



Kurbingui
youth & family development

Growing Stronger; The Kurbingui Way

Aboriginal and Torres Strait Islander viewers are advised that the following presentation may contain images of people who have passed away.

Acknowledgement of Country

I would like to acknowledge the Traditional Custodians of the lands on which we gather here today.

I would also like to acknowledge all Elders, Aboriginal and Torres Strait Islander elders as well as Non-Indigenous Elders.

I would like to acknowledge the story of their journey, for guiding us in the past, working with us in the present time and leading us into the future.

And may we call on their spiritual connections and blessing for positive outcomes for today's presentation.



Main Office

Kurbingui
Acknowledgment to Country
Kurbingui Youth and Family Development would like to acknowledge the Traditional Custodians of the lands on which we work and gather.
We would also like to acknowledge our Aboriginal and Torres Strait Islander Elders for their guidance in the Past, their work with us in the Present and their Leadership into the Future.
We call upon their spirits to guide us in the work we do to achieve positive outcomes throughout all of our communities.

SMILE YOU'RE
ON CAMERA

NO PARKING
AT
ANYTIME



Introduction

Kevin Maund

Cultural Engagement and Community Development

Father - Aboriginal - MAMU

Mother - Torres Strait Islander

Number of different backgrounds

From Innisfail



Introduction

Glenda Jones-Terare Chief Executive Officer

Working within the Community Service Sector since 1984 including, Woorabinda (Central Queensland) and Western Cape York Aboriginal Remote Communities, Brisbane, Moreton Bay and Southeast Regions Aboriginal Torres Strait Islander Communities.

Been with Kurbingui since 2014



About Us

- Kurbingui Youth Development Assoc. (KYDA) originally formed 2001 to respond to the needs identified by families within the local community to concerns about young boys “at risk” of entering into the Youth Justice system
- Kurbingui, is from the Turrbul language meaning: ***‘the transition from boy to man’***
- KYDA began providing therapeutic supports and employment & training programs.
- Kurbingui Sports was established to focus on boxing and other areas of interest separate from KYDA
- Kurbingui transitioned to Company Limited by Guarantee July 2013
- Governance – Board of Directors - Guidance by Elders Groups
- Business name change 2018 – Kurbingui Youth & Family Development (retained Kurbingui Youth Development Ltd as trading name) to reflect the work undertaken in the organisation.



About Us

Kurbingui has a range of programs aimed at responding to challenges experienced by Aboriginal and Torres Strait Islander families, children, young people and individuals across the Brisbane, Moreton Bay and Southeast QLD Regions with connections to Aboriginal Torres Strait Islander communities throughout Qld and NSW.



Kurbingui Programs

- Numula Family Safety Response Program
- Yeaca Dhargo Family Wellbeing Program – DFV Specialist Worker Trial
- Yadeni Tago (IFACC-Kurbingui/FACC-Mercy Community)
- Bridges Program
- Youth Justice Programs – CYRD & FLDM
- Social & Emotional Wellbeing Program - National Suicide Prevention Trial – North Brisbane
- Skilling Queenslanders for Work
- Kurbingui Community Access Program
- Cultural Support Programs- e.g., Traditional Games, Community Art Programs
- Kurbingui Aboriginal and Torres Strait Islander Cultural Engagement (KATSICE) Program
- Tailored Programs Developed as Requested

Auspiced Groups

- Brisbane Northside Elders
- North Brisbane Aboriginal and Torres Strait Islander Men’s Shed

Growing Stronger

As an Aboriginal community-controlled organisation, it is essential that community voices guide the organisation in relation to their needs as well as those identified by staff and the broader community service sector. The community need to feel empowered and supported in Growing Stronger, as individuals, families and the community. This strength comes from making sure that services provided:

1. - Have a need for,
2. - Support and back the services coming into the community, and
3. - Trust Kurbingui is working from a culturally safe community focused “place based” approach.

Community Elder involvement is integral to Kurbingui and the community. They have provided guidance, direction, support and assisted in the delivery of services, consultations and events. They provide ongoing support and consultation with the Kurbingui Board of Directors, CEO, the Management team and Frontline staff.

The Elders in many respects are the gate keepers of community knowledge and the programs suitable for the community and assist with the Cultural Safety. This filters throughout the community who also come to Kurbingui and share their own ideas about programs and community solutions.

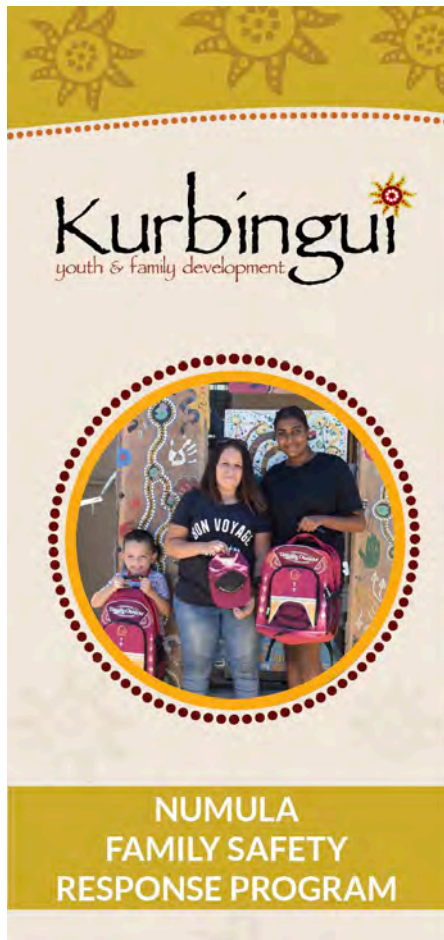
What we know

Approximately 80% of the families and clients that Kurbingui support through our range of programs have a form of DFV present. This varies at times whereby their maybe up to 100% of clients referred experiencing DFV.

Programs can be co-case managed within Kurbingui services and other programs refer through to appropriate internal and external services.

There has been a significant increase in the past 12 months with referrals presenting DFV as primary factors. It is important to note that many referrals are received about other issues, however; after working with the family, we often learn that there are also issues related to DFV.

Numula Family Safety Response



Initially funded to work with men within the North Brisbane area

Walking alongside the individual, families and community and meeting them on their journey. Supporting the client to explore what makes them safe, by linking them too the appropriate services and providing the resources needed.

Support as a crisis response or as a planned response.

Collaboration and advocacy with internal and external genuine partner agencies and stakeholder services.



Yeaca Dhargo Indigenous Family Wellbeing



The Yeaca Dhargo program is aimed at working together with families, children and young people and the community to support, enable and equip parents with the tools and resources to successfully meet their responsibilities. Staff aim to empower families to make informed decisions where their children are concerned. Together staff and family work from a child centres family focussed, holistic and cultural safe approach to ensure the overall health, safety and wellbeing of Aboriginal and Torres Strait Islander families, children and young people 0-18 years of age.

Key elements include cultural healing through practical and therapeutic supports, activities and events support for greater connections to family and community members which assist to encourage families to express their views and self determine their wishes regarding all decisions to keep their children and young people safe. Our overall approach is solution focused, strength based with cultural practices and protocols integrated within the support services delivered.

Yeaca Dhargo works closely with partner services and agencies within Kurbingui to provide a wrap around approach for the families, children and young people as well as our genuine culturally safe partner agencies. Culture is always viewed as a positive and not a deficit!

Yadeni Tago



Yadeni Tago is a partnership that was formed in 2015 between Kurbingui Youth & Family Development and Mercy Community Services aimed to deliver the First Nations and Non-Indigenous Family and Child Connect to the Brisbane Region.

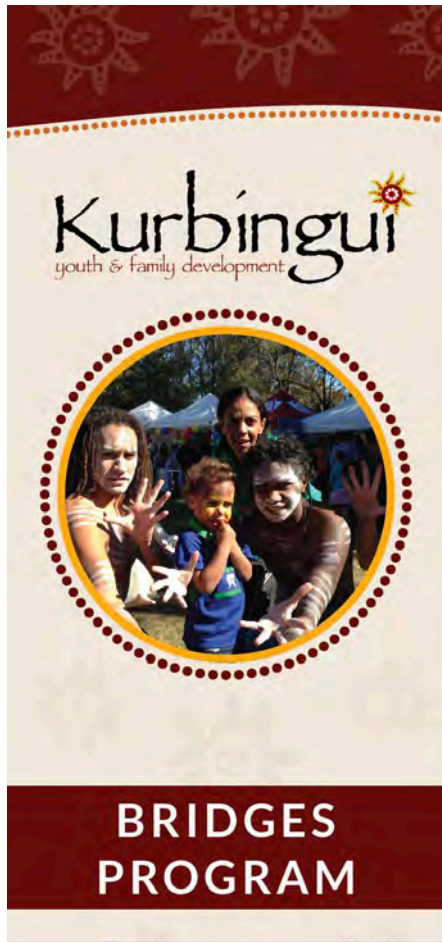
This service is an Intake, Assessment and Referral service aimed at ensuring families receive the right support service at the right time to divert them away from the Child Protection system, where appropriate.

Growing Stronger communities can be done in a number of ways including the facilitation of the Local Level Alliance meetings throughout the Brisbane Region Community Service Sector. At the end of the supports provided all clients are provided with an opportunity to complete a feedback form to let us know what they did or didn't like about the service they received so that we can implement continuous improvement changes where needed.

Staff also interact with Elders on an almost daily basis and are often involved in community events that provide opportunities for families, children and young people to use their service and have a voice, are heard and supported. Staff and Management can echo their voices and sentiments through reports, meetings and communications with decision makers, community members, other genuine partner agencies and the broader stakeholders within the sector.

Currently, Kurbingui and Mercy are working together to increase the engagement of Aboriginal Torres Strait Islander families, children and young people with the aim of providing more support to them before their situation becomes more complex.

Bridges Program



Two Main Objectives

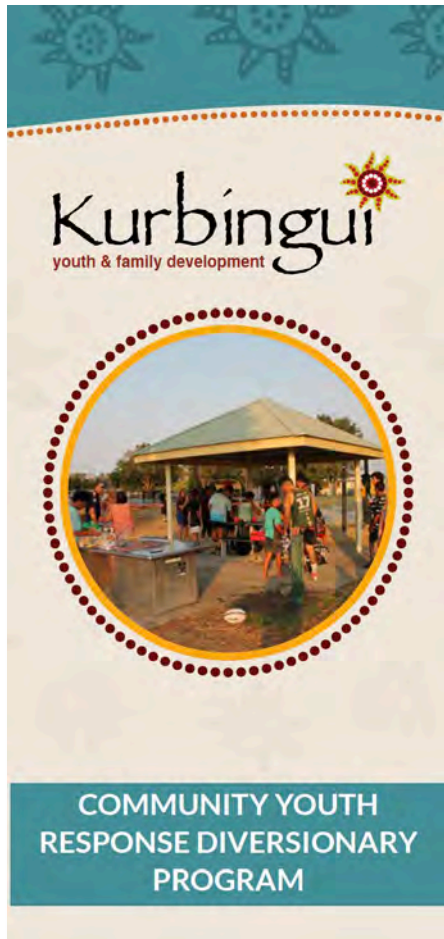
Keeping Aboriginal and Torres Strait Islander Children engaged in long term schooling from early years to year 12/13

Engaging and connecting parents and the school communities to assist with the best possible outcomes for the children and young people driven by the students and their parents. Advocacy and support of the parents is vital to Growing Stronger connections to the schools, supporting the families to have a voice and share their ideas and viewpoints about their child's/children's learning journey that is culturally safe and specific to their way of learning.

Homework Program, Cultural Programs and Mentoring Programs



Community Youth Response Diversionary Program



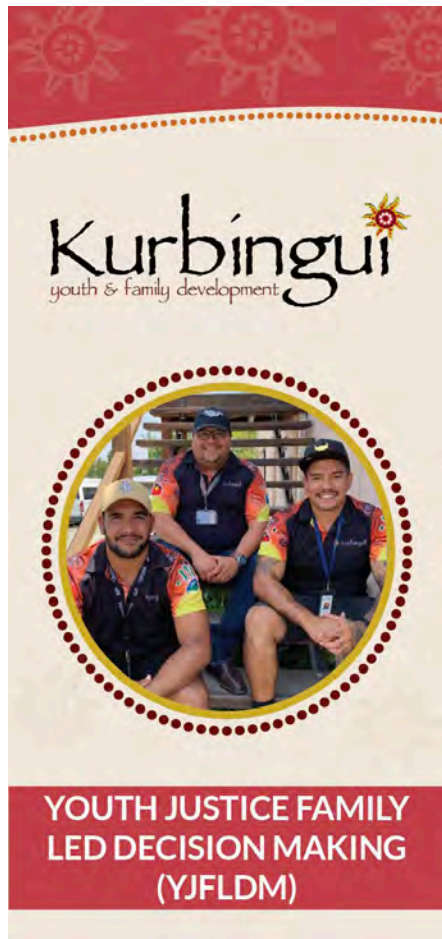
The Community Youth Response Diversionary Program (CYRD) is a new program funded by the Qld Department of Child Safety, Youth Justice and Multicultural Affairs. The program is available to all young people 8-17 years of age with a particular focus on Aboriginal Torres Strait Islander young people due to the over representation within the Youth Justice system. Specifically, the program staff work to engage with young people who are making unsafe choices, are homeless or sleeping rough, may be at risk of entering into or already involved with the Youth Justice system. Through this program we aim to support the Growth of Strong young men and women. Parents/Carers are involved in the case management of the young people, where appropriate.

Elders are involved in the activities, events and often the case management (where needed). This additional support assists the young people to become truly connected to their own culture, their family's story and solidifies their own cultural identity, sense of belonging. Cultural connection also occurs for the non-indigenous young people through this program. Whether it be through their own culture or through the culture of the lands on which they live.

The CYRD Program staff work closely with the staff of the Family Led Decision Making Youth Program.

It is important to note that the CYRD Program also work closely with other internal and external partner agencies when supporting the young people and their families.

Family Led Decision Making



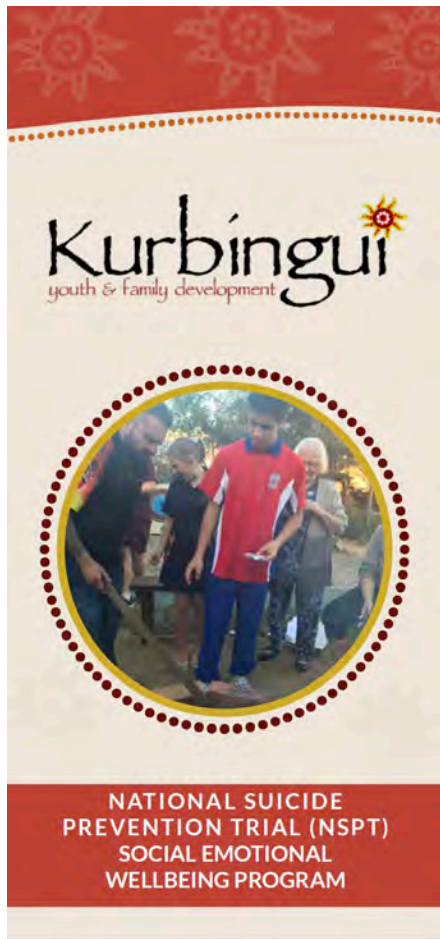
The Family Led Decision Making (FLDM) program is funded by the Qld Department of Child Safety, Youth Justice and Multicultural Affairs. The program is available to all young people 8-17 years of age with a particular focus on Aboriginal Torres Strait Islander young people due to the over representation within the Youth Justice system.

Specifically, the program staff work to engage with young people who are making unsafe choices, are homeless or sleeping rough, may be at risk of entering into or already involved with the Youth Justice system. That includes young people within the Brisbane Youth Detention Centre (BYDC), Restorative Justice Conferencing or involvement with Queensland Police Service (QPS). The primary target group of the program is 8-14 yrs old, and the secondary target group is 15-17 yrs old.

The Family Led Decision Making process is driven by the young person and the family members to determine the outcomes they would like to achieve. Case Plans are identified with them and the staff and identified stakeholder, referrals and support are identified. This program works closely with the CYRD staff as young people most often transition from this program to the CYRD.

It is important to note that the FLDM Program also work closely with other internal and external partner agencies when supporting the young people and their families.

Social Emotional and Wellbeing



There are two key initiatives that reside within the within the Social and Emotional Wellbeing program

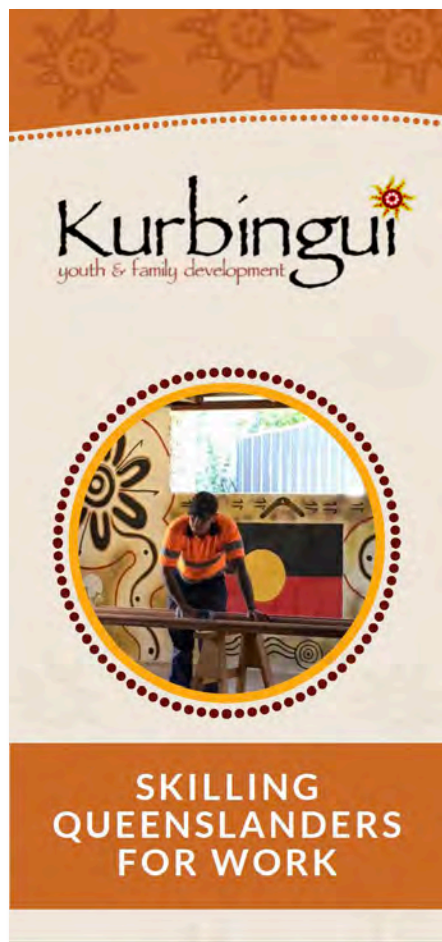
National Suicide Prevention Trial (NSPT)

- ❖ Emergency & Response
- ❖ Strong Deadly Spirits
- ❖ Community/Staff Training

National Disability Insurance Scheme (NDIS)

Working towards culturally safe support and advocacy for individuals, families and community who are already currently under the NDIS or are looking to sign up to the NDIS.

Skilling Queenslanders for Work



The SQW program at Kurbingui employs 20 participants over 20-week period in Certificate I in Construction and Certificate 1 in Business Administration.

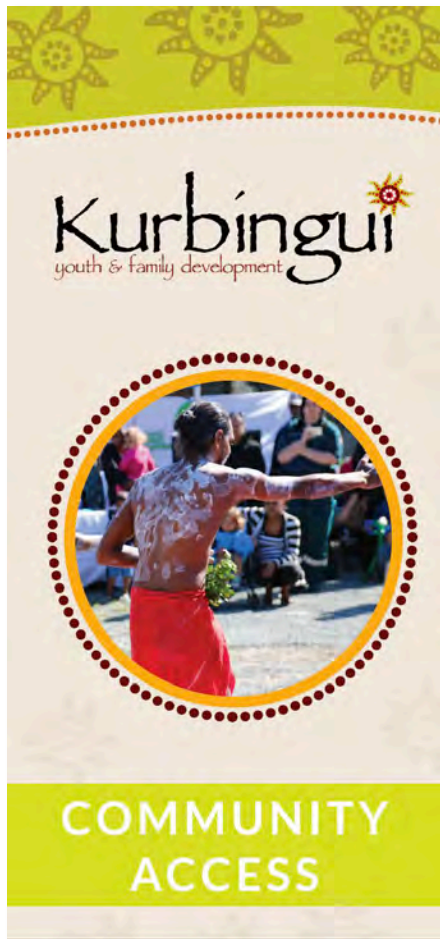
With the support of the Community Elders the SQW team they work collaboratively Growing Stronger community participation as well as access to education and training opportunities.

- Strong advocacy to have the Traineeship programs come back to the community
- Interview panel recruitment process
- Invited to come and talk with trainees around their cultural experiences
- Support learning where applicable - this can be educational, practical or therapeutic
- Participants also shared their learning and development working relationships and supports through this program.



Skilling Queenslanders for Work

Community Access

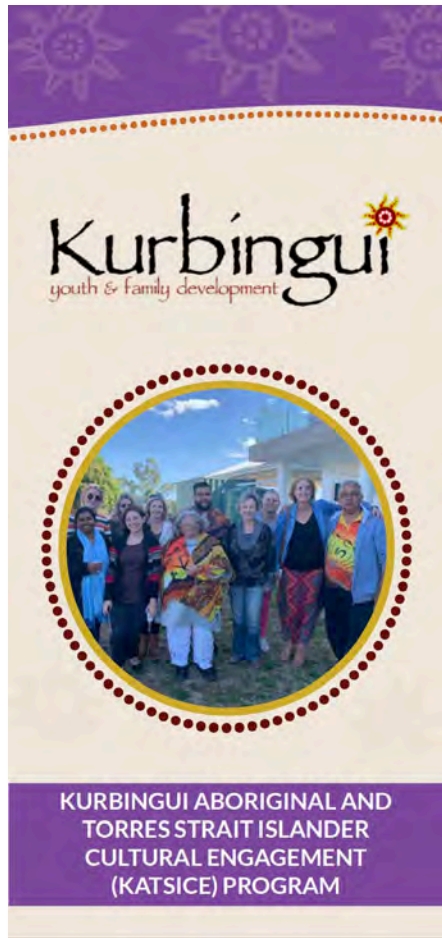


Community Access is aimed to assist the community members (Aboriginal Torres Strait Islander and non-indigenous) who do not directly fit the criteria of the other programs within Kurbingui or other external programs. No Wrong Door!

Kurbingui have continued to support the community through access to online platforms including email access, job applications and MyGov as well information gathering, linking them to services e.g. housing, health, child safety matters, education and employment.



Kurbingui Aboriginal and Torres Strait Islander Cultural Engagement Program (KATSICE)



Through KATSICE program community members are encouraged to share their stories as guest presenters to community services sector staff (First Nations and non-indigenous) and other stakeholders.

Each community member has firsthand experience of being on the end of service delivery from many of the government and non-government organisations and provide valuable insight to implement continuous improvement to their service delivery to the Aboriginal Torres Strait Islander community through better engagement strategies. Other areas of improvement that have been identified through the general and tailored KATSICE Programs have been in the area of policies and procedures and support of First Nation staff employed within the various organisations.



Brisbane Northside Elders

Brisbane Northside Elders play a major role to the success of the communities which Kurbingui services. Through their knowledge and support Kurbingui are working toward the local community Growing Stronger and Safer together.

Examples of support include:

- Provide guidance and direction in program development and services relating to the identified needs of the community.
- Provide cultural knowledge relating to family connections to support Kurbingui staff when working with families to ensure the cultural wellbeing of the children's needs are met.
- Invest time into screening the cultural competency and connection of applicants in relation to organisational recruitment process.
- Lobby and advocate for the reduction of children and young people in the care of the Department of Child Safety and Youth Justice. E.g., Support collaborative work with each of the Child Safety Service Centre Staff – build relationships, share knowledge of culturally safe practices (Cultural Adoption), skills and cultural knowledge (historical and current).
- Advocate for changes to legislation, practice and other relevant areas when working with Aboriginal Torres Strait Islander Families, Children and Young People with decision makers.
- Supporting the development of partnerships internally and externally to share resources and create greater access to culturally safe support services to the community members.
- Facilitate and mediate issues within the community to achieve a collaborative successful outcome for all concerned
- Involvement in program service delivery from a practical and cultural perspective.



Kurbingui Youth & Family Development Aboriginal & Torres Strait Islander Men's Shed

Through a direct expression of interest and a strong community voice from several community Elders (Uncles) the idea of the Men's Shed originated.

The hard work was followed up by the Uncles and Kurbingui came on board as the Auspice body and provided assistance - providing a space and access to funding for the program.

The Men's Shed has a strong focus on Men's health and Growing Stronger Aboriginal and Torres Strait Islander men and share this message with the wider community to support our North Brisbane Aboriginal and Torres Strait Islander Men.

Aboriginal & Torres Strait Islander Men's Shed



Other Kurbingui Community Programs

Garden Space

The Kurbingui Community Garden serves as another resource where the community can share that **Community Voice** and help with suggestions of what can be planted and are encouraged to participate in the garden and take the produce once harvested.

Cultural Programs

The community is encouraged to support and share their experiences and knowledge within the different cultural programs provided.

Community Art Exhibitions

Expression of **Community Voices** is also shared through other forms such as the Community Art Exhibition. Each of the artists tell their own story through their artwork and crafts.

Kurbingui Food Bank

In partnership with Life Without Barriers, Mercy Community, RACQ and Second Bite and GIVIT. Kurbingui has now opened a food bank. While still at the initial stages, we are working hard to build on this program with our Elders and other Volunteers with the aim to support the needs of the community.



Growing Stronger - Summary

Kurbingui Youth and Family Development provides a wrap around culturally safe service support approach based on the client needs. There is multiple entry points through all of the organisation's programs or just through our front door with people that walk in looking for support and not knowing where to start. Referrals come from Community Members, Self, Elders, Funding bodies, Queensland Police, Education, Health, Child Safety and the Regional Intake Services, other Government and Non-Government Organisations. Obviously, over servicing is taken into consideration.

As mentioned throughout the presentation cultural practices and protocols are integrated in all the services provided. Those cultural practices and protocols include the differences between the various groups, families and individual stories within the Aboriginal and or Torres Strait Islander communities.

All of the therapeutic frameworks and approaches are underpinned by a solution and strength based focused. Community Elders and members, Board of Directors, Senior Management and staff work hard to develop strong genuine partnerships with external agencies around culturally safe service delivery with the aim of greater access for the Aboriginal Torres Strait Islander community to receive services.

Our overall aim together with the Elders and Community is to reduce the over representation of Aboriginal and or Torres Strait Islander children and young people in the statutory systems. E.g Child Safety and Youth Justice as well improve the quality of life for all Aboriginal Torres Strait Islander peoples.

Our Journey and Goals



Any Questions?

**Thank You
For Your Time**