



Narang Bir-rong



2022-2023 ANNUAL REPORT

NARANG BIR-RONG
ABORIGINAL CORPORATION



Warning: Aboriginal and Torres Strait Islander peoples should be aware that this publication may contain images and names of people who have since passed away.

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Narang Bir-rong Aboriginal Corporation is a not for profit, Aboriginal and Torres Strait Islander controlled family and child support service.

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ACKNOWLEDGMENT OF COUNTRY

Narang Bir-rong Aboriginal Corporation would like to acknowledge the Traditional Custodians of the land that we work on and all come from. We pay our respects to the Ancestors, Elders past, present and future generations and to all other Aboriginal and Torres Strait Islander people.

We acknowledge that Aboriginal and Torres Strait Islander people will always hold a spiritual belonging and connection with this country and remain the Traditional Owners and first peoples of this land.

We also acknowledge the grave injustices that occurred for our people due to past government policies and those who were forever affected by forcible removal. We acknowledge the pain the Stolen Generations suffered and recognise those who will never make it home.

We dedicate our work to them to ensure we never again have our children wrongly removed and disconnected from their family, their culture and their rightful links to their identity.





Setting the gold standard for Aboriginal Community
Controlled Organisations in governance,
management and service delivery.

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*TO ALL OF YOU WHO SUPPORTED
NARANG BIR-RONG, WE ARE
HONoured TO SHARE OUR 2023
ANNUAL REPORT WITH YOU*

I'm proud to provide an update report for Narang Bir-rong Aboriginal Corporation ('Narang Bir-rong') as this year has been transformative, marked by our mission to empower Aboriginal communities and our expansion into new service areas, including Targeted Early Intervention under our Early Intervention Program. Our commitment to supporting Aboriginal children and families is unwavering.



We expanded our service areas, including Sydney, South East Sydney, South West Sydney, and North Sydney Districts, to meet the needs of these communities. The overwhelming support we received reflects the unity of Aboriginal communities and our shared determination to be change makers.

One of the priorities this year has been building and empowering our exceptional team. We've made remarkable strides in providing opportunities for our staff, enhancing their wellbeing and promoting growth. Notable events, such as the Staff Kick-Off Day, 'Awesome August,' and the 2023 Halloween Day, have reinforced our commitment to excellence, leadership, dedication and compassion.

Our attainment of the Great Place to Work Certification is a testament to our commitment to an exceptional employee experience. We're the first Aboriginal organisation in Australia to achieve this prestigious certification, setting a precedent for excellence and innovation.

Our Caseworker Development Program continues into 2023, offering entry-level opportunities to Aboriginal staff. It addresses the staff shortage crisis and empowers future leaders. In 2023, we also launched a dedicated Restoration Program, recognizing the need for specialised skills to restore children and young people to their families.

Our Annual Western Sydney NAIDOC Ball, this year held at Penrith Leagues Club, was an unqualified success, embodying the spirit of our Aboriginal culture and community. With over 300 community members in attendance, the event featured captivating performances by Christine Anu and the esteemed presentation of Elders Community Awards by Stan Grant. It was an evening that showcased the strength of our Aboriginal culture and our unwavering commitment to its growth and prosperity.

CONTINUED...

Our commitment to transitioning Aboriginal children and young people in Out of Home Care from Non Government Agencies and The Department of Communities and Justice to Narang Bir-rong remains steadfast. However, the transition process faces challenges and delays due to various factors which we will report more on in this report.

We actively seek partnerships with other organisations to ensure a brighter future for the Aboriginal children and young people we deeply care for and are completely committed to.

Our journey in 2023 has been marked by significant growth, transformative change and an unwavering dedication to our communities. For more details on staff development, the OOHC Transition Project and the new Restoration Program, please explore the relevant sections later in this report.

With gratitude and anticipation for the journey ahead!



Heidi Bradshaw
Chief Executive Officer
Narang Bir-rong Aboriginal Corporation

Ivan Clarke
Chairperson
Narang Bir-rong Aboriginal Corporation

OUR BOARD OF DIRECTORS

Our Board of Directors, each of whom is an elected member of our community, governs Narang Bir-rong.

It is essential that our directors have a wide range of experience, knowledge, skills and expertise and are committed to our goals and philosophy.



Ivan Clarke

Ivan is a Barkanji man, born and raised on Bundjalung country. Ivan is currently the Chairperson of Narang Bir-rong, and has had many years of experience as a counsellor, clinical and educational consultant and is a group leader in the Strong Aboriginal Men's Program.



Annette Toomey

Annette is a Kabi Kabi woman, born and raised on Darug country in Western Sydney, NSW. Annette is currently a Director of Narang Bir-rong, and has had experience within the child protection and Out of Home Care system in NSW for more than 10 years.



Matthew Lancaster

With connections to Palawa (Lutruwita – Tasmania) Country, Matt is currently a Director of Narang Bir-rong. Matt brings a wealth and is now the Advancement Manager of the Gadigal Centre at the University of Sydney.



Brandon Etto

Brandon is a Darug/Gomeroi man born in South West Sydney raised and educated on Wiradjuri land and Dharawal country. Brandon is currently a Director of Narang Bir-rong. The current Executive Officer for the Aboriginal Housing Office Brandon is a motivated, results-oriented leader.



Shaun Cumming

Shaun is a Garigal man who grew up on Gumbaynggir Country. Shaun is currently a Director of Narang Bir-rong. Shaun is the Director of Aboriginal Economic Wellbeing within NSW Treasury's Economic Strategy and Productivity Group. Shaun is committed to enabling opportunities for our community.

Our Board are all volunteers, who contribute their time to the organisation as such. We appreciate their time and commitment to see Narang Bir-rong continue to be strong in its governance, and thrive within the community.





TRANSITION OF ABORIGINAL CHILDREN AND YOUNG PEOPLE

The transition of Aboriginal children and young people from Out of Home Care to the care of Aboriginal Community Controlled Agencies stands as a momentous endeavour, driven by an unwavering commitment to elevate the wellbeing of Indigenous youth in Australia.

It has long been evident that Aboriginal children and young people are disproportionately represented within the Out of Home Care system. Regrettably, their experiences within this system have often resulted in trauma and an erosion of their cultural identity and connections to their communities.

This transition project involves a profound shift of responsibility, transferring the care and support of these young lives from government funded agencies to the nurturing embrace of Aboriginal Community Controlled Organisations, such as Narang Bir-rong. Organisations like Narang Bir-rong possess an intrinsic understanding of the cultural needs and aspirations of Aboriginal children and young people, rendering them uniquely suited to deliver culturally appropriate care and support.



However, the transition process is far from simple. It entails the harmonisation of diverse stakeholders - government agencies, Aboriginal Community Controlled Organisations, the children and young people, their families and their carers - demanding extensive collaboration, meticulous planning and unyielding support.

In the course of this transition, it has become evident that significant delays have marred the achievement of our objectives. While considerable collaborative work has been undertaken in partnership with some agencies and Narang Bir-rong, there is a prevailing sense that certain entities have been reticent to fully embrace the transition.

This reluctance can be attributed to factors such as a disconnection between the values and goals of executives and frontline practitioners, an apprehension of change, concerns from caregivers, issues of racism and prejudice, financial risk of agencies, job security of agency staff and a general lack of understanding regarding the reasoning and benefits of the transition for the children and young people.

“Aboriginal children and young people are disproportionately represented within the Out of Home Care system.”



Throughout this journey, Narang Bir-rong has steadfastly maintained its message:

- We all share a common goal: the best interests of the child or young person.
- None of us involved in the lives of Aboriginal children and young people wish for them to lose their invaluable connection to their culture
- We all aspire for the transition to happen seamlessly and supportively.
- Together, we endeavour to participate in a process that lays the groundwork for stronger foundations, enabling Aboriginal children and young people to achieve the most successful outcomes possible in life.
- We are unified in our belief that an Aboriginal child or young person's health, education, connections, sense of belonging and preservation of their culture are of paramount significance.

It is with a profound sense of urgency and a shared commitment to these principles that we are actively seeking immediate and ongoing partnerships with our organisation, other agencies and carers. The critical time that has passed reinforces the imperative nature of our mission and it is only through collective effort and resolute unity that we can surmount the challenges that lie ahead, ensuring a brighter future for the Aboriginal children and young people we so deeply care for.



Providing culturally safe services to
Aboriginal families.



ABOUT US

[Our Story](#)

[Our Team](#)

[Our Vision & Mission](#)

[Strategic Plan](#)

[Operational Goals](#)



Narang Bir-rong

OUR STORY

Narang Bir-rong has been operating in the Western Sydney and Nepean/Blue Mountains community since it was established in 2008.

From 2008 until 2012, we were a program of Link-Up NSW Aboriginal Corporation and then operated under Barnardos Australia until 2019.

We were the first Aboriginal Out of Home Care Program to be established in our area in 2008 and over the years we have continued to operate, grow and finally obtain our own accreditation and funding in 2019.

Today, Narang Bir-rong stands at the forefront in keeping kids with their families through our highly successful Family Preservation Program. As an Aboriginal led organisation, we recognise that the most effective way to drive meaningful change within the Aboriginal and Torres Strait Islander community is by collaborating with individuals who share the same cultural background.

Our holistic approach to tackling complex issues enables us to foster trust and build strong relationships with families, resulting in positive outcomes and real, lasting change.





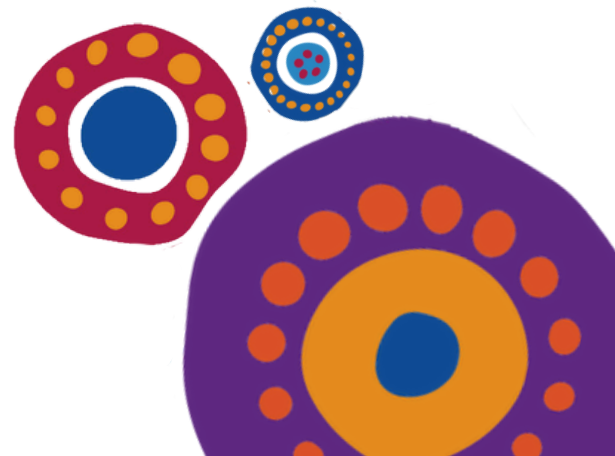
OUR TEAM

An important part of Narang Bir-rong is our unwavering commitment to nurturing and empowering our exceptional team. It is paramount that our organisation not only thrives but also constantly evolves, adapting to the ever-changing landscape of the community services sector.

One crucial facet of this evolution is the development of our Aboriginal staff, offering them opportunities to participate in events that extend beyond their daily work but remain intricately connected to our community focused endeavors.

As leaders in our field, we recognise that our staff's holistic growth encompasses not just their professional expertise but also their wellbeing and sense of connectedness to one another.

This interconnectedness extends beyond our immediate mission; it's about building a resilient, supportive and deeply engaged team. In doing so, we grant our dedicated staff the vital chance to take a step back, breathe and momentarily disconnect from their daily responsibilities. This crucial respite grants them the space to recharge, fostering a renewed sense of purpose and a stronger bond with their colleagues.





Keeping our jarjums connected to
kinship and identity.

Our Mission

At Narang Bir-rong our mission is to provide culturally and spiritually stable homes for Aboriginal and Torres Strait Islander children, young people and their families. Our Family Preservation, Foster Care and Support Programs help our children and young people meet their social, emotional and behavioural needs.

Our Vision

We aim over to have a significant increase in the size of our Family Preservation Program and to focus strongly on restoration. By 2025, Narang Bir-rong will have increased its capacity to serve almost double our current numbers of Aboriginal children in Out of Home Care.

We acknowledge that the transgenerational issues suffered by our people as a result of invasion, oppression and disconnection have existed too long in our communities.

We commit to doing things differently.

We acknowledge that there are no other people as passionate to create this change for our people than we are.

Our Values



CONNECTIONS

We honour connections with family, culture and Country.



EMPOWERMENT

We empower all those in our community through education.



CONSISTENCY

We provide consistency of care and remain a safe refuge, always.



BELONGING

We strive to build security and true belonging in our children.



CONFIDENTIALITY

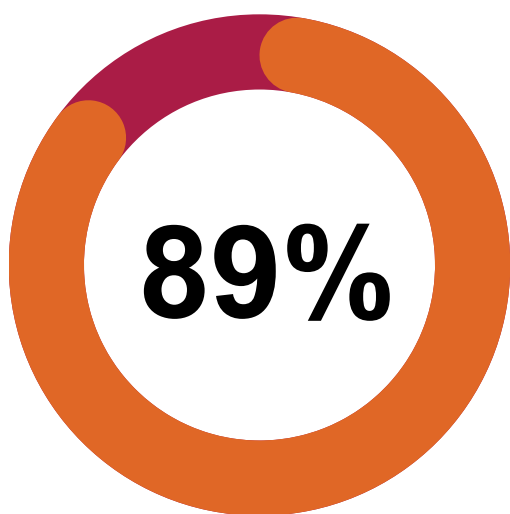
We ensure confidentiality to all those in our community.

LITHGOW

HAWKESBURY

**BLUE
MOUNTAINS**

PENRITH



**Narang Bir-rong
staff identify as
Aboriginal and/or
Torres Strait Islander**

The remaining 11% are
proud allies.

All Operational roles are identified.

STRATEGIC PLAN

Providing exceptional Aboriginal Out of Home Care & Family Preservation services to make a real difference in the lives of Aboriginal children, young people and their families. Narang- Bir-rong is in the business of changing and shaping lives.

STAFF CAPACITY AND CAPABILITY

DIVERSIFYING FUNDING

CARER RECRUITMENT, RETENTION AND DEVELOPMENT

PROCESS IMPROVEMENT

SERVICE CAPACITY AND GROWTH

BRAND: MARKETING AND COMMUNICATION

STRENGTHENING ABORIGINAL CULTURE

OPERATIONAL GOALS

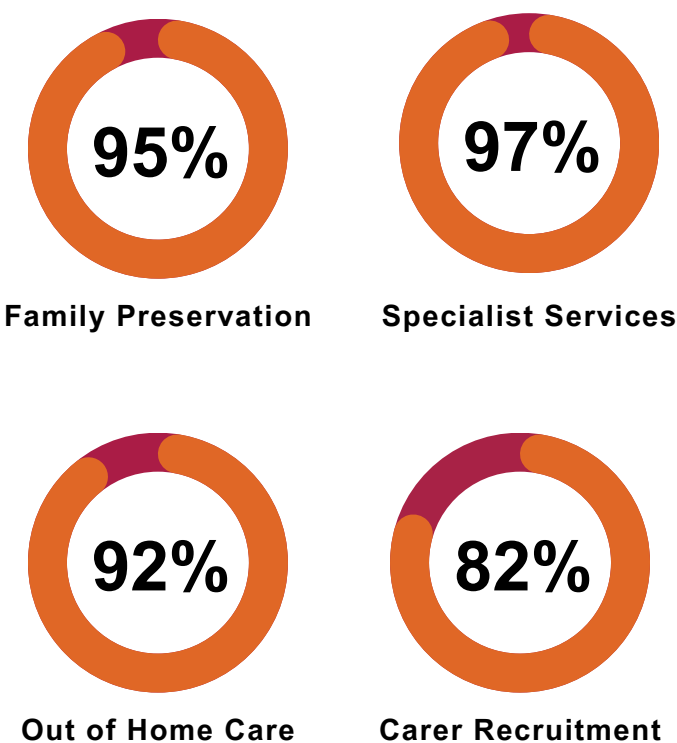
In order to meet the goals within the Strategic Plan 2022-2025, each department works within a framework of operational goals and reporting on key performance indicators

Narang- Bir-rong is in the business of changing and shaping lives.

Providing exceptional Aboriginal Out of Home Care & Family Preservation services to make a real difference in the lives of Aboriginal children, young people and their families.

Each area has been working towards these goals since March 2022, following the implementation of the operational plans, and are compiled from multiple program reporting areas.

GOAL ATTAINMENT STATISTICS





STAFF LEADERSHIP, OPPORTUNITY & DEVELOPMENT

This year, we've made significant strides in ensuring that our staff has access to a range of opportunities, from educational and professional development to community engagement and team-building activities. As we move forward, it is this commitment to staff growth and well-being that will continue to propel us toward our collective mission of serving the community with excellence and compassion. Some of these opportunities have included:

March 2023 Staff Kick Off Day where we started the year by hosting a staff event with Stan Grant, a cultural tour around the Royal Botanical Gardens, viewing of the new Aboriginal Art & Cultural Exhibition and lunch at Strangers Dining Room at Parliament House.

Then we had 'Awesome August!' where we had a number of amazing staff events such as:

- Dan Bouchier visited to chat with the staff about behind the scenes views on what is going on with The Voice and what isn't being reported.
- Private Staff Lunch hosted by Australia's most celebrated Indigenous chef Mark Olive.
- Author of The Last Daughter and film Director Brenda Matthews came and spoke to Narang Bir-rong staff about her journey in Out Of Home Care and to healing.

We continued our staff bonding for 2023 and held our annual 2023 Halloween Day. Whilst I cannot explain why we originally decided to host this day years ago, it has become annual tradition that exemplifies the unity and camaraderie within our team. As well as a day of dress ups, decorations and scary movies!

Undoubtedly, one of the most notable achievements of the year was our attainment of the prestigious Great Place to Work Certification. The Great Place to Work, renowned for its comprehensive employee surveys spanning over 100 million individuals since 1992, is a leading force in the realm of culture management. Their innovative platform equips leaders with real-time data and invaluable insights to make informed, data-driven decisions regarding their workforce.

The Great Place to Work Certification stands as a testament to the organisation and its employees who have excelled in cultivating an exceptional employee experience. This certification bestows a significant recruitment advantage, offering a globally recognised and research-backed confirmation of an outstanding work environment. What sets this accomplishment apart is the distinction of Narang Bir-rong as the very first Aboriginal organisation in Australia to ever achieve this prestigious certification. We have set a precedent, affirming our commitment to excellence, innovation and the well-being of our valued team members.

Our journey over the past year has exemplified our steadfast commitment to Staff Leadership, Opportunity and Development. We believe that the growth and wellbeing of our team are at the heart of our values and mission. To thrive and adapt to the ever-evolving community services landscape, we have placed significant emphasis on nurturing and empowering our staff, especially our Aboriginal team members. Our vision extends beyond professional development; it's about building a resilient and tightly connected team that extends support beyond our immediate mission.

In the coming year, we look forward to building on these achievements and continuing to invest in our team, as they are the driving force behind our mission to be change makers for the Aboriginal community with excellence and compassion. Together, we will continue our work, firmly rooted in our commitment to growth, unity and an exceptional employee experience.





OUR PROGRAMS

Out of Home Care

Family Preservation

Carer Recruitment

Specialist Services



OUT OF HOME CARE

The Out of Home Care team strives to develop and maintain a secure foundation of support, stability and belonging with the children and families that we work with. The OOHC has a strong focus on ending the lifelong effects of trans-generational trauma and systematic oppression within the foster care system, as well as attempting to heal the wounds of removal and its impacts on Aboriginal and Torres Strait Islander children and families.



OUT OF HOME CARE

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Statistically, the OOHC team have maintained a 94.2% placement stability within the agency. The casework team centers their focus on assisting the children with maintaining biological family relationships and developing a sense of belonging within their placement.

Narang Bir-rong's OOHC team are currently working with an array of case plan goals identified as interim orders, restoration, short term and long term. The team navigate each case through individually tailored approaches that hold each child and young person at the core of their plans.

Impacts of our work are highlighted through assisting children and young people with education, culture, employment, housing, physical and mental health and encouragement to remain engaged with the service and external stakeholders. Narang Bir-rong's OOHC team work closely with services in the community to ensure our Children and Young People are receiving the best possible outcomes.



OOHC has faced a multitude of challenges over the last 12 months and has dealt with prevalent issues through intensive support of carer households.

Narang Bir-rong’s Out of Home Care Team possess a “go above and beyond” attitude when it comes to our work of supporting our carers, children and young people, their families and each other to ensure safety and wellbeing. This approach is necessary considering the prevalence of issues that can be faced due to the trauma of being removed, being placed in Out of Home Care and combined with First Nation’s inter-generational trauma. This includes disconnections from culture, community and family which can have lasting impacts on identity and belonging. As our young people mature into adolescence, this often presents with a new complexity of challenges, including anti-social and other risk-taking behaviours.



OVER
1000
CLIENT VISITS



4
ACTIVE RESTORATION
CASES



90
CYP
LONG TERM CARE ORDERS



47
GENERAL FOSTER CARE
PLACEMENTS



53
KINSHIP CARE
ARRANGEMENTS



OVER
100
CHILDREN IN THE
OOHC PROGRAM

TODD'S STORY

Todd* came into care with Narang Bir-rong in 2013. During this time Todd has had over 20 placements within the organisation with 19 different carers, four kinship carers, self-placed three times with family members and one short term refuge stay.

Todd has had multiple carers and caseworkers which has impacted his ability to form positive and meaningful relationships with others. He struggled to maintain trust and any attachments with anyone due to the trauma he faced at a very young age, and struggled to express his emotions, behaviours, views and wants without feeling judged or attacked. His behaviours consisted of violent and aggressive attacks towards Narang Bir-rong staff, educators, family, carers, health professionals and police.

From 2013-2022 he struggled to engage with Narang Bir-rong staff and external support services, due to the multiple placements and changes he experienced in care. He found it difficult to find the support he needed to deal with the issues he was facing, which lead to lack of attendance and participation with service providers and education.

Long-term sustainability of placements proved challenging, resulting in police interventions, hospital admissions for self-harm, and the misuse of drugs and alcohol.

Over the past year, Todd has undergone a remarkable transformation. With support from his current caseworker and the dedicated Narang Bir-rong staff, he has successfully formed positive relationships, developed comprehensive safety plans and established a nurturing support network. Todd has consistently adhered to these safety plans and remained actively engaged.

As part of his ongoing progress, Todd expressed a desire to return to school. In pursuit of this goal, he revisited his previous school to complete assessments tailored to meet his educational needs in preparation for attending his new school.





**Names have been changed for privacy and confidentiality purposes.
The above image is not a representation of any child in Narang Bir-rong's programs.*

Todd attends monthly sessions with his GP in line with his mental health care plan and has expressed that this is helping him to unpack his trauma. He has graduated from the RuffTraks program which provided him with an opportunity to travel to North Queensland to partake in a K-9 training and presentation in dog shows. Through this training, he was provided with the tools to become self-aware, improve his independence and daily living skills.

Despite recognising the challenge of leaving his familiar environment, Todd expressed a strong desire to undertake this journey for self-development with the support of both the RUFFTRAKS team and OOHC team. He has successfully completed the program and has re-enrolled in school, attending five days a week. In the upcoming weeks, he is scheduled to take his learner's license test, a significant milestone he once thought unattainable.

Engaging with the OOHC team on a daily basis, either in person or via phone, Todd actively participates in regular medical appointments and coordinated service meetings. He now feels a profound sense of support and belonging within the OOHC community. The OOHC team remains committed to providing a safe and nurturing space for all children and young people, regardless of their stage in life.



FAMILY PRESERVATION

Our Family Preservation program is committed to building strong, well-functioning families, by providing resources and support that educates and empowers parents and children. By building on their strengths, creating confidence in their own abilities and improving their competence, we enable many families to remain safely together.

We believe in providing a holistic service that focuses on the individuality of family with a tailored focus on not just reducing the children protection concerns but empowering the family to reach their own goals whilst working with us.



FAMILY PRESERVATION WESTERN SYDNEY

During the reporting year, Family Preservation has worked intensively with 27 families. Their work has consisted of intensive day to day family support, including after hours responses. The team covers a large area from Lithgow to Auburn, Hawkesbury and Nepean/ Blue Mountains. The aim is to be in the clients' home roughly two to three times per week, plus attendance at appointments.

Most of our families have had long standing involvement in the child protection system and experience a wide range of child protection concerns. In general, families are referred to the Family Preservation program for intensive support after all other services and avenues have been exhausted and, in most cases, we are the last resort for families to make the necessary change prior to the removal stage.



27

FAMILIES ENGAGED
IN THE PROGRAM



2500+

HOME VISITS
COMPLETED



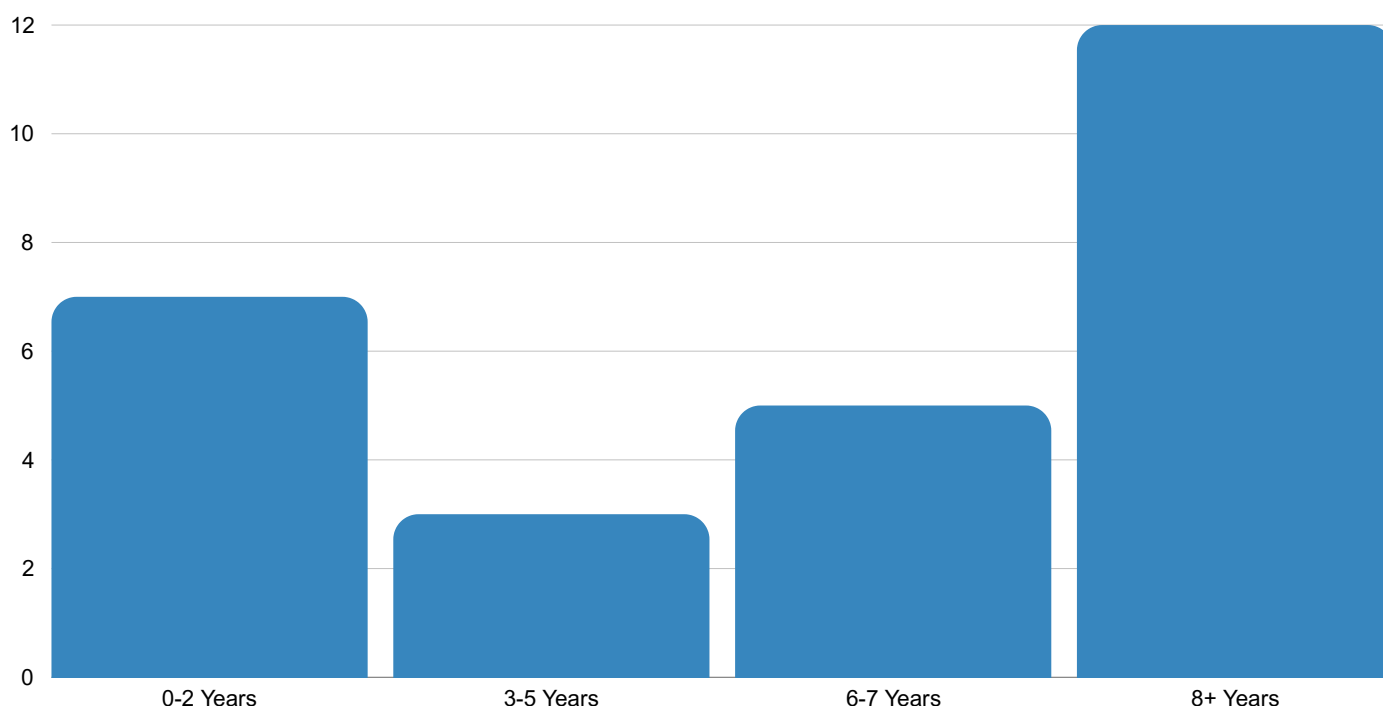
25

CHILDREN DID NOT ENTER
OUT OF HOME CARE

The team dedicates numerous hours establishing connections with support services and facilitating service meetings to ensure coordinated efforts at an optimal pace. They actively work to integrate families deeper into the community by participating in cultural events together.

The team are strong believers in having a voice at the table when a decision is being made to bring children into care. When this occurs, our team advocates for their clients, If however the decision requires removal, the Family Preservation team stay engaged with the parents for six to eight weeks to assist them in planning for restoration and a hand over to the new service. Our lines of communication are always open and we will still assist parents any way we can.

TIMEFRAMES THAT FAMILIES WERE INVOLVED IN CHILD PROTECTION



Throughout 2022/2023, the team have provided case management to families with extremely high needs and have seen amazing results. The team provide hands on support to many clients including going to the extent of assisting with tasks such as cleaning a client's home. We work alongside the family members and guide them in the process with the aim that the family can then maintain a manageable home.

Our aim is to educate and break the cycle of intergenerational trauma. While not all children reside with their Aboriginal parent, the program aims to provide cultural knowledge and assistance to the non-Aboriginal parents to ensure culture is surrounding the child.



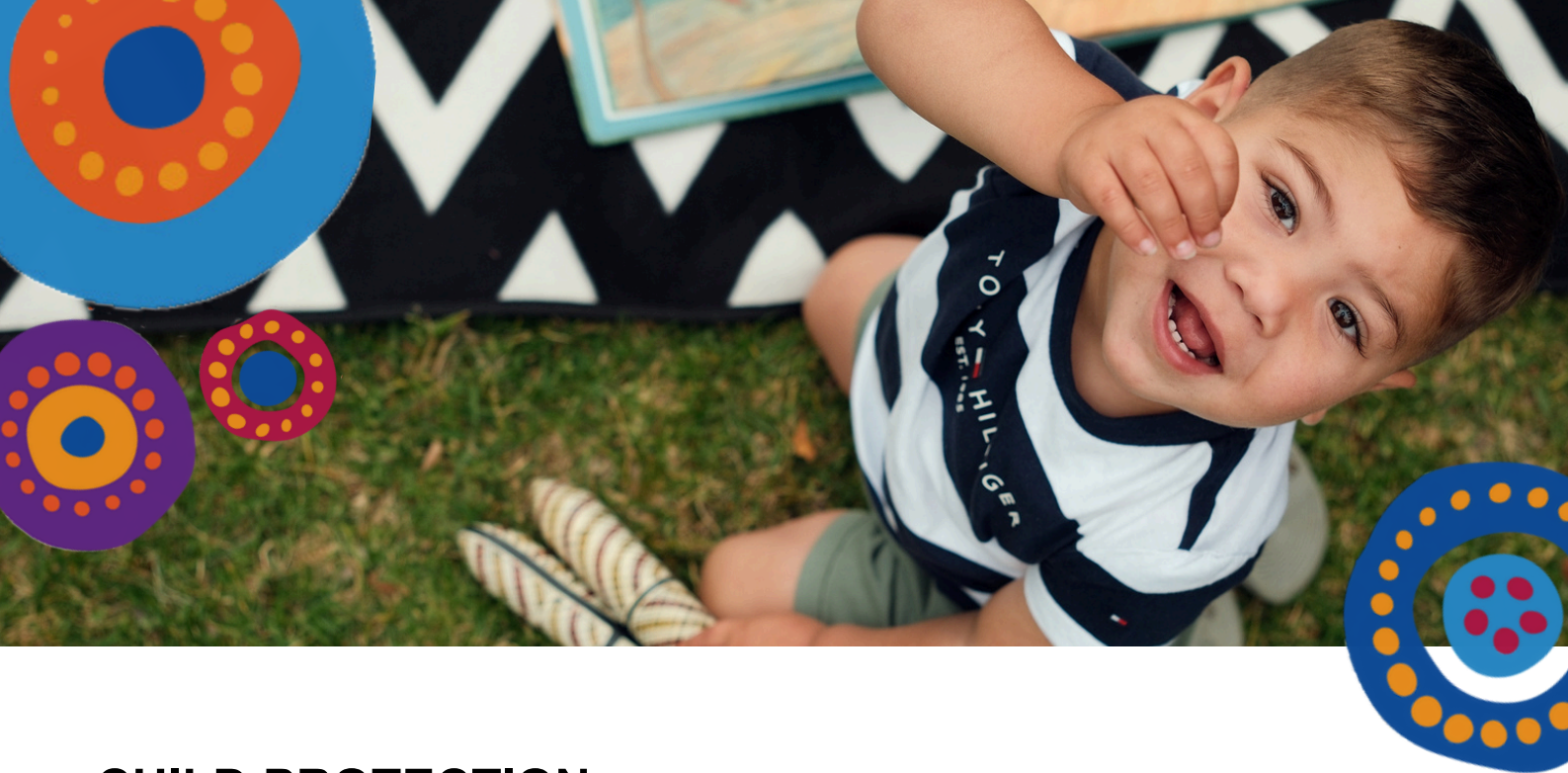
Culture is at the heart of our service.

*“The day we had our first risk
assessment appointment with DCJ and
other services, it was that day that I
FOUND MY VOICE...*

***NARANG BIR-RONG
WERE THE ONE THAT
ACTUALLY BROUGHT IN THAT
CULTURAL SAFETY FOR ME”***

– FAMILY PRESERVATION CLIENT



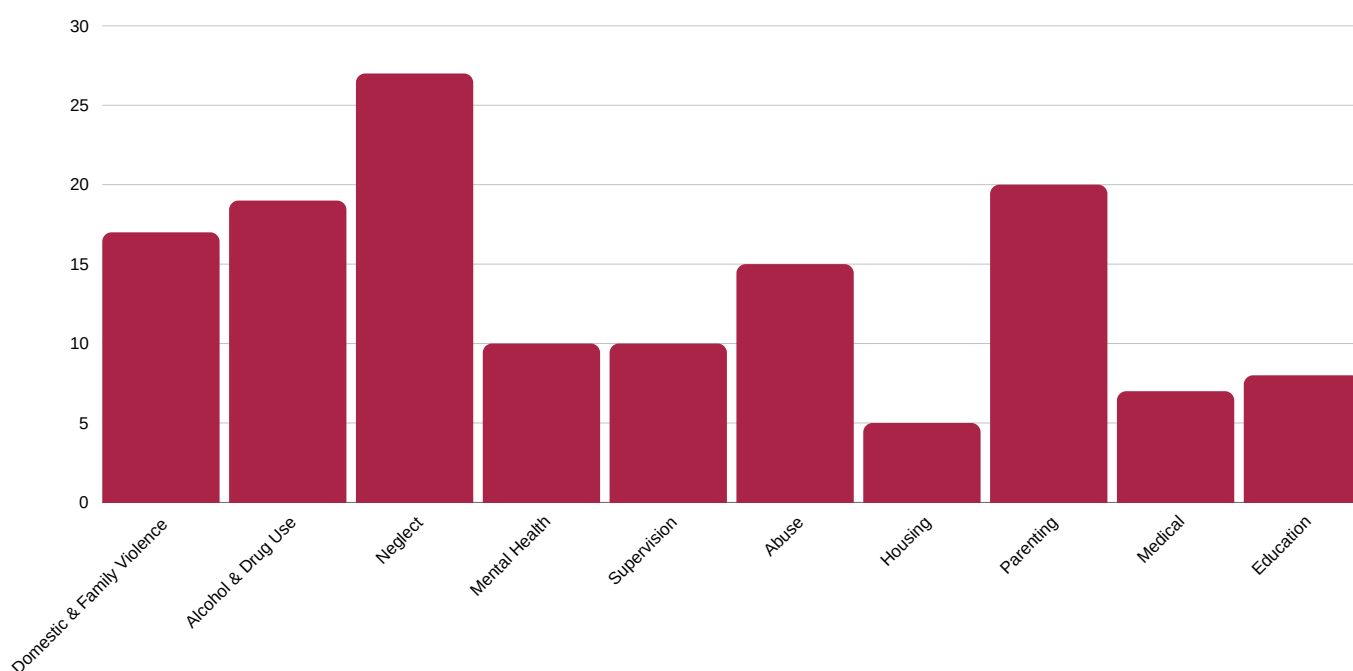


CHILD PROTECTION

Over the course of the 2022/2023 period, the program unfortunately had two families affected by child removal. Decisions to remove children are complex and requires the involvement of the Department of Communities and Justice with Narang Bir-rong. Before this decision is reached, every effort is made to work with the family to reduce the risk.

The removal of children is something that the team feel deeply and take personally. Despite their low number of removals, our team continues to learn and analyse their practice to ensure this number is further reduced with the aim of getting to zero removals each year.

CHILD PROTECTION CONCERNS FOR OUR FAMILIES



FAMILY PRESERVATION - SYDNEY

Since May 2023, the City Family Preservation team has engaged with four families across Northern Sydney, South Eastern Sydney, and the Inner West, establishing rapport with families and stakeholders. Our efforts included routine establishment and crucial referrals to services like housing, Child and Family Health, cultural pre-schools (such as Wunabiri), NEAMI, Odyssey House, and the Hornsby Aboriginal Medical Service. Collaborations with health services at the Royal Hospital for Women and the Prince of Wales Hospital enhanced client engagement.

Benefiting from Narang Bir-rong's success with the Western Sydney Family Preservation program, our City program seamlessly transitioned into service provision, becoming the first ACCO to accept referrals in the region. Working closely with families, local services, and DCJ CSCs, our team prevented eight Aboriginal children from entering care, ensuring they could stay home with their families.



SARAH'S STORY



The Family Preservation team were proud to see one of our long-standing families exit our program. The family commenced the Program September 2021 and closed in November 2022.

Family Goal Statement: Sarah*, Jim*, Narang Bir-rong and DCJ will work together to ensure Sarah is supported to make meaningful changes in her life. By making these changes, Sarah will be able to create a safe home for the children and ensure their needs are being met.

During the families time in the Program, Sarah had her three children return home who had been living with their grandmother. Sarah was empowered to address her drug use by attending Marrin Weejali Drug and Alcohol support groups. Sarah accessed Counselling to address her trauma and loss and the impacts of domestic violence on the family unit.

Sarah's engagement with services created a shift in her parenting and positive changes started happening for the children. The children's school attendance improved for the year with minimal days off.

Some of the children's achievements: Jeff* who was nonverbal is now talking and learning new words each day, Sophie* who bravely battled cancer is now cancer-free and Samantha* received a nomination for Finalist in the Cumberland Young Champions Awards.

Sarah ended her relationship with Jim after years of abuse and has been able to reflect on the impact this had on her and the children's lives. Sarah has also ceased her cannabis consumption, obtained her driving licence and gained employment.

The families outcome is a testament to the intensive support provided by Narang Bir-rong's Family Preservation caseworkers.

**Names have been changed for privacy and confidentiality purposes. The above image is not a representation of any child in Narang Bir-rong programs.*



CARER RECRUITMENT

At Narang Bir-rong we dedicate ourselves to finding the best quality carers for our Aboriginal and Torres Strait Islander children and young people.

By providing the highest standard of family-based care, best-practice casework and specialist support services, we not only support the child or young person in care, but the carer and their family.



CARER RECRUITMENT

Recruitment is not just another program at Narang Bir-rong; it lies at the core of our services, serving as the foundation from which all other Out of Home Care programs branch. This vital program is dedicated to evaluating and training new caregivers while also facilitating the seamless transfer of existing caregivers to Narang Bir-rong.

2022-2023 Recruitment focused on:

- Consistency
- Belonging
- Connections
- Compliance

In a staggering statistic from the last financial year, 636 Aboriginal children and young people were referred to Narang Bir-rong for placement. We unfortunately were only able to place five of these children due to lack of placement capacity with carer households.

This shortage is a pressing challenge that our sector needs to address proactively. As a result, many children are being placed with workers due to the scarcity of carers across the state.

Over the past two years, Narang Bir-rong has experienced substantial challenges in recruiting Carers. However, the critical need for caregivers lacks public awareness, making it an issue that requires urgent attention and advocacy.



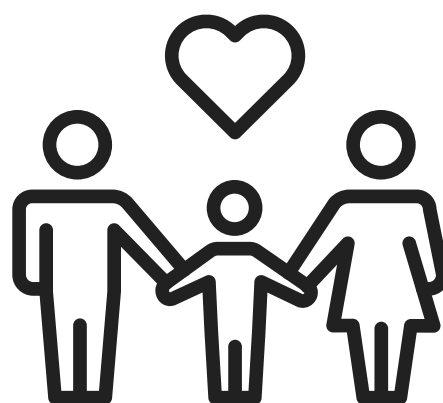
While the carer shortage is a national issue, Narang Bir-rong has launched a new carer recruitment and awareness campaign. This will focus on respite and emergency carers in the lead up to Christmas and during 2024 will follow with a more expansive campaign focused on demystifying caring and targeting those hard to reach caring candidates with a view to enhancing Narang Bir-rong's pool of carers across the care continuum.

To increase community support, the team have held carer support groups and attended multiple NAIDOC events in effort to recruit carers.

From 2022-2023 the work completed by Recruitment resulted in a 18% increase in the agency growth in OOHC placements.

In the last financial year 54 Children and young people across 33 Caring Families were referred to Narang Bi-rong as authorised carer transfers from either DCJ or other NGOs

Of those, only 22% of children referred where successfully transferred. Which means 88% of recruitments time was spent on transfers that did not proceed.



ACCO TRANSFER PROJECT

At Narang Bir-rong, we have been actively supporting the transition of carers and Aboriginal and/or Torres Strait Islander children and young people in care since our inception. This commitment reflects our dedication to improving outcomes for Aboriginal communities, aligning with our broader goal of contributing to Closing the Gap initiatives and reducing the overrepresentation of our children in the Out of Home Care system.

In late 2022, DCJ announced a renewed commitment to the transfer of all Aboriginal children from NGOs to Aboriginal Community Controlled Agencies, known as the ACCO Transfer Project. The comprehensive plans for this transition are ongoing and will involve close collaboration with both NGOs and ACCOs.

KEY CARER STATS



18% total placement growth in OOHC placements.

22% successful transfers from either DCJ or other NGOs

54 children and young people referred as authorised carer transfers

88% transfers not accepted

CONTINUED...

While the carer shortage is a national issue, Narang Bir-rong has launched a new carer recruitment and awareness campaign. This will focus on respite and emergency carers in the lead up to Christmas and during 2024 will follow with a more expansive campaign focused on demystifying caring and targeting those hard to reach caring candidates with a view to enhancing Narang Bir-rong's pool of carers across the care continuum.

This new approach is inclusive of:

- Provision of data on all Aboriginal and Torres Strait Islander children case managed by NGOs.
- Narang Bir-rong using the data to identify placements suitable for priority transition and therefore minimise the risk of assessing placements that are not at this time suitable for transition.
- Monitoring NGO activity in preparing their carers for transition, removing barriers and reporting on progress.

While it is early days, as a result of the above efforts there is a significant uplift in the number of placements being identified and assessed for transition in the previous 3 months than has been since the Project's inception.

We have also made changes to streamline our referral criteria and intake process, to ensuring our assessors are able to work efficiently and effectively.





Making a difference in the lives of
Aboriginal & Torres Strait Islander children.



SPECIALIST SERVICES

Our Specialist Services oversee family time supervision, the cultural needs of the children and young people within our agency as well as the leaving care readiness and after care programs. We also provide cultural programs and events which strengthen our kids' connection to community and culture.

The program empowers our team to create the best possible support for our children and young people in our programs, their carer and family.



SPECIALIST SERVICES

Launched in 2022, Specialist Services is an entirely new direction for Narang Bir-rong and a gap we identified our clients required.

It has three new key areas:

- **Leaving Care**
- **Family Connections**
- **Cultural Connections**

It encompasses our company values of Empowerment, Connection and Belonging.

Although this program is still in its infancy, we have already seen the importance of two new roles, a Leaving Care Caseworker and Cultural Connections Worker, to support the children in Out of Home Care and ensure we build the next generation of strong resilient Aboriginal children and young people.



CULTURAL CONNECTIONS

Since launching the Cultural Connections Program, this has been an ever-growing program for Narang Bir-rong.

Focus areas:

- **Cultural Care Plans**
- **Cultural Groups**
- **Cultural Connections**
- **Brand awareness in the community and Partnerships with other Aboriginal Services**

The Cultural Connections Worker is responsible for the creation and implementation of the children's Cultural Care Plans in Out of Home Care, as well as creating and hosting cultural events for our clients and staff at Narang Bir-rong. Their work also empowers creating cultural networks, engaging with Elders and the wider community. In consultation with family and community, the Cultural Connections Worker has completed 105 out of 105 (100%) of all Cultural Care Plan reviews. This position has also supported the development and delivery of cultural programs throughout 2022-2023.

This Program works closely with the Out of Home Care team to oversee cultural implementation for our kids, which includes community inclusion, excursions, events, partnerships and reviewing the children's cultural care plans and genogram.





We held a 12-week program at the end of last year through Black Fitness with our Leaving Care and our Family Preservation kids. The program was a great success and enjoyed by all. They learnt how to paint with symbols, make ochre, cook with emu eggs, dance and much more.

This year, we have launched a dedicated program tailored for our children aged 7-14 in Out of Home Care and the Family Preservation team. It is designed to enhance their sense of belonging, through coordinated visits from Elders from their tribal areas. This initiative provides the children with a valuable connection and a source of support for any questions they may have. The program also includes activities such as discovering their totems, engaging boys in didgeridoo playing, and offering girls opportunities to explore clapsticks and weaving, fostering a holistic and enriching experience for all.



105

CULTURAL CARE PLANS REVIEWED. 100%
OF ALL CHILDREN IN OUR OOHK PROGRAM





Six of our staff members participated in the 50th anniversary of the Annual Aboriginal Football Knockout, an event that Narang Bir-rong proudly sponsored. In addition to this, we extended our support to the sponsorship of the Bourke Warriors and Blacktown Red Belly Warriors.

Our Cultural Connections Worker took the initiative to organise a Family Water Funday, incorporating Traditional Indigenous games for a day of enjoyable and culturally significant activities.

The Cultural Connections team has successfully forged partnerships with Baabayan, Kimberwalli, and the Willmot hub, reinforcing our commitment to fostering meaningful connections within the community.

Below are events we attended and facilitated between 2022-2023:

- Elders in residence Blacktown arts with LC CYP's
- NAIDOC Kimberwalli
- NAIDOC Parramatta
- NAIDOC Daramu
- Koori Knockout
- Blacktown Redbelly Knockout
- SRAC Community Connections Day
- CREATE celebration with Leaving Care CYP's
- YABUN
- COOEE Festival

Facilitated:

- Black Fit Cultural Program
- Waterplay and Indigenous games day
- Leaving Care cooking classes

Partnered events:

- Mudjin Mudung community day – with Kimberwalli, Link Up
- 2023 Baabayn, Narang Bir-rong, DCJ NAIDOC Day planning meetings





LEAVING CARE PROGRAM

The Leaving Care Officer is responsible for young people in leaving care stages 15+ to help create and implement the young person's Leaving Care Plan; Through this program the young people identify their goals and are supported to achieve independence when they turn 18 years.

The position also supports our After Care clients (aged 18-25 years) with housing, health and employment. This position has fulfilled a higher level of support to our young people in the Out of Home Care Program.

The Leaving Care Officer oversees the Life Ready Program, designed to equip young individuals with a diverse set of skills essential for independent living and future success. This comprehensive program covers cooking, budgeting, job seeking, self-care, awareness, health, and various other skills vital for independent living and preparing them to become active and successful community members, potentially future leaders.

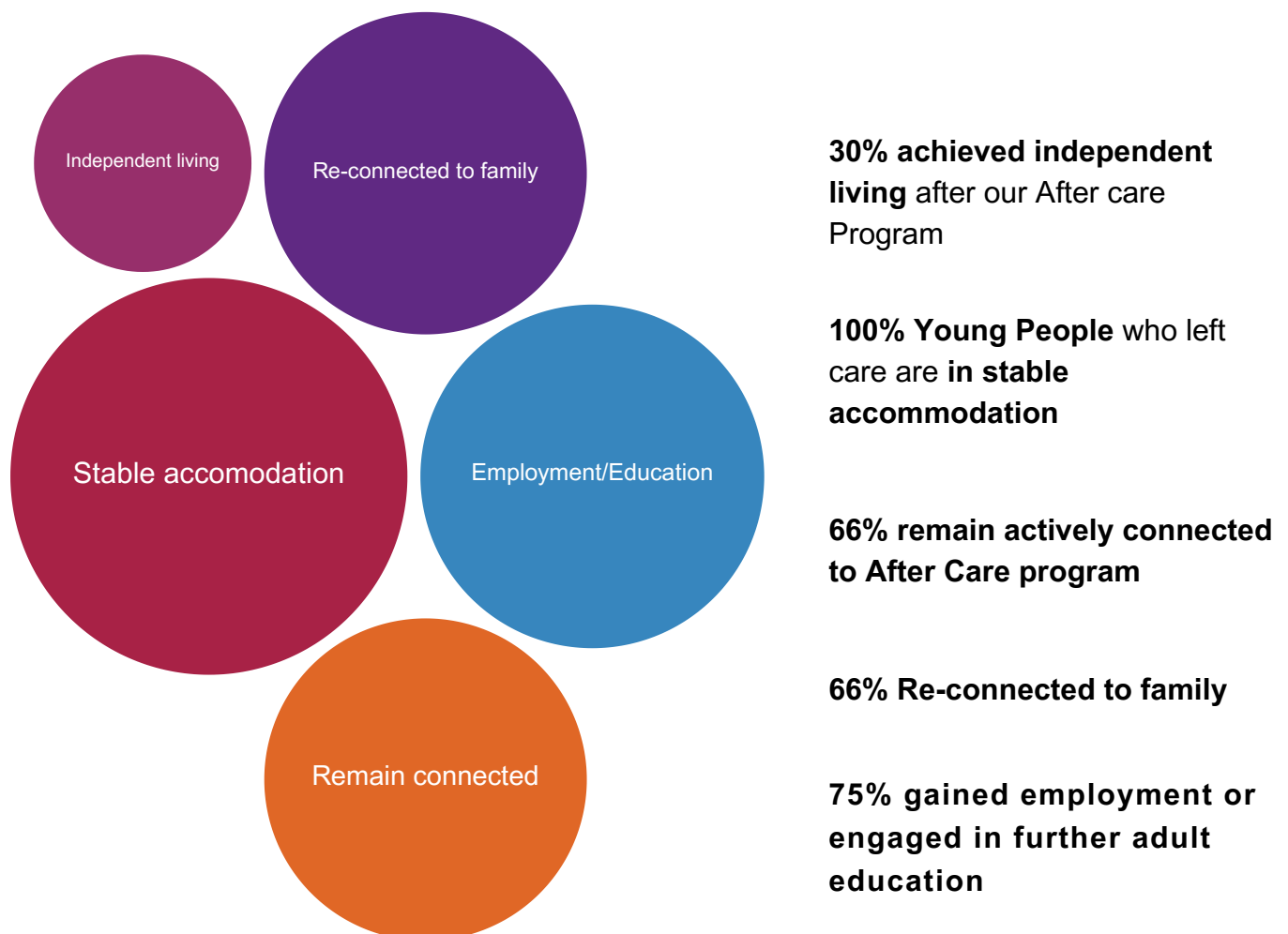
Additionally, we have arranged Careers Days where various services engage with our young people, providing valuable insights into career opportunities. Health Services are invited to conduct sessions addressing sexual education, women's and men's health issues, and aspects of business, contributing to the holistic development of the individuals in our care.

CONTINUED...

The groups are aimed at connecting our young people, breaking the sense of isolation they may experience. The fortnightly meetups provide a valuable opportunity for them to come together, interact, and build meaningful friendships.

This program has worked with Mission Australia, Platform Youth services, Verita's House, Commonwealth Bank, Voyager, Family Planning Clinic. Services. These partnerships are established with the optimistic aim of providing our young people with the best possible future opportunities and guiding them towards a path of success.

KEY AFTER CARE STATS





FAMILY TIME PROGRAM

We aim to provide families with positive, meaningful, and quality visits within the valued time they spend with each other. We try take away any stress or anxiety that the families may be feeling and aim to have contact at a place or environment where both the parents and the child feel safe.

The Family Time Worker supports the restoration program enabling families who are pursuing restoration of their children to still have positive connections. It is a priority of ours to restore children to their families wherever possible.





MINIMUM OF

3

CONTACTS

A WEEK



140+

VISITS PER YEAR



WORKING COMMUNITY RELATIONSHIPS

PAEDIATRIC UNIT AT BLACKTOWN & MOUNT DRUITT HOSPITALS

The Family Preservation Team has provided a vital connection between the hospital paediatric service and vulnerable children. Due to our involvement, the paediatric service at Blacktown and Mt Druitt Hospitals has been able to engage families in their children's healthcare. Through the insights and emotional and practical support of our Caseworkers, families are supported at their health appointments, which has resulted in improved service provision to Aboriginal children and their families.

NEPEAN COMMUNITY & NEIGHBOURHOOD SERVICES (NCNS)

KOOLYANGARRA ABORIGINAL COMMUNITY CENTRE

Family Preservation have a range of cultural groups to access and refer clients to. We have referred children to Kooly Deadly Kids Dance Group, Nations in Cultural Exchange 'NICE' Program, Didge Class and Kooly Aboriginal Supported Playgroup.

DANDELION SUPPORT NETWORK

Dandelion Support Network continues to be a fantastic resource for our families. Dandelion enables us to provide our families with clothing, blankets, sheets, towels, toys, books, nursery furniture, prams and car seats. Although the items are second hand they are in extremely good condition and valuable to our clients.



Building strong relationships
with community.



ADMINISTRATION & HUMAN RESOURCES

Donations & Partnerships

Food & Essential Supplies

Schemes

Training & Staff Development

Staff Recruitment

ADMINISTRATION & DONATIONS

Donations and Partnerships

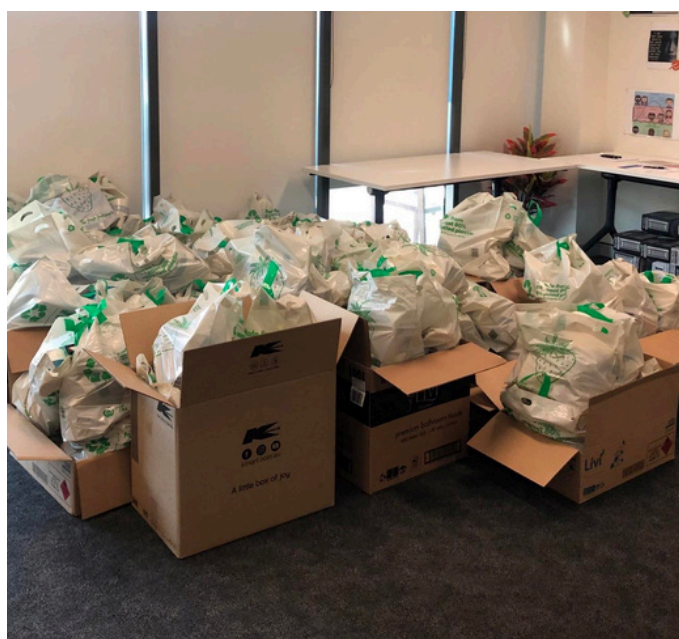
Narang Bir-rong have become engaged in multiple partnerships during 2023 and we intend to expand our partnership and focus in the year ahead.

Food and Essential Supplies

Narang Bir-rong has been fortunate to receive generous donations from SecondBite, Westcare, and Good360. These donations include essential items such as food, cleaning supplies, hygiene packs, Optus SIM cards, and homestart packs. These contributions are invaluable for supporting our families and children participating in the Leaving Care Program. We have effectively distributed these supplies to the majority of our children, ensuring they have access to necessities during this transition period. Additionally, we are maintaining a reserve of these items to provide assistance to families and children in case of emergencies.



Essential packs for our clients



Device Scheme

Narang Bir-rong continue to receive calls for Electronic device donations for our children to help with their education. There have been over 100 devices donated in this reporting period. Thanks to the generosity of our donors, we have been able to offer every child and young person in our programs a device. The donations have made a huge difference to lives of these children and their ability to access education during these times.

We established a new partnership with TATA Communications and they donated 34 brand new monitors and 55 Think Client units in June 2023.

Narang Bir-rong was able to contribute six devices to Baabayn Aboriginal Corporation, bringing immense joy and appreciation. These devices enabled them to resume their after-school program, providing a space for kids to complete their homework. Unfortunately, Baabayn Aboriginal Corporation experienced a break-in resulting in stolen computers. Narang Bir-rong, motivated by a desire to assist and give back to the community, stepped in to support their cause.

We would like to sincerely thank our donors for their impressive contributions, and hope that we are able to expand further partnerships with these corporations in the future.

Clothing Scheme

Narang Bir-rong this year have had new partnerships come on Board to supply clothing.

- Dress for Success joined us in June 2023
- Thread Together Clothing our community joined us in June 2023

This is a new scheme, and we look forward to our new partnership with them and see what 2023-2024 brings for us.

Christmas Scheme

Our Business Manager has initiated the process of securing Christmas presents for the upcoming Kids Christmas Party in 2023. Additionally, efforts are underway to establish partnerships with Big W and Kmart through the Christmas Tree Appeal, as well as with Western Sydney University through their Toy Appeal.



HUMAN RESOURCES

Training and Staff Development

Narang Bir-rong places significant resources towards meeting the needs of the organisation, so we can best serve our community. We believe that in having capable staff who are well supported, we are then able to produce the best possible outcomes for our children, young people and their families.

Narang Bir-rong have facilitated the following during the year:

- Narang Bir-rong celebrated Accreditation on 5 August 2022 at the Log Cabin
- Staff Development Day with Roh Singh on 12 August 2022
- Narang Bir-rong School holiday Cultural Day on 26 September 2022 at Kimberwalli
- Narang Bir-rong hosted Carers Christmas party and Family Preservation Christmas party and the Staff Christmas party and they were all a success – December 2022
- December 2022, we changed our phone system over to VOIP with Firenet and saving \$800 per month using 3CX.
- Narang Bir-rong Summer Traditional Indigenous Games on 20 January 2023 at Bennett Rd Public School
- Staff Kick off day (two day) 23-24 February 2023 – Staff enjoyed special guest Stan Grant and listening to his story. They also enjoyed the experience of touring the Art Gallery, having lunch at Parliament House and the Aboriginal tour of the Botanical Gardens. We also got a 99% staff satisfaction survey as an excellent experience.
- Staff Self Care training in May 2023 – Guest speaker – Ben Nash (Finance), Laughing Yoga and Monopoly (Penrith Edition)

Also the following training has started –

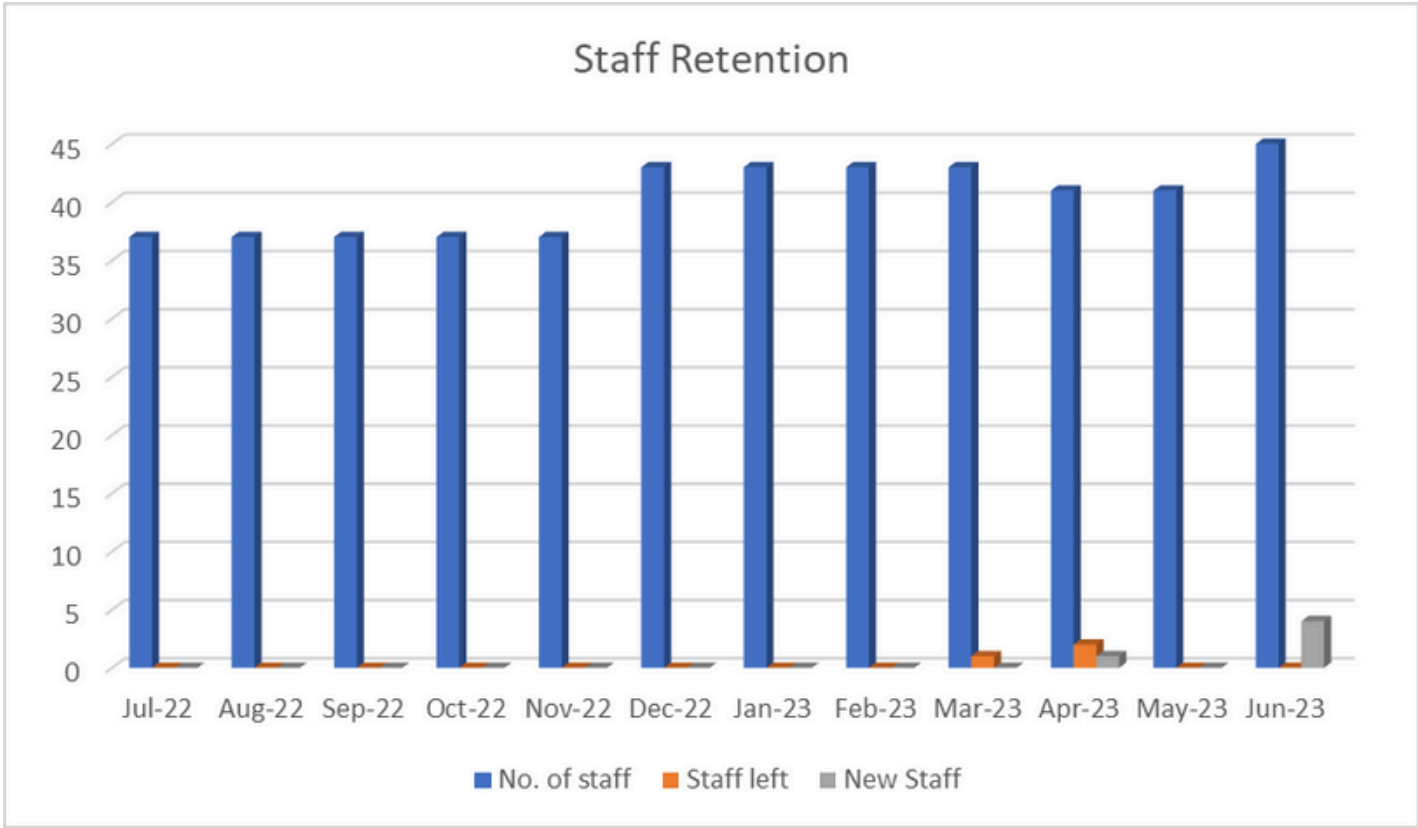
- Seven staff members are completing their Diploma of Youth
- Two managers are completing their Diploma of Management
- Managers Book Club, which will continue throughout the year



Staff Recruitment

As the organisation continues to grow to meet the needs of our community, our main focus is recruitment, retention and wellbeing (mental health and self-care).

The Head of Corporate Services and our Business Manager have dedicated it's efforts to enhance recruitment processes, actively seeking improved solutions to fill essential roles. Collaborating with agencies like Welfare Recruitment, Beaumont, and ABRS has proven successful in attracting quality candidates. Notably, our partnership with Welfare Recruitment has resulted in an enhancement in the quality of candidates. However, it's worth noting that we are navigating a market that experiences fluctuations.



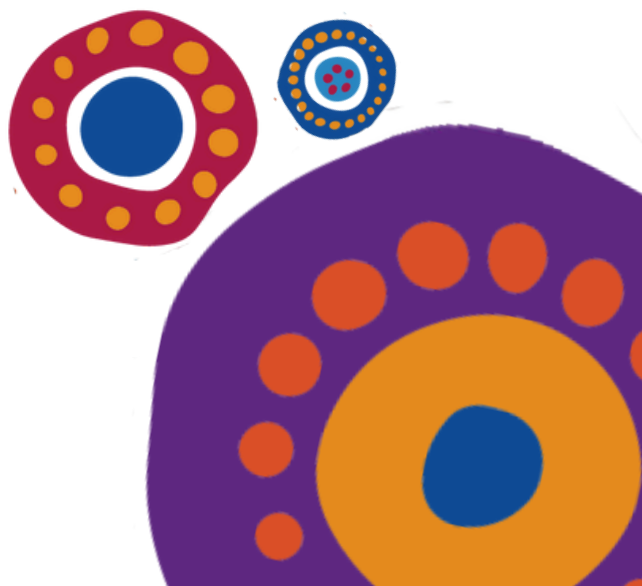


Narang Bir-rong now provide new staff members with a welcome pack, which includes a copy of the Culture Book, Annual Report, Welcome Booklet, Staff Perks, EAP and who their buddy is.

Most Valuable Person

We continue to recognise our staff achievements each month. Management nominate one of their staff members for the award and then this goes to the Executive Team to vote which staff member is the winner.

Each winner receives a \$50 gift card and a trophy to proudly display for the month at their desk.





Healed people heal others. Healing our people one person at a time.



MARKETING & COMMUNICATIONS

Social media

Rebrand

Highlights



MARKETING & COMMUNICATIONS

Social media plays a pivotal role for Narang Bir-rong in amplifying our impact and mission. Through Facebook, Instagram, and LinkedIn, we have established a presence focused on showcasing the significance of our child protection services and their effects on Aboriginal children and families. Social media serves as a powerful educational tool, enabling us to disseminate information, raise awareness, and advocate for our cause. More than just a digital megaphone, these platforms have become integral to fostering and nurturing the sense of community that lies at the core of our brand.





OVER 700

OF OUR FOLLOWERS RESIDE IN OUR
SERVICE AREA, SYDNEY NSW.

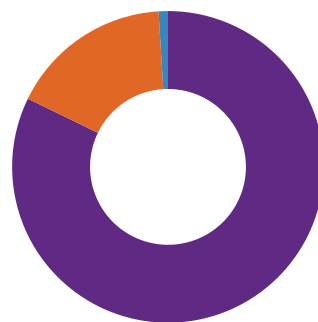


1.1k
FOLLOWERS



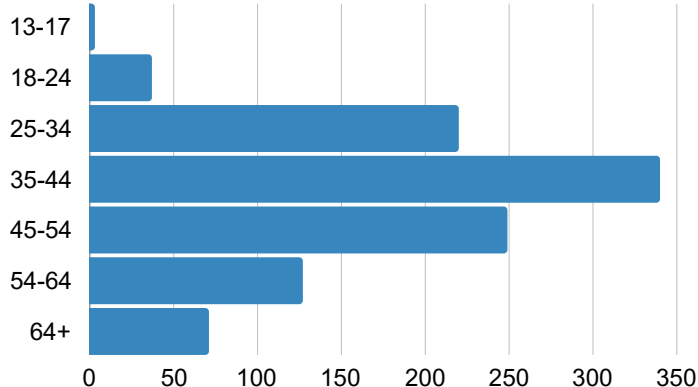
1.2k
FOLLOWERS

FACEBOOK FOLLOWERS GENDERS



female	850
male	174
unspecified	10

FACEBOOK AUDIENCE AGES



300
FOLLOWERS

NEW LOOK & FEEL

Narang Bir-rong has been on a journey since inception of the organisation. Evolution is not only natural but essential for growth and relevance, and we as an organisation have never shied away from this. Embarking on a brand refresh has amplified our brand identity, while staying true to our reinforced core values: connection, empowerment, consistency, belonging, and confidentiality.

The Heart of Our Brand:

At the heart of the Narang Bir-rong brand is a profound symbol—the stars. These stars represent the children we passionately care for, and they shine brightly as a testament to our commitment. Our brand identity extends to include our Aboriginal and Torres Strait Islander community, our dedicated stakeholders, and invaluable partners. Together, we unite to empower these young minds on a journey of cultural connection and community engagement as they transition into adulthood.



**BEFORE
& AFTER**



A Reimagined Interpretation:

Our brand refresh isn't about starting from scratch; it's about revitalising the essence of who we are. We've retained key elements from our original logo, including the meeting place symbols, journey pathways, and star elements.

These elements have been integral to our identity, signifying our commitment to connection and guidance.

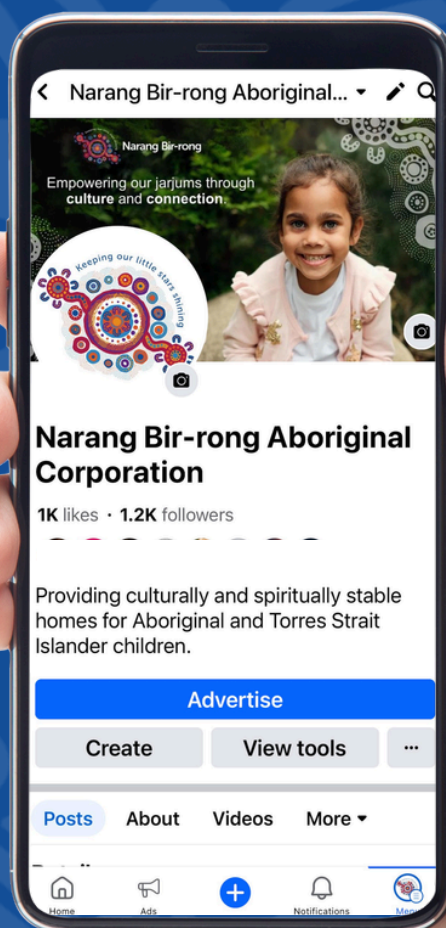
A Vibrant New Palette:

Our brand refresh embraces a new colour palette that is vibrant, playful and full of life. Featuring three warm and cool hues, these colours resonate with our core values —connection, empowerment, consistency, belonging, and confidentiality.

We've also taken a significant step of removing the acronym 'NBAC' and introducing a central visual element that represents Narang Bir-rong as the pivotal meeting place—the heart of our community.

As we step out boldly with a new look and feel, we do so with the same unwavering dedication and commitment to the well-being of our kids and community.

**“BEAUTIFUL
COLOURS.
VERY
UPLIFTING”**



MARKETING HIGHLIGHTS

GREAT PLACE TO WORK

This year, we became the first Aboriginal Community Controlled Organisation to receive the Great Place To Work certification!

We take culture seriously. We use the term 'culture' not only to express workplace culture but also to connect people to our rich and diverse culture. Having an organisation with the majority of our team identifying as First Nations People can also come with its own challenges. The impact of invasion, The Stolen Generations and displaced cultural connection escapes no one in our community. Therefore, our investment into our staff and their journey is critical. We say it simply as this: Healed people heal others.

Charged with supporting Aboriginal kids in care and keeping families together, the Great Place To Work certification is another step on our journey to lead a new way of representing Aboriginal Community Controlled workplaces.



CONTENT PHOTOSHOOT

Narang Bir-rong conducted a content shoot to craft a distinctive and authentic visual identity, uniquely tailored to reflect the joy and essence of Aboriginal children basking in their innocence. By creating a bespoke image library, we aim to distinguish Narang Bir-rong as a leader in the industry. The success of the content shoot is evident in our ability to capture the spirit of Narang Bir-rong's mission and values, bringing to life the vibrant stories and experiences of Aboriginal children. The visual assets, rich with authenticity, will not only enhance our online presence but will also feature in various marketing materials.



ETHICS CENTRE RESIDENCY

As part of our appointed residency at the Ethics Centre, we engaged in powerful round table conversations, delving into the thoughtful ethical exploration of topics such as racism, myths surrounding Aboriginality, addressing the painful history of The Stolen Generations, celebrating the richness of Aboriginal culture, and critically examining the facts regarding the social determinants of health and their impact on Aboriginal communities. The Ethics Centre provided us with a safe space and valuable platform to have transformative yarns, foster deep understanding, unity, and ethical growth as we work towards a more equitable and inclusive future.





Supporting and empowering Aboriginal families.





HIGHLIGHTS & EVENTS

NAIDOC Ball

Community Elder Awards

Highlights



NAIDOC BALL “FOR OUR ELDERS”

The Narang Bir-rong annual NAIDOC Ball was an overwhelming success this year, leaving an indelible mark on both attendees and the broader community. This event beautifully paid homage to our Elders by means of our Community Elder Awards, celebrated Blak Excellence and fostered a sense of community pride. The presence of respected VIPs like Stan Grant and Christine Anu emphasised the significant impact Narang Bir-rong is making in the cultural landscape. The remarkable achievement of over 320 ticket sales demonstrates the community's eager anticipation and commitment to supporting our mission focused event. The Ball was honoured to have high-level sponsors such as Qantas, Birribee Housing, WSU, and Accor, reinforcing Narang Bir-rong's influence, power, and reputation.

This year, the funds raised from our annual NAIDOC Ball went towards our **Cultural Restoration Program**. This is dedicated to ensuring that every child in our care is given a fair opportunity to live their best life. Aboriginal children are disproportionately represented in the child protection sector. We work to change that – to keep our kids safe and to enable them to grow and flourish into adulthood.





Cultural links are vital for the well-being of children, especially those of Aboriginal descent placed in foster care. Aboriginal culture is deeply intertwined with the land, community, and spirituality, playing a pivotal role in shaping a child's sense of self, value, and understanding of the world. The absence of cultural ties can have severe and lifelong effects on the mental, emotional, and spiritual well-being of Aboriginal children in foster care. Research indicates that maintaining cultural connections can provide a foundation for these children to develop a positive self-identity, establish community bonds, and foster a profound comprehension and appreciation of their culture. Consequently, this support bolsters emotional well-being, resilience, and serves as a countermeasure against the intergenerational trauma's impact.

At Narang Bir-rong we provide specific opportunities for children to engage with their culture and heritage. These include language classes, cultural camps, and access to traditional knowledge and teachings.

**“THANK YOU FOR
ORGANISING AN
AMAZING NIGHT OF
CELEBRATING
CULTURE”**



COMMUNITY ELDER AWARD WINNERS

In celebration of this year's NAIDOC Week Theme, "For Our Elders," we organised an awards ceremony to acknowledge our Elders for their significant contributions in the community, maintaining cultural knowledge and practices, supporting our people and advocating for Aboriginal rights at our NAIDOC Ball.

In the lead-up to the ceremony, community members actively participated by nominating Elders for one of our four distinguished awards: **Traditional Knowledge Holder, Healing & Wellness, Community Leader & Intergenerational Mentorship, and Reconciliation & Social Justice.**

The awards ceremony was a significant moment, filled with laughter, smiles, and tears, as the deserving Elders graciously accepted their awards and shared heartfelt speeches, reflecting the depth of their impact on our community.

PROUDLY SPONSORED BY



**WESTERN SYDNEY
UNIVERSITY**



Business



**BIRRIBEE
HOUSING**

CONGRATULATIONS

COMMUNITY ELDER AWARDS WINNERS

HEALING & WELLNESS AWARD



COMMUNITY LEADER & INTERGENERATIONAL MENTORSHIP AWARD

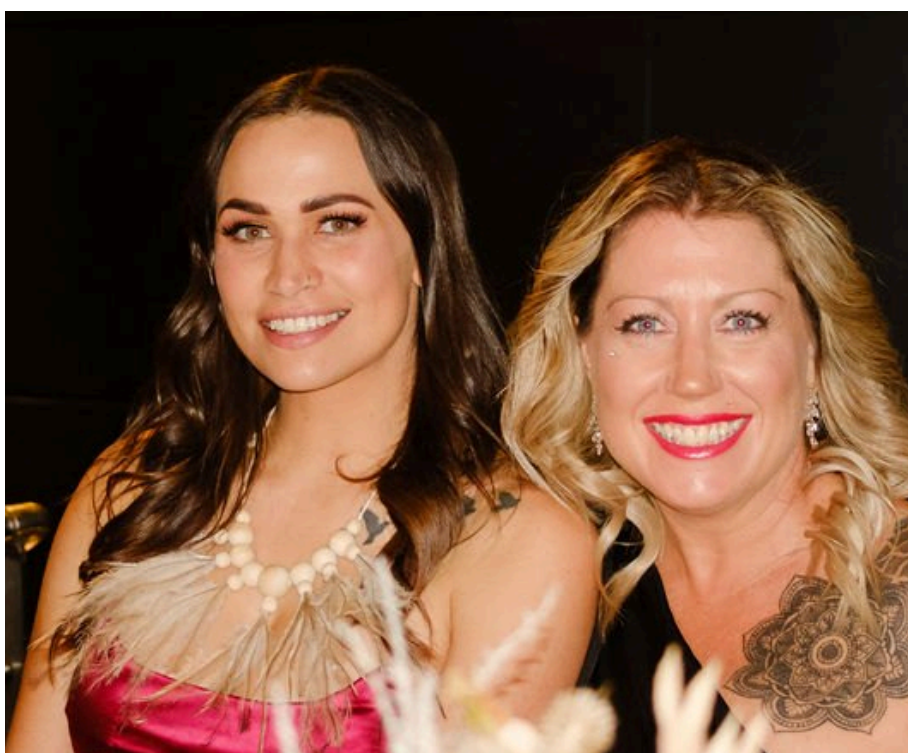


RECONCILIATION & SOCIAL JUSTICE AWARD



TRADITIONAL KNOWLEDGE HOLDER AWARD







HIGHLIGHTS



ELDERS PHOTOSHOOT

As apart of acknowledging our Elders during NAIDOC Week, Narang Bir-rong gathered respected Elders throughout Western Sydney and captured their strength and wisdom through professional portraits by the Nepean River.

To express our gratitude for the ongoing cultural support and leadership our Elders provide to our community, we gifted the Elders with framed photographs from the photoshoot.

We look forward to building stronger relationships with our Elders and maintaining connections with them for cultural advice.

DAN BOURCHIER VISIT

Dan Bouchier visited staff at Narang Bir-rong for an insightful discussion on The Voice and the unreported aspects of the political landscape.

As a multi-award winning journalist and host of the current affairs program The Drum on ABC, Dan brought a wealth of experience and knowledge. During his visit, he provided thought provoking views of The Voice, shedding light on what goes on behind the scenes and what may not be reported. This engaging session concluded with Q & A, allowing us to delve deeper into the topics discussed.



BRENDA MATHEWS VISIT

Brenda Matthews' visit to Narang Bir-rong was truly inspiring, creating an emotional experience for all. Aunty Brenda shared her making of the film, *The Lost Daughter* and the personal accounts that became the catalyst. A powerful speaker, Aunty Brenda led us through her personal journey, sharing moments of love, loss, and reconnection.

It was a privilege to be in the presence of such resilience and wisdom. Brenda's impactful storytelling reinforced the significance of the work we do, serving as a reminder of the lasting impact we can have.



CHEF MARK OLIVE LUNCHEON

Australia's renowned Indigenous chef, Mark Olive graced Narang Bir-rong with a mouth watering BBQ.

Mark, celebrated for his charismatic style and innovative culinary approach, has emerged as an Australian icon. His fervor for seamlessly blending native flavours and cultural richness with contemporary lifestyle cooking has earned him an international profile, specialising in gourmet Australian Indigenous Cuisine. Staff were privileged enough to celebrate our continued successes with Mark's culinary delights.







Narang Bir-rong