

January 2013



Australian Indigenous
WARRIOR
Program





"Keeping the Spirit Strong"

Healthy Mind, Healthy Body

Healthy SPIRIT

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Acknowledgements

I would like to acknowledge our Ancestors, the Traditional Custodians of the land on which I interact, and I would also like to pay my respects to our Elders, past, present and future.

It is also important to acknowledge the support and commitment of Mr Alf Summers and Mr Neville Munn, and to thank them for their tireless efforts in the development of this program.

I would also thank Susanne Demosthenous a proud Kamilaroi woman who helped with the development of this document.

Thank you also to everyone that supported this program, especially in its early phases, the guidance and support of those who have made comments and contributions along its developmental and implementation journey is much appreciated.

Mr Syl Johns

Jungala

Larakia Nation



Background

The Guruguneeminyna Warrior Program, originated as an ‘Urban Indigenous Initiation’ concept and is now 12 years old. The program was initially developed as a pilot program by and since then there has been considerable development and refinement of the program and it continues to go from strength to strength.

The program is conducted primarily by Mr Syl Johns a proud Aboriginal man from the Larakia Nation of the Northern Territory.

The program has already successfully engaged more than 100 Aboriginal and Torres Strait Islander people and is now ready for delivery on a grand scale to communities that see a benefit in developing their young people to face the modern world.

The Warriors Program is developed around Indigenous knowledge concepts and involves three key elements that are embedded into the model. The three concepts are (i) Healthy Mind; (ii) Healthy Body, and (iii) Healthy Spirit. These three key concepts are linked to keeping Individuals Spirit Strong.

A visual representation of the WARRIORS program model is below.





Program Overview

The WARRIORS program aims to support Indigenous youth through physical, mental and cultural development to advance wellbeing, and Close the Gap on Indigenous disadvantage.

Generally the program consists of a 5-6 Day (16 hour a day) camp and personal development program to support Indigenous youth through physical, mental and cultural activities.

For many young people who face multiple barriers to participation, this is a unique opportunity to connect – with Elders, coaches and trainers, mentors and peers as well as themselves and their culture. The program offers a structured personal development program to facilitate real change in people's lives.

In a diversionary context, the elements resonate with young people and the 'idea' of camping out, connecting with their culture and 'becoming a man' has universal appeal. The Program aims to re-direct some of the most disconnected individuals in Indigenous communities and provide an alternative lifestyle for them and their families.

Vision

To provide Indigenous young people in the community the opportunity to experience positive futures and to be engaged in sports, academic improvement, culture and a healthy lifestyle.

Purpose

The WARRIORS Program provides youth with an opportunity to be involved in a number of activities that can empower and build the leaders of tomorrow including:

- To apply values and knowledge of confidence, self esteem and respect for themselves;
- To provide a safe and positive environment for youth to learn and reinforce the values inherent in sports, academic studies, cultural activities, health and well-being;
- To create a respect and appreciation for the role of education, and to facilitate that education and learning in a community setting.



Key Program Elements

The "Keeping the Spirit Strong" event is proven to promote a healthy lifestyle including a comprehensive cultural and self management training and development program to support Indigenous youth towards a sustainable social and respectful adult future.

This project is an opportunity, designed for boys and can be adapted for girls from 14 to 25 to experience a rigorous physical, spiritual and mental initiation to expand their ability to cope in today's society. The elements of the program are:

(1) Health and Fitness Training incorporates self-esteem building, social skills, self-awareness, team building and leadership qualities.

(2) The Transition from Boy to Man

The Tactical/Technical process works with anger management, thought sorting, reaction timing, tolerance evaluation and owning frustrations – promoting self awareness and responsibility.

(3) "Men's business" is multifaceted and multi-strategic, including 'what is a man' and 'how to be a man in today's society'. Being culturally appropriate is a priority and these elements are tailored. Learning to 'Shake a leg', Dance the Warrior Dance, Body Paint (according to their Country and Customs) and discuss 'what is my culture' with their Elders, is paramount.

This component picks up planning, developing, implementing, practicing and delivering on learnt values over an exhilarating week, which culminates in the young people performing their Warrior Dance in front of their Community before going into Battle.

(4) Event Management Training is a secondary component of our WARRIOR Program where our participants have ownership of their tasks and deliver on them for the good of the team and positive outcome for an Amateur Boxing Sparring and Community Event. The event was developed in response to an identified need we have gathered from a number of young people throughout Australia

(5) Becoming a WARRIOR - Approximately 20/30 young people will be recruited and trained by a Level 1 accredited Australian Coach in the art of 'sparring'. The training will be held twice a day over a 6 day period. During this period (with the support of their Elders) the



young people will encounter and deal with such issues as adrenalin, fear, nervous tension, courage, and the thrill of a lifetime. At the end of the week the community will ‘come out’ to watch their young people go into battle and return as WARRIORS.

(6) Warriors go into Battle

A good sporting event is at the heart of any local community. As well as providing physical activity, sport provides a terrific social environment for players, families and friends. There will be no 'winners or losers' and all participants will receive a certificate.

The event will bring people together; promote a whole of community experience through the introduction to sport, health and fitness and community spirit, while promoting a strong health and wellbeing message. WARRIOR Training provides, leadership for young people and promotes teamwork and communication skills amongst the community.

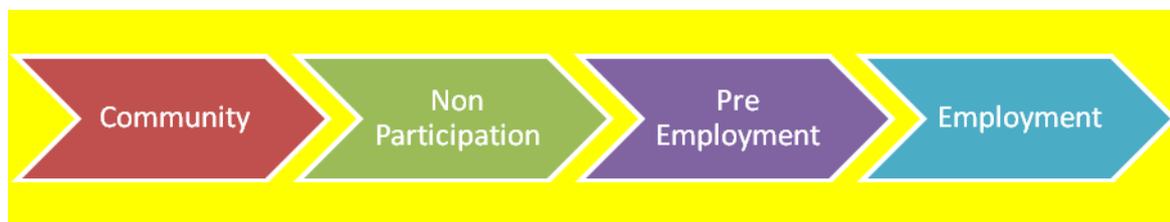
(7) Coaching/Mentor Development – if there is community and elder support for an ongoing community designed program to continue and build on the WARRIOR Program then 2-3 people in the community will be trained as coaches to provide an ongoing sustainable community program.





Service Delivery Context

The WARRIORS program lends itself to an integrated service delivery environment. The model is portable and able to be tailored to fit within gaps within the current service delivery environment and to be utilised as an adjunct demonstration program. The WARRIORS program is set to support young people and can be utilised within the pre employment, sport and or health service delivery areas and an example is below of how the program might fit within one service stream.



Program Participation

The program is open to all young people with the consent of their parents, and or caregivers.

Participants will be excluded if they are under the influence of Alcohol and/or other Drugs This will be strictly adhered to, clearly stipulated to students and parents, and enforced by KSA & AIB trainers/support staff.

Incentives to participate include certificates, medals, and an opportunity to be offered a scholarship for 1 year at Kurbingui Sporting Assoc. Event Management Skills Certificate will be linked. The program aims to provide young people with the opportunities to become engaged in a set of activities that help to build their confidence and aspirations. A major focus of the program is to provide opportunities to build a strong spirit for young Indigenous people so they are able to take up a positive pathway.

When delivered in remote areas the program adheres to the key service delivery principles; such as Priority, Indigenous Engagement, Sustainability, Access, Integration and Accountability. Evaluation which is a component part of the Accountably Principle will also be applicable in the program design.



Program Partners and Stakeholders

Who	What
Syl Johns – Warrior Programmer Larrakia- Neville Munn - Mandandangi	Principle of Kurbingui Sporting Association Inc & director of AIB
Karen Sweeney	Corporate Support – Warrior Program Kurbingui Sporting Association Inc
Community Worker /Community Member	Community & Community Elders
Traditional Owners & Elders	this Community – place based
Support workers	From Community and KSA & AIB
Apprentice Warriors	Community Youth
Mentors& Role models	Community, Syl Johns, Alf Summers, Neville Munn
Community	Community
Steering Committee Members	This Community
Community funding body and youth workers	Funding and Monitoring
Elders	Community

Program Evaluation

The Evaluation¹ will engage stakeholders in the analysis and interpretation of the story data and information gathered required for transforming ‘what works’ best practice research into next practice that informs scalability and transferability of this program to other communities.

How will the evaluation forms (attendee surveys) be completed for the project?

- After the initial recruitment stage, a pre survey will be provided for students and new trainers then a post survey will be provided for comparative data on self, healthy lifestyle and the event.
- The attendee surveys will be disseminated by the Event Management on the night of the 'main event'. The surveys will be posted to the Senior Program Officer within 2 weeks of completion of the event.
- The Event Organiser Interview will be completed with the project officer within 2 weeks of the completion of event.
- The Project Manager will be interviewed (in person or over the phone) by Stake holders at the end of the project.

¹ Evaluation notes and outcome mapping provided by Mr Bill Brown



Program Cost

Budget Item	Comments	Costs
Main Event venue	The community in which we deliver	
Training venue	The community in which we deliver	
Administration	printing, book keeping, copying Phone calls, fax, internet, computer	
Didge Player	Community member	
Food, Travel and Accommodation	For coaches and trainers	
Supervisor and equipment	Special equipment only	
First aid	Ambulance at event	
Competition Wear	Short, gloves, singlets, headgear	
Petrol, phone, internet	For coaches and trainers	
Referee and first aid officer	Corner and centre ring	
Medals, certificates & Presentations	All presentations	
Advertising and flyers	To community and co communities	
Club Registration	(ABAI)Boxing NT	
Ring Hire	Competition Boxing ring	
Community sports Equipment	To stay with community	
Costing	Total Normally	
Total	If one off program	

Additional Costs

On the odd occasion of the program being delivered in a one off situation, Being for wages for 96 hours x 2 staff to the Operational Budget Items.

Accommodation and food for participants to be supplied by the community participating



Contact Person

Mr Syl Johns

Position: Vice President and Principle
Organisation: Kurbingui Sporting Association Inc.
ABN: 78 115 247 493

Street Address: 201 Barrett Street, Bracken Ridge QLD 4017

Postal Address: PO Box 228 Taigum 4018 Q.

Phone: 0425811773
Fax:

Email: atsiboxing@hotmail.com or Karen Sweeney [jato311@bigpond.com]

