



MDAS

MALLEE DISTRICT ABORIGINAL SERVICES

**ANNUAL 20
REPORT 24**



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Warning: Aboriginal and Torres Strait Islander people are warned this document may contain images of persons who are now deceased



ABOUT US

For Community, By Community

We acknowledge the traditional custodians of the lands on which we deliver services across the Mallee Region.

We pay our respects to our Elders past and present, and to our emerging leaders and acknowledge our ancient connection to our Country.

We acknowledge that our traditional Aboriginal lands have never been ceded.

We are the proud and strong descendants of the oldest living culture in the world.

Our Vision

Self-determined, healthy, robust and culturally strong Aboriginal communities across the Mallee region.

Our Purpose

- Healing, supporting, serving and protecting our communities.
- Healthy, resilient and capable Aboriginal people and families who can be their very best selves and exercise true self-determination.
- Caring for, strengthening, empowering, motivating and guiding our Mob.

Our Values

MIND: Integrity, Accountability, Confidentiality

SPIRIT: Respect, Elders, Culture

BODY: Compassion, Empathy, Nurturing

ABOUT US

In Community

Our offices

Our Mallee communities are serviced by our MDAS offices in Mildura, Swan Hill and Kerang.

Mildura (administration)

120 Madden Avenue, Mildura
VIC 3500
Phone (03) 5018 4100
Free Call Number 1800 183 593

Swan Hill

70 Nyah Road, Swan Hill
VIC 3585
Phone (03) 5032 5277

Kerang

9 Nolan Street, Kerang
VIC 3579
Phone (03) 5412 6004

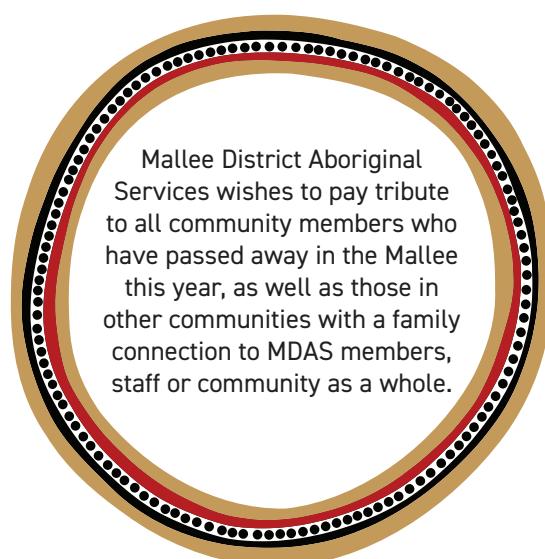


Mallee District Aboriginal Services Limited
ACN 607 331 144

MDAS Limited ACN 602 202 139

Symbolism of our Logo

Our logo is based from a design by Sharon Kirby.





Artist Acknowledgement

Our 2024 Annual Report art theme and all art throughout, unless otherwise mentioned, is derived from Lorraine Mitchell's painting, 'Hunting'. It depicts a family gathering and hunting for food.

Lorraine Mitchell is a local Barkindji artist who is self taught in the craft.

Lorraine grew up along the Darling River, surrounded by the bush.



Cover photo

Our front cover photo is of Phillip Smith, from the Thuukalu Dance group, performing at one of our recent community events.

2024 Annual Report Production

This year's annual report is produced internally by our MDAS ICT & Media Team.



ABOUT US

Setting our sights on the future

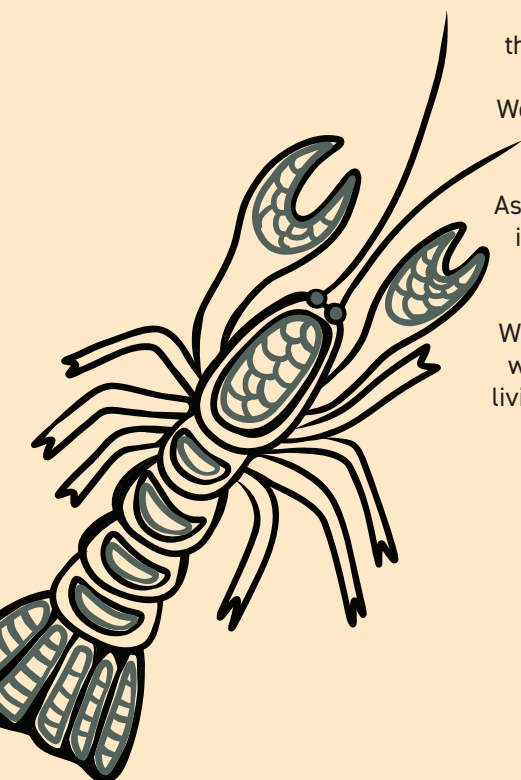


MDAS is a proud Aboriginal Community Controlled Health Organisation (ACCHO) that has a 30-year history of sustainable, grassroots services and providing the local community with a vehicle for self-determination.

We believe the imposition of structures without community control as a central tenet will fail.

As Aboriginal Australians, we are best-placed to decide and implement the programs and services that work for our communities.

With MDAS and the community working together, we know we can positively enrich the lives of all Aboriginal people living and working along the many river systems across the Mallee district.



How we work

The Helping Hand of MDAS

The MDAS Core Business Model has been developed to underpin the key operational functions of MDAS. At MDAS we have “the person” at the centre of all that we do.

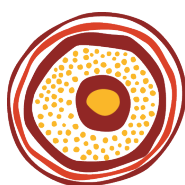
Our business model is depicted as the “Helping Hand of MDAS”, where the person is at the centre of our service delivery, surrounded by the community.

MDAS provides service delivery in a holistic manner to meet all needs including: Person-Centred Ages and Stages; Soul & Culture; Family, Children & Youth; Social and Emotional; Body Health/Housing; Environment/Self determination.

The MDAS vision is aimed at assisting clients and community to be empowered and achieve the self determination that can create lasting change.



Person-Centred
Ages & Stages



Soul/Culture



Family, Children
and Youth



Social and Emotional



Body Health, Housing



Environment,
Self-determination

Constitution Preamble

Our Constitution enshrines the rules of MDAS as a company, and ensures democratic fairness and integrity in MDAS representation and operation.

MDAS is one of very few Aboriginal Community Controlled Organisations to adopt a Preamble as part of the Constitution.

Our MDAS Preamble outlines the context in which our Constitution operates.

Constitution Foreword

As an Aboriginal Community Controlled Organisation, we operate under two systems of law.

We abide by and comply with our statutory legal obligations under the Corporations Act (Cth) 2001.

We report to and are regulated by both the Australian Securities and Investment Commission and the Australian Charities and Not-for-Profits Commission.

In addition to the western legal system that governs our operations, we also follow and honour our own cultural obligations under Aboriginal LORE.

Our **LORE** sets the foundation and values by which we operate our business and deliver services to our communities.

Our **LORE** is the customs and stories of Aboriginal peoples learned from the Dreamtime, passed from generation to generation through our ceremony, songs, stories and dance and requires us to respect Country.

Our **LORE** from time immemorial has governed all aspects of our lives. Our culture is a vibrant evolving expression of who we are.

Our Lore

We acknowledge the four cornerstones to
our **LORE**

LAND

Our ancestors birthing Country is our link to our sacred lands where ceremony and healing takes place.



ORAL

Our history is an oral tradition, we pass on generation to generation our language, customs, songlines and ceremonies through story telling.



RESPECT

We show respect for our Origin, our Country, our Elders, our cultural practices and the cultural practices of others, our animals and our Dreamtime.



ELDERS

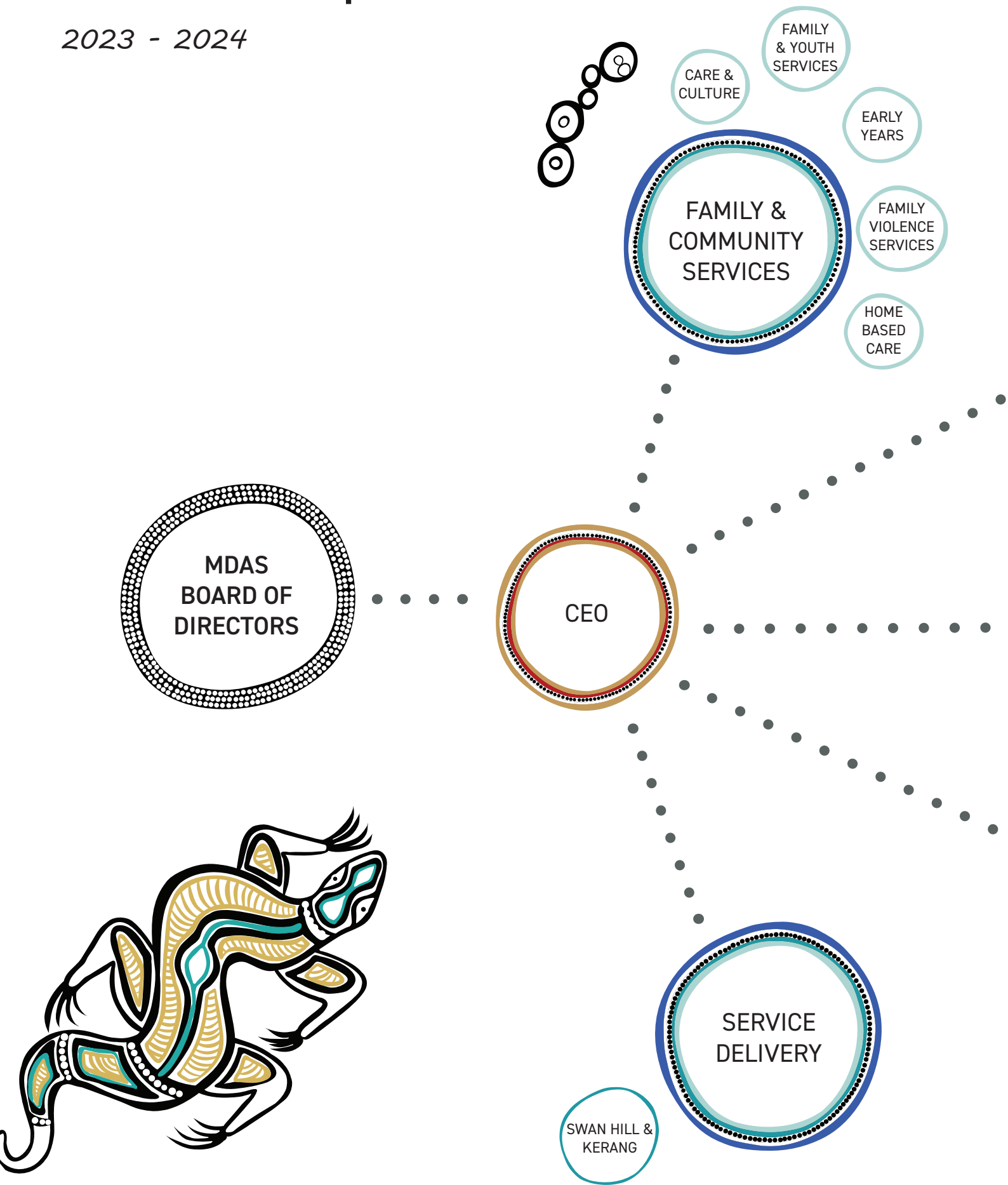
Are our wisdom holders, our story tellers, our links to our culture and history. They are our knowledge keepers and spiritual guides for our families and people.

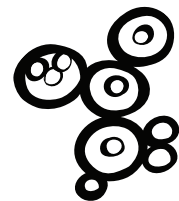
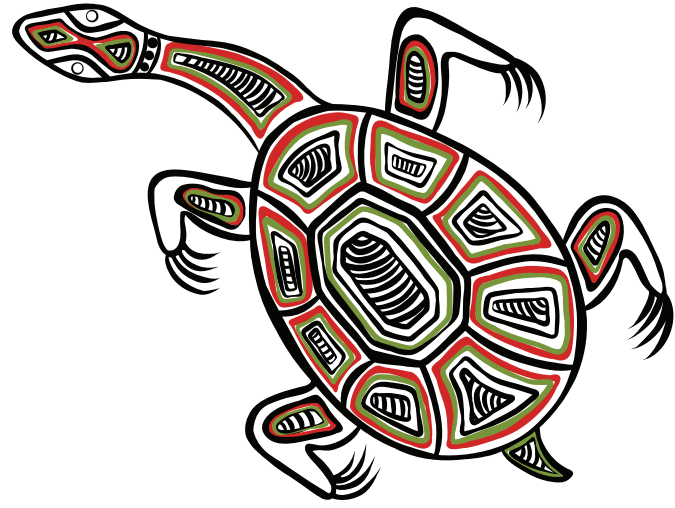
Our constitution has been written to guide the governance of our company under western law, and through the Objects expressed in clause 6, to ensure we honour and acknowledge our obligations under our LORE.



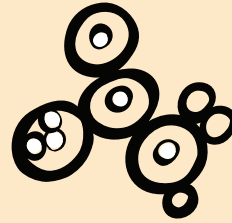
MDAS Leadership Structure

2023 - 2024





MDAS Board of Directors



Jenene Murray

Chair - Mildura

Jenene Murray is a proud Wiradjuri woman from central NSW who has lived and worked in the Mildura community, bringing over 30 years of experience in the education sector to our area. Jenene is passionate about supporting positive change across health, education, housing, and unemployment. She has represented the Aboriginal community in the justice sector and on the local council, and she currently serves as Chair of the Local Aboriginal Education Consultative Group (LAECG) in Mildura. With various Director experience spanning some 15 years, Jenene is a natural leader known for her warm strength, positive encouragement and unwavering commitment to strengthening her community, inspiring others through her work and dedication.



Jemmes Handy

Mildura

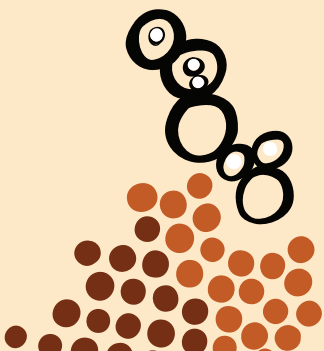
Jemmes Handy is well known for her work in health and justice services in the Mildura region over the past 30 years, where she has helped develop culturally appropriate policing and health services. Jemmes has worked in the education sector on both sides of the river and has also been a volunteer on the Aboriginal Community Justice Panel. She has received numerous high profile awards for her contribution to Indigenous communities in Victoria, including a Public Service Medal.



Rita Simmons


Mildura

Rita Simmons is a proud Barkindji and Ngayampaa woman and part of the Stolen Generation. Ten years ago, she sought out and reconnected with her family, leading her to move to Mildura to connect with them. Rita is deeply committed to her community and is passionate about ensuring their health and wellbeing needs are met through integrity, respect, understanding, and compassion. She has been actively involved in Aboriginal community work for over thirty years and has also volunteered with various church groups and charities. Since 2019, Rita has worked with both federal and state governments as part of a leadership team focusing on governance and reform initiatives. Rita continues to work closely with the AFL Indigenous Academy in mentoring youth, encouraging them to keep in school and giving them opportunities whilst instilling values, and life lessons.



Thelma Chilly


Robinvale



Thelma Chilly is a proud Multi-Clan First Nations woman, who has ties to the Wiradjuri, Muthi, Wemba, Wadi, Barapa and Yorta Nations. Born in Robinvale, Thelma has worked with Aboriginal communities in the Mallee for more than 38 years and is a strong advocate for our Koori Community. She has worked for the Department of Human Services in the Indigenous Family Violence Support Officer role and has also worked for The Mallee Domestic Violence Service in mainstream Services. She has extensive knowledge of family violence and its impact on community. Thelma has worked for Aboriginal Victoria/ First Peoples State Relations and been a Public Servant for more than 17 years. She was responsible for the Local Aboriginal Networks in Robinvale, Mildura and Swan Hill in the Northern Loddon Mallee Region and served as Manager for the Northwest of the State of Victoria prior to her early retirement. Her work was Community Development, focused on working closely with Local Governments, some of which have accepted/endorsed inaugural Aboriginal Community Plans. Thelma has served on the Board at MDAS for 3 years now, sits on The Elders Standing Group for Treaty in Victoria and has just commenced as a Board member of RDHS in Robinvale. She is also the Founder of her own Consultancy Business. Thelma also serves as a Youth Leader at her local Church. She is a strong advocate for the Koori Community and will do all she can to impact change at MDAS to ensure sound passage for our future generations.

Mark Morgan


Mildura



Mark Morgan has significant experience in health and education, variously as an Aboriginal Health Worker, Chronic Care Co-Ordinator and at Meminar Ngangg Gimba. Mark has also worked as Practice Manager at Murray Valley Aboriginal Co-operative. Mark's interest in fairer outcomes and justice for his community has seen him hold senior positions in the Magistrates Court of Victoria and the Children's Koori Court in Mildura and has trained as a Mediator. A long-time advocate for better outcomes and more respectful education for Indigenous students, Mark has worked as a conduit between the Education and other State departments and community, to inform input about best practice in Aboriginal education, to elevate the quality and experience of education for Koorie Learners, culminating in the State wide "Wurreker Awards".

Steve Portelli

Mildura




Steve Portelli is a proud Aboriginal man of the Wotjobaluk tribe from the Wimmera. With over 22 years of experience working in the field of health and community services, Steve is a passionate, dedicated and ethical person who will always have the best interests of his communities at heart. Over his career, he has worked within mainstream organisations such as The Royal Melbourne Hospital, Wimmera Health Care Group, Mildura Base Hospital (Ramsay Healthcare), Marie Stopes International, NSW Health and Sunraysia Institute of TAFE. He has also worked within Aboriginal Community Controlled Health Organisations. Steve has a Diploma in Indigenous Primary Health Care, post-graduate qualifications in Indigenous Health Promotion, and a Graduate Certificate in Health (Diabetes Management & Education). He has represented his community on many committees and Directorships at a local level and across Australia.

Steve was elected and gave up his seat at the 2023 AGM. Upon the departure of a Board member, Steve stepped up and was appointed by the Board as a Director on 26th April 2024.

Marcus Horwood

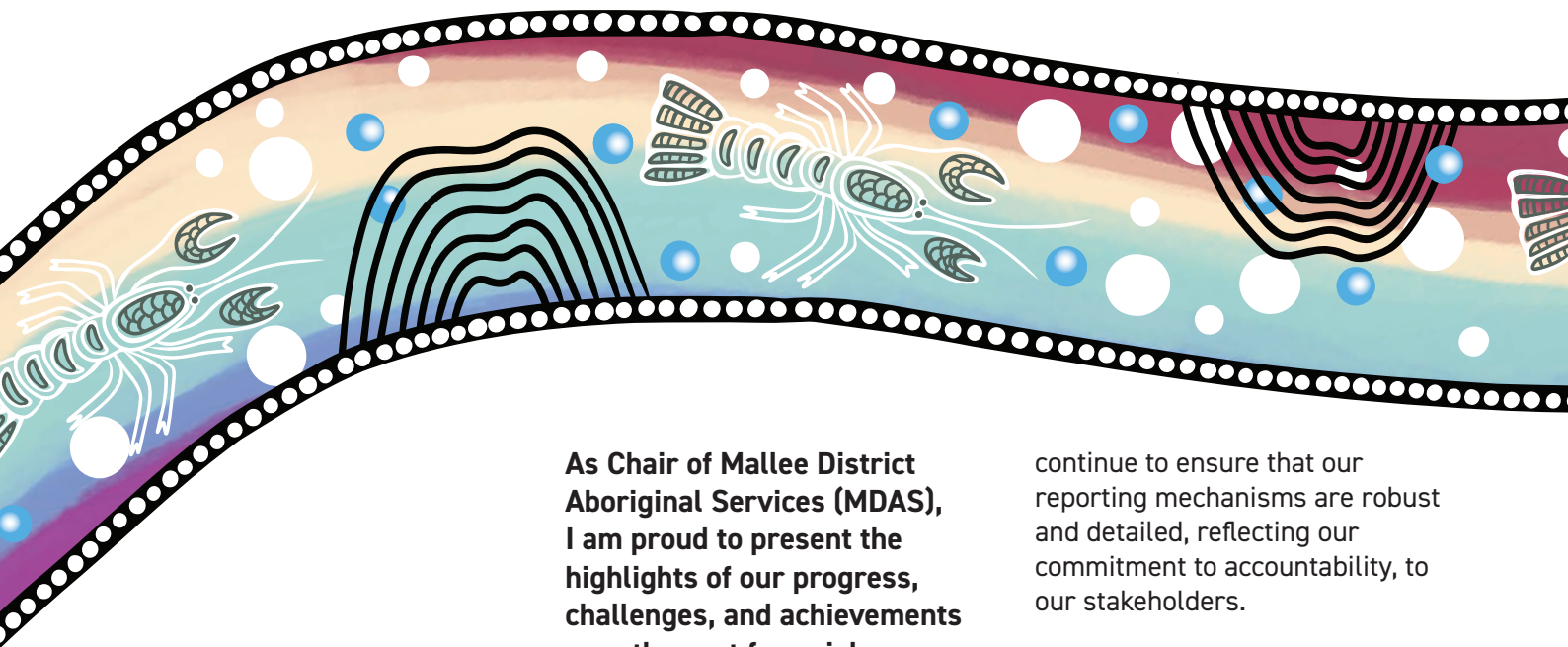
Mildura



Marcus Horwood is a proud Bangarang man whose family ties trace back to Wahgunyah Victoria. Marcus has lived in and out of Mildura for a large part of his life, returning permanently in 2018. Marcus works as the Senior Manager – Aboriginal Workforce for the Department of Justice and Community Safety. He is also a Justice of the Peace and in 2022 was awarded the Public Service Medal.

Chair Report

Jenene Murray



As Chair of Mallee District Aboriginal Services (MDAS), I am proud to present the highlights of our progress, challenges, and achievements over the past financial year.

Our focus has remained on ensuring that our organisation is well-positioned to continue delivering quality services to our community, while simultaneously improving our internal processes and expanding our reach.

During the financial year, we have worked tirelessly to enhance the oversight of our service delivery. Our efforts have focused on maximising our ability to meet the needs of our community and improving the quality of care we provide. By refining our processes and closely examining our operations, we are working towards underspending on grants, ensuring these resources are optimally used to deliver impact where it is needed most.

Transparency remains a key focus for the board. We have taken significant steps to improve our relationship with funders by clearly communicating our capabilities and financial management. We

continue to ensure that our reporting mechanisms are robust and detailed, reflecting our commitment to accountability, to our stakeholders.

Furthermore, we are excited about the future of our organisation with the approval of our budget for the coming financial year. This budget reflects our intention and determination to fulfill the increasing demand of our services.

This year, we bid farewell to our former Chief Executive Officer Darlene Thomas, who has been an incredible asset to our organisation. Her passion for the community and her significant contributions over the years will not be forgotten. We wish Darlene all the best in her future endeavours and extend our gratitude for her years of dedication and service.

In her place, we have commenced a nationwide search for a new Chief Executive Officer, who will share our values and vision for the future. This process is already well underway, and we are eager to welcome a leader who will drive operational excellence of our upcoming strategic plan for 2024/2025 and beyond.



In alignment with our mission, we have drafted our strategic plan for the coming years. This plan is still in its preliminary stages, awaiting input from our new CEO to ensure the operational goals align with our long-term vision.

Additionally, advocacy has been a cornerstone of our efforts, particularly in the areas of youth, juvenile crime, youth justice, unemployment, and homelessness. These issues are critical to our community, and we are committed to driving solutions that improve outcomes for some of those who are most vulnerable.

The stability and strength of our organisation is built on a foundation of good governance. We have continued our commitment to board training that has been delivered through the Australian Institute of Company Directors (AICD), and have increased our internal audit program undertaken by AFS & Associates Chartered Accountants. This increased oversight ensures

that we continuously identify areas for improvement, reinforcing our dedication to transparency and accountability.

Staff retention remains a priority, and we celebrate the dedication of employees like Marie Griffiths, whose commitment has been invaluable as she stepped into the acting CEO role for an extended period of time during the financial year. We also take pride in recognising staff milestones, which reflect the collective strength of our team.

Throughout the year, we have maintained our focus on delivering services that make a positive impact on our community. This has included an increased emphasis on learning and development for staff, particularly in supporting our ATSI (Aboriginal and Torres Strait Islander) community members. By investing in our people, we are ensuring that we continue to grow our capabilities and deliver the best possible outcomes for our wider

community.

Being a Board Member carries a significant responsibility. We are entrusted with the oversight of an organisation that profoundly has an impact on many lives. As we look ahead, our focus remains on service delivery to our members, resettling efforts, and staying true to our commitment to unfunded expenditure where necessary. Even when external funding is unavailable, we are dedicated to finding ways to meet the needs of our community.

In closing, I want to extend my heartfelt thanks as a proud Wiradjuri woman to the Board, Management, Staff, Stakeholders, and Volunteers for their unwavering dedication to our mission.

Together, we have made significant strides, and I am confident that we will continue to build on this momentum as we enter the next chapter of our journey.

Operations Report



Throughout the 2023-2024 financial year we had many ups and downs. What remained true was our self-determination to keep going on and striving to deliver sustainable, grassroots services and providing the local community with a vehicle for self-determination.

Our focus over the past year was on strengthening our foundations and fortifying our team to effectively address any challenges that may arise. Throughout the financial year, we have experienced numerous challenges, but our determination to persevere and strive in delivering sustainable, grassroots services never stopped. We took the time to reflect on what our community truly needs from us and how we can best serve.

This year brought significant challenges, including flooding in our area that impacted many in our community. Whether it was damage to homes, disruptions to transport, or the threat to sacred sites or lands, MDAS stepped in to provide support where it was needed most. Additionally, our community faced

exposure to Japanese Encephalitis, a mosquito-borne virus that had a disproportionate impact on community due to housing conditions that increased the vulnerability to being impacted.

As an organisation, we took a proactive approach by providing free vaccines to the community and assisting those affected by the flooding. There were many other challenges that we, as an organisation, faced during the financial year. Without these challenges, we wouldn't be able to fully appreciate the hard work that our staff has accomplished, and continues to pursue in the upcoming financial year and beyond.

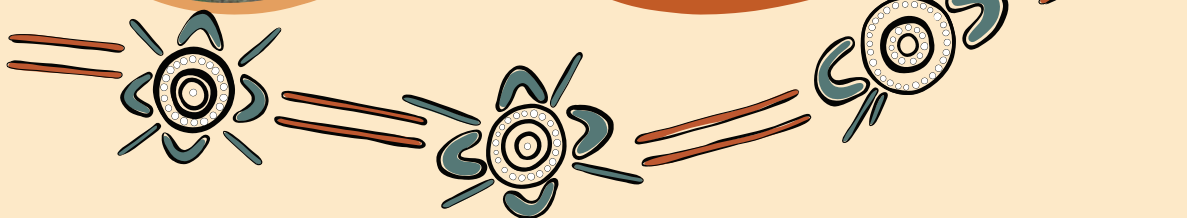
Our efforts in strengthening foundations and forming partnerships have been extensive, both locally and across the state. These partnerships are crucial for expanding our reach and improving service delivery. We remain committed to bridging gaps between services, to ensure our community is served in the most efficient and culturally safe manner. This includes meeting

our obligations and compliance requirements with our funding bodies, thanks in large part to the diligent work of our Finance Team.

For over half of the financial year, Darlene Thomas served as our Chief Executive Officer, playing a pivotal role here at our organisation within her nine years with us. During her time, Darlene spent 21 months as our CEO, ensuring that our work always remained focused on the best interests of our community and with them at the forefront of our mind.

Under her leadership, we were equipped with the tools to strive for better outcomes and to serve as a force for advocacy within our community. Darlene has now moved on from our organisation to pursue new opportunities and, ultimately, to spend more time with her family. We wish her all the best in the future and look forward to seeing what she accomplishes next.

Our search for our new Chief Executive has been underway and has been progressing and moving forward pleasantly.



A key focus of our work has been ensuring that everything we create and do is culturally appropriate and fosters a safe environment. Our Mildura Community Café has become a successful initiative, offering a welcoming space where community members can connect with each other and our staff. This success has encouraged us to explore expanding this service to our other sites to hopefully, foster a similar result.

As we move forward, our focus remains on improving services, enhancing community engagement, strengthening our operational foundations, achieving our goals and meeting our Key Performance Metrics (KPM's).

This ensures that we, as an organisation, are continued to be guided by our Elders. As they are our wisdom holders, our story tellers, our links to culture and our families. Our Elders provide the cultural knowledge and spiritual guidance that we all need. This all is in order to adhere to our vision of, 'Self-determined, healthy, robust and culturally strong Aboriginal

communities across the Mallee region'.

Our Aboriginal Culture & Community Engagement Team has worked tirelessly to foster cultural connections and inclusivity and their contributions are deeply appreciated. Their efforts have had a significant impact on the community's wellbeing from organising events, to conducting media interviews that raise awareness and support in spreading our message and culture.

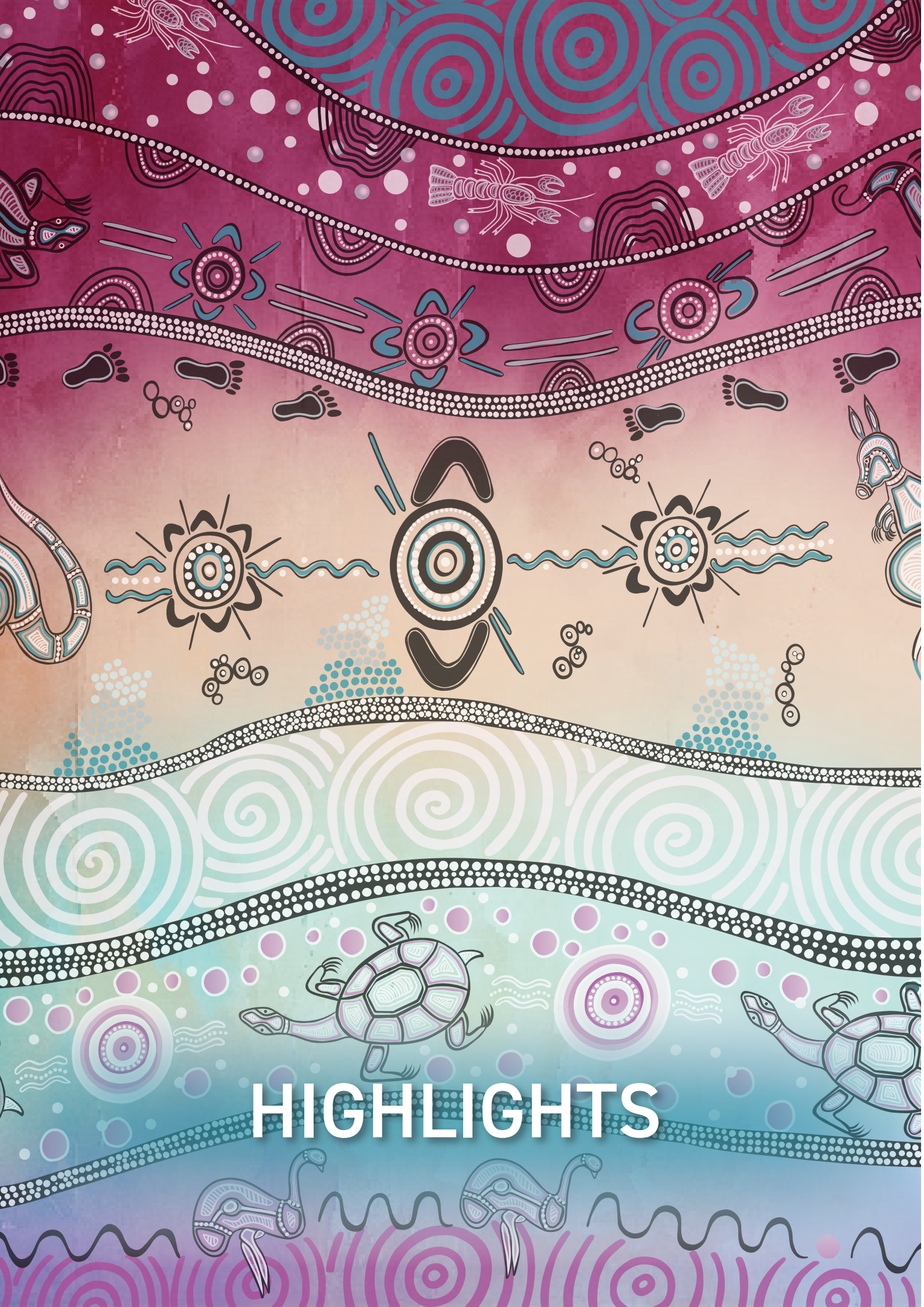
We reflect on our ongoing commitment to operational excellence and community service, and extend our heartfelt gratitude to all the staff and team members who have contributed to this year's success. Without their continued hard work and dedication, our organisation would not be able to serve the community as it does today. We also extend this gratitude to our longstanding partners and the new relationships formed throughout the financial year.

Finally, our organisation would not be what it is without the dedication

of our MDAS Board Members. They have played a crucial role in promoting Aboriginal health, wellbeing, culture, and economic prosperity by overseeing the delivery of health, family, and community services to clients in our regions.

We are deeply grateful for their unwavering commitment to achieving better outcomes and for their invaluable guidance. Their hard work and dedication are vital, and crucial to our mission, and we look forward to continuing this journey together.





HIGHLIGHTS

Aboriginal Culture & Community Engagement Team



Our Aboriginal Culture and Community Engagement Team has been at the heart of building strong cultural connections throughout the financial year, fostering a deeper and stronger appreciation for Aboriginal heritage across our community.

From leading culture groups, to hosting didgeridoo lessons for our men, the team has ensured that traditional knowledge thrives and lives on within the community we live, work, and play in.

National Reconciliation Week was celebrated with meaningful events

that brought community and mob together. While our NAIDOC events, including our NAIDOC balls, shone a spotlight on cultural resilience and joy. The team also took to the airwaves with conducting radio interviews, sharing stories and insights that inspire connection and promote upcoming cultural events in our community.

Their tireless efforts continue to create pathways for learning, healing, and celebrating Aboriginal culture. Ensuring everyone in the community they come into contact with, can be more culturally aware and respectful of our Elders, one day at a time.

We thank the team for their hard work, dedication, and commitment in ensuring culture remains strong in our Mallee region.



2023 NAIDOC Art Competition

Earlier last year, we announced an art competition in line with the year's NAIDOC theme, 'For Our Elders'.

We received an overwhelming number of incredible entries during the submission period, but in the end, we were pleased to announce Melinda Cain as the winner for her creation and depiction of the year's theme.

Melinda's artwork honours the contributions of Elders and reflects a commitment to remembering them, for everything they do, and everything they stand for.

"My work pays tribute to our Elders who walked before us, our Elders who walk beside us and our Elders who will walk after us."

"May this generation continue the traditions of our Elders and may our

future Elders continue to inspire our community."

Melinda's artwork was the foundation of our 2023 NAIDOC t-shirts, and she was awarded a cash prize for her artistic accomplishment. We thank Melinda for her hard work in bringing her creation to life, and we also thank everyone in the community who submitted their artwork.



"May this generation continue the traditions of our Elders and may our future Elders continue to inspire our community."

Dr. Leo

In November 2023, our Swan Hill office proudly welcomed a significant new addition to our team:

Dr. Leo Gnanaraj, who, along with his family, relocated to the area to join us as our first permanent general practitioner in over four years.

To celebrate Dr. Leo's arrival and introduce him to the community, we organised a special day that included a smoking ceremony and an opportunity for the community to meet our newest GP, and community member.

Dr. Leo brings over 20 years of experience in the health sector, having worked in the United Kingdom and Canada before moving to Swan Hill.

While he has experienced a significant change in scenery, he has been able to embrace life in Swan Hill and is enjoying the slower pace and new opportunities it offers.

Dr. Leo has quickly become a valued and respected member of our community, delivering high-quality healthcare in a culturally safe environment and ensuring continuity of care for our mob.

We thank Dr. Leo for his hard work and achievements thus far and hope our community can appreciate his efforts as well. If you live in the Swan Hill area and haven't booked your regular 715 Health Check, now is the time, and you can say hi to Dr. Leo while you are visiting.



"I find working in a multi-disciplinary team very fulfilling. I really like the 'city life, country living' that Swan Hill offers. I strive to provide the best possible care to our clients."

Dr. Leo's Impact

When 13-year-old Sashwa began experiencing fatigue, headaches, and reluctance to attend school, his parents knew something was wrong. Concerned about his health, they brought him to our MDAS Health clinic in Swan Hill to see Dr. Leo.

During the visit, Dr. Leo quickly identified a significant issue with Sashwa's eye and, without delay, referred him to specialists in Bendigo.

Further tests revealed a shocking diagnosis: cancer growing behind the eye.

Thanks to Dr. Leo's quick identification and dedication to patient care, Sashwa was able to begin chemotherapy the day after the diagnosis. The timely intervention was life-saving, as his condition could have easily been missed if not for Dr. Leo's vigilance.

Dr. Leo's persistence with the Bendigo team ensured that Sashwa was seen as soon as possible, given the urgency of his suspected diagnosis.

After months of treatment, Sashwa has recently been cleared of cancer. His family expresses deep gratitude to Dr. Leo, crediting him for the swift action that led to their son's early diagnosis.

Sashwa's journey began in April, and now, after many months of treatment, he is on the road to recovery—thanks to the care and expertise of Dr. Leo. Both Sashwa's family and all of us here at MDAS are deeply grateful to have Dr. Leo as part of our MDAS family.



Community Café



Community Meals
Provided:
15,246

Community Drinks
Provided:
21,127

Food Hampers
Provided:
425

As mentioned in our previous annual report, we launched our MDAS Mildura Community Café in January 2023.

This initiative focuses on providing healthy, free meals and drinks for our community, as well as offering a safe space to escape and connect with mob, staff, and our broader community.

During the financial year, we saw our Mildura Café become busier than ever before. Our team saw an 85% increase in drinks, a 183% increase in meals provided to our community, and an additional 160 hampers provided over the Christmas season compared to the previous financial year.

With this growing demand, plans were made to expand this initiative and bring it to our Swan Hill community in the coming financial year. Community can look forward

to visiting our MDAS Swan Hill Café soon.

Our external catering service has continued to grow, offering high-quality catering for local events and supporting our growth and reach within our community. This new venture will provide an additional revenue stream to enhance café operations and to go directly back into the community.

In tandem, we're establishing a school-based work experience program, partnering with local schools to offer students hands-on learning in hospitality, customer and community services. Together, these initiatives not only support our café's development, but also foster youth engagement and create valuable opportunities for our community.

Our kitchen team also catered many of our events across the

organisation, assisting our teams to remain aligned with our shared goals and vision of strengthening Aboriginal culture in the local community. Some of these events include our NAIDOC, Reconciliation week, Close the Gap events, and many more.

The team are excited about the future ahead and look forward to seeing you in our café soon.





FAMILY & COMMUNITY SERVICES

Overview

Supporting and uplifting our community, through culturally safe services and practices, with our mob at the forefront of our mind.



During the financial year, our Family & Community Services team underwent significant changes in service delivery and areas of care.

We recognise the challenges of managing such a wide range of services, which has helped us identify areas where we can enhance and better serve our community. In response, the team set a goal to strengthen reporting, with a stronger focus on KPM's and closer monitoring of objectives and organisational goals.



Everything we do is driven by our commitment to our community, ensuring that we provide essential support for our families, youth, and Elders.



Strengthening our workforce was a priority. The team saw 14 staff members complete higher training within the financial year, with five staff continuing their training into the coming year. We also ensured team efficiency by placing the right people, in the right roles. Our teams are dedicated to supporting our organisational goals and achieving the best outcomes and practices for our community, always keeping them at the forefront when developing tools and services to help.

While we faced some challenges during the financial year, we also had many achievements to celebrate across our organisation and within our Family & Community Services teams.

Our strong commitment to creating and maintaining culturally safe practices and services remains central to everything we do. This includes, a focus on strengthening partnerships with businesses aligned with similar values to us, thus in turn, to better serve our community.



Youth Services



Our Youth Services team has been hard at work providing support for the youth in our community, equipping them with the tools and guidance needed to feel empowered in their own journeys.

Over the financial year, the team has invested significant effort into creating more culturally appropriate spaces for our youth and improving existing structures by fine-tuning processes and procedures.

The renovation of our Mildura Youth Hub has been a central focus. These efforts are crucial to providing a welcoming space where youth can connect, learn, grow, and feel safe. Our goal remains to establish a hub that serves as a cornerstone for youth engagement.

A key objective has been to create safe spaces where young people can explore and express themselves in a culturally supportive environment. This includes the establishment of a dedicated homework room, offering a safe and quiet place to study and thrive academically.

Our Koori Night Patrol continues to be a critical service, ensuring safe transport for youth to return to their homes. This initiative has evolved to foster deeper connections between workers and youth, shifting from a youth-led model to one where Elders play a more prominent mentoring role, helping to guide the Night Patrol and strengthening intergenerational connections.



Throughout the financial year, the Youth Services team successfully organised fishing trips, camps, and school holiday programs—all aimed at reconnecting youth with their cultural roots and the land. These activities have played a vital role in giving young people a sense of identity and belonging, keeping them engaged in positive pursuits and allowing them to leave a meaningful impact on their community.

Building a strong, cohesive team has always been a priority. While the team has faced staffing challenges, they remain committed to recruiting individuals who are passionate about making a difference. Our focus is on hiring people who align with our mission, and best serve our community.

Our staff have invested in their professional development, enrolling in Suicide Assist & Case Note Training, and other educational programs. These efforts are essential to enhancing the quality of our services and ensuring we have the most qualified staff, in order to best serve our community.

In summary, while this year has presented its share of challenges, our commitment to our youth and the community remains a priority. We look forward to building on these efforts and continuing to create a positive and supportive environment for all.



Family Violence

Family Violence is the biggest killer of women aged 14 to 44 in Australia. For Aboriginal women, deaths from family violence are double that of the rest of the population.

Our Adolescent Family Violence team remains focused on achieving goals, maintaining consistent service delivery, and providing vital support to our community. Visits to key locations with clients, such as Darwin, Torquay, and Melbourne, have been significant in expanding our reach, teaching important history and culture, and gaining valuable insights into our programs—both where they excel and where they need improvement. These visits have also reinforced our commitment to staying informed about best practices across different regions, which we can bring back to enhance our own services.

Our efforts to break the cycle of family violence remain central to our work. The team provide extensive support to young people aged 12-17 affected by family violence, working with both victims and perpetrators. This comprehensive approach includes general case management, regular home visits, and collaboration with other departments to develop tailored solutions for each client. By liaising with various services, we aim to achieve the best possible outcomes for those involved, ensuring they receive the support needed to move forward.

To keep at the forefront of service provision, our team attends

monthly forums dedicated to ongoing training and support. These sessions allow staff to stay up to date on key developments and continuously improve their skills.

A highlight of our engagement efforts this year was the Darwin Cultural Camp, where seven members of our youth were given the opportunity to learn about the heritage and history embedded in our nation. For many of these young people, it was their first time flying on a plane, and the experience allowed them to connect and learn about culture in a meaningful way.

However, a significant challenge we continue to face is securing adequate funding to fully support our programs. This financial shortfall has impacted our ability to run activities like our camps and other community-based initiatives. Despite these constraints, we have still managed to offer services in our Meminar location, ensuring that our clients have opportunities to engage in positive, community-focused experiences.

Our client engagement has remained steady, with an average engagement period of 16-20 weeks. Notably, 33 clients have successfully completed our program and exited within the financial year, and we have had no clients re-engage with the program—a testament to the effectiveness of our interventions.

In terms of service delivery, we continue to meet key performance metrics and are proud to offer one of the few programs in the region that provides culturally sensitive support in the context of family violence. This unique aspect of our work ensures that our clients receive care that is both respectful and aligned with cultural values.

Our team remains committed to providing the highest level of support to our community, striving to achieve positive outcomes, and the team look forward to building on this progress in the coming financial year.



Therapeutic Residential Care



The Therapeutic Residential Care (TRC) team has faced ongoing challenges with under-staffing, a situation they are still working to combat over time.

Despite these staffing issues, the team has continued to offer impactful experiences for their clients, such as taking two younger clients to the Melbourne AFL Dreamtime game, providing these children with opportunities they might not have had otherwise.

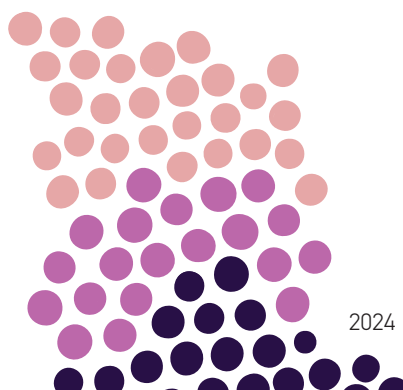
While training and upskilling existing staff remains a priority, finding qualified candidates has proven difficult. However, an external audit comparing last financial year to the current period, highlighted significant improvements in the facility itself and its care. TRC's overarching goal is to foster independent living, equipping clients with the necessary skills to thrive on their own. However, engagement remains a challenge, prompting the development of a focused plan around independent living.

The team is committed to creating a positive and supportive environment for young people who need a safe space to live. We aim to break down barriers between staff and clients, fostering genuine connections and cultivating a home-like atmosphere within our services.

Recent upgrades to care facilities have further enhanced the quality of care, and positive engagement between staff and clients has helped to create a secure and comfortable environment for all. Efforts are being made to enrol children in school and engage with programs like Better Futures to upskill our youth.

In addition to leadership training, the team is making strides in promoting respect and ensuring the right people are placed in the right roles. There has been progress in transitioning staff from casual to permanent positions, though the demanding nature of the work, including shift work, can often strain staff. Nevertheless, regular supervision sessions are maintained with staff to ensure job satisfaction.

The team is excited for the year ahead and remains committed in placing the clients needs and well-being at the centre of everything they do.



Home Based Care

During the past financial year, the team has prioritised an holistic approach to care, emphasising the importance of creating a more comprehensive model, tailored to the needs of our clients and community.

A key focus has been an effort to clarify roles and strengthen partnerships with other services and organisations, notably the Department of Families, Fairness and Housing (DFFH). This collaboration enhances our team's capabilities and knowledge.

Furthermore, two of our senior staff completed a five-week training course in Melbourne, returning with new skills and knowledge that have been passed down to others within the team, enabling us to better serve our community we work in.

One of our major achievements this year was the proactive transition of children from temporary care arrangements to more permanent solutions, reducing the number of kids "hanging in limbo."

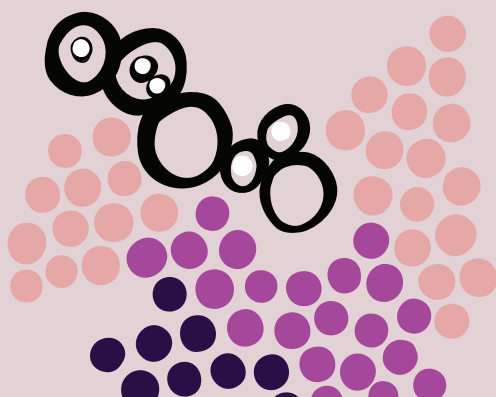
However, the foster care sector faced challenges. Staffing issues and a distinction between kinship care and foster care has gained recognition, underscoring the need for culturally appropriate services in care arrangements.

As well, two staff members completed their diplomas during the financial year, contributing to the overall upskilling of our team. This commitment to development was complemented by a comprehensive restructuring designed to leverage the available talent and expertise. Training in case notes, knowledge sharing from senior staff, and strengthening relationships with stakeholders were prioritised, fostering a more confident and capable team.

Another priority has been supporting individuals on their journey toward obtaining their Confirmation of Aboriginality (COA), helping them establish and affirm their cultural identity.

As part of our commitment to a stable workforce, we have ensured that staff feel encouraged to express their opinions and concerns while feeling supported in their roles. Regular team meetings, supervisions, and reflections have become integral to maintaining a focus on processes, policies, and doing things correctly.

The team continues to ensure that our programs are well-positioned for continued success, providing support where it's needed most in our community.



Family Preservation and Reunification Response



Over the past 12 months, the Family Preservation and Reunification Response team has successfully built a robust family support program from the ground up.

The program has grown significantly, starting with the recruitment of four full-time staff members to meet increasing demand. Despite challenges in staffing early on, the team has now reached crucial funding milestones, allowing for greater support of incoming families and the increasing demand of our services.

Intensive Family Services (INFS) offers comprehensive, wrap-around support, focusing not only on the primary individual but on the entire family. This approach is a flexible and holistic service, adapting to the unique needs of each family rather than adhering to rigid checklists. This often includes non-traditional support, such as assisting children with extracurricular activities or helping families navigate the

Learner Driver program, ensuring greater independence for both parents and children.

Early on, the team worked closely with a mother in rehab who had been away from her children for two years. Through gradual, careful intervention, they facilitated her return to weekend care and eventual custody of the child. Providing practical support such as ensuring that school attendance was maintained while the mother's car was being repaired.

Weekly check-ins have become an essential part of the program, ensuring that no family is left feeling isolated. Families can always count on seeing familiar faces and knowing that support is readily available until they are ready to move forward independently.

This year has also seen the INFS working in tandem with Integrated Family Services (IFS). While INFS provides a higher level of involvement for families

with children in care, IFS offers a step-in for families who may not yet need intensive support but are beginning to seek help. Both programs have the flexibility to step families up or down in their case management as required, ensuring the most appropriate level of care. This system allows us to provide a seamless transition between support levels.

A recent highlight from the team was taking two families to the Dreamtime at the 'G event in Melbourne. For one family, it was their first holiday, and the experience left a lasting impact, with visits to the Melbourne Aquarium and Sky Deck before attending the football game.

Looking ahead, the team are excited to see the positive difference a fully staffed year will make in the lives of the families we serve. We remain committed to ensuring independence for our families, helping them reach a point where they no longer need our services.

Early Years

This year marked a significant milestone for our Home Interaction Program for Parents and Youngsters (HIPPY), achieving the best target and retention numbers in over a decade.

Open to all community members, the program has successfully fostered a sense of belonging by bridging gaps between diverse community groups. By building relationships with other services we aim to enhance information-sharing, including collaboration with various playgroups to strengthen community ties and empower families. Our renewed focus on early childhood development is aimed at equipping children for school and life beyond.

Our Early Years team have made themselves present in the community by attending an extensive number of local community events. This includes our Wayipungitj worker, who has been actively engaging with the community by visiting kindergartens to teach children about Aboriginal culture, ensuring they have an enjoyable learning experience. This initiative not only helps establish a personal connection but also emphasises the importance of familiarity in our programs.

We are also proud to report that our staff are completing and working to obtain their Diploma of Community Services. We also received accreditation for the Triple PPP program, which has allowed us to provide further tutoring

for children and help strengthen our family connections. The Wayipungitj program also received recognition at a forum in Melbourne earlier in the year, showcasing our commitment to community engagement and support being recognised across the state.

Despite facing challenges in filling vacant roles and finding adequate room or space to run programs. We are working towards acquiring culturally safe environments for community to feel comfortable visiting us. Our aspirations for expansion aim to enhance our capacity to assist more community members more effectively and efficiently.

Together, we are dedicated to empowering our community and ensuring that our children are prepared for the future.





PEOPLE CULTURE & INCLUSION

Human Resources



Our Human Resources department at MDAS is dedicated to managing and nurturing our most valuable asset: *our people*.

This financial year, our focus has been on elevating employee engagement and satisfaction through refined recruitment and onboarding processes, alongside targeted initiatives aimed at fostering a positive and inclusive workplace culture.

We are steadfast in our commitment to implementing measures that boost staff confidence in HR, ensure adherence to best practices in recruitment, and enhance transparency. Our dedication to upholding the highest standards of compliance with employment laws and promoting a diverse workplace strengthens our commitment to supporting our organisational goals and driving overall success.

The day-to-day functions of our Human Resources (HR) team include meticulously managing recruitment and onboarding processes to ensure a seamless transition for new employees. We also place a strong emphasis on maintaining positive employee relations by proactively addressing concerns and resolving conflicts.

The effective use of our HR platform (ConnX), is central to our operations, enabling us to manage employee data with precision and streamline processes for ease of use. Additionally, we prioritise continuous process improvement to enhance efficiency and transparency.

Our Human Resources team is a dedicated group, focused on fostering a positive and inclusive workplace and together, they drive the growth and development of our staff and community.

VACANCIES AND PROJECTED GROWTH

We are currently seeking to fill multiple vacancies within our Health, Family, and Corporate Services.

We anticipate significant team growth in these areas over the next 12 months, in alignment with our strategic objectives to expand our capabilities and better serve our community.

Furthermore, we are intensifying our efforts to grow our volunteer, trainee, and work experience programs through our Aboriginal Pathways Coordinator.



Looking ahead, our plans for the HR program focus on further enhancing the effectiveness of our processes and practices. We aim to continue refining our recruitment and onboarding strategies to better align with organisational goals and employee needs.

Additionally, we plan to expand our professional development opportunities and strengthen initiatives that promote a positive and inclusive workplace culture. Our goal is to remain adaptable and responsive to emerging trends and feedback, driving continuous improvement and supporting MDAS's long-term success.





GOING FORWARD

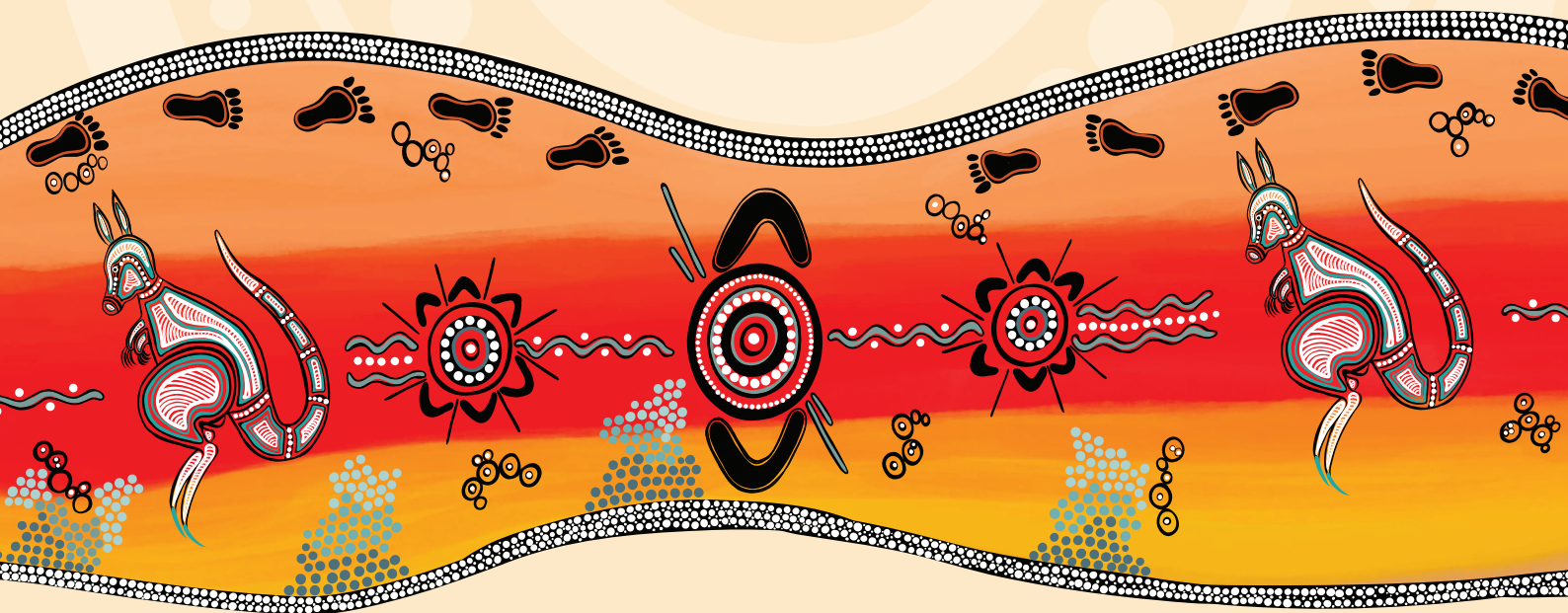


In the past financial year, the HR department has achieved significant milestones in refining recruitment and onboarding processes, thereby enhancing transparency and effectiveness.

We have focused on improving employee engagement through targeted initiatives and fostering a positive workplace culture. Challenges addressed include streamlining administrative tasks and optimising the use of our HR system, ConnX, for better efficiency in managing HR processes.

We have also integrated new technologies and processes while ensuring compliance with employment laws. Feedback from staff and exit interviews has been instrumental in aligning our HR practices more closely with employee needs and organisational goals.

Additionally, we have revised our exit surveys to capture more insightful data, helping us enhance the overall employee experience. We have introduced Xref for reference checks and exit surveys, providing an efficient, streamlined online approach.



Aboriginal Culture & Community Engagement



The Aboriginal Culture & Community Engagement team has been instrumental in enriching our community connections and promoting cultural awareness throughout the region.

Their dedication is evident in the successful orchestration of major community events and celebrations. This includes NAIDOC Week, which showcased the vibrancy of Aboriginal culture and fostered the strengthening of community ties.

Their work extends beyond large-scale events; they actively engage with local schools, community groups, and partner agencies to ensure cultural initiatives are meaningful and impactful. Through these collaborations, they support the development of culturally relevant programs and provide valuable insights to enhance community understanding and appreciation of Aboriginal and Torres Strait Islander heritage and culture.

By championing these efforts, the ACE team plays a crucial role in promoting inclusivity and cultural education, contributing significantly to a more informed and cohesive community. Their ongoing initiatives reflect a commitment to building lasting relationships and celebrating the rich Aboriginal Culture in our region.

The team works collaboratively to ensure that cultural practices and perspectives are respected and integrated into all aspects of our work. Their efforts are central to building trust and fostering meaningful relationships within our community. Including, promoting cultural awareness throughout our organisation.





Learning & Development



The Learning and Development (L&D) team has been diligently working to get Tyinanu (ELMO) up and running for our new and existing staff.

We currently have a few modules available and are working on assigning all staff to the correct training modules. The L&D team successfully facilitated a day of mandatory training via Tyinanu, with positive verbal feedback indicating it was a success. We are also in the process of recruiting a Systems Administrator Assistant. This role will focus on ensuring our system (ELMO), will be up to date and running smoothly in the background in support of other operations.

This year, numerous staff members have successfully completed

courses such as Certificate III in Business and Diploma of Community Services. We have also had TalkSmart Training facilitate CPR and First Aid courses, which were well-received. However, there is still room for improvement in streamlining attendance.

The L&D team have created a calendar that allows line managers to enrol their staff six months in advance. We are optimistic that Tyinanu/ELMO will allow employees to complete mandatory training in their own time, and we are currently working on enrolling staff in their required courses.

Additionally, we have a focus on an introduction of two new roles to join our teams.

These include a Workforce Development Lead who will be

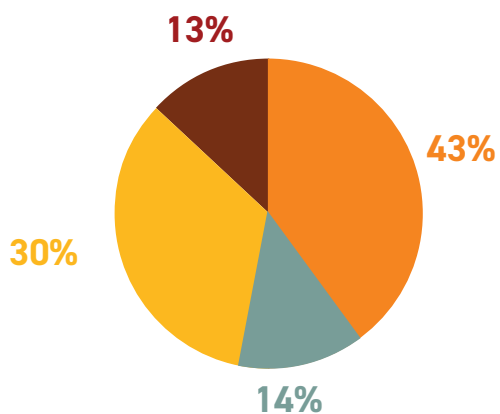
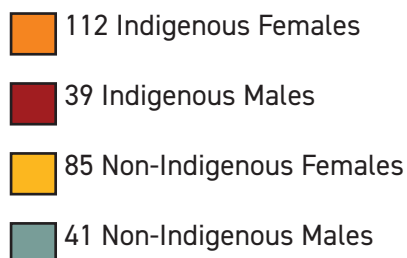
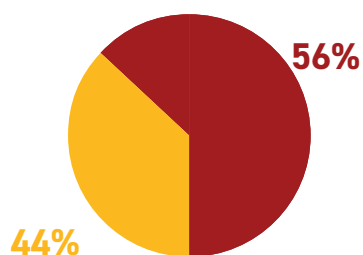
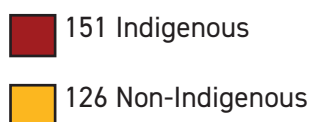
responsible for creating a capability framework specifically for MDAS and spearheading leadership training initiatives.

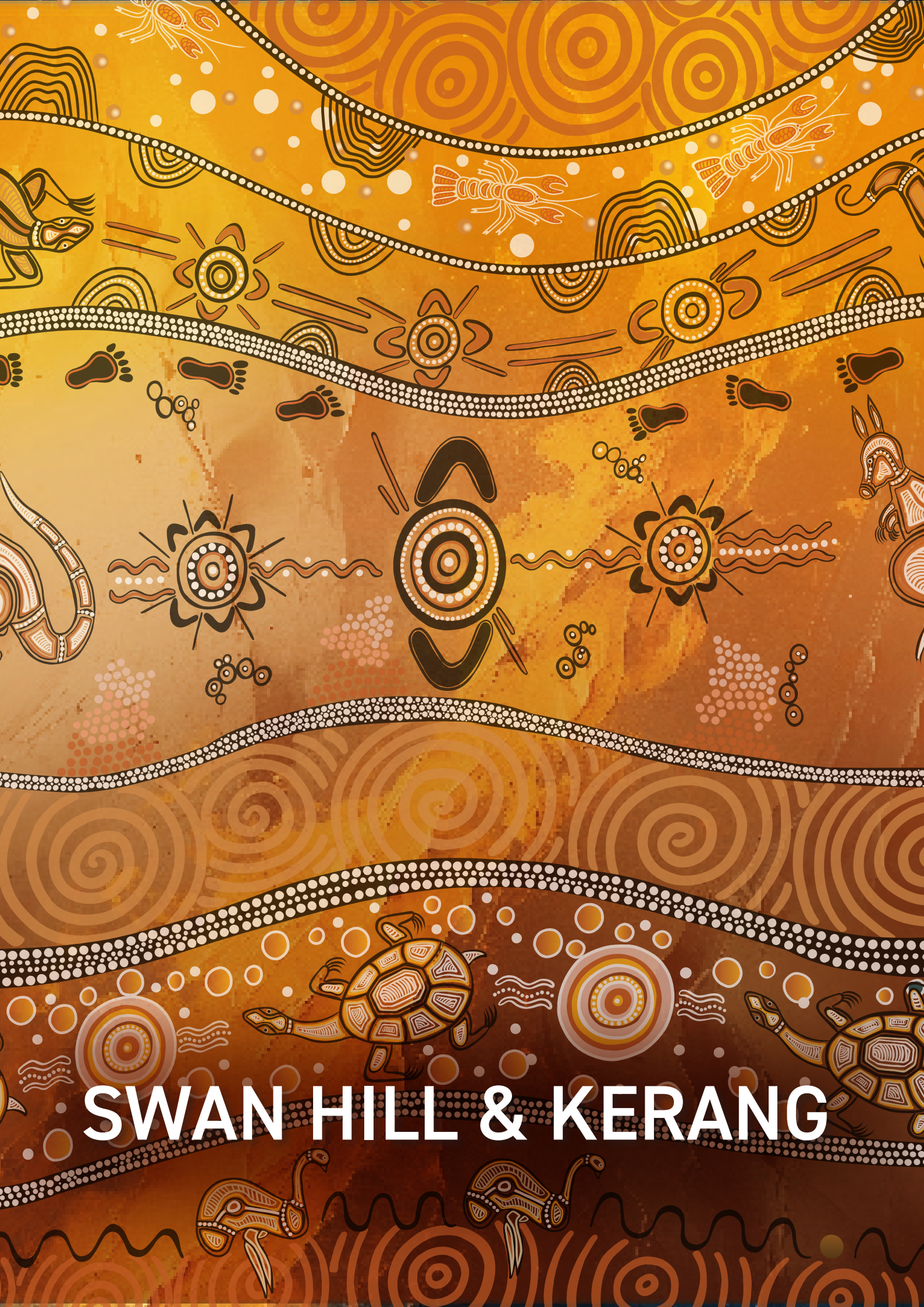
As well as, an Aboriginal Pathway Coordinator whose focus will be developing pathways for Aboriginal & Torres Strait Islander people to enter the organisation through work experience, student placements, traineeships, and volunteering.

This includes mentorship, providing help to youth with resume writing, obtaining Working with Childrens Check, Police Checks and communicating with employers.

277 Staff

as of 30th June 2024





SWAN HILL & KERANG

Summary

This past financial year, we have seen significant developments across our Swan Hill and Kerang locations, particularly in our community service programs, staff training, and inter-organisational collaboration.

One major initiative was the implementation of a Justice Team that meets fortnightly with local police. This initiative addressed a gap in service coordination, enabling us to collaborate with law enforcement towards shared community goals. As part of this partnership, work towards a mural began at the Swan Hill Police Station, symbolising unity, connection to local community, and working towards common goals.

Throughout the year, substantial work has been undertaken to strengthen our partnerships with surrounding communities and services. Key collaborations have been forged with organisations such as the Swan Hill Rural City Council, Swan Hill Police Station, Northern District Health, and many others. Our focus has been on bridging gaps in services to ensure that the communities needs, remain at the forefront of all our efforts.

One of our notable partnerships is the 'Connecting the Docs' program, which addresses the access to expert medical care in rural and regional Australia.

Alongside our aim to address this concern, we welcomed our permanent GP, Dr. Leo Gnanaraj, in November 2023. Dr. Leo has

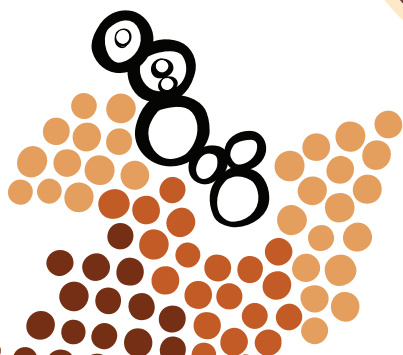
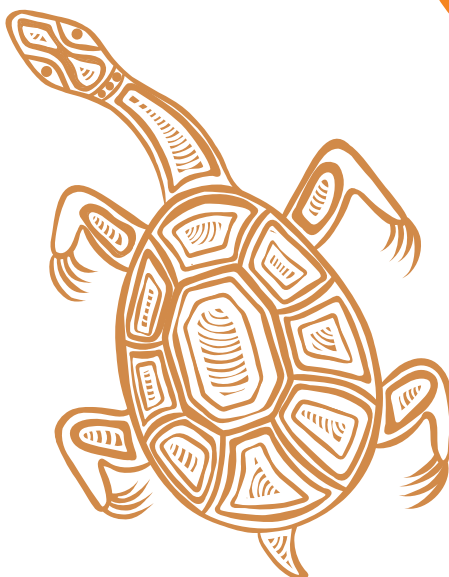
since become a respected and integral part of the community, delivering high-quality healthcare in a culturally safe environment, ensuring continuity of care for our community.

Our commitment to staff development has continued to enhance the quality of services we provide. This year, our Swan Hill site was accredited as a registered training provider, with a focus on undertaking training of student doctors in the coming financial year.

Additionally, one team member successfully completed their Diploma of Community Services, while another is currently working towards the same qualification. Two staff members from our Early Years program transitioned from volunteering to formal traineeships as well.

Furthermore, one of our staff members is pursuing Aboriginal Health Practitioner (AHP) training while another one has completed the AHP training in the financial year. Also, a staff member has commenced their Bachelor of Nursing which will be a significant investment as we move into the next financial year.





Earlier in the year, we introduced a Services/Justice Day aimed at promoting local organisations within the community. This event provided a platform for individuals to connect with justice and social services, ensuring awareness of the support available to community.

Another key partnership was with the Swan Hill District Hospital, working closely with their Health Promotion team. We attended and held major events like the Biggest Morning Tea, raising awareness around cancer and its impact to community.

Our environmental education initiatives have also made strides. Collaborating with local organisations in delivering and participating in programs such as the River Detective program aimed towards our youth. This initiative fosters local conservation efforts, encouraging a deeper connection to the environment and reinforcing our commitment to educational opportunities and promotion of respect to cultural lands.

Cultural engagement has remained a cornerstone of our work. Through our Aboriginal Culture and Community Engagement team, we've facilitated workshops in Aboriginal art and storytelling, providing the community with a safe and meaningful way to explore and celebrate their heritage.

Key events this year included our participation in NAIDOC Week, the annual LGA Reconciliation

event, and the Beautiful Shawl project, in partnership with Breast Screen Victoria and VACCHO. These events were instrumental in raising awareness and reinforcing the importance of cultural pride, community connection and collaboration.

Our strong partnerships with Northern District Community Health and Gannawarra Shire have been essential in bridging service gaps and facilitating knowledge sharing. These collaborations allow us to offer comprehensive care partnerships in addressing shared challenges.

A key focus of our work has also been ensuring that our services are culturally appropriate and that they foster a safe and inclusive environment. The success of our Mildura Community Café, a welcoming space for community members to connect with each other and our staff, has inspired plans to bring a similar initiative to Swan Hill in the upcoming financial year.

This project will not only provide a new space for the community to gather, but will also create additional job opportunities, contributing to the community in more ways than just one.

We would also like to highlight the contributions of Toni Webster, our Site Coordinator in Kerang. For most of the financial year, Toni has been instrumental in assisting and overseeing many of our operations in Swan Hill while recruitment was

underway. Thank you Toni, for your hard work and ongoing dedication. Our staff is committed to continuing to network with local partnerships and organisations, advocating for our community, and maintaining strong connections with local communities and mobs.

We look forward to continuing the hard work and training into the coming financial year.





HEALTH & CLINICAL SERVICES

OVERVIEW



The past financial year marked significant growth for our staff and community in the Health sector, with a strong emphasis on proactive care.

In previous years, our Health Team had been compelled to take a reactive stance, addressing issues at a later stage due to the COVID-19 pandemic and its impact on subsequent financial years. However, our teams have been able to focus more on preventative health, identifying the most pressing issues facing our community, and determining how best to support all generations and community members that we serve.

Additionally, work toward a new Health Van aims to enhance our service delivery across all sites, further improving access to care. Telehealth services, particularly in the context of Care on Country, have been recognised as critical in ensuring healthcare is accessible to all, regardless of location. This has been a focal point during the financial year, ensuring that all members of our community can access the healthcare they deserve and need, despite any factors that may otherwise hinder their ability to receive adequate care.

In order to serve our community effectively, we need the right people, with the right training, in the right roles. Three of our health staff completed further training, and two more are expected to complete their training in our Mildura team in the upcoming financial year.

Additionally, three of our team members in Swan Hill are currently undertaking Aboriginal Health Practitioner (AHP) training to better assist and support our community.

Our health staff participate in extensive local and national training, including attending national conferences. This ensures they are up-to-date with best practices and can learn about new methods to better support our community. They are then able to bring their insights back to other staff members, enabling continuous learning and improvement for our staff.

We have also introduced new roles into our Health space with an introduction of a Clinical Quality

and Education role, Maternal Child Health Nurse and an Aboriginal Maternal and Infant Care worker.

These new positions are vital for ensuring we can build a safer, more competent, and patient-centred healthcare environment.

While COVID-19 still remains a concern, it has slowed enough to allow our team to step back, identify and address issues impacting our service delivery. As well as factors that may hinder us in providing the most culturally appropriate, holistic service of care to our community.

We have focused on ensuring that our services are delivered in environments where our community feels safe and comfortable seeking our support.

With this in mind, we have revamped and refurbished our MDAS Mildura Health Reception space, with the goal of creating a more culturally safe environment where community members can feel at ease while waiting for their appointments.

We are here to support the community, and we want to express and reflect that through the design and feel of our spaces.

PRIMARY & PREVENTATIVE

"Health for every generation is important"



*Derived from original art
by Simone Spencer*

During the financial year, the team were able to complete 782 Aboriginal Health Checks (715's). Including, 25,683 episodes of care provided by Health Team.



The team focused on ensuring that all age ranges, from elders to our youth, were central and a focus in our campaigns. We continued to emphasise the importance of our mob getting their regular 715 Health Check.

Local artist and proud Barkindji woman Simone Spencer's artwork, titled 'Healthy Mob - Journey to Healing', remains a focal point for our 715 Health Check shirts. When community members receive a health check, they get a free shirt as our little thank you.

The Health Promotions Team has also worked closely with primary schools during the year to educate children on the importance of making informed decisions regarding their health.

The visits focused on lifestyle habits and choices, spreading awareness about risky and dangerous behaviours such as vaping, smoking, and alcohol consumption. The aim isn't to cut out these behaviours altogether, but to provide youth with the necessary information and to ensure they understand the risks and potential long-term effects of their actions. Giving them the right tools and guidelines, in order to make informed decisions.

The team has also hosted several important and successful events during the financial year to inform the community, across all age groups, about key health issues. This included a bowel and cervical screening event to raise awareness about the lowering of the age for



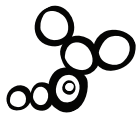
regular checks, collaboration with Breast Screen Victoria, our Close the Gap event and many more.

Also, our outreach clinic, particularly within the sexual health space, has been instrumental in delivering essential treatments to individuals who cannot physically reach the clinic. This thereby works towards the effort of expanding our reach and service delivery.

The team also had a focus towards closely monitoring data and striving to meet both locally set and national KPM targets. We were able to identify specific problem areas in our community and are concentrating on addressing these issues as we move into the coming financial year.

One of the areas of concern the team had identified is the number of pregnant mothers who smoke or engage in risk taking behaviour. The team has increased support measures to combat this issue by covering expenses for scans and offering additional support throughout the pregnancy. Among other solutions being worked on, we now have an Aboriginal Maternal Child Health Nurse employed with us to help tackle these issues.





Health Promotions

Reflecting on last years report, we have continued many of our important messaging and health campaigns going into the financial year.

One example is our 'Healthy Mob' messaging, which has persisted and will continue to resonate in the years to come. Kedaesha Jackson, a proud Aboriginal and Tongan woman who grew up on Latje Latje country and has family ties to the Wiradjuri people. Kedaesha has used bright colours to help tell a story about creating better health habits for our Mob and how those choices can support our families. Kedaesha is passionate about healthy eating and envisions a hopeful future for the next generations if we can take care of ourselves through our diet.

To support the aim of promoting a healthy diet and exercise to our Mob, the Health Team purchased 'smoothie bikes', to demonstrate that eating healthily doesn't have to be boring or tasteless—it can be fun, too.

This initiative was a result of the team's collaboration with other organisations in the area and observing the positive impact during events where the idea was trialled. The community's active participation and enjoyment showed first-hand how engaging activities can lead to better dietary habits.

One of the team's most notable collaborations was with the ICT & Media Team. Together, the Health Promotions and Media team worked side by side on numerous projects

during the reported financial year. This collaboration has ensured that targeted health messaging reaches the appropriate demographic through our diverse communication channels.

For example, we identified that we have a younger audience on TikTok compared to our Facebook platform. As a result, the content we released on TikTok took a more personal approach, allowing our younger audience to connect with it. This often included showcasing our staff and team members, whom youth may encounter during visits, helping them feel confident enough to reach out for appointments and their 715 checks.

The Health Promotion Team is now working towards developing a multi-tiered workout plan for all generations, accompanied by a recipe book. The team hopes to promote and distribute these resources to the community in the coming financial year.



*Original art by
Kedaesha Jackson*

Social & Emotional Wellbeing

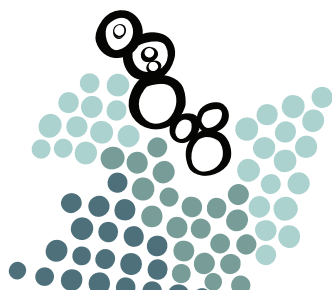
Our Social and Emotional Wellbeing (SEWB) programs have continued to be busier than ever.

We have continued to invest in our team's education and professional development. Two staff members are currently completing social work degrees, with one due to finish in the next financial year. Another staff member has completed a psychology degree within the coming year. Additionally, eight staff members that have undergone specialist training in Borderline Personality Disorder (BPD) to enhance client support and tackle the ongoing growing mental health concerns of our community.

There has been also a focus on strengthening and working with local organisations with similar alignments and care goals as our own organisation. One of our big partners is with the Mildura Base Hospital, particularly in the mental health space, focusing on culturally sensitive practices and community engagement. This includes on-site visits from doctors to MDAS, ensuring a culturally safe environment for anyone referred from us to the Mildura Base Hospital for further assistance or assessment.

The team has also instilled a focus on restructuring their support services to offer a more holistic support model for any of our community or clients that come through our doors. This includes a focus on restructuring our previous 'POD' model and working on delivering the best quality of care for our community.

Our groups, particularly the Men's and Women's groups, have seen remarkable improvements. The Men's group, in particular, has been a focal point, with more trips out to country and keeping connections alive through all generations that access our SEWB support.



HEALTH & CLINICAL SERVICES

Mental Health

The team has worked closely together to ensure the services they are offering are the most holistic, culturally safe model of care possible.

This includes, having the option for Doctors from Mildura Base Hospital to conduct assessments and work with our community at MDAS locations.

Work towards a 'Mental Health Local' has also been in the works during the year to tackle the gap of the long wait list for community to be seen by local mental health services. This is in partnership with local organisations such as Sunraysia Community Health, Wellways, Mildura Base Hospital and MDAS.

Work done in this partnership will hopefully help negate some of the wait time for community to get help sooner, rather than later.

Re-Connect Program

Earlier this year after working closely with VACRO, we were able to launch our Re-Connect Program.

This program is a voluntary outreach initiative designed to support individuals being released from prison, helping them reintegrate into their community and access services and assistance where necessary.

This service provides personalised, community-based case management for individuals upon their release from correctional systems.



Culture Care Connect

In the last report, we temporarily recruited two experienced Aboriginal mental health staff in the Culture Care Connect team: a Suicide Prevention Coordinator and an Aftercare Worker/Clinician.

Twelve months on, this program is still running strong, and our temporary recruits have now become full-time staff. The team has been hard at work finalising all model-of-care practices and plans, having them set in place now.

The team's main priority remains combating the significant issue faced by Aboriginal and Torres Strait Islander families and communities, who continue to be devastated by the impact of suicide and suicidal ideation. As this rate remains disproportionately high within our community, it is crucial for this team to exist in our space and provide support for those in need.

Empowered by our community, working for our community.





HOMELESSNESS

This year has seen significant challenges and achievements in our efforts to combat homelessness within our community.

Our programs have been at the forefront of providing essential support to those in need, ensuring that individuals and families facing homelessness receive the assistance required to regain stability in their lives.

Our Homelessness Team currently operates two key programs: the Supported Accommodation & Assistance Program (S.A.A.P) and the Aboriginal Tenants At Risk Of Eviction (A.T.A.R.E). These programs are designed to provide comprehensive support to individuals and families experiencing, or at risk of experiencing homelessness, offering both short-term and long-term solutions tailored to meet diverse needs.

This year, the team is focusing on launching a pilot program with the addition of a third staff member. This new initiative aims to address the growing demand for our services by offering additional support to those who fall outside the scope of our existing programs. The pilot program is expected to enhance our capacity to serve more clients and provide more personalised and effective support.

Throughout the financial year, the team has helped 252 individuals, provided 148 community members with emergency accommodation, and successfully assisted 41 households in securing long-term accommodation. This achievement highlights our commitment to finding sustainable housing solutions for our community, though the lack of available housing continues to pose a significant barrier.

In addition to our core programs, we provided financial assistance to help clients transition into stable housing. During the financial year, we spent

Our Homelessness team provided emergency housing to 148 community members in the financial year, averaging one person or family every 2.4 days.

The ongoing housing crisis remains our most significant challenge

There has been a 176% rise from 2023 financial year in the number of individuals/families seeking support with housing

\$78,000 on short-term stays to ensure safe accommodations and \$56,000 on long-term accommodation needs, including covering moving expenses and other essential costs for our community.

Additionally, we invested \$49,000 to help maintain tenancies that community members held, assisting in preventing homelessness by addressing rent arrears and providing other crucial services.

The ongoing housing crisis remains our most significant challenge. The short-term stay options are especially problematic, as the demand far exceeds the supply in our area. Rebuilding relationships within the community is also an area of focus. Despite challenges, we have seen success stories where clients have thrived in stable housing, demonstrating the potential for positive outcomes when the right support is in place.

This year has been both challenging and rewarding. We have expanded our reach, launched new initiatives, and provided critical support to hundreds of individuals and families. However, the housing crisis continues to be a significant obstacle, and we must continue to advocate for more resources, better community relationships, and systemic changes to ensure that everyone in our community has access to safe, stable housing.

We remain committed to our mission and will continue to work tirelessly to support those in need, with the hope that next year will bring even greater progress in the fight against homelessness.

Healthy Ageing Programs



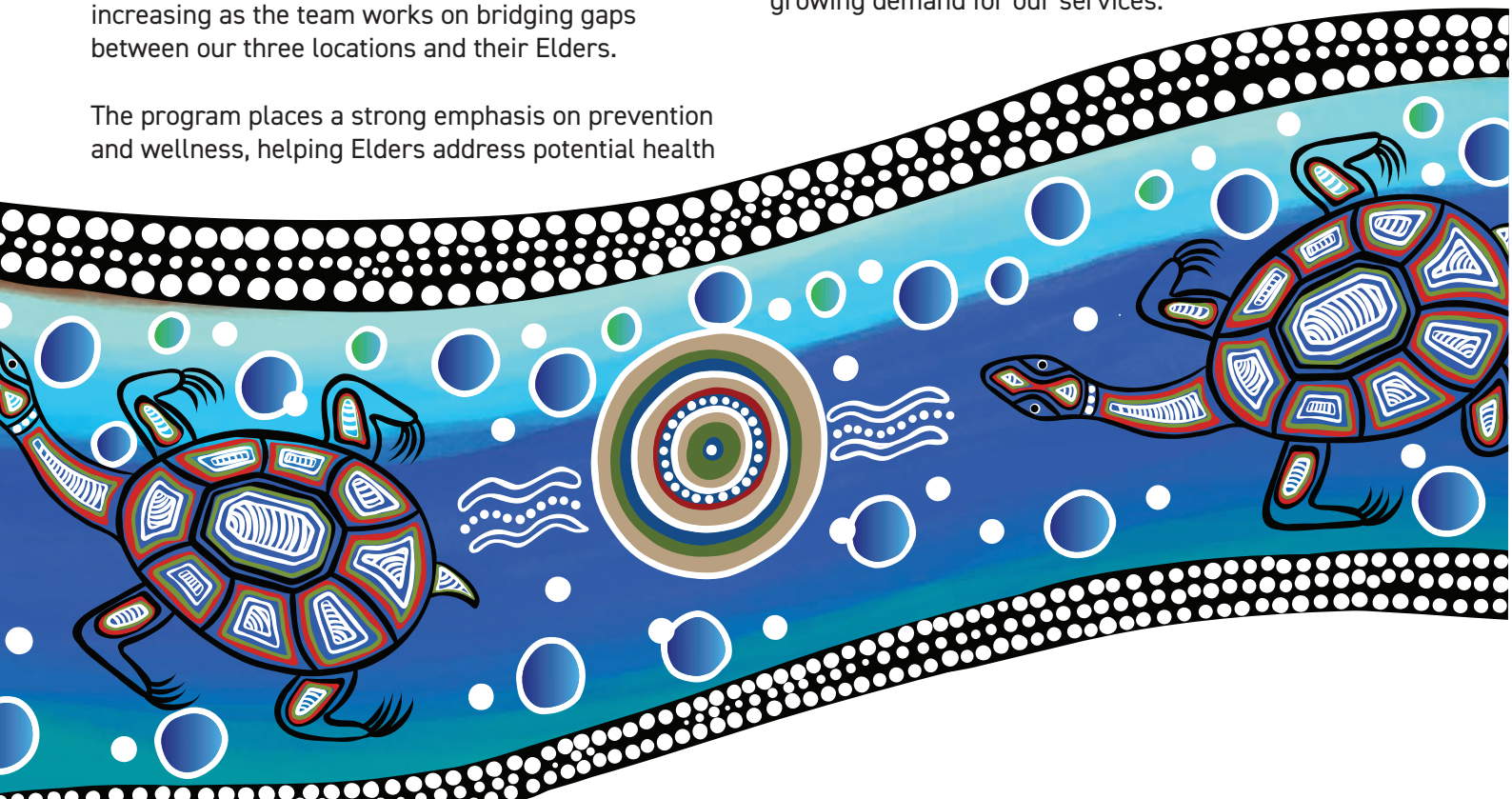
Reflecting on last year's report, our Aged Care & Disability Services and Healthy Ageing programs have continued to grow in support and participation, being busier than ever during the financial year.

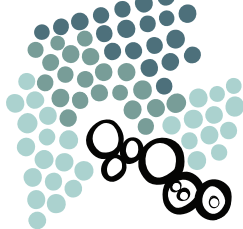
Our Healthy Ageing program continues to run several group sessions each week, with attendance steadily increasing as the team works on bridging gaps between our three locations and their Elders.

The program places a strong emphasis on prevention and wellness, helping Elders address potential health

issues before they arise. This includes, a focus on developing and maximising the potential of our Elders Hub, where everyone feels comfortable to come and share their knowledge and wisdom, as well as seek help when needed with health, recovery, etc.

One observation from the past year has been the need to expand our service delivery to accommodate the growing demand for our services.





In our Aged Care & Disability Services space, we have grown from three staff members in the previous financial year, to now eight.

This expansion includes one staff member who completed their Certificate III in Individual Support and has taken on a permanent role as a Support Worker within our team, while another staff member has commenced further study.

Our focus on expanding services and identifying new areas of need has led to plans for further development and exploration of additional space or potential to expand current spaces.

The team has also successfully secured funding for travel to appointments and cultural activities, which has helped Elders stay connected to their culture and remain active in the community. The team has worked closely with Elders in actively participating in community events, including school camps where they provided "Welcome to Country" ceremonies and engaged with Year 11 & 12 students in cultural studies.

The Dulka Yapta program at SuniTAFE has also served as a bridge between younger generations, other program areas, and the Elders we work with, fostering intergenerational learning and cultural preservation.

Strengthening partnerships with other services has been a major priority, ensuring culturally



appropriate support and referrals when needed.

As our team and programs continue to grow, we have identified the need to increase services and ensure that, when we are unable to provide the required treatment or service, we bridge the gap by connecting Elders with culturally appropriate services.

To address this issue, we have focused on hiring an NDIS Linkage Worker and conducting an external audit to evaluate and ensure that our Disability Services are meeting the needs of our community, with the potential for expanding service delivery in the near future.



Swan Hill & Kerang, Aged Care & Disability Services

Significant progress has been made in developing our services in Swan Hill and Kerang, with new groups established and increased engagement with Elders, breaking down travel barriers to provide holistic care for all Elders in our service—regardless of location.

There has also been an increase focus on raising the number of engaged Elders, with the possibility of linking with Justice Workers to further assist our community for when we can't.

As we move into the upcoming financial year, the teams have plans to offer additional services to Elders, such as lawn mowing and home maintenance care.



CORPORATE SERVICES

Overview



Throughout the financial year, our Corporate Services team has focused on workforce stability, ensuring the right people are in the right roles.

The faces in our Corporate Services team are often not known to our community, as many of these teams work behind the scenes, quietly supporting the essential functions of our organisation. Whether it's maintaining financial integrity, ensuring compliance with funding bodies, their efforts are critical to meeting the needs of our clients, the community, and our stakeholders.

Our Corporate Services team helps the organisation function efficiently, aligning operations with long-term strategic objectives. They ensure that resources are well-managed, finances are sustainable, and services meet quality and governance expectations across all areas of our organisation.

Our teams consist of:

- ICT & Media
- Quality & Governance
- Finance
- Assets
- Community Café & Catering

In the coming year, Corporate Services will continue to prioritise innovation, cost efficiency, and service quality to support the organisation's growth and long-term sustainability. They will embed a culture of continuous improvement across all areas of our business. The teams look forward to the continued work and ensuring that our organisation can continue to function and work seamlessly without fail.

Supporting our organisation's vision and adherence to Our Vision, Our Purpose, Our Values, and Our LORE.



Assets



Over the past financial year, our organisation has achieved significant progress in improving our operational capabilities and service delivery.

A key part of this success has been the strategic enhancement of our team. We've filled several critical positions with skilled professionals who are essential in advancing our mission and reaching our strategic goals within our Asset team, and for our organisation as a whole.

A major focus this year has been on refining our procurement processes and managing our assets more effectively. This review has been instrumental in aligning our assets with our organisational needs, helping us reduce unnecessary costs and boost overall efficiency in our assets.

We have worked hard during the financial year to refine our pricing models and financial strategies, while ensuring the quality of our services remains high. By analysing our revenue streams and exploring new growth opportunities, we are

committed to achieving the best possible financial outcomes in order to best serve our community.

In addition to these efforts, we have received funding towards developing a comprehensive master plan for our service delivery. This plan will be created through extensive consultations with staff, community members, and stakeholders, that will guide us in delivering services that are relevant and responsive to the needs of our community.

To streamline operations, we have also worked towards centralising our fleet. This consolidation of our vehicle assets will allow for better resource allocation, reduced costs, and improved logistical efficiency.

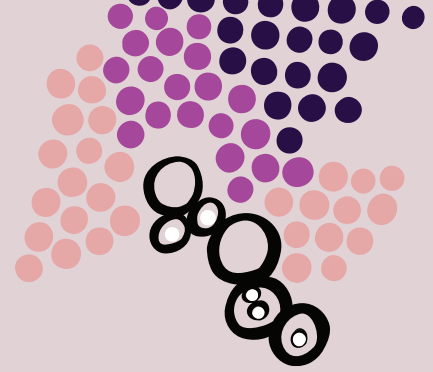
We recognise that the energy and motivation of our teams are crucial to our success. By fostering a positive and dynamic work environment, we aim to boost staff engagement and productivity, which in turn supports our financial standpoint and operational success.

One challenge we face is not

yet being a registered housing provider, which limits our ability to fully address homelessness gaps in the local area. To better serve the community, we are working towards obtaining registration as a housing provider. This will be a major focus in the coming years, especially given the current housing pressure and climate.

Finally, our partnership with Aboriginal Housing Victoria and Haven Home Safe remains a cornerstone of our strategy. These collaborations are vital for advancing housing solutions for Aboriginal communities and ensuring we address their needs effectively.

Through our partnerships, we continue to work towards better housing outcomes and provide meaningful support to our community. This includes being aligned with *Mana-na woorn-tyeen maar-takoort - Every Aboriginal Person Has A Home*, in order to work towards these positive outcomes.



Quality & Governance

Throughout the financial year, our priority has been building a stable workforce by ensuring we have the right people, in the right roles.

A major focus for the Quality & Governance Team has been working with the LogiQC system, which helps manage MDAS's quality, safety, and risk standards. The team has received training to better support and upskill staff across MDAS in using the system, ensuring we are maximising its benefits. This system has proven invaluable in addressing issues, concerns, reports, and feedback promptly, ensuring we maintain continuous improvement and compliance. Internal audits have been

another key priority, helping us identify gaps and opportunities for improvement. These audits drive ongoing improvements in operational efficiency and effectiveness.

We are also committed heavily to workplace safety. Ensuring ongoing compliance with our Duress Alarm system, keeping our staff safe, is a huge priority. Commitment and focus to Health & Safety in 2024 has seen us ensuring our Health and Safety Representatives (HSRs) are up to date, and we are committed to the provision with their training

Governance also remains a core focus. Regular training for the Board ensures informed decision-making and strengthens our governance framework. We've also adopted key frameworks for;

- Compliance management
- Risk management
- Fire safety compliance
- First Aid compliance
- OHS and well-being
- Records and quality management.

Finally, the Quality & Governance team actively monitors feedback from both the community and staff. This feedback allows us to identify trends and respond thoroughly, helping us improve the organisation as a whole.



Information Communication Technology & Media



During the financial year, the IT team underwent significant changes, expanding from four to eight members, with staff merging from the former Strategic Communications Team.

This new combined team has been rebranded as ICT & Media to encapsulate the vast range of skills and services on offer for the organisation.

The ICT component of this new team continues its long running tradition of providing essential services to our organisation such as helpdesk support, managing cybersecurity risks, and maintaining network hardware and software.

While the newly formed Media team brings skills such as graphic design, videography and photography that drives communications, website content, social media and ensures

MDAS is well-represented publicly and connected to our community.

In the fast-paced world of cybersecurity, protecting against the ever-evolving digital threat landscape has been a focus point for the ICT team. This has been achieved through installation of a new Firewall infrastructure, implementing new security technologies that leverage AI as well as regular threat assessments, continuous monitoring, and strengthening any vulnerabilities.

An additional facet within the realm of cybersecurity, is to ensure disaster recovery and backup systems are robust, fast and flexible. This is critically important to maintain business continuity in a worst-case scenario event.

The team has also completed several major projects during the financial year. One key project was

the overhaul of our website, which had become outdated and less user friendly. The revamped site now offers improved functionality and a modern, user-friendly interface, reflecting our commitment to providing accessible online services for our community, regardless of computer proficiency skills.

This project was completed earlier this year, and we hope the community will benefit from the revamped design.

Moving forward, the ICT & Media Team will continue to play a key role in driving innovation, by researching and implementing the latest available technologies, increasing our online presence and supporting MDAS staff across Mildura, Swan Hill, and Kerang.





DIRECTORS' REPORT

Directors' Report

For the year ended 30th June 2024

The directors present their report, together with the financial statements of the consolidated entity ("Group"), being Mallee District Aboriginal Serviced Limited (the Company) and it's Controlled Entity; MDAS Limited for the financial year ended 30th June 2024.

Board of Directors

The following persons were board members of Mallee District Aboriginal Services Limited during the whole of the financial year up to the date of this report, unless otherwise stated.

Jenene Murray

Appointed: 25/11/2023
Title: Non- Executive Director & Board Chair

Jemmes Handy

Appointed: 23/11/2021
Title: Non-Executive Director

Rita Simmons

Appointed: 17/12/2022
Title : Non Executive Director (Deputy Chair)

Thelma Chilly

Appointed: 15/06/2021
Title: Chair (to Nov 2023) & Non-Executive Director (from Nov 2023)

Mark Morgan

Appointed: 17/12/2022
Title: Non Executive Director

Marcus Horwood

Appointed: 17/12/2022
Title: Non Executive Director

Steve Portelli

Appointed: 28/03/2024
Title: Non Executive Director



Former Board Directors

The following persons were board members of Mallee District Aboriginal Service Limited for part of the financial year, unless otherwise stated.

Vicki Clark OAM

Appointed: 11/12/2020
Ceased: 27/03/2024
Title: Non- Executive Director

Jacinta Chaplin

Appointed: 17/12/2022
Ceased: 26/03/2024
Title: Non-Executive Director

Sharon Johnson

Appointed: 17/05/2021
Ceased: 25/11/2023
Title: Non- Executive Director

Nikita Hart

Appointed: 21/03/2023
Ceased: 06/03/2024
Title: Non-Executive Director

Company Secretary

There have been three Company Secretaries that had held the position title during the financial year

Claris Tambudzai Bourne

Appointed: 24/04/2023
Ceased: 28/03/2024

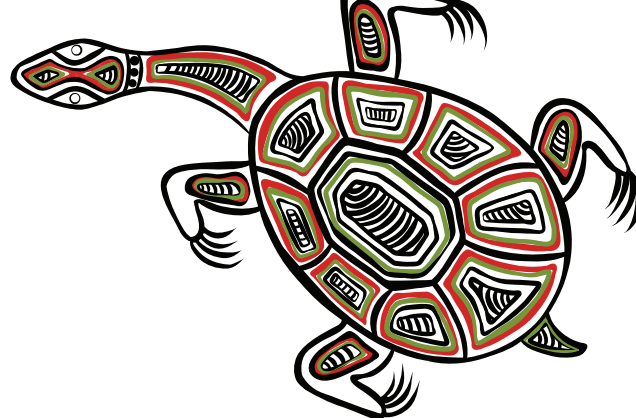
Jane MacAllister

Appointed: 04/03/2024
Ceased: 06/08/2024

Ian Jamieson

Appointed: 06/08/2024

Directors' Report



Director Meetings

During the financial year, 17 meetings of directors were held. Attendance by each director were as follows:

Director	Board	
	Eligible	Attended
Jenene Murray	10	10
Rita Simmons	17	16
Jemmes Handy	10	9
Thelma Chilly	17	16
Marcus Horwood	17	14
Mark Morgan	17	11
Steven Portelli	3	2
Vicki Clark OAM	13	12
Sharon Johnson	7	7
Jacinta Chaplin	13	10
Nikita Hart	11	10

Eligible: represents the number of meetings held during the time the director held office.

* Where a Board meeting was adjourned and reconvened on a different day, we have recorded that as one meeting and not two.

Principal activities

The principal activities of the entity during the financial year were to promote Aboriginal health, wellbeing, culture and economic prosperity through delivery of health, family communication services to clients in Mildura, Swan Hill, Kerang and Robinvale. Services are targeted to address areas of need created through social disadvantages, drug and alcohol misuse, sickness, disability, family violence, youth suicide, homelessness, teen pregnancy, low level of childhood wellbeing, unemployment, disengagement with education system and high level of involvement with criminal justice system.

There has been no significant changes in the nature of these activities during the financial year.

Review of Operations

	Consolidated	
	2024	2023
	\$	\$
The surplus/(deficit) for the company for the financial year was:	(1,205,202)	2,318,132

During the period the Independent Broad-based Anti-corruption Commission (IBAC) concluded an investigation into allegations of misconduct and corruption at Mallee District Aboriginal Services Limited. The investigation did not substantiate any allegations of corrupt conduct within the meaning of the IBAC Act. Mallee District Aboriginal Services Limited is no longer under investigation.

Significant changes in the state of affairs

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



Events subsequent to the end of the reporting period

There are no 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 company, the results of those operations or the state of affairs of the company, in future years.

Environmental regulation

The company is not subject to any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Indemnifying 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 company.

Proceedings on behalf of the company

No person has applied for leave of Court or to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings.

The company was not a party to any such proceedings during the year.

Contributions on winding up

The entity is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the entity is wound up, the constitution states that each member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the entity. At 30 June 2024, the total amount that members of the entity are liable to contribute if the entity is wound up is \$317 (2023: \$317).

Auditor's independence declaration

A copy of the Auditor's Independence Declaration as required under section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, for the year ended 30 June 2024, has been received and can be found on page 65 of this financial report.

Mallee District Aboriginal Services Limited
Directors' report
30 June 2024


Jenene Murray
Board Chair

18 October 2024





FINANCIAL REPORT



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Auditor's Independence Declaration under Section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* to the Directors of Mallee District Aboriginal Services Limited

In accordance with Subdivision 60-C of the *Australian Charities and Not-for-profits Commission Act 2012*, as the auditor of Mallee District Aboriginal Services Limited for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there has been no contraventions of:

- (i) the Auditor independence requirements of the *Australian Charities and Not for Profits Commission Act 2012* in relation to the audit; and
- (ii) Any applicable code of professional conduct in relation to the audit.

RSD Audit

A handwritten signature in blue ink, appearing to be 'JP', is written over a faint, light blue circular background.

Josh Porker
Principal

Dated: 24 October 2024

FINANCIAL REPORT, YEAR ENDED 30 JUNE 2024

Mallee District Aboriginal Services Limited
Consolidated statement of profit or loss and other comprehensive income
For the year ended 30 June 2024



	Note	Consolidated 2024 \$	2023 \$
Revenue	3	32,820,939	31,608,324
Other income	4	3,783,907	2,562,826
Expenses			
Employee benefits expense		(23,294,670)	(19,568,341)
Client costs and program development/delivery expense		(7,525,792)	(6,384,160)
Depreciation and amortisation expense	5	(969,621)	(985,174)
Finance costs		(4,580)	(7,189)
Motor vehicle expense		(562,370)	(489,899)
Occupancy costs	5	(1,486,138)	(1,412,486)
IT costs		(673,853)	(482,700)
Travel costs		(613,888)	(434,300)
Grant returns		-	(17,932)
Repairs and maintenance		(943,867)	(914,024)
Other expenses		(1,735,269)	(1,156,813)
Surplus/(deficit) for the year attributable to the members of Mallee District Aboriginal Services Limited		(1,205,202)	2,318,132
Other comprehensive income			
<i>Items that will not be reclassified subsequently to profit or loss</i>			
Gain on the revaluation of land and buildings		8,081,772	-
Loss on the revaluation of water entitlements		(159,005)	(33,250)
Other comprehensive income for the year		7,922,767	(33,250)
Total comprehensive income for the year attributable to the members of Mallee District Aboriginal Services Limited		6,717,565	2,284,882

The above consolidated statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

FINANCIAL REPORT, YEAR ENDED 30 JUNE 2024

Mallee District Aboriginal Services Limited
Consolidated statement of financial position
As at 30 June 2024



	Note	Consolidated 2024 \$	2023 \$
Assets			
Current assets			
Cash and cash equivalents	6	14,019,018	13,013,196
Trade and other receivables	7	1,383,982	437,107
Financial assets	8	12,042,246	11,062,164
Other assets		129,781	210,937
Total current assets		27,575,027	24,723,404
Non-current assets			
Property, plant and equipment	10	35,292,596	28,226,672
Right-of-use assets	9	520,983	393,312
Intangibles	11	1,402,310	1,561,315
Total non-current assets		37,215,889	30,181,299
Total assets		64,790,916	54,904,703
Liabilities			
Current liabilities			
Trade and other payables	12	2,300,442	837,395
Employee benefits	13	1,475,263	1,262,037
Contract liabilities	14	9,019,460	7,649,593
Lease liabilities	15	223,347	286,119
Total current liabilities		13,018,512	10,035,144
Non-current liabilities			
Employee benefits	13	83,021	84,706
Lease liabilities	15	299,541	112,576
Total non-current liabilities		382,562	197,282
Total liabilities		13,401,074	10,232,426
Net assets		51,389,842	44,672,277
Equity			
Reserves	16	14,694,734	6,553,690
Retained earnings		36,695,108	38,118,587
Total equity		51,389,842	44,672,277

The above consolidated statement of financial position should be read in conjunction with the accompanying notes

FINANCIAL REPORT, YEAR ENDED 30 JUNE 2024

Mallee District Aboriginal Services Limited Consolidated statement of changes in equity For the year ended 30 June 2024



Consolidated	Property revaluation reserve \$	Water revaluation reserve \$	Retained earnings \$	Total equity \$
Balance at 1 July 2022	5,249,681	1,337,259	35,800,455	42,387,395
Surplus for the year	-	-	2,318,132	2,318,132
Other comprehensive income for the year	-	(33,250)	-	(33,250)
Total comprehensive income for the year	-	(33,250)	2,318,132	2,284,882
Balance at 30 June 2023	5,249,681	1,304,009	38,118,587	44,672,277

Consolidated	Property revaluation reserve \$	Water revaluation reserve \$	Retained earnings \$	Total equity \$
Balance at 1 July 2023	5,249,681	1,304,009	38,118,587	44,672,277
Deficit for the year	-	-	(1,205,202)	(1,205,202)
Other comprehensive income for the year	8,081,772	(159,005)	-	7,922,767
Total comprehensive income for the year	8,081,772	(159,005)	(1,205,202)	6,717,565
Transfer to/from retained earnings	218,277	-	(218,277)	-
Balance at 30 June 2024	13,549,730	1,145,004	36,695,108	51,389,842

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes

FINANCIAL REPORT, YEAR ENDED 30 JUNE 2024

Mallee District Aboriginal Services Limited
Consolidated statement of cash flows
For the year ended 30 June 2024



	Note	Consolidated 2024 \$	2023 \$
Cash flows from operating activities			
Receipts from grant income (inclusive of GST)		34,007,488	38,991,295
Payments to suppliers and employees (inclusive of GST)		(36,266,639)	(34,921,727)
Interest received		448,027	63,886
Other revenue		3,033,412	2,392,469
Interest and other finance costs paid		(4,580)	-
Net cash provided by operating activities	20	1,217,708	6,525,923
Cash flows from investing activities			
Investment in term deposits		(2,042,246)	(10,000,000)
Payments for property, plant and equipment	10	(620,188)	(839,498)
Proceeds from disposal of investments		1,210,623	-
Proceeds from disposal of property, plant and equipment		1,610,924	-
Net cash provided by/(used in) investing activities		159,113	(10,839,498)
Cash flows from financing activities			
Repayment of lease liabilities		(370,999)	(408,984)
Net cash used in financing activities		(370,999)	(408,984)
Net increase/(decrease) in cash and cash equivalents		1,005,822	(4,722,559)
Cash and cash equivalents at the beginning of the financial year		13,013,196	17,735,755
Cash and cash equivalents at the end of the financial year	6	14,019,018	13,013,196

The above consolidated statement of cash flows should be read in conjunction with the accompanying notes

Note 1. Material accounting policy information

The financial statements were authorised for issue on 18 October 2024 by the directors of the company.

The principal accounting policies adopted in the preparation of the financial statements are set out either in the respective notes or below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of preparation

The general purpose financial report has been prepared in accordance with Australian Accounting Standards – Simplified Disclosures developed by the Australian Accounting Standards Board (AASB) in order to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

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 otherwise stated.

Statement of compliance

The company 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 statements have 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 the company's functional currency. The amounts have been rounded to the nearest dollar.

Historical cost convention

The financial statements have been prepared under the historical cost convention.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in Note 2.

Income tax

As the company is a tax exempt institution in terms of subsection 50-10 of the *Income Tax Assessment Act 1997*, as amended, it is exempt from paying income tax.

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when:

- it is either expected to be realised or intended to be sold or consumed in the company's normal operating cycle
- it is held primarily for the purpose of trading
- it is expected to be realised within 12 months after the reporting period, or
- the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period.

Note 1. Material accounting policy information (continued)

All other assets are classified as non-current.

A liability is classified as current when:

- it is either expected to be settled in the company's normal operating cycle
- it is held primarily for the purpose of trading
- it is due to be settled within 12 months after the reporting period, or
- there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period.

All other liabilities are classified as non-current.

Financial assets

Investments and other financial assets are initially measured at fair value. Transaction costs are included as part of the initial measurement, except for financial assets at fair value through profit or loss. Such assets are subsequently measured at either amortised cost or fair value depending on their classification. Classification is determined based on both the business model within which such assets are held and the contractual cash flow characteristics of the financial asset unless an accounting mismatch is being avoided.

Financial assets are derecognised when the rights to receive cash flows have expired or have been transferred and the company has transferred substantially all the risks and rewards of ownership. When there is no reasonable expectation of recovering part or all of a financial asset, its carrying value is written off.

Financial assets at fair value through profit or loss

Financial assets not measured at amortised cost or at fair value through other comprehensive income are classified as financial assets at fair value through profit or loss. Typically, such financial assets will be either: (i) held for trading, where they are acquired for the purpose of selling in the short-term with an intention of making a profit, or a derivative; or (ii) designated as such upon initial recognition where permitted. Fair value movements are recognised in profit or loss.

Impairment of financial assets

The company recognises a loss allowance for expected credit losses on financial assets which are either measured at amortised cost or fair value through other comprehensive income. The measurement of the loss allowance depends upon the company's assessment at the end of each reporting period as to whether the financial instrument's credit risk has increased significantly since initial recognition, based on reasonable and supportable information that is available, without undue cost or effort to obtain.

Where there has not been a significant increase in exposure to credit risk since initial recognition, a 12-month expected credit loss allowance is estimated. This represents a portion of the asset's lifetime expected credit losses that is attributable to a default event that is possible within the next 12 months. Where a financial asset has become credit impaired or where it is determined that credit risk has increased significantly, the loss allowance is based on the asset's lifetime expected credit losses. The amount of expected credit loss recognised is measured on the basis of the probability weighted present value of anticipated cash shortfalls over the life of the instrument discounted at the original effective interest rate.

For financial assets mandatorily measured at fair value through other comprehensive income, the loss allowance is recognised in other comprehensive income with a corresponding expense through profit or loss. In all other cases, the loss allowance reduces the asset's carrying value with a corresponding expense through profit or loss.

Impairment of non-financial assets

At the end of each reporting period, the company assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss.

Where it is not possible to estimate the recoverable amount of an individual asset, the entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Note 1. Material accounting policy information (continued)

Comparative figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

When the company retrospectively applies an accounting policy, makes a retrospective restatement or reclassifies items in its financial statements, a third statement of financial position as at the beginning of the preceding period, in addition to the minimum comparative financial statements, must be disclosed.

Economic dependence

The company is dependent on the Commonwealth and State Government for the majority of its revenue used to operate in business. At the date of this report, the Board of Directors has no reason to believe those Governments will not continue to support the company.

New or amended Accounting Standards and Interpretations adopted

The company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

AASB 2021-2: *Amendments to Australian Accounting Standards - Disclosure of Accounting Policies and Definition of Accounting Estimates* (AASB 2021-2) is mandatory for annual reporting periods beginning on or after 1 January 2023 and was adopted by the company in the preparation of the 30 June 2024 financial statements.

AASB 2021-2 includes amendments to AASB 101: *Presentation of Financial Statements*, requiring the company to disclose material accounting policy information in its financial statements rather than significant accounting policies which was required in previous reporting periods. Accounting policy information is material if when considered with other information, it could reasonably be expected to influence decisions primary users make based on those financial statements.

Adoption of AASB 2021-2 has had no impact on the numerical information disclosed in the company's financial statements. Rather adoption has required the company to remove significant accounting policy information from the notes to the financial statements that is not considered material.

The accounting policies that are material to the company are set out either in the respective notes or below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

Parent entity information

Principles of consolidation

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Mallee District Aboriginal Services Limited ('company' or 'parent entity') as at 30 June 2024 and the results of all subsidiaries for the year then ended. Mallee District Aboriginal Services Limited and its subsidiaries together are referred to in these financial statements as the 'company'.

Subsidiaries are all those entities over which the company has control. The company controls an entity when the company is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the company. They are de-consolidated from the date that control ceases.

Intercompany transactions, balances and unrealised gains on transactions between entities in the company are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the company.

The acquisition of subsidiaries is accounted for using the acquisition method of accounting. A change in ownership interest, without the loss of control, is accounted for as an equity transaction, where the difference between the consideration transferred and the book value of the share of the non-controlling interest acquired is recognised directly in equity attributable to the parent.

Where the company loses control over a subsidiary, it derecognises the assets including goodwill, liabilities and non-controlling interest in the subsidiary together with any cumulative translation differences recognised in equity. The company recognises the fair value of the consideration received and the fair value of any investment retained together with any gain or loss in profit or loss.

Note 1. Material accounting policy information (continued)

In accordance with the *Corporations Act 2001*, these financial statements present the results of the company only. Supplementary information about the parent entity is disclosed in note 27.

Note 2. Critical accounting judgements, estimates and assumptions

The directors evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

Impairment

The company assesses impairment at each reporting period by evaluating the conditions and events specific to the company that may be indicative of impairment triggers. Recoverable amount of the relevant assets are reassessed using the value-in-use calculation which incorporates various key assumptions.

Useful lives of property, plant and equipment

The company reviews the estimated useful lives of property, plant and equipment at the end of each annual reporting period.

Identifying performance obligations under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/type, cost/value, quantity and the period of transfer related to the goods or services promised.

Determination and timing of revenue recognition under AASB 15

For each revenue stream, the company applies significant judgement to determine when a performance obligation has been satisfied and the transaction price that is to be allocated to each performance obligation.

The output method is used to recognise revenue once performance obligations are satisfied and goods/services are transferred to a customer. Goods or services may be transferred to customers either at a point in time or over time.

Lease term

The lease term is defined as the non-cancellable period of a lease together with both periods covered by an option to extend the lease if the lessee is reasonably certain to exercise that option and also periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option. The options that are reasonably going to be exercised is a key management judgement that the company will make.

The company determines the likelihood to exercise the options on a lease-by-lease basis, looking at various factors such as which assets are strategic and which are key to future strategy of the company, in addition to the following:

- If there are significant penalties to terminate (or not to extend), the company is typically reasonably certain to extend (or not terminate).
- Otherwise, the company considers other factors including historical lease durations and the costs and business disruption required to replace the leased asset.

At 30 June 2024, there were no potential cash outflows excluded from the lease liability relating to extension options. This is because the company is reasonably certain to exercise all extension options. The lease term is reassessed if an option is actually exercised (or not exercised) or if company becomes obliged to exercise (or not exercise) it. The assessment of reasonable certainty is only revised if a significant event or a significant change in circumstances occurs, which affects this assessment, and that is within the control of the lessee.

Incremental borrowing rate

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for the company's leases, the company's incremental borrowing rate is used, being the rate that the company would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

Note 2. Critical accounting judgements, estimates and assumptions (continued)

To determine the incremental borrowing rate, the company:

- where possible, uses recent third-party financing received by the individual lessee as a starting point, adjusted to reflect changes in financing conditions since third party financing was received
- makes adjustments specific to the lease, eg term, country, currency and security.

Employee benefits provision

For the purpose of measurement, AASB 119: *Employee Benefits* defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. The company expects most employees will take their annual leave entitlements within 12 months of the reporting period in which they were earned, but this will not have a material impact on the amounts recognised in respect of obligations for employees' leave entitlements.

Note 3. Revenue

	Consolidated	
	2024	2023
	\$	\$
<i>Revenue from contracts with customers</i>		
Grant revenue with sufficiently specific obligations	11,729,021	10,131,568
<i>Other sources of income</i>		
Grant income without sufficiently specific obligations	20,657,164	21,047,516
Rental income	434,754	429,240
	21,091,918	21,476,756
Revenue	32,820,939	31,608,324

Revenue from contracts with customers has been disaggregated based on timing of revenue recognition:

	Consolidated	
	2024	2023
	\$	\$
Timing of revenue recognition		
At a point in time	11,729,021	10,131,568

Accounting policy for revenue recognition

The company recognises revenue as follows:

Contributed assets

The company receives assets from the government and other parties for nil or nominal consideration in order to further its objectives. These assets are recognised in accordance with the recognition requirements of other applicable Accounting Standards (for example AASB 9 *Financial Instruments*, AASB 16 *Leases*, AASB 116 *Property, Plant and Equipment* and AASB 138 *Intangible Assets*).

On initial recognition of an asset, the company recognises related amounts being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer.

The company recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amounts.

Note 3. Revenue (continued)

When both these conditions are satisfied, the company:

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

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

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

If a contract liability is recognised as a related amount above, the company recognises income in profit or loss when or as it satisfies its obligations under the contract, unless a contract modification is entered into between all parties. A contract modification may be obtained in writing, by oral agreement or by implied by customary business practices.

Payment of operating grants are typically due either at the inception of the contract, or as and when applicable payment milestones are satisfied, which may occur over the term of the contract. Such contracts do not typically contain a significant financing component. Where such contracts contain variable consideration, the recognition of such consideration is constrained to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue will not occur.

In contracts with customers, the 'customer' is typically a funding body, who is the party that promises funding in exchange for the company's goods or services. The company'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.

Volunteer services

A not-for-profit entity may, as an accounting policy choice, elect to recognise volunteer services, if the fair value of those services can be measured reliably, whether or not the services would have been purchased if they had not been donated. The company receives volunteer services from members of the community which are important to the achievement of the company's objectives. However, as an accounting policy choice, the company has elected not to recognise such volunteer contributions as revenue and expenditure within profit or loss. This election has no impact on the company's operating result or net asset position.

All revenue is stated net of the amount of goods and services tax.

Note 4. Other income

	Consolidated	
	2024	2023
	\$	\$
Rebates and refunds	1,394,838	1,173,144
Reimbursements income	926,232	809,881
Farm income	37,956	37,956
Sale of temporary water	30,000	4,500
Interest income	458,245	145,512
Dividend income	21,936	24,845
Unrealised gain on investments	119,854	105,148
Other income	206,083	212,101
Net gain on disposal of property, plant and equipment	588,763	49,739
Other income	3,783,907	2,562,826

Capital grants

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

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

Note 5. Expenditure

	Consolidated	
	2024	2023
	\$	\$
Depreciation of non-current assets:		
<i>Property, plant and equipment:</i>		
Buildings	433,896	420,911
Leasehold improvements	39,149	5,946
Plant and equipment	96,621	99,807
Motor vehicles	12,654	20,693
Computer equipment	19,780	35,909
Total depreciation of property, plant and equipment	602,100	583,266
<i>Right-of-use assets</i>		
Leased motor vehicles	367,521	401,908

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Mallee District Aboriginal Services Limited
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Note 5. Expenditure (continued)

	Consolidated	
	2024	2023
	\$	\$
Occupancy expenses		
Telephone expenses	442,317	524,170
Cleaning expenses	409,822	387,011
Electricity	238,244	173,531
Rates - Land	69,204	139,537
Water	72,307	57,015
Other expenses	254,244	131,222
	<u>1,486,138</u>	<u>1,412,486</u>

Note 6. Cash and cash equivalents

	Consolidated	
	2024	2023
	\$	\$
<i>Current assets</i>		
Cash at bank	<u>14,019,018</u>	<u>13,013,196</u>

Note 7. Trade and other receivables

	Consolidated	
	2024	2023
	\$	\$
<i>Current assets</i>		
Trade receivables	1,159,814	449,909
Less: Provision for doubtful debts	-	(223,783)
	<u>1,159,814</u>	<u>226,126</u>
Accrued revenue	224,168	190,118
Loans and advances	-	20,863
	<u>224,168</u>	<u>210,981</u>
	<u>1,383,982</u>	<u>437,107</u>

Accounting policy for trade and other receivables

Trade and other receivables include amounts from customers for goods sold and services performed in the ordinary course of business. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest rate method, less any provision for impairment. Refer to Note 21 for further discussions on the determination of impairment losses.

Accrued interest is recorded when it is earned but not yet received, and is calculated based on the applicable interest rate and the outstanding principal balance.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

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Note 8. Financial assets

	Consolidated	
	2024	2023
	\$	\$
<i>Current assets</i>		
Listed investments	-	1,062,164
Term deposits	12,042,246	10,000,000
	<u>12,042,246</u>	<u>11,062,164</u>

Note 9. Right-of-use assets

	Consolidated	
	2024	2023
	\$	\$
<i>Non-current assets</i>		
Leased motor vehicles	1,661,151	1,208,515
Less: Accumulated depreciation	(1,140,168)	(815,203)
	<u>520,983</u>	<u>393,312</u>

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

Consolidated	Leased motor vehicles \$
Balance at 1 July 2023	393,312
Additions	394,804
Remeasurement adjustments	100,388
Depreciation expense	<u>(367,521)</u>
Balance at 30 June 2024	<u>520,983</u>

Accounting policy for right-of-use assets

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the company expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The company has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

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Mallee District Aboriginal Services Limited
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Note 10. Property, plant and equipment

	Consolidated	
	2024	2023
	\$	\$
<i>Non-current assets</i>		
Land and buildings - at fair value	34,110,000	27,633,429
Less: Accumulated depreciation	(81,842)	(840,254)
	<u>34,028,158</u>	<u>26,793,175</u>
Leasehold improvements - at cost	256,713	609,976
Less: Accumulated depreciation	(18,285)	(21,593)
	<u>238,428</u>	<u>588,383</u>
Plant and equipment - at cost	2,380,887	2,244,840
Less: Accumulated depreciation	(1,968,881)	(1,872,260)
	<u>412,006</u>	<u>372,580</u>
Motor vehicles - at cost	791,995	777,077
Less: Accumulated depreciation	(742,576)	(767,430)
	<u>49,419</u>	<u>9,647</u>
Computer equipment - at cost	928,956	897,087
Less: Accumulated depreciation	(862,082)	(842,301)
	<u>66,874</u>	<u>54,786</u>
Works in progress - at cost	<u>497,711</u>	<u>408,101</u>
	<u><u>35,292,596</u></u>	<u><u>28,226,672</u></u>

Movements in carrying amounts

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

	Land & buildings	Leasehold improvements	Plant and equipment	Motor vehicles	Computer equipment	Works in progress	Total
Consolidated	\$	\$	\$	\$	\$	\$	\$
Balance at 1 July 2023	26,793,175	588,383	372,580	9,647	54,786	408,101	28,226,672
Additions	-	298,462	136,047	52,426	31,868	101,385	620,188
Disposals	(1,022,161)	-	-	-	-	-	(1,022,161)
Revaluation increments	8,691,040	(609,268)	-	-	-	-	8,081,772
Write off of assets	-	-	-	-	-	(11,775)	(11,775)
Depreciation expense	(433,896)	(39,149)	(96,621)	(12,654)	(19,780)	-	(602,100)
Balance at 30 June 2024	<u>34,028,158</u>	<u>238,428</u>	<u>412,006</u>	<u>49,419</u>	<u>66,874</u>	<u>497,711</u>	<u>35,292,596</u>

Valuations of land and buildings

The basis of the valuation of land and buildings is fair value. The land and buildings were last revalued in May 2024 based on independent assessments by a member of the Australian Property Institute having recent experience in the location and category of land and buildings being valued. The directors do not believe that there has been a material movement in fair value since the revaluation date. Valuations are based on current prices for similar properties in the same location and condition.

Note 10. Property, plant and equipment (continued)

Accounting policy for property, plant and equipment

Land and buildings are shown at fair value, based on periodic, at least every 3 years, valuations by external independent valuers, less subsequent depreciation and impairment for buildings. The valuations are undertaken more frequently if there is a material change in the fair value relative to the carrying amount. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. Increases in the carrying amounts arising on revaluation of land and buildings are credited in other comprehensive income through to the revaluation surplus reserve in equity. Any revaluation decrements are initially taken in other comprehensive income through to the revaluation surplus reserve to the extent of any previous revaluation surplus of the same asset. Thereafter the decrements are taken to profit or loss.

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

Property

Freehold land and buildings are shown at fair value, less subsequent depreciation for buildings.

Plant and equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses are recognised in profit or loss. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1 for details of impairment).

Plant and equipment that have been contributed at no cost, or for nominal cost, are valued and recognised at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised lease assets, but excluding freehold land, is depreciated on a straight-line or diminishing value basis over the asset's useful life commencing from the time the asset is held ready for use.

The depreciation rates for each class of depreciable assets, which are consistent with the previous year, are:

Class of fixed asset	Depreciation rate
Buildings	2.5%
Plant and equipment	2.5% - 15%
Office equipment	2.5% - 25%
Motor vehicles	15% - 20%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise.

Note 11. Intangibles

	Consolidated	
	2024 \$	2023 \$
<i>Non-current assets</i>		
Water entitlements - at valuation	1,402,310	1,561,315

Note 11. Intangibles (continued)

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

Consolidated	Water entitlements \$
Balance at 1 July 2023	1,561,315
Revaluation decrements	(159,005)
Balance at 30 June 2024	1,402,310

Water entitlements are not subject to amortisation as the permanent water entitlements have an indefinite life.

Increase in the carrying amounts arising on revaluation of water rights are recognised in other comprehensive income and accumulated in the revaluation reserve in equity.

Note 12. Trade and other payables

	Consolidated	
	2024	2023
	\$	\$
<i>Current liabilities</i>		
Trade payables	1,455,170	71,973
Other payables and accruals	845,272	765,422
	2,300,442	837,395

Note 13. Employee benefits

	Consolidated	
	2024	2023
	\$	\$
<i>Current liabilities</i>		
Annual leave	1,269,101	1,093,174
Long service leave	206,162	168,863
	1,475,263	1,262,037
<i>Non-current liabilities</i>		
Long service leave	83,021	84,706
	1,558,284	1,346,743

Accounting policy for employee benefits

Short-term employee benefits

Provision is made for the company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave.

Note 13. Employee benefits (continued)

Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled. The co-operative's obligations for short-term employee benefits such as wages, salaries and sick leave are recognised as part of current provisions for employee benefits in the statement of financial position.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Note 14. Contract liabilities

	Consolidated	
	2024	2023
	\$	\$
<i>Current liabilities</i>		
Contract liabilities	9,019,460	7,649,593

Accounting policy for contract liabilities

Contract liabilities represent the company's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the company recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the company has transferred the goods or services to the customer.

Note 15. Lease liabilities

	Consolidated	
	2024	2023
	\$	\$
<i>Current liabilities</i>		
Lease liability	223,347	286,119
<i>Non-current liabilities</i>		
Lease liability	299,541	112,576
	522,888	398,695

Accounting policy for leases

The company as lessee

At inception of a contract, the company assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the company where the company is a lessee. However, all contracts that are classified as short-term leases (ie a lease with a remaining lease term of 12 months or less) and leases of low-value assets (ie fair value less than \$5,000 - \$10,000) are recognised as an operating expense on a straight-line basis over the term of the lease.

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

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Note 15. Lease liabilities (continued)

Lease payments included in the measurement of the lease liability include:

- fixed lease payments less any lease incentives
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date
- the amount expected to be payable by the lessee under residual value guarantees
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options
- lease payments under extension options, if the lessee is reasonably certain to exercise the options
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The company holds no lease arrangements which have significantly below-market terms and conditions which are principally to enable the company to further its objectives (commonly known as peppercorn/concessionary leases).

Each of the company's lease arrangements are for use in the production of supply of goods or services, or for administrative purposes.

The company as a lessor

The company holds no lease arrangements whereby it is a lessor.

Note 16. Reserves

	Consolidated	
	2024	2023
	\$	\$
Property revaluation reserve	13,549,730	5,249,681
Water revaluation reserve	1,145,004	1,304,009
	<u>14,694,734</u>	<u>6,553,690</u>

Property revaluation reserve

The reserve is used to recognise increments and decrements in the fair value of land and buildings.

Water revaluation reserve

The reserve is used to recognise increments and decrements in the fair value of water entitlement intangible assets.

Movements in reserves

Movements in each class of reserve during the current financial year are set out below:

Consolidated	Property revaluation reserve \$	Water revaluation reserve \$	Total \$
Balance at 1 July 2023	5,249,681	1,304,009	6,553,690
Revaluation - gross	8,081,772	(159,005)	7,922,767
Transfer from/(to) retained earnings	218,277	-	218,277
Balance at 30 June 2024	<u>13,549,730</u>	<u>1,145,004</u>	<u>14,694,734</u>

Note 17. Related party transactions

Key management personnel

Disclosures relating to key management personnel are set out in note 18.

FINANCIAL REPORT, YEAR ENDED 30 JUNE 2024

Mallee District Aboriginal Services Limited
Notes to the consolidated financial statements
30 June 2024



Note 17. Related party transactions (continued)

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Terms and conditions of transactions with related parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

Transactions with related parties

During the year, the company purchased goods and services under normal terms and conditions, from related parties as follows:

	Consolidated	
	2024	2023
	\$	\$
A related party provided cleaning services during the financial year, the total benefit received was:	-	4,785
A related party provided indigenous artwork during the financial year, the total benefit received was:	3,000	-
	<u>3,000</u>	<u>4,785</u>

Note 18. Key management personnel disclosures

Key Management Personnel (KMP) are those people with the authority and responsibility for planning, directing and controlling the activities of the company, directly or indirectly.

The KMP of the company are deemed to be the:

- Board of Directors
- Chief Executive Officer
- Executive Director Corporate Services
- Executive Director Service Delivery
- Director - Family Services
- Director - Health Services
- Company Secretary
- Finance Audit and Risk Committee Chair

Compensation

Key management personnel compensation comprised the following:

	Consolidated	
	2024	2023
	\$	\$
Short-term benefits	1,207,014	852,446
Post employment benefits	128,529	94,629
	<u>1,335,543</u>	<u>947,075</u>

The total number of KMP for the 2024 financial year was 18 (2023: 15).

FINANCIAL REPORT, YEAR ENDED 30 JUNE 2024

Mallee District Aboriginal Services Limited
Notes to the consolidated financial statements
30 June 2024



Note 19. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by RSD Audit, the auditor of the company:

	Consolidated	
	2024	2023
	\$	\$
<i>Audit and assurance services</i>		
Audit of the financial statements	30,000	28,000

Note 20. Cash flow information

	Consolidated	
	2024	2023
	\$	\$
Surplus/(deficit) for the year	(1,205,202)	2,318,132
Adjustments for:		
Depreciation and amortisation	969,621	985,174
Write off of assets	11,775	-
Net gain on disposal of non-current assets	(588,763)	-
Net fair value gain on investments	(119,854)	(167,752)
Dividends received - non-cash	(21,936)	-
Interest received - non-cash	(6,669)	-
Change in operating assets and liabilities:		
Decrease/(increase) in trade and other receivables	(946,875)	354,011
Decrease/(increase) in prepayments	81,156	(193,783)
Increase/(decrease) in trade and other payables	1,463,047	(202,409)
Increase in contract liabilities	1,369,867	3,668,981
Increase/(decrease) in employee benefits	211,541	(236,431)
Net cash provided by operating activities	1,217,708	6,525,923

Note 21. Financial risk management

The company's financial instruments consist mainly of deposits with banks, accounts receivables, account payables and lease liabilities.

The totals of each category of financial instruments, measured in accordance with AASB 9: *Financial Instruments* detailed in the accounting policies to these financial statements, are as follows:

Accounting policy for financial instruments

Recognition, initial measurement and derecognition

Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions of the financial instrument, and are measured initially at fair value adjusted by transactions costs, except for those carried at fair value through profit or loss, which are measured initially at fair value. Subsequent measurement of financial assets and financial liabilities are described below.

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and all substantial risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

Note 21. Financial risk management (continued)

Classification and subsequent measurement of financial assets

All financial assets are initially measured at fair value adjusted for transaction costs (where applicable). For the purpose of subsequent measurement, financial assets are classified into amortised costs. The company does not utilise hedging instruments.

Classifications are determined by both:

- the company's business model for managing the financial asset
- the contractual cash flow characteristics of the financial asset.

All income and expenses relating to financial assets that are recognised in profit or loss are presented within finance costs, finance income or other financial items, except for impairment of trade receivables, which is presented within other expenses.

Financial assets are measured at amortised cost if the assets meet the following conditions:

- they are held within a business model whose objective is to hold the financial assets and collect its contractual cash flows
- the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

After initial recognition, these are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial. The company's cash and cash equivalents and trade and other receivables fall into this category of financial instruments.

Impairment of financial assets

The company makes use of a simplified approach in accounting for trade and other receivables and records the loss allowance at the amount equal to the expected lifetime credit losses. The company uses its historical experience, external indicators and forward-looking information to calculate the expected credit losses.

Classification and measurement of financial liabilities

Subsequently, financial liabilities are measured at amortised cost using the effective interest method except for financial liabilities designated at fair value through profit or loss, which are carried subsequently at fair value with gains or losses recognised in profit or loss. The company does not utilise derivative financial instruments.

The company's financial liabilities include trade and other payables. Financial liabilities are initially measured at fair value, and, where applicable, adjusted for transaction costs unless the company designated a financial liability at fair value through profit or loss.

All interest-related charges and, if applicable, changes in an instrument's fair value that are reported in profit or loss are included within finance costs or finance income.

Note 22. Contingent liabilities and assets

Contingent liabilities

During the period the Independent Broad-based Anti-corruption Commission (IBAC) concluded an investigation into allegations of misconduct and corruption at Mallee District Aboriginal Services Limited. The investigation did not substantiate any allegations of corrupt conduct within the meaning of the IBAC Act. Mallee District Aboriginal Services Limited is no longer under investigation.

As at the time of signing this report, Mallee District Aboriginal Services Limited has an open dispute in relation to property ownership which is before the County Court of Victoria. Due to the uncertainty of the matter, it is impracticable to assess any likely impact on the company in relation to the timing, probability and amount of any potential liability.

During the period a submission was made to the National Redress Scheme listing MDAS Limited as a responsible institution. At the date of signing these statements no outcome has been determined and uncertainty exists around the amount, timing and probability of the liability. It is therefore impracticable to disclose an estimate of the financial impact on the company.



Note 22. Contingent liabilities and assets (continued)

Contingent Assets
Doompah Pty Ltd and Doompah Investments Pty Ltd currently control two properties, 9 Delamere Court, Merbein and 30 Avoca Street, Dareton. Mallee District Aboriginal Services Limited is currently deriving rental income from these properties. These properties originally owned by Mallee District Aboriginal Services Limited and were transferred to the Warrakoo Aboriginal Assistance Trust several years ago to be used as security on loans. The titles for the two properties are registered in the name of the corporate trustees (Doompah Pty Ltd and Doompah Investment Pty Ltd) of the trust. The trust has since ceased all operations and trading activities and both corporate trustees have been deregistered.

As the titles of both properties were not transferred back to the Mallee District Aboriginal Services Limited prior to deregistration, the assets now rest with ASIC.

The company’s legal representative is currently working with ASIC to have the titles to both properties transferred to Mallee District Aboriginal Services Limited and the matter is expected to settled soon.

Note 23. Capital commitments

There are no material capital commitments contracted for at 30 June 2024.

Note 24. Events after the reporting period

No matter or circumstance has arisen since 30 June 2024 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

Note 25. Company details

The registered office and principal place of business is:

Mallee District Aboriginal Services Limited
118-124 Madden Avenue
Mildura, Victoria 3550

Note 26. Members guarantee

	2024 \$	2023 \$
MDAS Limited	8	8
Mallee District Aboriginal Services Limited	317	317
	<u>325</u>	<u>325</u>

Mallee District Aboriginal Services Limited and its controlled entity are both incorporated under the *Corporations Act 2001* and are Companies limited by guarantee. If the Companies are wound up, the institution states that each member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the entity. As at 30 June 2024, the total amount that members of the companies are liable to contribute if the Companies are wound up is \$325.

FINANCIAL REPORT, YEAR ENDED 30 JUNE 2024

Mallee District Aboriginal Services Limited
Notes to the consolidated financial statements
30 June 2024



Note 27. Parent entity information

Set out below is the supplementary information about the parent entity.

Statement of profit or loss and other comprehensive income

	Parent	
	2024	2023
	\$	\$
Surplus/(deficit)	(1,205,196)	2,318,132
Total comprehensive income	(1,205,196)	2,318,132

Statement of financial position

	Parent	
	2024	2023
	\$	\$
Total current assets	26,209,602	23,357,979
Total assets	63,425,491	53,539,278
Total current liabilities	23,701,173	20,717,810
Total liabilities	24,083,735	20,915,092
Equity		
Property revaluation reserve	13,549,730	5,249,681
Water revaluation reserve	1,145,004	1,304,009
Retained surplus	24,647,022	26,070,496
Total equity	39,341,756	32,624,186

Guarantees entered into by the parent entity in relation to the debts of its subsidiaries

The parent entity had no guarantees in relation to the debts of its subsidiaries as at 30 June 2024.

Contingent liabilities

The parent entity had no contingent liabilities as at 30 June 2024.

Capital commitments - Property, plant and equipment

The parent entity had no capital commitments for property, plant and equipment as at 30 June 2024.

Material accounting policy information

The accounting policies of the parent entity are consistent with those of the company, as disclosed in note 1, except for the following:

- Investments in subsidiaries are accounted for at cost, less any impairment, in the parent entity.
- Investments in associates are accounted for at cost, less any impairment, in the parent entity.
- Dividends received from subsidiaries are recognised as other income by the parent entity and its receipt may be an indicator of an impairment of the investment.

FINANCIAL REPORT, YEAR ENDED 30 JUNE 2024

Mallee District Aboriginal Services Limited
Directors' declaration
30 June 2024



The directors of Mallee District Aboriginal Services Limited declare that, in the directors opinion:

The attached financial statements and notes are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:

- comply with the Australian Accounting Standards - Simplified Disclosures
- give a true and fair view of the financial position of the company as at 30 June 2024 and its performance for the year ended on that date.

There are reasonable grounds to believe that Mallee District Aboriginal Services Limited will be able to pay its debts as and when they become due and payable.

The declaration is signed in accordance with subs 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulations 2013*.

Jenene Murray
Board Chair

18 October 2024



41A Breen Street
Bendigo, Victoria 3550
PO Box 448, Bendigo Victoria 3552

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MALLEE DISTRICT ABORIGINAL SERVICES LIMITED

Audit Opinion

We have audited the consolidated financial report of Mallee District Aboriginal Services Limited, which comprises the consolidated statement of financial position as at 30 June 2024, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors declaration.

In our opinion, the accompanying consolidated financial report of Mallee District Aboriginal Services Limited, is in accordance with Section 60 of the *Australian Charities and Non-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the company's financial position as at 30 June 2024 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards - Simplified Disclosure Requirements (including the Australian Accounting Interpretations) and the *Australian Charities and Non-for-profits Commission Regulation 2022*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and, the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Australian Charities and Non-for-profits Commission Act 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.



As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the board of director's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the board of directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2024, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

RSD Audit

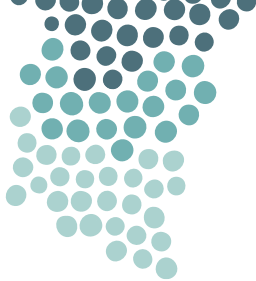
A handwritten signature in blue ink, appearing to read 'JP', written over a faint circular watermark.

Josh Porker
Principal

Dated: 24 October 2024



THANKS



Our Partners and Supporters

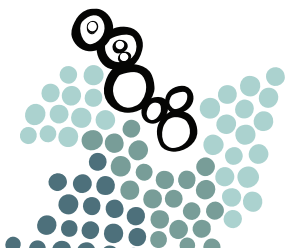
We would not be able to achieve our goals and plan if it wasn't for our collaborations with our valued partners and supporters.



AFS and Associates Chartered Accountants
Australian College of Nursing
Berry Street
Bendigo Health
BMEET
CFB Group
Dardi Munwurro
Department of Families, Fairness and Housing
Department of Health
Department of Justice
EBS
Fort Security
Haven Home Safe
Head Space Mildura
Kerang District Health
Koori Justice Unit
Loddon Mallee Aboriginal Reference Group
Local Aboriginal Justice Advisory Corporation
Mildura Base Hospital
Mildura Rural City Council
Mallee Family Care
Mallee Sexual Assault Unit and Domestic Violence Service



Murray Primary Health Network
National Aboriginal Community Controlled Health Organisation
National Indigenous Australians Agency
NAATSIHWP
Northern District Community Health
Orange Door
Regional Aboriginal Justice Advisory Committees
Secondbite
Sunraysia Cleaning
Sunraysia Community Health Services
Swan Hill Council
Swan Hill District Health
Toyota Fleet
Victorian Aboriginal Child Care Agency
Victorian Aboriginal Community Controlled Health Organisation
Victorian Aboriginal Education Association Inc
Victorian Managed Insurance Authority
Victorian Responsible Gambling Foundation
Woolworths



THANKS

MDAS Staff

And thank you to our team of MDAS staff who had another successful year of hard work and progress

Indyca Adams	Peter Clarke	Blake Hall	Jan Koopmans
Miranda Alassani	Alison Clarke	Nathan Hamence	Terrence Kuchel
Grace Albert	Emma Clarke	Eden Hamilton	Monique Lauder
Abdullah Alenazi	Jordynn Clifford	Samuel Hampson	Jennifer Laurie
Bonnie Andrews	Wayne Coe	Kirsty Hampton	Reeanne Laurie
Georgi Anil Jaicob	Bronwyn Coe	Margaret Handy	Kim Lavery
Fabian Anthonimuthu	Anthony Coluccio	Jemmes Handy	Russell Lawson
Derek Appleton	Alva Connelly	Stephanie Harradine	Kira Leksas
Chantelle Appoo	Tamara Connor	Roy Harris	Joanne Lenton
Andrew Arden	Julia Couacaud	Nikita Hart	Kate Lewis
Conner Arif	Mahli Cross	Jadan Havea	Danielle Libchard
Joseph Azzarelli	Lorraine Cruse	Rebecca Hawthorn	Javana Liddicoat
Lara Azzarelli	Chris Curley	Skye Hayden	Alexandra Littore
Kimberley Bacon	Chantelle Curnuck	Briana Hayden	Kirsten Lloyd
Ryan Bailey	Rebecca Curphey	Edward Hayden	Malinda Loats
Bianka Bailey	Kelly Dart	Margaret Hayes-Hampton	Reyhan Lucas
Taylah Baird	Jennifer Dawson	Krystal Hedges	Sue Lynch
Lindsey Ball	Lorraine Denholm	Kylie Henderson	Jane MacAllister
Rochelle Barry	Jody Dermody	Melissa Hensgen	Eric Magoga
Gemma Bates	Kanaka Devineni	Rachel Hewitt	Leon Mallia
Stewart Bates	Doreen Diez	Holly Highdale	Tamara Marshall
Natalie Bates	Robert Dini	Jody Hocking	Valery Martin
Carly Batson	Mikaela Dolan	Shelby Hooker	Lola Masasso
Deborah Berg	Nicholas Dorman	Marcus Horwood	Kelly Maskell
Aaron Best	Atalaya Douglas	Bethany Hudson	Kenita-Lee McCartney
Ceciline Biles	Tiffany Douglas	Nathan Hura	Pamela McCormack
Casey Bishop	Jayden Dowsley	Jason Hura	Leanne McDermott
Latinka Blagojevic	Pamela Dunrobin	Megan Imms	Jacqueline Mcdowall
Tina Blair	Vanessa Dyke	Vita IN	Rachael McGann
Mark Bland	Jillian Edens	Anna Irons	Hayden Mcgowan-Pearse
Lytisha Blore	Jae Edwards	leesha Isailovic	Rhonda McInnes
Claris Bourne	Crystal Edwards	Tamara Jackson	Michelle McQuillan
Justine Bowden	Rayna Egan	Koedy James	Alex McWilliam
Steven Bowden	Leilani Eggmolesse	Georgina Johnson	Chelsea McWilliam
Terrance Brennan	Dominic Eggmolesse-Smith	Sharon Johnson	Kara Merritt
Kristy Brims	Inimfon Essiet	Dewella Johnson	Emily Meuret
Elvie-Marie Britten	Roslyn Evans	Joanna Johnson	Elizabeth Milazzo
Natalie Brown	Belinda Fanshaw	Diane Jones	Chantelle Miller
Allison Buchanan	Corrinne Faulkhead	Kienan Jones	Dustin Milner
Jacob Buchanan	Betsy Faulkhead	Derik Jones	Caitlin Mitchell
Donna Burnett	Angelika Fevaleaki	Shae Jones	Amelia Mitchell
Ciahn Button	Aroha Fisher	Tian Jones	Kerrie Mitchell
Kalkiri Bysouth	Jordan Fleri	Brodi Jones	Jacinta Molloy
Reianne Carn	Glenn Fulton	Tian Jones	Keina Moore
Janine Carr	Steven Fumberger	Amy Kardoulas	Mark Morgan
Billie-Lee Carruthers	Krystal Gadsby	Sharni Karpany	Julia Morpeth
Shayne Carter	Sarah Garlick	Nathan Kelly	Travis Morvell
Michele Carty	Blake Gibbins-Pappin	Kaneesha Kelly	Jo-Ann Murray
Joanne Chaplin	Noel Giddings	Erin Kelly	Jenene Murray
Latiesha Chaplin	Marissa Gilbert	Zoe Kelly	Katrina Naden
Jacinta Chaplin	Samantha Gledhill	Pettina Kelly	Kiera Nagyidai
Madina Charles	Leo Gnanaraj	Daniel Kelly	Maralea Nau
Damien Charles	Matthew Goldsworthy	Demi Kelly	Joanne Neill
Alisha Charles	Amanda Goodall	Siobhan Kempton-Roden	Laetitia Nelson
Ethan Chilly	Julia Goodes	James Kennedy	Tahlia Newman
Thelma Chilly	Norma Gowers	Harold Kirby	Daniela Newnham
Joshua Chilly	Tiffany Griffin	Elsa Kirby	Josh Nichols
Trent Chilly	Jarrood Griffin	Crystal Kirby	Mataala Niuatui
Robert James Chinnian	Marie Griffiths	Delureen Kirby	Kristie Nixon
Loretta Circosta	Mackayla Griffiths	Carl Kirby	Kellie Nulty
Vicki Clark	Chloe Griffiths	Jeremiah Kirby	Claire O'Connor-Johnson
Tessa Clark	Moeaki Halalova	Jake Kirby	Courtney O'Donnell
Kailey Clark	Kelly Haley	Lenay Knee	Jona Ovini
Sidney Clarke	Maddison Haley-O'Bree	Julie Knight	Jasmine Page
Elizabeth Clarke	Brady Hall	Rahshonn Knight	Jane Parker



Anand Patel
Manu Paul
Sophie Payne
Laura Pearce
James Peterson
Courtney Peterson
Simone Philp
Anthony Pike
Melissa Pippin
Frank Piscioneri
Kacee Polglase-Hincksman
Jackson Pollard
Steven Portelli
Neive Price
Lila Pupillo
Breanna Quick
Mehak Rajput
Mou Rashid Bose
Rodney Ray
Jane Reid
Dannii Renkin-Kimpton
Geoffrey Richards
Nikita Richards
Chloe Richards
Talia Richards
Imogyn Ritchie
Paul Roberts
Kristin Roberts
Kendall Russell

Mekhi Scambler
Janie Schliefert
Sarah Schurr
Ruchika Sharma
Margaret Sharman
Tegan Shiner
Simone Shiner
Deepa Shrestha
Aroha Shuttleworth
Rita Simmons
Kira Singh
Cassandra Singh
Kylia Sloan
Lisa Sloan
Gregory Sloan
Chereeta Smith
Rexy Smith
Tanya Smith
Lakiyah Smith
Lacynnda Smith
Phillip Smith
Tegan Smith
Caroline Smith
Amanda Smith
Derek Smith
Julie Smith
Philip Smith
Rachel Smith
Tegan Smith

Amanda Smith
Tanisha Stevens
Paula Stevens
Sahra Summerfield
Kelly Taliloa
Fei Taliloa
Ilaisaane Tamale
Russell Taylor
Leanne Taylor
Lois Taylor
Danielle Taylor
Ivy Theodore
Alexandra Theodoulou
Darlene Thomas
Terry Thomas
Remya Thomas
Wade Thompson
Amy Thompson
Bianca Thorpe
Claire Thorpe
Monica Threadgold
Lori Tickell
Sharlee Towle
Alesha Tucker
Vaasili Tuifao
Adi Tuqiri
Pauline Ugle
Ebony Urquhart-Singh
Mincy Varghese

Elisha Vea
Jessica Versteeg
Jasmine Versteeg
Milka Waithaka
Nicholas Wakefield
Leslie Warburton
Patricia Watson
Harold Webster
Toni Webster
Ian Wescombe
Amanda Whitton
Zachary Widdicombe
Kelly-Anne Williams
Justine Williams
Clifford Williams
David Williams
Grace Williams - Rigby
Boris Wilson
Kim Wilson
Chloe Wilson
Kara Winters
Cazna Winters
Erica Wise
Raymond Wise
Clinton Woodforde
Ashton Wren
Angela Yates



Our Services

FAMILY & COMMUNITY SERVICES

CARE AND CULTURE

Aboriginal Children Specialist Advice Support Service (ACSASS)
Home Based Care Complex and Intensive
Home Based Care Kinship First Supports
Cultural Support Planning (CSP)
Kinship Care
Home Based Care Foster Care
Therapeutic Residential Care
Therapeutic Residential Case Management
Better Futures (Home Stretch)
Targeted Care Packages

FAMILY AND YOUTH

ACCO Services
Aboriginal Family Led Decision Making (AFLDM)
Integrated Family Services
Family Preservation Reunification Response Program
Individual Child and Family Support

YOUTH SERVICES

Too Deadly Leaders
Early School Leavers
Youth Support Program
Youth Justice
Koori Night Patrol

HOUSING SUPPORT

Crisis Support
Aboriginal Tenant At Risk Of Eviction
Transitional Support

FAMILY VIOLENCE

Meminar Ngangg Gimba – Refuge
Meminar Ngangg Gimba – Outreach (Mildura/ Robinvale/ Swan Hill/ Kerang)
Meminar Ngangg Gimba – Cultural Healing Group Work
Men's Family Violence Case Management
Adolescence Who Perpetrate
Therapeutic Family Violence
Family Violence/ Sexual Assault / Pets in Refuge

EARLY YEARS

In Home Support Program (Swan Hill & Mildura)
Koori Supported Playgroups (Swan Hill & Mildura)
Bupup Balak Wayipungang (Wayipungitj) (Mildura)
HIPPY (Home Interactive Program for Parents and Youngsters) (Mildura)
Connected Beginnings (Mildura)
Koori Families First Educators

HEALTH

GP
Registered Nurse
Aboriginal Health Practitioner
Outreach Workers
Chronic Disease Management/ ITC
Maternal Child Health
Nurse Health Checks
Transport
Maternity Services (Swan Hill & Mildura)
Maternal and Child Health (Swan Hill & Mildura)
Pharmacist

SOCIAL AND EMOTIONAL WELLBEING

Koori Women's Diversion (Mildura)
Ngawingi Kiya Ngawingi (Mental Health Services) (Mildura)
Alcohol and other Drugs Treatment Services (Mildura Swan Hill/ Kerang Robinvale)
Bringing them Home (Mildura Swan Hill/ Kerang Robinvale)
First Nations Gambling Awareness Program (Mildura)
Local Justice Worker Program (Mildura/ Swan Hill)
Dual Diagnosis Model of Care (Mildura Youth 12-25) (Swan Hill Adult 16-65)
SEWB Mental Health Access (Swan Hill)
Clinical & Therapeutic Mental Health (Swan Hill)
Koori Men's Diversion (Mildura)
VACRO Re-Connect (Mildura)
Cultural Care Connect Suicide Prevention
Cultural Care Connect Suicide Aftercare

SPECIALIST SERVICES

Drug And Alcohol Worker
Psychologist
Maternal And Child Health Nurse
Podiatrist
Diabetes Education
Sexual Health Nurse
Paediatrician
Optometrist
Cardiologist
Audiologist
Physiotherapist
MDAS Health Program

AGED CARE AND DISABILITY

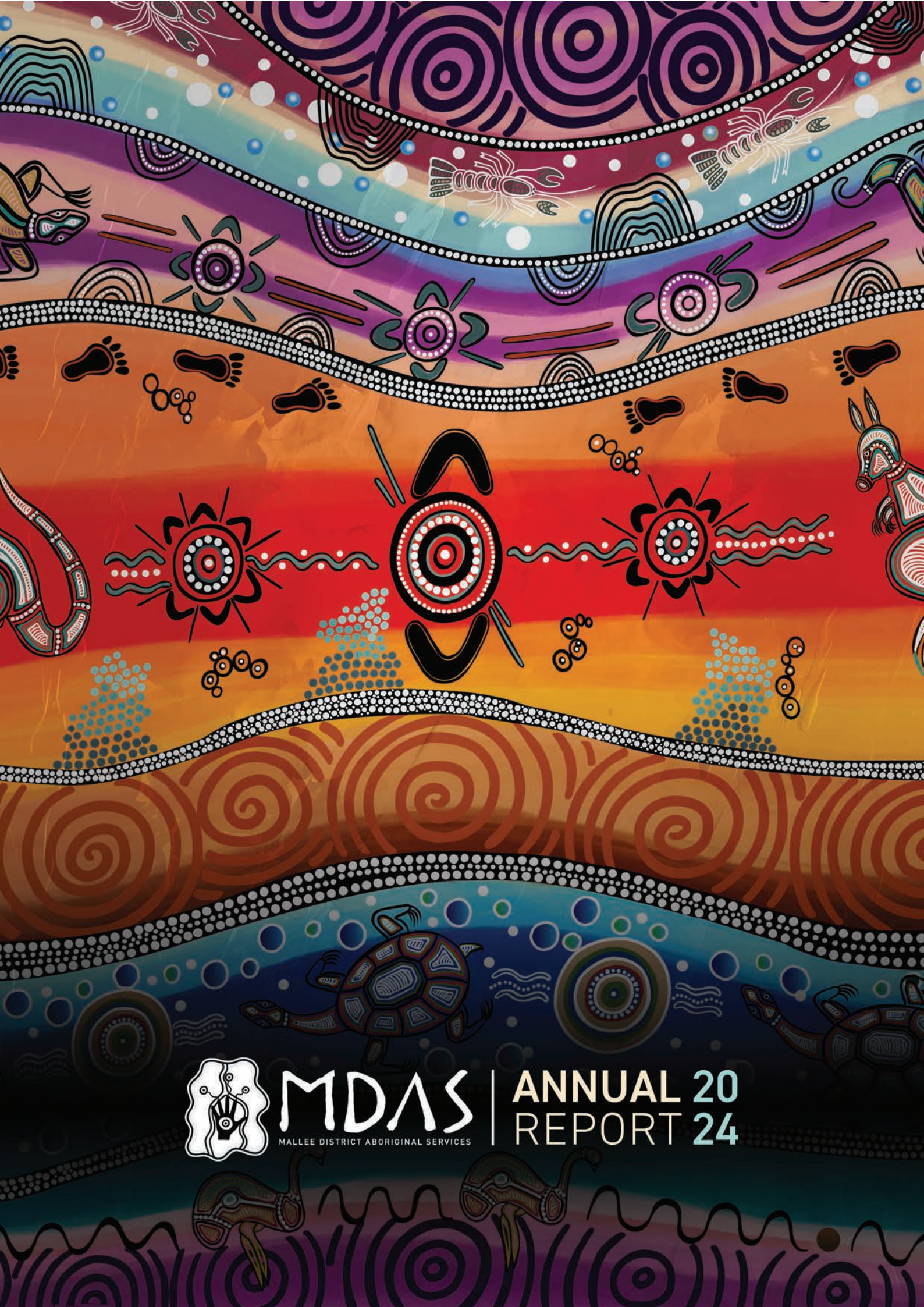
Commonwealth Home Support Programme (CHSP)
Home and Community Care Program (HACC)
Aboriginal Disability Linkage
First Nations Healthy Aging
Home Care Support Program

CLINICS

Well Women's Clinic
Immunisation Clinic

TACKLING SMOKING AND HEALTHY LIFESTYLES SERVICES

Quit Smoking Support



MDAS
MALLEE DISTRICT ABORIGINAL SERVICES

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