

GUREHLGAM

ABN: 91 103 222 411



SERVICE TO OUR PEOPLE

COMPANY PROFILE

October, 2015

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Gurehlgam profile August, 2015

Gurehlgam is a NFP company limited by guarantee with a local Aboriginal Board drawn from senior members of the Clarence Valley community. The company has a very successful record of managing service programs across the North Coast of NSW. The Directors provide oversight of operational and financial processes. The professionalism, qualifications, experience and community involvement of the Directors ensure that the programs will have the best governance support.

Our corporate aim is:-

To promote and encourage Aboriginal community development and empowerment at all levels (individual / community / corporate).

Gurehlgam is an Aboriginal owned and run professional project management service with an unblemished eight year record of delivering services to the Aboriginal communities on the North and Mid-North Coast. These cover family violence, victims support, Aboriginal children and parents support, youth at risk, connecting communities, Indigenous Community Links, the Healing Foundation, training and many other small programs for State, Federal and Local government agencies.

Gurehlgam's management philosophy is to find the right people, give them the tools they need to do a superior job and support them through training, mentoring and clear processes in place.

The head office is in Grafton where the company has established a services hub for Aboriginal clients in a former Catholic school building. We have offices in Coffs Harbour and Kempsey and networks across the Coast and Tablelands.

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Gurehlgam is an active member of

- Family Relationship Services Australia
- Indigenous Training Network
- Jobs Australia
- The Family Violence Prevention Legal service forum.

The objects of the company, as stated in the constitution are:-

- * To promote and encourage Aboriginal community development.
- * To assist Aboriginal families to empowerment by overcoming factors that have caused families to experience hardship and general lower socio-economic conditions.

Current major programs

- Many Rivers Family Violence Prevention Unit, Kempsey.
Supported by the Dept of the Prime Minister and Cabinet
- Aboriginal Family Wellbeing Service, Coffs Harbour.
Supported by the Dept of the Prime Minister and Cabinet
- Clarence Valley Indigenous Support Service. Supported by the Dept of the Prime Minister and Cabinet.
- The Healing Centre project in Grafton. Supported by the Healing Foundation.
- Going Home, Staying Home in partnership with On Track Community Services. Supported by NSW FACS.

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Training

Gurehlgam is able to deliver accredited and non accredited training with the help of specialist partners. Gurehlgam has developed its own programs to meet the needs of our community:- self awareness, life skills, personal development, business skills and diversionary programs are aimed to meet these needs. Our target market is young people for culture and life skills; people who are at risk for self awareness and life skills and those seeking to improve their lives through self employment options for the business courses.

Gurehlgam is a member of the Indigenous Training Network, a division of Jobs Australia, through whom the company can partner to deliver accredited training. Three of our directors are experienced trainers in a range of business, governance and VET subjects and Gurehlgam has associates who can design and deliver a broad range of training.

Training can be delivered as and where required to meet the client needs.

Gurehlgam will work with an organisation to assess their skills and training needs to help them plan for staff development.

As part of our 2015 - 2016 strategy, we offer:-

- Self awareness programs designed by Gurehlgam: Real Relationships; My Story and Cultural Healing. These programs are for a range of circumstances where the participant faces personal and family stress..
- Strategic development. Gurehlgam recognises the need to develop Aboriginal capacity at an individual level. We are currently working to forge connections with NGOs and Government bodies that have a focus on developing Aboriginal leadership, mentoring and management. Calling on the resources of our people, we will offer Aboriginal people on the North Coast development opportunities through short courses and mentoring arrangements.

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- The Mind Stretching Exercises will be used to assist Aboriginal organisations and enterprises solve immediate problems and plan innovative ways to move ahead in the longer term.
- Support for the informal “grief and loss” forum. A loose group of Aboriginal community service workers who come together to learn from each other and specialist speakers.
- Seek to attract high quality speakers to address current and emerging leaders in the region.
- Present training in the workplace conditions for Gurehlgam employees and others.
- Facilitate more training in mental health and subjects relating to dealing with clients in distress.

Our People

Presently, the company employs over twenty people across a range of skill sets. Only four are non-Indigenous. Our approach is to recruit, via transparent means, the best available person for each role. In most cases we look for a ‘fit’ to our existing people and the task. This means we are looking for an attitude that is positive, co-operative and client focused. Qualifications are always important but if we find the right person, one who is willing to learn, then they get the job.

Once employed, all our people are offered extensive training. We are proud of the number and quality of our trainees as well as those who have undertaken professional development.

The Gurehlgam manager, Kenn Payne (MBA, B Bus) has 40 years management expertise, 14 spent with local Aboriginal community services. Kenn is a member of both AIM and graduate of AICD. He also provides consultancy expertise to Denigu Pty Ltd, a small consultancy specialising in business, management and governance.

His experience will guide this program and ensure it operates effectively

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within the local community. He is supported by a skills based Board of Directors:-

- Julie Perkins, (BLb) Manager, Aboriginal Legal Service, NSWACT (Northern) for many years. Julie has also advised government as a member of the NSW Justice Advisory Council and the Regional Police Aboriginal Council as well as multiple local community responsibilities.
- Trevor Kapeen, Senior executive with Bulgarr Ngaru Aboriginal Medical Service and formerly CEO, Nungera Co-op Society. Trevor has served as an elected ATSIC councillor, served on many Boards of local and regional bodies and was the Maclean Shire Council “Citizen of the Year” in 2003.
- Beris Duroux, Aboriginal Community Liaison Officer with the NSW Dept of Education and Communities and a member of the Grafton Local Aboriginal Education Consultative Group, North Coast NSW. Beris is also a trained teacher (B Ed) She is leader in Aboriginal education across the region; early childhood, through to university.
- Andrew Hegedus, CEO Belongs Haven rehabilitation centre. Formerly CEO Many Rivers Aboriginal Housing Management Service. Andrew has been an elected ATSIC Councillor and on the NSW TAFE Commission Board, NSW Aboriginal Economic Development Round Table and the Northern Rivers Area Consultative Committee
- Kenn Payne, Director and manager. Business consultant through Denigu Pty Ltd. Board member of Caringa Enterprises Ltd, a disability services provider. Business trainer and mentor