

# *Althea* PROJECTS



## ANNUAL REPORT 2016/17

**Althea Projects Incorporated**

Phone 07 4779 3332

Facsimile 07 4779 3303

Email [admin@altheaprojects.org.au](mailto:admin@altheaprojects.org.au)

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



Funded by Department of Communities, Child Safety and Disability Services (Qld)  
and the Department of Social Services (Commonwealth)

## ***Chairperson's Report***

I would like to acknowledge the traditional owners and custodians of the land we are on, the Wulgurukaba and Bindal people. I pay my respects to past and present elders.

It gives me great pleasure to present this report today at the 2017 Annual General Meeting. When I sat to consider what I might share with you in this report the word 'courage' kept coming to my mind and I think 'courage' actually defines this year for Althea Projects as an entire organisation.

Over the course of this year the staff and management groups of Althea projects have embarked on a number of ventures that have required real courage and a commitment to the vision of what this organisation can do to contribute to a socially just, inclusive community for families and children of this region. During the year we have developed our skills and capacity for change and development, to accept new challenges and to move forward to realise our vision. The most obvious example of this is the acquisition of the Drop In Centre as the third major program managed by Althea Projects. However, behind this organisational move were many examples of personal courage by everyone involved in Althea to really make this work. Across the organisation people stepped outside their 'comfort zone' and took on the challenge of a working in a very different service with very different people. Others demonstrated their courage by joining Althea and are now integral to developing our position in this new space. While many of us were focussed on integrating the Drop In Centre into our organisation there were just as many others who took on that little bit extra to ensure the amazing work of all the programs in the organisation continued. This has been an amazing year for the organisation and one I think we will look back on as pivotal in our development.

So as is customary in the Chairperson's report, I want to acknowledge this courage and dedication demonstrated by all our staff in Wee Care, Shared Family Care, the Drop In Centre and the Corporate Team. To work with a group like you who demonstrate your belief and commitment to the work that we do, every day, in a myriad of significant ways, is a huge privilege. On behalf of the whole management group I offer my sincere and heartfelt thanks for all you do.

Every time I write one of these reports I try to put into words the guidance, support and inspirational leadership shown by our CEO Mandy Thompson. I doubt I have ever captured that effectively but in spite of that limitation, I again draw your attention to the many momentous contributions that Mandy has made to this organisation over this past year. Not only has she facilitated a fairly seamless transition in the inclusion of the Drop In Centre, she has continued to facilitate and support all the programs, never losing sight of what we do and most importantly the ways in which we do it. Despite her schedule she never misses an opportunity to advocate for Althea, to promote all that we do and all that we could do and to remind those with the power and the purse strings that Althea Projects delivers on our commitments.

This is my last year as Chairperson of Althea Projects. It has been an incredible privilege to work with the group of women who have been a part of the management group in 2017. We are not a large group but we have really achieved some major goals this year. I want to thank Anne, Mary Anne, Ruth, Mary and most recently Susan for your engagement in the work of Althea, your courage in pursuing our vision throughout the year and most of all for making our monthly meetings fun and interesting. I want to make special mention of Jo Bentley Davey who left the management group recently when she and her family moved from Townsville. Jo came on to the committee at a time when Althea was experiencing some turmoil to say the least. She not only hung in through difficult times, she actively tried to make them less difficult. She was always reflective and committed to not only what we were doing but the why and the how and what it would mean for others. She has been sorely missed these last couple of months and we wish her all the best in her future endeavours.

So thank you again to all of these people and to the many others who support Althea Projects. I look forward to 2018 and all its potential.

**Debra Miles**  
**Chairperson**

## ***CEO Report***

Althea Projects has continued to respond locally to community need over the past twelve months. There have been a number of significant changes to the organisation during this time that will shape our ability to better respond to the needs of members of the community into the future.

As you will see from the program reports, Althea has continued to respond to and be proactive in supporting new ways of thinking and working with some of the most difficult social problems facing our communities. Our central focus on the nurturing, care and protection of children is built on our belief that this is a whole of community responsibility. In order to make sure children are okay, we need to ensure that their communities are okay too.

### **Acknowledgement of Funding Bodies & Supporters**

The organisation continues to receive generous support from both State and Federal Governments for the delivery of our core programs: Wee Care Family Support Service; Shared Family Care; and the Emergency Relief program. In particular we thank the following government departments for their support:

- Queensland Department of Communities, Child Safety & Disability Services
- Australian Department of Social Services.

We also acknowledge the Townsville City Council for their continued support through the provision of a long term lease over the Wee Care site.

In order to break even in our Wee Care program, we must raise \$30,000.00 per year from non-government supporters. Special and sincere thanks go to Armi Bhela of IGA Magnetic Island for his continued support of Wee Care. Armi hosted his charity golf day for the second year running in April this year – raising a massive \$20,000.00 from this single event.

We are also fortunate to now have the staff from Myer Townsville supporting Wee Care. Their fundraising efforts have raised \$11,000.00 in the first year and the team have selected Althea Projects as their charity of choice for a second year in 2017/18.

We thank all of the other supporters and donors who make contributions to the organisation. Donations of toys, clothing, food, school supplies and money come in on a daily and weekly basis from service organisations such as Fibres & Fabrics through to anonymous individual donors. Thank you seems inadequate – your support means the world to us.

## **Strategic Priorities 2017-2018**

A new strategic plan was endorsed by the Management Committee during this financial year. The strategic priorities established for 2017 and 2018 are:

- Diversify Income Streams
- Commitment to Reconciliation through implementation of the Reconciliation Action Plan
- Develop Service Delivery that reflects our Mission and Organisational Values, including:
  - ◊ Holistic Practice Model and Case Management
  - ◊ Exploring new service offerings
  - ◊ Comprehensive early intervention and prevention responses.
- Develop a response to and invest resources in emergent opportunities for Social Enterprises that benefit Althea 's community of interest
- Develop a comprehensive Financial & Investment Strategy.

Following are some of the key achievements and actions taken during 2016-17 that align with these strategic priorities.

### **Diversify Income Streams & Explore New Service Offerings – Amalgamation with Townsville Drop-in Centre Inc.**

As an organisation, we continue to look for ways to increase our capacity to respond to community need, with specific focus on poverty, social isolation and disadvantage. With this in mind, we took a decision during this year to offer support to the Townsville Drop-in Centre Inc. (TDCI) who were facing closure after many years of operating in Townsville. The result of these discussions has seen agreement reached for the TDCI to amalgamate with Althea Projects. This merger now allows the clients of both Althea Projects and Townsville Drop-in Centre to receive an increased (and continued) service offering across both organisations.

The decision to take this step was not an easy one. This is not something that Althea has done previously however we felt strongly that we could assist and try to ensure that services could continue to be delivered to community members at the Drop-in Centre in a sustainable way.

The amalgamation process commenced in April 2017 and is now almost complete with just a couple of small matters remaining to be finalised.

We are pleased to now be able to provide an information and referral service for people experiencing homelessness (or who are vulnerable to homelessness) as a result of the amalgamation of TDCI with Althea Projects.

On behalf of Althea Projects Inc., I would like to use this AGM to formally acknowledge the work of many staff and management committee members over many years who have played a role in providing a non-judgemental, safe space for some of the most disadvantaged members of our community at the Townsville Drop-in Centre.

### **Reconciliation & Implementation of Reconciliation Action Plan**

A lot has happened since the launch of the Reconciliation Action Plan at last year's AGM. The formal update is being provided separate to this however I wish to acknowledge the work of the RAP Working Group and Althea Projects' Aboriginal & Torres Strait Islander staff who have been gracious in their patience as we learn and grow together on our journey of Reconciliation.

I am very pleased to report that there has been a significant re-focus on ensuring our staff groups have increased knowledge and skills to support inclusive, culturally appropriate practice within the organisation. This includes:

- Attendance at the SNAICC Conference in Canberra
- Attendance at Hope & Healing Camps
- Providing co-facilitators with Dept of Child Safety in delivering Caring for Jarjums training
- Funding attendance of Aboriginal & Torres Strait Islander children in care to attend Laura Dance Festival
- Platinum Sponsorship of Townsville NAIDOC week 2017 celebrations.

**Develop a response to and invest resources in emergent opportunities for Social Enterprises that benefit Althea's community of interest.**

In preparation for investing in social enterprise opportunities we have taken advantage of training offered by Innovate Queensland about business planning, tender/grant writing and generally getting an idea to market. A huge learning curve for our organisation.

We have also invested time working with a Townsville business (Mark Graham Electrical) this year who were interested in developing a mobile laundry service to support homeless and vulnerable individuals and families in Townsville. Unfortunately, we have put this idea to be with the announcement of the Orange Sky laundry service moving into the Townsville space. We wish Orange Sky all the best with their move into the Townsville space.

We continue to look for opportunities to develop a social enterprise to add to the suite of services offered at Althea Projects. The current focus in this space is reviewing opportunities for the space at the Drop-In Centre. There is potential to develop work experience, training and employment opportunities from this site in the future.

**Develop a comprehensive Financial & Investment Strategy**

Towards the end of this financial year the Management Committee decided to establish a Finance & Investment Sub-Committee to review and monitor financial investment opportunities for the organisation. The committee has only met once since the new financial year commenced however work is well underway to go to market to engage a financial investment specialist to ensure we are getting a maximum return on our cash holdings. The sub-committee membership consists of the Treasurer, Ordinary Committee Member, CEO and Finance & HR Manager. More to follow over the next twelve months in this regard.

**Management Committee, Staff, Volunteers & Students**

Althea Projects as an organisation is only as strong as its people. It has been this way for the past 43 years. It is a privilege to work with people who go above and beyond on a regular basis to ensure that our work with the local community is delivered to the highest standard possible. It is this commitment

to our clients and the Townsville community that is embedded in our organisational culture and is what drives the Program areas to improve the lives of the adults and children they are working with. Please accept this as my personal thanks to every staff member, volunteer and student who has contributed this year. A particular thank you to the Leadership Team – Lynne, Teresa, Carolyn, Peta, Deb and most recently Kelli. Also to the Management Committee and especially to outgoing President, Deb Miles. The personal support, advice and patience you have shown to me has been so appreciated. It really is a team effort.

**Mandy Thompson**

**CEO**

## ***Finance Report***

The 2016/17 Financial Year has seen Althea's financial position strengthen considerably through the amalgamation with the Townsville Drop-in Centre Inc. As the amalgamation is completed the organisation will see our funding risk spread as we increase the number of funding sources. At the completion of the amalgamation process we will see our funding sources increase by four. We have also continued to receive support from our funding bodies with the usual increases in funding as it relates to CPI. 2016/17 year saw an increase in expenditure on training and development of staff – something we regard as an investment.

This year also saw a continued focus on fundraising activities which is continuing to pay dividend with \$65,403.00 received in either donations or fee-for-service work. This is an area the organisation would like to continue to grow.

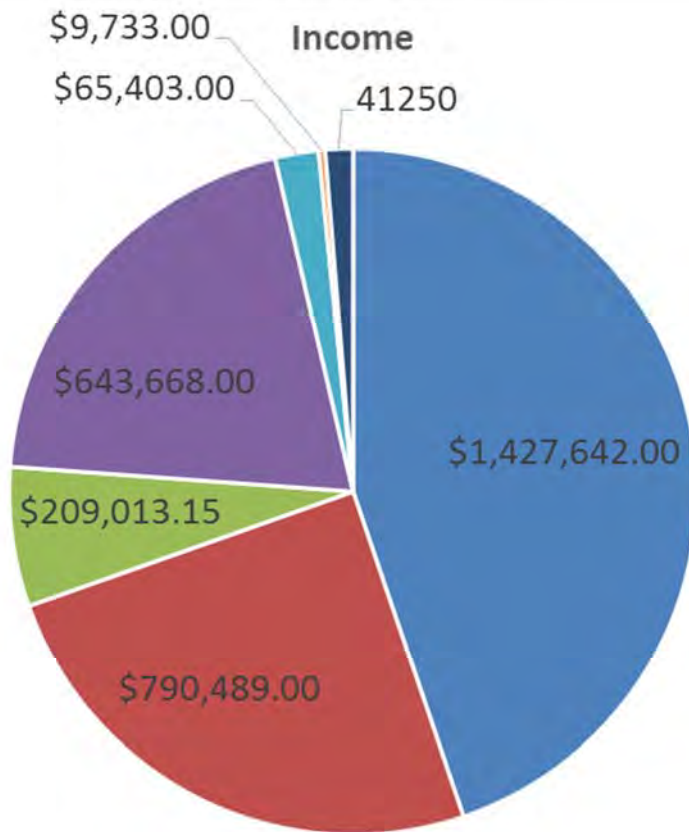
Looking forward will see investment of cash reserves into managed funds to:

1. Maximise return on investments accumulated over 43 years of operating
2. Increase our ability to respond to community need into the future
3. Invest in long term assets that will ensure a sustainable and guaranteed future for the organisation. This includes funding allocations to allow for renovations or upgrades to our Wee Care building which has served us well but is starting to cost increased amounts in repairs and maintenance.
4. Move away from having to pay rent for our office spaces.

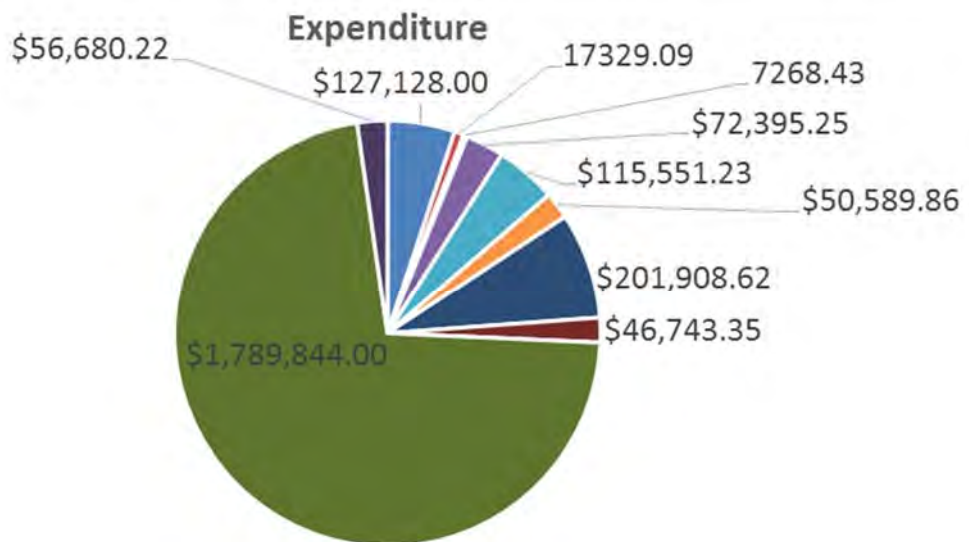
Special thank you to our Treasurer Maryanne Hamilton.

**Carolyn Adams**

**Finance & HR Manager**



■ SFC ■ Resi ■ ERF ■ Donations ■ Other Income ■ Interest ■ Housing



■ Depreciation ■ Auditor  
 ■ Assett ■ Administrative Expenses  
 ■ Organisational Expenses ■ Client Expenses  
 ■ Property & Energy ■ Motor Vehicle



# ***Shared Family Care Annual Report 2017***

Shared Family Care has continued to provide foster and kinship care placements to some of the most vulnerable children as the largest provider of out of home care in Townsville for 25 years. With the increasing pressure on the child protection system this work can be both rewarding and challenging for both the Foster and Kinship Carers we support and our staff.

In January 2017 Shared Family Care funding varied from 190 to 178 placements per night so as to be able to provide some additional wrap around supports to our carers to ensure placement stability. We have been able to provide carers with assistant with home cleaning, yard maintenance, transport, youth workers and other supports to enable them to better care for the children placed with them.

A number of staff changes have occurred over the year with new faces joining the team and some familiar faces sadly leaving. In addition a new structure was implemented which included the introduction of a Team Leader position which provides supervisory support to the Family Case Workers. I'm privileged to work with a team of five Family Case Workers, two Senior Practitioners, our Administration officer and Team Leader who are dedicated and committed to providing the best possible support to our foster carers and children in their care. I would like to thank you all personally for your support, patience and guidance since I started in this role.



Shared Family Care has been able to sponsor a number of carers to attend the 2017 Foster and Kinship Carer Conference in Cairns and the 2017 National Foster Care Conference in Melbourne. The feedback from carers was the events were inspirational and interesting. Shared Family Care strive to ensure that carers have the opportunity to attend such worthwhile conferences.

carers to attend the 2017 Foster and Kinship Carer



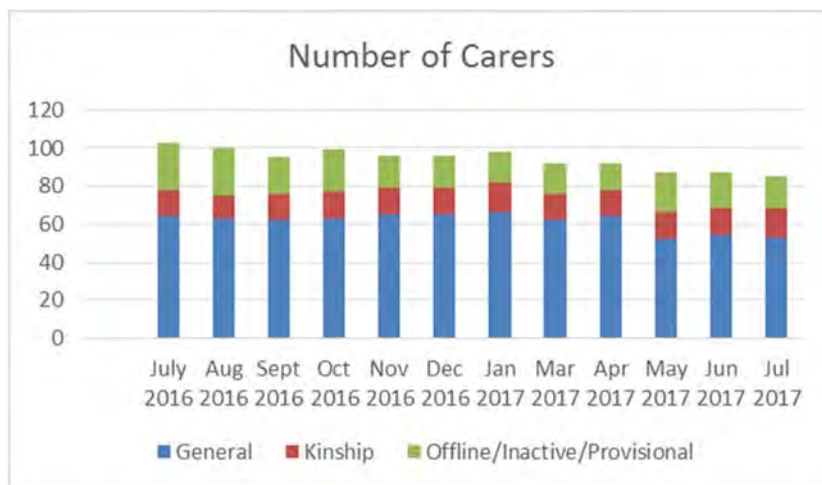
Due to the shortage of foster carers in Townsville and the region as a whole means Shared Family Care is actively recruiting more foster carers through various mediums. Up until July our marketing included cinema advertising which was being screened daily within two local city cinemas up to 420 times per week. Since July we are advertising through rotational billboards with up to 22,000 cars passing by per week. We also have had short promotional videos produced sharing our foster carer stories, these videos are accessible on our webpage and facebook page.



In addition to the recruitment and advertising initiatives, we were thrilled to be able to continue to have the NQ Cowboys supporting Shared Family Care through their Field of Dreams program. As a result we have been able to offer 90 tickets to carers and children to attend each home game.



Shared Family Care continues to support over 80 foster and kinship carers and has provided 46,919 placements (individual bed nights) for children requiring a home during the last financial year. The decrease in foster carers and the increase in the number of children entering the child protection system is of significance and as a result Shared Family Care has developed an operational plan which will respond to the emergent needs.



During the year Shared Family Care has worked in partnership with the Department of Communities, Child Safety and Disability Services to co-facilitate Caring for Jarjums Culture training for foster carers and provided support to the Hope and Healing Camps as part of the Transitioning to Independence for young people in care. Shared Family Care also sponsored 12 Aboriginal and Torres Strait Islander children and 4 foster carers to attend the Laura Dance Festival.

The program saw a number of changes to its internal processes as a result of the commitment to continual improvement and some widespread changes within the child protection sector as a result of the statewide reviews and reforms.

Throughout the year staff participated in a number of conferences including the QLD Foster and Kinship Care Conference, National Foster Care Conference, Early Childhood Conference, SNAICC Conference and the Child Protection Symposium. Other training and workshops attended include:

- Managing Risk, Meeting Needs Casework Interventions with Children's Sexual Behaviour
- TAFE Case Management skill set
- TAFE Training Presentation skill set

- Certificate IV Training & Assessment
- TAFE Child Protection skill set
- Mental Health First Aid
- Senior First Aid/CPR
- Caring for Jarjums Culture
- NAPCAN Child Safe Organisation
- Circle of Security Parenting Facilitator Training
- Introduction to Anti-discrimination Act Training



I would especially like to thank Mandy Thompson (CEO) for the consistent leadership, direction and support she provides across the organisation and to me personally. I would also like to acknowledge my appreciation for the other members of the Leadership Team – Lynne, Carolyn, Peta, Kelly and Deb who I'm privileged to work alongside.

Shared Family Care would like to thank our stakeholders, partners and community for their support and assistance over the past year. We look forward to another exciting year ahead supporting our carers and working together to achieve great outcomes for our children and young people.

**Teresa Smith, Program Manager**

**Shared Family Care**

# Wee Care Residential Report 2017



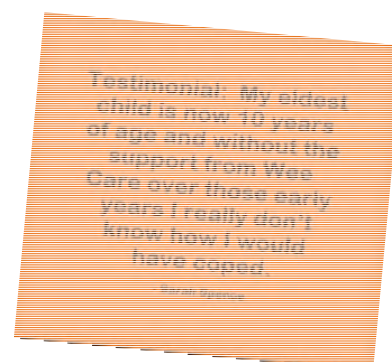
## *A Snap shot of Wee Care's activities for 2017*

Welcome all! As yet another year comes to a close I must admit I am not sure where 2017 has actually gone. Wee Care continues to be a caring and reputable home away from home program supporting Townsville families just as it has for the last forty three years. We have had an extremely rewarding year, whilst building and enhancing our operational platform across Althea we have improved the lives for so many Families and Children that we support. Sadly the constant challenges of keeping our little people safe just seems to grow as we continue to see many families doing it tough in today's society. We all acknowledge that our role is an important one that we never take lightly, and that we all have a responsibility to make sure we continue to provide a safe, nurturing and fun environment to Children. Since coming on board with the HSQF (Human Services Quality Framework) in 2016 we continue to be consistent in service delivery and focus on service provision and continued quality improvement.

Our centre collaborates with numerous local organisations and these working relationships help to ensure we can provide the highest quality of care to those who need us most.

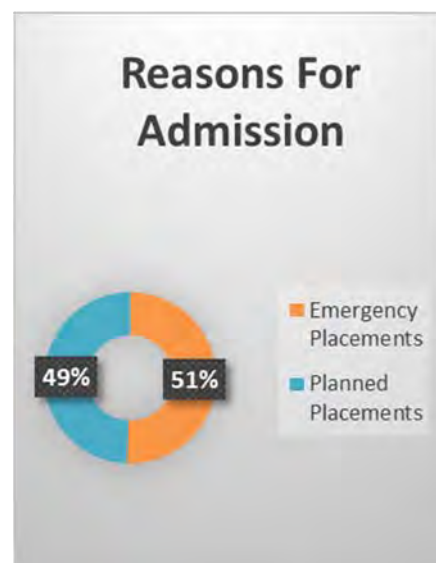
## *Some of what we do here at Wee Care:*

- We provide emergency and respite child care for Children aged up to 11 years.
- We support Grandparents
- We provide transport to and from school and day care for Children
- We provide clothing and school uniforms
- We provide school supplies and bags
- We provide nutritious meals and desserts
- We offer support and refer families
- We provide age appropriate activities for Children
- We take Children on outings and activities
- We support Children with homework
- We hold weekly Play Group sessions
- We advocate on behalf of Families
- We collect Children from Townsville General Hospital
- First Steps Program



## *Statistics from over the last year:*

Child Care/Respite: Wee Care provided Emergency Child Care/Respite Care to 318 Children over the last twelve months and this amounted to 802 individual placements. 50.66% were emergencies where families had no one else to support them with their Children. 30.5 % of the Children who accessed the program Identified as being of Aboriginal/Torres Strait Islander descent. Due to funding short fall the Residential remains closed from Sunday 11a.m. until Tuesday morning at 8.45 a.m. unless an emergency arises and we are needed to open.



## *Some highlights from 2017*

While there have been many wonderful moments over the last year these are the few that have stood out the most.

We celebrated Grandparents day, Mabo Day, NAIDOC Week and National Aboriginal and Torres Strait Islander Children's Day events. This year our National Aboriginal and Torres Strait Islander Children's Day was held in conjunction with a Myer fundraising sausage sizzle where we officially opened our new Children's



was the Children's favourite.

play area. We were very thankful to the wonderful young people from SDA Youth Group, who held a working bee in the back yard which included lots of painting and gardening. The Play-group Christmas break up and Easter egg hunt

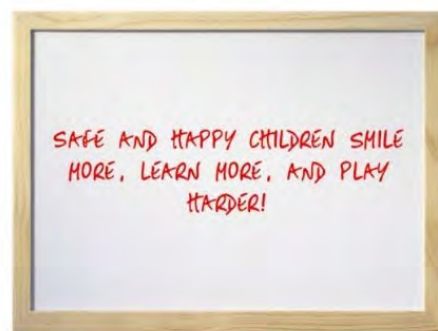


## *Emergency Relief Report (ERF)*

A big Thank you to Toby from NQ Food relief who kindly allows his volunteers to drop of food boxes to us weekly. These are distributed to families requiring financial and food assistance. Over the last financial year the ERF program expended \$56,109.82. Types of assistance provided were Food Vouchers, Petrol Vouchers, Rental Assistance, Food Boxes, Utilities Support, and School Supplies including Uniforms, Car Registration, Baby Items and Chemist Prescriptions.

## *Playgroup*

We believe that Children learn through a variety of ways and our Staff foster quality learning opportunities, laying a firm foundation that helps to prepare each child for Prep. Forty sessions of Playgroup was provided throughout the year and continues to be well supported with up to seven different families attending on any one day. Wee Care's supported Playgroup is held on Thursday mornings from 9.30 – 11.30 a.m. excluding school holidays.



## *WE L♥VE OUR VOLUNTEERS*

Once again a big thank you to Beatrice and Lorraine for the great support you both offer our Staff and Children. The Children love Lorraine's cooking on Thursday mornings and Beatrice keeps our filing system current and up to date every Friday with a cheeky smile on her face. Your help continues to be greatly appreciated. If the world becomes a better place tomorrow, it will happen because of volunteers like you.



## *Professional Development*

Industry and business practices continue to change and Althea Projects invested time and money into Professional Development for all Staff to ensure they are given opportunities for personal growth and development. Staff participated in annual mandatory training such as Senior First Aid/CPR, Cultural Awareness training and Food Handling. We were also grateful to have the opportunity to attend Conferences/Workshops during the past twelve months. Some of these that we participated in were: Acel Early Childhood Conference, NAIDOC Week celebrations and the SNAICC National Conference. RAP meetings are held approximately six weekly and staff attend these. All employees continue to participate in supervision and Monthly Staff Meetings.



## *Our Donors*

Quite simply, our work would not be possible without the support of our caring friends in the community and their ongoing kindness. There are too many to name and on behalf of us all, A Big Thank You. Special mention to Brett for building our Bio Garden which is flourishing. Please know how much you are all appreciated and the impact you have on boosting Townsville families is immeasurable.



## *TEAM WORK*



### *Staff and Management*

Our Staff make Wee Care a successful and terrific place to work and you can see that by their commitment and the low Staff turnover that we experience. As always they all continue to be caring and dedicated and maintain excellent relationships with our Parents/Carers. When a need occurs they happily support Parents/Carer's by providing emergency child care, helpful information and referrals to other community services. Their diligence, self-motivation and dedication is an inspiration to all of us at Althea Projects. They continue to work magnificently together to ensure that every Child has a safe and happy experience while they are here. I would like to personally thank our team for stepping up during my period of absence while working over at TDIC. Our team remains stable with very few changes to staffing. We welcomed Julie, who has replaced Barbie due to resigning from her permanent position to go travelling and exploring our wonderful country. Barb will return as a casual employee in 2018. We also welcomed new casuals, Angela and Dianne. I would like to make a special mention to Rhonda who has been employed with Wee Care now for 24 years this year. What an achievement and congratulations. I would also like to thank Management and our Leadership team and lastly Mandy who has been a wonderful support to myself and the team. Have a wonderful Christmas break and I am looking forward to working with you all again in the New Year!



***Lynne Josey***

***Wee Care Program Manager***



# Annual Reconciliation Action Plan Update – 2017

## Althea Projects Inc. Innovate RAP Our Vision for Reconciliation

*Althea Projects' vision is to ensure Aboriginal and Torres Strait Islander families, children and young people who are in contact with the child protection and family support networks have the opportunity to reach their full potential in a reconciled community.*

*It is also our vision to work in partnership with the Aboriginal and Torres Strait Islander community to build relationships and increase cultural understanding so that our work with and alongside Aboriginal and Torres Strait Islander families supports independence from the child protection system.*

This report is an adapted version of an update provided to Reconciliation Australia reporting on the first twelve months of the RAP being enacted.

### **Relationships**

#### **Donations/Sponsorships**

Althea Projects were a Platinum Sponsor for Townsville NAIDOC Week celebrations 2017. The cost of this sponsorship was \$3,000.00

#### **Partnerships**

Number of formal partnerships:

Townsville NAIDOC Week Organising Committee 2017  
TORGAS Indigenous Trainee Award 2017

Number of informal partnerships:

4

#### **National Reconciliation Week (NRW)**

Althea Projects celebrated NRW by having a sausage sizzle at the local park on 31st May 2017 for all Foster & Kinship Carers to attend. The activities included games in the park and a craft activity that produced an art piece for to mark NRW Week.

#### **Participation**

Our organisation raised awareness of the RAP in the last 12 months through:

- Althea Projects RAP currently on the Reconciliation Webpage.
- Inclusion of copy of RAP in induction packs for Management Committee, Staff, Volunteers and Students working at Althea Projects
- Included on [altheaprojects.org.au](http://altheaprojects.org.au) website and also updates posted on our Facebook page.
- RAP documents are also available in reception areas at each office site of the organisation.
- RAP committee members providing an update at AGM 2017.

## **Respect**

### **Cultural Learning**

14 staff have undertaken cultural awareness training during the last 12 months. Of these, five staff undertook e-learning and 9 undertook face-to-face training.

Althea Projects has an Aboriginal and Torres Strait Islander Cultural Protocols document. This is used as a reference tool and is also displayed at different locations for staff learning.

Althea Projects celebrated NAIDOC Week 2017 by:

Althea Projects being Platinum Sponsors for Townsville NAIDOC Week activities.

Attended the NAIDOC breakfast on 05 July 2017.

Attended the NAIDOC Community March on 07 July 2017.

Had an information stall at the Deadly Day Out on 07 July 2017.

Attended the NAIDOC dinner on 04 August 2017 and gave a speech on behalf of Althea Projects.

Althea Projects Wee Care Children's Residential periodically have different days that they dedicate to Aboriginal and Torres Strait Islander peoples culture by reading dream-time stories and playing Aboriginal and Torres Strait Islander music, encourage Aboriginal and Torres Strait Islander drawings. A number of Aboriginal and Torres Strait Islander paintings have been displayed through-out each of the centres.

## **Opportunities**

### **Employment**

Althea Projects is working towards improving Aboriginal and Torres Strait Islander Employment and Retention processes. It is hoped that inclusion of some of the following actions will work towards Althea becoming recognised as a preferred place of employment for Aboriginal and Torres Strait Islander people.

Actions taken in this regard:

- Advertise all vacancies across Aboriginal and Torres Strait Islander networks and media outlets;
- Inclusion of an Aboriginal and Torres Strait Islander person on any interview panels for positions identified for Aboriginal and Torres Strait Islander people within the organisation;
- Paid cultural leave (over and above Award conditions) is included in the organisation's Leave Policy.

The organisation currently employs four Aboriginal and Torres Strait Islander staff, of which:

- 1 permanent full time
- 1 permanent part-time
- 1 casual
- 1 full time trainee. NOTE: a second full time trainee recently left to pursue a scholarship/traineeship with the Australian Federal Police in Canberra.

Althea Projects aims to mentor and support Aboriginal and Torres Strait Islander staff whilst they are working for our organisation. We also provide professional development and training opportunities to staff whenever possible.

Since the introduction of the RAP, it has allowed the Aboriginal and Torres Strait Islander staff to be able to assist with building relationships, be acknowledged and respected within the workforce and provide opportunities to enhance reconciliation.

## Supplier Diversity

Althea Projects does not currently have an Aboriginal and Torres Strait Islander procurement strategy document. We do however contract and use Aboriginal and Torres Strait Islander businesses wherever possible.

During this reporting period we used five Aboriginal and Torres Strait Islander businesses.

Our organisation is not a Supply Nation member.

## Education

Althea Projects aims to employ only Aboriginal and Torres Strait Islander trainees when vacancies occur. To date we have employed three Aboriginal and Torres Strait Islander women into Traineeships. The terms of the traineeships also allows time for study and work tasks are developed to meet training objectives.

## Additional Information for Opportunity section.

Althea Projects has implemented the following strategies that have made an impact on our ability to advertise positions specifically for Aboriginal and Torres Strait Islander peoples by:

- All positions advertised state that 'Aboriginal and Torres Strait Islander people are encouraged to apply'.
- Althea Projects HR policies around recruitment of Aboriginal and Torres Strait Islander people state for any positions identified as required to be filled by Aboriginal or Torres Strait Islander persons:
  - ◊ at least one of the selection panel members must identify as an Aboriginal or Torres Strait Islander person
- Advertised all positions vacant at different Aboriginal and Torres Strait Islander organisations eg TAIHS, Bindal Sharks and 4K1G.

"In the past couple of months I can see where the RAP has been implemented and how it has improved the involvement that Althea Projects does in Townsville Aboriginal and Torres Strait Islander community for eg. NAIDOC Sponsors, co-facilitate cultural awareness to Non-Indigenous Carers that care for our Jarjums, networking with a lot more services that are culturally appropriate eg Julbul Julbul Oman yarning circles, Caring for Jarjums culture, Child Safety's Hope and Healing Camps." Lena Watego, Staff Member Althea Projects.

## Testimonial

"I can see the improvement that the RAP has made in the last 6 months and is pleasing to see."



## Partnerships and Supporters

4TO FM

Aboriginal Women's Shelter - Flora House

Adspeak Marketing

Aitkenvale Seventh Day Adventist Church Youth Group

Anglicare

Annandale Christian School

APEX

Aurizon

Australian Government-Dept of Social Services

Australian Government-Dept of Health & Ageing

Backpacks 4 Aussie Kids Inc

B-Fitt

Baiada

Bid Food

Billabong Sanctuary

BWS Willows

Café Bambini Fairfield Waters

Café 1939, Townsville Airport

Captains Lounge Café, Townsville Airport

Carmichael Ford

Cathedral School of St Anne & St James

CBC Staff

Centacare Townsville

Centrelink (Townville Cyclones Social Club)

Child and Mental Health Services

Chunky Pies

Churches of Christ Pathways Fostering Service

Click Clack Knitting Group

Coast 2 Country Housing Company

Coke

Core Developments

Crowe Horwath

CWA Country Women's Association

Danielle Josey

Drug Arm Australasia

Drop-In Centre

Emanate Legal

Families of Townsville

Family Emergency Accommodation Townsville

Fat Dogz Coffee

Fibres & Fabrics

Food Relief NQ

Food Rescue

Fortel Communication Pty Ltd

Foster Care Queensland

Fresh Selections

Get Branded

Grant Broadcasters

Grill'd Restaurant, Townsville

Harro's Fuel Services

Hi Qu Dental

IAC Wholesalers

IGA Magnetic Island & Bushland Beach

IGA Tully & Clermont

Inner Wheel Club of TSV

Intersport Warehouse

James Cook University

JJ Richards

Knight Frank

Life Without Barriers

Leos Club

Lions Club City of Townsville

Lotsa Printing Pty Ltd

Members of St Marks Mothers Union

Mercedes Benz Townsville

Mercy Family & Child Connect

Myer Community Fund

Myer Staff Group Townsville

Nth Qld Domestic Violence Resource Service

Peakcare

Perry Autos

Pickerings Motors Townsville

Pyjama Foundation

QCWA Tsv Branch

Qld Dept of Communities, Child Safety & Disability Services

Qld Dept of Housing & Public Works

Qld Youth Services

Quota International

Red Cross

Reef HQ

Relationships Australia

Richard Kelly Automotive

Ridley Animal Nutrition

Rotary Club of Townsville Sunrise Inc

Seaview Hotel

Second Bite

Sera's Women's Shelter

Sharp Solutions

Sk8way

Southside Milk Supplies

Steve Price

Strand Café, Townsville Airport

Sun City Trees

The Alannah and Madeline Foundation

The Balcony Restaurant

The Townsville Hospital

The Women's Centre

TORGAS

Townsville Aboriginal & Islanders Health Services

Townsville City Council

Townsville Fire WNBL Club

Townsville Call Centre, Centrelink

Townsville State High School

Townsville Tidy Bags

Tropical Ice

Undees for Kids

VARIETY—The Children's Charity

Wellspring Chiropractic

Zambrero Stores

Cannon Park

Willows Shopping Centre

Castletown

Thuringowa

Domain Central

Flinders Street

Stockland Centre - Aitkenvale

Zonta Club of Townsville Metro Inc.

## **Management Committee**

Chair	Debra Miles
Secretary	Jo-Anne Bentley-Davey
Treasurer	Maryanne Hamilton
Vice Chair	
Member	Susan Perry
Member	Mary Wallace
Member	Anne Campbell
Member	Ruth Stainbrook

## **Staff**

### Corporate Team

CEO	Mandy Thompson
Program Manager	Lynne Josey
Program Manager	Teresa Smith
Program Manager	Peta Anderson
Quality Manager	Kelli-Ann May
Finance & HR Manager	Carolyn Adams
Executive Assistant & Fundraising Coordinator	Deborah Barrett

### Shared Family Care Team

Team Leader	Justin Pascoe
Aboriginal & Torres Strait Islander Case Worker	Lena Watego
Senior Practitioner	Jenny Spiers
Senior Practitioner	Dallas Grant
Family Case Worker	Vicki Crees
Family Case Worker	Christopher Sweet
Family Case Worker	Joel Semmens
Family Case Worker	Beverley Barry
Administration	Katisha Skeene

### Wee Care Residential Team

Direct Care Worker	Kylie Norris
Direct Care Worker	Barbara Lippett
Direct Care Worker	Rhonda Hood
Direct Care Worker	Saku Mooka
Direct Care Worker	Suzy Clayden
Direct Care Worker	Margaret Forrest
Direct Care Worker	Anne Marie Dawson
Direct Care Worker	Simone Kossendey
Direct Care Worker	Angela Colyer
Direct Care Worker	Trish Steep
Direct Care Worker	Julie-Ann Gordy
Direct Care Worker	Dianne Elson
Direct Care Worker & Administration	Llian Flynn
Volunteer	Beatrice Melvin
Volunteer	Lorraine Price

### Townsville Drop In Centre Team

Community Worker	Daniel Hegarty
Community Worker	Danielle Pedron
Community Worker	Adrian Giannini

### Students

Donna Jackson
Danielle Pedron
Caitlyn Clewes

