Cherbourg Aboriginal Shire Council



Working Papers For Council Meeting

Held On 15 & 16 June 2022

➤ 1. Final Budget 2022- 2023 :

Its my absolute pleasure to present the 2022/2023 Budget to Cherbourg council and community. It is deficit budget given the depreciation plays big role.

- DRAFT LONG TERM FINANCIAL FORECAST
- Long-Term Forecast Parameters
- Statement of Income & Expenditure
- Statement of Financial Position
- Statement of Cash Flows
- Statement of Changes in Equity
- Relevant Measures of Sustainability
- Comments on the Long-Term Forecast
- ☑ Key Points Summary Charts

Operating or Capital Directorate

Row Labels	2022 Forecast	2023 DRAFT Budget	\$ Difference
Income			
Grants & Subsidies	(4,384,944)	(5,262,997)	(1,070,329)
Fees & Charges Sales & Recoverable	(993,716)	(785,790)	(37,419)
Works Interest Revenue	(4,133,286)	(5,397,379)	(957,921)

	(33,508)	(30,489)	(439)	
Rent	(1,043,498)	(1,133,503)	(11,223)	
Other Income (blank)	(372,329)	(934,751)	(107,751)	
Income Total	(10,961,280)	(13,544,907)	(2,185,080)	
Expense				
Employee Costs	6,107,589	6,734,281	936,031	
Materials & Services	4,102,233	5,113,561	494,941	
Depreciation	3,018,564	3,193,215	152,058	
Finance Costs (blank)	78,101 -	81,814	2,767 -	
Expense Total	13,306,487	15,122,871	1,585,797	
Grand Total	2,345,207	1,577,963	(599,284)	

2022 /2023 DRAFT CAPITAL BUDGET

Capital Budget Listing

	Estimated Cost
	\$1,137,017
W4Q Solid Waste	\$1,007,017
20 tonne vehicle hoist	\$80,000
2x Zero turn mower	\$50,000
	\$6,699,240
Cherbourg to Murgon Footpath Upgrade	\$2,360,307
LRCI Phase 3	\$79,698
Major Upgarde Program	\$1,513,043
New Housing Project : \$3.4 M	\$220,000
new Housing project-\$2.6 M	\$2,185,737
3x 4x2 ute	\$150,000
Fence post rammer	\$20,000
Boom sprayer	\$10,000
Log splitter	\$15,000
TYRE CARCASS Cutter	\$100,000
Gundoo Capital Projects - Cubby House & Bike	
Track	\$45,455
Grand Total	\$7,836,257



Recommendation regarding Budget 2022/2023:

That Cherbourg Aboriginal Shire Council: -

- 1. Adopt the Deficit budget of 1,577,963. We have over \$3.1 million of depreciation (non-Cash item)
- 2. Councillor pay rise of 2% as per Local government tribunal, Employee pay rise of 3% to account current inflation rate above 5%.
- 3. Council approve the Christmas Gift Card for value of \$250 to all employees.

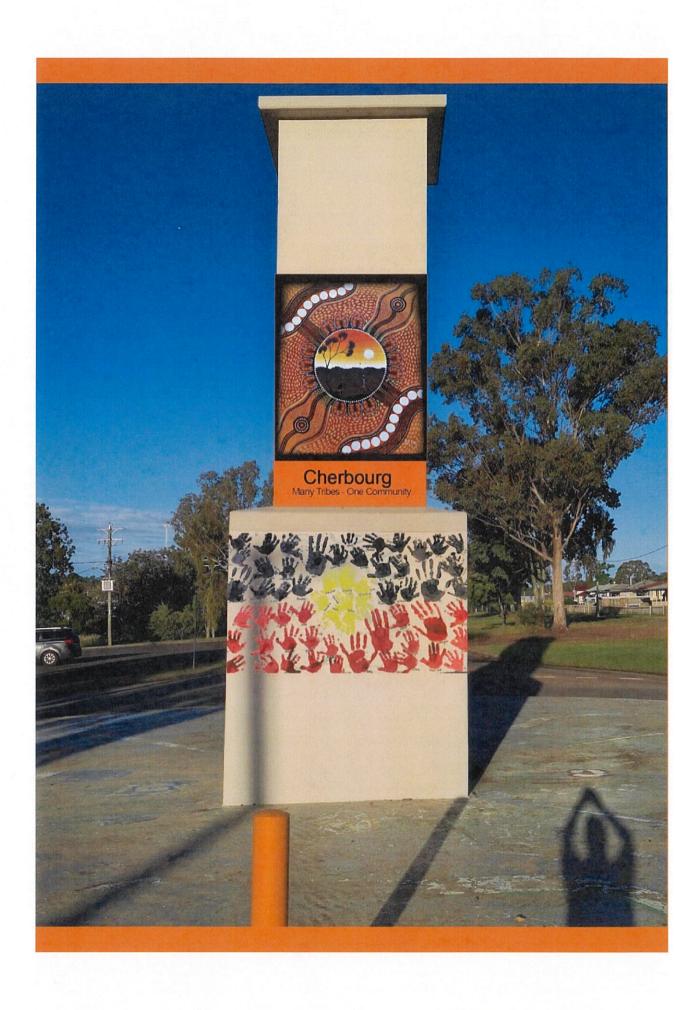
2. Cherbourg Town Clock – Art work:

Design mock ups of what the Clock could look like with the artwork as discussed – they are rough but have done it pretty much to scale – the hand prints are just an idea of how it might look taken from a pic I found online – have just used the front facing side as the template for the moment









Recommendation regarding Cherbourg Town Clock:

That Cherbourg Aboriginal Shire Council: -

- 1. Council endorses all the artwork to be printed by JS Sign.
- 2. Invite Uncle Peter Carlo to get handprints done by our future leaders, Students from Cherbourg school.
- 3. Have official opening of Town clock, once all the work completed.

> Video Monitoring system in All council building:

Given the increase numbers of unlawful incidents and all the Workplace safety incidents, For good record and evidence. We would recommend council to have Video camera systems in all our council Buildings.

Recommendation regarding Video Camera System:

That Council resolves that it: -

A. Obtain the quote for Camera system for main council building and followed by other council facilities.



➤ Microsoft Surface Pro for councillors:

Some of our councillors got issue with Apple iPad with downloading report. We can try using Microsoft Surface Pro, bigger screens with keypads.

Chatur Zala

Chief Executive Officer

Workplace Health & Safety – May 2022

Activities

- Ongoing SMS management
- Updated records including vehicle checks, toolbox talks, training matrix and CAR
- Completed April monthly report for MRF and WHS
- Monthly emergency equipment checks completed
- Hazard inspections completed
- Updated and distributed Toolbox Topic for June Asbestos Management
- Assist KCRP with new layout to allow additional sorting tables and to move skips outside and away from the public and employees (action from skip incident)
- Fire appliance checks completed by Chubb
- Safety Spotlight Newsletter for Mar Apr compiled and distributed
- Chase up Managers for CAR item status

Recommendations/Resolution Required

- Asbestos register apparently Sean is now looking after this
- Control of bus hires to be reviewed. Decision now with Council
- Number of dog incidents of late is of concern. Meeting being organised to discuss solutions / actions.

Incidents/ Alerts

- 5 Incidents reported:
 - 05/05 dog barking at and following employee while they were trying to get in their vehicle
 - 09/05 employee found canula on drive wat at KCRP
 - 16/05 employee hit dog in CASC vehicle. Dog had to be euthanised
 - 18/05 while mowing lawn a stone was thrown up smashing community members car window
 - 25/05 employee injured knee when knocked by a dog running from another dog
- 0 hazards reported
- 1 Safety Alert communicated
 - 31/05 WorkSafe Qld steel pipe was being lifted using a sling attached to an excavator when sling slipped and hit worker

Training

- 1 x employee completed CPR Refresher
- 1 x employee repeated forklift exam following an incident resulting in him being suspended from operating the forklift. Employee passed and is back operating forklift
- Next Induction course to be run next month

Next Month

Looking for another provider for First Response Training due to poor feedback on last trainer used

Corporate Services Manager May 2022



<u>Finance</u>

Accountant has submitted his report to Council.

We are at acceptance and approval stages of end of financial year reporting. Finance team and HR have been advised of duties re: Practical preparation checklists as well.

22/23 CASC Budget

Budget looks healthy with flow on effect of necessary decision making by Council and senior staff. We have an increase in FAGS funding as well as incoming grants, namely in Community Services. But indicators show, we still need to adhere to forecasted figures to be financially sustainable into the future.

Contractor, Renesco and accountant are also finalising Budget forecasting like last year's budget. This will be a good indicator for future adjustments and planning.

22/23 Insurance/Asset valuations

A significant increase in draft format had raised questions regarding insurance and asset valuations by our new valuers. That was then highlighted by the increases in housing costs in housing market. The valuators used this adjustment to CASC Housing stock to justify the increase. This may be useful information should Council decide future rental increase to offset these costs or other reasons.

21/22 Audit

A request for date for Auditor visit has been sent and responded to. Later this week, 13 - 17, June '22, will confirm date.

HR

HR has submitted his report to Council.

I think it should be noted that our HR advisor showed an incredible amount of compassion and professionalism last week in trying circumstances. Also, a number of CASC staff, including our CEO were hands on showing care and deep respect for a fellow colleague. HR has assisted the family and was contacted by affected loved one over the weekend as well.

Final interview for Illegal Dumping officer has been undertaken. Please welcome Mr. Garth Simpson (Sr) back to Council. HR and payroll advise CASC have **146** staff on the books. Average number of ABORIGINAL staff in Australian Businesses is **3.3**%. Cherbourg Aboriginal Shire Council is at **89**%. By far the biggest amongst all Qld indigenous Councils.

Sam Murray | Corporate Services Manager | CASC

HR continued.

HR has also sought legal advice re. employee Code of Conduct. A few conflicts have come about of late, namely community matters with staff. CEO, QPS and I met with aggrieved parties, separately, as well as the Local Justice Group. HR is working with the CEO to remind staff that Council employees need to be more diligent when it comes to conduct in the broader community, as a Council worker.

Housing

Housing manager has submitted her report to Council.

We have seen a great response to addressing rental arrears by most tenants. On another note, we had a tenant owing a very large sum on her arrears. She came and paid the full amount. She is a long-term tenant, and her tenancy is now secured.

We have proceeded to the point of eviction, as a final options against those that,

- Failed to decide to pay arrears.
- Failed to contact us to make these arrangements. 20 rent letter/notices have gone out this month alone, from CASC Housing.
- Arranged for a meeting with Housing and failed to show. CASC is preparing for as many as 6 evictions in the coming days.

As part of Housing Inspection Officer's training with Blackbird and Finch in Toowoomba last month, was also their work around eviction cases that were challenged in court. The case is place in front of a sitting magistrate to make a decision/ruling.

This process is important to CASC moving forward and Housing staff will be encouraged and trained in this area of housing. Both Housing Officer and House Inspection Officer have shown interest.

Meetings and Training

4/5/22 - BUDGET MEETING - CEO, Accountant. Finance Officer and myself.

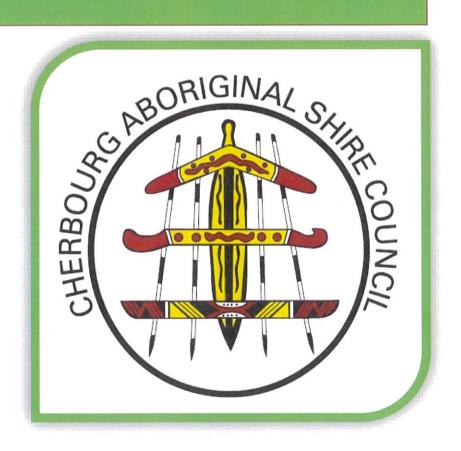
17 – 19/5/22 - House Inspection Officer - Real Estate Management Training – Blackbird and Finch, Toowoomba.

10/5/22 - Housing Allocation Meeting - CASC Housing.

This concludes my brief report to Council. I can expand on these issues should Council seek clarification, through the CEO. Thank you.

Sam Murray | Corporate Services Manager | CASC

HR Report #7 – July 2022



Human Resources

Executive Summary

- 1 Letter being sent to all staff from CEO about Council expectations as council employees – (copy attached)
- 2 Recruitment in process Youth Worker, and Two Trainee roles
- 3 Recruitment 2 Casuals for 6 weeks from the Digit Electricity Meter Reader project (placed from the SkillCentred program)
- 4 Darren Lonergan passing away unexpectedly very sad time for a number of staff Darren's body was found by staff who were conducting a welfare check on him support and counselling has been offered to staff at this time
- 5 Zala, will be acting Operations Manager for the time being
- 6 Disciplinary action is being taken against two staff for poor work performance
- 7 Building department is looking at a restructure
- 8 Appointment of Garth Simpson as our "Litterbug Hunter"
- 9 Consultant engaged to commence writing new Position Descriptions
- 10 New uniform roll outs successfully occurring



15 June 2022

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Memo to all council staff From the Chief Executive Officer

Hello everyone, I write to you about a very serious matter, namely, Council's expectations of you as a Council employee.

As a Council employee you represent the Council in the community, whether at work or not, even if you are in uniform or not and therefore your behaviour must be in line with the Council's, VISION, VALUES and Code of Conduct. You need to be aware that our community's perception of council is influenced by how they see our council staff behave, whether during work hours or after hours. We need to set a good example for all.

When council receives a complaint that a staff member has behaved inappropriately, it will investigate the matter and if appropriate take action against the employee.

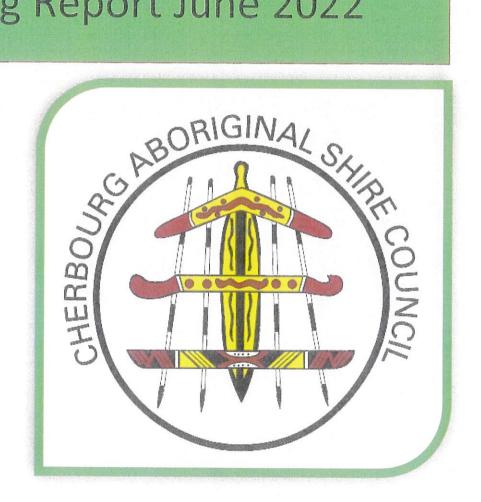
I ask you to take a moment to read this memo as a reminder what it means to serve the Cherbourg community.

We can, and should, set a good example for the community we serve.

Chatur Zala

Chief Executive Officer

Housing Report June 2022



The months of May-June have been extremely busy for our Department. We've been monitoring vacant houses and carrying out admin duties including monthly statements, rent reconciliations, quarterly reports and daily interviews. Overall we are very busy and working well.

VACANT HOMES/UNITS

- 18 Broadway Street
- 06 Marshall Street
- 06 Barber Street
- 03 Carter Street

COMPLAINTS

01 Noise complaint

HOUSING ENQUIRES FOR CLIENTS

Enquiries from:

- Graham House
- C.T.C
- NDIS
- Maryborough Correctional Centre

CLIENT CONTACT FOR MONTH

• 106

Antonia Jacobs

Snr Housing Manager

ECONOMIC & COMMUNITY DEVELOPMENT REPORT June 2022

- 1. Executive Report
- 2. Cherbourg MRF
- 3. Building Report



AI Project – Award Night at LGMA awards for excellence Siehanna Mickelo

Executive Summary

The workload continues to be large – hopefully we will get a dry month so we can catch upon some of our construction projects which are running behind. We have started up our emerging managers course – there are 8 people attending – 3 male and 5 female.

Cattle & Farm

New Bulls have settled well, stocktake is being organised for month end. Fence line spray out has worked well. Farm team are doing some ongoing maintenance at the yards.

Recycling Facility

Kingaroy - new forklift arrived – big improvement. Pop up depots and Kingaroy CRP trading satisfactorily. A new trailer (larger) has been purchased and is able to move twice the product in a load. Small trailer now sent out to events to collect containers. Cherbourg – some staff movements – new conveyor deployed, contract negotiations with SBRC and Cleanaway for regular material supply.

Building Department

Manager is bringing in new systems and trying to improve the service delivery to the town. Some of the staff are giving him a hard time, however the standard of completed work is improved and a lot of the really old jobs are getting completed – very positive for the Community.

Joinery

Joinery is progressing, the standard of fitting is good, the flatbed router is working, and we look forward to a busy year ahead with the upgrade 22/23 program.

Contact Centre

First commercial calls are being taken – we are trying to get another 4 people qualified then our rate of calls will increase. We had a meeting with SSQ – the Qbuild department to try and get them as customers and DAF – both Qld. Gov. organisations. Those negotiations were positive and if we keep progressing, we hope to have them as customers late this year. Supervisor appointed.

General Project Information

- 1. SQW trainees repainted the Wakka Wakka Park sign and completed repairing the water tank at the AIM church, putting shelving into lawn lockers.
- 2. BOR 5 Project 100 % complete CSQ issues to be resolved complicated process.
- 3. LRCI 2 reporting up to date.
- 4. LRCI 3 project determined and submitted finalization of agreement to be reached.
- 5. Illegal Dumping Grant all docs signed and agreement in place Community staff member engaged and KPIs set.
- 6. Cultural Pathway Meeting with NIAA and Qbuild last week Project cannot proceed substantial sum of money needed to achieve agreed milestones another quote is being sought from a contractor we will get that this week.

- 7. Skatepark final ramps and landscaping in progress. Kids are already enjoying the facility opening being arranged for the 26th July with a Skateboard champ on site.
- 8. Clocktower scoping and designs in place contractor to give us a time for completion.

Innovation Funding - Al project

The AI project is progressing well see attached report.

Bushfire Mitigation Project

Bush tracks around town cleared and trimmed
Backburn around town arranged with Fire Department
Tip fire hazard reduced – pushing and capping the landfill to resolve the current overflow issue.

New Housing

Surveying for the new site is complete, some concept designs of town houses and plot layouts have been discussed and are being drawn up for Council evaluation – it looks reasonable that we will get 45 to 50 dwellings on the designated area.

By: Sean Nicholson

CHERBOURG MRF

MRF Operations

- Started processing co-mingle and OCC loads from Gympie
- Progress is OK but not 100%. Work is needed any a few areas of our operations.
- Hand sorting pick Belts have been fully occupied only on a few occasions. This is due to new casual employee workers not showing up.
- Still have issues daily with in-consistent reliable workers
- Have managed the operations to best of our abilities with the available staff on hand. Very challenging
- I find myself falling behind and losing track of my work responsibilities as I have had to go on the MRF floor to help
- Storage is becoming an issue as MRF and Container processing work operate simultaneously. Tools and other equipment needs to be completely removed to their own independent spaces as well as a separate work area for any repair or maintenance work to be carried out. Awaiting quotes for shipping container to address part of the issue.
- CRP Supervision is working very well at this stage. The work load pressure gives much needed relief.
- DUST is a major health hazard Investigating best control measures. We are
 using masks as our first line of defence however, we need a much better
 solution to control the dust that is airborne through out the whole of the inner
 MRF building.
- Future MRF/CRP Development would be Funding dependant Continually hoping for all the extra development of MRF/CRP infrastructure to develop to next level. Roads, drainage, concrete works, shed extensions, materials storage, extra automation to increase tonnage through-put and output
- Health and safety is improving as the message in this area is making change in worker attitude and performance however, still work in progress but the consistency has been fairly good.

By: ANDREW BECKETT MRF MANAGER

CRPK

Current Business

- 20th May did new lay out of shed where we now have 5 tables to utilise instead of 3. Allowed for growth and WHS in keeping customers separate from logistics, forklift and no interruptions to serving of customers and keeping them moving.
- 1 staff member who left employment with us has returned. 1 staff member who was part time asked if he could return back to casual re cost of living etc.
- Purchased and paid for 20 x cement blocks to do new lay out of shed.

- 28 May a rep from COEX made a surprise visit and took photos of the Kingaroy Depot and Nanango Pop up and when I spoke to Georgi (our Regional Manager) she said that this was happening across the board to see if there is room for growth at each place to be able to take the 85% redemption rate which COEX are pushing for. This will play a big role in getting CRP contracts renewed for the next 5 years.
- Georgi will visit next week, still to confirm date, and wants to talk about what options (as they have been discussing this internally COEX) we have where pop ups can be more permanent in each town and if we are able to cater for this and how can we still offer a service to customers if there are days we need to close re Cultural events etc.
- Last minute closures has a big impact on the business and customers
- Need to think of ways to generate more income re the quieter months at the moment where I don't have to cut staff back too much on the hours they work.
- Is the truck still in the new budget to be able to cover towns instead of using the ute and trailer
- Skill centre team from Cherbourg will visit on Thursday 090622 to paint cement blocks and lines etc to help with WHS and customers

By: Christine Beresford.

CHERBOURG BUILDING DEPARTMENT

Current Business

Unscheduled maintenance:

All trades – new job management software "SimPRO" being rolled out at start of new financial year. Training & implementation to occur during late June/July.

- Carpentry response times stabilized for 4hr & 24hr work. Overdue/aged jobs being scoped & tackled. Implementation of simPRO will yield next improvement in output.
- Painting & Tiling painting work progressing well, re-tiling of bathroom repairs beginning to be scoped & mobilized. Many homes have water proofing problems in showers requiring full strip, water proofing & retile. A large pipeline of work exists here that needs to be addressed over the next months.
- Plastering good progress being made with workload however repairs are often damaged before completion by children residing in the homes. This will be difficult to stop as kids are kids! Implementation of simPRO will improve workflow from plastering to painting.
- Plumbing/Electrical response times to 4hr & 24hr work good. A few minor quality issues for Plumbers to address.
- Glazing still many jobs delayed waiting for fabrication of windows, doors & screens. Small quantities of finished products arriving to be installed. Glazier capability is being reduced due to a knee & other degenerative medical problems (non work age related) currently on a form of light duties with assistance from Carpenters.

Vacants:

Completed and handed back to tenancy.

- 9 Bulgi St
- 3 Mill Ave
- 17A Barambah

Current:

- 6 Marshall St in progress stormwater ingress/structural issue being addressed concurrent with vacant work.
- 18 Broadway in progress door repairs done, pre clean done, starting wall repairs/painting.

Upcoming:

- 18 Bell St Qbuild orders arriving shortly.
- 3 Carter St Qbuild orders arriving shortly.

DisMod:

- 1 Jerome St Alternative supplier for handrails located waiting for site fitment. Bathroom to be retiled instead of antislip treatment, Housing arranging tenant to use care facilities while work is completed.
- 51 Barber St Order received. Materials on order from suppliers
- 2 Beattie St Cancelled.

• 4a Fisher St – Qbuild order arriving shortly

Damage Report

Fire:

• 25 Broadway St destroyed by fire - Demolition being arranged.

Windows, graffiti etc:

• Minor damage occurring at vacants. Working with Housing dept. to minimize damage by streamlining exit & entry processes.

Workplace Health & Safety Incidents

No Incidents to report.

Personnel Issues

Glazier - may have advancing health issues.

Training Updates

All Staff-

- White card Construction Safety Induction Training refresher course was arranged for all staff as a general reminder of importance of safety in the workplace & correct procedures for safety administration e.g. completion of JSEA that will be part of SimPRO roll out.
- 1 Staff member refused to attend this training & is being dealt with via HR procedures.

Next Month's Business Plans

EOFY:

• Stocktake & clearing backlog of aged work orders will be primary focus while still working on improving response times/follow up of new responsive work.

Other Information

Software:

SimPRO job management software has been chosen as the best option for the Building Dept. Procurement in progress, expected to rollout in early July.

By Bruce Mcleod

CHERBOURG JOINERY

Current Business

14 Cobbo kitchen is installed, 6 Barber st is underway and 12b Barber is getting sorted it seems water leak issues need rectifying before interior work commences. 6 Jerome will follow on from that. Builder has started at 10 Barambah bathroom which is infested with white ants. Issues Damage Report Workplace Health & Safety Incidents Personnel Issues Training Updates Next Month's Business Plans Other Information -- I have decided I will begin Long service leave on 13 July 2022 at which point I hope Matt will be up to speed with what is required.

By: Greg Tynan.

Workshop

Current Business

- 20 Recorded Jobs were completed for the month of May this included repair work and services
- 9 Vehicles received their annual scheduled services
- The council auction was extremely successful selling all 44 items
- Nearly all items have been collected waiting on the ground to dry out more for the dozer to be removed
- The Backhoe received its major service and is in good order
- Both tipper trucks received major services
- The small tipper broke down with the clutch slipping and will be replaced next month
- The garbage truck broke down with leaking brake seals while truck is broken down extensive repairs can be completed to the hydraulics and driveline
- JJ Richard have been contracted to do our rubbish run
- Garwood have been contacted for an update on the rubbish truck however still waiting for them to phone back
- A major service was also completed on the garbage truck
- Currently council has two 22 seater buses. Currently 1 bus is hired out and the other is not used. This costs council rego, insurance and inspections every six month which take place in Maryborough which totals around \$400 a year just for the inspection. As council only needs 1 bus the fleet manager proposes that the older 015REK bus is sold and the newer bus (bus was donated to council) be councils only bus. This will alleviate several problems 1) extra unnecessary costs to council 2) the older bus is 15-year-old and has 260 000km it has an increased risk of breakdowns while being hired out 3) free up some much needed storage space in the workshop Council to please action on this.

Issues

Nil

Damage Report

Nil

Workplace Health & Safety Incidents

Nil

Training Updates

Nil

Next Month's Business Plans

Continuation of normal workshop work

• Garbage truck repairs to be completed

Other Information

By Matthew Bock

COMMUNITY SERVICES REPORT May - June 2022



Cherbourg Sports Complex Report

Programs currently happening:

Early morning gym sessions - Clontarf Men's yarning Group-MEMSO (Tuesdays) Gym sessions during the day

Boxing

After School Program Football Program

- Partnered Event (Touch Football) ended up being a Basketball Competition, 25th May to help raise awareness for Domestic Violence.
 - *CASC S&R to organise event
 - *Gundoo supplying buns & water
 - *Uniting Care providing shield & medallions
 - *MEMSO group will supply BBQ meat & filling
- 21/22/05/22 Townsville Youth church group with Cherbourg S&R held dance, song and activities for children at the Complex over the week-end.
- 27/05/22 Organised Coach to travel to Brisbane for Bronco's and Titans game. Mens Group originally planned to attend, Radio station was gifted tickets for community members. Was well attended our upcoming footy champ Selwyn Cobbo, felt the love and support from his community.
- (10th 12th June)Women's camp at AFIat organised, 18 community women will be attending and 3 elders organised for day participation, they are unable to stay over night.

Radio

All staff have new uniforms with the updated Radio Station logo.

Report attached.

IKC

Report Attached.



Community Services OTHER

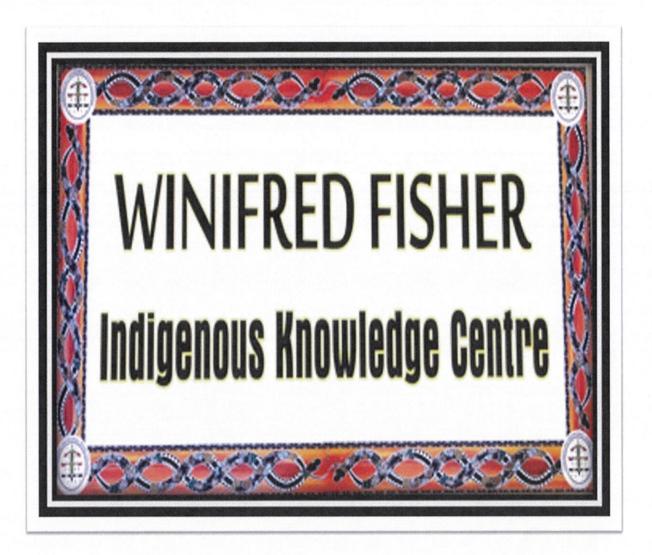
- IYCC (Recruitment process for a Youth Worker) has commenced, short list complete – Interviews proceeding
- Budget
- Preparing for NAIDOC Community Awards Event (Tuesday 5th July)
- Preparing for June/July School Holiday Program
- ◆ Language Workshop 16th June
- NDIS Workshops 21st/22nd June

This ends my report for the months of May/June 2022

Edwina Stewart

Community Services Manger



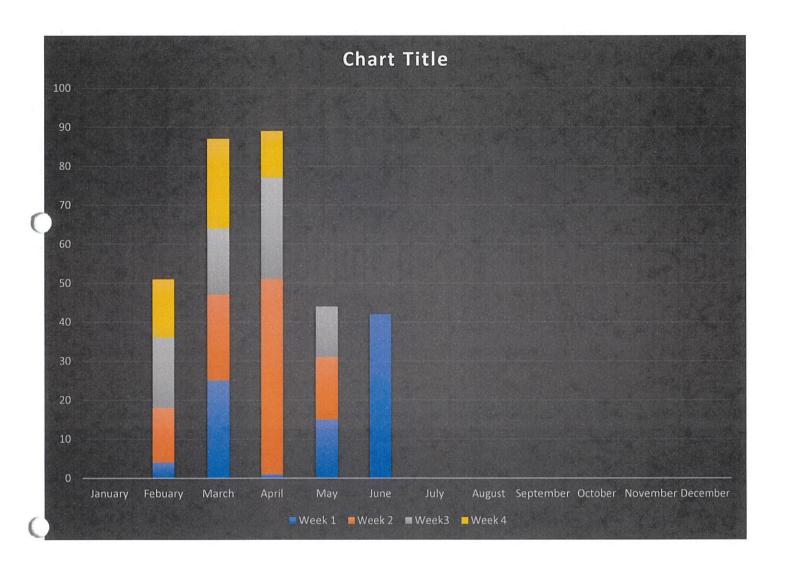


6/1/2022

Council Report for the Month of May /June 2022

4.

Monthly Attendance For the month of April/May 2022





CENTRE USAGE

For the month of May/June 2022
The centre has been utilized by the following:

MEETINGS

St Vinnies had 2 meetings.

CRAICHS had a meeting with 14 co-workers.

QUT doing a survey.

COMMUNITY INTERNET USERS.

- **Adults** checking emails.
- **Lentre link clients job search.**
- ♣ After school children using computers/iPads
- Lients wanting to use Microsoft works and do resume but are unable to do this as computer licence needs to be paid.

OTHER NEWS

Language workshop will be held on the 16th of June for the community.

On Thursday 19th of May IKC held the Under 8's fun Day was successful with schools St. Joseph/St Mary's and Cherbourg State school and Gundoo Day Care.

ISSUES

The outdoor under cover roof needs to be sealed. The council will need to renew the licence for computers.

Cherbourg Radio Progress Report - May -June 2022

To: Cherbourg Aboriginal Shire Council

STAFF & General UPDATE

Arlene is progressing well with CERT III in Media and CERTII Business – recently returning from Melbourne where she attended 3 days intense training with a cohort of other $1^{\rm st}$ Nations Broadcasters from around Qld, NSW and Victoria

James Chapman progressing well with developing his skills as a music producer, we will have specialised training starting soon around specialised recording and production – Tara and Rasheeda from HIPPY will participate in same training

Our team recently did a station visit to Crow FM in Wondai – we are looking at ways we can potentially collaborate in the future

Refurbishments at the radio and tech upgrades looks like the window we have been waiting to be installed may be done in the next 3-4 weeks – builders have come and measured up. We have purchased some additional video broadcast equipment to expand our abilities for live streaming and video production – increasing our potential for self-generated income

Station projects and partnerships

With new video equipment we are looking to host and share more live streaming to our social media – including public speaking, sporting, music and community events. This will also offer opportunity to generate additional income from anyone looking for these specialised services

General Operations and Community Contact:

As per usual, Cherbourg Radio has been very active in the community supporting and engaging with stakeholders, council, and service providers.

As our on-air team continue to grow their skills, focus, and hone their abilities, our overall standard of service to community excels also

As per usual, we are very active in community support and assisting in the coordination of community events and covering important news and information to keep Cherbourg informed.

New Sponsorships Ny-KuByan Elders village (short campaign)

Michael Monk

Cherbourg Radio Station Coordinator and Manager



Cherbourg Sports Complex Workshop Feedbacks

Date Left: 8th May 2022 Date of Workshop: 9th May 2022 Time: 9am – 4pm

What Workshop: ERIC – Emotion Regulations and Impulsive Control

Where: 33 Charlotte St, Brisbane City

Name: Lavina Dynevor and Jeffrey Dynevor

Travelled By: Private car – because had some personal business had to do on our way to and from workshop

The ERIC training program was about promoting healthy social and emotional skills for young people. It encourages the young people to problem solve to help control their emotions through their own impulsive action.

The chart below shows the 8 targets to help supervisors to use as guidelines to identify children's feelings/emotions and to set goals depending on focused area children need help with. Methods or plans used that is mainly to encourage and build skills for young people to use themselves when the feelings arise.

CHILC OUTCOMES O Dealer University 2015 emotion regulation impulse control						sulse control	
EMOTIONAL REGULATION			IMPULSE CONTROL				
		∞	4	(O)			a
REDUCING VULNERABILITY	EMOTIONAL LITERACY	FLEXIBLE THINKING	ALLOWING	MICRO MINDFULNESS	TOLERATING DISCOMFORT	DECISION MAKING	IDENTITY & VALUES
To reduce rumination and suppression	To identify emotions and recognise their purpose	To be able to look at a situation from another person's perspective	To accept yourself and others	To tune in to your mind and body	To sit with uncomfortable thoughts, feelings and body signals	To remain focused on goals despite strong emotions	To know your personal values, goals and strengths
To face up to avoidance	To identify how emotions impact thoughts, behaviours and body signals	To be aware of bias when interpreting a situation	To observe your thoughts and emotions without trying to change them	To remain present in each moment	To resist an urge to engage in unhelpful behaviours	To implement a considered plan to solve a problem	To be aware of what motivates you
To practice good self-care habits	To recognise the difference between helpful and unhelpful responses to emotions	To accept other people's point of view as valid	To be kind and compassionate to ourselves	To focus your attention	To use distraction and self-comfort strategies to get through difficult situations	To make decisions that are in line with how you want to feel	To know who you are and how you want to live your life

Jeffrey – I enjoyed the training and was encouraged by stories from other communities. I also learnt that the children are in control of their own feelings, mind and actions. With encouragement and support from adults/staff guiding the children in making them aware of their actions and talking to them and allow them to think and talk for themselves on what they can do next time when they feel angry, frustrated, sad and upset etc.

I also shared at the workshop about what do in Cherbourg to support children control their emotions.

From the training I would like to

- have a yarning circle
- talk to the children as a group about their day went
- built trusting relationships
- be patient and give children time to think/reflect/workout what they can do next time before, during or after an incident.

Lavina – the ERIC training was very helpful and opened my eyes to helping youth in community as a Cherbourg (incil employee, as a community volunteer SPAN and community person in general. I strongly agree that this approach can be used in the workplace Sports Complex and in community not just with children but with adults as well.

During the workshop Dr Kate talked about destressing exercises/activities we could use to help calm children/youth/adults and to talk about what they could do next time, instead of becoming angry and hurting people. She also commented that if children/people do it as soon as an incident happens it will become a habit and quicker for them to calm down and think about there actions.

What also stood out for me is children to resolve behaviour/feelings for themselves: knowing what to do, what they want/need to do, how they want to do it in non-harmful ways, and being able to identify feelings and being able to say where in their body is it hurting.

From the training I would like to

- do exercises/activities with children when feeling stressed
- set up calm space somewhere in the complex,
- work in partnership with other organisations
- do train the trainer workshop so I can show other workers and family members in community.