



RUMBALARA
ABORIGINAL CO-OPERATIVE LTD.

ANNUAL REPORT | 2021 - 2022

RUMBALARA ABORIGINAL CO-OPERATIVE

www.rumbalara.org.au

NURSE STATION



ADVICE TO READERS

To our Aboriginal and or Torres Strait Islander readers, we advise that this report may include photos, quotations and or names of people who are deceased.

Images courtesy of Rumbalara Aboriginal Co-operative Limited or supplied, unless otherwise noted.

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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 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 of July 2021 – June 2022, 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.

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

We believe accountability is crucial for our sustainability and therefore, we demonstrate that we are worthy of the trust our community places in us.

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ABOUT THE ARTIST



ALKINA EDWARDS

My name is Alkina Edwards from my mother's side I am a very proud Yorta Yorta, Wemba Wemba, Mutthi Mutthi and Wiradjuri woman. From my fathers side I am a proud Bunjalung & Wakka Wakka Woman.

I am a Echuca Girl and have just recently moved to Shepparton with my Partner of 8 years Kailem Harrison.

I create Aboriginal art which highlights and reflects self expression, self-determination, identity, culture, family, community and love.

I have been creating art since I can remember. I have always loved sitting back and watching my family members draw, paint and talk about our cultural stories through their art. It always kept me strong in my identity, values and beliefs.

"Creating art is everything to me".

Art runs through my blood from both sides of my family. It is my forever dreaming and my identity. It helps me express myself, tell my truth, my stories and history.

STORY OF ARTWORK

The circles represent each of Rumbalara's Values which include- Culture, Community, Connection, Family, Wellbeing and Health.

I have added 2 more circle symbols that also represent our birth to dreaming- which symbolises supporting, guiding and nurturing our mob from birth all the way until we enter our dreaming.

The background symbols represent our country- throughout the artwork you'll see symbols representing our Totem the Long Neck Turtle, symbols of Gatherings, Emus, Waters, Gum Leaves, Oven Mounds and Kangaroo tracks.

ABOUT US



Rumbalara Aboriginal Co-Operative is a leading health provider of community-controlled, whole of life services that support, honour and respect our First Nations People.

INTRODUCTION

Rumbalara is pleased to present its Annual Report for the 2021/2022 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.

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.

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 with you.

A STRONG AND THRIVING COMMUNITY WHERE HEALTH, WELLBEING, FAMILY, CULTURE, COMMUNITY AND CONNECTION ARE AT THE CENTRE OF ALL THAT WE DO.



OUR VISION

We recognise our communities as being among the most resilient and vulnerable in the world. We also recognise and respect the cultural strengths of the individual, family and community by working in partnership with our stakeholders, and by striving to achieve an optimal quality and standard of life that encompasses individuals' physical, social, emotional, cultural needs and wellbeing.

OUR VALUES

Rumbalara is the 'Heart of Community' – we value the wisdom and cultural strength of our Elders, the optimism and joy of infants, and the potential of teenagers and adults in creating a positive future while honouring and respecting the past.

OUR BOARD



GREG JAMES



ERIC EGAN



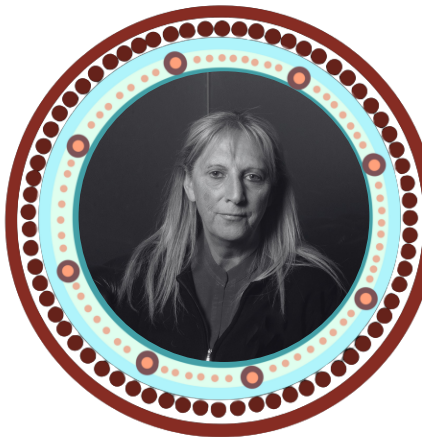
MAREE BARBANCE



RAY AHMAT



PAM PEDERSON



CINDY MCGEE



ROB BRITTEN

MESSAGE FROM THE CHAIRMAN - GREG JAMES

As we recover from our previous situation with the Covid Pandemic there are still a number of challenges that will present itself to our Organisation. A lot of our challenges in relation to professional isolation to our Organisation was testing on our resourcing and staffing arrangements, but we continued to meet our obligations to our broader community with regards to the important service delivery component of all of our accredited programs.

Can I acknowledge the contribution and efforts of all our staff during the difficult circumstances and to say that I am extremely proud of the growth of our organisation over the last 2 years. I also want to offer condolences to all families that experienced Sorry business during the past period.

Finally, I want to say a big thankyou to Our Board of Directors, our Chief Executive Officer Ms. Felicia Dean, and her Executive Management team for their leadership and the economic and strategic direction of our organisation throughout the year.

The Strategic Plan – a living document
To ensure the Strategic Plan a living document, the Rumbalara Executive Managers will:

- Align their business and operational plans with the strategic priorities and deliverables set out in the Strategic Plan
- Engage and support staff to embrace the strategic directions and achieve the Plan through teams' meetings, individual performance plans and service design.
- Regularly report on progress towards the achievement of the strategic priorities, to the Board, staff and the Community (at community meetings).

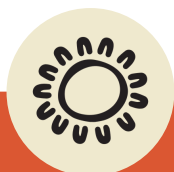
I look forward to another successful and again challenging year ahead of us, with our Board, Executive and relevant stakeholders and our Community members across our Region.

Greg James

Rumbalara Aboriginal Co-Operative
Chairperson

OUR PRIORITIES

OUR CULTURE



CULTURE IS EMBEDDED IN EVERYTHING WE DO

- Revitalise and embed cultural and traditional practices across all of Rumbalara's programs and services to strengthen, enhance and maintain cultural pride, cultural safety and cultural healing.
- Strengthen and maintain a positive, safe and respectful organisational environment.
- Identify and develop opportunities for holding Aboriginal cultural gatherings and events.

OUR RELATIONSHIPS



HEAR THE VOICE OF, AND EMPOWER, OUR COMMUNITY

- Strengthen and enhance community connectedness through gatherings and yarnings.
- Provide culturally safe opportunities for the voices of our staff and community.
- Develop and strengthen sustainable partnerships with Aboriginal and non-Aboriginal organisations through stakeholder engagement for the betterment of our community.

OUR TEAM



INNOVATIVE AND COMMITTED TEAM WORKING TO ACHIEVE OUR VISION AND SERVE/SUPPORT THE COMMUNITY

- Ensure that we have the highly skilled and qualified workforce needed to serve our community now and into the future.
- Strengthen and maintain strong internal collaboration, professional excellence and partnerships across the organisation through positive leadership in a culturally safe work environment.

OUR BUSINESS



A HEALTHY AND THRIVING SELF - DETERMINING ABORIGINAL COMMUNITY WITH A BRIGHT FUTURE

- Strengthen and enhance our delivery of a wide range of culturally competent programs and services to meet the needs of our community.
- Monitor and evaluate the quality and quantity of services being delivered to our community.
- Identify opportunities to grow and expand our programs and services into the future.

OUR ORGANISATION



FOCUSING ON OUR STRENGTHS AND THE LEGACY OF OUR FOUNDERS

- Pursue a healthy and unified organisation where staff wellbeing is a priority.
- Ensure all staff have the tools, resources and facilities required to deliver Rumbalara's programs and services.
- Provide sound, culturally appropriate effective governance, including meeting our compliance, and reporting obligations.

OUR FUTURE



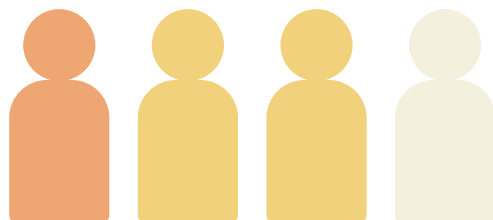
EMPOWERS ABORIGINAL COMMUNITIES

- Identify and build future leaders, who will continue Rumbalara's legacy and take the organisation forward in service of our community
- Create opportunities to engage Elders and young people, and explore ways of bringing them together

HIGHLIGHTS OF OUR WORK THIS YEAR

13 

comprehensive and holistic service delivery models, Medical Clinic have achieved over the past 12 months.



 61 staff increase since 2021

296

staff employed

395

ATSI Health Assessments Completed

&

12,469



GP Consultations

(1,483 consultation increase since last financial year)

116 and %10

Integrated Team Care clients

Self Managing their Chronic Disease

1,577 



Increase of Dental Treatments provided (24,000 last financial year)

Approx.

212

Home Care Package Clients



05 

Additional programmes developed within Positive Ageing & Disability Services (HCP, CHSP, HACC-PYP, and NDIS)

780

Allied Health Services provided



2,320

Covid vaccinations administered

08



Jawun Secondee placements

CHIEF EXECUTIVE OFFICER - FELICIA DEAN



Welcome to our Annual General Meeting for 2021/2022, our most challenging year during the past 2 years.

COVID PANDEMIC

It again impacted the operations of our Organisation and Service delivery and at times we worked at half capacity.

Unheard of Health Directors/ orders from the State Government were enforced across the State forcing us to comply with a fully vaccinated workforce, spacing and capacity regulations applied and at times we could only have 5-10 people in a building at any given time. In an Organisation like ours with over 230 staff at the time this places a lot of pressure on staff.

During this period our Elders Facility experienced numerous outbreaks and our facility was often shutdown and isolated. I am amazed at how well our Elders coped during this time, their spirits always remained high. However, it wasn't all doom and gloom and we had plenty of success during this period as well. We had the opportunity to celebrate NAIDOC and a community Christmas party which were enjoyed by all with large numbers attending both.

The Starritt Road farm project with Outback Academy started with new Trainees and the Bee Keeping/ Honey project, and our beautiful Winyanboga Nangha women accommodation center opened, safely supporting families escaping Family Violence.

Increased funding across all service areas including Health, Family, Aged Care and Housing was a result of Nationwide Reforms across the Sectors and Rumbalara and Community will benefit from these with new programs being rolled out now: Some of these include:

- Capital/ Maintenance upgrades to the Elders Facility and to our Housing stock;
- New Sobering UP Centre;
- NDIS Certification
- S18 (Asif) Pilot

Rumbalara also gifted Land Ownership back to the Rumbalara Football Netball Club of the Mercury Drive property which will support the Self determination and stabilising vision of the Club and also a small parcel of land in Cheshunt to the Traditional Land owners' group Taungurung.

We have re-developed our partnership with Beyond Housing and through this their Board have agreed to hand ownership of the Independent Living Units back to Rumbalara, this is fantastic news and will increase our Housing stock and support our application to become an Aboriginal Housing Association.

During the year we continued to build our current Workforce Skill Capacity with a number of staff undertaking formalised training and uplifting their skills, congratulation to all staff who have done this recently.

We have increased our Digital Footprint via our Communications team across a number of mechanisms including a much more active Facebook page, Instagram, and a new designed website, and have received great feedback on these, this helps us get more information out to Members and Community and ensures we remain transparent and inclusive.

Strong partnerships are required to operate successfully and I wish to thank all of our Funders across both State and Commonwealth, VACCHO and Jawun for all their support during the Financial year.

Thankyou to our Board for their leadership and Vision, and to our Chairperson Greg James, for his commitment to ensuring Rumbalara voice concerns and is being heard across all levels of Government.

Thankyou to Rumbalara Executive team for their strong leadership throughout a very challenging year, and all of our staff, whilst they are all now quite fatigued our teams across Rumbalara never stopped rolling up their sleeves and getting whatever needed doing completed, to ensure our Mobs received service and support. That is what leadership is about – "Putting Words into Action and Walking the Talk".



CEO

Rumbalara Aboriginal Co-Operative

” **THANK YOU TO ALL OF OUR
MEMBERS, CLIENTS AND
COMMUNITY FOR YOUR SUPPORT
THROUGHOUT THE YEAR**

OUR EXECUTIVE TEAM



Image: Neil Maher, Laurie Sevil, Susan Williams, Kelli Bartlett, Liz Latorre, Mick Buckworth, George Marin, Katie Vandermeer & Felicia Dean
Missing from image: Aaron Chambers



CHIEF OPERATING OFFICER - LAURIE SEVIL



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

CULTURAL ADVISORY

Uncle Lance James and Aunt Cheryl Bourke are Rumbalara's Cultural Advisors who support cultural knowledge, response and development. Their leadership and support across the organisation continue to be invaluable. On the 10 February 2022 Rumbalara were visited by the COVID Commander, Jeroen Weimar, Deputy Secretary COVID Response Naomi Bromley and Executive Director, Local Public Health Units Sharyn Donald. Visitors were treated to a cultural session with Aunt Cheryl and Uncle Lance and they mentioned they were appreciative of the visit approach by Rumbalara as they were in receipt of knowledge rather than imparting it.

COMMUNICATIONS & PUBLIC RELATIONS

Our Communications and Public Relations Team expanded, welcoming Chanoa Cooper to the Manager role, ably assisted by Natalie Visentin.

SOCIAL MEDIA ACTIVITIES

Our strategic media and communications activities continued to support Rumbalara's goals. We ensured that Aboriginal & Torres Strait Islander health issues were put in focus to provide culturally appropriate messaging. This meant that our graphic design elements and key messaging were taken into consideration to ensure cultural safety.

With these changes, we have seen growth in our audience on all of our platforms – internationally from Canada, United States of America, India, New Zealand, South Africa, UK and locally in Melbourne, Shepparton and Mooroolbarna.

We have recently launched a Rumbalara 'LinkedIn' account in Jan 2022. This allows us to engage with local business's, government organisation and other ACCOs across Australia on a professional platform.

FACEBOOK

Our Facebook platform has been the most successful platform for covid-19 related communications. We have been able to demonstrate to community the work we've been able to achieve when providing supports to our mob.



Facebook followers

2021-22

4,069

2020-21

3,562



Instagram followers

2021-22

367

2020-21

293

INSTAGRAM

Instagram has been another successful social media platform to engage the younger generations. Since launching in Dec 2021, we have seen growth in engagement and interaction.

COVID-19

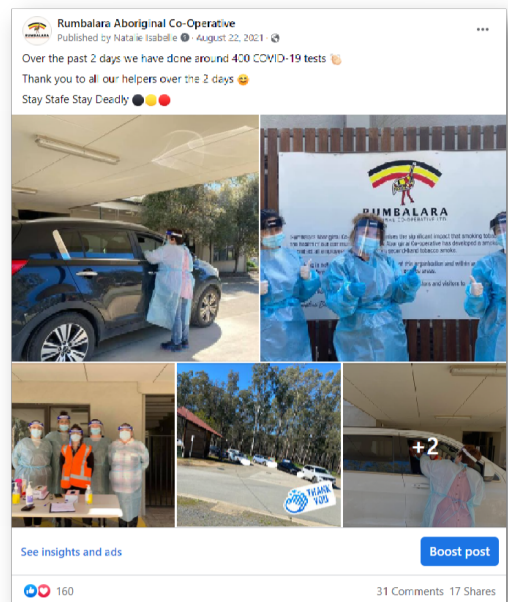
It is been another year of the global pandemic. Rumbalara have continued to identify issues, set priorities and advocate for and deliver culturally informed strategies. Through excellent leadership and the exercising of self-determination, our Aboriginal community has not been over-represented in the statistics as victims of the virus. We have maintained our support of, and communications with community, staff and our partners during this time. Rumbalara were also represented at Stronger together Conference (Melbourne) – focused on Victoria's COVID-19 Response.

ACCREDITATION

We continue to work through our various standard and accreditation requirements. Focus this year are on the Elders Facility, Positive Aging and Disability, Oral Health and the Human Service Standards. This is led by our Business Support Manager Julie Colombi.



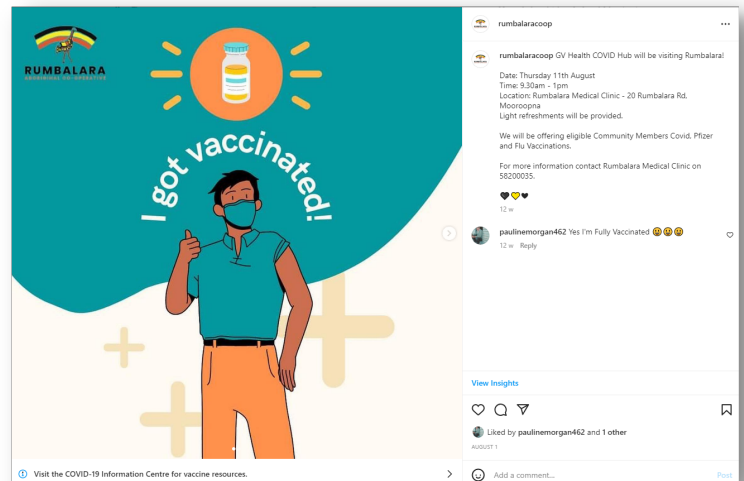
Aunty June receiving her COVID vaccination



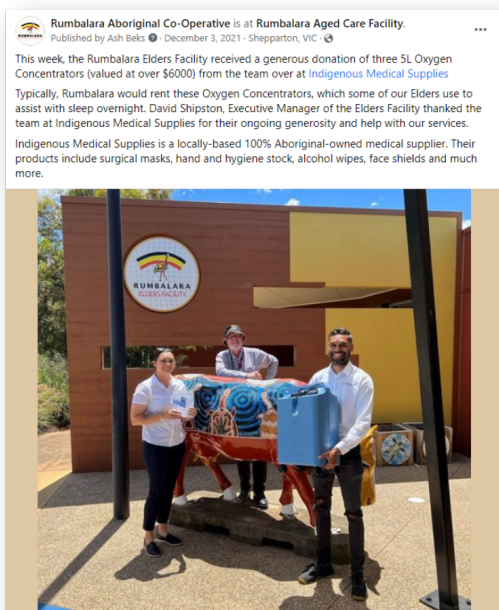
COVID testing at Rumbalara in August 2022.



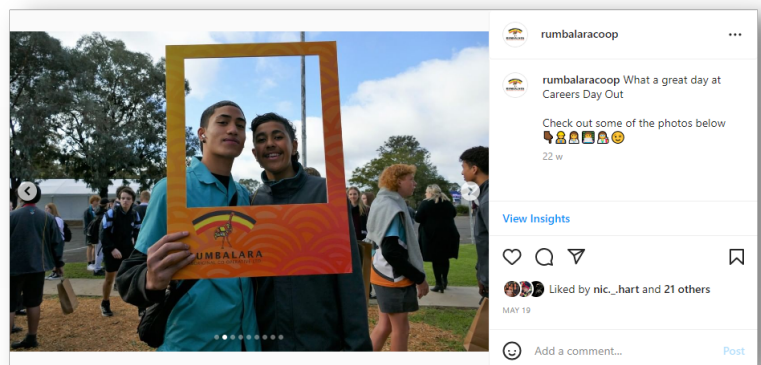
Victorian Commander COVID Response, Jeroen Weimar, to check in with our frontline workers and congratulate the team on their hard work in Nov 2022.



COVID hub visiting Rumbalara Medical Clinic



Indigenous Medical Supplies visiting the REF



Careers Day Out Instagram post

ABORIGINAL CHILDREN IN ABORIGINAL CARE (ACAC)

Rumbalara applied for the opportunity to deliver the Aboriginal Children in Aboriginal Care (ACAC) – pre-authorization program under Section 18 of the Children, Youth and Families Act 2005. It is known as the “As If” program, where an organisation works as if they have responsibility under Section 18 and works towards full authorization. We were successful in this round to be able to deliver this program in 2021/2022. Initial funding will see the recruitment of a small team including a Program Manager, Team Leader, Practice Leader and two caseworkers.

ACAC is a significant program and it will require further briefing to the Board to outline the responsibilities of the program. Transformation in Family Services will need to be a priority to support this work.

Rumbalara co-chaired the Aboriginal Children in Residential Care Panel with DFFH on the 29 and 30 November 2021. There were presentations of 10 Aboriginal children and young people who live in residential care within the local area.

There were presentations of 10 Aboriginal children and young people who live in residential care within the local area. Considerable input was given to potentially enhance their care, cultural connections and pathways from exiting the care system.

VICTORIAN ABORIGINAL HEALTH INFORMATION SYSTEM (VAHIS)

Rumbalara are participating in a trial for the Victorian Aboriginal Health Information System (VAHIS) and Client Management System (CMS) project led by VACCHO.

This goes to the heart of Indigenous Data Sovereignty and as Aboriginal Community Controlled Organisations you will always be the owners of your data. VAHIS will provide VACCHO and our Members with the information we need to make sure that Government alone doesn't decide what the data says about Aboriginal people's health and wellbeing. This repatriation work will take time as we discover data availability within government systems and work to transfer this data.

This initial trial will focus on client records within Housing & Homelessness and Bringing them Home program areas.



MINISTER VISIT

We hosted Minister Foley on the 15 June. At the time he was the Minister for Health and Minister for Ambulance Services. On the 26 July was also hosted Victorian Commissioner for LGBTIQ+ Communities, Todd Fernando. Commissioner Fernando is a descendant of the Kalarie peoples of the Wiradjuri nation and the second person to fill this role.

Todd is a strong advocate for the rights and wellbeing of lesbian, gay, bisexual, trans and gender diverse, intersex and queer Victorians. He is an accomplished diversity and inclusion consultant with extensive experience working with First Nations and LGBTIQ+ communities. He has helped reform social policy and cultural safety frameworks in the public and private sectors.

He provided a wonderful insight into how Rumbalara can progress work in this space and undertook to share a number of resources.



Cheryl Bourke



**EXECUTIVE MANAGER:
ASSETS & INFRASTRUCTURE-
MICK BUCKWORTH**



Assets & Infrastructure oversees the current and future needs for increasing staff numbers and how to provide the work spaces for those staff into the future as well as the ongoing maintenance required to keep these building in a good state of repair. It also encompasses Housing services, IT and telecommunications, grounds and maintenance and the Starrit Road farm project.

OVERVIEW

Over this last twelve months I have been working on re-igniting those projects by attracting funds/partnerships to complete their next stages – such as, the independent living units at Ford Road and the next stage to the Elder Care Facility to take it from a 30 bed to a 60 facility. Also working on the steps needed for our Housing program to become a State registered Housing provider.

It was also amazing to see that our Family service program has had such massive growth and the challenges this presents is being able to adequately house those staff. I've been revisiting master planning not just for our mother site in Mooroopna but for the whole of our Organisation to put us in a place where we have projects that are scoped out, costed up ready to apply for grants and funds.

Over the past twelve months we have achieved a good body of work which includes;

The infrastructure refurbishment at the Elders Care Facility; the Justice team office relocation; Elder Care office relocation in Swan Hill; the Woongi unit relocation in Shepparton; the introduction of three temp portable buildings for Family services at Mooroopna; the implementation of Bee Hives at Starritt Rd farm; several successful funding applications to allow us to work on future projects including the Corporate offices in Young street Mooroopna and doing a complete IT review to take our communications systems to a more up to date safe and secure environment.

CHALLENGES

- To keep developing and progressing the skills of current and future staff.
- To secure funding for future development to meet the demands of high growth.
- Keeping a safe and secure environment for all of our staff and community.

ASSET MAINTENANCE AND INSPECTIONS

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

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

ACHIEVEMENTS

- ✓ Renewal of REF landscaping and improved drainage works.
- ✓ Finally implemented Service agreement for REF Nursecall and upgrades
- ✓ Progressive replacement of old light fittings across facilities for LED to reduce running and maintenance costs
- ✓ Fitout for lighting, AC and cleaning at various locations including new Knight St office
- ✓ Facilitated Valuation contract across all our properties
- ✓ Responded to hundreds of maintenance requests throughout the year in a timely manner
- ✓ Progressing to standardise cleaning supplies across sites we manage to improve service delivery
- ✓ Significant assessment of flood damaged AC plant Mooropna and replacement in progress
- ✓ Assisted numerous programs with new project including new shipping container Ford Road

AGRICULTURAL/HORTICULTURAL

Rumbalara Aboriginal Cooperative (RAC) is working collaboratively with Outback Academy Australia (OAA) and other Aboriginal landholders in four states. They are working together to boost regenerative agricultural/horticultural skills of community members for employment and social enterprise development on their farms.

These farmers are also part of a national supply chain of honey and Australian Native Wildflowers under the brand – Follow the Flowers. The launch of the Follow the Flowers initiative was held before Christmas 2021 at the Melbourne Innovation Centre (MIC) and Melbourne Farmers Markets (MFM) base with OAA, participating farmers and partners.

The RAC Team assisted planting of Australian Native Wildflowers in the Melbourne Farmers Market garden that will be offered as gifts to Elders Facilities in Melbourne and Shepparton.

Our team (RAC) is developing skills for regenerative farming, bee-keeping and core business skills as part of a Certificate III in Horticulture (Regenerative Farming). Their skills development program is about farming and food production now and for a future where climate change and other factors impact food sustainability and the health of Country and communities.

The RAC Team will not only learn about bee-keeping but the role bees play in pollination and food sustainability.



'THE PROJECT'

The team at Starrit Road received some positive media attention – with a segment hosted by 'The Project' on Channel 10. This was televised across the nation and shared on their social media platforms. The story was well received from the wider public and created some positive exposure to Starrit Road.



INTEGRATED COMMUNICATIONS TECHNOLOGY

The Rumbalara ICT department handles all technical systems within Rumbalara. These are described as “any electronic system used by Rumbalara staff to do their day-to-day work”.

Specifically we:

- Scope all electronic hardware and software used by Rumbalara Staff.
- Implement all approved hardware and software changes sometimes directly and sometimes through engagement of suppliers.
- Fault resolution of all software systems used by Rumbalara Staff.
- All communication with technical service providers for new systems, issue resolution, and feature changes to existing services.
- Basically, if it uses electricity to process data, it's ICT!



Caretaker Team from Starrit Road

CASE STUDIES

This year ICT has been involved with many different cases showing what we do – none more so that the early COVID infrastructure changeover.

We had to implement a global TeamViewer remote access environment in almost no time and then continue our scoping and activation of the Multiprotocol Label Switching (MPLS) virtual private networks (VPN's), Global protect over six months in advance to our scheduled remote access implementation date.

HOUSING SERVICES

Housing Services Programs;

- Rumbalara Community Housing
- Housing & Homelessness Support
- Emergency Relief
- FNGAP – First Nations Gambling Awareness
- IHSY – Support for Homeless, or at risk of, Homelessness Youth

HOUSING & HOMELESSNESS

The Housing Services team continue to work with community members to advocate for safe secure housing in an environment of disadvantage and severe lack of appropriate affordable short and long-term housing availability in the market.

- 122 episodes of support
- 65 Families
- 136 children in presenting families were under 18 years of age
- 10 Transitional housing tenancies
- 28 Long-term housing outcomes
- 3 Kids Under Cover Units

INNOVATIVE HEALTH SERVICES FOR HOMELESS YOUTH

The IHSY program links homeless or at risk of homelessness youth with health and other specialised supports to improve the health, education and cultural well being of our young people.

IHSY worked with Rumbalara Health Promotions to deliver Ngalmi Yapaneyepuk (Shine Together), the Super School raising awareness of homelessness and gambling issues for young people and has been involved in Rumbalara activity days such as Family and NAIDOC celebrations.

EMERGENCY RELIEF PROGRAM

During the 2021–2022 financial year Rumbalara Emergency Relief program supported community in need with;

- 493 episodes of assistance – which includes:
- 37 sorry business assists
- 134 covid19 specific responses

FIRST NATIONS GAMBLING AWARENESS PROGRAM

Funded by the Victorian Responsible Gambling Foundation to minimize the impact of gambling harm to community and their families the FNGAP program works to provide information, referrals and therapeutic supports.

- Rumbalara Fishing Competition
- Celebrating NAIDOC
- Financial Counselling referrals
- Participating in VRGF education & training sessions

RUMBALARA COMMUNITY HOUSING

With a portfolio of 54 long term residential properties Rumbalara is participating in a repairs and maintenance package funded by the Victorian Government through Homes Victoria and the Big Housing Build stimulus.

While the package is still being rolled out we have been able to obtain 2 Kids Under Cover units, commenced an Energy Efficiency package introducing Solar Panels to a number of homes which will help address household energy costs. Repairs and maintenance will continue into the next financial year to improve amenities and general condition of Rumbalara's community housing across as many homes as possible within this round of allocated funding.

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

**EXECUTIVE MANAGER:
HEALTH & WELLBEING-
KELLI BARTLETT**



The Executive Manager is a key member of the Rumbalara Executive Team and is responsible for the operations of our Medical and Dental Clinic, Chronic diseases management and other health & wellbeing programmes. This area is key in delivering positive health outcomes for our community.

MEDICAL CLINIC

The Rumbalara Medical Clinic team have worked hard to meet our community's health priorities. Our team is pleased to report on the activity completed over the past 12 months, which focused on providing comprehensive and culturally appropriate primary health care services to all Aboriginal and Torres Strait Islander people in the Goulburn Valley region.

The team was committed to offering a wide-ranging list of services, including general medical services such as General Practitioners, nursing services, mental health, aged care, child health, and paediatric services. In addition to the range of primary health care services delivered to the community, one cannot underestimate the ongoing impact of COVID-19. During this time, we continued to offer COVID testing, COVID vaccines and flexible appointments with telehealth services.

These services include:

- Medical services
- COVID-19 services
- Paediatric clinics
- Obstetric and Gynaecology clinics
- Dietitian clinics
- Midwife clinics
- Dermatology clinics
- Maternal and child health clinics
- Psychology clinics
- Psychiatry clinics
- Diabetes education services
- Endocrinology clinics
- Healthy liver clinics

ACCREDITATION

Rumbalara Medical Clinic is pleased to advise that our health service was successfully re-accredited with the Australian General Practice Accreditation (AGPAL) to the 5th Edition standards in February 2022 for three years.

HEP C - POINT OF CARE TESTING

Thanks to Rumbalara, Nurse Karen recently attended the Australasian Hepatitis Conference, and it was a fabulous conference. Professionals from as far as the United States to the Northern Territory came together to share their passion for working toward eliminating Hepatitis C by 2030. "Hepatitis is one of the most devastating diseases on earth, but it's also one of the most preventable and treatable with services that can be delivered easily and cheaply at the primary health care level," said Dr Tedros Adhanom Ghebreyesus, WHO Director-General.

Hepatitis is inflammation of the liver caused by the virus, which can go completely undetected. Despite there being a vaccine and effective treatment for hepatitis B and a cure for hepatitis C, there are a staggering 296 million cases Worldwide, with Australia accounting for 360,000. Karen said she is so excited to announce that Rumbalara Medical Clinic has been chosen and accepted the opportunity to commence Hepatitis C 'finger prick' Point of Care testing on site.

We will be able to offer this convenience during a routine visit to the clinic. This allows a result to be known within the hour, a pathway to therapy with the opportunity to commence treatment the same day.

This is fantastic news for our Community, knowing that Rumbalara will now have the resources to make a significant difference for our patients. Please watch this space!

NGALMIN YEPANYEPUK -HEAL

A Healthy Communities program was run at Rumbalara for a period of 8 weeks. We had 5-8 participants over the period. It included healthy lifestyle conversations and connection to culture country and kinship through various activities.





Jess Walliss & Jenny John

DENTAL

Oral health plays an integral role in our overall health and wellbeing.

Evidence suggests that, although dental disease is highly preventable, Indigenous people often suffer from higher rates of decay and missing teeth than other Australians.

The Rumbalara Oral Health Clinic aims to reduce these disparities by providing high quality and culturally appropriate oral health care to our community.

The oral health service has been operational since 2003 and consists of 4 dental chairs and a mobile dental van to provide outreach services.

The practice offers an array of services, including:

- Examinations
- Cleaning
- Fillings
- Extractions
- Endodontics (root canal treatment)
- Crown and bridge
- Dentures
- Mouthguards
- Tooth whitening
- Oral Hygiene Instruction
- Referral pathways
- Outreach Services
- Primary school fluoride varnish program
- University of Melbourne DDS & BOH Program

The oral health clinic has a strong emphasis on prevention and education and within the last 12 months has introduced a fluoride varnish program within a number of local primary schools and day care centres. This program aims to reduce dental decay in school aged children.

The clinic has also provided multiple outreach services within community groups, homework centres, childcare centres, schools and surrounding Indigenous communities.

A mouthguard program was conducted with the Rumbalara Football/Netball Club this year with staff attending training sessions to take impressions and educate the importance of wearing mouthguards for any contact sports. All players engaged in the program received mouthguards, free of cost.

In conjunction with the University of Melbourne, a rural student placement program for final year students of Oral Health therapy and Dental students has been consistently running since 2005.

Final year students are placed with us for a cultural experience within the dental sector and rotations commence from Jan – Oct each year. This program has been highly successful and the clinic has recruited from this program on multiple occasions.

ACHIEVEMENTS

The Oral Health Clinic has been very successful in providing preventative strategies over the year with the introduction of the Fluoride Varnish Program. Application of Fluoride was given to approximately 110 children and follow up treatments are conducted each term.

Another successful program was the Mouthguard program in conjunction with Rumbalara Football/Netball club and over 40 mouthguard were provided to players.

The clinic continues to provide many services to community and we are consistently seeing a continued behaviour change in community towards oral health care, with many clients now only attending the clinic for their six-monthly exams.



BREAST SCREENING

In October 2021 the Breast Screen van visited Rumbalara. Over a period of 3 days 43 women completed their screening as a part of the beautiful shawl project.



STEPS TOWARDS OUR STRATEGIC PLAN

Clinical Services is working towards building a thriving and strong community by improving health, wellbeing and community connection through the provision of clinical services; this follows our organisation's strategic goals in creating positive futures in a shared and continued journey at Rumbalara Health Services. The delivery of culturally appropriate medical and health services our goals of integrating culture across our services and in everyday life of the community have been a resounding success, strengthening our ties to community and promotes self-determination, with brighter futures.

AUSTRALIAN NURSE-FAMILY PARTNERSHIP PROGRAM

ANFPP has been at Rumbalara since 2018. We are a 'hands-off' clinical program, providing evidence-based support and program content during pregnancy, parenting and beyond. Our main program goals are to improve birthweight, pregnancy outcomes and parental life course. Eligible clients are pregnant women expecting an Aboriginal or Torres Strait Islander baby, living within the GV, Moira and Campaspe shire area, between 12-28 weeks gestation. We accept clients into the program during pregnancy, then continue home visits and support until the child's second birthday.

During the past two and a half years with the ANFPP, our clients are supported and encouraged in attending maternal child health visits, support at Court and legal matters; including domestic and family violence support and referrals, support for job seeking, AOD matters, Housing, Material aid and supply, relationship support, goals and aspiration work, transport –

improvement, hosting client engagement events and health promotion; these supports improve clients' life course and outcomes for better futures for children and families. ANFPP aims to link families with wrap-around supports to address the client's needs holistically. We work with the first-time mother, father and family to the extent clients allow. ANFPP treats each client as an individual, having their dreams, desires and lived experiences. The program aims to support clients to develop a vision for their future and help families be their best parents. The program had enrolled 72 clients since March 2018, when the program launched. There have been 14 successful graduations (i.e. Mother/Child has stayed in ANFPP until child's 2nd birthday), and 11 families have moved away from the area during the program, with 3 of these families being successfully transferred to other ANFPPs across Australia.

ANFPP is described as a Nurse-led program, although here at Rumbalara, we emphasise and promote the voice of the Aboriginal Family Partnership Worker (FPW) and aim to increase a more FPW-led service.

GOOD NEWS STORY

We have held two small graduations for clients during this period. We invited clients for a sit-down lunch, provided certificates of program completion, and gifted planned milestone program gifts to child and mother.

ENGAGEMENT EVENTS

ANFPP host various client engagement events throughout the year. During 2021-2022 ANFPP families attended:

- Gardening
- Pancake day
- Graduations
- Belly Cast Painting Even
- Matriarch's Day Lunch (Combined ANFPP, C2K and KSP)
- Infant First Aid for new parents at harmony Building, Rumbalara
- Picnic at All Abilities Playground and group walk
- Weaving Workshop
- Easter Event
- Swimming lessons

Family with Easter Bunny and Families Playing on EWCF playground for Easter



ANFPP Mum painting belly cast with baby in arms.



Mums, Dads and bubs at safe swimming sessions.

WOMEN'S AND CHILDREN'S HEALTH PROGRAM

The Woman's and Children's Health program is based at Rumbalara Medical center, providing a number of services to community, With the aim of delivering culturally safe, responsive and high-quality care that meets the unique needs of Aboriginal women, babies and their families.

KOORIE MATERNITY SERVICES

Our programme includes:

- Visiting Midwife– Attends every second Tuesday
- Culturally appropriate/Holistic Ante Natal care
- Tailored and intensive support for women and families experiencing vulnerability
- Education sessions
- Transport
- Hospital tours/visits
- Access to the Burri Birthing room at GVH
- Birthing Support
- Belly Casting
- Rumbalara Birth Certificate

PROGRAMS

Our programme includes:

- Visiting Midwife– Attends every second Tuesday
- Culturally appropriate/Holistic Ante Natal care

PEDIATRIC CLINICS

Dr Herath– Visiting Paediatrician Once a month

MATERNAL AND CHILD HEALTH

Yolanda Kerr–Visiting Maternal and Child Health Nurse– Every Thursday Afternoons

OBSTETRIC AND GYNAECOLOGY

Dr Malanie– Visiting Obs & Gynno– Attends every second Tuesday

CHRONIC CARE UNIT/HEALTH PROMOTION/ITC

Two service programs sit in the Chronic Care unit Health Promotion and ITC (Integrated team care). The Integrated team care ITC is a program that supports Aboriginal & Torres Strait Islander people with chronic diseases with easier access to health care.

ITC can provide transport to and from appointments, pick up medications from the pharmacy, fund medical aids Allied health & Specialist consultations.

- To be eligible a person must identify as Aboriginal or Torres Strait Islander.
- Have a Chronic Condition diagnosis such as Diabetes ,Cardiovascular disease, Respiratory disease, Cancer, a mental health condition
- Have a GP management plan or team care arrangement.

Health Promotion includes planning, developing, implementing and evaluating health promotion projects and policies. This can be done using various strategies, including health education sessions, promotional events, social media, advertising and even workforce development. The aim is to improve health knowledge, attitudes, skills and behaviour to enhance quality of life and prevent premature death. Health Promotion is designed to positively influence the health behaviour of individuals and communities and other external factors that influence people's health.

ACHIEVEMENTS

For the 21–22 financial year ITC care coordinator requested supplementary service funding from funding body Murray PHN and was given approval to purchase the below:

- One part payment towards an electric bed \$2500
- Personal alarm \$527
- 2 pairs of customised Orthotics \$5000
- 9 CPAP machines \$20000

There are currently 116 active Clients enrolled on RAC ITC program 10% of which are self-managing their chronic disease.

STEPS TOWARDS OUR STRATEGIC PLAN

Care Coordinator to work from the Clinic 2–3 days per week doing care plans week and have face to face appointments with Clients and Community. Manager of Chronic Care or Outreach Worker to be based 1–2 days in Seymour to assist and support the Community where a service gap has been identified.

Health Promotion to foster and continue the good working relationships already built with other Health Promotion teams e.g. VACCHO. Hold events encouraging Community participation in line with national health awareness days.

WOONGI UNIT

Our unit offers a range of services that include: AOD/SEWB (Mental Health Support) Grief, Loss & Trauma, Bringing Them Home, Groups programs, outreach & referral pathways.

We as a team provide a Cultural safe & supportive environment for community to achieve an overall quality of life.

Community that the Woongi Unit service includes from Youth to Elders. We have a strong partnership with other community organisations:

- GV Health (HOPE Program)
- Legal (VALS, Legal Aid, Mainstream Legal, Courts, Youth Justice & Corrections)
- NDIS providers
- Detox/Rehabs
- Standby, Thirili, MADEC, CVGT, DFFH, DOJ, VicPol
- RAC Women's Safe Place

STEPS TOWARDS OUR STRATEGIC PLAN

Working toward our strategic plan is important to us. Here are list of the following actions we take:

- Ensure our clients are supported with Men's, Women's, Youth & BTH Groups being more Cultural focused.
- Manager & Staff are on different steering committees, staff to represent RAC at a state & international level.
- Training Community in courses so they can be up skilled.
- Woongi already do in house Mentoring.
- EAP, Staff supervision, open door policy & make all staff feel welcome in all Managers offices, Team building.

COMMUNITY SUPPORTED ACTIVITIES

We provide a range of supports to our clients and our community, such as: Children's Day, NAIDOC week, Youth Community Suicide Prevention BBQ's, TAFE open day, Women's Health Day, Weekly Men, Women's & Bringing Them Home Groups, ASHE fest, Rumbalara Footy Club, Barmah Family Day, Aldara Yenara Family Day, Bangerang Family Day.



**EXECUTIVE MANAGER:
PEOPLE & CULTURE -
NEIL MAHER**



The Executive Manager for People & Culture, supports the areas of Human Resources, Workplace Health & Safety and Workforce Development.

OVERVIEW

Over the past twelve months the People & Culture Team have supported our strong workforce, with an increased focus on internal mobility which has given some staff to develop a diverse set of career experiences and stretch assignments, with a focus on employment training and development. We will be turning our attention to providing additional mentoring and leadership experiences to accelerate learning for the future.

Currently more than half of our staff identify as Aboriginal or Torres Strait Islander, and we continue to focus our recruitment strategy on attracting talent from within community.

WORKFORCE HEALTH & SAFETY

Several projects and initiatives have been undertaken in the 2021 – 2022 financial year. The Work Health & Safety function within the co-operative has undergone strategic expansion with the addition of the WHS Coordinator position, and incumbency within the WHS Manager position has changed also.

Additionally, a newly developed strategic plan has been developed on the back of earlier work from Jawun Secondree Theresa Walsh which outlined several areas for growth and improvement to the overall WHS operations of the organisation. Similarly, a draft psycho-social hazard prevention plan is complete and the Rumba well @ work programme has commenced with a staff R U OK? Day event in preparation for the new state psychological health regulations set for release in October 2022.

The Rumbalara Statement of General Policy as well as other new policies / procedures have been developed in the areas of; home visit safety, vulnerable worker safety, gardening equipment safety, and new client intake safety.

Operationally, there have been the first evacuation drills in some matter of years undertaken across almost all divisions of the co-operative, and assets updates in fire protections systems, equipment, and processes, and visits and cooperation with the local fire brigade have commenced to

aid in emergency response in the event of a response being required at the Mooroopna site.

WHS has also managed several improvement notices in response to incidents across the co-operative and has fostered a constructive relationship with the local WorkSafe inspectorate in dealing positively with the regulator towards the ultimate goal of safety and wellbeing for all staff of the co-operative.

Similarly, more efficient EAP management has resulted in tens of thousands of dollars in savings for the co-operative, and MOUs have been created for the servicing of first aid kits as well as car kits for vehicles in the organisation's fleet.

PPE was sourced by the previous WHS Coordinator for the Starritt Rd Farm apiary project, as well as fire fighting equipment for the site.

Training for the co-operative's managers and team leaders has been rolled out, ensuring that the organisation's leaders are skilled and equipped to monitor and manage WHS risks in conjunction with the WHS team.

WORKFORCE DEVELOPMENT

Our workforce Development Team have partnered with VACCHO, Outback Academy and Partners In Training to support our traineeship program, including:

- 7 Aboriginal Health Workers
- 3 Aboriginal Horticultural Trainees
- 1 Aboriginal Human Resources Trainee
- 3 Community members Aged Care Support

We have worked closely with the National Aboriginal and Torres Strait Islander Health Workforce Peak Organisations, the Australian Indigenous Doctor's Association, Congress of Aboriginal and Torres Strait Islander Nurses and Midwives, Indigenous Allied Health Australia and the National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners to support and enhance workforce development initiatives and information sharing.

The Team have collaborated at the regional level with other ACCO's to overcome workforce challenges, such as backfill, access to training and viability of recruitment to FTE positions and to promote knowledge sharing between services. Worked closely with local organisations and providers, including secondary schools, TAFE, education providers and Universities to build and strengthen relationships that support and create workforce development opportunities within the organisation.

**EXECUTIVE MANAGER:
FAMILY & ENGAGEMENT SERVICES -
SUE WILLIAMS**



The Executive Manager for Engagement & Family Services has a very extensive portfolio. There are a range of programs that work with children, youth and families.

OVERVIEW

Our staff are committed to working with community members to support them with early help services or those that have come to the attention of child protection, we want Aboriginal children to remain with parents where possible and that means working together to address issues impacting on parents to reduce risk to children.

THE ABORIGINAL FAMILY LED DECISION MAKING PROGRAM

Is a voluntary service that provides Aboriginal and Torres Strait Islander families with children or young people aged from 0 -17 years old and involved in child protection with options to explore family networks to ensure the care safety of the children and young people. The AFLDM Convenor received 81 families referrals to the program, which involved 154 children and which 240 meetings occurred. Pre-planning and preparation before meetings occur by working collaboratively with the worker in DFFH and families this was around 423 hours . The convenor has the capacity to undertake informal meetings to resolve issues with family members.

KOORIE FAMILIES AS FIRST EDUCATORS

Staff provide one on one sessions 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 role to support families where this is required. Families participate in group work through social connection with community and culture.

The staff have worked with families referred to the program over the past 12 months by providing 1 on 1 sessions building capacity and empowering parents by assisting them to their children onsite at -

Mooroopna through facilitated Triple P sessions and by providing flexible private in home sessions to support parents to enhance on their existing skills. Evidence based practice and strategies that have supported families.

THE KOORIE SUPPORTED PLAYGROUPS

The program provides a culturally safe environment that is the socially inclusive of parents and carers of children. The aim is to increase their participation maternal child health checks, immunisation and the transition to kinder and school.

We are pleased that we have grown from one staff member to now having an additional worker with increased funding that has now gone from 22 hours to 5 days a week at different venues in Shepparton and Mooroopna. Parents participation has increased after the COVID drop off and numbers of mothers and carers attending. Staff continue to build on the number we currently have 12 parents attending with 17 children. To ensure accessibility to the program staff pick up and drop off those parents that don't have transport.

NANGARNA HOME WORK PROGRAM

Staff support Aboriginal students enrolled in the homework program to receive assistance with literacy and numeracy.

We continue to operate 4 days a week from Monday to Thursday after school. We experienced some ups and downs throughout COVID and staffing issues, these have settled down in 2022. We are pleased that we reached over our target of 35 and this has been exceeded to 40 students.

FAMILY SERVICES SPECIALIST DISABILITY

The Practitioner commenced the role in September 2021, work occurred to establish a range of networks to support clients requiring assistance. A referral system was developed to ensure record keeping practices were established to monitor referrals.

The role has been flexible to allow some case management, working with a variety of clients with different levels of comprehension, can make the process of accessing the NDIS anything from 1 month to 12 months . The role was not intended to case manage highly complex families, experiencing a range of complex factors of which disability is only one need, but due to the rapport built with families, the worker has assisted with case conferences and school meetings.

The worker has identified there has been challenging times when trying to access medical documents to assist clients with applications and annual reviews for NDIS. It has also been identified due to the high number of referrals and developing networks with in the community, there is a need for more staff to trained in the basic NDIS paperwork.

CHANGES TO PROGRAMS

A reform occurred across the majority of funded program that delivered children and family services in Victoria. This resulted in changes occurring within two programs being Cradle to Kinder (C2K) and the Family Preservation Reunification Program. These changes came about after the Department of Families Fairness and Housing ran a pilot in Victoria with a focus on working with parents to return children back into the care of their parents through the use of various resources and therapeutic interventions. The majority of our current and new targets from both programs (FPRP & C2K) were consolidated into the new state-wide framework which was called the Aboriginal Family Preservation Reunification Response.

YARKA DAYA

One staff member now works in the program due to the statewide reforms as above and continues to have a target to work to. The staff member has continued to work over the past twelve months and is currently slightly over the target with 9 families until the youngest child reaches the age of 4 years. Parents have been assisted and encouraged to participate in activities being held in conjunction with other wrap around services to increase the social interactions and maintain cultural connections within the community.

BOORAI FAMILY RESPONSE

Rumbalara renamed the new program to Boorai Family Response (AFPRR).

We already had two existing staff members that transitioned into Boorai Family Response. The recruitment of another three staff occurred, which the total of 6 staff met the new targets, along with the existing team leader who oversees and supports the staff.

The team over the past 12 months has put in a great effort to have undertaken a range of training before they commenced their role as to comply with the requirements of the funding.

There have been numerous challenges for some clients, due to the intensive support that staff have provided to families in their homes which has been consistent to support clients to achieve their identified goals.

FIRST SUPPORTS

The Practitioner's role within Rumbalara was established to address the challenges many vulnerable Aboriginal families experience with accessing disability support, particularly those available through the NDIS system.

FAMILY SERVICES (INTEGRATED FAMILY SERVICES)

We have experienced significant issues in recruiting to the First Supports positions. Despite an initial improvement in performance during the first 6 months of the financial year we struggled to meet our targets for First Supports in Part B assessments 68.8% and Family Services hours 45.85% due to staffing issues. We managed to expend 98.98% of our Brokerage Funding. In order to utilise Brokerage Funding agreement was made with APSS and Manager Care Services that brokerage could be utilised to support placements that were on the waitlist for service due to staffing issues, therefore ensuring that kinship carers were getting access to financial support.

KINSHIP CARE

Fortnightly Transition of Aboriginal Children meetings has occurred over the 12 month period with Child Protection to discuss cases of Aboriginal children to be contracted to Rumbalara kinship.

Case Managers continued to work through barriers for young people being transferred as a result of family division court proceedings or there are complexities and/or requirements that need to be finalised or completed by Child Protection, further to this staff were challenged by not having child protection case management in attendance to the TAC meetings which delays potential transfer processes.

Kinship case managers are confident preparing for court and well presented in a court room setting. They have a clear understanding what is required to provide the court in terms of documentation –

(court reports/cultural support plans, etc) and timeframes reports need to be submitted. There has been positive feedback provided by the Regional Director of Child Protection regarding the kinship program and how well case managers are doing. Case plan data compliancy is tracking well all case plans up to date or meetings arranged.

Ongoing reviews occur for young people on a case by case basis in terms of transfer and have been negotiating with Child Protection outside of TAC meetings regarding this process. We have been flexible in terms of accepting cases, even willing to accept cases knowing there will be upcoming court matters that will involve contested court hearings.

TARGETED CARE PACKAGES

During to 2021-22 financial year Rumbalara had 10 active Targeted Care Packages and the staff continue to support the children and carers in the program. We had the recruitment of new casual support workers during the past 12 months to support children outside the 9:00am – 5:00pm hours.

BETTER FUTURES HOME STRETCH

Staff have worked with clients to develop and implement goals in relation to developing their own independence. This includes supporting clients to gain their fork lift or driver probationary licence. Gaining stable accommodation along with a range of other supports to meet the needs of each clients.

CULTURAL SUPPORT PLANS

CSP continue to be a strong focus within the out of home care programs such as Kinship, Foster Care and Targeted Care Packages. The 2 Aboriginal staff members in the CSP program have worked very closely in supporting staff to ensure all the confirmed traditional lands and all aspects of cultural connectiveness is captured in every child's Cultural Support Plan

Whilst a significant number of CSPs endorsed over a 12 period, there is still a considerable work to occur to ensure that all children have an endorsed cultural support plan. CSPs are an agenda item within care team meetings. We have a working group in Goulburn that meets regularly and is co-chaired by the Deputy Area Operations Manager within DFFH case management and E&FS Executive Manager. This process makes everyone accountable to ensure a cultural support plan and a return to country is completed for every child in care.

YANDA TOGETHER (THE ABORIGINAL YOUTH MENTORING PROJECT)

Primarily support was provided to females, a number of activities and trips with those young females who were participants in the program. Previously the program was only offered to females therefore a gap was identified through consultation with males.

Unfortunately, even though we had good results with those young female participants in the program the funding ended in December 2021 as we were unsuccessful in securing further funding.

We are keen to secure funding that can support Aboriginal young people as we know when opportunities are provided to young people, this empowers them to aspire to achieve their own individual goals throughout their own life journey.

THE PUTTING FAMILIES FIRST PROGRAM

The pilot commenced in 2022 and a range of processes and procedures were required to be rolled out including the recruitment of nine staff, which consists of a Team Manager along with six Lead Family Practitioners and two Community Connectors.

The Putting Families First consortium members worked collaboratively in establishing an interview panel across the agencies which led to the successful recruitment of staff. Rumbalara employed a Team Manager, a Lead Family Practitioner and one Community Connector with another one to be recruited. OzChild recruited two Lead Family Practitioners, The Bridge Youth Services recruited two Lead Family Practitioners and FamilyCare recruited one Lead Family Practitioner.

Cultural Awareness and Competency Training was provided to staff on commencement. Having face to face meetings, with families, individuals or workers during these times brought a few challenges, due to the COVID isolations and not being able to contact clients.

ACHIEVEMENTS

The AFLDM program has exceeded the targets over the past twelve months which is great for our community members to have the support from the AFLDM Convenor and having their voice heard in these meetings.

KFFE staff have supported families over the past 12 months by building capacity and empowering parents by assisting them to develop strategies to parent their children onsite through facilitated Triple P sessions and by providing flexible in home sessions to support parents to enhance on their existing skills. Staff have worked with 47 families over the past 12 months with 68 children in the families. The triple P sessions facilitated 35 families participated and completed the sessions and 12 families were provided with support in the home.

The Family Services Disability Service Practitioner was employed just over 12 months ago and she continues to remain strongly committed with a focus on supporting young people to be engaged with the National Disability Insurance Scheme (NDIS) which Rumbalara has worked collaboratively alongside all internal programs and external community members to support them throughout the process. There are 13 children or young people in out of home care placements who were successful in applications being approved to commence in NDIS or in the process of plan reviews.

The staff member provided 11 internal sessions with other programs on NDIS capacity building workshops and has also participated in a training increase her knowledge and understanding of the various types of disabilities, this has enabled the worker to support clients and community members.

The total amount of referrals that involved Department of Families Fairness and Housing were 25, Out of Home Care were 33 and the total amount of referrals with Child Protection Involvement were 58. A total of 72 Aboriginal children, young people and adults have been supported in this program which equates to over 1,720 hours of services from September 2021 to June 2022.

All staff continue to hold monthly care team meetings and other significant meetings in relation to young people. This can consist of NDIS, education, principal practitioner consults, case planning/AFLDM meetings.

The Kinship Program is funded to provide case management for 70 young people and 7 case managers. Currently the program is providing service for 59 young people with funding and service provision for 70 young people. Fortnightly Transition of Aboriginal Children (TAC) meetings continue between Rumbalara and Child Protection to identify young people who are suitable to receive contracted case management.

We have been waiting on 6 cases to be transferred from TAC via Child Protection case management as we have already transferred 4 cases from our internal Targeted Care Packages program.

This is an exciting time, when all these young people are transferred to kinship we will be providing case management for 64 young people which will see the highest amount we have ever provided a service to support Aboriginal placements.





Sharyn Sinclair & Tracey Harlow (Family Services)



ACHIEVEMENTS CONTINUED..

Kinship staff has supported young people in out of home care over the past 12 months with a strong focus on young people who are on a reduced time table seeking to increase their hours in the classroom. Department and Education Lookout team have worked collaboratively with Kinship case managers and are actively involved care team meetings or additional meetings on a needs basis for young people who need additional support or a higher level of oversight.

Th Executive Manager and Team Leaders continue to meet around incident reports and safeguarding practice. We continue to maintain a compliance the completion of a register for dealing with Critical Incident Management System reports which we continue to work through to be accountable for the safety and wellbeing of Aboriginal children and to meet our funding requirements.

Staff have participated in a range of training to support them in their roles which include; online cultural competency training due to COVID and face to face has been completed staff along with a 2 day MARAM training course. Other staff are still to complete this training.

Aboriginal staff have been supported to attend study to gain a Diploma of Community Services qualification and our People and Culture team need to be acknowledged in supporting program areas in the facilitation for this to occur with external stakeholders.

Staff in the Boorai Family Response, Yarka Day and Family Services have completed over 12,734.37 hours in working with clients. Boorai staff members are using new evidence based tools which provide an assessment to support families to identify their individual goals.

Programs areas provided feedback they have seen positive changes in their clients' wellbeing including their mental health and a significant reduction in alcohol and drugs use.

CULTURAL SUPPORT PLANNING

A total of 55 Cultural support plans were endorsed from 1 July 2021 to 30 June 2022. Staff have developed a number of relationships with the case managers within the out of home service programs and this includes establishing external relationships with Berry Street and Child Protection to build capacity of staff to learn and understand the importance of children being connected to their traditional land and being connected within the Aboriginal communities they are living.





YANDA Together participants

STEPS TOWARDS OUR STRATEGIC PLAN

The development and implementation of an annual training calendar which has been identified with consultation across our programs to maintain a skilled workforce. Ensure that all new staff have access to and participate in quarterly Cultural Competency Training.

Embedding culture in to all of the programs that we deliver and ensuring that they are run in a culturally safe way. The future hopes for these programs to keep developing to ensure the empowerment of our families and community.

Providing information of services available by linking with pre-schools and primary schools, building awareness of the program for our families in the community about NDIS.

Increasing the awareness, knowledge and building the capacity within Rumbalara programs by holding workshops around Early Help, Intervention, NDIS and Mental Health to support community.

Attending interagency meetings and forums to promote services for Rumbalara

Provide wrap around support services to support clients, community members across the organisation

The priority for the Foster Care team in the next 12 months will be on developing and implementing a carer recruitment campaign in conjunction with Rumbalara's Communications Team and Fostering Connection (Centre for Excellence in Child and Family Practice).

Establishing our Aboriginal Children in Aboriginal Care program as this is already occurring in other Aboriginal Community Controlled Organisations in Victoria.

COMMUNITY SUPPORT ACTIVITIES

Due to COVID with social distancing some activities didn't occur that would normally occur throughout the year.

Our program staff supported Rumbalara in our annual NAIDOC Week activities in July 2021 even though we were challenged with COVID in the wider community.

Staff supported the community Christmas Party that was held at Kidstown in 2021 which was great to see families attend even though the weather was hot. There were lots of activities and giveaways to children. Staff did the cooking and families enjoyed the food.

Rumbalara provided community members with approximately 500 COVID self-testing kits along with a number of other goodies.

The majority of children in out of home care placements were supported to go on camps such as Wombat Camp and Billabong Ranch.



**EXECUTIVE MANAGER:
JUSTICE & COMMUNITY -
LIZ LATORRE**



The Executive Manager for Justice & Community Services focuses on the development and implementation of Aboriginal Youth Justice, Family Violence and Crisis supports.

OVERVIEW

Our services are based on improving outcomes for Aboriginal and Torres Strait Islander people and are delivered through using an integrated 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 and those in the Dual Track system.

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

Yalka 'Youth' (vacant): These positions play an integral role in providing culturally specific supports through working in partnership with agencies to support individual clients, families and community.

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: 5 programs provide a range of support services for adults, youth, and children who are experiencing and/or have experienced family violence and support for those who choose to use violence. We have staff at our office and based in the Orange Door.

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

PROGRAMS PROVIDED

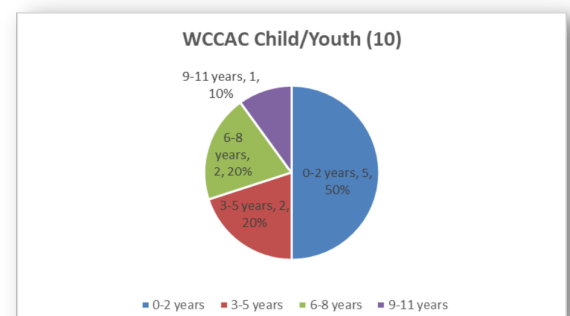
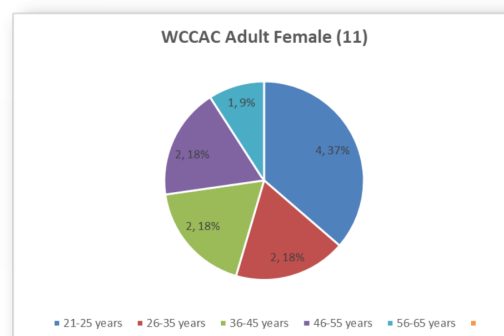
The below table represent the number of family violence referrals to our programs for the aggrieved family member (AFM) for the 2021–2022 financial year.



ACHIEVEMENTS

Our Women and Children's Crisis Accommodation Centre (Winyanboga Nangha) (Women's Rest) began operating in February 2021.

The Women and Children's Crisis Accommodation Centre was established for the purposes of supporting Aboriginal Families who have been impacted by Family Violence and who need immediate protection due to high risk Family Violence. The Women and Children's Crisis Accommodation Centre is a secure facility with 24-hour staffing and surveillance.



All our programs work closely together which allows us to share our skills, knowledge and strengths, provides the opportunity for innovative ideas and best practice. This supports us to deliver a holistic culturally safe and appropriate service and enables a continuum of support for our clients and community.

Our Family Violence (FV) programs are now one Family Violence Service not individual programs. Individual FV titles have been removed and staff are now FV Practitioners.

This model of care has proven to strengthen our client relationship and has increased engagement with our services. It has been an opportunity to support our clients and community who experience and/or are experiencing multiple complex issues. More; assessments are being done, needs are being identified, and referrals are being made.

STEPS TOWARDS OUR STRATEGIC PLAN

We have strengthened our cultural practices and added new ones, for example; we have regular meetings to discuss “what is cultural safety” and what is “cultural practice”. Aboriginal staff are consulted and involved in everything we do. Our case plans are developed using a cultural lens and now include a cultural plan.

The Summary Offences Amendment (Decriminalisation of Public Drunkenness) Bill 2020 We have been involved in the “Public Intoxication Reform”. As of November 2022, public drunkenness will no longer be considered as a crime and will be treated as a health issue. Part of this reform includes more outreach services, new sobering up services and transport to a safe place. Our Aboriginal staffing numbers are at 66% of our total staffing, over the next financial year we are hoping to increase this number by at least 15%.

COMMUNITY SUPPORT ACTIVITIES

RAC maintained our commitment to “strengthening and enhancing community connectedness through the COVID 19 Pandemic. The Department Justice & Community Safety (DJCS) provided us with funding to enable us to run school holiday programs and community activities.

This includes activities such as NAIDOC, Community and Family Days, Youth Activities, Day trips, movies, and supporting other Aboriginal services and initiatives





**EXECUTIVE MANAGER:
POSITIVE AGEING & DISABILITY
SERVICES/ ELDERS FACILITY-
AARON CHAMBERS**



The Executive Manager for Positive Ageing & Disability Services, also Rumbalara Elders facility is key in operations to support our most vulnerable members of our community.

POSITIVE AGEING & DISABILITY SERVICES (PADS)

Commonwealth Home Support Program (CHSP):
Over 50 for Aboriginal & Torres Strait Islander peoples. To assist elders to live independently, stay socially active and connected with their community. Providing entry level supports such as domestic assistance, shopping assistance, garden maintenance, transport and planned group activities- to community over 50 years old. This program is designed for older people who need very basic in home support.

Home and Community Care Younger Program for Younger People (HACC PYP):
Under 50 for Aboriginal & Torres Strait Islander peoples. To assist elders to live independently, stay socially active and connected with their community. Providing entry level supports such as domestic assistance, shopping assistance, garden maintenance, transport and planned group activities- to community under 50 years old. This program is designed for people who need very basic in home support.

Home Care Packages Program (HCP):
Over 50 for Aboriginal & Torres Strait Islander peoples. Home care Package program provides support services such as Home care, personal care, garden maintenance, activities, transport, Meal preparation. The Home Care Package provides more coordinated supports than the CHSP program, providing greater flexibility and choice in the kind of services and supports such as aids and mobility equipment and Case Management.

Regional Assessment service (RAS) and Home and Community Care Younger Program for Younger People (HACC PYP) assessment:
Over 50 for Aboriginal & Torres Strait Islander peoples. The Rumbalara PADS Assessment Service specialises in providing culturally appropriate and culturally safe assessments. Our assessment service works hard to provide a high level of advocacy and support to our clients and we work closely with internal and external services to maintain a holistic approach to clients' needs.

National Disability Insurance Scheme (NDIS):
18+ onwards up to 65. Provides support services and aids and equipment relevant to NDIS plan, coordinates supports through Support coordinator.

The NDIS can provide people with disability with information and connections to services in their communities such as doctors, sporting clubs, support groups, libraries and schools.

Aboriginal Disability Liaison Officer -NDIS Access:
18+ onwards up to 65. Provides support to gain access to apply for NDIS.

PROGRAMS DELIVERED

Activities
Monday: Bingo
Tuesday: Cultural Art
Wednesday: Weaving
Thursday: Sewing
Friday: Movies & Luncheon (alternate)

DREAM TIME AT THE G...
PA&DS, invited clients to join them at MCG for the dream time match Richmond Vs Essendon. This was a great night for all that was involved. PADS, workers very hard
To have all their client involved in all programs that they run all year round.







MEN'S PROGRAM

We have the Men's group run most of the week. This consists of aged 30's to 60 years. We are doing a range of activities, from bowling to cultural art's. The group gets along well with each other and are very competitive when it comes to their bowling.

NATIONAL DISABILITY INSURANCE SCHEME (NDIS)

Rumbalara PADS currently provides NDIS Support Coordination to a caseload of NDIS eligible participants.

Through the NDIS, we have had many successful outcomes for Community members including support to assist people living in residential care to successfully transition back to independent living. At present there is a lot of media coverage around the current issues with the NDIS at a national level. Despite the bureaucracy, challenges and barriers, Rumbalara PADS continues to work hard and advocate for our NDIS participants to achieve their goals.

Though still early days, Rumbalara PADS is working to expand its NDIS programme to provide more support to NDIS eligible people, create more job opportunities for Community members and increase our voice in the NDIS/disability services space.

COMMONWEALTH HOME SUPPORT PROGRAM (CHSP) AND HOME AND COMMUNITY CARE PROGRAM FOR YOUNGER PEOPLE (HACC PYP)

Rumbalara Positive Ageing and Disability Services' Commonwealth Home Support Program (CHSP) and Home and Community Care Program for Younger People (HACC PYP) assist people to live independently, stay socially active and connected with their community. Providing entry level supports such as domestic assistance, shopping assistance, garden maintenance, transport and planned group activities.

Planned Group Activities can be in a group setting or one on one, allowing social engagement for anyone on all of the programs at Rumbalara Positive Ageing and Disability Services: Home Care Packages, CHSP, HACC PYP, NDIS.

Planned group activities available are: Cultural arts, bingo, luncheon, bowling, weaving, painting, wood burning, day trips.

REGIONAL ASSESSMENT SERVICE (RAS) AND HACC-PYP ASSESSMENT SERVICE

Over the past 2 years major improvements have been made to our Regional Assessment Service and HACC-PYP Assessment service which has seen a vast increase in Community members receiving the support they require through HACC-PYP and CHSP.

Over the past 12 months, The Rumbalara PADS Team (RAS, CHSP, HCP) has been involved in certain projects as well as a level of lobbying to push for more culturally appropriate supports for older First Nations people. This has seen Rumbalara increase our voice in the Community Aged Care Space.

JAWUN SECONDMENT

Jawun Secondment spent 6 weeks at PADS. This was a very helpful resource to partake. Secondment worked on mapping out the referral intake pathway, reporting and claiming for each of our programs.

STEPS TOWARDS OUR STRATEGIC PLAN

Rumbalara Positive Ageing & Disability Services continue to grow in all programs through high standard of service and word of mouth within the community. Rumbalara continues to take a holistic, whole of life approach to every client's situation with the aim of generating positive outcomes.

HOME CARE PACKAGE PROGRAM - GOOD NEWS STORY

With assistance from a Home Care Package delivered locally by Rumbalara Positive Ageing and Disability Services, the Home Care Package has assisted Debbie to remain living at home longer and providing choice and flexibility in the way that care and support is provided in the home.

Through the Home Care Package, Debbie has been able to receive support services such as Home Care, Garden Maintenance and Case Management to allow her to live independently in her own home rather than having to enter permanent residential care. Debbie also accesses daily activities Monday to Thursday, engaging in activities such as Elders bingo, art and craft, sewing, weaving, wood burning, ceramics and luncheons. These activities have helped Debbie thrive in good company and build healthy relationships.

As a result, Debbie's mental health has improved immensely. Debbie gets up every day with motivation knowing she has something to look forward to each day.

ELDERS FACILITY

Service Area

Rumbalara Elders Facility – A 30 bed residential care home which includes full-time care suites and a dedicated palliative care unit for Elders and Aboriginal and Torres Strait Islander people with disabilities or special needs.

QUALITY STANDARDS

A quality review was conducted at REF from 26 July 2022 to 28 July 2022. The interim report of the performance, of the REF, against the Aged Care Quality Standards (the Quality Standards), was released on 12/08/22.

Future

1. Activities staff to support Elders mental and social wellbeing.
2. Recruit clinical workforce due to staff shortage on a day-to-day basis.
3. Encourage families to visit Elders. Staff support them, but they miss the family connection.
4. More assistance from social workers to cater outings.
5. Organise events at REF and social gatherings.

Partners with Ref /Support Services

GV Health- INREACH, Hospice
Services- Medical One, Dietician, Speech, Podiatrist, Physio, DA
VAHS – Aboriginal Employee Assistance Program
ACT CURIOUS – Employee Assistance Program

CHALLENGES

ROSTER – Filling shifts daily due to several sick calls and staff unreliability.

STEPS TOWARDS OUR STRATEGIC PLAN

The Plan for Continuous Improvement (PCI):

We are continuing to work on the PCI report to ensure we provide high quality care for our Elders.

Teamwork:

We encourage staff from all departments to work as a team and support each other for positive outcomes for Elders.

PROGRAMS DELIVERED

FEEDBACK SYSTEM (REF Word of Mouth) – The feedback system for staff and visitors has been implemented and is current and ongoing.

DEMENTIA AUSTRALIA– REF had a meeting with DS, and a training session has organised for staff on 08/12/22.

REFLECTIVE PRACTICE –

Rumbalara has organised a series of reflective practice sessions for Managers and Team Leaders to support their development as practitioners.

GEMBA – REF has policies on Gemba. The policies need to be updated or amended from time to time to comply with the department of health guidelines and to suit elders needs at REF. Currently, the care manager does not have access to edit policies on Gemba. CM has communicated with a clinical consultant to provide that access to edit policies as per requirement.

WORKFORCE RECRUITMENT – Recruitment of clinical staff to support the team, ensure quality care delivery for elders, and mitigate the risk to elders wellbeing related to the workforce shortage at REF.

ACHIEVEMENTS

The commission report reflected compliance in the majority of the areas mentioned above.
Implementation of feedback system.

COMMUNITY SUPPORT ACTIVITIES

- Elders attend weekly activities run by HACC workers at the activities centre.
- Elders have support to attend Church as scheduled.
- REF staff takes elders for a drive as planned.
- Elders Luncheon during NAIDOC WEEK.



Auntie Debbie Sitters-Webb



**EXECUTIVE MANAGER:
FINANCE-
GEORGE MARIN**



The Executive Manager for The Finance Department is responsible for the financial transactions of Rumbalara and reconciling all activity in and out of the bank account. Prompt processing of Purchase Orders, payment of Staff salaries and payment of Supplier invoices is critical to the proper functioning of every organisation.

OVERVIEW

I have now been at Rumbalara for 7 months and am so impressed and amazed at the range of services and supports we are involved in, it is truly an all- encompassing organization ranging from early Maternal and school childcare support services, Primary health care, Community and Justice service supports, through to Aged Care – the complete life cycle. What a privilege it is to work with this outstanding team at Rumbalara. The Finance team and Executive Managers at Rumbalara continue to battle with a predominantly manual, paper- based accounting system and the challenge is to embrace the efficiencies that our Microsoft Dynamics Navision system offers.

DEFICIT

Financially we have a very strong Balance Sheet but operationally we have now run at a deficit for the past five years (including this current year, awaiting Audit confirmation). Prior year operational deficits are shown below.

2017/2018: Deficit\$330,942

2018/2019: Deficit\$2,501,375

2019/2020: Deficit\$1,940,736

2020/2021: Deficit\$2,380,067

The last recorded surplus prior to that was in 2017, a surplus of \$125,786.

BUDGET TURNOVER

Rumbalara has grown from \$17 million turnover in 2017 to the Budgeted turnover of just under \$30 million for the 2023 financial year – this is extraordinary growth in such a short time, and with growth sometimes comes pain in the form of deficits.

The plan is to get back to break-even by 2025, each year reducing the deficit rather than the trend of increasing the deficit.

I thank my support staff, led by Maria.Maria, Jacinta, Yasmar, Cherryn, Christin and recently Ros have worked tirelessly and very hard during my time and I hope the new year with new efficiencies in technology eases the burden on them just a little bit.

PROGRAMS DELIVERED

The financial performance and transactions are Audited by external Auditors and no issues of major concern have been raised during the current Audit.

The future is exciting with plans to deploy a state of the art Payroll system quickly developing.

The Navision accounting software system is one of the best software platforms around but has not been fully utilised.

A critical step is the deployment of the Purchase Order system and this will be a high priority in the coming months.

CHALLENGES

The biggest challenge financially is to get the organisation back to a break-even and then surplus situation so we can continue to improve services and facilities for our community.

Underspends of program funds need to be a thing of the past now that staffing challenges and operational challenges of Covid are hopefully behind us.

Staffing fatigue needs to be addressed and regular holiday breaks taken when due. Many Finance staff have continued to work through due to the demands on the department but this will not continue. A refreshed and relaxed team can achieve far more than a tired and overworked team.

ACHIEVEMENTS

The staff have adapted to the increasing workload associated with an organisation that has almost doubled in size over the past 5 years, and this cannot be underestimated.

The Audit has been smooth and quicker than usual which is a compliment to the staff who carry out transaction postings and reconciliations. The main delay is the revaluation of Land and Buildings.

STEPS TOWARDS OUR STRATEGIC PLAN

Empowering Executive Managers to fully control their Budgets is critical and the first step in this process is the Purchase Order system which must now be our priority area of development.

COMMUNITY SUPPORT ACTIVITIES

A position of Trainee / Graduate Accountant has been advertised and the Community will benefit from this as it will employ another indigenous person in the Finance team for the good of Rumbalara.

Rumbalara Aboriginal Co-Operative Ltd

ABN: 84 530 647 942

Financial Statements

For the Year Ended 30 June 2022

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Directors' Report

The directors present their report on Rumbalara Aboriginal Co Operative Ltd for the financial year ended 30 June 2022.

General information

Directors

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

Names	Appointed/Resigned
Greg James	Appointed 20 th June 2019
Jane Britten	Appointed 20 th June 2019; Resigned 6 th June 2022
Ruben Baksh	Appointed 20 th June 2019; Resigned 6 th June 2022
Eric Egan	Appointed 8 th October 2019
Marie Barbance	Appointed 25 th March 2021
Robert Britten	Appointed 18 th June 2020
Pamela Pederson	Appointed 16 th November 2020
Edel Conroy	Appointed 12 th August 2019
Cindy McGee	Appointed 8 th June 2022
Ray Ahmat	Appointed 8 th June 2022

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

Principal activities

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

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

Other items

Significant changes in state of affairs

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

Matters or circumstances arising after the end of the year

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

Environmental matters

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

Meeting of directors

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

					Board Meetings	
Name	Appointed	Resigned	Role	Qualifications	A	B
Gregory James	20/06/2019		Chairperson	Councillor City of Greater Shepparton, Builder	6	6
Jane Britten	20/06/2019	06/06/2022	Board Member	Works As VALS; Diploma of Nursing	5	0
Reuben Baksh	20/06/2019	06/06/2022	Board Member	Retiree.	5	1
Eric Egan	08/10/2019		Vice Chairperson	Hume Region Department of Justice, 3 years; Employed at MADEC, 6 years; Currently employed by Vic. Police; Dhehk Dja (previously IFVRAG) – 8 years; Campaspe Shire Youth Services Network Committee, 6 years; MarrungWurreker (Education), 5 years; Aboriginal Workforce Development Strategy Group (Employment) 3.6 years; GOTAFE Aboriginal Community Advisory Committee; Previously a Hume RAJAC and Shepparton LAJAC member.	6	6
Robert Britten	17/06/2020		Board Member	Diploma of Business; Governance Training; Level 2 First Aide; Director at Adult Community and Further Education 4 years; Committee of Management VAEAI 3 years;	6	6
Pamela Pederson	17/10/2020		Board Member	Currently sitting on various Courts in Melbourne and Shepparton, held these positions since 2005 (Melbourne Magistrates, Lorrie Court, County Koorie Court, Melbourne and Heidelberg Children's Koorie Court, Shepparton County Koorie Court, Shepparton magistrates Koorie Court, Shepparton Children's Koorie Court; Member of the Adult Parole Board;	5	6
Marie Barbance	25/03/2021		Board Member	Certified OHS Practitioner; Diploma in OHS; Cert IV in OHS; Cert IV in Training and Assessment; 27+ years in the Health Industry Nursing and Educator/ facilitation; 4 years Rumbalara Aboriginal Co-operative; Currently employed by City of Greater Shepparton	6	6

					Board Meetings	
Name	Appointed	Resigned	Role	Qualifications	A	B
				Director Aboriginal Advancement League, 3 years; Director of the Torch Programme, and Currently on Rumbalara Board of Directors since October 2020;		
Cindy McGee	08/06/2022		Board Member	Over 20 years' experience in Leadership & Management, 10 years as a nurse and over 8 years in Social Welfare; Certificate 1V in Health, AOD & MH, Advanced Diploma in Leadership & Human Resources, Bachelor degree in Business and Grad. Certificate in Management. Previously employed at Rumbalara for 7.5 years in areas of Social Emotional Wellbeing, Justice & Community Services, Empowering Woman and Children, Strategy & Policy, and special projects. Previously employed at BDAC as Director of Community Health and Wellbeing, and Executive Director of Program Delivery. Currently Director of Health and Aged Care – Njernda Current board member of Bangarang Aboriginal Corporation,	1	1
Ray Ahmat	08/06/2022		Board Member	Diploma of Management, Advanced Diploma of Business, Qualified Mediator (VACCA), Welfare Manager at Percy Green Centre 2 years, Operations Manager – VACCA 5 years, CEO-ACES 3 years, Manager – Family, Justice & D&A services at Rumbalara 9 years, Program Manager – AWAH 7 years. Board member/ Chair Vict. Aboriginal Legal service 2 years.	1	1
Edel Conroy	12/08/2019		Company Secretary	Highly skilled, experienced finance, risk and governance executive with over 25 years' experience across the private, public and NFP sectors. Edel has held various senior executive positions as well as positions on various Boards as Director and extensive experience as Company Secretary. Currently Edel is Director, Strategy, Business & Governance, Company Secretary and Public Officer of Jobbank Ltd, a Director of First Nations Health Myanmar Atlantic Pearling Co., and Touchtile Pty Ltd. Edel holds a Bachelor of Commerce and is a Member of the Australian Institute of Company Directors.	6	6

Where:

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

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

Proceedings on behalf of company

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

Auditor's independence declaration

The auditor's independence declaration in accordance with section 307C of the *Corporations Act 2001* for the year ended 30 June 2022 has been received and can be found on page 7 of the financial report.

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

Director:



Director:



Dated this

23/11/22

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2022

	Note	2022 \$	2021 \$
Revenue	4	24,541,758	23,346,758
Other revenue	4	81,484	88,004
Other income	4	2,353,451	2,440,247
Employee benefits expense	5	(19,322,633)	(18,807,932)
Depreciation and amortisation expense	5	(1,717,476)	(1,598,408)
Bad debts written off		(27,866)	(27,045)
Client support services expense		(3,014,436)	(4,131,847)
Motor vehicle expense		(293,841)	(242,844)
Office expenses		(1,385,822)	(1,214,025)
Professional fees		(560,379)	(669,287)
Repairs & maintenance		(540,024)	(298,672)
Staff expenses		(536,977)	(286,058)
Telephone, fax & internet		(633,465)	(560,217)
Utilities		(315,008)	(384,720)
Other expenses		-	-
Interest expense		(27,132)	(30,019)
Finance expenses		(4,878)	(4,002)
(Deficit) before income tax		(1,403,244)	(2,380,067)
Income tax expense		-	-
(Deficit) from continuing operations		(1,403,244)	(2,380,067)
(Deficit) for the year		(1,403,244) *	(2,380,067)
Other comprehensive income, net of income tax			
Items that will not be reclassified subsequently to profit or loss			
Revaluation changes for property, plant and equipment	10	64,411	-
Other comprehensive income/(deficit) for the year, net of income tax		-	-
Total comprehensive income/(deficit) for the year		(1,338,833)	(2,380,067)

Statement of Financial Position

As at 30 June 2022

	Note	2022 \$	2021 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	20,416,468	15,957,681
Trade and other receivables	7	247,877	597,025
Other financial assets	8	3,518,068	3,492,502
Other assets	9	77,950	66,950
TOTAL CURRENT ASSETS		24,260,363	20,114,158
NON CURRENT ASSETS			
Property, plant and equipment	10	28,343,889	29,626,277
Right of Use lease assets		781,729	701,603
TOTAL NON CURRENT ASSETS		29,125,618	30,327,880
TOTAL ASSETS		53,385,981	50,442,038
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	2,120,649	1,692,343
Employee benefits	12	2,199,782	2,728,526
Lease liability		412,480	412,046
Other financial liabilities	13	16,082,447	11,813,668
TOTAL CURRENT LIABILITIES		20,815,358	16,646,583
NON CURRENT LIABILITIES			
Employee benefits	12	648,252	594,873
Lease liability		402,522	341,900
TOTAL NON CURRENT LIABILITIES		1,050,774	936,773
TOTAL LIABILITIES		21,866,132	17,583,356
NET ASSETS		31,519,849	32,858,682
EQUITY			
Reserves	20	7,740,051	7,675,640
Retained earnings		23,779,798	25,183,042
TOTAL EQUITY		31,519,849	32,858,682

Statement of Changes in Equity

For the Year Ended 30 June 2022

2022	Note	Retained Earnings	Asset Revaluation Surplus	Community Support Fund	Total
		\$	\$	\$	\$
Balance at 1 July 2021		25,183,042	6,675,640	1,000,000	32,858,682
(Deficit) attributable to members of the entity		(1,403,244)	-	-	(1,403,244)
Total other comprehensive income for the year		-	64,411	-	64,411
Balance at 30 June 2022		23,779,798	6,740,051	1,000,000	31,519,849

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

Statement of Cash Flows

For the Year Ended 30 June 2022

	Note	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from grants		29,891,072	26,561,668
Receipts from other operating activities		2,353,451	2,440,247
Interest received		81,484	88,004
Payments to suppliers and employees		(27,019,328)	(26,283,285)
Interest paid - lease liability		(27,132)	(30,019)
Net cash provided by/(used in) operating activities	17	5,279,547	2,776,615
CASH FLOWS FROM INVESTING ACTIVITIES:			
Payments for investment		(25,566)	(50,407)
Purchase of Property, Plant and Equipment		(224,100)	(553,616)
Net cash provided by/(used in) investing activities		(249,666)	(604,023)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Lease liability payments		(571,094)	(535,703)
Net cash provided by/(used in) financing activities		(571,094)	(535,703)
Net increase/(decrease) in cash and cash equivalents held		4,458,787	1,636,889
Cash and cash equivalents at beginning of financial year		15,957,681	14,320,792
Cash and cash equivalents at end of financial year	6	20,416,468	15,957,681

Notes to the Financial Statements

For the Year Ended 30 June 2022

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 23rd November 2022.

Comparatives are consistent with prior years, unless otherwise stated.

1. Basis of Preparation

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

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

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

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 2022

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

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

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

Concessionary leases

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

(c) Revenue and other income

Fees and charges

When the Company receives fees and charges, the Company:

When both these conditions are satisfied, the Company:

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

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

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

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

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

Notes to the Financial Statements

For the Year Ended 30 June 2022

Capital grant

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

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

Interest income

Interest income is recognised using the effective interest method.

Donations

Donations and bequests are recognised as revenue when received.

Rental income

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

Other income

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

(d) Borrowing costs

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

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

(e) Goods and services tax (GST)

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

Receivables and payable are stated inclusive of GST.

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

(f) Property, plant and equipment

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

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

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

Notes to the Financial Statements

For the Year Ended 30 June 2022

Land and buildings

Land and buildings are measured using the cost model.

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

Plant and equipment

Plant and equipment are measured using the cost model.

Depreciation

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

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

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

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

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

(g) Financial instruments

Initial recognition and measurement

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

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

Classification and subsequent measurement

Financial liabilities

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

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

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

Notes to the Financial Statements

For the Year Ended 30 June 2022

Financial assets

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

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

Derecognition

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

Derecognition of financial liabilities

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

Derecognition of financial assets

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

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

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

Impairment

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

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

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

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

Simplified approach

Notes to the Financial Statements

For the Year Ended 30 June 2022

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

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

Recognition of expected credit losses in financial statements

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

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

(h) Impairment of non-financial assets

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

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

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

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

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

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

(i) Cash and cash equivalents

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

(j) Employee benefits

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

Notes to the Financial Statements

For the Year Ended 30 June 2022

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

(k) Provisions

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

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

(l) Economic dependence

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

(m) Adoption of new and revised accounting standards

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

3. Critical Accounting Estimates and Judgments

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

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

The significant estimates and judgements made have been described below.

Key estimates – impairment of property, plant and equipment

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

Key estimates – receivables

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

Notes to the Financial Statements

For the Year Ended 30 June 2022

4. Revenue and Other Income

	2022	2021
	\$	\$
Revenue from continuing operations		
State/federal government grants	24,492,118	23,247,308
Other government grants	49,640	99,450
Total Revenue	24,541,758	23,346,758

	2022	2021
	\$	\$
Interest Revenue		
Interest from financial institutions	81,484	88,004
Total interest revenue	81,484	88,004

	2022	2021
	\$	\$
Other Income		
Rental income	548,152	585,871
Other income	1,805,299	1,854,376
Total Other Income	2,353,451	2,440,247

5. Result for the Year

	2022	2021
	\$	\$
The result for the year includes the following specific expenses:		
Employee benefits expense	19,322,633	18,807,932
Depreciation and amortisation expense	1,192,585	1,076,538
Depreciation - ROU	524,891	521,870

6. Cash and Cash Equivalents

	2022	2021
	\$	\$
Cash at bank and in hand	20,416,468	15,957,681

7. Trade and other receivables

	2022	2021
	\$	\$
Trade receivables	302,377	627,025
Provision for impairment	(54,500)	(30,000)
Total current trade and other receivables	247,877	597,025

Notes to the Financial Statements

For the Year Ended 30 June 2022

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 2022 is determined based on the collection history of the entity.

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

	2022	2021
	\$	\$
Balance at beginning of the year (calculated in accordance with AASB 9)	30,000	30,000
Amounts provided for	24,500	-
Balance at end of the year	54,500	30,000

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

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

8. Other Financial Assets

	2022	2021
	\$	\$
Term Deposit – CUA	1,260,192	1,253,656
Term Deposit – Westpac	2,257,876	2,238,846
Total other financial assets	3,518,068	3,492,502

9. Other non-financial assets

	2022	2021
	\$	\$
Security bond	77,950	66,950
Total other non-financial assets	77,950	66,950

Notes to the Financial Statements

For the Year Ended 30 June 2022

10. Property, plant and equipment

	2022 \$	2021 \$
Land and buildings		
Freehold land		
At cost	8,521,000	8,596,000
Total land	8,521,000	8,596,000
Buildings		
At independent valuation – 2018	20,748,573	20,748,573
Additions	634,342	634,342
Disposals	(283,319)	-
Accumulated depreciation	(2,836,699)	(2,086,318)
Total buildings	18,262,897	19,296,597
Total land and buildings	26,783,897	27,892,597
Plant and equipment		
Buildings under construction		
At cost	-	30,982
WIP Heart of Community		
At cost	12,350	12,350
Freehold improvements		
At cost	59,879	59,879
Accumulated depreciation	(45,280)	(34,694)
Total freehold improvements	14,599	25,185
Plant and equipment		
At cost	7,358,376	7,151,029
Accumulated depreciation	(5,935,499)	(5,612,765)
Total plant and equipment	1,422,877	1,538,264
Motor vehicles		
At cost	589,754	573,001
Accumulated depreciation	(479,588)	(446,102)
Total motor vehicles	110,166	126,899
Total plant and equipment	1,599,992	1,733,680
Total property, plant and equipment	28,343,889	29,626,277

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

Notes to the Financial Statements

For the Year Ended 30 June 2022

(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 2022				
Balance at the beginning of the year	8,596,000	19,296,597	30,982	1,538,264
Additions	-	-	-	207,347
Disposals	(75,000)	(283,319)	(30,982)	-
Transfers	-	-	-	-
Depreciation expense	-	(750,381)	-	(322,734)
Balance at the end of the year	8,521,000	18,262,897	-	1,422,877
	Motor Vehicles	Freehold improvements	WIP Heart of Community	Total
	\$	\$	\$	\$
Year ended 30 June 2022				
Balance at the beginning of the year	126,899	25,185	12,350	29,626,277
Additions	16,753	-	-	224,100
Disposals	-	-	-	(389,301)
Transfers	-	-	-	-
Depreciation expense	(33,486)	(10,586)	-	(1,117,187)
Balance at the end of the year	110,166	14,599	12,350	28,343,889

Notes to the Financial Statements

For the Year Ended 30 June 2022

Asset revaluation

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

Caveats over land and buildings

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

11. Trade and Other Payables

	2022 \$	2021 \$
CURRENT		
Trade payables	473,279	400,151
FBT payable	(25,560)	31,536
GST payable	738,340	406,043
Accrued superannuation	56,041	47,342
PAYG withholding payable	216,250	325,400
Accrued wages	540,057	368,197
Other payables	122,242	113,674
Total trade and other payables	2,120,649	1,692,343

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

12. Employee Benefits

	2022 \$	2021 \$
Current liabilities		
Provision for long service leave	851,866	899,449
Provision for employee benefits	1,347,916	1,829,077
Total current liabilities	2,199,782	2,728,526
Non-current liabilities		
Provision for employee benefits	648,252	594,873

Notes to the Financial Statements

For the Year Ended 30 June 2022

13. Other Financial Liabilities

	2022 \$	2021 \$
CURRENT		
Amounts received in advance	-	8,558
Deferred income	16,082,447	11,805,110
Total other financial liabilities	16,082,447	11,813,668

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 2022 which relates to the 2023 financial year.

14. Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2022 (30 June 2021: None).

15. Events after the end of the Reporting Period

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

16. Key Management Personnel Remuneration

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

	2022 \$	2021 \$
Short-term employee benefits	1,789,641	1,745,991

17. Cash Flow Information

(a) Reconciliation of cash

	2022 \$	2021 \$
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	20,416,468	15,957,681

Notes to the Financial Statements

For the Year Ended 30 June 2022

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

	2022 \$	2021 \$
Reconciliation of net income to net cash provided by operating activities		
(Deficit) for the year	(1,403,244)	(2,380,067)
Non-cash flows in profit		
Depreciation	1,192,585	1,076,538
Depreciation – ROU	524,891	521,870
Amortisation – provision for doubtful debts	24,500	-
Changes in assets and liabilities		
(increase)/decrease in trade and other receivables	349,148	130,960
(increase)/decrease in other current assets	(11,000)	4,120
increase/(decrease) in trade and other payables	428,306	662,914
increase/(decrease) in unearned/deferred income	4,649,728	1,872,341
increase/(decrease) in employee benefits	(475,365)	887,939
Cash flows from operations	5,279,549	2,776,615

18. Financial Risk Management

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

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

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

Specific risks

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

Financial instruments used

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

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

Notes to the Financial Statements

For the Year Ended 30 June 2022

	2022 \$	2021 \$
Financial Assets		
Cash and cash equivalents	20,416,468	15,957,681
Trade and other receivables	247,877	597,025
Term Deposits	3,518,068	3,492,502
Total financial assets	24,182,413	20,047,208
Financial Liabilities		
Financial liabilities measured at amortised cost	2,120,649	1,629,343
Total financial liabilities	2,120,649	1,629,343
Recurring fair value measurements		
	2022 \$	2021 \$
Non-financial Assets		
Freehold Land	8,521,000	8,596,000
Buildings	18,262,897	19,327,579
Total non-financial assets	26,783,897	27,923,579

19. Capital Management

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

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

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

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

	2022 \$	2021 \$
Total Trade Payables	2,120,649	1,692,343
Less: Cash on Hand	(20,416,468)	(15,957,681)
Total equity (retained surplus and reserves)	31,519,849	32,858,682
Total capital	13,224,030	18,593,343

20. Reserves

(a) Asset Reserve

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

(b) Community Support Fund

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

Notes to the Financial Statements

For the Year Ended 30 June 2022

(c) Analysis of Each Class of Reserve

	2022 \$	2021 \$
Asset reserve		
Opening balance	6,675,640	6,675,640
Land and building revaluation	64,411	-
Total asset reserve	6,740,051	6,675,640
Community Support Fund		
Opening balance	1,000,000	1,000,000
Total reserves	7,740,051	7,675,640

21. Members' Guarantee

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

22. Statutory Information

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

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

23. COVID-19

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

Directors Declaration

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

1. The financial statements and notes, as set out on pages 8 to 27, are in accordance with the *Australian Charities and Not for profits Commission Act 2012* and:
 - complies with Australian Accounting Standards Reduced Disclosure Requirements; and
 - gives a true and fair view of the financial position as at 30 June 2022 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: _____

Director: _____

Dated this

23/11/22

A group of Indigenous men are performing a traditional dance in front of a modern building with large glass windows. They are wearing red loincloths and have intricate white body paint designs on their chests, arms, and legs. The scene is set outdoors on a grassy area with trees in the background under a clear blue sky. A semi-transparent teal box with white text is overlaid on the right side of the image.

**RUMBALARA IS
COMMITTED TO
STRENGTHENING
CONNECTIONS TO
COUNTRY, CULTURE,
AND COMMUNITY.**

WE THANK YOU FOR YOUR ONGOING SUPPORT

Acknowledgements

Rumbalara Aboriginal Co-Operative respectfully acknowledges our Elders past and present for their knowledge, wisdom and legacies that continue to drive us as we walk the path towards positive health & wellbeing impacts.

Graphic Design by: Chanoa Cooper

Artwork by: Alkina Edwards

Content Information by: Natalie Visentin

Images By: Prue Peters Photography & Chanoa Cooper

This report has been produced from Rumbalara Communications & Public Relations team.

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