



**WINDA-MARA**  
ABORIGINAL CORPORATION

# **ANNUAL REPORT**

## **2020-2021**



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## ACKNOWLEDGEMENT

We respectfully acknowledge the land on which we live and work on – Gunditjmara country and we pay our respects to Elders, past and present. Through our work at Winda-Mara we will build on the past work of our Ancestors and Elders to create a better future for the Aboriginal, Torres Strait Islander and Gunditjmara people.

## VISION

That Winda-Mara Aboriginal Corporation is recognised as a progressive leader for positive change enabling Aboriginal and Torres Strait Islander people in Victoria's Far South-West to lead fuller lives.

## OUR VALUES

*Our work is guided by the following values and behaviours:*

**Social Justice** Providing justice, equity, social equality and human rights.

**Professionalism** Acting and practicing in a cultural, ethical, respectful and inclusive manner.

**Empowerment** Building, strengthening and empowering individual and community decision making.

**Responsiveness** Responding in a timely, engaging, respectful and culturally appropriate manner.

**Partnership** Creating better client outcomes through strong partnerships.

**Accountable** Responsible monitoring and reporting systems ensuring transparent and accountable service delivery.

**Effectiveness** Effective 'results orientated' services meeting the needs of the community.

**Respect** Respect for those clients, work colleagues, community members and others that we meet and work with each day.

# CHAIRPERSON'S REPORT

Ngata,

On behalf of the Board of Directors, I wish to acknowledge the land that we have built this organisation on, the land of the Gunditjmara and pay my respects to my Elders past and present.

2020-21 has been another challenging year for us as an organisation and a community, overcoming the challenges this year has tested the robustness and resilience of the organisation and I am pleased to say the organisation met this with vigour and determination.

This is a milestone year for Winda-Mara celebrating 30 years of servicing the Aboriginal and Torres Strait Islander communities here in the far southwest – Gunditjmara Country. Unfortunately, due to the pandemic we were unable to celebrate as a community this year, but with things beginning to come back to a new normal and in line with guidelines we plan to hold community events in 2022 to share with you all the incredible journey it has been for our organisation.

We have made great progress on our commitment to improve infrastructure directed by our recently developed master plan, we as a Board along with the CEO continue to seek further opportunities to make sure our communities are accessing the best available facilities to make our spaces more welcoming and accessible.

The Board are committed to continually improving our governance systems and processes for the organisation, which includes strengthening our back of house infrastructure to manage and cope with the potential continued growth of Winda-Mara into the future.

Thank you to fellow Directors for your contribution and leadership over the past year. Aunty Claudette Lovett, Aunty Denise Lovett, Brett Pevitt, Joseph Saunders, Troy Lovett and Ben Church.

We as a Board are very proud of Winda-Mara's achievements this year, and we would like to congratulate you on a year of great achievements, through great team effort.

Wurruk

A handwritten signature in black ink.

**Jason Walker**  
**CHAIRPERSON**





# CEO'S REPORT

Ngata,

I want to begin the CEO Annual Report by wishing Winda-Mara a happy 30-year anniversary! What an incredible achievement and credit to all involved in this wonderful organisation over the journey. We have seen Winda-Mara over the 30 years grow to what the organisation is today. The foundations are strong to take us into a brighter future. We anticipate community can expect face-to-face celebrations in 2022 subject to Government advice.

As a continuation from last year, this year has been a year with the continuing impact of the COVID-19 pandemic on our communities and organisation. Whilst it's been interesting navigating and adapting to the ever-changing environment and by adhering to guidelines, we have been able to continue to serve our community with distinction. The mandating of COVID-19 vaccinations for all Winda-Mara staff was met with both trepidation and acceptance by our staff, but with staff's commitment to the organization and commitment to their work for our community it was pleasing to see that we met that challenge with 100% compliance.

While we've had challenges there has been great success for us with Infrastructure being a strong focus for the 2020-21 year, in what turned out to be quite a successful exercise for us with Winda-Mara securing \$3.1 million to construct a new Health Clinic on our Hunter Street site. It is envisaged that we will begin construction works mid to late 2022, after many consultations with our architect, community, board and staff. This led us to coming up with 3 options on design for community members to determine which option we move on. The space has been designed to accommodate our multi-disciplinary model of care and with the ability for growth of service provisions into the future.

In other exciting infrastructure news, the works on our Tyrendarra property as part of the Budj Bim masterplan are due to be completed by the end 2021/early 2022. The completion of the works will allow our community full access to experience the new infrastructure. During this year Winda-Mara was successful with removing first mortgages over 21 Scott St and 25 Edgar St Heywood properties. The removal of the first mortgages was the next stage in improving our economic capacity and sustainability towards self-determination and follows on from our successful application for construction of our new health services infrastructure. Removal of the first mortgage gives Winda-Mara greater flexibility and leverage to undertake those works.



**Jason Kanoa**  
**CHIEF**  
**EXECUTIVE**  
**OFFICER**

This year financially has been another positive result that shows a healthy balance sheet that allows us to continue our operations with relative comfort and flexibility. We continue to look for opportunities that align with the organisations direction, community need and that we remain a sustainable organisation.

This year we were also subject to external accreditations from Human Services Standards (DFFH), ISO 9001:2015 Standards and RACGP accreditation. We passed all the standards with no adverse or high-risk findings. I need to thank all staff for their work and dedication on meeting these requirements that keep our doors open so we can continue to serve the community. I thank them for their commitment to continuously improving our service delivery, internal systems, and processes.

Winda-Mara over this year has been working with partners across the Wimmera South-West in developing the Orange Door Access Point funded by Family Safety Victoria. The Orange Door is the primary gateway into the Family Violence service system, with the main operation working from Warrnambool. Winda-Mara successfully negotiated becoming the Access Point for the far South-West. We are yet to go live due to delays in recruitment. The Access Point operations will be located in Heywood with coverage over Portland, Hamilton and surrounding towns. This service will cater to the whole community who are experiencing family violence.

We are continuing work on developing and transitioning our services teams from a siloed output orientated response that is linked to funding conditions, towards one that enables individualised person/family orientated responses across our service delivery provisions. This work will enable us to deliver more considered responses to individuals/families accessing our services.

I want to really pay homage to the management and staff for your commitment and resilience during this year and as you read through this report you see a snapshot of our capacity to maintain our ability to work through whatever was put in front of us and achieve positive outcomes for our community. It's been incredible.

Finally, to our community. I can't be prouder to be a member of this community with the endeavors and the spirit you have shown over the past 12 months. With the continuation of lockdowns and restrictions, thank you for your support and engagement on the road of recovery from this pandemic by engaging in the Winda-Mara vaccination program. It was wonderful to witness this tremendous effort from you all.

Wurruk

**Jason Kanoa**  
**CHIEF EXECUTIVE OFFICER**



# COMMUNITY WELLBEING & CULTURAL SERVICES REPORT

Ngata,

The role of Executive Manager, Community Wellbeing and Cultural Service (CWCS) reports directly to the CEO and provides high level strategic and operational oversight of Winda-Mara's service delivery. The CWCS Division encompasses Community Services, Family Services, Health and Land Management and is a new structure for Winda-Mara. Previously all managers reported directly to the CEO.

This initial 6-month period of the role has been involved with the day-to-day oversight and management of Managers and their staff and programs, along with assessing and planning program improvements, change management, governance, and reporting.

A project was undertaken to look at how we provide a balanced approach to service delivery and following our belief 'that culturally appropriate services will ensure a balanced approach, by working with people, rather than for people, and will provide equality and self-determination.'

Winda-Mara recently engaged TACSi (The Australian Centre for Social Innovation) to undertake some initial work in developing a divisional workplan, in particular the Family and Community Services Unit, and help to inform staff of their own plans and provide a clear line of sight on how they connect to the divisional and organisation strategic plan.

*Winda-Mara Aboriginal Corporation is keen to transition the service teams from a siloed output-oriented response that is linked to funding conditions, towards one that enables individualised responses across the broad cross section of services and support that Winda-Mara provides.*

*Ultimately enabling the delivery of a considered response that is individualised for each community member accessing Winda-Mara services.*

TACSi engaged with managers, team leaders and community members and requested a number of key questions and devised a series of responses that informed the development of Opportunity Areas. From these Opportunity Areas our workplans will evolve and will provide direction to meet our overall organisation goals.



**Tony Lovett**  
**EXECUTIVE MANAGER,**  
**COMMUNITY WELLBEING**  
**& CULTURAL SERVICE**

The common elements that spread across our organisation will always be our mob/community (clients/patients), our connection to Gunditjmara Culture and Country and how that influences our workplace culture.

Winda-Mara is working on developing a service model that is based on a coordinated system that is connected through our values. This model will provide a 'whole of community' approach to address needs whilst strengthening cultural connection, health and wellbeing, and family support. It will also link the organisations priorities with our values and vision and enable staff to achieve the goals of Winda-Mara.

### **Community Services**

Community Services have found innovative ways to deliver programs during the COVID-19 pandemic. It was very challenging to keep community engaged whilst staff themselves were often working in isolation and out of the office. With the easing of restrictions, staff have recommenced face-to-face contact with the community. The staff have continued to provide support to Elders through ongoing contacts in person and online, as some of our Elders have become tech savvy experts on Zoom and Facetime!

The relocation to a revitalised old Land Management building for Community Services has required planning and effort but I think that everyone agrees the result is a great space for community programs and staff.

Well-done to Wendy and her team for continually getting in and getting things done. I know we're family, but she is the epitome of community and is always working for the best interest of our mob.

### **Family Services**

The Family Services Unit has grown considerably in the short time that I have been here. Not only have they continued to support children and families through programs such as Kinship Care and Integrated Family Services they have also expanded the Family Violence programs and support the Orange Door Access Point.

Working across Hamilton and Heywood sites, Family Services have continued to work for the best interests of our young people and the community. Often having to deal with confronting and challenging situations, the staff continually work towards our organisations vision of being a catalyst for positive change enabling Aboriginal people in Victoria's far South-West to lead fuller lives.

Family Services was another team that faced challenges of working in isolation as well as relocating their main office to Edgar Street in Heywood.

Shae and her team deserve wholehearted support and praise for working in an area that is quite often demanding and sometimes even heart breaking. Well done on a great job.

### **Health**

The Health Unit has not stopped operating throughout the whole COVID-19 period. They have continued to provide most services to the community without interruption even expanding to now offer a Saturday GP clinic in Heywood.

Obviously, the impact of COVID-19 and the roll out of the vaccination program has occupied a lot of the Health Unit's time, helping our region to be a leader in community vaccinations, but they have continued to deliver a wide range of services.

As we move out of the immediate impact zone of COVID-19, we need to be mindful of our overall health and wellbeing status and get in and get our health checks completed. We continue to offer a very broad range of health and wellbeing programs and allied health services and the key to improving our overall health status and life expectancy is to take control of our own status.

Sharon and the whole Health Unit have been awesome in keeping things open and deserve to be rewarded with appreciation and gratitude.... they'd probably appreciate gifts as well, but we'll send virtual appreciation instead!

### **Land Management**

The Land Management team has continued to carry out some great work. Testament to the work that the Unit has been undertaking can be reflected in the fact that we have had a 7-year funding commitment from the Commonwealth. A number of staff have moved organisations, using the skills and knowledge gained through their employment at Winda-Mara.

The work of the Land Management team is very broad as it encompasses stock management, site restoration and preservation, tourism operation and land management practices. On top of this the team has been engaged in developing strategic plans through formal training.

Moving to Portland has been a major step for the team providing space for expansion and to engage with the broader community for tourism and cultural connection opportunities.

Well-done to Matt and the team. Their work not only provides cultural connection and awareness but also helps to promote and enhance our significant sites and the broader landscape of the whole area; keeping us connected, strong and culturally grounded.

In summary, the opportunity to be offered to me to return to country to work in a progressive and culturally established Aboriginal organisation is not lost on me. I am constantly challenged but also rewarded. At times I have been pushed outside of my comfort zone but was able to work through knowing that I was supported not only by family, but a strong and resilient workforce.

When asked what my job entails, I say that I approve the sale of cattle, appoint new doctors, talk to our mob old and young and hear stories about family strengthening that are always aimed at positive outcomes.

I can't close out my report without acknowledging the work, support, and direction of our CEO Jason. It's always interesting watching our young ones grow and being a part of their journey. Phillip and Di trusted me to look after him when he was a baby and now, I get the opportunity to support his endeavors, guiding Winda-Mara to achieve our vision of being:

'Recognised as a progressive leader for positive change enabling Aboriginal and Torres Strait Islander people in Victoria's Far South-West to lead fuller lives'.

Wurruk

**Tony Lovett**

**EXECUTIVE MANAGER,  
COMMUNITY WELLBEING & CULTURAL SERVICE**





# BOARD OF DIRECTORS



**Jason Walker**  
**CHAIRPERSON**



**Brett Pevitt**  
**PUBLIC OFFICER/SECRETARY**



**Troy Lovett**  
**TREASURER**



**Aunty Claudette Lovett**  
**DIRECTOR**



**Aunty Denise Lovett**  
**DIRECTOR**



**Ben Church**  
**DIRECTOR**



**Joseph Saunders**  
**DIRECTOR**



# GOVERNANCE, PEOPLE & CULTURE

Winda-Mara is governed by a Board of Directors. The Board performs its duties with the support of management and staff, in line with the objectives of relevant Commonwealth and State regulations. Winda-Mara is a registered Aboriginal organisation with the Office of the Registrar of Indigenous Corporations (ORIC), under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act).

The Board of the Corporation are responsible for organisational governance, leadership, and setting the strategic directions and priorities for the organisation.

Winda-Mara is committed on achieving good standards of evidence-based governance, quality, and compliance. This requires, amongst other things, strong governance, quality assurance processes, risk management strategies, high performing employees, and leadership.

Winda-Mara has grown substantially since its establishment in 1990, to now deliver a comprehensive range of services to Aboriginal and Torres Strait Islander people across the Glenelg and Southern Grampians LGAs.

Overall, the past 12 months have been marked with transitions, continued growth, and quality care. The organisation has continued to develop systems, a new quality framework implemented, and revised organisational structure. Winda-Mara is confident the next 12 months will see a rise through the challenges of 2020-21 with renewed aspirations and future focus as the leading services provider in the South-West for Aboriginal and Torres Strait Islander people.

**Winda-Mara has grown substantially since its establishment in 1990, to now deliver a comprehensive range of services to Aboriginal and Torres Strait Islander people across the Glenelg and Southern Grampians LGAs.**





# QUALITY MANAGEMENT ACCREDITATION AND REGISTRATIONS

Winda-Mara seeks and achieves accreditation to meet good standards of practice in the delivery of services for community. The approach taken is one of shared responsibility across all services with a view to continuously review through communication among teams, internal audits, and reflection to identify areas for improvement.

Accreditation is independent recognition that the organisation, practices, services, programs, and activities meet the requirements of defined criteria and standards. Accreditation provides quality and performance assurance for organisation, employees, funding bodies and community members, clients, and patients.

The achievement of accreditation is measured against a specific standard which has been set as the minimum benchmark for quality.

Compliance with the standards is demonstrated through an independent assessment.

## WINDA-MARA CURRENT REGISTRATIONS AND ACCREDITATIONS

International Standards for Quality Management to ISO 9000:2016 accreditation (February 2021)

Human Services Standards (DFFH). (February 2021)

Our GP Practice accredited to RACGP Standards. Reaccreditation October 2021

Registered Community Service Organisation (DHHS) until 2022

Community Services – Commonwealth Home Support Program – Home Care Standards accredited



# PEOPLE AND CULTURE

**The People and Culture Unit is responsible for the strategic and operational management of all human resources activities.**

The People and Culture Unit is responsible for the strategic and operational management of all human resources activities.

As part of Winda-Mara's commitment to delivering high quality care to our community, the organisation has placed a particular emphasis on ensuring compliance to all legislation and guidelines, including responsibility for effective management of the Work Health and Safety and managing Industrial Relations.

The focus for the organisation has been to implement changes whilst still delivering high quality services to our community, ensuring that our systems and procedures are vigorous, and our employees are supported so that Winda-Mara has a sustainable workforce that continues to exceed required service delivery to the community.

As part of our commitment to delivering high quality care to our community and placing a particular emphasis on developing and supporting training opportunities in our workforce, Winda-Mara partnered with the Workforce Development Initiative (AWDI). An accredited training project developed to support the self-determination of Aboriginal Community Controlled Organisations (ACCOs) with the aim to increase the number of qualified Aboriginal staff providing culturally safe and appropriate support services to their community.

Through AWDI, employees have upskilled and gain qualifications across the sector. AWDI is supported by the Department of Families, Fairness and Housing, Family Safety Victoria and Department of Education and Training.

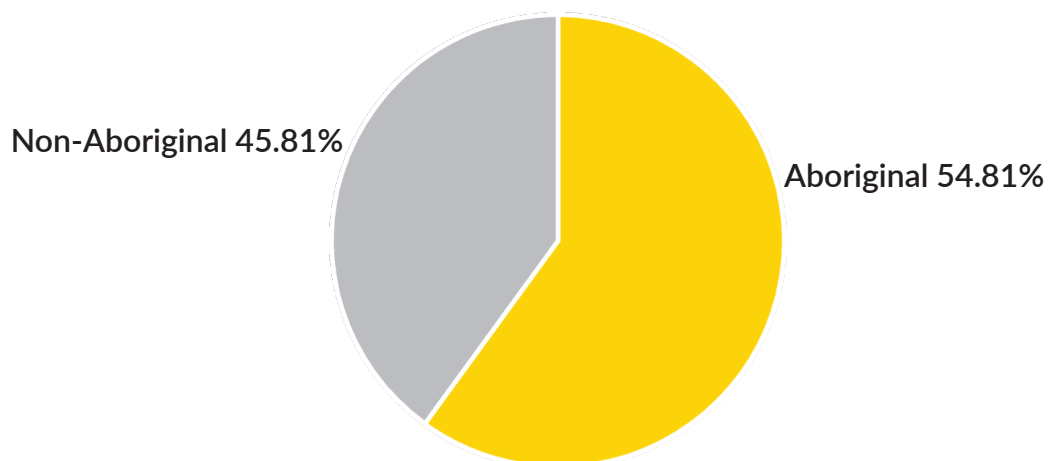


# EMPLOYMENT

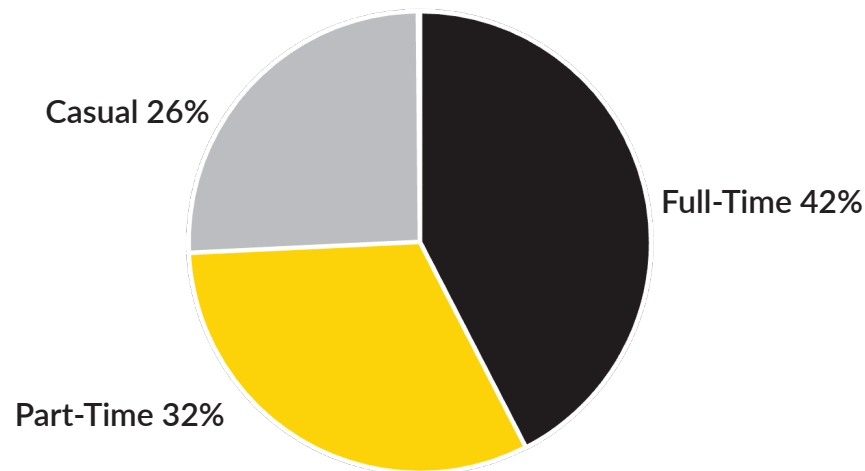
Winda-Mara employed 135 people during the 2020-21 financial year, compared to 140 the previous year. 22 employees commenced in permanent positions and 13 employees departing the organisation.

Of the 135 employees at Winda-Mara 54.81% (n=74) being Aboriginal and or Torres Strait Islander people and 45.81% (n=61) non-Aboriginal. Refer to table 1.1.

Winda-Mara employed 56 full time, 42 part time, 34 casual employees and 4 student placements. Refer to table 1.2.



**Table 1.1:** Aboriginal and or Torres Strait Islander people (n=74) and non-Aboriginal (n=61).



**Table 1.2:** Employment data for the 2020-21 full time (n=56), part time (n=42), casual (n=34).



# TRAINING AND DEVELOPMENT

Winda-Mara is committed to delivering high quality services to our community, placing particular emphasis on developing and supporting workforce planning and development and training opportunities in our workforce.

The strong focus for the organisation has been on workforce planning and development, ensuring all employees undertake an annual performance plan and review, together with a review of duties and responsibilities included in a position description.

Additional workforce development measures and training undertaken by employees:

- Diploma in Aboriginal and Torres Strait Islander Health (ATSI) Care Practice
- Certificate IV in ATSI Primary Health Care Practice
- Certificate IV in Business and Administration
- Certificate IV in Human Resources
- Certificate in Counselling
- Diploma in Community Services
- Certificate IV Land Management and Conservation
- Certificate III Land Management and Conservation
- Diploma of Leadership and Management
- Cultural Awareness
- WHS Representative Training
- Women's Leadership



**Image 1.3:** Land Management Budj Bim Rangers studying the Certificate IV Land Management and Conservation.

- Emergency warden training and procedures, CPR and first aid training
- Multi-Agency Risk Assessment and Management (MARAM) training
- COVID-19 Vaccination training
- Tractor FEL training,
- Australian Chemical User Permit
- Chainsaw certificate
- Infection control training
- Bird identification
- Certificate III in Tourism (SW TAFE)
- GP Register training
- Governance training

# WHAT WE DO

Winda-Mara is an Aboriginal Community Controlled Organisation that was established in 1991, providing services to community across the Heywood, Portland, Hamilton and surrounding areas.

Land Management

Tourism

Cultural activities

Community Engagement

Housing

Children and Youth Services

Building the Dream Program

After School Programs

Koori Pre-School Programs

Playgroup

Holiday Programs

Youth Mentoring

Koorie Maternity Services

Chronic Disease Management

Community Home Support Program (CHSP)

HACC PYP (Program for Young People)

Integrated Family Services and Kinship Care

Family Violence

Local Justice Worker Program

Bringing Them Home

Health Promotion

GP Medical Clinic

Primary Health Services, including Drug and Alcohol Counselling, General Counselling, Quit Smoking Support, Podiatry, Dietetics, Audiology, Optometry, Diabetes Education and Asthma Educator



# COMMUNITY ENGAGEMENT

The impact of COVID-19 and the reduction of community-based funding for emergency relief program has significantly change the way community engagement was delivered through 2020-21.

Community engagement is still a key strategy for improving the health and wellbeing outcomes for Aboriginal and Torres Strait Islander people. Community engagement has been a key strategic priority by focusing and maintaining developing strong partnerships, collaboration, and engagement.

## 2020-21 ACTIVITIES

Community consultations

Stakeholder presentations

Reconciliation events

NAIDOC week events, including Flag Raising, Annual walk to Lake Condah Mission, Elders Lunch, Community Dinner

Men's Group

Men's and Women's Health week activities

Elder's activities

Well Women's group

Virtual health and wellbeing activities

Run Rona

National Aboriginal and Torres Strait Islander Children's Day

National Close the Gap Day

National Sorry Day

Virtual fitness training classes

Carer support groups

Child protection week

Cultural awareness sessions

School Holiday Programs

## COMMUNITY SERVICES

Community Services offers a range of services and programs in the Glenelg and Southern Grampians region, providing early years support, youth engagement and education, wellbeing, community development, home and community support, cultural strengthening, local justice program, and housing program.





# COMMUNITY ENGAGEMENT

## FAMILY SERVICES

The Family Services team has continued to grow during the 2020-21 year and has focused on improving the holistic nature of our service delivery.

Family Services provides a wide range of services to Aboriginal and Torres Strait Islander families, including Family Violence services to both victims and perpetrators, Kinship Care, Targeted Care Packages (TCP), Family Services, Cradle to Kinder, Child Psychologist and Family Therapy.

Family Services have undergone a restructure to best meet the needs of the community. The leadership team now comprises of Shae Ailey as Manager, Christy Ewing as Family Services Team Leader, Hannah Grayson as Kinship/TCP Team Leader and Teresa Hearing as Family Violence Team Leader.

## LAND, COUNTRY AND CULTURE

Land Management manages over 3000 Aboriginal-owned hectares of land, all of which are considered culturally significant to community and the broader region.

Land Management is responsible for all on-ground activities, including cultural site protection, weed and pest control, facilities and asset maintenance and development, environmental works, revegetation, maintenance, livestock operations and the Budj Bim Tourism operations.



## HEALTH

The Health Service is dedicated to providing quality healthcare across a range of medical services in the Southern Grampians and Glenelg region.

General Practitioners	Drug and Alcohol clinicians
Practice Nurses and Aboriginal Health Workers	Psychologist
ATSI Health Checks	Audiologist
Koori Maternity Services (KMS)	Spirometry - Lung function testing
Pathology	Tackling Indigenous Smoking program
Wound Care	Aboriginal Health Workers Program
Health Care Plan	Chronic Disease Management
Mental Health Care Plan	Medication Reviews and pharmacy support



Image 1.5: Uncle Michael Bell, Aunty Janice Lovett and Dr Yota Yoshimitsu.

Winda-Mara continues to partner with organisations to deliver health services and achieve improvement in health outcomes of Aboriginal people and their families – Western Victoria Primary Health Network, Western District Health Service, Portland District Health, Heywood Rural Health, Victorian Aboriginal Community Controlled Health Organisation (VACCHO) and the National Aboriginal Community Controlled Health Organisation (NACCHO), Rural Workforce Agency Victoria (RWAV), and Murray City Country Coast GP training (MCCC).

# OUR IMPACT IN THE COMMUNITY: COMMUNITY SERVICES

## HOME AND COMMUNITY CARE PROGRAM

Community Service provides Commonwealth Home Support Program (CHSP) for people over 50 years and Home and Community Care Program for Younger People with a disability (HACC PYP). Services included are group activities, shopping, lawns and care packs.

## REGIONAL LOCAL JUSTICE PROGRAM

The Regional Local Justice Program supports the community when dealing with the Sherriff, local police, and court. The position operates the Community Based Orders program.

## BRINGING THEM HOME

Emotional wellbeing program that provides a dedicated service to the Stolen Generation.

## HOUSING

Winda-Mara manages 31 housing properties across Heywood, Portland and Hamilton, accommodating 60 Aboriginal people, with another 40 people on our housing waiting list. Our houses are located across three centres, Heywood, Portland and Hamilton.

## COMMUNITY SERVICES

Community Services is an integral part of the local Aboriginal community and continues to be innovative and responsive to community priorities.



**Image 2.1:** Uncle Daryl Rose and Mentees, Mischa, Alla and Indra Purcell. The Youth Mentoring possum skin cloak project.

# OUR IMPACT IN THE COMMUNITY: YOUNG PEOPLE

## KOORI PRE-SCHOOL ASSISTANTS (KPSA)

The Koori Pre-School Assistants support Early Years services in the Glenelg and Southern Grampians areas by delivering cultural education, supporting children and their families, and delivering playgroup in Heywood and Hamilton.

## SCHOOL HOLIDAY PROGRAMS

Every school holidays, Winda-Mara delivers a variety of School Holiday Programs. For the 2020-21 period, programs have been delivered virtually due to COVID-19 restrictions. This has seen a decline in participants attending.

## YOUTH MENTORING PROGRAM

The Youth Mentoring program is a volunteer mentor program for young people in the Heywood/Portland area and matching them with a Mentor within the community.

## BUILDING THE DREAM & CULTURAL STRENGTHENING PROGRAM

The Building the Dream Program (Homework Centre), is now operating as the Cultural Strengthening program. The program is open to Primary and Secondary age students. Students are learning Dhauwurd Wurrung language.



**Image 2.2:** Kiah Morgan and mentees. Kiah has been a part of the Youth Mentor program for a number of years. The program helped Kiah develop confidence and leadership skills. This year Kiah attended a Youth camp that was run by Wathaurong in Anglesea as a leader.

Just recently Kiah gained her drivers licence through the assistance of the program. She also has completed a barista certificate and her RSA through the Program. Kiah is currently working at Winda-Mara as a People and Culture trainee, completing a Certificate IV in Human Resources.



# OUR IMPACT IN THE COMMUNITY: HEALTH

## HEALTH

Our priority this year has been on strengthening the quality of care. With this in mind, our Health Unit has undergone a restructure to best meet the needs of our community. The team now comprises of an interim Health Practice Manager, Team Leaders for Hamilton and Heywood, and a Health and Wellbeing Team Leader.

The year has continued to present challenges and opportunities for all areas of the Health Unit particularly adapting to COVID-19. Within a short space of time, the Health Unit was required to implement new guidelines for adapting service delivery to minimise the risk of transmission of COVID-19.

## COMMUNITY HEALTH PROFILE

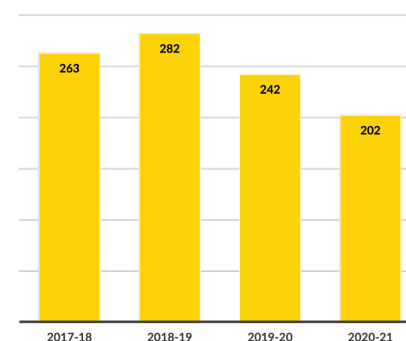
We saw a small decrease in the number of Aboriginal and Torres Strait Islander people completing health checks this year from 202 (2020-21) compared to 242 (2019-20).

Winda-Mara promotes health checks to ensure that Aboriginal and Torres Strait Islander people receive primary and preventative health care, through early detection, diagnosis and intervention for common and treatable conditions that can cause morbidity and early mortality. Refer to table 3.2.

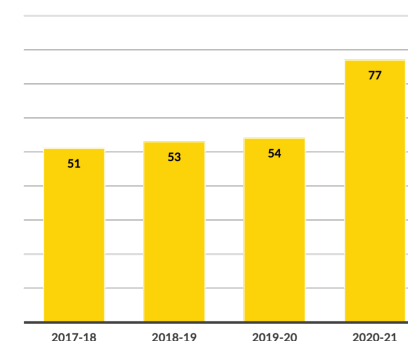
A dedicated COVID-19 vaccination clinic staffed by GPs, Aboriginal Health Workers and registered nurses operated from April 2021. A total of 321 vaccinations administered for the April to June period in 2021.

This year saw an increase in the number of clients accessing Care Plans (721) from 54 in 2019-20 to 77 for 2020-21. Refer to table 3.3.

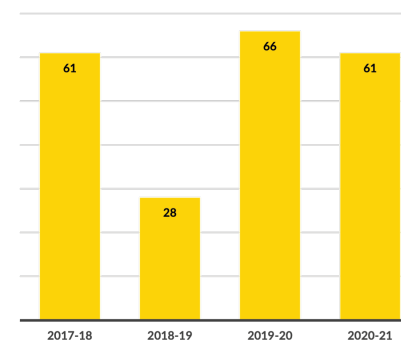
Small decrease in Mental Health Care Plans completed via Medicare from the previous year see table 3.4.



**Table 3.2:** Aboriginal and Torres Strait Islander Health assessments completed by Medicare.



**Table 3.3:** Care Plans (721) completed via Medicare of Aboriginal and Torres Strait Islander clients.



**Table 3.4:** Mental Health Care Plans (723) completed via Medicare of Aboriginal and Torres Strait Islander clients



## HEALTH CASE STUDY: A HOLISTIC HEALTH MODEL

Alcohol and Other Drugs Services demonstrates best practice with a holistic health model, that included the medical team, culture safety and collaboration of Winda-Mara and other service providers. This case study identifies the participant gaining confidence with the cooperation and support of a holistic case work model.

A patient self-referred to Winda-Mara Health unit seeking help to cease cannabis for the betterment of his relationship. The patient had attempted to self-withdraw, but was experiencing severe withdrawal symptoms. He coped with his complex trauma using chronic self-harming and was in crisis following relationship violence and hospitalisation for deliberate self-harm and pending legal matters.

The Health Unit as a whole worked cohesively responding to the patients' medical conditions, included stabilising his mental health presentation with pharmacology treatments, monitoring of withdrawal symptoms, dress of his wounds, referrals to legal services, the Winda-Mara Justice Worker, Dardi Munwurro and Hamilton Mental Health Services for a psychiatrist assessment to formalise a diagnosis, long term management and to support admission to Alcohol Other Drug rehabilitation services.

The patient reported feelings of cultural and emotional safety. *"I felt the workers cared like a family environment, not just people doing their jobs"*. He was supported with outreach to address service engagement barriers in the collaboration model. The patient reported that the phone support from the Justice Worker helped him address his fears to get to court and gave him the confidence to trust and has since engaged with Dardi Munwurro. The patient has a new job and is being training in a leadership role and reported being open with substance issues resulting in the support of his workplace and colleagues. The patient also attended 3-week withdrawal services GWU and reported having a greater understanding finding new coping skills. The substance use is well managed and the patient has reduced self-harming behaviours, and continues to await pending court, and demonstrates bravery working actively to address these charges and life beyond this situation.



# OUR IMPACT IN THE COMMUNITY: FAMILY SERVICES

## FAMILY SERVICES, FAMILY VIOLENCE AND KINSHIP CARE

Winda-Mara's Family Services team has continued to grow during the 2020-21 year and has focused on improving service delivery.

Winda-Mara's Family Services Unit continues to work with Aboriginal children and their families across Family Services, Family Violence and Kinship Care programs. The number of clients and hours of support continues to increase.

## FAMILY VIOLENCE

The past 12 months have been busy and exciting times for the Family Violence Program with funding received from Dhek Dja to provide therapeutic services and the development of the Orange Door Access Point funded by Family Safety Victoria.

The Family Violence program provides family violence case management to women, men and children at risk due to family violence. An average of 15-20 families are supported at any one time. We currently employ two workers in the case management area, and the program also offers specialist support to adolescents who are using violence in the home, and to young people impacted by family violence.

The Family Violence Therapeutic program is currently being developed to provide training, education, programs, and group work to support staff members, community members and families that have been impacted by family violence or work to support those affected by family violence.

Initial work has included identifying a range of training opportunities for staff, providing education within the agency, and liaising with external programs to bring more services on site for the community.

The Orange Door Access Point working alongside the Warrnambool Orange Door will be providing localised services to families impacted by family violence and those needing additional support to meet the wellbeing needs of their children. Workers from a range of services will base in the Access Point to provide intake, assessment and referral for men, women and children.

One of the biggest achievements for the year has been the redevelopment of two buildings in Lindsay Street Heywood to house the Family Violence team and the Orange Door team. The area now provides ample office space and secure client friendly areas.

A big part of the program's role is to educate clients and services about the impact of family violence and to ensure that the person using violence is identified as being responsible for the violence. Too frequently victims of violence, in many cases mothers, are held responsible for the violence that is perpetrated against them.

With the development of the new programs the Family Violence team has collected a wide range of information about Family Violence, Legal Services, funding sources, education and training opportunities and general support services that are available to clients, community, and staff.

This year the Family Violence Case Management Team had some notable successes in providing safety and keeping families together. Support was provided to families to relocate for their safety, assisting with housing applications, moving costs and accessing funding to furnish their homes.

Clients have been supported to develop safety plans and have security systems installed in their homes including cameras, security doors and window fastenings. A lot of support has been given to clients to access legal services, frequently working with Djirra to have Intervention Orders made and Family Law Court orders put in place. In-court support was provided to clients with the presence of Winda-Mara workers recognised by the court as being a positive support for clients. With positive engagement, support and education, women have felt safe to speak up about the abuse they are experiencing, reporting abuse, and putting safety measures in place for themselves and their children. A number of mothers have Child Protection involvement in their lives and our workers attend meetings with them and assist in the development of family plans through the AFLDM process. With support from the Family Violence team, mothers have been able to establish safety for themselves and have children returned to their care and not have Child Protection involvement in their lives. The Family Violence team works with the whole family; support has been provided to men who have used violence to link them into services to achieve safety for their families. The team also provides support for young people and children, supporting them to access counselling support and to engage in education and age-appropriate activities.

In 2020-21 the program supported 112 individual clients, 93 identified as Aboriginal. The majority of clients were located in Hamilton and Portland with 2,474 hours of direct support provided.

## KINSHIP AND TCP

The Kinship Team is advocating for more children to reunify with their parents or be on a permanent care order and would like to see children out of the Child Protection system.

Over the last 12 months we have been successful in getting a CP order revoked, 6 children back in parental care and 3 obtaining permanent care orders.

The Kinship team has been busy throughout the COVID-19 period with some staff starting during the pandemic. We have completed 1,267.3 hours with our first support clients over the last year. This has serviced 18 families (some return clients, some we worked with for a short period before they were returned home). We have completed nearly 2,000 hours with contracted cases and this has serviced 19 clients. Significant work has been involved to support placements and stabilise placements. The team have had out of area placements where we needed to support being around 6 hours away and further. The Kinship Team have been successful in getting one of the long-term kinship children to be moved off a court order and come under a family plan, and we will have 3 children entering permanent care ceasing Child Protection involvement by December 2021.

Our hopes and dreams are to work ourselves out of a job, by having all children back in parental care or out of the Child Protection system.

The team have supported 4 families with a Targeted Care Package (TCP). Targeted Care Packages provide a therapeutic wrap around service to ensure that a child can remain with a parent or support a placement, so a child does not enter the residential care system.



The Kinship team are pursuing to have a larger respite (weekend care) and emergency carer pool. We have recruited community members to step up to help care for children on the weekends to allow long term carers to have a break and time to themselves to work on self-care. We will have more support for respite carers including set up cost payments completed on time or before the respite occurs through our new pilot program which has been supported through the Department of Family, Fairness and Housing (DFFH).

The team are starting to ensure that all children in care have a therapeutic support plan alongside their cultural plans, that will support the carer/family member and child to have better outcomes, and they will also be supported with their trauma history.

**FAMILY SERVICES**

The Family Services unit has had a few changes over the last 12 months with the Cradle to Kinder program becoming exempt and the Family Preservation and Reunification Program taking its place. This program is an integrated model that is for high-risk families and children. This means that families have more intensive in-home services to promote and support families to stay together. We also continue to have our other Intensive targets that provide intensive support to those who do not fit the criteria for the Family Preservation and Reunification Program. Alongside this sits our Integrated Family Services which is a step down for those still needing some support when they have completed the Intensive or Family Preservation and Reunification Programs.

All Family Services staff have been trained in a new program to support the changes in case management.

The Family Services team are already hitting the targets allocated via our funding bodies and are kicking goals in the preservation and reunification space with many families being closed off by Child Protection.

Winda-Mara is also working with McKillop Family Services to build a partnership for the new residential care facility that will be located in Hamilton. This will be for Aboriginal children only. We are keen to be part of this to ensure the space and program is culturally safe for any child/young person that needs to use this facility. As well as ensuring they are kept connected to family and country.

A family camp has been scheduled to provide group sessions and role modelling/mentoring for high-risk families. Unfortunately, due to COVID-19 restrictions this has had to be postponed until the new year.

**FAMILY SERVICES, FAMILY VIOLENCE AND KINSHIP CARE PROFILE**

Family Violence contact for the period 2020-21 saw the program support 112 individual clients, (93 identified as Aboriginal), a significant increased from 22 clients (2019-20). The majority of clients were located in Hamilton and Portland areas with 2,474 hours of direct support provided.

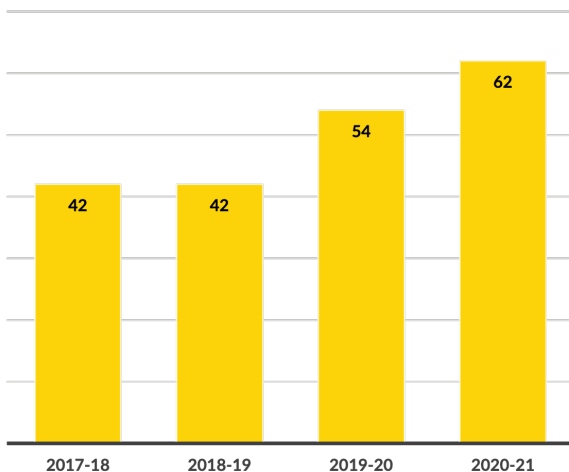
Kinship Contacts: Winda-Mara provided 1,267.3 hours with first support clients and serviced 18 families and completed nearly 2,000 hours with contracted cases and this has serviced 19 clients. Refer to table 4.4 for further information on Kinship targets

Respite and Emergency Kinship carers onboarded, has significantly increased from 4 (2019-20) to 11 (2020-21). Refer to Table 4.5.

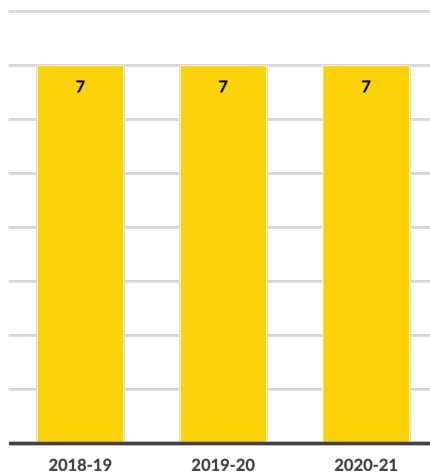
Family Services Contacts: Winda-Mara provided services to 62 clients, and 4 Intensive clients, including 3507:45 hours, and travel of 755:22 hours, a total of 4262:45 hours.

Cradle to Kinder had 7 families involved in the program. Refer to Table 4.3 for Cradle to Kinder Family Service targets.

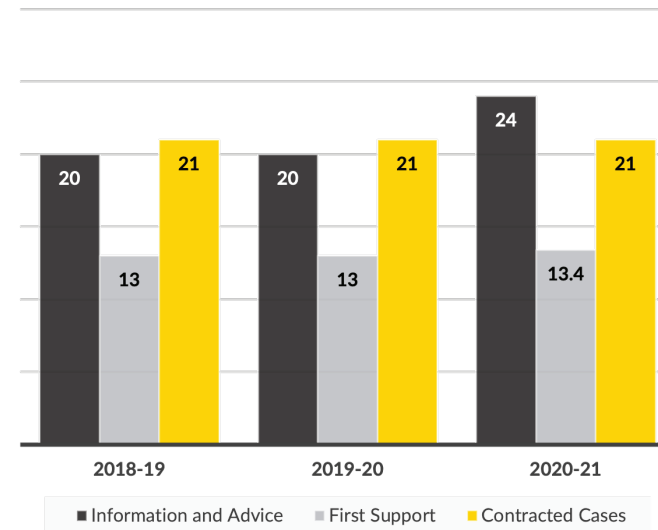
Table 4.6: Geographical location of Family Violence.



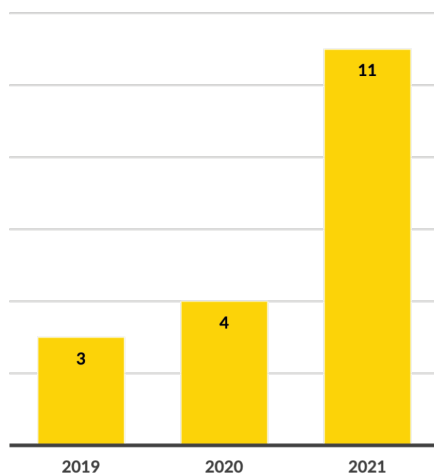
**Table 4.2:** Family Service targets.



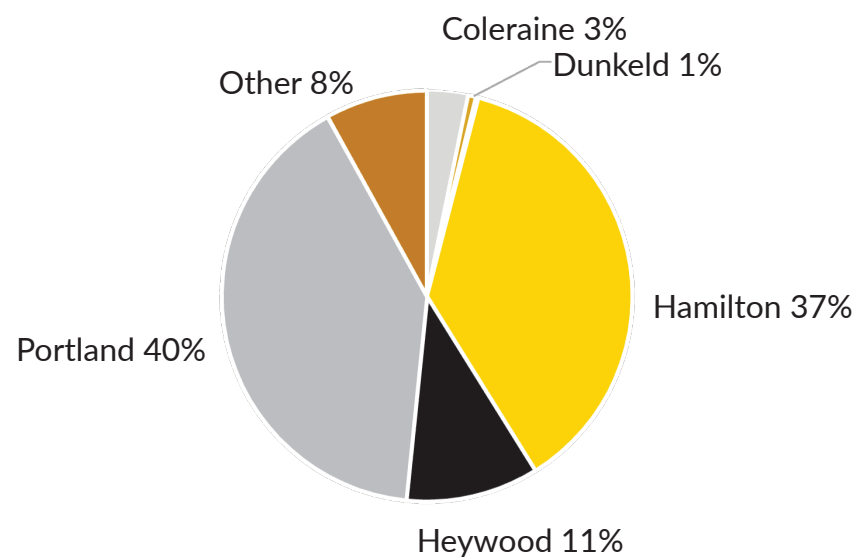
**Table 4.3:** Cradle to Kinder Family Service Targets.



**Table 4.4:** Kinship targets.



**Table 4.5:** Respite and Emergency Kinship carers onboarded



**Table 4.6:** Geographical location of Family Violence



# OUR IMPACT IN THE COMMUNITY: LAND MANAGEMENT

## LAND, COUNTRY AND CULTURE

The Land Management Unit continued to undertake on-ground activities on the Kooreelah and Budj Bim properties this year. COVID-19 restrictions reduced staff numbers several times during the year however most activities for Working on Country and Tyrendarra IPA programs were completed. Staffing has been stable this year (2021) with the unit retaining all staff.

This year staff were relocated to a new depot at 598 Henty Highway Portland. Winda-Mara was successful in obtaining funding through to 2027 for the Working on Country Program which will provide stability of employment for Land Management staff and enable a continued partnership with Gunditj Mirring Traditional Owners Aboriginal Corporation (GMTOAC).

Major projects undertaken this year included completion of the Kooreelah Plan of Management, Revegetation on Kooreelah (10,000 trees) Tyrendarra IPA (3,000 trees) and Lake Gorrie, Lake Condah and Allambie (3,000 trees). In partnership with Birds Australia, our rangers have placed sound recording devices at Tyrendarra IPA to help locate the endangered Australian Bittern. Bird counts with Portland Field naturalists were completed at Lake Condah during spring, summer, autumn and winter this year. Rangers also carried out cultural burns at Tyrendarra IPA and Allambie.

Rangers completed the fencing and planting for the 1 ha site at Kooreelah. With wet conditions for establishment the trees have grown well with some reaching 1 meter in height since planting.

Weed and pest control continued on all properties with our rangers involved in the deer cull at Budj Bim and pig trapping at the Kurtonitj property. Rabbit control was undertaken on all properties.

Staff have worked closely with GMTOAC on fire management, pest control, weed management on ground works for construction of upgrades of facilities' at Tyrendarra and Lake Condah Mission as part of the Budj Bim Master Plan.

The cattle operation continued to run successfully with a total of 278 head of cattle sold from all properties for very good returns.

The Land Management Unit continues to have ongoing partnerships with the following organisations: Gunditj Mirring Traditional Owners Aboriginal Corporation, Department of Prime Minister and Cabinet, Parks Victoria, Department of Environment Water and Planning, Agriculture Victoria, Greening Australia, Birds Australia, Glenelg Hopkins CMA, Portland Field naturalists, South-West TAFE and RMIT University.

## TOURISM

Winda-Mara Tours has been offering authentic, guided tours through the Budj Bim National Heritage Landscape since 1999.

Tourism was severely affected by COVID-19 this year with the operation closed several times. 1,068 adults and 369 children were hosted by our staff with 19 educational and 17 corporate tours undertaken.

## CASE STUDY: BUDJ BIM RANGERS PARTNERSHIP WITH GREENING AUSTRALIA IN RED TAILED BLACK COCKATOO RECOVERY AT KOOREELAH

Winda-Mara Aboriginal Corporation through the Budj Bim Rangers have had a long partnership with Greening Australia. Projects over the past fifteen years have included seed collection and storage, direct seeding and revegetation works on Kooreelah and several Budj Bim properties.

This year a further 6,000 stringy bark trees were planted at the Kooreelah property by Budj Bim Rangers. Most of seedlings were planted in the old pine plantation just north of Boundary Creek on the southern end of the property.

Funding was obtained from Greening Australia last year to commence the project and due to favorable planting conditions and recent rainfall, over 85% of the trees have survived and are growing well.

The aim of the project is to establish stringy bark trees that will supply food and habitat for the endangered Pon Pon Pon Pooramok (Red-Tailed Black Cockatoo) which is suffering population decline due to land clearing.

Flocks of up to twenty-five birds have been seen by Budj Bim Rangers on the property. Further funding was obtained from DEWLP to construct another wildlife corridor on the north end of the property in 2022 which will protect remnant vegetation and cultural sites and provide more habitat for the Red-Tailed Black Cockatoo.





# OUR STAFF

**Chief Executive Officer**  
Jason Kanoa

**Executive Assistant**  
Briana Picken

**Community Wellbeing & Cultural Service Executive Manager**  
Tony Lovett

**Corporate Services Executive Manager**  
VACANT

**Health Services Practice Manager**  
Sharron Rigg (Interim)

**Family Services Manager**  
Shae Ailey

**Community Services Manager**  
Wendy Lovett

**Land Management Manager**  
Matthew Butt

**People and Culture Manager**  
Shae Ailey

**Finance Manager**  
David Gorrie

**Health Team Leader**  
Shane Boney  
Jessica Lovett-Murray

**Kinship & TCP Team Leader**  
Hannah Grayson

**Community Services Team Leader**  
Macahlia Rose

**Land Management Team Leader**  
Leigh Boyer  
Ben Church

**People and Culture Assistant**  
Shannon Gaita

**Finance Team Leader**  
Karen Millard

**Aboriginal Health Worker**  
Janice Lovett (Senior)  
Tina Wright (Trainee)

**Kinship Worker**  
Jennifer Rowe  
Julie Barber

**Youth Mentor Coordinator**  
Sue Lovett

**Budj Bim Mentor**  
Eileen Alberts  
Tony Rotumah

**People and Culture Trainee**  
Kiah Morgan

**Finance Officer**  
Simone Moriarty  
Kathy Millard

**Allied Services Trainee**  
Pattica Agnew

**Kinship Promotional**  
Vici Wakely

**CHSP Coordinator**  
Janine Cameron

**Budj Bim Ranger**  
Joshua Ferguson  
Gordie Slade  
Colleen Hamilton

**Receptionist**  
Doneka Webb

**Quality and Compliance Officer**  
Penelope Becker

**Practice Nurse**  
Peter Irving  
Teegan Drain  
Audrey Lenehan

**Kinship Care Trainee**  
Marley Morgan

**Access and Support**  
Jacinta Kimber

**Budj Bim Ranger Trainee**  
Yakirah Agnew  
Liam Dunstan

**Training and Development Officer**  
Ian Moody

**ITC Officer**  
Kate Cole

**Health and Wellbeing Team Leader**  
Frances Kelly

**Out of Home Care Therapist**  
Vin Gannon

**HACC Maintenance**  
Maurice Cameron  
James Slade

**Environmental Services**  
Lisa O'Brien  
Kristie Stockton  
Donna Hines  
Shantelle Walsh  
Storm Hogan  
Vivian Day

**Assets Coordinator**  
Paul Healy

**Health and Wellbeing Officer**  
Margaret Ferguson  
Tanya Page  
Riana Beardsell  
Djakira Hope (Trainee)  
Shontay Charles (Trainee)

**Family Services Team Leader**  
Christy Ewing

**Housing Maintenance**  
Joseph Johnston

**Healthy Lifestyles**  
Candice Day

**Integrated Family Services Worker**  
Cheryl Hogan  
Rebecca Fraser  
Jodi Nepean

**Building the Dream**  
Jodie Lovett

**Koorie Pre-School Assistant**  
Latasha Nepean  
Sharon Bamblett

**Medical Receptionist**  
Debra Jefcoate (Senior)  
Charmaine Barker  
Kim Harman-Myers

**Cradle to Kinder**  
Kelly Barber

**Local Justice Worker**  
Leon Davis

**Transport Driver**  
Brian Smith

**Family Violence/Orange Door Team Leader**  
Teresa Herring

**Cultural Strengthening**  
Jenna Bamblett

**Bringing Them Home Worker**  
Sue Lovett

**Psychologist**  
Daryl Hobbs  
Merrilyn Risk

**Family Violence Practitioner**  
Denise Webb

**Community Services Trainee**  
Tara Crumpen-Slade

**General Practitioner**  
Dr Frank Fox  
Dr Nicole Kerr  
Dr Yota Yoshimitsu  
Dr Phyo Kyaw

**Promotions and Admin**  
Nicole Stanley

**Medical Clinic Cleaner**  
Mary Scott



**Image 2.4:** Aunty Karen Millard, Senior Finance Officer/Team Leader and Jason Kanoa, Chief Executive Officer.

Aunty Karen Millard celebrated her 20 years of service with Winda-Mara (2021)



## Winda-Mara Aboriginal Corporation

ABN: 71 636 105 116

### Board Members' Report

30 June 2021

The board members present their report with the financial report on Winda-Mara Aboriginal Corporation for the financial year ended 30 June 2021, and the auditors report thereon.

#### Board Members

The names of the board members in office at any time during, or since the end of, the year are:

Names	Position	Appointed/Resigned
Roslyn Pevitt	Secretary/ Public Officer	Resigned 30 November 2020
Brett Pevitt		
Sandra Bell		Resigned 30 November 2020
Janice Lovett	Treasurer	Resigned 30 November 2020
Troy Lovett		
Jason Walker		Appointed 30 November 2020
Claudette Lovett	Chairperson	
Ben Church		Appointed 30 November 2020
Denise Lovett		Appointed 30 November 2020
Joseph Saunders		Appointed 30 November 2020

Board members have been in office since the start of the financial year to the date of this report unless otherwise stated.

#### Principal activities and significant changes in nature of operations

The principal activity of Winda-Mara Aboriginal Corporation during the financial year was the provision of Aboriginal Services in Health, Accommodation, Education, Land Management and Cultural Wellbeing.

The Corporation registered for the Portable Long Service Benefits Scheme on 30 October 2020. The Long Service Portability Act 2018 is effective from 1 July 2019. As a community services provider, the Corporation will be required to adhere to the legislation and has made contributions to the Long Service Benefits Scheme. It continues to accrue and provide for all employee Long Service Leave obligations as a liability at 30 June 2021 whilst it continues to reconcile and assess employee eligibility in accordance with employee award requirements effective 30 October 2020.

There were no significant changes in the nature of Winda-Mara Aboriginal Corporation's principal activities during the financial year.

#### Objectives

The Corporation's short term objective is to compete for the five Commonwealth funding streams while continuing to provide services in Health, Accommodation, Education, Land Management and Cultural Wellbeing. The long term objective is to establish a local indigenous employment network for youths, with the aim of providing a good start in work experience for our youth.

#### Operating results

The surplus of the Corporation amounted to \$ 1,092,653 (2020: \$ 1,810,404).

## **Board Members' Report**

**30 June 2021**


### **Events after the reporting date**

The COVID-19 pandemic continues to create unprecedented uncertainty of the economic environment. Actual economic events and conditions in future may be materially different from those estimated by the Corporation at the reporting date. In the event the COVID-19 pandemic impacts are more severe or prolonged than anticipated, this may have further adverse impacts to the Corporation. At the date of the financial statements an estimate of the future effects of the COVID-19 pandemic on the Corporation cannot be made, as the impact will depend on the magnitude and duration of the economic downturn, with the full range of possible effects unknown.

On 1 August 2021, the Corporation entered into two 12 month leases for premises at Henty Highway, Portland, with one lease being a peppercorn lease. On 15 September 2021 the Corporation entered into two deeds granting the Corporation to option to acquire the above mentioned leased properties on Henty Highway Portland. The deeds expire on 1 May 2022. The Corporation intends to utilise this site to further its objectives.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Corporation, the results of those operations or the state of affairs of the Corporation in future financial years.

Signed in accordance with a resolution of the Members of the Board:

Director:  .....

Jason Walker

Dated 24 November 2021



## **Statement of Income and Expenditure and Other Comprehensive Income For the Year Ended 30 June 2021**

	Note	2021 \$	2020 \$
Revenue	4	8,598,429	8,797,379
Finance income		71,526	134,318
Accounting fees		(29,304)	(29,810)
Advertising expenses		(40,934)	(44,625)
Depreciation and amortisation expense		(393,097)	(350,103)
Employee costs		(5,280,113)	(4,715,591)
IT Maintenance		(56,996)	(45,722)
Livestock cost of sales		(348,732)	(232,366)
Medical expenses		(50,023)	(81,409)
Motor vehicle expenses		(171,611)	(170,435)
Occupancy expenses		(136,093)	(128,453)
Repairs and maintenance		(185,787)	(113,131)
Other expenses		(673,198)	(844,270)
Supplies and consumables		(177,403)	(277,840)
Travel expenses		(34,008)	(86,668)
Finance expenses		(3)	(870)
<b>Total comprehensive income for the year</b>		<b>1,092,653</b>	<b>1,810,404</b>

## Winda-Mara Aboriginal Corporation

ABN: 71 636 105 116

### Statement of Financial Position

As At 30 June 2021

	Note	2021 \$	2020 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	5	2,911,134	1,018,617
Trade and other receivables	6	105,675	92,114
Inventories	7	417,111	446,436
Financial assets	8	8,662,291	8,568,722
Other assets	9	45,331	87,148
Biological asset	10	164,250	164,250
<b>TOTAL CURRENT ASSETS</b>		<b>12,305,792</b>	<b>10,377,287</b>
<b>NON-CURRENT ASSETS</b>			
Financial assets	8	5,000	5,000
Property, plant and equipment	11	6,839,598	6,823,266
<b>TOTAL NON-CURRENT ASSETS</b>		<b>6,844,598</b>	<b>6,828,266</b>
<b>TOTAL ASSETS</b>		<b>19,150,390</b>	<b>17,205,553</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	12	465,243	318,774
Employee benefits	13	650,287	519,488
Financial liabilities	14	2,906,035	2,342,584
<b>TOTAL CURRENT LIABILITIES</b>		<b>4,021,565</b>	<b>3,180,846</b>
<b>NON-CURRENT LIABILITIES</b>			
Employee benefits	13	32,654	21,189
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>32,654</b>	<b>21,189</b>
<b>TOTAL LIABILITIES</b>		<b>4,054,219</b>	<b>3,202,035</b>
<b>NET ASSETS</b>		<b>15,096,171</b>	<b>14,003,518</b>
<b>EQUITY</b>			
Issued capital		542,900	542,900
Retained Surplus		14,553,271	13,460,618
<b>TOTAL EQUITY</b>		<b>15,096,171</b>	<b>14,003,518</b>

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WINDA-MARA ABORIGINAL CORPORATION**

### **Report on the Audit of the Financial Report**

#### **Opinion**

We have audited the accompanying financial report of Winda-mara Aboriginal Corporation (the Corporation), which comprises the statement of financial position as at 30 June 2021, the statement of income and expenditure and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory notes and the responsible entities board members' declaration.

In our opinion the financial report of Winda-mara Aboriginal Corporation has been prepared in accordance with the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*, including:

- a) giving a true and fair view of the Corporation's financial position as at 30 June 2021 and of their performance for the year ended on that date; and
- b) complying with Australian Accounting Standards – Reduced Disclosure Requirements.

#### **Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Corporation in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Other Information**

Board members are responsible for the other information. The other information comprises the information included in the Corporation's annual report for the year ended 30 June 2021, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Responsibilities of Board Members for the Financial Report

The board members of the Corporation are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*, and for such internal control as the board members determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the board members are responsible for assessing the ability of the Corporation to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the board members either intend to liquidate the Corporation or to cease operations, or has no realistic alternative but to do so.

The board members are responsible for overseeing the Corporation's financial reporting process.

### Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located on the Auditing and Assurance Standards Board website at: [http://www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf). This description forms part of our auditor's report.

Moore Australia  
**MOORE AUSTRALIA AUDIT (VIC)**  
**ABN 16 847 721 257**



**RYAN LEEMON**  
**Partner**  
**Audit and Assurance**

Melbourne, Victoria

24 November 2021



# OUR PARTNERS & SUPPORTERS

**Winda-Mara Aboriginal Corporation is grateful for the ongoing support of our important financial partners and supporters.**

Department of Education and Early Childhood Development (DEECD)

Department of Education and Training

Commonwealth Department of Health

Department of Justice

Family Safety Victoria

Department Health and Human Services

Department of Premier and Cabinet

Department of Prime Minister and Cabinet

Department of Environment, Land, Water and Planning (DELWP)

Rural Workforce Agency Victoria (RWAV)

Alcoa

Portland Aluminium

Glenelg Shire Council

Southern Grampians Shire Council

Southern Grampians and Glenelg Primary Care Partnership (PCP)

South-West TAFE

RMIT University

Gunditj Mirring Traditional Owner Aboriginal Corporation

Gunditjmara Aboriginal Corporation

Dhauwurd-Wurrung Elderly & Community Health Service Inc

Kirrae Health Service Inc.

Goolum Goolum Aboriginal Co-Operative

South-West Health Care

Western District Health Service

Portland District Health

Heywood Rural Health

Medicare

Victorian Aboriginal Community Controlled Health Organisation (VACCHO)

Western Victorian Primary Health Network

Murray City Country Coast (MCCC)

Greening Australia

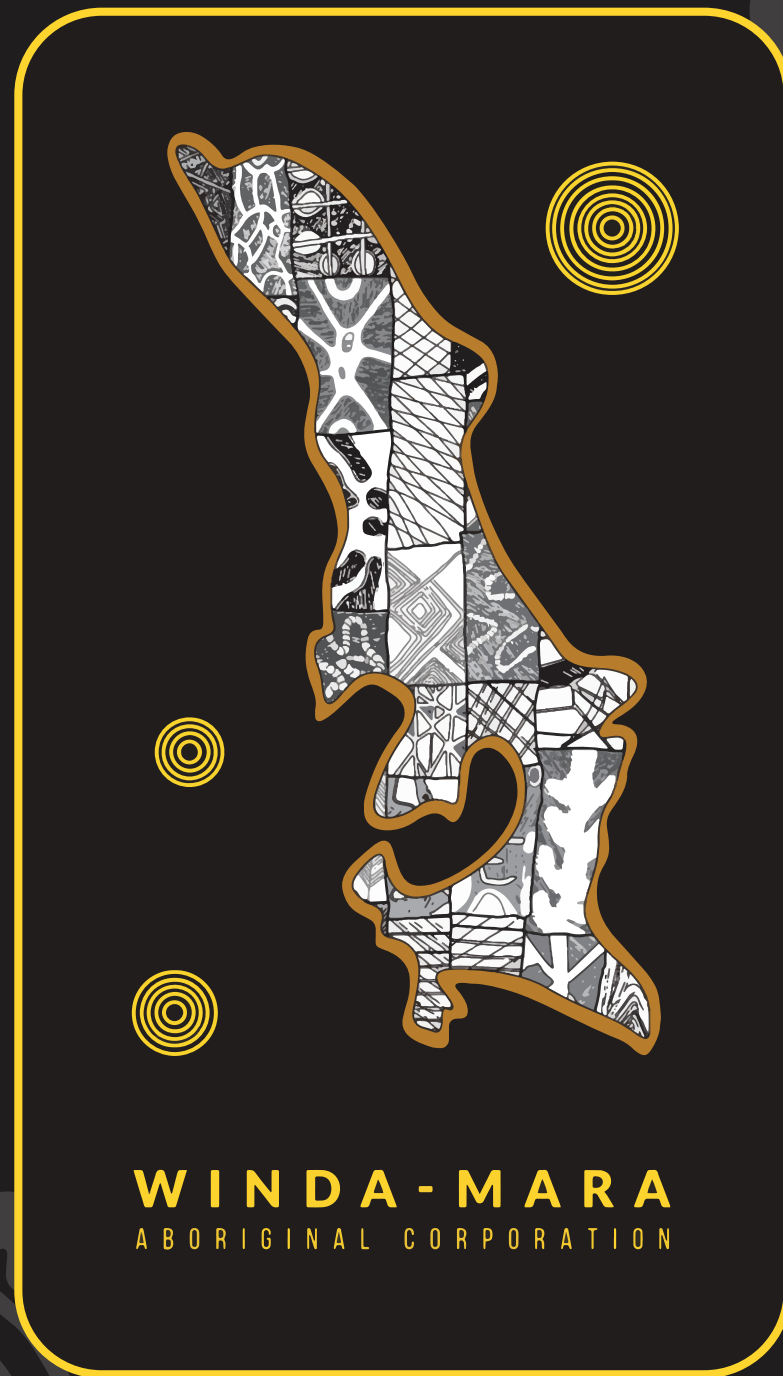
Agriculture Victoria

Birds Australia

Glenelg Hopkins CMA

Portland Field naturalists





**WINDA-MARA**  
ABORIGINAL CORPORATION

ANNUAL REPORT 2020-2021