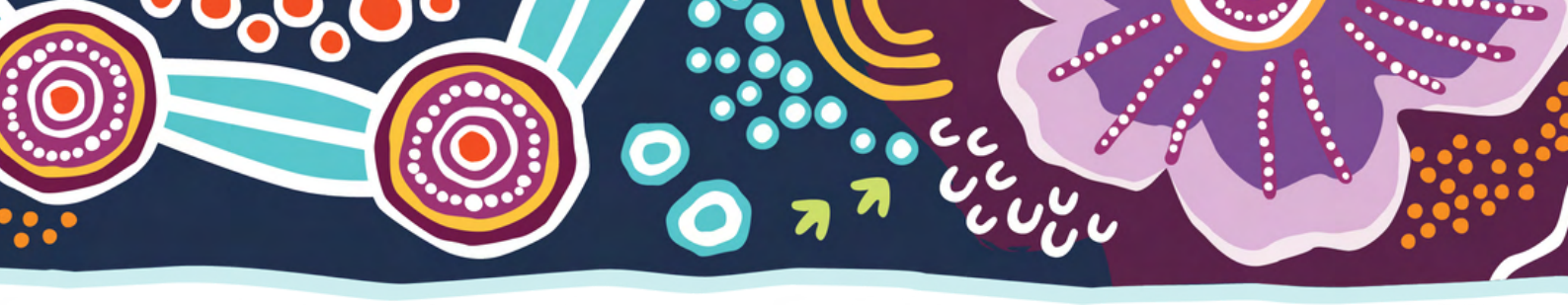




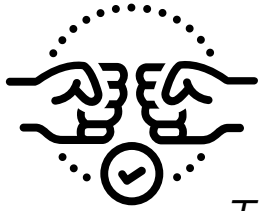
# OUR TEAM

- 2.1 Our Values
- 2.2 Organisational Chart
- 2.3 Staff Development
- 2.4 Statistics & Highlights





## OUR VALUES



### **Commitment**

*To Stolen Generations & Aboriginal Communities*



### **Respect**

*For everyone*



### **Integrity**

*In everything we do*



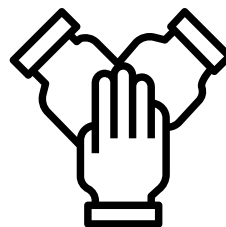
### **Accountability**

*To our clients  
& community*



### **Communication**

*With our team  
& community*

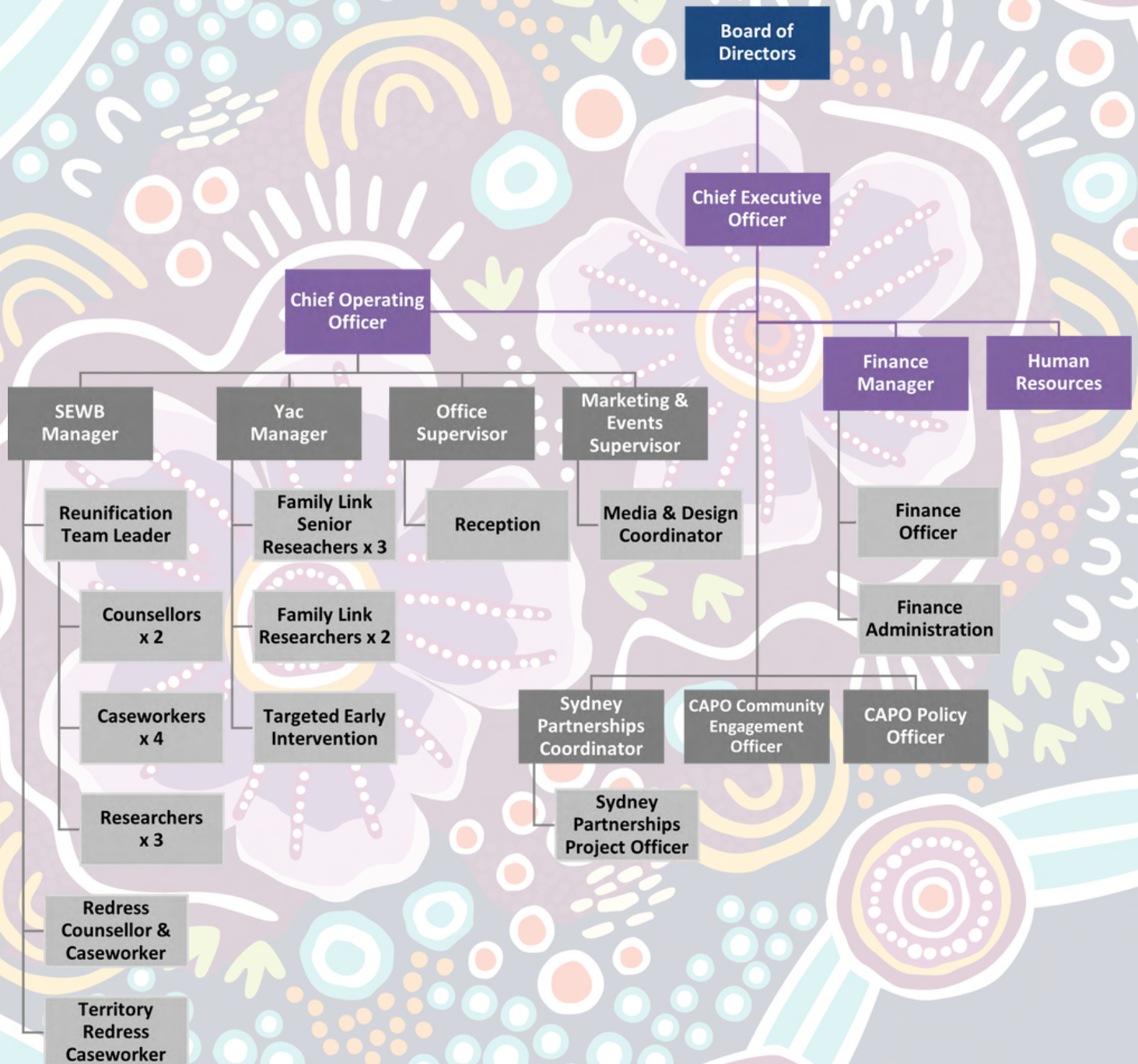


### **Community**

*We include all*



# ORGANISATIONAL CHART







# STAFF DEVELOPMENT

## TRAINING

- Lateral Violence training
- 11th Annual Charities Not for Profit Conference
- Values workshop
- First Aid and CPR
- Fire Warden
- First Nations Employment & Leadership Forum
- Foxtrot training
- Family History Research - 7 strategies to get unstuck training
- Aboriginal Mental Health First Aid training
- Code of Conduct training
- NSW Industrial Relations Long Service Leave training

## COURSES

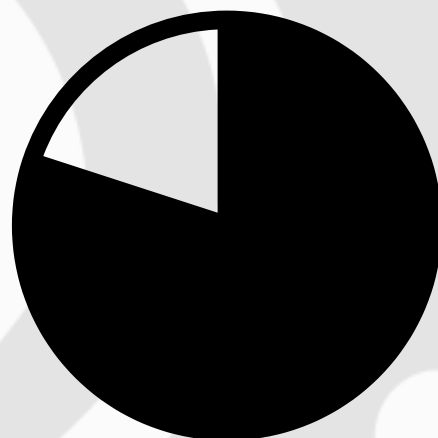
- Diploma of Community Services
- Diploma of Counselling
- Cert IV in Graphic Design





- DARUG
- WIRADJURI
- KAMILAROI
- NGEMBA
- DHUNGUTTI
- BIRIPI
- NGUNNAWAL
- YUIN

**73%**  
of employees  
identify as  
Aboriginal



## LINK-UP (NSW) MEMBERSHIP

New members accepted

21

Total Link-Up (NSW) members

175

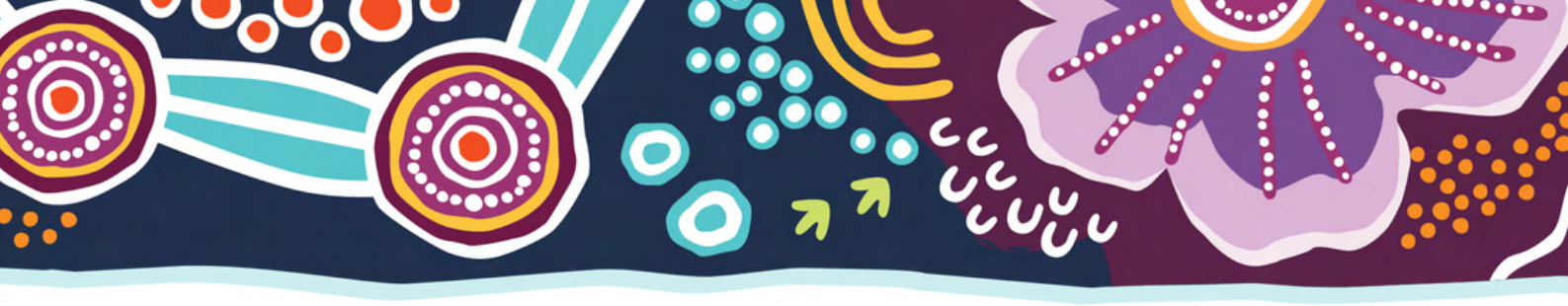


# PROGRAMS

- 3.1 NSW CAPO
- 3.2 Sydney Partnerships
- 3.3 Reunification
- 3.4 National Redress Scheme
- 3.5 Territories Redress Scheme
- 3.6 Territories Redress Scheme
- 3.7 Family Link
- 3.8 Healing Weekends
- 3.9 Targeted Early Intervention







## NSW COALITION OF PEAK ABORIGINAL ORGANISATIONS



Link-Up (NSW) has been part of the National Coalition of Aboriginal Peak Organisations since signing of the memorandum of understanding (MOU) in May of 2011. The Coalition of Peaks, together with the Australian Governments and the Australian Local Government Association, signed the National Agreement on Closing the Gap (National Agreement) in 2020. The purpose of this agreement is to strengthen and improve the social, economic, and cultural well-being of Aboriginal people and communities in NSW.

NSW CAPO is the State-wide Coalition of Aboriginal Peak Organisations tasked to implement the new National Agreement on the Closing the gap initiative in NSW.

NSW CAPO is currently made up Nine Peak Organisations:

- Link-Up (NSW) Aboriginal Corporation
- Absec (NSW Child, Family and Community Peak Aboriginal Corporation)
- AH&MRC (Aboriginal Health and Medical Research Council)
- ALS (Aboriginal Legal Service)
- NSW Aboriginal Land Council
- AECG (Aboriginal Education Consultative Group Inc.)
- FPDN (First Peoples Disability Network Australia)
- BLAQ – Aboriginal Corporation
- ACHAA – Aboriginal Culture, Heritage & Arts Association

Link-Up (NSW) along with the other eight peak Aboriginal organisations continue to raise the voices of our clients and communities, advocating for the empowerment of our people, and the rights to self-determination; delivering a community-led, strengths-based strategy that enables Aboriginal and Torres Strait Islander people to move beyond surviving and thrive.

As part of our commitment towards Closing the Gap; (in particular on 8 focus groups concentrating on Education, Justice and Families, Housing, Health, Language and Culture, Digital Inclusion, and



Land and Water). We have been collaborating with multiple Aboriginal Community Controlled Organisations (ACCO's) to advocate for the wider community in NSW.

As part of the Closing the Gap engagement report, the Link-Up NSW CAPO Policy Officer and the Community Engagement officer facilitated consultations in the remaining 7 towns and communities which were unable to be visited in the initial round of consultations in 2022. These communities were unable to be reached due to dangerous weather (flooding/fires), covid, and sorry business. The consultations took place in May, June, July, and August of 2023. These consultations allowed the NSW CAPO team to understand and prioritise each communities needs and move on with the implementation phase of the plan.

In the month of July, the Link-Up NSW CAPO Policy Officer attended a Consultation Forum called Homes NSW at the beautiful National Centre of Indigenous Excellence on George St in Redfern, NSW. The Forum was hosted by the NSW Government to deliver better outcomes for public housing tenants, deliver more affordable and social housing, and reduce the number of homeless people in NSW. Whilst at this forum the Link-Up NSW CAPO team was invited to attend the Aboriginal Consultation in early September for Homes NSW. This event was hosted by Minister Rose Jackson and Chief Executive of the Aboriginal Housing Office Famey Williams, with a vision to drive and deliver a higher quantity/quality of social and affordable housing in NSW, to re-build the social and affordable housing system in NSW, and to better support people who are homeless or sleeping rough within our communities.

These forums and consultations fall under the NSW CAPO Closing the Gap - Socio-Economic Outcome Target 9: "Aboriginal people secure appropriate, affordable housing that is aligned with their priorities and needs."

In August, Link-Up (NSW) CAPO staff attended the last round of NSW CAPO consultation feedback



sessions along with NSW ALC Councillor Anne Dennis. This was held at the Shae academy, in Moree NSW. The consultation was also attended by teams from the Partnerships PRI (Priority reform 1) project, the (Priority reform 4) Data Sovereignty team and Moree community members. At this meeting, the Moree community representatives were able to put forward and discuss future needs and programs for their community and youth. The Partnerships team and the Partnerships Director are in the process of arranging dates to travel back to Moree to support the existing partnerships in the community in order to begin implementing the structure of a new Aboriginal body that will be the voice of the Moree Aboriginal community. This falls under the "Priority Reform 1: Formal partnerships and shared decision-making".

Near the end of August, Link-Up (NSW) led a Stolen Generation Organisations workshop at the National Centre of Indigenous Excellence. This was attended by the CEO'S of three separate Stolen Generations Aboriginal Organisations: Kinchela Boys Home Aboriginal Corporation, Bomaderry Aboriginal Children's Home, and Coota Girls Aboriginal Corporation. The purpose of this meeting was to build relationships between our organisations to further support Stolen Generation survivors in our communities.

In the month of September, the Link-Up (NSW) CAPO team (in conjunction with members from the NSW CAPO secretariat, and members from the priority reforms teams), facilitated a workshop in Batemans Bay NSW to discuss the implementation of Priority reform three. Priority Reform Three is about transforming government institutions and organisations. As part of this Priority Reform, parties commit to systemic and structural transformation of mainstream government organisations to improve accountability, and to respond to the needs of Aboriginal and Torres Strait Islander people. The discussions involved local community members, stakeholders, and ACCO representatives from the Batemans Bay and surrounding areas.

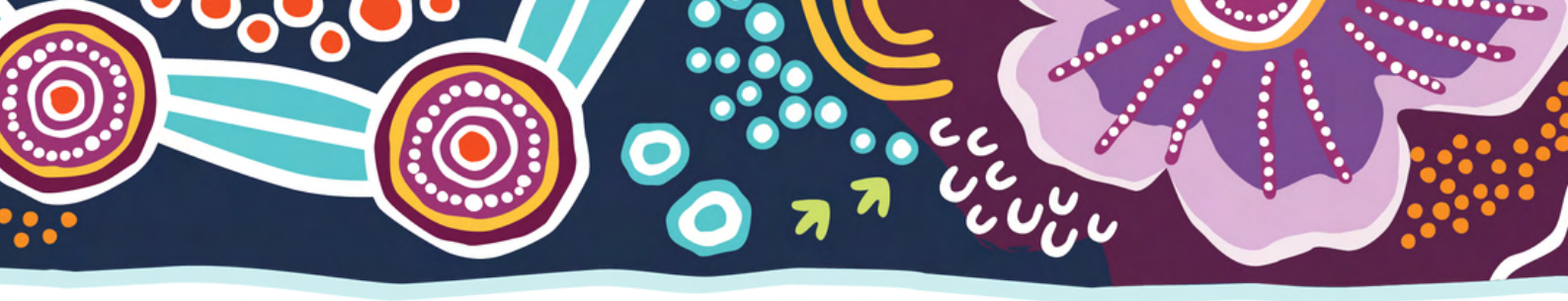
Heading into the end of September and leading up to the main Koori Knock out for 2023, the Link-Up (NSW) CAPO Policy Officer and CAPO Community engagement Officer joined the NSW CAPO team to attend and promote the CAPO Priority reforms alongside NSW Aboriginal Land Council. The team attended three Local Knock outs: the Western Sydney Red Belly Warriors Knockout in Western Sydney, Dubbo Waratahs in the Rugby League Knockout, and the Queanbeyan Kanberri Connections in Queanbeyan NSW. Throughout these community events, the NSW CAPO team spoke to community members from the local communities and surrounding areas to promote and start discussions around the Priority Reforms and the implementation plan for Closing the Gap initiative.

Throughout the year, the Link-Up (NSW) CAPO team have continued to demonstrate their commitment to follow through with the Implementation Plan for the NSW Closing the Gap initiative. The NSW CAPO team will continue to work in community, focusing on strengthening and improving the social, economic, and cultural well-being of Aboriginal people and communities in NSW.









# SYDNEY PARTNERSHIPS

The Sydney Partnerships project was birthed from the Priority Reform 1 “shared decision making and formal partnerships” out of the Closing the Gap Implementation Plan. The Implementation Plan was agreed to in partnership with NSW Coalition of Aboriginal Peak Organisations (CAPO) and NSW State Government after getting feedback from mob from around the state.

PR1 requires a project at a national site, the chosen location by NSW CAPO was Tamworth. Our first state site has been chosen for Greater Western Sydney (GWS). Link-Up (NSW) was approached to be the lead for this project early in the creation process. Link-Up (NSW) as a peak representative of NSW CAPO and a proud Aboriginal Community Controlled Organisation (ACCO) in Greater Western Sydney was honoured to be the lead ACCO.

In the spirit of partnership, Link-Up (NSW) began the process of hosting forums in the Greater Western Sydney region to bring together the ACCOs that support the Western Sydney Region. These forums discussed Closing the Gap, CAPO and local partnerships. Following these forums, Link-Up (NSW) Sydney partnerships coordinator, Bianca O'Hanlon reached out to all parties to discuss the interim steering committee for this partnership committee. We had an overwhelming response and the outcomes was the formation GWS CAPO interim steering committee.

We have committed to working in alignment with the five Closing the Gap targets and seventeen Socio-Economic Outcomes of the NSW Closing the Gap implementation plan. We will be striving to collectively empower our Aboriginal community towards a more inclusive and positive future.

Our committed organisations play an important role within our Aboriginal community as well as supporting their particular areas, some of these areas cross over in to the education, family preservation, Stolen Generations and drug and alcohol as well as Aboriginal youth justice and disability support.

With community support, were hoping to have this steering committee finalised by Christmas 2023 to begin work in the new year of 2024.

This is an exciting and historic time for the Greater Western Sydney Aboriginal community with a chance to drive the vehicle that makes decisions about our futures, how we address our community and how we support our community with a more cultural approach in partnership with the NSW Government. Link-Up (NSW) is proud to be leading such an innovative and exciting program.



NOT JUST SURVIVING, BUT THRIVING







# REUNIFICATION

Reunification is the process of joining two parts of something (people or things) back together after a period of separation. The Reunification team at Link-Up (NSW) do this by reuniting individuals and families that were affected by the Stolen Generations and past government policies back to kin, including grave sites, culture and country. The Reunification program has three (3) stages. These being:

## **Family history research:**

To meet the eligibility criteria of Aboriginality and removal. This research involves finding family records and family members; and linking them together. It's the starting point of the whole process, and while most clients who seek our support have an idea of what type of reunion they would like, based on the information found by the researchers, this may change.

## **Casework/Counselling:**

Once the eligibility criteria has been met, a caseworker and counsellor will be allocated to the client. The caseworker will confirm the type of reunion the client is seeking and start completing the reunion proposal. The caseworker will provide more research, which includes finding living family members, deceased family members and their gravesites, and any other research pertaining to the client and their family. Counsellors are readily available to assist with the social and emotional well-being of our clients while they go through this very emotional journey. Throughout the reunion process, our counsellors will walk beside each client from the first step, to the last.





## Reunions:

The pre-reunion stage is the organising and preparation of a reunion, ensuring all paperwork from staff and client's is completed. A lot of contact is made between caseworker, client and other services who may be used to provide cultural activities, accommodation and travel.

The post-reunion stage is once the reunion has taken place and our client has returned to country or kin. Contact between caseworker and client is no longer as regular however staff are always available for new and old clients. Counsellors will continue to provide limited support to clients and attendees of the reunion. Once a client has had a reunion, they will be invited to attend Link-Up (NSW) Healing Weekends.

The reunification process helps develop one's sense of identity and assists in maintaining those connections to kin, land, culture and traditions.



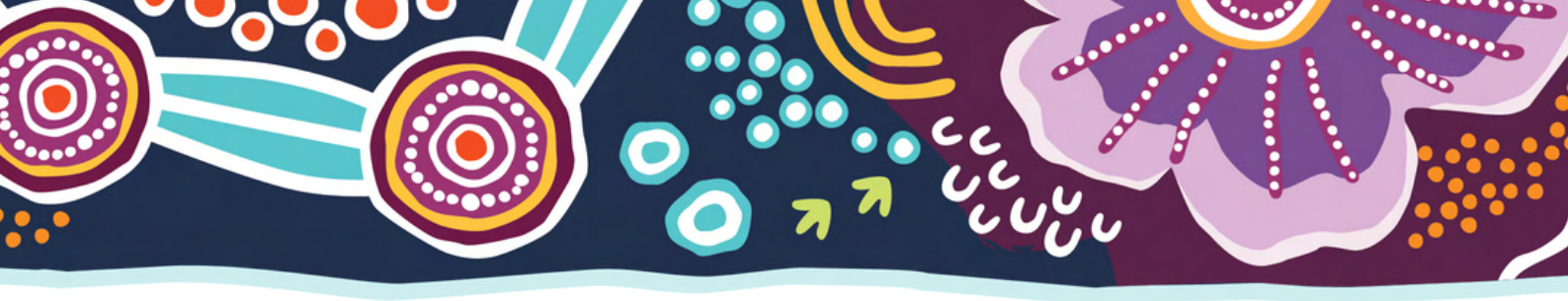
## REUNITING OUR CLIENTS BACK TO FAMILY, COUNTRY AND CULTURE







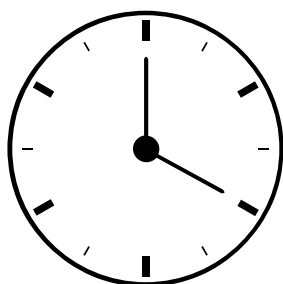
WALKING BESIDE OUR CLIENTS ON THEIR HEALING  
JOURNEY.. ONE AT A TIME



**10**  
reunions  
completed

**245**

hours spent on  
reunions



**38**  
people reunited

## REUNIFICATIONS YEAR IN NUMBERS

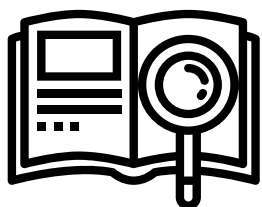


**1876**  
contacts made



**110**  
counselling  
sessions

**1562**  
hours spent  
researching family  
history



**18,262 km's**  
travelled



**28-80**  
age range of clients that  
attended reunions





"LINK-UP (NSW) WERE INVALUABLE TO US.  
I AM ETERNALLY GRATEFUL FOR THEIR SERVICES"





Link-Up (NSW) assisted their client Aunty Colleen for a return to country reunion in Tamworth & Walcha along with 12 family members that were by her side on this journey. Aunty Colleen became a client of Link-Up (NSW) in 2021 hoping that Link-Up (NSW) could assist her connections back to Kamilaroi and Dunghutti country.

Aunty Colleen's birth mother, Alma Lalor was forcibly removed from her parents in 1928 and taken to Cootamundra Girls Home. Aunty Colleen had never been to Walcha and wanted to visit with her family.

The reunion started in Tamworth where Aunty Colleen's birth fathers family connections are from. The clients and staff then drove to Walcha to meet with Uncle Garry Towney, who performed a Welcome to Country and Smoking ceremony at Apsley Falls. After sharing stories, they were surprised to find out they were related to Uncle Garry! During their time in Walcha, the family also attended the home where Aunty Colleen's mother, Alma was raised with her siblings.

The following day, clients and staff met with Uncle Len Waters and Uncle Buddy Knox at the Tamworth Botanical Gardens and Marsupial Park where Uncle Len shared cultural knowledge and cultural activities such as; Aboriginal painting, dreamtime stories, singing, cooking Johnny Cakes and learned about the bush medicines and plants in the area.

The Taylor family were so grateful for Link-Up (NSW) which helped 3 generations connect to culture and country.









"THE WORDS ARE IMPOSSIBLE TO FIND TO THANK YOU FOR  
FINDING OUR FAMILY"



# NATIONAL REDRESS SCHEME

The National Redress Scheme is in response to the Royal Commission into institutional child sex abuse. People that qualify for this service can apply for compensation and seek additional support services. Link-Up (NSW) has been advocating for our clients since 2018.

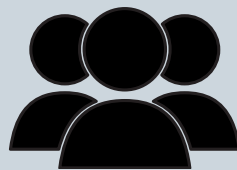


Link-Up (NSW) is funded for a counsellor and caseworker to assist clients through the application process. The counsellors provide social and emotional wellbeing support, warm referrals and linkages within communities, while the caseworker assists with the application. They work closely with Know More Legal, who provide pro-bono legal and procedural advice.



15,087km's  
travelled

23 field visits



32  
current clients





HIGHLIGHTING THE IMPORTANCE OF TRUTH TELLING





# TERRITORIES STOLEN GENERATIONS REDRESS

The Territories Stolen Generations Redress Scheme (TSGRS) is a scheme that is funded by National Indigenous Australia Agency (NIAA) running between 1 March 2022 and 28 February 2026. The Territories Stolen Generations Redress Scheme is a financial and wellbeing package for Stolen Generations Survivors who were removed as children from their families or communities in the Northern Territory, Jervis Bay Territory or the Australian Capital Territory before self-government.

Link-Up (NSW) is currently in the promotion phase of the program. The TSGRS Caseworker is Antoinetta Phan who has been working extensively with communities, mob, NIAA and individuals. Some of the locations that Antoinetta has been to so far:

- Batemans Bay
- Dubbo
- Wreck Bay
- Albury
- Wagga Wagga
- Cootamundra
- Kempsey
- Taree
- Port Stephens

If you have any questions, please do not hesitate to contact Antoinetta Phan who will answer your questions and support you through the process.







"THANK YOU TO MY LINK-UP FAMILY FOR THE UTMOST  
RESPECT YOU SHOW OUR ELDERS"





# FAMILY LINK

Funded by Department of Communities and Justice (DCJ), our Family Link Program consists of a team of 5 staff who are dedicated to supplying family history and kinship tracing to referrers from all over NSW on behalf of children in, or at risk of entering the out of home care (OOHC) sector.



The Family Link Program has had a great year with 100 clients assisted in their journey to an appropriate placement within the OOHC system. This means an Aboriginal child at risk, or already in OOHC can be placed with family, kin, or community through our family history research we complete for each client. This vital funding assists Aboriginal children stay connected to their culture and identity, with the goal of ensuring they are always culturally safe.

While we have welcomed new staff members, we have also said goodbye to others to pursue different opportunities. Delisa Currie, a long-term employee has left us for greener pastures, and we would like to thank her for all the work she has done for the Family Link Program over the past 10 years.

We have two new staff members, one being Wiruni Holland who has a solid knowledge of family research and is doing great things in the team. And Lyndall Weller who is also producing some fabulous research work in the short time she has been with Link-Up (NSW). We are looking forward to them both having long, successful careers assisting our young mob stay connected.

Another staff member, Aletha Rowan has returned to Link-Up (NSW) as a Family Link researcher. Aletha spent time working for Department of Housing but felt her passion was assisting Aboriginal people and children. It is a credit to Aletha to be able to smoothly transition back into being a researcher, where she is a senior member of the team now.

We would like to acknowledge our two other senior researchers, Elle Carter and Megan Atkinson and their incredible contribution over the years to this program.

This year, the Family Link staff have attended planning day, the staff retreat and many Family Link program meetings to become a more cohesive team, ensuring the program runs efficiently to complete as much research as possible for our clients.

We look forward to another year of working hard on behalf of our young clients and giving them a supportive and caring start to life which they all deserve.



## CREATING CULTURALLY SAFE FUTURES FOR OUR JARJUMS

154 referrals  
received from  
DCJ



100 files  
completed

Over 3396  
hours spent  
researching

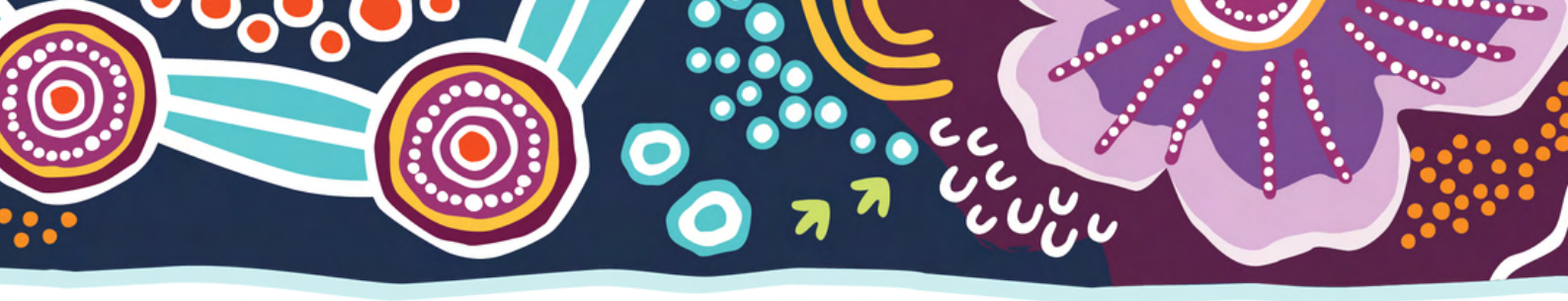






"LINK-UP, YOU ARE ALWAYS IN MY HEART.. THANK YOU"





As part of Link-Up (NSW)'s ongoing commitment to helping our clients heal, we invite them to our Healing Weekends which are held twice a year. The clients have the opportunity to yarn with counsellors, other Stolen Generation survivors, visit sacred sites & landmarks, and participate in cultural activities such as traditional art, dance, crafts & song.

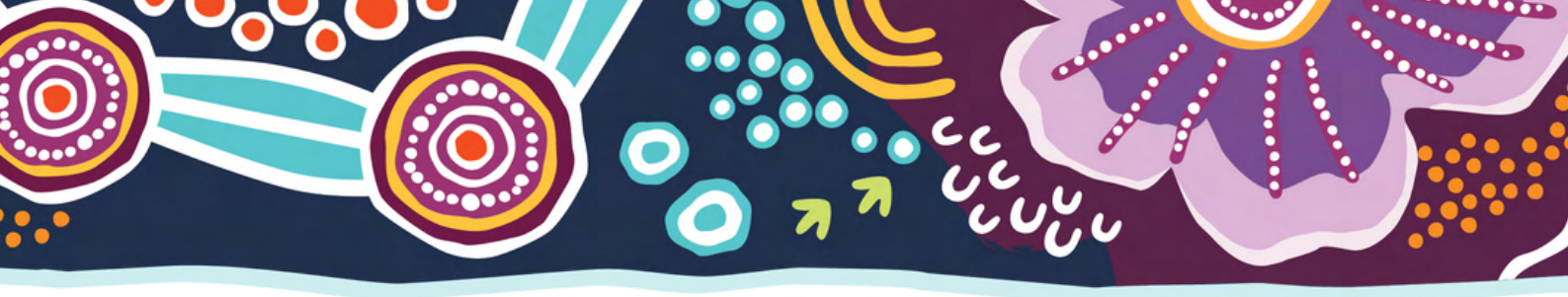
Attending Healing Weekends and participating in these activities has a positive impact on our clients social, emotional, cultural, spiritual and physical wellbeing, helps strengthen their knowledge, connection to culture, and improve their mental health.

Healing for Aboriginal people is a holistic process. It focuses on mental, physical, emotional and spiritual needs of an individual but also involves connection to culture, family and country. At Link-Up (NSW) we assist our clients in healing through the reunification program, however, Healing Weekends help continue the healing process.

## HEALING WEEKENDS





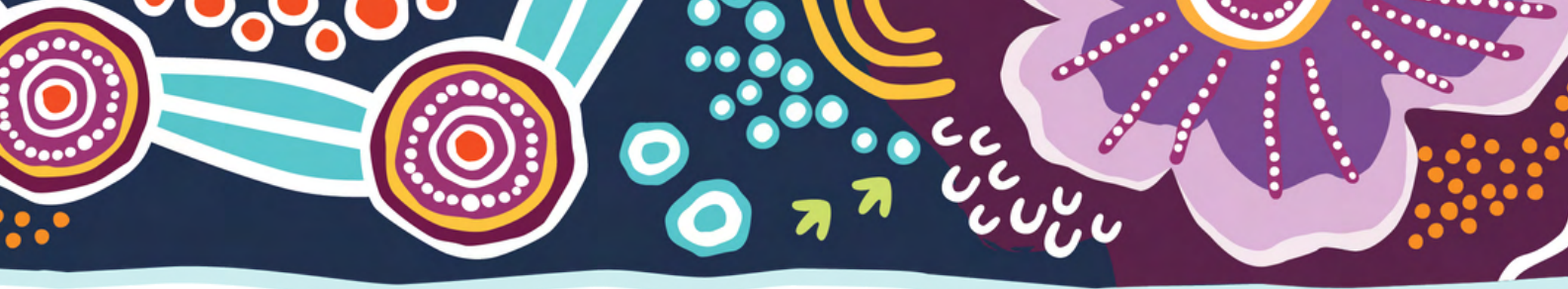


Cultural activities can include Welcome to Country, Smoking and dance ceremonies provided by local Elders and Aboriginal organisations. At Healing Weekends, clients get to yarn with other Stolen Generation survivors, their family members and Link-Up (NSW) staff. Clients also have the opportunity to speak one-on-one with a specialised trauma counsellor and talk through any issues or struggles they are having.

We continuously receive positive feedback from clients about their Healing Weekend experiences and look forward to seeing more clients attend in 2024.











"LINK-UP STAFF PROVIDE A POSITIVE ENVIRONMENT. THEY ARE WARM & INVITING"



# TARGETED EARLY INTERVENTION

This year has been a productive one for our Targeted Early Intervention (TEI) Worker Uncle Dennis. Uncle Dennis has been busy in community providing cultural knowledge and mentorship to many of our youth in the Western Sydney and Lower Blue Mountains regions.

Uncle Dennis provides a young men's cultural group from Daramu in Hebersham. This group aims at supporting and nurturing the cultural connections of young Aboriginal men who are struggling in the school system or involved with the juvenile justice system. These young men are referred to the group through either their school, the Koori court or the Daramu (Marist180) program itself. There has currently been 46 young men who Uncle Dennis has mentored through this program, however the program has seen 128 young men attend.

Eating breakfast has been proven to improve your energy levels and ability to concentrate. Every Tuesday mornings Uncle Dennis has assisted in "Breakfast Clubs" that provide healthy breakfasts to the local school children in the Cranebrook area. During breakfast time, he yarns with the students about Aboriginal culture and art. On average 110 students attend the Tuesday morning breakfast club





# "BUILDING CONNECTIONS FOR YOUTH IN THE COMMUNITY"

In 2015 the Youth Koori Court (YKC) was established due to the over representation of Aboriginal youth in the criminal justice system. The YKC provides an action and support plan for these youth to improve their connections to culture and community. This is done using Aboriginal Elders and Aboriginal community peoples and services. Uncle Dennis plays a pivotal role in these young people's lives by providing recommendation to be considered for their action and support plans. To date, Uncle Dennis has assisted 28 young people through the YKC.

Throughout the year Uncle Dennis has also been busy attending special events, such as NAIDOC and Sorry Day, providing Acknowledgement of Country and Smokings.

2022-23 has kept Uncle Dennis busy and he will continue to support and provide cultural knowledge to the youth, their parents and the wider community of Western Sydney and the Lower Blue Mountains.







# HIGHLIGHTS

- 4.1 Staff Retreat
- 4.2 The COOEE Festival
- 4.3 Other Highlights & Events
- 4.4 Community Engagement







As social workers taking our clients on their healing journey, Link-Up (NSW) does their best to take care of their staffs mental wellbeing and reduce their burn out rates. It helps to have a cohesive team that supports one and another during hard days.

Link-Up (NSW) holds a Staff Retreat each year which is based on reconnecting to each other by participating in cultural & team building activities. This year the team went to Kalinya Estate in Bargo. The feedback after these retreats is always positive, and the staff come back to the office reenergised ready to meet our KPI's, continue assisting our clients & feeling more connected to each other.

## ANNUAL STAFF RETREAT















"COOEE FESTIVAL WAS THE BEST FESTIVAL I'VE EVER BEEN TO,  
HANDS DOWN! ABSOLUTELY LOVED IT!"





WESTERN SYDNEYS

# COOEE FESTIVAL

**LINK-UP (NSW) PROUDLY DELIVERED THE THIRD ANNUAL COOEE FESTIVAL TO THE COMMUNITY IN APRIL; WITH OVER 5000 ATTENDEES, IT IS THE LARGEST ABORIGINAL EVENT IN WESTERN SYDNEY!**

COOEE Festival is an all inclusive showcase of Aboriginal culture which is free for the community to attend. This year seen an incredible line up of talent on the mainstage with acts such as Mitch Tambo, Jarrod Hickling, Christine Anu, Dan Sultan and Uncle Roger Knox. Our MC was Brian Dowd and special guests included Uncle Wes who delivered a deadly smoking ceremony, Erin Wilkins who welcomed us on Country, and local federal MP, The Hon. Ed Husic.

There was an array of activities including weaving in the Cultural hub, clay earring making in the Elders hub which was fully catered, reptile shows, balloon making, face painting and arts & crafts in Kids World, and NRL football players such as Latrell Mitchel & Jesse Ramien in the Health & Wellbeing hub.







WESTERN SYDNEYS

# COOEE FESTIVAL

COOEE Festival had over 40 stallholders in attendance which included local Aboriginal organisations and government agencies, as well as many businesses selling merchandise and a variety of food trucks. Mount Druitt Police also made an appearance with the intent of building a better relationship with the local community; we are grateful for their support.

Also in attendance was Kinchela Boys educational bus and Walkabout Barber bus providing free haircuts to the community. We are proud to be able to showcase vital services and organisations such as these.

COOEE Festival 2023 received a huge amount of positive feedback. We cannot wait to deliver the event on a bigger and better platform next year.

We would like to thank all our sponsors and donators that contributed to the event, with a special mention to our major sponsors, The Healing Foundation. Without your support, we could not continue providing this much needed event to the community.













"ALTHOUGH THERE IS A LOT OF SADNESS, LINK-UP BRING SO MUCH JOY & CLOSURE TO THOSE WHO LOST"





# National Sorry Day 2023

Every year on May 26, National Sorry Day remembers and acknowledges the mistreatment and injustices of Aboriginal and Torres Strait Islander children who were forcibly removed from their families & communities, and placed into foster homes and institutions; known as the Stolen Generations. A day to remember the separation, the pain, the loss, the survivors, the ones who never made it home and the ones still on their journeys.

Although Sorry Day is a day of grief as we reflect on the impact of the past government policies, Link-Up (NSW) Aboriginal Corporation organised an Elders Luncheon for the Elders at Baabayn Aboriginal Corporation to highlight this years NAIDOC theme "For Our Elders".



Link-Up (NSW) was proud to organise this luncheon that included a 3 course meal, gift box for each Elder and a performance by Jarrod Hickling. Sorry does not undo the past, but we hope organising such an event for our Elder's inspires them to continue on their healing journey's.







"LINK-UP HAVE SUCH A HUGE PRESENCE IN THE COMMUNITY WITH ALL  
THEIR DEADLY EVENTS FOR MOB"





# 15th Anniversary of the National Apology

On 13 February 2023, Link-Up (NSW) organised an event for National Apology Day, marking 15 years since the then Prime Minister, Kevin Rudd delivered the historic apology in 2008.

The event included performances by traditional cultural dancers, speeches by Stolen Generation survivors, a smoking ceremony by Uncle Wes, a BBQ that was donated by The Healing Foundation, and replaying the apology on a big screen. Purple "Stolen Generation" poppies were handed out on arrival, along with free shirts provided by The Healing Foundation.

Link-Up (NSW) wanted to bring our people together to commemorate this day; inviting organisations, businesses, government agencies, Mount Druitt police, clients, members and the local community. The turn out was amazing, giving our mob a place to be to acknowledge this small step in our healing journey's.



We would like to thank Woolworths and The Healing Foundation for their contributions to this event.







ALWAYS WAS,

"YOU ARE A GREAT ORGANISATION LINKING FAMILY TOGETHER."

ALWAYS WILL BE.



# SOCIAL MEDIA HIGHLIGHTS

10,131

LINK-UP (NSW)  
FACEBOOK  
FOLLOWERS



7,267

COOEE FESTIVAL  
FACEBOOK  
FOLLOWERS

Research  
tips are  
helping more  
mob than  
ever!



ENGAGING  
OVER  
47,000  
PEOPLE



7,325

followers on COOEE  
Festival instagram



2,166

followers on Link-Up  
(NSW) instagram

*Mob are always acknowledging the special work we do on our social media platforms!*



Janine Hart

Thankyou sooooo much. What a magical weekend. So wonderful... And grateful to all the staff and connecting to beautiful people ❤️

Like Reply 1 d



# HIGHLIGHTS

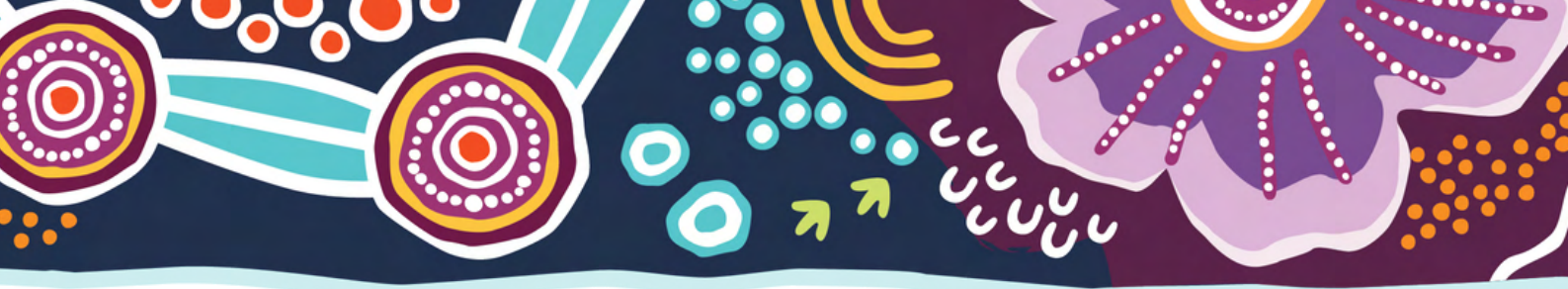


We are so proud of our staff member, Uncle Dennis Dunn who was nominated and won the prestigious "*Traditional Knowledge Holder Elders Award*" at the 2023 Narang Bir-rong NAIDOC Ball! This is a credit to Uncle Dennis and all the amazing work he does for his people within the community. Congratulations Unk!

Link-Up (NSW) was the proud winner of the 2023 Zest Awards "*Outstanding First Nations Community Initiative*". The Zest Awards acknowledge the important work across Western Sydney within the community sector. Link-Up was nominated alongside many other deadly Aboriginal organisations so it was an honour to receive this award.







## HIGHLIGHTS



Every year we acknowledge the gap in our Indigenous Children's reading levels and the importance of literacy in our remote communities. For Indigenous Literacy Day this year, we sent Aboriginal children's books to Bidwill Pre-School, Griffith Wiradjuri Aboriginal School and Bourke Pre-School for their beautiful jarjums!

### **Passed**

2023 Financial audit and received a clean opinion (free of financial misrepresentation)

### **Passed**

ISO 9001 Quality Management re-accreditation audit with no major non-conformance's



*4 years without any negative audit feedback!*





# COMMUNITY ENGAGEMENT







Charles Sturt University First Nations Awards



Aboriginal Employment Expo Mount Druitt



Redbelly Rugby League Knock Out St Marys



Koori Knock Out Tuggerah



Reconciliation Walk Mount Druitt



Mounty Yarns Mount Druitt





15th Anniversary of the National Apology at Parliament House



Kimberwalli NAIDOC



Wallama Court NAIDOC



Cultural Class at Lethbridge Park Primary



Marist 180 NAIDOC Day at Shalvey PCYC



Sydney Regional Aboriginal Corporation NAIDOC Twilight Markets





# FINANCE

- 5.1 Treasurers Report
- 5.2 Abridged Financials
- 5.3 Funders





# MESSAGE FROM THE TREASURER



I would like to begin this report by taking a moment to acknowledge Aunty Janet Smith. Aunty Janet was the Treasurer at Link-Up (NSW) Aboriginal Corporation for many years. Aunt made a significant contribution to Link-Up (NSW), her dedication to being the Treasurer and also her role on the board of directors has laid a strong foundation. Aunty Janet's leadership and achievements have set a high standard for which I am grateful and eager to uphold and expand on in her legacy. Aunty Janet is held in very high regard by myself and I was fortunate, as were many of our members, to have a personal and close friendship with Aunt.

I am pleased to address the financial position of Link-Up (NSW) Aboriginal Corporation and report that Link-Up (NSW) shows strong financial discipline and responsibility for the benefit of our members and clients.

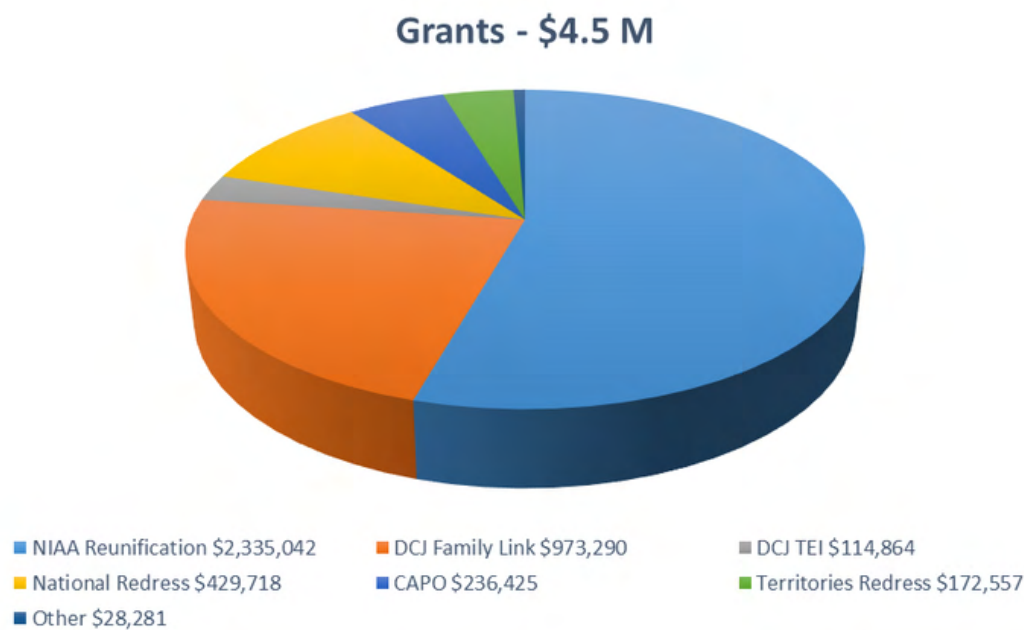
The 2023 financial year was closed in accordance with Link-Up (NSW) Aboriginal Corporation's procedures and audited in September 2023. Link-Up (NSW)'s accounting and financial records are maintained digitally, thus allowing for remote reviews. The independent Auditors, PKF Chartered Accountants, conducted controls on the income and expenditures, as well as on internal controls and compliance of Link-Up (NSW) systems. Link-Up (NSW)'s procedures were found to be sound, with proper financial control and accountability measures in place that sufficiently meet the financial management standards.

The financial statements for 2022 -2023 have been prepared on an accrual basis, in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the Corporations (Aboriginal and Torres Strait Islander) Act 2006.

The board have overseen a year of a strong and viable Corporation.



During the period, Link-Up (NSW) recorded grant income of \$4.29M and total revenue of \$4.5 million. With total assets valued at over \$6.1M and equity of \$3.9M.



The Australian Government, through the National Indigenous Australians Agency (NIAA), contributed.

- \$2.33M for Link-Up [NSW]’s Social and Emotional Wellbeing Reunification program. The principal activities of the program are to reunite the Stolen Generation, provide social, emotional and wellbeing community services, supporting clients on their journey home and their continual healing.
- 172K for The Territories Stolen Generations Redress Scheme. The main activity under this program is providing support to Stolen Generations survivors who were removed from their families or communities in the Territories and assisting applications of a financial and wellbeing package.

The NSW Government, through the Department of Communities and Justice contributed.

- \$973K for Family and Community Services Out of Home Care program. The Family Link program assists Aboriginal youth and children that are at risk of entering or already with out-of-homecare in NSW. Our dedicated research team provide research information contributing to kinship, family contact and cultural information linking the children to their families, country and community.
- \$114K for Targeted Early Intervention (TEI). The TEI program supports connection with Aboriginal Families, Children, young people, and communities to have access to culturally safe support and services to promote culture and strong communities.



The Australian Government, through the Department of Social Services contributed.

- \$402K in relation to the National Redress Scheme into Institutional Responses to Child Sexual Abuse. This program provides support to the clients throughout the application, access to counselling, direct personal response and redress payment.

Link-Up (NSW) Aboriginal Corporation is a proud member and peak organisation of NSW Coalition of Peak Organisations (CAPO), NSW Aboriginal Land Council contributed.

- \$236K to support Staff and outreach in conjunction with CAPO and Closing the Gap.

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:

Item	Amount (\$) 2022-2023	Amount (\$) 2021-2022
Sitting Fees	8,900	12,300
Travel Costs	29,768	15,866
Meeting Costs	10,252	3,460
<b>Total Board Expenses</b>	<b>49,020</b>	<b>32,776</b>

The Financial Statements for the Year Ended 30 June 2023 together with the Independent Audit Report are included in the Annual Report on pages 77 to 83.

I commend the 2022-2023 audited Financial Statements for Link-Up (NSW) Aboriginal Corporation to the Membership.

**Mark Hartley**  
**Treasurer**



## Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2023

		2023	2022
	Note	\$	*Restated \$
Revenue	4	4,350,177	4,094,984
Finance income		6,380	735
Other income	4	184,728	29,781
Employee benefits expense		(3,025,111)	(2,991,360)
Depreciation and amortisation expense		(122,910)	(209,496)
Legal and consulting expense		(137,315)	(16,165)
Travel expenses		(76,575)	(34,768)
Reunion expenses		(871,479)	(229,848)
Occupancy expenses		(132,062)	(190,594)
Motor vehicle expenses		(101,104)	(23,020)
Printing and stationary		(28,325)	(15,815)
Repairs and maintenance		(112,380)	(150,487)
Other expenses		(21,303)	(213,319)
Finance expenses		(325)	(343)
<b>(Loss)/Surplus before income tax</b>		<b>(87,604)</b>	<b>50,285</b>
Income tax expense		-	-
<b>(Loss)/Surplus for the year</b>		<b>(87,604)</b>	<b>50,285</b>
<b>Other comprehensive income, net of income tax</b>			
Revaluation of land and buildings		73,909	542,091
<b>Total comprehensive income/(loss) for the year</b>		<b>(13,695)</b>	<b>592,376</b>



## Link-Up (NSW) Aboriginal Corporation

ABN: 99 731 805 429

### Statement of Financial Position As At 30 June 2023

		2023	2022
	Note	\$	* Restated \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	5	3,370,256	2,109,987
Trade and other receivables	6	157,731	92,218
Other assets	7	-	146,780
<b>TOTAL CURRENT ASSETS</b>		<b>3,527,987</b>	<b>2,348,985</b>
<b>NON-CURRENT ASSETS</b>			
Other financial assets		2,195	2,221
Property, plant and equipment	8	2,605,657	2,628,093
Right-of-use assets		-	6,695
<b>TOTAL NON-CURRENT ASSETS</b>		<b>2,607,852</b>	<b>2,637,009</b>
<b>TOTAL ASSETS</b>		<b>6,135,839</b>	<b>4,985,994</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	9	329,093	360,917
Borrowings	11	21,892	9,983
Lease liabilities		-	6,969
Short-term provisions	10	119,611	123,681
Contract liabilities	12	1,659,479	459,925
<b>TOTAL CURRENT LIABILITIES</b>		<b>2,130,075</b>	<b>961,475</b>
<b>NON-CURRENT LIABILITIES</b>			
Long-term provisions	10	20,828	25,888
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>20,828</b>	<b>25,888</b>
<b>TOTAL LIABILITIES</b>		<b>2,150,903</b>	<b>987,363</b>
<b>NET ASSETS</b>		<b>3,984,936</b>	<b>3,998,631</b>
<b>EQUITY</b>			
Asset revaluation reserve		1,240,229	1,166,320
Retained surplus		2,744,707	2,832,311
<b>TOTAL EQUITY</b>		<b>3,984,936</b>	<b>3,998,631</b>



## Link-Up (NSW) Aboriginal Corporation

ABN: 99 731 805 429

### Statement of Changes in Equity

For the Year Ended 30 June 2023

	Retained Surplus \$	Asset Revaluation Surplus \$	Total \$
Balance at 1 July 2022	2,832,311	1,166,320	3,998,631
Deficit for the year	(87,604)	-	(87,604)
Revaluation increment	-	73,909	73,909
Balance at 30 June 2023	2,744,707	1,240,229	3,984,936

	Retained Earnings * Restated \$	Asset Revaluation Surplus \$	Total \$
Balance at 1 July 2021	2,782,026	624,229	3,406,255
Surplus for the year	50,285	-	50,285
Revaluation increment	-	542,091	542,091
Balance at 30 June 2022	2,832,311	1,166,320	3,998,631



## Link-Up (NSW) Aboriginal Corporation

ABN: 99 731 805 429

### Statement of Cash Flows For the Year Ended 30 June 2023

	2023	2022
Note	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Receipts from grants	5,484,218	4,230,893
Other receipts	184,729	524,929
Payments to suppliers and employees	(4,387,919)	(4,149,388)
Interest received	6,379	515
Finance costs	(297)	(344)
Dividends received	-	220
Net cash provided by/(used in) operating activities	<u>1,287,110</u>	<u>606,825</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Purchase of property, plant and equipment	<u>(19,872)</u>	<u>(10,360)</u>
Net cash provided by/(used in) investing activities	<u>(19,872)</u>	<u>(10,360)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>		
Payment of lease liabilities	<u>(6,969)</u>	<u>(90,200)</u>
Net cash provided by/(used in) financing activities	<u>(6,969)</u>	<u>(90,200)</u>
Net increase in cash and cash equivalents held	1,260,269	506,265
Cash and cash equivalents at beginning of year	<u>2,109,987</u>	<u>1,603,722</u>
Cash and cash equivalents at end of financial year	5 <u>3,370,256</u>	<u>2,109,987</u>



## INDEPENDENT AUDITOR'S 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 2023, 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 of the Company and the consolidated entity comprising the Company and the entities it controlled at the year end or from time to time during the financial year.

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:

- (a) giving a true and fair view of the consolidated entity's financial position as at 30 June 2023 and of its performance for the year then ended; and
- (b) complying with Australian Accounting Standards – Simplified 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

##### Independence

We are independent of the Group in accordance with the auditor independence requirements of the Corporations (Aboriginal and Torres Strait Islander) Act 2006 and Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (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.



## Other Information

The directors are responsible for the other information. The other information comprises the information included in the consolidated entity's annual report for the year ended 30 June 2023 but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Responsibilities of the 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 – Simplified Disclosure Requirements and the Corporations Act 2001 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 consolidated entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the consolidated entity 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 the 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 this 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 consolidated entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

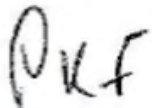


## Auditor's Responsibilities for the Audit of the Financial Report (cont'd)

- 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 consolidated entity'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 consolidated entity 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the consolidated entity to express an opinion on the group financial report. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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, action taken to eliminate threats or safeguards applied.



PKF



KYM REILLY  
PARTNER

31 OCTOBER 2023  
SYDNEY, NSW



# TO OUR FUNDERS, THANK YOU

Link-Up (NSW) Aboriginal Corporation would like to acknowledge the assistance and funding from:



**Australian Government**  
**National Indigenous  
Australians Agency**



**Australian Government**  
**Department of Social Services**



**Family &  
Community  
Services**





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