

WINDA-MARA

ABORIGINAL CORPORATION



ANNUAL REPORT

2021-2022





Acknowledgement

We respectfully acknowledge the land which we live and work on – Gunditjmara Mirring (Country) and we pay our respects to Elders past and present.

We build on the work of our Ancestors and Elders to create a better future for the Aboriginal and Torres Strait Islander people in our community.

Disclaimer

Aboriginal and Torres Strait Islander people should be advised that the following document may contain images of deceased peoples.



Contents

About Winda-Mara, Vision & Values	2
Chairperson's Report	3
Board of Directors	4
CEO Report	5
Executive Manager Community, Wellbeing and Cultural Services	6
Executive Manager Corporate Services	7
Governance	8
People & Culture	9
Quality Management, Accreditations & Registrations	10
What We Do	11
Community Services	12
Health	16
Family Services	18
Land Management	20
Our Organisation	22
Partners & Supporters	23
Financial, Board & Auditor Reports	24



Winda-Mara Aboriginal Corporation

(Winda-Mara) is a community-controlled organisation located in South-West Victoria with offices in Heywood, Hamilton and Portland.

Winda-Mara was established in 1991 as a result of members within the community wanting to provide better health, education and employment opportunities for Aboriginal and Torres Strait Islander people living in the area, and we have developed a strong membership base.

We have over 75 people employed at Winda-Mara - with 61% Aboriginal staff. Our key focus is to provide opportunities for Aboriginal and Torres Strait Islander people and their families to access and participate in culturally appropriate services and community activities.

Winda-Mara has provided these services to the local Aboriginal community for over 30 years.

Our vision is 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

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

Partnership Creating better client outcomes through strong partnerships.

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

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

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

Effectiveness Effective ‘results orientated’ services meeting the needs of the community.

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

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



Chairpersons Report

Ngatanwarr,

Winda-Mara Board of Directors and Staff respectfully acknowledge the Traditional Owners of the land on which we work – the Gunditjmara people and pay respects to Elders past and present and young emerging leaders.

2021-22 has been another challenging year for us as an organisation and a community, overcoming 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.

We have made great progress on our commitment to improve infrastructure directed by our recently developed Integrated Medical Hub 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 Denise Lovett, Jacinta Kimber, Staycee Charles, Ben Church, Joseph Saunders, and Jason Saunders.

The Board would also like to acknowledge previous Chief Executive Officer Jason Kanoa for his contributions to Winda-Mara Aboriginal Corporation and welcome Jason Walker into the position.

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,
Michael Bell*



Board of Directors



Michael Bell
Gunditjmara
Chairperson



Staycee Charles
Gunditjmara
Secretary



Jacinta Kimber
Gunditjmara
Treasurer



Denise Lovett
Gunditjmara
Director



Ben Church
Gunditjmara
Director



Joseph Saunders
Gunditjmara/Gunnai/Menero
Director



Jason Saunders
Gunditjmara
Director



CEO Report

Ngata,

Firstly, I'd like to begin by acknowledging Gunditjmara, the Traditional Owners of the land on which Winda-Mara Aboriginal Corporation operate. I would also like to pay my respects to my ancestors, my Elders past and present and emerging leaders.

I acknowledge and thank Winda-Mara Aboriginal Corporation Board of Directors, our community, and staff for entrusting me to lead our Organisation as Chief Executive Officer. To be back working in community where I grew up is an absolute honour and privilege and I look forward to working alongside the Board and staff. I also acknowledge Jason Kanoa, previous Chief Executive Officer for his contribution and leadership to Winda-Mara and our community.

Over the past 2 years, the pandemic has brought many challenges and Winda-Mara have been able to navigate through one of the toughest periods in our history. Now, in post COVID times Winda-Mara has returned to normal operations, focused on community engagement and program delivery, ensuring a professional and culturally appropriate service is provided to our community in accordance with the Winda-Mara Strategic Plan values and objectives.

Winda-Mara will continue to strengthen and improve in the following areas:

- Health and Wellbeing
- Community and Culture
- Family Services
- Land Management and Tourism
- Corporate Governance Services and Administration; and
- Infrastructure

Winda-Mara's infrastructure projects are progressing, and the new Integrated Medical Hub (Stage 1) Project located at Hunter Street, Heywood is scheduled for construction for late 2023. In July 2022 Winda-Mara purchased the Henty Highway Property (Claymac Ford site), Portland where the Budj Bim Rangers depot is currently located. We will continue to consult with community in the future developments of the property.

Winda-Mara continues to review internal systems in accordance with Quality and Accreditation Standards where strengths, weaknesses and gaps are identified. Winda-Mara strives to continue to improve internal policies, procedures, and systems in accordance with Accreditation Standards.

One of our greatest strengths of Winda-Mara is our staff. We will continue to invest in professional development by creating access to a variety of training and career pathways, so that our emerging future leaders are well placed to lead Winda-Mara into the future.

Winda-Mara is excited to develop our new Strategic Plan for period 2023-25 and will ensure community are provided opportunity to engage, contribute and influence the direction of Winda-Mara's achievements to ensure a strong and healthy mob in the Heywood, Hamilton and Portland areas.

I hope you enjoy reading this report. Our Winda-Mara teams have provided a snapshot of the deadly work conducted over the past 12 months and I look forward to the journey ahead.

*Wurruk,
Jason Walker*



Executive Manager Community, Wellbeing and Cultural Services

Ngata,

Since returning to Winda-Mara Aboriginal Corporation as the Executive Manager of Community Wellbeing and Culture in mid-2022, it has been deadly to see the continuation of the organisation's legacy of servicing the Heywood and Hamilton Aboriginal communities still strong.

On the back end of the disruptions of a global pandemic, I would like to acknowledge the hard work of our Aboriginal Community Controlled Health Organisations around the state and the unbelievable efforts to keep mob safe.

Now that we are living in a safe and free society, we at Winda-Mara are focused on growing our service by identifying new initiatives, building on the previous success of current programs, upgrading our facilities, and supporting staff to participate in professional development opportunities to evolve and cater for community to engage and/or re-engage with Winda-Mara post COVID-19.

We strive to improve our service delivery to make sure each client receives the adequate

balance of professionalism and culturally appropriateness every time they present or engage with Winda-Mara. To make this possible, we want to expand our knowledge and connection across program areas to provide our community with a no wrong door service complimented by a suite of options to address their wellbeing and cultural requirements. Where we need to refer outside our organisation, we want to be confident that our stakeholder is culturally appropriate towards our community member's needs.

We are excited to work with community to design our 2022-2025 Winda-Mara Strategic Plan. This plan will build on previous successes and to evolve our organisation guided by our values and behaviours.

As you will see throughout this annual report, our Community, Wellbeing and Cultural services have achieved many great outcomes throughout 2022. We are committed to increasing our services to ensure individuals, families and community have the support to thrive in 2023 and beyond.

*Wurruk,
Johnny Bell*



Executive Manager Corporate Services

Ngata,

The Corporate Services portfolio provides services across Facilities Management, Finance, Information Technology, Media and Communications, Human Resources, Strategy and Project Management as well as Quality and Governance. The strategic vision of the Corporate Division encompasses improvements across all of its branches and will take several years.

In all of the aforementioned areas, we are focused on creating a sustainable corporate model that builds on current practices that is able to support our community, clients and stakeholders.

In 2021, the Board approved the appointment of a new Executive position, Executive Manager Corporate Services as it recognised the importance of separating Corporate/back of house services with client facing services. A successful application through Aboriginal Health Workforce Grant allowed Winda-Mara to begin recruitment for three positions in Governance, Work Health and Safety and Finance to begin development of a Corporate Services strategy which will underpin the WMAC Strategic Plan for 2022-2025.

Significant consultation with staff and community was undertaken to construct the Integrated Medical Hub Master Plan for a new Primary Health and Family Services. The department has been busy managing the interactions with various state and local stakeholders to ensure we are ready for construction to begin late 2023. Winda-Mara acknowledges the support from the Aboriginal Community Infrastructure Program and Victorian Health Building Authority and the Winda-Mara Members for supporting this much needed project.

Winda-Mara was also successful in gaining a grant from the Indigenous Land and Sea Corporation to assist with the purchase of 598 Henty Highway, Portland where our Land Management Team and Budj Bim Tours operate from.

In 2022, there has been a strong focus on service improvement. Winda-Mara will continue to review existing systems and processes and invest in appropriate systems that will improve governance and corporate performance.

*Wurruk,
Ravi Singh*



Governance

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 to 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 quality systems and are implementing important new roles to improve the service delivery of the organisation.

Winda-Mara is confident that we head into the 2022-2023 year with renewed aspirations and future focus as the leading services provider in the South-West for Aboriginal and Torres Strait Islander people.



People & Culture

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.

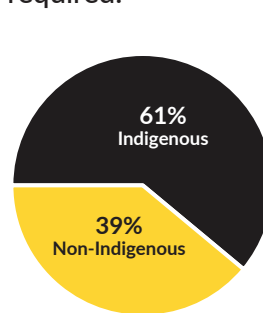
The focus for the organisation has been to implement changes whilst still delivering high quality services to our community, ensuring that our systems and procedures are vigorous, and our employees are supported so that Winda-Mara has a sustainable workforce that continues to exceed the required service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

Our People and Culture team have had a disrupted year with the People and Culture Manager position sitting vacant for a lot of the first half of 2022 with our Executive Manager Corporate Services covering the role in the interim.

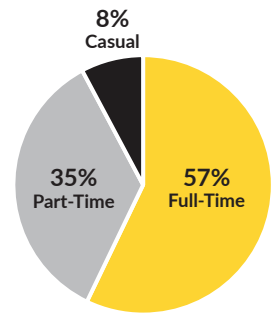
We were still able to operate as usual with the advertising and hiring of new and current positions within the organisation, getting important roles filled to continue to provide our important services to our community.

Moving forward, we will employ a small People and Culture team to manage the expectations of staff and confidently deliver services to them and the community as is required.

- 138** Total people employed for 2021-22
- 7** Permanent positions commenced
- 61** Left the Organisation



**Indigenous/
non-Indigenous**



**Employment
breakdown**



Quality Management Accreditations 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.

CURRENT ACCREDITATIONS AND REGISTRATIONS

International Standards for Quality Management to ISO 9000:2016 accreditation

Human Services Standards (DFFH)

Our GP Practice accredited to RACGP Standards

Registered Community Service Organisation (DHHS)

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



What we do

Our Services

- Community Engagement
- Cultural Strengthening
- School Holiday Programs
- Youth Mentoring
- Building the Dream
- Koorie Preschool Programs
- Willan Playgroup
- Local Justice Worker Program
- Bringing Them Home
- Cultural activities
- Housing
- Community Home Support Program (CHSP)
- HACC-PYP (Program for Young People)
- Land Management
- Tourism
- Integrated Family Services
- Kinship Care
- Family Violence
- Health Promotion
- GP Medical Clinic
- Chronic Disease Management
- Koorie Maternity Services
- Primary Health Services including Drug and Alcohol Counselling, General Counselling, Quit Smoking Support, Podiatry, Dietetics, Audiology, Optometry, Diabetes Education and Asthma Educator

Community Activities

- Community consultations
- Stakeholder presentations
- Reconciliation events
- NAIDOC week events - flag raising, walk to Lake Condah Mission, Elders lunch, community dinner
- Treaty yarns
- Cultural awareness sessions
- Carer support groups
- Health screenings
- School holiday programs - Junior Rangers, lucky dip, tours on Country, day trips
- Elder's activities
- Women's group
- Men's group
- Youth mentor sessions & drop-in centre
- NAIDOC T-shirt design competition
- Heywood Deadlies Fun Run
- Deadly Choices activities and giveaways
- National Aboriginal and Torres Strait Islander Children's Day activities
- National Close the Gap Day
- National Sorry Day
- National Playgroup Week
- World No Tobacco Day
- Mental Health Week - Gratitude Journals, Sound Healing, Yoga, Book Reading
- World Health Day



Community Services

Koorie Preschool Assistant (KPSA)

The Koorie Preschool 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.

We aim to increase and enhance the participation of Aboriginal children in kindergarten programs and ensure the cultural connection, safety, and wellbeing of the children.

We have had good numbers of families attend the Hamilton Playgroup while Heywood has had lower numbers.

Building the Dream/Cultural Strengthening

Cultural studies program is for primary and secondary students which runs every Monday after school. Children learn language, traditional games, stories and crafts. We have held a few sessions in both towns, but with COVID-19 restrictions and moving from our Kenna Ave space in Hamilton, we have not been able to run this regularly. We are hoping to kick start this program in Hamilton in the next year.

Youth Mentor Program

The Youth Mentoring program aims to engage our youth aged 12-25 within the Heywood, Hamilton, and Portland area. This program is a place for young people and mentors to connect and engage within the community through our activities.

The program is built around what our youth would like to do and achieve. Through this program we aim to increase our youth's awareness of culture and community through a range of activities such as cultural camps, life skills, information sessions, team building activities, education support and more.

We have opened our youth drop-in centre in Heywood, and it is currently open on Tuesday and Wednesday nights. Youth can come in from 3:30pm onwards, have a chat, snack, watch a movie or just catch up with mob. This is a hub for our youth which is great as they are starting to connect with this space. We have several different activities available when they drop in and are open to suggestions for more.



Junior Ranger Program

This program runs as part of our school holiday program with good numbers of children attending. It is great to partner with our Rangers, Gunditj Mirring and Glenelg Hopkins CMA as the children get to experience our deadly country and learn about our waterways, vegetation, and land with the help of these professional partners.



Community Services

Home and Community Care Program for Younger People (HACC-PYP)

Provided to Aboriginal and Torres Strait Islander clients who are under the age of 50 and meet the criteria.

Clients receive culturally appropriate services to enable them to remain living independently in their own homes. We work to promote social interaction and community connection by providing wellbeing group sessions. Clients social, emotional, mental, and physical wellbeing are supported through all services delivered. We also offer garden maintenance and a connection with support services.

Commonwealth Home Support Programme (CHSP)

The aim of our CHSP program is to provide Aboriginal and Torres Strait Islander clients with high quality support to maximise their independence at home and within the community. We provide culturally appropriate support to clients over the age of 50 who are eligible for our services based on their current needs. Maintaining a client's independence and providing activities to support their social, emotional, mental, and physical wellbeing are our goals. We provide domestic assistance, garden maintenance, goods, equipment and assistive technology and some limited personal care.

Elders group activities

Fortnightly gatherings/outings, Treaty workshop, luncheons, musicals and on Country trips.

Regional Local Justice Program

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

We also offer a Worker Development Program to assist community members with alternative avenues to work off incurred fines including cultural activities, educational courses, and counselling.

Housing

Winda-Mara manages 32 housing properties across Heywood, Portland and Hamilton, accommodating approximately 60 Aboriginal people, with approximately 30 more people on our housing waiting list. Our aim is to keep our community living in a manageable property so they can focus on other areas of their lives. We manage the maintenance of all of our properties and have begun some upgrade works in 2022.



Community Services

Bringing Them Home

The Bringing Them Home Program facilitates healing, improvements in wellbeing, stronger connections to community and strengthening of Aboriginal identity in the lives of Aboriginal and Torres Strait Islander people and their families who have been affected by past policies and practices of forced removal. The goals are to prioritise, assist and support local Aboriginal and Torres Strait Islander people who are members of the Stolen Generations to trace their family origin, connect with their Aboriginal culture and identity and link in with relevant support services, for instance mental health and research services.

School holiday programs

Due to COVID-19 with several lockdowns and restrictions on numbers for group activities we did see a decline in numbers for our holiday programs for the first half of this year but we still held our Junior Ranger Program, and hosted an Amazing Race with Glenelg Shire and a Heywood Deadlies Colour Run.

One success during this time was our lucky dip boxes and our holiday program Facebook page where families shared their activities. It was a great way for our children to still connect with their mob and proudly show off their results.

Community Services recently had five staff graduate with Diploma in Community Services through VACCHO. The course was for 18 months, and we feel the team all came together to help each other along the way, and we want to congratulate you all on your hard work and persistence throughout the course as it was not an easy time to study due to the lockdowns and restrictions. The group had to adapt through this process. Well done Macahlia Rose, Jenna Bamblett, Leon Davis, Jodie Lovett, and Jacinta Kimber. (Candice Day who is part of our health unit also graduated this course).

Wendy Lovett also graduated along with Sherree Chaudhry and Shae Ailey with a Diploma in Leadership and Management.

Recruitment has been our biggest challenge this year. Coming out of COVID-19 lockdowns and restrictions has left some staff struggling to come back to work full time, or at all. Over the year we have had several different positions vacant and filled, with some unfortunately not being able to be filled at all.





Health



This year has found that we returned to a somewhat more normal best practice at the medical clinics. Vaccinations were the predominant healthcare priority for the first half of this year, along with the large presence of COVID-19 in our surrounding community. The main objective was ensuring assistance and medical advice was available to monitor and treat the symptoms. The urgency for COVID-19 vaccinations has eased. We have had a great response to the COVID-19 Booster and Winter doses (3rd and 4th vaccinations) amongst our community members and patients that utilise our medical clinics. Influenza vaccinations were also well received.



Both Medical Clinics have also seen an increase in community seeking support from our mental health and AOD (Alcohol and Other Drug) services.

Our doctors have been extremely busy and have accommodated our community to an outstanding level with their professionalism and passion. We have returned to face-to-face appointments the majority of the time, while phone appointments and Telehealth appointments have become a regular method of keeping in touch with our vulnerable clients.

ATSI health checks have been high on our list of priorities, getting community involved in health assessments, and monitoring vital

health to ensure preventative health outcomes. Community have re-engaged with our visiting Allied Health Services and appointments have been successfully booked out on a regular basis.

Education and learning have been another area the Health Unit have had the opportunity to participate in this year. Team members have attended various conferences and workshops throughout the year to expand learning and adapt new ideas into clinical best practice.

Our Aboriginal Health Worker Trainees have had a productive year, attending VACCHO studies in Melbourne and contributing to clinical outcomes in the workplace and broadening their scope of knowledge and best practice.

Both of our full-time Registered Nurses completed courses in Immunisation Practice in Primary Healthcare and Drug and Alcohol Screening. RN Kristy commenced a support role in Aboriginal Maternal Child Health. The clinical team has also engaged a part-time RN who works between clinics as required.

VACCHO rolled out the Shawl Program again which saw several women in the community complete their breast screening at Winda-Mara, saving lives and creating a culturally safe space for women's business to take place.

April this year saw the launch of the Deadly Choices Program that was supported through the Barrawarn program at the Collingwood Football Club.

178

ATSI Health Checks

1413

COVID-19 and Flu immunisations



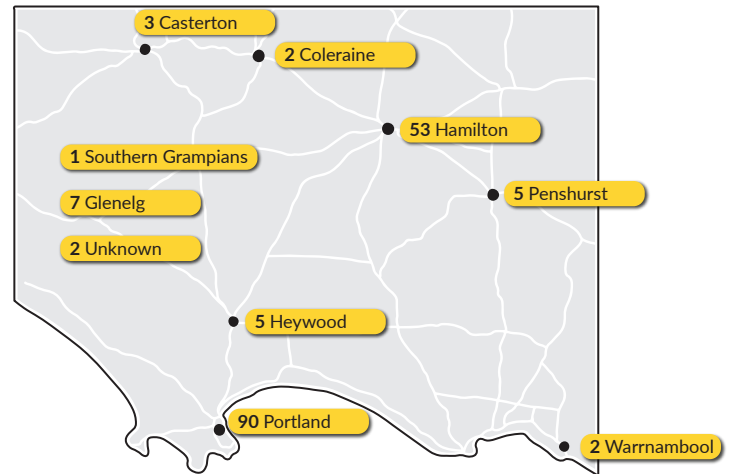
Family Services

Family Violence

The Family Violence unit has continued to grow throughout the last year, with an increase in positions vacant and funding received from Dhelk Dja to support extra programs and specialist services within the unit. These positions are based on an Aboriginal healing model that ensures we are walking alongside our clients and community during their journey. While the Orange Door Out-Post is yet to open, we are working hard alongside The Orange Door Out-Post management team to set an opening date and ensure all facets of the access point are ready to open and support community at the highest level possible.

- 5** unassisted persons
- 103** females **62** males
- 72** relate to presenting family head

Demographics **165** distinct support periods



- 71** Aboriginal clients
- 4** Aboriginal and Torres Strait Islander
- 90** Non-Indigenous

Kinship

The Kinship unit continues to provide support for our carers and children in their care. Although there has been a decrease in clients, we can look at this in several ways. In the DFFH West Division we have seen a decrease overall in children in care which has been the first time in several years. We have 50% of Aboriginal children being supported by a Community Service Organisation (CSO). As part of the 'Wungurilwil Gagapduir: Aboriginal Children and Families Agreement' this number should have already reached 100%. The barriers to reaching this have been identified and discussions with the honourable Colin Brooks - Minister for Child Protection and Family Services and representatives across the sector were held at the recent Aboriginal Children's Forum. Originally, CSO's were directed to work with Aboriginal Community Controlled

Organisations (ACCOs) to transfer carers of Aboriginal children and Aboriginal children in care across to ACCO's. However, many CSO's have refused to follow this direction and therefore changes in direction from the minister need to change. It is proposed that all Aboriginal children and Carers of Aboriginal children new to the kinship space will be automatically referred to an ACCO. This will ensure DFFH, and other referring agencies are sending our community and children to the preferred support service. We have successfully transitioned two children back with their parent/s who had originally been on Care by Secretary orders. This is a major effort from the team as getting this type of order overturned is a major task and it takes hours of reviewing, preparation, and time gathering evidence and getting the Department to review the case to then have the magistrate overturn



Family Services

the order allowing them to go home. We have two other children that we have identified that could be returned home and are working on making this happen, so well done to our team. We are still recruiting and promoting the positives and support we can offer should anyone in community wish to become a kinship carer. So, please if you feel like this is something you can offer, no matter how small please come in and have a yarn with our kinship team.



Family Services

Family Services has seen a huge shift with the implementation of the Family Preservation and Reunification (FPR) Program. The FPR program has specialised training that our whole team has been a part of and continues to be a part of to ensure they are providing a solution focused and self-determined response to our clients. The work our team is doing has seen many families reunified and or continuing to live together with support keeping the cases of removals by DFFH very limited.

We were also successful in getting funding through Dhelk Dja to support running the Koorie Faces training that two of our workers are trained to facilitate. This program runs for 8 weeks and is one of the only parenting programs that has been developed by Aboriginal people. It provides specialist counselling and childcare support to ensure parents can attend and are supported to work through their own trauma.

After years of planning and delays due to COVID-19 the family services team were excited to finally host our family camp. This camp was planned to bring everyone together to share experiences in a culturally safe and enjoyable way.

The families were welcomed to Narrawong by CEO Jason Walker and Executive Manager John Bell. Families were allocated cabins and provided with a backpack and

jumper to commemorate their attendance at the camp.

Families spent time out on country with the Budj Bim Rangers to listen and learn about their land and stories. All families worked together to prepare meals and spent time sitting together and sharing their own stories with one another.



Moving forward, as always, we like to look to the future. We are planning and looking into other programs and service opportunities we can apply for to bring our vision of providing a whole service to the unit a reality. I would like to take this opportunity to thank the whole Family Services Unit (Family Violence, Kinship and Integrated Family Services). We have seen some difficult times over the past couple of years with the impact of COVID-19, but always managed to provide support and services to our families. We have also supported each other through some difficult times, and it shows why we are able to continue to work in this sector.

Land Management

The Land Management Unit has continued work on all properties this year including cultural site protection, weed and pest control, revegetation, fencing, building and track maintenance, fire management and koala control activities. Our rangers constructed 2kms of fencing at the Convincing Ground site and completed a 1.5km boundary fence at the Allambie property. A major achievement was the completion of the Kooreelah Remnant Vegetation and Cultural Site Protection Project.

A clan map created by Ranger Mentor Auntie Eileen Alberts has been completed for display in the Gilgar Gunditj Centre building at Tyrendarra.

Revegetation has continued at Kooreelah, Allambie and Tyrendarra with 15,000 trees and grasses planted. It was great to have tree planting and a three-day camp at the

Kooreelah property as part of the WMAC school holiday program.

The Livestock operation has continued with 283 steers sold returning very high prices. Tourism has continued this year with the new car park, toilet, foot bridge and raised walkways completed at Tyrendarra IPA as part of the Budj Bim Master Plan. This year staff hosted two groups of Victoria Police who undertook Cultural awareness hosted by Budj Bim Rangers.

We had a large turnover of staff this year and it was great to see four of our staff taking positions with other organisations. Fortunately, we have managed to fill all vacated positions.

Training has continued with Land Management staff undertaking tourism, governance, first aid, fencing, tractor, ATV, bird identification, food hygiene and Cultural awareness training.



Budj Bim Tours @ Tyrendarra IPA

420 paying tourists

451 students

162 corporate staff



Land Management

Kooreelah Remnant Vegetation and Cultural Site Protection Project

Winda-Mara's Land Management Unit was successful in obtaining a \$25,000 grant under the Aboriginal Community Caring for Country grants scheme in 2021. The aim of the project was to protect cultural sites and remnant trees including planting our significant areas to re-establish suitable vegetation for the continued survival of the Ponponpooramook (Red-Tailed Black Cockatoo).

On ground works began on the project in September 2021 with the construction of a 2.5km stock exclusion fence. This was followed by seed collection and plant out of 1500 trees and grasses on the site. The new fence excludes stock from an area of 14 Ha. Included in the project was a planting day undertaken as part of the WMAC School

Holiday Program which was very successful with 20 children and four supervising adults attending. The project has protected two cultural sites and many significant ancient Red Gum Trees. The project has also provided training opportunities for Land Management staff in fencing and revegetation.

The project has improved subdivision for grazing and provided erosion control for a creek which flows through the property into Bochara (The Glenelg River).

In May 2022 the WMAC Land Management unit in partnership with Greening Australia has obtained funding under the Red-Tailed Black Cockatoo Recovery Program to fence off and revegetate another site at the Kooreelah property. The on-ground works commenced in July 2022.



Our Organisation

Chief Executive Officer - Jason Walker / Jason Kanoa

Executive Assistant

Executive Manager CWCS - John Bell / Tony Lovett

Community, Wellbeing & Cultural Services

Community Services Manager - Wendy Lovett

Community Services

Community Services Team Leader

Cultural Strengthening Officer

Building The Dream Co-ordinator

Youth Mentor Workers

Koorie Preschool Assistant (Heywood)

Koorie Preschool Assistant (Hamilton)

Hamilton Playgroup Bus Driver

HACC/CHSP Co-ordinator

Access & Support Worker

CHSP Home Maintenance

CHSP Domestic Assistance

CACP Worker

Local Justice Worker

Family Centered Approach to

Family Violence Project Worker

Bringing Them Home Worker

Housing Officer

Housing Maintenance

Interim Health Manager - Sharon Rigg

Health

Health Services Team Leader (Heywood)

Health Services Team Leader (Hamilton)

Hamilton Office/Integrated Team

Care Coordinator

Practice Nurse (Heywood)

Practice Nurse (Hamilton)

General Practitioner (Hey & Ham)

Medical Receptionist (Heywood)

Medical Receptionist (Hamilton)

Aboriginal Health Worker Trainee (Heywood)

Aboriginal Health Worker Trainee (Hamilton)

Social Emotional Wellbeing (SEWB) Team Leader

SEWB Worker

SEWB Alcohol & Drug Worker

SEWB Mental Health Trainee

SEWB Trainee

Psychologist

Counsellor

Transport Driver

Medical Driver (Casual)

Clinical Cleaner (Hey)

Work Experience Student

Family Services Manager - Shae Ailey

Family Services

Family Violence Team Leader

Family Violence Orange Door Team Leader

Family Violence Orange Door

Family Violence Promotion

Family Violence Case Manager

Adolescent FV Worker

Family Services Team Leader

Integrated Family Services

Family Services Trainee

Out of Home Care Counsellor

Kinship and TCP Team Leader

Kinship Worker

Kinship Care Worker

Kinship Recruitment

Kinship Care Trainee

Targeted Care Package (TCP) Coordinator

Land Management Manager - Matt Butt

Land Management

Budj Bim Team Leader

Senior Budj Bim Ranger

Budj Bim Ranger

Budj Bim Mentor

Budj Bim Ranger Trainee

Budj Bim Administration

VCAL Student

Executive Manager Corporate Services - Ravinder Singh

Corporate Services

Finance Manager

Finance Team Leader

Finance Officer

People and Culture Manager

People and Culture Assistant

People and Culture Trainee

Media and Communications Coordinator

Quality and Compliance Officer

IT and Communication Officer

Assets Coordinator

Reception

Administration

Environmental Services (Heywood)

Environmental Services (Hamilton)

Work Experience Student

Partners & Supporters

Commonwealth Department of Health
Department of Education and Training
Department of Environment, Land, Water and Planning
Department of Families, Fairness and Housing
Department of Jobs, Precincts and Regions
Department of Justice and Community Safety
Department of Health and Human Services
Department of Premier and Cabinet
Family Safety Victoria
National Indigenous Australian Agency (NIAA)

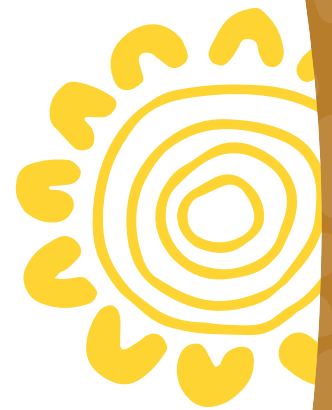
Gunditj Mirring Traditional Owners Aboriginal Corporation
Dhauwurd-Wurrung Elderly & Community Health Service Inc
Gunditjmara Aboriginal Corporation
Kirrae Health Service Inc.
Goolum Goolum Aboriginal Co-operative

Glenelg Shire Council
Southern Grampians Shire Council
Alcoa
Portland Aluminium
Southern Grampians and Glenelg Primary Care Partnership (PCP)
South-West TAFE
RMIT University
Australian Communities Foundation
University of Melbourne
OCTEC Employment Service

South-West Healthcare
Western District Health Service
Portland District Health
Heywood Rural Health
Medicare
National Aboriginal Community Controlled Health Organisation (NACCHO)
Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
Western Victorian Primary Health Network
Rural Workforce Agency Victoria (RWAV)
Deadly Choices

Brophy Family and Youth Services
Bethany Community Support

Glenelg Hopkins Catchment Management Authority (CMA)
Greening Australia
Agriculture Victoria
Birds Australia
Parks Victoria



Financial Report

Auditor's Independence Declaration 25
by McLaren Hunt Audit and Assurance

Financial Report
Financial Position 26
Comprehensive Income 27
Change in Equity 27

Board of Directors Report 28

Independent Audit Report 30
by McLaren Hunt Audit and Assurance

Auditor's Independence Declaration

As lead auditor for the audit of Winda-Mara Aboriginal Corporation for the year ended 30 June 2022, I declare that, to the best of my knowledge and belief, there have been:

- (a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Winda-Mara Aboriginal Corporation.

McLaren Hunt.

MCLAREN HUNT
AUDIT AND ASSURANCE

N.L. McClean

N.L. MCLEAN
PARTNER

Dated at Warrnambool; 16 November 2022



Financial Report

Statement of Financial Position for the year ended 30 June 2022

	2022 \$	2021 \$
CURRENT ASSETS		
Cash and cash equivalents	6,547,959	2,911,133
Trade and other receivables	265,192	105,351
Inventories	481,330	417,111
Financial assets	7,766,890	8,667,291
Other assets	42,024	40,126
Biological assets	20,000	164,250
TOTAL CURRENT ASSETS	15,123,395	12,305,262
NON-CURRENT ASSETS		
Property, plant and equipment	7,053,573	6,839,598
Right of use assets	92,739	-
TOTAL NON-CURRENT ASSETS	7,146,312	6,839,598
TOTAL ASSETS	22,269,707	19,144,860
CURRENT LIABILITIES		
Trade and other payables	574,192	439,385
Employee Benefits	714,359	650,287
Income in advance	6,188,618	2,926,363
Lease liabilities	17,539	-
TOTAL CURRENT LIABILITIES	7,494,708	4,016,035
NON CURRENT LIABILITIES		
Employee Benefits	25,146	32,654
Lease liabilities	81,882	-
TOTAL NON CURRENT LIABILITIES	107,028	32,654
TOTAL LIABILITIES	7,601,736	4,048,689
NET ASSETS	14,667,971	15,096,171
EQUITY		
Retained earnings	14,667,971	15,096,171
TOTAL EQUITY	14,667,971	15,096,171

Financial Report

Statement of Comprehensive Income for the year ended 30 June 2022

	2022 \$	2021 \$
Revenue	8,304,703	8,598,429
Interest revenue	29,709	71,526
TOTAL REVENUE	8,334,412	8,669,955
Accounting fees	(16,050)	(29,304)
Advertising expenses	(44,170)	(40,934)
Biological assets write off	(144,250)	-
Contractors and consultants	(366,296)	(102,351)
Depreciation and amortisation	(418,379)	(393,097)
Employee costs	(5,678,951)	(5,280,113)
Finance expenses	(7,277)	(3)
IT maintenance	(62,959)	(56,996)
Livestock cost of sales	(451,096)	(348,732)
Medical expenses	(76,764)	(50,023)
Minor capital expenses	(161,395)	(172,655)
Motor vehicle expenses	(207,037)	(171,611)
Occupancy expenses	(139,984)	(136,093)
Other expenses	(431,124)	(398,192)
Repairs and maintenance	(223,858)	(185,787)
Supplies and consumables	(280,132)	(177,403)
Travel expenses	(52,890)	(34,008)
TOTAL EXPENDITURE	(8,762,612)	(7,577,302)
Result for the year	(428,200)	1,092,653
Total comprehensive income for the year	(428,200)	1,092,653

Statement of Changes in Equity for the year ended 30 June 2022

	Retained Earnings \$	Infrastructure Reserve \$	Total \$
Balance at 1 July 2020	13,460,618	542,900	14,003,518
Result for the year	1,092,653	-	1,092,653
Balance at 30 June 2021	14,553,271	542,900	15,096,171
Result for the year	(428,200)	-	(428,200)
Balance at 30 June 2022	14,125,071	542,900	14,667,971

Directors Report

WINDA-MARA ABORIGINAL CORPORATION DIRECTORS REPORT

The directors present their report, together with the financial statement on Winda-Mara Aboriginal Corporation (the "corporation") for the financial year ended 30 June 2022.

Directors

The following persons were directors of the corporation during the whole of the financial year and up to the date of this report, unless otherwise stated:

Name	Position	Appointed/Resigned
Michael Bell	Chairperson	Appointed 16 February 2022
Joseph Saunders		
Jacinta Harman		
Staycee Charles		
Denise Lovett		
Ben Church		Appointed 30 November 2021
Jason Saunders		Appointed 17 May 2022
Brett Pevitt		Resigned 30 November 2021
Troy Lovett		Resigned 30 November 2021
Claudette Lovett		Resigned 30 November 2021
Jason Walker		Resigned 29 April 2022

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

Principal activities

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.

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

Review of operations

The loss for the corporation amounted to \$428,200 (2021: surplus of \$1,092,653).

Significant changes in state of affairs

- There were no significant changes in state of affairs to report.

Matters subsequent to the end of the financial year

No matters or circumstances have arisen since 30 June 2022 that has significantly affected, or may significantly affect the corporations operations, the results of those operations, or the corporation's state of affairs in future financial years.

Likely developments and expected results of operations

Information on likely developments in the operations of the corporation and the expected results of operations have not been included in this report because the directors believe it would likely to result in unreasonable prejudice to the corporation.

Environmental regulation

The corporation is not subject to any environmental regulation under Australian Commonwealth or State law.

Distribution to members

Distribution to members paid during the financial year were nil. Details of distributions recommended or declared for payment to members, but not paid during the year were nil.

Directors Report

WINDA-MARA ABORIGINAL CORPORATION DIRECTORS REPORT (CONT'D)

Meeting of directors

The number of meetings of the corporation's directors held during the year ended 30 June 2022, and the number of meetings attended by each director including the annual general meeting were:

Director	Attended
Michael Bell	3
Joseph Saunders	7
Jacinta Harman	3
Staycee Charles	4
Denise Lovett	8
Ben Church	5
Jason Saunders	1
Brett Pevitt	4
Troy Lovett	3
Claudette Lovett	2
Jason Walker	7

Indemnifying and Insurance of officers

The corporation has indemnified the directors and executives of the corporation for costs incurred, in their capacity as a director, for which they may be held personally liable, except where there is a lack of good faith.

During the financial year, the corporation paid a premium in respect of a contract to insure the directors of the corporation against a liability to the extent permitted by the *corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act)*. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

Indemnity and Insurance of the auditor

The corporation has not, during or since the end of the financial year, indemnified or agreed to indemnify the auditor of the corporation or any related entity against a liability incurred by the auditor.

During the financial year, the corporation has not paid a premium in respect of a contract to insure the auditor of the corporation or any related entity.

Proceedings on behalf of the corporation

No person has applied to the Court under section 169-5 of the *CATSI Act* for leave to bring proceedings on behalf of the corporation, or to intervene in any proceedings to which the corporation is a party for the purpose of taking responsibility on behalf of the corporation for all or part of those proceedings.

Auditor's independence declaration

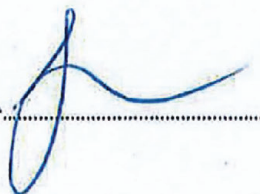
A copy of the auditor's independence declaration as required under 339-50 of the *CATSI Act 2006* is set out immediately after the director's report.

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

Director.....

Denise Lovett

Director.....



Dated at Heywood: th day of November 2022.

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF WINDA-MARA ABORIGINAL CORPORATION

Opinion

We have audited the financial report of Winda-Mara Aboriginal Corporation (the Corporation), which comprises the balance sheet as at 30 June 2022, the comprehensive operating statement, statement of changes in equity and cash flow statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory notes and the directors' declaration.

In our opinion, the accompanying financial report of Winda-Mara Aboriginal Corporation is in accordance with the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*, including:

- (a) giving a true and fair view of the Corporations' financial position as at 30 June 2022 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards – Simplified Disclosures.

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 entity 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.

Information Other than the Financial Report and Auditor's Report Thereon

The committee of management are responsible for the other information. The other information comprises the information included in Winda-Mara Aboriginal Corporation's annual report for the year ended 30 June 2022, 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 to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement in this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Directors and Those Charged with Governance for the Financial Report

The directors of the Corporation are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations), and the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and for such internal controls as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

Those charged with governance are responsible for overseeing the entity'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.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of director's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

McLaren Hunt.

MCLAREN HUNT
AUDIT AND ASSURANCE

N.L. McClean

N.L. MCLEAN
PARTNER

Dated at Warrnambool; 16 November 2022



Contact Us

wmac@windamara.com

Heywood (Main Office & Medical Clinic)

21 Scott St (PO Box 42) Heywood VIC 3300
P: 03 5527 0000, Med: 03 5527 0060

Hamilton (Medical Clinic)

107 Thompson St Hamilton VIC 3300
P: 03 5527 0090

Land Management Office

598 Henty Hwy Portland VIC 3305
P: 03 5527 0030

ABN 71 636 105 116 **ICN** 1239

Find us online

www.windamara.com.au

 /windamara

 /winda.mara

www.budjbimtours.net





ANNUAL REPORT

2021-2022