



NJERNDABORIGINAAL CORPORATION

ANNUAL REPORT 2020 - 2021



ABOUT THE ARTWORK

Artist: Jippa Murray

Mob: Yorta Yorta, Wamba Wamba,
Dja Dja Wurrung and Kamilaroi

"I was only young when I was inspired by my older sister, Lani from watching her creative arts journey. I always enjoyed being creative and have a passion for drawing and sketching, but I stopped and for many years, I didn't do art. At the start of COVID I was inspired again to sketch and draw and I taught myself digital art. I have not looked back since. Digital art gives me more courage to expand my creative skills by being experimental in different art styles, and this then inspires me in traditional art by exploring new styles like using pastels, watercolours and different paints.

This artwork represents the Culture and Connection of our people and the work that we do within Njernda. The centrepiece represents the togetherness of community and the work that we do within Njernda – this work being centred around children, youth, families, Elders, the physical health of our people, and their emotional and spiritual wellbeing, community connection and connection to Culture. Surrounding this is the story and representations of our Culture and Country. At the bottom of the artwork is the Murray River. It represents one of many connections our people have with the rivers and waterways of Yorta Yorta country.

The yellow circles with six surrounding dots represent the stars and the homes of our ancestors and spirits.

The "U" shaped symbols represent the people of Njernda and members of our community; acknowledging the journeys that we walk ourselves and as a community together – supporting, connecting and guiding each other.

The circles with the "U" symbols represent the togetherness of our people and the coming together for cultural and ceremonial practices such as Corroboree, men's and women's business and yarning.

The symbols of the boomerang, coolamon and shields represent the tools and history of our people and the knowledge that our ancestors have passed down to us."

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"We respectfully acknowledge The Wollithiga and Yorta Yorta Peoples as the traditional custodians of the land of the communities that the Njernda Aboriginal Corporation service"

ABOUT US

The Echuca Aboriginal Co-operative was established by the hard work and political efforts of many of our Elders who saw a need for a Community Controlled Organisation to run culturally appropriate services.

The Echuca Aboriginal Co-operative was originally set up in 1974 in the Milewa Chambers. In 1990 the name was changed to Njernda Aboriginal Corporation.

Njernda means "to know our living culture" in Wemba Wemba language of Northern Victoria, Southern NSW.

"We believe our kids need to learn the power of their cultural heritage within our Community from our respected Elders. We believe that children who develop identity through their culture will be able to move in and out of the broader Community and to achieve their aspirations without losing their cultural identity"



OUR VISION:

A self-determining community, strong in culture and walking towards a deadly future.

OUR ASPIRATIONS:

Njernda board, managers & staff will know they are making progress towards the vision when:

- Our kids & young people are proud, they know who they are, & where they come from.
- Our children, young people & community are enriched through life-long culturally-safe learning.
- Our community is represented in positions across all sectors, at every level.
- Aboriginal men & women are strong cultural leaders speaking up on issues that matter to community.
- Elders are supported & have a respected place & visible influence in our community.
- Aboriginal people are the architects of their future on country.
- The Traditional Owners have a strong presence in everything we do.

OUR PRIORITIES:



our children have a strong future...

- Keep our children in our community
- Connect our kids to culture, their stories, and Elders
- Strengthen learning and engagement for all children
- Create active youth spaces and programs



healthy families...

- Encourage Aboriginal men to be active in community
- Create health and wellbeing participation pathways
- Support healthy partner and family relationships
- Host gathering opportunities for families, Elders and community



secure & affordable housing...

- Support homeless people to secure permanent accommodation
- Refresh the housing policy and infrastructure to address community need
- Support community to sustain tenancies
- Encourage home ownership



the right infrastructure to grow Njernda...

- Create a 30-year infrastructure plan, including a home for Njernda
- Enhance Aboriginal training and employment opportunities for community
- Continue to foster a culturally safe workplace with diverse career opportunity



OUR BOARD

Wayne Cowley

Paul Clarke

Clayton Murray - Mitchell

Janelle Handy

Uncle Rick Ronnan

Nolita Edwards

Felicia Morgan



COVID - 19

the challenges & learnings

The past two years has challenged our organisation, our staff and our community in every way. COVID-19 has meant Njernda, our leaders and our teams, have had to evolve our operations and our practices, and, equally, our Mob has had to learn to manage different ways of engaging with Njernda and our services.

Each of the areas within Njernda introduced a diversity of new practices in response to COVID-19. There were shortcomings in this new way of doing business – but at the same time, there were opportunities and learnings.

To lead the way for our Community, we focussed on:

- Supporting and protecting our Mob as they found their way through change and crisis
- Healing and connection through Culture
- Evolving and innovating: so our service delivery is robust and resilient and can adapt for us to continue supporting our Community
- New technology: finding and using new methods and online and virtual technology to reach our Community
- Leadership: we recognised and embraced our place in the wider community as part of a community response to crisis
- The Traditional Owners have a strong presence in everything we do.

Organisation-wide, the changes we have made allowed us to continue to be here for our Mob, providing what Community needs, when they need it most.

The changes, which are continuing, have been aimed at increasing the quality of the services we deliver, improving our connectedness with Community, and finding more efficient ways of doing business.

At an emotional and spiritual level, COVID-19 challenged our ways of feeling connected and working together as a Njernda team and as a community. We have learnt much, and there is more to learn, perhaps on reflection about what worked well, and what did not, and why.

The challenges and change will continue as the pandemic situation evolves and we now begin planning for safe reopening and ongoing COVID-Safe operation of our services.

HOW WE WORK

ORGANISATIONAL STRUCTURE



BOARD OF DIRECTORS

CHIEF EXECUTIVE OFFICER

CHIEF OPERATIONS OFFICER

UNIT MANAGERS

| CORPORATE SERVICES | EARLY YEARS | FAMILY SERVICES | YOUTH, JUSTICE & RESIDENTIAL SERVICES | HEALTH & WELLBEING |
|--|---|--|---|---|
| MANAGER Trish Williams | MANAGER Joyce Ward | MANAGER Hazel Hudson | MANAGER Simone Ronnan | MANAGER Kelli Bartlett |
| TEAM LEADERS Janelle Handy | TEAM LEADERS Sharnie Celli (Berrimba) Kylie Russell (CZK) | TEAM LEADERS John Rengith (OOHC) Sandy Owen (Wala Yarka) Rayna Egan (Family Services) Tracey Morrison (ACSASS) | TEAM LEADERS Brodie Dorgan (Baroona) Shelley Atkinson (Yakapna) Ella Blackberry (Youth & Justice) | TEAM LEADERS VACANT |
| Finance Maintenance Compliance IT | Berrimba Childcare Koori Preschool Assistant Best Start Cradle to Kinder | Wala Yarka (Section 18) Family Services Out of Home Care/Kinship Care ACSASS | Baroona Yakapna Youth Services Community & Youth Justice | Medical Clinic Social Emotional Wellbeing Unit Nyini Health HACC |

CHAIR'S REPORT

Wayne Cowley - Chairperson

What a difficult year we have been through during 2020, and the challenges are by no means over with the COVID-19 pandemic.

However, it has again showed us just how resilient we are as an organisation and a Community. I am proud of how Njernda has worked to lead our Mob through this most difficult time.

COVID has continued to impact everything we do at Njernda, and has been foremost in the minds of board members, but it has not stopped our progress and we have continued to plan and roll out important programs and developments.

Vaccination Program

The COVID-19 vaccination program provided by our Njernda Medical Centre has, I believe, been one of the best in the whole Goulburn valley. As you will read elsewhere in this report, the numbers pushing through are huge and the feedback from Indigenous and non-Indigenous people who have accessed the service is that it is fantastic.

Congratulations to the health and medical team and our Njernda leadership on rolling out this program with such a high level of professionalism – it is a shining light in the region's COVID-19 response.



Baroona Build & Expansion

Our dream for a new Baroona Healing Centre became a reality this year. Baroona is a major success story with its 16-week programs for empowering and mentoring vulnerable teenage boys in a safe and cultural healing environment.

Confirmation of more than \$5 million from the Victorian Government mean we can now build a new healing centre and expand the programs. It means more young people, including girls, can access Baroona's life changing programs and in a more comfortable and appropriate facility. This is something we have long aspired to, and we are proud to be able to deliver for our community and kids.

Section 18

One of the most important investments we can make in the future of our young people has been established this year.

The Wala Yarka program is now in place, with the goal of keeping Aboriginal children in Aboriginal Care. Section 18 of the Children, Youth and Families Act allows the Secretary of the Department of Health and Human Services to authorise Aboriginal agencies manage the functions of protection orders in place from the Children's Court.

Njernda is in line to be the third program to be authorised in Victoria, and Wala Yarka is now in the pre-authorisation phase.

I am proud and encouraged by the experiences and results so far, which tell us we are heading in the right direction. This program places a lot of responsibility on Njernda around the wellbeing and outcomes for our most vulnerable children – but this is a program we really need, and

Nyini Opening

Our new gym and health facility Nyini opened in September. Although access and opening was limited due to COVID restrictions, that does not take away from the excitement and opportunity this facility brings. It is suitable for people of all ages, and I encourage you to have a look and get involved in some of the deadly new programs the team have in place or are planning.

Engaging with our Stakeholders

Self-determination remains at the centre of all that we do at Njernda, and with that in mind, we have placed more importance this year on pursuing partnerships and collaborations with stakeholders in our local community, across Victoria and nationally. Collaborating and working respectfully and equally together towards community goals is reconciliation in action. These stronger relationships benefit both sides, and help us all deliver the better outcomes we are striving for. I know from my conversations with stakeholder bodies that they are impressed and pleased for the outcomes Njernda is achieving.

We welcome the growing understanding between Njernda and our stakeholder organisations, and we have worked hard this year on strengthening our engagement through initiatives such as our stakeholder newsletter.





CHIEF OPERATING OFFICER REPORT

Leona Cooper - C O O

After nine years as the former Early Years Manager at Berrimba, and a proud Yorta Yorta woman, I was honored for the opportunity to move into a leadership role as the Chief Operations Officer since June 2020.

It has been a difficult time to come into this role with the COVID-19 pandemic, but I am so proud of the Njernda Management team and staff for how well they have continued to support community through such a difficult time.

We have worked tirelessly to keep up with restrictions and border closures whilst supporting our staff and adapting our services to be COVID safe.

We have had regular management and team meetings, developed new policies and tried to keep staff and community well informed.

This year at Njernda we have had a real focus on recruitment and training for staff to ensure we have a skilled workforce to deliver our programs. We have looked at different ways we can advertise and recruit suitable employees, we have restructured our interview panels and processes to ensure everyone who is interested has the opportunity to apply and be interviewed and the most suitable applicants are chosen.

Late this year we were given the opportunity through VACCHO to employ three new trainees across Health, Youth & Nyini. There was great interest in these roles from our young people, so we are hoping to be able to offer further traineeships again next year at some of the other units.

This year, with the support of our Lead Practitioner Anne Luke, we have been able to deliver Above and Below The Line behaviour training across all units.

This training was developed to be self-reflective of our professionalism when working with others and community. This training was well received by all staff and it was great to see how all our teams work together and support each other.

On the 1st July, 2022 the Commission for Children and Young People's child safe standards will go from seven to eleven. The management team are currently working to ensure that we are across all eleven standards and staff and community understand Njernda's commitment to Child Safety and the Reportable Conduct Scheme.

Early in 2020 at our Njernda in-service, staff were consulted on a new Strategic Plan. This was followed up with a Community Survey and Management workshop. A new 2021-24 Strategic Plan has now been endorsed for Njernda and is being rolled out across all units.

Having these documents in place sets the direction for the organisation for the next five years and we are looking forward to all that we are planning to achieve together.



STRONGER TOGETHER

stories of our success

names have been changed

stronger together - Njernda at work

HEALTH SERVICES

PAUL'S STORY

Paul** is a community Elder with multiple health concerns, diseases and was a regular in hospital. After his last hospital visit in 2020, Paul didn't really pick up. He stopped taking his diabetes medications, had very low blood glucose level and was feeling tired, rundown and miserable.

Our Njernda Medical team worked with Paul, with the goal of helping him to improve his health and his blood glucose levels, in particular. The first aim was to link Paul back into our Njernda Health Services, then we worked with him to help him think about, and then access, home assistance, which he needed to be safe and to keep on top of things at home.

Njernda provided Paul with a continuous blood glucose monitoring system and support to help him monitor his levels. At a medical level, Paul re-engaged with our GP, our diabetes educator and our dietitian for education and ongoing support to manage his diabetes and other conditions. We also coordinated home support to help Paul with shopping and cleaning.

Paul's improvement physical and mentally has been huge. He's learnt to manage his blood glucose levels, which are improving. He is feeling much more on top of things at home, again contributing to his wellbeing, with the home support being provided from Njernda via the HACC/CHSP support. With regular health engagement and support, Paul's is feeling less overwhelmed and his health is better, but also his general wellbeing is greatly improved.

WELLBEING - DUAL DIAGNOSIS

STEVE'S STORY

Steve is in his 60s, with a long-term addiction to alcohol.

Although he successfully completed a long-term rehabilitation program four years ago, he relapsed 12-months after completion, and six months on lost his uncle, a significant attachment figure throughout his life.

Steve had been working with an AOD practitioner at Njernda, but his addiction was isolating him from his Community and peers, and he began to develop issues with depression and anxiety, particularly in social settings.

Early sessions focused upon building rapport and building awareness of the reasons for Steve's alcohol misuse.

In time, Steve was able to articulate the way that alcohol had been useful to numb emotional pain and block out painful interpersonal relationships. Grief, stress and feelings of anger were identified as key triggers for his alcohol use.

Conflict in Steve's relationship with his long-term partner was an early barrier and led to Steve avoiding attending his sessions and avoiding difficult topics. Gradually, though, he became aware of this, and that he had learned in his early years to disconnect from his painful emotional world to survive in an unsafe environment.

Steve's mood has stabilised, he is happy more often, and his low days are less intense. In recent sessions, he has begun to report an improvement in his motivation, he's started walking with a friend to get exercise and leaves his house more often.

Throughout treatment, Steve has not been ready to completely stop alcohol use. However, he has actively worked to keep his consumption to a less harmful level. He is currently waiting to return to the same long-term rehabilitation program that he previously attended and is hoping when the facility has a place available, he will be feeling ready to stop his use again.

stronger together - Njernda at work

OUT OF HOME CARE

We are proud of the achievements of our Out of Home Care teams who every day make a profound difference to the opportunities and outcomes for the young people in our services. Children are not “cases” for our team. Having children removed from Community was one of the most disempowering actions that families, Community members and Njernda staff ever experience. Every child in our service is treated as if they are extended family members and our workers fight for every opportunity for every child.

Wala Yarka Aboriginal Children, Aboriginal Care

Kyle** is a 12-year-old boy engaged with our Wala Yarka program -- our Section 18 “Aboriginal Children in Aboriginal Care” program. Kyle had never been on his Country before, and his Wala Yarka caseworker arranged for him to visit, with the goal of setting up a long-term connection with his mother’s side of his family. Kyle made the trip and stayed a few days. He met his maternal grandfather, his maternal grandmother and all his cousins, who took him on Country to show him his heritage. He absolutely loved it – he returned a very happy boy, one who knew he was loved by his community after meeting all of the Mob and cousins he had never known.

For the first time we are seeing the beginnings of the benefit of empowering families to be part of the decision making process.

Aboriginal Child Specialist & Support Service (ACSASS)

Traditionally, the Department of Health and Human Services hasn’t necessarily viewed fathers as a suitable option for permanent care arrangements for their children. However, Njernda Family Services and our ACSASS case-workers have challenged those assumptions and practices. For the first time in our service’s history in 2021, two fathers have been given primary care of their children through these efforts. In both cases where children were in Out of Home Care, our family services workers fought for the fathers and were able to return those children back with their fathers when their mothers weren’t able to care for them. It may not sound like a massive number but for those fathers and children it was profound. For the dads, it was the first time they had been heard and for the kids, to be living in a stable, supported family home again is life changing.

HACC & CHSP

Homes and Community Care (HACC) Commonwealth Home Support Program (CHSP)

Jenny** is in her 60s, and is a carer for her chronically unwell husband. They live in a small town in the Echuca region and Jenny found her way to the Njernda HACC-CHSP team through an Aged Care referral.

The goal of HACC-CHSP is to provide supports that help clients feel strong and capable, and to help manage everyday care and activities while they remain in their own homes. Sometimes, though, it takes time, and the development of trust for the full extent of the client’s needs to show.

Our HACC-CHSP worker met with Jenny and worked with her to develop a care plan. As well as needing to be home most of the time to care for her husband, Jenny could not drive, so part of her care plan was for Jenny to be taken shopping every week. Due to her isolation, what Jenny also really needed was social support – but with the COVID-19 pandemic truly underway, there were no activity groups to link Jenny into.

Thursdays became her favourite day. Jenny would be up ready to go when one of the workers got there and she would have a shopping list and a little list of things she wanted done while she was able to be in Echuca.

Over the months we worked with her we learnt a lot about her and her family. Workers came to know Jenny so well that they immediately picked up when she was a little run down or a little upset and a stop in for coffee and morning tea would cheer her up.

During this year Jenny had a fall and was on the floor all night without any way to contact someone.

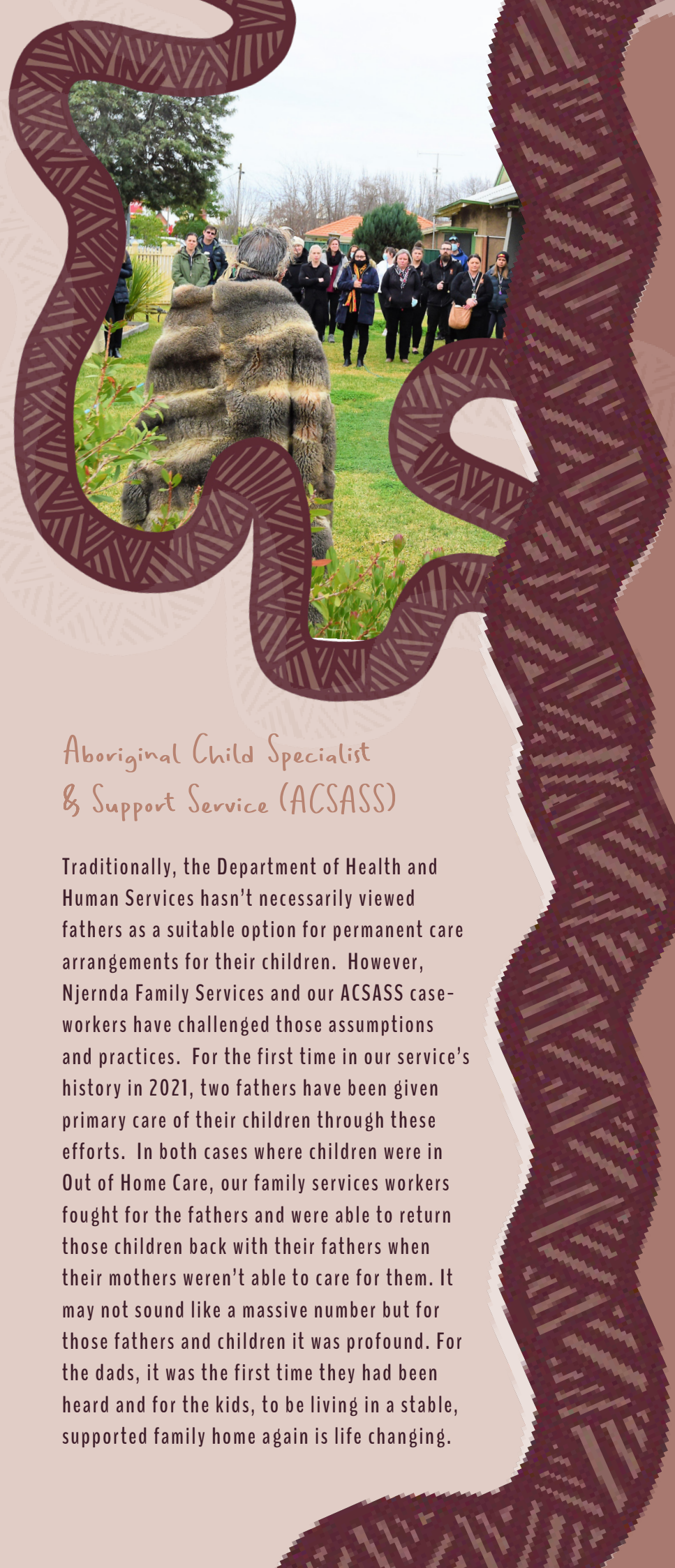
She was found when a visitor arrived at the house in the morning and was able to help her up and get her to the doctor. Jenny would be fine but sore and needed to rest up. The medical clinic set up Jenny with a duress alarm to prevent a repeat. Jenny didn’t disclose the incident to her HACC-CHSP worker – she just cancelled her weekly shopping trip. She eventually told us about the fall and while she assured us she was ok, it was a trigger for us to work together on a plan that would better suit Jenny’s changing needs.

We changed her shopping days so we could get her to the physio every second week, then she was booked in for a massage at Njernda medical each time. Jenny was linked with an exercise physiologist. We ensured all of her appointments were written on her board at home and we kept the family updated.

We formed a great relationship with Jenny, and have watched her develop and regain mobility and balance, reducing her falls risk. And because her social needs are being met she no longer afraid of being left alone and being isolated. Jenny has gained confidence in her life again because she has trust in us as her workers.

Our holistic approach instils a new sense of purpose into the lives of our HACC-CHSP clients and over time we seen such a positive change in Jenny to the point that she is confident walking for small amounts of time without her walker. She is now lifting her arm above her head to reach for items on higher shelves while she is shopping and bending down to lower shelves – things we have not seen her do before.

In mid-2021 she was approved for an age care package and she was very worried she would lose her services from Njernda and we assured her we would still be working with her to support her and keep her connected.





the story of 2020 - 2021
ORGANISATIONAL REPORTS

HEALTH REPORTS

MEDICAL

Kelli Bartlett - Acting Manager

Our Njernda Medical Service continues to grow and support our community's long-term health outcomes with our key data reflecting increasing engagement.

Our patient numbers are continuing to increase and it is pleasing that our episodes of care data shows that patients are increasingly turning to our Njernda service to meet their health care needs.

As COVID-19 once again swept the nation in 2021, the medical centre was forced to adapt and implement new COVID-19 rules.

COVID-19 screening has become a daily part of life at the clinic. Patients are required to fill in a pre-COVID questionnaire and have temperature taken on arrival.

Our clinic moved to a Telehealth platform, which enabled us to provide consults with community via phone from the safety of their houses.

We would like to thank all our medical staff and frontline workers who remained at work and operated the clinic to ensure our community were able to access medical care and treatment throughout the pandemic.



Flu Vaccinations

429 Flu Vaccinations were provided this year. This is significantly higher than in previous years. A home vaccination service was provided to our Elders, so they did not have to leave their homes.

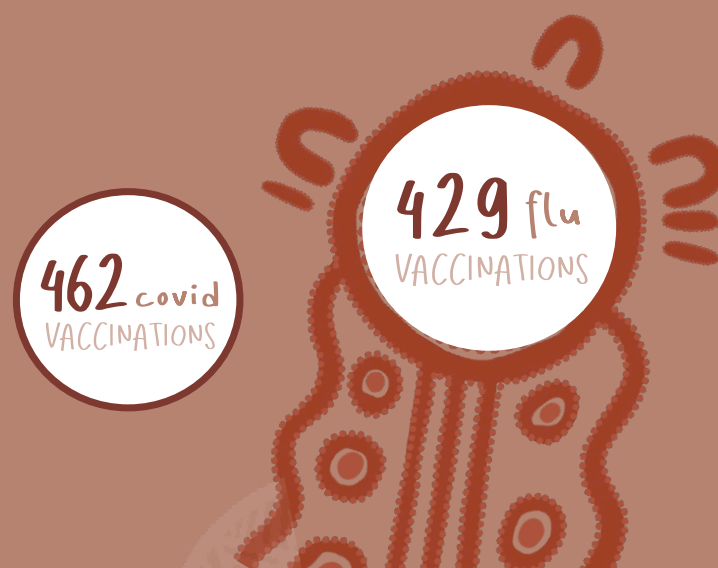
Covid Vaccinations

COVID Vaccinations were rolled out from March 2021. The medical clinic created a video to encourage vaccination participation, with 462 vaccinations given to June 30.

General Practitioners:

Dr Shihab Raman
Dr Erik Janssen
Dr Catherin Colliver

Dr Marylou Loughnan
Dr Jerry Wong



Allied Health Services

We have maintained and expanded the Allied Health services on offer to community through the clinic.

Speech Pathologist

Half day per week

Dietician/Diabetes educator

Fortnightly

Dentist

Rumbalara visiting service for general check-ups, cleaning etc every fortnight (not during COVID)

Endocrinologist

Every 3 months

Audiologist

Four hours per week

Podiatrist

Fortnightly

Optometrist

Monthly

Paediatrician

Fortnightly by referral

COVID

Innovations & Learnings

Use of Telehealth, which increased the number of clients doctors could see per session

A new 715 process, which was completed via telehealth except for the final measurements

More referrals to SEWB increasing the level of support for medical clients

Scripts sent from medical directly to the chemist with medications subsequently dropped off to clients by the chemist or Njernda's transport

Temperature scan on entering the building, which could be linked to the sign-in process for staff & clients

Mobile vaccinations to Elders



WELLBEING

During 2021, the Wellbeing unit has faced many challenges but also some significant successes. The COVID-19 impacts have created overcrowding of the mental health care system for our disadvantaged and most vulnerable in the community and Njernda has not been immune to this.

There have been times during the year where wellbeing staff were not able to have face to face contact with clients, but it did not stop service delivery. Clients were seen as COVID-19 safe processes allowed online and in person.

During this challenging time, many of our Mob faced crisis, and this brought additional demand on our team. Uncle Gilbert Wangeneen is our point of call for most crisis situations, and he does an incredible job supporting people and linking them into the correct services internally and externally.

Due to the growing demand and the unexpected departure of our psychologist mid-year, our Wellbeing unit's waiting list ballooned, unfortunately extending wait time to 14 and 24 weeks.

Our two mental health clinicians, Luke Ryan and Mellissa Dillion have worked tirelessly to reduce wait times but also give the required sessions to clients, while referrals from the GPs continue to come in. We sought out additional funding to employ another psychologist or mental health clinician, but faced obstacles in recruitment of a qualified person within the area or willing to travel.

We are still in the process of recruiting with the goal of having a full team of mental health clinicians working together to halve our wait times and provide more sessions and more prolonged care plans.

Aunty Fay Halatanu, our BTH worker, has been working very hard helping our Stolen Generations clients apply for the national redress compensation and Stolen Generations compensation as well as providing one on one individual support. Her work has been successful in a majority of cases and has changed the lives of these people beyond any expectations.

The client feedback that Aunty Fay has received is amazing. Notably, there was a great turn out on Sorry Day at the community centre, with Berrimba kids doing dancing and kids from the primary and high schools in Echuca coming along to participate as well as Elders who stood up to tell their stories. This was an amazing day, and we hope in the future we can shed more of a light on the many Elders on this community who were a part of the Stolen Generations.

Our Drug and Alcohol team has continued to support clients as best they can often making many long trips to get clients into detox and rehab. It continues to be very difficult to get clients into these programs due to limited beds and very large wait times.


Our staff Neva Tekele and Kerri Brown have worked hard to get clients through driving courses and worked with the Baroona boys educating them on drug and alcohol abuse. Drug and Alcohol Counselling services provided by Kerri and supported by Neva are now at capacity. In future, we are aiming to have two D&A counselors, and to better link in with external services and programs.

Aunty Neva has been continuing with her art classes, and this was very exciting for clients to be able to create art on canvas/wood burning/emu feather crafts, and this is something we plan to continue.

Dual Diagnosis services are running the same, we are looking into options and ways to improve this program in the future. Luke Ryan and Jennine Atkinson have very separate roles in this program, but closely together to support clients. In the future we aim to expand this team as well as innovate and restructure the program.

We are looking forward to our new location for the Wellbeing Unit that will allow it to be fully independent. Being based away from the medical clinic will allow staff to embrace a new mindset - we look at this move as a fresh start.

We take this as an opportunity to create and revamp programs and think about service delivery in a different way. As our new location is bigger we can really think about expanding the team, this will allow us to service more of our mob more frequently.



We have continued to provide vital support services such as domestic assistance, individual support, food relief, social support and home maintenance as well as advocating on our clients behalf to both the NDIS and service providers.

HACC – PYP – CHSP

Staff changes and the challenges of this year provided an opportunity to restructure our HACC-PYP-CHSP programs, all while working around the COVID- 19 changing rules and regulations.

We have had to think outside the square to meet our planned activities targets with our creativity extending to mock “Hello Fresh” bags – providing produce and recipes that changed each week such as home-made pizzas, tuna pasta bake, pumpkin soup and pancakes.

Delivering these bags to our clients, was not only a practical support, and an opportunity to learn a new skill. It also provided a much-needed outreach to community members who were isolated or lonely.

Elders provided very clear feedback that they loved our monthly Elders lunch at the Echuca hotel and we tried to continue these when we could, and when it was safe to do so. We continued weekly craft days at the community center with activities such as mosaics, wood burning, wall hangings and painting.

Outings were maintained where they could be, and in March we were fortunate to be able to take 17 Elders on a three-day trip to Phillip Island. On our last night we were lucky enough to attend the penguin march.

We have seen a major increase in individual support due to COVID 19 because our clients are finding it hard or unsafe to get out and to shop.

Our team assisted Elders by collecting their shopping list and doing their shopping for them, checking in with a phone call and providing care packs during lockdowns.

We are excited for the upcoming year for our Elders and the activities we have planned.

In 2022 we hope to have the ability to take clients on another trip, we want to link more clients into Nyini Health and really looking at ways we can encourage our Elders to stay fit and healthy.

COVID Innovations & Learning

- HAAC staff, who dropped off lunches to over 300 Elders
- Weekly activity packs dropped off to Elders with an opportunity to check their wellbeing
- Homeless people provided with fortnightly accommodation, which through negotiations reduced weekly rental.

50 Mums
received Mothers
Day bags of
chocolate, bed socks,
mugs & sanitary
items

NYINI

Nyini Health and Wellness Centre opened its doors for the first time on September 9 2021. This was an exciting milestone for Njernda, as a positive investment in the health and wellbeing of our Mob.

COVID-19 made it difficult for community to have full access to the facilities and programs for the whole year, but we introduced some exciting new programs, and rebooted some existing programs.

Boxing Program

A big part of the initial set up at Nyini was bringing the boxing ring in to run a Senior and Youth Program. Rick Ronnan Jnr headed up the program and we held our first sessions in January. The program ran five days a week, and engaged more than 60 people of all ages. Five senior men and four support staff travelled to Lilydale Youth Centre to compete in our first Novice bouts, which was very successful. Although we have had to remove the ring, it is in storage and a Teen Lift Program is being developed.

Elders Move It Program

A weekly Move It program is helping our Elders improve strength, conditioning and balance with the vision to reduce fall risks and improve overall health and wellbeing. It's been a huge success. During the first six months, 70 Elders started their personal journey and a large majority continue to access the centre. We have also set up a Rehabilitation Area which will be further developed over time.

Personal training /group classes

Our free Personal Training sessions can be booked through reception where trainers work one on one with our community clients and offer a range of group sessions.

We have more than 100 community clients and more than 60 attending group classes. Twice-weekly Youth Fitness Classes have around 15-20 juniors aged 5 - 17 attending each session. Due to the high numbers, we are now offering a school pick up service for parents unable to bring their kids along.

Preventative Programs

Our exercise physiologist has around 10 community members currently engaged, who are by referral. Accredited Exercise Physiologists specialise in clinical exercise interventions for people at risk of developing, or with existing, medical conditions and injuries. The goal is to prevent or manage acute, sub-acute or chronic disease or injury, and help restore optimal physical function, health or wellness. We are looking at ways to further expand this program.

Health & Wellness

Six Week Program

Nyini is all about community engagement and being a place where we can come together to better our quality of life and overall wellness. We have been working hard to develop a program to gather community together to discuss and learn in a culturally safe environment. The aim is to look at and develop our personal health needs and goals and to learn some of the reasons we find ourselves in the positions we are today. It helps Mob on a journey to a healthier you by using your own skills and beliefs, supported by our Nyini team.

What we have been able to do here for our community shows the vision we have in moving forward in providing a culturally safe and friendly environment that is open to all ages. The increased awareness and value that exercise and nutrition plays in our life is promoted on a daily basis and as we move forward we will look at further ways to engage and support our community.



FAMILY SERVICES REPORT

Hazel Hudson - Manager

We have continued to support Aboriginal families and children experiencing child safety concerns and family hardships during this year with all our targets met.

Our move into the 208 building has been a positive step, but there is still a lot to do with repairs and ongoing maintenance. Again this year, despite the enormous demands placed on our team, and the limited resources, we are proud that we were able to provide support to every person who requested service.

I am proud that our team has continued to upskill. All 20 of our staff undertook the Lateral Violence/Cultural Awareness training with Richard Frankland this year. We are building our internal capacity to work with our community through a program called Our Way.

Four staff this year completed Diploma of Community Services studies, for which they are to be congratulated.

Some of the important changes we have made during this 2020-21 year will be a breakthrough in the way we work with families to keep them together.

COVID Innovations & Learnings

- Facetime sighting of children and families, which could continue with lower risk children and families, although this is not appropriate long-term for Family Services intensive support program
- Zoom meetings enabling better and more regular staff connections
- More stringent sign-in processes making clearer who is in the building
- Online carer team meetings
- Online triage for emergency scenarios which helps to enact support faster

WALA YARKA

The work and development of our Wala Yarka (Water Children) Section 18 program is one of our proudest achievements this year.

Wala Yarka is our "Aboriginal Children in Aboriginal Care" program under Section 18 of the Children, Youth and Families Act. The Act allows the Secretary of the Department of Health and Human Services to authorise Aboriginal agencies manage the functions of protection orders in place from the Children's Court.

For us true self determination is reflected in our ability to make decisions about the care of our children and not government each time a child is removed from our Community, the resilience of this Community is weakening.

This year, our Wala Yarka workers undertook our first full year of case management, achieving one reunification, and having two orders changed from removal to preservation and reunification.

Njernda made the decision to establish Wala Yarka because we experienced and lived the impact of child protection practices on our Community. Our team has embraced the responsibilities as well as the learnings and challenges this year and for the first time we are seeing the beginnings of the benefit of empowering families to be part of the decision making process.

Having children removed from Community was one of the most disempowering actions that families, Community members and Njernda staff ever experience.

Njernda is in line to be the third program to be authorised in Victoria, and Wala Yarka is now in the pre-authorisation phase.





OUT OF HOME CARE, KINSHIP CARE, FOSTER CARE

Our Aboriginal and Child Specialist Advise Support Services (ASCASS) provides specialist advice based on the best interest of Aboriginal children and young people. DHHS is mandated to consult with ASCASS regarding Aboriginal children and young people's safety and wellbeing. Advice by ACSASS to Child Protection focuses on all aspects of the Aboriginal children and young peoples' safety, including their cultural safety, the right to grow up with their family and Community.

Njernda's kinship care team, work with the child or young person and their networks, including carers, government child protection services and the child's family to ensure care arrangements are culturally safe and meet the child's ongoing needs for safety, stability and development. Our Kinship Care program had a target of 44 children who are in out of home care transferred into Kinship Care arrangements. We filled 31 of the target numbers, but had difficulty in achieving this goal for the remaining children, due to issues such as them being on orders that can not be transferred over to a kinship program such as being on reunification or preservation orders or moving towards long term or permanent care.

Our Foster Care program continued to grow, with our staff working hard to recruit new carers and to ensure our carers provide a culturally safe foster care placements which maintain our children's connection to Country. Information sessions resulted in an extra two carers being recruited this year.

INTEGRATED FAMILY SERVICES

Our Integrated Family Services team continued its intensive work proactively and holistically strengthen families from within. We achieved all targets during the year, and provided 4000 hours of casework, in conjunction with cradle to kinder.

HOMELESSNESS

We continued to face unexpected challenges and growing demand for housing during the COVID-19 crisis. We provided 15 instances of two-to-four-week accommodation blocks for people who needed to self-isolate, but did not have any options to do so.

In a number of instances, we were able to get long-term homeless people who were accommodated during the COVID period into permanent accommodation arrangements. We supported three community members to access private accommodation and we negotiated an arrangement with a private motel to take on four of our clients on a permanent basis. This has provided a roof over their heads, so they are not couch surfing, they have cooking and washing facilities and their electricity and gas is paid for.

ORANGE DOOR

The Echuca Orange Door opened in October 2020, with a Njernda Aboriginal Practitioner to provide a strong and direct link between the Community and the Orange Door Family Violence access point. Although we have had some difficulties with staffing this position, we are committed to the concept of Orange Door as a one stop shop for Family Violence.

The system is still teething – but one of the challenges we experienced was the number of clients going through Orange Door who couldn't be filtered into Njernda because we didn't have the number of case workers to deal with the client numbers. This is the first time we have been forced into a "holding pattern" for Family Violence Services. While we are pleased that more at-risk women, children and men are being able to access help – the challenge now is for funding to match the demand, and for services like Njernda to receive the extra resources and caseworkers we need to provide meaningful and life-changing support to these clients.

4000 hours of
Integrated Family
Services delivery, in
conjunction with
Njernda Cradle to
Kinder Program

YOUTH JUSTICE & RESIDENTIAL SERVICES REPORT

Simone Ronnan - Manager

YAKAPNA

Yakapna is a Healing Journey for our families that involves both residential and education programs.

Yakapna staff work intensively with parents and children in a culturally appropriate, nurturing and safe environment with the unique opportunity of living on the premises (which is fully supported 24/7) while learning a range of skills, strengths and information.

Parents are expected to participate in program and activities that develop strategies for parenting, budgeting, stress and anger management. Staff provide support with cooking, feeding babies, sleeping and behaviour problems depending on their age.

Three families completed the program this year and one family is still on their healing journey.

COVID Innovations & Learnings

- Online care team meetings
- Health & Wellbeing
- More regular contact with clients
- Online Narcotics Anonymous, which had greater attendance and more open dialogue



BAROONA

Njernda has received a grant of \$4,533,390 from the State Department of Justice to build a new Baroona Healing Centre on Njernda property in Echuca West. Baroona is the base for a very successful 16-week residential program Aboriginal young people aged 13-17 years who have had, or are vulnerable to, involvement with the justice system, and to address factors contributing to offending. While the program is highly-successful, our facilities are inadequate for the program requirements. Our new Healing Centre development will extend the current program to 15 young people, allow girls to also access the service and provides funding to redevelop the program.

This year, with the funding announcement, we were able to appoint Project Manager Sally Olle, who has a background in construction project management, marketing and I/T business analysis. We are excited for the future of Baroona and look forward to expanding our program to best suit the needs of our community. Architects have been interviewed and we look forward to seeing groundwork underway in the next financial year.

YOUTH & JUSTICE

In a difficult year for our young people, it has been a struggle to organise and maintain programs for our youth. But our Youth and Justice Team has done an amazing job in trying to facilitate "normal" experiences for kids in a year that was anything but! The team arranged programs and activities as restrictions allowed, and often organised (and, unfortunately cancelled) activities at the last minute and went "virtual" in response to changing restrictions so kids didn't miss out.

After school programs included Auskick and Basketball skill programs, the team facilitated homework groups and helped families access funding through our Yinya Mulana sports and rec forms as well as funding through our school funding program.

School holiday activities included Murray Life adventures day, where kids learned how to zip line, rock climb and be on a giant swing; Fun planet and bowling in Shepparton; Movies days at the Echuca cinemas; Netball and Basketball skills programs; an eight-week traditional dance and emu feathered costume making program; and a mini golf day at Rich River golf club.

Our Youth Justice Worker continued to support young clients in dealing with justice issues, including court matters, mental health matters, AOD matters etc.

The team also networked with schools to find out more about supports kids need during school time. From this outreach, plans are in place to develop a yarning circle to roll out in the schools.



EARLY YEARS REPORT

Joyce Ward - Manager

We had many highlights this past financial year, as well as some challenges given the ongoing COVID-19 pandemic.

Our enrolment numbers are up, and many staff have undertaken further training while in lockdown.

Staff have also commenced study in order to progress to the next level in their qualifications. Online learning has become key for us, with staff learning to adapt due to COVID by doing online group time with children to sing, read books and connect.

Educational packs were created and delivered by staff during periods of lockdown, which received great feedback from our families. Family involvement in the centre, while limited due to COVID, was very active on the Storypark and other virtual and online platforms.

The Berrimba Lead Practitioner has engaged in a partnership approach in working with infants, children, young people, parents/carers and other family members within the Berrimba Child Care Centre, as well as with Clients who use the C2K program. The role is centred around promoting positive engagement, relationship building, and the need for inclusive practices that respond to the individuality, developmental stage, age, communication needs and cultural background of children and young people in the context of their family, community and culture.



The Lead Practitioner has worked hard this year on engaging with Aboriginal families who are not within any service, but who have been recommended for outreach.

The Lead Practitioner has also been responsible for building capacity within the Berrimba staff, parents and other Njernda professionals reflecting of the lived experience of the original custodians of the land. Berrimba and C2K staff have been skilled up on the healing properties around acknowledging trauma and the lived experiences of children and families in the community.

COVID Innovations & Learnings

- Systemic training of staff on trauma and other areas, which led to the redesign of children's environment and the introduction of new practices
- Increased use of the Story Park app to connect children and families

BERRIMBA

The Berrimba kindergarten program has an enrolment of eight children, and is where the students are able to seek, explore and make sense of their world.

This year we were able to secure some funding to update equipment and add to the aesthetics of the room and staff have been able to create a shift in the delivery of the program, creating a space that is welcoming, offering play-based activities that are both engaging and challenging, and which are designed to enhance learning and to develop their physical, emotional, intellectual, and social skills.

"Our weekly bush adventures are a highlight for staff and students."

At the heart of the of the program is culture, an integral part of the students' sense of belonging. Our weekly bush adventures are a highlight for staff and students.

This learning environment involves collaboration between the students and educators, including additional staff who immerse the students with language and traditions thus developing a true connection and experience of belonging.

We anticipate a focus on the outdoor space in the future hoping to create an undercover area for the students to use throughout the seasons. By offering a secure non-threatening environment, it has been a pleasure to see the students develop and learn.

They are all able to relate to other adults and children, know what it means to be a part of a group and to share and express themselves in acceptable ways.

They have developed problem solving skills and independence that will carry them into their future education, as well as engaging in life's joys and complexities and meeting the challenges in everyday life.





CRADLE TO KINDER

With the end of 2020-01, the funding for Cradle to Kinder (C2K) has ended, as a result of a decision from the Victorian funding body and applying to all Cradle to Kinder programs across Victoria.

Our managers fought extremely hard to keep our amazing Cradle to Kinder program, but we are now transitioning to a new model, known as Integrated and Intensive Family Services.

At the moment we will be called Njernda's Integrated and Intensive Early Years program, however we are hoping to find a beautiful name in language for our deadly new program.

Our C2K team will be the Early Years Team supporting families with children between pre-birth and 5 years old, same as we did in C2K. We will still provide a holistic approach to working with families. This means if families have a child/ren over 5yo they will receive support also as needed.

We will no longer support families until their youngest child is 4yo. Families will be assessed on their needs and supports and allocated 40, 110 or 200 hours.

We will still be working the same as we did in Cradle to Kinder in terms of practice that is strengths based and trauma informed care. Our child and family care planning, referrals, information, and advocacy will continue, and we will support parents to identify and work on the challenges that make it hard to care for their children.

As we have done so strongly in the past, we will support families to grow their confidence and build and strengthen their capacity to safely care for their children and maintain change.

We support families to build on their own independence and resilience by helping them identify and manage their own needs and crises, build active networks of support through Mob, community, and other support services, supporting children to heal, grow and thrive.

BEST START

Having our kids excited and walking confidently into their formal learning journey is the goal of our Best Start Program. It works to ensure children are school ready at the end of their final funded Kindergarten year with strong participation and attendance in their learning environment.

The Best Start program is a partnership with Campaspe Shire Maternal and Child Health, Echuca Regional Health, Wellbeing and Primary Mental Health, Shine Bright Kindergarten, Save the Children Play to Learn, and Intereach.

Maternal Child Health
appointment attendance for
Aboriginal children has
increased 7% in the past year.
- Campaspe Shire data

We start even before enrolment by working to help families navigate kinder and school enrolments as well as organising social gatherings to provide information on local play groups, No jab No play, enrolments and Birth Deaths and Marriages.

2021

CRADLE TO KINDER NO#

BERRIMBA NO#

BEST START NO#

ENROLMENTS

However due to the changing COVID-19 restrictions, many of Best Starts projects were unable to take place or have had to be modified to ensure we are working within safe guidelines.

Enrolments continue to be moving in a strong direction with enrolments on the rise for 3 year old bush Kinder, 4 year old kinder and early start kinder in both Berrimba and local Shine Bright kindergartens.

Best Starts partnership for the year of 2021 has seen involvement from Campaspe shire council Maternal Children Health and central enrolments, Echuca Regional Health wellbeing and Primary Mental Health, Shine Bright Kindergarten, Save the Children- Play to Learn and Intereach.

CORPORATE SERVICES & HR REPORTS

Trish Williams - Manager

HUMAN SERVICES

Our goal in HR is to recruit, select, and appoint staff who have values and attributes consistent with Njernda's directions and culture, and who will help us achieve our strategic goals.

Our Mission is to:

- Attract and retain good quality staff by positioning the organisation as an 'employer of choice.'
- Ensure fair recruitment practices.
- Appoint the most suitable person for the position
- Comply with legal requirements and good practice human resource management principles.

Since taking on this role there have been many challenges that we have had to overcome, including COVID, and we are pleased that as an organisation we coped quite well, and most staff are now back working in the office.

We continue to work with Employsure, who provide employment relations and work health and safety advice.



We have had some difficult staffing issues this year, and Employsure have provided sound advice and support on all aspects of the Fair Work Act and National Employment Standards which covers Employment Relations, Work Health and Safety and the compliance requirements under industry awards.

There has certainly been challenges with retaining and recruiting qualified staff this past year. We have been fortunate however, that community members are returning home to Echuca and are taking up positions with Njernda. Some of these positions are at senior levels and will allow for them to take up Management positions in the future.

COVID Innovations & Learning

- Online meetings, which significantly reduced travel time and costs
- More efficient approval processes
- Introduction of the debit card payment system

ACCREDITATION / COMPLIANCE & ADMINISTRATION OFFICER

We had our accreditation in January 2021 and were 100% compliant across all standards. Well done to all staff who were involved in this process.

INFORMATION TECHNOLOGY

We have a fully qualified IT Administrator who has taken on the role under very difficult circumstances due to a backlog of IT issues. Paul has been working through the backlog of IT issues and made a huge difference improving our IT services and systems.

TRAINING, LEARNING & DEVELOPMENT OFFICER

Training continues to take place across the whole of Njernda.

Online training became necessary due to COVID, and staff were able to do additional training when working from home.

The training officer also concentrated on mandatory training as per our Policy and Procedures.

FINANCE

Our finance area has undergone a new restructure and staff are more confident and comfortable in their new roles. We have currently engaged the services for 1 day a week of Trevor Borg – Accountant from Peats Accounting Firm. Trevor has been instrumental in the re-structuring of the finance area, also working with all Managers to assist them with their budgets.

2020 -2021 STAFF SNAPSHOT

147
STAFF

57%
ABORIGINAL
EMPLOYMENT

24%
STAFF TURNOVER

37
NEW STAFF EMPLOYED

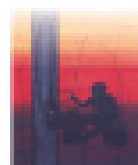
20
NEW ABORIGINAL
STAFF

6
NEW POSITIONS &
SEVERAL STUDENT
PLACEMENTS



minutes from the 2020
ANNUAL GENERAL MEETING

NJERENDA ABORIGINAL CORPORATION- ICN 1274



Vision: Empowering our Aboriginal Community

Purpose: Njerenda's purpose is to deliver community controlled, holistic services and programs which improve the physical, emotional, cultural and spiritual wellbeing of the Aboriginal Community of Echuca and surrounding areas.

NJERENDA ABORIGINAL CORPORATION

Minutes of Annual General Meeting

Date: 31 March 2021 **Time:** 3:00 pm **Location:** Online Virtual Meeting hosted by EVM

Chair: Kelli Bartlett

Minute Taker: Therese Shelley

1. Chairpersons Welcome

1.2 Attendees – As per online list (Appendix 1a)

1.3 Apologies – C.Best was unable to convey her apologies on someone behalf (may email these through at a later stage) J.Smith offered up apologies on behalf of S.McLaughlin

2. Minutes of the previous meeting of Members

The Minutes of the previous Annual General Meeting held on Friday 24th January, 2020, as set out in pages 49-55 of the Annual Report.

2.1 Matters arising from the previous minutes

Kelli Bartlett apologised for the spelling error in Agenda item 1 of the previous minutes Karlene Mitchell should be corrected and read Karlene Dwyer

Kelli offered any question to the members regarding the previous year's minutes.

Not in relation to previous minutes, however N.Edwards enquired as to whether there was a quorum present for the meeting to proceed

Lisa (EVM host) advised there was currently 70 members joined for the meeting

Ms.Bartlett advised that a 10% attendance was required to proceed. A quorum was confirmed, and meeting to continue.

J.Smith advised Sonia McLaughlin name is spelt incorrectly in the previous minutes. Kelli advised this would be amended

2.3 Action items from previous minutes - NIL

2.4 Confirmation of minutes

Proposed resolution: That the minutes of the general meeting held on 24th January, 2020 be accepted as true and correct.

Moved by: Desmond Atkinson

Seconded by: Keith Hearn

Decision: Resolution carried

3. Corporation Reports – Directors'

Kelli presented on behalf of the Directors (as per Chairperson's report of the Njerenda Annual report – Pages 5-6)

Kelli discussed the affect that COVID 19 pandemic has had on the organisation since the early stage of 2020, and the limitations it had on servicing the community as well as the challenges faced, especially during its peak.

Kelli acknowledged and commended the Njerenda staff who continued to work on site and remotely to meet the needs of community during the challenging time.

Many staff putting themselves out there to assist in working in the best and most manageable ways possible.

Ms.Bartlett explained that this was the reasoning as to why the meeting today was arranged the way it is – while still in COVID 19 restriction mode and as a directive from government and health experts, this was the best option at the planning time.

Over the course of the previous financial year, a move to strengthening of processes have occurred which included a restructure of the Finance department, engagement of a new accountant, omitting petty cash, staff loans and staff bonuses.

Following up from the Audit Report, a number of findings were determined. Following these findings all further investigations were passed on and are now being handled by Vic Police

Focusing on some positive news and major achievement of the year was the establishment of the Nyini health and wellness centre, where it has reached up to approximately 400 members now.

Another major achievement was reviewing and conducting consultations for Njerenda's new strategic plan. The strategic plan had been sent to Community for feedback which has never happened before. The new Strategic Plan is in the final stages of planning.

It's been disappointing A lot of virtual engagement has restricted community

Continue to build the strength of the organisation

3.1 CEO Report – (Report included on pages 7-9 of the Annual Report)

Aaron Wallace opened with Acknowledging the Traditional Custodians of the land that Njerenda serves, and paid respect to the Elders of the community both past and present.

Mr. Wallace reported on key program and management highlights for the year. Mr.Wallace also conveyed the challenges that Njerenda faced during the COVID pandemic period

As part of his role Aaron advised that throughout the course of the year, he has been regularly updating Policies, overseeing financial controls and processes as well as working closely with funding bodies.

In relation to the follow up of the Forensic Audit that took place Aaron advised a number of recommendations were made pertaining to the financial controls, policies and inner workings of Njerenda's financial processing and management. He reports that all recommendations have been addressed and that financial controls are strong.

Mr. Wallace informed the members of a slight re-structure with the management team has taken place with a system of the introduction of Team Leaders, the engagement of a Corporate Services Manager to oversee both HR and Financial units of the organisation, and development of the Chief Operations Officer (COO)

Aaron acknowledged and commended the Njernda staff for their continued work and service to community as best that could be carried out during the COVID period, with lots of innovative and creative ways to still stay connected with each other and community.

3.2 Financial/Auditors Report

A breakdown of a copy of the financial report is available on pages 41-47 in the tabled Annual Report.

Ms. Bartlett acknowledged Russell's work for Njernda for the past 13 years and wished him well on Njernda's behalf as he eases into retirement.

Russell Guppy joined the meeting to present his report to the Members and Directors

Russell firstly commended the Accountant on his hard work and assistance in meeting requirements on a financial perspective and who inevitably brought everything together to ensure processes and practice were compliant in all aspects

The profit of the corporation for the financial year after providing for income tax amount to \$640,000

Russell referred to Pg.43 of the report, stating total revenue was 14 million dollars – government grants additional of \$845,000 and other sundry items including the sales of water. (This being an increase of half a million dollars from previous year)

There was additional 300K in self-generated funds – with DHS approval to use those funds as Corporation see fit, as targets for the funded program/s had been met

A surplus showed in Medicare also.

The cash in bank shows an increase of 2 million dollars (this would incorporate funding allocated for Baroona Project)

It was determined by Russell that Operations of Njernda have vastly improved in the past 12 months and internal controls a lot tidier and better managed. The accounting control procedures makes for a better running operation.

Funding is also in line with funding body requirements, including agreements and disbursement of funds.

Russell advised that all findings and recommendations from the years Audit were all addressed, or in progress.

These included amendments and more concise payroll procedure.

Motor vehicle fines, and non-ownership of a driver incurred substantially high penalty fees.

Internal control procedures have now addressed this issue, FBT related issues have been addressed also.

Overall Njernda is in a strong financial position

Questions: The chair invited all those present to ask questions about how the corporation is managed.

N.Edwards posed a question to Mr.Guppy as to why he decided to resigned the same day as he signed off on the Financial Audit report?

Mr. Guppy responded that due to ominous years in his profession and his age he felt it was his own choice to freely retire on his own accord.

N.Edwards asked of Mr.Guppy, to how much had the Corporation spent on legal fees in the financial year passed as compared to the previous.

Russell advised that the most recent financial audit shows a cost of \$92,000 as compared to \$21, 000 the previous year.

N.Edwards posed a question in relation to the cost of work premiums, and at what cost have the Work Cover based claims been in that past financial year?

Russell stated that Work Cover insurance premiums came to a cost of \$68,000, as compared to the previous year of \$67,000.

With no further questions offered from members, Kelli asked that the Financial Report be moved.

Proposed resolution: That the audit report delivered by Mr. Russell Guppy be accepted

Moved by: Neva Takele (nee Atkinson)

Seconded by: Fay Halatani

Decision: Resolution carried

4.Appointment of auditor:

Ms.Bartlett advised Members that due to the resignation of Mr.Guppy in conjunction with Wyndam Corporation the Board of Directors obtained two quotes for the engagement of a new external audit service company.

Detailed proposals were provided by both companies and can be provided to members for more detail.

The two companies were as follows:

RMS \$33,000 per year – and carries a 4% increase on remuneration each year thereafter

AFS \$35,525 per year – Kelli explained these are a Bendigo based company and currently also service the Echuca hospital and BDAC

Kelli offered questions to the floor in relation to the Auditor proposals. How would the members like to appoint one?

Would a Community meeting be required or should the newly appointed Board of Directors review the quotes provided and appoint the new auditor based on a Special General Meeting with Members?

J.Smith posed a question from the floor suggestion that the new Board should be the decision makers on the appointment of the new auditors.

N.Edwards seconded this notion

Kelli suggested if this is what the members would like, a motion be put forward.

MOTION That the newly elected Board of Directors review the appointment of the new auditor to the Corporation for the forthcoming Financial Audit Services in conjunction with Members

5. Questions from Members

Kelli offered question time to the Members in relation to operations matters.

W.Williams offered his voice on behalf of the elders of the community who have found the whole concept of the virtual meeting and voting process difficult.

J.Day referred back to agenda item 4. Stating that the engagement of a new auditor should be that of a Community decision not just a Board decision.

F.Morgan offered appreciation of Njernda's support and in particular Childcare services for herself and her family. Ms.Morgan acknowledged the Board and CEO for their hard work and efforts. This was seconded by F.Halatanu

K.Williams expressed his concerns of the dis-organisation of the AGM, in comparison to other organisations that have run theirs in face to face settings.

Ms. Bartlett replied to this concern, stating that due to the large group of members Njernda could not possibly hold an event of that size, specifically at the planning and preparation time of the scheduled meeting. COVID restrictions were still being upheld. Mr.Williams requested evidence from the Health Ministers office that stipulated this.

N.Edwards enquired as to where the report of the break-down of assets is? And the full content of the Financial report is not included in the Annual Report

Kelli Bartlett advised that a Full Financial report is uploaded to the ORIC website.

An assets list can be made available and uploaded to ORIC website also.

K.Egan raised her disappointment and concerns with the whole set-up of the AGM and the running of the Board.

N.Edwards enquired as to why the Chair of the organisation is in a Directors role when she upholds a management position within the organisation. Breaching 8.2 of the Corporation rule book

Kelli Bartlett (chair) advised she is not in breach as she is in an Acting Managers role of the medical centre and stepped up to this role from her Team Leader position while the Medical Manger has been on leave

F.Morgan offered her concerns of the lack of recognition of the establishment of Njernda

She wants to see Recognition of the original elders that established the first medical centre in Echuca for Aboriginal community , also Recognition of Yorta Yorta and Wollithiga.

Ms.Morgan made special mention of Kitty Atkinson and acknowledging her descendants to be recognised in the area.

J.Day conveyed his thoughts on understanding of what Njernda means "To know our living Culture" Recognising the culture of today. But knowing what the history is and respecting it.

K.Williams made mention to the original history of Njernda being established in High Street, named the Echuca Aboriginal Co-Op. He states that there is confusion on who runs the organisation and that it should be the Community.

A question from J.Smith in relation to the acknowledgment on the bottom of the Njernda emails, it recognises Wollithiga and Yorta Yorta as one in the same. How was this determined and who decided to include this on Njernda emails and documents?

Ms.Bartlett advised that the acknowledgment of both Wollithiga and Yorta Yorta peoples was first created prior to the present Board in the way of plaques that were creted for all Departments of he NJernda Corporation. It was included to tie in with the original plaques that were creted.

N.Edwards enquired as to why community are not aware of Njernda being successful for a COVID Recovery Grant that is potentially going to be used to purchase property at Roslynmead granted.

Ms.Bartlett and CEO Aaron Wallace were both unawares as to what Ms.Edwards was referring to.

Ms.Edwards request that the Board and CEO follow up this Grant that is associated to Njerndas name.

Ms.Edwards re-visited the topic of Njernda's properties not being available to members to sight. Ms.Edwards advised she'd like these to be made available to Community on the ORIC website

6. Election of Directors

The host from EVM announced that online voting will take place.

All members eligible to vote could be part of the election process in a step-by-step selection process via their keypad/device

Nominations

The following nominations were received in writing prior to the meeting for the following people:

| | |
|-----------------------|--------------------------------|
| <i>Colin Atkinson</i> | <i>Kelli Bartlett</i> |
| <i>Mick Cannon</i> | <i>Paul Clarke</i> |
| <i>Wayne Cowley</i> | <i>Barbara Day</i> |
| <i>Joe Day</i> | <i>Nolita Edwards</i> |
| <i>Janelle Handy</i> | <i>Keith Hearn</i> |
| <i>Therese Jasper</i> | <i>Sonia McLaughlin</i> |
| <i>Felicia Morgan</i> | <i>Clayton Murray-Mitchell</i> |
| <i>Richard Rannon</i> | <i>Michael Saunders</i> |
| <i>Neva Takele</i> | <i>Kevin Williams</i> |

General Business:

While votes were being counted chair invited the members for any further general matters or questions.

F.Morgan asked if recognition can be made to Ms.K.Dwyer for her years of service to Njernda and acknowledge her dedication from the previous years as CEO

K.Egan requested that as a worker and Community member she ideally prefers face to face feedback and Communication. A decision was made that in relation to recent events CEO and Corp Services will meet in person.

K.Williams asked why the Board have not met with himself in relation to the works of the Wattle Seed Project after a considerable amount of time?

Ms.Bartlett responded that they had not met, as no formal request or enquiry was made to meet with the Board on any specific date as would normally be the process.

N.Wright asked that having respect for elders in the Community is highly regarded and should be adhered to accordingly.

N.Edwards wanted clarity on the voting system protocol. On the Ballot it specified numbering 1-7, but some Members informed on the Pre-Voting day on the 29th that the Ballot forms can alternatively just be marked to include 7 Nominees.

Kelli sought clarification from Mrs.Shelley on this direction that was given out to Members who were pre-voting. Confirming that any marking be it 1-7 or a tick or X next to a nominee's name would all account to 1 Vote for that Nominee.

Ms.Edwards proceeded to ask if this was the case how would the Board decipher who would get the overall position if there was tie in the voting tally.

Ms.Bartlett responded that she could not confirm this as this has not occurred before. If it did it would be addressed at the time.

N.Cooper – Acknowledged the work of the current Board and Management for their efforts to date. She made mention of disappointment of community.

Results

An election was held by Ballot papers on Monday 29th March which were collated and counted on Wednesday 31st March 2021.

An election was also held online during the Virtual meeting

The total number of Ballot paper were collated with the total number of online votes.

The following people were elected as directors by votes from Members

Clayton Murray-Mitchell

Richard Ronnan

Wayne Cowley

Nolita Edwards

Janelle Handy

Paul Clarke

Felicia Morgan

8. Other business

The chair invited anyone present to raise any matters of relevance to may not have been covered on the agenda

S.Cemino offered congratulations to the newly elected Board and hope some positive work for the Community comes to fruition.

9. Meeting Close

The chair congratulated the newly appointed Board

The meeting was declared closed at 5:16m

Confirmation of the minutes- Minutes to be accepted at the 2021 AGM

These minutes are a true and accurate record of the meeting.

Signed Chairperson _____

Date _____

Copy of minutes to be forwarded to ORIC at info@oric.gov.au

Njernda Aboriginal Corporation ICN 1274

Annual General Meeting

Members Attendee List

Appendix 1a

| | |
|----------------------|-----------------|
| Julian Combe | Non-voting |
| Lisa McKenzie | Non-Voting |
| Lily Dodds | Member |
| Baymos Handy | Member |
| Kelli Bartlett | Member |
| Paul Clarke | Member |
| Richard Ronnan | Member |
| Barbara Day | Member |
| Aaron Wallace | Member |
| Wayne Cowley | Member |
| Vivienne Giles | Member |
| Desmond Atkinson | Member |
| Shelley Atkinson | Member |
| Janelle Handy | Member |
| Colleen Atkinson | Member |
| Russell Guppy | (guest) Auditor |
| Colin Atkinson | Member |
| Jessica Smith | Member |
| Damian Morgan-Bulled | Member |
| Leona Cooper | Member |
| Desmond Morgan JNR | Member |
| Clive Harradine | Member |
| Timothy Mitchell | Member |
| Neva Takele | Member |
| Lynette Hearn | Member |
| Henry Atkinson | Member |
| Kristie Hearn | Member |
| Brody Atkinson | Member |
| Alkina Edwards | Member |
| Maureen Tang | Member |
| Fay Halatanu | Member |
| Sissy Cooper | Member |
| Robert Saunders | Member |
| Tegan Wanganeen | Member |
| Ruby Cooper | Member |
| Karlene Dwyer | Member |
| Tylah Hay | Member |
| Kirsten | Unknown |
| Krystal Henderson | Member |
| Cora Best | Member |
| Karlisha Egan | Member |
| Noel Scott | Member |
| Felicia Morgan | Member |
| Rachael Romer | Member |
| Javier Clarke | Member |

| | |
|---------------------------|--------------------|
| Simone Ronnan | Member |
| Jamiah Clarke | Member |
| Desrae Atkinson | Member |
| Amelia Mitchell | Member |
| Kyle Bartlett | Member |
| Rachael Stewart | Member |
| Nolita Edwards | Member |
| Lee Wanganeen | Member |
| Sue Saunders | Member |
| Merinda Slater | Non Member |
| Joe Day | Member |
| Wade Williams | Member |
| Trevor Borg | (guest) Accountant |
| Candace Williams | Member |
| Vicki Walker | Member |
| Therese Jasper | Member |
| Keith Hearn | Member |
| Melissa Tracey | Member |
| Skye Cemino | Member |
| Clayton Murray-Mitchell | Member |
| Tara Atkinson | Member |
| Troy Walker | Member |
| Lucy -Pearl Harrison-Egan | Member |
| Hazel Hudson | Member |
| Kevin Johnson | Member |
| Megan Black | Member |
| Jamiah Clarke | Member |
| Tanya Flower | Member |
| Marissa Atkinson | Member |
| Maria Johnson | Member |
| Rebecca Tracey | Member |
| Jennifer Harrison | Member |
| Keely Tracey | Member |
| Gilbert Wanganeen | Member |
| Donna Walsh | Member |
| Darren George | Member |
| Renee Walsh | Member |
| Chris Cooper | Member |
| Kellie Egan | Member |
| Jirrah Day | Member |
| Nadine Wright | Member |
| Felicia Morgan | Member |
| Lani Hudson | Member |
| Tegan Wanganeen | Member |
| Kyle Egan | Member |
| Michael Saunders | Member |
| Kevin Williams | Member |
| | |



2020 - 2021
FINANCIAL REPORTS

Njernda Aboriginal Corporation Special Administrators' Report

The special administrators present their report on Njernda Aboriginal Corporation (Njernda) for the financial year ended 30 June 2021.

Appointment of Special Administrators

On 15 November 2021, the Office of the Registrar of Indigenous Corporations (ORIC) determined that Njernda be put under special administration and appointed Jack James and Paula Smith as special administrators. Upon the appointment of the special administrators, the positions of the directors were vacated.

Notwithstanding that the special administrators did not have stewardship of Njernda for the year ended 30 June 2021, the special administrators have approved the preparation and finalisation of the financial statements for the year ended 30 June 2021.

Directors

The names of the directors in office at any time during or since the end of the year until the appointment of special administrators are:

- Judith Atkinson (resigned 22 February 2021)
- Kelli Bartlett (resigned 31 March 2021)
- Wayne Cowley (resigned 15 November 2021)
- Paul Clark (resigned 30 September 2021)
- Barbara Day (resigned 31 March 2021)
- Nolita Edwards (appointed 31 March 2021; resigned 15 November 2021)
- Janelle Handy (appointed 31 March 2021; resigned 15 November 2021)
- Sonia McLaughlin (resigned 11 August 2020)
- Felicia Morgan (appointed 31 March 2021; resigned 15 November 2021)
- Clayton Murray-Mitchell (appointed 31 March 2021; resigned 15 November 2021)
- Richard Ronnan (resigned 15 November 2021)

Directors have been in office since the start of the financial year to the date special administrators were appointed unless otherwise stated.

Review of Operations

The surplus of Njernda for the financial year ended 30 June 2021 after provision for income tax was:

| Year ended 30 June 2021 | Year ended 30 June 2020 |
|----------------------------|----------------------------|
| \$ 2,099,423 | \$ 640,317 |

At 30 June 2021, Njernda recorded a strong financial position, with current assets exceeding current liabilities by \$3,022,473 (2020: \$1,858,509), providing the directors and special administrators with sufficient working capital to ensure Njernda can pay its debts as and when they fall due.

Significant Changes in the State of Affairs

Since the previous financial year, a global pandemic caused by the COVID-19 Coronavirus (COVID-19) was declared. To contain the spread of COVID-19 and prioritise the health and safety of its community, Njernda was required to comply with various restrictions announced by the Commonwealth and State Governments, which in turn, has continued to impact the way in which Njernda operates. Since the pandemic, Njernda has introduced a range of measures, including the implementation of working from home arrangements.

Njernda Aboriginal Corporation Special Administrators' Report

Significant Changes in the State of Affairs (continued)

Whilst COVID-19 and associated restrictions have impacted Njernda's financial statements and ability to operate, where possible Njernda has continued to provide services to its community and funding bodies throughout the pandemic whilst complying with rules set by the Commonwealth and State Government.

There were no other significant changes in the state of affairs of Njernda that occurred during the financial year, other than those referred to elsewhere in this report.

Principal Activities

The principal activities of Njernda during the course of the financial year was to provide health, social and welfare services to the Aboriginal people in Echuca and surrounding areas.

To achieve its purpose, Njernda:

- regularly provides opportunities for Community members to come together for socialisation and to celebrate being Aboriginal
- continues to support Aboriginal people every day
- supports its Elders / mentors / role models to provide leadership and direction to our children and young people, to help them become strong in culture, spirit and Community, and to enhance future generations
- delivers services in a safe environment
- promoting self empowerment and self determination
- uses continuous improvement strategies to ensure that Community can access the best evidence based programs.

There have been no significant changes to Njernda's principal activities during the course of the year.

Events Subsequent to the End of the Reporting Period

Subsequent to year-end, the New South Wales and Victorian State Government's revised social isolation measures as appropriate based on the level of community transmission of the COVID-19 Coronavirus, which included the reintroduction of strict isolation measures in July and August 2021 for all of New South Wales and Victoria which the corporation has been required to comply with. The corporation has employees, suppliers and members from the community who travel across the border, which were unable to do so without obtaining a permit. Restrictions have since eased however the corporation is still obligated to comply with isolation measures and restrictions.

On 15 October 2021, the Chief Executive Officer resigned from the position and departed the corporation. Advertisements for the replacement Chief Executive Officer are planned to commence in January 2022.

On 28 October 2021, 5 of the corporation's 6 directors wrote to the Office of the Registrar of Indigenous Corporations (ORIC) requesting the appointment of a special administrator. After reviewing a show cause notice issued to the corporation by the Registrar, the same 5 directors reconfirmed their request for special administration. Subsequently, on 15 November 2021, ORIC placed the corporation under special administration.

Special administration is a type of external assistance unique to the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act), whereby only ORIC can appoint a special administrator. Special administration differs to other types of external administration in that the aim is to work with the corporation to fix internal problems and restore the corporation to good health.

Njernda Aboriginal Corporation Special Administrators' Report

Events Subsequent to the End of the Reporting Period (continued)

ORIC appointed Jack James and Paula Smith from Perth, Australia, as the Special Administrators, whom are now responsible for all the affairs of the corporation and have comprehensive powers under the CATSI Act. The directors and secretary of the corporation no longer held office once the special administrators were appointed.

Jack James and Paula Smith have since taken full control of the corporation, its business and property. The special administrator's role is to:

- secure the corporation's books, assets and bank accounts
- verify the financial position of the corporation and assess its ongoing viability
- communicate and meet with members and other interested parties
- manage the day-to-day activities of the corporation and restore it to good order
- prepare the corporation for return to control by members.

There are no other matters or circumstances that have arisen since the end of the financial year that have significantly affected or may significantly affect the operations of the corporation, the results of those operations or the state of affairs of the corporation, in future years.

Likely Developments and Expected Results

Other than the normal course of business, no other significant developments are expected in the corporation's operations in the future financial year.

Environmental Regulation

Njernda is not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Dividends and Distributions to Members

Njernda's rule book does not permit dividends or distributions to be paid to members. Accordingly, no dividends were paid or are recommended to be paid.

Information on Directors

Judith Atkinson

| | | |
|--------------------------|---|---|
| Tenure | - | Appointed 29 June 2020; resigned 22 February 2021 |
| Special responsibilities | - | Nil |

Kelli Bartlett

| | | |
|-------------------------------|---|---|
| Tenure | - | Appointed 30 January 2019; resigned 31 March 2021 |
| Special responsibilities | - | Chairperson and Secretary until 31 March 2021 |
| Qualifications and experience | - | Certificate III Business, Certificate III Tourism, Certificate IV Population Health, Undergraduate Degree Health Promotion and Public Health, Graduate Diploma Indigenous Health Promotion, Graduate Certificate Health Services Management, Diploma Leadership & Management, Governance training |

Wayne Cowley

| | | |
|-------------------------------|---|---|
| Tenure | - | Appointed 29 June 2020; resigned 15 November 2021 |
| Special responsibilities | - | Chairperson and Secretary from 1 April 2021 |
| Qualifications and experience | - | Early Childhood Education |

Njernda Aboriginal Corporation Special Administrators' Report

Information on Directors (continued)

Paul Clark

| | | |
|-------------------------------|---|--|
| Tenure | - | Appointed 26 August 2019; resigned 30 September 2021 |
| Special responsibilities | - | Nil |
| Qualifications and experience | - | Early Childhood Education, Governance training |

Barbara Day

| | | |
|-------------------------------|---|---|
| Tenure | - | Appointed 30 January 2019; resigned 31 March 2021 |
| Special responsibilities | - | Nil |
| Qualifications and experience | - | Governance training |

Nolita Edwards

| | | |
|--------------------------|---|--|
| Tenure | - | Appointed 31 March 2021; resigned 15 November 2021 |
| Special responsibilities | - | Nil |

Janelle Handy

| | | |
|--------------------------|---|--|
| Tenure | - | Appointed 31 March 2021; resigned 15 November 2021 |
| Special responsibilities | - | Nil |

Sonia McLaughlin

| | | |
|--------------------------|---|--|
| Tenure | - | Appointed 30 January 2019; resigned 31 August 2020 |
| Special responsibilities | - | Nil |

Felicia Morgan

| | | |
|--------------------------|---|--|
| Tenure | - | Appointed 31 March 2021; resigned 15 November 2021 |
| Special responsibilities | - | Treasurer |

Clayton Murray-Mitchell

| | | |
|--------------------------|---|--|
| Tenure | - | Appointed 31 March 2021; resigned 15 November 2021 |
| Special responsibilities | - | Nil |

Richard Ronnan

| | | |
|-------------------------------|---|--|
| Tenure | - | Appointed 30 January 2019; resigned 15 November 2021 |
| Special responsibilities | - | Nil |
| Qualifications and experience | - | Early Childhood Education, Governance training |

Following the vacation of director positions on 15 November 2021, it was impracticable for the special administrators to obtain details regarding the qualifications and experience of all directors.

Njernda Aboriginal Corporation Special Administrators' Report

Meetings of Directors

The number of board meetings attended by each of the directors of Njernda during the year were:

| | Director's Meetings | |
|--|---------------------|----------|
| | Eligible | Attended |
| Judith Atkinson (resigned 22 February 2021) | 5 | 3 |
| Kelli Bartlett (resigned 31 March 2021) | 5 | 5 |
| Wayne Cawley (resigned 15 November 2021) | 6 | 5 |
| Paul Clark (resigned 30 September 2021) | 6 | 6 |
| Barbara Day (resigned 31 March 2021) | 5 | 5 |
| Nolita Edwards (appointed 31 March 2021; resigned 15 November 2021) | 1 | 1 |
| Janelle Handy (appointed 31 March 2021; resigned 15 November 2021) | 1 | 1 |
| Sonia McLaughlin (resigned 11 August 2020) | 1 | 1 |
| Felicia Morgan (appointed 31 March 2021; resigned 15 November 2021) | 1 | 1 |
| Clayton Murray-Mitchell (appointed 31 March 2021; resigned 15 November 2021) | 1 | 1 |
| Richard Ronnan (resigned 15 November 2021) | 6 | 5 |

The board does not have any sub-committees.

Secretary

The position of corporation secretary was held by Kelli Bartlett between February 2019 and March 2021. Kelli holds a range of qualifications including Certificate III Business, Certificate III Tourism, Certificate IV Populate Health, Undergraduate Degree Health Promotion and Public Health, Graduate Diploma Indigenous Health Promotion, Graduate Certificate Health Services Management, Diploma Leadership & Management and Governance training.

The position of secretary was taken over by Wayne Cawley from April 2021 until Special Administrators were appointed on 15 November 2021. Wayne has qualifications in Early Childhood Education and is employed as a Koorie Education Support Officer within the Campaspe area.

Indemnification of Officers

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the corporation.

Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2021 has been received and can be found on page 3 of the financial report.

Signed in accordance with a resolution of the Special Administrators:


Jack James
 Special Administrator
 Dated: 22 December 2021
 Perth, Western Australia


Paula Smith
 Special Administrator
 Dated: 22 December 2021
 Perth, Western Australia

Lead auditor's independence declaration under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* to the Special Administrators of Njernda Aboriginal Corporation

As lead auditor for the audit of Njernda Aboriginal Corporation for the year ended 30 June 2021, I declare that, to the best of my knowledge and belief, there have been:

- i) no contraventions of the auditor independence requirements of the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* in relation to the audit and
- ii) no contraventions of any applicable code of professional conduct in relation to the audit.



Andrew Frewin Stewart
 61 Bull Street, Bendigo Vic 3550
 Dated: 22 December 2021



Adrian Downing
 Lead Auditor

Njernda Aboriginal Corporation Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2021

| | Note | 2021 \$ | 2020 \$ |
|--|------|--------------|-------------|
| Revenue | 2 | 16,515,487 | 14,077,418 |
| Other income | 2 | 1,000,621 | 885,116 |
| Administration and other associated costs | | (256,519) | (424,554) |
| Depreciation expense | 3 | (668,404) | (336,729) |
| Employee benefits expense | | (10,333,013) | (9,544,178) |
| Consumables | | (263,945) | (197,920) |
| Computer expenses | | (141,177) | (103,216) |
| Finance costs | 3 | (34,997) | - |
| Insurance costs | | (45,340) | (33,334) |
| Medical expenses | | (105,973) | (55,579) |
| Motor vehicle expenses | | (363,850) | (680,634) |
| Occupancy costs | | (258,288) | (338,808) |
| Professional fees | | (950,787) | (682,941) |
| Program costs | | (1,170,302) | (1,250,750) |
| Repairs and maintenance | | (384,658) | (267,385) |
| Training and development costs | | (240,299) | (256,302) |
| Utility costs | | (183,363) | (137,900) |
| Other expenses | | (15,770) | (11,987) |
| Surplus before income tax expense | | 2,099,423 | 640,317 |
| Income tax expense | 1(c) | - | - |
| Surplus after income tax expense | | 2,099,423 | 640,317 |
| Other comprehensive income | | - | - |
| Total comprehensive income attributable to members of the entity | | 2,099,423 | 640,317 |

Njernda Aboriginal Corporation Statement of Financial Position

As at 30 June 2021

| | Note | 2021 \$ | 2020 \$ |
|--------------------------------------|------|-------------------|-------------------|
| Current assets | | | |
| Cash and cash equivalents | 4 | 10,122,672 | 8,159,101 |
| Trade and other receivables | 5 | 2,049,188 | 1,582,753 |
| Total current assets | | 12,171,860 | 9,741,854 |
| Non-current assets | | | |
| Property, plant and equipment | 6 | 15,025,950 | 14,617,240 |
| Right-of-use assets | 7 | 877,913 | - |
| Total non-current assets | | 15,903,863 | 14,617,240 |
| Total assets | | 28,075,723 | 24,359,094 |
| Current liabilities | | | |
| Trade and other payables | 8 | 576,653 | 809,834 |
| Other liabilities | 9 | 6,904,052 | 6,072,047 |
| Lease liabilities | 10 | 256,946 | - |
| Employee entitlements | 11 | 1,411,736 | 1,001,464 |
| Total current liabilities | | 9,149,387 | 7,883,345 |
| Non-current liabilities | | | |
| Lease liabilities | 10 | 623,578 | - |
| Employee entitlements | 11 | 215,716 | 488,130 |
| Total non-current liabilities | | 839,294 | 488,130 |
| Total liabilities | | 9,988,681 | 8,371,475 |
| Net assets | | 18,087,042 | 15,987,619 |
| Equity | | | |
| Reserves | 12 | 5,595,955 | 8,795,093 |
| Retained surplus | | 12,491,087 | 7,192,586 |
| Total equity | | 18,087,042 | 15,987,619 |

Njernda Aboriginal Corporation Statement of Changes in Equity

For the Year Ended 30 June 2021

| | Retained surplus \$ | Reserves \$ | Total equity \$ |
|---|---------------------------|----------------|-----------------------|
| Balance at 1 July 2019 | 6,552,269 | 8,795,033 | 15,347,302 |
| Surplus for the year | 640,317 | - | 640,317 |
| Other comprehensive income for the year | - | - | - |
| Total comprehensive income for the year attributable to members of the entity | 640,317 | - | 640,317 |
| Balance at 30 June 2020 | 7,192,586 | 8,795,033 | 15,987,619 |
| Surplus for the year | 2,099,423 | - | 2,099,423 |
| Other comprehensive income for the year | - | - | - |
| Total comprehensive income for the year attributable to members of the entity | 2,099,423 | - | 2,099,423 |
| Transfer to/(from) retained earnings | 3,199,078 | (3,199,078) | - |
| Balance at 30 June 2021 | 12,491,087 | 5,595,955 | 18,087,042 |

Njernda Aboriginal Corporation Statement of Cash Flows

For the Year Ended 30 June 2021

| | Note | 2021 \$ | 2020 \$ |
|--|------|--------------|--------------|
| Cash flows from operating activities | | | |
| Receipts from government grants and customers | | 19,605,162 | 14,958,292 |
| Payments to suppliers and employees | | (16,532,849) | (12,256,797) |
| Interest received | | 758 | 4,242 |
| Interest paid | | (34,997) | - |
| Net cash provided by operating activities | 13 | 3,038,074 | 2,705,737 |
| Cash flows from investing activities | | | |
| Purchase of property, plant and equipment | | (847,457) | (729,413) |
| Net cash provided by/(used in) investing activities | | (847,457) | (729,413) |
| Cash flows from financing activities | | | |
| Payment of principal elements of lease payments | | (227,046) | - |
| Net cash used in financing activities | | (227,046) | - |
| Net increase in cash held | | 1,963,571 | 1,976,324 |
| Cash and cash equivalents at the beginning of the financial year | | 8,159,101 | 6,182,777 |
| Cash and cash equivalents at the end of the financial year | 4 | 10,122,672 | 8,159,101 |

Njernda Aboriginal Corporation Notes to the Financial Statements

For the Year Ended 30 June 2021

Note 1. Summary of Significant Accounting Policies

The financial statements cover the Njernda Aboriginal Corporation (Njernda) as an individual entity, incorporated and domiciled in Australia.

The financial statements were authorised for issue on 22 December 2021 by the special administrations of the corporation.

Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Simplified Disclosures issued by the Australian Accounting Standards Board (AASB) and the Corporations (Aboriginal and Torres Strait Islander) Act 2006. Njernda is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Njernda early adopted AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* during the year. These financial statements are therefore Njernda's first general purpose financial statements prepared in accordance with Australian Accounting Standards - Simplified Disclosures. In the prior year the financial statements were general purpose financial statements prepared in accordance with Australian Accounting Standards. There was no impact on the recognition and measurement of amounts recognised in the statements of financial position, profit or loss and other comprehensive income and cash flows of Njernda as a result of the change in the basis of preparation.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of the financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accrual 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. The amounts presented in the financial statements have been rounded to the nearest dollar.

Statement of compliance

Njernda does not have 'public accountability' as defined in AASB 1053 *Application of Tiers of Australian Accounting Standards* and is therefore eligible to apply the 'Tier 2' reporting framework under Australian Accounting Standards.

The financial statements comply with the recognition and measurement requirements of Australian Accounting Standards, the presentation requirements in those Standards as modified by AASB 1060 *General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* (AASB 1060) and the disclosure requirements in AASB 1060. Accordingly, the financial statements comply with Australian Accounting Standards – Simplified Disclosures.

Going concern

The financial report has been prepared on a going concern basis, which contemplates continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business.

Functional and presentation currency and rounding

These financial statements are presented in Australian dollars, which is Njernda's functional currency. The amounts have been rounded to the nearest dollar.

Njernda Aboriginal Corporation Notes to the Financial Statements

For the Year Ended 30 June 2021

Note 1. Summary of Significant Accounting Policies (continued)

Impact of COVID-19 pandemic

In the previous financial year, a global pandemic caused by the COVID-19 Coronavirus (COVID-19) was declared. To contain the spread of COVID-19 and prioritise the health and safety of our community, Njernda was required to comply with various restrictions announced by the Commonwealth and State Governments, which in turn, has continued to impact the way in which Njernda operates.

Whilst this has impacted Njernda's ability to deliver services and meet targets under its funding agreements, Njernda provides essential services and has continued to provide services to clients where possible throughout this period of time, within the social distancing requirements imposed by the Commonwealth and State Government. Where possible, Njernda has limited face to face services to emergency and essential services throughout the period of restrictions.

Accounting Policies

(a) Revenue

When Njernda receives revenue or enters into a contract to provide goods and services, it assesses whether there is a contract that is enforceable and has sufficiently specific performance obligations in accordance with AASB 15: *Revenue from Contracts with Customers*.

When both these conditions are satisfied, Njernda:

- identifies each performance obligation relating to the revenue
- recognises a contract liability for its obligations under the agreement
- recognises revenue as it satisfies its performance obligations, as services are rendered.

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

- 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, Njernda recognises revenue in profit or loss when or as it satisfies its obligations under the contract, unless a contract modification is entered into between all parties.

In contracts with customers, the 'customer' is typically a funding body, who is the party that promises funding in exchange for Njernda's goods or services. Njernda's funding bodies often direct that goods or services are to be provided to third-party beneficiaries, including individuals or the community at large on behalf of the funding body. In such instances, the customer remains the funding body that has funded the program or activity, however the delivery of goods or services to third party beneficiaries is a characteristic of the promised good or service being transferred to the funding body.

Njernda Aboriginal Corporation

Notes to the Financial Statements

For the Year Ended 30 June 2021

| | |
|--|---|
| Note 1. Summary of Significant Accounting Policies (continued) | |
| (a) Revenue (continued) | |
| This policy applies to each of Njernda's revenue streams, with information detailed below relating to Njernda's most significant revenue streams. Njernda's funding bodies include both Commonwealth and State Government funding bodies. | |
| Customer | Significant program or activity |
| Department of Health and Human Services (State) | Individual, Child and Family Support |
| Department of Health and Human Services (State) | Specialised Interventions |
| Department of Health and Human Services (State) | Family and Community Services |
| Department of Health and Human Services (State) | Aboriginal Child Specialist Advice and Support Services |
| Department of Health (Commonwealth) | Indigenous Australians Health Programme |
| National Indigenous Australian Agency | Safety and Wellbeing Programme |
| The nature and timing of revenue related to each of the above significant programs or activities are disclosed below. | |
| During the year ended 30 June 2021, the introduction of social isolation measures in Victoria in response to the COVID-19 pandemic has impacted Njernda's ability to satisfy its performance obligations contained within funding agreements. Where applicable, this has been disclosed below. | |
| <i>Individual, Child and Family Support</i> | |
| This program includes the provision of a range of services to vulnerable children and their families to promote children's safety, stability and healthy development. Njernda's performance obligation is to provide services to a minimum number of children each financial year. Revenue is recognised over time as and when services are provided to children in need. Njernda uses the output method to measure its progress in satisfying its performance obligations. | |
| <i>Specialised Interventions</i> | |
| This program includes the provision of highly specialised or therapeutic interventions for vulnerable children and their families to promote children's safety, stability and healthy development. Njernda's performance obligation is to provide services to a minimum number of children each year. Revenue is recognised over time as and when services are provided to children in need. Njernda uses the output method to measure its progress in satisfying its performance obligations. | |
| <i>Family and Community Services</i> | |
| This program facilitates Aboriginal family-led decision making via a culturally based approach with Aboriginal families involved with child protection about the safety needs of their children and how such needs can be supported. Njernda's performance obligation is to provide services to a minimum number of children and families each year. Revenue is recognised over time as and when services are provided to children and families in need. Njernda uses the output method to measure its progress in satisfying its performance obligations. | |
| <i>Aboriginal Child Specialist Advice and Support Services</i> | |
| This program provides specialist advice and case consultation to child protection regarding an Aboriginal perspective in the assessment of risk and case planning and culturally appropriate intervention for reports of abuse or neglect of Aboriginal children. This program does not contain any sufficiently specific or enforceable performance obligations and therefore funding is recognised immediately in profit or loss under AASB 1058. | |

NJERENDA ABORIGINAL CORPORATION

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