

# CAPABILITY STATEMENT

2018 - 2025

*[www.steppingblack.com.au](http://www.steppingblack.com.au)*  
**ABN: 42 336 952 637 - ICN: 7832**

*[info@steppingblack.com.au](mailto:info@steppingblack.com.au)*  
**0428 873 341**

**2 Broadway Drive**  
**CRAIGNISH QLD 4655**



## Business Organisation Details

<i>Name</i>	<b>Stepping Black Indigenous Corporation Australia</b>
<i>Trading Names</i>	<b>Stepping Black</b>
<i>ABN</i>	<b>42 336 952 637</b>
<i>ICN</i>	<b>7832</b>
<i>Office Address</i>	<b>2 Broadway Drive CRAIGNISH, HERVEY BAY QLD 4655</b>
<i>Postal Address</i>	<b>2 Broadway Drive CRAIGNISH, HERVEY BAY QLD 4655</b>
<i>Directors</i>	<b>John Corowa Zona Hussey-Smith Robert McLellan Jennifer Chew Carley-Maree Long</b>
<i>Chairperson</i>	<b>John Corowa</b> <a href="mailto:info@steppingblack.com.au">info@steppingblack.com.au</a>
<i>Deputy Chairperson</i>	<b>Zona Hussey-Smith</b> Zona@steppingblack.com.au
<i>Secretary / Treasurer</i>	<b>Jennifer Chew</b> Jenni@steppingblack.com.au
<i>Members</i>	<b>John Corowa Zona Hussey-Smith Jennifer Chew Carley-Maree Long Robert McLellan Kerry-Ann Corowa-Bates</b>
<i>Website</i>	<b><a href="http://www.steppingblack.com.au">www.steppingblack.com.au</a></b>

## Corporation Philosophy

The Team at Stepping Black acknowledge that each positive step we take will make someone's world better. Our style of operation is underpinned by a genuine belief that success will come through unity and respect for all.

## Core Business Focus

Stepping Black's innovative and comprehensive services emanate from their four main pillars:

- **Arts & Culture**
- **Business & Leadership**
- **Training & Employability**
- **Health & Well-being**

## Service Activities

All services promote successful outcomes through strengthening the capacity of Aboriginal and Torres Strait Islander People, their communities and their cultures

## The Arts & Culture

### *Creative Arts*

- Indigenous Arts – Skill Development, Presentation and Promotion
- Visual Arts - Skill Development and Design
- Textiles – Skill Development

### *Music & Dance*

- Performing Arts - Music & Dance Performance Workshops
- Traditional & Cultural Language Programs
- Event Management for Exhibitions, Expos, Festivals, Fairs and Celebrations
- Business development, marketing and sales Initiatives for Indigenous artists/designers and performers
- Development, Planning and Delivery of Arts related Youth Programs
- Provision of Workshops, Events & Creative Hubs that focus on the development and support of Indigenous Creative Arts

### *Cultural Connections*

#### *Recognition & Protection of Cultural Identity*

- Acknowledgement and application of local cultural protocols and practices
- Incorporation of appropriate Traditional Historical Knowledge, Cultural Knowledge and Ecological Knowledge into all activities under the guidance of Elders and the Keepers of Knowledge
- Protection of sensitive Cultural Knowledge through the use of correct rules and codes of behaviour
- Working in partnership with Elders and key community people assisting business and corporations with the preparation of Reconciliation Action Plans

### ***Cultural Brokerage & Cultural Awareness***

- Initial contact for Cross-Cultural Connection
- Cultural Brokering
- Strategic Networks
- Community partnerships
- Indigenous Community engagement

## **Business & Leadership**

### ***Business Planning & Support***

- Business Development & Management Workshops – *Start Up and Existing*
- Business Planning, Review & Research
- Business mentoring services
- Assistance with Business Project and Plan Writing
- Business Leadership Skill Development
- Fostering Innovation and Enterprise

### ***Youth Engagement & Development***

- Development of Personal, Professional and Employability Skills through Entrepreneurship & Business Enterprise Programs
- Youth Program Development, Planning and Delivery to suit specific areas and needs
- Delivery of Leadership development and well-being as part of all activities
- Promote activities to support engagement in Education
- *Indigenous Entrepreneurship Program & Work Ready – Business Savvy Program*

### ***Leadership & Governance***

#### ***Good Governance - Community Development***

- Capacity Building, Leadership Development; Governance Training
- Enterprise Development; Planning and Program Development
- Advisory Services

#### ***Project & Event Management***

- Business Workshops, Seminars, Conferences, Forums and Trade Expos
- Arts Expos/Festivals/Fairs (including Marketing Events)
- Initiation, involvement and contribution to Local, Regional and State Special Events
- Support for local Indigenous and reconciliation events eg NAIDOC, *Cultural Healing Days, Celebrations, Health & Well-being Promotions, Reconciliation Fun Runs*

## **Training & Employability**

- Cultural Awareness Programs
- Skill Development, Training facilitation/delivery and Study Support
- Work Preparation through development of Employability Skills
- Mentoring for Employment Retention and Training Support
- Initiate and support projects that focus on the development of economic advantage

## **Health & Wellbeing**

### ***Individual and Community Well-being***

- Incorporate and integrate the promotion of personal and community well-being within all of our activities and projects
- Develop programs to address community or group identified needs
- Healing Camps – Men’s and Women’s

### ***Community Development Support Programs***

- Capacity Building
- Leadership Development
- Governance Training
- Enterprise Development
- Planning and Program Development
- Advisory Services

### ***Grant Management & Assistance***

- Grant Application Support through Conceptual Planning
- Project Development and Management

## **Target Sectors & Industries**

- Aboriginal and Torres Strait Islander Peoples and their Communities
- Corporate Business
- Community Organisations
- Non-Government Organisations
- Government – All Tiers
- Education Providers
- Tourism including Cultural Tourism
- Mining and Energy
- Small to Medium Businesses
- Employment Agencies and Providers
- Training Providers
- Services Industry
- Health & Wellbeing Providers

## Capacity Levels

SBICA has a team of five qualified and highly competent consultants who are available when engaging with the organisation. Additional consultants will be contracted for other specialised areas when required. **Credentials held collectively by the team include:**

- *Masters in Health Management*
- *Bachelor of Communication*
- *Advanced Diploma of Indigenous Studies - Communication*
- *Diploma of Creative Arts (Song Writing)*
- *Diploma of Business*
- *Diploma of Management*
- *Diploma of Business (Frontline Management)*
- *Workplace Training and Assessor TAEASS502 (including Adult LLN)*
- *Diploma Training and Assessment Systems*
- *Diploma of Small Business Management*
- *Certificate IV – Aboriginal and Torres Strait Islander Primary Health Care*
- *Certified Trainer for Crossing Cultures (Modules 1-3)*
- *Introductory Governance Training ORIC*
- *Foundations of Leadership*
- *First Aid Certificate*
- *Blue Card (Working with Children)*

## Value for Work per Job

After full consultation with individual clients, costs for contracted work will be set out in a personalised quote outlining all aspects of the work to be undertaken and any other costs associated with the delivery of these services.

## Current Program Packages Delivered

The Stepping Black Team will use client information to tailor products and program packages to best suit the needs of the organisation and their target audiences.

Packages currently available include:

- *Community Education Support Programs – Eidsvold Play Group & Together in Education*
- *Community Wellbeing Program - SAFE Program*
- *Stepping into Business - New Business Basics Start-Up Workshop Package*
- *Stepping into Work\* - Work Preparation Package*
- *Youth Programs - Entrepreneurship & Enterprise Programs*
- *Murri Kids Making Music – Connecting Culture through Music*
- *Cultural Connect - Cultural Training Package*
- *Stepping into Governance - Introductory Governance Training Package*
- *Solid Sistas Program for young women*
- *Murris Making Music - Creative Music Programs*
- *Strategic Planning & Governance Workshops*

## Areas of Operations & Supply

- Queensland
- Rural & Regional Australia
- Overseas



## Working With Others

Stepping Black values strategic alliances and embraces the development of productive partnerships to achieve agreed objectives. The organisation prides itself on the ability to build strong affiliations to achieve the best outcomes for programs and projects as well as the participants.

Through their involvement in numerous projects, the Stepping Black Team have been instrumental in creating partnerships and maintaining interagency networks while strengthening capacity within community.

With a broad range of experience, expertise, skills and passion, we aim to achieve positive personal, social and economic outcomes for our clients, empowering individuals and their communities. Governed by a dedicated Board of community minded people with a strong ethical presence, the organisation aims to influence positive actions across the wider community.

Being a strong advocate for community well-being, Stepping Black creates strategic cultural connections and improved access to relevant tools that assist clients to navigate more successfully through life.

Stepping Black is mindful of representing the interests of the Indigenous communities they work with. Stepping Black has firm commitment to support Indigenous Australians in their endeavours.



## The Stepping Black Vision

*To empower individuals and communities to achieve their potential through . . . . .*

- **The Arts and Culture**
  - **Business and Leadership**
  - **Training and Employment**
  - **Health and Wellbeing**

**Stepping Black's innovative and comprehensive services emanate from their commitment to Culture, Community and People.**

### **Culture**

- *Support the maintenance of Aboriginal and Torres Strait Islander language, culture and identity*
- *Encourage sharing of knowledge and mutual respect between cultures*

### **Community**

- *Strengthen the cultural, social and emotional wellbeing of Aboriginal and Torres Strait Islander communities*
- *Cultivate adaptability, resilience and social cohesion within and across communities*
- *Facilitate access to mechanisms for meaningful participation and decision-making processes*

### **People**

- *Enhance the capabilities of Aboriginal and Torres Strait Islander peoples by focusing on individual development*
- *Promote economic opportunities for Aboriginal and Torres Strait Islander peoples*
- *Contribute to growth in self-esteem, confidence and independence including wellbeing*
- *Foster leadership skills to influence positive change*

***All Stepping Black Service Activities are underpinned by the promotion and encouragement of health and wellbeing***



# Stepping Black

INDIGENOUS CORPORATION AUSTRALIA

**CULTURE | COMMUNITY | PEOPLE**

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