



# Annual Report

2012-2013



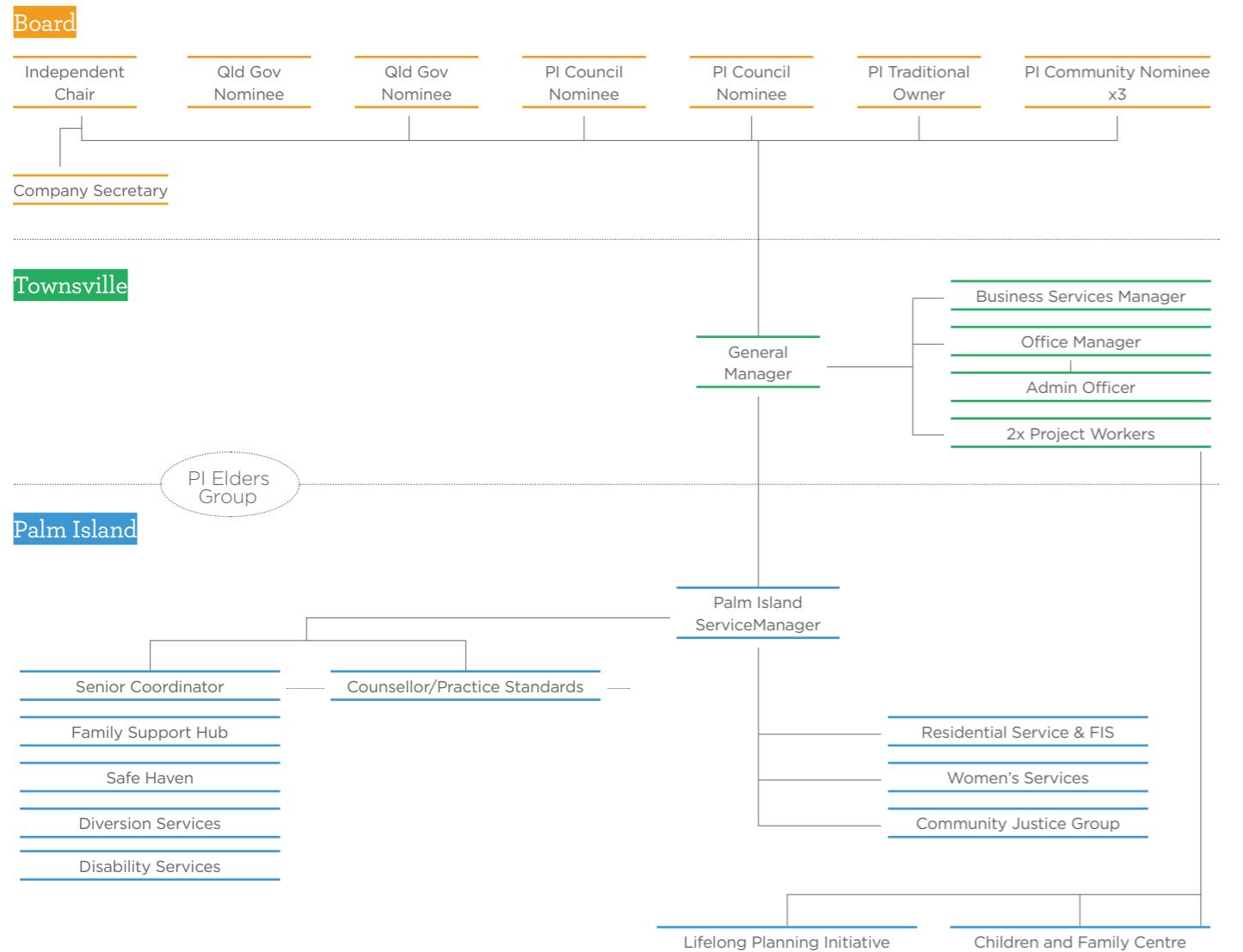


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The Palm Island Community Company  
Annual Report 2012-2013.

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## Organisational Structure



## Introduction

The Palm Island Community Company [PICC] continues to rollout programs that support and strengthen the social, cultural and economic fabric of Palm Island.

Through the establishment of a network of partnerships and collaborations, the ongoing recruitment and training of local staff and an uncompromising attitude towards the building of community capacity, PICC continues to make a real difference in the lives of the people it serves.

With eight core programs being delivered by PICC, the organisation is proud of its efforts in creating local jobs for local people while delivering important, on-the-ground human services. PICC is also embarking on an exciting new project in partnership with Campbell Page Limited and Coolgaree Aboriginal Corporation. The project is aimed at helping even more Palm Island residents get jobs and participate in their community as part of the Australian Government's new Remote Jobs and Communities Program (RJCP).

PICC also conducted its first community survey. Independently designed and implemented, the questionnaire asked the community about their awareness and satisfaction of PICC services. The results showed that satisfaction levels of every service were high with over 80% of people indicating they were 'satisfied' or 'very satisfied' with the services they had used.

Of course, PICC is working hard to maintain, and where possible, increase these satisfaction levels as well as take steps to encourage more of the community to utilise its services offering.

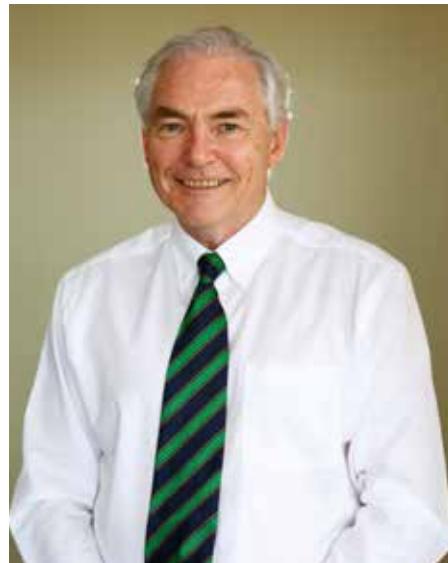
PICC also continues to enjoy the support of the Queensland Government, Palm Island Aboriginal Shire Council and local community stakeholders with all parties bringing knowledge and skills through their representation on the PICC board.



85% of residents that have used PICC services were satisfied or very satisfied with their dealings with PICC staff.

## Message from the Chairman

I am pleased to once again announce a year of positive growth for the Palm Island Community Company.



This is particularly satisfying when I reflect on our early years and our success in our twin achievements of consolidating our financial position whilst remaining true to our charter in strengthening the social capital and driving a community owned and controlled process that is the envy of remote communities across Australia.

During the year the Children and Family Centre (CFC) building has been completed and become operational. Added to this comes the exciting news that the CDEP successor, Regional Jobs Communities Program (RJCP), for Palm Island has been awarded to the 'Warrungu' partnership which brings together the complementary skills of nationally respected employment agency Campbell Page, Coolgaree and Palm Island Community Company. This combination of skills and experience will deliver an employment program that I believe will become a benchmark for the RJCP process Australia-wide and best of all; provide a range of long-term employment opportunities for Palm Island residents.

This year the board commissioned the company's third governance review. The positive results were comforting but just as importantly, it allowed us to challenge our structure, policies and procedures, and where necessary, modify any areas considered necessary for PICC to remain both relevant and competent to meet the needs of Palm Island people.

Additionally, the company has commenced development of its third strategic plan. This allows all staff to have input as we review our progress against the key performance indicators set in the previous plan and where necessary, set new objectives in order to meet the challenges that lie ahead. It is also an opportunity for both long serving staff to refresh and refocus whilst more recent members can provide fresh input and as with all of us, take ownership and share responsibility to drive the company forward to even greater success.

PICC's success is due in no small way to the stability and complementary skills sets that are provided through the board and senior management. The company is now well resourced both in terms of human and financial resources and that stability has allowed a smooth changing of the guard and the broadening of our board and senior staff.

Our foundation company secretary Mike Gilmour has provided professional and passionate support to the board for 5 years and elected to retire during the year in the knowledge that the growth in skilled management could be transferred to undertake his role. I thank him for his commitment to the company over those years and wish him well as he embarks on a number of other adventures that will benefit from his expertise.

Representation on the board has increased with the welcome appointments of Mr Zac Sam and Ms Georgina Haines. Both bring backgrounds of long and meritorious service to Palm Island and are a valuable addition to the board's skills base.

We have also enjoyed ongoing support from our shareholders Palm Island Shire Council and the Departments of Communities and Department of Aboriginal and Torres Strait Islander and Multicultural Affairs and we thank them again for their contributions to the company over the past year.

The company's success is due to its people. To my fellow directors that provide both individual and collective wisdom along with unstinting loyalty and support to me as chairman and to our General Manager Rachel Atkinson. Once again I can report on the pride that the board has in Rachel and her management team. Rachel's enthusiasm is infectious, and that combined with an enviable background experience and an inclusive leadership style provides the board with enormous confidence as we drive the company forward.

I look forward with great anticipation to the year ahead as we continue this exciting journey.

**Jim Petrich AM**  
Chairman

## Message from the CEO

Following a phase of rapid and significant organisational growth, the financial year of 2013 has been a year of consolidation for Palm Island Community Company (PICC).



With the \$2.2 million Children and Families Centre (CFC) constructed and open for business, we have had the opportunity to review and refine our major service outputs to ensure they continue to remain relevant, accessible and wanted by the community we serve.

With nine core services provided by PICC on Palm Island, this year we have focused on ensuring they are being delivered efficiently and effectively. I am proud to say that following robust reviews, all of our services have proven to be focused on meeting human services demands that adhere to the highest-levels of quality standards.

We strive to embed strict quality-assurance processes into all programs we deliver. We do this because we believe that the Palm Island community deserves the same high-standards of human services delivery that are available elsewhere in Australia. It is this uncompromising attitude and commitment by our staff that has seen our services successfully meet all licensing, accreditation and other official assessment processes that determine that standards are being achieved.

This year has also seen PICC focus on the further integration of the Children and Family Centre (CFC) into the community. We hope this fantastic facility will grow over time to become not only the hub for the delivery of human services on Palm Island, but a precinct providing a suite of health and wellbeing programs that residents embrace.

As part of the rollout of a suite of CFC based programs, we are working hard to establish a Maternal and Child Health service that will include access to GPs for family consultation. When we can make this happen, it will be a first for Palm Island and families will have a choice of high-quality medical service providers.

PICC is also now part of a consortium that will help Palm Islanders get jobs and participate in, and strengthen their community. Including experienced employment service provider Campbell Page and the Coolgaree Aboriginal Corporation, the partnership will embark on an ambitious program designed to provide more streamlined training services and employment opportunities for the people of Palm Island.

Now in our fifth year of operations, I am pleased to see that stability amongst our workforce has been achieved and there is minimal staff turnover.

Our training programs are designed to develop, retain and support staff in the delivery of PICC services and I am pleased to see that the local community can now enjoy improved and consistent service offerings thanks to our focus on staff retention.

We have also appointed an Operations Coordinator to manage the maintenance of PICC assets, purchasing and requisitions. This position was designed to ensure organisational efficiency so that maximum benefits from our external funding are returned to the community via our services and programs.

To help ensure that we continue to match our service offerings with community needs and expectations, we implemented our first community consultation project in which we surveyed the community as to their usage and satisfaction levels of our service outputs. I am delighted to report that there was an overwhelmingly positive response by residents to the work PICC is undertaking in the community. It was a great benchmarking project however we know there is still much more for us to do. We are committed to ongoing community engagement and consultation to ensure our services meet community needs and high levels of accessibility and service satisfaction.

PICC was able to highlight - and importantly share - our grass-roots model for community capacity building on the international stage this year when PICC Elders, staff and I presented at two significant conferences. PICC representatives had the opportunity to learn about other world-leading human services and community capacity building programs and organisations at the events. I would like to give special thanks to our board, without whose full support, we could not have participated in this important learning and sharing opportunity. The names of the conferences attended are provided further in this report.

With this said, it is appropriate for me to acknowledge the PICC Board who continues to be our biggest supporters. They are not only a strong voice for PICC and our continued success; they provide a vital contribution to organisational development through their high-level strategic advice and practical skills. This extends to me personally and importantly to all PICC staff.

A special thanks must go to the Independent Chair, Jim Petrich AM, who has been part of PICC since its inception. For the past five years, Jim has done an outstanding job in supporting the work that PICC carries out in the community and he continues to be reassuring, optimistic and passionate about the work we do.

I would also like to mention the Palm Island Elders Group and Palm Island Aboriginal Shire Council who share our commitment to improving the lives of Palm Island residents. My biggest thanks is reserved for our staff, in particular our senior managers, without whose support and hard work, we could not have achieved what we have this year.

In closing, 2013 has set the foundations for continued growth of PICC and its services on Palm Island. We are excited about our plans for the future and about seeing real change towards a more liveable and prosperous community on Palm Island.

### **Rachel Atkinson** **Chief Executive Officers**

Conferences attended:

- 5th SNAICC National Conference in Cairns
- 2nd International Indigenous Voices in Social Work, Winnipeg, Canada

## Stakeholders

Palm Islander's agree, or strongly agree that PICC service staff are:

**Helpful** – 88%

**Courteous** – 88%

**Responsive** – 87%

**Understanding** – 86%

**Knowledgeable** – 85%

[Barrier Reef Institute of TAFE](#)

[Palm Island Aboriginal Shire Council](#)

[Queensland Health](#)

[Townsville Mackay Medicare Local](#)

[Sandy Boyd Aged Care Centre](#)

[Joyce Palmer Health Service](#)

[Queensland Ambulance](#)

[Queensland Aboriginal and Islander Health Council](#)

[Alcohol, Tobacco and Other Drugs](#)

[Palm Island Elders Group](#)

[Palm Island Police Citizens Youth Club](#)

[Coolgaree Aboriginal Corporation](#)

[Palm Island HACC](#)

[Queensland Indigenous Family Violence Legal Service](#)

[Queensland Police Service](#)

[Palm Island Senior Campus](#)

[St Michael's Catholic School](#)

[Queensland Probation and Parole](#)

[Murri Watch](#)

[Bwgcolman Community School](#)

[Ferdy's Haven](#)

[Centrelink](#)

[Bwgcolman Community Arts Coop](#)

[Palm Island Rugby League](#)

[ICAN](#)

[Mary MacKillop Goodoo Childcare](#)

[Catchy Freeman Foundation](#)

[New Way Agencies](#)

[Centrecare](#)

[Nolan Centre](#)

[Child Safety Services Palm Island](#)

[Department of Communities](#)

[Department of Education Training and Employment](#)

[Campbell Page](#)

[FAHCSIA](#)





## About Palm Island

Palm Island, also known as Great Palm Island, or by the Aboriginal name Bwgcolman, is a tropical island situated approximately 70 kilometres north north-east of Townsville.

It is the main island of the Greater Palm group, and consists of small bays, sandy beaches and steep forested mountains rising to a peak of 548 metres over 6000 hectare area.

In the 2011 Census the population of Palm Island was 2,381 and comprised of 47.2% females and 52.8% males. The median or average age of the Palm Island population is 24 years of age, 13 years below the Australian average.

98.9% of people living in Palm Island were born in Australia - 2208 or 92.8 % of the population are indigenous. Only 43.7% of the people living in Palm Island are employed full time with 26.9% are working on a part time basis. Palm Island has an unemployment rate of 25.3% with the main occupations made up of the following:

- Labourers** 29.4%
- Community and Personal Service Workers** 20.2%
- Professionals** 14.9%
- Clerical and Administrative Workers** 9.3%
- Technicians and Trades Workers** 8.7%
- Managers** 5%
- Machinery Operators and Drivers** 4.4%
- Sales Workers** 3%.

The median individual income for residents is just \$292.00 per week and the median household income is \$1179.00 per week.

Home ownership is a challenge for the Palm Island community with only 4.6% of homes fully owned – none are in the process of being purchased by a home loan mortgage and a massive 92.8% of homes are rented.

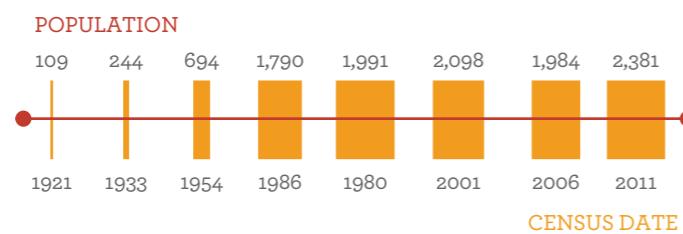


Though the population is officially around 2,400, data collected by the Palm Island Aboriginal Shire Council (PIASC) and the Department of Communities, indicates that this population figure varies significantly and is often as high as 4,000. The majority of the population (31%) is 14 years or younger compared to only 20.2% in that age bracket in the rest of Queensland. Only 2.3% of people are over 65 years; this compares with the Queensland average of 13.2%.

Whereas the social services system in the rest of Australia must meet the needs of an increasingly ageing non-Indigenous population, in contrast, the social services system for the Palm Island community, must meet the needs of its children and families.

It is with this local knowledge and understanding that PICC develops its programs, ensuring they are relevant to the community it serves, sustainable and affordable, and delivered by Palm Island people to Palm Island people, PICC is making a real difference to community capacity building and strengthening resilience.

The PICC model and the hard work by its staff, directors and stakeholders over the last four years has seen the organisation gain traction and acceptance in the local community. There is still much to do, however the continual development and rollout of programs/services such as those delivered by PICC are helping to close the gap for the community of Palm Island.





Almost 90% of users of the Palm Island Family Support Hub are satisfied to very satisfied with the service.

## Community Involvement

Palm Island Elders Group

Early Reading

Women's Yarning Circle

Palm Island Literacy Program

Men's Gathering

School Holiday Programs

Adult Patrol

Community (Youth) Patrol

Playgroup

NAIDOC

Sporting Events

Palm Island Boxing

Palm Island Netball

Spring Fair Festival

Cultural Art Classes

Whichway!

Arts and Crafts

Bwgcolman Arts Group

Community Information Stalls

Healthy Relationships

Bullying Awareness

Domestic and Family Violence

Youth Mental Health First Aid

Youth Night Cafe

Men's Bushwalking Group

Men's Music Program

Recreational Activities



## PICC 2013 Community Sentiment project

### A Snapshot

Conducted on June 12 and 13 by independent volunteers, the PICC Community Sentiment project asked residents on Palm Island about their awareness of PICC's services and their level of satisfaction with them. It also sought to determine any areas in need of improvement, other services that were in demand and importantly, benchmark awareness and satisfaction levels for future measurement. The sample size of 109 represented 4.5% of the total population on Palm Island.

Below is a snapshot of sentiment highlights:

#### PICC Support Hub and Diversion Service

The PICC Support Hub and Diversion Service are doing well. Both have high usage levels of 58.7% and 60.2% (that is sometimes to often) respectively. They also rated highly for being 'easy to use' and 'provided in good time', further majority of clients are satisfied.

#### Safe House

The Children and Family Centre and Safe House/FIS had low usage levels. This can be explained due to the fact the CFC opened only a few months before the survey was implemented and the Safe House is for 'referral' clients only.

#### Overall

Overall clients are happy with staff service, satisfaction levels are all over 80% and most people would recommend services.

## PICC Services

### Palm Island Family Support

The Palm Island Family Support Hub model provides an integrated and streamlined delivery of services to Palm Island families. This is achieved via the co-location and linking of services that meet the needs of young people, parents and Elders in the community.

### Services Delivered By The Hub

The Family Support Hub is fully integrated with the Safe Haven Service, working to provide a comprehensive range of prevention and early intervention programs.

Services delivered by the Hub continue to expand as staff identify individual and community needs and program partners. Here are some of the programs delivered by the PICC Family Support Hub:

- Arts and crafts group activities that go across the broad PICC client base are held weekly at the Diversion Centre.
- The Women's Yarning Circle provides an opportunity for women to share their stories and knowledge and spend time together. The gathering is held at the Palm Island Women's Service which offers a safe and caring environment and where children are also welcome. It provides soft entry pathways for women seeking other PICC services which include counselling and support for themselves and their families. The activity is very popular with up to twenty-four women now participating. It is facilitated by the Hub's Counsellor.
- The Palm Island Elders group continues to be a valued resource to PICC and to Palm. The Hub facilitates regular meetings where Elders come together to socialise and discuss topical issues on the Island.
- The Sandy Boyd Aged Care Hostel Friendly Visitor Program is a practical approach to help reduce isolation from the community, strengthen natural networks, and improve links between the aged care residents and other agencies in the community. Family support workers visit the residents daily to provide functional, emotional and personal support.

The Hub links with the Children and Family Centre to provide efficient and streamlined human services. The service extends to emergency relief support which is a critical support service for Palm Island.

The Hub's counsellor continues to be very active in the community and has taken a lead role in facilitating the monthly Domestic Violence Network meetings and was instrumental in the implementation of the Women's Yarning Circle.





## Palm Island Safe Haven Service

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The Palm Island Safe Haven Service provides a culturally responsive service and support to Palm Island children, young people and their families who have experienced or witnessed domestic violence.

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### A Culturally Responsive Service

The service is easily accessible and fully integrated with the Palm Island Family Support Hub. Also operating a youth patrol most week nights, a flexible roster enables staff to respond to community needs. The patrols are able to provide an escort for children to ensure their safety.

Staff continue to receive specialised training to improve their skills specific in working with young people. This training incorporates the use of motivational interviewing techniques. TMML provided training and program support across a range of health-related areas such as Youth Mental Health, Youth Mental Health First Aid, and the Flinders Closing the Gap Program.

Safe Haven staff collaborate with representatives from the PCYC, Bwgcolman and St Michael Schools to deliver vacation care, reading programs, after school and school holiday activities and sporting events.

The playgroup is a practical measure to support parents and children and has broadened PICC's involvement with families in the community. It provides a tangible focus and structure for the support workers to engage with parents and children.

A key service delivery aim of the Safe Haven service is to strengthen the capacity of those affected to deal with issues that might impact on their safety and wellbeing.



## Palm Island Diversion Services

### Mandatory Service Elements

Palm Island Diversion Services work with people on Palm Island who are vulnerable, with complex needs, and particularly people who are intoxicated, or at risk of misusing substances in public spaces and/or at risk of entering police custody.

#### Community (Adult) Patrol

The purpose of which is to reduce the risk of people becoming involved in activities that could lead to contact with the justice system, either as victims or offenders. The Community Patrol operates every night except Monday.

#### Diversion Centre

Where the primary goal is to reduce the incidence of Aboriginal and Torres Strait Islander deaths in police custody. The Diversion Centre offers a safe, monitored environment for people to sober up as an alternative to being held in police custody for public intoxication offences. The Diversion Centre provides flexible and responsive 24/7 care and appropriate supports.

#### Reducing Demand

To provide a range of activities which aim to reduce alcohol-related harm to vulnerable community members. Programs include contemporary and traditional arts and crafts (including traditional wood carving), sports, fishing, personal development, music and TAFE courses.

## Disability Services

### Lifelong Planning Initiative

PICC successfully tendered for funding to deliver the Queensland Government's Lifelong Planning initiative.

The project focuses on assisting non-government organisations to deliver critical services to people with a disability. It aims to complement and strengthen the supports provided by families, parents and the natural networks existing within the community.

### Providing Important Support Services

Twentyfour Palm Island residents with a disability and their carers are able to access important support services provided by PICC.

Achieving certification against the Queensland Disability Service Standards in 2011 and cementing its service deliverable via its 2012 second surveillance audit against the Privacy, Dignity and Confidentiality, Participation and Integration, and Service Management Standards, the PICC Disability Service is now in its fourth year of operations.

The service provides flexible respite care, learning and life skills development by providing inclusive activity opportunities. These include arts and crafts, beach and community outings along with support to access social activities that provide access to the community and reduce social exclusion. Shopping, banking and support to link in with other agencies provides assistance to help meet essential day-to-day requirements is also provided.

The Palm Island Community Company provides integrated services across a number of its programs and it is common for Disability Services clients to access joint activities and supports through the PICC Family Support Hub, the Diversion Services and the Women's yarning circle.

People with a disability, and their carers, who reside on Palm Island and are eligible to access the PICC Disability Service under the Department of Communities (Disability Services) guidelines.



## PICC Residential Service

### Safe House

In August 2012, the PICC Safe House was granted a licence to operate an out-of-home care residential service. The Safe House provides short-term residential placements from birth to 17 years, who have been referred from the Department of Communities, Child Safety and Disability Services.

The service provides a place for children and young people on Palm Island that require out-of-home care to remain in their community allowing them to stay connected to their family, culture, language and country.

The service is co-located and delivered in conjunction with the Family Intervention Service (FIS). FIS provides practical support and assistance for children and families to address child protection concerns. The program supports families by assisting them to build their capacity to allow children to remain living in the family home.



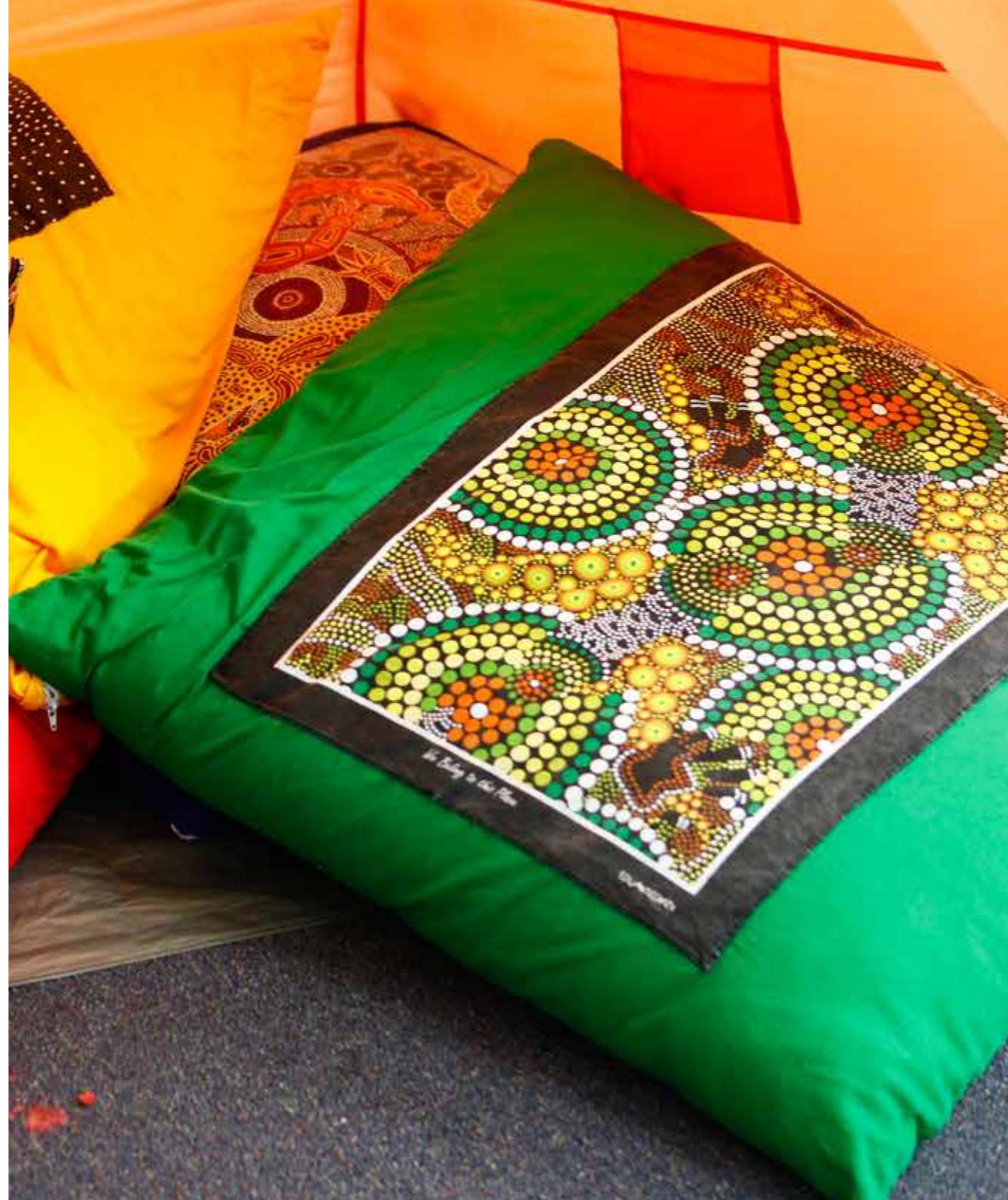
## Palm Island Women's Service

### From The Beginnings

Since opening in December 2010, The Palm Island Women's Service provides crisis short-term accommodation and support networks for women and children experiencing domestic and family violence.

It also provides associated services such as general counselling, information and assistance in applying for Domestic Violence Orders. Staff receive regular training in functions including first aid, CPR, working with clients with complex needs, behavioural management, and responding to domestic violence. The focus of the service is to ensure that a safe and caring environment is maintained and the immediate needs of clients are identified and met appropriately.

The Women's Centre is able to accommodate up to five families or 15 people at any one time and collaborates with the Family Support Hub to host a weekly women's yarning circle. The circle has evolved to provide a popular, safe and social space where women can share stories and discuss the issues that affect them and their families. Its popularity continues to increase as it extends to include clients across other PICC services such as Disability and the Lifelong Planning Initiative. Referral pathways exist with the police and the Joyce Palmer Health Service.



## Community Justice Group

The Community Justice Group (CJG) program develops strategies within the community for dealing with justice-related issues aimed at decreasing Aboriginal and Torres Strait Islanders' contact with the justice system.

The CJG supports Aboriginal and Torres Strait Islander victims and offenders at all stages of the legal process including the provision of sentencing submissions to court, attendance at court, and visits to prisons and detention centres. It is a valued resource on the Island and provides a platform for the Palm Island Aboriginal Shire Council and other relevant agencies to consult on law and order matters. The CJG Coordinator plays a significant role in networking with these agencies to ensure that justice-related issues impacting on the Palm Island community are addressed collectively with a focus on the development of intervention programs.

Operating since 2008, the Palm Island Community Company is the auspice agency providing guidance and support to the CJG. The program is directed by the members of the CJG, a significant number of whom are Palm Island Elders who meet monthly.

## Children and Family Centre

The Palm Island Children and Family Centre (CFC) is a \$4 million, purpose-built facility that delivers important education and health services for Palm Island families and their children.

Handed over to lead agency PICC in late 2012, opening of the CFC has proven to be a major milestone for the people and future of Palm Island. For the first time, local families will not have to leave the island to access a wide array of antenatal, postnatal and parenting support services under the one roof.

Located on Beach Road, the CFC provides services from Medical Practitioners, Aboriginal health workers, child educators, and family support workers. Visitors to the centre have access to services including early childhood education and care, parenting and family support services, and child and maternal health services which will help to build capacity in the community through the provision of specialist support services and advice.

The building includes a large open plan central hub, consultation rooms, an adjunct child care room, dedicated rooms for parents, a toy library and offices. A large covered deck has been built on the southern side of the centre overlooking the outdoor play area.

Local residents were involved in the on-site construction of the building and the Palm Island Elders Group continue to have an important advisory role in the service.

Since launching, the CFC has grown to provide a number of early education and healthcare services, including:

- Early childhood education and care services: playgroup, adjunct care, transition from early childhood to school. In partnership with Mary MacKillop Goodoo Day Care Centre: long day care services, childcare, early learning programs including kindergarten and the local schools.
- Family and parenting support services: parenting resources and programs, home visiting, counselling, nutrition programs, healthy and safe home environments, individual support for children and families.
- Child and maternal health services: basic health and development screening, antenatal and postnatal maternal care, immunisation, well-being checks, child health, early childhood allied health (oral health, speech pathology, optometry, etc).
- General advice and information on a range of early childhood and family issues.
- Linkages and referral pathways with other community and government services, including the Joyce Palmer Health Service.



The CFC incorporates a video conferencing facility.



## Palm Island Community Company

### A partner in the Remote Jobs and Communities Program

More people on Palm Island will be helped to get jobs and participate in their communities thanks to the Australian Government's new \$1.5 billion Remote Jobs and Communities Program (RJCP), which started in July 2013.

Delivering the RJCP for the Palm Island Region is Campbell Page Limited with Palm Island Community Company Limited and Coolgaree Aboriginal Corporation.

The focus of the project is supporting individuals who are not working to participate to their capacity in training or activities that will contribute to their communities as well as making them more work-ready.

The three partnering organisations will combine to ensure that the service is tailored to the Palm Island Region and its people by working closely with the community to set out priorities and goals for participation, training, employment and long-term development.

Based on community and involvement, the program is designed to encourage and promote collaborative, community-driven approaches to employment and participation activities.

Jointly funded by the state and federal government under the Closing the Gap agenda via the Indigenous Early Childhood Development National Partnership, the CFC focuses on delivering services to families with children from birth to eight years that optimise their children's development.

The aim of the Palm Island CFC is to improve outcomes for the target group by providing access to integrated services that are responsive to community needs under the three key service delivery components of early childhood education and care, family and parenting support and child and maternal health services. The ethos of the service is to help meet the health, education and social wellbeing needs of children on Palm Island and give them the best start to life.

Through the Indigenous Early Childhood Development National Partnership Agreement, the Queensland Government partnered with the Australian Government to invest \$75 million into the establishment of ten children and family centres across the state by mid-2014.



## Directors

### Palm Island Community Company

**1 Cosmo James (Jim) Petrich**

**Independent Chair**

Appointed 11 October 2007

**7 Georgina Haines**

**PI Community Nominee**

Appointed 8 February 2013

**2 Rhonda Leigh Phillips**

**Qld Government Nominee**

Appointed 11 October 2007

**8 Zacchais Sam**

**PI Community Nominee**

Appointed 8 February 2013

**3 Mark Johnston**

**Qld Government Nominee**

Appointed 11 October 2007

**9 Yolanda Coutts**

**Not pictured**

(alternate for Rhonda Phillips)

Appointed 1 February 2011

**4 Allan Palm Island**

**Traditional Owner**

Appointed 5 November 2007

**11 Rachel Atkinson**

**General Manager**

**Mark McCann**

**Company Secretary**

Appointed 8 February 2013

**5 Paul Gregory Travis**

**PIASC Nominee**

Appointed 11 October 2007

**6 Emmakita Geia**

**PI Community Nominee**

Appointed 1 March 2012



# Summary Financial Report

Income &amp; Expenditure Statement

|                                    | (\$) | 2013               | (\$) | 2012               |
|------------------------------------|------|--------------------|------|--------------------|
| <b>Income</b>                      |      | \$5,145,304        |      | \$5,013,042        |
| <b>Expenditure</b>                 |      |                    |      |                    |
| Total Labour Costs                 |      | \$3,253,461        |      | \$3,165,115        |
| Administration Expenses            |      | \$822,202          |      | \$466,442          |
| Property/Energy Expenses           |      | \$212,951          |      | \$76,225           |
| Motor Vehicle Expenses             |      | \$70,533           |      | \$67,146           |
| Travel & Training Expenses         |      | \$432,482          |      | \$324,370          |
| Client Related Costs               |      | \$460,805          |      | \$205,203          |
| <b>Total Expenditure</b>           |      | <b>\$5,252,434</b> |      | <b>\$4,304,501</b> |
| <b>Operating Surplus (Deficit)</b> |      | <b>-\$107,131</b>  |      | <b>\$ 708,541</b>  |
| Other Income                       |      | \$1,769,798        |      | \$689,578          |
| Other Expenditure                  |      | \$1,503,541        |      | \$1,066,256        |
| <b>Net Surplus (Deficit)</b>       |      | <b>\$159,126</b>   |      | <b>\$331,863</b>   |

Balance Statement

|                            | (\$) | 2013               | (\$) | 2012               |
|----------------------------|------|--------------------|------|--------------------|
| <b>Current Assets</b>      |      | \$1,327,617        |      | \$1,454,470        |
| Non Current Assets         |      | \$217,156          |      | \$226,120          |
| <b>Total Assets</b>        |      | <b>\$1,544,773</b> |      | <b>\$1,680,590</b> |
| <b>Current Liabilities</b> |      | \$398,543          |      | \$414,734          |
| Non Current Liabilities    |      | -                  |      | -                  |
| <b>Total Liabilities</b>   |      | <b>\$398,543</b>   |      | <b>\$414,734</b>   |
| <b>Net Assets</b>          |      | <b>\$1,146,230</b> |      | <b>\$1,265,856</b> |
| <b>Total Equity</b>        |      | <b>\$1,146,230</b> |      | <b>\$1,265,856</b> |



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