## STAFF HANDBOOK MANUAL



## 1 COMMUNITY AND CULTURE

The Gulf Region has extensive proven evidence of Indigenous inhabitation and occupation of our lands for 60,000 + years.

The lower Gulf of Carpentaria is known as the Land of the Big Rivers and it is these Rivers that predominately form tribal boundaries between Tribes.

These Rivers were part of an ancient Trading Route that extended from the Tip of Cape York Peninsula down through the Gulf and then went west to the Northern Territory into Arnhem Land and also down into the Desert Country and another route went down the Flinders River into the Channel Country of South West Queensland.

The Flinders River was also utilised by the early white Explorers as a gateway into the Gulf Country.

Although Bynoe CACS Ltd. is a Normanton Organisation, having formed and incorporated in 1975, today it operates right across the Lower Gulf, having operations in Normanton, Croydon, Burketown (Moungibi), Gregory (Biddungu), Karumba and Mornington Island.

This area is unique in a "cultural sense" in that the Leichardt River is known by the Indigenous People as the Initiation Line – Tribes / People to the west of the River practice one form of Initiation – (boys becoming men) to the Tribes / People to the East of the River who practiced another form of Initiation.

The People of the Wellesley Island Groups are aligned to Initiation practices that occur to the West of the Leichardt River.

These People are also related and had close links with Tribes on the Western side of the Lower Gulf.

## 2 ORGANISATION OVERVIEW

Bynoe Community Advancement Cooperative Society Ltd has a strong history of supporting the Normanton community with housing and related services for over 40 consecutive years. Currently, Bynoe is delivering community development, school attendance support, families and communities type programs and is also branching into the tourism and retail sectors.

The Community Development Program (CDP) forms an integral part of Bynoe's operations with the program being delivered within Normanton and across a number of Gulf communities including Mornington Island, Karumba, Croydon, Burketown and Gregory.

Across its operations, Bynoe employs over 50 staff and supports over 250 community members in preparing for and obtaining employment, as well as supporting 150 children to attend school and providing housing for families with 66 community owned and managed residences.

Bynoe's objective is to help build a strong and sustainable organisation and community through the following strategic actions:

- Implementing a formal approach to identifying needs of government industry and community;
- Building more effective two-way communication channels and targeting communication to relevant stakeholders;
- Enhancing community's understanding of the programs and enterprises offered through Bynoe;
- · Equipping the community with facts about programs ad enterprises;
- Measuring the social and economic benefits that Bynoe brings to Normanton; and
- Aligning enterprise activities with our core objectives.

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