



## A MESSAGE FROM THE CEO

This month Saltbush hosted another successful AGM which included the appointment of 2 new Board members - Cary Trundle and Emily Mbitjana – who will join our existing Board team in taking us into the year ahead. Additionally, I can confirm that Karen Sheldon will continue in the role of Chairperson for a further term of 3 years.

Saltbush continues to seek opportunities to extend our services across the Territory and this month I met with the Paul Ramsay Foundation to explore the potential of funding a program on county in Central Australia. The Paul Ramsay Foundation believe that 'empathy, collaboration and new thinking can transform people's lives' and as this is a view that fits with the Saltbush vision we are keen to see how our relationship develops.

Following the departure of Rudo from the role of Chief Financial Officer (CFO) we conducted extensive recruitment and I can share with you that our new CFO will commence in mid-January. Kim Harris has accepted the role and will be moving with her family to Darwin to be a part of the Saltbush family.

As you may be aware the Karen Sheldon Group is making some significant changes and as a result Saltbush has taken steps towards adding the activities of Karen Sheldon Training as part of our portfolio of operations; Welcome to those who are

joining Saltbush. I look forward to supporting you as you continue the great work already in place and explore new pathways to harness your talents and passion.

During November I attended the Annual Children's Court Practitioner's Conference in Alice Springs. The range of sessions and conversations was informative and identified that whilst there may be some disappointment in the lack of progress since the Royal Commission, we are on the right path with our Therapeutic Framework and making the young person and their future a priority in all of our interactions.

Our leadership team and key members of Saltbush met before the AGM to discuss our vision mission and strategies as a step towards planning for our future. Our current strategic goals take us to June 2023 and the coming month will see more conversations and planning to ensure we have the tools, capacity and funding for another five years of having a positive impact on the lives of Aboriginal Territorians.

With the festive season comes lots of opportunities to have some fun and I hope you all get to enjoy quality time with family, friends and community.

*Nicole Shackcloth*  
CEO, Saltbush Social Enterprises



# INTRODUCING THE NEWEST *Saltbush Directors*



## EMILY MBITJANA

As a valued member of the Saltbush Social Enterprises family, Emily Mbitjana has become a respected guide for the organisation to deliver meaningful, long-term outcomes. As our unofficial ambassador, Emily's story is a testament to how you can change the direction of your life at any time with the right support.

A strong and inspiring example and a true role model to her peers, Emily was a finalist in the 2021 NT Training Awards for the Austin Asche Apprentice of the Year Award and had a great time attending the Award's Ambassador preparation weekend which provided professional development sessions and valuable networking opportunities.

As a mature-aged participant of our Future Stars Indigenous Aspirational Program, Emily, a mum of 4 and originally from Ti Tree

who now lives and works in Darwin, has had her challenges.

When we first met Emily, she had never been out of the NT and found herself caring for her children on her own after the death of her partner.

When Emily first joined our VTEC Program, she had limited work experience, but was determined to find a better way to support her family. She discovered a passion for cooking and with the support of our Employment Services Mentors, Emily soon found work in the hospitality industry.

In 2018, Emily joined Saltbush's AACE (Accelerated Aboriginal Cooks of Excellence) Program. Emily has since completed her Certificate III in Commercial Cookery and is now working as a cook for the Bachelor Outdoor Education Centre.



## ANITA CURTIS

Anita Curtis is a Warumungu / Warlpiri / Arrernte woman, the proud mother of five young Territorians, and is a Senior Consultant with Price Waterhouse Cooper's Indigenous Consulting in Darwin.

She has over 20+ years' experience in the public sector, in the corporate and private sectors, with NGO's, government at all tiers, and in national, international & institutional environments.

Anita has a strong career background and experience in health, Community Development Program management, governance, program coordination and research including design monitoring and evaluation.

Anita is adept and experienced in production coordination, and consultation

with film/ television and media. She has strong community relationships across the Northern Territory particularly in stakeholder engagement.

As a strong supporter of the Saltbush Social Enterprises ethos, Anita was first appointed to fill a casual vacancy since March 2022 and looks forward to further opportunities to be part of the continuing growth and effectiveness of the Saltbush person centred approach.

Anita appreciates and respects every opportunity to meaningfully contribute through working within the region particularly on the ground, offering practical solutions to the ambitions of the Aboriginal community.





## CAREY TRUNDLE

Carey Trundle has a career background in law, social justice and community service, and workplace regulation and community engagement. Carey's career and community contribution has always focussed on her values of fairness and justice.

Carey qualified as a lawyer in 2003 and after a short stint in family and criminal law, embarked on a position creating a Business and Youth partnership program to assist young people involved in the justice system gain employment and mentoring support. Following a move from Tasmania to South Australia, Carey took up a position with the Commonwealth government in workplace relations. Over the years Carey has designed and delivered, advocated and supported information, advice and assistance for those facing exploitation in workplaces.

Outside of her career, Carey has taught English to new migrants, undertaken community work to report

on the facilities and conditions of prisons, been a workplace and study mentor for Aboriginal Territorians, and supported local sport through corporate engagement.

Carey continues to further her education and knowledge of the Northern Territory through her community work and through her studies in Human Services.

Carey has a passion for contributing to justice, capacity and community building, mentoring and coaching, and the development of people and organisations through sharing her knowledge and skills, and ensuring she has an open mind, and is willing to listen and learn from others.

With her background, including having undertaken the Australian Institute of Company Directors course, her passion for supporting change in the Northern Territory and her desire to contribute to self-determination and prosperity parity for Aboriginal Territorians.

## DAN THE UNDERDOG

Participants at the Alice Springs Saltbush Supported Bail Accommodation have continued to work with Dan the Underdog, taking part in activities and music sessions and composing beats.

The music program has helped boost confidence, communication and determination. Since beginning the program, one young person in particular, has embraced his creative side with a whole new positive attitude, working to improve himself.



## COUNSELLING RESIDENTS

Alice Springs Saltbush Supported Bail Accommodation Counsellor, Dewan, has been conducting meditation sessions with the young people to reflect on their time at the Saltbush facility.

The meditation covers psychoeducation sessions, progressive muscle relaxation sessions, mindfulness meditation sessions, and positive self-talk exercise sessions.

The residents learned self-regulation techniques, anger management techniques, with some cognitive behavioural techniques to manage their sadness and worries, resulting in learning how to use autosuggestions for their growth and development.



## PAINTING THE GAP

Alice Springs Back on Track participants engaged in a mural art project with a local artist, Tamara Cornhwaite, on her "Painting the Gap" project.

This was a community event that Lhere Artepe commissioned, in collaboration with Alice Springs Town Council, Red Hot Arts, featuring lead artist Jeremiah Pepperill, a Local young person from Alice Springs.

Jeremiah guided and shared his ideas of what to paint and let other young people contribute their ideas. The theme for the art projects was totems of Alice Springs Caterpillar, Eagle, Dingo and Rainbow serpent.



## OCTOBER BUSINESS MONTH 2022 EMPLOYMENT SERVICES FEEDBACK

This year Saltbush took part in October Business Month across the NT in Darwin, Alice Springs, and Tennant Creek, presenting the following topics.

- Top Tips for Engaging, Recruiting and Retaining an Aboriginal and Torres Strait Islander Workforce  
– Darwin presented by John and Tracy
- Partnerships that Work to Support an Aboriginal and Torres Strait Islander Workforce  
– Tennant Creek presented by Jennifer and Tracy
- Top Tips for Engaging, Recruiting and Retaining an Aboriginal and Torres Strait Islander Workforce  
– Alice Springs presented by Jennifer and Tracy

Jolin from NT Local Jobs had this to say about our Darwin event:

*"The presentation was amazing, with much helpful information. I love how you guys engaged with the audience and broke the session into different key parts: Reasons for including Aboriginal people in the workforce, corporate commitment, and Retention. Also, John cited real-life examples and made the conversation fun."*

*We all know that we should include Aboriginal people in our workforce, but businesses sometimes do not know where to start and how to keep it going. And they should put the effort in to keep the kids engaged and feel cared for. I noticed the attendants all listened carefully and took notes in their notebooks and phone. You guys did a really good job!"*

Employment Services Program Manager Tracy Kerr, received some fantastic engagement from the attendees, contributing to some from their own experiences.



## CRAFTING VOLCANOES

The Saltbush Pathways to Success participants have been learning about different states of matter while creating a volcano to conduct an experiment with baking soda, vinegar and red food colouring.

This activity occurs in an informal but noncausal atmosphere, enabling young people to respond creatively to learning. Participants explore how states of matter can change and experiment with a chemical change through hands-on, experiential learning through 'doing' and 'being' is emphasised.

## ELLERY'S WATERHOLE ADVENTURES

On the last day of the school holidays, Alice Springs Saltbush Supported Bail Accommodation and Back on Track Element 4 providers came together to reward the residents with an adventure and BBQ at Ellery's waterhole. Enjoying a full day of exploring and delicious food before they head back to school.



## SALTBUSH STAFF SHOUT OUT!

### BIDDING FAREWELL TO STEVO

The Tennant Creek Saltbush Team bids farewell to Back on Track Mentor Steven Lawton.

Having worked as a mentor over the past 12 months, Stevo embarks on new adventures in Townsville, QLD. It has been a pleasure working with Stevo, his giant presence will be missed in our Saltbush office. We all wish you the best of luck!



### WEDDING BELLS IN TENNANT CREEK

A big congratulations to our Employment Services Coordinator, Melissa Hargreaves! Melissa officially tied the knot with her partner, Aiden James, in a small ceremony this past November. Melissa has been working for Saltbush Employment Services for the past year and brings her friendly and positive attitude to the team each and every day. Best wishes for a fun-filled future together!



## VACANCIES

**Residential Youth Support Worker**

*Darwin*

**HR Administration Officer**

*Darwin*

**Finance Officer**

*Darwin*

Learn more:  
[careers.saltbushnt.org.au](https://careers.saltbushnt.org.au)