

TIDE
TAREE INDIGENOUS
DEVELOPMENT &
EMPLOYMENT LTD

Annual Report 2022

“TIDE Rangers have worked with forestry corporation for a number of years on various state forests in Biripi country. They have applied themselves well to a range of tasks such as nest box installation, camera monitoring and spotlight surveys in some pretty rugged country. They are an asset to this area”

Mark Drury

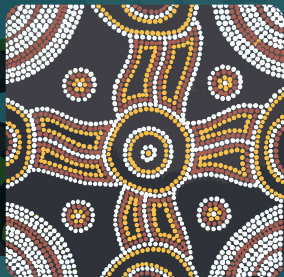
Senior Field Ecologist,
Forestry Corporation of NSW

“The Aboriginal Rangers Working on Country program administered by TIDE has delivered valuable and lasting outcomes for our communities and for the natural environment of the MidCoast region.

The participants are engaged and enthusiastic and the program demonstrates the power of respectful partnerships; all delivered under a compelling vision and the professional administration of TIDE.”

Mathew Bell

Senior Ecologist, Mid Coast Council



TIDE
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DEVELOPMENT &
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Front & Back Cover Image: Pedda Cody

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This publication may contain images of Aboriginal Elders who have returned to Mother Earth.



Who we are

Taree Indigenous Development and Employment Ltd (TIDE) is an Aboriginal owned and operated organisation.

TIDE was incorporated in 2008 by the Australian Securities and Investments Commission (ASIC) as a Company Limited by Guarantee. TIDE is a registered Charity. TIDE is also Tax-Deductible Gift Recipient (DGR) meaning gifts to TIDE are tax deductible.

TIDE was originally set up to manage a government funded community development and employment project (CDEP) and various other employment programs.

TIDE has an open-door policy for Aboriginal People.

TIDE now manages over \$1 million of government program funding each year to provide services to Aboriginal and Torres Strait Islander people. TIDE mainly works with the Biripi and Worimi people of Taree, Forster/Tuncurry, Gloucester, Wauchope and Port Macquarie. However, TIDE has delivered services from as far north as Ballina and as far south as Newcastle.

The key focus areas have been:

- ▶ to maintain and develop links between Indigenous employment and natural resource management on the Working on Country program which has been operating for over 12 years
- ▶ to provide Indigenous Community Support Services, Parent and Community Education and learn to drive programs.
- ▶ to assist Aboriginal persons in various forms of training and development including school based Aboriginal traineeships and in promoting the education needs of young Indigenous persons to help them prepare for employment.
- ▶ to support Indigenous people to gain economic independence through employment, business ventures.

Our Mission

TIDE's mission is to ensure everyone involved in our organisation does their utmost to encourage and provide support and services to Aboriginal persons and to develop opportunities for Aboriginal people to care for their traditional lands and country.

Our Vision

TIDE seeks to be recognised as an organisation that understands and respects traditional owners, traditional Indigenous values and culture and which actively and effectively assists Indigenous people gain meaningful community support, caring for country, training and personal development and employment in a culturally appropriate environment.

TIDE recognises this must be achieved on a continuing basis and not merely be short-term in nature.

Our Values

As an employer

- ▶ To be fair and honest with staff
- ▶ To recognise their individual abilities and personal development
- ▶ To encourage individual contributions and team input to TIDE's direction
- ▶ To provide clear instructions and explanations of TIDE policies and procedures

As a seeker of funding

- ▶ To be recognised as an effective generator of community partnerships in the spirit of working together
- ▶ To actively consult with the community and our partners
- ▶ To be recognised as an honest and transparent organisation
- ▶ To be seen as efficient, effective and ethical in the delivery of our services

Our Members

Under the TIDE Constitution there are seven Members, the majority of whom must be Aboriginal Australians. The Members elect the Directors - who comprise the Board - at the Annual General Meeting (AGM). There can be no less than three and no more than ten directors.

Members

- ▶ John Clark (Indigenous)
- ▶ Pamela Paulson (Indigenous)
- ▶ Mick Leon (Indigenous)
- ▶ Kellie Syron (Indigenous)
- ▶ Natasha Davis (Indigenous)
- ▶ Chris Sheed (Non-Indigenous)
- ▶ Chris Try (Non-Indigenous)

75%
Aboriginal
Employees
at TIDE
2021-22

Our Board

KAREN BRADLEY:

"Proud Kamilaroi woman born in St. George Queensland. My family and I have lived in Taree /Biripi country since 2004. During our time in Taree I've established and maintained good relationships with Aboriginal services, community and families.

This natural acceptance I have experienced is greatly appreciated and gives me the pleasure and confidence to represent the community as a Board of Director for TIDE. I advocate strongly for the community and ensure their voices are heard and considered wherever possible when making decisions as a Board of Director for TIDE. I am currently employed as the Leader Community Engagement Officer at Taree Public School where we continuously strive to close the gap for Aboriginal students, families and Communities."

Karen Bradley



PAMELA PAULSON: is a proud Worimi Aboriginal elder born in Taree, but has lived in Tuncurry Forster her whole life. Pamela worked for the Commonwealth Employment Service who amalgamated with the department of social security. She also worked as a nurse aid at Manning Base hospital and then went into early intervention for the local LGA. After that she worked on council for 17 years as an Aboriginal liaison service officer.

Pamela has worked extensively with both the Aboriginal and non-Aboriginal communities with positions on the boards of many organizations including; Manning District Hospital Advisory board, Community Health Team Forster, Forster Local Aboriginal Land Council, Tobwabba Medical Centre and also a support person for Police Service. Pamela is very proud of the fact that back in 1999 she started the first Aboriginal Community Indigenous Achievers award. Pamela is a founding member of Taree Indigenous & Development. She worked with TIDE as a receptionist before retiring and becoming a board member. She has been on the board since 2011.



AMANDA BRIDGE: is currently the executive officer for out of home care for Burrun Dalai. She has worked extensively with Aboriginal families on the mid north coast.

Amanda started her career in admin for Community Services. She then worked for Manning Youth Refuge, Biripi Aboriginal Medical Service where she managed child and family services and then the Great Lakes/ Manning Aboriginal Children's Service.

She is a voting member of both the Biripi Aboriginal Medical Service and the Taree/ Purfleet Local Aboriginal Land Council. She has been on the board of Taree Indigenous Development & Employment since 2012.



JANICE PAULSON:

"As an Elder I would like to see our young people move forward with their education and to feel more confident in what they are trying to achieve in higher levels of employment. I would hope that TIDE would be able to look for different avenues or approaches that we as a Board are able to follow through with to fully support for our Aboriginal people young or mature."

Janice Paulson



Directors

ANGELA CLARK

DENISE MARKHAM (resigned)

COLLEEN DEVITT (resigned)



KELLY SYRON
Director

Message from CEO

JOHN CLARK OAM



Taree Indigenous Development and Employment is a non-profit organisation delivering services to Aboriginal people of the Manning Great Lakes and Hastings community.

TIDE has an open door policy and anyone can enter and request the services of our staff who will assist them to the best of their ability. Our assistance is given and if we cannot help we will make referrals and follow up on our client referrals.

Projects and Programs

- ▶ Learner Driver Assistance (Aboriginal & Non-Aboriginal)
- ▶ Gattung Language classes (Biripi descendants)
- ▶ Cultural & Heritage excursions (Aboriginal & Non-Aboriginal)
- ▶ Conservation and Land Management Services
- ▶ Cultural slow burns on Country
- ▶ Community Services (Advice & Referrals)

TIDE train our staff up to the very best of their ability and encourage all our staff in their career development.

As the Chief Executive Officer of TIDE I am proud of my staff and their achievements and of the former staff members who have secured employment with other organisations.

John Clark

CEO TIDE Ltd, OAM

Our Management Team

JOHN CLARK OAM CHIEF EXECUTIVE OFFICER



John Clark was awarded an OAM in 2004 for his service to the Indigenous Community. John started out as a laborer working in fruit picking and laying pipes for the department of public works. He started his work with the community as a regional culture and heritage officer for NSW Aboriginal land council and then as an Aboriginal liaison officer for Greater Taree City Council and then for the department of social services before becoming the CEO of Purfleet Taree local Aboriginal land council in 1999 for eight years.

John was a founding member of Taree Indigenous Development and Employment in 2008 and commenced as the CEO. A position he still holds. John has worked extensively with the Aboriginal community holding the position of chairman on the Purfleet Taree local Aboriginal land council for 9 years, a member of the Saltwater Tribal Council, a Lakkari native title member and also held a position on the Aboriginal Community Network, the Hunter Catchment Management Authority and the Green Team Development Board. He is also a board member of the Biripi medical Centre and a Stockton Bight native title member.

CHRIS SHEED OAM PROGRAM MANAGER



Having previously been the Community Development Employment Project (CDEP) coordinator for nearly eight years with the Purfleet Taree Local Aboriginal Land Council under John Clark, Chris was one of the founding members of TIDE in 2008 and was instrumental in establishing the company.

Chris has held various roles in TIDE and is currently the Program Manager for Working on Country and the Parent and Community Engagement Program whilst also carrying responsibility for the day to day general operations of TIDE. Chris Sheed holds a Bachelor of Applied Science (Hons) Degree, a Certificate IV in Business, a Certificate in Indigenous Mentoring and he received an Order of Australia (OAM) in 2000 for services to conservation.

JON TAYLOR CFO (CONTRACTOR)



Jon Taylor holds a public practice certificate, is a fellow of the Institute of Public Accountants and has a bachelor of business (major in accounting) plus a graduate certificate in governance.

Jon commenced at TIDE in 2011 and his business development and management accounting skills played a key role in the change of direction that TIDE took to reduce the financial risk associated with the government employment programs and to focus more on recoupment funding and Fee for Service Income. Jon has worked closely with the government to develop TIDE's Fee for Service agreement. In 2018-19 Jon also digitalised and moved to a cloud-based platform; TIDE's accounting, time and attendance, induction and employee management systems. He also successfully updated all of TIDE's policies and procedures and is currently driving the update and development of TIDE's constitution, annual report and strategic/business plan.

EVA NELSON ACTING MANAGER/MENTOR



Eva joined the TIDE team in 2010, when funding for the Indigenous Community Support Service was first granted. Previously, she had worked as a vocational trainer with Booroongen Djugun College, TAFE NSW and private ATO's, Manager of Kempsey Home Care Service of NSW for 10 yrs and Co-ordinator of Women's Refuge/Housing (Katoomba), amongst other positions.

As Caseworker and later Co-ordinator of TIDE ICS, Eva established the service in the Hastings area, providing client service to communities in Port Macquarie/ Wauchope, with an office at the Port Macquarie LALC. After 9 years, Eva retired in 2018 but has returned to the team from time to time on a temporary, casual basis.

"I have always seen TIDE as a wonderful organisation, with respect and thanks to Uncle John and the team."

Eva will be returning to retirement when the new staff have settled into their respective roles.

PEDDA CODY



Pedda Cody is a proud Aboriginal women born and raised in the Biripi nation.

Having started her journey at TIDE in 2015 as a Green Team member, eventually becoming a WOC Aboriginal Ranger, and becoming part of the management team at TIDE has allowed Pedda to maintain her strong cultural connection to country.

The opportunities that TIDE has provided has seen Pedda gain her Certificate IV in Conservation and Land Management, Cert III in Aviation (Visual line of sight) and she is currently completing her Certificate IV in Business with an opportunity to complete her Diploma in Conservation Land and Management next year.

Our People Working On Country

“My name is David Kirk and I have been a TIDE Ranger for 2 years and I am 59 years old. I am a descendant of the Worimi nation and trace my heritage through my grandparents the Dates and Yarnolds.



David Kirk

I am an Elder and Traditional Owner. Working with TIDE has been my dream job. Not only do I work on country I share this privilege and experience with many younger rangers and have formed great friendships and family connections.”

“What I love most about working for TIDE is the conservation projects we are a part of. The Australian Bushfire Recover Rangers (ABRR) in particular has been my favourite, providing vital assistance to country with the use of camera traps and nest boxes after the 2019/2020 fires.



Wade Lancett

Another highlight has been our cultural burning course. We are learning traditional burning techniques in order to heal country.”

“I have achieved a lot over the years working for TIDE, including my Diploma in Conservation and Land Management.”



Jason Hazard

“Being a Ranger for TIDE has been an eye opening experience for me. With our recently learning about wildlife and plant life in our local area it has enhanced my interest for the knowledge and also given me a sense of pride knowing that I’m working to help the land heal and regenerate. It’s also a way for me as an Aboriginal woman to reconnect with my culture and Aboriginal traditions.



Katrina Blow

It’s also fun working in a different outdoor area every other week and knowing we will get to teach these things to our younger generations. I look forward to learning more.”

“I finished fulltime work in early 2020 due to a health issue. TIDE management were very good to me with support while I recovered and when I had to retire they let me continue as a ranger working 1 day a week maintaining Minimbah and Aboriginal graves around Gloucester.



Glenn Jonas

I am very grateful for my years as a WOC ranger, I never took anything for granted, I made a lot of friends, I worked on a lot of country, I got educated, I learned so much cultural heritage and learned a lot about myself. The day I started working for TIDE was a real turning point in my life and also a very fortunate day of my life.”

“Hi my name is Robbie I’m a proud Worimi/Bundjalung man from Forster. I have been working as a TIDE Ranger for couple of years now and the work we do in our local area helps the wildlife and the land to heal.



Robbie Paulson

The best part about it is that I get take care and look after my local area Worimi land.”

“I like being able to train young people.”



Anthony Moore



Andy Snelgar



Whitney Ridgeway

“I thoroughly enjoy working with TIDE even when there are challenges.

I am grateful to be involved in such great projects and work alongside the other employees.

It’s rewarding to know that I am involved in work that is a benefit to our environment, our native animals and our culture.”



Pedda Cody



Jyah Kent



Benny Clark



Shayne Taylor



Derek Clarke



Fiona Anderson



Neihana Kidwell



Our Key Objectives

To accept, manage and disburse funding offered by Government agencies for the purposes offered in relation to caring for country, community services, Indigenous activities, training and development and the development of business enterprises.

- ▶ To care for country
- ▶ To provide support to Aboriginal families in particular in the area of domestic violence
- ▶ To provide support and mentoring for young people to complete their education and develop career paths
- ▶ To provide activities which develop unemployed Indigenous people to enable them to move into employment
- ▶ To purchase, take or lease or in exchange, hire and otherwise acquire any lands, buildings easements or property seal
- ▶ Make donations for charitable, needy or patriotic purposes

Income Streams and Program Funding

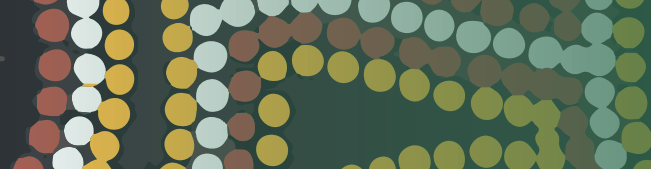
Natural Resource Management	Funding
Natural Resource Management - Fee for Service	\$273,911
Working on Country Program	\$895,777
Local Land Services - Plastic Pollution Program	\$16,205
Envirofund - Saving our species	\$54,700
Aboriginal Bushfire Recovery Rangers	\$115,564
Aboriginal Bushfire Recovery Rangers 2	\$150,000
Bushfire Local Economic Recovery Fund	\$171,346

Community Services	Funding
Indigenous Community Support Services	\$154,339
Parenting & Community Engagement	\$76,232
Student based apprenticeship/traineeship	\$56,000
Aboriginal Languages Trust	\$25,327
Driver License Access Program	\$81,680
Drug & Alcohol Program	\$17,500
Welcome to Country	\$600

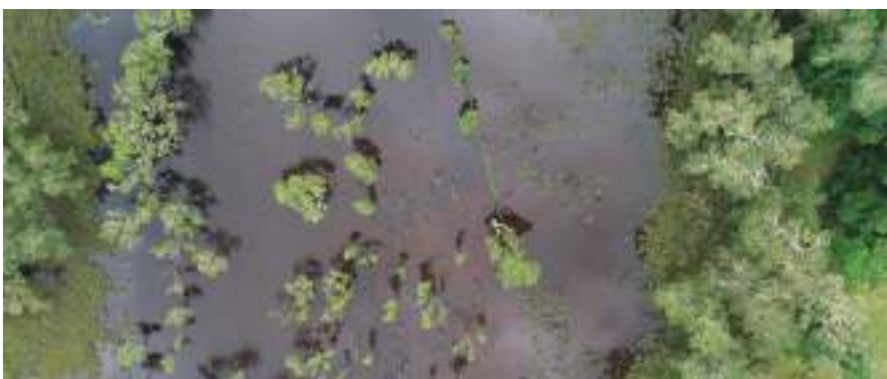
**29,469 HRS
WORKED ON COUNTRY**

**75% ABORIGINAL
EMPLOYMENT**

**7 STUDENT BASED
TRAINEESHIPS**



Working on Country



Working on Country Program Summary

In 2021 TIDE was awarded a seven-year contract (2021-2028) to deliver the Working on Country Mid North Coast Aboriginal Ranger Program. This exciting news has allowed TIDE to develop long term contracts with our partner organisations and provided job security for TIDE's hard working Rangers.

TIDE was pleased to see two of the Rangers, Whitney Ridgeway and Wade Lancett, secure employment with Hunter Local Land Services at the end of the year.

Although the Covid pandemic, along with the wet weather and flooding, has disrupted the TIDE Working on Country Ranger activities throughout the year we have still managed to achieve many of our intended outcomes.

WOC Projects

National Parks and Wildlife Service. Rangers have completed extensive works with NPWS including:

- ▶ protecting cultural sites at Saltwater and Dark Point,
- ▶ treating weeds and restoring native vegetation,
- ▶ identifying and recording the presence of threatened species,
- ▶ learning detection and trapping techniques and how to identify threatened species, and
- ▶ undertaking wildlife surveys with UNSW Advanced Field Biology undergraduate field school.

Mid Coast Council. Rangers have undertaken weed control on various sites.

Forster Local Aboriginal Land Council. TIDE rangers have completed follow up weed management at Cabarita swamp and on house blocks at Forster LALC.

Karuah Local Aboriginal Land Council. A TIDE Ranger has been allocated to the KLALC to provide vital support to improving the environmental, cultural, social and economic outcomes for the KLALC.

Minimbah Gardens, Mammy Johnson's Gravesite and Stratford Aboriginal Cemetery. Mowing, weed control and maintenance are undertaken by TIDE's Ranger at Gloucester.

Aboriginal Bushfire Recovery Rangers Round One. In 2020 TIDE received grant funding of \$355,857 for two years from the Department of Agriculture, Water and the Environment for wildlife and habitat bushfire recovery projects including:

- ▶ flora surveys,
- ▶ emergency interventions to prevent extinctions,
- ▶ revegetating habitat,
- ▶ collecting or synthesising baseline data,
- ▶ community/stakeholder engagement,
- ▶ removing weeds, and
- ▶ controlling pest animals.

Aboriginal Bushfire Recovery Rangers Round Two. In 2021 TIDE received grant funding of \$150,000 from the Department of Industry, Science, Energy and Resources for the continuation of the Aboriginal Bushfire Recovery Rangers Program.

TIDE Environmental Trust (Saving our Species) Project (2019 - 2024). TIDE rangers continue to participate in this project in partnership with NPWS.

Farquhar Inlet Islands Bush Regeneration 2019-2026 - Crown Lands. TIDE Rangers deliver weed control on the islands in the unique and unspoilt southern entrance of the Manning River delta.

Farquhar Park Campground (a gazetted Aboriginal place) – Crown Lands. TIDE Rangers collect camping fees and look after the campsite.

Manning Endangered Shorebird Program. Ranger activities include maintenance of fencing and fox control to protect endangered shorebirds.



Rangers installing one of 500 nest boxes



Yaccaba Burn Planning with TIDE and NPWS Staff



Catchment workshop with Mid Coast Council

WOC Training

Nine TIDE Rangers are studying with the Firesticks Alliance to become Cultural Fire Practitioners and expect to graduate in 2023.

Four Rangers are working towards a Diploma in Conservation & Ecosystem Management with Tocal College and also expect to graduate in 2023.



Serge Morcombe - School Based Trainee

School based Trainees (Sbat) Program

Seven School Based trainees commenced in January 2021 and are expected to complete their Certificate 2 in Conservation and Land Management by December 2022. The trainees have undertaken work experience with TIDE and have been supervised during the year by Andrew Snelgar.



Rangers ~ Dingo trapping with Newcastle University



Rangers at Darawank Swamp



Harrington Beach

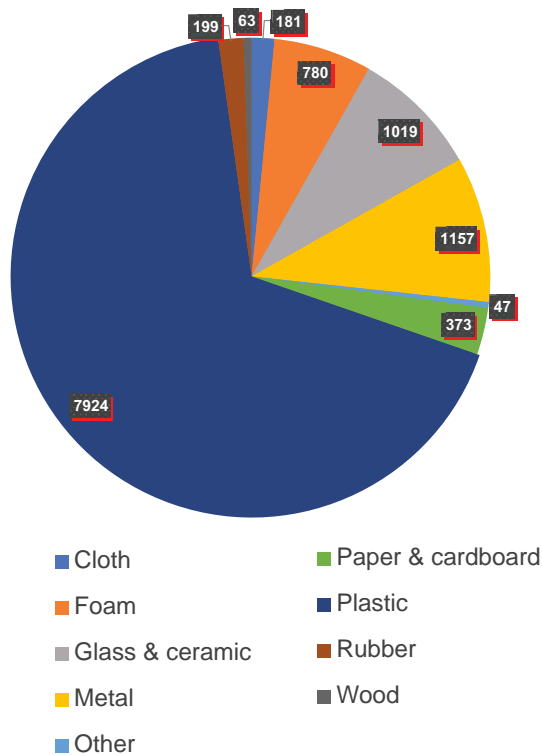
Marine Debris Project

Two projects that Pedda Cody coordinates on behalf of TIDE are the Local Land Services and Mid Coast Council funded Plastic Pollution Reduction Project and the Local Land Services funded Curlew Marine Debris project.

Since 2019 WOC Aboriginal Rangers have been collaborating with LLS, Mid Coast Council, The Tangaroa Blue Foundation and Take 3 for the Sea to conduct Clean-ups in our local waterways and beach nesting areas for Endangered Shorebirds at Harrington and Farquhar.

Between these two projects, 11,743 waste items have been removed. Plastic products contribute to the highest percentage of items. Human waste and debris, especially plastic products are having a devastating impact on our environment and native fauna species.

Amount of Waste items per Category 2022



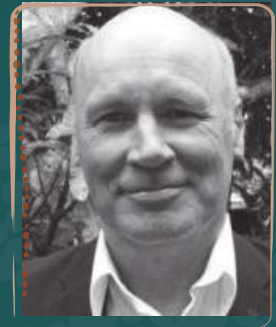
Debris at Harrington



Pandemic legacy (photo Pedda Cody)

Message from WOC Program Manager

CHRIS SHEED OAM



Chris Sheed, the Working on Country Program Manager was one of the founding members of TIDE in 2008. Chris helped TIDE gain funding from the commonwealth government for the Working on Country program which has been TIDE's biggest program for the last 13 years.

Message from Chris

As a non-Indigenous person, it remains a privilege for me to work as the WOC Program Manager for TIDE. I have a wonderful and extremely capable team to work with and I appreciate the guidance of TIDE's CEO Uncle John Clark.

Over the last year some of the primary activities of the TIDE rangers have been participating in critical bushfire recovery works funded by the Commonwealth Government. We hope these activities have made a small contribution to wildlife and habitat recovery following the devastating bushfires that ravaged the region in 2019-20. You can read more about the Ranger's other important work elsewhere in this Report.

I would like to take this opportunity to thank our valued WOC program partners including Local Aboriginal Land Councils, traditional owners, the National Parks and Wildlife Service, Crown Lands, Local Land Services, Tangaroa Blue, MidCoast Council, Landcare, Coastcare, the Oxygen Farm Association and other private landholders.

Chris Sheed

WOC Program Manager TIDE Ltd, OAM



Marine debris from Brown's Creek



Saltwater National Park after the 2019 fires

Indigenous Community Support Services

TIDE receives State and Federal funding for 3 ongoing Community Services as well as several one off Grants for short term cultural initiatives.

Both the Indigenous Community Support Service (ICS) and the Parent and Community Engagement (PaCE) program receive Federal funding through the National Indigenous Australians Agency (NIAA) under the Safety and Wellbeing Program and our Driver Licencing Access (DLAP) program is funded by NSW Transport.



The Programs

The effects of the 2020/21 Covid outbreaks, coupled with fires and floods, resulted in a reduction in service output and staff attrition. During this time our Senior Coordinator Lynette Syron, and Case Managers Natasha Davis and Amanda Davidson resigned and limited assistance was able to be provided to clients.

In June 2021 CEO, John Clark contacted former Community Services Coordinator, Eva Nelson with an offer to join TIDE for a limited time to assist with recruitment, mentoring and program delivery.

Following extensive efforts to source and recruit suitable staff, including an overarching Community Services Manager, we are pleased to welcome 5 new Community Services Staff members to the TIDE Team.

Community Support Service (CSS)

TIDE ICSS has been operating in Taree, Port Macquarie and Wauchope, with outreach to Wingham and Gloucester, since 2010.

The service focuses on reducing family violence, improving the safety of women and children, reducing physical and psychological abuse, neglect and trauma caused to children through exposure to and the experience of family violence in the home.

Parent and Community Engagement (PaCE)

The PaCE program is aimed at young people aged 8 - 24 years who are considered at risk or disengaged from education or employment.

PaCE Programme objectives include:

- ▶ Supporting families to give children a good start in life through improved early childhood development, care, education and school readiness.
- ▶ Getting children to school by providing one on one support for participants and where required, in home support for students and their families.
- ▶ Delivering cultural experience programs to groups or individuals within the target cohort to connect participants to local culture, improve school attendance and educational outcomes.
- ▶ Assisting in improving literacy and numeracy by linking participants to appropriate support staff or community members.
- ▶ Supporting successful transitions to further education and work.

Driver Licensing Access Program (DLAP)

The main objectives of the Program are to:

- ▶ Improve road safety outcomes leading to reduced crash and injury rates.
- ▶ Provide culturally appropriate support and resources that assist driver licensing for Aboriginal and disadvantaged communities to obtain, retain and regain their driver licence across all stages of the licensing pathway.
- ▶ Contribute to improved access to education, employment, health and other community participation.
- ▶ Increase equity of opportunity for driver licensing for Aboriginal and disadvantaged communities by obtaining a driver licence and to be a safer and legal road user.



Saltwater Cultural Tour Walk

DLAP Caseworker/Driving Instructor

Lynette Syron and Toni Baxter previously coordinated the Driving Change Program and Community Road Safety Program. In 2020 NSW Transport offered funding grants for the Driver Licensing Access Program (DLAP), which replaced the Driving Change program.

The DLAP Caseworker position was difficult to fill during 2020/21 due to covid restrictions, however Casual Caseworker, Lynette Syron was able to assist a limited number of Participants during early 2022.



Community Service Opal Cove Staff Training



PaCE Damper making



Saltwater Cultural Tour Walk

Our Community Services Team

Manager Community Services

Zoe started working for TIDE in May 2022 in the new position of Community Services Manager.

Zoe has a double Bachelors Degree in Education which she finished in 2016. During her time at University Zoe taught English as a second language in Cambodia and helped to build a community centre and school in Phnom Ou Village. During the last two years she spent time working in the remote community of Broken Hill NSW as a Community Service Support Worker for LifeStyle Solutions and a Preschool Teacher.

Zoe has extensive experience working with young Indigenous children and has a strong passion for culture, Indigenous language and Closing The Gap Strategy.



Zoe Brasington

PaCE Caseworker

Angie started working for TIDE in May 2022, originally Angie was a Community Service Caseworker. When our previous PaCe worker left due to family commitments she gladly took on this new role.

Angie has a Bachelor of Health and Science, Mental health and a Certificate IV in Community Services, she also holds a certificate in Aboriginal Arts and Cultural practices.

Angie has experience in the Tutor/mentoring Program for Indigenous Students at Taree and Chatham High School. Angie has previously worked as a Community Development Officer in Taree and Angie holds a wealth of local cultural knowledge.



Angie Fernance

Community Service Caseworker Taree/Wingham/Gloucester

Aroha started working for TIDE in June of 2022, when Angie moved to the PaCe program. Aroha currently holds a Cert IV in Community Services and a certificate in Suicide Prevention Training.

Aroha has experience working in the Community Service Sector and her last role was as a Family Violence Outreach Case Manager.



Aroha Purukamu

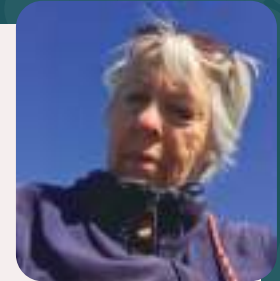
Acting Manager/Mentor

Eva joined the TIDE team in 2010, when funding for the Indigenous Community Support Service was first granted. Previously, she had worked as a vocational trainer with Booroongen Djugun College, TAFE NSW and private ATO's, Manager of Kempsey Home Care Service of NSW for 10 yrs and Co-ordinator of Women's Refuge/Housing (Katoomba), amongst other positions.

As Caseworker and later Co-ordinator of TIDE ICS, Eva established the service in the Hastings area, providing client service to communities in Port Macquarie/ Wauchope, with an office at the Port Macquarie LALC. After 9 years, Eva retired in 2018 but has returned to the team from time to time on a Temporary, casual basis.

"I have always seen TIDE as a wonderful organisation, with respect and thanks to Uncle John and the team."

Eva will be returning to retirement when the new staff have settled into their respective roles.



Eva Nelson

Community Service Caseworker Port Macquarie/Wauchope

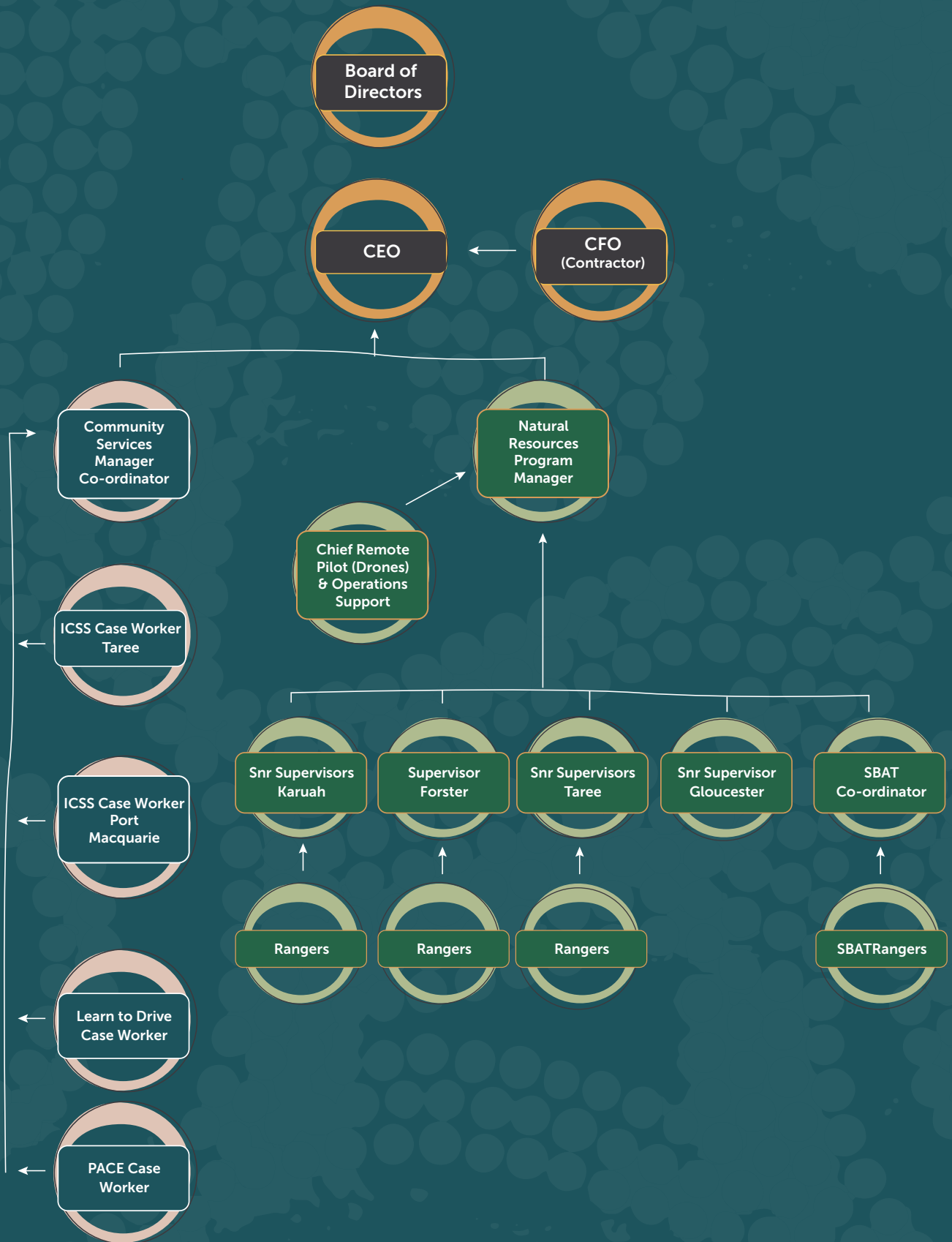
Jade started working as a Caseworker, Port Macquarie, in May 2022. She has a background in administration and Project management and previously worked for Many Rivers Regional Housing, Port Macquarie.

Jade is working towards finishing her Certificate IV in Community Services and has completed a Certificate IV in Social Housing, Certificate IV in Bookkeeping and Certificate IV in Business Administration.



Jade Hartas

TIDE LTD Structure 2021-22



CFO and Auditors Reports

Message from the accountant – Jonathan Taylor

I have been engaged by TIDE Ltd for 10 years now and upon review it is great to see the progress that TIDE has made. This success has come from all of TIDE's employees working together to make substantial gains.



Since 2012:

- ▶ TIDE has doubled its grant recoupment from \$781,000 to \$1.6M
- ▶ TIDE has nearly doubled its Fee for Service Income from \$158,000 to \$273,000
- ▶ TIDE has increased its equity from \$41,313 to \$368,507
- ▶ TIDE has increased employment of Aboriginal persons from 15 FTE to 19 FTE

TIDE Ltd is now in a really strong position. The government has rated it a low risk entity. It is currently developing its strategic plan for the next five years. It recently had a great workshop with Kristal Kinsela and a key point that arose was that TIDE has provided excellent opportunities for its Aboriginal employees. Over the next five years TIDE will focus on developing balance between employee progress, employee cultural needs and TIDE's business needs. TIDE acknowledges that it is hard for small not for profits to progress without employees working beyond what is expected of them.

TIDE has been very lucky to have some excellent employees that have worked extremely hard to progress TIDE forwards. As senior management retires, TIDE will need a new CEO that can support the new management to develop themselves and build business success.

It will be vital that TIDE develop a strong management team with strong CEO leadership before it focuses on opportunities to further grow the business. Priority one will be to service and maintain TIDE's current partnerships and programs.

Once TIDE is ready, there is underspends and equity available to develop opportunities. It is vital that TIDE researches, does feasibility studies and prepares its employees for any new ventures it wishes to take on.

It is also important that TIDE develops an employee consultation and incentive program to balance the goals of the business with the goals of its employees. In the last 18 months Kelli Dragos of Abundance HR has been a great support in this area.

Message from the Auditor – Dan Wade

We again note there are significant unspent funds held as liabilities on the balance sheet as at 30 June, part of which have been held as unspent in excess of 24 months. Whilst this is the correct treatment and there are no concerns over the recording and accounting, we feel that efforts should be made to try and complete some of those programs, or redirect the funds where possible to other programs, in the current year so as to minimise the risk of future funding being reduced, or not obtained.



We generally found the accounting records to be in good order, with Jon Taylor and the writer continued to confer throughout the year to ensure that matters were dealt with appropriately before the audit commenced, which has proved an effective process over the last few years.

We would like to acknowledge your ongoing efforts in maintaining strong internal controls. By maintaining controls at a high level, you are working towards better security over the entity's assets. Continual review and improvements of TIDE's controls such as maintaining separation of duties, authorisation of payments, and review of property, plant and equipment will assist in early detection of misallocation and fraud risk.

Statement of Financial Position

Taree Indigenous Development & Employment Ltd

ABN 80 129 896 671

As At 30 June 2022

	2022 \$	2021 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	1,379,699	983,735
Trade and other receivables	5,691	68,839
Financial assets	2119	750
Other current assets	21,131	18,237
TOTAL CURRENT ASSETS	1,408,640	1,071,561
NON-CURRENT ASSETS		
Property, plant and equipment	7,758	8,467
TOTAL NON CURRENT ASSETS	7,758	8,467
TOTAL ASSETS	1,416,397	1,081,028
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	72,885	163,802
Unexpanded funds	852,318	449,249
Provisions	29,473	31,675
Other	11,919	11,919
TOTAL CURRENT LIABILITIES	966,594	656,645
NON-CURRENT LIABILITIES		
Provisions	77,601	60,764
TOTAL NON-CURRENT LIABILITIES	77,601	60,764
TOTAL LIABILITIES	1,044,195	717,409
NET ASSETS	372,202	363,619
EQUITY		
Retained earnings	372,202	363,619
TOTAL EQUITY	372,202	363,619

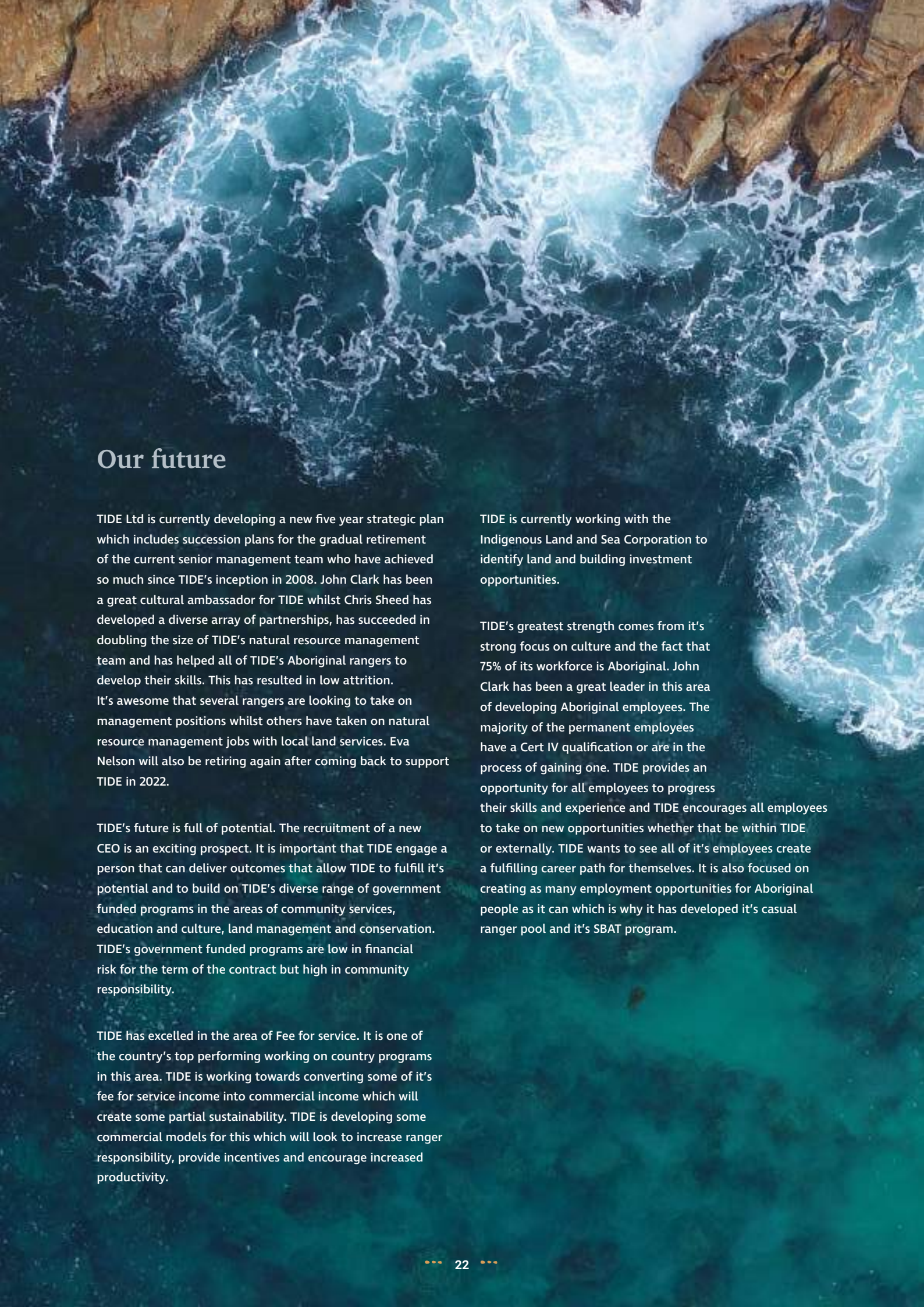
Income Statement

	2022 \$	2021 \$
Revenue	1,900,395	1,699,420
Employee benefits expense	(1,121,364)	(1,118,109)
Depreciation and amortisation expenses	(1,709)	(52,177)
Finance costs	(1224)	(418)
Other expenses	(767,515)	(480,591)
Profit before income tax expense	8,583	48,125
Income tax expense	0	0
Profit for the year	8,583	48,125
Profit attributable to TIDE Ltd	8,583	48,125

Tax Deductible Donations to TIDE

TIDE is a registered charity and also a Deductible Gift Recipient. This means that donations of money or property to TIDE over the value of \$2 are tax deductible.

If you would like to make a tax deductible donation to TIDE and support TIDE's work providing important employment opportunities and vital services to Aboriginal people please contact us by email at info@tide.org.au. Your support will be much appreciated



Our future

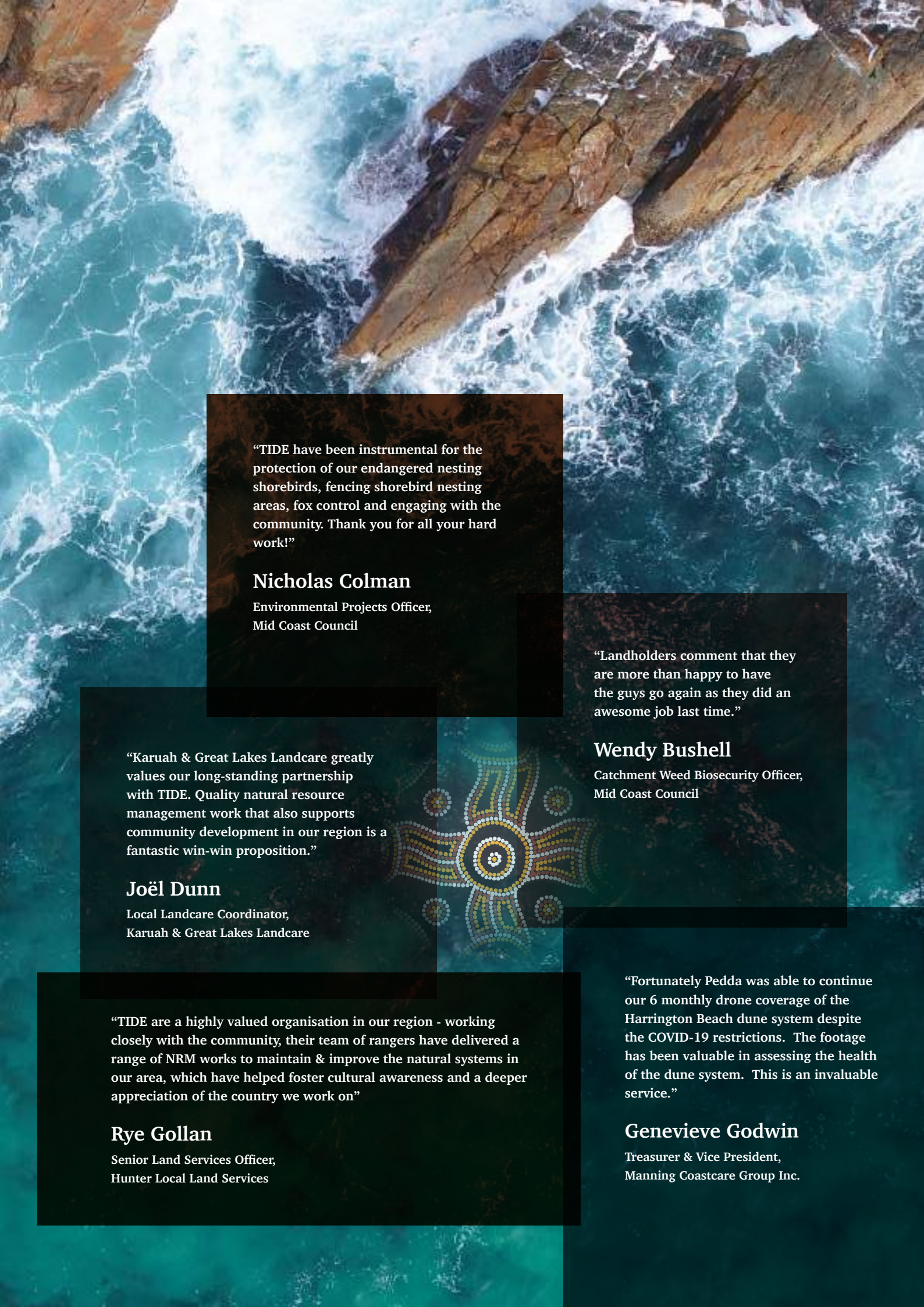
TIDE Ltd is currently developing a new five year strategic plan which includes succession plans for the gradual retirement of the current senior management team who have achieved so much since TIDE's inception in 2008. John Clark has been a great cultural ambassador for TIDE whilst Chris Sheed has developed a diverse array of partnerships, has succeeded in doubling the size of TIDE's natural resource management team and has helped all of TIDE's Aboriginal rangers to develop their skills. This has resulted in low attrition. It's awesome that several rangers are looking to take on management positions whilst others have taken on natural resource management jobs with local land services. Eva Nelson will also be retiring again after coming back to support TIDE in 2022.

TIDE's future is full of potential. The recruitment of a new CEO is an exciting prospect. It is important that TIDE engage a person that can deliver outcomes that allow TIDE to fulfill its potential and to build on TIDE's diverse range of government funded programs in the areas of community services, education and culture, land management and conservation. TIDE's government funded programs are low in financial risk for the term of the contract but high in community responsibility.

TIDE has excelled in the area of Fee for service. It is one of the country's top performing working on country programs in this area. TIDE is working towards converting some of its fee for service income into commercial income which will create some partial sustainability. TIDE is developing some commercial models for this which will look to increase ranger responsibility, provide incentives and encourage increased productivity.

TIDE is currently working with the Indigenous Land and Sea Corporation to identify land and building investment opportunities.

TIDE's greatest strength comes from its strong focus on culture and the fact that 75% of its workforce is Aboriginal. John Clark has been a great leader in this area of developing Aboriginal employees. The majority of the permanent employees have a Cert IV qualification or are in the process of gaining one. TIDE provides an opportunity for all employees to progress their skills and experience and TIDE encourages all employees to take on new opportunities whether that be within TIDE or externally. TIDE wants to see all of its employees create a fulfilling career path for themselves. It is also focused on creating as many employment opportunities for Aboriginal people as it can which is why it has developed its casual ranger pool and its SBAT program.



“TIDE have been instrumental for the protection of our endangered nesting shorebirds, fencing shorebird nesting areas, fox control and engaging with the community. Thank you for all your hard work!”

Nicholas Colman

Environmental Projects Officer,
Mid Coast Council

“Landholders comment that they are more than happy to have the guys go again as they did an awesome job last time.”

Wendy Bushell

Catchment Weed Biosecurity Officer,
Mid Coast Council

“Karuah & Great Lakes Landcare greatly values our long-standing partnership with TIDE. Quality natural resource management work that also supports community development in our region is a fantastic win-win proposition.”

Joël Dunn

Local Landcare Coordinator,
Karuah & Great Lakes Landcare

“TIDE are a highly valued organisation in our region - working closely with the community, their team of rangers have delivered a range of NRM works to maintain & improve the natural systems in our area, which have helped foster cultural awareness and a deeper appreciation of the country we work on”

Rye Gollan

Senior Land Services Officer,
Hunter Local Land Services

“Fortunately Pedda was able to continue our 6 monthly drone coverage of the Harrington Beach dune system despite the COVID-19 restrictions. The footage has been valuable in assessing the health of the dune system. This is an invaluable service.”

Genevieve Godwin

Treasurer & Vice President,
Manning Coastcare Group Inc.



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