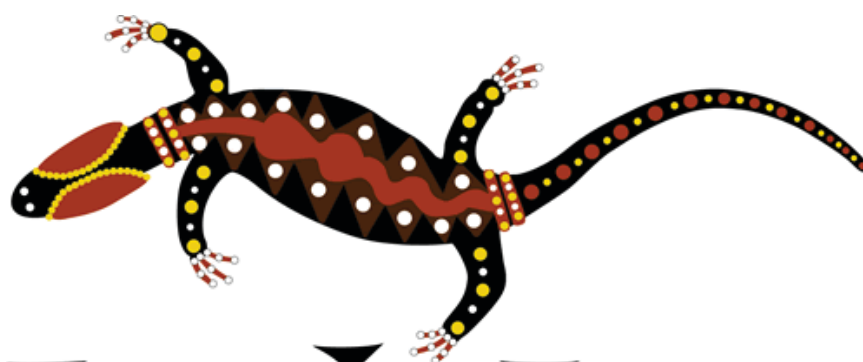




ANNUAL REPORT 2010/2011



Link-Up (QLD)
Aboriginal Corporation®

TABLE OF CONTENTS

CHAIRMAN'S ANNUAL REPORT	3
DIRECTORS	3
CHIEF EXECUTIVE OFFICER'S REPORT	6
PRINCIPLE ACTIVITIES	6
REVIEW OF OPERATIONS	6
STAFF CAPACITY BUILDING	7
IMPROVEMENT STRATEGIES	7
KEY ACHIEVEMENTS	8
SIGNIFICANT CHANGES	8
ORGANISATIONAL CHART	9
SERVICE DELIVERY MANAGER'S REPORT	10
FOXTROT	10
REUNIONS	10
CLIENT DYNAMICS PROFILE	11
SOCIAL, EMOTIONAL & WELLBEING REPORT	14
LUQUERBOURG DORMITORY REUNION	15
PALM ISLAND GATHERING	16
SUSTAINING CONNECTION ART INITIATIVE	17
THE COMMUNITIES	17
DALBY	18
YARRABAH	19
MOUNT ISA	20
ART INITIATIVE PHOTOS	21
MULTIMEDIA, COMMUNICATIONS & PROMOTIONAL REPORT	22
PROMOTIONS	22
PRESENTATIONS	22
FESTIVALS & FUNCTIONS	23
NAIDOC CELEBRATIONS	23
SORRY WEEK	23
LINK UP NATIONAL FORUM, DARWIN	23
WEBSITE	24
MEMBERSHIPS	24
SORRY DAY PLAQUES COMMITTEE	24
MULTIMEDIA	25
TRAINING	25
FINANCIAL REPORT	26
MEMORIES	27
CONTACT DETAILS	28

Board Directors' Report

For the year ended 30 June 2011. The directors of Link Up (Qld) Aboriginal Corporation submit herewith the annual report for the financial year ended 30 June 2011.

Directors

The names of the directors' in office at anytime during or since the end of the financial year are:

Located in Brisbane

Sam Watson (Chairperson)

Kym Kilroy

Willie Prince

Dr Norm Sheehan

Located in Townsville

Helen Akhee (Appointed 15 September 2010)

Located in Mount Isa

Lloyd Kyle

Located in Weipa

Bernie Singleton

Our annual general meetings are a time for the Board and Staff of Link Up, to stand before the assembled members of our organisation and present a complete account of our work and of our achievements over these past twelve months. It is at our annual meeting that our members are given the opportunity to receive our reports and reflect on the highs and lows of the working year and just how we have responded to the great challenges that were before us. As the Chairman of the organisation it is my duty and privilege to present these reports on behalf of our governing committee who were elected at the last annual meeting and then present the complete audited statements that relate to our financial activities.

To begin with I would acknowledge that we are gathered on the sacred lands of the Jagara people. I also acknowledge our Sister tribe on the northern side of the river, the Toorbul people. I offer my respects to those tribal nations, clans, language groups and extended family networks that make up our very large Indigenous community of the south east Queensland region. I also acknowledge the Elders and senior peoples of the very many tribal regions and islands that our Link Up staff and clients have visited and worked on over these past twelve months.

I also thank the hundreds of Indigenous people who have come to us and who have asked us to assist them to reconnect with family, with culture and with community. Our staff have attempted to share your pain and share your journey as you have tried to remake your shattered lives. We honour your courage and your losses and we thank you for allowing us to be a part of those heroic journeys.

Our organisation is quite unique across the Aboriginal & Torres Strait Islander networks, in that we have a very defined and very restricted charter. Our core business is to work with the victims of the so called "Stolen Generations." Unlike our sister agencies we do not provide a broad range of services. We do not provide legal services, or medical services or go out job hunting nor do we operate youth centres or other things. We work with our clients to try and undo the enormous damage and trauma that was done to them and to their families by two centuries of official government policies that were designed and implemented with the express purpose of wiping our people out. In colonial Australia they cloaked this barbaric practice beneath the banner called "assimilation," in other places and at different historical points these appalling regimes of cold blooded, social engineering were referred to as "The Final Solution," or as "Ethnic Cleansing."

We must never forget that generations of our babies were forcibly removed from their parents by the brutal force of state administrators, transported to cold and distant institutions and raised in environments devoid of any love, warmth or even a basic modicum of humanity.

Even though the then prime minister offered a formal apology on behalf of the Australian government and the Australian people in March, 2008, there are still a great number of “Stolen Generation” survivors in our community, who have still not been able to close off the pain and suffering of their forced removals.

Our clients suffered quite grievously, they were constantly violated, abused and severely punished if they ever attempted to practice any form of traditional language or cultural practice. These children were raised by white administrators to then go out into the world and become poorly paid servants & lackeys to the very regime that had caused them so much pain. The victims of those horrific crimes, still carry deep pain and trauma within themselves to this day. That is one reason why we have Link Up and that is what we do, we work with our clients to heal their spirits and walk back through the times and spaces that were denied them. To recognise and to reach out to family, to feel the strength of their culture and to reconnect with their own communities and begin that long, hard journey of healing. To remake themselves as Aboriginal or Torres strait Islander people. To reconnect with our ancient and honourable cultures.

Across this past year we have continued to build on our achievements and we have continued to strengthen our partnerships with other stakeholders. It is pleasing that Link Up is now a genuine state-wide company with offices in Brisbane and Cairns. We do have plans to expand into the south west corner of the state as we know that there is much work for us to do in that area.

Link Up is now drawing to the final stages of our current five year strategic plan and we are quite comfortable with our performance to those set targets.

Here is a list of some the major priorities that will be our goals for our next block of five years that commences in 2012.

- Within the next few years we hope to have a second major administrative office in Cairns to provide us with a platform for the communities in the Cape York region, the Torres Strait Islands and to consolidate our work in Townsville and in places like Palm Island and Yarrabah. This goal is already well advanced as we have two staff working in Cairns right now; but we will appoint extra staff as we go forward and the funds and resources become available.
- We are seeking to appoint a Board member from the south west corner to represent that vast geographical area and the very many indigenous people in those far flung communities.
- We will continue to place a very high priority on staff training as we feel that our staff should be offered the opportunity to expand their skills. We also accept that at Link Up we have a broader responsibility to prepare the next generation of community leaders who will carry our struggles forward.
- We will build on our art initiative and offer this program to communities within our state and beyond. We have already been asked to bring the initiative to communities in the Northern Territory and in New South Wales. Our people have been able to see the success of this program and they have been able to see that activities such as this, provide enormous and positive outcomes for their own mob.
- We will continue to work with our sister agencies such as Murri Watch to set up allied programmes to support the men, women & children within our communities. We not only reach out to first generation victims of the “Stolen Generations” but we also seek out the cross generational survivors in the family networks.

Those are just some of the key priority areas that we will be pursuing in the next few years. We will also be working to strengthen our partnerships with our funding agencies as well as other stakeholders from within our sector. Link Up has come from a very low base during which we were actually under administration for a period of two years; but since the Registrar handed back the control of the organisation to our community and to our members, we have never looked back. We now have a strong and respected Board of directors, we have a wonderful and committed staff, we have the complete confidence and support of our community and we have a brilliant and gifted leadership team that has rebuilt and reinvigorated our company to the point where we are now looked upon as a national peak agency. Our reports show that every day, every month – our staff are out there doing the business. Our statistics show that we are delivering solid outcomes and achieving our targets.

On behalf of our members I thank our funding agencies and the Registrar's office in Canberra for your on-going support and I thank our key leadership team for all your hard work, your sacrifice and your vision.

Sam Watson
Chairperson

November 2011



Sam Watson



Norm Sheehan



Bernie Singleton



Helen Akee



Lloyd Kyle



Kym Kilroy



Willie Prince

Chief Executive Officer Report

Principal activities

The principal activities of the corporation during the financial year were:

The reuniting of Aboriginal and Torres Strait Islander people over the age of 18 who have been separated from their families and communities through adoption, fostering, removal or institutionalisation. The main forms of reuniting included family reunions, graveside reunions, return to communities, country and institutions.

A key focus of the corporation's activities during the financial year was the introduction of quality practices and preparing the organisation for accreditation with the Quality Improvement Council. Quality is ultimately about providing better services to clients and communities. As part of this Link-Up (Qld) ran some large community events to strengthen the social and emotional wellbeing of Stolen Generation people in key communities across Queensland. This included running an art initiative entitled Sustaining Connections, a Cherbourg Dormitory reunion and a healing gathering on Palm Island.



Review of operations

Total staff numbers in the corporation at the end of the financial year were 22 full-time and 1 part-time. The increase in staff numbers from last year includes two temporary caseworker positions that we received funding for until the end of June 2011 to reduce backlog of cases.

Client numbers increased during the financial year by 61% from 1036 to 2691. Some of this increase was due to allocating old cases to caseworkers and getting old files on to the system. In addition intake flows have increased substantially. Some of our clients are inactive (17%) due to not being ready to progress a reunion or having moved and not updated contact details.

The majority of clients (76%) were 1st Generation Stolen Generation members, so themselves having directly experienced institutionalisation, fostering, adopting or forced removal. 16% of clients were second generation Stolen Generation members and 8% 3rd and subsequent generations.

Clients were predominately living in South East QLD (51%), followed by Far North QLD (23%). Central Qld has seen an increase in the percentage of clients with last year it being at 9% and now at 16% of clients. The organisation has tried to enhance its services in regional, rural and remotes part of the state this year. The remainder 10% of clients come from other regions across the State (e.g. Torres Strait Islands, and Gulf Country).

There were a higher proportion of female (63%) than male (37%) clients. The majority of clients were 40-49 years (26%). There is an even distribution of the number of clients in the other age groups with 19% of client 18-39 years, 19% 50-59 years and 18% over 60 years. This indicates the service is reaching different age cohorts.

There were 322 Link-Up clients that had a reunion during the financial year. Of the reunions the majority were family reunions:

- 63% Family Reunions;
- 13% Graveside Reunions;
- 20% Return to Country;
- 2% Return to Community; and
- 2% Institution Reunions.

Link-Up QLD was involved in a wider range of community events across QLD such as Sorry Day, NAIDOC week, Mental Health Week, Peace Festival, community health days and other community events. A large part of our work included providing educational sessions at a wide range of institutions from primary and secondary schools, TAFE, universities and the police academy.

Staff Capacity Building

The new Commonwealth Government funded Workforce Support Unit began operations and assessed the training needs of all casework and counselling staff. There have not yet been any organised formal training opportunities for staff to come from this. Link-Up (QLD) supported capacity building of staff across a range of areas. This included:

- Helen Bnads finalised and graduated in a Diploma of Narrative.
- Most staff completed their Senior First Aid Certificate.
- All staff undertook Fire Safety Training.
- Workplace, Health & Safety officer training to upgrade skills under the new legislation.
- Muramali Training to enhance their cultural sensitivity and deepen workers own healing to be stronger to do client focused work.
- MYOB training for administration staff was undertaken to improve financial management in-house.
- Foxtrot system upgrade training to understand the system's new features and general training was provided for new staff as part of their induction.
- AIATSIS Family History Tracing course was undertaken by the new caseworkers.
- Social and Emotional Wellbeing Workforce Training for staff.
- Sexual Harassment Officer Training to a new staff member due to the retirement of our previous officer.
- Management Training (How to Survive and Thrive) for the Office Manager.
- Leadership Coaching for the Casework Manager.
- Trauma focused Intervention training for a counsellor.
- Australian Psychology Society training for the CEO to maintain psychological registration.

Improvement Strategies

A number of quality improvements strategies were implemented to improve organisational performance. These included:

- Board members undergoing governance training both with the Office of Regulatory Indigenous Corporations (ORIC) and an in-house designed course run by consultants 2020.
- Establish a range of registers to manage the organisation's compliance and quality assurance requirements.
- Evaluate client data and plan the service to respond to where the needs are. This led us to reallocate one of our counsellor positions from Rockhampton (upon the retirement of our counsellor) to Cairns where there are large numbers of new intakes and reunions were taking place.

Key Achievements

Some of the corporation's key achievements during the financial year include the following:

- **Deliver a 4 day Cherbourg Dormitory Reunion for 185 former residents**

The planning of the Reunion was developed in consultation with dormitory residents that resulted in a program that provided a range of healing activities, entertainment, socialising, visits to the Ration Shed and yarning opportunities.

- **Run a 5 day Healing Gathering on Palm Island**

The Palm Island Healing Gathering was name 'Taking back the Spirit' as it was aimed at healing people's pain and providing opportunities for people to start expressing their strengths. The healing gathering was open to all including Men, Women and Children. Red Dust Healing, which is an Australian-wide recognised specific family cultural healing program, were engaged to deliver part of the program.

- **Electronic Intake and Case Management Plan**

Link-Up QLD designed an intake form that is now used nationally via the electronic Foxtrot system to streamline information collected during client intake. We also worked in collaboration with some of the other coordinators to design a case management template that could be integrated into Foxtort.

- **Sustaining Connections Art Project**

Link-Up located, facilitated and supported twelve community art facilitators targeting fifteen regional areas around Queensland to engage their community in a connective art project. The process of producing inter-connecting artworks represents the cultural connections of Aboriginal and Torres Strait Islander peoples in Queensland and provided images and words that depict and describe the significance of these connections. The project acted as a catalyst not only reviving positive relationships between community members but also with local service providers who wanted to improve and strengthen their relationships with the community.

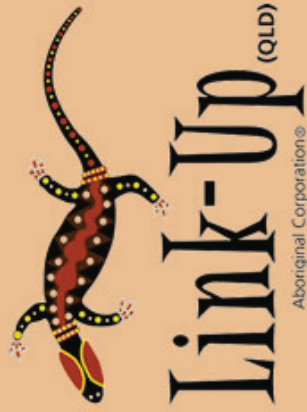
Significant changes

This last financial year has been a stable year with consolidation of the improvements made in the previous financial year. New funding has been gained from other sources, mostly for one-off projects. The corporations stability has been assisted by having consistent staffing, a leadership team who have grown into their roles, and the activation of partnerships with key agencies such as QLD Government Communities and Personal Histories and Relationships Australia QLD. Our reunions, healing activities and community events have seen linkages with the clients and communities we serve strengthen.

Dr Melisah Feeney
Chief Executive Officer

November 2011

ORGANISATIONAL CHART



BOARD of DIRECTORS



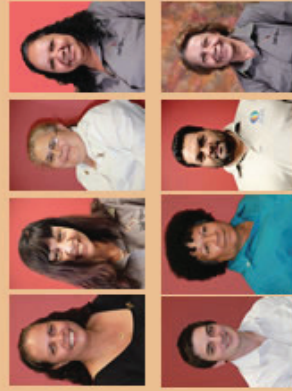
CHIEF EXECUTIVE OFFICER



EXECUTIVE ASSISTANT



SERVICE DELIVERY MANAGER



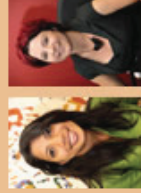
CASEWORKERS & RESEARCH OFFICERS



SOCIAL, EMOTIONAL & WELLBEING COUNSELLORS



COMMUNICATIONS, MULTIMEDIA & PROMOTIONS



STUDENT PLACEMENTS & VOLUNTEERS



BUSINESS, FINANCE & ADMIN OFFICERS



Service Delivery Manager Report

This has been an extremely busy year and an exciting and productive one. The summer months had environmental disruptions with the floods and cyclones in QLD, which affected the Brisbane, Cairns and Townsville offices. The caseworkers and counsellors took this in their stride and pulled up their sleeves ready to clean up and make this our best year for reunions. The team have successfully run a number of healing gatherings in Cherbourg, Palm Island, Cairns, and Brisbane. These activities have been on top of staff's normal core duties and have required extraordinary team work with staff pulling together to creative healing outcomes for our clients and communities. Whilst we had a large task of running the extra camps, the team also ensured that we carried on with our 'core' business of reunions. There was a unified vision that we would better our output (without losing quality of service) of total number of clients reunited previously from the organisation. The team are motivated to succeed and help each other to ensure that our clients get what they require from Link-Up Qld.

Foxtrot

Henrietta Hunter took over as the QLD Foxtrot Representative and has been working to ensure that the team become more competent in capturing data (as well as using the system) and retrieving this information for best practice. Team confidence with the database system this year has enabled management to take data solely from the database rather than having to keep an additional backup on excel. We anticipate that with improvements in the quality of the data this will improve management's ability to evaluate our performance and plan to serve our clients far more efficiently and effectively.

Reunions

For this reporting period the team enabled 1025 individuals to be reunited. Figure 1 (below), breakdowns the five styles of reunification processes we implemented for Individuals. Most notably, we facilitated 399 Individuals to participate in "family" reunions followed by a large group of Individuals being able to participate in either "Back to Country" or "Back to Community". The "Institutional" reunification (Return to Cherbourg Dorm) brought 186 men and woman back together.

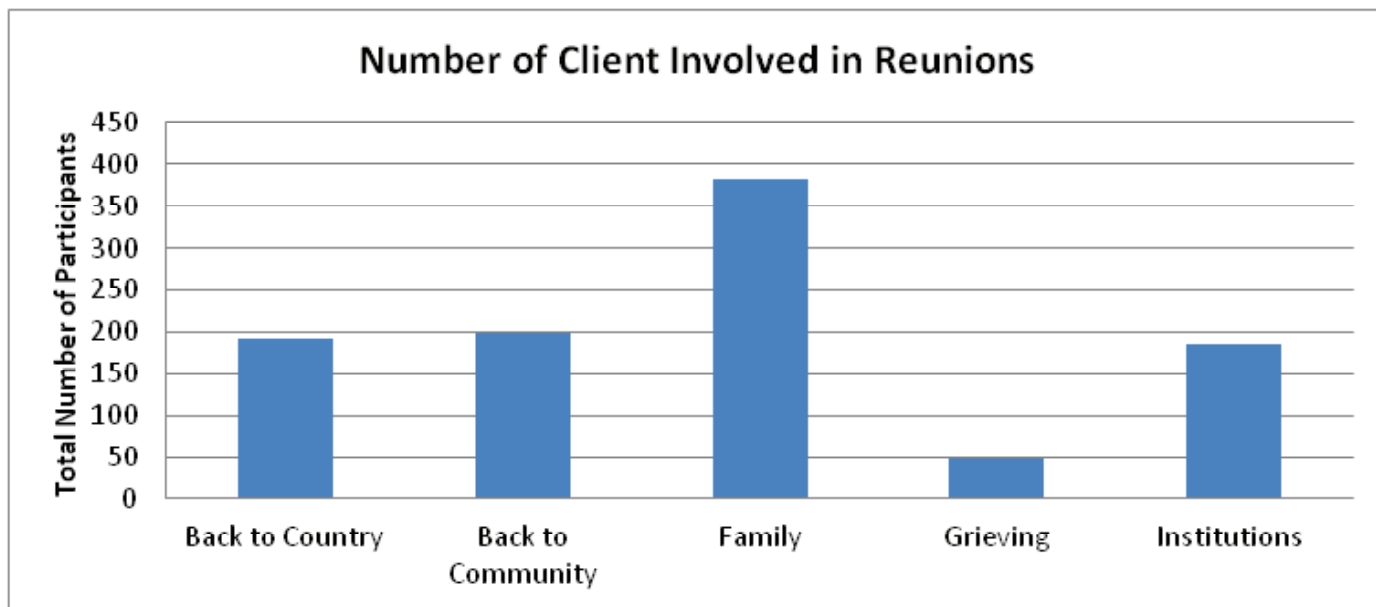


Figure 1. Number of reunion by type of reunion

Client Dynamics Profile

Client Status

Our tracking of statistics on the Foxtrot client database system illuminates that during this reporting period that our 'Current Client' numbers total 1052 (35% of all entries on Foxtrot). Our closed cases are those who have had a reunion or a non-reunion outcome (e.g. transfer interstate, research yields no outcome) and no longer require the active services of Link-Up. Furthermore, Figure 2 shows that we have 15% inactive cases. These are people that we have lost contact with due to them moving and not updating details or they are not ready to progress things further at this time but they still want to be a client to activate their case at a later stage. The other category represents 1087 cases (36% entries on foxtrot) and preliminary investigations have shown that this represents many 'non-client' entries. These are people who go through intake but who don't end up being a client, or people that we liaise with to provide a service to our clients; such a key partner agencies. The system allows us to enter meetings and contact occasions into foxtrot for these people. During the next several months our Foxtrot representative will look at clarifying the 'Other' category further. One last point to note, the 'Pending' group represented 68 Individuals whom were as of yet to be allocated to a designated caseworker.

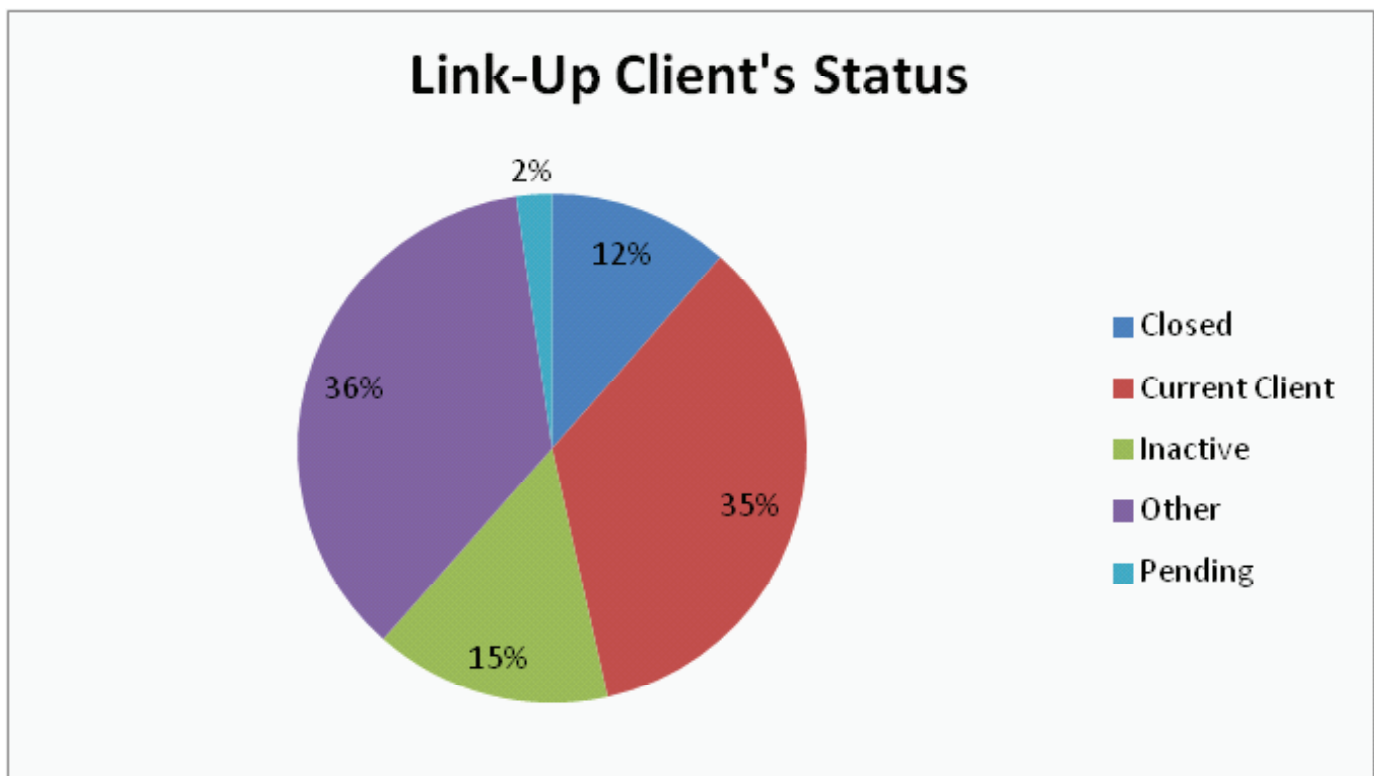


Figure 2. Foxtrot Statistics including Clients, Non-Clients, Inactive and Pending cases

Generational Status

As witnessed from the quick glance of Figure 3, our predominate cohort of clients are woman and men whom are First Generation Stolen Generations people (people who themselves experience removal, adoption, fostering or institutionalisation). These cohorts represent 75% of our client base and as such, are high priority cases. Second Generation men and woman (people whose parents were removed etc) represent 17%. Thus 93% of our clients have experience either removal themselves or a primary person in their immediate family.

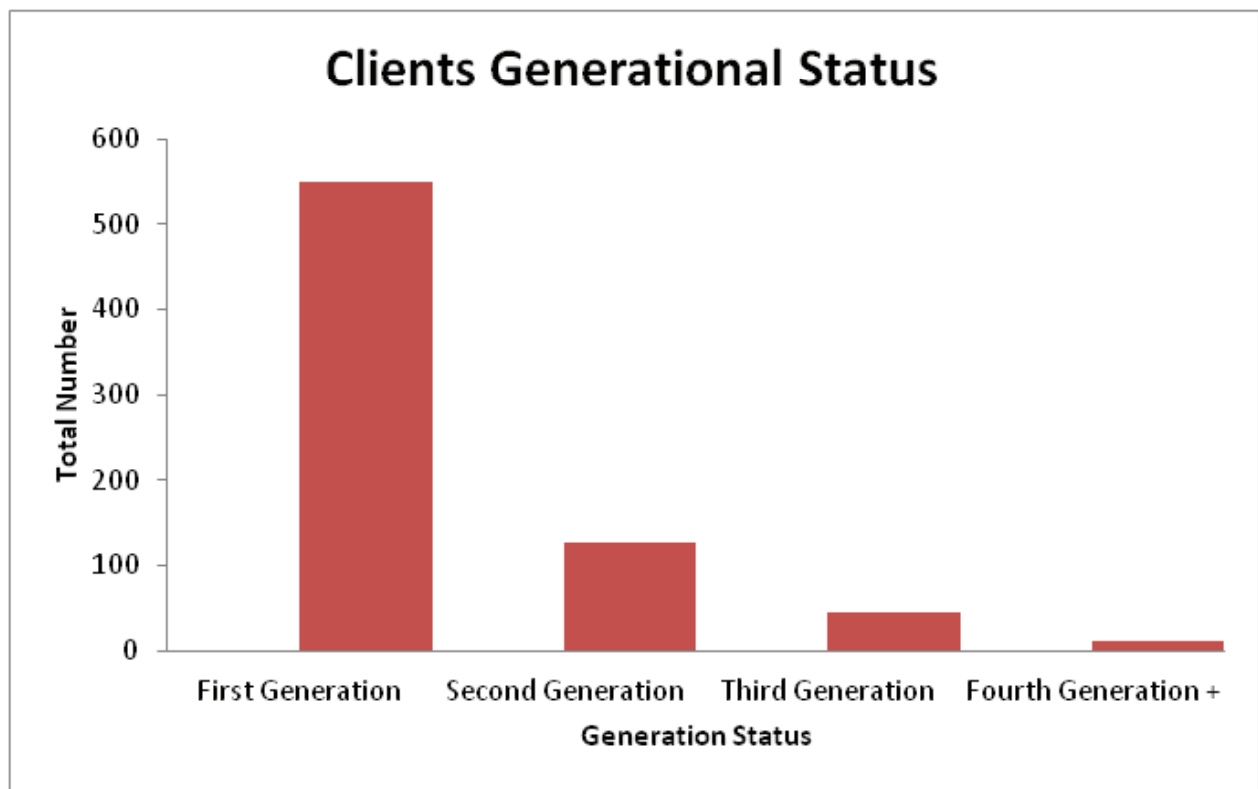


Figure 3. Status of Link-Up Clients by consideration to their direct experience of removal

Demographic and Gender Profile

Understanding the age breakdown and gender distribution is important in designing service responses. Figure 4 shows that clients are predominately female (60%) with male clients (35%) potentially needing to be targeted to make services more accessible to them. Outreach programs and new projects for 2012 should encourage more males to use our services.

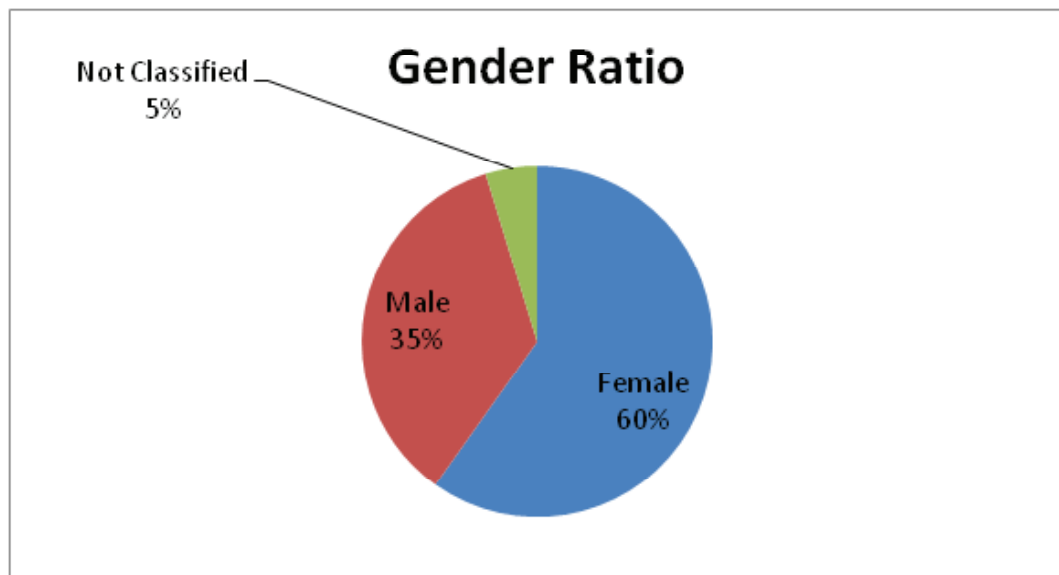


Figure 4. Proportion of male and female clients.

Our demographic analysis shows that the majority of our clients are middle aged with a respectful number of those First Generational Stolen Generations members fulfilling the 60+ bracket. Furthermore, Figure 5 shows that there is a small percentage of clients within the age bracket 18-39, whilst this number is relatively small, additional promotional and outreach programs may encourage women and men (whom may be 2nd, 3rd, & 4th Generation, Stolen Generations members) from this cohort to use our services in locating Family or requesting Return to Country/Community. However, currently resources are being prioritised to those who have directly experience removal and loss of family, community and culture.

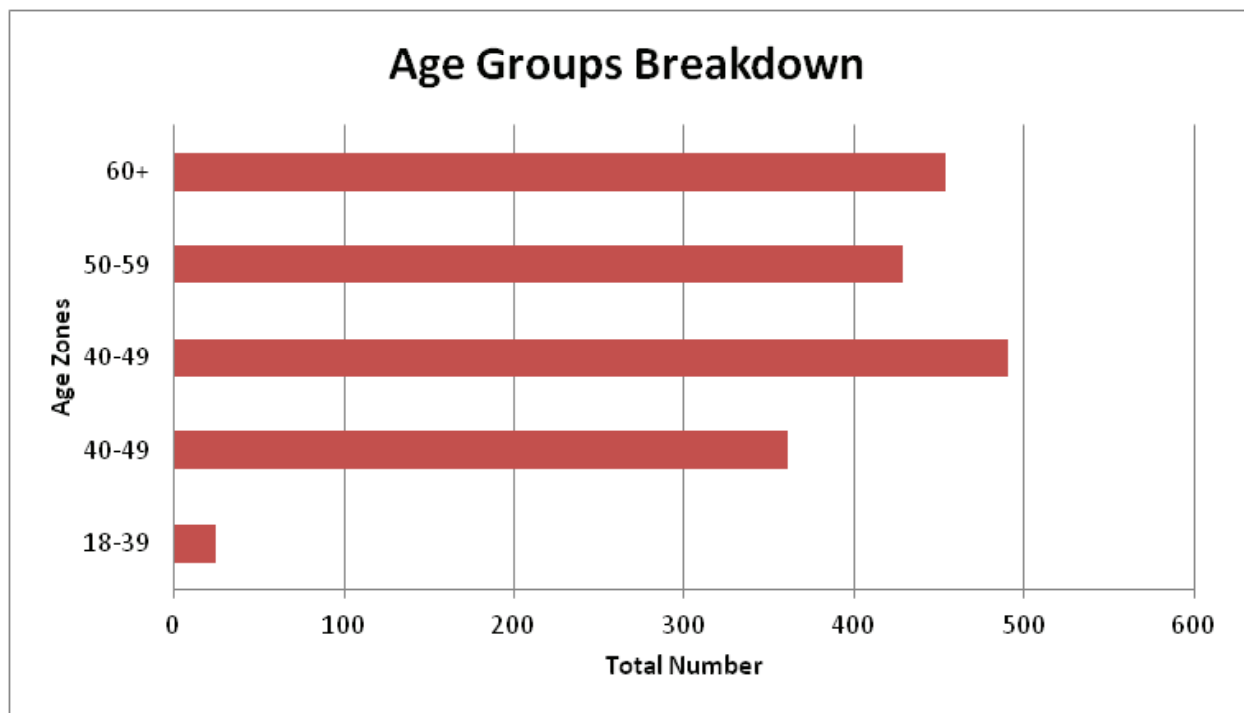


Figure 5. Distributin of age range in Link-Up clients.

Staff Loads

During this reporting period, evaluating the Staff loads (Figure 6) produces a clear picture of the large client base that our caseworkers and researchers are assisting. The effectiveness of Foxtrot to facilitate observational typologies of demands on the team endeavour consistency of client numbers associated to all staff. Of important note M.S & N.T are currently running at full capacity; for these two caseworkers based in Townsville & Cairns (respectively) any new clients from their region will need to be sent to the Brisbane office in the early stages. This schematic enables management to monitor stress loads placed on staff and undertake necessary actions to decrease effects of burnout.

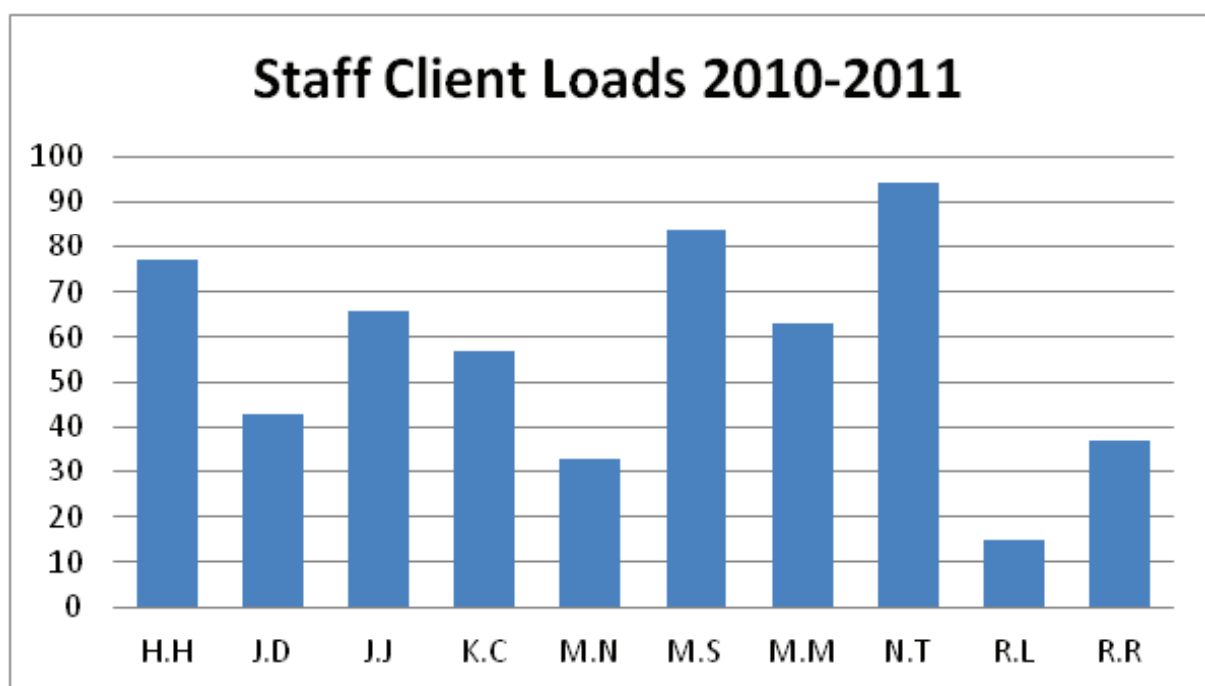


Figure 6. Number of cases per caseworker and family researcher (RL & RR)

Social, Emotional Wellbeing Team Report

Link-Up QLD's Social and Emotional Wellbeing (SEWB) team has had a very busy year involved in reuniting families and engaged in a range of healing activities. We ran a 4 day Cherbourg Dormitory Reunion for nearly 200 people, a 5 day Healing Gathering on Palm Island for the wider community and an Interconnecting Art initiative in 13 communities across Queensland. These activities are discussed further here. As an organization we are increasingly seeing the healing power of engaging people in arts, crafts, music, personal pampering, and cultural activities in nature and most importantly having light hearted time with others who have walked a similar journey.

Link-Up QLD have developed a strong partnership with Relationships Australia Qld who have supported all our recent healing activities and offering ongoing support to our clients. Staff are now actively working together to look at supported referral pathways for Stolen Generations clients to access the wide range of services offered by Relationships Australia Qld and for both organizations to develop joint training for staff to learn from each other's strengths.

The SEWB Team has had some changes this year with Darcy Bolton retiring to spend more time with his ever expanding family of grandchildren. Due to the large number of reunions and new clients in Far North QLD we moved the position to Cairns. Cathy Illin has joined the Cairns Office as the Link-Up SEWB Counsellor. Cathy has hit the road running involved in Reunions, Healing Camps, Outreach Visit to Remote Communities i.e. Thursday Island, Cape York Peninsula and most recently Hopevale and Wujal Wujal.

The SEWB team has been engaged in several Social Emotional Well Being projects:

- Assessing the social, emotional wellbeing needs of all clients at intake
- Supporting reunions in collaboration with caseworkers and interstate Link Ups
- Designing and delivering the Palm Island Healing Gathering (see report below); Echo Creek Healing Camp; Brisbane Healing Camp – Kindilan
- Counselling the people involved in the Cherbourg Dormitory Reunion
- Rolling out an interconnecting Art Initiative in communities around QLD (see the report below).
- Conducting Field Visits to supporting client prior to and post reunions
- Run Support Groups
- Build relationships with referral agencies
- Conduct community talks.

As part of the new team structure two of the counsellors (Ruthie Link and Helen Bnads) have taken the role of team leaders and supervise small teams of caseworkers overseeing:

- Case planning
- Research
- Referrals
- Reunion arrangements
- Debriefing
- Capacity building within the Team
- Reporting

This process integrates a more supportive, sensitive approach to working with clients through the challenges that may arise during the Link-Up Journey. Counsellor's role in the Link-Up Journey begins at the Intake process and continues to supporting following a reunion. This can involve numerous field visits, telephone calls, referrals and SEWB assessment/s of our client and their support people; and being available when support is required by clients, support people, caseworkers and administrative staff handling difficult calls.

We monitor closely the Social and Emotional Wellbeing of our clients and have learned that it is important keeping a realistic expectation of what type of reunion outcome people are wanting and being clear about what is possible. Social, Emotional, Wellbeing counsellors are required to support caseworkers in the release of sensitive documentation (such as institution records) which is another support role they provide.

One of the counsellors (Mati Mistry) is overseeing Link-Ups community projects that help build social and emotional wellbeing. The projects conducted this year include:

- Showcasing the Sustaining Connection Art initiative
- The majority of backlog DVD production has been cleared
- Designing phase 2 of the Art Initiative to be rolled out to five communities
- Run arts and crafts support group including the completion of a mosaic
- Running art workshops at the Link-Up healing gatherings
- Production of an Anti-Poverty Week DVD and pamphlet
- Designing the Torres Strait Islander Creole Link Up (Qld) brochure
- DVD production of all SEWB activities.

We would like to acknowledge the work Caitlyn Murphy has produced for Linkup (Qld) during this year. Firstly the Sustaining Connections DVD; digitalization of the imagery from the Art Initiative; designing of posters and invitations for the art exhibition. Caitlyn assisted us in making the Anti-Poverty DVD which was shown throughout all the Westpac Banks during Anti-Poverty week.

Link-Up QLD Cherbourg Dormitory Reunion

The Cherbourg Dormitory Reunion provided the opportunity for Cherbourg Dormitory residents to begin and/or progress their healing journey. The vision was to facilitate healing through the coming together of the dormitory brothers and sisters to reflect on what was, better understand what is and what can be. This was with the recognition that the first step towards healing is acknowledging the past and making informed choices about what we can do to make our future better. The reunion was designed so that people could



share their stories and their grief, and find shared strengths and solutions to living with love and dignity. A total of 185 former residents attended and participated in this four day event. Of this total, 22 former residents arrived from interstate with support persons. Out of a total of 185 participants 106 were female and 79 were male. Generally, Indigenous male attendance is quite low at events such as healing gatherings.

In consultation with various dormitory residents throughout the planning of the Reunion a program was developed that provide a wide range of activities. The focus of these activities was aimed at encouraging collective participation and input from all participants. The Reunion kicked off with an opening ceremony on the first evening at which the Traditional Owners gave Welcome to Country blessings to all the participants, staff and volunteers. Cherbourg Shire Aboriginal Council showed support for the event and participated in the opening ceremony process.

An activity that was well received was the Yarning Circles. Participants got a chance to share their stories and feelings with peers who had shared in the experience. This aided in strengthening bonds and reinforcing experiences that may have been dissociated from, denied or left unresolved. The trauma literature talks of the necessary 'digesting' of previous traumatic experiences for their healthy integration and resolution. Many participants reported feeling alone at times during their life in having to process what they had lived and experienced. The reunion program provided a chance for individuals to acknowledge each other and through the Yarning Circles realise they weren't so alone in their struggles and experiences, and that theirs was a shared journey.

Because of the enormity of emotional stress that accompanies this type of gathering what was also well received were opportunities for light relief in the music and entertainment, nurturing food, spaces for time out and more tranquil activities in the program. Massage therapy, entertainment and karaoke provided outlets for participants, creating time for laughter and de-stressing that was informal and free flowing. Spiritually, people felt a freedom to reflect on their journey at the bush church service on site and during their personal 'alone' time. It was important to recognise that maintaining a free flowing agenda/program was important, as this allowed people to have choice in the pace of their healing.

Palm Island Gathering

Palm Island Healing Gathering was name 'Taking Back The Spirit' as it was aimed at healing people's spirits so they could heal their pain and start expressing their strengths. The week long healing gathering was conducted for the purpose of assisting the Palm Island Community (Men, Women and Children) to experience culturally appropriate healing strategies.

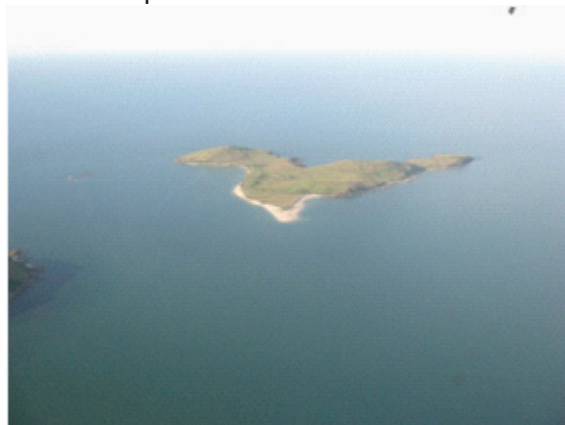
The program was designed in consultation with our Palm Island Steering Committee headed by Leonie Hopkins from the Palm Island Shire Council. The Opening Ceremony was officiated by Denise Geia, Red Cross and began with Welcome to Country from Uncle Alan Palm Island. Entertainment was provided by Uncle Trevor Prior, the Palm Island 'Opal in the Ocean' and blessing of the food by Mr Ron Geia Snr.

Activities for the participants included:

- Red Dust Healing Program for men and women
- Cross Cultural Training
- Cultural mentorship and support to people by Elder's e.g. Uncle Trevor Prior
- Music & Entertainment including: Dreamkeepers band featuring Valerie Coutts; and the Owen Marpoondin Dancers
- Relationships Australia delivering services and support to people
- Mind, Body and Spirit workers offering massage and holistic healing
- Karen Doolan delivering art and clay sculpting workshops
- Sharing Your Story opportunities (Oral History recording)
- Counselling
- Link-Up active intake service and information booth
- Youth rap and boxing program
- Multi-media recordings

Everyone enjoyed the program and asked when we would be running the similar healing gathering. Link-Up (Qld) raised its profile on Palm Island and clarified the scope of what we do and the services we provide. The Community was willing to connect in telling their story, seeking intake kits and the staff felt very welcomed.

Randal Ross from Red Dust Healing was very pleased and felt it was the foundation for further work on Palm Island and provided momentum to do follow up work with participants.



Sustaining Connection Art Initiative

Link-Up (Qld) ran an art initiative titled Sustaining Connections aimed at major Queensland community locations with high proportions of Stolen Generation peoples. Link-Up supplied all canvasses, brushes and paints to the communities and displayed the artworks in Brisbane during Sorry Week in May 2011.

Board member Director, Dr. Norm Sheehan explains "The principle behind Sustaining Connections is a design based methodology to produce interconnecting artworks within Aboriginal communities". He adds further, "The process of producing interconnecting artworks will represent the cultural connections of Aboriginal and Torres Strait Islander peoples in Queensland and provide the images and words that depict and describe the significance of these connections through the theme."



The Communities

Selection of the communities was based on where there is high proportion of Stolen Generation peoples, a Bringing Them Home counsellor, some interest shown and established linkages. Some of the original communities targeted ended up not being able to proceed due to not having a local art facilitator available or the facilitator pulling out at the last minute and being unable to attend the training workshop which was a prerequisite for delivery of the program. Other communities wanted to run both a men and women's program so in effect had two programs going on in the one location.

The final list of communities included Cairns, Yarrabah, Mareeba, Innisfail, Mt Isa, Townsville, Palm Island, Bundaberg, Mackay, Woorabinda, Rockhampton, Dalby (men and women), Cherbourg (men and women), Ipswich, West End and Logan.

Cairns workshop was completed in November 2010. The facilitator reported:

"The Workshop went really well, staff and students at the TAFE enjoyed engaging in the process of drawing on cards and then painting on Canvas sharing theirs and their family stories. It gave the participants an opportunity to reflect on their life stories and the effect of this event in Australia's Aboriginal Torres Strait history.

I felt it gave a lot of positive reflection and expression. Empowering their identity and aims to reconcile what hinders the progress of accepting one's self and others in life journey. Examples of participant's works

Dalby, Facilitator Ann Lawton

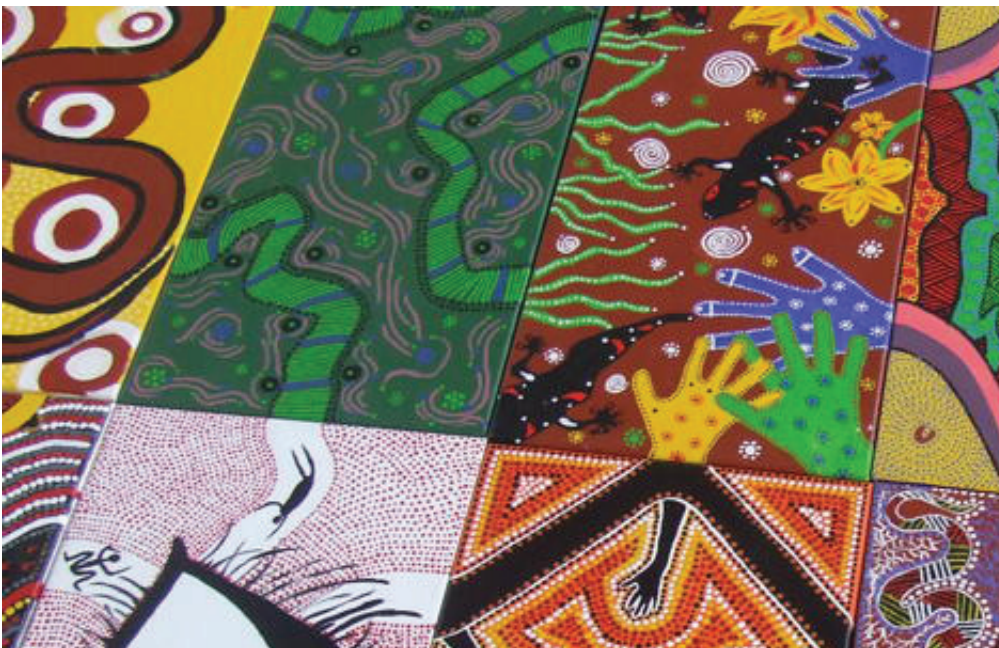
"We had a BBQ lunch and a local artist sang an original song, invited guests left and we drove straight into the workshop, and our first design patterns emerged. My observation was most of the participants got it straight away and two struggled to put anything on paper, and a great deal of encouragement was needed and the group got in on it. Overall I believe that it was a deadly day and that was expressed by all who attended with even the CEO of Goondir staying for more than 2 hours".

"Our challenge now would be to keep the participants interested, Lionel and I have decided we will take our guitars and Didg, along to every work shop, cause a lot of the Murri's enjoyed just kicking back and listening to or joining in with the music. We have a permanent meeting place the uniting church; this was sourced by Kelly from Stolen Gen".

"We had 16 participants last Friday and the local paper (Dalby Herald) was present and there is another write up in the paper today, 24th August 2010. Our paintings made the front page of the local rag today as we were invited to the flag raising Tuesday, we are all really proud".



"I was approached by the PACE program they cannot get participants, they want to do self esteem with the Community Konnexions Inc (the name our group has come up with), I am not sure this is the direction I want to go in, we are about 2 totally different types of learning, I believe the group does not want lectures and courses, what I have witnessed is they want positive experiential learning, and I am continuously looking for opportunities for this to occur".



"The Council office invited us display our art works and I was asked to explain the project.

A few of the artists were asked questions by the school children and got up and spoke about their art, it was a very nice morning. There is heaps of interest being expressed by all different sectors of the Dalby community, so it is great. I would like to wrap everything to do with this part of the project

up by the end of November so we can move on, some of the works are already generating interest and the artists would also like the digitization and narration to happen as soon as possible, so they can possibly sell their works".

Yarrabah, Facilitator Elverina Johnson

Workshops were completed with Elverina Johnson running a series of workshops at the Gindaja Drug and Alcohol Healing Centre. Digitization and story gathering was completed December 2010.



"The Yarrabah community enthusiastically grasped this project and have requested more support for projects like this. I encouraged the group to meet weekly for 12 weeks. This resulted in a strong group being formed; there were young men that just turn up for a yarn and to watch. They had about fifteen people involved directly painting, three were women and the rest men aged from 6 to 55 years".



Poetic Essence from the men's Group Design Cards

On a rock far away by the Sea

Catch

People Power

Be Strong

Sunshine

We're all created equal

Our way

Respect

Everyone

Faith

Come along

Tranquility

Yarrie Men

Love Peace Strength

Bush Tucker

Water

Turtle

Crocodile

Reconciliation building bridges

Justice, human, women, truth

Wellbeing

Hunter Gatherer

Yurri Murri

Strength Hope Wisdom

Jesus

Unity peace

Kunganji Women

Bunya Badjil

Mountainside protects us where we live.

Mt Isa, Sonja Clarke workshop facilitator

"The Mt Isa workshops were held at Burke Street Art Centre. It was amazing sitting together as a group and actually learning about where everyone was from, a lot of us knew each other but never actually knew any of our family back ground.



Sonia Clarke and her artpiece.

Viv Edwards

"I'm a rainforest girl and I was told my great grandmother was from this region and may have been a Kalkadoon, but I know nothing for certain. Someone coming here to the workshop might know something about her. I hope others chasing their heritage will come along to the workshop and connect through a



I told them just to draw whatever came to mind and think about how the images would look when we put them side by side at the end. Although the numbers changed from week to week we had an excellent time laughing and sharing tips on painting and telling stories. We had a great time participating in the workshops and would love to do it again; everyone is excited to see their work together on the banner".

Feedback from Participants

Marie Ruff

"There are a lot of people who still don't know where their family is or who they are because of the Stolen Generation, I know most of my father's side, but there are still parts of my history I don't know and by connecting with other people I might be able to find them".



Viv Edwards displaying one of her paintings



they took my grandma
but they will never
take away my Pride

Blood, Sweat and Tears
Look at me and listen.

Peace, Love & Harmony

We Will always be strong

We will always be one

freedom is a state
of Culture.

Never Forget

The Art Initiative Photos

Multimedia, Community and Promotional Events

The Communications/Promotions/Multimedia section has had a very demanding year with an increase in activities and the addition of extra multimedia production output. The graphic design element has also increased with logo and artwork designs and layering colour separations consuming a lot of time.

The DVD production of reunions, functions and information sources started off slowly but is now moving along exponentially with increases in equipment, equipment knowledge, production skills and procedural applications that administer the workload more consistently. At the time of publication, the unit had produced twenty-six completed reunion DVD requests.



Promotions

Link Up (Qld) presentations were made at a number of festivals, functions, learning establishments and government and non-government organizations. Link Up also promoted its activities by undertaking organised community projects such as a “free basic IT courses” at Qld TAFE Colleges in Brisbane and Palm Island; an interconnecting Art Initiative to build wellbeing; the Brisbane Stolen Generations Commemorative Plaques Group and our involvement in programs with correctional and youth detention centres.



Link Up (Qld) was offered funding to supply basic IT education to Stolen Generation members. Flyers were passed around at the recent Palm Island Healing Gathering for participants interested in seizing this opportunity to learn the basics of Microsoft Word™ and Internet searching at Palm Island TAFE College. It was almost a full course with all people enrolled completing the three day course to receive their Certificates of Attendance.

The program at Southbank TAFE College in Brisbane was plagued by timing factors. The only available time to run the course was decided within a one month window, which did not allow sufficient time to advertise or prepare for the course. The course was required to be completed within a week of the

start time due to the availability of computers and the course was organised for around the NAIDOC period. Negotiations are underway for a ‘Basics in IT’ course to be taught at the Yarrabah community through the North Queensland TAFE College in Cairns.

Presentations

Presentations were undertaken at tertiary institutions, high schools, Police, government, non-government and community organisations on the Stolen Generations and the importance of Link Up (Qld) Aboriginal Corporation services. These presentations covered all aspects of Link Up including the history of Link Up, client intake, caseworkers & counsellors, the reunion process and contact details. They also include background information of the history and origins of the Stolen Generations.

These presentations have been well received as is evidenced in the length of the question and discussion period following the appearance and in the comments of the evaluation forms. Another indicator of their success is the repeated requests for further talks and the number of TAFE students enquiring and offering their time as volunteers to work at Link Up (Qld) to gain more knowledge and experience.



Mick with the latest batch of Indigenous JEP cadets

Festivals, & Functions

Link-Up (Qld) staff attended festivals and functions throughout the year. Representations were made at the Peace Festival in Warwick, Laura Festival in North Queensland, Relationships Australia Queensland's Launch and the Bold, Black & Beautiful luncheon at the Greek Club in West End, to name a few. Staff also attended the graduation ceremonies of the Indigenous Justice Entry Program Police cadets as a follow-up to their initial presentations to explain the Link-Up services provided to the Stolen Generations.



NAIDOC Celebrations

Link-Up (Qld) staff attended and ran an information stall during the NAIDOC celebrations at Musgrave Park Family Day, Koobara Kindergarten, Taigum, Ipswich NAIDOC celebrations at Goodna and NAIDOC community celebrations at Eidsvold. Invitations to once again attend celebrations at Oakey, Pine Rivers and Cottontree had to be abandoned due to the lack of staff available to accommodate these functions. Staffing shortages due to projects like the Palm Island Gathering and the Cherbourg Dormitory Reunion also limited attendances at NAIDOC celebrations at Borallon Correctional Centre and Brisbane Youth Detention Centre.



Sorry Week

The Lord Mayor, Cr Graham Quirk hosted the Sorry Week Opening ceremony on Sunday 22nd May at King George Square to a small number of community participants.

All the Sorry Day plaque sites hosted Dawn Services except for Kalinga Park who always commence their celebrations around 10.00am to accommodate the local schools. Mick Angeles attended this function as the Link-Up (Qld) representative.

Orleigh Park plaque site is jointly maintained by Link-Up (Qld) and the Stolen Generations Alliance (SGA). A Dawn Service on the 26th May was organised by the SGA and then a free breakfast on the Saturday by Link-Up (Qld) which was supported by Murri Watch and Micah Projects. We'd like to thank IGA Supastores Bongaree and Jack Purcell's Meats for their contributions to the successful breakfast function. Entertainment was supplied by the Meeanjin and Songlines choirs, Mary MacGregor accompanied by young singer Emily Foster, along with Dawn Daylight kept the crowd singing through to bump out time. The event was attended by dignitaries including Cr Geraldine Knapp, Cr Helen Abrahams, Cr Dr Bruce Flegg who addressed the audience. There was also valuable support from the University of QLD volunteers who assisted with the elderly clients and the preparation of food.



Link Up National Forum, Darwin

Eight members of the Link-Up (Qld) travelled to the National Link-Up Forum in Darwin. Staff members gave presentations at the forum including Karen Collins, Janine Dunleavy & Margaret North who outlined major projects such as the Cherbourg Dormitory Reunion and the Palm Island Healing Gathering and other events that have happened with the Queensland offices throughout the year. Mati Mistry presented on the successful Art Initiative project and its outcomes and future application. Mick Angeles deliberated about the achievements and approach of the in-house Multimedia unit in Brisbane. In further discussions, the other States affirmed their admiration that we produce all our multimedia projects in-house without the need of outsourcing to external agencies.



Melisah & Mati getting friendly with a local from Darwin

Website

The current website has been in operation for over four years and so it's time for a new improved website that will be more manageable, streamlined and professional looking. Mick Angeles (original website developer) is working with Caitlin Murphy who is designing the new site.

Memberships

The year has seen an increase in members with there currently being 176 members on the register. Most membership drives occur during festivals like NAIDOC, the Dreaming and the Peace Festival. Although some applicants identify as Aboriginal or Torres Strait Islander, they don't possess the required documented proof of Aboriginality and are somewhat reluctant to apply for membership.

Sorry Day Plaques Committee

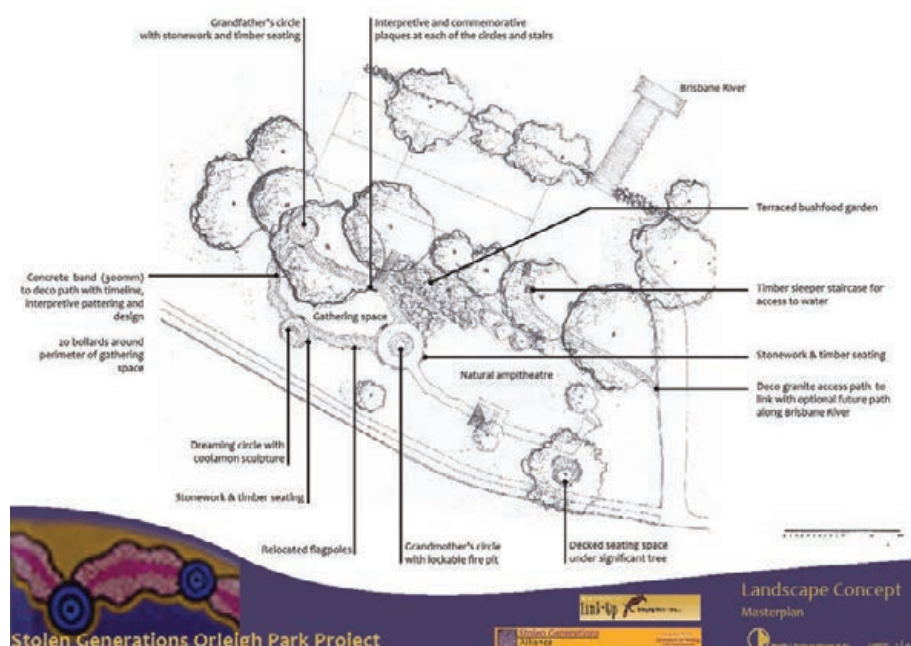
The 'Brisbane Stolen Generations Commemorative Plaques Group' was formed in early 2010 as a means towards the development an information booklet about the origins of the plaque sites and homes they commemorate. This was to then be published through the Brisbane City Council (BCC). Link-Up (Qld) was to be the auspice for the BCC grant but this has been unsuccessful to date.



The need for signage, uniformity and refurbishment was identified at the plaque sites to which the committee has now targeted its energies.

The committee has moved on organizing refurbishments and repairs to the existing plaque sites including the management of the \$60,000 per year allotment to the upkeep of the plaque sites through BCC. Regular meetings are held with interested representatives from the six Brisbane plaque sites to determine the requirements for each site.

The involvement recently of Landscape Architects Brooke Madill, Stuart Bull, James Nash and Carla Ramsland from Queensland University of Technology School of Design has propelled the design and layout of Orleigh Park's plaque site to a professional level worthy of submission for BCC approval. The design efforts have been supported by Barry Fewquandie from the Department of Employment, Economic Development and Industry and Amelia Salmon from Spiral Community Hub.



Refurbishment layout plans for Orleigh Park Sorry Plaque site

Multimedia

The Multimedia team of Mick Angeles and Bernard Kelly-Edwards commenced in February 2011 as a unit to supply and provide multimedia products (DVDs, PhotoCDs, Powerpoint presentations and graphic design) to our clients and for in-house training, education and promotional purposes. Twenty six projects have been completed with another eight in production. These include major projects the “Link Up Promotional DVD”, the “Link Up Induction DVD”, Cherbourg Dormitory Reunion DVD, the Palm Island Gathering DVD and the Echo Creek Healing Camp DVD which was funded by the Healing Foundation.



Kindilan Healing Camp



Training

Training for Multimedia staff has enhanced the unit's skills in equipment usage and software acumen. Mick Angeles holds a Diploma in IT (Multimedia Integration), a Diploma in Cartooning & Illustration and an Associate Diploma in Photography from Brisbane TAFE colleges and the College of Journalism, Sydney. Bernard Kelly-Edwards who completed his Cert IV in Film/TV at the Batchelor Institute of Indigenous Tertiary Education received some high level training through VideoPro and renowned film producer/editor, Andrew Bambach. The Multimedia staff also organised a workshop at the local Men's Shed to familiarize themselves with the stills and video equipment and operating techniques for both media.

Mick Angeles is currently attending Southbank TAFE on Wednesdays to complete his Certificate IV in Training & Assessment. It is intent that these newly acquired skills will be necessary when conducting learning initiatives and programs for Indigenous detainees housed in correctional facilities and youth detention centres as well as internal training workshops on photography and video etc.

Mick Angeles is also the Workplace Health & Safety Officer for Link-Up and upgraded his OH&S qualifications recently to be in line with the upcoming changes to OH&S regulations commencing in January 2012.



Other training applications in this unit included First Aid qualifications for which Mick Angeles is a nominated First Aid Officer and Fire & Safety procedures conducted by Queensland Fire Services.

LINK-UP (QLD) ABORIGINAL CORPORATION

ABN 36 073 956 496

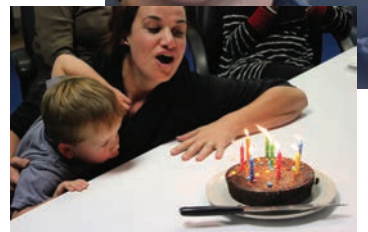
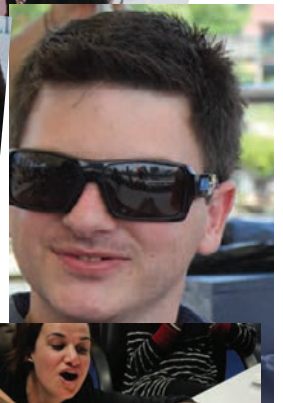
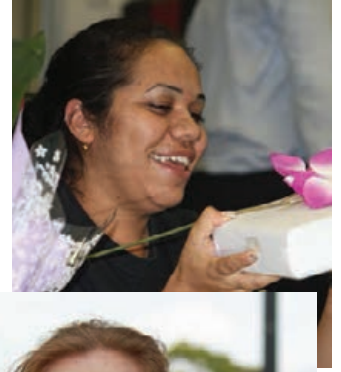
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STATEMENT OF FINANCIAL POSITION

AT 30 JUNE 2011

	2011 \$	2010 \$
CURRENT ASSETS		
Cash and cash equivalents	1,370,070.45	845,433.04
Trade and other receivables	378.28	0.00
Other current assets	23,284.62	0.00
TOTAL CURRENT ASSETS	1,393,733.35	845,433.04
NON-CURRENT ASSETS		
Property, plant and equipment	241,853.81	242,578.82
TOTAL NON-CURRENT ASSETS	241,853.81	242,578.82
TOTAL ASSETS	1,635,587.16	1,088,011.86
CURRENT LIABILITIES		
Trade and other payables	194,667.79	116,813.87
Employee benefits	77,043.24	47,546.86
Other current liabilities	771,012.30	391,458.34
TOTAL CURRENT LIABILITIES	1,042,723.33	555,819.07
NON-CURRENT LIABILITIES		
Employee benefits	10,546.00	0.00
TOTAL NON-CURRENT LIABILITIES	10,546.00	0.00
TOTAL LIABILITIES	1,053,269.33	555,819.07
NET ASSETS	582,317.83	532,192.79
EQUITY		
Corporation Funds	582,317.83	532,192.79
TOTAL EQUITY	582,317.83	532,192.79

Memories





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STILL BRINGING THEM HOME



Australian Government
Department of Health and Ageing