



RUMBALARA
ABORIGINAL CO-OPERATIVE LTD.

RUMBALARA ABORIGINAL CO-OPERATIVE

ANNUAL REPORT 2019-2020

Annual Report

Rumbalara Aboriginal Cooperative
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Tax concessions and fundraising

Public Benevolent Institution (PBI) and endorsed by the Australian Taxation Office as: A Deductible Gift Recipient (DGR); and an income tax exempt charity (holding tax concessions and exemptions relating to income goods and services and fringe benefits taxes). Fundraises throughout Australia and registered under fundraising legislation as required.

About this Annual Report

This Annual Report covers our activities and performances for the period July 2019 to June 2020, our financial year. This report is one of the ways we seek to satisfy our accountability obligations to our community and stakeholders including our partners and supporters.

We believe accountability is crucial for our sustainability and therefore our ability to fulfil our vision. By holding ourselves accountable, we demonstrate that we are worthy of the trust our community place in us.

A copy of this Report can be found on our website: **www.rumbalara.org.au**



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Introduction

Rumbalara is pleased to present its Annual Report for the 2019/2020 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.







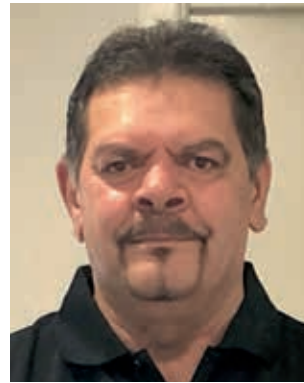
Our Board Of Directors



Greg James
Acting Chairperson



Ruben Baksh
Board Member



Erice Eagn
Board Member



Jane Britten
Board Member



Pam Peterson
Board Member

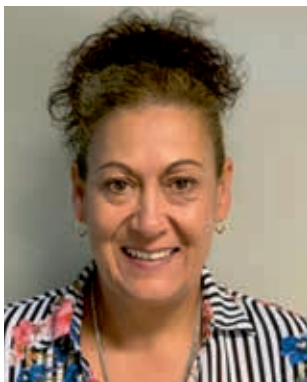


Robert Britten
Board Member



Jason Briggs
Board Member

Our Executive Team



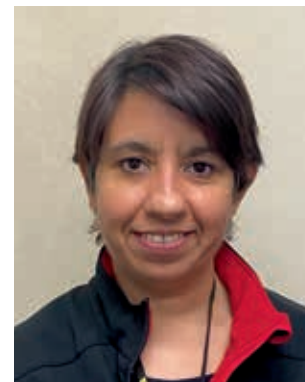
Felicia Dean
*Chief Executive
Officer*



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*

Chairperson Report

It is with great pleasure to present the Chairpersons report on behalf of the Rumbalara Aboriginal Co-Operative

They past 12 months can be described as very challenging and at times difficult but rewarding along the journey for many of us who have been involved.

We have experienced considerable changes in particular at the Board level, ensuring a stable and consistent Board. It has been difficult due to the resignation of previous appointed board of Directors for various reasons.

Upon the appointment of selected Board of Directors by the previous administrator, we were charged with the responsibility of stabilising the organisation, which include the strategic direction future growth, identifying pathways forward. The Board have also worked hard to regain confidence from our funding bodies to re- build partnerships with key stakeholders.

The Covid pandemic has had a dramatic impact on many organisations and people throughout Australia and the rest of the world. Our CEO and the Management team are to be congratulated in the way that the organisation continued to care for our essential services during these difficult uncertain periods of the pandemic

I would like to thank our front line staff during this period who continued to provide a professional service delivery to our Elders and community members.

The Covid pandemic has proven to be a frustrating time to our general staffing population as well, and I would like to thank them for their efforts and patience.

In closing, I thanks my fellow Board members for the commitment to the organisation and value their contribution in guiding our future growth plan.

A big thank you to our CEO Ms Felicia Dean who has done a remarkable job upon returning to Rumbalara Aboriginal Co-Operative, she is supported by a strong Management Team who have made significant positive and productive changes in our method of delivery of services to our wider community .

Acting Chairperson
Greg James

CEO Report

It is a pleasure to present this report for the period 2019/2020. As many of you will know I was re-hired to this position in September 2019 after an absence of more than 5 years. During this time there have been 6 CEO's for various periods. Much has changed at Rumbalara, and it has taken some time to get my head around matters, including sorting through Financial issues that dated back to Finance years 2015/2016, 2016/2017, 2017/2018 and 2018/2019.

I am happy to say that all these years outstanding Financial Acquittals have now been cleared and we now are back on track and at current times.

Also, upon my return I found many vacancies across the Organisation, particularly in the areas of Executive Management. Some staff were undertaking dual roles and trying to manage numerous Service Areas without appropriate support and in some instances beyond their skills and experience. The newly appointed Board were still settling into their roles and learning about the challenges they were facing in moving the Organisation forward.

There are many strengths and weaknesses at Rumbalara Aboriginal Co-operative. Clearly the biggest strength is the dedicated and committed staff who have continued to work during the past turbulent years, and kept the best interest of our members, and community at the forefront of their work. One of the Organisations biggest weakness is there have been no investments in back of house Infrastructure like IT and software systems. The systems were not upgraded as they should have been, and staff have not been trained to keep up with the evolving cycle of constant upgrades. This has impacted severely on the staff and Organisation capacity to

undertake all the work required. This is now improving and whilst we still have a way to go, there is a positive vibe to moving forward.

During 2020, the Year most of the World now dread referring to, was a challenging year for all of us with the Covid-19 Pandemic. It should have been a year of Celebration for the Rumbalara Aboriginal Community, staff, and members as the Organisation turned "40 years of Service". However, that was not to be, and along

with the rest of Victoria, and at times, the whole of Australia, we were forced to transform the Rumbalara Aboriginal Co-operative operating environment and close some of our Service Areas as "Lockdowns" were enforced.

Our staff, led by our highly skilled Leadership team gathered all our resources to ensure we were still able to provide some crucial services to our Community including the Health Services, Emergency Support with Food and Hygiene packs and the continual care and safety of our Elders both at our Facility and those in their own homes. We had to come up with innovative and creative ways to maintain some Services that didn't put Our staff and community at risk, considering all Covid 19 safety precautions.

I want to thank all staff and Community for adapting to these changes and working with us during these challenging times ensuring we all remain safe.

The Aboriginal Community across Victoria has been well supported by their ACCHO's in their areas to ensure Covid 19 did not impact too much on our mobs, to our knowledge no Victorian Aboriginal has died due to Covid 19.

There is much more I could say about the Covid 19 Pandemic and its impacts on Rumbalara Aboriginal Co-operative but there have also been some positives that have come from it:

These include:

- Broadening our thinking and actions on Service Delivery and what it looks like;
- Introducing more flexible working environments either on or offsite;
- Significant investment and purchase of IT equipment including laptops to support staff to continue their work and care for their families at the same time;
- Provided an opportunity for the Board and Executive staff to focus on Strategic Planning whilst Service Delivery had slowed, including Starritt Road, Guawa House, and the new Family Services office site;
- Strengthen partnerships and networks with other key stakeholders;
- Re-structuring some Service Areas.

Moving ahead, there has been some significant Investment by our Funding Bodies into Rumbalara as they re-gain Confidence and Trust in our ability to once again be a leading Aboriginal Organisation. For example: new funding to build and operate a Women's and Children's Accommodation Centre, is near completion and will be operational by July 2021.

There are many other investments as well, too numerous to list, however, please take the time to read the reports in this booklet and you will see Investment and changes across all the Service Areas.

At the start of January 2020, we welcomed a new Executive Team at Rumbalara. Our Board (led by Chair at the time, Ms. Robynne Nelson)

put a lot of effort and work into recruiting highly skilled people that could contribute and support the Boards vision to ensuring Rumbalara focused on being an Organisation of Excellence, that supported self determination and community connection, in a Culturally strengthened framework.

Our Executive team have all settled in well, and demonstrated strong leadership during this challenging time. Their Service areas continue to grow both in staffing numbers and new programs, with more than 50 new staff employed during this Financial year period. 2019/ 2020 has been focused on continuing to stabilise Rumbalara and its Operations. I believe we are working slowly and steadily on that and as we head into the next Financial year we will see a "Re-born" Rumbalara Aboriginal Co-operative.

Thankyou to our dedicated Board for their Leadership, Vision and support during the past 12 months.

Thankyou to all our staff across Rumbalara for their dedication and commitment to Community, to ensuring we continue to deliver services during challenging times.

And thankyou to our Members and Clients for your patience, support and trust.

Felicia Dean
Chief Executive Officer



Chief Operating Officer - Laurie Sevil

The Chief Operating Officer (COO) role was reintroduced to Rumbalara and commenced in January 2020 with the recruitment of Laurie Sevil to the position. This is an identified position to work under and closely with the CEO.

Key areas of responsibility for the position included:

- Operational service delivery and integration, customer service, performance and risk
- Funding and compliance and external relationship management with key funder and stakeholders

In January 2020 a number of Executive Managers joined Rumbalara and together with the appointment of Felicia Dean as the CEO, a strong Executive team was formed. Given the reintroduction of the COO role, the next six months provided an opportunity for an introduction to the organisation and a clear alignment of roles within the Executive Group.

The first governance meeting for The Orange Door Goulburn held at our Harmony centre with the Minister present. Rumbalara have four positions that will work in The Orange Door. This is one of many investments and initiatives in family violence that Rumbalara have been focused on and working closely with our partners and stakeholders.



Orange Door Shepparton stakeholders: FamilyCare director Angela Armstrong, Primary Care Connect Chief Executive Rebecca Lorains, Prevention of Family Violence Minister Gabrielle Williams, Nexus Primary Health Family Violence Service Manager Kathryn Wearne and Rumbalara Chief Operating Officer Laurie Sevil.

Whilst at Rumbalara Minister Williams also met with our Engagement and Family Services staff and with participants of our Yanda Together Aboriginal Youth Mentoring program for an intimate and information discussion. It was such an opportunity for all involved.



We undertook a lot of work to progress towards realising Rumbalara's AOD Staff testing policy. The implementation as paused due to the pandemic however this will progress again. We also progressed our work towards Rainbow Tick accreditation which is a world first quality framework to help organisations become safe and inclusive for the LGBTIQ community.

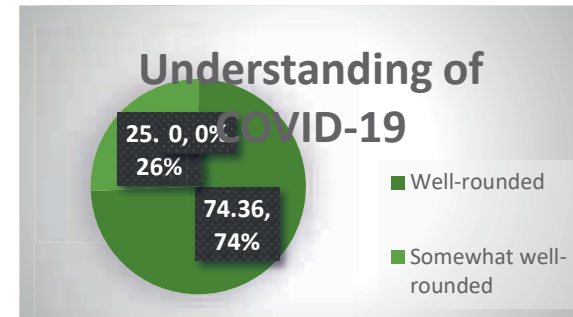
We have worked closely with our funding bodies to strengthen relationships and confidence particularly from a funding and performance perspective. We continue to continually advocate for a more self-determining relationship. This included participating in the DHHS Aboriginal Funding Reform Advisory Committee and continued active participation in the Aboriginal Children's Forums' convened by DFFH (formerly DHHS). We continued to work with Jawun and had a number of secondees into the organisation to support work areas like policy and ICT.

Covid 19

As we know, the global pandemic quickly became a focus for 2020 and the Chief Operating Officer took a key role in leading Rumbalara's response. Rumbalara focused on our Pandemic Plan and meeting the various requirements across all of our service delivery areas. This also included the development of a set of Pandemic policies to support the safety and wellbeing of staff. We increased our communication with staff and with community. We also actioned additional support to community including support packages and masks. We participated in many meetings and committees at a local, state and nationwide level about the pandemic to gain information, inform our actions and advocate on behalf of community. A significant challenge was transitioning to a working from home arrangement as required and supporting home schooling, and learning how to "Zoom".

We also conducted some staff surveys about the pandemic and Rumbalara's response and staff needs. Overwhelmingly the response was positive. For example, in an early survey:

- 98.70% of staff stated yes, they are following recommended hygiene procedures to reduce the risk of COVID-19, whilst 1.30% of staff were unsure of the correct hygiene procedures.
- Most feel RAC continue to put adequate measures in place to ensure staff, communities and stakeholder's health & safety during this COVID-19 pandemic
- 100% of respondents are keeping up to date with the latest information regarding COVID-19 & a good variance of where staff were seeking/receiving information from. Almost ¼ of respondents getting the information from all sources identified in the survey.



Quotes:



Finance & Infrastructure - Steven Howard

Rumbalara Aboriginal Co-Operative Ltd (Rumbalara) recorded a deficit of \$1,940,736 for the year ended 30 June 2020. Total Grant Revenue totalled \$20,846,026 comprising \$11,736,777 from the Commonwealth, \$10,306,392 from the State Government and Grants Other of \$34,545, Income of \$2,533,359 which consists predominantly of contributions from Medicare and Centrelink and Other revenue totalling \$291,119 which consists of our bank interest and other sundry income. Unspent funds of \$1,231,689 were adjusted and carried forward to the next year.

A significant amount of the increase between this year's grant revenue of \$20,846,026 and last year's revenue of 15,999,165 is due to an accounting adjustment required in order to comply with approved accounting standards of \$2,356,365 in the current year. This adjustment has no net impact on the profit and loss for the year

The carry forward balance from the prior year amounted to \$5,932,904 which has increased to \$7,028,275 for the year under review. This balance refers to unspent monies on our funded programs and has increased this year due to the advent of COVID-19 and it's attendant restrictions on our ability to have frequent contact with clients in community. In addition, it should be noted that a large proportion of these funds are restricted to the specific requirements and purpose required under the contract conditions of the Grant which have been stipulated by the funding bodies. Rumbalara can only expend monies in accordance with these stipulations – particularly in respect of COVID-19 specific Grants. Subsequent to balance date, the Funding Bodies have recouped approximately \$1,600,000 from the unspent funds.

Our major expense categories are as follows:

Employee benefits expense	\$16,338,573
Client support services	\$3,916,245
Depreciation and amortisation	\$1,565,638

The increase in salaries, wages and on costs is due to the hiring of staff to vacant positions which are predominantly funded by programs to ensure that Rumbalara can service our community. The majority of the new employees were hired by the service delivery areas.

Client support services expense at \$3,916,245 represents a \$730,910 increase on monies spent on community members on a year on year basis. This is a pleasing result.

Depreciation and amortisation expense is appropriate given the amount of land and properties as well as plant and equipment owned and operated by Rumbalara for the benefit of community.

The current ratio (current assets divided by current liabilities), indicates that Rumbalara has \$1.4 to cover every \$1 of current debt and community can be satisfied that we can pay our debts when and if they fall due over the next twelve months. This means that Rumbalara is in a relatively strong financial position

Rumbalara's equity stands at \$35,238,749 which consists mainly of the value of our land and buildings which has been adjusted from the prior year to cater for this year's loss of \$1,940,736 and the adjustment to opening retained earnings of \$73,417 for the adoption of the new accounting standards. There has been no adjustment to our reserves.

A number of key activities were undertaken in the current year as follows:

A large activity for a significant portion of this year was to finalise a large number of financial acquittals from prior years.

Currently Rumbalara administers 127 different programs which have different templates and disclosure requirements. In addition, nearly all have annual reporting requirements as well as a number requiring quarterly and six monthly reporting deadlines.

During the year Rumbalara invested in refurbishing a number of its properties including The Retired Elder's Facility and our key service delivery facility at our Mooroopna site. These properties are aging and will require further investment in the near future. In addition, we refurbished the house and surrounds at our property at 455 Starritt Road and invested in a new property to house some of our community services at 39 Archer Street Mooroopna to support our growth in community and growth services over the next few years.

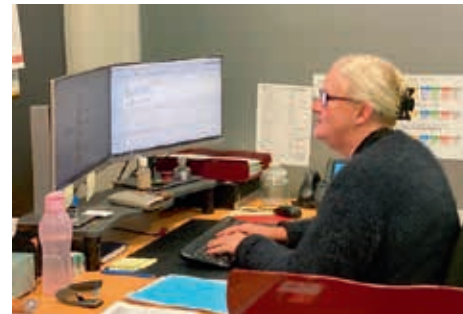
The finance group also conducted a comprehensive review of all processes and procedures in order to produce a workplan for improvement in services and reporting functions.

Plans for the upgrade of our financial system have been approved and we are currently implementing a new Navision accounting and reporting system as a consequence of the above listed review.

Consistent with all other areas of Rumbalara, the Finance team had to implement a number of adjustments to its authorisation and approval processes to cater for the changes wrought by the COVID-19 situation and need for all staff to have the capacity to work remotely.



The team looks forward to improving its services to internal clients and continuing improvements to outside stakeholders as a result of the review.



Program Area: ICT – SHANNON SMITH

Rumbalara Information and Communications department Overview The of Rumbalara Aboriginal Cooperative Information and Communications department is the department that handles all computer and telephone services within Rumbalara.

Whether a department needs a new phone or a new fleet of computers, software or hardware, anything related to ICT at all – that's where we come in.

We are given issues that people have and come up with the right technology solutions to resolve those problems. We do all liaison with technical suppliers, all ICT purchases for the entirety of Rumbalara, we approve security systems and any other items that have a network or technology component to it.

Services

- We deal with the scoping, commissioning and repair of all ICT hardware and software. If you have something technical, it's because ICT made it happen.
- We deal with ICT component of all project implementations for the entire organisation from new sites all the way down to new software solutions for specific problems.
- We have increased the capabilities of the ICT department with vans, so that we can be more responsive to the needs of the organisation with or without issue like COVID
- We have built a new internal dedicated MPLS network giving us greater reliability and guaranteed service levels

Main focuses for this year were

- COVID19
- Remote working through TeamViewer
- Laptop / PC strategy rework
- The Telstra MPLS project
- A full antivirus system replacement
- The start of a full Navision upgrade
- Dealing with lightning strikes, one that destroyed a complete sites infrastructure.
- Doubling the device network availability at both the Mooroopna campus and the Ford Road campus.

Quotes:

"I have ... always found him to be totally committed to his work, supporting his work colleagues ensuring That the board were online and communicating effectively from day one – and providing immediate and efficient technical support on an ongoing basis throughout my time on the board.

It is also important to note, he was able to provide high level confidential support to the board, with more sensitive business during the time of a forensic and IT audit and other business related to these, and I had full trust in this capacity to support, and commitment to maintaining the security of the board at all times.

Shannon is a fantastic asset to Rumbalara, given his time with the organisation, knowledge, past education and experience (which is extensive) and trust that he has with staff across the organisation."

Robynne Nelson - Mulana Kaalinya

"... If 2020 taught us anything it was in the face of challenges we need to adapt and grow in an ever changing environment... The ITC staff worked tirelessly during 2020 to ensure we as an organisation were in the best position to change to the unprecedented times in the face of a pandemic. Their commitment ... did not go unnoticed. The ITC team pride themselves in their ability to ensure they respond to any issues raised with dignity, compassion, ensuring they are thorough, whilst identifying and reducing any risks for the best interest of all involved. They remain committed to sound ITC processes as they know this translates to improved service delivery to staff and the community.

"The health service staff wish to acknowledge the wonderful and tireless work the ITC staff do as their commitment and dedication in the face of change meant we could be flexible and continue to service this community to the high standards we all pride ourselves on. We would like to extend our sincerest gratitude to the ITC team for the exceptional job they do on a daily basis." – Shannon Drake, Executive Manager

"... I can rely on both Shannon and Rene to drop everything and address any issues we are having to maintain our service to community - their commitment to ensuring we have minimal outages is commendable doing a lot of their background work before/after hours or on weekends keeping our disruptions to a minimum.... I trust their focus is on what's best for Rumbalara." – Brenda Grist, Business Support Officer.

"Considering that the ICT team had no vans at the beginning of the year and no way to allow remote working, and that they had to completely reverse course ICT wise, during a pandemic ... what the ICT team has accomplished is astounding" – Robert (Scotchy) Sangster, Transportation officer

"Shannon and Rene always action any requests very promptly and are good at explaining items so that I understand what they are doing..." – Stacey Mcdermott, Nurse

"Shannon and Rene have been amazing in achieving a rollout of home offices and supporting us during Covid going above and beyond every time I needed them. Without them and their great team work, there would probably be no Rumba now." – Tanya Miller, Finance Officer



Dedicated fibre optic network MPLS



Shannon in front of van

Program Area: Housing – Carol Cann

In a year that turned out to be like no other, Rumbalara Housing Services continued to provide strong support and assistance to Community members through our programs. Contact and support to clients may have looked and felt quite different, for community and staff, with COVID-19 restrictions and the need to keep everyone safe. Even so, there have been remarkable outcomes achieved by working together.

Homelessness & Housing Support Program;

Staffed by two full time workers, Sharon and Sandra, the program has provided 144 episodes of support to homeless, or at risk, Aboriginal community members during the 2019-2020 financial year.

- 90 families assisted
 - 201 children of presenting families were under 18 years of age
- 14 transitional housing tenancies were held
- 22 long term social housing outcomes
- 5 private rental outcomes
- Multiple episodes of advocacy and assistance to source short term accommodation, i.e.; caravan parks/motels

The main presenting reasons given by community members for seeking support remain couch surfing in insecure accommodation, overcrowding, family violence or family breakdown and housing affordability.

Our workers continue to advocate for safe, secure and affordable housing for clients in an environment of disadvantage and severe lack of affordable short- and long-term housing options in our region.

IHSY – Innovative Health Support for Homeless Youth;

The IHSY program links homeless or at-risk youth with health and other specialized supports to improve their physical, social, cultural and spiritual wellbeing. The program is staffed with a .5 EFT support worker, Freddy.

Individual or group social and recreational activities and mentoring support young people to make positive lifestyle choices, minimize risk taking behaviour and improve their health, education and employment, housing and family relationship outcomes.

While program delivery has been impacted by COVID-19 restrictions;

- 2 group activities were held
- 9 young people contacted for support and assistance
- 4 young people remain engaged in ongoing support

Every young person is a valued community member and a potential future leader.

AGAP – Aboriginal Gambling Awareness program;

Funded by the Victorian Responsible Gambling foundation and staffed with 1.5 EFT the GA Program minimizes the impact of gambling harm to Aboriginal community members and their families through early intervention, information and therapeutic supports.

A range of family orientated, inclusive and culturally appropriate activities have been delivered by Fallon and Freddy throughout the year;

- Bush Comedy night & BBQ with Kevin Kropinyeri – “Laugh More Bet Less”
- Bring Your Bills & Fines Day – “Cut Your Money Worries in Half”
- 2019 Inaugural Rumba fishing Competition – fun and hotly contested by 100 participants
 - 2020 Fishing Comp now underway with 150 registered participants
- Christmas Pudding Cooking with Elders
- Deadly Tidda’s Project
- Bushfire Fundraising BBQ
- Participation in Family Fun Day – Hand print totem pole made by the kids

Financial Resilience and Capacity Building support and advocacy have continued throughout the year. Five community members were supported to save their Home Purchase deposits.

During COVID-19 Restrictions and Work from Home directions AGAP support has continued to be delivered through phone contact, on-line group sessions and the use of social media.

Emergency Relief Program;

The Emergency Relief Program has supported community members 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 in the 2019-2020 financial year;

- 333 general assists
- 23 sorry business assists

The COVID-19 Pandemic presented both challenges and health risks to all. With the support of staff from every service area Rumbalara responded to and helped vulnerable community during this time;

- Over 600 supports to community
- Contactless deliver of in excess of 1,500 packages – comprising combinations of food, meat, personal and cleaning items.
- Pre-cooked meals provided by the Elders Facility
- Food Share Hampers
- Referrals to other programs for additional supports

Thank you to each and every staff member who assisted in contact and coordinating, ordering, packing and delivering Relief and Pandemic assistance.

Rumbalara Community Housing Program;

The 2019-2020 year has seen the first tenant move into the newly build replacement of Rumbalara's oldest property and the purchase of a two-bedroom unit in Mooroopna.

The RAC Community Housing portfolio;

- Comprises 54 residential properties
- Provides a home to 97 adults and 76 children
- Maintained 97% occupancy rate
- Maintenance expenses of \$178,626.00 – funded through rental income
- Arrears rate of 9% at 30th June 2020 – 18 active repayment agreements in place.

Under the Victorian Aboriginal Housing and Homelessness Framework, Rumbalara is working together with other Aboriginal Community Housing Providers across the State to maximize our opportunity to access funding to improve the quality and increase our housing stock.

Through this partnership Rumbalara has been a partner a successful bid for one- off funding for a Repairs and Maintenance which will include a number of upgrades, energy efficiencies and works to Rumbalara properties and increasing comfort to tenants. Work is due to commence 2021.

The Victorian Government recently announced a record spend on Social Housing over the next four years through a number of housing initiatives.

Through partnership opportunity with Aboriginal and Mainstream Housing Providers we continue to work toward accessing equitable shares of funding and move toward self-determination and control over Rumbalara housing assets for the benefit of community.

Program Area: Asset Maintenance & Inspections – Nick Roberts

Asset Maintenance and inspections- Responsible for maintenance and contract management for up to 10 Rumbalara sites, including 20 Rumbalara Road, REF, Shepparton sites, Starritt road, and a growing number of newly utilised buildings. Also overseeing cleaning of Mooroopna and Shepparton workplaces (excluding REF) which has been a major challenge this year due to COVID 19. This year we have responded to hundreds of maintenance requests and initiated essential works at most RAC sites. We were also integral in the acquisition of the new property at Archer Street, Mooroopna and conducting initial building works post-purchase. Significant building works to rectify a white-ant infestation at the Community Church was halted due to the extent of the damage to the building.

- Completion of building renewal works at Starritt Road, Ardmona
- Responding to new COVID cleaning requirements and upgrading hand washing/ sanitisation areas at Mooroopna
- Timber decking renewal program by Maintenance teams at both Mooroopna and REF.
- Upgrading lighting at a number of sites including 69-71 Numurkah Road and Ford Road
- New security fencing upgrades at Mooroopna.
- Major Air-conditioning servicing at REF
- Commenced repairs on significant termite damage at the Community Church
- Advising on the purchase of new Archer St property and completion of initial building works
- Completion of upgraded maintenance facilities at Ford Road



Leon Atkinson and Lee James, timber works Harmony Building



*Community Church,
Harding Street, Mooroopna*



*Janaya Morgan and
Colleen Schier, Cleaning team*



Andrew Atkinson, timber treatment at the REF



Leon Atkinson, Starrit Road



Archer Street Property, Archer Street, Mooroopna

People & Culture - Neil Maher

The impact of the global coronavirus (COVID-19) pandemic have been significant and far reaching, and have challenged us all to respond and adjust to a rapidly evolving situation. RAC aligned with advice from Government, has taken unprecedented measures to ensure the Health & Safety of our people, clients and community whilst maintaining critical services.

Throughout 2020 the People & Culture Team have adapted to providing services remotely, which has been well received by staff and external stakeholders. While unexpected it has tested our capability to facilitate working remotely with positive results. The specific actions undertaken by People & Culture have included:

Workforce Health & Safety

RAC believes that our people are our greatest asset and considers the health and safety of our staff, contractors, clients and the community as our highest priority. This is emphasised through the appointment of our Workplace Health & Safety Manager who is charged with planning the next stages of safety and continuous improvement with the development of our 2020-2024 safety strategy. The safety strategy specifically targets both systems and behavioural programs which will further improve accountability, engagement, system simplicity and staff health and safety.

Learning & Development

Two key programs have been implemented as part of our learning strategy; Enhanced Pathways project and Aboriginal Workforce Development Initiative (AWDI).

Enhanced Pathways project:

This project aims to build organisation and workforce capability in family violence work in community services through:

- Supervision training for workers to enhance their competence and confidence
- Developing and transitioning graduates and new workers to family violence roles.

Unfortunately, due to COVID -19 restrictions this project was placed on hold during 2020. However, a comprehensive

service plan is in place which will see the project objectives reached by June 2021.

AWDI program:

This program is an initiative supporting RAC staff and community members to undergo the Diploma in Community Services in partnership with GOTAFE Shepparton campus. Due to COVID-19 restrictions students have had to adapt to learning remotely through virtual classrooms. This has certainly not been without its challenges. However, all students have embraced this new norm and as of June 2020 all students were actively participating in their studies.

Human Resources:

Our Human Resources section 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 June 2020 key achievements included:

- Commenced automating our recruitment process;
- Development and implemented our People & Culture Policy manual;
- Collaborated with independent auditors to conduct a review and audit of pay and conditions for all Nursing staff and staff at the Rumbalara Elders Facility;
- Adopted GEMBA 360 as our key platform for automating HR processes;
- Assisted staff in adjusting to working remotely.

Elders Facility - David Shipston

Overview:

Rumbalara Elders Facility is in its ninth year of operation and has accommodation capacity for thirty Elders, with one unfunded palliative care bed, the facility provides employment to a number of community in many areas including Cleaning, Catering, Care / Nursing and Administration.

The Eight Quality standards that apply to the REF came into effect in June 2019, the staff have completed all mandatory training via the Medehealth platform and staff are working towards achieving full accreditation at the next visit by the Quality agency who last visited in November 2019, due to Covid restrictions desktop audit have been the only contact with no identified concerns raised, an onsite visit is the only ability to achieve full accreditation.

Icare software was purchased in June 2019 and implemented in November 2019 the care planning has since been loaded onto the system from the paper based system as has the delivery of medication.

A Full review of the policies and Procedures was conducted and implemented in December 2019 and reviewed and updated in 2020 with the assistance of Oban consulting via the SDAP support model.

Twenty four Elders are currently accommodated at the facility and a number of these current Elders entered in the last year, the Facility also provided a Safe environment for several Elders during the high risk times of Covid isolation and this was pleasing to be able safe return of several Elders home supported by the Home meal service.

Case Study

During the Covid lockdowns and isolation period a number of at risk Elders were safely accommodated in the facility and become part of the Facility Life, with many happy reunions and outcomes, Brenda Heland is

one such story who reconnected with her family and many Elders who had modelled her life, it was a great achievement to see Brenda return home in good health and very grateful for the safety of the REF at a very unsafe time in her medical needs, avoiding readmission to hospital and being able to reconnect with Culture at the REF was highly beneficial for Brenda and many of the staff who cared for Brenda daily.

Quotes:

In 2020 the Elders facility installed a feedback Hub to enable Elders to submit feedback that is tracked and recorded on an electronic system, the hub is an iPad that has voice recognition and provides staff and Elders and Family the ability to give feedback on compliments, complaints and Comments and suggestion about services and care in line with standard 6 of the age care quality standards.

Many complaints, comments, suggestions and wonderful compliments have enabled quality improvement activities to occur.

A summary of some feedback is :

Thank you for the wonderful care of our Uncle, Rumbalara was the only place her considered his home, the amazing staff care and love will always be appreciated. Words could never express the respect and thanks we have for you all who had taken such amazing care of Uncle for us.

And to the staff a gift of thanks for those working on Father's Day, thanks to all the deadly staff who give such wonderful care of our Elders.





Health and Wellbeing - Shannon Drake

The past year (2019/2020) has been a period of significant growth for the Rumbalara health and wellbeing services team. The team prides items and honours our commitment to delivering a unique and cultural safe service delivery models that are at the heart of the communities health and wellbeing needs. The health service honours our obligation to provide a multidisciplinary and holistic service delivery model that enhances the health outcomes for all Aboriginal and Torres Strait Islander community members.

We remain committed to enhancing the health outcomes of our community from a strength based model whilst guaranteeing we will be dedicated to the progression of self-determination and empowerment.

Rumbalara Health service remains one of the largest providers of comprehensive primary healthcare delivery to the Aboriginal and Torres Strait population, whilst supporting the provision of acute and non-communicable disease in the Goulburn Valley region. Our Health & Wellbeing services offer community members an extensive and inclusive service delivery models to help address general health issues which include prevention and early intervention, cardiovascular disease, diabetes, men's and women's health, oral health, eye/ear health, maternal and child health, chronic care management and outreach services, ante-natal care and nurse-led visiting home visiting programs, drug and alcohol services, mental health and emotional and spiritual wellbeing.

During early 2020, the worldwide pandemic occurred and resulted in many changes in our practice, including the wearing of masks, social distancing within consult rooms, telehealth, phone consultations, and

reduced visiting specialist services. On review of the MBS item numbers claimed between January 2020 - January 2021, there was a total of 1,143 phone appointments and 172 telehealth appointments claimed by the medical team, which is an increase in 256% from 2019-2020 to this current year already, and Telehealth consults increase in 459% from 2019/2020 to this current year already. (In 2018/2019 there were no phone or telehealth consults. During the pandemic the item numbers for phone/telehealth consults were introduced for general practice to assist in continuing primary care for community). This indicates that we adapted to the change in practice and staff worked tirelessly to ensure the best possible care was provided to clients.

	2019/2020	2020/2021
phone consult	344	884
telehealth consult	37	170



The oral health clinic currently services all Aboriginal and Torres Strait Islander people and community connected clients. The clinic currently has over 11,500 patients on file. In the 2019 – 2020 year, the oral health clinic treated 1,581 clients with 2,968 visits recorded. The number of treatments

provided within this same time period in 2018-2019 was 25,487. The number of clients who failed to attend their appointments in 2019-2020 was 797.

Rumbalara health service honours our commitment to the role we play in the expansion and implementation of a multitude of community's health programs, health promotion and education whilst encompassing robust public health initiatives which are designed to improve the health outcomes of the local Aboriginal community, now and into the future.

Our commitment to early intervention, prevention, and raising awareness of the importance of screening to improve health was best highlighted by the successful health promotion and prevention programs like the breast screening project and QUIT smoking. The community event, that was held onsite, raised awareness for breast screening among women 50 - 74yrs. The staff advocated how early detection helps in treatment and good health outcomes.

Rumbalara was privileged to participate in the Breast screen shawl project in collaboration with VACCHO & Breast Screen Victoria during 2019. The purpose of the shawl was to improve the rates of breast screening for our clients. As result a culturally safe shawl was created for use during screening, featuring artwork by an artist from the community, Rebecca Atkinson. This shawl helped increase awareness of women regarding the importance of breast screening whilst encouraged them to have their screening.

Rumbalara proudly boasts the successful breast screening of community women:

- 48 women were screened;
- 13 were screened for the first time;
- 60 women attended for a screen, however were too young and could not be screened.

Rumbalara was privileged to participate in a documentary created by VACCHO to provide insight into the cultural significance and benefits of the shawl project for breast screening awareness. The documentary was screened in October 2020 at Federation Square, Melbourne for a month as part of breast cancer awareness month.

A female client, in her late 30's, has given up smoking "exactly 7 months and 9 days ago", after smoking for 21 years. She was smoking a pack of 30 cigarettes every 2 days. She was able to achieve this through the support of the Rumbalara Medical clinic team, including her GP and community health nurses. This has been a huge achievement for her and especially during a pandemic. She noted "There will never be a right time, we make up too many excuses, and I wasn't going to let COVID be another excuse." "COVID helped in a way that there was less reasons to go to the supermarket unless really necessary, less social habits, and I had to find new things to do." She also has found a new focus which is "a weight loss/health journey, and time to focus on myself." Another large motivation for her is her children, and now she says "it is nice to be able to buy things the kid's need, as I'm saving so much money not smoking."

Quotes:

"If it were not for the Breast Screen bus my mother would not have had her breast screening or be diagnosed early. She is now doing well after undergoing treatment. The shawl has been a fantastic addition to provide that layer of connection to culture and comfort for those undergoing screening."

**Brenda Grist, Business Support Officer,
Rumbalara Health & Wellbeing**

"The dental service is a fantastic service and is a great asset to the Organisation. I thought my teeth were really bad and needed to come out. After attending my first appointment, I was told that all my teeth were able to be saved as long as I attended all my appointments. After months of attending my appointments, I am so happy with all of my teeth and feel more confident in my daily life. I now only attend the clinic for my regular check-ups. All the staff are wonderful and caring, they made me feel relaxed and comfortable".

– 45 year old male client

"Best service ever, I have never been happier with my teeth"

– 26 year old female client

"The mobile dental service makes seeing a dentist so much easier than travelling to Mooroopna. I don't like going to mainstream services, so I probably wouldn't go to the dentist if the van didn't come here"

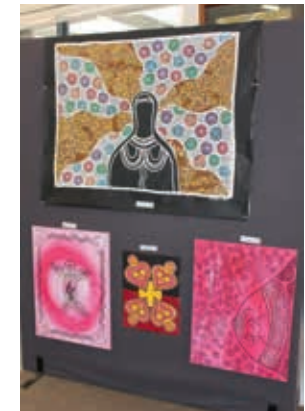
– 38 year old female

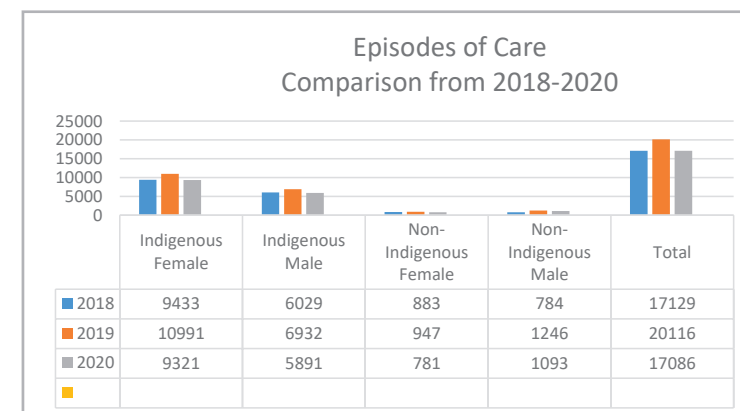
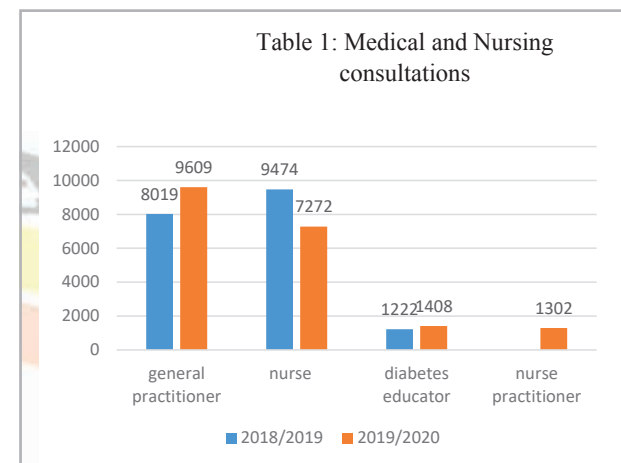
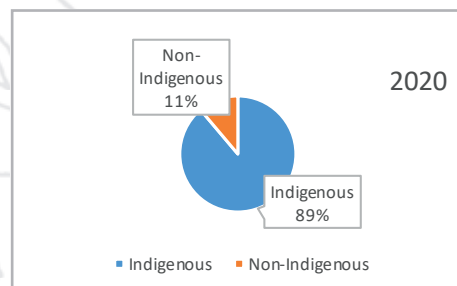
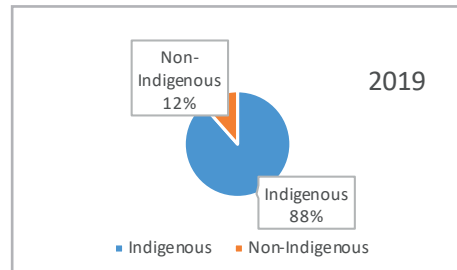
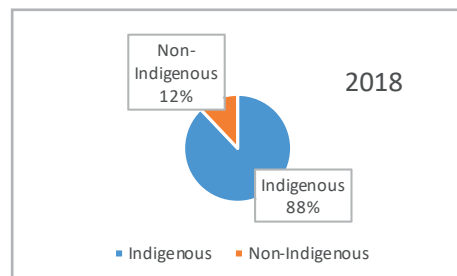
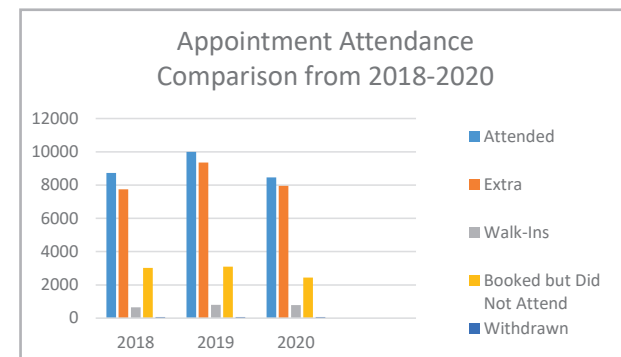
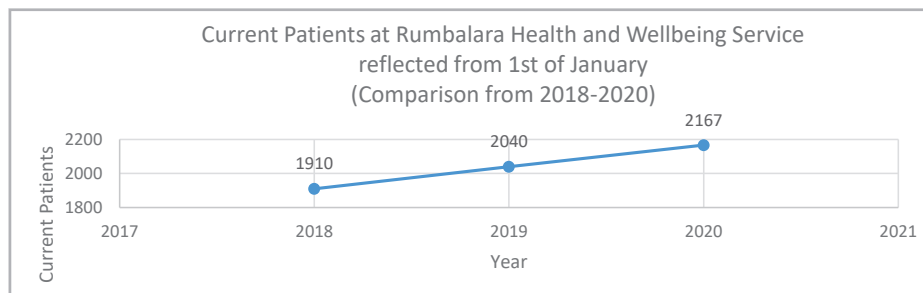
"You never stared at me when I was having a mental breakdown. You engaged and talked me through my stresses. You helped me see that everything was going to be okay and gave me options. You were yourself and respected me as for who I am you didn't walk away when it got hard"-

**– Client from Woongi Spiritual and Wellbeing
(Drug and alcohol service)**

*"I love ANFPP, and really look forward to their visits each fortnight",
"wouldn't be where I am without them".*

**– Clients from the Australian Nurses Family
Partnership Program**





Positive Ageing & Disability - Aaron Chambers

The Positive Ageing and Disability Services provides aged care and disability related supports to the community across Shepparton, Moira and Strathbogie shires, these are in the form of entry level supports funded through both the commonwealth home support program and the state funded Home and Community Care Program for Younger people, These funding streams provide entry level supports to community members that require assistance with their daily life in the form of home care, individual support for shopping and community access as well as group social support.

For people with more complex care needs Rumbalara also provides case management to elders that have been allocated a home care package, our case managers work with community members to use their funding to remain independent in their own homes.

To support the community to access to funded supports the Positive Ageing and Disability Service has an Assessment service that links people in with the appropriate funded supports both that can be provided by Rumbalara and to other external agencies

Client Assistance:

Donald:

Home Care Package Program has enabled Donald to achieve his goal of cleaning up the cemetery at Cummeragunja to maintain and preserve the grave sites of loved ones. This was done by purchasing the materials needed to allow Donald to build frames, crosses and stones. Donald would pack his car and trailer and drive to Cummeragunja and spend hours cleaning up all of the overgrown and weeds and bindis. This allows Donald to pursue his passion and honour the grave sites of loved ones

Audrey Napurrala (Tribal Name):

Home Care Package Program has enabled Audrey to achieve her goal of returning back to country and staying connected to family in Tennant Creek NT. While in Tennant Creek Audrey enjoys camping, sitting around the camp fire, women's business, reconnecting with the bush land, bush smoking, telling stories and spending quality time with family.

John:

CHSP Program has enabled John to attend his chemotherapy appointments daily for two weeks, which has reduced the burden of driving on his wife as they live out of town. John also enjoys the social engagement he receives the program.

Quotes:

"Being able to support our elders to achieve their goals is very rewarding"

"Ernie has gone out of his way, over and above to support my needs. I am very impressed with the service and worker I receive from Rumbalara CHSP Program".

Client: John



Justice & Community Services - Liz Latorre

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 years 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, Sherriff'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 perpetrators 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

Aboriginal female with multiple complex needs who has a negative history with a range of services. The level of support required by the client when she first attended this service was very intensive and we had contact at least 3 times a day sometimes more this has now reduced to monthly.

At the beginning of supporting this client, the client could not identify any

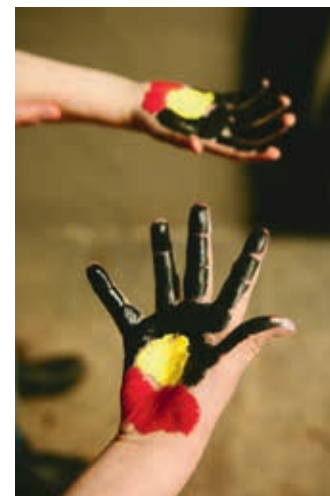
goals, could not see a future for herself, accepted violence as part of her everyday life and quite often put herself into unsafe situations.

A range of support services have been working with this client for over 12 months and it is fantastic to see the growth in the client. Her thinking and behaviours have changed, she now has a positive view of herself and who she wants to be and looks forward to the future and is more confident. The client now reports family violence incidences, her anger has decreased, she listens more effectively, is confident in expressing her opinions and best of all laughs a lot more. Workers are now willing to work with the client and say the client is a pleasure to work with.

Successes and Challenges:

We have learnt that the client will only do what she can and/or is ready to do. We need to ensure we are not seen as being intrusive in her support, if the client feels as though we are "butting" into her life, she withdraws and becomes angry and abusive.

Allowing the client to be the guide in this journey, not putting expectations on her, being non-judgemental and supportive, accepting the client for who she is and ensuring her connection to community and culture remains strong.



Quotes:

Client: "I didn't think I needed to know or didn't want to know anything about where I'm from or who my family is. Yarning with the elder was a shame job because I didn't know anything. I am learning about who I am where I belong (NA) Staff: even though the job is difficult at times, it can also be a lot of fun, you see people make changes in their lives and you feel good because you helped them. I love my job and working at Rumbalara and I love working with community." (TW)

Engagement and Family Services - Susan Williams

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

In January 2020, Strong Mums Strong Bubs (Koori Maternity Services) and the Australian Nursing Partnership program transferred to the Health and Wellbeing Program as these are more accessible for expectant mothers attending medical.

Koorie Families as First Educators was previously known as the In-Home Support Program. Staff provides 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 Convenors 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 four.

Family Preservation 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's dynamics.

Integrated Family Services program 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 (The Children and Schooling Program) 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 storytelling and learning language.

Yanda Together (The Aboriginal Youth Mentoring Program) works with empowering Aboriginal and Torres Strait Islander females 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.

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.

Aboriginal 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

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.

The 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.

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.

A referral was received due to ongoing family violence, extensive substance abuse by both parents and protective concerns. There was previous child protection involvement due to family violence, drug use. Mental health issues and lack of parenting skills.

Child protection involvement included ensuring an Intervention Family Violence Order was put into place to protect the children. This resulted in the children being placed into a voluntary placement which allowed the mother to attend rehabilitation. Unfortunately, she relapsed shortly after returning home.

The client was determined to overcome all these issues impacting on her ability to care for her children. She then returned to rehabilitation where she fully participated and successfully completed the timelines. Other support services and counselling were put into place to support her. The children were also supported in a range of services including counselling.

At this stage the father of the children wanted to return to the family unit and sought help and attended range of services to address his behaviour and substance abuse issues.

The Outcome

Both parents with a support are now parenting their children, no further violence episodes are occurring in the home. The mother is now studying part time and the children are attending school on a fulltime basis which include being active in social activities. The parents are now putting the skills they learnt into practice through talking about issues and interacting in a positive way with their children and between themselves.

Quotes

"You have changed our lives, you cared and have got more done than anyone else in 9 years. I can't thank you and the TCP team enough, it means everything to us".

- Dean Thomas father of client Curtis Thomas.

"Active listening is a key factor for our mob in the Cultural Support Plan role".

- Teena Knight, Senior Advisor Aboriginal Cultural Planning.





RUMBALARA
ABORIGINAL CO-OPERATIVE LTD.

FINANCIAL STATEMENTS
FOR THE YEAR ENDED
30 June 2020

ABN 84 530 647 942

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Directors' Report

The directors present their report on Rumbalara Aboriginal Co Operative Ltd for the financial year ended 30 June 2020.

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
Julie Ferguson	Appointed 20 th June 2019
Robynne Nelson	Appointed 20 th June 2019, Resigned 13 th February 2020
Kasi Kelly	Appointed 12 th August 2019, Resigned 9 th of January 2020
Eric Egan	Appointed 8 th October 2019
Ruben Baksh	Appointed 20 th June 2019
Jane Britten	Appointed 20 th June 2019
Sonya Parsons	Appointed 20 th June 2019, Resigned 29 th July 2019
Cecilia Atkinson	Appointed 20 th June 2019, Resigned 30 th September 2019
Eric Egan	Appointed 1 st December 2019
Jason Briggs	Appointed 16 th June 2020
Robert Britten	Appointed 17 th June 2020

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 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.

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	Board Meetings	
			A	B
Robynne Nelson	20/06/2019	13/02/2020	11	11
Gregory James	20/06/2019		18	18
Cecelia Atkinson	20/06/2019	30/09/2019	6	4
Jane Britten	20/06/2019		18	15
Julie Ferguson	20/06/2019		18	15
Reuben Baksh	20/06/2019		18	15
Sonya Parsons	20/06/2019	29/07/2019	2	2
Kasi Kelly	29/07/2019	9/01/2020	6	3
Eric Egan	1/12/2019		11	10
Jason Briggs	16/06/2020		1	1
Robert Britten	17/06/2020		-	-

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 29 July 2019.

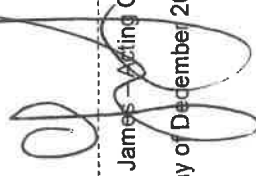
Proceedings on behalf of company

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 2020 has been received and can be found on page 3 of the financial report.

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

Director: 
Greg James – Acting Chairman

Director: 
Eric Egan – Director

Dated this 21st day of December 2020.

**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 2020 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 Bentleys Audit Pty Ltd



**Martin Fensome
Partner**

Hawthorn
21 December 2020

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2020

	Note	2020 \$	2019 \$
Revenue	5	20,846,026	15,999,165
Other revenue	5	291,119	328,316
Other income	5	2,533,359	2,249,490
Employee benefits expense	6	(16,338,573)	(14,986,695)
Depreciation and amortisation expense	6	(1,565,638)	(1,035,731)
Bad debts written off		(59,757)	(21,145)
Client support services expense		(3,916,245)	(1,294,376)
Motor vehicle expense		(275,102)	(626,166)
Office expenses		(1,131,118)	(1,012,983)
Professional fees		(813,062)	(791,831)
Rent	6	-	228,062)
Repairs & maintenance		(533,948)	(288,250)
Staff expenses		(331,073)	(262,701)
Telephone, fax & internet		(265,884)	(197,551)
Utilities		(338,585)	(323,250)
Other expenses		(2,243)	(5,998)
Interest expense	3	(36,432)	-
Finance expenses		(3,580)	(3,607)
(Deficit) before income tax		(1,940,736)	(2,501,375)
Income tax expense		-	-
(Deficit) from continuing operations		(1,940,736)	(2,501,375)
(Deficit) for the year		(1,940,736)	(2,501,375)
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	11	-	(19,278)
Other comprehensive income/(deficit) for the year, net of income tax		-	(19,278)
Total comprehensive income/(deficit) for the year		(1,940,736)	(2,520,652)

Statement of Financial Position

As at 30 June 2020

	Note	2020 \$	2019 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	7	14,320,792	14,602,212
Trade and other receivables	8	720,894	448,473
Other financial assets	9	3,442,095	3,358,934
Other assets	10	71,070	77,250
TOTAL CURRENT ASSETS		18,554,851	18,486,869
NON CURRENT ASSETS			
Property, plant and equipment	11	30,149,200	30,343,356
Right of Use lease assets		986,703	-
TOTAL NON CURRENT ASSETS		31,135,903	30,343,356
TOTAL ASSETS		49,690,754	48,830,225
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	12	1,029,428	3,027,568
Employee benefits	13	1,964,023	1,622,146
Lease liability	3	478,645	-
Other financial liabilities	14	9,934,237	6,501,776
TOTAL CURRENT LIABILITIES		13,406,333	11,151,490
NON CURRENT LIABILITIES			
Employee benefits	13	471,437	425,833
Lease liability		574,235	-
TOTAL NON CURRENT LIABILITIES		1,045,672	425,833
TOTAL LIABILITIES		14,452,005	11,577,323
NET ASSETS		35,238,749	37,252,902
EQUITY			
Reserves	21	7,675,640	7,675,640
Retained earnings		27,563,109	29,577,262
TOTAL EQUITY		35,238,749	37,252,902

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

Statement of Changes in Equity

For the Year Ended 30 June 2020

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

2019	Note	Retained Earnings \$	Asset Revaluation Surplus \$	Community Support Fund \$	Total \$
Balance at 1 July 2018		32,076,637	6,694,918	1,000,000	39,773,555
(Deficit) attributable to members of the entity		(2,501,375)	-	-	(2,501,375)
Total other comprehensive income for the year		-	(19,278)	-	(19,278)
Balance at 30 June 2019		29,577,262	6,675,640	1,000,000	37,252,902

Statement of Cash Flows

For the Year Ended 30 June 2020

	Note	2020 \$	2019 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from grants		21,953,577	21,491,950
Receipts from other operating activities		2,533,359	2,292,083
Interest received		291,119	328,316
Payments to suppliers and employees		(23,561,158)	(21,409,241)
Interest paid - lease liability		(36,432)	-
Net cash provided by/(used in) operating activities	18	1,180,465	2,703,108
CASH FLOWS FROM INVESTING ACTIVITIES:			
Payments for investment		(83,161)	-
Purchase of Property, Plant and Equipment		(888,931)	(343,670)
Net cash provided by/(used in) investing activities		(972,092)	(343,670)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Lease liability payments		(489,793)	-
Net cash provided by/(used in) financing activities		(489,793)	-
Net increase/(decrease) in cash and cash equivalents held		(281,420)	2,359,438
Cash and cash equivalents at beginning of financial year		14,602,212	12,242,774
Cash and cash equivalents at end of financial year	7	14,320,792	14,602,212

Notes to the Financial Statements

For the Year Ended 30 June 2020

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 21 December 2020.

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.

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 2020

- 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

The Company has applied AASB 15: Revenue from Contracts with Customers (AASB 15) and AASB 1058: Income of Not-for-Profit Entities (AASB 1058) using the cumulative effective method of initially applying AASB 15 and AASB 1058 as an adjustment to the opening balance of equity at 1 July 2019. Therefore, the comparative information has not been restated and continues to be presented under AASB 118: Revenue and AASB 1004: Contributions. The details of accounting policies under AASB 118 and AASB 1004 are disclosed separately since they are different from those under AASB 15 and AASB 1058, and the impact of those changes is disclosed in Note 3.

In the current year

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.

Notes to the Financial Statements

For the Year Ended 30 June 2020

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.

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.

In the comparative period

Donations and bequests were recognised as revenue when received.

Interest revenue was recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument.

Revenue from the rendering of a service was recognised upon the delivery of the service to the customer.

Government grant revenue was recognised when the company obtains control over the funds, which is generally at the time of receipt.

Grant revenue

Grant revenue was recognised in the statement of profit or loss and other comprehensive income when the Company obtained control of the grant; it was probable that the economic benefits gained from the grant would flow to the entity and the amount of the grant could be measured reliably.

When grant revenue was received whereby the Company incurred an obligation to deliver economic value directly back to the contributor, this was considered a reciprocal transaction and the grant revenue was recognised in the statement of financial position as a liability until the service was delivered to the contributor, otherwise the grant was recognised as income on receipt.

Notes to the Financial Statements

For the Year Ended 30 June 2020

Rumbalara Aboriginal Co Operative Ltd received non-reciprocal contributions of assets from the government and other parties for zero or a nominal value. These assets were recognised at fair value on the date of acquisition in the statement of financial position, with a corresponding amount of income recognised in the statement of profit or loss and other comprehensive income.

Donations

Donations and bequests are recognised as revenue when received.

Rendering of services

Revenue in relation to rendering of services is recognised depending on whether the outcome of the services can be estimated reliably. If the outcome can be estimated reliably then the stage of completion of the services is used to determine the appropriate level of revenue to be recognised in the period.

If the outcome cannot be reliably estimated then revenue is recognised to the extent of expenses recognised that are recoverable.

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.

Notes to the Financial Statements

For the Year Ended 30 June 2020

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.

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.

Notes to the Financial Statements

For the Year Ended 30 June 2020

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.

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.

Notes to the Financial Statements

For the Year Ended 30 June 2020

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

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.

Notes to the Financial Statements

For the Year Ended 30 June 2020

(i) 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.

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 has adopted all standards which became effective for the first time at 30 June 2020, the adoption of these standards has caused material adjustments to the reported financial position, performance or cash flow of the Company or refer to Note 3 for details of the changes due to standards adopted.

3. New and Amended Accounting Policies Adopted by the Entity

Initial application of AASB 16

The Company has adopted AASB 16: Leases retrospectively with the cumulative effect of initially applying AASB 16 recognised at 1 July 2019. In accordance with AASB 16, the comparatives for the 2019 reporting period have not been restated.

The Company has recognised a lease liability and right-of-use asset for all leases (with the exception of short-term and low-value leases) recognised as operating leases under AASB 117: Leases where the Company is the lessee.

The lease liabilities are measured at the present value of the remaining lease payments. The Company's incremental borrowing rate as at 1 July 2019 was used to discount the lease payments.

Notes to the Financial Statements

For the Year Ended 30 June 2020

The right-of-use assets for equipment was measured at its carrying amount as if AASB 16 had been applied since the commencement date, but discounted using the Company's weighted average incremental borrowing rate on 1 July 2019.

The right-of-use assets for the remaining leases were measured and recognised in the statement of financial position as at 1 July 2019 by taking into consideration the lease liability and prepaid and accrued lease payments previously recognised at 1 July 2019 (that are related to the lease).

The following practical expedients have been used by the Company in applying AASB 16 for the first time:

- for a portfolio of leases that have reasonably similar characteristics, a single discount rate has been applied.
- the use of hindsight to determine lease terms on contracts that have options to extend or terminate.
- applying AASB 16 to leases previously identified as leases under AASB 117 and Interpretation 4: Determining whether an arrangement contains a lease without reassessing whether they are, or contain, a lease at the date of initial application.

Statement of Financial Position	As presented on 30 June 2019 (\$)	Application impact of AASB 16 (\$)	As at 1 July 2019 (\$)
Assets			
Lease assets	-	1,469,254	1,469,254
Liabilities			
Lease liabilities	-	1,542,671	1,542,671
Equity			
Retained earnings	29,577,262	(73,417)	29,503,845

	As presented under previous Accounting Standard (\$)	Application impact of AASB 16 (\$)	As At 30 June 2020 (\$)
Statement of Comprehensive Income			
Depreciation Expense			
Land and buildings	694,167	-	694,167
Freehold improvements	14,968	-	14,968
Motor vehicles	27,005	-	27,005
Plant and equipment	346,947	-	346,947
ROU lease assets	-	482,551	482,551
	1,083,087	482,551	1,565,638
Finance Cost			
Lease interest	-	36,432	36,432
Operating Expenses			
Rent	526,223	(526,223)	-

Notes to the Financial Statements

For the Year Ended 30 June 2020

Statement of Financial Position	As presented under previous Accounting Standard (\$)	Application impact of AASB 16 (\$)	As At 30 June 2020 (\$)
Lease assets	-	986,703	986,703
Lease liabilities	-	1,052,880	1,052,880
Retained earnings	27,636,526	(73,417)	27,563,109

Initial application of AASB 15 and AASB 1058

The Company has applied AASB 15: Revenue from Contracts with Customers and AASB 1058: Income of Not-for-Profit Entities using the cumulative effective method of initially applying AASB 15 and AASB 1058 as an adjustment to the opening balance of equity at 1 July 2019. Therefore, the comparative information has not been restated and continues to be presented under AASB 118: Revenue and AASB 1004: Contributions.

The core principal under AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services.

There was no material impact on the recognition of disclosure of revenue in the initial year of application.

4. 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 2020

5. Revenue and Other Income

	2020	2019
	\$	\$
Revenue from continuing operations		
State/federal government grants	20,811,481	15,989,165
Other government grants	34,545	10,000
Total Revenue	20,846,026	15,999,165

	2020	2019
	\$	\$
Interest Revenue		
Interest from financial institutions	291,119	328,316
Total interest revenue	291,119	328,316

	2020	2019
	\$	\$
Other Income		
Rental income	623,820	602,937
Other income	1,909,540	1,646,553
Total Other Income	2,533,359	2,249,490

6. Result for the Year

The result for the year includes the following specific expenses:

	2020	2019
	\$	\$
Employee benefits expense	16,338,573	14,986,695
Depreciation and amortisation expense	1,083,087	1,035,731
Depreciation - ROU	482,551	-
Rent expense on operating leases - minimum lease payments	-	228,062

7. Cash and Cash Equivalents

	2020	2019
	\$	\$
Cash at bank and in hand	14,320,792	14,602,212

8. Trade and other receivables

	2020	2019
	\$	\$
Trade receivables	750,894	468,473
Provision for impairment	(30,000)	(20,000)
Total current trade and other receivables	720,894	448,473

Notes to the Financial Statements

For the Year Ended 30 June 2020

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 2020 is determined based on the collection history of the entity.

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

	2020	2019
Balance at beginning of the year (calculated in accordance with AASB 9)	\$ 20,000	\$ 20,000
Amounts provided for	10,000	-
Balance at end of the year	30,000	20,000

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.

9. Other Financial Assets

	2020	2019
Term Deposit – CUA	\$ 1,246,187	\$ 1,206,083
Term Deposit - Westpac	2,195,908	2,152,851
Total other financial assets	3,442,095	3,358,934

10. Other non-financial assets

	2020	2019
Prepayments	\$ 4,120	\$ 10,300
Security bond	66,950	66,950
Total other non-financial assets	71,070	77,250

Notes to the Financial Statements

For the Year Ended 30 June 2020

11. Property, plant and equipment

	2020 \$	2019 \$
Land and buildings		
Freehold land	8,575,000	8,260,000
At cost	8,575,000	8,260,000
Total land		
Buildings		
At independent valuation – 2018	20,748,573	20,748,573
Additions	422,277	131,398
Accumulated depreciation	(1,356,632)	(662,465)
Total buildings		
19,814,218	20,217,506	
Total land and buildings		
28,389,218	28,477,506	
Plant and equipment		
Buildings under construction		
At cost	30,982	30,982
Plant and equipment		
At cost	6,888,529	6,711,005
Accumulated depreciation	(5,301,594)	(4,958,147)
Total plant and equipment		
1,586,935	1,752,858	
Motor vehicles		
At cost	530,051	588,308
Accumulated depreciation	(421,693)	(526,073)
Total motor vehicles		
108,358	62,235	
Freehold improvements		
At cost	57,129	28,229
Accumulated depreciation	(23,422)	(8,454)
Total freehold improvements		
33,707	19,775	
Total plant and equipment		
1,759,982	1,865,850	
Total property, plant and equipment		
30,149,200	30,343,356	

Notes to the Financial Statements

For the Year Ended 30 June 2020

(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 2020				
Balance at the beginning of the year	8,260,000	20,217,506	30,982	1,752,858
Additions	315,000	290,879	-	181,024
Disposals	-	-	-	-
Transfers	-	-	-	-
Depreciation expense	-	(694,167)	-	(346,947)
Balance at the end of the year	8,575,000	19,814,218	30,982	1,586,935

	Motor Vehicles \$	Freehold improvements \$	Total \$
Year ended 30 June 2020			
Balance at the beginning of the year			
Additions	62,235	19,775	30,343,356
Disposals	73,128	28,900	886,931
Transfers	-	-	-
Depreciation expense	(27,005)	(14,968)	(1,083,087)
Balance at the end of the year	108,358	33,707	30,149,200

Notes to the Financial Statements

For the Year Ended 30 June 2020

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.

12. Trade and Other Payables

	2020 \$	2019 \$
CURRENT		
Trade payables	27,995	123,240
GST payable	280,805	353,069
Accrued superannuation	36,582	34,345
PAYG withholding payable	202,786	166,394
Accrued wages	388,525	236,737
Other payables	92,735	71,293
CACPS liability	-	2,042,490
Total trade and other payables	1,029,428	3,027,568

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.

13. Employee Benefits

	2020 \$	2019 \$
Current liabilities		
Provision for long service leave	807,966	662,451
Provision for employee benefits	1,156,057	959,695
Total current liabilities	1,964,023	1,622,146
Non-current liabilities		
Provision for employee benefits	471,437	425,833

Notes to the Financial Statements

For the Year Ended 30 June 2020

14. Other Financial Liabilities

	2020	2019
	\$	\$
CURRENT		
Government grants	-	327,727
Amounts received in advance	644,722	241,144
CACPS liability	2,261,240	-
Deferred income	7,028,275	5,932,904
Total other financial liabilities	9,934,237	6,501,775

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 2020 which relates to the 2021 financial year.

15. Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2020 (30 June 2019: None).

16. 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.

17. 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:

	2020	2019
	\$	\$
Short-term employee benefits	962,301	879,331

18. Cash Flow Information

(a) Reconciliation of cash

	2020	2019
	\$	\$
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	14,320,792	14,602,212

Notes to the Financial Statements

For the Year Ended 30 June 2020

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

	2020	2019
	\$	\$
Reconciliation of net income to net cash provided by operating activities		
(Deficit) for the year	(1,940,736)	(2,501,375)
Non-cash flows in profit		
Depreciation	1,083,087	1,035,731
Depreciation – ROU	482,551	-
Amortisation – provision for doubtful debts	10,000	
Revaluation of property, plant and equipment	-	(19,278)
Changes in assets and liabilities		
(increase)/decrease in trade and other receivables	(282,421)	(106,006)
(increase)/decrease in other current assets	6,180	72,986
(increase)/decrease in other financial assets	-	(62,035)
increase/(decrease) in trade and other payables	(1,998,139)	3,896,705
increase/(decrease) in unearned/deferred income	3,432,462	-
increase/(decrease) in employee benefits	387,481	386,380
Cash flows from operations	1,180,465	2,703,108

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19. 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 2020

	2020 \$	2019 \$
Financial Assets		
Cash and cash equivalents	14,320,792	14,602,212
Trade and other receivables	720,894	448,473
Term Deposits	3,442,095	3,358,934
Total financial assets	18,483,781	18,409,619
Financial Liabilities		
Financial liabilities measured at amortised cost	1,029,428	3,027,569
Total financial liabilities	1,029,428	3,027,569
Recurring fair value measurements		
	2020 \$	2019 \$
Non-financial Assets		
Freehold Land	8,575,000	8,260,000
Buildings	19,845,200	20,248,488
Total non-financial assets	28,420,200	28,508,488

20. 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.

	2020 \$	2019 \$
Total Trade Payables	1,029,428	3,027,569
Less: Cash on Hand	(14,320,792)	(14,602,212)
Total equity (retained surplus and reserves)	35,238,748	37,252,902
Total capital	21,947,385	25,678,259

21. Reserves

(a) Asset Reserve

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

(b) Community Support Fund

Notes to the Financial Statements

For the Year Ended 30 June 2020

(c) Analysis of Each Class of Reserve

	2020 \$	2019 \$
Asset reserve		
Opening balance		6,694,918
Land and building revaluation	6,675,640	-
Total asset reserve	6,675,640	(19,278)
Community Support Fund		6,675,640
Opening balance	1,000,000	1,000,000
Total reserves	7,675,640	7,675,640

22. 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.

23. 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

24. 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 6 to 28, 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 2020 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:


Greg James – Acting Chairman

Director:


Eric Egan – Director

Dated this 21st day of December 2020.

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 2020, 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 2020 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
 21 December 2020



RUMBALARA
ABORIGINAL CO-OPERATIVE LTD.