
Beanangng Kwuurt Institute

Interim Chairperson
Chairperson
Members

Rev Keith Truscott
Rev Sealin Garlett
Cheryl Lawson
Gail Wynne
Samuel Dinah
Dennis Corrowa
Vince Ross

1. INTRODUCTION

From the highlights below, the last three months have seen significant changes. First, was the Beanangng Kwuurt Institute (BKI) Board meeting on 6 and 9 June 2016 which led to the retirement of Rev Neville Campbell as General Manager; Rev Sealin Garlett taking three months long service leave and appointment Rev Keith Truscott as Interim Chairperson.

Second, was the Staff SWOT Analysis which took place on 11 July 2016. Third, was the regularisation of staff meetings. I have really appreciated getting to know the three staff and there is a real heart and team desire to expand its services and to do what's best for BKI.

2. HIGHLIGHTS

2.1 Special BKI Board meeting held on 6 and 9 June 2016: In order to arrest the financial circumstances of BKI some serious cost savings were accepted. This resulted in the following:

- Retirement of Rev Neville Campbell as General Manager. Also the Business Development Officer position was shortened to two days per week, the Women's Community Development Officer position limited to two days per week and the Administration Officer position was maintained at five days per week.
- The BKI Board has also begun discussions with UnitingCare West and Good Samaritan Industries seeking possibilities in the care of the BKI property, assistance with the Emergency Relief program and commercial possibilities with regard to raising income.
- Similarly, the BKI Board are working more closely with the Synod of Western Australia (in partnership with the National Uniting Aboriginal & Islander Christian Congress and the WA Regional Committee to manage administration of finance, accounting, payroll and statutory compliance of BKI.

2.2 Staff SWOT Analysis and Human Resources held a meeting on 11 July 2016: Rev David de Kock, General Secretary of the WA Synod, facilitated a SWOT analysis with a view to developing a strategic direction for BKI operations. In attendance were Monica Pettersen, (Synod Human Resources Manager), Cheryl Biggs, Jeremy Garlett, Felicity Biggs and Rev Keith Truscott. Monica had spoken with individual staff earlier regarding human resources management issues. SWOT analysis summary is as follows.

- Strengths = People/Place (Nyungar land is a safe place); Programs (men's e.g. men's sheds and women's business e.g. art, yarnning).
- Weaknesses = Lack of resources (grants, funding sources).
- Opportunities = Creating a community that is alive and thriving.
- Threats = Property maintenance, finance (salaries, program costs, lack of resources).

Conclusion: To create a community that is alive and thriving by teaching, sharing knowledge, healing, sacrifice and commitment. Staff were then asked to focus, develop and network their program opportunities. Jeremy: men's sheds; Cheryl: Women's business; Felicity: administration and reception duties, connection with school.



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- 2.3 Staff meetings regularised: The meeting was initiated on Monday 18 July 2016. Items brought up for discussion and actions taken included muster signs, fire alarms and security; computers and printers; Department of Corrective Services – meet Gild Levers; weekly staff meetings; sign in/out books; hearing progress reports of all staff.
- There was an overall concern to activate funding grants again for both men’s and women’s programs e.g. emergency relief, opportunity clothes shop, community garden and profitable ventures.
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3. CONCLUSION

The three staff and I understand clearly the changed employment circumstances and are adjusting the best they can. There has developed a genuine heart desire for BKI to re-establish itself. We, the BKI Board have appreciated the previous work done by staff and the former General Manager, Rev Neville Campbell as expressed by the minutes of appreciation.

Rev Keith C Truscott
Interim Chairperson
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ATTACHMENT I

Minutes of Appreciation from Beananging Kwuurt Institute Board Meeting 28 July 2016

1. Recorded minute of appreciation for Rev Neville Campbell.

The Board of Beananging Kwuurt Institute (BKI) offers a minute of appreciation for the six year service and contribution of the former General Manager, Rev Neville Campbell. He has put in many overtime hours to uphold the administration and property maintenance. Many relationships with the Indigenous and non-Indigenous community have been forged that will serve BKI well into the future. Many programs and projects were sourced, discussed and begun. His time at BKI has seen many Indigenous people gain employment and many families receive vital weekly emergency relief. Neville's strong support of Rev Sealin Garlett in his difficult role as Chairperson of both the Uniting Aboriginal & Islander Christian Congress WA Regional Committee and Beananging Kwuurt Institute has been amazing in its persistence. We wish Rev Neville Campbell best wishes on his retirement.

2. Recorded minute of appreciation for Jeremy Garlett, Cheryl Biggs and Felicity Biggs.

The Board of Beananging Kwuurt Institute (BKI) offers a minute of appreciation for the many months of service and contribution that three staff have given. These persons include Mr Jeremy Garlett (Men's Community Development Co-ordinator), Mrs Cheryl Biggs (Women's Community Development Co-ordinator) and Ms Felicity Biggs. Appreciation also is noted for the adjustments and abrupt changes caused to their employment with the dire financial circumstances of BKI. We thank them for their energy, enthusiasm and endurance in serving BKI. We thank them again for their understanding in their present employment arrangements with BKI. We wish them best wishes for their future.

3. Personal Minute of appreciation for Rev Sealin Garlett.

I personally now would like to present a special third minute of appreciation for the six years plus work done by Rev Sealin Garlett as Chairperson of Beananging Kwuurt Institute. Since its inception Beananging Kwuurt Institute has had a significant social and community service impact on the Nyungar community. Rev Sealin Garlett has shown a heart to meet the community needs by encouraging Beananging Kwuurt Institute staff, friends and partners to provide emergency food and financial relief; family counselling; men's yarning circles; women's cooking, sewing and art classes; employment; and housing support. Thank you Rev Sealin Garlett for your services and contribution and it is an encouragement that you will continue as Chairperson of Beananging Kwuurt Institute into 2017.

