

The Coomaditchie Community Hub

Appendix C of the Evaluation of Two Community Sector Development Projects

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1 Overview of the Coomaditchie Community Hub Project

The Coomaditchie Community Hub Project (the ‘Coomaditchie Hub’ or ‘the Hub’) is currently funded under the New South Wales Government Community Builders Funding Scheme. The Hub is a project of the Coomaditchie United Aboriginal Corporation (CUAC), a community based organisation and is operates from the Community Hall on the corner of Parkes Street and Shellharbour Road, Port Kembla, adjacent to Coomaditchie, an ex-Aboriginal mission in the southern suburbs of Wollongong.

1.1 Purpose and philosophy of the Project

CUAC was established as a community organisation in 1992 through the efforts of the current staff members and Management Committee members in collaboration with the Illawarra TAFE. The organisation was established primarily because of the neglect and lack of service provision to the Coomaditchie community. The organisation has provided welfare and advocacy services to the community for over twenty years since its incorporation in 1993, as well as being active in bush regeneration, art projects and cultural heritage and community development programs CUAC (Undated).

The objectives of Coomaditchie United Aboriginal Corporation are:

- To work to improve the social wellbeing of Aboriginal people, particularly those in crisis, by assisting with the relief of poverty, sickness, suffering, distress, misfortune, destitution and helplessness through the provision of appropriate welfare services to members of the Aboriginal community.
- To raise the self-esteem, pride, motivation and dignity of Aboriginal people through culturally appropriate programs that strengthen Aboriginal identity and culture and encourage self-determination.
- To raise the awareness and support in the broader community of local Aboriginal culture and heritage issues.
- To develop and maintain an Aboriginal bush tucker trail and information bay at Coomaditchie Lagoon.
- To provide opportunities for the local Aboriginal community to participate in a range of social, cultural, education and employment programs and activities to assist them to improve their life circumstances

The organisation is committed therefore to:

- Building relationships with the broader community through cultural awareness programs based on art, community building activities, local Aboriginal culture and heritage and bush regeneration activities.
- Working towards ensuring a more positive future for young people so that they are successful in the education system, gain access to mainstream employment and have healthy, safe and productive lives and relationships.

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- Providing welfare services to the local Koori community including early intervention and support services for young mothers and their children, assistance with housing , legal and health issues, supporting people in education and employment and general welfare support and referral services. (CUAC, 2009)

The Hub provides information and referral services to clients who are unable, or unwilling due to past bad experiences, to use other service providers. Services are offered flexibly to meet the needs of its clients. The Hub was described as providing a 'stepping stone' to other services. It creates a bridge between local Aboriginal residents and the services available to them that can ensure that Aboriginal people have the confidence to operate as citizens in the broader society.

In addition to providing welfare services CUAC is strongly committed to promoting pride in Aboriginal culture and heritage through its community art program and bush regeneration programs. These programs operationalise CUAC's commitment to community cultural education as a way of breaking down barriers between Aboriginal and non-Aboriginal people. The important cultural focus of the Hub makes it a unique and valuable resource for the region.

There are important similarities and differences between the Coomaditchie Hub and other programs in the region. The Hub operates locally as a community or neighbourhood centre and tries to meet the needs of the local community in areas such as Port Kembla, Warrawong or Coomaditchie. Just like other neighbourhood centres it plays an important role in providing information, advocacy and referral. Also like other services information is provided through pamphlets, brochures, a phone number and a website (CUAC). The Hub also operates as a welfare service. It is a drop in centre which addresses people's immediate needs such as providing emergency petrol money, referring clients to housing services, or assisting clients to obtain a job interview. A number of Aboriginal organisations in the Illawarra region provide services similar to those offered by the Coomaditchie Hub. For example, The Illawarra Aboriginal Corporation (IAC) in Kenny Street Wollongong, the Shellharbour Aboriginal Community Youth Association (SACYA) in Barrack Heights, and the Aunty Mary Davis Outreach Centre in Warilla are organisations which also provide welfare and educational services to Aboriginal people within the region.

However, amongst these local services the Coomaditchie Hub is somewhat unique. Although it does not limit its services to Aboriginal people in the immediate neighbourhood, its name, being embedded in the local community, its historical association with 'the mission' and the Coomaditchie Lagoon, as well as its historical ties to historically important Aboriginal leaders and activists, distinguish it from other 'welfare' agencies. The Coomaditchie Hub also has a different funding mechanism from other organisations, making it somewhat vulnerable in hard economic times. The 'survival' of the Hub was expressed as a central concern for those involved in the evaluation process.

The following quote illustrates the important role that Coomaditchie Hub has played, particularly in bridging the gap in services for local Aboriginal people so that they can improve their life chances in the broader community:

It is also a place for Aboriginal mob, (to) help Aboriginal people with their needs such as health, legal stuff, Centrelink, racist stuff, deal with the issues such as discrimination where Aboriginal people treated "like we were nobody" or "like we were part of the community as a number but no one serviced us", get Aboriginal people into the community independently with some training so that they can get jobs and be employed.

(Coomaditchie Hub worker)

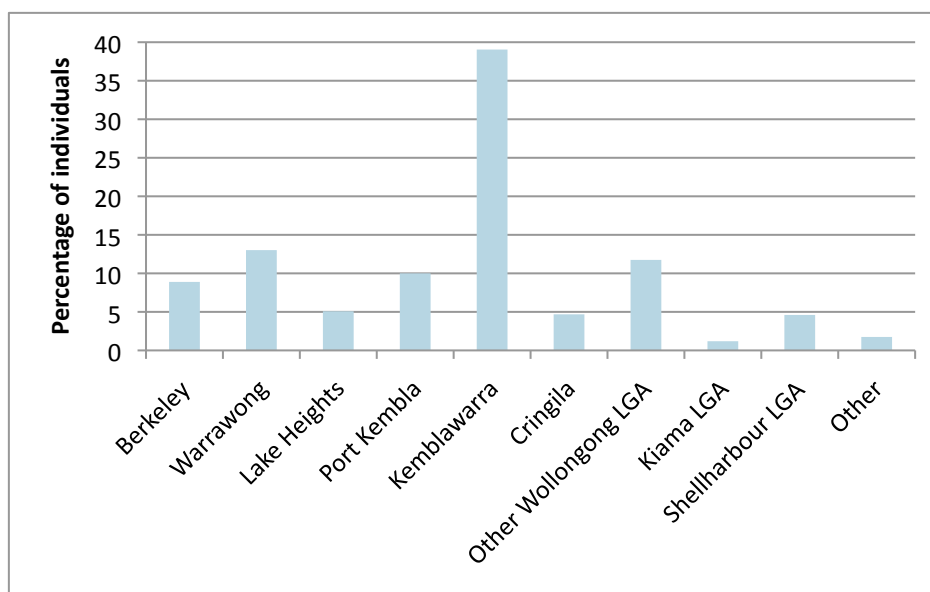
1.2 The target population

The primary target groups for the Coomaditchie Community Hub are the Indigenous population, the residents of Coomaditchie as well as those living in Warrawong with some of the non-Indigenous people living in the area, particularly Aboriginal children and young people. The geographical spread includes areas covered by the Wollongong, Shellharbour and Kiama Local Government areas. Many of these locations include people who are socio economically disadvantaged.

The Hub is used as a place where services are provided indirectly to the community. It is also used by people outside of the Illawarra such as Oolong House, a drug and alcohol service in Shoalhaven known for the informal nature of its service provision which is in keeping with Aboriginal people's expectations of an Aboriginal organisation. The Hub works with members of the stolen generation who live in the Coomaditchie community or the broader Illawarra Aboriginal community, as well as people from other regions such as Kempsey or Wagga Wagga who seek the advice of the Hub to assist them to get in touch with family members from the Coomaditchie community.

Based on data recorded by the Hub between July 2011 and May 2013, the majority of clients (39%) reside in Kemblawarra. The number of individuals from other surrounding suburbs was evenly distributed between Warrawong (13%), Other Wollongong LGA (11.7%), Port Kembla (10%) and Berkeley (8.9%). Slightly fewer were those from Lake Heights (5.1%), Cringila (4.6%) and Shellharbour (4.6%). The suburb with the least number of individuals was located at a greater distance Kiama (1.2%) and 1.7% were recorded as 'Other'.

Figure 1 Percentage of clients by location



Even within the local Aboriginal community, there are differences between communities and organisations. The people that use Coomaditchie are some of the most disadvantaged in the community and people who may find community services or services set up for unemployed people confronting. Coomaditchie was described as being 'very black'. Their community leaders are fiercely proud of their Aboriginal heritage,

Because this is us, the mission is us. ..Coomaditchie is us, you know. If you don't like well you don't have to come...Plain and simple. If you don't like it you don't have to come but we're here on our reserve where we live. This is Coomaditchie Aboriginal Reserve, the Mission, and this is our centre and this is us as a people, so you know, we're quite happy with it here. We like where our position is and, you know, I don't think we want to change it because I think if we change it, it wouldn't be the same
(Coomaditchie Hub worker)

1.3 Other stakeholders

There are numerous other groups that benefit from the services provided by the Hub apart from Aboriginal people from the Coomaditchie community and surrounding areas. Volunteers, both Aboriginal and non-Aboriginal, are an important group for all of the areas in which the Hub works. The Hub also works closely with a wide range of service providers within the community services field. Many of these services work with Aboriginal clients and have ethical or contractual responsibility to work with Indigenous communities. It provides cultural education to these services. The Hub is not specifically funded for this purpose but it is considered as a "reconciliation process".

There is a longstanding relationship between the Illawarra Institute of TAFE and the Coomaditchie artists through TAFE's involvement in the establishment of CUAC and in bush

regeneration projects. TAFE students studying Community Welfare conduct site visits to the Hub where they learn about history and how local Aboriginal people were treated in the past.

Members of the general public may also be considered stakeholders as they benefit from the art work of the Coomaditchie artists which is a prominent feature of many public spaces in the Illawarra region. The public also have an opportunity to learn about Aboriginal art and culture as the Coomaditchie artists frequently speak at the openings of art exhibitions and through primary and senior schools visits. They use these opportunities to break down stereotypes and myths about Aboriginal people and their community.

An additional group of stakeholders, local business leaders, has recently emerged with the establishment of the 'Warrawong Project' in March 2014. The project is one of the outcomes of the Wollongong City Council Capacity Building program, funded under the Department of Family and Community Service's' Community Builders program. Further details can be found in the Evaluation of the Southern Suburbs Community Sector Capacity Building Project: Final Report (Clapham, Khavarpour, & Grootemaat, 2014).

1.4 Problems addressed by the Project

On a daily basis the Community Hub faces the complex problems which are commonly experienced in socially and economically disadvantaged Aboriginal communities in Australia. Although the organisation does not operate from a deficit model, it is strongly committed to addressing the complex problems facing their community as the stated aims of the organisation.

1.4.1 Social disadvantage

Aboriginal clients of the Community Hub are amongst the most socio-economically disadvantaged people in the Illawarra community (Iris Research, July 2010). The complex and inter-related issues of income poverty, high unemployment, poor educational outcomes, access to housing, overrepresentation in the prison system, poor health, including high rates of chronic illness, drug abuse, alcohol and violence are well recognized and have been addressed at the national level since 2008 through the Closing the Gap strategy (Australian Government, 2013) and have been reported nationally since 2002 (SCRGSP, 2011). The Community Hub addresses these complex issues in a flexible and culturally respectful way through the provision of information and advice, referral and one-on-one assistance to clients across a broad range of areas of need. The Hub addresses its aim to improve the social well-being of Aboriginal people, particularly those in crisis, by providing culturally appropriate welfare services and through the advocacy carried out by the Community Hub workers.

1.4.2 Employment disadvantage

One of the most important factors underlying ongoing social disadvantage is the high level of unemployment amongst the Aboriginal community in the Illawarra. The Community Hub addresses this issue by a process they refer to as 'walking beside' clients to assist them to develop the skills, particularly personal confidence and communication skills, in order to facilitate entry to mainstream employment.

Employment statistics are an important indicator of socio-economic status, as well as the availability of jobs. The levels of full or part-time employment, unemployment and labour force

participation among the indigenous population indicate the availability of jobs, and the match of skill levels within the population to the jobs available. A high unemployment rate or a low participation rate may indicate a relatively disadvantaged population unable to access community infrastructure. The 2011 census indicates that 1,215 Aboriginal and Torres Strait Islander people living in Wollongong City are employed, of which 59% are working full time and 41% part time (Australian Bureau of Statistics, 2012).

In Wollongong City, 46% of Aboriginal and Torres Strait Islander households earned \$1,000 or more per week. Households form the common 'economic unit' in our society. Wollongong City's indigenous household income is one of the most important indicators of socio-economic status of the indigenous population. Higher household incomes enable households to participate in society and escape poverty traps. Lower household incomes for the indigenous households of an area indicate lower socio-economic status (Wollongong City Aboriginal and Torres Strait Islander Profile Key Statistics).

1.4.3 Educational disadvantage

The Community Hub has a specific focus on improving the future for Aboriginal children and youth. This is being achieved through the establishment of a Homework Centre to assist children attain academic skills, and encourage regular school attendance. Available information on rates of education in the local region shows that there is considerable room for improvement in this area. In 2009 in the Wollongong, Shellharbour and Kiama areas there were approximately 603 Aboriginal students across 17 high schools in the Wollongong Statistical District. Less than 40 Aboriginal students completed year 12 in the same period (Iris Research, July 2010). According to the more recent information from the Centre for Education Statistics and Evaluation (2013), from 2006 to 2012 Aboriginal secondary attendance rates have decreased since 2006. Aboriginal senior secondary attendance (Years 11 and 12) sharply declined: 4.3 percentage points since 2006, three times the 1.4 percentage points decline of all student senior secondary attendance over the same period. In Wollongong, 26% of Aboriginal and Torres Strait Islander people aged over 15 years have completed Year 12 schooling (or equivalent). In Shellharbour, 21% of Aboriginal and Torres Strait Islander people aged over 15 years have completed Year 12 schooling (or equivalent). (Centre for Education Statistics and Evaluation, 2013)

1.4.1 Racism, discrimination and negative stereotypes

The following quote illustrates how the broad societal level problem racism and stereotyping of Aboriginal people is experienced by individuals,

...there's been a lot of bad attitude about Coomaditchie. I mean in the seventies and eighties it was that bad, you know, we had people going past and saying all bad things about us and we'd go in the wider community, oh don't go there, to them dirty blacks, and this and that. And that's in the seventies. This centre has broken down a lot of barriers that a lot of people really don't know what we suffered in the past, eh.

(Community Hub worker)

The Community Hub addresses this problem by engaging in activities designed to change people's attitude towards the Coomaditchie community and Aboriginal people in general.

There have been important recent changes in this regard which are evident for example in the positive media commentary about Coomaditchie and its leadership, the widespread recognition of the community arts program and the success of local festivals (See Section 8.4 for a summary of media stories). The Community Hub works through art to educate the wider community about Aboriginal culture in an effort to 'break down barriers'.

1.4.2 The erosion of pride, self-esteem and Aboriginal identity

The impact of racism and colonisation experienced by the Coomaditchie community has been an erosion in the pride and self-esteem of Aboriginal people which has had a negative impact on their identity as Aboriginal people which is passed down to their children. This has been well documented in the academic literature, notably in studies of urban Aboriginal identity by Aboriginal researchers (Bolt, 2009; Bond, 2007).

The Hub is based on a strong commitment to building pride in Aboriginality and self-esteem as essential ingredients to success. Children and young people who use the Coomaditchie Hub are provided with a rich opportunity to engage with respected elders who can teach not only art skills but also cultural stories, and how to respect and protect country. Children are encouraged to be proud and confident so they can stand on their own feet and overcome the negativity and put downs they may face in the broader community. This is evident in the following quotation,

I think wider groups benefit from Coomaditchie because a lot of them have an attitude about Aboriginal people and a lot of them had an attitude about our community here. Now I'll give you an example, just the other day one of the elders grandnieces went to school. She went to school, she's very fair, well you wouldn't pick her as Aboriginal, but in her class her teacher was teaching something the other day that upset her severely. Now what he was teaching was about this here community. Now this teacher wouldn't have the faintest idea about my people on this community. Some of the stuff he stated we could take him to court for. Now his attitude, and his attitude of my community, what he's been teaching, is downright degrading.

(Coomaditchie Hub worker)

1.4.3 Social Isolation of Coomaditchie from the broader community

One of the key issues of concern which has faced Aboriginal residents of Coomaditchie and its leaders historically is the social isolation from the broader community. Participants in the evaluation cited the example of the activism of a local school principal some decades ago as an early example of action helping to break down the social isolation barriers; the Community Hub has since maintained contact with the local school principals and has become widely involved with school activities within the region. The recent inclusion of the Coomaditchie Hub within the community services sector has also helped to address this social isolation and led to an increase in the number of people utilising the service.

1.4.4 Lack of access and confidence in assessing services

A key problem being addressed by the Community Hub is the lack of access of clients to essential services such as health, welfare, Centrelink and other services. The most important factor to consider is not the geographical proximity to available services, or even transport issues, but rather the need to provide culturally appropriate services to people who, through

personal circumstances as well as social and historical factors, are reluctant to engage with mainstream services. The Hub addresses this problem both by bringing services to the community to address immediate clients' needs but at the same time works closely with clients to increase their confidence in accessing mainstream services.

1.4.5 Complex family welfare issues

The Community Hub has simplified the use of services related to complex issues such as housing, legal issues and child and family welfare by creating strong links with the mainstream services offering these services.

... Every day is occupied with the community. It is all part of the job. Trying to get the young parents up and going. We deal with people on a one on one basis. People who have been abused and kicked out of home. Young mums in trouble with DOCS. We work with Barnados and Birralee...

(Community Hub worker)

1.4.6 Suspicion of government agencies

Underlying historical and social factors have contributed to the distrust and suspicion of government agencies and therefore a reluctance to use them. The Community Hub addresses this problem by providing a bridge between government services and what is considered a 'hard to reach' community. By creating those connections the Hub has assisted in reducing the fears of the Aboriginal community about outside services and agencies, and 'normalising' and making less threatening the connections which cater for people's day to day needs in terms of employment, children, school, parenting etc.

1.5 Project finances and resources

1.5.1 Funding and other resources

CUAC receives funding from a number of sources, primarily a number of project based grants to enable staff to engage in the range of activities which meet their broad welfare, environmental and community objectives. It also operates and maintains a gift fund known as "The Coomaditchie United Aboriginal Corporation Gift Fund", in accordance with the requirements of the Income Tax Assessment Act 1997.

The three year Community Builders Program funding period (July 2011-June 2014) has recently come to an end. Community Builders funding was the only funding source during this period which covered the operational costs of the Hub. In 2014 an additional \$40,000 was recently made available from the Department of Family and Community Services through the Wollongong City Council.

The arrangements for the current three year Community Builders Program funding (June 2011-July 2014), under the auspices of the Wollongong City Council, therefore, was somewhat controversial from the outset because at the time of receiving the Community Builders Funding CUAC had previously held and successfully acquitted numerous grants. Funding had previously been received from the Community Service Grants Program which later became the Community Builders Program. CUAC had planned around the assumption that the Hub was to be funded like other community or neighbourhood centres in the Illawarra. This plan was

stymied when changes in NSW government policy meant that it was no longer possible to receive recurrent funding for the Hub.

The amount of \$80,000 per year allocated through this fund allows CUAC to conduct core community hub activities. Council used the additional funding from the Community Builders fund to support a capacity building program and the evaluation. The Council pays Coomaditchie on a quarterly basis upon invoice. The Hub provides Council with monthly service data registered in a designated book as well as an annual report.

The Community Builders funding allows for the employment of one worker/administrator for 4 days a week. With a view to its future survival, the organisation has adopted a strategy to job share the only paid position; two workers carry out the community work and engage in art and bush regeneration work while the third worker takes responsibility for the administration and coordination of the Hub, which includes applying for and managing project funding. The two community worker/artists also work on an unpaid/volunteer basis for 2.5 days per week to keep the hub open. Other core volunteers include one who works 5 half days pw doing admin and community support; 2 volunteers work 1 day per week doing IT; two others work 1 day each pw. There are 8 other volunteers who work ad hoc. The combined paid and unpaid workforce consists of 6 core inside workers and 2 core outside workers (Coomaditchie United Aboriginal Corporation, 2013).

Some other money is available to the Hub from social enterprise activities. In February 2014 CUAC's Deductible Gift Recipient (DGR) status was endorsed with the Australian Taxation Office. CUAC has established a Gift Fund for cash donations and also receives donations of equipment.

One of the strengths of the organisation is its ability to survive as a community welfare organisation on very small amounts of funding for more than two decades. This is primarily because of the personal investment of the two community workers and the closeness of the Program to the community and means that the workers will continue doing what they are doing on whatever project funding they can obtain. Apart from staff costs the overheads involved are quite low (very low rent for the community hall; utilities; internet and communications). Despite the uncertainty of funds, the organisation has managed to successfully acquit all funds, have positive annual external audits and have received positive comments at the end of funded programs. CUAC has maintained an up to date reporting pattern with the Office of the Register of Indigenous Corporations (ORIC) and complies with the Corporations (Aboriginal and Torres Strait Islander) Act 2006.

In terms of physical resources the Hub has the community hall, with a basic kitchen and office. The Hall was put out for tender by the Wollongong City Council around 12 years ago. The hall is now available to be used by the Hub at a minimal cost. The kitchen is modest but has allowed the Hub to run important community nutrition programs such as 'Stir it Up'. Resources at the Hub have been built up over time. The office space is limited but includes the necessary equipment such as phone, computers, photocopiers, filing cabinets etc.

Perhaps the most important resource available to the Hub and underlying all of the other activities of the Hub is the cultural knowledge and wisdom of the two leading elders Aunty Lorraine Brown and Aunty Narelle Thomas.

1.5.2 Gaps in Resources

The limited space available in the community centre is one of the major constraints on the activities of the Hub. The lack of a separate art room means that it is not possible to separate art work from other activities. There is also a need for more computers and educational software for the children. Additional resources are also needed for training, especially in computer skills. Although there are people who are willing to donate their time to train the children in computer skills there are limitations in the current equipment available to conduct this activity.

1.6 Governance and Management

The Coomaditchie Community Hub is a project of the Coomaditchie United Aboriginal Corporation Inc. (CUAC), a Public Benevolent Institution which operates out of the Community Hall. In 2013 the policies and procedures of the Community Hub were revised as part of the Capacity Building Program (see Evaluation of the Southern Suburbs Community Sector Capacity Building Project: Final Report for further details).

1.6.1 Policies, Procedures and Planning

In 2013 the policies and procedures of the Coomaditchie Hub were revised as part of the Capacity Building Program under the auspices of the Wollongong City Council (see the Final Evaluation Report for further details (Clapham et al., 2014). The updated Policy and Procedures Manual provides a general framework for the decision making process by a Management Committee and staff and provides the clients and the community with the information about the processes by which the decisions are made (CUAC, November 2012 Revision).

Planning days are held on a regular basis to review the aims, objectives and achievements of the Project and plan for future objectives and activities. The Coomaditchie Community Hub planning day was attended by the manager, the two community workers and one of the volunteers.

Planning also occurs on a weekly basis at the regular Monday morning meetings between the Administrator and the two staff members. This meeting provides the opportunity to review progress on projects, deal with any issues which have arisen over the last week, including over the weekend, and to plan flexibly for the coming week. The nature of the business dealt with by the Project makes this level of regular communication and flexible approach to re-arranging business to meet circumstances is essential for the operation of the Hub and the other CUAC activities.

1.6.2 Management committee

The Management Committee is made up of eight members with two members from the Centre, and the remainder are volunteers. The membership of the Management Committee includes Aboriginal and non-Aboriginal people with an interest in and strong commitment to the organisation (see Additional Information in this Report for details of current membership) and who bring a wealth of experience in community matters. The roles and responsibilities of

Management Committee members are detailed in the Policy and Procedures Manual. The Committee meets three to four times each year at the community hall. It is chaired formally by a chairperson and receives monthly financial and other reports from the Coordinator on the Hub as well as a variety of other projects being managed at any one time and the audited Annual Report. Management Committee members demonstrate a high degree of respect and support for the Coordinator, staff and the Chairperson and are actively engaged in projects which run out of the Centre in an effort to ensure their success.

1.6.3 Staff and volunteers

Those working at the Centre are made up of paid workers and volunteers. Funding was made available through the Community Builders project for a four day a week position for an administrator. This funding is divided between the three paid workers: the Coordinator, who works seven hours a week (on Mondays); the other 14 hours are divided between the two Aboriginal Community Workers. The issue of succession planning is openly discussed and potential future leaders have been identified and are being mentored within the organisation. Three Aboriginal and one non-Aboriginal people make up the volunteers group.

The two Aboriginal community workers provide the central community leadership for the Project. They are widely acknowledged throughout the community as being key people driving the project and the strength of the organisation. They are supported by the administrator, the Management Committee, the volunteers who participate in different projects, as well as other people from their extensive networks

The Aboriginal community workers are skilled workers with tertiary qualifications in community management. They distribute their time across the multiple tasks and activities which are being conducted by the Hub at any one time. These tasks during 2012-2013 included: Client services (approximately 30% of time); Project Management of environmental projects (30% of time for one community worker); Work and Development Order client supervision; Art projects; Providing cultural education; Major Events; and Committee Work (for example, CUAC Management Committee; Southern Suburbs Task Force; No Interest Loans; Regional Partnership Committee).

1.7 Program Logic

A program logic model is a tool frequently used by program managers and evaluators to obtain a clear picture or model of the underlying rationale or logic of a program (Gugiu & Rodriguez-Campos, 2007; Rodriguez-Campos & Rincones-Gómez, 2012; United Nations Development Programme, 1998; W.K. Kellogg Foundation, 2005). The logic model provides a graphical depiction of the relationships between inputs, activities, outputs, impacts and outcomes (both short and long-term) of a program. Simply put it shows what the program will do and what it is to accomplish (University of Wisconsin, 2014).

Program logic models are frequently developed as part of the design phase of a program to ensure that the program elements will generate the desired impact and outcomes. For established programs the logic model provides the basis for a shared understanding about how the program works, and informs the development of an evaluation framework, systematic data collection and reporting. Alternatively the logic model may be reviewed after an evaluation is

completed to ensure that the program learns from the evaluation findings and adapts appropriately. This process is most effective when it is collaborative and done through involvement of key stakeholders (Rodriguez-Campos & Rincones-Gómez, 2012; Yeatman et al., 2013).

The completed model can be used to frame and guide a program evaluation. The resultant flowchart should be read as a series of ‘if-then’ statements that illustrate how and why the Project will produce the expected outcomes. Sometimes the relationships between the elements of a program are connected by as a series of arrows that represent the causal links between elements. To avoid clutter an alternative method is to assign each element with a unique identification code and replace the arrows with the codes of the related elements (Rodriguez-Campos & Rincones-Gómez, 2012). In the model below the unique identification code is shown in bold prior to the element descriptor. The related elements are shown in plain italic text after the element descriptor (IN1, A1, P1, ST1, MT1, LT1 etc.).

The logic model for the Coomaditchie Community Hub was developed in collaboration with the Administrator and staff after a series of in-depth interviews with key stakeholders (see the Evaluation Report for details of the methodology employed). This process enabled a consensus to be developed around what the Project consists of and what it is expected to achieve in the immediate and longer term. It was agreed that as Coomaditchie Hub offers a holistic service, all of the activities of the Hub should be included in the model regardless of their funding source.

The model situates the Project as an established project that has provided culturally appropriate services to the Aboriginal communities living in and around Warrawong since 1993. The model is based on a number of important assumptions. These are the important social justice values that underlie the Project, strong local partnerships, the existence of a set of policies and procedures which govern the management and administration and a capable Management Committee to oversee the governance of the Project. It also places the Project in the context of the external environment.

The inputs in this model are all the major resources that are necessary for the Project to operate. The major funding source over the past three years has been the Community Builders funding which has covered the staffing costs. In this Project Indigenous knowledge underlies almost all of the activities and provides the rationale for the existence of the Project. Staff skills and experience are essential inputs to this Project. The other inputs are the time and skills of volunteers, the facilities and equipment. Other sources of funding are brought together in IN8, which includes donations, fees derived from art enterprise work and other small grants for specific projects. The model identifies twelve separate activities, each linked to one or more inputs. These are described in detail in section 4. There are ten categories of participants commencing with clients and extending out to the broader population of people living in the Illawarra region. This reflects the way the staff regard the impact of the Hub as having a rippling effect like a ring of concentric circles. The model then links inputs, activities and participants to the short, medium and long term outcomes. Short term and medium term outcomes are those which are expected to occur at the individual and family level in terms of changes in knowledge and behaviours. The longer term outcomes would normally be those which occur at a broader level of organisational, community, social or environmental change.

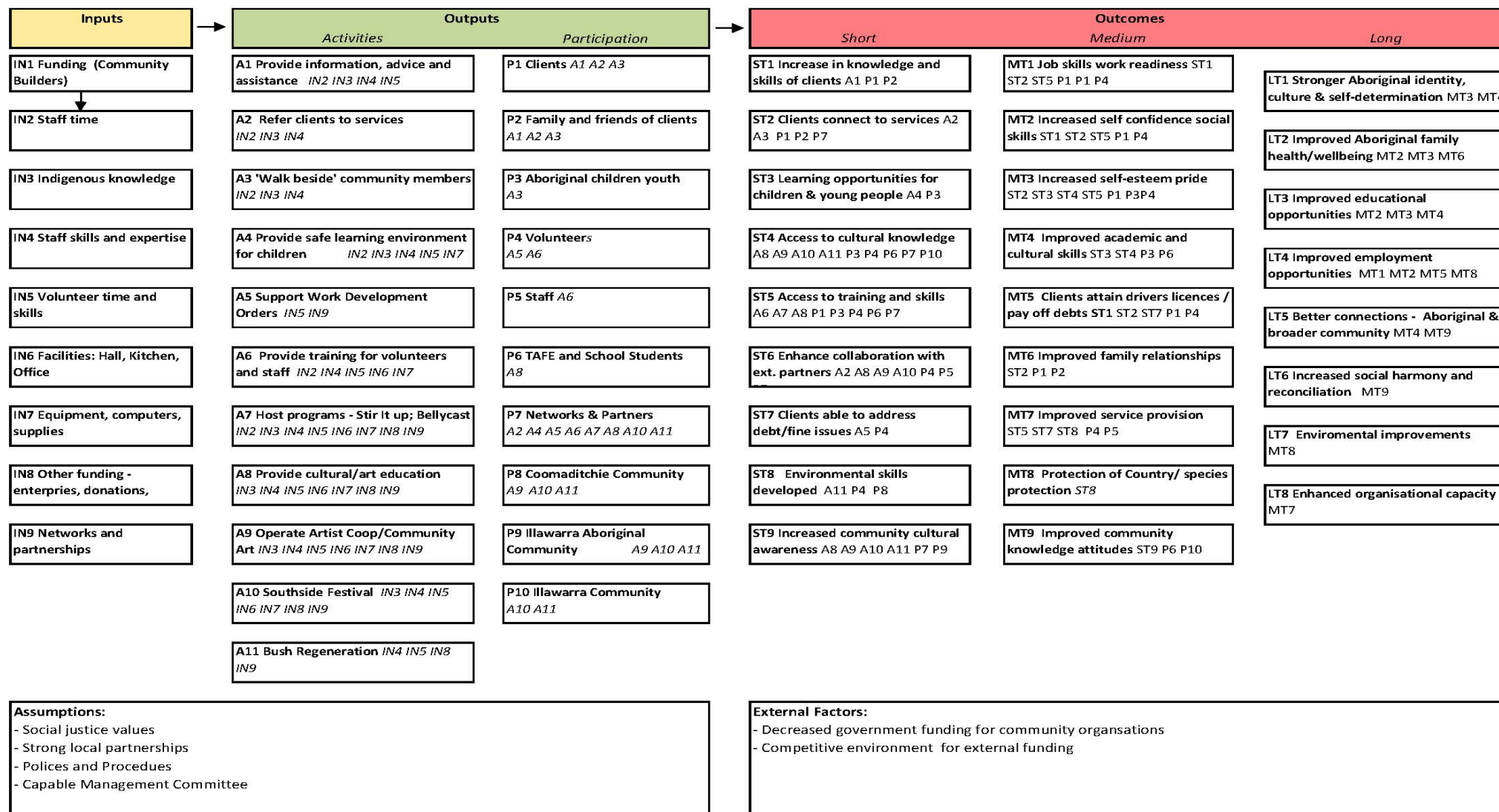
The logic model provides a framework for this report on the Coomaditchie Community Hub. The report has been written as an Appendix to the *Evaluation of the Southern Suburbs Community Sector Capacity Building Project: Final Report (Clapham et al., 2014)*. The appraisal of the outcomes of the Hub found in section 5 are based on qualitative and quantitative data collected over a two year period (2012-2014). These are described in greater detail in the Evaluation report.

The development of a logic model does not assume that a program is static or unchanging. Community programs are usually dynamic and continually evolving; the logic model can be thought of as a 'snap shot' in time in relation to a program and can be revised over the course of a program's life. It is also intended to provide a useful tool for ongoing reflection and monitoring of the Project over time.

Figure 2 Coomaditchie Community Hub Logic Model

Program: Coomaditchie Community Hub Logic Model

Situation: Providing culturally appropriate services to Aboriginal Communities living in and around Warrawong NSW since 1993



2 Background and Context

2.1 Physical location and transport

The Hub operates from the community hall on the corner of Parkes Street and Shellharbour Road, Port Kembla. It is adjacent to Coomaditchie, an ex-Aboriginal mission in the southern suburbs of Wollongong. Public transport is available through nearby bus routes. The Hub is approximately two kilometres from the Port Kembla railway station.

2.2 Community networks and support

CUAC has built up a large network of friends and partnerships over many years. The network includes individual community leaders and a broad range of community organisations such as Wollongong University, TAFE, and the Southern Suburbs Taskforce, Warrawong, Berkeley and Port Kembla Community Centres, the Red Cross, the NSW Fire Brigade, the Local Area Command and a wide range of government departments. The management committee also contributes to the network of community support.

2.3 Social attitudes toward the organisation

The immediate and surrounding community is very much in support of the Coomaditchie Hub. The Coomaditchie community most closely associated with the Hub are very much disadvantaged and have difficult lives. Some have been affected by alcohol or mental health conditions. Their experience is very different to the bureaucracy and structure which governs organisations. There is growing support for the Hub and services provided from the broader surrounding community than there has been in the past. Nevertheless, there is a long way to go to address the negative and stereotyped attitudes and racism towards the community, including from the Aboriginal community as some local Aboriginal people do not go to Coomaditchie. The following quote from an external stakeholder illustrates the extent of the stigma which has been attached to the Coomaditchie community.

I say this as an Aboriginal person but coming to this area, someone said to me growing up non indigenous friends said growing up...if you wanted to make fun of an Aboriginal person you'd say "you're from Coomi" gives you an idea, connotations that go along with it. Also when you drive past there, it is unsightly it is terrible representation of aboriginal people around here. They know its specific you can go past 'leggo land' ...that's not Aboriginal specific people frown upon it but there's white and indigenous people there whereas as Coomie it's black. It really has bad reputation it really does in the broader community

(External Stakeholder)

2.4 Organisational and community factors impacting on the Hub

Based on its experience of delivering services over many years, the Hub works best when it has a good administrator, someone with knowledge and skills about the

organisational needs, grants and how to apply for them promotes ongoing learning and conducts ongoing monitoring of activities. Another important factor is the availability and security of funds. The Hub also thrives best when staff feel that they have some autonomy, giving them a sense of security to be able to continue their work and remain actively involved in the community and not just looking after the survival of the organisation. Finally, having sufficient numbers of committed management committee members helps to create good conditions for the organisation.

Over many years the organisation has had the experience of having secure funding followed by a period of funding scarcity. Staff have found it stressful to have to continuously apply for funds; this has been an ongoing struggle since 1993. One of the burdens facing the Hub, like many other small non-profit organisations, is the extensive reporting to different funding bodies due to the large number small project grants due to the lack of a flexible funding mechanism for the Project. One participant observed,

...at one stage there...they had something like ... at least a dozen different funded programs. Now whether you're a small organisation or a large one, coping with 12 different funding programs, and all the admin and accountability that goes along with that is incredible, absolutely incredible.

(External stakeholder)

Although the Hub is capable of attracting funding through their art work and other projects, they carefully weigh up the time and energy required to apply for project grants with the relatively small amount of grant funding and the onerous burden of reporting against multiple small projects. One participant suggested that,

Removing some layers of bureaucracy would be helpful in assisting the Hub to reach its goals.

(Coomaditchie Hub worker)

The result is not only inconvenience but includes reducing staff hours and forcing them onto welfare payments. The community which the Hub serves is not always attuned to these day to day stresses of running the organisation on a shoestring budget. Funding obtained through the Community Builders scheme over 2011-2013 was particularly important for the organisation as it was flexible and enabled the Hub to carry out activities as intended, in keeping with Aboriginal community need, rather than alter its activities 'to meet the needs of the funding body'.

The extensive networks and linkages with many agencies, particularly those within community services which have been built over a long time, are very advantageous to the organisation. These networks of 'very firm friends', strong partnerships with individuals and community groups provide good physical, emotional and practical support and can be called upon to assist in hard times. Some of these networks are exceptionally staunch allies, with their own networks that the Hub is in partnership with. Being able to use its facilities and services for broader community purposes has also been very useful, and has helped Coomaditchie to do business.

Over the years the Hub has developed the ability to work with a broad range of people. This is assisted by the generosity and openness of the staff who try to maintain a positive attitude which is highly important in building relationships with marginalised people.

The Hub is an open place for anyone to walk in and use the Hub/services. People can walk in and have a yarn, ask questions from staff on various issues and feel comfortable, with no prejudice about any issue; they are made to feel at home. This is very much to do with the Hub staff who are not judgmental and there is a non-blaming atmosphere in the Hub. Staff do not blame others for what has happened in the past because they are not in the past. However under staffing is one of the main issues of concern.

(External stakeholder)

Serving a very socially, economically and educationally disadvantaged community with ill health is intensive business. Having limited staff hours is one of the most difficult challenges for the Hub. People in the community have complex lives and can be difficult to engage due to the level of suspicion and distrust of external services. This creates a challenge for Hub workers, for example, when services are arranged for clients and they fail to respond. There are high expectations placed on the two principal Aboriginal workers from the community where they live and work. The community has limited understanding at the community level of the limitations of the hours worked by the three workers in a job-share arrangement. Any tension or trouble in the immediate community, ill-health among workers or their families, or 'sorry business' places additional strain on the Hub workers and the organisation. Lack of recurrent funding and the need for more workers are the most important barriers to the organisation's achievement of its goals and indeed its survival over many years.

Lack of physical space and its maintenance remains another important issue for the organisation, including how to deal with the Council around the maintenance of the physical area. The old community hall which accommodates the Hub is of historical importance to the community, but its facilities are very limiting. In the past the organisation aspired to building a better premises but this is no longer an organisational goal. However improved facilities within the existing hall, a more secure office space, a modern kitchen and a better playground for the children would assist in helping the organisation achieve its goals. With the availability of more computers and educational software and training staff, they could better assist the school children. The organisation has had to struggle to achieve what it currently has, even to the extent that obtaining an indoor toilet was a struggle.

Dumping of waste material behind Coomaditchie remains an issue of significant concern for the community particularly in terms of the appeal of the physical environment as well as hygiene and safety. Another factor identified as being a hindrance is the donation of inappropriate materials or materials for which the organisation has little use and no space to store them.

3 Activities of the Coomaditchie Community Hub

This section provides further detail about the activities which are currently conducted by the Coomaditchie Community Hub, the context in which they occur and the outputs they achieve. The Logic Model for the Coomaditchie Community Hub identifies eleven different types of activities, involving ten categories of participants. 'Activities' in this context are the specific actions and processes that are used to produce outputs and outcomes, while 'outputs' refer to the direct results of these activities, such as services, products, techniques, tools, events and technology (Gugiu & Rodriguez-Campos, 2007). Activities can occur at different levels. The key activities identified for the Coomaditchie Hub are those that occur either at the individual and family level or at the community level.

3.1 Activities which target individuals and families

The Hub conducts many activities which target individual clients and their families. Some, but certainly not all of these activities are captured in the data which is reported by the Hub to the funding body. This means that the 'official reporting' of Hub activity does not capture much of the work actually conducted by the Hub, work which is considered valuable and appropriate to both the organisation and the clients. It also means that the type of reporting required by funding bodies is somewhat alien to the Indigenous ways of working with the community. This section discusses in further detail both the activity measured through the client service data reported to the funding body and the range of activities considered by the Hub to be important.

3.1.1 Provide information, advice and assistance to clients

The provision of information and advice to clients, like any community centre, is an essential component of the services delivered by the Coomaditchie Hub. On a day to day basis the Coordinator and Aboriginal community workers deal with client enquiries, either by phone or in person, on a wide range of issues such as housing and accommodation needs, medical and specialist health services, legal and court related issues, employment, education and child and family issues. The workers provide appropriate advice, make enquiries on behalf of the clients, or refer the client on to relevant government and non-government services.

Reporting service use

Under the Community Builders Funding agreement the Hub is required to report on service activity between 2011 and 2013.

Details of the terms of the Service Agreements based on targets set at the commencement of the Project can be found later in this report (see Additional Information in this report). The Hub identified two groups as priority groups for reporting purposes:

- Priority Group 1: Aboriginal clients
- Priority Group 2: Socio-economically disadvantaged clients

Client and Service data was recorded for a period of 23 months (July 2011 to May 2013). No data was recorded for June 2013. More detailed data was recorded for the Hub through Biannual Snapshots in May and October of each year.

The regular recording of the number of clients served by the Hub proved to be a challenging and sometimes onerous task for Project staff. Clients using Hub services were asked to record their session by signing a registry. The registry contains information on the clients' use of the service, for example seeking information, asking for someone to advocate for them, using the hall for their Centrelink or family contacts, or using the computer for their homework. The Staff register 'Occasions of use' in the registry rather than the number of individuals who use the Hub and the same client may use it on various occasions for the same or a different reason. Clients were asked to sign the book on each occasion, but this did not always occur and was difficult to monitor. Collected data were then transferred manually to a spreadsheet with the number of users of the service [U] and an additional information and advocacy part [I]. However, this was a time consuming task making it challenging to adhere to the provision of a quarterly report.

Information & Referral - Clients connected to information

'Information and Referral' is one of the key tasks for which data is recorded. The Community Hub is expected to connect individuals to information and services to promote community capacity, increase resilience and improve safety in the community. The key performance measures for reporting on the Hub activities are the number of individuals accessing information and the number of individuals assisted from each of the nominated Priority Groups. During the period 2011-2012 Coomaditchie Hub provided information to clients during all of the days on which it was open.

Figure 3 Information and Referral

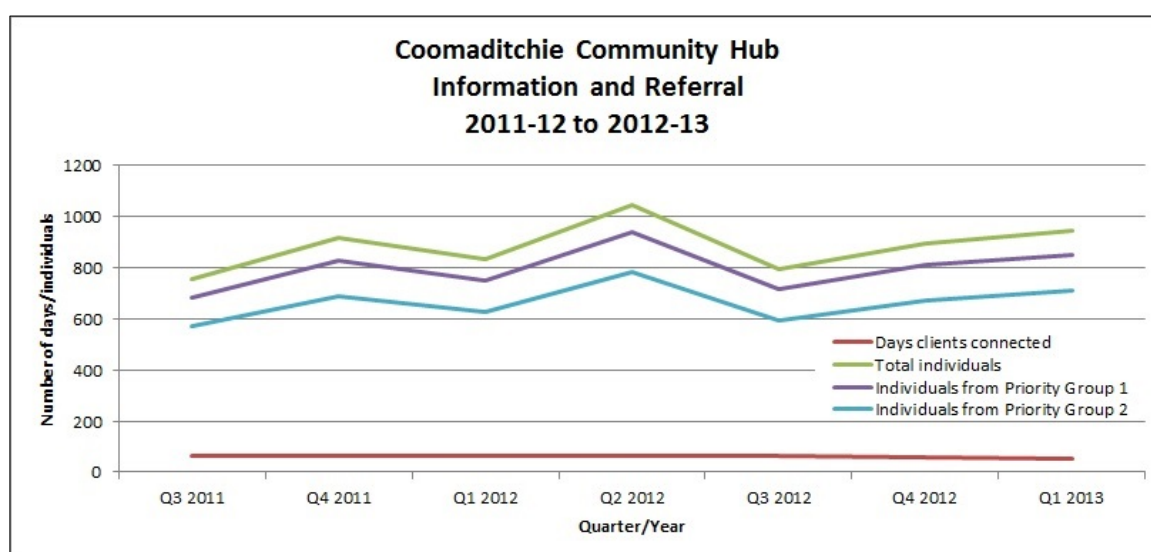


Figure 3 illustrates the number of days clients from both priority groups were 'connected to' or provided access to information and referral services. A total of 461

days were recorded over the period 2011-13. This figure represented an average of 20 days per month.

Figure 4 Information and referral - Target vs Actual

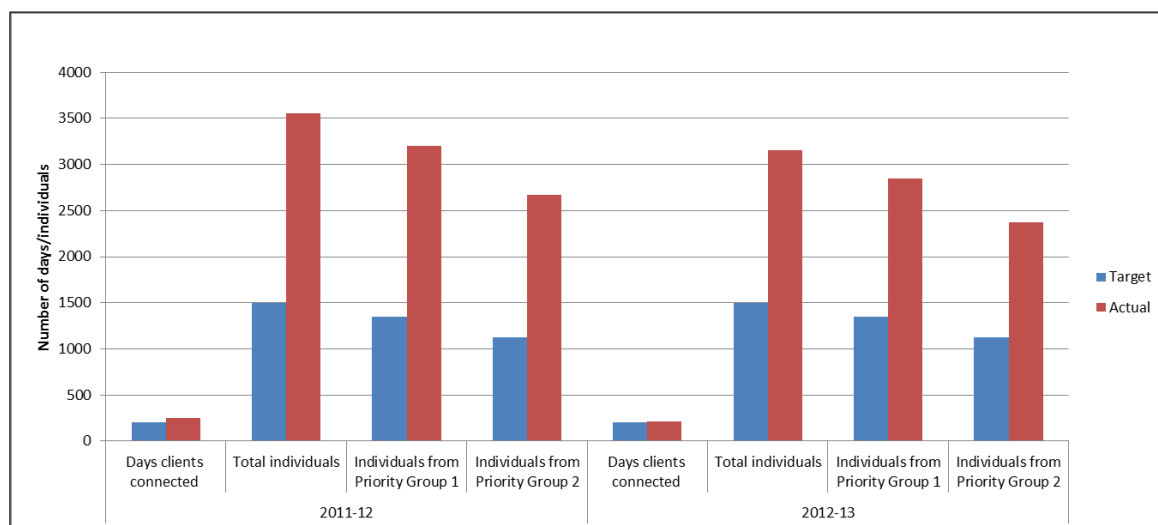


Figure 4 compares the actual number of days in which clients connected to information and referral, and the total number of individuals involved over the two year period, with the targets agreed in the Service Agreement. It shows that the number of days the Hub provided clients with information or referred them to other services exceeded the number of target days in both years.

It should be noted that 'total individuals' in the recorded data, and in this figure, refers to individual 'occasions of use'. That is, the same individual may have used the service multiple times. There were a total of 6514 individual 'occasions of use' in which individuals received information or referral between 2011 and 2013 (3357 in 2011-12 and 3157 in 2012-13). This number far exceeds the targets set with the funding body.

It should also be noted that 'total individuals' includes individuals from both priority groups. Over 90% of clients receiving information and referral over this period were from Priority Group 1.

3.1.2 Refer clients to a range of health, welfare and other services

A Community Hub provides a locally based, single point of access to information, resources and services that are accessible to all members of the community. The key performance measures for reporting to the funding body on this objective are the number of referrals made and received by the service.

At the individual and family welfare level, the Community Hub addresses the broad range of issues in relation to employment, education, family and community matters, legal and housing discussed in the previous section. This work is undertaken through extensive collaborative arrangements with an extensive network of community service and other partner organisations. Clients may be referred to a wide range of outside

services and partner groups. The Hub frequently refers clients to the IAMS medical, dental or other services, the Illawarra Legal Centre and court support services.

Figure 5 **Clients Referred**

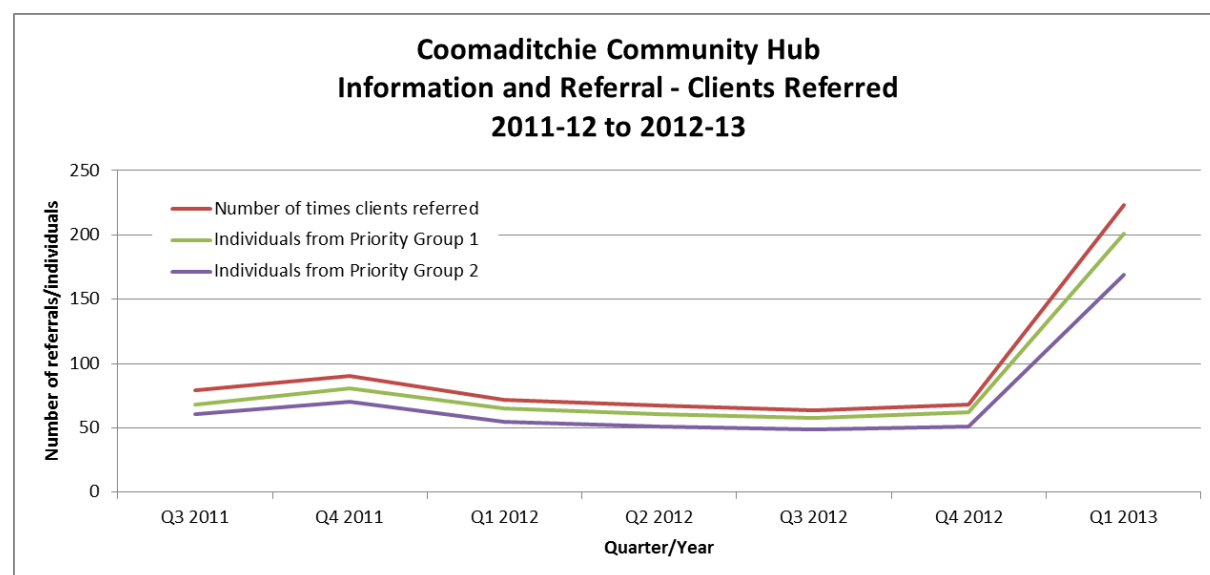


Figure 5 illustrates a large increase in the number of clients referred over the past 12 months from 308 clients referred in 2011-2102 to 507 clients referred in 2012-2013.

Service delivery and coordination: Using community infrastructure

The Hub provides clients with access to the facilities and equipment available at the Community centre. This includes computers, fax and photocopying machines and phone. Workers are often called upon to help clients use these machines or assist them in filling out forms, write letters, statutory declarations or other written communication. The Hub is an important contact point for members of the community, including those who do not have a phone number or are transient due to lack of employment or homelessness. The number of clients received by the Hub may vary from day to day. The Hub is available to clients for as long as they need the service and for the time they require.

During the period July2011- May 2013 the Hub was available to clients on a total of 461 days, an average of 20 days per calendar month. In both years the actual number of days in which service was available exceeded the target. The number of days clients connected to the service is illustrated in Figure 3.

Over the 23 month period from July 2011 to May 2013 a total of 2139 individual clients are recorded as either using the Hub resources or being linked to services (1093 during the period July 2011-June 2012 and 1046 during the period July 2012-May 2013). This represented an average of 88 clients per month. The average number of individuals from Priority Group 1 over this period was 83 per month (1927 individuals between July 2011 and May 2013). The average number of individuals from Priority Group 2 over the same period was 70 (1605 individuals between July 2011 and May 2013). For both Priority

Groups the actual number of individuals accessing the Hub exceeded the number of target days.

Figure 6 Clients connected to services

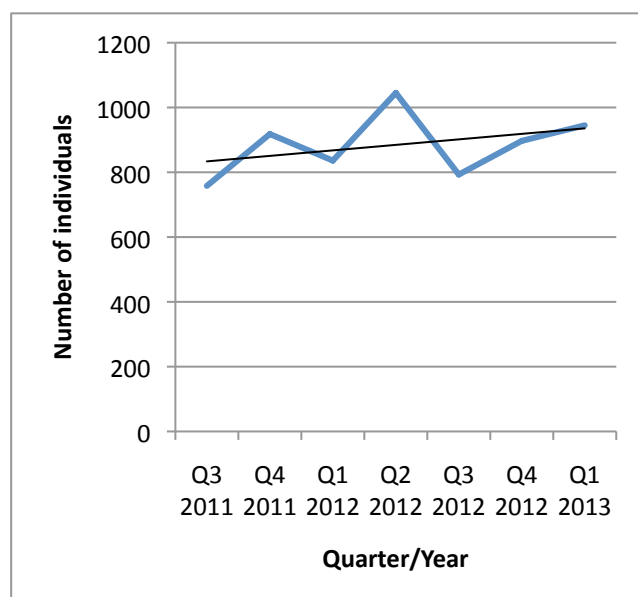


Figure 6 shows that there has been a steady increase in the number of individuals connected to services over the two year period.

3.1.3 'Walk beside' community members

Staff work closely with individuals and families to assist them in their negotiations with government departments and services. This may involve liaising directly with government departments and services on behalf of individuals and families. In these cases the Community Workers may accompany the client to organisations to access services when community members lack the confidence to do this alone. Workers may even provide transport for clients to legal, medical and other services, using their own vehicle.

Work with clients is achieved through a non-judgemental ethos of understanding, acceptance and empathy, as the following quote illustrates:

In our community there is an understanding of whoever they are greeted by in Coomie they will get a person who understands their journey and where they are coming from.

(Coomaditchie Hub worker)

The underlying aim of this intensive work with clients is to do their utmost to help Aboriginal community members to gain enough confidence to participate in the broader society and economy. The Community Workers understand that in order to achieve this they need to work with clients to first build their confidence, self-esteem and the necessary communication and social skills to participate in mainstream society. Their

work with the clients involves 'walking beside' them in their journey. This is evident in the following quotes,

It depends on what the community want and what they need... to get them out in to the mainstream...So they build their confidence up here to be able to step out into mainstream.

Our philosophy here is to get our people out there in the wider community with some jobs and employment, you know, and training.

(Coomaditchie Hub worker)

3.1.4 Provide a safe learning environment for children

The Hub provides a safe place where children are welcome to meet informally under the supervision of adults or play in the adjacent playground which is safe and visible from the kitchen. Children are free to use the computers for play or educational purposes. They can also engage in organised programs such as Stir it Up. Children from the Coomaditchie community are frequent visitors to the Hub. They use the computers, engage in artwork with the elders and play around the area. The Hub also hosts a homework centre for children at the Community Hall. The homework centre is currently organised by Barnardos and is run by volunteers. Children are provided with access to computers, assistance with their homework and art activities. One of the problems facing the Centre is lack of physical space which limits the number of programs the Hub can operate at any one time. If appropriate space was available the Centre would like to run more programs and activities for children.

3.2 Organisational level activities

3.2.1 Support Work and Development orders

Coomaditchie United Aboriginal Corporation is approved by the State Debt Recovery Office (SDRO) to support Work and Development Orders (WDO). WDOs allow eligible clients to pay off their debt through unpaid work. This is done by providing them with supervised work as unpaid volunteers in the bush regeneration work. Supervision is provided by the Community Worker. Those eligible for WDOs include people who have a mental illness, intellectual disability or cognitive impairment, are homeless, are experiencing acute economic hardship, or have a serious addiction to drugs/alcohol/volatile substances (NSW Office of State Revenue, 2014). Approved organisations are required to keep WDO records which document the assessment of client eligibility for the WDO, correspondence from the SDRO and documentation which shows the level of compliance with the WDO; this may include the hours or days of attendance .

3.2.2 Provide training for volunteers and staff

Apart from the supervision of Work and Development Orders, the Hub also supports a number of other Aboriginal and non-aboriginal volunteers who work across a number of different areas of activities. Volunteers assist in the office by answering phones and receiving clients. Some volunteers bring valuable expertise such as computer, administration or community development skills. These people work flexibly with the Hub and are often on hand to assist with tasks as needed. Volunteers also contribute to

art projects and the bush regeneration work where they receive on the job training under the supervision of the Coordinator or the Community Workers. Some specific training opportunities are also provided for volunteers and some of the volunteers are included in Management Committee meetings and attend Planning Days where they learn valuable skills in organisational management and governance. In the bush regeneration projects the Community Worker supervises the environmental work of all volunteers on a day to day basis, provides Work Health and Safety site induction and demonstrates the use of equipment and instruct workers on daily work.

3.3 Community Engagement

Community Hubs also provide a location for the delivery of a range of community based, non-profit services including visiting and/or co-located agencies as well as supporting self-help groups to contribute to community capacity building. The Coomaditchie Community Hub operates as a host for the outreach activities of numerous local services that run sessions at Coomaditchie making these services more accessible for disadvantaged clients and enable clients to access them. Some of these organisations are: Illawarra Shoalhaven Medicare Local, the Illawarra Legal Service, Centrelink, (No Interest Loans Scheme (NILS)), Barnardo's South Coast, Illawarra Aboriginal Corporation Myimbarr OOHC, the Illawarra Aboriginal Medical Services, the Police Department, and the Department of Primary Industry (Fisheries and Aquaculture).

The following tables indicate the number of community engagement events, consultations, plans and partnership projects which were conducted by the Hub over the period 2011-2013. Further details of these events are provided below.

Table 1 Community Engagement: Events

<i>Community Engagement: Events</i>	2011-2012		2012-2013	
	Target	Actual	Target	Actual
Events per annum		14		3
Number of individuals attending larger events		2430		330
Number of individuals attending smaller events		351		0
Total number of individuals from Priority Group 1		1385		140
Total number of individuals from Priority Group 2		505		190

Table 2 Community Engagement: Consultation

<i>Community Engagement: Consultation</i>	2011-2012		2012-2013	
	Target	Actual	Target	Actual
Community consultations		2		2
Total attendees		49		60
Total number of individuals from Priority Group 1		44		56
Total number of individuals from Priority Group 2		37		55

Table 3 Community Engagement: Community Plans

<i>Community Engagement: Community Plans</i>	2011-2012		2012-2013	
	Target	Actual	Target	Actual
Number of plans developed each year		1		1
Average number of people having input into plans		14		28
Total number of individuals from Priority Group 1		13		23
Total number of individuals from Priority Group 2		11		28

Table 4 Connecting the Service System: Partnership Projects

<i>Connecting the Service System: Partnership Projects</i>	2011-2012		2012-2013	
	Target	Actual	Target	Actual
Number of partnership projects each year		33	26	42
Number of large projects		4	1	2
Number of organisations involved in 1 larger projects		16	8	14

3.3.1 Host programs run by partner organisations

The Hub is well set up to run new programs but these require specific project funding. Over the past few years the Hub has hosted a number of important programs tailored for the community. These were offered flexibly in response to community need.

The Stir It Up cooking classes for children was one of these. Stir it Up is coordinated by the Illawarra Shoalhaven Local Health District (ISLHD) and Health Promotion Service and Healthy Cities Illawarra (HCI) in partnership with Baptist Community Services, TAFE Illawarra Outreach Unit and Wollongong Church of Christ with project funding from the Australian Government. It supports people to promote healthy eating and good food in their local communities (Healthy Cities Illawarra, 2010). The program was successfully implemented with children and young people in the Coomaditchie Hub in 2013 using the meagre but adequate kitchen and hall facilities. This valuable program, which helped improve children's knowledge and skills in the preparation of nutritious food was well received by participants.

CUAC also conducts a large and diverse number of activities in the local community. Some of the projects conducted during 2012-14 were the 2012 Billy Cart Derby, the Belly Castings Project; NSW Police Fishing day and residents BBQ; Community Planning Day; Healing Foundation Days - Sorry Day workshop; Camp at Cessnock with NPWS; project with IRT Woonona' You, Me, Unity; Art Workshop with Elders & Stolen Generation.

3.3.2 Provide a cultural knowledge place through cultural and art education

Cultural education is delivered both formally and informally by workers at the Hub in response to enquiries for art workshops. The Coomaditchie artists have longstanding relationships with the Illawarra TAFE to deliver a highly successful cultural education

program through art. The Hub also conducts art and cultural training with other organisations, such as Relationships Australia, and the University of Wollongong.

The Hub's work with the Illawarra TAFE was recently documented in an action research project report, which arose from a partnership between students studying the Diploma of Community Services at Shellharbour TAFE and the Coomaditchie United Aboriginal Corporation (Dooley & Pollard, 2012). The report, *Unique Practices of Coomaditchie Artists: Keeping culture alive through public art* demonstrates how the Coomaditchie artists use a unique way of working with participants in collaborative projects.

They adapt to the needs of the people they are working with and include their ideas in the planning phase of the work. They encourage others to 'tell their stories', creating individual and collective narratives through the common language of symbols.
(Coomaditchie United Aboriginal Corporation and Shellharbour TAFE, 2012).

Education and cultural knowledge is provided using an individualized approach which involves finding out what they know and responding appropriately to the needs and prior knowledge of students in the group. The format for the workshops varies from a one-day workshop for a group of students to a more formal assessment of the educational needs and prior knowledge of workshop groups. Aboriginal cultural education is also provided by the Community workers through 'sideways talk', whereby students/clients are provided with information in an informal, yarning way.

3.3.3 Operate an artist cooperative and undertaking community art

Art is central to the work and philosophy of the Coomaditchie United Aboriginal Corporation and is the Hub's 'tool of engagement' with the broader community. Lorraine Brown and Narelle Thomas are leading and established artists in the region and their work is familiar to the Aboriginal and non-aboriginal community throughout the Illawarra. Coomaditchie art has also been important in building regional culture and identity for the Illawarra. There are numerous examples of public art, particularly those along the coastal areas such as Wollongong's Belmore Basin, Shellharbour and Woonona baths.

Art activities includes for which costs are able to be re-couped and re-invested into the organisation. They include running an art cooperative, with frequent exhibitions including an annual 'Last Minute' Exhibition that has become a well-known community event held at the Hub each December just prior to Christmas. Community art and murals are commissioned by government and non-government organisations such as the Wollongong City Council, the Illawarra and Shoalhaven Local Health District and schools. The artists work with a wide range of community groups including people with disabilities, school groups, pre-schools and scout groups.

Coomaditchie artists have taken a more professional approach to art production in recent years. For example there have been some changes in style and the art work is displayed differently. Running the art cooperative requires attention to numerous tasks such as customer service through phone or face to face enquiries, organising other

commissioned artwork orders, on site consultation with customers about their artwork needs and wants, providing cultural education on site with customers and groups, concept development and design of artwork, ordering and purchasing of materials, producing the artwork onsite or in the community hall, organising exhibitions at the community hall and elsewhere and attend openings and exhibitions of artwork. These tasks are undertaken by the artists with assistance from the Coordinator and volunteers

3.3.4 Conduct community outreach activities, notably the Southside Festival.

The Hub conducts many activities aimed at creating 'social cohesion and understanding' among the broader Australian community. These broader community activities include the Southside Festival and the art and cultural education activities. Other work such as protection and preservation of country, cultural awareness, support mechanisms for young families, working with playgroups, working with TAFE, are among the most active part of the Centre. It is understood that sharing of knowledge and wisdom gives a broad understanding of community. The Coomaditchie Hub contributes to the planning and implementation of numerous events through the planning committee. Their work includes setting up and overseeing the event and photographic work at events. Over the past two years CUAC has lead or collaborated in the following community cultural events: Southside Festival; a Planning Day with Illawarra Local Aboriginal Lands Council; a Men's Group Community BBQ; a Wollongong City Council consultation about the Warrawong CBD; and a Koori Family Fun Day with the University of Wollongong

3.3.5 Undertake bush regeneration and protected species programs

Environmental project management accounts for around 30 percent of the time of one of the Aboriginal community workers. Bush regeneration and the protected species program is a priority area but the ability to engage in projects is subject to the availability of project funds. Separate funding received for environmental projects have supported the work of bush regeneration around the Coomaditchie Lake and the protection of an endangered species, the Bell Frog. The Coomaditchie Lagoon is an important site for the protection of the Green and Golden Bell Frog *Litoria aurea* which is listed as an Endangered Species under Schedule 1 of the NSW Threatened Species Conservation Act 1995 (Department of Environment and Conservation (NSW), 2007).

Bush regeneration activities have social and economic as well as environmental benefits as they provide opportunities for volunteers to pay off debt through a Work Development Order. CUAC has also recently engaged in a community garden project and the 'Gate Project', aimed at using art in a physical barrier designed to stop vandals dumping waste near the Coomaditchie community.

Project management involves the Community Workers in numerous tasks including: concept development; assisting with seeking funds; project planning; project implementation; ordering and purchasing; time management; staff management (includes work order and volunteer supervision). CUAC was recently funded to establish a Men's Shed. On a day to day basis environmental project works involves: the supervision of environmental work on a day to day basis; providing Work, Health and Safety site induction to workers on environmental projects; demonstrating the use of equipment and instruct workers on daily work; and the overall responsibility for the

supervision of workers under State Debt Recovery Work Orders (Office of State Revenue: State Debt Recovery, 2014).

4 Project Outcomes

The outcomes of any program or project refer to the changes that occur after the program is implemented. The changes can be positive or negative or they may have maintained a particular level or status that would have otherwise worsened without the program or project. This section considers the short, medium and long term outcomes of the project at three levels: changes to individuals and families; organisational change; and changes at the community level. Short-term outcomes usually reflect the temporary changes which may occur in terms of knowledge, awareness, skills, attitudes, behaviours, performance, status, environment, or level of functioning. Intermediate outcomes reflect more sustained changes in these domains. Long-term outcomes reflect organizational, community or policy level changes (Gugiu & Rodriguez-Campos, 2007).

There are numerous challenges in the evaluation of community based projects due to the relatively small numbers of individuals involved. The nature of the work of the Coomaditchie Community Hub means that workers may work intensively with a few clients over a long period of time. Individual stories are often the best evidence of the success of this work. Participants interviewed for the evaluation of the Capacity Building Program were able to provide many examples of where the Hubs activities have impacted on the lives of individuals, families, the organisation and the broader community. Details of these are provided below. However a more in-depth investigation of the stories of individual clients was beyond the scope of this evaluation.

4.1 Changes to individuals and families

Clients

One of the most important outcomes of the Coomaditchie Community Hub for individual clients is that they are provided with an opportunity to build confidence that makes it possible for them to successfully communicate with the wider world and become more independent. Many clients still commonly refer to the Coomaditchie community as the 'mission' and they are very uncomfortable in new situations with people and services outside the mission. These clients find it very difficult to communicate in a mainstream employment or service provision situation.

The training and skills development clients receive at the Hub is very different to the more formal training environment at institutions such as TAFE. Due to a lack of self-confidence many clients are unemployed for a long time and may suffer multiple disadvantages including health problems. The Hub is a place where clients can expect to be treated in a non-judgemental way. With this increased confidence they learn how to confidently answer the phone or use the fax machine because they have been taught how to do so and as a result they can use the computer when they go to Centrelink and feel comfortable. The impact on many individuals of being part of the Hub has been life changing because they experience greater self-esteem and a belief in themselves. The ability to communicate with groups outside the immediate family is an extremely transferable skill which can be applied to other social situations.

The Hub also assists individuals and families in their negotiations with government departments and services. This may involve liaising directly with government departments and services on behalf of individuals and families. Due to the Hub's efforts, more clients are now able to make their own appointments and deal directly with services because they have more confidence in themselves.

The Hub provides a venue for occasional outreach health clinics to increase health service access for community members who would not otherwise use services. Aboriginal people in the region experience very high rates of chronic disease and other illnesses compared to the rest of the population (Centre for Epidemiology and Evidence, 2012). Doctors from the Illawarra Aboriginal Medical Service have visited the Hub to conduct men's health clinics, as men do not frequently use the Medical Centre. Women's health clinics have been held to encourage pap smears and antenatal care. Projects such as the 'Belly Cast' project have successfully combine art and health in encouraging young expectant mothers to access available pre-pregnancy and maternal health services.

Another important outcome of the Hub at the individual level is the increase in the number of people attaining their drivers licence. The low levels of driver licences in Aboriginal communities is an important problem which impacts negatively on their ability to access services (Elliott and Shanahan Research, 2008) as well as on the rates of road injury (Ivers, Byrne, Hunter, & Clapham, 2013). Because of the Hub seven to eight clients have attained their driver license.

Having their license means they can get to medical appointment, school, getting a job and keeping their appointment where they could not do it before. Previously one of the Centre staff, who had the driving license, had to fulfil these tasks. Since then people have come and have sit for the RTA test. The test is down loaded on the Centre's computer for the clients to use. Now many of them have their license.

(Community Hub Worker)

The Hub has connected many clients with the No Interest Loans (NILS) system. Clients can be assisted to pay off debts, and to pay off consumer goods.

We work with Port Kembla with the NILS program, a lot of these people go there on a regular basis now and they can pay off their fridges and own them, their TVs and own them. They're doing that themselves. We're not sitting beside them in the interview like we used to.

(Community Hub Worker)

There are a number of ways in which the Hub facilitates family connections and reconnections. One way is through Facebook, a social media which is commonly accessed by Aboriginal community members. The Hub also connects clients who have had children previously removed from family. Staff quoted instances where clients had been reconnected to families as a result of meetings organised by the Hub with local

community services. In one instance a man who was totally 'service averse', finally came to the meeting at the Hub after declining on many previous occasions. Sometimes it takes a long time for some of these changes to occur and for issues to be resolved. Clients with 'sorry business' have been able to contact family in regional Australia through the Hub.

This is their [clients] own meeting place for their cuppas, their yarns, and all the laughs. This is a special place for them because no other place has the same method of operation and does the same thing. It is also good for the family because it keeps the family together.

(Community Hub Worker)

Children and young people

There have been some notable impacts of the Hub's activities on children and young people's pride. Children have a place they can go to if they need to and being alongside role models such as the Aboriginal community workers and the Coordinator helps to improve the educational aspirations of children and young people because they can see people who are successful and they come into contact with professionals and service providers. Staff encourage and support children's education and reinforce important messages around the importance of education. Children are given the opportunity to hear language around 'achievement', 'success at school' and given a chance to talk about and develop future aspirations. The educational achievements of others in the community are talked about and celebrated. By coming to the Hub children have access to staff that can help children with school work, particularly those who are struggling,

(the staff) work with the kids with this stuff, you know, to bring their skills up, especially the ones that are being suspended all the time or have been out of school for so long and we're trying to catch them up with their work so that they fit in with other kids and move on to the next class.

(Community Hub Worker)

Approximately nine students from the Coomaditchie community have completed their Higher School Certificate after accessing the Hub. While this number appears to be small it needs to be understood in the context of the disparity in educational outcomes which exists between Indigenous and non-Indigenous young people in the Illawarra detailed in the Section 2.4 of this Report. In this scenario any efforts which the Coomaditchie Hub can make in improving educational aspiration and achievement, therefore, are extremely welcome. Individual success stories are important. In one case a female client, a teenage girl had her first baby while she was sitting for her Higher School Certificate (HSC). She was an abused child but with the help of the Hub workers and through the use of facilities such as access to the internet, printing materials and connection to a tutor outside, she completed her HSC and was enrolled in nursing through TAFE courses. She was also connected to another nurse who helped her with her vaccinations and having her uniforms supplied to her. This young woman completed her studies and recently graduated from University with a nursing degree.

Access to a computer is an essential part of job-seeking today. The lack of Indigenous people's access to telecommunications is recognised as a barrier to accessing health and

community services (Australian Bureau of Statistics, 2008, 2010). It is estimated that only one in twenty Aboriginal community members at Coomaditchie have a computer at home. The Hub assists clients in writing resumes and gaining computer skills.

... she was involved in the organisation while she was at school, so she'd come in, she'd answer the phone, she'd do all that and you know, now she's working at (a local welfare organisation) and doing accountancy and so it's those sort of changes.

The Hub facilitates computer training for children and provides assistance with their homework. The staff are strongly committed to instilling values and promoting self-esteem in children and youth so that they are better prepared to live and work in both Aboriginal and non-Aboriginal environments. Many of the young people who use the Hub have limited or no access to computers at home even though computer technology is a fundamental tool in schools today. The availability of computers provides an opportunity for young people to become familiar with computers. The homework centre provides a further opportunity for children to receive assistance with academic tasks.

Say if we wanted to get a homework centre up and running, we want someone to teach our kids the future and the future is those computers and knowing how to work them and, you know, they know the basics, but if you get people in who can do things on the computers that help the kids to build things.

(Community Hub Worker)

Importantly, children and young people learn about their cultural heritage and the importance of building an appreciation of Aboriginal culture across the community. Underlying the strong commitment to young people being able to achieve the best possible outcomes in the mainstream education is the fundamental belief in the importance of a strong Aboriginal cultural identity for children and young people. It is through children that the Hub keeps the Indigenous tradition alive. One of the ways this is done is through teaching of practical art skills. For both adults and children the art knowledge is integrally connected to cultural knowledge, as culture is communicated through art.

Lorraine and Narelle are committed to keeping their culture alive, devoting much energy to teaching their culture to the Aboriginal children of this area through their art. This results in Aboriginal children identifying with and building a sense of pride and ownerships in their culture.

(Coomaditchie United Aboriginal Corporation and Shellharbour TAFE, 2012)

A priority for the Hub is working with clients to develop skills which lead to employment. The Coomaditchie philosophy is to get Aboriginal people out into the wider community to complete formal training and gain employment. This is approached in a flexible way in response to client and community needs and focuses on initially helping people build the confidence they require to approach a potential employer and apply for a job. As a result the Hub has also been successful in getting people full time employment.

Volunteers

Volunteers are provided with opportunities to learn and develop skills which are transferrable to any office or organisational workplace. They learn about office administration, meetings, and the role of a management board, legal requirements, responsibilities and accountability for funding, the constitution, and accountability requirements. Learning new skills such as learning how to answer the phone in a professional way, learning how to use the photocopy machine or gaining computer skills contributes to building clients' self-confidence to communicate with mainstream and broader community settings. Small changes are important, as the following quote indicates,

So the little girl picks it up and says, good morning CUAC, you know, whereas in previous years they've been so shy they wouldn't even answer the phone. It always makes me smile to see those sorts of things happen and you can't measure it but you can't under estimate it either. Yeah, they're small things but they matter because it is about building confidence.

(Community Hub Worker)

4.2 Changes to the organisation

A number of factors have contributed to the improved service capacity of the Community Hub. One important factor is the development of skills in volunteers as described above. CUAC has also been active in promoting communication skills and individual capacity building in staff. All of the staff have either TAFE or University qualifications or both and take up opportunities for further skills development for example by attending governance workshops, networking and undertaking further qualifications. In addition to formal training staff undertake staff development opportunities as they arise.

Staff have also been supported in the organisational capacity building activities which were part of the Wollongong City Council Capacity Builders Program. Over the past two years there has been a revision and upgrading of the previous Policies and Procedures Manual as a result of the Capacity Builders Program initiated by the Wollongong City Council. Staff and volunteers participated in a Planning Day where they worked with a consultant to develop a clear articulation of their strengths and weakness and developed a vision for the future. Relationships between the Coomaditchie Community Hub and local business leaders has recently commenced through the 'Warrawong Project' and appears to have the potential to impact positively on organisational capacity.

4.2.1 Enhance collaboration with external partners

The Hub networks effectively with a broad range of government and non-government organisations, particularly community services organisations. It provides a valuable positive Aboriginal perspective in dealing with the complexities of that system. For example the Hub has helped to improve relationships with local authorities by working with the local police in their implementation of the successful fishing program for local children and youth. The Hub has also worked with security guards at the Westfield Shopping Centre at Warrawong to improve the relationships between the commercial

and security interests and the Aboriginal children and youth who are at risk of being targeted by security guards. The Hub staff recognise that they have not solved all the problems but the positive results are evident, as one participant recalls,

With the work being done the police aren't called in so often for DV incidents, less kids are being in the hospital, less fires, less dramas. Things still are falling down and it falls down again, and then it picks up and then it falls down. However, when it falls down it never falls down quite as far and as deep.

(Community Hub worker)

Coomaditchie is now included in local forums of service providers such as the Southern Suburbs Task Force which was set up to address issues concerning the local communities around the Cringila, Warrawong, Port Kembla, Coomaditchie and Berkeley areas. The forum meets regularly at the Community Hub and deals with issues such as health, housing and other issues. These networking opportunities have the effect of strengthening the collaborations between the Hub and external service providers which in turn enhances the organisational capacity of the Hub to engage in other activities.

4.3 Community level changes

Increased community cultural awareness

One of the most important changes at the community level is the growing awareness of Aboriginal culture as a result of the Hub's cultural education and art activities which is delivered to specific groups and to the broader community. The TAFE action research study (Dooley & Pollard, 2012) documents the 'transformational impact' the art-making process has on the relationships, attitudes and understandings between the artists, the Coomaditchie community and the wider community.

By engaging with the art people from the broader community, including those from non-English speaking backgrounds, have a unique opportunity to learn about Aboriginal history and culture. Visitors coming to view the art work have the opportunity to engage with the artists and staff of the Hub and in doing so increase their understanding of the Coomaditchie community, its environment and history. In this way the Hub is able to 'build bridges' between the local Aboriginal and the wider community.

The Community Workers introduce many Australians to Aboriginal history, often for the first time as shown in the following example,

they tell us when they first come here they were first naïve, but they've learnt a lot of the history because they never knew it and they never knew those atrocities happened to our people.

(Coomaditchie Hub Worker)

They are also able to address the negative stereotypes often held about Aboriginal people. When TAFE students visit Coomaditchie they are asked to reflect on the Aboriginal people and the Hub. They write about where they were before and what

differences it made to them after being there and the changes they see as a result. One participant commented that each year when a new group of TAFE students come to the Hub, workers detect the same negative attitudes towards Aboriginal people year after year. The workers have to set about changing these views and educating the students in Aboriginal culture and values. But despite the initial stereotypical views, the Hub consistently receives positive feedback on its activities, including its artwork and the work with TAFE students. Their writing demonstrates a change in the attitude toward Aboriginal people from previously stereotypical to more open views.

Students visiting or attending art workshops have their view of the Coomaditchie place changed. They are able to build a relationship with the people, which is transferred to the broader community. Students also go home and they talk about things with their family, relatives and friends and as a result breakdown the barriers in different ways.

(External stakeholder)

This is also true for the other people who are in contact with or visit the Hub. Participants reported that the TAFE students demonstrated the following changes in attitudes as a result of their work with the Hub,

People no longer see the Aboriginal community as being alcoholic, dirty blacks with alcoholics and people with drug addicts or having family problems.

The problem with the Aboriginal community is that a lot of people have been judging us for differently although they have never met us. So it has broken down a lot of barriers.

(External Stakeholder)

The work with TAFE students is very important and rewarding for the Hub Community Workers because it reinforces their achievements in 'breaking down the barriers' by educating tertiary students about Aboriginal culture. As one participant stated,

I talk with my students about what difference it makes going out there and they say, oh Coomaditchie has such a terrible name. And then how is their view different as a result of going out there and what made that difference? And the thing that makes that difference is the relationship that they build with people from CUAC and that then flows out to the broader community.

(External stakeholder)

Coomaditchie artists come into contact with people of many different cultures. People from non-English speaking background communities have participated in painting murals with the Coomaditchie artists. One example of this activity is when the Illawarra Multicultural Services took a group of Muslim women out to Coomaditchie to learn about Aboriginal culture. One of these young Muslim women who did an art workshop at Coomaditchie studied at the University of Wollongong and felt racism when wearing the hijab. The Muslim women were then provided with an opportunity to learn about Aboriginal people's experiences of racism. This type of activity is regarded as helping to

break down barriers and create tolerance and social harmony as people go home and share these experiences with their family and friends.

Community Festivals

There has been a long history of racial tension between the broader Australian community and Coomaditchie but the isolation and marginalisation which the Coomaditchie community has experienced over a long period of time has begun to change in recent years. This is largely due to the leadership and the activities of the Coomaditchie Community Hub.

The establishment of the Hub has had the important outcome of providing a strong Aboriginal voice within the broader community. This has been facilitated by the strong network of partnerships and collaborations making Coomaditchie a well-recognized and legitimate voice for Aboriginal people. One of aspect of this program is the sense of leadership being developed at the local level. This can be seen in the Southside Festival which has been held around the Coomaditchie lagoon where arts are displayed and community participate. This gives the community a sense of purpose and commitment. There are also art exhibitions, the community art and the sustained level of favourable media attention paid to the activities of the hub over a 20 year period (see Additional Information in this Report for more details of media attention).

The Hub has promoted activities such as the community garden, trying to keep the housing estate tidier. It has also actively tried to address the graffiti, vandalism and the rubbish dumping which is brought into the Coomaditchie community by outside groups. Racism and stereotypical attitudes towards Aboriginal people are still present, but they are being addressed through the Hub and working actively with the local Aboriginal and the broader Australian community. Any success that comes out of the Coomaditchie Hub is a success for the Aboriginal community. The effect is to increase the community's sense of pride and aspirations.

The social impact of the Coomaditchie Community Hub has been to changes people's attitude and awareness of Aboriginal people, their history and culture. The ongoing relationship with the Illawarra TAFE demonstrates that this change can happen in quite a short period of time. The effect of these small changes is that it contributes to an overall increase in social harmony and reconciliation.

Environmental improvements

The Hub has made important advances in the environmental area. Land generation is an important aspect of CUAC's operation and it is a powerful tool to develop practical and transferable job skills. It is combined at the Coomaditchie Hub with the development of cultural knowledge and the incorporation of artwork into the land program. Illawarra TAFE has been a longstanding partner in this program. The Hub has attracted funding for traineeships in the past and has administered a number of small environmental grants to keep the Coomaditchie Lagoon clean and to protect and grow the population of Green and Gold bell frogs. There have been important environmental improvements in the area due to the land regeneration work.

Kids planted a lot of trees, which they are still growing and getting bigger and bigger. As the matter of fact there was only one coral tree in the whole place before but since the bush regenerations there has been a number of ones and are growing. As a result of this project the Centre has been able to apply for environmental trust funding and projects to support and clean up the environment

(Community Hub worker)

5 Conclusions

This Report has provided a detailed description of the Coomaditchie Community Hub Project and the context in which it currently operates. Located within one of the most socially and economically disadvantaged areas within the Illawarra region, the Hub works with the most underserved and vulnerable sectors of the population. Its values are those of social justice and a strong belief in the need to maintain a strong Aboriginal cultural identity in order to achieve greater social inclusivity for Aboriginal people. The project is fundamentally committed to working with all Aboriginal community members, but particularly with children and young people, in order to provide them with the knowledge, skills, experiences and aspirations to ensure that they can operate successfully as members of mainstream Australian society.

There are multiple, complex and inter-related problems being addressed by the Coomaditchie Hub. They include social and economic disadvantage, employment and educational disadvantage, the experience of racism, discrimination and negative stereotypes, the resultant erosion in the pride, self-esteem and Aboriginal identity which is handed down from parent to child, the lack of access and confidence people experience when accessing services, the complex family welfare issues and the suspicion of government agencies which emerge from this scenario. The staff and volunteers at the Coomaditchie Hub, supported by their Management Committee and strong networks, use whatever resources are available to them to improve the life chances of their clients by providing a holistic service that works intensively with individuals and small groups, in and around the Coomaditchie community. In addition to this they reach out to the broader Illawarra Aboriginal and non-Aboriginal community through their art work.

This final section will focus on summing up the achievements of the Project by identifying the aspects of the Project that work well. It also discusses some of the current challenges to the Project achieving its goals.

5.1 Summary of achievements

The Coomaditchie Hub provides a unique service to government and to the broader community through its work with individuals, children and young people, families, organisations and the broader community who benefit from the public art work and cultural education.

According to the Community Services Model for the Community Builders Funding, Community Hubs work with individuals, service providers and community groups to provide a locally based, single point of access to information, resources and services that are accessible to all members of the community. The Community Hub connects individuals to information and services to promote community capacity, increase resilience and improve safety in the community. Community Hubs may also provide a location for the delivery of a range of community based, non-profit services including visiting and/or co-located agencies as well as supporting self-help groups to contribute

to community capacity building. The two key objectives for the Coomaditchie Community Hub are: enhance communities' social infrastructure to support desired community results; and enhance the evidence base about what makes communities stronger.

The analysis of service activity data over the past two years indicate that the Community Hub exceeded its targets in respect to all of its eight key areas: connecting clients to information; referring clients to services; coordinating services through the Hub; using community infrastructure; community engagement; community consultation; community plans; and partnership projects.

At the individual level the Project successfully provides opportunities for clients to the build confidence that makes it possible for them to successfully communicate with the wider world and become more independent. It provides clients with training and skills development which is appropriate to their needs and situation. Small successes in building client confidence are evidence show that the Project is making an impact at this level. The Hub has made important inroads in connecting clients to services and encouraging outreach services to conduct outreach clinics using Hub facilities. Creative projects such as the 'Belly Cast' project have been innovative ways of improving access to services in the important area of child and maternal health.

The Hub's work with children and young people is having the important effect of increasing the aspiration of young people to consider success at school and even further education as achievable goals. Each success story provides an additional role model for the children. Importantly, children and young people also learn about their cultural heritage which lays the foundation for a stronger Aboriginal cultural identity. For both adults and children the art knowledge is integrally connected to cultural knowledge, as culture is communicated through art.

The Project's work with individual clients, children and youth provides the preconditions for a stronger Aboriginal identity, culture and self-determination, which are essential in developing the sense of place for Aboriginal people in Australian society. It also contributes to improved individual and family health and wellbeing.

Many people find themselves in a position of debt as a result of fines or court orders. The Coomaditchie Community Hub supports Work and Development Orders for these people through volunteer work within the bush regeneration activities. They are then afforded the opportunity to learn transferable skills and gain valuable work experience. Other important outcomes include the decrease in debt through the repayment of loans and associated with this an increase in clients with licences. These factors in turn impact on the ability of individuals and families to access services and increase the possibility that they will be able to gain employment or further their education.

The opportunities for staff training, together with the Capacity Building Program initiated by the Wollongong City Council have the effect of increasing the organisational capacity of the Project, which is an important factor in its sustainability over time.

The Community Hub also works successfully with a range of organisations to improve cultural awareness and is associated with a number of important changes and improvements in the local and broader community particularly through the work of the Coomaditchie artists. At the community level there has been a growing awareness of Aboriginal culture as a result of the Hub's cultural education and art activities which is delivered to specific groups and to the broader community

5.2 Factors contributing to the success of the Project

There are many factors which have contributed to the success of the Coomaditchie Community Hub over two decades. The primary factor is the foundation of Indigenous knowledge and the strong Aboriginal leadership of the two highly respected Aboriginal elders. The teamwork, professionalism and good project management skills of the core group of Aboriginal community workers and the experienced and skilled coordinator are also integral to the success of the Project over time. The individual qualities of these individuals, including resilience, positive attitude and integrity help to explain how the organisation has survived for over a decade on such a limited resource base. The management committee is a deeply committed group of people with a high degree of respect for the Manager. Another factor contributing to their success is the strong network of organisations and services with whom the Project collaborates.

5.3 Ongoing challenges for the Project

One of the important challenges for the Coomaditchie Community Hub at the organisational level is to increase its visibility within the broader community. Despite the progress that has been made in recent years in raising the profile of the Community Hub as an important social welfare organisation there is still some work to be done in this area. One way of increasing the visibility is through the website as the current website is in need of updating; further efforts will be required in this area in the future. The physical visibility of the Hub is also a challenge. The old community hall is quite well known to regular clients and most of the Aboriginal people in the region, but is less well known to the broader public.

While the Coomaditchie Hub maintains important and valuable networks and collaborations with the community services sector, to date it has had few business connections and relatively little local business support. The Capacity Building Program initiated by the Wollongong City Council has enhanced the organisational capacity of the Project by increasing its visibility among local business leaders and facilitated the connections between the Project and the broader business community. The launching of the 'Warrawong Project' is a promising start to building better relationships with this community but it is still too early to tell how whether these alliances will ensure the sustainability of the Project into the future.

The provision of a holistic welfare service to a complex and disadvantaged community is an ongoing challenge; it is also the rationale for the organisation. The expectations of the community, in addition to the sheer workload, can often create enormous demands on staff which are difficult to meet. This, coupled with the ongoing struggle to obtain the

necessary resources to continue the activities of the Hub has placed a strain on the key workers over the past two years. The need to maintain individual health and wellbeing of the key workers is therefore an important challenge for the Project.

The most important current challenge for the Project is the lack of government commitment to the ongoing funding of the project and hence its survival. Since its establishment the Project has continually struggled with the cycles of funding followed by periods of uncertainty. Over the past three years the funding received from the Community Builders Scheme has enabled the Project to conduct the sorts of activities which enable it to meet its goals and objectives. As this funding comes to an end valuable time is spent in lobbying and seeking support from its networks through crisis meetings, rather than improved service provision. The effect is an increase in stress for staff, volunteers and the Management Committee that so strongly supports the Project. There is a clear need for recurrent funding for this well established service to the Aboriginal community. The ongoing support of the Project will continue to have benefits to the immediate Coomaditchie community and Aboriginal community of the region, and the broader Illawarra community.

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7 Additional Information

7.1 Management Committee Membership

Lorraine Brown (CUAC)	Chairperson
Narelle Thomas (CUAC)	Co Chair
Kristy Thomas	Treasurer
-	Secretary
Sue Leppan (CUAC)	Public Officer
Vic Chapman (Community Member)	Ordinary Member
Ruth Chapman (Community Member)	Ordinary Member
Jody Clark	Ordinary Member
Sharyln Robinson	Ordinary Member

7.2 Service Activity Description Coomaditchie Community Hub

Community Hub

1. Key Result Area for this Community Builders SAD (Model)	<ul style="list-style-type: none"> Communities maintain and build on their own resources Communities effectively plan for and manage change
3. Objectives for this Community Builders SAD (Outcomes)	<p>2. Communities identify, address and overcome disadvantage</p> <ul style="list-style-type: none"> Enhance communities' social infrastructure to support desired community results Enhance the evidence base about what makes communities stronger
4. Community Hub Activity Overview	
<p>5. Community Hubs work with individuals, service providers and community groups to provide a locally based, single point of access to information, resources and services that are accessible to all members of the community.</p> <p>6. The Community Hub connects individuals to information and services to promote community capacity, increase resilience and improve safety in the community.</p> <p>7. Community Hubs may also provide a location for the delivery of a range of community based, non-profit services including visiting and/or co-located agencies as well as supporting self-help groups to contribute to community capacity building.</p>	
8. Community Hub Activities	
9. Service Delivery	<ul style="list-style-type: none"> Provide information, referral and other resources to the local community across the following support categories: <ul style="list-style-type: none"> Social connectedness General community and local services Crisis services Access to community facilities, including those provided by the Community Hub. Provide management services and a platform for other services that contribute to community capacity building.
10. Community Engagement, Consultation and Planning	<ul style="list-style-type: none"> Develop plans that identify the needs of the local target groups and priorities for the Community Hub's service delivery.
11. Information and Referral	<ul style="list-style-type: none"> Provide quick and easy access to information, including web-based information, about local services and resources to individuals and community groups. Assist individuals to build connections with appropriate services, community supports and informal social networks and increase their safety and resilience by allowing them to address issues in the early stages.

12. Connecting the service system	<ul style="list-style-type: none">• Participate in partnerships and networks to facilitate better coordination of community services.• Make active referrals to and accept them from the local network of services.• Participate in planning to enhance the coordination and delivery of local community services.
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COOMADITCHIE SERVICE RESULTS

Service Activity Name	Outcomes (Objectives)	Key Performance Measures	Performance Targets	Data Set	Source
Community Hub	<ul style="list-style-type: none"> Enhance communities' social infrastructure to support desired community results Enhance the evidence base about what makes communities stronger 	Number of individuals accessing information in person, electronically or on paper, by support category	90% of agreed service levels	Number of individuals accessing information in person, electronically or on paper, by support category from the Community Hub Service Activity Activity by Key Task: Key Task 1 <name>: a) Community = <number participants > b) Priority Group 1 = < number of participants > c) Priority Group 2 = < number of participants > d) Priority Group 3 = < number of participants > Key Task 2 <name>: a) Community = <number of participants > b) Priority Group 1 = < number of participants > c) Priority Group 2 = < number of participants > d) Priority Group 3 = < number of participants > Key Task 3 <name>: a) Community = <number of participants > b) Priority Group 1 = < number of participants > c) Priority Group 2 = < number of participants > d) Priority Group 3 = < number of participants >	
		Number of individuals assisted from each of the nominated Priority Groups			
		Number of referrals made and received by the service	90% of agreed service levels	List Community Hub tasks and amount : Key task 1 <name> =amount Key task 1 <name> =amount Key task 1 <name> =amount	
		Number of individuals reporting satisfaction with the service they received		Number of individuals reporting satisfaction with the Community Hub Key Task they accessed: a) Task 1 <name>: Participants = <number> b) Task 2 <name>: Participants = <number> c) Task 3 <name>: Participants = <number>	
		Number of individuals reporting that they were connected with one or more useful resources		Number of individuals reporting that they were connected with one or more useful resources =<number>	

Service Activity Name	Outcomes (Objectives)	Key Performance Measures	Performance Targets	Data Set	Source
		Number of individuals reporting increased knowledge and use of local services		Number of individuals reporting increased knowledge and use of local services = <number>	
		Number of individuals reporting increased connections, resourcefulness, trust respectfulness or participation in their community		Number of individuals reporting increased: <ul style="list-style-type: none"> • connections = <number> • resourcefulness = <number> • trust = <number> • respectfulness = <number> • participation = <number> in their community	

COOMADITCHIE SERVICE LEVELS

The Service Activities to be provided by the agency include the following options and levels of service.

Community Hub						
Target no. of participating individuals in this SAD = 1500.						
B. Key Tasks	C. Task name	D. Total no. of times that task in Column C will occur	E. Total no. indiv. from Community of Identity /Location	F. Total no. individuals from Priority Group 1	G. Total no. of individuals from Priority Group 2	
Key Task 1 Information & Referral	Clients connected to information	200	1500	1350	1125	
Key Task 2 Information & Referral	Clients referred	200	300	270	225	
Key Task 3 Service Delivery & Coordination	Services Coordinated through the Hub	62	5	-	-	
Key Task 4 Service Delivery & Coordination	Using Community Infrastructure	200	1500	1350	1125	
Key Task 5 Community Engagement	Events	2	150	75	75	
Key Task 6 Community Engagement	Community Consultation	2	30	27	22	
Key Task 7 Community Engagement	Community Plans	2	40	36	20	
Key Task 8 Connecting the Service System	Partnership Projects	10	26	-	-	

13.

Explanation of Key Task

Key Task	Column D D. Total no. of times that task in will occur	Column E Total no. individuals from the community	Column F Total no. individuals who are socially and financially disadvantaged.	Column G .Total no. of Aboriginal people.
Key Task 1 Information & Referral Clients connected to information	Project is open the equivalent to 4 days per wk and provide information every time project is running. Calculated 4 days pw x 50 wks = 200 occasions of service.	30 individuals per wk connected with information x 50 wks = 1500	Estimate that 90% of people will be socially and / or financially disadvantaged	Estimate that 75% of people will be Aboriginal

Key Task 2 Information & Referral Clients referred	Clients are referred every time project is running Calculated 4 days pw x 50 wks = 200 occasions of service.	6 individual per wk referred x 50 wks = 300	Estimate that 90% of people will be socially and / or financially disadvantaged	Estimate that 75% of people will be Aboriginal
Key Task 3 Service Delivery & Coordination Services Coordinated through the Hub	Calculated on the following operating from Coomaditchie <ul style="list-style-type: none"> one service operating 36 wks per year e.g. TAFE; 2 services operating monthly (2 x10 months = 20) e.g. Centrelink &/or NILS 2 services operating for 3 wks (2 x 3 wks = 6) 36+20+6 = 62	Number of services 5 (e.g. TAFE, Centrelink, NILS)	Not applicable	Not applicable
Key Task 4 Service Delivery & Coordination Using Community Infrastructure	Clients use community infrastructure each time project is opened. Calculated 4 days pw x 50 wks = 200 occasions of service.	Calculated on 30 people per week x 50 wks = 1500	Estimate that 90% of people will be socially and / or financially disadvantaged	Estimate that 75% of people will be Aboriginal
Key Task 5 Community Engagement Events	2 events per annum. 1 larger event (eg Art Show) 1 smaller event.	Larger event 100 people, smaller event 50 people =150	Estimate that 50% of people will be socially and / or financially disadvantaged	Estimate that 50% of people will be Aboriginal
Key Task 6 Community Engagement Community Consultation	2 community consultations per year	Each consultation will involve an average of 15 people = 30	Estimate that 90% of people will be socially and / or financially disadvantaged	Estimate that 75% of people will be Aboriginal
Key Task 7 Community Engagement Community Plans	2 plans per year	Average of 20 people having input into each plan = 40	Estimate that 90% of people will be socially and / or financially disadvantaged	Estimate that 50% of people will be Aboriginal
Key Task 8 Connecting the Service System Partnership Projects	10 partnership project each year. 1 large project and 9 smaller projects.	<ul style="list-style-type: none"> 1 large project will be working with 8 orgs. (8) 9 smaller projects working with 2 orgs (18) 8 + 18 = 26	Not applicable	Not applicable

7.3 CUAC Media File (1991-2014): summary version

Year	Publication	Title	People named	Keywords	Details
2014	Illawarra Mercury	Launch of artwork at NAIDOC at UOW	Narelle Thomas, Lorraine Brown, Donna Thomas	Aboriginal art, cultural awareness	Launch of artwork at NAIDOC at University of Wollongong, Photos of artwork
2013	Not identified	United Nations International Day for the Older Person Award 2013	Vic Chapman, Mayor Gordon Bradbery	Award, recognition, Aboriginal elder	Uncle Vic Chapman won Wollongong City council United Nations International Day for the older person award 2013
2012	Advertiser	Aunty breaks down culture barriers with art	Lorraine Brown	Aboriginal history, Aboriginal art, cultural awareness	Focus on Lorraine Brown's life history and work on promoting cultural understanding
2012	Illawarra Mercury	Children learn art in Hospital	Narelle Thomas, Lorraine Brown	Aboriginal history, Aboriginal art, cultural awareness	Hospital school principal invited Coomaditchie Artists Co-operative women Narelle Thomas and Lorraine Brown to work with her students to broaden their knowledge of indigenous culture. Ms Brown said the classes helped children to understand more about Illawarra dreamtime stories and symbols used in Aboriginal art.
2012	Illawarra Mercury	Derby draws huge crowd	Jessie Brown, Jaymea Scott, Meahaia Brown, Allison Buchanan	Aboriginal art, billycart	Port Kembla Billy Card Derby. Girls billycart featured Indigenous art by CUAC
2012	Illawarra Mercury	Aboriginal kids are hooked up		Police, community, Aboriginal children, fishing	27 kids involved in a workshop with local police to teach kids how to fish safely and sustainably

2012	Port Call: Port Kembla Community Centre News	Coomaditchie Yarning	Narelle Thomas, Lorraine Brown	International exchange	CUAC to be on TV as a results of a young Asian woman filmed at Coomaditchie as part of her Australia experience; cultural competency workshops with Aboriginal support workers; Worked with a group from Relationships Australia; Upcoming Last minute Gallery Exhibition
2012	Illawarra Mercury	Health Program recognizes culture matters	Nadja Rosser	Aboriginal health	Work on mental health issues at IAMS
2011	Port Call	Coomaditchie Yarning			Year didn't begin well - illnesses and bereavements; unsure of future of organisation; Last minute Gallery exhibition Nov 2010 success; working on artwork at cardiac rehab in PK hospital; Pallinjang Saltwater art exhibition made its way down the south coast; Joined the Regional Partnership agreement.
2011	Flyer	Coomaditchie United Aboriginal Corporation Environmental Trust	Lorraine Brown	Environment, conservation, threatened species	Coomaditchie United Aboriginal Corporation has been supporting and implementing community education, conservation and restoration programs in and around the lagoon since 1991.
2010	Illawarra Mercury	Take Two	Lorraine Brown, Narelle Thomas	Aboriginal culture, Aboriginal art,	Feature on Lorraine Brown and Narelle Thomas's work in art and promoting Aboriginal Culture
2010	Port Call: Port Kembla Community Centre News	Coomaditchie Yarning		Aboriginal art	Review of 2009 activities - Last Minute Gallery Exhibition in November 2009; Pallinjang Saltwater 2009 exhibition; Women's Work exhibition at Project Art Space for International Women's Day 2010; Exhibiting in Red Point Gallery Wentworth Street Port Kembla; Bush care project; Lorraine Brown recipient of the Aunty Mary Davis scholarship at 2010 International Women's Day Celebration.
2009	Illawarra Mercury	Art unveiled in moving ceremony	Uncle Vic Chapman	Aboriginal art, mosaic	Unveiling of Sirens on Woolungah art mosaic Brighton Beach

2010	Program	Women's Work: An Exhibition of Wollongong Women's Artists Celebrating International Women's Day	Narelle Thomas, Lorraine Brown	Aboriginal art, Art exhibition	Women's Work: An Exhibition of Wollongong Women's Artists Celebrating International Women's Day
2009	Illawarra Mercury	Artists piece together a slice of past and present	Narelle Thomas, Michael Keighery	Aboriginal art, mosaic	Sirens on Woolungah art mosaic Brighton Beach
2009	Port Call: Port Kembla Community Centre News	Coomaditchie Yarning	Narelle Thomas, Michael Keighery	Aboriginal art	Southside Festival 21 March; Art stand at the Shellharbour Kids Fest with 'Fish of the Dreaming' theme; Meeting with RTA around signage; playground being replaced and rubber safety matting installed; Art on display at Minnamurra Cafe; Working with Michael Keighery on Blue Mile Project to install public art in Wollongong Harbour; group of international students from Denver worked with Narelle on bush regeneration and ACTIVATE mosaic project.
2009	Program	Pallingjang Saltwater 2009		Art exhibition, Aboriginal art,	Pallingjang Saltwater 2009
2008	Port Call: Port Kembla Community Centre News	Coomaditchie Yarning		Art exhibition, Aboriginal art,	Update on activities; Reviews previous November's Last Minute Gallery; Working with Wollongong Art Gallery and Duck Print of PK on PALLINGJAN 1v: Saltwater in our Blood Art Exhibition. Met with 18 Aboriginal artists from South Coast at Bundanon in Shoalhaven to plan exhibition later in the year; Worked with UOW students on marketing plan for art and launched plan; bushfires destroyed new plantings - arson; WCC initiated a plant to clean up the old tennis courts at Coomaditchie for Clean Up Australia activities now have a usable court; Planning South Side Festival 21 March.
2009	Program	Mount Kembla Mine Memorial Pathway Stones Road Mount Kembla: Stage One		Aboriginal art, mosaic	Official Opening of Memorial pathway. Aboriginal Mosaic by Coomaditchie artists

2009	Illawarra Mercury	Fables inspire art by the sea	Lorraine Brown Michael Keighery Narelle Thomas	Aboriginal art, mosaic	Belmore basin mosaic mural
2009	Kiama Independent	Special Places, Special Creatures art exhibition flyer		Aboriginal art, Art exhibition	Art exhibition
2009	Lake Times	A seaside sensation		Aboriginal art, Art exhibition	Seniors week, art
2009	Illawarra Mercury	Not a date to celebrate	Lorraine Brown Narelle Thomas Sheree Rankmore Adam Brady Allan Carriage Roy Kennedy	Aboriginal history	Feature article on the meaning of Australia Day to Aboriginal people
2008	Flyer	The 2008 Last Minute Gallery Exhibition		Aboriginal art, Art exhibition	Art exhibition
2008	Illawarra Mercury	Stockland donations go before watchdog			Politics, land
2008	Illawarra Mercury	Southside Festival		Festival	Advertisement
2008	Illawarra Mercury	Land fight draws koori 'wannabes' accusation	Alan Carriage, Reuben Brown	Protest	Protest, politics,
2008	Illawarra Mercury	Sludge Dumping at Vital Wetland		Environment, threatened species	Threatened species green bell frog. Dumping of waste in Coomaditchie Lagoon.

2008	Port Call: Port Kembla Community Centre News	Coomaditchie Yarning			Planning Southside Festival in May; Out of the Shadows Project; Listening to PM Apology to the Stolen Generation'. Reviews history of the Hall. Notes that the Kemblawarra Community Hall was the place where the first Aboriginal Advancement League met in the 1960s with Uncle Fred Moore and Aunt Mary Davis. It is still a place where important meetings are held. Southern Suburbs Taskforce meets monthly to discuss issues that affect residences. Local Lands Council often meets here. Planning for Southside Festivals takes place here.
2008	Projects	The Mural Project with Aboriginal Artists from Coomaditchie United Aboriginal Corporation	Narelle Thomas, Lorraine Brown	Aboriginal art, Art exhibition	The Mural Project with Aboriginal Artists from Coomaditchie United Aboriginal Corporation
2008	Port Call: Port Kembla Community Centre News	Southside Festival		Festival	Southside festival
2008	Lake Times	Community get together	Stan Jarrett	Festival	Southside Festival
2008	Illawarra Mercury	Community spirit fights lagoon vandalism	Sue Leppan Casey Donovan	Festival	Southside Festival
2008	Wollongong Advertiser	Bringing Cultures Together	Narelle Thomas, Jane Hilder, Sue Leppan	Reconciliation	Preparation for festivities for Reconciliation Week
2008	Illawarra Mercury	Dumper could face \$1m fines	Mick Adams, Ed Gattas, John Dengage	Environment, conservation, threatened species	Threatened species green bell frog. Dumping of waste in Coomaditchie Lagoon.
2008	Illawarra Mercury	Community Spirit in abundance	Sharon Callaghan	Festival	Community activist writes about Southside Festival

2007	Port Call: Port Kembla Community Centre News	Coomaditchie Yarning	Narelle Thomas, Sonny Brown, Aunty Mary Davis,		Notes passing of Aunty Mary Davis; Garden going strong; Artwork at amphitheatre at Blackbutt badly damaged by graffiti over school holidays - spent time restoring it; working with students at Shellharbour TAFE on conflict resolution and Aboriginal art painting panels for palliative care unit at PK Hospital; Working with kids from SACYA on Aboriginal identity; reports on ACTIVATE a new project around Coomaditchie Lagoon to look after health of lagoon and endangered species.
2007	Illawarra Mercury	Care Centre for addicts	Sharon Ible, John Della Bosca, Coral Pombo-Campbell	Drug treatment	Opening of Orana Withdrawal Management Unit. Coral Pombo-Campbell gave welcome.
2007	Illawarra Mercury	Brown goes green for better life	Bernice Brown	Environment, conservation, threatened species	Bernice Brown and green team
2007	Port Call: Port Kembla Community Centre News	Coomaditchie Yarning	Narelle Thomas	Activities	Notes national sorry Day Elders Debutante's Ball at Wollongong Entertainment Centre; Tim Bishop formerly of Bangarra Dance spent time with kids; Lorraine Brown's designs incorporated into signage at Warilla Bowling Club; Narelle Thomas working with CDEP team on bush regeneration; Working with young people with disabilities from Life Without Barriers; Art included in the De Havilland Gallery Indigenous art exhibition Footsteps. Next project is 'Out of the Shadows' to promote cultural awareness.
2007	UOW Interchange	Impact Award Helen Hassan	Helen Hassan, Sue Leppan	Launch, art, website	Award to Helen Hassan over CUAC Artists Cooperative, Website designed by UOW Helen Hassan
2007	South Coast Leisure	Cutting Edge Art: De Havilland Gallery Exhibition Calendar		Aboriginal art, Art exhibition	Footsteps Exhibition - Indigenous Art of South coast, fringe event of Wollongong Council's Art Heritage Place Project June 18 to July 14
2007	Port Call: Port Kembla Community Centre News	Coomaditchie Yarning		Festival	Notes Southside festival went ahead December 2006; End of year celebrations at Gerroa; busy painting; check out website; Lorraine Brown and Narelle Thomas working with Shellharbour council on signage.

2007	Illawarra Mercury	Tough job gaining Centrelink assistance	Sue Leppan	Centrelink, welfare, welfare rights	Extra burden on Illawarra welfare recipients. Problems of having to go to Wollongong to put in Centrelink forms. Problems of incurring fines for travelling without tickets.
2007	Illawarra Mercury	Aunty Mary driven by cultural vision	Annelise Voorthuis, Richard Davis	Cultural Centre	Cultural centre at Bulli Tops
2007	Sydney Morning Herald	Home Truths		Stolen Generation	Article about Parramatta Girls Home
2007	Not identified	Flowing reconciliation: Fountain to mark history	Mayor David Campbell, Lorraine Brown (artist), Nick Brash	Official opening , Aboriginal art, reconciliation	Official opening of Gurangaty Water Place
2006	Illawarra Mercury	Festival highlights culture	Sue Leppan	Festival	Southside Festival
2006	Illawarra Mercury	Skaters to show skills at festival	Sue Leppan	Aboriginal children, Festival	Kids to skate at Southside Festival
2006	Port Newsletter	Coomaditchie Yarning			Working with girl guide troops at Mt Keira; working with students from Shellharbour TAFE; project with Warrawong Community Centre; Focus on Bringing them Home reunion. Elder Aunty Coral Pombo spent time in Parramatta Girls Home; Reunion shown on Australian Story and booklet 'Letting the Truth Out'; Southside Festival postponed.
2006	Lake Times	Unsung heroes			Volunteers
2006	Advertiser News	Dreaming the Southside Festival	Lorraine Brown, Narelle Thomas,	Festival	Southside Festival
2006	Advertiser	Koori art on show to world	Lorraine Brown, Alison Day, Narelle Thomas, Sue Leppan	Launch, Aboriginal art, website	Art show

2006	Port Newsletter	Southside Festival	Narelle Thomas, Lorraine Brown	Aboriginal art, murals, workshops, arson	The Birth of the Butterflies theme for 2006 festival also; performance by Wadi Wadi dance troupe; Coomaditchie Yarning page; Artwork on Signal Box outside Kemblawarra Primary School; Working with groups of people to enhance their understanding of Aboriginal culture and art; working with young people from Life without Barriers - supports people with mental health issues; Ran parenting skills workshops; Note also deliberately lit fires devastating this year; notes that the lagoon is one to the endangered green and gold bell frog; Preparing for the Southside Festival
2006	Illawarra Mercury	Website puts artists on world map. www.coomaditchie.org.au	Lorraine Brown, Alison Day, Narelle Thomas, Helen Hassan	Launch, Aboriginal art, website	Launch held at Wollongong City Gallery . Website designed by UOW Helen Hassan
2006	Advertiser News	Lake Heights pupils poster win	Lorraine Brown	Aboriginal art, schools	Lorraine Brown awarded poster prize at school
2006	media release	Southside Festival	Lorraine Brown, Sue Leppan	Southside Festival	Southside Festival
2006	Illawarra Mercury	Race against Intolerance	Lorraine Brown, Tehia Bower, Sue Leppan, Narelle Thomas	Racism, discrimination, tolerance, TAFE course, business	Do Good Business Project about improving relationships between Aboriginal community and local business
2006	Illawarra Mercury	Tribal dreaming for Macedonian trip	Roy Stewart, Mark Monagta, Jared Stewart, Sol Donaczy	Announcing dance travel	Local Aboriginal dance troupe to travel overseas
2006	Illawarra Mercury	Wadi Wadi troupe lead merry dance in Macedonia	Roy Stewart, Mark Mongta, Ivan Morris	Announcing dance travel	Local Aboriginal dance troupe to travel overseas

2005	Minutes with Marianne: Member for Illawarra	Launch of Illawarra Aboriginal Heritage Books	Lorraine Brown, Aunt Mary Davis, Marianne, Minister Milton Orkopoulous	Books, oral history	Two books launched as part of State Governments. 'Two Ways Together Program'. One an oral history of local Aboriginal people; the other on native plants and animals. www.nationalparks.nsw.gov.au/npws.nsf/Content/Illawarra_Aboriginal_history
2005	Interfaith Harmony Calendar	Different Faiths One Vision: Harmony. Interfaith Harmony Calendar.	Lorraine Brown, Narelle Thomas	Aboriginal art, calendar	Artwork - Circle of Time - featured in January of calendar
2005	Not identified	Your honour...artists go to Parliament	Kevin Butler, Lorraine Brown, Stan Jarrett, Lindy Lawler, Jody Davis	Aboriginal art, Parliament House, Reconciliation, Law	Artist Kevin Butler promoting annual Law Week exhibition of Illawarra Aboriginal artist at Parliament House. Reconciliation Week
2005	Illawarra Mercury	Festival Lanterns grace lagoon on night of cultural delight	Mark Montga, Stephen Henry, Bianne	Festival	Southside Festival and Fire Event at Coomaditchie lagoon
2005	Illawarra Mercury	Performances, food, craft to stir cultural celebration	Nick Guggisberg	Announcing festival	Southside Festival
2005	Illawarra Mercury	Eye of the Beholder	Lorraine Brown, Narelle Thomas, Ally Day	Aboriginal art, pre school	Oceanic Conceptions painting at East Corrimal pre school
2005	Port Newsletter	Coomaditchie Yarning. A highlight of this year's event was the fire Event at Coomaditchie Lagoon. Newsletter includes feature article on Coomaditchie Yarning		Aboriginal art, festival	Rap up of the 2005 Southside Festival; Working on middens area at MM beach; school and TAFE groups leaning about culture; artists contributed to an exhibition at Clifton School of Arts.

2005	Illawarra Mercury	Aboriginal mural as attraction to tourists	Lorraine Brown, Narelle Thomas, George Harrison	Aboriginal art, tourism, mural	Aboriginal mural 'Blue Dreaming' unveiled at Belmore Basin
	Indigenous Times	Parramatta Girls put an awful past behind them	Coral Pombo-Campbell	Parramatta girls home	Tour of Parramatta Girls Home building
2004	Lake Times	Detox doors open: Port Kembla home to medical first for Illawarra	Lorraine Brown, Narelle Thomas, Karina Thomas, John Della Bosca	Aboriginal art, mural, hospital,	Official opening of detox centre at PK hospital and Aboriginal mural
2004	Illawarra Mercury	A hidden agenda	Basil Smith, Uncle Jim Davis, Aaron Broad Henry, Steven Henry	Protest, Shellharbour	Protesters at Shellharbour, Shellharbour tent embassy put up, disagreement from LALC about the protest
2004	Illawarra Mercury	Worker questions Koori centre cuts	Lorraine Brown Donna Castagna Joanne Pollard	Funding, community centre	Protest at proposed cutting of funding for community centre
2003	Illawarra Mercury	Thomas Brown a true hero	Thomas Brown	Aboriginal veterans, war memorial,	Letter to editor re Thomas Brown
2003	Illawarra Mercury	Pathway of Blood and Tears	Lorraine Brown, Thomas Brown, Sonny Brown	Aboriginal veterans, war memorial, Aboriginal art	Story of the war history of Lorraine Brown's father Thomas Brown. Painting of war memorial
2003	Illawarra Mercury?	Bonding together to break down crime	Lorraine Brown	Aboriginal art, mural	Aboriginal mural on toilet block at Kemblawarra

2003	Illawarra Mercury?	Copying stories of the Bush	Lorraine Brown	Aboriginal art, mural	Aboriginal mural at Blackbutt Reserve
2002	Spark: The Illawarra's Cultural Magazine	Together by the foreshore: The Shellharbour Aboriginal Heritage Mosaic	Lorraine Brown, Roy Kennedy, Inaka Ross,	Aboriginal art	Completion of Aboriginal Heritage Mosaic Project at Shellharbour
2002	Lake Times	Good News for Coomaditchie Kooris	Lorraine Brown, Coral Pombo, Mayor George Harrison	Community centre, facilities, council,	Wollongong city council response to calls from Aboriginal community to build a cultural centre at Coomaditchie Lagoon. Details unsatisfactory building, no toilet etc. Need for a community facility.
2001	Kiama Independent	Kids show they care on Sorry Day	Elder Jim Donovan, Joanne Pollard, Mayor Sandra McArthy, Elder Shirley Stewart.	Sorry day	Sorry Day event at Kiama
1999	Wollongong Advertiser	Ballot box battle	Garth Dickson	Politics	Candidate Garth Dickson with Aboriginal children at PK beach
1999	Lake Ties	Lagoon work is well on track	Colin Markham, Lorraine Brown, Darryl Brown, Narelle Thomas, Janis Pender	Environment, conservation, threatened species	Environmental work at Coomaditchie Lagoon.
1999	Illawarra Mercury	Children Hold the Hope	Lorraine Brown, Emma Pereira	Reconciliation, life story	Feature article on Lorraine Brown
1998	Wollongong Advertiser	Koori paintings focus on health	Sue Hogno, Lorraine Brown, Tiddas,	Aboriginal art, Aboriginal health, AIDS, awareness raising	Art. The Scrubby Jacks Peer Education Program - a series of 24 workshops - a project of CUAC, JJ, AIDS Association, Illawarra Area Health Service. Launch coincides with World AIDS day 4 at Coomaditchie Reserve.
1997	Illawarra Mercury	Bridging cultural health gap	Samia Goudie	Aboriginal health, Aboriginal art,	Aboriginal health and world Aids Week activities at Coomaditchie Reserve

1996	Illawarra Mercury	Marina claim splits Koori community	Reuben Brown; Jim Davis; Robert Tickner	Protest; massacre site	Protest over proposed Shellharbour marina. Report on division between Korewal Elourera Jerrungaragh Tribal Elders corporation.
1996	Illawarra Mercury	School learns Koori culture	Lorraine Brown, Narelle Thomas, Donna Thomas,	Publication Launch	Port Kembla High School students learn to paint mural
1993	Illawarra Mercury	Colourful Koori culture flourishing in Illawarra		Aboriginal art	Colourful Koori culture flourishing in Illawarra
1993	Illawarra Mercury	Colourful additional to Shellharbour township	Narelle Thomas, Donna Thomas	Aboriginal art	Launch of artwork at Shellharbour
1993	Illawarra Mercury	Healthy Cities Illawarra awards presented	Shane Thomas, children	environmental award, International year of Indigenous people	Awards ceremony
1993	Illawarra Mercury	Grant to help protect last remaining wetland	Colin Markham, Lorraine Brown, Darryl Brown, Narelle Thomas, Janis Pender	Environment, conservation, threatened species	Environmental grant obtained
1993	Illawarra Mercury	Coomaditchie tucks into heritage	Chris Noel, Colin Hollis, Lorraine Brown, Narelle Thomas	Environment, conservation, threatened species	Launch of Coomaditchie Tucker Time project
1993	Illawarra Mercury	Gallery comes alive with Aboriginal culture	Trish Woods, Lorraine Brown, Narelle Thomas, Donna Thomas,	Aboriginal art,	Aboriginal art exhibition by Coomaditchie Artists Cooperative at Wollongong City Gallery to celebrate Year of Indigenous People

1992	Illawarra Mercury	Son of fig returns to its roots: Rebirth for famous tree	Lyle Bird	Aboriginal history, fig tree	replanting of Moreton Bay Fig tree known as Aboriginal birthing place
1991	Illawarra Mercury	Illawarra's Koori History finds its way into print	Carol Speechly, Michael Organ, Robert Tickner	Publication Launch	Aboriginal History of the Illawarra