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Rob Katter MP
Member for Mount Isa



Friday 22 August, 2014

Committee Secretariat
Legal Affairs and Community Safety Committee
Parliamentary Annexe
George Street
Brisbane
QLD 4000

Submission to Legal Affairs and Community Safety Committee on Reducing Criminal Activity in Qld

I was disappointed in the lack of attendance at the August 11, 2014 public hearing in Mount Isa, and have encouraged organisations and individuals in my electorate to write to your committee with their own submissions.

- **Domestic Violence in Mount Isa.** Although reporting on domestic violence is up, this doesn't necessarily mean an increase in incidences of domestic violence.

Interestingly, and encouraging, the number of perpetrators of domestic violence seeking help is up and I believe this is the real solution to domestic violence – getting the perpetrators to change their lives. At this year's Domestic Violence march, a number of former perpetrators testified to the changes in their lives and I attribute that to the excellent work of Shirley Slann and the North West Queensland Domestic Violence Resource Centre in Mount Isa.

I would also make the point, and here I may differ from the evidence given at the Mount Isa hearing by the QPS, that while alcohol abuse may trigger domestic violence incidents, it cannot be seen as an excuse, or the only reason for domestic violence. DV starts with control, and it may be mental and emotional control, before it erupts into physical violence. So to simply see it as an end result of alcohol abuse is to simplify the issue.

- **Boot camps.** I was interested in the Chair, Mr Ian Berry's question to the QPS representatives, "Where is your nearest boot camp?"

I have lobbied for the past two years to get Government funding for the Mona Aboriginal Corporation Cultural Horsemanship Program, which has been devised by a group of Indigenous people and had two test programs. Their 'Boot Camp' is held on a station about 200km from Mount Isa, near Camooweal, and I attach their project proposal for your information.

I was disappointed to see funding for Boot Camps go to organisations in Townsville, Rockhampton, the Sunshine and Fraser Coasts, rather than in the Outback where it is desperately needed. Patrick and Angela Sammon have devised a program that is ideal for delinquent juveniles, giving both Indigenous and Non-Indigenous youth a structured, discipline program that could see them move into employment on Outback stations.

- **Service Organisation silos.** I completely concur with the QPS views on this as given at the hearing. There is no doubt we have a proliferation of service providers in Mount Isa on everything from homelessness, to health, to suicide prevention, to Indigenous issues, but there is definitely a siloing of services. We do need some kind of 'Triage' system in Mount Isa, but I would not like to see another layer of bureaucracy with its own administration, fleet of 4WDs, etc. We need a focus on outcomes, not on processes.
- **Chroming, sniffing, alcohol abuse.** Much discussion was made of these problems which are severe in Mount Isa, and several questions and suggestions emanated from the Committee on criminalising sniffing, etc. The underlying issues of disenfranchisement, dislocation, parenting, generational poverty and welfarism, cultural despair need to be addressed, rather than trying to criminalise such practices. Children are wandering the streets because their homes aren't safe. Their homes aren't safe because their parents are enslaved by alcoholism, drug addiction and violence. Their parents have no hope because they have no jobs, no home ownership. There's no point having vans picking the kids up off the street if there are no safe places to deliver those kids to. I refer back to the service organisations: again, it should be about outcomes, not processes. They may say all the right things, in terms of bureaucratic-speech, but if they're not delivering the numbers in terms of child safety, why are they being funded?

Yours sincerely



Rob Katter

Member for Mount Isa



MONA ABORIGINAL
CORPORATION
INC 7527
ABN: 64038442318



Mona Aboriginal Corporation
Cultural Horsemanship Program
For
Indigenous Youth



(above) David Sammon and Son

Mona Aboriginal Corporation

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PROJECT DESCRIPTION

Mona Aboriginal Corporation wants to offer a major program that will capture

- Culturally appropriate learning,
- A practical hands on approach towards living and working on a rural cattle station delivered by Indigenous Mentors.
- 12 Month Pathway developments into the work force.
- Full time employment for participants who complete the course
- Environmental sustainability activities

The program is tailored towards a therapeutic intervention for troubled Indigenous youth between 16-25 years of age struggling with cultural, psychological, emotional, behavioural, or learning problems, including substance abuse, depression, defiance, anger management and the like.

Set on a Cattle Station we focus on experiential learning, natural consequences and the development of healthy survival skills for a start on a rural property. The Mona program is aimed at encouraging, enriching, empowering young Indigenous youth with the ability to respect themselves as well as to learn to give respect to others.

This will give the youth an understanding of the physical and emotional intensity of living and working on a cattle station and gaining an insight into the land and culture which will promote a turning point for some of these troubled youth by gaining self-awareness and respect for themselves and others as well as learning personal responsibility and identity. By having these young adults removed from their familiar surroundings and encouraged, challenged, and given every opportunity to succeed the Mona program will endeavour to give them a positive outlook for the future.

As the only project of its kind in the region, the Mona Program aims to deliver an innovated service and programs with enduring outcomes to improve the lives of others, especially families and the disadvantage. The Mona Program will cover six key areas:

1. Cultural Learning's
2. Environment
3. Health
4. Education
5. Social and Community Development
6. Enterprise and Job Creation

The supporting letters that Mona Aboriginal Corporation has received to date has been through verbal as well as written support for the program.

- Hon Bob Kater MP Member for Kennedy (letter)
- Doomadgee State School (letter)
- Young People Ahead (Letter)
- Kalkadoon Elders (Letter)
- Robbie Katter (Letter)

Partnership/Linkage Arrangements with the following organisation:

- United Care
- Pathways
- Spinifex College
- Young People Ahead
- Kalkadoon Aboriginal Corporation





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Introduction and Background

Description of Corporation

The Mona Aboriginal Corporation is made up of three directors and ten members and has been incorporated on the 15 March 2011. The name of the corporation is from the late Mona Ah-One, the mother of Patrick Cooke (Chairperson), Rex Ah-One (Director) and David Sammon (Mentor).

The three brothers having faced the same challenges, issues and social impediments that face the troubled youth of Mt Isa decided that they wanted to make a difference within the region and set about establishing the Mona Aboriginal Corporation.

The vision they saw for the Mona Aboriginal Corporation was:

“To Heal Our Indigenous Youth Of Today and Tomorrow”

They established eight key objectives for the Corporation:

1. Support Indigenous people through spiritual growth and culture.
2. Provide a safe and culturally appropriate environment for Indigenous youth.
3. Provide culturally appropriate programs to relieve the spiritual and mental suffering of Indigenous People.
4. Increase confidence in Indigenous Youth through self esteem and self worth.
5. Provide support through coaching and mentoring of Indigenous youth.
6. Encourage and support Indigenous youth to choose positive and meaningful paths for their future.
7. Create employment opportunities through experiential learning and 'on the job' training.
8. Establish a remote area for the spiritual healing of Indigenous youth through the establishment of a remote property.

Pilot Project

Mona Aboriginal Corporation was successful in obtaining a one off grant from the ICC to run the Cultural Horsemanship Program from the 30th July 2012 till 24th August 2012. The program was run over four weeks with an outcome of 10 participants for the program. The program was so successful not only did we have the 10 participants but we also obtained a further 13 participants from different schools around the Mt Isa Region once word had got around with a total of 23 participants in total.

The Cultural Horsemanship Program had a process of a week on and week off approach so those youth that were disengaged and were about to disengage from school needed to attend school on the days they weren't on our program. From school records it showed that the kids were turning up to school so as they could attend the program the following week. One of the many success stories from the program was the reengagement of a youth who was disengaged from the education system for over 12 months. Once this youth had participated in our program he then started to reengage back to school.

Another was from a parent who could not believe the changes in her child every time he returned from the station and how respectful he was not only to her but to the whole family, even the youth on the program couldn't wait to go out and would turn up at the front gate on weekends asking when they could go out. All participants who participated in the program ended up learning new and valuable skills from riding a horse, work ethics to cleanliness to most of all respecting themselves as well each other.





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THE NEED

The Mona Aboriginal corporation noticed that within the Mt Isa region there was a real lack of programs that addressed the needs of the troubled Indigenous youth who really needed guidance and mentoring through life skills, knowledge and as well as appropriate cultural learning's both on the land and spiritually.

It was noticeable after speaking with a number of key agencies throughout the region that a majority of the programs they ran for Indigenous youth was really a band aide approach, and did not reflect the cultural understanding and community knowledge for Indigenous youth to help them move forward in life.

From our evaluation document 100% of respondents reported a need for an Indigenous youth program in the Mount Isa region. Similarly, in qualitative responses, 100% of survey respondents commented that as a part of Aboriginal Culture returning to country holds healing properties. Therefore it is necessary that the youths return in order to heal and move forward with progress. The Mona Program offers a therapeutic environment for the youth to relax and feel connected with the land; taking them away from the distractions in town and exposing them to a healthier lifestyle.

A prominent elder of the Kalkadoon Tribe from the Mt Isa region Mr Clive Sam stated: *"I have seen many dollars being pumped into our community and know that Aboriginal people have had little to no gain or satisfaction (wasted money) within the different areas of Health, housing (overcrowding, homelessness), incarceration, unemployment, low self-esteem, suicide and early death due to illness etc.*

Federal Member for Kennedy Honourable Bob Katter MP stated: *"This program will be life changing for these local Indigenous youth. They believe the program would ultimately break the welfare dependency and incarceration cycle; ultimately with savings to both State and Federal governments of millions of dollars."*

Within the Mount Isa Police force Cross Cultural Liaison section Sargent Cath Purcell stated *"Mount Isa youths are affected by both criminal and anti-social activities, such as property crime, substance misuse, and self-harming behaviours due to disassociation with their community, and their subsequent desire to deviate from the goals of other youth there age. The subsequent damage to dwellings and businesses as a result of their actions creates a strain on police resources, and society generally, as the community become fearful of their safety"*.

Member for Mount Isa Rob Katter MP stated: *"The age group catered to by Mona are probably the most at risk group in Mount Isa, in danger of being recruited into gangs and initiated into drug and alcohol use. I have recommended this program in Parliament and in various media releases and di wholeheartedly support their application for funding"*.





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THE PROGRAM

Set on a Cattle Station the Cultural Horsemanship program is run by Indigenous people who have the knowledge and drive to help the youth achieve the desired outcomes. The program focuses on experiential learning, natural consequences and the development of healthy survival skills and being in touch with the land. The Mona Cultural Horsemanship program is aimed at encouraging, enriching, empowering young Aboriginal boys and girls with the ability to respect themselves as well as to learn to give respect to others.

The youth will gain an understanding of the physical and emotional intensity of living on the land and getting back to country. They will gain an insight into the land which will promote a turning point for some of these troubled youth by gaining self-awareness and challenges them to respect themselves and others as well as learning personal responsibility. By having a hands on approach and having these young adults removed from their familiar surroundings and encouraged, challenged, and given every opportunity to succeed the Mona Cultural Horsemanship program will endeavour to give the youth a positive outlook for the future.

The program outline encapsulates please see *Attachment B* and is coordinated in a three phase approach with the ultimate outcome for the participant's a guaranteed job on completion of the three phases. All Participants at the start of the program will develop an employee assistance plan see *Appendix 2* which will capture key deliverables, issues, overall goals, individual work plans and be helped through health, education and financial support throughout the program and over twelve months of signing onto the program.

The first phase of the program will give the participants an overview of life on a station and will run for a total duration of 5 weeks with a maximum of six participants who will be broken into groups of three so as to ensure groups are manageable and that an appropriate mentor / participant balance is maintained see *Appendix 1* for a detailed weekly program.

The second phase of the program is stimulated from the boys that have completed the first phase and will run for a total duration of 5 weeks this phase will endeavour to grow the boys knowledge and skills levels further on the day to day running of a cattle station. The third and final phase of the program will run for a total duration of 5 weeks this will give the participants the ability and confidence to work on rural stations.

The youth who have completed the fifteen weeks will then be offered a full time job opportunity for a trial period of twelve months contract working for the RPD Cattle Company Pty Ltd. Those that are successful after the twelve months will be given further opportunities of becoming a mentor of the program as well as further employment opportunities within the RPD Cattle Company Pty Ltd.

For those youth who feel that they are not suited to the rural life we will still mentor and guide them over the twelve months under there employee assistance plan. During and after the twelve months these youth who have completed our program are welcome to come back out on the program as mentors or station hands our doors are always open because we are offering a place of belonging and an extended family life.





Who Will Benefit

The ultimate beneficiary to the Mona program over three years will be the young boys who participate in the program they will gain a greater knowledge and appreciation for the land as well as give themselves as well as others the respect that is due. By instilling this respect and confidence and pride back into these youth the community as a whole will benefit.

From the evaluation document of our pilot project there were four main benefits we found:

1. Beneficial qualities of having a wholly Indigenous run corporation and mentors
2. The program is not in a disassociated and artificial environment
3. There were noticeable behavioural changes in the participants
4. The expense of sustaining the MAC is substantially more cost effective than prolonged corrective service or welfare expenses

Further to this within the Mount Isa region 2,267 people below the age of twenty contributed the majority of the towns recorded crime. This cost an astonishing \$4.98 million between 2000-2010 and has resulted in Mount Isa now ranking 17th for the highest proportion of juvenile offenders and 7th as the most expensive region for costs associated with young offenders.

A collaboration of data was assessed during our evaluation process which then determined the economical benefits of our program for State and Federal governments - if our program were to be supported in their campaign to combat petrol sniffing, substance abuse and issues of self-awareness and confidence. Our findings found that the total welfare and incarceration costs for an Indigenous youth is set out in the below table. Please see Statistical Analysis in Attachment C for the breakdown of the six areas.

Cost	\$PA
Education	\$5,962.00
Public order and safety	\$3,061.00
Welfare	\$13,205.40
Health	\$1,290.00
Home Environment Expense	\$4,214.00
Cost of incarceration	\$173,000.00
TOTAL MINIMUM EXPENSE	\$200,732.40

Therefore if our Cultural Horsemanship Program were able to save one participant from further crime and substance abuse and unemployment there would be compelling benefits for not only the participant, but also the State and Commonwealth governments.

Clearly, the cost for one youth continuing in a cycle of substance abuse and criminal activity and given a fulltime job would far surpass the expense of having them involved in our Cultural Horsemanship Program.





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THE NUMBER OF PARTICIPANTS

The Mona Program is equipped to work with up to a maximum of 6 participants over the 15 week program.

Total Participants for the year would be 20 participants. At the end of the year we envision to offer at least at the minimum 15 full time positions. Over the period of two years at a minimum we envision having 30 full time positions and will at a maximum cater for 40 full time positions.

Course Costs:

Course costs for the fifteen week, live-in, program are comprised of:

Training / Mentoring Costs- 5wks @\$ 400 per day by 7 days, \$2800 per week over 15 weeks \$42 000

Accommodation (including meals)- 102 nights @ \$75 night \$525 per week over 15 weeks \$7875

Work ready personal clothing and equipment \$150 per day 1050 per week over 15 weeks \$15 300

Total Costs for one participant over the 15 weeks is \$65 175

Other costs that are associated with the program will be around

Corporate overheads: \$40 000

Liability Insurance : \$25 000

Advertising/communication: \$10 000

Evaluation: \$15000

Other: \$5000

Total costing per participant for the Mona Program is \$70 800 over 12 months for 20 participants the total cost is \$1 416 000.00 plus GST.

Over two years the total cost would be around \$2 832 000 but this investment into these youth's lives would be astronomical in a sense of breaking the cycle for them and their families. We again guarantee at a minimum 30 full time positions and the maximum of 40 full time positions by the end of the program.

Other government department funded programs are seen as good for now but again are a band aide approach to the issues of the individuals we will know the participants on our program and their families, we will make the connections that are needed and required not just on the work front but also on the home front to help encourage grow and strive with these youth and families. We are about making a change in these youth of today for tomorrow.

Just within the Mount Isa Region and to give you an idea of around the welfare and incarceration costs which most of these youth that will be on our program are faced with. The cost to the government is around \$200,734.20 per year to have a youth in a detention centre so if you minus the cost of the Mona Program per participant of \$70 800 this would ultimately save the Government and Departments at least \$129 934.20 per year per participant that goes onto full time work at a minimum this does not take into account the savings government would make through welfare dependency.

Further to this by employing 15 youth over the twelve month period we would be savings for the Government in the first year at a minimum would be \$1 949 013.00, over the anticipated two year proposal we would anticipate at a minimum saving the Government both State and Federal a total of \$3 898 026.00 by having these 30 youth step out of the welfare dependency and incarceration cycle of life and into work ready and work life style.





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What will Change

The changes that would happen for the 40 youth who will possibly undertake this program will be an improved self-esteem, a healthier outlook on life as well as the opportunity to respect themselves as well as others. It will also help in breaking the cycle of life for which they are caught up in and to further enhance a brighter future, full of opportunities for them. These are just some of the changes the youth will gain within themselves, but ultimately it is up to them to change and all we can provide are the tools that will shift and mould them into a bigger and brighter future.

The Mona Program is about giving the young adults a place to stay, a place to fit in, a place where they can call it their second home, a place to gather their thoughts and quite time. It is also a place where there is another family who will be there for them, once they have succeeded and it's not just about the fifteen weeks and employment; it's about helping the youth grow stronger within themselves as well as someone taking the time to walk with them towards their futures.

Evaluation of the Program

Quantitative indicators

Quantitative indicators will include the number of youths who attend the course, and the measurable statistics provided by project partners to indicate a reduction in police-related occurrences and employment placements.

Qualitative indicators

Qualitative indicators will include a survey of youth who participated in the course to obtain their perceptions of how the activity has changed their views on themselves, and the way they contribute to their community.

Other qualitative indicators will include a survey of their families to gain the perspectives of the success of the program in re-connecting youth with their families and the effect of having these youth in the work force, and any changes in their level of engagement with family members. Employers such as RPD Cattle Company will also be surveyed to gain an indication of the level of attendance by placed youth, and their perceived level of commitment to employment and training.

Evaluating the success of the program will be by:

The program will be evaluated by the number of youth who attend the activity, and their participation in the program. At the end of their activity, a survey will be conducted to measure the youth's perceptions about their contribution to community and society.

Assistance will be sought from project partners Queensland Police Service and Young People Ahead for e.g. to obtain measurable indicators that the project has successfully intervened in the lives of young people.

Project partners RPD Cattle Company will also assist with providing information on the number of youth who are placed in further training and employment opportunities.

Milestones

This is the fundamental part of the program; this sets out some key milestones to work with and gives you an idea of how we would encapsulate the program.

Milestone: Establish program



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Date: June 2013

Establish program intake dates, numbers of children to participate. Consult with other stakeholders, JSA, YPA, police, courts, to identify socially disadvantaged youth and long term unemployed who would benefit most from the influence of the Cultural horsemanship program.

Milestone: Funding successful

Date: July 2013

Commence preliminary meetings with project partners and community stakeholders to identify youths most in need of assistance.

Milestone: Commence first intake

Date: September 2013

First intake of young people for horsemanship program, to commence in October.

Milestone: Commence phase one

Date: October 2013

Over the 5 weeks the participants will be introduced to working on a cattle property, workplace induction, introduction to horse riding, introduction to using machinery, introduction to fence building and animal husbandry. Each day begins with lessons in workplace health and safety to cover the correct procedure, and potential hazards for each activity. As lessons progress, the complexities of each activity are explained in more detail, and more difficult tasks are performed.

Example of participants daily routine:

0600hrs – 0800hrs – breakfast and routine camp duties

0800hrs – 1000hrs – Workplace health and safety lesson in the activity to be performed during the day.

1030hrs – 1230hrs – vocational training (this will include horse riding skills, mustering, yard work, animal husbandry, tailing cattle, repairing small motors, fencing, cattle identification).

1230hrs – 1330hrs – lunch

1330hrs – 1500hrs – vocational training

1500hrs – 1530hrs – afternoon break

1530hrs – 1600hrs – vocational training

1630hrs – 1730hrs – prepare for dinner

1730hrs – 1830hrs – dinner

1830hrs – 1900hrs – routine camp duties, preparation for bed.

2000hrs – Social education (attend camp fire, social skills under guidance of mentors)

2030hrs – lights out

Milestone: Commence Phase two

Date: November 2013

Each day course builds on the knowledge learned during phase 1, and teaches advanced lessons in the vocational training provided during phase 1, to improve on the knowledge of working and running a cattle station.

Milestone: Commence Phase three

Date: December 2013.

Participants who complete phase one and two advance to phase three, which provides the confidence to work independently with little to no supervision.

Milestone: Program completed. enter transition phase.

Date: December 2014

Program funding expended by for these participants of the first intake. Enter transition phase, identify successful participants who are committed to continuing their life skills, and gaining employment, assist with seeding youth into employment fields within mining, mustering or farm hands. Continue assistance with their transition by



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supervising their work ethic, and provide follow-up career counselling to assist them to stay committed to working for money.

Milestone: Evaluation of participants

On completion of the fifteen weeks a set question and answers will be asked of participants and family members to discuss what worked well and what needed improvements this documentation will be collated at the end of the three year program to eventually evaluate how successful the program has been.

Milestone: Commence second intake of 5 participants.

Date: January 2014

Second intake of young people for horsemanship program, to commence in January.

Risk Management

Risks associated with this program include risk of injury or death due to working closely with animals including horses and livestock. The participants will also be working closely with machinery such as welding equipment, mechanical tools, and vehicle repair.

In order to reduce the risks associated with a horsemanship program, the organisation has received comprehensive insurance for any injury or loss of life.

Reduce the likelihood of injury due to use of mechanical tools or equipment:

The program complies with Workplace health and safety legislation, all machinery and power tools comply with current legislation, and are fitted with RCD circuit breakers.

Reduce the likelihood of workplace injury on a working cattle:

Workplace health and safety lessons on how to complete each task are conducted at the beginning of the program. Young people are under the supervision of a qualified program mentor at all times, and any tasks to be performed are conducted under the direction and supervision of a suitably qualified mentor.

Further steps to reduce the likelihood of any harm include:

All program facilitators and mentors have current first aid certification.

A vehicle is on hand at all times should any emergencies require urgent medical attention or other responsive action. Facilitators who are in charge of youth exercises are able to access telephone reception at any time, should an incident occur which requires the assistance of an ambulance or other emergency assistance.





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Management Structure

The Management structure looks at establishing linkages and forging cohesive relationships with Government and Non-government agencies to obtain support for the project. These relationships will be massaged into closing the gap for youth of today and tomorrow for a better future for the youth.

Skills and Experience

The organiser and directors of the program have a combined total of 80 years in working in remote and rural properties throughout Queensland and Northern Territory. They have the complete support of their project partners, who are experienced in ensuring the successful completion of milestones and objectives. Together as a collective team, they have the knowledge skills and experience necessary to manage socially disadvantaged youths and provide education and training in the management of a remote property and livestock care.

Director Angela Sammon has over 10 years in working with troubled youth, and 15 years' experience working on remote and rural properties.

Director Rex Ah-One has over 30 years' experience working on stations throughout Queensland and Northern Territory, and 2 years' experience with Department of Communities.

Director Patrick Cooke has completed tertiary education with a Bachelor of Applied Science in Indigenous Community Management and Development, over 10 years working with Government Agencies, 7 years working with Native Title Representative Bodies, and 4 years with rural properties.

Program Mentor David Sammon has over 30 years' experience working on rural and remote properties, throughout Queensland and Northern Territory, and 16 years' experience working with Mount Isa Mining Corporation.

In 2012, Mona Horsemanship Project conducted a trial program over four weeks, from 30th July 2012, to 24th August 2012. The trial involved youth who were disengaging from school, or about to disengage from school. Initial results included an increase in school attendance (Sunset state school), and reduced offences by youth (QPS data – statistics taken during trial period compared to previous month). As part of the funding proposal an evaluation document was required a summary of the findings of this report is in ***Attachment A***.





ATTACHMENT A

Mona Aboriginal Corporations Evaluation Document

01 EXECUTIVE SUMMARY

In the Mount Isa region 2,267 people below the age of twenty contributed the majority of the towns recorded crime. This cost an astonishing \$4.98 million between 2000-2010 and has resulted in Mount Isa now ranking 17th for the highest proportion of juvenile offenders and 7th as the most expensive region for costs associated with young offenders.²

Adequately designed outreach programs can significantly benefit Indigenous youth in addressing issues such as feelings of hopelessness and substance abuse; and can better facilitate the efforts to achieve the organisations final objectives. Destructive behaviour emerging from the youth of the Mount Isa region, resulting from substance abuse and underlying social issues, was the integral motivator in the development of the Mona Aboriginal Corporation ('MAC'). In September 2012 the MAC engaged the author to analyse the first implementation of the program in the effort to further improve and ensure a sustainable future for the MAC.

This evaluation is primarily analytical and qualitative and is completed by: analysing reported experiences of those closely involved with the program; assessing the benefits to both participants and funding providers through statistical analysis; and canvassing the strengths, weaknesses, opportunities and threats of the MAC.

The evaluation found the following top four benefits from the MAC:

5. Beneficial qualities of having a wholly Indigenous run corporation
6. The program is not in a disassociated and artificial environment
7. There were noticeable behavioural changes in the participants
8. The expense of sustaining the MAC is substantially more cost effective than prolonged corrective service or welfare expenses

The top remaining challenges faced by the MAC were found to be:

- Participants require greater engagement periods with the program to prevent relapse.
- Sustainability of the program is uncertain whilst the land is still being granted for use by the landowner. Indigenous ownership would provide the program with both certainty of sustainability and also greater meaning to the Indigenous participants.
- The program teaches value skills preparing the participants for employment; however the MAC cannot provide formal accreditations in those areas. This is a fantastic space for growth of the project.

² Barber Jasmine, The North West Star, Monday September 24th 2012, P1.



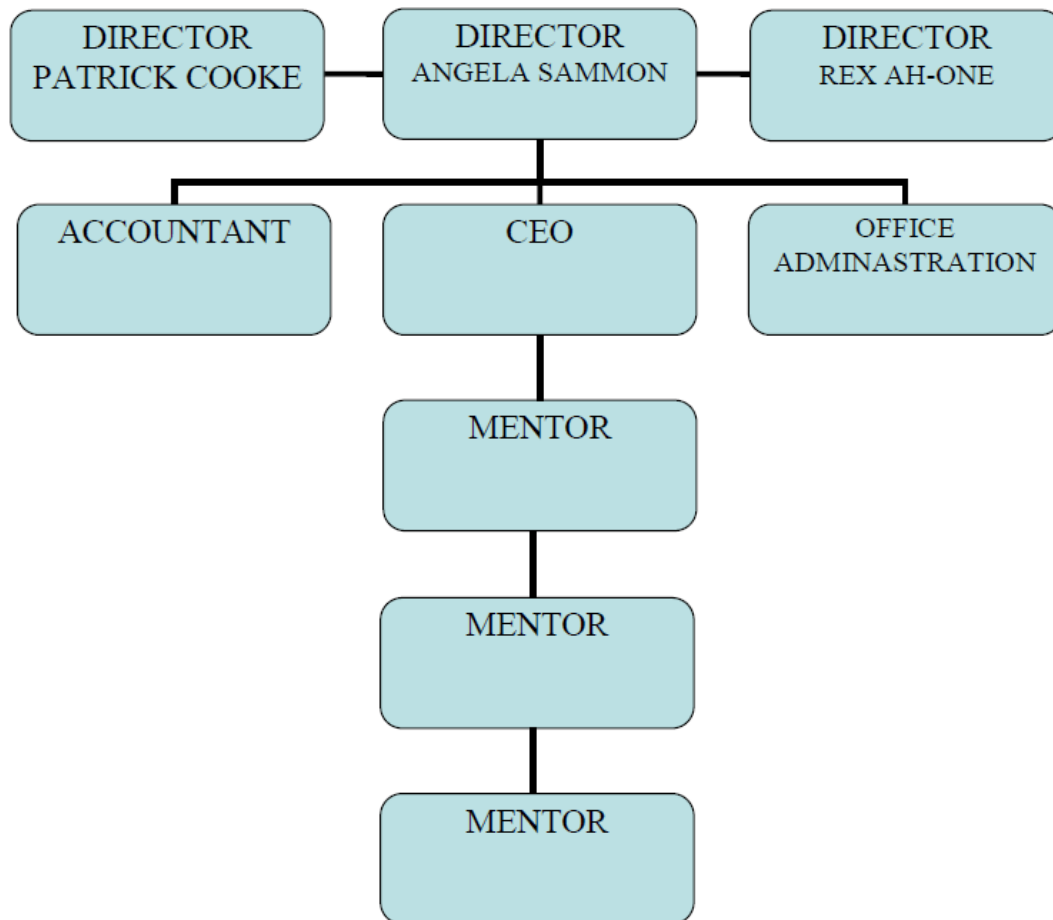
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(Figure 1)

PRIMARY

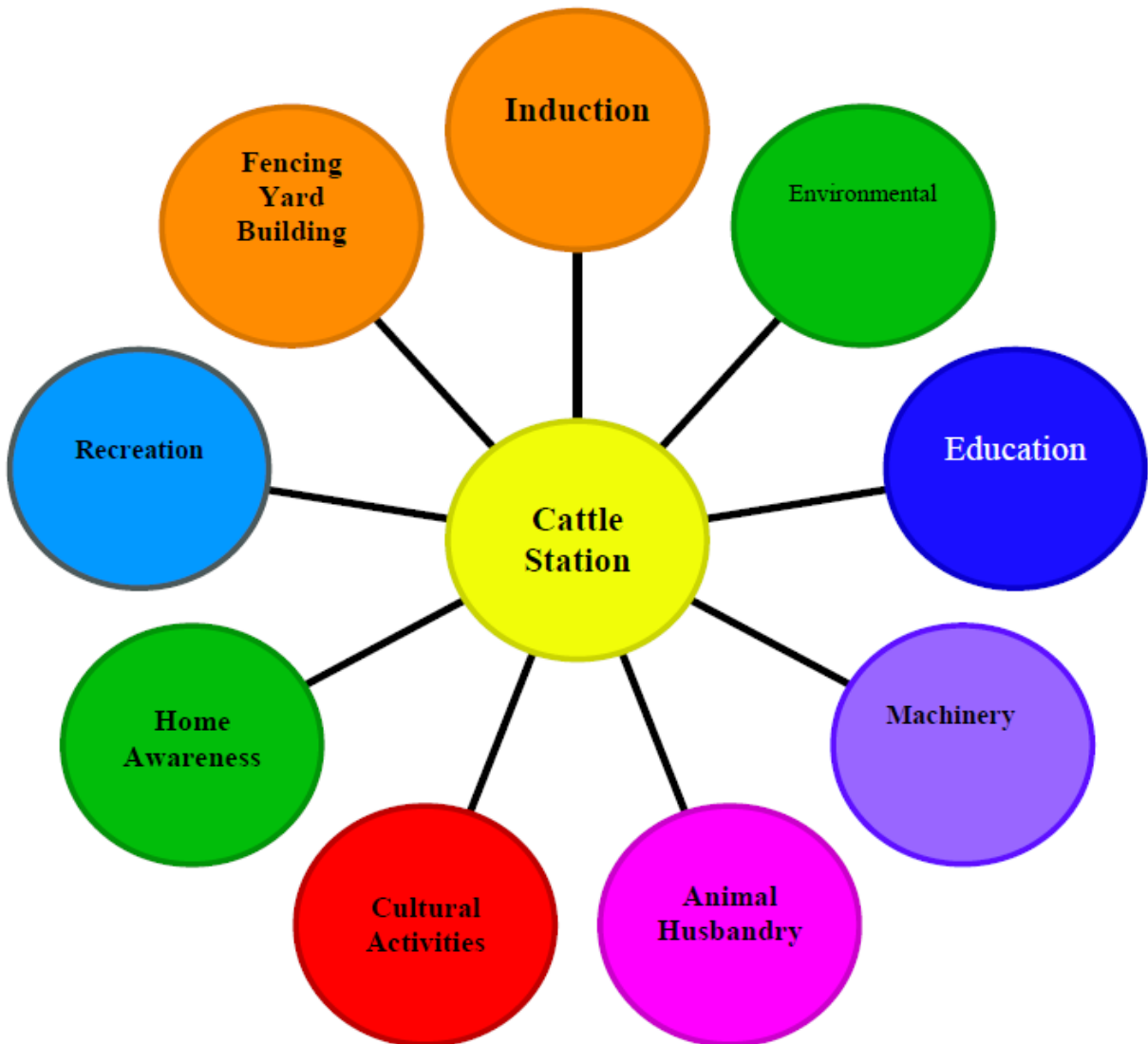
**Mona Aboriginal Corporation
Structure**





(Attachment B)

Mona Program





Induction

- This is the most fundamental part of the whole process the Young men will gain an overview of what is to come over the next five weeks.
- They will also set their own ground rules and will set the scene towards our slogan "Where respect is and Where respect is given".



Mechanical

- This teaches the young boys the fundamentals to building confidence and awareness of vehicles in a station environment.
- They will get an understanding of service vehicles and motor bikes as well as strip a motor and pull a bore to do general maintenance this will give them an understanding how most of machinery works.
- The boys under guided instructions will have the opportunity to learn the operation of a vehicle and Motorbikes as well as mechanical tools and how it all fits together in a workshop environment e.g. tools, welding, motors





Home Awareness

- The young boys participate in a rotational learning around keeping their rooms and facilities clean and tidy. They will gain an understanding of hygiene and taught why do we keep things clean e.g. bacteria and the effects.
- They will get the opportunity to prepare meals for other participants and staff, this will give them an understanding of eating well as well the nutritional factor behind food e.g. the five food groups.
- This will give all the participants the awareness and confidence for when they leave to go home to understand the basic's of home care.



Cultural Activities

- This part of the program is essential to the personal development of the individuals through developing their Cultural aspirations and getting back to country.
- The participants will experience through elders from this region as well as other regions within Australia a greater understanding of who, what and why of Culture.
- They will have the opportunity to undertake hunting and gathering activities through a guided process of living on the land being a part of the land and taking care of the land this will give the participant a greater understanding of their Aboriginality.





Fencing and Yard Building and Maintenance

- The participants will have the opportunity to participate in maintaining the fence lines around the property as well as the basics behind yard building.
- The participants will learn the different aspects of fencing and the types of fences and why stations use the different paddocks.
- The skill of yard work is another aspect of working on a rural property which the participants will gain an understanding. Through of the different types of yards for e.g the round yard, holding yard the big yard.
- This will give the participants an understanding of and ability and confidence to work in a team environment when fencing and yard building.



Animal Husbandry

- This gives the participants the understanding and skills that will be required for the rural industry, they will take on the fundamental process of developing their individual skills in relation to gaining the perspective of Animal Husbandry through developing a couple key aspects of becoming a stockman e.g. tolerance, patience and confidence.
- The participants will gain an overview and understanding of the following.
 - **Horsemanship (what makes a Horse Go).**
 - Saddling and how to ride a horse techniques.
 - Riding the horse
 - Shoeing
 - Feeding
 - **Understanding Cattle**
 - Branding
 - Yarding
 - Tailing





EDUCATION

- The Participants will be introduced and partake one to two hours a day in the School of Air.



Recreation

- The participants will have the opportunity to have fun by going fishing, boating, swimming this will be up to them to coordinate.





MONA ABORIGINAL
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Trail Ride

- The youth get an opportunity to ride the bush trails.



EMPOWERING OUR YOUTH
OF
TODAY FOR TOMORROW





Week 4							
Session	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
6:00 – 8:00am	Breakfast & Camp Duties	Breakfast & Camp Duties	Breakfast & Camp Duties	Breakfast & Camp Duties	Breakfast & Camp Duties	Breakfast & Camp Duties	Breakfast & Camp Duties
8:00 – 10:00am	Machinery OH&S	Machinery OH&S	Fencing OH&S	Fencing OH&S	Horse OH&S	Horse OH&S	Recreational Day
10:00 – 10:30am	Smoko	Smoko	Smoko	Smoko	Smoko	Smoko	
10:30 – 12:30pm	Small Motors	Small Motors	Fencing	Fencing	Horse Riding	Horse Riding	
12:30 – 1:30pm	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	
1:30-3:00							
3:00 – 3:30pm	Smoko	Smoko	Smoko	Smoko	Smoko	Smoko	
3:30 – 5:30pm	Small Motors	Small Motors	Fencing	Fencing	Horse Riding	Horse Riding	
6:30 – 7:30pm	Prepare for Dinner	Prepare for Dinner	Prepare for Dinner	Prepare for Dinner	Prepare for Dinner	Prepare for Dinner	Prepare for Dinner

Week 5							
Session	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
6:00 – 8:00am	Breakfast & Camp Duties	Breakfast & Camp Duties	Breakfast & Camp Duties	Breakfast & Camp Duties	Breakfast & Camp Duties	Breakfast & Camp Duties	Breakfast & Camp Duties
8:00 – 10:00am	Machinery OH&S	Fencing OH&S	Cattle OH&S	Horse OH&S	Horse OH&S	Overview of the last 5 weeks	Leave Camp
10:00 – 10:30am	Smoko	Smoko	Smoko	Smoko	Smoko	Smoko	
10:30 – 12:30pm	Small Motors	Fencing	Cattle identification and Yarding	Horse Riding	Horse Riding	Overview of the last 5 weeks	
12:30 – 1:30pm	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	
1:30 – 3:00pm	Small Motors	Fencing	Cattle identification and Yarding	Horse Riding	Horse Riding	Overview of the last 5 weeks	
3:00 – 3:30pm	Smoko	Smoko	Smoko	Smoko	Smoko	Smoko	
3:30 – 4.30pm	Small Motors	Fencing	Cattle identification and Yarding	Horse Riding	Horse Riding	Overview of the last 5 weeks	
5.00 - 6.30							
6:30 – 7:30pm	Prepare for Dinner	Prepare for Dinner	Prepare for Dinner	Prepare for Dinner	Prepare for Dinner	Dinner	





APPENDIX 2

DRAFT EMPLOYEE ASSISTANCE PLANS – FIRST QUARTER

Name:

Employee key points;

- Current CDEP Participant
- Has a special interest in construction
- Has a current Learners Permit

Agreed Plan Cycle - 12 Month Plan		
Regular meetings with employee to monitor progress, discuss issues and to ensure both employee and employer are on target to achieve Agreed Plan - please note, employer is consulted before and after each meeting.		
Quarterly meetings with employee and employer to review progress to date and also to re-evaluate overall Agreed Plan to allow for amendments/redirection of plan		
<p>Training and Development Identified (please note, in consultation with employee)</p> <ul style="list-style-type: none"> - Drivers Licence Has a current Learners Permit. Recruitment Outcomes has implemented a weekly timetable in other sites that allows staff to learn driving on the job. Timetable can be as simple as 1 hour per week locked into work schedule. - Transition to Full-Time employment (Apprenticeship) Wants to gain a carpentry apprenticeship. Recruitment Outcomes andto develop a staged Work Experience Agreement proposal to submit to as a lead in to an apprenticeship. <ul style="list-style-type: none"> o Opportunities to gain exposure with other builders will be explored. 	<p>Comments from Supervisor (Supervisor to provide feedback)</p>	<p>Comments from Participant (Participant to provide feedback)</p>

<p>Mentoring Session targets</p> <ul style="list-style-type: none"> - To target PD deliverables – On Going - As is a CDEP Participant, mentoring/coaching sessions will focus on responsibilities under the CDEP framework as advised by the CDEP Manager - Advise and support Goal Setting strategies – On Going - Advise and support Time Management strategies – On Going - Advise and support Assertiveness strategies – On Going - Advise and support Confidence Building Strategies – On Going 	<p>Comments from Supervisor (Supervisor to provide feedback)</p>	<p>Comments from Participant (Participant to provide feedback)</p>
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APPENDIX 3



HON BOB KATTER MP
Federal Member for Kennedy



28 May 2013.

TO WHOM IT MAY CONCERN

**RE: Letter of Support for Mona Aboriginal Corporation
Adolescent Intervention Program in Mount Isa**

We write to lend support to the Mona Aboriginal Corporation's proposed intervention program targeting boys between the ages of 15 to 17 years who are in crisis.

The program is aimed at encouraging, enriching and empowering indigenous boys with the ability to respect themselves as well as learning to respect to others.

To do this the corporation will aim to provide the troubled teens with a practical approach towards living and working on a rural cattle station owned and operated by indigenous people.

Mona Aboriginal Corporation report details the program being delivered in three stages with the ultimate outcome of permanent employment for the participants.

After the 15 week program the young men will be offered an opportunity to do 12 months of contract work with RPD Cattle Company. During this 12 month period the participants will have the opportunity to further enhance their skills with RPD working towards the young men gaining employment on other rural properties.

The Mona Aboriginal Corporation believe their Adolescent Intervention Program (and with their Cultural Horsemanship Program) will be life changing for these local indigenous youth. They believe the program would ultimately break the welfare dependency and incarceration cycle; ultimately with a saving to both State and Federal governments of millions of dollars. (Please see detailed analysis on pages 5 and 6 of their Proposal).

We believe support should be offered to Mona Aboriginal Corporation and wholeheartedly support any application for funding to implement their much needed intervention program for indigenous youth in the Mount Isa region.

Yours sincerely,

Hon Bob Katter MP
Member for Kennedy



MONA ABORIGINAL
CORPORATION
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PO Box 1968
Mount Isa QLD 4825

Mount Isa
74 Camooweal Street
P: 07 4743 5149
Cloncurry:
27 Ramsay Street
P: 07 4742 2530

Rob Katter MP
Member for Mount Isa



Friday, 17 May, 2013

Angela Sammon



To Whom It May Concern

I am writing in support of the Mona Aboriginal Corporation's Cultural Horsemanship Program.

I have seen first-hand this program in action during their four week pilot program and I was impressed with the way the program is run and the outcomes in terms of the young people's engagement in the program.

The Cultural Horsemanship Program caters for young people at risk between the ages of 10 to 17 years, removing them from the city for a period of time and exposing them to work and discipline in a rural setting.

The young people are taught horse-riding and mustering skills, fencing, animal care as well as social and practical skills such as personal hygiene, good nutrition and exercise.

Given a structured program, with good discipline, work and social recreation, the young people I saw and spoke with, seemed to thrive.

The age group catered to by Mona are probably the most at-risk group in Mount Isa, in danger of being recruited into gangs and initiated into drug and alcohol use.

I have recommended this program in Parliament and in various media releases and I wholeheartedly support their application for funding.

Sincerely

Rob Katter
Member for Mount Isa



MONA ABORIGINAL
CORPORATION
INC 7527
ABN: 64038442318



QUEENSLAND POLICE SERVICE

Cross Cultural Liaison Office
Mount Isa Police Station
Mount Isa District
PO BOX 1050, Mount Isa 4825
TELEPHONE (07) 4744 1820 FACSIMILE (07) 4744 1155



28 May 2013

To whom it may concern,

I am writing this letter in support of the Mona Horsemanship project, which I understand is a program aimed at socially disadvantaged youth between 10 to 17 years of age. I am aware that the program provides life skills, discipline, leadership, and vocational training for future employment opportunities. I first became aware of the project and its benefits to the community in April 2013, and since this time I have offered my full assistance, as I genuinely believe that this activity can make a difference.

The Mount Isa community has a population of 21,000 people, and a large contingent of this community are indigenous citizens, who are comprised of local Kalkadood people, and families from Mornington Island, Doomadgee, and neighbouring communities in the Northern Territory. Mount Isa youths are affected by both criminal and anti-social activities, such as property crime, substance misuse, and self-harming behaviours due to a disassociation with their community, and their subsequent desire to deviate from the goals of other youth their age. The subsequent damage to dwellings and businesses as a result of their actions creates a strain on police resources, and society generally, as the community become fearful of their safety.

As the Cross Cultural Liaison Officer for the Mount Isa District, I am experienced in police matters related to cultural issues, and the issues surrounding youth and social disconnection from their community. With over four years of experience working in remote locations, in my professional capacity I have been witness to the individual community benefits that activities such as this can provide. Since meeting with the project managers, they have shared with me their passion to make a positive change in young people's lives. I genuinely believe that a program which reconnects youths with their community will have a positive impact on the individual, their family, and the broader community. I provide my support, and assistance to this project, and can be contacted at any time if you require any further information from me.

Kind regards,

Cath Purcell
Sergeant 13913
Cross Cultural Liaison Officer
Mount Isa Police Station
Ph: 4744 1820 Fax: 4744 1155

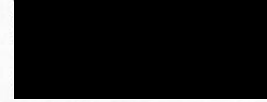
QUEENSLAND POLICE SERVICE



MONA ABORIGINAL
CORPORATION
INC 7527
ABN: 64038442318



Miss Kerry Major



19th May, 2013

To Whom It May Concern,

RE: SUPPORT LETTER MONA ABORIGINAL CORPORATION
YOUTH INITIATIVE PROGRAM


I am Kerry Major a descendant of the Kalkadoon people. I have lived in Mount Isa for 47 years and know the many disadvantages, injustices and poor socioeconomic status Aboriginal people not only endured but contend with daily.

I have worked in health for over 20 years and seen & experienced the sense of hopelessness and numbness Aboriginal people endure. Death rates, poor health, housing, education, incarceration and so much more are at a crisis point. The community average 10 suicides per annum, mostly youth.

There are many youth support groups established in Mount Isa and in the last few years many youth hostels/housing projects developed. Each doing their best to achieve and enhance the lives of our young disadvantaged and troubled youth. The Mona Aboriginal Corporation are just one small group doing its fair share to see our children find a place in society and have hope for a future outside the vicious cycle of every day life.

Success stories is what puts flavor in the mouths of Government bodies and gives grounding for future pathways. This group is achieving success stories and enhancing the lives of the most disadvantage and marginalized group in Mount Isa. Commitment, dedication and the desire to assist our young people find place, value and hope is the essential foundation for this group. The young people and youth entering the program are so oppressed and disengaged with no real sense of belonging; we too lose faith in the current system. The Mona Aboriginal Corporation have a 'real' and grass roots understanding on how to engage, communicate, assist and steer this group to positive pathways. Their style of reaching these young people are based on family values and the mechanisms that maintain healthy family lifestyle. So grounded and so essential to improve quality of life.

I support their concept one hundred percent and know that they are making a difference.

Should you require further information please do not hesitate to contact me on 

YOURS FAITHFULLY

KERRY MAJOR



MONA ABORIGINAL
CORPORATION
INC 7527
ABN: 64038442318



Mr Clive Sam

19th May, 2013

To Whom It May Concern,

RE: SUPPORT LETTER FOR MONA ABORIGINAL CORPORATION
INDIGENOUS YOUTH PROGRAM

Firstly I would like to introduce myself; my name is Clive Sam and I am a traditional owner and proud Kalkadoon descendant/elder. I have lived in Mount Isa for a vast majority of my life and have seen firsthand the many changes that impact on Aboriginal people's life. Some for the good but most times too many bad things our people had to live with.

Health, housing (overcrowding, homelessness), incarceration, unemployment, low self-esteem, suicide and early death due illness etc. I have seen many dollars being pumped into our community and know that Aboriginal people have had little to no gain or satisfaction. (wasted money)

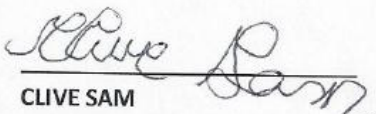
I have sound knowledge and understanding of the important work, commitment and compassion that this group provide to our young people. Dedication, trust and respect for our people are what drives and ensures changes for the good will happen. The Mona Aboriginal Corporation has committed themselves to personally invest time and energy to enhance and provide alternative pathways for the better. Our disadvantage youth have come away from the Flora Downs Station program with a different and fulfilling sense of being. These young people have experienced a life change that simple words can not describe. A gentle hand of kindness and people that not only showed them respect but gave our youth a sense of worthwhile, is what gives me a sense of achievement.

I fully support this concept and know too well that change for Aboriginal people can only happen successfully if driven by Aboriginal people. We live, breathe and experience our youths journey everyday. One suicide is said to be enough, however when you live in a community where there are at least ten plus yearly it is a grief that numbs the community.

Our children are being incarcerated and under the care of Department of Families for things that are uncalled for. Some of these young people have come away from this program with a little more respect, a little more understanding of what it is to be cared for, an understanding that they matter and a sense of belonging.

I certainly would be the first to say 'let this group continue the journey they are on in time we will see changes for the better'.

YOURS IN THE STRUGGLE


CLIVE SAM
(Kalkadoon Elder)

