



Immersion Event #2

Policy makers and philanthropic partners

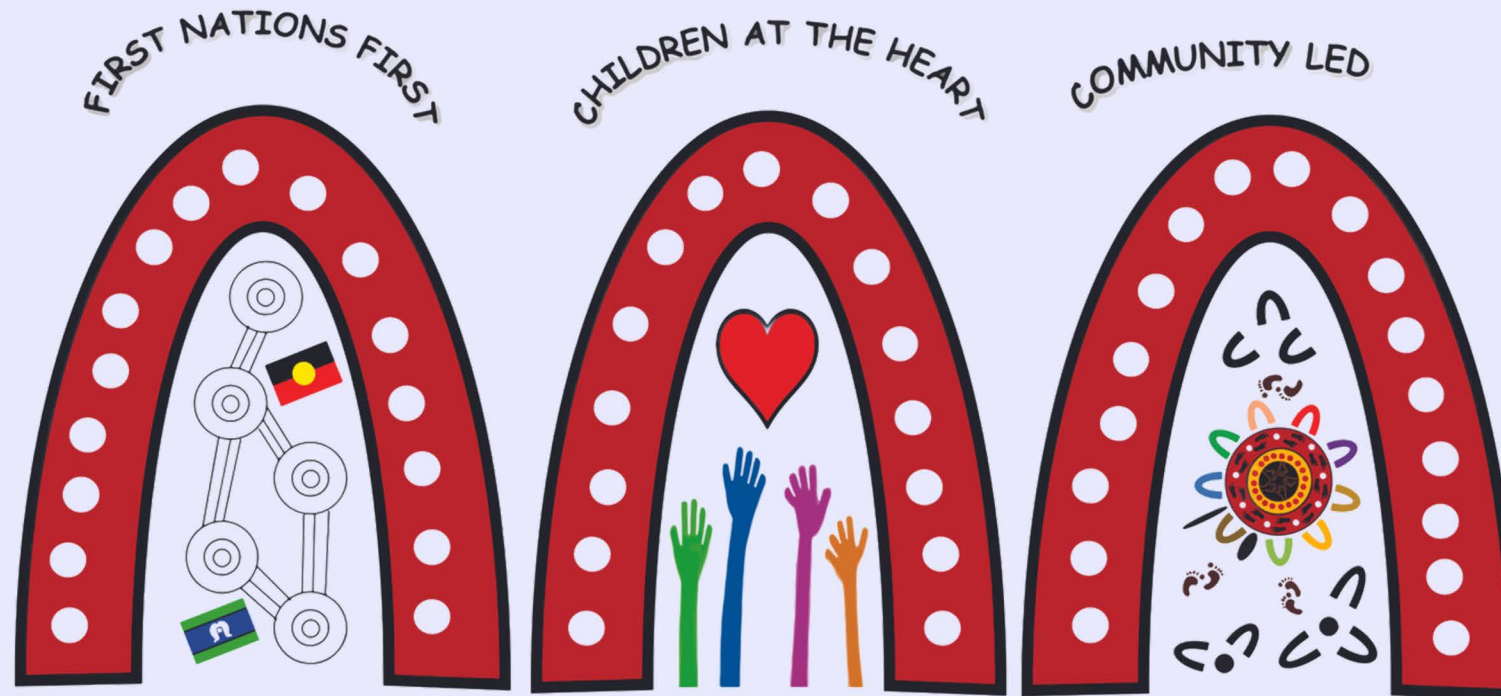
**30 APRIL —
1 MAY 2025**



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ACKNOWLEDGMENT OF COUNTRY AND ELDERS



Logan Together pays respect to the Traditional Owners and custodians of the Land on which our community lives, works and plays, the Yugambah and the Yuggera people. We pay our respects to Elders past, present and emerging and seek their guidance and wisdom to ensure all children get the best start in life. We extend our respect to all Elders and Aboriginal and Torres Strait Islander peoples in Logan and across Australia.

CONTEXT

At Logan Together we are committed to shifting the system impacting our young children. For those committed to engaging in the journey with us, we know this will require mind frame shift and grounded experience alongside community.

On **30 April and 1 May 2025** we held our second executive immersion event —and a significant step forward from our first.

While our first gathering in 2024 focused on senior representatives from Federal and State government, this time we brought together government leaders directly involved in shaping policy, alongside philanthropic partners who are leading systems change.

Over two days, Logan's community leaders welcomed more than 40 leaders to our place, offering a deep dive into what it means to work in the 'middle space'—where policy, funding, and lived experience intersect.

We shared experiences of our ways of working as a community-led Collective Impact initiative. We strengthened and grew relationships between community and those influencing and shaping policy – from government to philanthropy. We sat respectfully with our cultural leaders to consider 'what it would take' to break down the barriers, shift power and drive the foundational policy and system changes needed to improve outcomes for Logan's children.



OBJECTIVES



Our work together over the two days was co-designed by the Logan community, the Federal Department of Social Services and the State Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts and supported by the Logan Together Backbone Team. The key objectives aimed to ensure participants:

Had greater **visibility and first-hand experience** of a place-based, community-led change initiative that will highlight the opportunities this way of working creates for government and community.

VISIBILITY

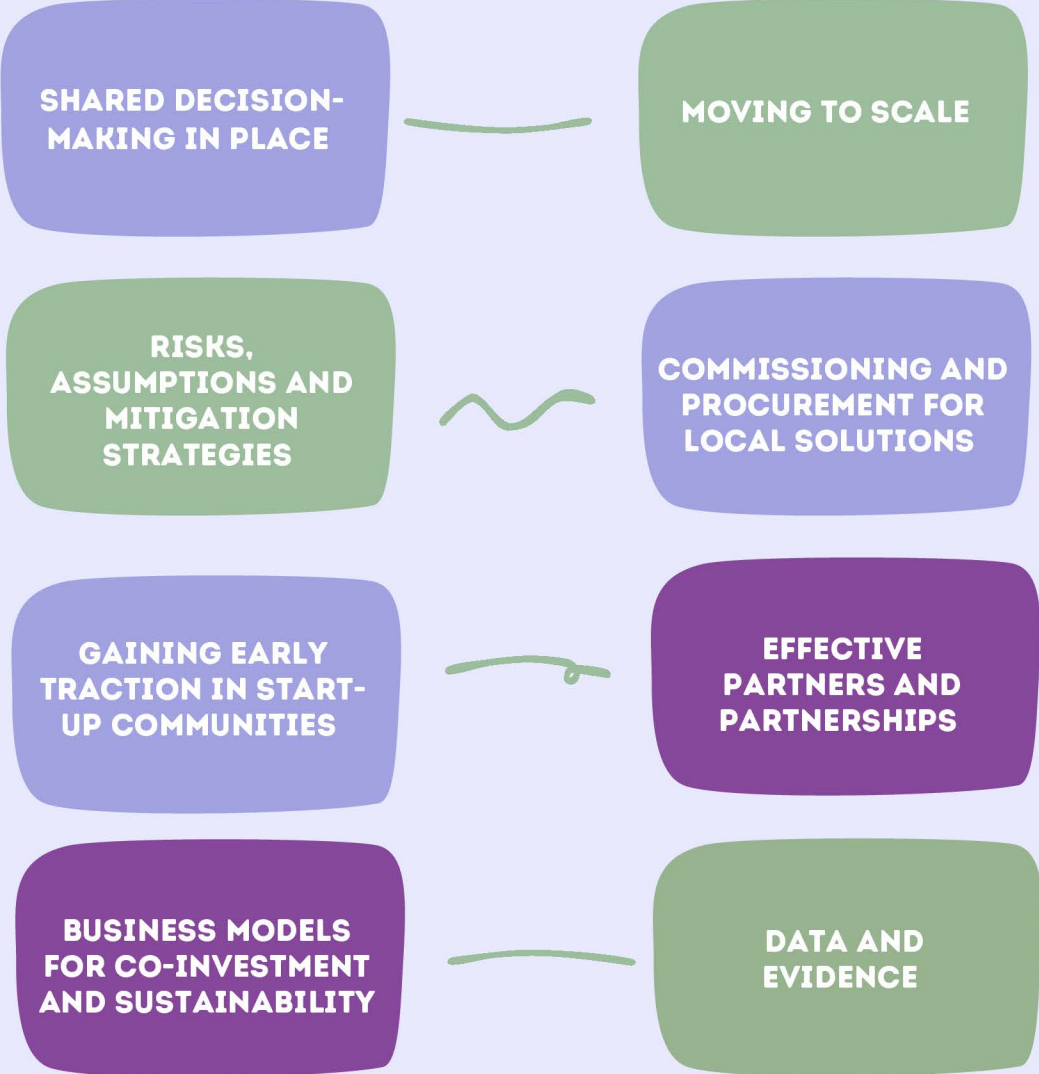
Could identify **real and practical ways** for government to innovate and continue to stretch the practice of place-based community-led change, including by optimising investment, appropriately managing risk, and scaling this way of working.

PRACTICALITY

Understood what it takes to **align work across policy domains and across local, state and national jurisdictions**, including how to establish a pragmatic pathway to steward this work well

ALIGNMENT

The event was grounded in place and focused on the practical application of approaches to place-based change. The following key themes were central to our exploration:



THE FOLLOWING PAGES
CAPTURE THE HEART OF OUR
CONVERSATIONS OVER THE
TWO DAYS...



Meet at Logan
Together

Breakfast

Bus trip



Eagleby South
State School +
Joomunjie Land

Data + Evidence

Logan Together
Backbone Team



Logan Together
Office

drinks +
nibbles



Logan Together
Office

Lunch

Logan Together
Office

DAY #1

IMMERSION EVENT

Wednesday 30 April 2025



DAY 1: ITINERARY

On Yugambah Country



Gnirigomindala karulbo First Nations First yarning



- I want our jarjums to grow up **SAFE & PROUD** knowing their **CULTURE**
- The hardships of our lives have made some Aboriginal people pretend they are not Aboriginal
- only you can save you.**
- You know where you come from, but many of us have had to search for our **IDENTITY**
- BEING ABORIGINAL** is the most **IMPORTANT** thing in my **LIFE** Jinndi Grounds me...
- To smell the smoke is coming Home
- We've had to deal with **RACISM** in all parts of our lives - e.g. as soon as an Aboriginal person entered Southbank Security was notified
- I am teaching my Granddaughter language
- We decided Enough was Enough.
- Logan Together is a **RESPECTFUL** Place
- I remember when we became Citizens in 1967. I was afraid of losing it

I feel very connected to First Nations peoples.

Thank you for sharing... each time you share, you give a part of yourself

Every time we start grounded in First Nations First, we do better

I am learning continually from First Nations people and the ongoing impacts of colonisation

I am concerned about the impacts of mining on First Nations communities

A lot of us are afraid to get it wrong

There is an overrepresentation of First Nations people in Custody

we started with nothing.

Now we are as tall as the **Trees** in Logan



30-4-25 GRAPHIC RECORDING: RACHEL APELT- artbalm

On Yugambah
Country

Aunty Robyn
Williams
Welcome
to
Country

Jinndi Mibunn
Will Davis OAM



As Governments
and funding
priorities
change
We keep going,
but it's hard work

Native Title
↓
We had to
FIGHT
for recognition
↓
We had to
work hard
against
assimilation

First Nations First

Logan Together
came from
tensions between
cultures

We met in circles to
Yarn in parks for
more than 10 years
to get clear on our
path forward

When non-Indigenous
people see us sitting
in a park, they
see a racist
stereotype



Community-led

- We work collectively as a group
- We yarn regularly
- creating collective impact
- Children grow up with the community wrapped around them

- Language
- Culture
- A learning nest for all ages
- play groups
- School holiday programs
- Men's groups } young
- Women's groups } + older
- Child safety support
- Community development

Children at the Heart

- Our Jarjums are our future
- ↓
- We commit to work together for our children
- We commit to NO LATERAL VIOLENCE
- Leading by example

We believe that everyone should have a say and have the chance to be heard

30-4-25 GRAPHIC RECORDING: RACHEL APELT- artbalm



EAGLEBY SOUTH STATE SCHOOL





JOOMUNJIE LAND

Won the 2024
Australian
SPORT RECREATION + PLAY
INNOVATION AWARD
Overall Winner



AUSTRALIAN
INSTITUTE OF PLAY

"loose play"
Designed
and managed
by children

We lease it out to
The Institute of Play

Australia is one
of the *WORST* countries
for OUTDOOR
PLAY!

30-4-25 GRAPHIC RECORDING:
RACHEL APELT- artbalm

In the school the
classroom is
Adult-led
Joomunjie Land
is child-led

connections
made in play
flow back
into the
classroom

The ready resource
of Out of bounds
areas → perfect
spots for loose
parts play!

LOGAN
together
Immersion

A Safe Place...

A child who ran away
was found in
Joomunjie Land

A chance to learn +
collaborate
A chance for boys
to ask for help

PLAY IS VERY
IMPORTANT
for our
Community



children's
cafés and
restaurants

It's a
movement

↓
Get children's
CHILDHOOD
back

JOOMUNJIE LAND



First 2000 Days

2021 after 7 years
Logan's people asked
Logan Together to move
to SCALE deeply



Four focus
communities
and a Pasifika
community

Building Protocols



EOI

Development of the Backbone Team

The focus communities
are all medium
to very large

We have had
encouraging and
diverse investment

leverage + optimise
to work with 5
focus communities

+ Broad scaling

Queensland Place-based network

Early
Childhood
System at
Scale

Community
Hubs
and Community
Connectors

Wrap-around
Support
(across Logan)

Influencing
Policy

We're seeing
significant
Economies
of Scale

We are all
Learning
how to be
**STRONGER
TOGETHER**

Who have you talked to?

Where does it
fit in our
strategy?

Data?

Culturally safe?

Sustainable?

Stronger Places
Stronger People

Funding ends

2029 - By this stage
we want it to be
Business
as Usual

Shared
Decision
Making

Shared
RESPONSIBILITY
and
ACCOUNTABILITY

Sometimes we have
to reject funding
if it doesn't align

Governance Group
activated members

Brisbane Sth PHN

10 years partnership
Tailoring the service
to local community
needs for
Health Equity

Supporting an
environment that
elevates
community
Voice

Working alongside
Community to
ensure
COMMUNITY
VOICE
is included

Thriving & on track
initiative

Evaluation
Matrix

what types of data
should we collect
and share?

Work with
community - honour
their stories

We anticipated a big
gap in 2026 FY funding.
Community + partners
have had to patch it



IMPLEMENTATION

Collective
impact

The roadmaps
allow us to
measure

Setting up
Containers
for Change

Start up Collective Impact
initiatives are vulnerable

Time + effort is needed
to build this → community
champions

Thriving
child
family
System

Backbone
Team

With
Support

2-Way
Learning

Focus Communities
get support

Baselines
1000 Voices

Reaching into all pockets
of the community to find
the themes

★ Data Sovereignty is fundamental

Building
TRUST to gather
the data
Using
ARACY

First cut
500 Voices

What's
important
for kids
+ Adults?

Hopes +
dreams?

Barriers?

How can we
work
together?



30-4-25 GRAPHIC RECORDING: RACHEL APELT- artbalm



Michelle Lucas

- Alex Ganis
- Craig Quartermaine
- Daniel Rawlins
- David Porter
- Jodie Booth
- Kathy Dunning
- Nat Millar
- Shelley Gawronski
- Shonna Veamatahu
- Sunga Kalemba
- Thea Anderson
- Tina-Marie Ashby Smith

Logan Together Backbone Team



The Backbone are Servant Leaders → we are not highly visible

Our Ways of Working

COMMUNITY MOBILISATION

- Meetings with Focus Communities
- Mapping out how to reach community
- Checking with Backbone team to identify data + support
- Graphic design:
 - materials to show complex data in an accessible way
 - share key learnings
 - supporting focus
- Communities with Printed + electronic materials to help connect with their community
- Ensure we are communicating, telling the story
- Identifying the best channels for each project
- Connecting with Community

TWO-WAY LEARNING

- Mums n'Bubs Logan Help/support forum for women
 - Support & connection
 - Play Groups
 - intragenerational at Aged Care Facilities
 - free swim lessons
 - Pathways to work
 - Financial literacy
 - Connection to DFV services
 - Community Pantry
 - A refrigerated van is being built for free
 - A Warehouse has been offered for the food
- Take complexity and present it in a digestible way
- Helping community participation + creating potential new pathways for people to explore
- Quick videos to show what is being done to make it easier to absorb and understand

STRATEGIC LEARNING

- A shared measurement approach
 - Long-term impacts key indicators
 - Need to factor in the community variables
 - Strong Community Base
 - Ensuring Data Sovereignty
 - Research on Indicators e.g. Restracking the odds
- Adapted to community needs
- A common language
- Map contributions
- Harnessing Data from a community
 - Data Parties
 - Creating currency with their data
 - Informs our strategy and tracks how they are going
 - We need to gather the stories from the communities
 - Transparency, accountability being Evidence-based

HIGH LEVERAGE ACTIONS

- Logan Together Community University
 - Thriving Places Queensland Network
 - Community leadership
 - Sustainability
 - Working at scale
 - Practical steps to Systems change
 - Brain Building for Better Futures
 - with Thriving Qld Kids Partnership
 - Co-design a responsive approach to brain building in Logan
 - Honouring lived experience and ensuring safety
 - Holding the line to ensure community voice is heard and guides the work

CONTAINER FOR CHANGE

- Creating Strong activated partnerships
- First Nations First-led



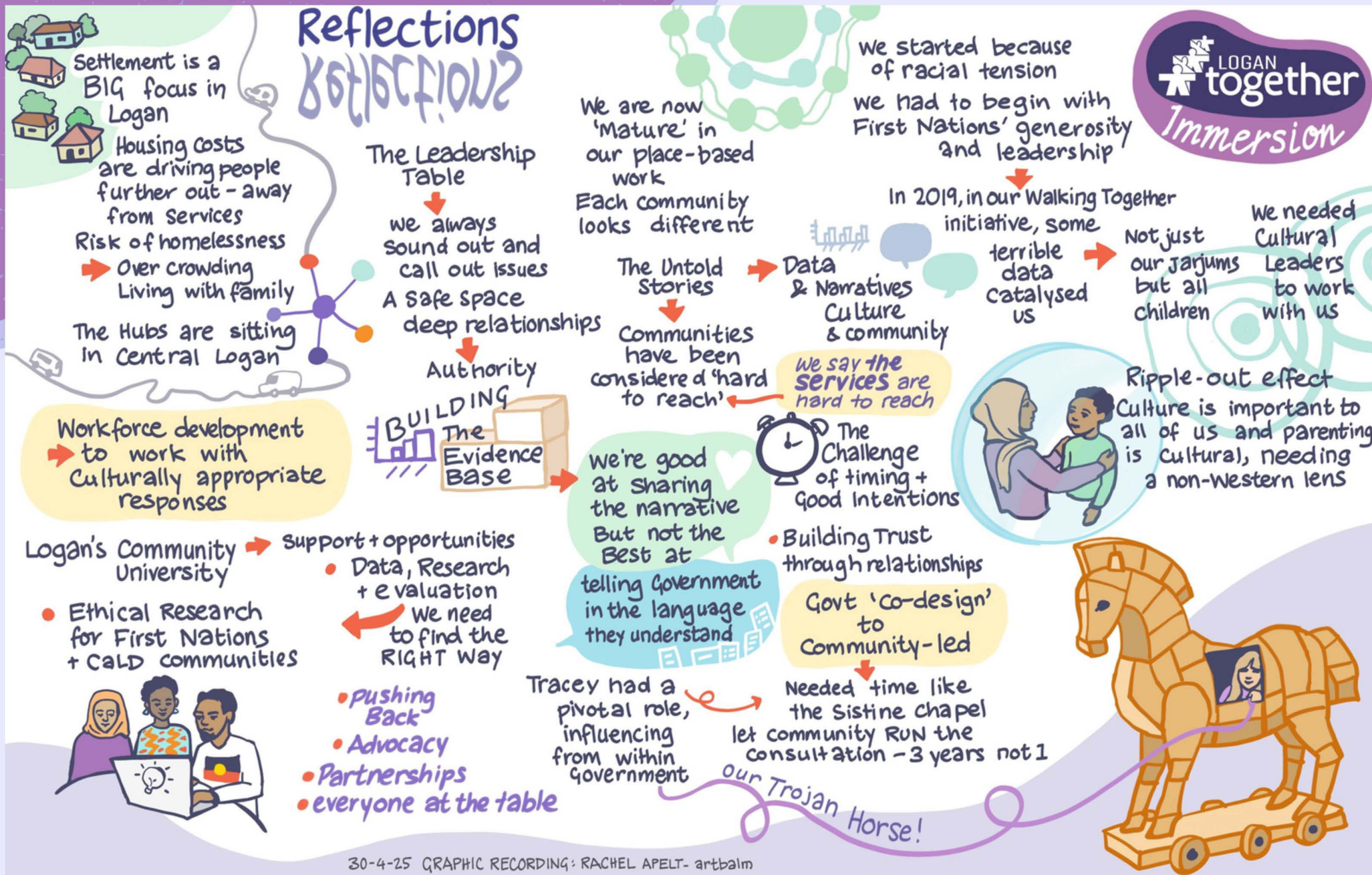
SUSTAINABILITY

- Business accountability and compliance
- Managing & monitoring MOUs
- Guiding Innovation
- Maintaining RIGOUR
 - The RIGHT voices in the room at the right time
 - When there are tensions, working to resolve, repair, rebuild TRUST
 - A BACKBONE team aligning with policy objectives ensuring funds go out to community



30-4-2025 GRAPHIC RECORDING: RACHEL APELT-artbalm

LOGAN TOGETHER BACKBONE TEAM



30-4-25 GRAPHIC RECORDING: RACHEL APELT- artbalm

Meet at Logan
Together

Bus trip

Village connect
Breakfast

CALD Women's
Advisory Group
Thriving Afghan
Women's Group
St. Paul's School Hub



YOU CAN'T
ASK THAT!!

Logan Together
Office

Lunch with
community
Logan Together
Office

thank
you!

DAY #2

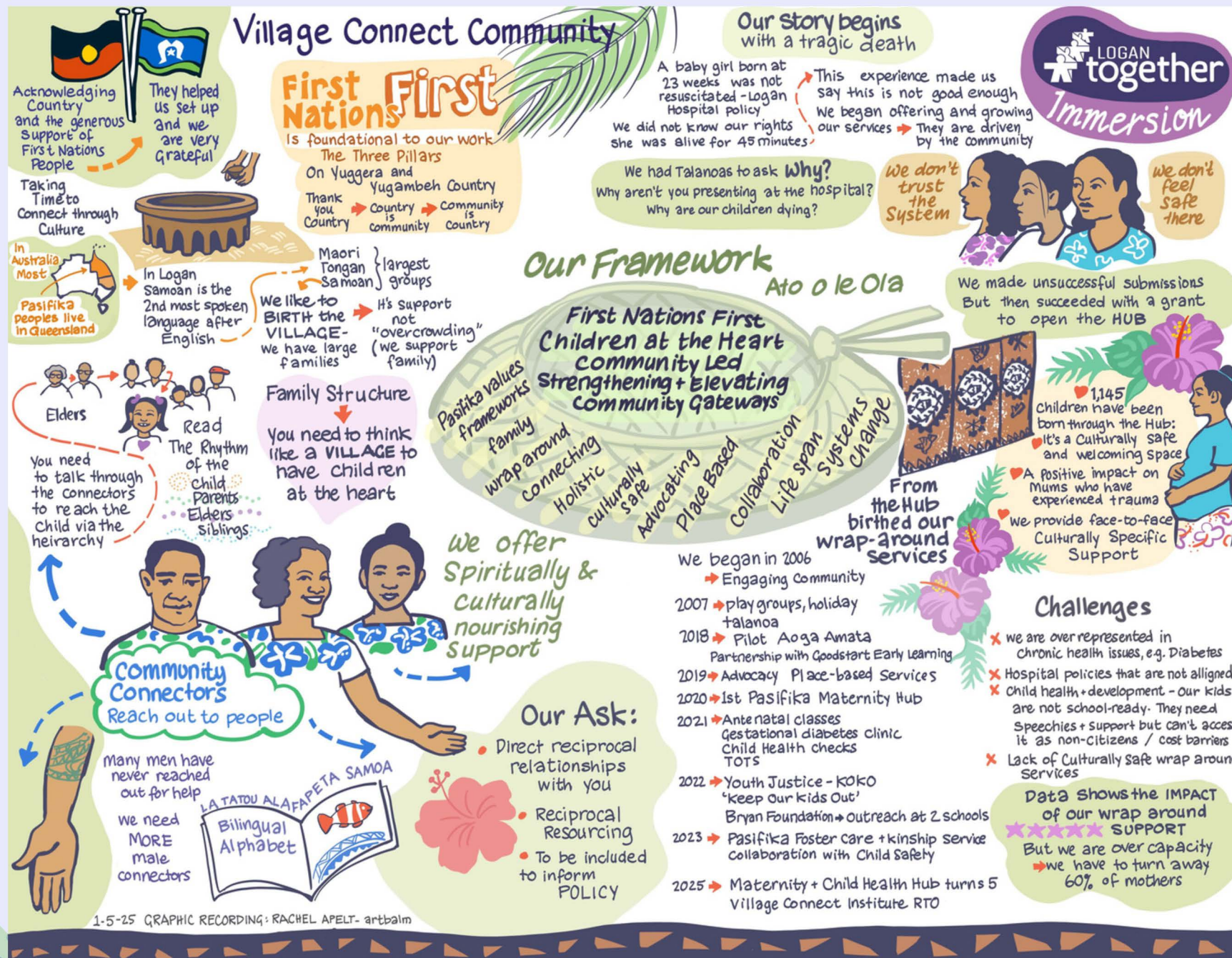
IMMERSION EVENT

Thursday 1 May 2025



DAY 2: ITINERARY









CALD WOMEN'S ADVISORY GROUP AND THRIVING AFGHAN WOMEN'S GROUP



YOU CAN'T ASK THAT: COMMUNITY PANEL

YOU CAN'T ASK THAT

At a National level, what's the best mechanism for reaching community?



1. Always go to Elders first
2. Go to key players, e.g. LoganTogether finding out who has the 'capital' & integrity
3. Work together with trusted partners

Don't burden the Community

- ▶ Do your homework - Culture, history
- ▶ It's not their job to tell you
- ▶ SHOW RESPECT Men's Business Women's " Cultural Hierarchies
- ▶ Talk to diverse People

Community Panel

How do you stay motivated + positive when there is SO MUCH WORK to do?

It's a BURDEN but also a hope

The RESPONSIBILITY is 24/7 From overconsultation, there are TRUST issues

Why should we TRUST THIS time?

- ♥ Faith - vision of Future
- ♥ Family
- ♥ Fun for our babies + future generations
- ♥ Food
- ♥ Future
- LOVE my family my babies my Mob my Ancestors
- you have to be doing it for LOVE

- ♥ You need to Look after yourself (not last on the list)
- ♥ Never give up
- Find your allies and Mentors
- ♥ Connecting days are energising to balance feeling Responsible for so many people's stories

what are the STRENGTHS and CHALLENGES of working with Logan Together?

♥ We're on a journey and right HERE and NOW there are no challenges, only strengths

♥ Getting it RIGHT for our Children

♥ Logan Together will become invisible as First Nations take over, weaving and connecting across society

⌚ TIME - the tension between LOCAL-specific and COLLECTIVE... BOTH are equally important

- Aligning Values - how do we share this more broadly?
- Not everyone believes in the movement - there is a fear of loss of funding

? Have we tried our hardest to involve everyone, to HEAR everyone's voice?

- The siloed work from different orgs
- ♥ Advocacy - feeling Logan Together has our back
- The extra work needed for the '100 Day Challenge' - but then getting energised by it
- Creating a reference point for a new person to access

Why do you keep going?



History dictates our future We're advocating for those at most risk I'm building a world for my 5 daughters ♥ I want the world to put my girls at the pinnacle (like my Culture does)

As an Aboriginal woman born before the 1967 referendum → I was classed as Flora + Fauna It's a history of violent colonisation and systemic destruction

We've practised place-based ways for over 60,000 years → I want policies that are KINDER → that REVERSE INVASION-LIVING

During The Voice campaign we were taken on Country as allies to Learn + understand

If we can't get it RIGHT by FIRST NATIONS People, we won't get it right!

To LIVE and BREATHE Kinder policies

The true grace of Welcome to Country

Despite the political DRAMA - there is a CORE group of amazing people

When you know better you do better Even when you can't see your impact you are having one!

Kids will look back and judge our actions

wouldn't it be wonderful if you funded a community!

YOU CAN'T ASK THAT: GOVERNMENT REPRESENTATIVES

YOU CAN'T ASK THAT

Why continue to fund what isn't working?

Stronger Places Strong Beginnings
is working as we've seen over past 2 days

There are some barriers to place based work due to many stakeholders but the groundswell and alignments will succeed
→ Community-led

Tight timeframes don't help
▶ We need to put Indigenous business first and change the mindset of white public servants when we fail to succeed
▶ learn from it
▶ Build relationships
▶ As an Aboriginal woman I work 24/7 - can't leave the job at 5pm
▶ Diverse community - Many mobs and different needs
▶ Government has a long way to go

When government hasn't asked community they don't know it's not working
Ministerial fear → community backlash
...and because government isn't ready to give up power

We are all changemakers we want the best for community

Community of Practice

Government Panel

Can you TRUST us to lead this work?

100% Absolutely

- ✓ We know you're out in community
- ✓ We trust you more than others
- ✓ You are Experts at doing the work

There is a tension between doing my work as a PUBLIC SERVANT

and the wants of Politicians
The structure is set up to undermine your trust in your ability to do it yourselves

- ✓ The alignment and personal experience is powerful to hear, expressed by the entire community. It's VERY OBVIOUS - Not just a data set

- ✓ Feeling touched + privileged to work with you so grounded in good practice

Why do you hold Community to HIGHER standards of evidence than those applied to yourselves + services?

Working through the layers of bureaucracy to help us convince the decision makers

Because government doesn't know HOW to work with the qualitative data of Lived Experience stories. We try to turn it into quantitative data

We are flooded with news and politics focusing on the bad things happening

At 3.8% of the population Aboriginal people feel we have to go above and beyond
It's a HARD space where we are not acknowledged

As Dr Inez showed, we're not aligning with the different RHYTHMS + Claps

The Government needs to support communities and work with the challenges from the START, not creaming off the success later (e.g. WA project)

2-Way learning
Recognise what's going well and what isn't

The DETAIL is important not just the Broad concepts

Do you honestly believe we will achieve community vision together?

It does need to be done COLLECTIVELY
→ government can't do it.

Community always DOES but whether government will be part of it is unknown

Bringing your WHOLE self to work at times is hard, but over past 2 days we've seen what can be done

It's about time too - we are working in a system that has done and is doing a LOT of DAMAGE

It will take TIME to undo this

Australia: Kind people with UNKIND politics
What will it take for us to have KIND politics in this Country?

Use the government's language and reflect it back → This is what you said, and this is the way we see the future

Continuity of Public Servants within the system → we have an important role to

TRANSLATE Community VOICE to Executive Government



Highlights

Eagleby South State School:

How deeply the Principal knows the children

- I know the data points
- I know the people



The INTEGRATION is amazing → The way of problem solving is so CONNECTED + EFFECTIVE

The EXPERTISE of the BACKBONE TEAM

It takes an 'army' to do this work

- ▶ Many thousands of people
- ▶ Your small team is IMPRESSIVE!

Joomunji Land

I asked a child what are you building?
They said:

A house!

I LOVE building HOUSES!



1-5-25 GRAPHIC RECORDING:
RACHEL APELT- artbalm

Reflections



How Logan Together Specifically helps Focus Communities

It's a THOUSAND times RECIPROCATED!
Logan Together provides:

- Collective impact support
- Guidance on vision + strategy
- Governance support
- First 2000 Days → Funding + key components
- Partners access → De-risking the start up work

Jinndi is going from strength to strength

The work has exploded

→ We help build in compliance
It's now a THRIVING organisation
(from 2 people)

→ We brokered Funding ops + Policy
for Eagleby Together

→ The 3 pillars ^^^ helps EVERYONE

"In Logan we're as TALL as the trees now" - Uncle Pete

→ Equity in a small space

→ Weaving in funding

→ Every partner is pooling resources
to help First Nations people

→ First Nations First has changed
people's lives

→ SOME of our work does
accelerate some of the steps

• Cultural Diversity is INCREASING

• There is constant 2-way communication

• We are out talking with communities

Points + Learnings for SOLID foundations for new communities

• Culture needs to be VISIBLE

• Build Culture at the BEGINNING

• To work with government at the very beginning -and-

• Work at the grassroots to prevent TRAUMA

• Our work ripples out 5 communities is enough focus right now

PARTICIPANT LIST



- Ian Potter Foundation
- Novo Nordisk
- Department of State Development, Infrastructure and Planning
- Metro South Health
- Queensland Corrective Services
- Department of Women, Aboriginal and Torres Strait Islander Partnerships, and Multiculturalism
- Queensland Police Service
- Department of Housing and Public Works
- Department of Transport and Main Roads
- Commonwealth Treasury
- Queensland Mental Health Commission
- Department of Social Services
- Australian Department of Education
- Australian Taxation Office
- Net Zero Economy Authority
- Department of the Prime Minister and Cabinet
- Australian Bureau of Statistics
- National Indigenous Australians Agency
- Department of Employment and Workplace Relations
- Department of Industry, Science and Resources
- Department of Families, Seniors, Disability Services and Child Safety
- Department of the Premier and Cabinet



STAY IN TOUCH

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SCAN FOR
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