



WINDA-MARA
ABORIGINAL CORPORATION

Annual Report

2023-2024





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Acknowledgement

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

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

Disclaimer

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

About Us

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

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

We have over 80 people employed at Winda-Mara - with 62% Aboriginal staff.

Our key focus is to provide opportunities for Aboriginal and Torres Strait Islander people and their families to access and participate in culturally appropriate services and community activities.

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



Our Vision

Our vision is that Winda-Mara Aboriginal Corporation is recognised as a progressive leader for positive change enabling Aboriginal and Torres Strait Islander people in Victoria's Far South-West to lead fuller lives.

Our Values

Our Values – PREPARES

Our values and behaviours prepares us for sustainable success with our vision, our communities and each person.

- Professionalism**
Acting and practicing in a cultural, ethical, respectful, and inclusive manner.
- Accountable**
Responsible monitoring and reporting systems ensuring transparent and accountable service delivery.
- Responsiveness**
Responding in a timely, engaging, respectful and culturally appropriate manner.
- Respect**
Respect for those clients, work colleagues, community members and others that we meet and work with each day.
- Empowerment**
Building, strengthening and empowering individual and community decision making.
- Effectiveness**
Effective 'results orientated' services meeting the needs of the community.
- Partnership**
Creating better client outcomes through strong partnerships.
- Social Justice**
Providing justice, equity, social equality, and human rights.

Ngatanwarr.

Winda-Mara Board of Directors proudly acknowledge that we live and work on the land of the proud Gunditjmara people.

We deeply appreciate the wisdom, experience, and contribution of our Elders, both past and present, for their exceptional leadership and foresight in creating a pathway to self-determination for our organisation.

The Board is delighted to present the Winda-Mara Aboriginal Corporation (WMAC) 2023/24 Annual Report, which comprehensively outlines the service provision and operations of the organisation.

Despite a complex and challenging year, we extend our heartfelt thanks to the Board members for their unwavering commitment and dedication, having convened on 14 occasions in the last 12 months.

Our esteemed Board, including Denise Lovett, Staycee Charles, Aaron Bamblett, Jacinta Kimber, Troy Lovett, Braydon Saunders, Jakobe Walker, Jasmin Wright, and Judith McDonald, continue to uphold Aboriginal self-determination practices and maintain robust governance processes.

Throughout this period, we have witnessed significant developments in infrastructure, software enhancements, and strategic planning.

We proudly welcomed both the Treaty Assembly and the Yoorrook Justice Commission, providing a culturally appropriate space for meaningful conversations with community members. It has undeniably been an exhilarating year, and we eagerly anticipate the creation of additional community gathering spaces in 2025.

The Board wholeheartedly acknowledges the indispensable contribution of the community and the unwavering dedication of staff over the last 12 months.

Wurruk.



Uncle Michael Bell
Gunditjmara

Board of Directors

 **Aunty Judith McDonald** | Gunditjmara

 **Staycee Charles** | Gunditjmara

 **Troy Lovett** | Gunditjmara / Yorta Yorta

 **Braydon Saunders** | Gunditjmara

 **Jakobe Walker** | Gunditjmara / Yorta Yorta

 **Jacinta Kimber** | Gunditjmara

RESIGNED

 **Aunty Denise Lovett** | Gunditjmara

 **Aaron Bamblett** | Gunditjmara / Yorta Yorta

 **Jasmin Wright** | Gunditjmara

Ngata,

I would like to acknowledge the Gunditjmara People, the Traditional Custodians of the lands and waters on which we have the pleasure of living and working. I pay respect to our Elders, past and present.

I hope you enjoy our 2023/24 Annual Report. It captures a solid year of Winda-Mara addressing issues impacting Aboriginal People by providing service delivery, strengthening cultural identity, increasing community engagement, and providing capacity-building opportunities to community and staff.

A BIG 2023/24

The past 12 months have been a period of significant achievements for our community and organisation. These milestones, the result of hard work, consultation, advocacy, and resilience, are a testament to the dedication of our board, members, staff, and stakeholders. They mark a progressive time in Winda-Mara Aboriginal Corporation's legacy, setting a strong foundation for the future.

Highlights of the year were our 30th anniversary and the turning of the sod to start construction on our new Medical Centre on Hunter Street. Winda-Mara has been shaped for an important decade by key work to provide our Hamilton Community with a bigger home at the Hammond Street building, expand our Housing Program, increase our commitment to protecting cultural heritage, and strengthen our services and systems to improve client outcomes and staff productivity.

OUR PEOPLE

These achievements and supports are only possible with a strong board of directors, committed staff, and a community that continues to show up, participate, and contribute. Your involvement is what makes being part of Winda-Mara so significant. As the environment of Aboriginal Affairs in Victoria evolves with the progression of Treaty and limitations within Government, we must continue to improve our communication, advocacy, and engagement with key stakeholders and the community.

Despite the disappointment of last year's unsuccessful Voice Referendum campaign, Winda-Mara has increased the importance of supporting our community with access to culture and country. We are focused on continuing our current access for the community to strengthen and celebrate their identity, the oldest living culture in the world. Our strong relationship with Gunditj Mirring Traditional Owners Aboriginal Corporation and access to our Tyrendarra Indigenous Protected Area allows us to do this.

A great example of practicing culture on Country is the Koondoom Yarkeen Karweeyn Dance Group. Established in 1995 in the backyard of 21 Scott Street, this group of young Aboriginal cultural dancers has performed on local, state, and national platforms. Many community members have either participated in or witnessed this evolving dance group over the last three decades. Since commencing, up to three generations of families have represented this dance group as an important cultural opportunity for our community.

Regretfully, the past 12 months have also brought significant Sorry Business of important people, which has impacted their families and our community.

OUR BOARD

Following our 2023 Annual General Meeting, five of our seven directors were under 40 years old, providing our younger community members an opportunity to develop alongside the leadership of experienced board members. With our young people stepping up and our experienced leaders willing to support the next generation, we are in good hands at Winda-Mara. I extend my heartfelt thanks to all our directors for their unwavering support and insightful leadership.

I would also like to take this opportunity to acknowledge Aunty Denise Lovett, who resigned from the board in February 2024. We at Winda-Mara are grateful to Aunt for her many years of service as a director.

MOVING FORWARD

We are excited about the following year's plans: growing our housing program, improving our family, health, and community services, transforming our land management under new management and maintaining and enhancing our back-of-office capabilities to enhance the system and chances for organisational growth.

We will focus on continuous improvement in program delivery, prevention, engagement, advocacy, updating our infrastructure, celebrating success, and learning from shortcomings.

I want to express my gratitude to all of you at this crucial phase in Winda-Mara's history. Your contributions and support are invaluable in our mission to provide our community and members with the best possible opportunities and services.

Wumuk,



Johnny Bell
Gunditjmara

Community, Wellbeing & Cultural Services

The Community, Wellbeing, and Culture unit comprises four essential programs: Health, Family Services, Community Services, and Land Management. These programs form the backbone of our community, providing vital daily services and activities that align with Winda-Mara's strategic plan. Our plan is built on four core themes: Nurturing Culture, Country, and Identity; Caring for Our People; Growing Our Organisation; and Operating as a Self-determining ACCO. Each unit is dedicated to meeting its KPIs and program goals, propelling our mission forward.

This year has seen significant changes in our management structure. I extend my heartfelt thanks to Hannah Grayson, Ben Church, and Jenna Bamblett for stepping up to manage their respective units during these transitions. Moving from Team Leaders to Managers is a challenging task, and they have shown exceptional dedication and commitment. Their efforts ensure that our organisation remains in capable hands, fostering the continued growth and stability of Winda-Mara.

I also want to thank Macahlia Rose, who shared the role of Community Services Manager with Jenna for several weeks, and Jessica Lovett-Murray, who served as Acting Health Manager for a month while Sharon was on leave.

At Winda-Mara, we believe in offering our staff exceptional opportunities to take on higher duties. Providing these opportunities not only supports and encourages our staff but also empowers them to envision their future contributions to the organisation.

I am extremely honoured and humbled to have been chosen to be a part of this leadership group. I am genuinely excited about the opportunity to leverage the great achievements we have made so far and to strategically build on them, guiding our team towards an even brighter future.

As we embark on a new strategic plan (2024-2029), I aim to collaborate with managers and team leaders to ensure our programs are aligned with Winda-Mara's goals. This alignment will help us move in the intended direction and provide clients and the community with better outcomes.

As we look ahead, my wish is for our staff and the Hamilton community to unite within a singular space that affords Winda-Mara the ability to provide all its services. Regrettably, we have been lacking a suitable facility for the community to come together and engage in various programs.

Wendy Lovett | Guditjmarra
Executive Manager

HEALTH

Our Health unit is located across 2 sites at 21 Scott St in Heywood, and 107 Thompson St in Hamilton. The entire Health team eagerly anticipates the completion of our new building at Hunter St, Heywood. Despite a few initial setbacks, construction progress has been steady. Once finished, this new facility will house all our Health services for Heywood, offering an improved space for our community. Previously, staff and clients had to use treatment rooms that Winda-Mara had modified to meet compliance standards. With the new building, we can confidently focus on delivering exceptional services to our community.

COMMUNITY SERVICES

Community Services operates from 2 sites, 12 Lindsay St in Heywood, and 39 Hammond St in Hamilton. Community Services successfully operates programs for all age groups, from Preschoolers to Elders. Annual highlights, such as holiday programs, sporting carnivals, and NAIDOC week, demonstrate the team's commitment to providing culturally safe programs and fostering community connections.

FAMILY SERVICES

Family Services operates from 2 sites, 14-16 Lindsay St in Heywood and 39 Hammond St in Hamilton. Family Services supports vulnerable families at risk of entering the Child Protection system or already in the system, as well as individuals and families affected by Family Violence. The unit works tirelessly to keep its clients connected to family, community, and culture.

LAND MANAGEMENT

Land Management's home base is 598 Henty Highway Portland, but the team operates across multiple sites managed by Winda-Mara and Guditj Mirring. They excel in land care by controlling pests and weeds, ensuring these properties thrive to support wildlife and bird populations. The unit also manages cattle on several properties, contributing to sustainability and Winda-Mara's future while aiding in weed and grass control. Additionally, the team delivers engaging cultural tours for school and university groups and runs a Junior Ranger Program as part of Winda-Mara's holiday programs, providing valuable cultural insights to children.

HEALTH PROGRAMS

- ▲ Doctors
- ▲ Visiting Specialists (Massage, Eye Health, Hearing, Podiatry, Dietitian)
- ▲ SEWB including AOD and Mental Health
- ▲ Tackling Indigenous Smoking
- ▲ KMS (Maternal Child and Health)
- ▲ Dental - VAHS in Melbourne
- ▲ Transport

COMMUNITY SERVICES PROGRAMS

- ▲ Building the Dream
- ▲ Bringing Them Home
- ▲ Youth Mentor
- ▲ Family-Centered Approaches to FV
- ▲ Justice - LJW
- ▲ Cultural Strengthening
- ▲ CHSP (Elders) and HACC-PYP (disability under 50 years)
- ▲ Bupup Balak Wayipungang (formerly known as KPSA program)
- ▲ Playgroup

FAMILY SERVICES PROGRAMS

- ▲ Kinship and TCP
- ▲ IFS/FPR
- ▲ Family Violence

Corporate Services

The Corporate Services portfolio provides services across Finance, Human Resources, Quality and Governance, Information Technology, Media and Communications, Strategy and Project Management, Facilities Management, as well as Winda-Mara Housing Program.

The strategic vision of the Corporate department encompasses improvements across all areas.

This year there has been a strong focus on improving internal management systems that has significantly improved governance and corporate performance across the organisation.

Winda-Mara will continue to review existing systems and processes and invest in appropriate systems.

Jason Walker | Gunditjmara / Yorta Yorta
Executive Manager

Governance

Winda-Mara is governed by a Board of Directors. The Board performs its duties with the support of management and staff, in line with the objectives of relevant Commonwealth and State regulations.

Winda-Mara is a registered Aboriginal organisation with the Office of the Registrar of Indigenous Corporations (ORIC), under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act).

The Board of the Corporation are responsible for organisational governance, leadership, and setting the strategic directions and priorities for the organisation.

Winda-Mara is committed to achieving good standards of evidence-based governance, quality, and compliance. This requires, amongst other things, strong governance, quality assurance processes, risk management strategies, high performing employees, and leadership.

Winda-Mara has grown substantially since establishment, to now deliver a comprehensive range of services to Aboriginal and Torres Strait Islander people across the Glenelg and Southern Grampians LGAs.

Overall, the past 12 months have been marked with transitions, continued growth, and quality care. The organisation has continued to develop quality management systems.

In the past year, the Winda-Mara has continued to prioritise strong governance practices to ensure effective oversight and strategic direction. With facilitated regular Board meetings, ensuring compliance with all regulatory requirements and fostering transparent decision-making processes.

Our Board members have focused on strong governance, risk management, financial oversight supported by Financial, Risk and Audit Committee (FRAC), and strategic planning.

Strategic Plan 2024-2029

Winda-Mara look forward to launching the Winda-Mara Strategic Plan 2024-29, which will leverage off our first 33 years of servicing our community and strengthening our next 30 years through this five-year document.

To further strengthen this Strategic Plan, we will be held accountable with a robust action plan to support our staff, leadership, and community in tracking our progress.

We have worked with Angela and Nadia from Create Space Consultancy on this Plan, which is shaped from the focused themes:

1	NURTURING CULTURE, COUNTRY AND IDENTITY
2	CARING FOR OUR PEOPLE
3	GROWING OUR ORGANISATION
4	SELF-DETERMINING OUR FUTURE

We look forward to launching our new Strategic Plan to begin implementation at the start of 2024 financial year.

Quality Management

Accreditation is a formal and independent verification process that our services meet established quality standards. It is a requirement of our funding bodies to remain accredited and it is a demonstration of accountability, professionalism, and capability to deliver quality and safe services and operations.

In November 2023, Winda-Mara successfully completed Accreditation for Human Services Standards ISO 9000:2016 Quality Management Accreditation.

This year, we implemented several initiatives to strengthen our quality management framework. Our continuous improvement programs have been pivotal in identifying areas for enhancement, resulting in improved service delivery and client satisfaction.

The standards listed below address core requirements of governance, management, and service delivery:

- International Standards for Quality Management to ISO 9000:2016 accreditation
- Human Service Standards (HSS)
- GP Practice accredited to RACGP Standards
- Registered Community Service Organisation (DHHS)
- Community Services – Commonwealth Home Support Program – Home Care Standards accredited.

Infrastructure Assets Maintenance

During this financial year, we committed to improving all our work facilities through funding applications, advocacy and investing our resources towards existing and new infrastructure such as; Thompson Street Restumping Project, Budj Bim Depot – Solar Energy Project.

Over the decades, we have outgrown the amazing facilities that have accommodated WMAC to build our deadly brand.

Now, we look forward to updating and expanding our assets and infrastructure and providing adequate housing for our community and members.

Other significant projects to note are:

INTERGRATED MEDICAL HEALTH (IMH) PROJECT - HUNTER STREET

Winda-Mara is currently building a new dedicated, culturally safe health services building at Hunter Street Heywood to meet the health needs of the Aboriginal Community.

The new, integrated services building will accommodate medical, mental health and well-being, optometry and other visiting specialist.

The IMH Project is co-funded by the following agencies:

- Winda-Mara Aboriginal Corporation
- Victorian Health Building Authority
- Aboriginal Community Infrastructure Program

Winda-Mara have engaged contractor Mossop Construction and Interiors to building the project.

The building construction program is scheduled to be completed by mid-late November 2024.

WINDA-MARA HOUSING PROGRAM

Winda-Mara Housing Program currently manages a portfolio of 32 existing properties and continues to provide low-cost rental properties to Aboriginal and Torres Strait Islander families in Heywood, Hamilton and Portland. We have completed upgrade works to majority of our properties which was a result from a combined ACCO submission across the state for major upgrades.

Additionally, Winda-Mara continues to progress Social Housing Registration and application for Social Housing Growth Fund (SHGF) – Homes for Aboriginal Victorians Round. Winda-Mara have submitted an application to grow existing stock to build new dwelling on existing blocks in Heywood owned by Winda-Mara.

As part of the 2020 State Budget, the Victorian Government announced it was committing \$5.3 billion to build over 12,000 new social housing homes. Ten per cent of this 'Big Housing Build' would be targeted to support the implementation of Aboriginal Housing and Homelessness Framework (Mana-na worn-tyeen maar-takoort).

Winda-Mara Board of Directors recommended that Winda-Mara progress to becoming a Registered Housing Agency to take advantage of housing opportunities offered through the Big Housing Build. Consultation workshops and a Housing Forum were held for community and tenants where Winda-Mara's proposed new social housing opportunity was discussed supported by community.

This process will enable Winda-Mara to become a registered housing provider. If successful we will be eligible to apply for funding in round 5 of the Big Housing Build through Homes Victoria, which will address the local housing crisis and enable to investigate further opportunities across Hamilton and Portland.

People & Culture

The People and Culture Unit is responsible for the strategic and operational management of all human resources activities.

As part of Winda-Mara's commitment to delivering high quality care to our community, the organisation has placed a particular emphasis on ensuring compliance to all legislation and guidelines, including responsibility for effective management of the Work Health and Safety, and managing Industrial Relations.

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

NEW HUMAN RESOURCES INFORMATION SYSTEM

Our new Human Resources Information System "Employment Hero" was implemented as of 1st July 2024. Hero is an all-in-one integrated HR, payroll, and recruitment platform designed for Australian businesses. Over 300,000 businesses use Hero.

With integration with XERO (new finance system) we will see efficiencies in processes and in data reliability, accessibility and security.

SOME KEY FEATURES

HR Software

- Manage candidates through each stage of the recruitment process.
- Job listings linked to job boards.
- Onboard new recruits from recruitment with built-in contracts, policies, and HR templates.
- Ability for performance reviews and feedback.

Payroll Software

- Automate payroll processes with a fully integrated platform.
- Reduce double data handling and minimise errors with direct feed of timesheet data and award rules.
- Single Touch Payroll (STP).

Employee Engagement

- Safe and secure self-serve portal and App (called Swag) for entering timesheets, leave requests, contact details and emergency contact details.
- View payslips and superannuation details

NEW DOCUMENT MANAGEMENT SYSTEM

We have introduced a new document management system using SharePoint.

All policies and procedures are now easily accessible and searchable for all employees through the Winda-Mara Intranet. We will continue to review and update all policies.

Awards and Nationals Employment Standard (NES) information is now also accessible by all employees from the Winda-Mara Intranet.

NEW LEARNING MANAGEMENT SYSTEM

As part of the introduction of our new Human Resources Information System "Employment Hero" we will be moving to a new Learning Management (Training) System called "Go1". Go1 is linked directly to Employment HERO.

The old Learning Management System called "Litmos" was a stand-alone system. This will see reduced software costs and efficiencies by having one linked system for people details.

Previously when onboarding, offboarding and when people changed roles, departments or managers, the People and Culture team had to duplicate data entry in Litmos.

Our Organisation

Chief Executive Officer
John Bell
Executive Assistant
Sandra Bell

Executive Manager Community, Wellbeing and Cultural Services
Wendy Lovett
Executive Manager Corporate Services
Jason Walker

Community Services

Community Services Manager (Interim)
Macahlia Rose
Jenna Bamblett
Community Engagement Team Leader
Macahlia Rose
Cultural Strengthening Team Leader
Jenna Bamblett
Team Leader (Interim)
Jodie Lovett
HACC/CHSP
Ros Pevitt

Access and Support Worker
Jacquelyn Primmer
HACC Maintenance Workers
Lionel Pevitt, James Slade,
Jaelun Lovett
Housing Maintenance Worker
Joe Johnston
Wayipungitj
Tash Nepean
Bringing Them Home
Sue Lovett

Building The Dream Worker
Tayla Wakely
Sarah Wilson
Local Justice Worker
Grant Roberts
Family Centred Approach
Richard Bamblett
(Case Co-ordinator)
Jodie Lovett
(Cultural Broker)
Cleaner
Shantelle Walsh

Family Services

Family Services Manager
Hannah Grayson (acting)
IFS/FPR Team Leader
Christy Ewing
Senior IFS/FPR Worker
Cherith Stiles
IFS/FPR Practitioners
Rebecca Fraser
Cheryl Hogan
IFS Support Worker
Yakirah Agnew
Jaymi Trickey
FPR Cultural Mentor
Aunty Dianne Bell

Community Connections Support Worker
Kyambah Barker
Kinship/TCP Team Leader
Hannah Grayson
Senior Kinship Worker/TCP
Keyworker
Shakarli Hope
Senior Kinship Worker
Vici Wakely
Kinship Worker
Louise Fadersen
Kinship Carer Recruitment & Support Worker
Marley Morgan

Kinship Support Worker
Makerita Aupa'au
TCP Peer Support Worker
Jack Fadersen
Family Violence Team Leader
Kelly Gannon
Family Violence Practitioners
Denise Webb
Kelly Barber
Emma Lynch
Orange Door Family Violence, Child & Wellbeing Assessment Aboriginal Practitioner
Sherree Chaudhry

Land Management

Land Management Manager
Ben Church
Matt Butt (outgoing)
Mentors
Aunty Eileen Alberts
Uncle Tony Rotumah

Senior Rangers/Team Leaders
Colleen Hamilton
Aaron Bamblett
Ranger
Heath Smith
Haylee Blurton (casual)

Trainee Rangers
Lashay Blurton
Allyssa Dunstan
Violet Bamblett
Work Experience Students
Freya Bamblett
Brodie Pumpa

Health

Health Practice Manager
Sharon Rigg
Aboriginal Team Leader
Jessica Lovett-Murray
ITC Coordinator
Janice Lovett
Aboriginal Health Practitioner
Tina Wright
Practice Nurse Team Leader
Audrey Molan
Practice Nurse / Koorie Maternity Services
Kristy Harbour
Practice Nurse
Susan Devries
Medical Receptionists
Debra Jefcoate
Staycee Charles
Kym Harman-Myers
Doneka Webb
Admin Support
Katie Wilson
Peter Barker-Lovett
General Practitioners
Dr Frank Fox
Dr Christine Wilson
Dr Nicole Kerr
Cleaners
Vivian Day
Janelle Huggers
Mary Scott
Transport Driver
Brian Smith
Social Emotional Wellbeing Team Leader
Frances Kelly
AOD Counsellors
Riana Beardsell (outgoing)
Kylie Briggs
Health and Wellbeing Workers
Margaret Ferguson
Djakira Hope
Counsellor
Merrilyn Risk

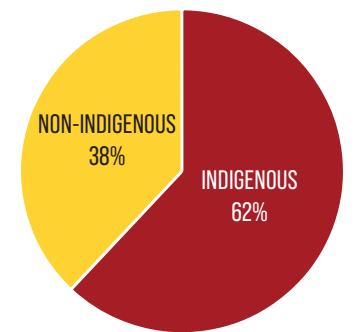
Corporate Services

Finance Manager
Greg Schultz
David Gorrie (outgoing)
Finance Team Leader
Karen Millard
Finance Officers
Kathy Millard
Christie Harris
Serena Aitken
Administration Support Officer (Finance & Quality)
Tyleah Barr
People & Culture Manager
Neil O'Donnell
Sunniva Zoete (outgoing)

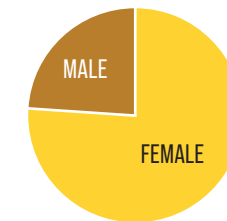
People & Culture Advisor
Lisa Hughes
Media & Communications Coordinator
Nadia Rose
IT & Communication Officer
Kate Cole
Asset & Corporate Operations Manager
Adrian Hann
Housing Officer
Sean Bell
Quality & Governance Specialist
Judith Ford

82 Current Staff
19 New Starters
16 Left the organisation

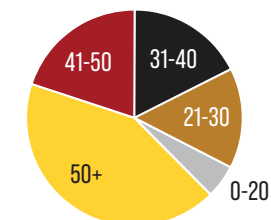
INDIGENOUS / NON-INDIGENOUS



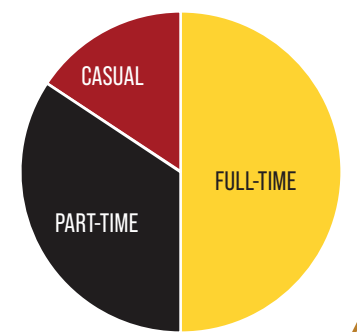
GENDER DIVERSITY



AGE DIVERSITY



EMPLOYMENT BREAKDOWN



Community Services

YOUTH CULTURAL EXCHANGE

Community Services have had several successes during this past year, one of them being 5 of our Koorie Youth Mentoring participants being selected to engage in a once in a lifetime Cultural Exchange with youth from Aotearoa.

With the focus of the exchange being around regenerative tourism, our selected youth worked together to host the exchange and take the lead in guiding the Māori youth through their country and showcase some of what we have to offer on our beautiful Gunditjmara Mirring.

The youth then travelled to Aotearoa for 8 days to be guided by the Māori youth, learning what great similarities the 2 cultures share.

During the exchange we watched our youth step out of their comfort zones, show leadership, and overcome several barriers, they performed in front of 100+, with 2 of our youth getting up and speaking about their experience throughout the exchange.

Some of the positives have been the reconnection of youth, inspiration for chosen career pathways, growth in confidence and strengthening in their cultural identity.

It also created an opportunity for our youth to engage with elders and learn more about their country and culture.

Each of the 5 youth who were selected overcome some massive personal barriers, from public speaking, leading tours and workshops to standing proud and sharing their stories and experiences.

YOUTH MENTORING

The Youth Mentoring Program aims to support Aboriginal and Torres Strait Islander young people in maintaining good health, fostering confidence, and strengthening their identity and culture. The program focuses on enhancing life skills, building relationships, and facilitating access to education, training, and employment opportunities for young individuals.

We recently moved into a new facility in Hamilton to ensure that the same programs are available to young people in both areas. The new facility at Hammond St offers a spacious and culturally safe environment where young individuals can come together and work towards building their futures.



BUILDING THE DREAM

This year, in the Building the Dream program, our staff have focused on engaging with youth to build up their confidence in a number of areas. This includes helping youth with resume writing and job applications and ensuring that we have a Homework Centre running for children and youth to complete their homework.

We want to continue to encourage the development of aspirations for further education and/or employment, develop goal-setting skills, build resilience, and create hope and aspirations for their future.

YOUTH MENTORING ACTIVITIES

- 👉 Drop-in Centre
- 👉 Driver's License assistance
- 👉 Year 12 acknowledgements
- 👉 Short courses
- 👉 Learner hours assistance
- 👉 Mentor/Mentee catch-ups
- 👉 NAIDOC Youth Formal
- 👉 Young Luv Workshop with Djirra
- 👉 Treaty Yarns
- 👉 Youth Boxing sessions
- 👉 Music Workshops
- 👉 Marram Nganyin Youth Camps
- 👉 Personal Training sessions
- 👉 Koorie statewide sports carnivals
- 👉 Holiday Program

BUILDING THE DREAM ACTIVITIES

- 👉 Breakfast Club
- 👉 Lunches with school students
- 👉 LAECG input
- 👉 School support Primary/Secondary (Heywood/Hamilton)
- 👉 Tutoring
- 👉 Holiday Program
- 👉 Scholarships
- 👉 Job applications
- 👉 Resume writing



CULTURAL STRENGTHENING

This program provides Cultural engagement with community with a strong focus on the importance of reviving language, strengthening identity and ensuring our community has a strong connection to country.



CULTURAL STRENGTHENING ACTIVITIES

- 🔹 Dance group support
- 🔹 Cultural Strengthening sessions
- 🔹 Cultural camps
- 🔹 Junior Ranger program
- 🔹 NZ Cultural Exchange
- 🔹 NAIDOC activities



COMMUNITY HOME SUPPORT PROGRAM (CHSP)

The Elders program aims to support Aboriginal and Torres Strait Islander people over 50 years old, helping them to live independently for as long as possible and access appropriate aged care services.

We have been attending meetings to learn about upcoming changes to Aged Care regulations, which will take effect from July 2024. Our funding will switch to payments in arrears in 2027, affecting how we deliver CHSP services.

It's important for us to stay informed and take the necessary steps to ensure that our Elders continue to receive the care they need.

HOME & COMMUNITY CARE (HACC-PYP)

Our HACC program works with Aboriginal and Torres Strait Islander people under 50 with a disability, we support participants to engage in programs and offer social support when needed.

49 Elders Participating in activities

ELDERS ACTIVITIES

- 🔹 Elders care support, individual and group
- 🔹 Aged care and disability summit (Melbourne)
- 🔹 Bus trips
- 🔹 Group lunches
- 🔹 Birthday celebrations
- 🔹 Winter hampers
- 🔹 Christmas hampers
- 🔹 NAIDOC Elders Luncheon
- 🔹 Women's Group
- 🔹 Arts and Craft
- 🔹 Singalongs
- 🔹 Music concerts
- 🔹 Op-Shop trips

BUPOP BALAK WAYIPUNGANG

(Formally known as the KPSA program)

Our Bupup Balak Wayipungang has gone through a review and our KPSA's are now known as Wayipungitj's.

Their main focus is about supporting families with young children transitioning to school, promoting inclusion in Kinders, ensuring services are culturally safe and supporting the engagement of Koorie children and their families in Early Childhood services.

Our Wayipungitj (Tash) has not only been our sole worker for this program but has also completed her Certificate III in Early Childhood.

WAYIPUNGITJ TASKS

- 🔹 Transitioning from Kinder to School support
- 🔹 Kinder visits
- 🔹 Koorie Resources
- 🔹 Holiday Programs
- 🔹 NAIDOC week activities



BRINGING THEM HOME

The program aims to provide clients with support, advice & access to culturally appropriate mental health services for individuals & families affected by the 'Stolen Generations', acknowledge & provide assistance to the First-Generation members who were directly removed, adopted, fostered, made wards of the state and institutionalised in separation from their families, communities, culture and country.

The main focus for the BTH worker has been training, networking and upskilling in family tracing and connections. Sue has completed her Diploma of Counselling through VACCHO and is currently studying Certificate 4 in Stolen Generations, Family Research and Case Management.

24 Bringing Them Home clients

FAMILY CENTRED APPROACHES

The primary aim of the Family Centred Approaches program is to provide a service model and delivery that empowers and further strengthens Aboriginal families with an individual member at risk of or engaged in the justice system.

The program caters to the whole family with assessments and supports tailored to strengthen families in a way that is culturally responsive, safe, and trauma-informed.

This program is a pilot program where we get to "think outside the box" to work with families. We are excited to be part of this program and can hopefully provide some great feedback and results on how to work with vulnerable families.

LOCAL JUSTICE PROGRAM

The Local Justice Worker Program aims to improve justice outcomes for Aboriginal and Torres Strait Islander people by helping clients successfully complete their community correction orders and providing support for any justice-related issues.

Our Men's Shed has been popular lately, providing a space for clients and the community to engage in woodworking and other crafts.

14 Justice clients

BRINGING THEM HOME ASSISTANCE

- Assistance with Confirmation of Aboriginality
- Family tracing & connections
- Return to Country
- Repatriation assistance for Stolen Generation clients
- Training & conferences

SUPPORT OFFERED FOR FCA CLIENTS

- Family assistance
- Client support
- Care team meetings
- Men's Group/support

LOCAL JUSTICE ASSISTANCE FOR CLIENTS

- Corrections support
- Fines Day
- WDP assistance
- LAJAC
- RAJAC
- Prison visits/support
- Client support
- Return to community support

120+ Youth Drop-In Centre

20+ Homework Centre
started Oct '23

24+ Breakfast Club
started Nov '23

35+ School visits/ contacts
(Primary & Secondary)

15 Licence Assistance
12 (Learners), 3 (P plates)

35 NAIDOC Youth Ball
91 registered across local ACCOs

HOLIDAY PROGRAM 2023-24

JUNE/JULY 2023

- Movie day
- Table tennis tournament
- Junior Rangers w/GHCMA



SEPTEMBER 2023

- Football/netball skills
- Basketball clinic
- Movie day
- Inflatable world
- Junior Rangers
- Indigenous Hip-Hop Project

JANUARY 2024

- 3v3 basketball
- Fitzy day
- One-day studio workshop
- Movie Day
- Flip out
- Back to school day
- Surf day



APRIL 2024

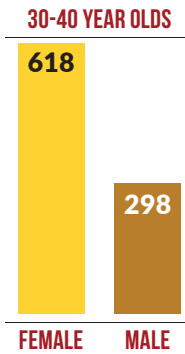
- Animation workshop
- Movie Day
- Halls Gap
- Stop motion workshop
- Junior Rangers



Health

VISITS TO HEALTH PRACTICE

- 891** Diabetes
- 1406** Anxiety
- 1324** Depression
- 403** Osteoarthritis
- 507** High Cholesterol



NEW INTEGRATED MEDICAL HUB IN PROGRESS

The construction of our new Integrated Medical Hub in Heywood is currently underway, representing a significant step towards realising our vision for an enhanced health service in the area.

We are actively exploring plans to either upgrade the existing health clinic in Hamilton at its current location or potentially relocate it to a community hub for all Winda-Mara services. These efforts reflect our commitment to providing improved facilities and services for the Hamilton community, and we are dedicated to making these plans a reality in the near future.

BREASTSCREEN SHAWL PROJECT

Winda-Mara participated in the BreastScreen Shawl Project again in September 2023, another successful event providing free breast screenings for all women at Winda-Mara.

This project is in partnership with VACCHO and BreastScreen Victoria. The breast screening bus was parked at Winda-Mara for community.

Saige Bell designed this year's breast screen shawl, which women can take home with them after using it for their screening.

ABORIGINAL	TOTAL SCREENS	NON-ABORIGINAL
26	32	
8	5	
6	9	
12	14	
11	11	

SOCIAL EMOTIONAL WELLBEING (SEWB)

The Social and Emotional Wellbeing (SEWB) team has exceeded their funded targets by 98%, indicating the high demand for these services. Our team has been working tirelessly and has provided crucial support to the community during some very difficult times over the past year.

This year, there has been an increased demand for Sorry Business and support for the community affected by suicide in the region. In response, the SEWB team has established drop-in centres, offered interagency grief counselling, provided emergency funding, and developed area protocols for suicide.

SEWB presented to the chief psychiatrist's office, SCNAP, and WRAP panel advocating for better client service delivery for our community.

The AOD team works with clients in Heywood and Hamilton.

- 205** AOD Clients
- 1436** Client contacts

TRAINING

Staff are continuing with upskilling and training and the year we had 3 staff complete significant training.

- Tina Wright | Aboriginal Health Practitioner
- Djakira Hope | Certificate IV in Mental Health
- Margaret Ferguson | Diploma in AOD counselling



KOORI MATERNITY SERVICES

KMS provides culturally sensitive pregnancy and postnatal care in a safe environment at Winda-Mara, your home, or any other preferred location. Winda-Mara's KMS worker collaborates with the hospital and the family to plan the birth and can visit expectant mothers as frequently as needed. This program offers vital support for individuals without nearby family or those lacking transportation for hospital appointments.

- 5** New babies in our community

ABORIGINAL MATERNAL CHILD HEALTH INITIATIVE

Following the arrival of your baby, Maternal Child Health Nurses from the AMCHI program will be involved in their care.

Winda-Mara is part of the AMCHI program, providing culturally safe care options at the MCH clinic, your home, or Winda-Mara. These visits are conducted by council Maternal Health Nurses and our MCHW. The continuity of care from pregnancy to preschool is a valuable asset for Winda-Mara and all our community families.

- 16** Families accessed the AMCHI program

Some families have received support on a weekly basis, addressing areas such as breastfeeding, parenting, sleep and settling, food introduction, infant and toddler behaviors, and administration of immunisations. We anticipate that more families will access these programs, and we look forward to being a part of the journeys of our future Elders.

HEALTH PROMOTION ACTIVITIES

- Allied Health Services (Optometrist, Massage, Podiatrist, Dietician, Dental, Audiologist)
- ATSI health checks
- Diabetes management/assessment session
- Advanced Care Planning Week
- Heart Week
- Quit smoking/vaping day
- Chronic Disease Day
- Smart Recovery
- Community Dinners
- Parenting program
- Mouth guards for youth
- Hip Hop Dance Crew
- Youth Ball
- Women's Camp
- Men's Health Gathering
- Yarning circle
- Weaving
- Healthy Cooking
- Q-Lit - Festival of Words
- Suicide prevention with Thirrili
- Healing Day with Thirrili
- Young Luv with Djirra
- Collingwood FC visit

PROGRAM HIGHLIGHTS

- Djirra delivered a Young Luv workshop to young Sisters aged between 12-17 years old. They had yarns about healthy relationships and safe, positive behaviours.



- Men's Health Day at Lake Condah Mission



- Indigenous Hip Hop delivered a workshop teaching the kids not to be shame and some new dance moves, lots of fun was had by everyone who attended.

- Allied health services including Podiatry, Audiology, Optometry, Psychology and Massages. HAPEE ears attended Heywood Kindergarten and Tim Rayner Audiology attended Heywood Primary School to provide additional services to our clients.

- Diabetes educator from Heywood Rural Health attended Winda-Mara to discuss management of diabetes.

- ACCHO's across the South-West hosted the NAIDOC Youth Formal at the Pavilion in Warrnambool, with over 50 Youth attending from the South-West for a fun night of dancing and networking.



Family Services

- 17** Contracted Kinship cases
- 11** First Support placements
- 1** Targeted Care Package
- 112** One off assists
- 3698** IFS/FPR hours
- 1464** Non sub hours
- 117** Family Violence clients (incl. children)

KINSHIP/TARGETED CARE PACKAGE (TCP)

- 11** First Support placements
 - 4** transitioned to long-term placements
 - 5** reunited with parental care
 - 2** still in initial support placements
- 17** Contracted cases providing support for the placement stability and care arrangements
- 6** Child reunifications

SUCCESSSES

- Conducted a Cultural Program, which was well received with strong participation. This had a strong focus on strengthening culture for our children in out-of-home care.
- On Country gathering provided connection opportunities for children, parents and grandparents.
- Monthly carer support groups have been initiated, that are designed to assist and support carers with challenging situations.
- 7 return to countries to support cultural connections and education.
- 324 family contacts.
- One TCP stabilising placement for one young person.

Through our Kinship program, we have observed a positive trend in children in out-of-home care establishing stronger connections with their culture and community. We remain dedicated to ensuring that all placements are culturally safe and that the children's cultural needs are prioritised. The Kinship team is seeking funding to continue their cultural program, which includes opportunities for kinship children to visit Country and engage in cultural learning through return-to-country initiatives. Additionally, the team hopes for the continuation of the respite program funding to support community care and long-term carers effectively.

FAMILY (KINSHIP) SERVICES CULTURAL PROGRAM

The Kinship team facilitated a three-day cultural program designed to support families in learning about and engaging with cultural practices.

DAY 1 | 38 participants

The program began with a Welcome to Country by Aunty Eileen (Maude) Alberts and Aunty Colleen Hamilton, setting the stage for the cultural learning experience. Joey Saunders, Troy Lovett, and Leon Walker then led a session on men's business, where boys learned about Aboriginal tools and created stories on clap sticks. Meanwhile, Aunty Maude guided the girls in learning about women's business and basket weaving, sharing

stories of Aunty Connie, who preserved the knowledge of basket weaving across generations.

DAY 2 | 18 participants

Saige Bell led an art session, showcasing her designs and artworks that convey stories. She taught the children how to create narratives through symbols and lines.

Participants received their own art books and symbol copies. One child illustrated a story about their family and animals.

DAY 3 | 28 participants

The final day featured a tour of the Tyrendarra IPA with Aunty Colleen Hamilton. Two young participants performed a Welcome to Country in language learned through Winda-Mara's cultural strengthening program.

Family photos were taken and distributed during United Nations National Families Week, from May 13 to May 19.

The day provided an opportunity for families to reunite and reconnect with their cultural heritage.

Feedback from families and children highlighted the program's positive impact

"Thank you for organising this for our family. I don't know much about my culture, and it's hard to teach my granddaughter without this knowledge. This should happen during school holidays."

"It was wonderful to finally meet the parents and match faces with names of those caring for their child."

"Thank you for arranging this event. It was great to reconnect with the community and see my daughter happy and safe."

"I was thrilled to see my mum unexpectedly."
"It was heartwarming to reunite with family members, including meeting my niece and nephew."

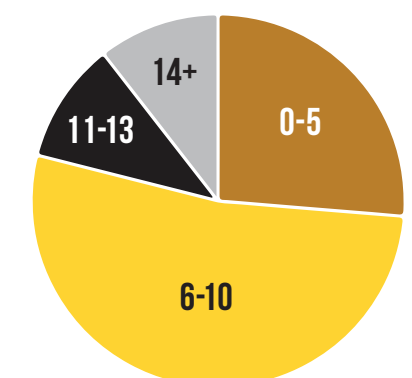
"Seeing my granddaughter connect with her culture and learning more about my own was reassuring."

"Reuniting with my sister and brother was deeply meaningful. Seeing my entire family together was incredible."

A particularly emotional moment occurred when a child, who had not seen her mother for over a year, unexpectedly reunited with her mother during the family photo day. This reconnection has led to ongoing support for family contact and engagement with services.



KINSHIP CARE AGES



INTEGRATED FAMILY SERVICES (IFS) / FAMILY PRESERVATION REUNIFICATION (FPR)

Our IFS/FPR program is dedicated to developing and implementing tailored plans and goals for vulnerable families, aiming to prevent the need for child protection intervention or to reduce the necessity for such measures.

SUCCESSSES

- Successfully facilitated the reunification of 5 children with their parents, with minimal child protection intervention required. We have also supported these children in maintaining consistent school attendance, ensuring longer periods of engagement in their education.
- Winda-Mara secured funding for two positions within the FPR (Family Preservation and Reunification) space for an 18-month term: a Cultural Mentor and a Community Engagement Support Worker.
- The IFS/FPR team has provided assistance to 32 families over the past 12 months. Despite significant housing challenges in recent years, we have successfully secured stable housing for all our families through various housing options, including WMAC housing, public housing, and private rentals.
- Successful family camp in September at Halls Gap, further supporting family cohesion and development.

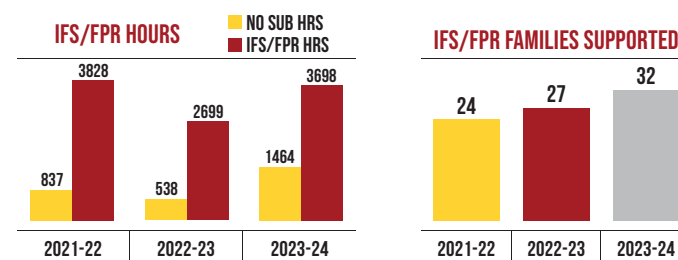
CONNECTION AND UNDERSTANDING

Our "Yarn and Weave" sessions have demonstrated significant success and engagement. These sessions highlight the importance of exploring methods of communication and understanding.

By integrating cultural learning into our approach, we have enhanced the relationship between families and their case managers. Valuable Mentoring has enabled family connections that were previously unknown to them, and enabled successfully reengaged in education; improved family connections; established meaningful engagement with mental health support.

LOOKING FORWARD

The IFS/FPR team aims to expand its offerings by developing more parenting programs and parental education opportunities. There is also a desire to create a support group for new or first-time mothers, providing guidance on routines, cooking, and parenting skills in a non-judgmental environment.



FAMILY VIOLENCE

We have observed a significant increase in unassisted clients, including secondary consultations and individuals seeking support before they are ready to self-refer. Consultations and support of this nature have risen from 37 in the previous year to 112 this year. While many of these were one-time interactions, some progressed to formal intake.

ENHANCING OUR PROGRAMS

- Strengthening our relationships with the Hamilton, Heywood, and Coleraine Police departments, enhancing ability to support Affected Family Members
- Collaborative approach between WMAC, Gunditjmarra and Orange Door ensures cultural awareness initiatives and support for Aboriginal clients' needs are being met.
- Improved outcome and results through collaboration both internally and with external services, has led to more successful outcomes and improved results

Winda-Mara staff and the community have demonstrated their commitment to prevention of Family Violence by signing our banner, which was displayed during May.

We successfully applied for the Women's Housing Ltd project, securing long-term, stable housing for a single mother and her family. The process was efficient, straightforward, and supportive.

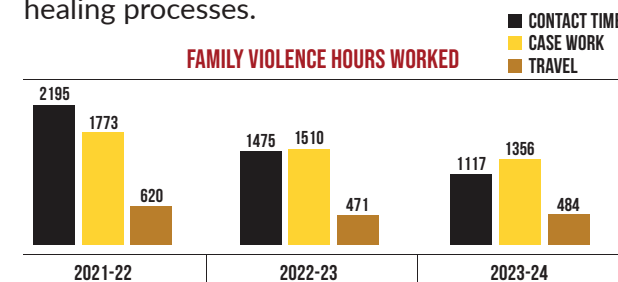
The Family Violence team has been working intensively with children affected by family violence, gaining deeper insights into the impact of such experiences. This understanding has informed a comprehensive wraparound response for the affected families.

LOOKING FORWARD

To date, one-third of the Family Violence brokerage funds have been allocated to emergency accommodation, with another third used for security measures.

The team aims to establish a dedicated emergency house and increase housing options for individuals fleeing violent situations.

Additionally, there is an aspiration to include a male family violence worker in the team to focus on behaviour change and support healing processes.



FAMILY SERVICES UNIT

CHALLENGES

Staff retention remains a significant challenge due to the demanding nature of the roles. Several program areas have been operating with reduced staffing levels for an extended period, affecting workloads and overall operations.

We are currently awaiting endorsement and funding approval from the department for a new proposal concerning the respite trial program. Consequently, our ability to effectively utilise the respite program has been limited.

The legal system's handling of individuals involved in violence, particularly the practice of bailing those who have breached orders, has increased pressure on the Family Violence team. This situation results in extended case management periods and a heightened risk of further breaches, which places victims in continued jeopardy.

UNIT EXPANSION

The Acting Family Services Manager is exploring funding opportunities to establish an Aboriginal Family Lead Decision-Making (AFLDM) convenor position at Winda-Mara. This role will ensure that children in out-of-home care and families in contact with Child Protection can participate in meetings and have a voice in decisions regarding their families and children.

Additionally, funding is being sought for a Cultural Support Planner to develop and implement strong cultural plans for children in out-of-home care and support families in connecting with their cultural identity. If successful, this funding will also support return-to-country initiatives for all children in out-of-home care.

FAMILY SERVICES ACTIVITIES

- Community Dinner
- Kinship cultural program
- Yarn and Weave
- Koorie Faces
- Family Camp
- Kinship fun day
- NAIDOC Week
- Aboriginal and Torres Strait Islander Children's Day
- Christmas Hampers
- 16 days of activism
- Walk against family violence
- Carer support groups
- Return to countries
- Family contacts
- School holiday programs
- Family photo day
- Basket weaving and clap stick making
- Art Session
- Are you safe at home awareness
- Family Violence prevention month
- Cultural plans and Life story workshops

Land Management

The Land Management Unit continued to work closely with Gunditj Mirring Traditional Owners Aboriginal Corporation to complete a large number of Ecological resource and Cultural Heritage Protection activities across the Budj Bim Cultural Landscape Indigenous Protected Areas, and the Kooreelah property in Chetwynd.

ONGOING TRAINING FOR OUR TEAM

Training has continued for all staff including a Certificate III in Conservation and Ecosystem Management with South-West TAFE, drivers licence, tractor FEL, First Aid, Australian Chemical User permit, and Agricultural training in soils and farm management.

Lashay Blurton completed the General Firefighting training with Forest Fire Management (DEECA) in August 2023. Forest Fire Management Victoria crews are made up of firefighters from DEECA and Parks Victoria. These crews work in partnership with other emergency agencies to prevent and suppress bushfires in Victoria's national parks and state forests.

This training gives Lashay the opportunity to be on stand-by as a Project Firefighter (PFF) with the FFM summer crew over the summer period.

Haylee Blurton also completed her General Firefighter training with Forest Fire Management (DEECA). This training was specifically directed at Traditional Owners with aspirations in conducting cultural burns and has led to Haylee obtaining Departmental Fire Accreditation as a General Firefighter.

The course covered various topics such as understanding of fire suppression principles, knowledge of the roles and responsibilities of a General Firefighter, understanding of basic fire behaviour and knowledge of hazards on the fireground.

JUNIOR RANGER PROGRAM

Our team continues to participate in the Junior Ranger program during school holidays. This is a highlight for us as we love showing the children how we work to protect our country.

The children are always eager to learn and to be a part of this program.

INVASIVE SPECIES ISSUES

Feral Pig and Deer have continued to be a threat to the Budj Bim World Heritage Cultural Landscape and ecosystems over many of the properties.

The Budj Bim Rangers have continued working with Gunditj Mirring Traditional Owners Aboriginal Corporation and DEECA as part of the Gunditjmara Invasive Species team.

LIVESTOCK MARKET CORRECTION

This year was a challenge in our livestock operation due to a Market correction mid-year followed by a dry spell in the early autumn.

Cattle prices have been affected by large numbers coming onto the market and unfortunately this looks likely to continue in 2024/25.

CATTLE NUMBERS

245 Kooreelah 34 Allambie 72 Lake Gorrie

BIRD SURVEYS

In partnership with Rob Farnes from the Portland Field Naturalists, the Budj Bim Rangers have assisted in undertaking bird observations over the 2023/2024 Summer, Autumn, Winter and Spring seasons at Lake Condah.

The highest count of waterbird species were recorded in November with a total of 9223, the most recorded in the thirteen years of recording and observations. Waterbirds have had a few good seasons breeding inland and have now returned to the lake in numbers.

The Australian Crake has been a new species of bird recorded, and the Great Cormorants have been observed in a record number of 171.

Lake Condah again shows how important it is for waterbirds with the broken muddy shorelines and vast ribbon weed beds which produce an abundance of food.

LOOKING FORWARD

The development of the Budj Bim Ranger Depot in Portland will continue to be a focus in the coming year. The depot development committee that has been formed will continue to plan the development of the site, with the priority of establishing and developing an Indigenous plant nursery.

245 Budj Bim Tours

300 Tertiary students across 20 tours

100 Junior Rangers across 4 holidays



STATEMENT OF COMPREHENSIVE INCOME

as at 30 June 2024

	2024 \$	2023 \$
Revenue	12,766,048	11,342,682
Interest revenue	344,044	196,493
TOTAL REVENUE	13,110,092	11,539,175
Accounting fees	(36,039)	(18,711)
Advertising expenses	(15,172)	(37,723)
Bad and doubtful debts	(44,947)	-
Contractors and consultants	(603,866)	(180,820)
Depreciation and amortisation	(291,627)	(410,303)
Employee costs	(6,836,382)	(6,367,839)
Finance expenses	(303)	(143)
IT maintenance	(105,705)	(112,352)
Livestock cost of sales	(456,538)	(443,530)
Medical expenses	(104,351)	(130,246)
Minor capital expenses	(14,856)	(97,671)
Motor vehicle expenses	(254,723)	(251,155)
Occupancy expenses	(208,325)	(169,547)
Other expenses	(652,359)	(659,724)
Repairs and maintenance	(110,864)	(158,517)
Supplies and consumables	(281,594)	(233,631)
Travel expenses	(103,766)	(74,189)
TOTAL EXPENDITURE	(10,121,417)	(9,346,101)
Result for the year	2,988,675	2,193,074
Gain on revaluation of blue gum plantation	654,352	-
Total comprehensive income for the year	3,643,027	2,193,074

NOTE: Audited financial statements are available on request

BALANCE SHEET

as at 30 June 2024

	2024 \$	2023 \$
CURRENT ASSETS		
Cash and cash equivalents	3,887,109	3,173,866
Trade and other receivables	665,289	551,277
Inventories	542,665	773,090
Financial assets	6,998,781	7,716,503
Other assets	39,360	61,004
Biological assets	674,352	20,000
TOTAL CURRENT ASSETS	12,807,556	12,295,740
NON-CURRENT ASSETS		
Property, plant and equipment	11,920,579	10,682,317
TOTAL NON-CURRENT ASSETS	11,920,579	10,682,317
TOTAL ASSETS	24,728,135	22,978,057
CURRENT LIABILITIES		
Trade and other payables	457,222	312,913
Employee Benefits	640,963	879,247
Income in advance	3,018,129	4,888,844
TOTAL CURRENT LIABILITIES	4,116,314	6,081,004
NON CURRENT LIABILITIES		
Employee Benefits	107,749	36,008
TOTAL NON CURRENT LIABILITIES	107,749	36,008
TOTAL LIABILITIES	4,224,063	6,117,012
NET ASSETS	20,504,072	16,861,045
EQUITY		
Retained earnings	20,504,072	16,861,045
TOTAL EQUITY	20,504,072	16,861,045

Partners & Supporters

- 👉 Department of Prime Minister and Cabinet
- 👉 Commonwealth Department of Health and Aged Care
- 👉 Department of Education and Early Childhood Development
- 👉 Department of Energy, Environment and Climate Action
- 👉 Department of Families, Fairness and Housing
- 👉 Department of Jobs, Skills, Industry and Regions
- 👉 Department of Justice and Community Safety
- 👉 Department of Health
- 👉 Department of Premier and Cabinet
- 👉 Family Safety Victoria
- 👉 National Indigenous Australian Agency (NIAA)
- 👉 Gunditj Mirring Traditional Owners Aboriginal Corporation
- 👉 Dhauwurd-Wurrung Elderly & Community Health Service Inc
- 👉 Gunditjmarra Aboriginal Corporation
- 👉 Kirrae Health Service Inc.
- 👉 Goolum Goolum Aboriginal Co-operative
- 👉 Western District ACCO Collective
- 👉 First Peoples' Assembly of Victoria - Treaty
- 👉 Glenelg Shire Council
- 👉 Southern Grampians Shire Council
- 👉 Alcoa
- 👉 Portland Aluminium
- 👉 Southern Grampians and Glenelg Primary Care Partnership (PCP)
- 👉 South-West TAFE
- 👉 RMIT University
- 👉 Australian Communities Foundation
- 👉 University of Melbourne
- 👉 OCTEC Employment Service
- 👉 Bendigo Bank
- 👉 Westpac Bank
- 👉 Department of Veteran Affairs
- 👉 Workcover
- 👉 South-West Healthcare
- 👉 Western District Health Service
- 👉 Portland District Health
- 👉 Heywood Rural Health
- 👉 Medicare
- 👉 Regional Health Infrastructure Fund
- 👉 National Aboriginal Community Controlled Health Organisation (NACCHO)
- 👉 Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
- 👉 Western Victorian Primary Health Network
- 👉 Rural Workforce Agency Victoria (RWAV)
- 👉 Deadly Choices
- 👉 Brophy Family and Youth Services
- 👉 Bethany Community Support
- 👉 Glenelg Hopkins Catchment Management Authority
- 👉 Greening Australia
- 👉 Agriculture Victoria
- 👉 Birds Australia
- 👉 Parks Victoria



Contact Us

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Hamilton (Family & Community Services)
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Land Management Office
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WINDA-MARA
ABORIGINAL CORPORATION

Annual Report | 2023-2024