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Contents

2	Introduction	16	People & Culture - Neil Maher
2	Our Vision	18	Elders Facility - David Shipston
3	Our Values	20	Health and Wellbeing - Shannon Drake
4	About Rumbalara Aboriginal Co-operative	24	People & Culture - Neil Maher
5	Our Board of Directors	29	Positive Ageing & Disability - Aaron Chambers
6	Chairperson Report - Greg James	33	Justice & Community Services - Liz Latorre
9	Our CEO - Felicia Dean	35	Engagement and Family Services - Susan Williams
10	Our Executive Team	40	Finance & Infrastructure - Steven Howard
11	Chief Operating Officer - Laurie Sevil	51	RAC Financial Report for the year ended 30 June 2021

Introduction

Rumbalara is pleased to present its Annual Report for the 2020/2021 financial year. We hope you will be informed by this report and we encourage you to celebrate our successes and our achievements, whilst gaining an appreciation for the challenges ahead.

Rumbalara is a healthy and strong organisation. We continue to grow as we work persistently at improving and building our services, and becoming national leaders in all the programs we deliver. Like the Community we belong to, we are proud and we strive for the best quality in everything we do.

Over the past year, we have been preparing for change as a result of government reforms. It has been exciting to watch our employees reach their goals through education and training opportunities across all service areas. Organisation reform is ongoing as we continue to grow and develop.

We thank our Community for their unfailing support over the last twelve months. Community is first and foremost in our Vision and Values and we look forward to the future standing together as one.

OUR VISION

Rumbalara will provide resilient, appropriate and transparent services that enhance and strengthen our Community.



OUR VALUES

We recognise our communities as being amongst the most resilient and most vulnerable people in the world. We also recognise and respect the cultural strengths of the individual, family, and community by working in partnership with all our stakeholders and by striving to achieve an optimal quality and standard of life which refers back to our physical, social, emotional, cultural needs and well-being.



About Rumbalara Aboriginal Co-operative

The area known as Rumbalara has a traditional history dating back many thousands of years. The contemporary history of Rumbalara began on the river flats between Shepparton and Mooroopna in the 1940s. Large numbers of our people who were seeking work and dissatisfied with management and conditions at Cummeragunja Mission Station moved to the area and settled. The Cummeragunja Walk-Off occurred in February 1939 and was the first Indigenous mass protest in Australia.

By the early 1950s, approximately 300 people were living on the river flats, moving to higher ground (Daish's Paddock) when flood waters came. Eventually, after many consultations, the site was proved as an unhealthy environment for our people. However, nothing was done to improve the situation until 1957.

In 1958, the Aboriginal Welfare Board and Housing Commission erected ten prefabricated houses constructed entirely of concrete. Each house consisted of three small bedrooms, a small living area, no hot water or sewerage. On 11 April 1958, the housing project was officially opened by Arthur Rylah, Deputy Premier and Chief Secretary of Victoria.

Ten families were first housed at the site. In 1967, hot water and sewerage were installed and the houses were extended by the addition of a bathroom, lavatory and laundry constructed in brick. Rumbalara was not intended as permanent housing but as a stage in the plan to re-house our people within the wider community. By 1969, most local families had been re-housed and as it was no longer being used, Rumbalara closed and remained so for five years.

In the early 1970s, the Goulburn Murray Aboriginal Co-operative fought and opposed the selling of Rumbalara to a youth group. Through much persistence and pressure on state and federal governments, Rumbalara was sold to the Co-operative for a nominal sum. With the Title in our hands, the way was clear to establish a place where our community could meet for cultural and social activities, and provide education, information and support in areas of special need such as health, housing, welfare and culture.

Since the establishment of Rumbalara as a community centre there have been many changes. The Medical Clinic was established in 1981 to provide the health services so desperately needed and continues to provide community-controlled health services to our community. Other services have expanded and new programs have been established to meet the growing needs of the community.



Our Board Of Directors



Greg James
Chairperson



Eric Egan
Vice Chair



Ruben Baksh
Board Member



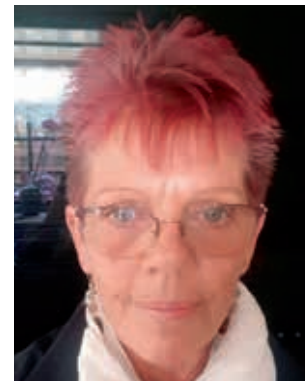
Jane Britten
Board Member



Pam Peterson
Board Member



Robert Britten
Board Member



Marie Barbance
Board Member

Chairperson Report

This year has been extremely challenging as we continue to operate in a Covid pandemic situation, which has had a dramatic effect to our Organisation our community, and throughout Australia.

I would like to firstly acknowledge and thank our dedicated staff who have adapted a flexible caring and committed response to what has been a difficult and frustrating year.

Despite the difficulties and the uncertainty presented to our normal work and lifestyles our organisation will continue to provide a professional and caring delivery of essential services and programs to our Community.

During this down time the Board took the opportunity to review and further develop the Rumbalara Strategic Plan. The plan has 5 Strategic Priorities areas as outlined:



Greg James
Chairperson

Our Plan

Strategic priorities	What we want to achieve (impact)	What we will do
OUR CULTURE	<i>Culture is embedded in everything we do</i>	Revitalise and embed cultural and traditional practices across all of Rumbalara's programs and services to strengthen, enhance and maintain cultural pride, cultural safety and cultural healing for Aboriginal families, staff and community
		Strengthen and maintain a positive, safe and respectful organisational environment through cultural respect
		Identify and develop opportunities for holding Aboriginal cultural gatherings and events at Rumbalara
OUR RELATIONSHIPS	<i>Hear the voice of, and empower, our community</i>	Strengthen and enhance community connectedness through gatherings and yarnings
		Provide culturally safe opportunities for the voices of our staff and community to be heard through consultation and other pathways
	<i>Stakeholder and partnership engagement are focused on achieving better outcomes for our community</i>	Improve communications to raise the profile and building understanding about Rumbalara with community, members, staff and other stakeholders
		As the lead authority in Aboriginal health and wellbeing across the Rumbalara footprint, develop and strengthen sustainable partnerships with Aboriginal and non-Aboriginal organisations through stakeholder engagement for the betterment of our community

Strategic priorities	What we want to achieve (impact)	What we will do
OUR TEAM	<i>A proud, innovative and committed team working to achieve our vision and serve/support the community</i>	Ensure that we have the highly skilled and qualified workforce needed to serve our community now and into the future
		Build Rumbalara's future leaders through training, upskilling, mentoring and succession planning
		Strengthen and maintain strong internal collaboration, professional excellence and partnerships across the organisation through positive leadership in a culturally safe work environment
OUR BUSINESS	<i>A healthy and thriving self-determining Aboriginal community with a bright future</i>	Strengthen and enhance our delivery of a wide range of culturally competent programs and services to meet the needs of our community
		Redevelop our service models to ensure they are sustainable and self-determining
		Transform our approach to financial management, so that Rumbalara can be self-determining with its finances
		Monitor and evaluate the quality and quantity of services being delivered to our community
		Identify opportunities to grow and expand our programs and services into the future
OUR ORGANISATION	<i>Rumbalara is a focused, community controlled and self-determining organisation that builds on its strengths and the legacy of our founders</i>	Pursue a healthy and unified organisation where staff wellbeing is a priority
		Invest in fit-for-purpose corporate systems across: IT, human resources, compliance, quality, finance, risk management and occupational health and safety
		Promote our work and role as the leading authority on Aboriginal community-controlled programs and services across Rumbalara's footprint
		Ensure all staff have the tools, resources and facilities required to delivery Rumbalara's programs and services
		Provide sound, culturally appropriate effective governance, including meeting our compliance, and reporting obligations

Strategic priorities	What we want to achieve (impact)	What we will do
OUR FUTURE	<i>Rumbalara's expertise and leadership is respected and drives better outcomes (health and wellbeing) for, influences governments, and empowers Aboriginal communities</i>	Identify and build future leaders, who will continue Rumbalara's legacy and take the organisation forward in service of our community
		Create opportunities to engage Elders and young people, and explore ways of bringing them together

I would like to acknowledge the contribution and efforts that our staff have undertaken throughout this year, and condolences to all the families that experienced Sorry Business during the Pandemic.

I also want to thank each member of our Board of Directors, our Chief Executive Officer Ms Felicia Dean and the Executive Management team, their support and contributions throughout the year has been outstanding and appreciative.

I look forward to again another challenging period working in partnership with our Community, Board, Executive team and staff to deliver great outcomes.

Chairperson
Greg James

Our CEO - Felicia Dean

It's always a pleasure to present an Annual Report for the reflection year of 2020-2021. Like the previous year, it has operated in the Covid pandemic, now going on two years. Sadly, during this time, we have lost loved ones, I offer my sincere condolences to all who experienced loss recently, take comfort our loved ones are now in the Dreamtime.

During this financial year period, our town Shepparton was locked down on two occasions, due to Covid outbreaks in the town. This was very challenging for everyone and particularly for our Organisation, Rumbalara Aboriginal Co-operative as an essential service provider had to re-adjust our Service delivery again and again.

I am very proud of our community and the Rumbalara staff who worked together to keep delivering our much needed services and supports to everyone.

Working within the restrictions and trying to ensure staff were kept safe and well so we could maintain service delivery meant we had to be innovative and creative in ways to keep delivering services to our Mob.

Whilst some staff were able to work from home many of our frontline staff in areas of Health and Aged Care have worked tirelessly for more than 18 months to support our clients to stay safe and well. There were many weekends worked operating drive through Covid testing and vaccinations hubs by our staff.

We were supported by other ACCHO's like Windamara Aboriginal Co-Operative, and Gippsland Co-Operative with staff traveling to Shepparton to work with us and support our Community. This enabled fatigued staff to have a rest but ensured service delivery continued. Thank you so much to the Organisations for assisting us.

VACCHO was another great support for us during this time, providing resources, equipment and access to emergency supplies so we had everything on hand, at all times. With the pandemic happening, all around us,

Rumbalara continued to strive forward and grow during this period.

Building began on our Winyaboga Nangha Women's and Children's Accommodation Centre and recruitment has begun. Our beautiful safe place for Women and Children is now in full operation.

Our Board worked hard on their Strategic Plan for 2020-2023 and have identified 5 important areas that are outlined in the Chairpersons report. Our Service Areas Operational Plans all align to the 5 Strategic areas.

We successfully passed Accreditation under the Human Service Standards and received great feedback on the assessment noting the dedication and commitment of the Board and Staff to clients and the Community.

Some of the positives during the Pandemic have been the time allocated to looking towards the future, addressing some of the gaps within the organisation and allowing the time to focus on these and find solutions.

This allowed us to start the Transformation reviews across service areas, expand and upgrade some of our systems Policies and expand workforce.

2020/2021 has many highlights and as you read through all the reports, I am sure you will be proud of Our achievements as I am.

Thank you to our Board members for their leadership and vision and support throughout these challenging times.

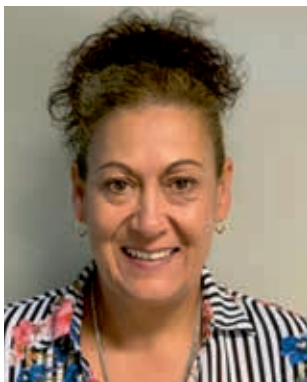
And finally thank you to all our Rumbalara staff for their work and Commitment to Rumbalara Aboriginal Co-operative, its clients and community.



Felicia Dean
Chief Executive Officer

Felicia Dean
Chief Executive Officer

Our Executive Team



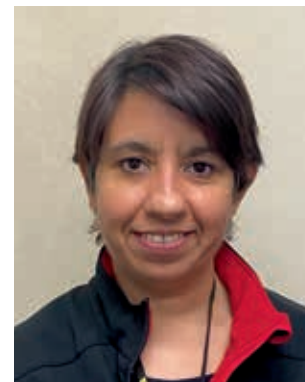
Felicia Dean
*Chief Executive
Officer*



Laurie Savile
*Chief Operating
Officer*



Aaron Chambers
*Executive Manager
Positive Ageing &
Disability*



Shannon Drake
*Executive Manager
Health & Wellbeing*



Steven Howard
*Executive Manager
Finance &
Infrastructure*



Liz Latorre
*Executive Manager
Justice & Community
Services*



Susan William
*Executive Manager
Engagement and
Family Services*



Neil Maher
*Executive Manager
People & Culture*



David Shipston
*Executive Manager
Elders Facility*

Chief Operating Officer - Laurie Sevil

The Chief Operating Officer (COO) is a key member of the Rumbalara executive team and is responsible for the efficiency of day-to-day administration and operation of business and supporting Rumbalara's strategic vision.

Programs Delivered & Staff Numbers:

Uncle Lance James and Auntie Cheryl Bourke are Rumbalara's Cultural Advisors who support cultural knowledge, response and development. Their leadership and support across the organisation continue to be invaluable.

Rumbalara's Business Support is a small team that will grow in the coming year. Areas of responsibility include quality and compliance, funding management, organisational risk, records management, policy and business development.

Out Communications and Public relations Team has plans to expand with the appointment of a Manager in the next year to support the current assistant role held by Natalie Visentin.

The new Business Support areas is being led by the appointed manager, Julie Colombi. Within Julie's team, Claire Block has been appointed the Policy Officer and Jaime McKay the Records Officer. Further recruitment is to occur in vacant positions. The Communications and Public Relations Team currently includes Natalie Visentin in the assistant role and the Managers role is under current recruitment processes.

Achievements:

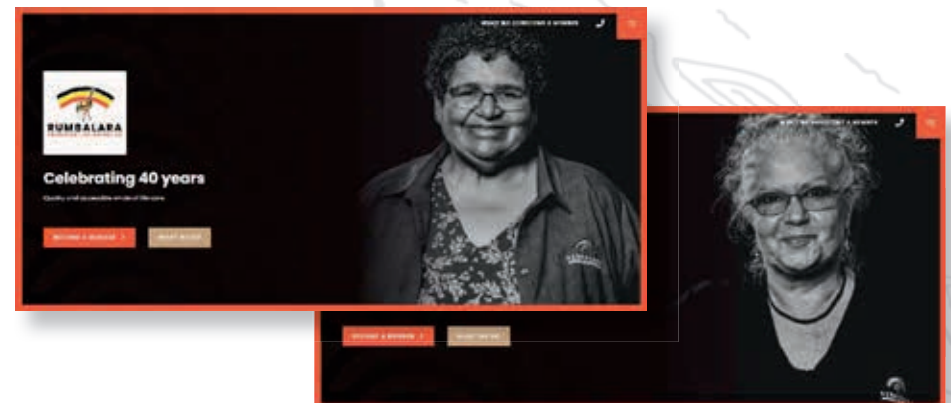
Rumbalara have been undertaking a **transformation** process across all areas. It commenced in Corporate services and has provided an opportunity to identify areas of focus and the resources required to support further development of key areas. This process led to the creation

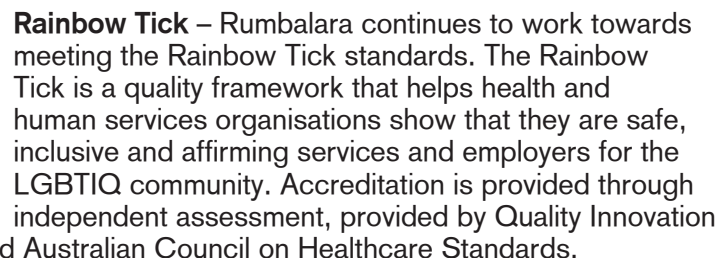
of new positions and opportunities which continue to be recruited to. The transformation process has now moved to Health and Wellbeing.

We engaged an additional culturally appropriate **Employee Assistance Program** with the Victorian Aboriginal Health Service (VAHS). VAHS provide a service for all staff through an annual subscription which will be based on a self-referral with a monthly report generated. This service runs concurrently with our existing EAP provider.

We successfully underwent the **Human Service Standards accreditation** in April. In total the accreditation process will include an audit of 26 client files; 7 staff files; 6 carer files; interviews of 10 clients; 3 carers; staff and 4 external stakeholders. As a result of the audit, it was acknowledged that Rumbalara is a very significant organisation, providing much-needed & high-quality services to Community; that the Board & management having a strong commitment to keeping the organisation operational & providing highly-valued services with a focus on transparency, sustainability, reputation, & quality practice. Staff were recognized as committed, competent, passionate, innovative, knowledgeable, flexible & dedicated with strong advocacy for members and community.

Website – Rumbalara launched our new website which looks wonderful. We will continue to build on the website so that it provides a great connector and resource for members, community as well celebrating the exceptional work being undertaken every day.





Rumbalara continues to experience **program growth** across a number of our service areas particularly family violence and family services. There are several new initiatives in services to see change in family violence for our people including Rumbalara being a key partner in The Orange Door that opened in Shepparton this year. There has also been an increased commitment and funding of accommodation and therapeutic responses in this area. In the family services area programs are changing and increasing with a focus towards evidence informed responses. Rumbalara's contribution in this area, particularly as it relates to cultural appropriate responses, will continue to be a key focus for our staff.

[illegible]

Rumbalara was also represented at the opening of **Marram - Ngala Ganbu** – Koori Hearing Days at Shepparton Court on the 16 April. Aunty Pam provided the Welcome to Country and the event was well attended. In off-record conversations with staff working in the court, it was said that Aboriginal children are representing 40% of children in the child protection court system locally. Another negative and significant over-representation for our community. The Koori Hearing Days are likely to change this over time if it impacts on child protection practice however it highlights the need for Rumbalara to remain focused on influencing change wherever we can.



Rumbalara continue to develop our **Starritt Road farm**. The working group continues to meet and progress the planning in collaboration with Outback Academy Australia. Over the last year there have been a number of site visits to Starritt Road. One saw a coming together of Rumbalara Board and staff with key partners and including Uncle Syd Jackson who kindly offered a perspective from Roelands Village experience and the intersect with Outback Academy Australia and the East West Alliance. We have also committed funds to and successfully recruited to a Farm Manager, Lee James and three trainees, Zane Gilbert, Elijah Firebrace and Cougar Scott. It has been great to watch them commence work at the farm as well as commence training in bee keeping and other projects.



Special Activities Held:

This year's NAIDOC theme is **Heal Country**. It was great to see the NAIDOC activities being held by Rumbalara and the community come out in support, particularly the Flag Raising ceremonies, Elders luncheon and Family Day.



Challenges

Rumbalara has continued to plan, respond and communicate regarding restrictions and service delivery implications in response to the **global pandemic/COVID-19**. Rumbalara have been early adopters to change and have contributed significantly to community remaining safe over this time. Despite the challenges, there was a lot of positive to report.

We were fortunate to secure an early donation of a significant number of masks from Fiat Chrysler. We used these masks to support staff but also distributed and continue to distribute to community and beyond. We redeployed staff from areas where their work was limited to areas of need such as Health and Wellbeing. We have frequently kept staff updated on the pandemic through the sharing of DHHS communications and the development of our own newsletters. We engaged with a microbiologist to increase awareness and implement strategies to support the reception staff, drivers and clinical staff whom are at the front line of client contact. This included education on the virus, good infection control practices, and good engagement with community to call us if they are symptomatic.



We implemented an electronic daily assessment form to monitor risks and remind staff of the symptoms and precautions needed to keep everyone safe. This daily assessment form is actioned by manager daily and it has been amended over time to reflect the environment at the time. For example, as restrictions changed or outbreaks occurred, our form reflected this to minimize risk. We later added a wellbeing question where staff rated each day how they felt at the commencement of their day. Any staff who scored a 5/10 or lower were promptly followed up by their supervisor.

We conducted staff surveys to gather feedback from staff about the organisations responsiveness to the pandemic and to seek suggestion. This proved to be a valuable tool for Executive staff and in communicating results and actions back to staff. A significant change for Rumbalara was the decision to send staff to work from home where possible. This shift took significant IT investment however has proven to be largely successful, not only in keeping community safe, but also in the work being undertaken and the outcomes achieved. We also extended all fixed term contracts throughout the COVID period as a measure of support to staff and community.

In partnership with MPHn we were able to purchase backpacks which were filled with a range of resources including COVID 19 information, cultural activities, and equipment. The aim of the project is to support the emotional and social wellbeing of our families during the pandemic through providing information on COVID-19 and other healthy lifestyle options.

Staff worked in with the Koorie Education Support Officers (KESO's) and either education al staff to ensure our Aboriginal children were provided with ipads, laptops equipment and hard copy packs to support them with the school restrictions. Support sessions have been done over messenger and zoom.



Future Plans

Master Planning - The progressing of master planning discussions with architect firm Thomson Adsett is exciting, particularly the possibilities. This detailed and professional planning will also support the possibility of seeking funds to realise the vision in that space.

In the coming year we will be working hard to support the various, complex and large amount of **quality and compliance** requirements we undertake as part of our accreditations and service delivery. Specific projects will include increased opportunity to gather feedback and how we record and store information and data, as well as general improvement of systems and processes across the organisation.

Rumbalara applied for and were successful to deliver the **Aboriginal Children in Aboriginal Care** – pre-authorization program under **Section 18** of the Children, Youth and Families Act 2005. It is known as the “As If” program, where an organisation works as if they have responsibility under Section 18 and works towards full authorization. This will be a significant focus for service implementation in the next year.

Section 18 of the Children, Youth and Families Act 2005 enables the Secretary of the Department of Health and Human Services (DHHS) to authorise the principal officer of an Aboriginal agency to undertake specified functions and powers in relation to a Children's Court protection order for an Aboriginal child or young person.

This means that once a protection order for an Aboriginal child or young person has been made by the Children's Court, an approved Aboriginal Community Controlled Organisation (ACCO) may be authorised to take on responsibility for the child's case management and case plan.

Under the Aboriginal Children in Aboriginal Care program, authorised ACCOs will have the opportunity to actively work with the child's family, community and other professionals to develop and implement the child's case plan and achieve their permanency objective in a way that is culturally safe and in the best interests of the child

People & Culture - Neil Maher

Throughout 2020/21 the resolve of the People & Culture Team has been constantly tested and has challenged everything we knew about our work and our lives.

And yet, from the jolting experience of a global pandemic, to the economic uncertainty and political upheaval, this period has also provided a range of opportunities for growth and reinvention.

Our 2020/21 Annual Report details the highlights, milestones in achieving a people-centred commitment to staff in support of our local community.

The specific actions taken by the People & Culture Team have included:

Workforce Health & Safety

The COVID pandemic has had an effect on the mental health of our workforce with 35% of all incidents raised during this period being stress related.

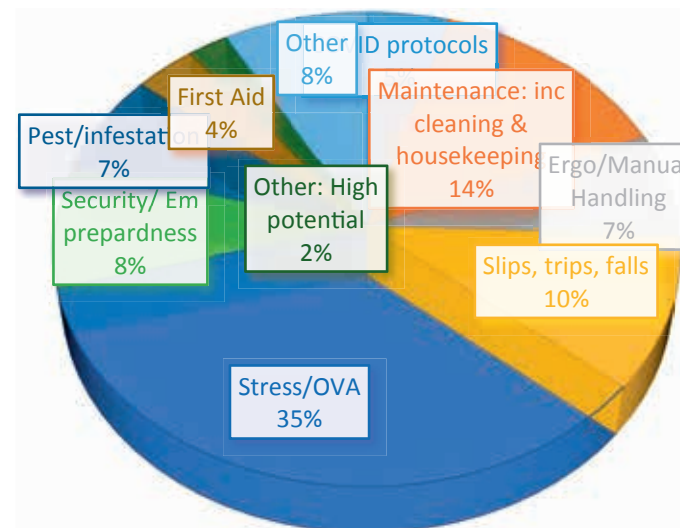
Rumbalara has ensured that we have communicated regularly with staff and provided constant updates and information regarding the Victorian government's advice and Chief Health Officers Directives to keep our community safe.

The following graph provides a snapshot of the key incidents raised since the beginning of the pandemic:

Rumbalara through its strong partnership with Jawun engaged a secondee from Melbourne University to undertake a Strategic Review of Safety and Wellbeing across Rumbalara.

The final report highlighted a number of organisational key risks and the WHS team are developing a series of actions in support of the recommendations which will be implemented throughout 2022.

SUMMARY - WHS INCIDENTS: JAN 2020 AUG 2021



Workforce Development

Starritt Road Farm

In 2021 Workforce Development Team supported the onboarding of three trainees at Starritt Road site. The trainees and their manager completed an introduction to Bee Keeping Course and were successful in achieving the following units of competence: AHCBEK203 Open and reassemble a beehive AHCBEK205 Prepare and use a bee smoker. All four Starritt Road staff have enrolled in Certificate III in Horticulture to continue to develop their skills and support the initiatives taking place at Starritt Road site.

Aboriginal Health Worker - Trainees

2021 also saw three Aboriginal Primary Health Care trainees commence with RAC. The trainees will develop their learning by rotating through Rumbalara Elders Facility, Positive Ageing and Disability Services, and Health and Wellbeing service areas for the length of their traineeships. The trainees will be joined by another seven staff/community members to complete Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care. This course will be delivered by VACCHO and was scheduled to commence late July but was unfortunately put on hold as a result of COVID issues across Victoria. This course has now been scheduled to commence in November 2021.

Aboriginal Workforce Development Initiative

The Diploma of Community Services being delivered through the Aboriginal Workforce Development Initiative [AWDI] has continued throughout 2021 and is due for completion by the end of the year. The students have shown great endeavour and flexibility in being able to adapt to the constant changes in delivery modes, that went from face to face to virtual delivery, often at short notice, whilst struggling with technology.

Enhanced Pathways Program

The Enhanced Pathways program focused on supporting the Family Violence team to enable them to provide opportunities for capacity building of the family violence workforce. Through the provision of general and family violence specific supervision training, the team are able to support placement students to complete their training and to develop their practice skills. This program will continue to increase the knowledge of staff in relation to all areas of Family and Domestic Violence.

The Workforce Development Team will continue to work with each service area to source suitable training to skill and upskill their existing and future workforce.

Human Resources

Our Human Resources team is responsible for the delivery of a wide range of people services including workforce planning, recruitment, performance management, pay and conditions and workplace diversity. From January to October 2021 key achievements included:

- Completed the Transformation of our Corporate Services with significant input and consultation with staff. The revised structure resulted in the creation of a number of new roles which have led to a more efficient service deliver model.
- Commenced the Transformation of our Health & Wellbeing Team. However, this was placed on hold due to the worsening COVID crisis locally. Where our focus was
- realigned to supporting COVID testing and Vaccinations for Community members. It is anticipated that we will recommence this process with Health & Wellbeing early in 2022.
- Recruitment has been consistent throughout the year with thirty-nine position filled in the period January to October 2021.

Total employees as of 30 October 2021:

Description	Numbers	Full Time	Part Time	Casuals
Total Employees	235	140	62	33
Males	61	43	8	10
Females	174	97	54	23
ATSI	123	78	26	19

Elders Facility - David Shipston

Rumbalara Planning and Report 2020 to 2021

From the beginning of the financial year of July 2020 to the end of June 2021, so much has changed within a relatively short span of time – changes that have seen the improvement in all areas of the Aged Care Facility, its Residents, Staff, Family and wider Community.

We finalised our Operational Plan which was aligned to the overall Rumbalara Strategic Plan and began implementing this.

A priority requirement was ensuring a skilled workforce that complied in operating within these guidelines and the infection control and OHS consideration of care delivery.

The facility strives to continually improve. Our goal is to ensure quality of care, culture and the value of its Elders are central to Rumbalara Elders Facility.

Covid-19 Outbreaks in Australian residential aged care facilities:

Unfortunately, a factor that could not be controlled, was the outbreak of COVID. However, through the vital training, supervision from management, OH&S delegates and Nursing staff, the facility quickly responded and has prevented any active cases to this point.

All of Rumbalara, not just the aged care facility, but the whole organisation, has gone above and beyond, and Rumbalara as an organisation, should be proud of how it has operated during this time.

We took advantage of all the training we could as the pandemic was ever evolving.

All staff working at the REF are trained in the preparation of a COVID outbreak and everyday work diligence, to prevent any active COVID

cases occurring. Staff have now come accustomed to personal protective equipment, lockdowns, prevention of infection, QR codes and asymptomatic testing.

Staff have made a tremendous effort in working short-staffed during the lock downs, along with doing double shifts or coming to work to cheer the Elders' moods.

The Elders have also been so fantastic during this whole pandemic - so resilient and supportive of staff, making a stressful time seem much more relaxed. Each of the three agency Nurses that helped out, said this is the best place they have worked in and it is because of the residents!



Kalinya Jellgan

The Kalinya Jellgan programme is a delivered meals service provided by Rumbalara Elders Facility in partnership with Rumbalara Positive Ageing and disability Services (PADS).

Kalinya Jellgan aims to provide healthy nutritional support to the community members who are frail aged, have a disability or chronic illness. Kalinya Jellgan supports the wellbeing of community members and assists them to remain living independently. The service also acts as a social contact and welfare/wellbeing check for Community members who are isolated, especially during periods of Covid 19 lockdowns and restrictions.

The program works with the National Disability Insurance Scheme (NDIS). That means the client only has to pay 30% of their chosen meals and NDIS pays the 70% remaining. A full monthly menu is handed out and the community picks what meals they require. All food is blast chilled straight from an oven to a special cooling fridge to prevent bacteria and keep the food quality fresh.



KALINYA JELLGAN
good cooking
RUMBALARA MEALS PROGRAMME

0456 400 092 | 0407 844 136 | 95 Ford Rd Shepparton | Mon - Fri 8.45am-5pm

"I love the meals because they are fresh and easy to manage"

Aunty June Murray

The meals are delivered three days a week Monday, Wednesday & Friday, since they are delivered from a refrigerated van we can delivery up to three days off meals in one visit.

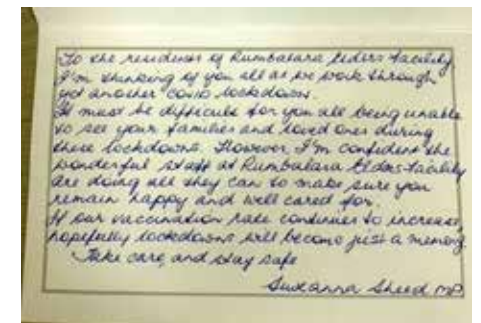
The community member receives the packaged and labelled meal and stores in the fridge to microwave and eat.

Currently we have 36 community members taking advantage of Kalinya Jellgan.

It's also allowed us to employ young indigenous workers to be involved in a program that benefits the community.

I acknowledge the support of the community and Board in the challenges of the last year, led by Felicia and supported by the Elders wisdom and our dedicated staff at the Ref we look toward a new Phase in the 2021-2022 year celebration of 10 years of the Elders facility.

David Shipston
Executive Manager



Health and Wellbeing - Shannon Drake

The Health and Wellbeing team is pleased to report on the activity we have completed over the past 12 months to meet community needs. The team has been committed to deliver a range of services including Medical, Dental, Chronic care, Drug and alcohol, spiritual and emotional wellbeing, Maternal, Child health, Primary Early Intervention, and health promotion, along with a range of other services to improve the health and wellbeing of community.

The past 12 months we have been committed to deliver services and support community through some challenging times throughout this pandemic. We are delighted to work in conjunction with all Rumbalara services area to ensure we lead in the service delivery models for the best health outcomes of Aboriginal and Torres Strait Islander community, now and into the future.

Programs Delivered

The Health and Wellbeing team is pleased to report on our comprehensive and holistic service delivery models we have achieved over the past 12 months. These services include:

- Chronic Care
- Oral Health (dental services)
- Medical services
- Dental Services
- Australian Nurse Family Partnership program (ANFPP)
- Woongi- Drug and Alcohol, Spiritual and emotional wellbeing
- Visiting and Allied Health services

Chronic Care

The Chronic Care team, also known as Integrated Team Care (ITC) is made up of a Care Co-ordinator and 2 Outreach Workers. The purpose and roles of team members is to assist the Aboriginal and Torres Strait Islander Community to gain access and to provide holistic support in getting to and from their GP, Allied Health or Specialists appointments related to their chronic health disease.

The Care Co-ordinator liaises with the Client and required Service Provider/s to co-ordinate appointments and requests. The team also assist in gaining funding for supplementary services to cover costs of consultations, medical aids, transport and/or accommodation if needed.

The Co-ordinator makes wellbeing phone calls to Clients and conducts home visits. The team also follow up to confirm if a client has attended their scheduled appointments. In addition to this the Outreach workers are the first contact for a new client. The team will call the Client and set up a face-to-face meet and greet and explain about the program. The team provide transport, advocate, make follow up appointments with GP's etc. Providing transport is one of the most important elements of the role. This is an opportunity to get to know the Client and build a rapport and strong relationships of trust, confidence and reliability. Clients choose their own preferred GP whether it be with the clinic or a mainstream provider. Once a new Client is referred they make an appointment with their GP to obtain an ITC referral and updated General Management Plan. ITC work closely with the hospital Aboriginal Liaison Officers, Rumbalara Health Service and other internal & external services by receiving referrals and linking Clients to programs.

Oral Health

Good oral health is essential to general health and well-being and greatly influences quality of life.

Poor oral health is proven to have a significant impact on individual health. Implications include chronic pain, infection, eating difficulties and poor nutrition and associations with chronic diseases such as heart health and diabetes.

For Aboriginal communities, evidence suggests that, although dental disease is highly preventable, Aboriginal people often suffer higher rates of oral health disease than other Australians.

The Rumbalara Oral Health clinic aims to reduce these disparities by providing high quality and culturally appropriate oral health care and services. The clinic offers an array of general oral health care including:

- Fillings
- Extractions
- Dentures
- Scaling and cleaning
- Endodontics
- Crown and Bridge
- Oral Health Promotion/Education
- Outreach Services
- Referral Services

All services are free of charge, (excluding crown and bridge) for all Aboriginal and Torres Strait Islander people.

The 20/21 financial year proved to be very challenging with COVID-19 and Government restrictions, thus not being able to provide as many

services to the community. In the last financial year, the oral health clinic attended to 1357 patients with over 24,000 treatments being provided.

Australian Nurse Family Partnership Program

ANFPP has been at Rumbalara since 2018. The service within the ANFPP is to ensure families are empowered. It is a clinical program that builds capacity in families by providing evidence based support and program content during pregnancy, parenting and beyond. The main program goals are to improve birthweights, improve pregnancy outcomes and improve parental life-course. Eligible clients are pregnant women expecting an Aboriginal or Torres Strait Islander baby, living within the Goulburn Valley, Moira and Campaspe shire area and under 28 weeks gestation. Clients are accepted into program during pregnancy, then continue home visits and support until the child's second birthday. Over the year the ANFPP staff have provided clients with support and encouragement in attending maternal child and health visits, support at court and through legal matters, support for employment, domestic family violence support and referrals, Drug and Alcohol matters, housing, material aid supply, relationship support, goals and aspiration work, transport improvement, hosting client engagement events and health promotion, improving life course and building better futures for our clients, bubs and families.

- 15% of clients are non-indigenous, 75% Identify as Aboriginal or Torres Strait Islander.
- At any given stage the service can have 3 clients in pregnancy phase, 8 clients in infancy phase and 9 clients in Toddlerhood phase.
- The program allows up to 25% of our clients to be multiparous women.
- During this reporting period 5 Clients have successfully graduated the program since implementation.

Woongi - Drug and Alcohol and spiritual and emotional wellbeing

Prevention and early intervention is an integral aspect of the Woongi Unit which is offered to every client according to their age and needs. All team members within Woongi Unit contributes to this work by doing referrals within Rumbalara and external agencies. For example, Detox Centre's, Rehab Centre's, Mental Health Agencies & Centre Against Sexual Assault just to name a few. We receive referrals from within Rumbalara, DHHS, Corrections Vic, Magistrates Court, Orange Door just to name a few.

There is also a number of men's and women group session are have been able to run over the past 12 months which has been in line with the Government announcements and restrictions. The feedback from these group sessions has been very positive. All feedback is taken on board to continue to delivery such successful programs to meet the community needs

Medical Clinic

The Rumbalara Medical provides a range of services to the Community.

Throughout the reporting period there were the following staff

- 3 General Practitioners (EFT 2.25).
- Dr Singh retiring as at 29/7/2021.
- Locum GPs
- 2 Nurse Practitioners (EFT 1.3)
- 6 Community Health Nurses (EFT 3.1)
- Mental Health Nurse (EFT 0.5)
- Admin team and Medical admin support
- Koori Maternity Services Program workers (EFT 1.9)

Rumbalara also hosted a number of visiting specialists who see clients within the medical clinic. This is a great option for our clients, as they have a variety of services available to them in one place and do not have to travel for these services. These specialist clinics have been interrupted by the pandemic and the lockdown restrictions that have been in place over the past year. These service included the following

Gynaecology/Obstetrics	Dietician
Midwife	Dermatologist
Maternal & Child Health Nurse	Speech Pathology
Mental Health Liaison Nurse	Paediatrician
Psychologist liver clinic)	General Physician (healthy
Endocrinologist	Optometrist
Podiatrist	Cancer Care Nurse

Rumbalara Medical services a wide variety of community members aged from birth to over 90 + years with many different health needs. Clinical staff offer a range of appointment types which include general health care and specialised holistic care services:

Health checks	ECGs
Management Plans for chronic disease	Spirometry
Pathology	Plastering
Immunisation	Mental Health Care Plans
Women's Health	Ear Syringing
Minor Procedures	ABI (Arterial Brachial Index)
Koori Maternity Services	
Men's Health	

During early 2020 we had the onset of a worldwide COVID 19 pandemic. This resulted in many changes in our practice, including wearing of masks, social distancing within consulting rooms and the waiting room, telehealth and telephone consultations, and a reduction of visiting specialist services when lockdowns were announced.

The service is proud of our capacity to offer and undertake COVID testing via Point of Care testing (POCT), as well as COVID 19 vaccinations to provide cultural and holistic care to community members.

The medical team has provided COVID vaccine clinics since March 2021. Up until 30th June we had given a total of 275 COVID 19 vaccines administered.

The medical clinic had 2 nursing staff trained in POCT and were able to performed 461 POCT onsite since 4th August 2020, which includes both staff and community testing.

The Medical Clinic also records the amount of FTA (Failed to Attend) for each provider. These failed to attend appointments impact on the amount of appointments available to community, as there is no opportunity to fill these appointments given that clients fail to attend and do not cancel or reschedule.

**On average our GPs see 18 patients per day.
Over 2020/2021 the total was 2,498**

Provider	2018/2019	2019/2020	2020/2021
General Practitioner	1639	1672	1483
Nurse Practitioner		42	328
Nurse	903	915	687
Totals	2542	2629	2498

Another vital part of our medical team is the medical drivers. Our drivers provide transport for clients to appointments including at Rumbalara Medical, external local appointments as well as external appointments to Melbourne. Over the past year the transport provided has increased again, noting that in 2019/2020 there was a reduction as indicated.

	2018/2019	2019/2020	2020/2021
Trips	5653	825	5054

Achievements

The Health and wellbeing Team are proud of the achievements during the 2020-2021 period, these included the following program information and community feedback:

- Health Promotion, Prevention and Early Intervention Co-ordinators teamed together planning and held our first session 'Yarning Circle' in the activities centre. This was focused on the Chronic Care Clients for them to have a gathering on a monthly basis to be able to socialise yarn have a cuppa and share a meal together. All ten Elders who attended all thoroughly enjoyed themselves. A guest speaker was invited who ran some relaxation and mindfulness activities, which involved group participation and a lot of laughter. Each Elder was given a small gift to take home. A small feedback form was given at the end of the day. The feedback received was all positive and all are very keen for the next month. Some suggested having a bit more time for yarning. Most mentioned that they felt much better afterwards and it was good to be able to socialise again as they had all really missed seeing Friends & Family and had felt very isolated during the lockdowns and COVID restrictions. Future planning of this Yarning circle will include running some craft activities of bead and jewellery making.

The Chronic care are proud of their program achievements as noted in the following quotes from community:

Client 1-"I have nothing but praise for the team and support I have received. They are always there for me for reassure give advice or help me to find information, link me to other services for added assistance. I feel comfortable to contact at any time and outside normal office hours they go above and beyond. My connection to my culture has become stronger, my understanding and my eyes have been opened"

Client 2-"The support I have been getting is good. I am happy with the girls they do a good job. Without their support I would not be able to get to my appointments and my health will suffer. My connection to my culture is stronger mixing with Family & Friends and participating in cultural activities".

- The Oral Health Team have been proud of their achievements, as what started out as predominantly a 'toothache' service back in 2003 has since seen a huge change in community behaviour in regards to their oral health with many of our clients now only attending for their 6 monthly exams. This can be highlighted by the following story:

"A 48 year old male attended the clinic stating that he hated his teeth, they made him look ugly, he didn't like to smile and he wanted them all 'ripped' out and wanted false teeth. Upon further examination, it was determined that in fact most of his teeth could be saved. After a lengthy consultation process, the client agreed that he would start the process of treatment. Many appointments later, the client completed all of his treatment and now only returns for his 6 monthly exams. This client later informed us the since completing all of his treatment he has a new found confidence and has secured full time employment."

'I had a traumatic experience when I was younger and have never visited a dentist for many years, until I got a toothache. I was so nervous

and anxious about attending the dental clinic. The staff made me feel comfortable and took their time with me, I hardly felt a thing' – 48 year old male

"Deadly staff, deadly clinic" – 28 year old female

"Since attending the clinic 2 years ago, I have had all my treatment completed and now only attend for my 6 monthly check-ups. I have learnt how to look after my teeth and have a better understanding on important oral health care is, something I can now teach my children' – 31 year old female

- Within the ANFPP program, there has been a number of achievements.

One includes a client who joined program outside of fidelity at 37 weeks, only hearing about ANFPP the day prior. There was a number of economic, social, health and other issues identified for this client after telling their story to the ANFPP team

After the birth of her healthy baby girl, client set herself three goals:

1. Stop using I.C.E. (methamphetamine);
2. Have her family back together; and
3. Reduce her marijuana intake.

The team have proudly stated the Client has been with ANFPP for 22 months.

"She is our 'most engaged' client. Attends all home visits and contacts. Client has a great relationship with her Nurse and Family Partnership Worker. At the start of the program client required a lot of support: emotional and mental, material and self-esteem rebuilding. Client now understands self-efficacy and chasing after her heart's desires. Client enjoys milestone checks and knowing her baby girl is healthy and thriving. Client is now Methamphetamine free (since December 2019). Client has

now successfully reunified with all three of her children. Client cares for her two girls full time, and recently gained shared custody of her oldest son. Client has also significantly decreased her marijuana use and levels. Client is currently one-week marijuana free."

"After all her hard work and 'small' steps, client has 'closed' from DHHS/ Child protection, after being involved with them for almost two years."

ANFPP client- "ANFPP have helped me in financial ways and getting me to get ready for baby and things she needed, I definitely feel supported and you aren't judgemental about people's situations and what they need"

"You (ANFPP) have helped me through a lot over the last two years, helping me stay clean and stay focused on what I need to do with my life.

Yes, my life is completely where I want to be atm got my son for sleepovers and my girls back without your support and encouragement I don't nowhere I would be.

I love being in this program as I feel like I have support whenever I need it even though I'm in Melbourne now all I need to do is give you a message or a phone call and you're always there to support me and help me with whatever I need help with at the time.

Yes, my pregnancy was a lot easier once I had the support from you guys as going through that DHHS stuff by myself I had no idea about the system and the support I could get until we met for lunch that day and even when we first met I was still a bit shy I knew I would be able to be myself around you and Aunt Judy as you made me feel very comfortable. I was a bit unsure whether to get involved with the program as I've had previously had a bad experience with Rumbalara as I had someone talking about my business to other people that wasn't needed to be shared.

Yes 100% without the support from you guys I wouldn't be where I am today.

Yes I love catching up for visits! Even if I'm in a shit mood or stressing out about something you always manage to get me to take my mind off whatever it is and I'm able to relax and have a good laugh with you.

ANFPP client 2-"I just want to say I'm forever grateful for meeting you guys and being a part of this program. You have helped me so much to become a better person and helped me change my life for the better. Even though I'm graduating soon you will still always hear from me lol love you girls so much!" –

ANFPP client 3 "ANFPP have helped us become prepared as much as we can for when I go into hospital! They have made this pregnancy a lot easier! Being supported/ connected with ANFPP is great! They not only support you with appointments but they do home visits to give us information on what to expect and answer any questions we have which I find very helpful! They make things a lot less stressful which is awesome! So thanks ANFPP, we couldn't have done it without you guys, we appreciate the support and assistance! ð"

ANFPP client 4 "ANFPP has helped me with being able to socialise with other mums and enjoy days out. The workers in ANFPP are always my go to if I'm needing any advice about something"

- The Woongi unit have been running a weekly community men's group program with a focus on improving Men's health, wellbeing & keeping Men connected to community and culture. The team have had good participation from community, although we have had to stop & restart the program due to COVID restrictions we have still been able to deliver a number of activities including, Day trips, fishing trips, and BBQ's days at the men's shed and wood working.

The group consists of elders through to young adults. During group sessions the men started making didgeridoos from scratch. The elders show cases how to do things without the aid of power tools

& their hand carving was a great learning for all involved. This group have provided the platform for that natural teachings & learnings to occur between Elders & young adults. The Group has also had the opportunity to be involved with workshops to help continuously improve the organisation, we often struggle to get input & feedback from males. To be able to capture this was excellent for Rumbalara's future development. In the future we will be continuing to work on our didgeridoo projects, going on day trips & having some guest speaker's talking about a range of topics as we go.

The men's group had Rumbalara dental come visit the men's shed & speak about dental which all participants will be getting a dental check-ups.

- The Primary Early Intervention team were proud of the following achievements to encourage community to continue to think about their health and wellbeing and ensure routine testing remains a priority to keep community well.

As the pandemic continues to have its impacts on the life of our clients in different ways. Some of the preventative health screening such as cancer screening tests are not being completed by clients.

These screening tests help in early detection and treatment when required thus, saving lives. The data showed that roughly 8% were having their bowel screening tests including men and women in the 50-74yrs age group. Breast screening rates for women are 30% and 34% for cervical screening.

An Art workshop was organised at Kaiela Art Gallery facilitated by an artist in the Gallery. The aim was to increase awareness of cancer screening tests, the importance of completing them at the same time it provided art therapy to the participants. As a result Cancer screening information was shared by our cancer care nurse. On three consecutive Mondays in May, 5-8 participants took part in the art workshop.

Future plans from such events lead to Photographs of the art work from the workshop that were taken and are now being utilised to produce a community designed jacket with a theme of "Heal together". Consultation and approvals are in progress before the jackets are produced. This jacket will be utilised to encourage more people to have their cancer screening done.

Feedback from workshop from community

" To see a doctor and have regular check-ups and tests early is important, because of my experience I understand it better now"- A male client who is a cancer survivor

" I loved the art workshop, even though my fingers hurt due to my arthritis, painting made me happy " - a female participant with chronic health issues







Positive Ageing & Disability - Aaron Chambers

Programs Delivered:

Home Care Package

- Case Management

Service Delivery

- Commonwealth Home Support Program
- Home Care Package program support
- HACC PYP
- NDIS support

Assessment

- Regional Assessment Service
- Home and community care program for younger people – assessment
- NDIS access support

NDIS

- Support Coordination

Project work

- Sector Support and Development
- Service System resourcing
- National Community Connector Program

Staff Numbers

Home Care Package case management program

- 11 staff

Areas covering Hume, Loddon Mallee and NSW. Shepparton, Mooroopna, Echuca, Nathalia, Seymour, Deniliquin, Barmah, Kilmore, Rushworth, Euroa, Jerilderie, Moulamein, Bendigo Cohuna, Kerang, Mildura, Wodonga, Albury, Robinvale, Swan Hill, Wentworth, Kyalite, Balranald, Strathdale, Redcliffs, Irymple.

Service Delivery

- 10 staff
- Greater Shepparton, Moira and Strathbogie shires

Assessment

- 1 staff member
- Greater Shepparton

NDIS Support Coordination

- 1 staff member
- Greater Shepparton

Project work

- 1 Staff member
- Supporting service delivery across Shepparton and Swan hill.

Location

Offices in Shepparton and Swan Hill supporting clients across northern Victoria and Southern NSW

Achievements

Home Care Package case management program

Case Managers have been successful with linking in and advocating for many clients gaining housing and relocating.

Home Care Package program has assisted clients to achieve their care planned goals such as: remaining connected to their cultural and community, remaining in connection to distant family, sorry business, men's and women business.

We have had a large number of clients on Home Care Packages who have transferred their home care packages to Rumbalara leading to a significant increase in Clients being supported by this program over the last 12 months.

Case Managers have been successful in advocating for their clients to be approved on their package upgrades to allow for the appropriate funding to support their high care needs. For the unsuccessful cases Case Managers will advocate and contest the decision in support of their client.

Service Delivery

The Covid -19 pandemic has had a significant impact on service delivery over the last year, this has led to the area changing the way it delivered service across the year. When in lockdown the service delivery department supported clients via non face to face supports such as shopping and phone support. When lockdown restrictions were relaxed small group social support, 1-1 support and domestic assistance were started again.

Assessment

Over the last 12 months Rumbalara Regional Assessment Service (RAS) and HACC Assessment Services which has worked to increase its outreach to assist Community members to navigate the Aged/Disability Services Sector. This has led to an increase in Community members receiving HACC PYP and CHSP services as well as being linked in with other supports. In addition this work has led to relationships being strengthened with other service providers (internal and external) to maintain holistic approach to client's care and gain better outcomes for them. Services such as Allied Health, Carer Support Services and ACAS have seen an increase in referrals of Community members from Rumbalara.

RAS continues to work closely with our local ACAS to advocate for Community members when they are referred for assessment for a Home Care Package (HCP). Rumbalara Assessment will often be present for the ACAS assessment to support the client through this process. This has seen an increase in Community members being approved for HCPs.

NDIS Support Coordination:

NDIS Support Coordination is still a new support that is now delivered by Rumbalara. We are slowly building up a case load of clients. Some achievements in this area include assisting clients to transition from residential care back to independent living, assisting NDIS eligible clients living in the Elders Facility to gain support to assist them to access the community and attend social activities outside of the facility.

Special Activities Held

Service Delivery

We started a monthly movie programme (Covid -19 restrictions depending) called RUMBALARA AT THE MOVIES which has had a good reception and been a positive experience for clients. RUMBALARA AT THE MOVIES is a social programme which aims to keep Community members connected socially through a gold class style movie screening. RUMBALARA AT THE MOVIES is also a way of assisting Elders and Community members with a disability to remain connected to culture and arts through ATSI and wider-Australian films and documentaries. We designed our logo and had posters made and we recently had an electronic sign built which will be installed outside the theatre room of the activity centre where the programme is held.

Dementia Australia:

Positive Ageing & Disability Services partnered with Dementia Australia over the last year this has led to development of resources as well as an ongoing relationship between the organizations. Dementia Australia will be providing ongoing supports to provide community with not only education about dementia, but can provide dementia related supports, information and referral processes. We have developed our first collaborative project, which provided informal information sessions – initially targeting our clients, their families and PADS staff. Our first session was delivered with a very informal approach to our Elders within the Elders facility over a fire pit having a yarn. Our second session was delivered via zoom in August this year to our staff. We have intentions to deliver further sessions dependent on Covid restrictions.

In September 2020 we delivered online sessions with Natarsha Bamblett. Regional Victoria, at the time where in lockdown, and required to stay home. The Social Inclusion project was developed to address some of the challenges we face during these unprecedented times. This project is a way of support to community by Performing Arts, Music or Story Telling via social media.

We have successfully produced our first online 'live' segment called, 'COVID Community Connection' which features Natarsha Bamblett who is a young Aboriginal woman from Shepparton. Natarsha has offered 4 live stream interactive sessions over a period of 4 weeks that talked about all things wellness: Yoga Movement, Mindfulness/Meditation, Connection to Country & Self-Care. (Please see image attached).

In July 2020, Alkira Locke kindly donated customised masks for some of our clients. These were given out to our Elders and community members. The masks included Aboriginal patterns and symbols filled with vibrant colours. (Please see image attached)

Data/ Trends

Home Care Package case management program

We have had a large number of clients on Home Care Packages with a main stream service provider who have transferred their home care packages to Rumbalara. Common feedback is that they would prefer to be with a culturally appropriate service and be with our own people.

Assessment

RAS and HACCC assessment has seen a positive flow on effect throughout Rumbalara PADS with an increase in HCP clients as well as NDIS SC.

Other services such as Allied Health, Carer Support Services, ACAS have noted that there has been an increase in referrals of Community members from Rumbalara. This is seeing a holistic approach being taken with clients and better outcomes for them.



"I love the meals because they are fresh and easy to manage"

KALINYA JELGAN
good cooking
RUMBALARA MEALS PROGRAMME

Aunty June Murray

0456 400 092 | 0407 844 136 | 95 Ford Rd Shepparton | Mon - Fri 8.45am-5pm





Justice & Community Services - Liz Latorre

Programs Delivered:

Our services are based on improving justice outcomes for Aboriginal and Torres Strait Islander people and are delivered through using a case management model.

Our services include:

Aboriginal Youth Justice: statutory and diversionary support for youth aged between 10-17 (inclusive) years and those who are Dual Track (-21) within the Youth Justice system.

Youth Support Services: early intervention and diversion for youth aged 10-17 who have come into contact with Victoria Police.

Local Justice Worker program: support for successfully completing justice orders, Sheriff's matters and transitioning back into the community after a period of incarceration.

Family Violence: a range of support services for adults, youth, and children who are experiencing and/or have experienced family violence and also support for users of violence.

Night Patrol: a volunteer transport service operated on a Friday & Saturday night 10:30pm -2:00am from the Queens Gardens Shepparton to take people home or to a safe place.

ACJP: provides support for justice or legal related matters and provides a "call out" service to individuals in Police Custody

Staff Numbers:

21

Location

36-42 High Street Shepparton VIC

Achievements:

- Orange Door partnership
- Accreditation: We are an Accredited Community Organization according to the Human Services Standards.
- New Funding from Family Safety Victoria for Family Violence
- New funding from the Department Justice to increase services for our young people
- A remodelled Social and Emotional Wellbeing service has been developed and now sits under our Health and Wellbeing Services

Special Activities Held:

It has been a challenge to hold activities during this pandemic however we did manage to have 2 activities. These activities were funded by the Department Justice & Community Safety for youth.

- Fun fields
- Family Day at Rumbalara Mooroopna Site

The Minister of Aboriginal Affairs Victoria – Gabrielle William's MP for Prevention of Family Violence, Minister for Women and Minister for Aboriginal Affairs in the Victorian Government visited Rumbalara in February 2021. This was an opportunity to discuss Rumbalara Aboriginal Cooperative and our family violence programs and to showcase the great work our organisation does.

Minister The Hon Natalie Hutchins Minister for Crime Prevention; Minister for Corrections Minister for Youth Justice Minister for Victim Support visited in April 2021. Discussions around our young people, possible funding opportunities, service delivery and working in partnership with external agencies and/or services.

Data/ Trends

Family Violence Services

Through our case management family violence services we provided support to **46** Aggrieved Family Member (AFM) and **23** Users of Violence (respondents).

Of the AFM's 44 were female and 2 were male.

The below are the primary age groups of the AFM

- 21-25 years, (9) 20.9%,
- 26-35 years; (10) 23.3%;
- 36-45 years (7) 16.3%;
- 46-55 (11) 25.6%,

Users of Violence (respondent):

Of the 23 respondents 15 are Male 15 and 8 are female.

The below are the primary age groups of the respondents. 50% were aged between 26-35 years

- 21-25 years; (3) 13.6%;
- 26-35 years (11) 50.0%;

Challenges

Operating and delivering services within a pandemic environment is challenging however it is also an opportunity to review the way we do business and implement new and innovative ways of working. We continue to explore new ways of operating and look for opportunities to increase our service delivery and programs.

Services were still delivered primarily by phone, facetime, and other media platforms. If required visits to a home still occur and transport is provided under the guidelines of C-19 recommendations.

Examples of the impacts of C-19 include

- our recruitment i.e. current Justice & Community Services office space cannot accommodate more than 6 staff onsite,
- availability of IT to be purchased i.e. mobile phones, land lines, computers,
- replacement of vehicles
- very limited accommodation is available
- no group activities operating

Future Plans

- New office space
- Increased services for young people
- Continue to strengthen existing programs
- Strengthen relationship with community, partners and other stakeholders



Engagement and Family Services - Susan Williams

Programs Delivered:

Engagement and Family Services has a number of key programs that work with children, youth, families.

Koorie Families as First Educators practitioners provide 1 on 1 to families to increase the parent's knowledge and skills to parent their child or children. Staff empower parents through education on immunisation, milestones and health checks. They provide an advocate's role to support families where this is required. Families participate in group work through social connection with community and culture.

Aboriginal Family Led Decision Making is a voluntary program that provides Aboriginal and Torres Strait Islander families with children or young persons aged from 0 -17 years old with options to explore family networks to ensure the care, safety of the children and young people. The AFLDM Convener role is to work with families and supported to develop their own solutions to their situations.

AFLDMs will also explore options for ongoing support for a child, children or a young person who is currently in out of home care. The program provides an opportunity for families to have a say in the decision making to ensure the best care for the children.

The Yarka Daya (Cradle to Kinder) program is an intensive ante and post natal support service to provide longer term intensive early parenting support for vulnerable young mothers, partners and their children. The staff commences working with clients in pregnancy stages and continues until the child reaches the age of 4.

Family Preservation Reunification staff major focus is the reunification of children back into the care of their parents. Staff works with parents to empower and to prevent further out of home placements by working

intensively through issues with concerns regarding safety and wellbeing of the children and the family dynamics.

Intensive Family Support is a voluntary service that supports Aboriginal families that have issues impacting on caring for their children. The program provides short to long term support to families. Staff advocate for families and act as a preventive program to help prevent reports to child protection.

Nangarna Homework Group provides after school education support to children from grade 3 to secondary school to. Staff engage with parents or carers on their child's literacy and numeracy to support their education. One on one support for disengaged students. Cultural learning for students included through story telling and learning language and staying connected to culture

Yanda Together (The Aboriginal Youth Mentoring Program) works with empowering Aboriginal and Torres Strait Islander females and males aged between 15 -25 years to help make positive changes within their lives through mentoring to build confidence, self esteem, cultural and emotional wellbeing of participants. Provides advocacy and referrals to a range of supportive services. This program

Out of Home Care Services

Foster Care is temporary care provided by community members in their own homes for children or young person who are unable to live at home or with other family members. Rumbalara foster carers are assessed and trained to ensure that they can provide safe, nurturing and culturally appropriate care for Aboriginal and Torres Strait Islander children and young people. The foster care program aims to ensure that children and young people remain connected to their culture, families and communities.

Kinship Care is provided by relatives or friends to an Aboriginal child who cannot live at home with their parents, where Aboriginal family and

community culture are valued as central to the child's safety, stability and ongoing development.

First Supports

Staff are required to work with Kinship carers and undertake an assessment to identify what supports are required to support the carers to care for children in their care. This varies with each carer, once completed another worker then works with the carers to meet those supports identified.

Better Futures Home Stretch

A staff member works with young people aged 15 years and 9 months that have been referred from out of home care programs and Child Protection to access other support services. Those young people turning 18 are able to transition into Home Stretch and can continue to be supported to link into services before they turn 21.

Dutula Daya meaning Calm Play (Therapeutic) program was established to support those children in out of home care who have been exposed to various types of trauma. To access the program is by referral for the children in out of home care. A range of therapeutic interventions will be put into place via an assessment to support children.

Targeted Care Program provides individualised targeted care packages to enable appropriate supports that are individualised and culturally appropriate. These packages provide flexible and tailored supports which enables children and young people to transition from residential care into alternative living arrangements with family or a carer that better meet their care needs, or prevents placement into residential care. TCPs may be used to fund a range of supports and services to help children and young people achieve their goals and to enable a long term stable placement. The child or young person is the centre of all planning and the care team

ensures that the TCP provides a holistic approach that changes with the identified needs of the child or young person.

Staff in the **Cultural Support Planning** role is to advocate, plan, prepare and provide support including linkages which include having contact with the parents to gather information to support their child. Every Aboriginal child in out of home care is required to have a cultural support plan, this makes everyone accountable for each child to be linked into cultural activities, return to country visits so children know where they traditionally come from. These plans are required to be reviewed every 12 months.

Staff Numbers:

A total of 37 staff are currently employed, with staff recruitment ongoing over the past 12 months. At the time of writing this report we are still recruiting to some positions.

Location

All our children and family services programs are situated at 20 Rumbalara Road Mooroopna.

Achievements:

A newsletter for kinship carers and foster carers was launched in late 2020 and is currently sent out bi-monthly.

We have a small number of new accredited carer families join the foster care team and we continue to encourage people that are interested in becoming foster carers to keep children in the Goulburn area to contact our office.

Funding has been obtained to support a foster care recruitment campaign that will aim at attracting more Aboriginal and Torres Strait Islander carers to the team.

All Staff have displayed their resilience and flexibility and have continued to provide support to carers and clients throughout this challenging time, embracing alternative methods such as Zoom and Skype to maintain contact.

The Kinship program has seen carers granted permanent care of young people with more upcoming children expected. The program had two children return to parental care just before the expiry of their Child Protection order in the last month.

Reports from the Department is the program is well adjusted and completing the role well.

The Kinship program has funding to employ a team leader and 7 case managers.

Over the past twelve months the Targeted Care Package Program (TCP) has supported up to 12 young people across the Goulburn region. Supporting a young person to move to Queensland. This young person is now residing with his paternal Grandfather, is enrolled in school and has a strong family and Cultural connection.

Targeted Care Packages that have been creative and flexible has enabled two siblings to be placed with two of their older siblings within family. Although this placement requires a lot of support the children remain together and with family and this is a huge success as far as we are concerned. All children are linked to the relevant range of supports services to assist and teach them to deal with the current daily challenges.

Our program has supported many other kinship placements which has enabled many young people to not reside in residential care whilst family and or suitable placement options have been secured.

We have also established many positive professional connections with Nexus Health, Berry Street, Primary Care Connect, DEET – Koori Cultural Advisory Team, DFFH, Family Care and many local professionals to ensure our young people's needs are addressed

Whilst recruitment has been occurring and some teams have been supporting their colleagues and this includes Team Leaders stepping up to support other programs which shows the commitment of staff we have employed. During those times clients were fully supported in our programs, we had staff also assist across the organisation to support where extra hands to help community members.

All staff members worked intensively to ensure all documentation and files were 100% completed for our accreditation and audit

Special Activities Held:

Whilst COVID-19 has significantly impacted our ability to have events throughout the year, the staff maintained opportunities to acknowledge and support carers, i.e. delivering flowers to carers for Mother's Day, providing carers with a sweet and savoury platter during carers week. A joint Easter Egg hunt was held with Berry Street for our kinship and foster care programs.

Our young people have been faced with many challenges as have their carers throughout restrictions, periods of quarantine etc. Staff has provided opportunities for young people to go out to the bush to enjoy walking, exploring, fishing, cooking and art with their keyworkers and support workers. We have also explored many natural lands within the restrictions to ensure they are supported to stay grounded and connected to the bush and country. They have enjoyed swimming, pottery, been on road trips exploring local communities, had picnics, been to look at local wall art and wetlands. One of our sibling group explored the natural wonders Mansfield and Werribee Zoo and spent some quiet time at libraries to explore books and learn about resources within our community.

Many children have been on camps to enjoy ropes courses, horse riding, archery, swimming, art, therapeutic activities also whilst providing their

carers with respite and opportunity to have some self-care to help restore their resilience and mental health.

Out of home care facilitated a an all of staff training ran by team managers during the month of August, this was received well from all staff who attended.

This was planned to occur monthly with a variety of training provided, however COVID impacted this and planned training has been postponed. Team building days were also planned to occur once per month, as above this has been postponed due to COVID.

Better Futures had several programs booked including White Card courses, driving lessons, Barista courses but unfortunately most were suspended due to COVID. Some group activities were planned in collaboration with Berry Street. Planning has begun again for these group sessions and a group online chat portal to continue to provide education, information sharing and to ultimately support our young people as they transition into independent living options.

An Easter event through the Nangarna Homework Program was well attended with approximately 30 families attending and all enjoyed the event. All students and their younger siblings participated in Easter fun activities and games and made prior to the event, such as dyed eggs from the week before.

Yanda Together Youth Mentoring Program held 2 camps in-between the COVID 19 lockdowns, we had 10 participants attend each camp.

Other activities were facilitated in house by staff other activities occurred with Kaiela Gallery which included cultural painting/art, clients from program areas participated in NAIDOC events.

A joint activity was between Yarka Daya (cradle to kinder) clients in conjunction with the Australian Nursing Partnership Program clients attended a Matriarch's lunch, which was a day enjoyed by all who attended.

Better Futures/Home Stretch program area has continued to support young people which focuses on building their independent skills before they exit the program. This includes enrolling and participating in identified training to gain a certificate or a licence. It is such a valuable program to make positive changes in the future pathways of our young adults.

Data/ Trends

There has been a steady increase in the number of children entering Out of Home Care during COVID-19. This has placed increased demand on both the foster care and first supports teams.

We continue to see a number of unborn reports going to Child Protection.

Foster care has found it challenging to meet targets due to lack of available carers and the increasing complexities of children and young people requiring placements. We currently have 12 carer households 3 of these are new through the recruitment and training process.

The Targeted Care Package Program has grown dramatically over the last 4 years. In 2017 we had 1 Targeted Care Package and now we have 10 TCP's and have two referrals we are currently working with DFFH, the young people's carers and other professionals to ensure their needs are being met.

Family Preservation Reunification, Integrated Family Services, Cradle to Kinder has provided approximately 14283.52 hours of service.

Our TCP support workers have been very busy supporting our young people and the carer's and extended family covering a diverse area within Goulburn. Having some additional new support workers will ensure that we can respond in a more planned approach and have back up staff when situations change or require additional support.

During 2020/2021 the AFLDM program received 121 New Referrals, from this the team supported and held 135 Family meetings. Overall our AFLDM program are supporting 214 children and 130 Families which is a very significant workload.

Challenges

COVID-19 and the related restrictions and lockdowns has made the provision of services challenging; in particular assessments of carers and planned recruitment activities have been delayed.

The recruitment process has been ongoing in finding the qualifications or skills where required for specific roles. Even though this has been challenging to recruit it has provided an opportunity to identify workforce needs within the organisation.

There has been a decrease in the number of enquiries for potential foster carers throughout COVID-19.

Future Plans

Development and implementation of a specific foster care recruitment strategy aimed at recruiting Aboriginal and Torres Strait Islander carers.

Development and delivery of a training package for staff to enhance daily practice to support clients and community.

Programs will be working on individual team building activities days that will include therapeutic, cultural, professional development and activity sessions from professionals and community members that will strengthen our program and support the growth of not only our staffing team but our young people, their carers and extended support network.

The majority of our programs have expressed interest in the development of running our own cultural camps by coordinating and facilitating more cultural elements that are more inclusive and reflective of the behavioural

and psychological needs of our young people.

Looking at the Section 18 which is already occurring across the state of Victoria, this will continue to occur across Victoria. Rumbalara will have to decide to participate in the procurement process otherwise another operating Aboriginal organisation in Victoria will put in for the Goulburn area and they will decide on the future of Aboriginal children that are in care and will require out of home care in the future.

Pictures below of participants attending a Yanda Together activities



Finance & Infrastructure - Steven Howard

Assets & Infrastructure:

Programs;

- Facility Maintenance
 - Facility Cleaning
- Housing Services
 - Homelessness & Housing Support
 - Rumbalara Community Housing
 - Emergency Relief
 - Gambling Awareness
 - IHSY – Innovative Health Support for Homeless Youth
- Information Communication Technology
- Starritt Road Farm

Housing Services:

Homelessness & Housing Support Program;

- 113 episodes of support
 - 83 families
 - 146 children in presenting families were under 18 years of age
- 9 transitional housing tenancies
- 21 long term housing outcomes
 - including 4 long term housing tenancies under Homeless to Homes Initiative
- Advocacy and assistance to access short term accommodation. ie; caravan parks/motel

Our workers continue to advocate for safe secure housing in an environment of disadvantage and severe lack of appropriate affordable short and long-term housing availability in the market.

IHSY Program;

The IHSY program links homeless or at-risk youth with health and other specialized supports to improve the health, education, social and cultural wellbeing of our young people. Every young person is a valued community member and emerging leader.

While the Covid-19 restrictions for gatherings has had some impact on face to face and group work, the program has maintained a presence with young clients through the use of technology. Activities have included

- mentoring
- advocacy & support to improve opportunities for positive education and employment outcomes

Aboriginal Gambling Awareness Program;

The GA program at Rumbalara is one of 5 across Victoria funded by Victorian Responsible Gambling Foundation. The GA program work to minimize the impact of gambling harm to community and their families providing information and therapeutic supports.

Program activities throughout the year have included;

- Rumbalara Fishing Competition
- Deadly Tidda's online
- Glowstick Challenge
- Celebration of NAIDOC
- Participating in the review of current program guidelines with VRGF
- Financial resilience & capacity building

Emergency Relief Program;

The Emergency Relief Program has supported community at times of greatest need and vulnerability. We pay respect to Elders and Community who have passed and extend sympathy to grieving family and friends.

Provided during the 2020-2021 financial year;

- 220 general assists
- 18 sorry business assists

The Covid-19 pandemic continues to present both challenge and health risk to all. The ER program acknowledges the support of Rumbalara staff in helping with contactless delivery, particularly during times of lockdown.

Rumbalara Community Housing;

The Rumbalara Community Housing portfolio comprises;

- 54 long term residential properties
- provides a home to 101 adults and 79 children

Rumbalara submitted a joint bid with other Aboriginal Housing providers across the state for repairs and maintenance funding through Homes Victoria – Big Housing Build stimulus package. The consortium bid was successful with works to be carried out in the 2021-2022 financial year.

We continue to look for opportunities to develop Rumbalara Community Housing in the future and are committed to advocating for additional housing Aboriginal community members in the Goulburn Valley recognizing the challenges of disadvantage, affordability and chronic shortfall in housing availability.

“MANA-NA WORN-TYEEN MAAR-TAKOORT”

Every Aboriginal Person Has A Home.

I Communications Team

Well, it has been a big year in ICT, that's for sure.

In this financial year we have implemented the MPLS network to give us a central firewall, gateway, VPN concentrator and a service uptime of 99.9%. This is a massive change to the way Rumbalara connects to the internet. We are no longer a loosely connected group of areas but an integrated single unit from a technical perspective.

Upgraded Dynamics NAV from 2012 to 365 on premises. As we could not go directly from the old version of Dynamics NAV to a full cloud solution, we have had to go to an intermediary step, Dynamics NAV 365 on prem. This has now been completed removing another roadblock from us being able to go in the Microsoft 365 direction.

implemented a full mobile device rollout – moving from an organisation with 15 mobile devices in total to an organisation with over 90 users working from mobile laptops – outside of the systems put in place for COVID. We have done a complete 180 degree turn during a pandemic.

It has been a year of big wins and big changes but there are still changes that we are working towards on a daily basis. From server reductions to cloud basing our infrastructure to upgrading systems like our Email server from its current position to an intermediary position to allow us to migrate it to the cloud as well.

Asset Maintenance and Inspections:

Responsible for maintenance and contract management for up to 10 Rumbalara sites, including 20 Rumbalara Road, Rumbalara Elders Facility(REF), Corporate, Justice, and a growing number of newly utilised buildings.

Also overseeing cleaning of Mooroopna and Shepparton workplaces (excluding REF) which has been a major challenge due to COVID 19. This year we have responded to hundreds of maintenance requests and initiated essential works at most RAC sites.

- Responding to new COVID cleaning requirements and developed a rapid response to Tier 1 COVID cleaning requests.
- Upgrading lighting REF and major tree pruning to improve safety and visibility at REF
- Timber decking maintenance program by Maintenance teams at Mooroopna
- Implementation of improved service schedule for back up generators and Mooroopna and REF
- New hot water plant replacement REF
- Developed significant Capital works grant quotes with contractors for REF works.
- Successful implementation of the Maintenance@ help desk email across the organisation
- Installed indoor and outdoor furniture and equipment at new Womens refuge centre
- Planning for new maintenance facility Mooroopna site
- Created new garden beds and improved landscaping at REF
- Responded to hundreds of maintenance requests throughout the year in a timely manner

Staff Numbers:

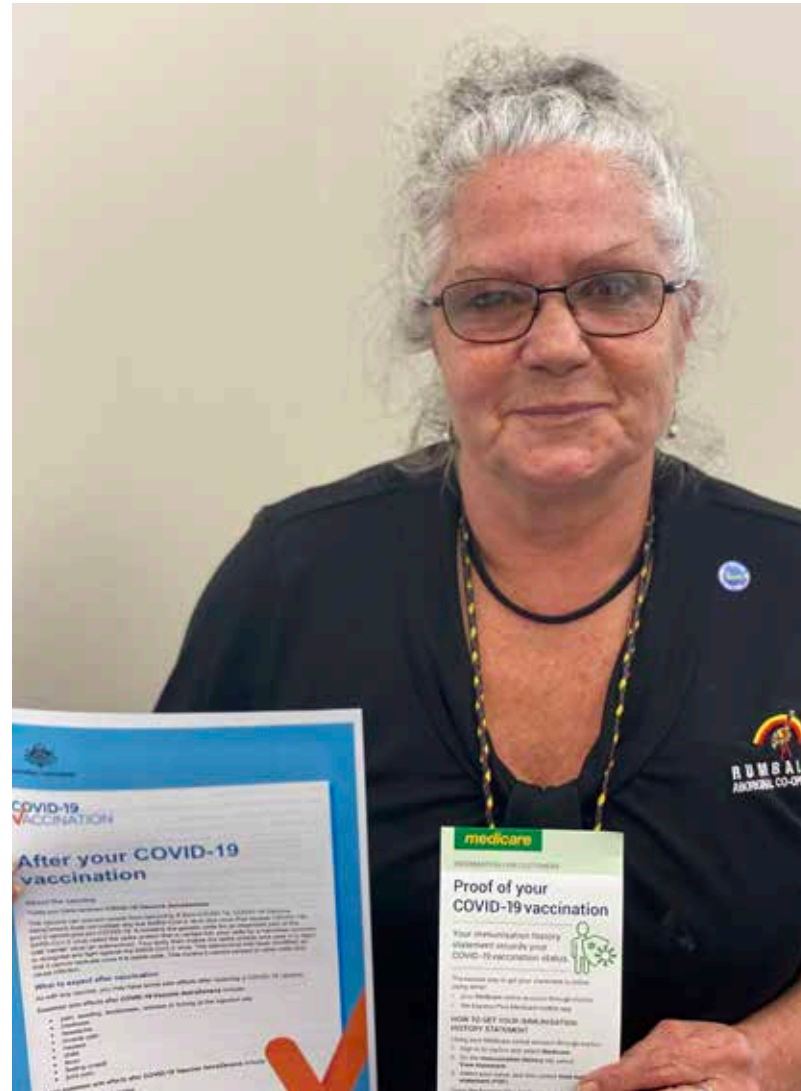
- Maintenance : Usually 4 FTE (currently 2 with 2 positions to be advertised)
- Cleaning: RAC cleaners 5 Casual positions

Challenges:

- Require clear and significant capital works budgets for renewal of plant and equipment REF and building renewal Mooroopna
- Continued growth of sites and demands may require extra staff in future years

















NAIDOC WEEK 2021



ELDER EUPHEMIA DAY "Let's celebrate. We're here, we're going to be here for a long time, so let's have a good week and tell our stories," she says. "We've got to talk about those old dark days, but we rejoice — we're not going anywhere, we're always going to be here."

Elder Auntie Josephine Briggs has lived at Rumbalara Elders Facility for the past year. Sitting in the chapel, she gazes at a black and white photo of her extended family, taken before she was born in the early 20th century. Dressed up in thick coats and wool hats, her grandparents, aunties and cousins stare sternly at the camera. "I look at that photo, it means a lot to me, because I know all those old fellows, I've heard all those stories, I grew up with those people," she says.



ELDER RON THOMPSON "I've been here for 10 years, and I've got all the trees out here, I've got everything here, it's a beautiful place, peaceful, warm and loving, and you're looked after," he says. **OFFICE MANAGER ERIN BRIGGS** "NAIDOC is about family coming together, and telling stories, passing down the knowledge to your kids so they have strong culture growing up,"

RUMBALARA ELDERS FACILITY EMBRACES NAIDOC WEEK 2021

HEAL COUNTRY!

Calling for all of us to continue to seek greater protections for our lands, our waters, our sacred sites and our cultural heritage from exploitation, desecration, and destruction. 4-11 July 2021



**HEAL
COUNTRY!**
4-11 JULY 2021



5820 0000 | 95 FORD RD, SHEPPARTON



RUMBALARA
ABORIGINAL CO-OPERATIVE LTD.

FINANCIAL STATEMENTS
FOR THE YEAR ENDED
30 June 2021

ABN 84 530 647 942

Contents

Directors' Report	3
Auditor's Independence Declaration under Section 60 40 of the Charities and Not for profits Commission Act 2012 to the Responsible Persons of Rumbalara Aboriginal Co Operative Ltd	7
Statement of Profit or Loss and Other Comprehensive Income	8
Statement of Financial Position	9
Statement of Changes in Equity	10
Statement of Cash Flows	11
Notes to the Financial Statements	12
Directors Declaration	28
Independent Audit Report to the members of Rumbalara Aboriginal Co-Operative Ltd	29

Directors' Report

The directors present their report on Rumbalara Aboriginal Co Operative Ltd for the financial year ended 30 June 2021.

General information

Directors

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

Names	Appointed/Resigned
Greg James	Appointed 20 th June 2019
Jane Britten	Appointed 20 th June 2019
Ruben Baksh	Appointed 20 th June 2019
Eric Egan	Appointed 8 th October 2019
Marie Barbance	Appointed 25 th March 2021
Robert Britten	Appointed 18 th June 2020
Pamela Pederson	Appointed 16 th November 2020
Edel Conroy	Appointed 12 th August 2019
Jason Briggs	Appointed 3 rd June 2020; Resigned 25 th March 2021

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 Rumbalara Aboriginal Co Operative Ltd during the financial year was the provision of health, wellbeing and social services to members of the Aboriginal Community in the Goulburn Valley Region.

No significant changes in the nature of the Company's activity occurred during the financial year.

Other items

Significant changes in state of affairs

In the opinion of the directors, there were no significant changes in the state of affairs of the Company that occurred during the financial year under review.

Matters or circumstances arising after the end of the year

No matters or circumstances have arisen since the end of the financial year that significantly affected or could significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

Environmental matters

The Company's operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory.

Meeting of directors

The number of Board meetings held during the year and the number of meetings attended by each Board member is as follows:

Name	Appointed	Resigned	Role	Qualifications	Board Meetings	
					A	B
Gregory James	20/06/2019		Chairperson	Councillor City of Greater Shepparton, Builder	8	8
Jane Britten	20/06/2019		Board Member	Works As VALS; Diploma of Nursing	8	8
Reuben Baksh	20/06/2019		Board Member	Retiree.	8	4
Eric Egan	08/10/2019		Vice Chairperson	Hume Region Department of Justice, 3 years; Employed at MADEC, 6 years; Currently employed by Vic. Police; Currently on Rumbalara Board of Directors since Oct 2019; Dhelek Dja (previously IFVRAG) – 8 years; Campaspe Shire Youth Services Network Committee, 6 years; Marrung Wurreker (Education), 5 years; Aboriginal Workforce Development Strategy Group (Employment) 3.6 years; GOTAFE Aboriginal Community Advisory Committee; Previously a Hume RAJAC and Shepparton LAJAC member.	8	7
Marie Barbance	25/03/2021		Board Member	Certified OHS Practitioner; Diploma in OHS; Cert IV in OHS; 27+ years in Training and Assessment; 27+ years in the Health Industry Nursing and Educator/ facilitation; 4 years Rumbalara Aboriginal Co-operative; Currently employed by City of Greater Shepparton	2	2
Robert Britten	18/06/2020		Board Member	Diploma of Business; Governance Training; Level 2 First Aide; Director at Adult Community and Further Education 4 years; Committee of Management VAEI 3 years;	8	5
Pamela Pederson	16/11/2020		Board Member	Currently sitting on various Courts in Melbourne and Shepparton, held these positions since 2005 (Melbourne Magistrates, Lorrie Court, County Koorie Court, Melbourne and Heidelberg Children's Koorie Court, Shepparton County Koorie Court, Shepparton Magistrates Koorie Court, Shepparton Children's Koorie Court; Member of the Adult Parole Board;	4	4

Rumbalara Aboriginal Co-Operative Ltd
ABN: 84 530 647 942

Name	Appointed	Resigned	Role	Qualifications	Board Meetings	
					A	B
				Director Aboriginal Advancement League, 3 years; Director of the Torch Programme, and Currently on Rumbalara Board of Directors since October 2020;		
Edel Conroy	12/08/2019		Company Secretary	Highly skilled, experienced finance, risk and governance executive with over 25 years' experience across the private, public and NFP sectors. Edel has held various senior executive positions as well as positions on various Boards as Director and extensive experience as Company Secretary. Currently Edel is Executive Manager of Jobbank Ltd, a Director of First Nations Health and Myanamar Atlantic Pearlring Co., and Touchtile Pty Ltd and Company Secretary of Rumbalara Aboriginal Co-operative. Edel holds a Bachelor of Commerce and is a Member of the Australian Institute of Company Directors.	8	8
Jason Briggs	03/06/2020	25/03/2021	Board Member	AOD Worker, and Assistant Manager @ Yitjawudik Mens recover centre; - Mentoring, public relations, financial, data management, teamwork and agency representation, health and safety and vehicles Security Officer - RSL Teachers Aide – GV TAFE Community Education Officer – ASHE – co-ordinate activities, liaise with education providers, student mentoring and support Student Support Officer – ASHE – student liaison assistant, recruitment of students, educational and personal support of students, advice on program development and co-ordination of excursion and field trips. Employment Consultant – Worktrainers – client assessment and reviews, report writing, liaison with clients, daily computer programs and networking usage and find suitable clients and match them with supported employers Road Works Manager – Yorta Yorta Nations – supervising staff, maintain a relationship between vic roads, and YYN, co-ordinate work schedules, organise training components	6	4

Where:

- Column A is the number of meetings the member was entitled to attend
- Column B is the number of meetings the member attended

The company secretary is Ms E Conroy who was appointed to the position on 12 August 2019.

Proceedings on behalf of company

No person has applied for leave of court under Section 237 of the *Corporations Act 2001* to bring proceedings on behalf of the Co Operative or intervene in any proceedings to which the Co-operative is a party for the purpose of taking responsibility on behalf of the Co-operative for all or any part of the proceedings

Auditor's independence declaration

The auditor's independence declaration in accordance with section 307C of the *Corporations Act 2001* for the year ended 30 June 2021 has been received and can be found on page 7 of the financial report.

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

Director:


ROBERT BRITTEN

Director:


ERIC EGAN

Dated this 18th day of February 2022.



McLean Delmo Bentley's
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**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 60-40 OF THE
AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012
TO THE DIRECTORS OF RUMBARALA ABORIGINAL CO-OPERATIVE LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2021 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

McLean Delmo Bentley's Audit Pty Ltd

**Martin Fensome
Partner**

Hawthorn
18 February 2022

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2021

	Note	2021 \$	2020 \$
Revenue	4	23,346,758	20,846,026
Other revenue	4	88,004	291,119
Other income	4	2,440,247	2,533,359
Employee benefits expense	5	(18,807,932)	(16,338,573)
Depreciation and amortisation expense	5	(1,598,408)	(1,565,638)
Bad debts written off		(27,045)	(59,757)
Client support services expense		(4,131,847)	(3,916,245)
Motor vehicle expense		(242,844)	(275,102)
Office expenses		(1,214,025)	(1,131,118)
Professional fees		(669,287)	(813,062)
Repairs & maintenance		(298,672)	(533,948)
Staff expenses		(286,058)	(331,073)
Telephone, fax & internet		(560,217)	(265,884)
Utilities		(384,720)	(338,585)
Other expenses		-	(2,243)
Interest expense		(30,019)	(36,432)
Finance expenses		(4,002)	(3,580)
(Deficit) before income tax		(2,380,067)	(1,940,736)
Income tax expense		-	-
(Deficit) from continuing operations		(2,380,067)	(1,940,736)
(Deficit) for the year		(2,380,067)	(1,940,736)
Other comprehensive income, net of income tax			
Items that will not be reclassified subsequently to profit or loss			
Revaluation changes for property, plant and equipment	10	-	-
Other comprehensive income/(deficit) for the year, net of income tax		-	-
Total comprehensive income/(deficit) for the year		(2,380,067)	(1,940,736)

Statement of Financial Position

As at 30 June 2021

	Note	2021 \$	2020 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	15,957,681	14,320,792
Trade and other receivables	7	597,025	720,894
Other financial assets	8	3,492,502	3,442,095
Other assets	9	66,950	71,070
TOTAL CURRENT ASSETS		20,114,158	18,554,851
NON CURRENT ASSETS			
Property, plant and equipment	10	29,626,277	30,149,200
Right of Use lease assets		701,603	986,703
TOTAL NON CURRENT ASSETS		30,327,880	31,135,903
TOTAL ASSETS		50,442,038	49,690,754
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	1,692,343	1,029,428
Employee benefits	12	2,728,526	1,964,023
Lease liability		412,046	478,645
Other financial liabilities	13	11,813,668	9,934,237
TOTAL CURRENT LIABILITIES		16,646,583	13,406,333
NON CURRENT LIABILITIES			
Employee benefits	12	594,873	471,437
Lease liability		341,900	574,235
TOTAL NON CURRENT LIABILITIES		936,773	1,045,672
TOTAL LIABILITIES		17,583,356	14,452,005
NET ASSETS		32,858,682	35,238,749
EQUITY			
Reserves	20	7,675,640	7,675,640
Retained earnings		25,183,042	27,563,109
TOTAL EQUITY		32,858,682	35,238,749

Statement of Changes in Equity

For the Year Ended 30 June 2021

2021	Note	Retained Earnings	Asset Revaluation Surplus	Community Support Fund	Total
		\$	\$	\$	\$
Balance at 1 July 2020		27,563,109	6,675,640	1,000,000	35,238,749
(Deficit) attributable to members of the entity		(2,380,067)	-	-	(2,380,067)
Total other comprehensive income for the year		-	-	-	-
Balance at 30 June 2021		25,183,042	6,675,640	1,000,000	32,858,682

2020	Note	Retained Earnings	Asset Revaluation Surplus	Community Support Fund	Total
		\$	\$	\$	\$
Balance at 1 July 2019		29,577,262	6,675,640	1,000,000	37,252,902
Impact of change in accounting policy (deficit)		(73,417)	-	-	(73,417)
(Deficit) attributable to members of the entity		(1,940,736)	-	-	(1,940,736)
Total other comprehensive income for the year		-	-	-	-
Balance at 30 June 2020		27,563,109	6,675,640	1,000,000	35,238,749

Statement of Cash Flows

For the Year Ended 30 June 2021

	Note	2021 \$	2020 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from grants		26,561,668	21,953,577
Receipts from other operating activities		2,440,247	2,533,359
Interest received		88,004	291,119
Payments to suppliers and employees		(26,283,285)	(23,561,158)
Interest paid - lease liability		(30,019)	(36,432)
Net cash provided by/(used in) operating activities	17	2,776,615	1,180,465
CASH FLOWS FROM INVESTING ACTIVITIES:			
Payments for investment		(50,407)	(83,161)
Purchase of Property, Plant and Equipment		(553,616)	(888,931)
Net cash provided by/(used in) investing activities		(604,023)	(972,092)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Lease liability payments		(535,703)	(489,793)
Net cash provided by/(used in) financing activities		(535,703)	(489,793)
Net increase/(decrease) in cash and cash equivalents held		1,636,889	(281,420)
Cash and cash equivalents at beginning of financial year		14,320,792	14,602,212
Cash and cash equivalents at end of financial year	6	15,957,681	14,320,792

Notes to the Financial Statements

For the Year Ended 30 June 2021

The financial report covers Rumbalara Aboriginal Co Operative Ltd as an individual entity. Rumbalara Aboriginal Co Operative Ltd is a not for profit entity for financial reporting purposes under the Australian Accounting Standards.

The functional and presentation currency of Rumbalara Aboriginal Co Operative Ltd is Australian dollars.

The financial report was authorised for issue by the Directors of the Co Operative on 17 February 2022. Comparatives are consistent with prior years, unless otherwise stated.

1. Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards Reduced Disclosure Requirements and the *Australian Charities and Not for profits Commission Act 2012*.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

02

2. Summary of Significant Accounting Policies

(a) Income Tax

The Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(b) Leases

At inception of a contract, the Company assesses if the contract contains, or is, a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Company where the Company is a lessee. However, all contracts that are classified as short-term leases (i.e. a lease with a remaining lease term of 12 months or less) and leases of low-value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially, the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Company uses the incremental borrowing rate.

Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- the amount expected to be payable by the lessee under residual value guarantees;

Notes to the Financial Statements

For the Year Ended 30 June 2021

- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options, if the lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date, as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset, whichever is the shortest. Where a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Company anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

Concessionary leases

For leases that have significantly below-market terms and conditions principally to enable the Company to further its objective (commonly known as peppercorn/concessionary leases), the Company has adopted the temporary relief under AASB 2018-8 and measures the right-of-use assets at cost on initial recognition.

(c) Revenue and other income

Fees and charges

When the Company receives fees and charges, the Company:

When both these conditions are satisfied, the Company:

- identifies each performance obligation relating to the grant;
- recognises a contract liability for its obligations under the agreement; and
- recognises revenue as it satisfies its performance obligations.

When the Company receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance to AASB 15.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Company:

- recognises the asset received in accordance with the recognition requirements of other applicable Accounting Standards (for example AASB 9, AASB 16, AASB 116 and AASB 138);
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer); and
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the Company recognises income in profit or loss when or as it satisfies its obligations under the contract.

Notes to the Financial Statements

For the Year Ended 30 June 2021

Capital grant

When the Company receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognised under other Australian Accounting Standards.

The Company recognises income in profit or loss when or as the Company satisfies its obligations under terms of the grant.

Interest income

Interest income is recognised using the effective interest method.

Donations

Donations and bequests are recognised as revenue when received.

Rental income

Investment property revenue is recognised on a straight-line basis over a period of the lease term so as to reflect a constant periodic rate of return on the net investment.

Other income

Other income is recognised on an accruals basis when the Company is entitled to it.

(d) Borrowing costs

Borrowing costs that are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised as part of the cost of that asset.

All other borrowing costs are recognised as an expense in the period in which they are incurred.

(e) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

(f) Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment.

Items of property, plant and equipment acquired for nil or nominal consideration have been recorded at the acquisition date fair value.

Assets measured using the revaluation model are carried at fair value at the revaluation date less any subsequent accumulated depreciation and impairment losses. Revaluations are performed whenever there is a material movement in the value of an asset under the revaluation model.

Notes to the Financial Statements

For the Year Ended 30 June 2021

Land and buildings

Land and buildings are measured using the cost model.

Increases in the carrying amount arising on revaluation of land and buildings are recognised in other comprehensive income and accumulated in the revaluation reserve within equity.

Plant and equipment

Plant and equipment are measured using the cost model.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets useful life to the Company, commencing when the asset is ready for use.

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Buildings	3%
Plant and equipment	10% to 66%
ROU Asset	Term of Lease

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(g) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the entity commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Trade receivables are initially measured at the transaction price if the trade receivables do not contain significant financing component or if the practical expedient was applied as specified in AASB 15.63.

Classification and subsequent measurement

Financial liabilities

Financial liabilities are subsequently measured at amortised cost using the effective interest method.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense in profit or loss over the relevant period.

The effective interest rate is the internal rate of return of the financial asset or liability. That is, it is the rate that exactly discounts the estimated future cash flows through the expected life of the instrument to the net carrying amount at initial recognition.

Notes to the Financial Statements

For the Year Ended 30 June 2021

Financial assets

A financial asset is subsequently measured at amortised cost when it meets the following conditions:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

Derecognition

Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.

Derecognition of financial liabilities

A liability is derecognised when it is extinguished (i.e. when the obligation in the contract is discharged, cancelled or expires). An exchange of an existing financial liability for a new one with substantially modified terms, or a substantial modification to the terms of a financial liability, is treated as an extinguishment of the existing liability and recognition of a new financial liability.

Derecognition of financial assets

A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

- All of the following criteria need to be satisfied for derecognition of a financial asset:
- the right to receive cash flows from the asset has expired or been transferred;
- all risk and rewards of ownership of the asset have been substantially transferred; and
- the entity no longer controls the asset (i.e. it has no practical ability to make unilateral decisions to sell the asset to a third party).

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

Impairment

The entity recognises a loss allowance for expected credit losses on:

- financial assets that are measured at amortised cost or fair value through other comprehensive income;
- contract assets (e.g. amount due from customers under construction contracts);
- loan commitments that are not measured at fair value through profit or loss; and
- financial guarantee contracts that are not measured at fair value through profit or loss.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

The entity used the simplified approaches to impairment, as applicable under AASB 9:

Simplified approach

Notes to the Financial Statements

For the Year Ended 30 June 2021

The simplified approach does not require tracking of changes in credit risk in every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

In measuring the expected credit loss, a provision matrix for trade receivables was used taking into consideration various data to get to an expected credit loss (i.e. diversity of its customer base, appropriate groupings of its historical loss experience, etc.).

Recognition of expected credit losses in financial statements

At each reporting date, the entity recognised the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income.

The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

(h) Impairment of non-financial assets

At the end of each reporting period the Company determines whether there is an evidence of an impairment indicator for non-financial assets.

Where an indicator exists and regardless for indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss.

(i) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(j) Employee benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Notes to the Financial Statements

For the Year Ended 30 June 2021

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cash flows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cash flows. Changes in the measurement of the liability are recognised in profit or loss.

(k) Provisions

Provisions are recognised when the Company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(l) Economic dependence

Rumbalara Aboriginal Co Operative Ltd is dependent on the Victorian State Government and Australian Federal Government for the majority of its revenue used to operate the business. At the date of this report the directors have no reason to believe the Victorian State Government and Australian Federal Government will not continue to support Rumbalara Aboriginal Co Operative Ltd.

(m) Adoption of new and revised accounting standards

The Company's assessment indicates that there are no new Australian Accounting Standards or interpretations that have been issued or are available for early adoption that are expected to have a material impact on Rumbalara's financial report in the period of initial application.

3. Critical Accounting Estimates and Judgments

The Directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates – impairment of property, plant and equipment

The Company assesses impairment at the end of each reporting period by evaluating conditions specific to the Company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value in use calculations which incorporate various key assumptions.

Key estimates – receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Notes to the Financial Statements

For the Year Ended 30 June 2021

4. Revenue and Other Income

	2021	2020
	\$	\$
Revenue from continuing operations		
State/federal government grants	23,247,308	20,811,481
Other government grants	99,450	34,545
Total Revenue	23,346,758	20,846,026

	2021	2020
	\$	\$
Interest Revenue		
Interest from financial institutions	88,004	291,119
Total interest revenue	88,004	291,119

	2021	2020
	\$	\$
Other Income		
Rental income	585,871	623,820
Other income	1,854,376	1,909,540
Total Other Income	2,440,247	2,533,359

5. Result for the Year

The result for the year includes the following specific expenses:

Employee benefits expense	18,807,932	16,338,573
Depreciation and amortisation expense	1,076,538	1,083,087
Depreciation - ROU	521,870	482,551

6. Cash and Cash Equivalents

	2021	2020
	\$	\$
Cash at bank and in hand	15,957,681	14,320,792

7. Trade and other receivables

	2021	2020
	\$	\$
Trade receivables	627,025	750,894
Provision for impairment	(30,000)	(30,000)
Total current trade and other receivables	597,025	720,894

Notes to the Financial Statements

For the Year Ended 30 June 2021

The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

The maximum exposure to credit risk at the reporting date is the fair value of each class of receivable in the financial statements.

Impairment of receivables

The Company applies the simplified approach to providing for expected credit losses prescribed by AASB 9, which permits the use of the lifetime expected loss provision for all trade receivables. To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due. The loss allowance provision as at 30 June 2021 is determined based on the collection history of the entity.

Reconciliation of changes in the provision for impairment of receivables is as follows:

	2021	2020
Balance at beginning of the year (calculated in accordance with AASB 9)	\$ 30,000	\$ 20,000
Amounts provided for	-	10,000
Balance at end of the year	30,000	30,000

There has been no change in the estimation techniques or significant assumptions made during the current reporting period.

The Company writes off a trade receivable when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery, e.g. when the debtor has been placed under liquidation or has entered into bankruptcy proceedings.

8. Other Financial Assets

	2021	2020
Term Deposit – CUA	\$ 1,253,656	\$ 1,246,187
Term Deposit – Westpac	2,238,846	2,195,908
Total other financial assets	3,492,502	3,442,095

9. Other non-financial assets

	2021	2020
Prepayments	\$ -	\$ 4,120
Security bond	66,950	66,950
Total other non-financial assets	66,950	71,070

Notes to the Financial Statements

For the Year Ended 30 June 2021

10. Property, plant and equipment

	2021 \$	2020 \$
Land and buildings		
Freehold land		
At cost	8,596,000	8,575,000
Total land	8,596,000	8,575,000
Buildings		
At independent valuation – 2018	20,748,573	20,748,573
Additions	634,342	422,277
Accumulated depreciation	(2,086,318)	(1,356,632)
Total buildings	19,296,597	19,814,218
Total land and buildings	27,892,597	28,389,218
Plant and equipment		
Buildings under construction		
At cost	30,982	30,982
WIP Heart of Community		
At cost	12,350	-
Freehold improvements		
At cost	59,879	57,129
Accumulated depreciation	(34,694)	(23,422)
Total freehold improvements	25,185	33,707
Plant and equipment		
At cost	7,151,029	6,888,529
Accumulated depreciation	(5,612,765)	(5,301,594)
Total plant and equipment	1,538,264	1,586,935
Motor vehicles		
At cost	573,001	530,051
Accumulated depreciation	(446,102)	(421,693)
Total motor vehicles	126,899	108,358
Total plant and equipment	1,733,680	1,759,982
Total property, plant and equipment	29,626,277	30,149,200

Notes to the Financial Statements

For the Year Ended 30 June 2021

(a) Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Land \$	Buildings \$	Buildings under construction \$	Plant and Equipment \$
Year ended 30 June 2021				
Balance at the beginning of the year	8,575,000	19,814,218	30,982	1,586,935
Additions	21,000	212,065	-	262,500
Disposals	-	-	-	-
Transfers	-	-	-	-
Depreciation expense	-	(729,686)	-	(311,171)
Balance at the end of the year	8,596,000	19,296,597	30,982	1,538,264

	Motor Vehicles \$	Freehold improvements \$	WIP Heart of Community \$	Total \$
Year ended 30 June 2021				
Balance at the beginning of the year	108,358	33,707	-	30,149,200
Additions	42,950	2,750	12,350	553,615
Disposals	-	-	-	-
Transfers	-	-	-	-
Depreciation expense	(24,409)	(11,272)	-	(1,076,538)
Balance at the end of the year	126,899	25,185	12,350	29,626,277

Notes to the Financial Statements

For the Year Ended 30 June 2021

Asset revaluation

The freehold land and buildings were independently valued at 30 June 2018 by Opteon. The valuation resulted in a revaluation increment of \$588,144 being recognised in the revaluation surplus for the year ended 30 June 2018.

Caveats over land and buildings

Numerous properties in the name of Rumbalara Aboriginal Co-operative Limited have caveats over the title in the name of the various government bodies that assisted with the funding for their acquisition.

11. Trade and Other Payables

	2021 \$	2020 \$
CURRENT		
Trade payables	400,151	27,995
FBT payable	31,536	-
GST payable	406,043	280,805
Accrued superannuation	47,342	36,582
PAYG withholding payable	325,400	202,786
Accrued wages	368,197	388,525
Other payables	113,674	92,735
Total trade and other payables	1,692,343	1,029,428

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

12. Employee Benefits

	2021 \$	2020 \$
Current liabilities		
Provision for long service leave	899,449	807,966
Provision for employee benefits	1,829,077	1,156,057
Total current liabilities	2,728,526	1,964,023
Non-current liabilities		
Provision for employee benefits	594,873	471,437

Notes to the Financial Statements

For the Year Ended 30 June 2021

13. Other Financial Liabilities

	2021	2020
	\$	\$
CURRENT		
Amounts received in advance	8,558	644,722
Deferred income	11,805,110	9,289,515
Total other financial liabilities	11,813,668	9,934,237

The company has recognised within its financial liabilities the amount of income from funding agreements that has been received prior to the year ended 30 June 2021 which relates to the 2022 financial year.

14. Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2021 (30 June 2020: None).

15. Events after the end of the Reporting Period

No matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

16. Key Management Personnel Remuneration

The totals of remuneration paid to the key management personnel of Rumbalara Aboriginal Co Operative Ltd during the year are as follows:

	2021	2020
	\$	\$
Short-term employee benefits	1,745,991	962,301

17. Cash Flow Information

(a) Reconciliation of cash

	2021	2020
	\$	\$
Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:		
Cash and cash equivalents	15,957,681	14,320,792

Notes to the Financial Statements

For the Year Ended 30 June 2021

(b) Reconciliation of result for the year to cash flows from operating activities

	2021 \$	2020 \$
Reconciliation of net income to net cash provided by operating activities		
(Deficit) for the year	(2,380,067)	(1,940,736)
Non-cash flows in profit		
Depreciation	1,076,538	1,083,087
Depreciation – ROU	521,870	482,551
Amortisation – provision for doubtful debts	-	10,000
Changes in assets and liabilities		
(increase)/decrease in trade and other receivables	130,960	(282,421)
(increase)/decrease in other current assets	4,120	6,180
increase/(decrease) in trade and other payables	662,914	(1,998,139)
increase/(decrease) in unearned/deferred income	1,872,341	3,432,462
increase/(decrease) in employee benefits	887,939	387,481
Cash flows from operations	2,776,615	1,180,465

18. Financial Risk Management

The Company is exposed to a variety of financial risks through its use of financial instruments.

The Company's overall risk management plan seeks to minimise potential adverse effects due to the unpredictability of financial markets.

The most significant financial risks to which the Company is exposed to are described below:

Specific risks

- Liquidity risk
- Credit risk
- Market risk – currency risk, interest rate risk and price risk

Financial instruments used

The principal categories of financial instrument used by the Company are:

- Trade receivables
- Cash at bank
- Term Deposits
- Trade and other payables

Notes to the Financial Statements

For the Year Ended 30 June 2021

	2021 \$	2020 \$
Financial Assets		
Cash and cash equivalents	15,957,681	14,320,792
Trade and other receivables	597,025	720,894
Term Deposits	3,492,502	3,442,095
Total financial assets	20,047,208	18,483,781
Financial Liabilities		
Financial liabilities measured at amortised cost	1,692,343	1,029,428
Total financial liabilities	1,692,343	1,029,428

Recurring fair value measurements

	2021 \$	2020 \$
Non-financial Assets		
Freehold Land	8,596,000	8,575,000
Buildings	19,327,579	19,845,200
Total non-financial assets	27,923,579	28,420,200

76

19. Capital Management

Management controls the capital of the entity to ensure that adequate cash flows are generated to fund its programs and that returns from investments are maximised within tolerable risk parameters.

The entity's capital consists of financial liabilities, supported by financial assets.

Management effectively manages the entity's capital by assessing the entity's financial risks and responding to changes in these risks and in the market. These responses may include the consideration of debt levels.

There have been no changes to the strategy adopted by management to control the capital of the entity since the previous year.

	2021 \$	2020 \$
Total Trade Payables	1,692,343	1,029,428
Less: Cash on Hand	(15,957,681)	(14,320,792)
Total equity (retained surplus and reserves)	32,858,682	35,238,748
Total capital	18,593,343	21,947,385

20. Reserves

(a) Asset Reserve

The asset reserve records realised gains on sale of non-current assets.

(b) Community Support Fund

The fund was established in 2017 to provide the board of the company with the opportunity to make one off contributions to the community to assist the members in time of need

Notes to the Financial Statements

For the Year Ended 30 June 2021

(c) Analysis of Each Class of Reserve

	2021 \$	2020 \$
Asset reserve		
Opening balance		6,675,640
Land and building revaluation		-
Total asset reserve	6,675,640	6,675,640
Community Support Fund		
Opening balance	1,000,000	1,000,000
Total reserves	7,675,640	7,675,640

21. Members' Guarantee

The entity is registered as a non-trading co-operative without shares under the Co-operatives National Law (Vic). As such there are no member guarantees.

22. Statutory Information

The registered office and principal place of business of the company is:

Rumbalara Aboriginal Co Operative Ltd
31 Wyndham Street
Shepparton, Vic. 3630

23. COVID-19

The impacts of COVID-19 on the company's staff, operations, revenue and costs, are being monitored by the Board. Management continues to provide the Board with regular reporting and where necessary, mitigation plans, to ensure the safety and well-being of all staff, as well as the ongoing ability of the organisation to provide continuity of service for all contracts and stakeholders.

Directors Declaration

In accordance with a resolution of the directors of Rumbalara Aboriginal Co Operative Ltd, the directors of Rumbalara Aboriginal Co Operative Ltd consider that:

1. The financial statements and notes, as set out on pages 8 to 27, are in accordance with the *Australian Charities and Not for profits Commission Act 2012* and:
 - complies with Australian Accounting Standards Reduced Disclosure Requirements; and
 - gives a true and fair view of the financial position as at 30 June 2021 and of the performance for the year ended on that date.
2. There are reasonable grounds to believe the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not for profit Commission Regulation 2013*.

Director: 
ROBERT BRITTEN

Director: 
ERIC EGAN

Dated this 18th day of February 2022.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RUMBARALA ABORIGINAL CO-OPERATIVE LIMITED

Opinion

We have audited the financial report of Rumarala Aboriginal Co-Operative Limited, which comprises the statement of financial position as at 30 June 2021, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion the financial report of Rumarala Aboriginal Co-Operative Limited is in accordance with the Division 60 of the *Australian Charities and Not-for-profit Commission Act 2012*, including:

- (a) giving a true and fair view of the Entity's financial position as at 30 June 2021 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements, and the *Australian Charities and Not-for-profit Commission Regulation 2013*.

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.

In conducting our audit, we have complied with the independence requirements of the Australian Charities and Not-for-profits Commission Act 2012, which has been given to the directors as at the time of this auditor's report.

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

Responsibilities of the Directors for the Financial Report

The Directors of the Entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as the directors determine is necessary to enable the preparation of a 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 Entity'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 Entity or to cease operations, or has no realistic alternative but to do so.

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF RUMBARALA ABORIGINAL CO-OPERATIVE LIMITED (CONTINUED)**

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 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 the 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 the directors.
- Conclude on the appropriateness of the directors' 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.



McLean Delmo Bentleys Audit Pty Ltd



**Martin Fensome
Partner**

**Hawthorn
18 February 2022**