



STRONGER AND RESILIENT COMMUNITIES

March saw the commencement of 11 men into the Saltbush Stronger & Resilient Communities (SARC) program in Alice Springs and 30 men joining the program in Tennant Creek.

The program unpacks the participants Interests, values and goals for gaining employment through exposure to industry visits, guest speakers and discussions around employment opportunities, wellness and wellbeing and educational pathways available locally.

Through support from Karina, from the Alice Springs Saltbush team, participants were encouraged to share within the group their lived challenges, experiences and opportunities to get them to where they are now and where they want to be.

With further guidance from our Mentors and Arthur from the Saltbush Therapeutic Program, this program will provide the participants with skills, knowledge and a new mindset on how to navigate pre and post placement into employment.

INTRODUCTION TO PATHWAYS TO SUCCESS

Saltbush Tennant Creek welcomed another young person into the Pathways to Success Program who wanted to begin her journey towards personal growth and development.

The young person has worked closely with her Mentor to engage in several educational activities to help guide her through this time in her life.

Engaging in activities such as creating a learning box was identified by the young person as a symbolic representation of her educational aspirations and goals and she went on to explain what this meant to her.

Through continued engagement in her Pathway to Success journey, the young person commenced her educationally focused activities and her learning journey.



INTRODUCING THE NEWEST SALTBUSH DIRECTOR



JENNIFER HOWARD

At the January board meeting, Jennifer Howard was formally accepted to the role of Director for Saltbush Social Enterprises.

This appointment further strengthens the majority Aboriginal control of our strategic leadership and allows us insight to the activities and opportunities of Central Australia.

Jennifer has been part of our operational team for several years already in her current role of Central Australian Operations Manager and this appointment will give her the opportunity to engage directly with planning for our future through good governance and direction.



CREATIVE COMMUNITY ENGAGEMENT

Saltbush and young people had the pleasure of visiting the Barkly Regional Arts Centre in Tennant Creek.

The day involved a tour of the gallery, where the group was surrounded by captivating artworks that truly showcased the talent and creativity of the mostly local artists.

Tennant Creek Program Manager shares, "meeting with a number of the Artists was a highlight as young people had the opportunity to learn about the Artists' inspirations, techniques and storytelling firsthand".

As part of the excursion, the young people were introduced to the music studio and delved into the world of creating beats.

The young people had the opportunity to meet Josh Kreusler, Music Manager at Winanjikari Music Centre who provided hands-on experience that allowed the young people to experiment with sound and rhythm, sparking their creativity in unexpected ways.

Overall, the day at Barkly Regional Arts was a memorable journey into the realms of visual and auditory artistry and we look forward to future opportunities and collaborations.



SUPPORTED BAIL ACCOMMODATION

With sadness Saltbush would like to acknowledge our unsuccessful tender with Territory Families for the continued Supported Bail Accommodation (SBA) services we currently provide in Darwin and Alice Springs.

Transition plans are now underway for the handover of the Darwin operation to a worthy contractor from 7 July 2024, while our Alice Springs operations have been extended and remain in place for the next 12 months.

Saltbush would like to take this opportunity to thank our SBA employees for their contribution, commitment and ongoing support for SBA services, our leadership team are exploring possibilities for continuing the employment of our Darwin team.

SUPPORTING A YOUNG PERSON'S PATHWAYS TO SUCCESS

YORET and Saltbush have been working together to provide support to a young person on his return to Tennant Creek after successful completion of the BushMob Program in Alice Springs.

Through engagement activities such as visiting key landmarks (Kunjarra (The Pebbles), 7mile, Juno Centre, and Lake Mary Ann), this young person has identified the importance of rebuilding and repairing relationship with the community by taking responsibility of his actions and acknowledgment of any harm caused through past behaviours.

With support of his Mentor, Darron took the opportunity to enhance his knowledge and skills by completing his 'I'm' Alert Food Safety Training' online at our Saltbush Tennant Creek office, across three days of absorbing food safety and hygiene practices.

Darron joined the group visit to Barkly Regional Arts (above) which sparked his interest in creating music. Through engagement with Winanjikari Music Centre. He has successfully commenced employment with the Centre in April as a Music Centre Assistant Technician.

Darron is showing real commitment and enthusiasm in his new role and we look forward to watching him grow in his career.





CONGRATULATIONS SHANE PRESLEY

A remarkable young man named Shane Presley took a significant step forward on his journey towards empowerment this year. As a participant in the Back on Track program in Tennant Creek, Shane has overcome numerous challenges and obstacles, displaying resilience and determination along the way.

Shane's dedication did not go unnoticed. He was officially appointed a member of the prestigious 2024 NT Youth Round Table this year by Department of Territory Families, Housing and Communities.

The Round Table serves as a platform for facilitating meaningful dialogue and knowledge exchange between young Territorians and the Northern Territory Government, key stakeholders and community members.

With enthusiasm and a sense of purpose, Shane dove headfirst into this new role, eager to make a meaningful impact for his community.

Shane's first official meeting, held in March marked the beginning of an exciting chapter in his life. Amidst discussions on key issues affecting youth in the Northern Territory, Shane's voice resonated with authenticity and passion, offering valuable insights and perspectives.

Shane's bio can be found on the TFHC website.



EMPOWERING CHILD, YOUTH AND FAMILY

On **April 10, 2024**, Saltbush marked a significant milestone as the inaugural cohort of students completing the 'classroom and knowledge' component of the **Certificate IV in Child, Youth and Family Intervention (CYFI)** course.

What is CYFI? The **CYFI** course equips passionate individuals with the skills and knowledge needed to make a positive impact on vulnerable lives. Through effective support, intervention, and advocacy, our students, once they fully complete the course will become champions for children, youth, and families.

The next step for these students is to work through the various assessment activities that will allow them to apply the learning in a workplace setting.

Key Benefits:

- **Empowering Lives:** Our students learn to be guiding lights, empowering and transforming lives within at-risk communities.
- **Trauma-Informed Care:** Graduates gain expertise in providing trauma-informed care, ensuring sensitive and effective support.
- **Family Relationships:** The course emphasizes developing relationships with families, facilitating family interventions, and fostering positive connections.
- **Mental Health:** Students also learn to work with individuals facing mental health challenges.



Impact Beyond the Classroom:

- **Saltbush Social Enterprise:** Our staff contribute to the Saltbush Social Enterprise, creating lasting change in the community.
- **Supported Bail Accommodation:** Their skills extend to supporting individuals in the Supported Bail Accommodation program, promoting stability and rehabilitation.
- **We congratulate our first CYFI cohort students** for their dedication and commitment. Their journey doesn't end here; it's just the beginning of making a difference!





WORKING CLOSELY WITH COMMUNITY

Tennant Creek Program Manager attended a community meeting to address the pressing issue of providing support to rough sleepers during wet weather conditions.

Despite no specific emergency declaration, Saltbush collaborated closely with Department of Territory Families, Housing and Communities to extend assistance to the vulnerable population.

Additional efforts were made to engage the Women's sector at ANYINGINYI Stronger Families to reach out to those directly impacted by the adverse weather conditions.

Such collaborative efforts underscore the importance of community engagement and support in fostering resilience and well-being among vulnerable populations and the collaborative effort to address the challenges faced by rough sleepers, particularly during inclement weather conditions.

ANYINGINYI
HEALTH
ABORIGINAL
CORPORATION



HORSE RIDING IN ALICE SPRINGS

Attendance at the Chamber of Commerce Business at Sunset hosted by Saltbush earlier this year created a new connection and relationship with the Riding for the Disabled team in Alice Springs.

Our collaboration will allow the Supported Bail Accommodation young people and the Back on Track participants to engage in horse therapy as a vehicle for exploring a range of subjects in a fun and therapeutic environment.

Check out the young people having a go and learning about the horses and the tasks that are required to keep a horse happy, healthy and ready for riding.

OUT BUSH IN CENTRAL AUSTRALIA



Bush trips started again with trips to Ormiston Gorge and Ellery Creek, with the hot weather a great time to visit waterholes and have a BBQ. Ellery offers more than swimming with small caves to explore and bush tracks to check out.

Saltbush are continually engaging with our participants around what new programs they would like to see at Saltbush, giving us an opportunity to grow our collaboration and opportunities within the community.



FOUNDATIONS TO FUTURE



The Northern Territory is facing significant social challenges.

And while there is a growing group of people who see welfare as a way of life, there are many who have tried to be part of our economy and workforce in productive ways, but have faced multiple barriers or never been given the opportunities to explore their own potential.

This 'hidden workforce' is the focus of Foundation to Future, a program that Saltbush leadership are seeking to establish in collaboration with Industry, Employers and Government.

Providing long term solutions to those who are most in need of time, space and the grace to find their pathways, Foundation to Future is designed to share the accountability and responsibility for funding. An initiative that will allow Saltbush to impact the communities we live in across the Territory.

In recent months the Saltbush Board, Leadership and various team members have meet with politicians, high level government people and interested industry representatives to share the message of what Saltbush want to achieve through a shared funding model that will support up to five years of operations.

Foundation to Future will provide supports to individuals through a person-centred model that will allow access to mentoring, social services, health and wellbeing, skills and knowledge to guide them along their choice of pathway.

As the initiative develops, so will the capacity and reach of Saltbush working to the vision of a Northern Territory that supports fair and equal opportunities to achieve self-determination for all Aboriginal Territorians.



AEP 2023 provided opportunities for learning, collaborating, creativity and employment.

NORTHERN TERRITORY GOVERNMENT ABORIGINAL EMPLOYMENT PROGRAM 2024

Following on from their successful Aboriginal Employment Program (AEP) of 2023, the Early Careers Team of the NTG have engaged Saltbush to again collaborate on recruitment, mentoring support and workshops for 2024. Building on the success and learnings of last year, the program will be offered in both Darwin and Alice Springs.

Our Employment Services Teams are very keen to be involved and, with applications coming in, both teams will be starting with interviews from end of April into May.

There was so much positive engagement with last years program and, with 12 of the participants being offered on-going employment, the ES teams are looking forward to the challenges and successes for this year's programmes.





INTERNATIONAL WOMEN'S DAY

International Women's Day was celebrated on the 8th March 2024 across the Territory, through sharing of food and discussions between colleagues and friends.

Our Tennant Creek team had the pleasure of participating in a local community event kicking off with a parade through Tennant Creek to celebrate and support strong women and girls in the world.

The Tennant Creek Program Manager supported families of the Back on Track Program to attend, where they were offered goody bags, food, clothing and much more.

Check out some pics of our time together.



BIDDING FAREWELL

The Saltbush team bids farewell to a number of employees across the Territory. All of them had made a strong impact and a tremendous influence on the work they do across our programs.

Tracy-Jane Kerr, commenced with Saltbush in 2019 as Employment Services Mentor and shortly after progressed in the role of Employment Services Program Manager.

Skylie Monk, having worked as the Administration Assistant and then in the role of Employment Services Mentor over the past three years.

Yuva Basnet, a lovely addition to our Tennant Creek team, joined us in the role of Employment Services Mentor in late 2023.

Rebecca (Beck) White, who was with us for a short time but made a great contribution in the role of Employment Services Coordinator.

Ryan Clerke, who has been with us for over six years, commenced in the role of Residential Youth Support Worker and over the years developed in the role of Residential Manager across Alice Springs and Darwin.

It was a pleasure working with these amazing individuals and seeing their growth within their roles throughout their time with Saltbush. Your presence will be missed.

Best of luck to all of you on your future career aspirations and advancement.

SCAFFOLDING TO SUCCESS



This inaugural cohort of 12 participants are undertaking a paid cadetship in scaffolding spanning a 12-week period. KAEFER Integrated Services approached Saltbush requesting facilitation of two 1-day workshops as part of the cadetship to prepare the group for continued employment following the course.

On the 27th and 28th of March, Saltbush successfully conducted workshops at KAEFER's East Arm location. Our workshops addressed critical topics essential for personal and professional development, focusing on Health and Wellbeing and Workplace Literacies & Practices along with some advice for Money Management.

The months ahead will witness continued collaboration between Saltbush and KAEFER with promising and exciting prospects for those we endeavour to uplift and empower.



WELCOME TO THE SALTBUSSH TEAM!



JOANNA ABBOTT

THERAPEUTIC PROGRAM COUNSELLOR, DARWIN

Joanna joins the Saltbush team as Therapeutic Program Counsellor in Darwin.

Joanna will be working as part of our Counselling and Wellbeing Programs, working with people who are struggling with low intensity mental health issues.

Joanna brings with her educational experience with a Degree in Counselling and Psychotherapy, as well as over 20 years' experience working with young people in a variety of Person Centred, Trauma Focused and Creative therapies settings.

Joanna has just emigrated to Darwin from the UK in December and says, "I'm enjoying this heat and once I find my permanent home, we shall get a rescue dog (or 2) as part of my families self-care".



COURTNEY FORRESTER

BACK ON TRACK MENTOR, ALICE SPRINGS

Courtney Forrester joins Saltbush in the role of Back on Track Mentor in Alice Spring.

Courtney a locally born Perteme/Alyawarr women from Alice Springs and strong connections to the Yuwaalaraay/Murrawari tribe in New South Wales comes to Saltbush with previous experiences in Business Administration working with local community organisations.

Courtney shares a willingness to create a significant impact with the youth in the Central Australian community.



TROYDON FISHOOK

EMPLOYMENT SERVICES MENTOR, ALICE SPRINGS

We welcome Troydon Fishook in the role of Employment Services Mentor in Alice Springs.

Troydon, a strong Alywarre, Anmatyerre and Walpiri man comes to Saltbush with seven years' experience working with Central Land Council as a Ranger and then progressed into a more senior role of Ranger Group Support Officer.

Troydon shares "I have had a beautiful journey and lots of experience learning from the Traditional owners about country and culture, I believe supporting our mob, especially to learn structure and to encourage emerging generations and future leaders within the community to keep our people and culture strong".

OPPORTUNITIES TO BE A PART OF THE SALTBUSSH

Program Manager

Employment Services Mentor

Darwin

Employment Services Mentor

Alice Springs

Employment Services Coordinator

Employment Services Mentor

Back on Track Mentor

Tennant Creek

Learn more:

careers.saltbushnt.org.au

Residential Youth Support Workers

We welcome our Residential Youth Support Workers to our Supported Bail Accommodation (SBA) facilities in Darwin and Alice Springs. Thank you for choosing Saltbush as your new career choice and joining the SBA family working with our youth.

Alice Springs

- Tristian McCoy
- Nyadan Gai
- Jacob Mading
- Alice McRae
- Ruach Manguet
- Jamie Edwards

Darwin

- Poshak Sapkota
- Nicole Chadwick



www.saltbushnt.org.au