

- 2018 -

# ANNUAL REPORT



**CULLUNGHUTTI  
ABORIGINAL CHILD  
AND FAMILY CENTRE.**

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"Where community is family,  
and our children are our future."



# ORGANISATION ACKNOWLEDGEMENTS



***"Cullunghutti is a special place of gathering with a unique cultural identity that provides a place of belonging, cultural respect and safety for Aboriginal children and their families."***

Cullunghutti Aboriginal Child and Family Centre would like to acknowledge the Wadi Wadi Wandandian People of the Yuin Nation, the Traditional Owners of the land on which our Centre is built, and the land on which we work and live upon today.

We would like to extend this acknowledgement to our Elders; past, present and into the future as well as all Aboriginal and Torres Strait Islander Peoples.

Cullunghutti Aboriginal Child and Family Centre would like to thank the Board of Directors for its unwavering support and commitment to our Centre, and to the members of our Organisation for their dedication to our success.

We would like to thank our team of Management, and Staff for another wonderful year of service, and acknowledge their hard work and commitment to our local Aboriginal children and their families.



# A MESSAGE FROM THE CHAIR:

*Aunty Lyn Stewart*



I acknowledge the Wadi Wadi Wandandian Peoples, the traditional custodians of the land on which Cullunghutti Aboriginal Child and Family Centre is situated. I respect our Elders past and present for providing our guidance and sharing their wisdom. May I also pay respect to the knowledge embedded forever within the Aboriginal Custodianship of Country. As we share our own knowledge, teaching and learning to our children, I also acknowledge them for they are our emerging leaders.

On behalf of the Board of Cullunghutti as Chairperson, I present the Annual Report to members of the accomplishments over the past year, to ensure sustainability within the Centre that will lead to expanding self-sustainability. The Board of Directors bring differing levels of expertise to the table. They provide advice on early childhood education, general education, health, community development and social justice. The Board has a balanced representation of age and gender, bringing their expertise of many theories relating to the young, adults and Elders.

The Board have determined that they will operate in an environment of excellence in Governance. With three Directors completing a Certificate IV in Governance. The development of strategies of best practice in relation to compliance with Legislation and Regulation, cultural competence, health and safety and financial management.

They continue to ensure that staff are respectfully managed and supported by ethical, effective policy and protocols. We provide an environment that is trusting, where it is a safe place to question practice and address any concerns. We ensure that professional ethics are strong in relation to confidentiality and other trust building concepts.

We endorse the embracing and celebrating of significant events that have occurred through time and have had an impact on Aboriginal peoples today.



Acknowledgement of Country is delivered every day with staff and children participating in a flag raising ceremony.

We ensure that awareness raising of these celebrations and anniversaries are of the upmost importance and extend an invitation to our families, community members, Elders, and organisation within the Shoalhaven.

The Board continues to develop and maintain productive partnerships and work collaboratively with our colleague organisations who provide professional services where preference is given to Aboriginal children and families. The Family Centre and Early Learning Centre are currently operating at full capacity with many on a waiting list.

The Board have been working in collaboration with several universities on programs and projects that will enhance the education of the children attending the Early Learning Centre. Some of the programs include Early Years Pilot Program a twenty-week reading program, Metta Matters a project that will develop educational resources for early education programming.

There have been many initiatives implemented throughout the year that the Board has supported and include the following: - BBQ Fundraising at Bunnings, Koori Culture Club, Swimming Program, Women's Group, Catering, Sponsorship/donations, Kids wish Foundation Concert, Paint the Shoalhaven REaD, Black and Yellow – Mascot Agy, Conference presentations, Shoalhaven Legal Services Outreach, Aboriginal Child Restraint Program, Cultural Advisory Group, Safe Food Handling and Barista and Café Course at Bomaderry TAFE, Staff Uniform Change, Outdoor environment

Cullunghutti has been recognised as a lead organisation and have had significant visits from -

- \* Honourable Linda Burney MP
- \* Ngalla Wul Aboriginal Child and Family Centre Doonside
- \* Staff at Premier and Cabinet Office in Sydney

In closing I would like to acknowledge and thank the Board members for their ongoing support and commitment given in a voluntary capacity. Also to acknowledge the staff for the achievement they have contributed to. In addition to the various organisations and departments that have worked tirelessly in partnership with Cullunghutti to ensure Aboriginal children and their families are provided with services to meet their needs.

The Board are looking forward to the year ahead with many exciting ventures planned.



# ORGANISATIONAL STRUCTURE:

## *Members of Organisation*

### *Board of Directors*

**Chair Person:**

*Aunty Lyn Stewart*  
Ulladulla Region  
Community Elder



**Vice Chair:**

*Chris Ardler*  
Oolong Aboriginal  
Corporation



**Treasurer (2017/2018):**

*Deborah Sturgeon*  
Ulladulla Local  
Aboriginal Lands Council



**Public Officer:**

*Aunty Regina Reid*  
Jerrinja Traditional  
Owners Corporation



**Secretary:**

*Holly Saunders*  
Parent [of child who  
attends CELC]



**Member:**

*Hayley Longbottom*  
Waminda



**Member:**

*Aunty Grace Crossley*  
Shoalhaven Region  
Community Elder



**Member:**

*Aunty Cheryl Cowan*  
Grandparent [of child  
who attends CELC]





# A MESSAGE FROM CEO:

*Miss Tara Leslie*



I acknowledge the traditional custodians of the land on which Cullunghutti is built on. I pay my respects to Elders past and present for providing us with valuable knowledge, wisdom and loving care. I extend my respect to children and families connected to Cullunghutti as they learn and grow to become the future leaders of our community.

Cullunghutti Aboriginal Child and Family Centre have enjoyed another busy, successful year with a few challenges along the way.

The highlight for the year was winning the 2017 Local Government Regional NAIDOC award for Organisation of the year. What an achievement!

I would like to take this opportunity to thank our Board of Directors, Management team and our dedicated and hardworking staff for making this possible.

Paint Shoalhaven Read, Black and Yellow had a huge success with Aggy the Black Cockatoo's Road Show. Aggy and her friends have visited many Early Learning Centre's, Pre Schools and Playgroups in the Shoalhaven area where Aggy and the children read a story and had a dance. This project has been a great community capacity building strategy encouraging all areas of the community to read, yarn, sing and rhyme with children from birth, so that they will be ready for reading and writing at school.

We were very fortunate to receive some extra funding from Family and Community Services who engaged DICE contracting to do some maintenance repairs and upgrades to our Centre.

The 2 major upgrades were to our Early Learning Centre outside environment and community kitchen. Our children now have a safe outside play area with a deadly bike track.

Our Family Centre's new kitchen now gives us the opportunity to provide a program to the community for our mob to come together socialise and cook fresh nutritious meals together.

Thank you to FACS for making it possible and to Tim and the team at DICE contracting for the outstanding work you have done around our Centre.



One of our major focuses from the previous financial year was to develop our outdoor environment. Plans were in place to build a yarnning circle, sensory garden, dry creek bed and fire pit. With the help of DICE contracting these now form part of outdoor environment and are utilised by the children and families attending our Centre.

This year we have seen over 320 children and their families access our Family Centre and 60 children attend our Early Learning Centre.

Cullunghutti continue to work collaboratively with existing community organisations and local specialists with all programs (Speech Therapy, Occupational Therapy, Monthly Paediatrician and Adult and Child counselling) all operating at full capacity and meeting the expectation of the community.

We continue to work through our Strategic plan focusing on Strong foundations for Growth, Strong Aboriginal Culture and Client experiences/outcomes.

We continue to prepare for the National Disability Insurance Scheme (NDIS) with the aim to provide wider services and support Aboriginal children and their families in a culturally safe environment.

We welcomed new staff to our team. Whitney Fordham – Centre Administrator, Karen Tronier – Administration Assistant, Andrew Leslie – Our Mia Mia Wellbeing Hub Coordinator. We would also like to thank previous CEO Carol Lymbery for her hard work and dedication to Cullunghutti, our families and our communities.

Thank you to our Board members for their input and guidance throughout the past year. The successful governance of Cullunghutti is testimony to their commitment, passion, dedication and support which is all contributed in a voluntary capacity.

Thank you to all the staff for an amazing job you do for our children and families every day. Our successes are only achieved by hardworking, dedicated and passionate staff.

#### **We thank our funding bodies-**

Family and Community Services, Ageing and Disability Services, Prime Minister and Cabinet, Premier and Cabinet, Grand Pacific Health.

#### **We thank our partner organisations –**

Dr. Mark de Souza, Spot 4 Kids, Anglicare, Anne Christoffersen, Waminda, South Coast Medical Service, Oolong, Ulladulla Land Council, Nowra Land Council, Illawarra Shoalhaven Local Health District, University of Wollongong, University of Sydney, Australian Catholic University.

Our team is strongly committed to providing culturally appropriate services for Aboriginal children and their families and I look forward to 2018/2019.

Tara Leslie - CEO



# FAMILY CENTRE STRUCTURE:

## *Management*

**Chief Executive Officer:**  
Tara Leslie



## *Administration Team*

**Administration:**  
Whitney Fordham



**Administration:**  
Karen Tronier



## *Program Workers*

**Family Support:**  
Amy Smith



**Early Links:**  
Margaret Seymour



**Community  
Development:**  
Tina Seymour



**Engaging In  
Education:**  
Charlie Ashby





# A MESSAGE FROM ELC DIRECTOR:

*Mrs Tracey Porter*



## Quality Area 1: Education and Practice

We believe our educational program is reflective of each child's interests and needs. We provide children opportunities that are challenging, encourage new learning and growth. Each room's program is displayed for families to access, give feedback and suggestions. Each day, the rooms take turns in raising the Aboriginal flag and doing an Acknowledgement to Country and two days a week we do a whole service Acknowledgement with all children, Educators, Family Centre staff and any visitors to Cullunghutti.

## Quality Area 2: Children's Health and Safety

Sarah Blair has been appointed as our Health and Safety representative, she has taken on the role with pride and enthusiasm. As a team we often reflect on supervision within all environments in particularly the outdoor environment as well as the health and wellbeing of the children and educators.

## Quality Area 3: Physical Environment

We have had an upgrade to our outdoor environment, we have relocated the sandpits, added a bike track, slide, and some climbing equipment. The children love exploring the new environment.

## Quality Area 4: Staffing Arrangements

We have hosted several students from local high schools, University and TAFE while complete their practicums with us.

## Quality Area 5: Relationships with Children

We have continued to build strong, respectful relationships with all of the children this year. The children appear to separate from parents with less anxiety and are happy to come to the centre.

## Quality Area 6: Collaborative Partnerships with Families and Communities

Relationships with the community remain strong and this continues to be demonstrated by our enrolment numbers being consistently full throughout the year, unfortunately we haven't had much space for new families so we still have a huge waitlist. Our Families have attended several events and fundraisers at the service including 'Sorry Day Walk', 'Family Fun Day; and our 'Deadly Disco'. We continue to work in partnership with our Elders; Waminda; Shoalhaven Aboriginal Medical Service, Binji Boori, Noah's Ark; the Medical and Allied Health Services in the Family Centre; and community projects eg Paint Shoalhaven REaD Black and Yellow. We celebrated National Aboriginal Torres Strait Islander Children's Day attending an excursion to Boori Preschool where all the children engaged in Cultural activities.



# EARLY LEARNING CENTRE STRUCTURE:

## Management

**Centre Director:**  
Tracey Porter



## Room Leaders



**Djungah Room:**  
Brianna Barnes  
Early Childhood  
Teacher



**Bimbala Room:**  
Kahlia Miller  
Diploma  
Trainee



**Wagul Room:**  
Nicole Kershaw  
Diploma  
Educator

## Support Staff

**Administrator:**  
Lisa Baker



**Centre Cook:**  
Natalie Nelson



**School Bus Driver:**  
Uncle Rod Seymour



**School Bus Driver:**  
Uncle Bim Stewart





# EARLY LEARNING CENTRE STRUCTURE:

## *Education Staff*



**Sarah Blair:**  
Wagul Room  
Cert III  
Educator



**Lena Jones:**  
Wagul Room  
Cert III  
Educator



**April Evans:**  
Wagul Room  
Diploma  
Educator



**Nada Edwards:**  
Wagul Room  
Diploma  
Educator



**Bianca Ardler:**  
Wagul Room  
Cert III I.D.W  
Educator



**Liz Butler:**  
Bimbala Room  
Cert III  
Educator



**Rhianna  
Rawlinson:**  
Bimbala Room  
Diploma Trainee



**Jacinta Stewart:**  
Bimbala Room  
Cert III I.D.W  
Educator



**Kate Butcher:**  
Djungah Room  
Diploma  
Educator



**Anne Garket:**  
Djungah Room  
Cert III I.D.W  
Educator



**Kim Jones**  
Permanent Relief  
Cert III  
Educator



**Mel Will**  
Djungah Room  
Early Childhood  
Teacher



**Pauline Banfield**  
Across All Rooms  
Cert III  
Educator



**Maddie Small**  
Across All Rooms  
Cert III  
Educator



*Walawaani*

# FROM CULLUNGHUTTI EARLY LEARNING

## Acknowledgement to Country & Flag Raising

performed daily, engaging all  
children, educators and staff.



**Culturally Rich  
Learning Environment**  
guided by the EYLF, our  
Elders, Board of Directors,  
and Community Members



## Welcoming & Culturally Inclusive Environment

supporting and enriching each  
individual child's development.



**Access to the latest  
in Technology**  
as part of being an early start  
engagement centre, supported  
by UOW.



## Integrated Service Delivery Approach

access to support services  
available through our Centre.



*"Cullunghutti is like a  
second home for my boy.  
He graduates this year,  
and he graduates as a  
clever, proud, culturally  
strong boy, ready to take  
on the world!" – Parent.*





# THE DJUNGAH DANCERS

This year our Djungah Friends were lucky enough to spend some time learning about Traditional Song and Dance, as well as local culture and stories from proud Yuin man, Uncle Michael Robinson. Our Djungahs performed these new dances at many of our special events and celebrations throughout the year, and enjoyed the cultural lessons and dream-time stories that were shared with them during Uncle Michael's visits.

The three dances that the Djungah's learned with Uncle Michael were;

## **Durralai;**

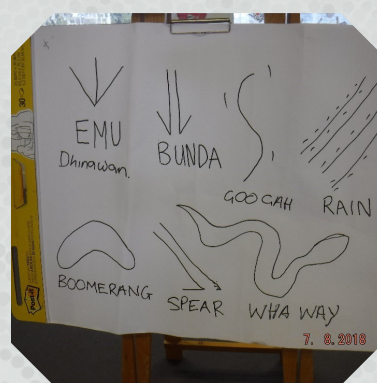
Creation dance of the four animals - Googar (Goanna) - Dinawan (Emu) - Bunda (Kangaroo) - Thikkabilla (Echidna).

## **Wugun (Crow);**

We dance to pay respect to the crow as he, along with the Eagle make up our two blood groups.

## **Jirri Jirri;**

The Willy Wag Tail dance, a show off dance, lots of fun, and paying respect to the bird.







# Family Centre Programs ADMINISTRATION

The Centre Administrator and the Administration Assistant are the face of Cullunghutti, they are who you first see when you walk in to our reception area. Our Administration team are welcoming and friendly, and are responsible for a wide range of behind the scenes activities.

## Human Resources



## Finances



## Communications



## I.T & Software



## Clinic Bookings



## Community Bookings







The Family Support Program at Cullunghutti offers support and advocacy to Aboriginal children and their families in a holistic and culturally appropriate way. The family support worker offers a range of support and referral to both mainstream and Aboriginal specific services in our local community.

**Case Management**



**Referral to Cullunghutti Services and Programs**



**SecondBite Food Hampers**



**Housing and Centrelink Support**



**Referral and Advocacy**



**Behaviour Support for Children**







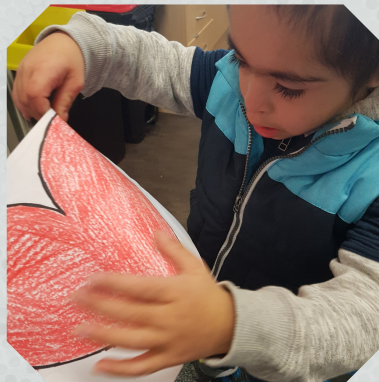
# Family Centre Programs EARLY LINKS

The Early Links Worker at Cullunghutti provides support in every day settings as early as possible to promote skill development, participation and inclusion of Aboriginal children with a disability in to their local communities.

**Transition to  
NDIS**



**Referral and  
Advocacy**



**Inclusion of  
Children in Community**



**Diagnostic  
Support**



**Community  
Capacity Building**



**Funding Package  
Applications**







## *Family Centre Programs*

# ENGAGING IN EDUCATION

The Engaging in Education worker assists to improve outcomes relating to school attendance, increase parental engagement and improve behavioural and educational outcomes for local Aboriginal children and their families.

**Koori Kids  
Culture Club**



**Nowra East Public  
School Homework Club**



**Learning for Life  
Scholarships**



**Advocacy for  
Parents and Families**



**Mentoring and  
Student Support**



**Djungah Transition  
to Kindergarten**







The Community Development Program at Cullunghutti works with a wide range of partner organisations to promote and include Cullunghutti in the local community. The community development worker organises special events at our Centre, and our participation at special events within the local community.

**Women's Group**



**Supported Playgroup**



**Community Events**



**Work Development Orders**



**Life Skills Training Programs**



**Cullunghutti Catering**



**Paint Shoalhaven REaD, Black & Yellow**



**Parent & Community Education Programs**







# Integrated Partnerships FAMILY CENTRE SERVICES



**Paediatrics:**  
Dr Mark de Souza and his paediatric registrar - monthly clinics held at the Centre



**Therapy:**  
Spot4Kids speech pathologist and occupational therapist hold weekly clinics at the Centre.



**Adult Psychology:**  
Dr Anne Christoffersen holds regular and on request urgent clinics at the Centre.



**Outreach Programs:**  
Waminda, Binji Boori and Community Health offer regular outreach clinics at the Centre.



**Child Counselling:**  
Anglicare Child Counsellors - Louise and Jenny hold weekly clinics at the Centre



**Education:**  
Regular parenting workshops and community education days are held at the Centre.



# EVENTS & CELEBRATIONS

*Cullunghutti in  
Our Community*



**Christmas at  
Cullunghutti**



**Easter with  
the Aunties**



**Book Week  
"Find your treasure!"**



**Agy's 1st  
Birthday**



**Cullunghutti  
Women's Group  
Koori Cookoff**



**"Big Steps"  
Walk off for equal  
pay for Educators**



**Djungah Room  
Graduation for  
2017 Class**



**Indigenous Literacy  
Day with Agy the  
Black Cockatoo**



*"Cullunghutti is like coming home. I always feel welcome."*

*– Women's Group Auntie*





This year, the theme for NAIDOC Week was "Because of her, we can!" and staff and children at Cullunghutti had a wonderful time celebrtating with our community, both out and about, and here at the Centre.

This year our Early Learning Centre children helped create a short film, and loved telling everybody all about the special women in their lives... and just what makes them SO special.

We paid homage to our CEO and the Chair of our Board of Directors, who are both proud Aboriginal women from our local community, and we thanked them for all that they do.

We hosted our annual Elders luncheon, as well as an afternoon tea to launch our short film, and of course, we invited friends from other schools and services to celebrate with us at our Deadly Dance!







"Our Mia Mia" is the wellbeing hub that is located at Nowra East Public School. Cullunghutti is the auspice for Our Mia Mia, and employ the Wellbeing Hub Coordinator, Mr Andrew Leslie.

Our Mia Mia was a model developed to improve school attendance and improve health and wellbeing of children at Nowra East Public School, it is open to all students, with a particular focus on Aboriginal students and their families.

Over 22 service providers including Cullunghutti, South Coast Medical Service Aboriginal Corporation, Barnados, Services NSW, Centrelink, Southern Cross Community Housing, Nowra Community Dental, Illawarra Shoalhaven Health Services, including Paediatrics, Campbell Page, and Quit Smoking provide clinics, workshops and outreach from Our Mia Mia on a regular roster basis.

Since opening its doors to children and families Our Mia Mia has been busy hosting meet and greet BBQ's for services and families, participating in NEPS Carnivale and providing much needed services to students and families at Nowra East Public School.





**CULLUNGHUTTI ABORIGINAL CHILD AND FAMILY CENTRE INC**  
**(INCORPORATED UNDER THE ASSOCIATIONS**  
**INCORPORATIONS ACT, 2009)**

**STATEMENT OF FINANCIAL POSITION**  
**FOR THE YEAR ENDED 30 JUNE 2018**

	Note	2018 \$	2017 \$
<b>CURRENT ASSETS</b>			
Offset Account A/C 1053		459,175	884,768
Statement Account A/C 5835		3,928	3,963
Working Account A/C 9596		67,007	7,337
AccessPay Float		500	500
Accounts Receivable		5,846	7,302
Clearing Account		(2,662)	-
Donation Account A/C 4018		1,001	-
Petty Cash		(289)	8
Prepaid Expenses		8,254	4,411
<b>TOTAL CURRENT ASSETS</b>		<u>542,760</u>	<u>908,289</u>
<b>FIXED ASSETS</b>			
Motor Vehicles at cost		13,182	13,182
Less Accumulated Depreciation MV		(6,459)	(4,907)
Plant & Equipment at cost		140,664	137,755
Less Accumulated Depreciation P & E		<u>(29,062)</u>	<u>(4,895)</u>
<b>TOTAL FIXED ASSETS</b>		<u>118,325</u>	<u>141,135</u>
<b>TOTAL ASSETS</b>		<u>\$ 661,085</u>	<u>\$1,049,424</u>
<b>CURRENT LIABILITIES</b>			
Accounts Payable		4,497	5,840
Accrued Expense – Audit fees		9,600	9,500
Funding received in advance		425,892	719,100
GST		19,494	65,119
PAYGW Payable		13,420	11,054
Provision for Annual, Personal Leave & RDO		73,599	58,918
Provision for Long Service Leave		53,483	34,154
Provision for Projects		-	22,073
Superannuation Payable		<u>30,265</u>	<u>29,497</u>
<b>TOTAL CURRENT LIABILITIES</b>		<u>630,250</u>	<u>955,255</u>
<b>TOTAL LIABILITIES</b>		<u>\$ 630,250</u>	<u>\$ 955,255</u>



**STATEMENT OF FINANCIAL POSITION  
FOR THE YEAR ENDED 30 JUNE 2017 (continued)**

	Note	2018 \$	2017 \$
<b>NET ASSETS</b>		<u>30,835</u>	<u>94,169</u>
<b>EQUITY</b>			
Current Year Earnings		(63,334)	87,304
Opening Retained Earnings		<u>94,169</u>	<u>6,865</u>
<b>BALANCE - 30 JUNE 2018</b>		\$ <u>30,835</u>	\$ <u>94,169</u>

**INCOME AND EXPENDITURE STATEMENT – CONSOLIDATED FOR THE YEAR ENDED 30 JUNE 2018**

<b>INCOME</b>	
Interest	\$7173
Grants Received	\$1,502,969
Fundraising	\$2,794
Fees	\$188,458
Room Hire/Catering	\$37,905
Other	\$32,247
<b>TOTAL INCOME</b>	<b>\$1,771,546</b>
<b>EXPENDITURE</b>	
Employee Costs	\$1,438,990
Program Costs	\$202,373
Administration and Sundries	\$100,916
Depreciation	\$25,719
Maintenance	\$66,882
<b>TOTAL EXPENDITURE</b>	<b>\$1,834,880</b>
<b>EXCESS/(DEFICIENCY) IF THE INCOME OVER EXPENDITURE FOR THE YEAR</b>	<b>\$(63,334)</b>





# CULLUNGHUTTI CATERING

Cullunghutti Catering is a social enterprise of Cullunghutti, managed by Community Development Worker Tina Seymour. Cullunghutti Catering was developed to allow local Aboriginal men and women the opportunity to obtain qualifications in the hospitality industry, and to create opportunities for these community members to put these skills to practice in a paid work environment. The men and women who have worked with Cullunghutti Catering have completed a number of qualifications including Safe Food Handling, OHS, as well as Cafe and Barista skills.

Cullunghutti catering has been very successful in the local community, catering morning teas, lunches, afternoon teas and dinners as well as board meetings, training days, information sessions and community workshops. Cullunghutti Catering has also secured a number of local contracts for weekly catering jobs in our community.

Cullunghutti Catering offers a range of meals, a gourmet selection of sweet treats, and delicious sandwich and wrap platters. All produce is sourced locally and seasonally.

Cullunghutti Catering prides itself on bringing a taste of traditional Australia to the modern menu.







# CONTACT US

## Family Centre:



(02) 44 286 900



admin@cullunghutti.org.au

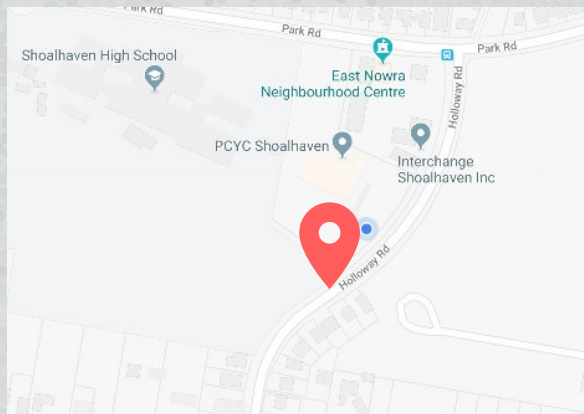
## Early Learning Centre:



(02) 44 224 800



earlylearning@cullunghutti.org.au



## Where you can find us:

**Location:** 31 Holloway Road, East Nowra NSW 2541

**Postal Address:** PO Box 4103, East Nowra NSW 2541

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



Find us on  
**Facebook**

[www.facebook.com/cullunghutti](http://www.facebook.com/cullunghutti)  
follow us for photos, updates  
and information!



We use  
**Storypark**  
to involve you in your  
child's learning

If you're an Early Learning Centre family, do remember to check your StoryPark Parent Portal for daily photos and updates.