



NEWSLETTER

**Indigenous
JOB CONNECTIONS**

BOARD ACHIEVES GOVERNANCE QUALIFICATIONS

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Indigenous Job Connections has entered an exciting new phase of development and operation.

Five current Board members recently completed their Certificate IV in Governance qualifications, providing a strong foundation for management direction and decision making.

The organisation is now uniquely positioned to undertake targeted, community-based projects to enhance access by Indigenous peoples to training and employment opportunities.

Tommy Brim, the current Chairman of the CDEP Board, is elated by the completion of the certifications and the new strategic direction of the organisation.

Tommy praised the Board members for their determination to complete the complex

course and gain the knowledge necessary to analyse intricate financial and operational data. "The Board is now ready to put our new strategic plan into place," he said.

"The five of us that completed the course are now seeing things differently. We are now more equipped to make decisions and know how to look for answers. We now know what is expected of us as Board members and the proper way to be a Director."

Tommy is enthusiastic about the opportunities the CDEP can offer Indigenous individuals and groups and is eager to bed down the details of the new Strategic and Business Plan so work can begin.

"We are now confident we can go out there and offer something really good," he said.



Certificate IV Governance graduates (L-R) Rhonda Duffin, Alf Richards, Sue Muller (Trainer), Tommy Brim (Chairman), Rhonda Brim & Maria Richards

CEO, Chris Martin, appointed Chairman of Employment Services Queensland (ESQ). In this role Chris leads ESQ, a partnership between Indigenous Job Connections and three other not-for-profit employment and training providers providing employment services across much of Queensland.



COMMUNITY SUPPORT PROGRAM NOW HAS EARLVILLE HOME

An exciting new service is being started by Indigenous Job Connections in Cairns. The Community Support Program is an information service dedicated to helping indigenous residents and visitors to the Cairns area access vital services and information.

Program coordinators Darryl Tranby and Yvonne Coghlan said this service was about "helping people help themselves."

"We are going to help people get the information they need to access important services like Centrelink, housing, job services, education and medical providers," Darryl said.

Experienced mentors, Yvonne and Darryl are very excited about the new service and being able to help people build their skills and confidence.

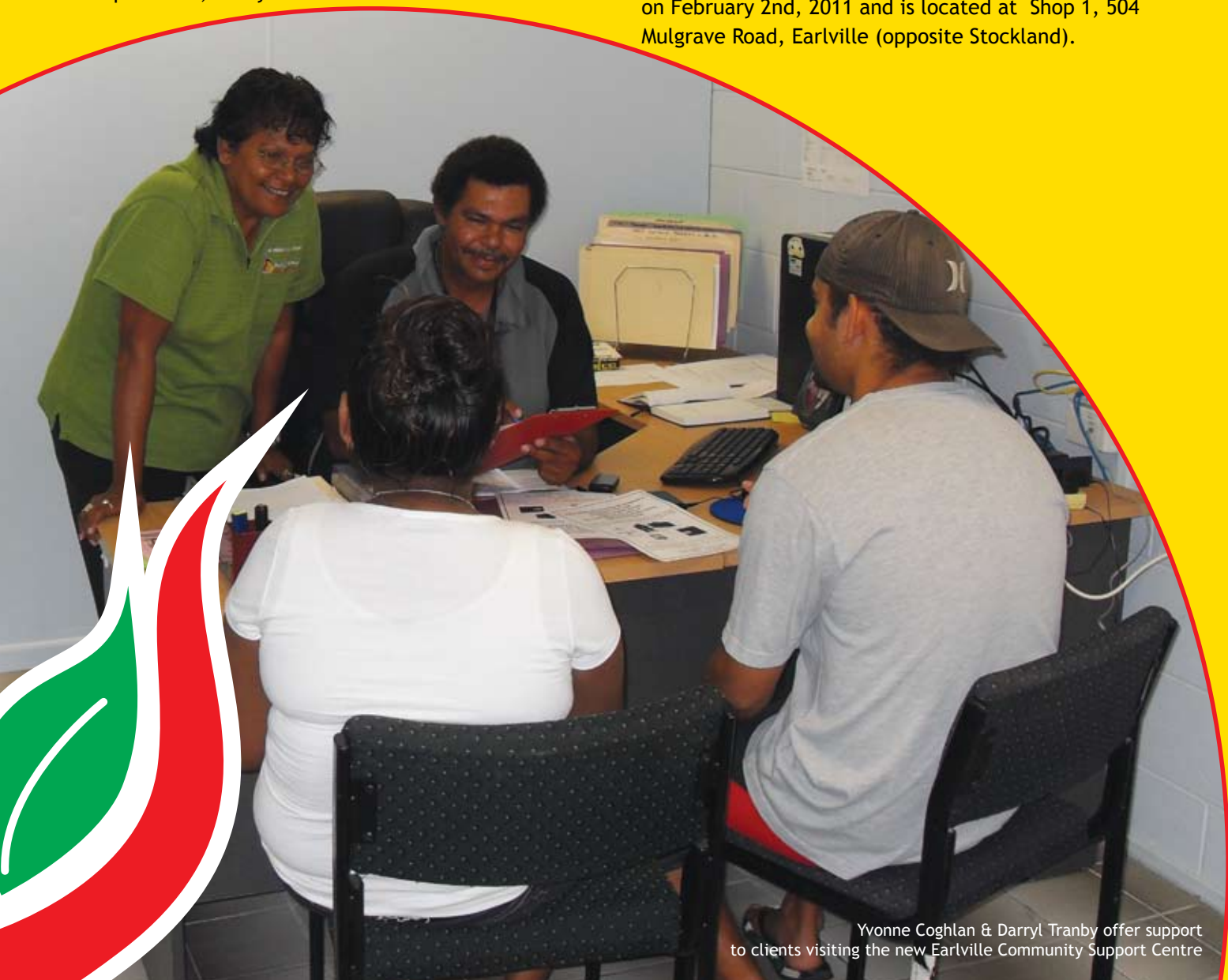
"We are excited about building relationships with the people of Cairns and working with them to find solutions to their problems," they said.

Darryl joins the IJC team after working for the Yarrabah Council at the Community Support Service in Gordonvale. Prior to that, he was the CDEP Coordinator in Gordonvale and then Kuranda. Darryl is looking forward to his advocacy role with Community Support Program, making sure that government departments are aware of the issues and concerns of Indigenous peoples in the Cairns area.

Yvonne has been a member of the IJC team since 2007 when she became the Office Assistant for the organisation. Before long, she became the CDEP Manager for clients from Kuranda to Croydon to Mt Garnet. Yvonne is excited about her involvement in the Community Support Program as she enjoys working with people and learning new things.

"We will have heaps of information available at the Centre to help people," she said, "and we will have to know about the different organisations and where to send people."

The Community Support Program opened its doors on February 2nd, 2011 and is located at Shop 1, 504 Mulgrave Road, Earlvile (opposite Stockland).



Yvonne Coghlan & Darryl Tranby offer support to clients visiting the new Earlvile Community Support Centre



Chris Martin discusses business operations with Chairman Tommy Brim

CEO COMMITS TO FURTHER 3 YEARS WITH IJC

Chris Martin has many reasons to smile. He is achieving his goal of making Indigenous Job Connections into a dynamic, diversified business, which was recognised by the recent extension of his contract as CEO for an additional three years.

When Chris Martin joined the then Cairns Regional CDEP team as CEO in 2007, he brought with him years of experience working in community and government organisations. This experience combined with his visionary leadership, has helped the affectionately known 'Cairns Regional', now Indigenous Job Connections, to establish itself as a leader of CDEP programs throughout the North.

Chris has worked hard to broaden the operations of Indigenous Job Connections to make sure the organisation is able to keep supporting training and employment opportunities for Indigenous peoples in the North. "To be able to keep providing services, we need to be self-sufficient and not reliant on Government funding," said Chris.

"To make sure we can provide training and employment opportunities that suit the needs of the people in our region, we had to diversify and find new ways to raise funds to remain viable," he said. "Our goal is to diversify so we can survive economic downturns and keep moving forward and serving the needs and futures of Indigenous people in our region."

An important part of Chris's plan was to apply for Job Services Australia contracts. This process led to the development of the exciting partnership between IJC and three other non-profit organisations in the formation of Employment Services Queensland now providing employment services across much of Queensland.

WUJAL'S CDEP PRODUCES RESULTS

New Community Development Officer in Wujal Wujal, Ellie Starkie is enjoying getting involved in the successful programs already started by IJC that benefit the entire community.

Ideas and inspiration from community members have seen over 80 people involved in the 6 programs recently run.

On top of that, a significant number of individuals in the community are completing certifications in horticulture, hospitality, construction, Coxswains and diving whilst others are participating in work experience as rangers at Shipton's Flat and as station hands at 10 Mile Station. Many of these people will be offered employment as a result.

The great thing about the programs is their links to each other. The nursery raises fruit and vegetable seedlings which are then grown in the market garden. Once picked, these are used in the Women's Arts and Craft cooking classes and shared throughout the community. Future plans are to expand operations so produce and goods can be supplied to the new Arts and Culture Centre and Cafe.

The walking track to the Wujal Wujal Falls was an important community project. The old track to the falls was slippery and uneven, meaning that the elderly and disabled were not able to use it. Now, after building stone walls with river stones collected by the participants and levelling the path, every member of the community can use the track.

Another two programs Ellie is very proud of are the Men's and Women's Arts and Craft classes. Two people in the men's group have already displayed their work at the UMI Arts Centre in Cairns and more pieces will be on display and for sale at the Arts and Culture Centre and Cafe when it opens. These classes are also producing souvenirs for the new Arts and Culture Centre and Cafe.

Ellie is looking forward to continuing the successful programs at Wujal Wujal and encourages her community members to get in touch for support.



STRATEGIC PLAN SETS STRONG DIRECTION

With the unanimous acceptance of the 2011 to 2014 Strategic Plan, the Board of Indigenous Job Connections welcomed the start of a new, dynamic vision for the organisation.

Once dependent on funding from government agencies to keep employment and training programs operating, Indigenous Job Connections is now looking to the future with a variety of interests and the capacity to better service the needs of indigenous people in their communities.

The Strategic Plan sets out in clear detail the goals of the organisation for the next three years.

“This plan continues to plot our course away from dependence on government funding and towards diversification,” said IJC Chairman, Tommy Brim.

Overarched by a strong Principal Objective, the direction of Indigenous Job Connections is then further defined through 8 goals which incorporate training opportunities, cultural activities, business support and advice and supporting kids' educations.

Importantly, the Strategic Plan also establishes goals for the long term growth of the organisation. These goals include ensuring that the Board has the expertise to make sound and fair decisions whilst building a stable organisation which is publically recognised and promoted.

The implementation of the new Strategic Plan comes after significant celebrations for the strengthening organisation. In December of last year, every Board member completed 12 months of study to achieve their Certificate IV in Governance qualifications.

Vital to the growth and revitalisation of Indigenous Job Connections, this qualification means every Board member has a strong understanding of the complex and broad-ranging operational and strategic complexities of moving the organisation forward.

Additionally, Chris Martin, the CEO of Indigenous Job Connections, has recently had his contract renewed for another three years. Excited by the changes he has worked with the Board to implement over the past three years, Chris sees the new Strategic Plan as being an important 'next phase' for the organisation.

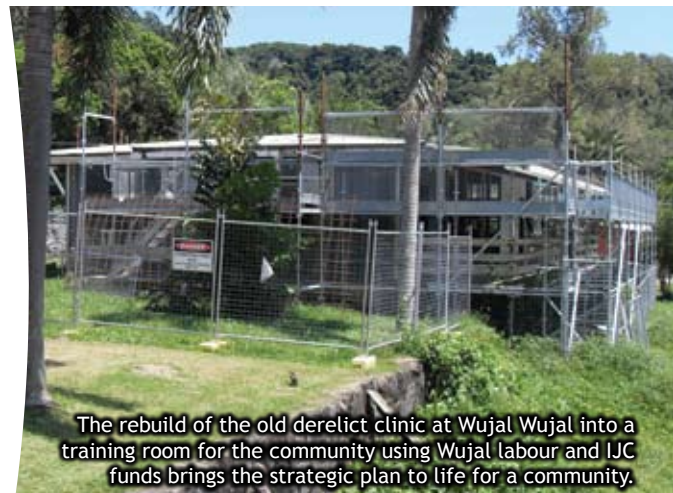
The Board would like to see Indigenous Job Connections become a driving force for the employment and training of Indigenous people in the North and has many visionary ideas to make this happen.



The IJC Board members (L-R back) Andy Duffin, Rhonda Brim, Chris Martin (CEO), Alf Richards, and Maria Richards; (L-R front) Rhonda Duffin, Tommy Brim (Chairman) and Victor Maund have a close working relationship.



Chairman Tommy Brim discusses future growth with Local Federal Member for Leichhardt Warren Entsch



The rebuild of the old derelict clinic at Wujal Wujal into a training room for the community using Wujal labour and IJC funds brings the strategic plan to life for a community.



IJC Head Office and Training Rooms at 23-25 Victoria Street Parramatta Park.

STRATEGIC PLAN 2011-2014

Our Principal Objective

The relief of poverty, sickness, destitution, homelessness, serious economic disadvantage, distress, suffering and misfortune of Aboriginal persons, communities and groups within the Cairns & Tablelands area.

Our Vision

Kuranda: a happy, healthy and proud community where Aboriginal people are empowered through culture, employment and enterprise.

Our Goals

- 1. CREATE PRACTICAL TRAINING OPPORTUNITIES**
We will set up projects where people can access real training to get the jobs they want.
- 2. SUPPORT CULTURAL ACTIVITIES THAT BUILD MOTIVATION AND OPPORTUNITIES**
*We will help people create business from cultural knowledge.
We will help people build confidence, motivation and pride through connection to culture.*
- 3. GIVE ABORIGINAL BUSINESSES SUPPORT AND ADVICE TO SUCCEED**
*We will support realistic and genuine people to set up or develop a business.
We will help them to develop plans and apply for funding.
We will help them find mentoring and training opportunities to become self-sustaining.*
- 4. SUPPORT KIDS TO STAY IN FURTHER EDUCATION, TRAINING AND APPRENTICESHIPS**
We will set aside a sum of money each year to pay for mentors or family members to accompany young people when they attend courses away from home.
- 5. INVEST IN BUSINESSES TO GENERATE PROFITS TO MAKE A DIFFERENCE**
*We will use our money to invest in businesses that respect our values.
We expect business investments to make a profit within two years. The profits will be used to meet the vision of the organisation.*
- 6. ENSURE THE BOARD HAS THE EXPERTISE AND ADVICE TO MAKE SOUND AND FAIR DECISIONS**
*All investment propositions must have independently produced feasibility studies and business plans.
Our investment projects will report on agreed targets monthly.
All projects that have social outcomes must have clear business plans and report on agreed targets monthly.
We will appoint experts to the Board to assist us as required.*
- 7. CREATE A STABLE ORGANISATION THAT WILL LAST A GENERATION**
*We will follow a quality improvement plan and ensure sound corporate governance.
We will ensure that the majority of our money is not invested in high-risk activities.*
- 8. TELL PEOPLE ABOUT OUR WORK AND OUR VISION**
We will build and update a website, sponsor community events and speak passionately and positively about what we do.



MUSIC PROGRAM GATHERS LOCAL TALENT

As the CDEP Coordinator for both Croydon and Mt Garnet, Jason Donnelly spends a lot of time on the road - and he wouldn't have it any other way. Delivering programs in two different communities means Jason is able to work with "lots of good people on programs driven by the participants."

The talented musician has recently received funding from the Regional Arts Development Fund to go towards the establishment of the 'Croydon Community Musicians' Club'. Jason and the community identified a real issue for their community with the local school unable to offer a music program, meaning many talented kids were left without ways of showcasing or improving their skills.

By working with the community and the local school, Jason is looking forward to the delivery of a 10 week program aimed at teaching talented community members, students and adults alike, about performing whilst improving their playing skills. At the core of this project is Jason's drive to "bring the community together and work on a common direction."

Jason is also excited about future programs in Mt Garnet. With new buildings currently being completed, Jason is looking forward to having dedicated training rooms and CDEP space available here.



Croydon Muso's Club



The Croydon work crew became a team working together



Learning to run a lawn and garden maintenance business in Mt Garnet



Indigenous
JOB CONNECTIONS

**Cairns Regional Community
Development & Employment
Aboriginal and Torres Strait
Islander Corporation**

ICN 3976 ABN 33 400 628 824

23 - 25 Victoria Street,
Parramatta Park Qld 4870
PO Box 5072, Cairns Qld 4870

T: (07) 4041 8800 F: (07) 4041 8899

E: info@warrama.com

www.warrama.com

