



**Great Lakes Agency for Peace and Development International Ltd**

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ABN 45 154 194 813

# **THE GREAT LAKES AGENCY FOR PEACE AND DEVELOPMENT INTERNATIONAL (GLAPD Int.)**

## **2016-2017 REPORT**



**“Uniting hearts and minds in Africa’s Great Lakes  
Communities locally, regionally and internationally”**

**July 2017**

## **FORWARD**



Mr Emmanuel Musoni,  
Chairperson  
GLAPD Int. Board of Directors.

Five years down the road, GLAPD Int. has moved miles from being a small organisation to a stronger, known and vibrant organisation, thanks to the tireless efforts of devoted teams of women and men who serve as Board members and other volunteers. In the start, we were operating in NSW only, and now we have extended our service coverage to Victoria, South Australia and Queensland. We have already established Board committees and there are growing well into action.

This last financial year we managed to achieve great achievements in the area of settlement services, community engagement and social cohesion. We have tremendously scored well in improving our relationships with our communities especially supporting their executive committees and supporting local community events. We have assisted communities to establish executive committees as a way of having organised communities that work for common goals. We have developed a strategic plan which will guide GLAPD Int. activities from 2017 to 2022.

GLAPD Int. has championed a new program of regional resettlement that has attracted more than 200 families from our communities who want to resettle in regional and rural towns. The uniqueness about being a champion in this is a bottom up approach in which we managed to investigate the urge of our community members to live and work in the country side. Another point is that, we took a progressive approach of engaging rural and regional communities to welcome families from our communities (community based and community driven).

Last year's Australian Story on ABC featured the resettlement of families from our communities in Mingoola (1.5M viewers). Consequently, many communities in regional Australia have shown the interest of welcoming more families from our communities. We have visited local communities and regional councils willing to welcome families in different parts of NSW, QLD and Victoria, with a view of managing their expectations and sharing the experience of resettlement expected needs. At this point, we are at an advanced stage of settling families in

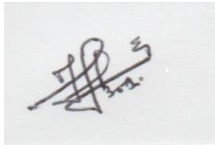
South West Victoria, Southern Grampian Shire council, where we have established a local settlement working group.

We are grateful to our partners such as DSS, SSI who are our primary supporters in settlement programs, Multicultural NSW who have been sponsoring some of our activities, Core Multicultural communities, University of Sydney, University of NSW, University of Western Sydney, all as our partners in social and community based research, Mingoola Progress Association, Habitat for Humanity NSW and others.

We are endeavouring to achieve more in this financial year especially in employment, regional and rural resettlement, settlement services to new arrivals to Australia and research.

Dear valued members, friends and partners of GLAPD Int., we have only managed to achieve this much because of your invaluable support. We will need more of your support to accomplish the task ahead which will open more doors of opportunities for our communities in different states of Australia where we are established.

*“Unity is our strength and our neighbour is our opportunity”*

A small, square image showing a handwritten signature in black ink on a light-colored background. The signature is stylized and appears to be 'EMMUSONI'.

Mr Emmanuel Musoni

Chair GLAPD Int. Board of Directors

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## I. INTRODUCTION


The Great Lakes Agency for Peace and Development International (GLAPD Int.) works in partnership with government agencies and other organisations to run programs and projects that make positive changes in the lives of communities from the Great Lakes region of Africa, namely Rwanda, Burundi The ,Democratic Republic of Congo and Uganda. The programs/projects include Settlement Services Program, Rural resettlement program, , Dialogue for Peace initiative, Participatory photography and storytelling, Career development project and Research projects.




Our initiatives aim at engaging with communities in Australia to promote greater understanding of and support for our refugee and migrant communities, promote harmony and neighbourliness through social events, promote social inclusion and social cohesion through the Great Lakes Harmony day and Sports Gala, provide rural and regional resettlement, provide opportunities for learning about each other’s cultures, and provide settlement assistance to support new refugees and migrants from the Great Lakes region of Africa.

## II. ORGANISATIONAL ACTIVITIES.

### 1. Board of Directors

GLAPD Int. board of Directors is composed of 9 members from the 4 countries constituting the Great Lakes region of Africa. The board is made of nine positions and all the directors work in collaboration in order to plan, implement and evaluate all the activities, projects and programs.

Photo	Name	Position	Country of Origin
 A portrait of Emmanuel Musoni, a man with short dark hair, wearing a dark suit jacket over a checkered shirt. He is smiling and standing in front of a white backdrop with logos for 'Anglicare' and 'RITTS'.	Emmanuel Musoni	Chairperson	Rwanda

	Jeff Budodi	Executive Secretary	Burundi
	Dr Nadine Shema	Public Relations	Rwanda
	Emma Martine Ndenzako	Finance	Burundi
	William Bagume	Communication and IT	Uganda
	Claude Muco	Youth affairs	D R Congo



	Margaret Conway	Women affairs	Uganda
	Rosalia Nahimana	Social and cultural affairs	Burundi
	Dr Jean Pierre Abega	Programs and research	Rwanda

**2. Board Meetings**

The board meets every quarter (3months) and we would say that GLAPD Int., performed quite well in 2016-2017 implementing creative and innovative projects despite limited resources. These include the dialogue of Peace Initiative, the rural and regional settlement program, the participatory photography and storytelling for peace project as well as different research projects. Just to mention a few.

From July 2016 to June 2017, GLAPD Int. had four (4) board meetings where board members had to sit, share updates, evaluate the different activities and projects, plan and strategise for the future.

### 3. Strategic Planning workshop

On the 19<sup>th</sup> November 2016, GLAPD Int. board members convened to undertake a strategic planning exercise. This was facilitated by Margaret Piper, a consultant hired to develop and produce a 5 year Strategic plan for GLAPD Int.

Key areas of the organisation were discussed between the Board members and the facilitator who was supposed to compile the data and produce a strategic plan document. During the session, the following issue we discussed:

- Vision: board members decided that the vision should be changed to reflect the goals and strategies that will be adopted during the discussion. It was reminded that a vision is an overarching statement about what we want to achieve
- Mission: outlines GLAPD Int.'s role in achieving the Vision. Like the vision of GLAPD Int., the board decided that the mission will change to reflect how the vision will be achieved.
- Goals: board members discussed and decided strategic areas of focus.
- Strategies: These are strategic actions which will help to achieve goals
- Annual activity plan: These are activities that will be implemented every year to operationalise the strategic plan.

### 4. GLAPD Int. expansion

On 4<sup>th</sup> December 2016 Emmanuel Musoni the Chair of GLAPD Int. set up GLAPD Int. Committee in Melbourne. It was difficult for the Africa's Great Lakes communities to form and start activities, as a result, they requested the chairperson of GLAPD Int. to present to them the mission, vision and objectives of GLAPD Int., plus the board's duties and responsibilities.

Emmanuel Musoni held a meeting with members of Melbourne Great Lakes Communities which was attended by about 25 members. After a presentation on the foundation of GLAPD Int. and its activities, Emmanuel explained the roles, duties and responsibilities of the Board. The session was followed by questions and as usual the rural resettlement topic dominated the discussions.

The meeting finally ended up with voting a committee of 7 board members with a view of appointing more members to complete the team.

Those who were elected by the rest of the community include:

1. Michael Gacumbitsi (Chair of the Board)
2. Delphine (Secretary General)



3. Prime (Finance)
4. Emmanuel Bagaye (Social Affairs)
5. Leonard Nyandwi (Communications and IT)
6. Jonathan (Youth)
7. Bosco (Public Relations)

**Note:** The committee in Melbourne has already got an office which was provided by OUTCOME and they need a computer to use in the office which will be purchased soon. The office address is: 121 Cardigan Street, Carlton VIC 3053.

In Brisbane QLD, meeting have been taking place in order to set up GLAPD Int. committee so that they can be able to plan and implement various projects and programs. The election of the committee will be done in the near future.

## 5. Gift Deductable Recipient registration

In March 2017, GLAPD Int. was registered as a Gift deductible recipient organisation which many call a CHARITY organisation. This has been a tremendous achievement for GLAPD Int. because it will be able to receive donations and gifts from individuals, organisations, corporate, philanthropists as well as any good hearted people who would like to support GLAPD Int. and all these would be able to claim back their donations through Tax returns.

This will also enable GLAPD Int. to secure funding for some of the projects which have not been implemented due to lack of funding or strict restrictions of other funding requirements.

Now people can donate via GAPD Int. website by selecting the cause or the project that they wish to support. If you want to donate please visit GLAPD Int. website on [www.glapd.org](http://www.glapd.org)

## 6. Website redesign

GLAPD Int. website ([www.glapd.org](http://www.glapd.org)) has been redesign and it is still under construction. We would like to give a big shout out to William Mugume, the Director of communication and IT who has been working tirelessly to redesign and add more functions/options to the website. The work has not yet been finalised, however, feel free to visit the website and please send us your comments/suggestions if any.

## 7. Volunteering

GLAPD Int. being a young organisation with limited resources, volunteers are the biggest asset. All the staff members working for GLAPD Int. are volunteers except from the part-time case worker.

GLAPD Int. has been blessed to have two new groups of volunteers this year. One group is made of five (5) Brazilians university students with various skills including sport and fitness facilitation, event planning, child minding, administration/accounting and research.

The other group is made of students at Sancta Sophia College at the University of Sydney. GLAPD Int. sincerely appreciate the commitment on Lucy Bell Bird who took the lead to organise a meeting with students at Sancta Sophia College and from which 10 of them pledged to volunteer in GLAPD Int.. Their skills range from IT, communication, Media, publicity, grant application, event planning, fundraising, social marketing and research.

GLAPD Int. is in the process of recruiting a volunteer coordinator who will manage and provide guidance and leadership to GLAPD int.'s wonderful and skillful volunteers.

## 8. Grant opportunities

This year, GLADP Int. received the ongoing grant (2015-2018) for the settlement Services program from the Department of Social Services through Settlement Services International, the lead partner for the NSW Settlement Partnership (NSP) which GLAPD Int. is part of.

Two grants were granted to GLAPD Int. in 2016. These are the "Volunteer Grant" from the Department of Social Services mainly to support all volunteers in GLAPD Int. to build their capacities. The other one is the "Innovation Grant" from SSI to carry out a research and document the process of effective community consultations in order to learn more about the issues and unmet needs faced by the community to inform policies, enable evidence-based interventions to alleviate or resolve the issues and respond to the needs of the community.

## 9. Direct support services to communities

### Ugandan community

- Hire of the dancing hall for the Ugandan cultural dance group whenever they have to practice.
- Supporting them in hiring halls for events

- Weekly counseling sessions for community members in need.

### **Burundian community**

- Supporting them in establishing Burundian Executive committee
- Using GLAPD Int. office for meetings
- Hiring community hall whenever they have meetings and events.
- Financial support to organise events
- Assisting in community dispute and resolution
- Assisting executive committees and individuals in event planning.
- Weekly counseling sessions for community members in need.

### **Rwanda community**

- Financial support to organise events
- Cultural dancing support
- Weekly counseling sessions for community members in need.

## **10. African Australian Awards NSW**

The African-Australian Awards is an annual event which is organised to acknowledge African-Australian individuals and organisations which excellently performed in their field areas and achieved tremendous results benefiting the African community in particular as well as the wider Australian community. On the 2<sup>nd</sup> December 2016, GLAPD Int. received its 3<sup>rd</sup> award. Since 2014, GLAPD Int. has consecutively received 3 awards.



GLAPD Int. board members receiving the award from Hon. Julia Finn, MP.

From L-R: JP Abega, Claudette Naboya, Nadine Shema, Julia Finn and Emmanuel Musoni

## 11. Advocacy.

Several advocacy activities had been undertaken during this year and the chair of GLPAD Int. had the opportunity to meet with various key officials and leaders to discuss different topics and advocate for a number of issues.

Here is the list of officials that have been visited.

1. Mrs Mandi Wicks (represented by Mr Mark-Content Manager Audio & Language on SBS)
2. Mr Ross Hawkey Director at Multicultural NSW
3. Mrs Daphne Paris (Head of Production) at Australian Film TV and Radio School
4. Mr Fergal Coleman (President Irish Chamber of Commerce in Australia)

Please see in the table the purpose and the way forward for the visits.

No	Organization	Official's Name	Purpose	Way forward	Date
01	SBS	Mandi & Mark (Content Manage Audio&Language)	Discuss Inclusion of Kinyarwanda- Kirundi on SBS	<ul style="list-style-type: none"> <li>- Had a chance to explain deeply how the two communities need the language aired on Radio.</li> <li>- One of the important criteria to be considered is our communities being new in Australia</li> </ul>	13 <sup>th</sup> April 2017
02	Multicultural NSW	Ross Hawkey (Director)	Advocacy on accessibility of Grants. I explained to Ross how we have been applying for grants and not successful yet we don't get a feedback as to why.	<ul style="list-style-type: none"> <li>- After I explained the background of our communities, Ross apologized that they didn't know our communities are composed of so many/diverse cultural and linguistic backgrounds. Thought that it was only 4 communities and 4 cultures. Yet one of the criteria to access their</li> </ul>	12 <sup>th</sup> April 2017

				grants is diverse cultural & linguistic backgrounds. He encouraged us to apply for future grants	
03	Australia Film TV and Radio School	Daphne Paris (Head of Production)	Discuss ways through which the school can assist us in showcasing to the public what we do especially with regional Migration.	<p>Our first conversation with Daphne developed into a meeting with her and end up with a request to present to the body of interested students who can develop different scenario that we can use in:</p> <ul style="list-style-type: none"> <li>- Make the public aware of what we are doing,</li> <li>- Interest more families who want to move up country</li> <li>- Interest more Rural and regional communities to receive families</li> <li>- A media strategy to fund our activities.</li> </ul> <p>Students will present to us on the outcome of the mentioned areas of interest on 28/4/17, this Friday. You are all invited to this presentation.</p>	4 <sup>th</sup> April 2017.
04	Irish Chamber of Commerce in Melbourne	Fergal Coleman (President)	Discussed on how they Mentor members of our communities in regard to jobs & business development	<ul style="list-style-type: none"> <li>- I linked Fergal with Melbourne Committee,</li> <li>- Melbourne committee selected community members to take part in the first mentoring exercise</li> <li>- There is an official Launch of this mentoring practice</li> </ul>	13 <sup>th</sup> Jan 2017

				<p>on 2<sup>nd</sup> April 2017</p> <ul style="list-style-type: none"> <li>- They have invited me to attend the Launch of the event in Melbourne Bulldogs West.</li> </ul>	
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### III. Projects and programs

#### 1. Settlement services program (SSP)

GLAPD Int. is one of the NSW Settlement Partnership partner organisations under the lead of Settlement Services International (SSI) as well as a beneficiary of the Settlement Services Program (SSP) Grant provided by the Department of Social Services. GLAPD Int. was very fortunate to secure a 3 year grant to assist the organisation in its projects, programs as well as daily activities of the organisation. GLAPD Int. has a part-time case worker Claudette Naboya, working 2 days a week and providing case work, referrals, information sessions and various workshops as per the needs of the clients.

SSP provides services to new arrivals and refugees in their first five years in Australia. The case worker supports and provides information relating to education, housing, employment/training, Centrelink, health as well as community services to individuals, families and young people.



Meet Claudette Naboya  
 Settlement Services Program  
 Case worker  
 Mondays and Thursdays (9AM-4PM)

The 2016-2017 financial year, the SSP grant enabled GLAPD Int. to implement its activities. GLAPD Int. assisted more than 100 people. These are some of the activities implemented by the case worker under the SSP.

- Assistance and services to children and young people aged 0 to 18 years old as well as their careers and families have been provided.

- Home visits to the new arrivals were carried out and phone calls were made to provide advices in order to follow up clients or manage difficult behaviours of some children.
- Referrals to the Health Assessment for Refugee Kids (HARK clinic) at Westmead Children’s hospital were made for children to do health check-ups.
- On the 9<sup>th</sup> of January 2017, an information session on education about how asylum seekers could access TAFE and study free of charge was organised by the case worker. An official from TAFE was invited to share some information about the program. Those who were not able to attend the information session were also given the information through emails and phone calls. The case worker also assisted the clients to choose courses depending on their preferences. As a result, there are six people in the community are enrolled in TAFE studying different courses including English.
- On the 30<sup>th</sup> January 2017, an information session about visa types and processes was organised by the case worker. Two community liaison officers from the Department of Immigration and Border protection, Lucy Emery and Olivier Dreyfus were invited to explain and answer questions of participants. The session was attended by 12 people and clients understood the process of applying for different types of visas. They were also directed how to look up for needed information of the Immigration website.
- On the 22<sup>nd</sup> April 2017, a social activity trough baby shower was held for one of GLAPD Int. new community member. It was fun and women gathered together to provide support and advice.
- On the 11<sup>th</sup> February and 14<sup>th</sup> July 2017, GLAPD Int. organised two women’s health, fitness and education workshops at Centennial Park Randwick. Women who attended learned about to look after their health and how to access services in case of need. Women also had the chance to do some physical activities and they were trained by a professional. Thanks to our wonderful volunteer Elisangela who offered to provide this support once a month.



Women’s health, fitness and education workshop at centennial Park



R: Agnes cutting the cake  
L: Guests at the party



Yummy Baby shower cake for Agnes' memorable day.

## 2. Rural and regional Settlement program

### A. Executive summary

Like anyone else who come to Australia as humanitarian entrant, people from the Great Lakes Region of Africa have been settled in big cities of Australia, such as Sydney, Adelaide, Melbourne, Brisbane and others. All of them have been beneficiaries of settlement services as they transition to sustainable settlement in Australia. Some of them have benefited from such services, got employed and moved on to settle sustainably. While some of them moved on with life, others with agricultural background never had the chance to put their skills to use in the cities. Their aspirations are more attached to getting a job on the farm or develop their own Agricultural farm-based businesses. But most of all having an animal or a garden is an important aspect of why they should move to rural areas.

Among those who want to move to the rural areas, there are some who have never had a job in the city since they arrived in Australia, but even some who have had jobs, it has been on short term with no long-term employment. Similarly, the jobs on the farm are not permanent, but they are long-term seasonal casual jobs. Most of all, the interesting part is, when they don't

have casual jobs on the farm, they are always busy working on their own gardens at home, which is far better than losing a job in the city and have to do nothing until you get the next job. This kind of joblessness in the city have created problems for many of these families including domestic violence issues as a result of doing nothing, and the worst is that those who have never been able to get a job, they have developed lifestyle diseases such as diabetes because physical inactivity.

This gave GLAPD Int. a reason to go on and look around for opportunities for this group of people who wanted to live on the farm in regional Australia. To date we have managed to organise some families from the Great Lakes communities to go and live in communities of farmers in the regional area of Mingoola. As we are writing this report 3 families are happily living in Mingoola Community area of Tenterfield Shire council.

After the Australian Story, a popular documentary of ABC which was aired on 7/11/2016 featuring the 3 families who moved to Mingoola and the local community of Mingoola, more rural and regional communities around Australia have expressed the interest of welcoming more Great Lakes families into their communities.

We have so far put together a database of more than 200 families who want to move from cities and be resettled in Regional areas. We expect to resettle more families from the cities to Regional areas because the demand is high. However, the challenge is to get resources to repair or renovate houses to accommodate the incoming families from our communities.

While members of our community will live happily on the farm, the regional communities:

- will also be economically strong,
- closed schools will re-open again,
- will have a young and working labour force to support farming and Agricultural activities.

#### **B. Support services to the families moving to Mingoola**

- GLAPD Int. organised the three families to visit Mingoola themselves and appreciated the goodness of Mingoola,
- GLAPD Int. and MPA facilitated the enrolment of students for the three families, both at Primary and High school levels,
- GLAPD Int. assisted by MPA tried to seek relocation support from employment network agencies for the three family but was unsuccessful,
- GLAPD Int. organised the transport of persons and furniture belonging to the three families, by contacting transport companies.

- GLAPD Int. seek support from SSI and Illawarra Multicultural Service to assist in transport fares of the three families, which we generously received from both of them and much appreciated the support,
- On 15th April 2016, GLAPD Int. and MPA held talks with Mr James founder of Good bear Co, and we discussed about crowd funding,
- On 18th April 2016, Emmanuel Musoni and Julia Harpham met with service providers, such as Centrelink and different Job network organisations at Stertherpe regional offices and presented on the progress of the resettlement program in Mingoola.
- Service providers agreed to support the coming families by registering them as their new customers and job network organisations have agreed to provide training such as white card, first Aid, use of on farm machines, etc to the incoming families whenever needed.



1. Mingoola First time: Emmanuel, Julia, Mayor Tenterfield, Jerome and Hon. Thomas
2. From Left: Kofi, Emmanuel Paul Magna, and Jonathan on a working bee

### C. Three Families moving to Mingoola

- On 24th April 2016, two families moved to settle in Mingoola, one family moved to the house at Coonanbarra Station and the other family moved to the house at Springfield Rd,
- On 27th April 16, 6 children started school at Mingoola Public School and re-opened the same day,
- On 28th April 2016, men from the two families visited the employers and they were promised ongoing work for 8months continuously,
- On 29th April 16, the families visited Centrelink offices for transfer of their details and change of addresses,

- In July 2016, the section of ABC TV called Australian Story started putting together, the filming of the 3 families in Mingoola, and the process of how the whole resettlement initiative started.
- On 19<sup>th</sup> September Mr Kofi Muhindo and his family moved to Mingoola community and the Mingoola Public school students' number increased from 6 to 10 students.
- On the 7/11/16, ABC TV, aired Australian Story called "a field of Dreams", which was about resettlement of the 3 families in Mingoola, and was watched by 1.5 million People, according to ABC's Australian Story's researcher Greg Hassel.  
Watch the full story on <http://www.abc.net.au/austory/content/2016/s4563598.htm>
- After the story, more than 100 people contacted GLAPD Int., Mingoola Progress Association, Hon Barnaby Joyce's office and Thomas George's office appreciating the initiative. There were more that, 700,000 viewers on our Facebook, following the story.
- We have been contacted by 11 rural communities who are willing to welcome families from our communities and the sites are the different States of NSW, Victoria, Queensland, South Australia and Western Australia,
- To date, we have visited 7 community sites in 3 different States of NSW, Victoria, and Queensland,
- When meeting with rural communities, we present to them who our communities are, and what they should expect when families come into their communities,
- We have 205 people in our database who want to relocate to rural areas.
- In our database we have families from other communities of Africans and Asians who want to relocate to rural areas as well.

Families after a church service on Sunday in Mingoola in April 16, during a working bee on Isaac's House





#### D. Way forward

- The Families in Mingoola have been offered \$12,000 to support them in renovation of the houses and develop an Agribusiness project.
- The families in Mingoola have had a meeting and decided to have an agribusiness of growing Garlic starting March 2017
- Visit the remaining community sites in Queensland, NSW, Victoria, South Australia and Western Australia,
- Families who want to relocate to rural areas will start to visit different community sites,
- Verify the state of houses if there are in livable conditions,
- Set up a pull of experts to assist us in resource mobilisation, advocacy on secondary settlement and getting more community sites.

**NB: Please see appendix to read reports of meetings organised with different local community members/committees in QLD, VIC and NSW who wish to welcome and support relocating families.**



1. Clr Janet (Left), Emmanuel and Mayor Danielle (Kyogle Council)
2. Peter Chaly (MD Smartink) an IT company (Brisbane)
3. Left: Andrew, Helen, Service provider, Emmanuel-Warwick
4. Dr Herman (Left), Emmanuel, Dr Robin (Far right)-Armidale

Finally, we appreciate the background support of The Department of Social services, through the former Minister for Multicultural services, Hon. Concetta Feirravanti-wells, and her former Advisor Isobel Brown for supporting us. We appreciate the support of Hon. Thomas George NSW state member for Lismore. The Mayor of Tenterfield Shire Council Mr Peter Perry and the body of Councilors who were so welcoming from the beginning.

We greatly thank SSI for their strong support in this project, they have been with us and they are continuing to be our great supporter. SSI, you are the champions. Thanks indeed for the support of Habitat for Humanity NSW, well done for your voluntary support which made the houses livable.

Our sincere appreciation to our colleague and great friend Julia Harpham and the entire members of Mingoola progress Association for welcoming families from our communities and the wonderful support on groundwork and services. GLAPD Int. highly recognise the role ABC TV, the section of Australian Story, who took that big time in filming Mingoola project, in particular my heartfelt appreciation to Kristina Taylor, Greg Hassel and the whole crew that participated in the filming in different states. Our appreciation to our fellow board members who work tirelessly to make this project a realised dream.

### **3. Reconnecting communities through DIALOGUE FOR PEACE INITIATIVE**

The Great Lakes Agency for Peace and Development International (GLAPD Int.) in partnership with the Department for Peace and Conflict Studies (DPACS) at University of Sydney introduced a project called "Reconnecting communities through dialogue for Peace Initiative" in early 2015 with community consultations with four Sydney-based communities from the Great Lakes region of Africa comprised of Rwanda, Uganda, Burundi and D.R. Congo.

The aim of this project is to build trust and mutual understanding between the communities of the Great Lakes region, which were damaged by the years of conflicts in the region. Reconnecting and re-establishing the cultural and social values of good neighbourhood that existed between our communities.

*Reconnecting Communities through Dialogue for Peace Initiative* is about humanising the 'other' and giving our supposed 'enemies' a human face. Reconnecting Communities through Dialogue for Peace is also about seeing conflict through a positive lens. Conflict is a cry for positive change. It is about enabling people from different sides of the fence to create friendships, understanding and discussion, without judgment. More simply put, to accept that others may share a world view different to our own.

Patricia Garcia and Abe Quadan, members of DPACS's Peace Praxis Working Group, have significant experience working with conflict-affected communities in Sydney. Patricia has been working with the South Sudanese community since the eruption of civil war in December 2013. In February 2014, she organised a seminar at DPACS to mobilise the South Sudanese Diaspora community to support the peace process in South Sudan. Abe established a Dialogue Group for Jewish and Palestinians that has been running for 5 years, and has also facilitated and supported a Sri Lanka Dialogue Group.

Following discussions with representatives from the Great Lakes Diaspora communities including Rwanda, Burundi, D.R. Congo and Uganda, Patricia and Abe started the *Reconnecting Communities in through Dialogue for Peace Initiative* in early 2015 by organising a pilot workshop.

After a series of introductory meetings held at DPACS with representatives from each of the Great Lakes communities, then first workshop was announced involving the four Great Lakes Diaspora communities of Rwanda, Burundi, D.R. Congo and Uganda. It took place in February 2016 with 15 participants mainly community leaders and opinion leaders from the 4 communities. Monthly workshops were run and the sessions were facilitated by Patricia and Abe. The aim of the workshops was to create a safe and supportive environment for communities to meet and discuss their concerns and grievances in the hope of reaching a better understanding for mutually positive outcomes. The goal of this project is to build social cohesion and community resilience.

During the monthly dialogue sessions, participants learnt the following as contention issues of discussion:

- Learning how to leave with a conflict,
- Differentiating a conflict from an individual
- If it's necessary to forgive
- A change that starts with you
- The place of love in the process of making peace

On the 21<sup>st</sup> September 2016, on International Peace Day, GLAPD Int. had the privilege to officially launch the project at the NSW Parliament House where many government officials, members of Parliament, government and non- government organisations and community members attended the event. We had approximatively 100 attendees.

The launch event was attended by several dignitaries including four members of Parliament (Hon. Julia Finn, Hon. Guy Zangari, Hon. David Mehan, Hon. Geoff Lee) and two members of the



Legislative Council ( Hon, Catherine Cusack, Hon. David Shoebridge), Amb. Matthew Neuhaus (Patron of GLAPD Int. and Ass. Sec. DFAT in charge of Africa)

We were honoured to hear from Hon. Geoff Lee, representation the Premier of NSW, Hon. Julia Finn and Amb. Matthew Neuhaus who were the speakers for the day. We also had the privilege to hear from the award winner, singer, song writer and ambassador for Peace Mr Jean Paul Samputu who shared his powerful testimony of forgiveness and love and sang 3 songs. Mr Roje Ndayambaje, a feature poet recited one of his poems which moved everyone’s heart.

In addition, a panel composed of 5 representatives of the project members, shared and discussed the benefits and the way forward of the project. The audience had the chance to ask questions to the panelists as well.



1. Participants and facilitators of the Dialogue for Peace project posing with Hon. Julia Finn, MP and Amb. Matthew Neuhaus (GLAPD Int. patron)
2. Jean Paul Samputu performing at the event after delivering his testimony
3. Guests and invitees at the Launch of the project
4. Hon. Geoff Lee, MP representing the Premier of NSW delivering his speech

The way forward of the project is to develop more projects promoting social cohesion, community resilience, capacity building, self-esteem and confidence in our communities.

The activities include:

- Continuation of monthly dialogue,
- Development of an annual activity plan of post - 21st September launch,
- Increase social, cultural and sports activities that bring together members of the four communities to share and interact in order to break the cycle of conflicts,
- Organise a mediation workshop for members of the four communities .
- Dialogue for peace group to spearhead conflict resolutions and mediations in our communities

#### **4. Concert for Peace**

On the 24th September 2016, the CONCERT FOR PEACE was organised for community members and the wider Australian community to come and celebrate Peace together.

Feature poet Roje Ndayambaje and other performers originating from the Great Lakes of Africa shared the stage with Jean Paul Samputu at Hurstville Entertainment Centre from 6pm.

Samputu's testimony and story is so important for everyone to hear, with the traditional rhythms and languages of our communities. This concert was a celebration, and a way for our young people, in particular, to remain connected to the sounds and stories of our cultures. The concert initiative was a way to find our way to love, forgiveness and reconciliation. Concert for Peace was an entertaining celebration of togetherness, promoting peace and harmony, for a brighter, more peaceful future.

See link for photos:

<https://www.facebook.com/photo.php?fbid=10209057633495306&set=pb.1152106953.-2207520000.1500688072.&type=3&theater>

#### **5. Breaking the cycle of conflict: Participatory Photography and Storytelling for Peace Project**

Between the 20<sup>th</sup> August and 15<sup>th</sup> September 2016 GLAPD Int. conducted this project in partnership with the University of New South Wales and it was facilitated by Dr Valentina Baú who is a researcher and a lecturer in Media Studies at UNSW.

The participants in the project were selected from the four communities (Rwanda, Burundi, Uganda and DR Congo) with the assistance of community leaders.

The objective of the project was:

- to minimize intergenerational conflict,
- to break the conflict cycle that impacts the lives of youths from these communities;

Related aims:

- To encourage communication between different groups creating a more balanced understanding of both past and present in relation to the conflict, and to enable the promotion of peace between communities starting from the youth,
- To create a safe and supportive environment for young people to meet and communicate

The Participatory photography method used was 'a collaborative participatory methodology in which participants are supported in generating their own photographic work in order to share lived experiences and present the world as they see it' (acdglobal.org). Through a series of targeted exercises, the youth practiced with the use of digital cameras making decisions over the images they wanted to capture, their meaning and composition. They also worked on the development of stories connected to their photographs. Facilitated discussions and group exercises addressed the key reflections that aroused from this process. Home practice with cameras was another important component of this work.

Project design:

- Four weekly workshops over the course of one month
- From mid August to mid-September
- Held in Fairfield, Western Sydney
- Seven participants between the age of 14 and 21
- Basic photo camera and photography skills training
- Different activities – games, group writing, exercises with cameras
- Storytelling through images
- Reflections on others' views, experiences and cultures

At the end of the project, participants provided positive feedback in regards with the project.

The way forward is to organise more Photography and storytelling projects with probably older people (adults) and Dr Valentina has pledge her full commitment to facilitate similar projects again in the future.

We would like to thank Mrs Lucy Hobgood-Brown for promoting the project in order to get cameras. We sincerely thank the following people and organisations for generously donating cameras and other resources that have made this project possible: Maurie Schokman, Sue Liu, Rotary E-Club of Greater Sydney, Vera Sistenich, David Scarlett, Sharon Leadbitter, Denis Smith

and John Edwards. Thank you to Mr Claude Muco and Mrs Rosalia Nahimana (board members) for assisting Dr Valentina to organise the youth.

## 6. GLAPD Sports Gala (5<sup>th</sup> November 2016)

On the 5<sup>th</sup> November 2016, GLAPD Int. organised the 2<sup>nd</sup> annual sports Gala. The second Annual Sports event was very well organized and very successful, with significant improvement from the previous year. All members fully enjoyed the one-day event. The GLAPD Int. sports Gala 2016 was filled with great zeal, excitement and frolicsome atmosphere. As the Great Lakes communities held their Annual Sports gala, graced by over 200 members from communities of Rwanda, Uganda, Burundi and Congo. The guest of Honour, Hon. Chris Hayes, M.P graced the occasion with his presence. The program began with playing the four national anthems of the participating communities in a melodious welcome. Games of Soccer, Basketball, Volleyball, Table tennis and Netball were played according to the prepared fixtures. After the games, we had an address from our guest of Honour Hon. Hayes. In his address, he applauded the organisers of the sports Gala. After the wide array of a colorful and reverberant competition in the four games, best players, top scorers and volunteers were awarded medals, trophies and certificates.

GLAPD Int. shall continue to unify communities by supporting sports delivery in their individual communities as well as educating community members about the importance of sport and physical activity, and how that plays well in the improvement of health and wellbeing. Since all GLAPD Int. member communities are run by people in the communities who demonstrate a drive and passion to create something which welcomes and encourages their members to develop a sense of belonging to their communities, GLAPD Int. will do more in helping develop sports in the individual communities by applying for grants that can assist the communities have necessary equipment for sports.

In regard to organising our next sports gala, GLAPD Int. will encourage members from different communities to get time and train together as a way of making friendship, which is vital during a competition.

For photos about the event, feel free to visit

<https://www.flickr.com/photos/56059447@N05/>

## 7. Research projects

GLAPD Int. created partnerships with some Lead Universities in NSW to carry out research projects in several fields of community development in order to have evidence-based research to inform policies and enable the development and implementation of evidence-based projects to effectively respond to the unmet needs and issues of our communities.

Currently, GLAPD Int. is carrying out three research projects in partnership with the University of New South Wales and the Western Sydney University. The research titles are:

- “Understanding the challenges and issues related to settlement process of migrants from the Great Lakes Region in Australia”.

This research project is conducted in partnership with the University of New South Wales, it has already obtained its ethics approval and it is at the stage of data collection.

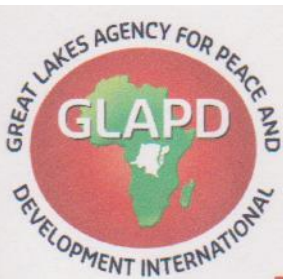
- “African women migrants' and refugees' access to reproductive health services in South Western Sydney: a pilot study”.

This research project is conducted in partnership with the University of New South Wales/School of Public Health and Community Medicine, it has already obtained its ethics approval and data collection has been done. It is at the stage of data analysis.

- “Understandings and responses to domestic violence in the African Great Lakes Communities of Western Sydney”.

This research project is conducted in partnership with Western Sydney University and the ethics application has just been submitted.

## VI. Appendix



**First round of Visits: to New rural and regional community sites interested in welcoming families from cities**

**Date: 13<sup>th</sup> – 17<sup>th</sup> November 2016**

**Venues: Greenethorpe Waddin Council NSW and Portland Victoria**

<b>No</b>	<b>Visited Community</b>	<b>Notes of the visit</b>
<b>1.</b>	Greenethorpe South Western NSW  <b>Date visited:</b> (13/11/16)	On my way to Victoria, I Visited Greenethorpe area where I met with James and his wife June with a team of 8 from the community. We shared a Lunch meal and I had the opportunity to explain to them who are communities are plus what they should expect from families once they settle with them. We toured different places around the town and on farms. Three days later, James informed that he had already had 3 houses and that 3 families should visit the areas in Dec/16. Farmers are willing to provide jobs, plus people can do their own gardening, while they are given a piece of land for their own garden.
<b>2</b>	Portland South Western Victoria  <b>Date visited:</b> (15/11/16)	I met with Mr Ian and the wife Barbara who had organized a team of 5 from their community. They were all happy to receive families from our communities. Barbara walked us through different farms where families can get Jobs, such as the Flower gardens, the Strawberry gardens and finally she toured us around the City of Portland. Afterwards, we visited one farmer who keeps Poultry and he wants a family to work for him and he has a piece of fertile land to offer for gardening. Meanwhile Ian's family had contacted the Mayor of Portland to meet us and we met with her and a group 8 young people who committed themselves to locate houses and jobs from different communities for new coming families. The Mayor was so receptive and happy to work with the team of youth to have families settled in her shire Council.

**Note:** This journey/trip was part of the regional and rural communities' interest in welcoming families from our community following the ABC's Australian story aired on 07/11/2016. It was a successful trip because both of the communities were interested and started work on their side of expectations. Preferable the Portland Council and the group of young people are determined to make this rural and regional resettlement a South Western Victoria body of Shire council's initiative, instead of keeping it in Portland alone.





**Visit to New rural and regional community sites interested in welcoming families from cities**

**Date: 24<sup>th</sup> – 29<sup>th</sup> November 2016**

**Venues: Kampse, Kyogle, Brisbane, Warwick, Mingoola, Armidale and Nowendoc**

<b>No</b>	<b>Visited Community</b>	<b>Notes of the visit</b>
<b>1.</b>	Upper Macleay, Kampse District <b>Date visited:</b> (24/11/16)	I met with Jenny and a group of about 12 people who were so welcoming and were eager to know about how we successfully managed to settle families in Mingoola and challenges we faced overtime. I present to them the idea of how Mingoola came about and the level of advocacy and involvement of different communities in Australia who want to welcome families from our communities. So I did tell them that they are not alone in this, but a big number of other communities are so supportive and willing to welcome families. They had time to ask questions, they even said that they may be a possibility of plenty of jobs coming up in their area because there is a correction a centre that is due to be constructed near their community, which would offer more employment opportunities. They also mentioned of jobs for Medical doctors. We concluded that, they should look around in the community for two things: Houses and Job opportunities, but also knowing that the families who might settle there, will always need a piece of land for a garden
<b>2</b>	Kyogle Shire Council NSW <b>Date visited:</b> (25/11/16)	Meeting with the Mayor, Crl Janet, Director General of the Council and Director of planning. We agreed that, an investigation and mapping of opportunities will be carried out by the University of Southern Cross. The research will look at housing opportunities, investigate social services in the area, work opportunities and how communities are willing to welcome the families from our communities. The Mayor suggested that she will introduce the concept to the regional meeting of Mayors of which she is the chair. It was requested that I send them the list of expectations when settling families in local communities
<b>3</b>	Peter	Peter is MD of an IT company that operates in Brisbane, he is willing to assist us in developing our website and putting on



	<b>Date visited:</b> (25/11/16)	new futures and information which will link those communities in rural Australia who want to welcome families, GLAPDInt and the families themselves.
<b>4</b>	Warwick Southern Queensland  <b>Date visited:</b> (26/11/16)	I met with Helen and Andrew from the community and Kara who is a service provider in Warwick. They said that, they are willing to develop an Incubation business program (ie: Put a new family on the farm and they run an existing business). The new family will keep using and developing the business, sell products on the market and give a small share of the profit to the farm owner and the bigger share of the profit is taken by the new family (say, new family: 80% and the owner: 20%). It should be reminded that, the property owner provides machinery, does marketing and provides other ingredients to support the new family in running the business.
<b>5.</b>	Mingoola  <b>Date visited:</b> (27/11/16)	On the same journey, I visited Mingoola and the three families. On the agenda of Mingoola, there was a discussion on how the three families can engage in an Agribusiness of growing Garlic. The 3 families together with Mingoola Progress Association members had a meeting to discuss on: - How much each family can grow, - whether to grow organic Garlic, - how to get the seeds,- how the families can get experience of how Garlic can be grown and maintained. At the end of the meeting, the families agreed to work together and use 1 hectore of land to grow Garlic, they also agree on growing organic garlic, seeds to be purchased by the money which was donated by an American gentleman. It was agreed that the 3 families will be taught how to grow Garlic by an experienced Garlic farmer and producer closer to Tenterfield.
<b>6</b>	Armidale Council NSW  <b>Date visited:</b> (28/11/16)	In Armidale, I meat with Herman (ex-Mayor of Armidale), Dr Robin Jones (works for Sanctuary-Armidale) and another member of Armidale-Sanctuary. After a presentation of how our model works, they understood that, members of our communities wanted to live on farm where they can have a garden instead of living in the city of Armidale. Armidale has been known for resettling Refugees and migrants. The whole team agreed to work together and spread the word of mouth to be able to secure houses and jobs on the farm. They will be getting back to us with suggestions of houses and jobs. I was also interview by a local newspaper about Rural and regional resettlement.
<b>7</b>	Nowendoc, Walcha District NSW	I had a meeting with Joanne Ireland who managed to bring together a group of about 20 members of Nowendoc

	<p><b>Date visited:</b> (28/11/16)</p>	<p>community to discuss the possibilities of settling some families in their community. After a presentation on who are our communities, how Mingoola resettlement program started, what to expect when families come to their community, challenges and the way we are moving forward, people were given time to ask questions. Most of the questions were centred on houses and jobs. After the questions, members of Nowendoc agreed that there were two house available to receive two families. The community is supportive and they are willing to integrate African families in their community. They were left with a task of renovating the houses and look around in the community for jobs.</p>
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**Note:** This journey/trip was one of the longest and successful. This long trip was planned because, many communities around the country had expressed interest to welcome families from our communities. The expression of interest in big numbers was as a result of the ABC's Australian story that was aired on the 07/11/16. And in my opinion, it was a good idea to start off communications and interactions to discuss the way forward on settling families from our communities as this was a great opportunity to get more families welcomed in different rural and regional communities.

**Prepared by**

**Emmanuel Musoni**

**Chair GLAPDInt Board of Directors**



**First round of Visits: to New rural and regional community sites interested in welcoming families from cities**

**Date: 23<sup>rd</sup> – 28<sup>th</sup> November 2016**

**Venues: Coffs Harbour NSW, Toowoomba QLD and Mingoola NSW/QLD**

<b>No</b>	<b>Visited Community</b>	<b>Notes of the visit</b>
<b>1.</b>	Coffs Harbour NSW  <b>Date visited:</b> (24/12/16)	Kim is one of the community members in rural Coffs Harbour who invited me to her community after the ABC's Australian story was aired to discuss possibilities of having some families settle with in their community. I visited her community with Mr Joseph Majyamabere from Coffs Harbour, who was happy to be one of the beneficiaries of having some gardens at Kim's land. Kim told us that her community is so friendly and they have a school nearby for parents with Primary School age going children. Joseph is committed to helping families who want to move or have gardens on that part of the Country. We have left it to the benefit of families in Coffs Harbour.
<b>2</b>	Toowoomba QLD  <b>Date visited:</b> (26/12/16)	On my way to Mingoola, I met Joanna from Tambo Western QLD. During our discussions she reiterated the need for families to settle in her community, but most importantly she wanted a family to hire their business which they want to sell. She also talked about opportunities of talking to the Mayor of that Council to be part of a big initiative of settling more families in the area. She pass on to me the contact details of the local Mayor of Tambo for further discussions.
<b>3</b>	Mingoola  <b>Date visited:</b> (26/12/16)	In Mingoola, there were some issues between Mr Kofi Muhindoand the house owner Mr Paul Magna about rent. Since there was no agreement in place from before, there was a need to discuss about the terms of rent agreement and how much Kofi can pay per week. The agreement was a new thing which was quite different from the understanding in the beginning. The consultations between the two (Kofi and Paul), took 2 days to be able to come to terms of agreement and resolution.

**Note:** This journey/trip was more on resolving the issues with families in Mingoola. However, on the way, we were compelled to visit a community in Coffs Harbour and meet with Joanna in Toowoomba as part of the regional and rural resettlement initiative.

**Prepared by**  
**Emmanuel Musoni**



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## Great South Coast Economic Migration Project

### Community Consultations - Feedback

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#### Warrnambool Shire

**Date:** Monday 23 January

**Time:** 10.30am – 12.00pm

**Location:** Archie Graham Community Centre, Timor Street

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#### General Comments

- Funding will be critical to the success of the project
- Will work experience opportunities be available, as opposed to straight employment?
- May need to consider case work model with support for families from a third party
- It will be opportunity for growth for local companies
- Opportunities for commercial funding

#### Employment Opportunities

##### Warrnambool City Council – Community Support in Aged and Disability Sector

- Support for older people in their homes and people with disabilities
- Not always full time
- Staff often work across a number of agencies
- Hiring approx.. 15 new employees a month
- Many start casual for 6 months and will move into part-time or full-time work
- Require a minimum Certificate 3 in Aged Care
- Can start with a traineeship/on-the-job model
- NDIS beginning October 2017, which will create a strain on the workforce – therefore many opportunities in this sector - will require double their current workforce
- NDIS in Victoria will require 29,000 direct care employees.

##### Glenelg Shire – Forestry

- Lack of workers in Forestry and it's a growing industry
- Seona Taylor, RDV has offered contacts here if required
- Also looking for truck and freight drivers and diesel mechanics
- 50-60 truck drivers needed for Portland and funding is available for training
- Programs in place to attract employment in these fields

##### Organic Farming

- Eg. Garlic growers in Camperdown

- Many family run businesses
- Growing industry in organic farming
- New Portland business will have employment opportunities

### Agri-Business

- Rachel – Financial Consultant for Agri-Businesses; Rachel has ideas about funding
- Many opportunities at different levels in dairy industry
- Horticultural opportunities - including grass, animals, machinery, cropping, warehouse
- Grain, cropping, many hay suppliers
- Will require forklift licences (Can be organised through WestVic)
- Many farms forced to use 457 visa workers – high employee turnover – however, would much prefer local workers that will be long-term
- Basic training required on farms
- WestVic Dairy have an off-the-shelf program - “Into Dairy”, which is a training program before workers go onto the farms. Could be used as a vehicle to help farmers immediately engage people
- No issue in demand in the dairy industry
- Dairy is not seasonal and they would prefer ongoing workers throughout the year
- May need farm/worker liaison from someone with a mix of HR and ag backgrounds. An understanding of the experience of families moving to the area would also be important
- There are ongoing issues about farmers' investment in employees due to cost of training and employee 'churn' farmers want to invest in people but not if they're only there for 3 months
- Rowan from Warrnambool Cheese and Butter has ideas about funding

### Wannon Water

- Have a Community Partnerships and Regional Prosperity division that may be a source of funding for local projects
- Have 200 employees but not a skill shortage
- However, looking at supporting regional prosperity
- May have roles in water treatment, accountants, infrastructure maintenance, water quality testing
- Could look into work experience opportunities
- Keen to support project

### Well Ways

- Mental Health Organisation in Warrnambool
- Happy to support settlement process and ensure well-being of new families
- Can connect with service providers, community groups and support networks etc.

### **Employment General**

- No public transport available
- Discussed whether they have driver's licences – yes, most families will have at least one car
- Agricultural jobs will require work with machinery



- They will be willing to learn

### **Housing**

- Affordability is an issue - 3 bedrooms = \$300 pw
- Agricultural jobs do not come with housing for lower level jobs (only Farm Managers)
- Difficulty with larger families
- No public housing as all sold off

### **Suggested Small Towns**

- Cobden and Lavis Hill are actively seeking population growth
- Heywood
- Simpson

### **Final Comments**

- Cannot underestimate the amount of work involved in this project
- Funding would be critical to mitigate risk of volunteer burnout
- Look at multiple employers
- Don't give up if one employee does not work out – have a Plan B and a Plan C
- Publicise the project – it is a great story
- However, be strategic about the message – get professional communications advice
- Reason migration failed last year in Warrnambool is that migrant arrival was not communicated to the public and there were only 4 or 5 employers.
- Community consultation is critical as there has been a recent experience of employer-driven migration not community driven
- There is a need for integration of families in general community life
- All participants agreed that project team can access them for feedback in the future

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### **Moyne Shire**

**Date:** Monday 23 January

**Time:** 3.00pm – 4.30pm

**Location:** Port Fairy Community Centre

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### **General Comments**

Skills program on arrival will be necessary to manage expectations of both employers and employees

Isolation issue of just inviting one family – eg. Karen in Geelong.

Upskilling – on both sides. Expectations from the employers and the employees.

Training representation in the room – TAFE, WestVic Dairy

Agricultural community – look at the age of the children, limited connection with community when they are younger. When they are older they can connect more with the community.

- Larger families – crossing age groups – can join sporting groups to integrate the families

Education for the community – not cultural diverse community in this region. A welcome would be necessary.

- Location specific, cultural diversity session,

Cropping to the north – wheat, barley, canola, grain – all mechanical

Families would need at least a quarter of an acre to use for growing veggies – then sell to the farmers market. Many small scale markets. Koroit market garden. Even broadacre cropping areas are fertile

**Suggested Communities** – MacArthur

**Suggested Strategies/Programs** –

Great South Coast Food and Fibre Strategy - Workforce Strategy

Community Planning Program in place through Moyne Shire Council

Link with NFF in region – could also be a source of funding

### **Employment Opportunities**

Healthcare and personal services, aged care, agriculture, dairy farms, diesel mechanics, crops – wheat, barley, granola

457 visas – employers would prefer workers that are living here. The red tape for these visa workers can be off-putting. Expense in training and then they leave – better if workers are more permanent.

### **Reasons people aren't flocking here:**

Nature of the work – more labour intensive jobs.

Finding jobs for the partner - reason they leave

No public transport

Some properties/towns are quite isolated

## **Housing**

Pretty affordable outside of Warrnambool/Port Fairy. \$100 a week. 15-20kms from Warrnambool prices about \$150pw

Always an empty farm house somewhere.

Relocatable houses often used by bigger dairies.

A lot of bigger farms would have houses on them

### **Invites to Jack Archer visit:**

VFF, UDF, RDV, Potential employers, School principals network

### **What other considerations?**

Community education – ‘taking local jobs’ - Conservative region so have info/fact sheets ready. Ensure that no exploitation involved. Works both ways – employees being demanding of employers and of the community.

Asked whether we could provide a profile of the families.

Could get their tractor/truck licenses while in Melbourne – then they are ready.

Into Dairy – aimed for school leavers – practical and theoretical; should be completed prior to arrival

Glenormiston College – to be considered

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## **Glenelg Shire**

**Date:** Tuesday 24 January

**Time:** 9.30am – 11.00am

**Location:** Portland Business Hub

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### **General Comments**

Need to consider communities with good infrastructure in place – what are the employment opportunities in those towns? Anita Rank said that she will need to go out to these communities before commenting on which towns.

SW TAFE – Offers agriculture training, transport training, forestry. Always looking at future opportunities, community engagement and volunteering through TAFE. TAFE could coordinate training in Melbourne through TAFE and then transferred back to Great South Coast – start off in Melbourne, sort of case management. One training provider to keep consistent.

On the job training is also an option to complete. Cert 2 and 3 training.

Work experience can work best in small agricultural communities – build their own relationships and then talk to neighbours – build trust. Also, if they can come through a program with their own insurance already organised. Possibly not have wages straight up – to test them out.

Population decline in the shire. With or without Alcoa. Forestry, livestock export, aquaculture, dairy. Ageing population in dairy. 457s in dairy but they often don't know how to use the machinery. Glenelg Shire have jobs, have opportunities and infrastructure. Diverse offering across the shire – broad acre cropping up north, aquaculture down south etc.

MAV approached previously – re resettlement but this didn't go anywhere.

Affordable housing – low availability.

Community engagement overall is essential and there is a role for Council in this. Smaller the community the more they will welcome.

Community likely to have a 'watch and see' approach then a farmer will see what's happening on another farm and look to become involved.

### **Strategic Plans to consider:**

Futures Plan; Population Growth and Strategic Planning for the Shire – Council Plan

Food and Fibre – Skilled trained labour is missing.

Deloitte report re regional population growth – it may be this one - 'Where is your next worker?'  
[https://www2.deloitte.com/content/dam/Deloitte/au/Documents/Building%20Lucky%20Country/Deloitte\\_au\\_people\\_where\\_is\\_your\\_next\\_worker\\_2014.pdf](https://www2.deloitte.com/content/dam/Deloitte/au/Documents/Building%20Lucky%20Country/Deloitte_au_people_where_is_your_next_worker_2014.pdf)

VFF – any strategic plans?

WOOFERS (already in Shire), backpackers – similar schemes within the shire.

Fewer 457s in Glenelg Shire

### **Employment Opportunities**

Substantial population decline across Shire.

Fishing, maritime, aquaculture, forestry, livestock export, dairy

Opportunities are there but not the pathways – need to link the pathways and do training. Need pathways to 'quick' training

Skilled shortage and difficulty getting the labour.

Relocation incentives through Council? Have considered before but had to consider 'handouts' and negative response from ratepayers

Jobs network – cross sector network being established in the shire. Community response.

Greg will arrange for a skills shortage analysis for us

### **Housing**

Timber companies knocked down the houses. Vacant houses in the towns. Houses in the larger towns. Suitable for organic farming.

Council could provide a coordination role with eg real estate for housing

### **Final Comments**

Need to work around integration – new residents and old residents. – ie. Merino – difficulties with the old residents not accepting newcomers.

Identify opinion/ respected leaders in each town and test the idea. Use local networks.

Develop value proposition that is clear. Low key. Quiet conversation with key local leaders including pubs, milk bars, bush nurses and cricket. Have the honest conversations and address any issues so the process is transparent, we are aware of the issues and people don't feel that their opinions don't matter or that their conversations are closed down.

Talk about the value proposition of migration – pool hours extended; more child care opportunities, bus services retained; more people buying local produce and contributing to local economies. Kindergarten had zero enrolments this year – but it was kept open. They will certainly be accepting of this project. Ask the question - 'What would more people mean to your town?'

Glenelg Shire not diverse – ethnicity, religion, age.

State Government – Regional Living Expo – Bringing families out to the area for a weekend. The template is there and can be re-activated.

### **Who to invite to Jack Archer visit:**

School Principals, business leaders, community leaders from Casterton, Merino, Heywood etc. progress associations. Rotary Clubs. Bruce Knolls – has had 457 workers. Wineries, timber council, potato, apple and grape growers, treloar roses,

Greg has offered to assist with contacts. Send out flyers.

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## Southern Grampians Shire

**Date:** Tuesday 24 January

**Time:** 3.00pm – 4.30pm

**Location:** Ted Kenna Room, Performing Arts Centre, Hamilton

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### General Comments

#### Education and Training

Education package – SW TAFE

Entrepreneurs – opportunities for migrants to set up their own businesses that could be supported by the community.

Support through Deakin Uni to finish degrees, scholarship opportunities.

Hamilton Rural Australians for Refugees – have money for scholarships, currently provided to students studying at Ballarat Federation University.

Good Shepherd School – Agricultural school, looking for students.

Education – Hamilton has some of the best schools in the region

Shearing schools in Hamilton.

NEIS scheme available.

WestVic located in Hamilton – overarching organisation for Plan B and Plan C.

Opportunities from year 10 – VCAL, VCE, traineeships etc.

Skilled positions – responsibility, certain skill sets can be difficult.

#### Employment Opportunities

Hospitality, plant nurseries, healthcare sector (aged care, cleaning), agriculture, education, building, plumbing, forestry (can't keep up with demand for workers), vineyards (including Coonawarra), abattoir in Hamilton, shearers – immediate shortage and may need to travel to the Wimmera outside of local seasons. Export properties looking for labour (livestock), wool handlers. Illuka mines, horticulture is emerging (cucumbers). Researchers in all fields (including medical and public health) are also needed as there is a shortage of researchers wanting to move to the area.

Struggling to get apprentices



Business community are very caring and supportive. It is about matching the right people with the right job.

Young people leaving the region.

Rent cheaper in smaller community, schools closing. – Coleraine, Cavendish.

Transport will be necessary – most will have vehicles.

Childcare – cert 4 minimum, traineeships through childcare. Potentially older people with children – maturity and experience levels.

There are farms that will die as there is no succession within the family. This may be an opportunity for families moving to the area to work with those farmers to buy the farm over time.

### **Housing**

Hamilton is expensive, half the rental price in Coleraine

Hamilton - \$200 – 350 a week,

Coleraine \$140 - \$200. Could look to rent and/or buy as housing is cheap

Rentals available. Often rental houses are also on the market.

### **Strategic Plans**

Great South Coast Regional Growth, Regional Partnerships – Population Growth focus.

Building Better Regions – Federal Government Funding.

Mayor speaking with Dan Tehan on Thursday

### **Final Comments**

Mentor relationships with someone living in the area.

Community group to do meet and greet, build relationships, need to know the social needs. Links with churches. Informal sponsors – taking them to look at schools, introduce to sporting clubs etc.

The Refugee Association already runs 'Home among the gum trees' a program to accommodate and orientate people over a weekend who want to move to the area.

Types of food required – to do research.

Local reactions – prepare the community.

Screen prospective employers – no exploitation and create clear expectations.

Experience of Mingoola is that other families are moving back because school has re-opened.

A project like this prepares children for a multicultural future and will give them confidence to see the rest of the world.

### **Specific Towns**

Glenthompson, Edenhope, Dunkeld, Branxholme, MacArthur, Peshurst, Coleraine, Casterton

Coleraine has international migration in their plans.

Attributes of the towns to be provided by Southern Grampians Shire Council.

Speak with regional towns and progress associations in particular.

Hamilton Regional Business association – to invite to a meeting with Jack.

Need real estate agents to be invited to meeting with Jack. Dunkeld Pastoral – larger employers

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### **Corrangamite Shire**

**Date:** Wednesday 25 January

**Time:** 10.00am – 11.30am

**Location:** Killara Centre, Camperdown

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Shire has budget allocation to attract migrants to the region – was put on hold, still available now.

Farm in Colac – Karen population were not interested in the jobs – however it was only one family and issue with isolation.

Filipinos from NZ – agriculturally based, on many farms in area. Issue of mechanisation. Filipinos short term, only trained for short time and attract lower wage rates so have been attractive to employ but don't stay due to visa

Developing skills that will stay in the region.

Love of the land, love of animals is such a positive.

### **Employment Opportunities**

Shire is heartland of dairy industry – farms and processing,

Not seasonal in dairy – 365 days – constant. Many businesses in a small area.

Require prior experience in dairy – more of a shortage in farm management, limited pathways to management locally.

Skills available as short courses through TAFE – looking at this through TAFE, follow on from Into Dairy – Cert 3 in Agriculture. Farmers aren't looking for qualifications, just experience – training needs to be legitimate. Costs in training. TAFE provided a training course – Karen Wales at SW TAFE last year. Spoken with RIST in Hamilton.

This project would suit 20% of farms – those that are more sophisticated and investing in their long-term future.

- There are a number that are changing
- This 20%, depends on the scale of the farm, variables and circumstances.
- However, this 20% could set an example for others
- Evolution of family farm to large corporate farms

'Stepping Stones' – is an initiative looking at career opportunities in farming

Many opportunities to remain in agriculture – such as providing agricultural services (example of those around the room). Need for permanent employees lots of dairies in a small area so plenty of work but no local system for career progression on farms.

Data available from Council that articulates the industries in the shire.

Will need skills in milking and quad bike riding.

Level 2,3,4 farm hands needed. Senior farm hands most sought after.

## **Housing**

- Cheap to buy houses in Timboon - 3bedroom = \$350 pw and to buy about \$350,000
- Glenormiston about \$180 pw and \$220,000 to buy
- Usually packaged up with employment - \$250 a week rent has been provided with previous employment packages
- Many houses come with the jobs but there is a risk of people needing to move if job doesn't work out.
- Most empty houses on farms are only available to employers – not anyone external
- Houses are often reserved for farm managers

## **Specific Towns**

Simpson – Community consultation necessary, number of possible employers, currently using workers from the Philippines

Glenormiston – possible government interest with industry demand

Lake Bolac – invested in keeping the school open, secondary school is at risk of closing, families from NZ assisting with population

### **Final Comments**

- Need a clearly defined package for diary farmers
  - Get 2-3 farms and families on board as a Pilot first
  - Consider workers coming onto farms just for 1 day a week as relief milkers in family-run businesses – way of changing current farming culture (not a starting point)
  - This pilot will help to build local communities; benefits to farmers, families and local communities; families invest in local communities; getting numbers of children into public schools in Corangamite is critical
  - Lack of confidence in future of workers (transient labour) because investment in them won't yield return. But families will yield benefit to local economy and community –t here is a social reward and farmers will invest time and money in training people.
  - There needs to be minimal uncertainty for farmers – needs a clearly defined employment package – It will cost you \$xx which will include Cert III training etc
  - Glenormiston could provide training opportunities if re-opened and an industry demand model could re-open it.
  - Corangamite Lions Soccer Club will be an important place for people to connect.
  - Talk with Gary Warfield at Corangamite Shire Council.
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**Record of Reconnaissance Visit of [African] Great Lakes Agency for Peace and Development (GLAPD) of Fairfield NSW to Cooma, 25 and 26 March 2017, at the invitation of MCGG**

Visitors: Chairman GLAPD Emmanuel Musoni  
and four members of GLADP

Hosts: Chairman MCGG Dugald Mitchell  
Coordinator MCGG Yvi Henderson and seven members of MCGG

Saturday 25 March

Morning: Visitors viewed an industrial vegetable farm on a river-plain near Cooma. They learned of mechanical planting, harvesting, and washing of potatoes; and of cultivation of cabbages for wholesale, and for processing to coleslaw. The visitors then viewed horticultural plantations on sloping land near Cooma, and heard of how one of these enterprises evolved.

Lunch: The visitors were welcomed by the hosts and other Cooma residents at a sandwich and fruit lunch at the Cooma Multicultural Centre (CMC),12 Mittagang Road.

Afternoon: Visitors and hosts viewed 3 acres of cleared sloping arable land surrounded by a 1.7 m high fence, for prospective cultivation near Cooma, with a number of taps providing town water.

Refreshments: The landowner and hosts welcomed the visitors with refreshments at a recreation area beside the Murrumbidgee River.

Afternoon/ Introduction to a sheep grazing enterprise by the grazier on a Monaro property near Evening: Cooma. Visitors and hosts received the description on paddocks and improved pasture, at sheepyards and cattle yards, and in the shearing shed. The flock of 2,000 merino sheep was encountered, and a small herd of cattle on agistment. Potential for agistment on other properties was explained.

Evening/Night: The visitors saw Cooma CBD and part of a performance in Centennial Park, and then went to MCGG members' homes.

Sunday 26 March

9 am- 9.40am Church service at CMC conducted by MCGG with contributions from a number of Cooma churches.

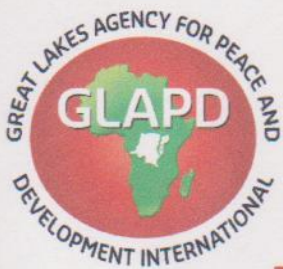
10am – 11am: The visitors viewed from the streets a number of Cooma residential properties to rent, ranging from established 2-bedroom units to new 4-bedroom houses.

11am-noon: Wrap-up meeting. Expressions of good will among all, and of readiness to develop prospects of visitors and their families moving to Cooma.

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Prepared by

**Richard Hopkins**  
**Munro Community Growth Group**



**Report on Visiting Mingoola and Warwick**

**Date:** 10<sup>th</sup> – 13<sup>th</sup> April 2017

**Venues visited:** Mingoola NSW/QLD, Warwick Queensland

<b>No</b>	<b>Visited Community</b>	<b>Notes of the visit</b>
1.	<p>Mingoola NSW/QLD</p> <p><b>Date visited:</b> (10-13/4/17)</p>	<p>On 26/12/16, during our last discussions between families occupying the property of Mr Paul Magna (Mr Kofi &amp; Mr Jonathan) and Paul himself, which agreed on a 3 months trial period of rent, we decided that, towards the end of the 3 months, we will convene again to review the terms of agreement and possibly an increase of rent payment. Thus, this was the major reason of visiting Mingoola at this time. We agreed with Mr Paul Magna that the two families on the property are taking good care of the houses and the property responsibly and that they will continue to stay on the property for a period of one year contract. Also agreed on rent payment increase by AU\$20 per week. However, Paul will give a final conclusion on this increment later as promised.</p> <p>It should be reminded that at the time of our discussions with Mr Paul and Kofi on 26/12/2016, the family of Mr Jonathan was not yet on the property, but now they have been on the property for more than a month since the house was finished.</p> <p>I visited each of the 3 families of Kofi, Jonathan and Isaac in Mingoola, and they are very happy of the life they are living today. Each of them have big gardens of vegetables (Yams, Pumpkins, etc), fruits like water-melon, maize cassava, potatoes, Peanuts, Pease. Others have goats on the farm. Parents and children look very health and very happy. In addition, all the 3 families have worked together and planted a garlic garden of almost 1 hector of land. This project was mostly executed with the support of donations to the African families after the Australian Story. However, local farmers such as Julia and Phillip have provided the land on which they have grown on the organic garlic.</p> <p>I also visited Mingoola Public school Principle, who was very pleased to share with me the wonderful progress of children</p>



		<p>in the School. The total number of children now is 11, including 3 from non-African families. He is intending to increase the number of school children to 50 pupils, which is an amazing vision.</p>
<p>2</p>	<p>Warwick QLD</p> <p><b>Date visited:</b> (12/04/17)</p> <p><b>On my way to Warwick, I had an accident of a Kangaroo which jumped in my car as I was Driving and I was unable to dodge it because there was a vehicle behind me, which would have crushed in me if I made any attempt of stopping. The front part of the car was damaged including the lights.</b></p> <p><b>The cost of damage is estimated to AU\$2750.</b></p>	<p>Warwick is one of the regional communities that have expressed the interest of welcoming families to live in their community. Geographically, Warwick is located on 2hours drive south of Brisbane towards the Border with NSW. It is one of the places we are aspiring to settle families from Brisbane, because it's not too far and it's a great agricultural area of Crops and Animals.</p> <p>On 12/04/17, I had a meeting with refugee group network of Warwick who are very supportive of welcoming families in Warwick community. On the same occasion, I had invited the chairperson of GLAPD Int. Committee in Queensland Mrs Jeanne to join me during this meeting and follow the discussions; she came along with a group of 7 people including those who want to relocate to rural and regional areas. Among the group, there were 2 more members of the GLAPD Int. committee. Mr Prosper and Mrs Emertha.</p> <p>During the meeting I presented to them how we started the resettlement program and how far we are now. This session was followed by questions and answers from Warwick refugee network members and members that came from Brisbane. I suggested them to set-up a local committee which will be responsible for identifying houses, jobs, schools, etc and finally give us a feed-back to be able to organize families that want to relocate to Warwick.</p> <p><b>Decisions:</b></p> <ul style="list-style-type: none"> <li>- The next step is the refugee group network of Warwick to establish the local committee composed of different stakeholders such as a representative from Council, rep from education, rep of real estate &amp; housing, rep from health sector, rep from employers and farmers association.</li> <li>- Families Brisbane will liaise with community members of Refugee network to organize a visit to Warwick country side.</li> </ul>



Helene and her group from Warwick



The team from Brisbane including Jeanne 3<sup>rd</sup> from left (Chair of GLAPD Int. QLD) in Warwick.



Renata and Isaac with lots of Yams and pumpkins from their own gardens in Mingoola



Isaac carrying a 13Kg watermelon from his garden.



Rehema and Kofi in their gardens of Cassava, Maize, Watermelon, etc, in Mingoola

**Prepared by  
Emmanuel Musoni**

## V. 2016-2017 Financial report

The main source of income of this financial year was mainly from grants from SSI. These funding were received so that they can contribute to supporting settlement services activities, research and other multiple events such as Sports Gala. No other grants were received this financial other than from SSI.

The SSI grant has helped GLAPD keep afloat, as it helps pay the office rent, administration costs, pay the wages of our case worker, various expenditures relating to the projects and events ran by GLAPD ect.

A big success to note in this financial year is the implementation of a professional accounting software XERO, which is used by most small businesses and which will help the organisation to:

- Implement a proper budget for its activities
- Better tracking of its expenditures
- Reduce costs in bank fees as now payments are streamlined to just internet banking
- Complete Payroll through it
- Be compliant with the ATO

### **Notes on the Balance Sheet:**

\*\*\* It is important to note that the software has just been implemented and that although all the data and closing balance from FY16 have been entered, the date has not yet been fully been reconciled. Hence the amount of \$53K in the suspense account being the expenses that have been paid prior to the organization implementing the software as these expenses were being paid by cheques. There is also the \$19K amount not yet reconciled in wages payables as payroll has not yet been set-up in XERO. Going forward these accounts will be cleaned up.

### **Notes to the Income Statement:**

\*\*\* Our biggest expenditure in FY17 were mostly spend for administration matters and for operational activities such as the case worker salary, office rent, offices expenses and the funds spend on the research projects.