



THE burdekin
ASSOCIATION

Our youth. their future.

ANNUAL REPORT

OUR IMPACT
2022/23

This report offers a snapshot of our activities during the 2022/23 financial year.

For more information about our work, please visit our website www.burdekin.org.au.

The Burdekin Association Inc (TBA)
ABN: 98 571 551 434

The Burdekin Association is registered as a charity with The Australian Charities and Not-for-profits Commission (ACNC) as a Public Benevolent Institution (PBI), endorsed as a Deductible Gift Recipient (DGR) and holds NSW Charitable Fundraising Authority 10994. Donations of \$2 and more are tax deductible.



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ABN: 98 571 551 434



We acknowledge the Aboriginal people of the Cadigal and Gayamaygal Clans. We acknowledge the Country on which we live, work, and gather as being Aboriginal land.

We acknowledge the lands, waterways and skies that are connected to Aboriginal people. We honour them and pay our deepest respects to their Elders past, present and emerging.



We respect their rightful place within our communities, and we value their ancient cultural knowledge and practices.

We deeply respect that this will always be Aboriginal land and we will honour and follow the first people's values in caring for the Country and for preserving their culture.

We deeply value that Aboriginal people and Torres Strait Islander people are the oldest living culture in the world and we will continue to work with their peoples and communities to ensure their cultures endure and remain.



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President & CEO



Jon Davies
President

Justene Gordon
CEO

As The Burdekin Association grows and matures, it has become increasingly clear to our Board and Executive Team that we need to clearly articulate what we stand for, to ensure we live and breathe our values every day and that they permeate the culture of our organisation.

Our work centres around our three strategic priorities: people, partners and platforms.

PEOPLE

People - they are at the heart of everything we do, especially young people. The reason for our existence is our clients, the young people we support on their journey into adulthood.

We include young people's perspectives in all aspects of our work, including our governance and future direction. With their critical input, we recently mapped out the journey of young people in our housing services, and we constantly evaluate what we do and how we do it so that we can achieve our vision where young people achieve their full potential.

A client survey in 2022 endorses our prioritisation of young people - 87 per cent of young people surveyed reported that they either always or mostly felt supported and listened to by their Case Manager (compared with 77 per cent in 2021). Additionally, 83 per cent of young people reported they either always or mostly felt supported and listened to by their Youth/Support Worker (compared with 65 per cent in 2021).

There are many critical gaps in our society which leave young people vulnerable and create cycles of disadvantage. In addition to the supports provided through our government, our goal as an organisation is to find ways to address these systemic gaps, often with funds raised from one of the many partners who support our work.

We are determining the best way to structure our organisation to include young people's perspectives, particularly Aboriginal and Torres Strait Islander young people. In that context, we have created a senior leadership position to guide us on issues relating to the inclusion of Indigenous Australian young people's views.

The successful delivery of our wrap-around services is due to our amazing team - people who show up to make it all happen - ranging from our volunteer Board who set the strategic direction - to our professional staff and volunteers who implement the strategic plan and services in line with our organisational values. We couldn't do any of our impactful work without them. The Board wishes to ensure that all staff and volunteers are valued and fully aware of the value they add to Burdekin. This means increasing our investment in appropriate staff training and team building activities and investing in improved workspaces.

Regarding workspaces, our Inner West staff recently moved into a new office in Marrickville. We are very proud of the homely environment we have been able to create. The layout of our office in Brookvale will be next and we can't wait!

PARTNERS

We both value and cherish the many partner organisations we have the privilege of working with. We couldn't do our work without them. Together, we deliver better, improved services, we go further and come up with solutions to engrained social problems. There is a section in this Annual Report dedicated to these organisations who go the extra mile with us.

As it is critical that we partner with our local communities, we created a new management structure, with one Regional Manager for Northern Sydney and the Northern Beaches, and one for South East Sydney and one for Western Sydney.

PLATFORMS

Quality service delivery and continual improvement is essential. Meeting the Australian Service Excellence Standards (ASES) is a key requirement for our service. ASES is an externally accredited step-by-step program designed to develop the capacity of community organisations like ours to strive towards continuous improvement in quality service delivery.

This financial year, we once again undertook a process of ASES accreditation. We are proud to have been accredited for the next three years, this time without any qualifications. This demonstrates the service improvements we have put in place and our desire to continue to improve.

We would like to take this opportunity to thank everybody who contributed to the year's success and helped us overcome the challenges we deal with as an organisation.

We would also like to welcome our new Board and staff members and look forward to the contribution you will be making to Burdekin.

Jon Davies, President and Justene Gordon, CEO
The Burdekin Association

The Team

To do great work you need great people and we have an amazing team of creative, friendly, kind and like-minded individuals.

Our team continues to grow, but we retain our Burdekin family ethos, perspective and values.

We have a team of experienced senior staff in place and this has resulted in the capacity for focussed and deliberate action in addressing operational demands, practice and workplace culture.

We began the financial year with 170 staff. Throughout the year we hired 34 new staff. 16 of these are part time, 17 casual and one full time.

As at June 30, 2023 we have 204 active staff. This represents an increase of 20 per cent on the previous year. Of our total staff, 78 are part time, 56 are full time and 70 are casual.

The bar graph to the bottom right indicates the increase in staff hired over the past financial year.



Full time

56



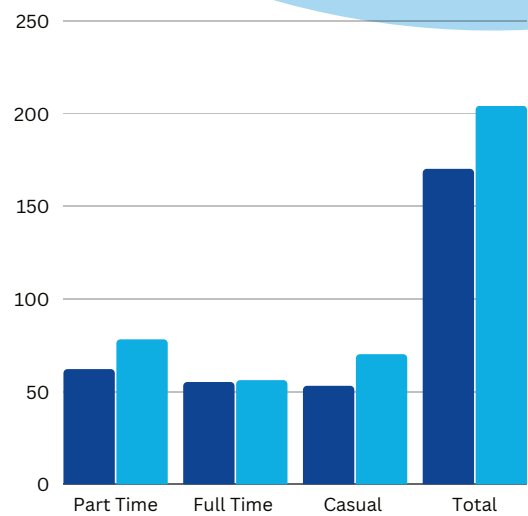
Part time

78



Casual

70



Active staff in 2023: ■
Active staff in 2022: ■

Our Executive Team



Justene Gordon

CEO



Graham Bargwanna

Head of Business & Stakeholder Development



Maura Magee

Head of Client Services



Vikki Agostino

Head of People, Culture and Diversity

Our Staff Their Voices

At Burdekin, we believe employee voices are essential in the facilitation of a positive and productive workplace. Our employees are encouraged to express ideas, concerns and perspectives in all aspects of work.

Here are some responses received from a survey completed in 2022, with comparisons to 2021.

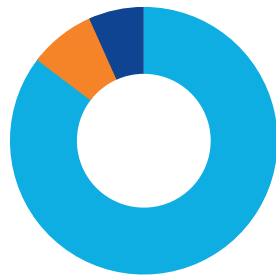


Survey

There were 76 responses to the survey received across both of our offices. 60 of the employees who responded were permanent and 12 were casuals.

Supervisor

My supervisor listens to what I have to say.



85.3% strongly agreed
8% neither agreed or disagreed.
6.7% disagreed.



Increase of 6.2% on 2021.

My supervisor encourages people in my work group to keep improving the work they do.



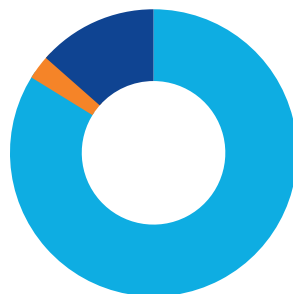
84% agreed or strongly agreed.



Decrease of 1.7% on 2021.

Your role

My job gives me a feeling of personal accomplishment.



83.8% agreed or strongly agreed.
13.5% neither agreed or disagreed and 2.7% disagreed.



Increase of 6.5% on 2021.

Your Team

My team strives to achieve its goals.



92.4% agreed or strongly agreed. 4.5% neither agreed nor disagreed and 3.1% disagreed.



Increase of 24.5% on 2021.



Who we are, what we do, what we believe in

We work with the community to offer an integrated approach to solving issues of child and youth homelessness.

We aim to ensure every child or young person has a safe home.

On any given night, we are housing 115 children and young people (aged 9-24) across the Northern Sydney, the Inner West and South-East Sydney regions.

We directly support children, young people, their families and the community with the aim of preventing homelessness through intervention strategies that seek to address the key risk factors that can result in homelessness, such as family breakdown, disengagement from education, mental illness and drug and alcohol abuse. We provide individualised case management support to ensure these young people have a clear pathway for their future upon exiting our service.

OUR VISION

YOUNG LIVES, LIVED TO THEIR FULL POTENTIAL.

At Burdekin, we believe every young person has the right to a life that offers opportunities to fulfil their potential.

Our Shared Vision informs the way we see the world and the role we play in shaping its future for the young people who inherit it.

OUR PURPOSE

TO INSPIRE HOPE.

Put simply, we exist to inspire young people to believe that their lives can be enriched by experience and empowered by hope.

Our Shared Purpose is what fuels our motivation and ignites our imagination.

OUR VALUES

IMAGINATIVE

We find a way.

RESPONSIVE

We embrace individuality.

DETERMINED

We give it our all.

Our Shared Values are easy to spot. They're who we are, so they show up in the way we do all that we do.

One of the biggest achievements this financial year has been the renewed accreditation of our services through the Australian Services Excellence Standards, a process which takes place every three years. All NSW homelessness providers are required to be accredited as of June 30, 2024.

We were one of the first Specialist Homelessness Service providers to achieve accreditation in 2020 and have since achieved re-accreditation in 2023 with an enhanced rating compared to the previous occasion.

Our staff did an amazing job implementing the recommendations from the last accreditation and through continuously improving our processes and procedures.

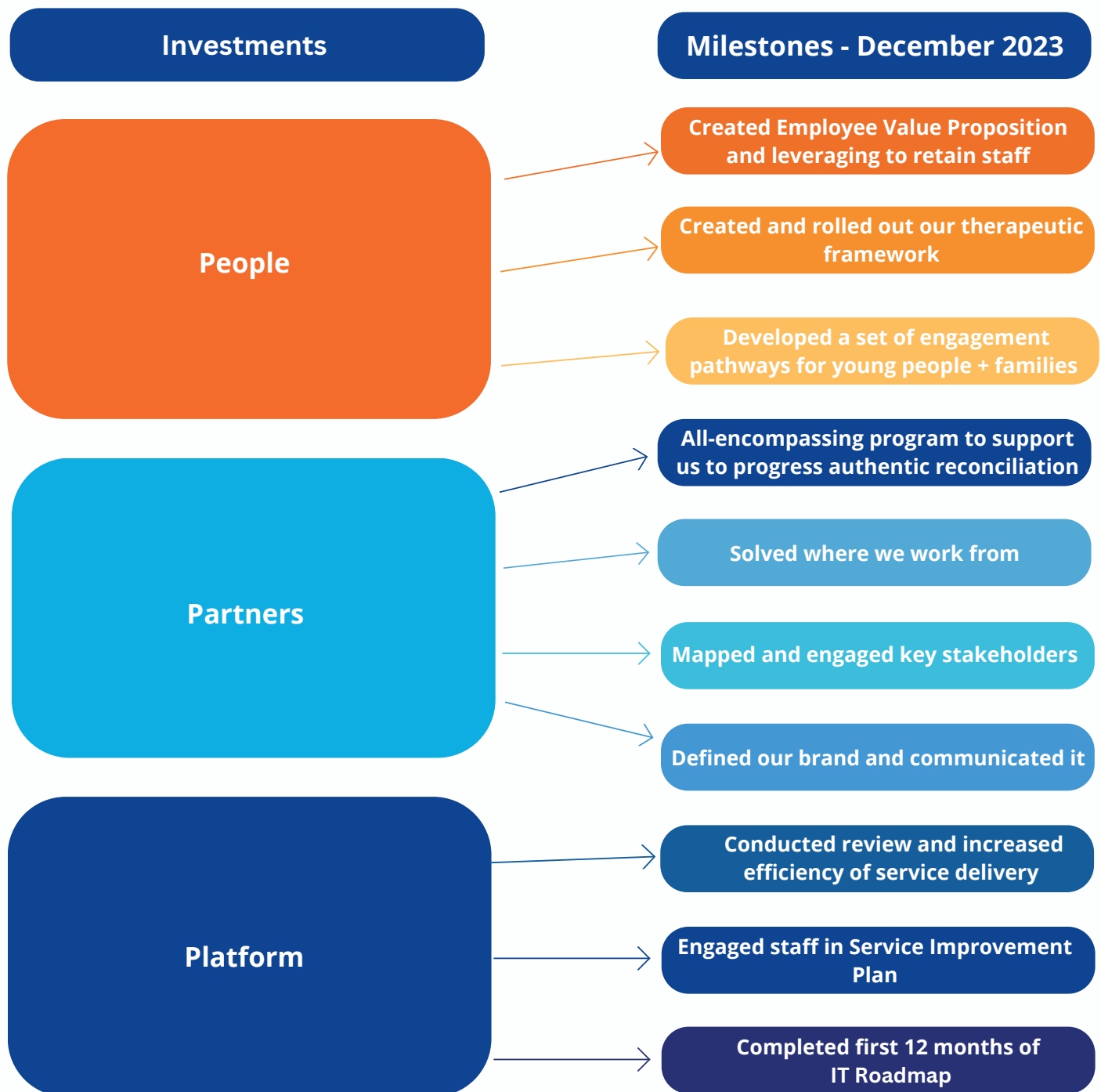


Our Strategic Direction

Our Strategic Direction is a work in progress and dictates our priority investments. It is in the third year of a three-year plan (2021-2024). It was developed through a consultative workshop between the Board and management, and was facilitated by an external consultant.

Burdekin's Board ensures the development of the Strategic Plan is informed by the views of staff, stakeholders, community and clients. A review will be conducted at the end of 2023, to lead us forward into the New Year.

Burdekin commenced the Burdekin Reconciliation Action Plan (RAP) and engaged Uncle Graham and Auntie Barb as consultants to guide our work with Aboriginal and Torres Strait Islander young people. An Acknowledgement of Country written specifically for Burdekin shows awareness of, and respect for, the Traditional Custodians of the land. Additionally, with staff endorsement, a Burdekin branded t-shirt featuring an Aboriginal design, was designed by a young person and distributed to Burdekin staff to wear.



The impact of our work

Overview

This Annual Report provides a snapshot of our activities throughout the year. It is not a comprehensive recount of everything we have achieved and been involved with.

Our Youth Services delivered programs and support to young people experiencing homelessness and young people at risk of homelessness, as well as young people dealing with mental health issues, gambling problems, and those in contact with the criminal justice system. Our work is only possible through funding provided by governments at all levels, Trusts and Foundations, NSW Clubs, and other generous donors.

Canada Bay Youth Space Project

The Canada Bay Youth Space Project works with young people in the libraries of the City of Canada Bay. Our staff base themselves in a different library on two afternoons each week, making connections with young people and working with them in groups and one to one, supporting them with their studies, family and social issues, and mental health.

This partnership with the City of Canada Bay has expanded to other initiatives, including joint delivery of a Leadership and Mentoring Program. Team Leader, Stephen Dukich was a mentor on the program and executive staff were key guest speakers.

Change Your Course Program

The Change Your Course Program, as part of the Federal Government's 'Safer Communities Funding', is a collaboration led by Streetwork.

Burdekin is a partner with Streetwork and other providers to deliver case management services to young people involved with the criminal justice system in the Northern Sydney region.

Dee Why Project

The Dee Why Project is generously funded by the Office of Responsible Gambling NSW. It was established to develop a comprehensive gambling and gaming education awareness program, with case management, for the Dee Why community.

After two years, the initiative has successfully:

- Organised a Community Forum on Gaming and Gambling.
- Provided internal training to all staff members thanks to the collaboration with GambleAware. The training enhanced the confidence of staff in initiating discussions with clients regarding potential harm and occasional gambling habits and assisting young individuals in managing their finances through individualised case management.
- Conducted wellbeing and life skills workshops in schools.
- Forged partnerships with headspace and local schools, contributing to gaming prevention and early intervention efforts among young people.

Due to the success of the Dee Why Project, funding has been acquired for an additional three years. This will allow us to expand the reach of our work to encompass the entire Northern Beaches.

Additionally, a Peer Education Program targeted at Year 11 students will focus on gambling prevention, early intervention, and referral pathways for young people living on the Northern Beaches.

The impact of our work cont.

Avalon Youth Hub

The Avalon Youth Hub is a collaboration of support services, with Burdekin as the lead agency.

It is a community service destination with its goal being to provide a range of free wellbeing services to young people aged 12 to 24 in the Pittwater region of the Northern Beaches.

Established five years ago, it has developed into a successful collaboration of service providers working together to make a difference to the mental health and wellbeing of young people on the Northern Beaches. Mental health services are provided by KYDS Inc, Mission Australia Northern Sydney, headspace Brookvale, Lifeline Northern Beaches and Burdekin.

Avalon Youth Hub Case Study

Jenny was referred to the Avalon Youth Hub due to her concerns about her 15-year-old son, Mark. Over the previous six months, Mark had largely disengaged from school, attending only sporadically. At the point of referral, Mark had also been associating with older, disengaged youth and was frequently staying out overnight. Jenny was very anxious when Mark didn't return home at night.

With counselling, Jenny realised that she needed to manage her own fears, so that she could be less emotionally reactive when communicating with Mark. She made more use of empathy and took a position of curiosity towards Mark. These shifts meant that they were able to have more frank discussions around important matters in Mark's life, including his interest in undertaking TAFE study. Jenny is optimistic about the likelihood of further study occurring.



Avalon Youth Hub Key Program Outcomes

The Hub's work is made possible through funding support from the Northern Beaches Council, a private foundation based on the Northern Beaches, and the generous donations of the community.

Key achievements during 2022/23 were:

- Providing 285 sessions of free counselling through KYDS, Mission Australia and Burdekin.
- Informing 350 students across the Pittwater region about support services available to them.
- Hosting a Youth Week event in April 2023 at Dunbar Park, Avalon that was attended by 80 young people.
- Conducting 'Healthy Relationships' workshops with Relationships Australia and partner agencies at Barrenjoey High School. 50 young people attended over several sessions. 85 per cent learned something new. 92 per cent would recommend the program to friends.
- Hosting 'Wednesday Afternoon Community Engagement', with an average of 300 young people connecting each week.

Youth Housing

Our Specialist Homelessness Services (SHS) are funded by the NSW Department of Communities and Justice and include our:

- Youth Housing Program
- Family Support Services and
- Outreach Service

Our Youth Housing Program is delivered in partnership with Link Wentworth and Bridge Housing - leading Community Housing Providers in the Northern Sydney Region.

Link Wentworth provides a number of houses and apartments that collectively provide housing for 35 people aged 17-24. Last year, we commenced a partnership with Bridge Housing, with the use of a 2 bedroom house in the Northern Beaches.

Burdekin places young people into these homes and provides case management services to them. A placement will last for 18 months to two years, in which time we work alongside the young people to help them complete schooling, enrol and successfully achieve education, find and keep employment, and build the skills and confidence to move into the private rental market.

Burdekin is a member of the Partner Facilitation Group coordinated by The NSW Department of Communities and Justice for the Rent Choice Youth Program. The Group reviews and approves applications to the Program.

Youth Housing Case Study

Mary became known to us in 2017. It was identified that she was experiencing Family and Domestic Violence. She moved into our Youth Housing Program, which allowed her to stay connected to her long-term Family Services Counsellor at Burdekin and also to begin studies in early childhood education and care.

She progressed from our Youth Housing Program to the Rent Choice Youth Program. Since then, Mary has finished her studies and exited the Rent Choice Youth Program. She now works as a full-time Educator in early childhood education and care and reflects warmly on her time with Burdekin and the challenges and triumphs she faced.



Numbers:

37 youth housing beds

19 is the average age of a young person in youth housing

158 referrals for youth housing over the past year.

Youth Housing is for young people aged 17-24 who are at risk of or experiencing homelessness and need a safe place to find their feet.

The program works by providing young people with a stable place to live with subsidized rent, the opportunity to work on their goals and build their independent living skills.

Youth Housing is underpinned by person-centred and strength-based approaches that strive towards setting young people up to reach their full potential and thrive.

Family Support Services

The aim of our Family Support Services is to support young people to prevent their homelessness and assist in reducing harm to the family unit.

Burdekin offers counselling and case management, and includes the entire family wherever possible.

A young person can self refer or be referred by a family member or friend. We focus on the individual's needs, their strengths, preferences and their culture.

Family Intervention Case Study

Ben (16) and his elderly carer, Lisa, were referred to Burdekin's Family Services program by a school counsellor in September 2022 to assist the family and to seek to prevent a breakdown of relationship in the home and placement.

Ben has a diagnosis of complex PTSD and autism and his main challenge at home was a lack of living skills - keeping his room tidy and helping Lisa around the house. Lisa had been very generous and kind to him, however experienced difficulties with his behaviour.

Over the course of family support, Burdekin met with Ben at school to build a relationship and rapport, then the meetings shifted to the home where Ben was assisted with developing a routine and building living skills.

Over five months, Burdekin met on a fortnightly basis at the family home with both Lisa and Ben, and soon Ben began to contribute more around the house and Lisa started to feel more supported.

Burdekin assisted Ben with finding him an NDIS Support Worker, who he sees three times a week. Burdekin exited Ben and Lisa out of the service in February 2023 after the family agreed their goals were achieved.



Our Family Services Program works with young people aged 12 to 24 and their families in cases where staying at or returning to the family home is a safe and satisfactory outcome. This program acts as an early intervention initiative and includes practical and emotional support to:

- Assist young people and families to recognise and build on strengths
- A safe space to explore how to manage the current situation and reduce stress and conflict
- Family counselling / support
- Case management
- Information about community resources
- Referrals to other support services
- Workshops and community collaboration



Out of Home Care

We offer accommodation and support options for children and young people aged nine to 17 who are under the care of the NSW Minister.

Our Out of Home Care (OOHC) program offers different housing and support options, including:

- Supported Family Group Home
- Supported Independent Living
- Staffed Care Home
- Interim Care
- Restoration

The Supported Family Group Home is for children and young people aged 12 to 17 to live with a carer who provides a nurturing home environment.

Supported Independent Living options are available for young people, with the entry age being 16-17 years of age.

A Staffed Care Home program provides a home-like environment with up to four young people. This program is for situations when it isn't feasible for a young person to live in a home with a key adult.

Young people are offered opportunities to remain with Burdekin beyond 18 through our Youth Housing program or engaged in After Care support.

The Out of Home Care properties are provided in partnership with private landlords, community housing providers and the Department of Communities & Justice.

We are always looking for new partnership opportunities, to provide young people with quality housing options.

Supported Family Group Home Program

Some of Burdekin's young people receive the love and support of Burdekin Carers through our Supported Family Group Home Program.

They are made up of people of all walks of life. We provide them with training, an allowance and rental/mortgage support to ensure that they are able to provide safe, stable and nurturing environments for our young people.

Our Carers enjoy the company of teenagers and spending time with them and listening to them. They are non-judgemental of children and young people and help them with difficulties as they arise.

Caring for a teenager involves providing a consistent, nurturing adult role model at a vital time in their life, allowing them to build up and take the necessary steps to independence.

Carers don't need to have been a parent or have experience with teenagers. What they need is an open heart and a wish to support young people who need to be loved and protected.





Volunteers

Many thanks to all our wonderful volunteers and especially to Kerri Muir and Katja Steffen who have embraced their volunteer coordination roles with such enthusiasm.

Since our first volunteer training session in May 2020, the number of active volunteers has increased and we have developed our program to meet the diverse needs of our young people.

Recruiting volunteers in the northern region where we are well known has never been a challenge. We will implement a targeted strategy to seek out volunteers from diverse backgrounds in our expanded areas to volunteer with Burdekin. This will be achieved through building our profile in Inner West Sydney and South East Sydney region and through the use of the NSW Government's 'Volunteering Diversity and Inclusion Grant'.

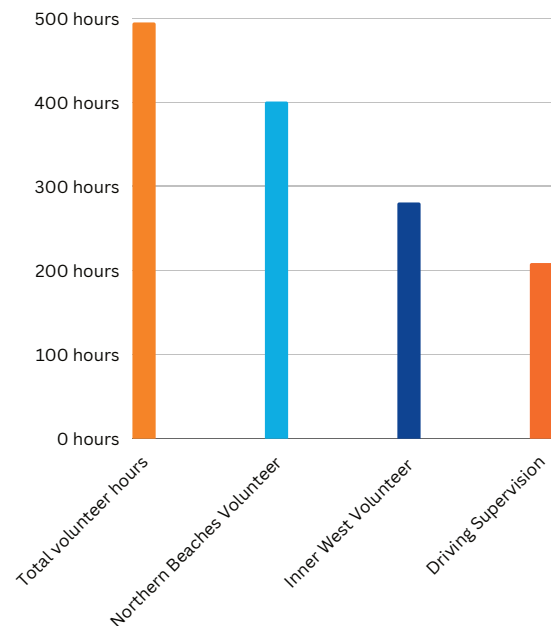
Over the last year, we have refined our training for new volunteers and now have three online modules. The online training helps potential volunteers aged over 18 to begin to understand the effects of early childhood trauma and learn about helpful approaches when dealing with teenagers affected by trauma.

- \$40,950 of general volunteer support hours provided
- \$12,480 of volunteer driving supervision hours provided

There are several ways that people can volunteer with Burdekin through our Volunteer Program:

- Mentors who provide education and/or social support
- Mentors who provide learner driving supervision
- Skills-based volunteers
- 'House Angels'

A non-judgemental, consistent person meeting up weekly with a young person they've been matched with can be so powerful in promoting positive change. As the volunteer consistently shows up, believing in them, noticing strengths and giving them their time, the young person rebuilds their trust in adults and develops their skills in a variety of areas.



Volunteer Case Study

Over the last year, our volunteer driving supervisors have provided 208 hours of supervised Learner driving hours, saving an estimated \$12,480 (if a paid driving instructor had been utilised). Four young people went on to obtain their P licences during the past year.

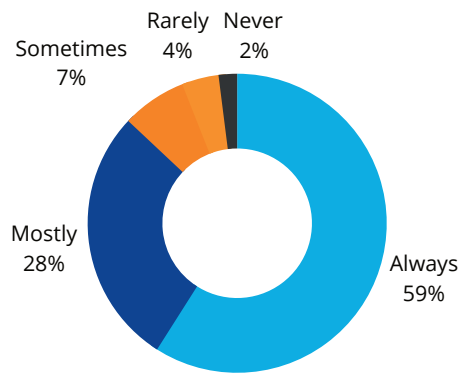
The rapport that builds over time between the young person and the volunteer leads to a strong connection and the resulting mentoring relationship often gives much added value to the young person.

Our Clients Their Voices

The findings from our Client Feedback Survey 2022 provide insight into how supported, safe and happy young people feel with our services. There were 54 responses to the survey received.

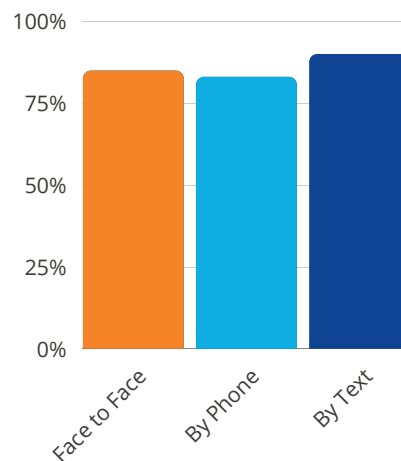
Survey

I feel supported and listened to by my Case Manager.



10% improvement on 2021.

I am happy with the amount of contact I have with my Case Manager via the following means:
Face to Face: 85%
By Phone: 83%
By Text: 90%



15% improvement on 2021.

In 2022, 87% of young people reported that they either always or mostly felt supported and listened to by their Case Manager compared with 77% in 2021.

10% improvement on 2021.



In 2022, 83% of young people reported that they either always or mostly felt supported and listened to by their Youth/Support Worker compared with 65% in 2021.

18% improvement on 2021.



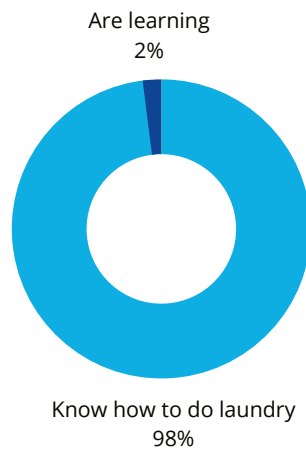
Overall, young people appear to be happy with the support they receive from Burdekin. On a scale of 1 (not happy at all) to 10 (extremely happy), the average response was 7.8.

When asked what Burdekin should focus on improving over the next few years, clients reported the need for more focus on their lifelong outcomes (50%), followed by staff training (20%), improved technology (19%) and fundraising efforts.

Our Clients Their Voices cont.

Survey

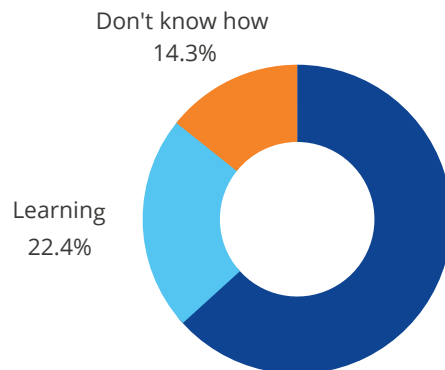
Almost all Burdekin clients reported knowing how to do laundry (98%), cooking (84%) and cleaning (88%). (Clients aged 16 and over)



3% improvement on 2021.



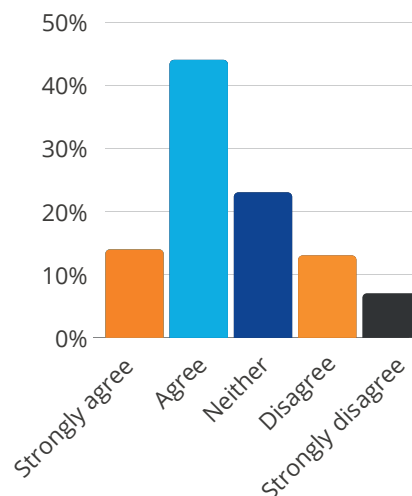
63.3% said that they knew how to budget. 22.4% said they were learning and 14.3% said they didn't know how. (Clients aged 16 and over)



10% improvement on 2021.



I have good mental health. 14% of Burdekin clients strongly agreed, 44% agreed that they feel resilient - for example - I feel that I can cope with difficult challenges.



Burdekin clients were also surveyed about their ability to participate in decision making. Across each area - education, health, residence and local activities - young people recorded 65% for 'always' being able to participate in decision making.

87% of Burdekin clients recorded being able to make decisions about their health 'always' or 'mostly'. This compares with 83% in 2021.

Partnerships & Collaborations

Out of Home Care



Specialist Homelessness Services



Avalon Youth Hub



Canada Bay Youth Space Project



Dee Why Project



Safer Communities - Change Your Course



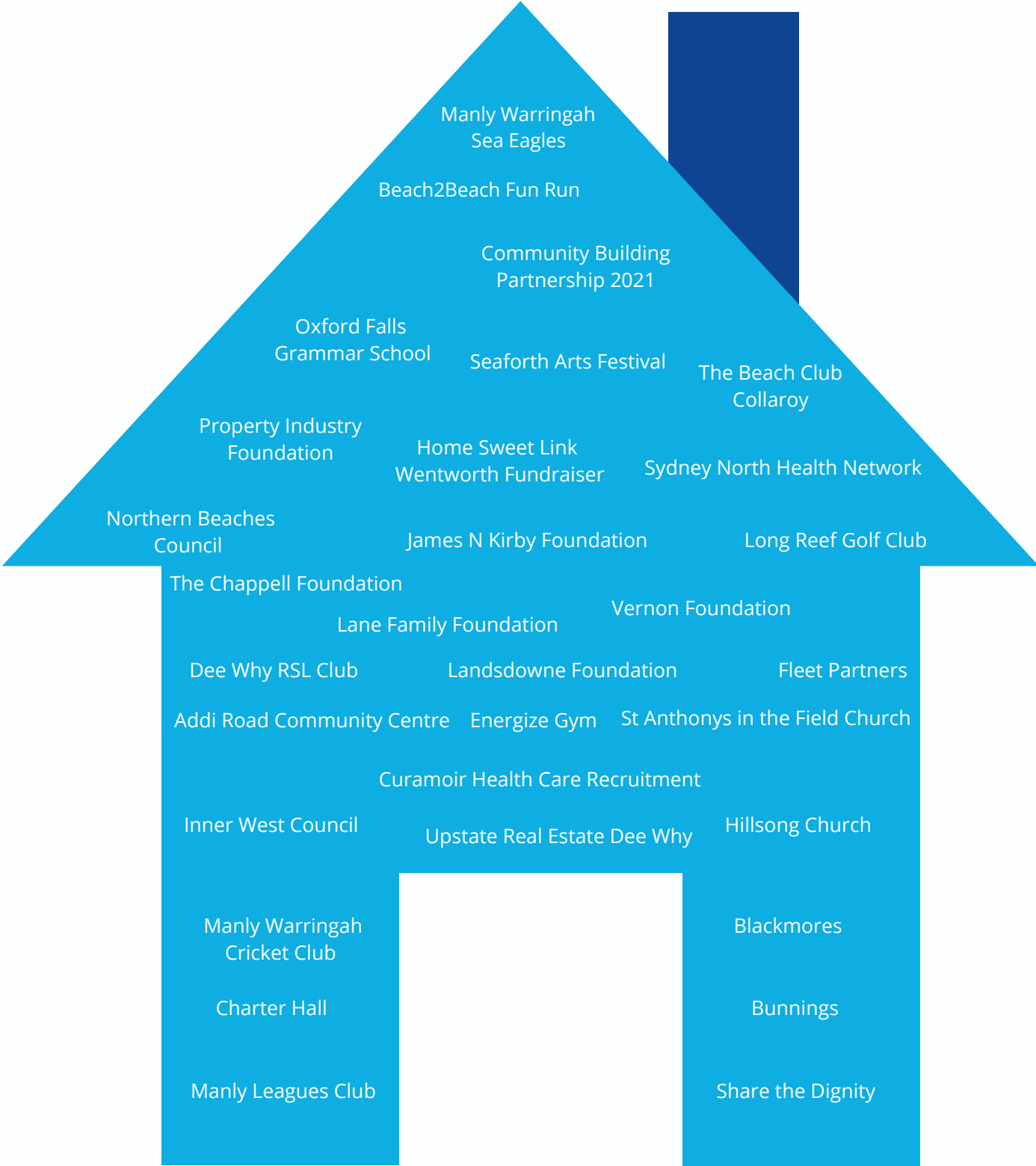
By establishing working partnerships and collaborations with key stakeholders, we work together to ensure that every child and young person has a safe home and the opportunity to fulfil their potential.

Some of the key groups we work with include:

- Northern Beaches interagencies
- headspace consortiums - Brookvale/Chatswood, Ashfield/Camperdown
- Inner West Youth Alliance
- St George Youth Network

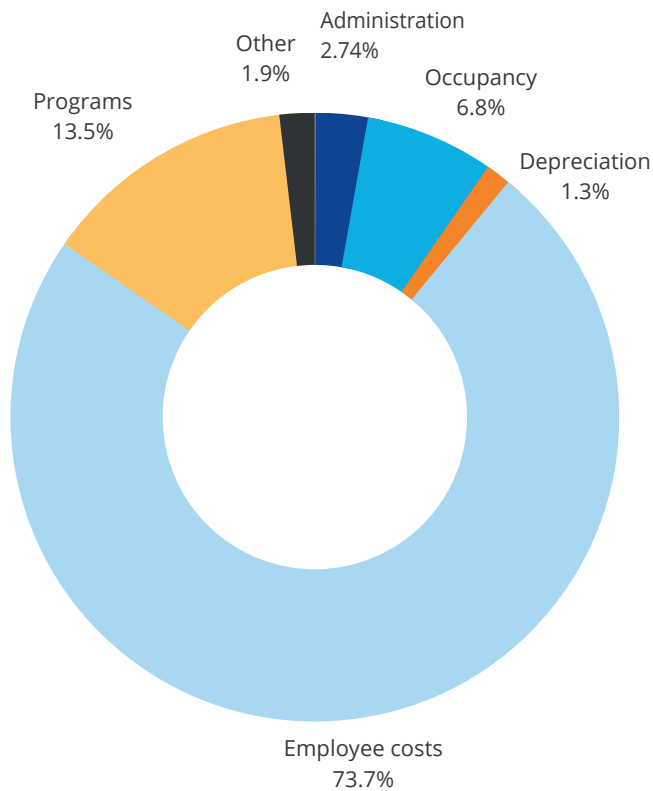
Supporters

We couldn't do the work we do without our many generous supporters. We thank you and appreciate the trust you put into us and strive to do our very best by our young people.



Financials

2023 Expenses

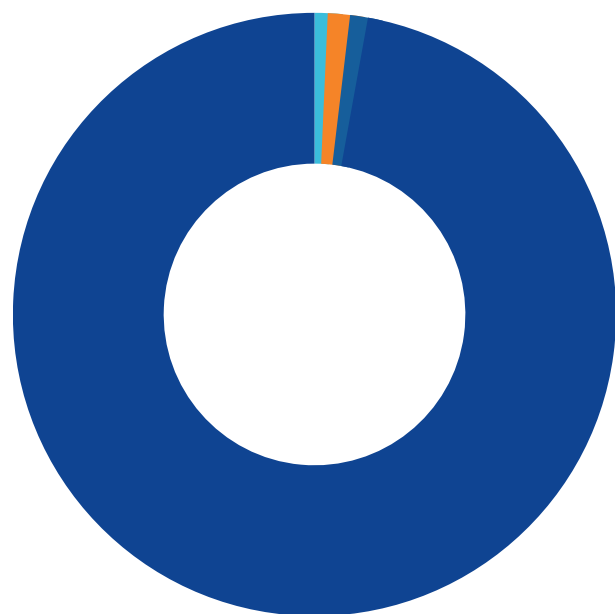


In this financial year, The Burdekin Association made a surplus of \$133,440 (prior year \$134,463).

We received revenue totalling \$21,285,012 (prior year \$16,445,943) throughout the year from various government sources, including the NSW Department of Communities and Justice, Department of Health and the Northern Beaches Council.

In addition, our service delivery was enhanced by grants (other organisations), donations, fundraising and philanthropic support amounting to \$607,690 (prior year \$789,425).

2023 Income



- 0.69% - Charitable income and fundraising
- 0.69% - Other income
- 0.95% - Grants from other sources
- 97.2% - State / Federal Grants

Governance

The growth and development of Burdekin has been substantial and the systems and culture of the organisation have continued to evolve over that time. This growth and development are reflected in an excellent result in our accreditation assessment against the Australia Service Excellence Standards (ASES) Certificate Level Standards.

Of the 25 ASES categories, 100 per cent were achieved.

Many of the improvements that were suggested by the Assessor consolidate the work undertaken already and refine our systems, in the interest of managing sustainability and succession planning across all levels of Burdekin.

The strengths of Burdekin highlighted in the ASES Assessment Report, include:

- Vision and values are consistent across all levels
- Committed and stable Board, with excellent skills mix
- Strong cohesive Leadership Group, with clear roles and good collaboration
- Committed and skilled leadership from Board down
- Strong systems for financial and contract management

Sound Management

- Culture of respect and belonging
- Committed, skilled and professional staff
- Recognition and valuing of staff
- Organisational values are embedded in HR systems and practice
- Leadership proactively embraces diversity and inclusion
- Strong and valued partnerships
- Good interagency relationships
- A commitment to intersectoral collaboration
- Flexible work practices for staff

Service and Client Outcomes

- Respected and trusted provider by clients, stakeholders and communities
- Committed to evaluation, standards and best practice models, research and evidence-based practice to achieve positive client outcomes
- Culturally tailored service delivery, mentoring and training
- Priority on young people's safety
- Agile and flexible to meet young people's needs
- Intake and assessment and outreach to maximise access
- Intersectoral collaboration across multiple portfolios to meet client needs (employment, education, health, legal, police, housing etc)

Our Board

Burdekin's Board is committed and stable, with members elected annually. There is low turnover, which ensures that Board knowledge and expertise is maintained.

Experienced Board members mentor our new Board members when they commence and the recruitment process is comprehensive and demonstrates a thorough and informed process.

Three additional Board Members will be appointed in the next financial year.

As noted during the ASES accreditation process, Board members demonstrate expertise across governance, legal, financial, corporate management, strategy and marketing. The identification of their skillsets and experience is regularly utilised and they inform the recruitment of new Directors.

There is a culture of accountability within the Board - they recently undertook a performance review facilitated by Tanarra Philanthropic Advisors.

Our Board



Jon Davies
President



Jane Buncle
Secretary



Hayden King
Treasurer



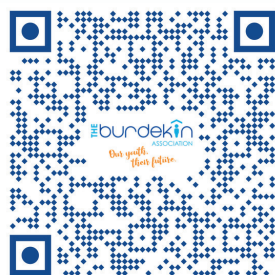
Marianna Brungs
Board Member



Gill Lawrence
Board Member

Donate now

We are keen to forge new small and large partnerships aligned with our vision, aimed at assisting young people to reach their full potential. If you share our vision and would like to work with us, please get in touch.







Contact us:

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THE burdekin
ASSOCIATION

Our youth, their future.

