

ANNUAL REPORT

2023-2024



NAIRM MARR DJAMBANA

GATHERING BY THE BAY

Acknowledgment

Nairm Marr Djambana acknowledges the Bunurong/Boon Wurrung people of the Kulin Nation as the Traditional Owners of the land on which we gather and work and pay our respect to their Elders past and present. We acknowledge all other First Nations people living in the Frankston area.



Reconciliation Week 2024

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Our organisation Our mission

Nairm Marr Djambana is a Neighbourhood House and Gathering Place for First Nations people in the Frankston area and is an Associate Member of VACCHO.

Conceived in the late 1990s by our Elders, Nairm Marr Djambana officially launched in 2016 and services a catchment area of over 30 suburbs.

Our community has worked tirelessly to open the doors and keep them open, creating a culturally welcoming, safe and accessible place to gather, connect and heal. Led by an active First Nations Board, we provide holistic social and emotional wellbeing services, including strength-based community programs and events.

Our social enterprise, Djambana Catering, was established in 2022 to drive self-sustainability and create training and employment opportunities for our community.

Our vision

Our vision is a thriving, empowered, self-determining First Nations community guided by Aboriginal ways of Knowing, Being and Doing.

Our mission is to empower the First Nations community, improve holistic wellbeing, celebrate cultural heritage, and foster self-determination by actively engaging with our community, preserving our traditions, and nurturing the inherent strengths in each individual. Through collaborative partnership and community-led initiatives, we work tirelessly to create a future where our people thrive, and our cultural legacy endures.

We are unapologetically committed to Closing the Gap by improving health and wellbeing outcomes and amplifying the voices of our community through a strength-based approach. We foster a holistic wrap-around approach to wellbeing, grounded in community aspirations, empowerment, and Aboriginal ways of Knowing, Being and Doing, weaving a storyline of cultural pride, resilience, and self-determination for generations to come.

-  Registered Charity
-  Public Benevolent Institution
-  Deductible Gift Recipient
-  Social Traders Certification

Our spirit values

Safety

We provide a safe environment for our children, young people, community, workers and volunteers

Positivity

We take a strength-based approach to supporting our children, young people and community

Integrity

We do the right thing by Nairm Marr Djambana and our children, young people and community

Respect

We respect the rights of our children, young people and community, and treat everyone fairly and with dignity

Innovation

We anticipate and adapt to change to achieve growth

Trust

We are honest, transparent and accountable to our children, young people and community and all their voices are heard



Chairperson's report

I am happy to present this year's Chairperson's Report for Nairm Marr Djambana 2023-2024, which reflects a mix of progress and resilience within the organisation. I begin the report with an acknowledgment of the Bunurong/Boonwurrung people as the Traditional Owners of where Nairm Marr Djambana stands today. I would also like to take a moment to acknowledge all our Elders we have lost since our last AGM and the loss of Aunty Irene Fisher, a highly respected Elder and Chairperson of Nairm Marr Djambana until her passing on 13 December 2023.

Following Aunty Irene's passing, I was appointed Chairperson by the Board, with Jida McCartney stepping into the role of Treasurer. The Board also welcomed Jenny Temby and Karen Derschow during this transitional period. I would like to acknowledge my fellow Board members and thank them for their commitment to the organisation and to their ongoing support they offer each other and myself and recognise that we all have families and fulltime work and are still committed to Nairm Marr Djambana.

The Board acknowledge the hard work and dedication of our General Manager, Aunty Deb Mellett, and thank her for her amazing leadership within the organisation. We also thank our staff and volunteers for their achievements throughout the year as they constantly exhibit an unwavering commitment to ensuring our community's needs are being met. I warmly acknowledge the amazing work, dedication and passion they all have for Nairm Marr Djambana and the community.

It has been an incredible year for Nairm Marr Djambana. In 2023, we were proud to launch our new five-year Strategic Plan with a focus on becoming a more self-determining and sustainable organisation to better meet the growing needs and aspirations of our community.

This year, we secured four-years funding to deliver the Urgent Care Pathways Program in partnership with First Peoples' Health and Wellbeing. This funding enabled us to establish a new Social Emotional and Wellbeing (SEWB) team, including three new staff: Maria Bikos, SEWB Coordinator, Jenaya Kastamonitis, Aboriginal Access and Support Officer, and Sean Moyle, Cultural Educator. We also welcomed Keira Reijn to Nairm.

We gratefully continue to receive pro bono legal support from Arnold Bloch Liebler. A special thank you to Peter Seidel, Bridget Cowling and Kaitlin Bakken for dedicating their valuable time to assist us with obtaining Deductible Gift Recipient (DGR) status, which will open opportunities for philanthropic grants and funding. As an independent Aboriginal Community Controlled Organisation, we continue to advocate with government for adequate funding to support our operational needs. Alongside our growing social enterprise, obtaining DGR status will enable us to diversify our revenue streams to better meet the needs of our community.

Our partnership with Frankston City Council continues to grow as we finalised our Masterplan to redevelop our buildings and landscape. Additionally, the continuation of Djambana Catering as a social enterprise, with a new line called Native Earth Foods is a significant success and is now listed on the Government Procurement list. This initiative, alongside our core programs such as the Women's group, Koori Maternity group, Men's group, youth group and Community lunches, continues to strengthen the community and organisation.

Our Community Events such as Elders Christmas Lunch, Family events, Reconciliation Week and NAIDOC, including our Flag Raising, Family Day and NAIDOC Dinner Dance, continue to thrive and grow with great support from local stakeholders and their kind sponsorships. We thank you!

Nairm Marr Djambana remains strongly committed to supporting the health and wellbeing of our community and is seeing significant successes through strategic collaborations and community engagement. The Board, our staff and volunteers are looking forward to the next 12 months and what we will be able to achieve.



Kerry Strickland

Chairperson

Our Board Members



Kerry Strickland
Chairperson

Kerry is a proud Wodiwodi woman from the Yuin nation, the First Nations people from the Illawarra region in NSW. She is a Registered Nurse and is currently the Manager of Aboriginal Health Community at Monash Health and a Cultural Adviser for the Women's Spirit Program.



Karen Derschow
Secretary

Karen is a proud Banjima woman from the Pilbara region in Western Australia. Karen has three children and eight grandchildren. Karen has a background working in the family violence sector and currently works for VACCA as a Senior Aboriginal Practice Manager.



Jida McCartney
Treasurer

Jida is a proud Aboriginal man from the lands of the Yorta Yorta, Wotjobulak, Nari Nari and Boon Wurrung peoples. Jida has extensive experience working in the youth, criminal justice and family violence sectors. He is currently the Men's Family Violence Services Manager at Boorndawan Willam Healing Service.



Jennifer Temby
Board Member

Jenny is a proud Larrakia woman from Darwin. Jenny has extensive experience working in youth justice. Jenny currently works in housing as an Aboriginal Social and Emotional Wellbeing Worker, doing outreach with the most vulnerable people in our community who have endured long-term rough sleeping and trauma.



Daniel Laws
Board Member

Dan is a proud Aboriginal man who has over 20 years' experience working in Aboriginal Community Controlled Organisations. Dan has a background in management, with strong connections with statewide and local stakeholders and a sound knowledge of the community profile in the Frankston, Bayside and Peninsula areas.



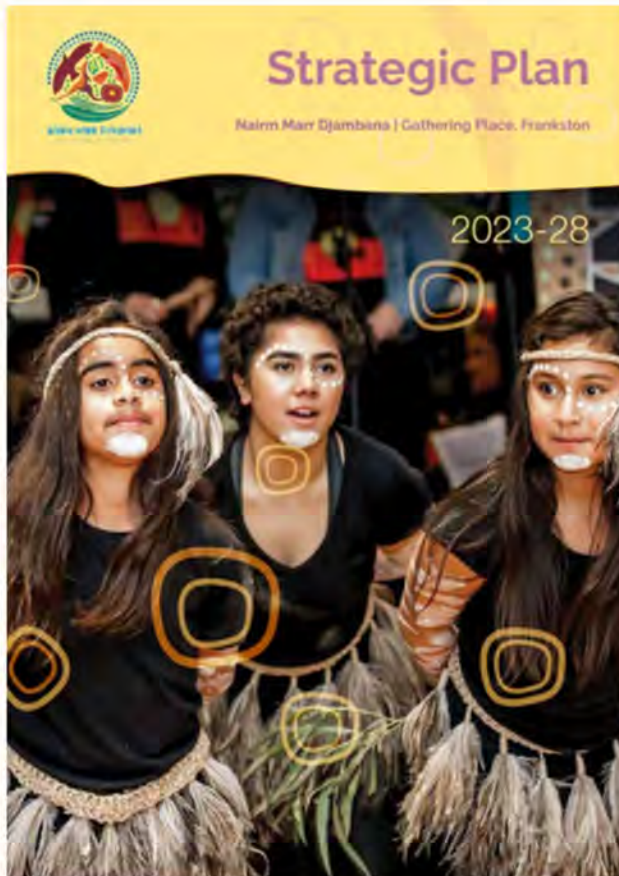
Alan Johnson
Co-Chairperson

Alan is a proud Gunditjmara man, whose people are the Traditional Owners of Lake Condah in Victoria's far southwest. Alan has experience working with the Aboriginal community in education, training and mentoring roles. Alan is currently a Koorie Engagement Support Officer with the Department of Education.

Our new Strategic Plan 2023-28

In 2023, we were proud to launch our new Strategic Plan

Strategic Priority 1: Our Foundations	Strategic Priority 2: Our Community	Strategic Priority 3: Our Sustainability
<p>We are committed to building our foundations, to ensure that we are a strong, self-determining organisation that can support our growing community to thrive.</p>	<p>We take a holistic approach that prioritises Culture, Community and Country, empowers diverse voices, and promotes Aboriginal ways of Knowing, Being and Doing.</p>	<p>We are committed to prioritising our sustainability to support strong self-determination and empowerment for our organisation, community and future generations.</p>



General Manager's report

As General Manager, my priority has always been to ensure the continued growth and development of Nairm Marr Djambana, guided by our Strategic Plan. This year, we had a strong focus on updating key organisational policies and procedures and implementing our new Child Safety and Wellbeing Policy and strategies to ensure a safe and supportive environment for our young community members.

A major milestone this year was our collaboration with First Peoples' Health and Wellbeing, which resulted in securing potentially 4-year funding under the Urgent Care Pathways Program. This enabled us to hire two new staff members and lease two new vehicles to support community transport for medical appointments. Additionally, this program facilitated the expansion of our organisational structure, allowing us to create a Social and Emotional Wellbeing (SEWB) team.

I am excited to welcome four new staff members to our growing team:

- Sean Moyle – who will be instrumental in building our cultural education programs and assisting with bush landscaping projects.
- Keira Reijn – who provides valuable support at our front counter and serves as my right-hand support.

- Jenaya Kastamonitis – who supports our community to make positive changes to their health and wellbeing.
- Maria Bikos – who is leading the SEWB team and driving our efforts in this critical area.

I congratulate the entire Nairm workforce who are all so dedicated to serving our community and living the Nairm Values.

This year, we also launched the Telling Book and facilitated an Aboriginal Women's Leadership Forum to address the issue of lateral violence in our community. The forum was a great success, resulting in the launch of the Stop Lateral Violence Campaign—an important initiative that we will continue to champion.

Our partnership with VACCHO has strengthened our capacity to identify and respond to local community needs. VACCHO's advocacy role has been essential, and we look forward to deepening this collaboration.

In terms of funding, we were successful in securing over \$460,000 to improve our infrastructure and expand our programs. Additionally, we continue to advocate for funding to support our masterplan, with Frankston City Council committing \$2 million toward Stage 1 of our development.

We are excited to see this progress and remain focused on bringing the full vision of the masterplan to life.

A major achievement this year was gaining charitable status, a milestone that reflects the hard work and dedication of our entire team. This will significantly support our ability to attract further donations and funding to sustain our growth.

We also celebrated with numerous successful events throughout the year, including our Reconciliation Week and NAIDOC events, as well as the Elders Christmas Party, Family Christmas, and many other significant gatherings. Our Giving Tree Project was a heartwarming success, with over 70 gifts donated for children in our community.

Looking toward the future, we held a community workshop to listen to the voices of our people, which helped shape our 2023-2028 Strategic Plan. This engagement ensures our direction reflects the needs and aspirations of those we serve.

Finally, I am thrilled to share that Djambana Catering is now certified with Social Traders, marking yet another success for our social enterprise. This achievement highlights our commitment to building a sustainable and impactful business model.

It was also a year of reflection and loss, as we said goodbye to our dear Aunty Irene and other significant Elders of our community. Their loss deeply impacted us all, but we continue to stand strong as a community.

I also thank our Elders for their guidance and support, particularly Aunty Mai, Aunty Yvonne, Aunty Patsy, Aunty Marice, Aunty Leonie and Aunty Dyan. I honour all our Elders including Aunty Dawnie who sets up lunch every Thursday with Aunty Leonie. Although we cannot list you all, you are all important to us here at Nairm.

Thank you to our invaluable volunteers, with special recognition to Andrew Curtis and Diane McDonald, who have been instrumental in ensuring our social enterprise continues to go from strength to strength. Big respect also to our facilitators who keep our culture alive and our community connected.

Nairm Marr Djambana continues to thrive, and it has been a privilege to lead such a passionate and dedicated team. I would like to thank the Board for their unwavering support, and I look forward to continuing our work together in the year ahead.



Deb Mellett
General Manager

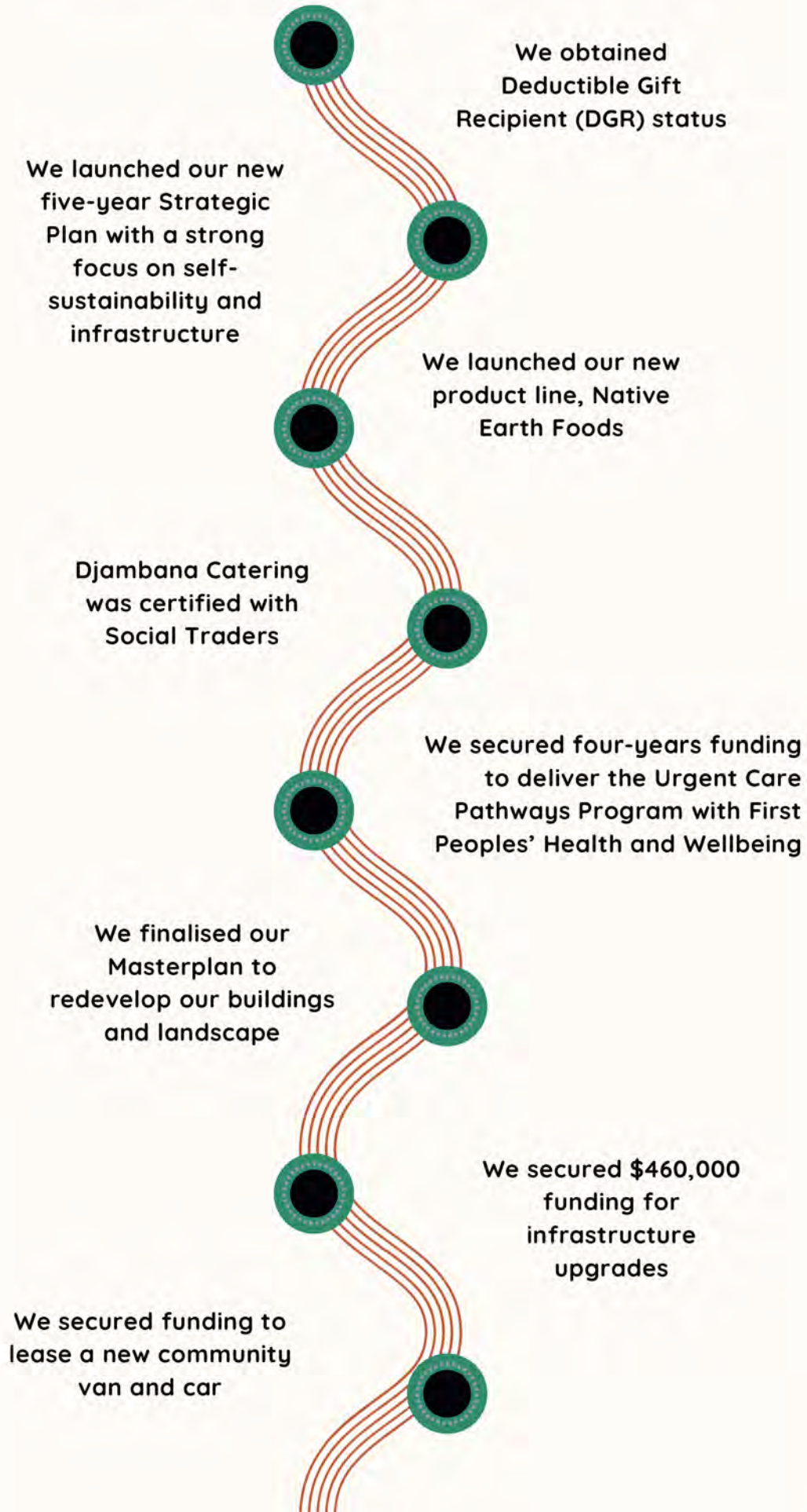
Our workforce

In 2023-24, our ongoing workforce doubled, including three new First Nations staff - our Aboriginal Access and Support Officer, Administrative Officer and Youth Engagement Officer (Cultural Education). We also secured funding to deliver the Urgent Care Pathways Program, in partnership with First Peoples' Health and Wellbeing, allowing us to establish our new Social and Emotional Wellbeing Team.



2023-24 highlights:

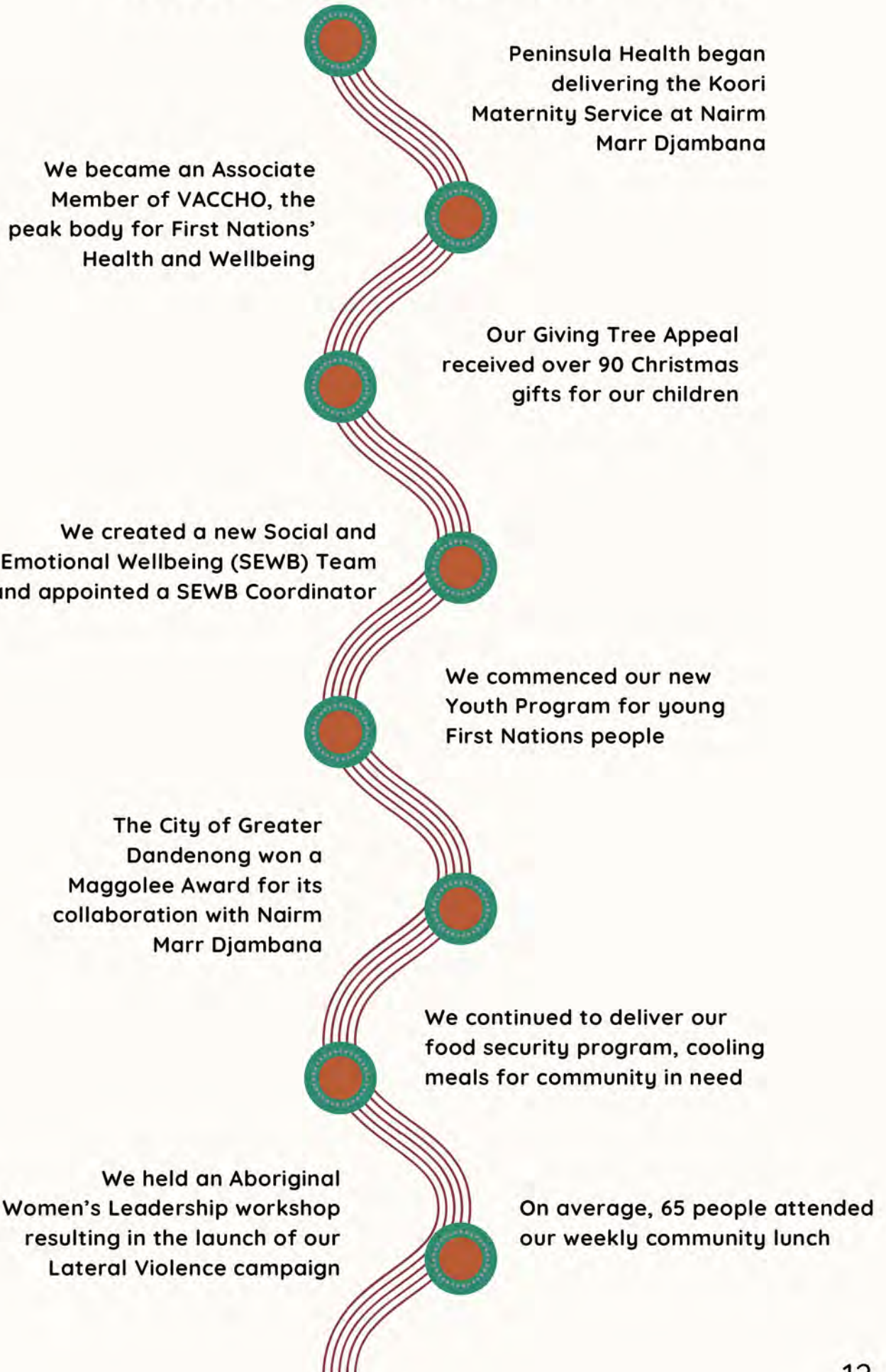
Sustainability and infrastructure





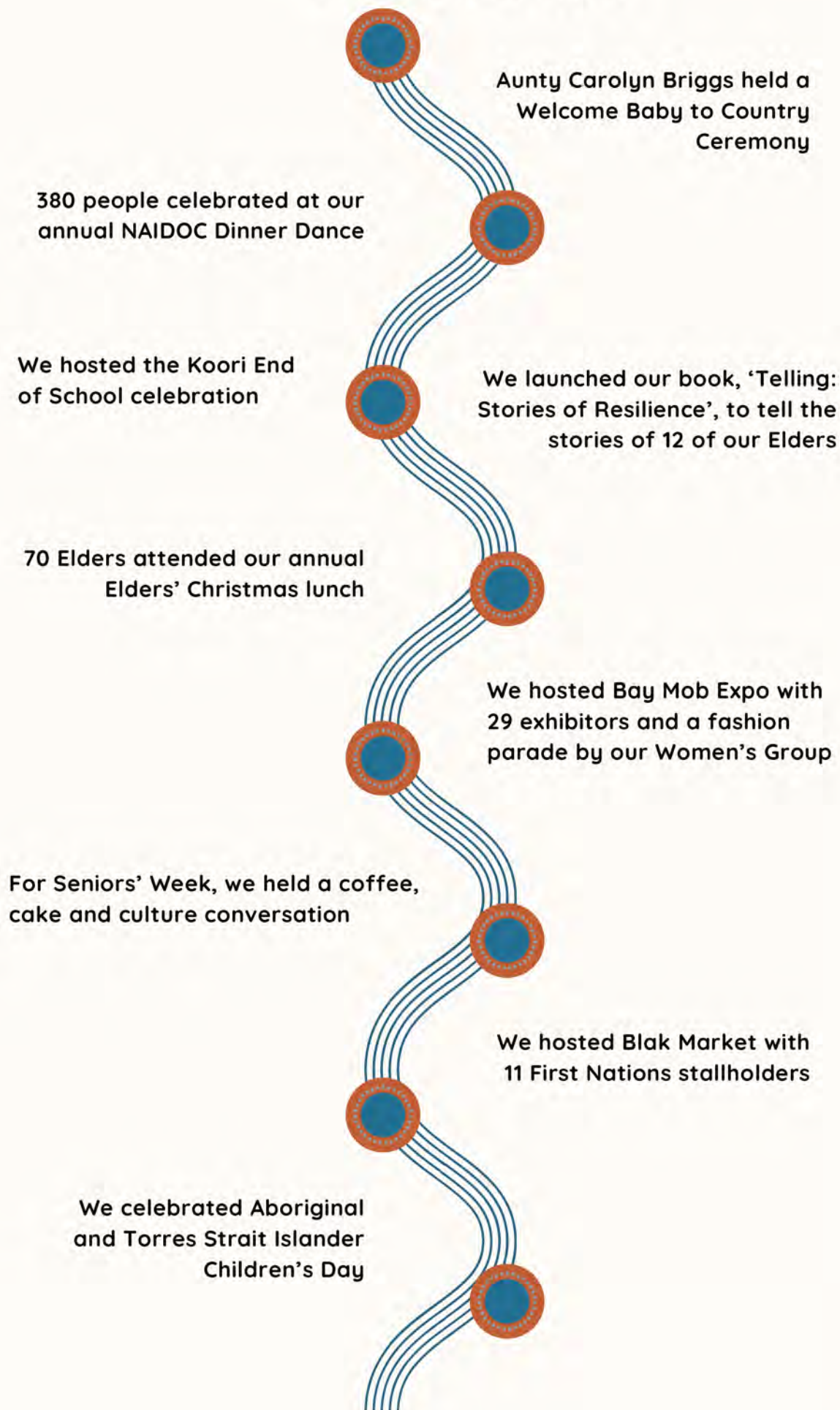
2023-24 highlights:

Community health and wellbeing

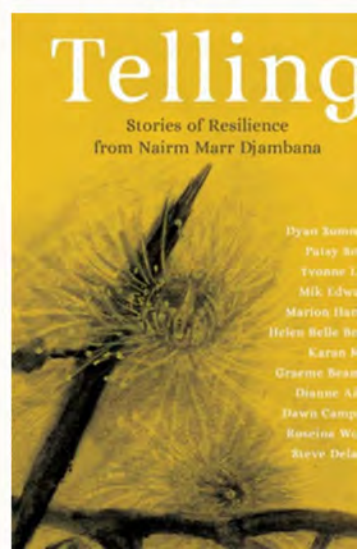
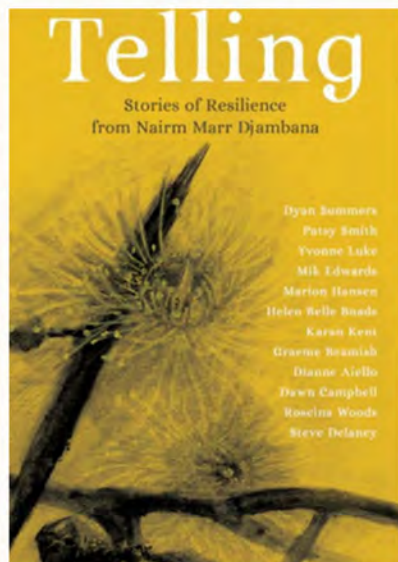




2023-24 highlights: Cultural events







Thank you to our supporters

Traditional Owner Groups

- Bunurong Land Council Aboriginal Corporation
- Boon Wurrung Foundation

First Nations organisations

- Baluk Arts
- Bunjilwara Koori Youth Drug & Alcohol Healing Service
- Casey Aboriginal Gathering Place
- Community First Development
- Dandenong & District Aborigines Cooperative Limited
- Derrimut Weelam Gathering Place
- First Peoples' Assembly of Victoria
- First Peoples' Health and Wellbeing
- Living Culture
- Mullum Mullum Gathering Place
- Victorian Aboriginal Child Care Agency (VACCA)
- Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
- Willum Warrain Gathering Place (Hastings)

First Nations groups

We are represented on the:

- Dhelk Dja Action Group (Southern Metropolitan)
- Local Aboriginal Network (Frankston)
- Korin Korin Balit-Djak (Bayside Peninsula Area)
- Aboriginal Governance Committee
- Regional Aboriginal Justice Advisory Committee (Southern Metropolitan)
- Orange Door Aboriginal Advisory Committee

Local community services

- Family Life
- Good Shepherd
- Headspace (Frankston)
- Monash Health
- Orange Door
- OzChild
- Peninsula Health (Koori Maternity Service)
- South Eastern Melbourne Primary Network

Members of Parliament

- Local Federal Member of Parliament: Jodie Belyea MP
- Local State Member of Parliament: Paul Edbrooke MP

State and federal government

- Department of Education (DE)
- Department of Families, Fairness and Housing (DFFH)
- Department of Health (DH)
- Department of Jobs, Skills, Industry and Regions (DJSIR)
- Department of Justice and Community Safety (DJCS)
- Department of Treasury and Finance (DTF)
- First Peoples' State Relations
- First Nations Values of Water Project
- Victoria Police

Local government

- Frankston City Council

Water authorities

- South East Water
- Melbourne Water

Social trade organisations

- Frankston Social Enterprise Hub
- Social Traders
- Social Enterprise Australia

Professional bodies

- Arnold Bloch Liebler
- Colin, Biggers & Paisley Lawyers

Other supporters

- Chisholm TAFE
- Monash University
- Reformist
- Southern Women's Action Network (SWAN)
- St John of God Foundation
- William Cooper Institute
- Worthy Creative

Thank you!



Treasurer's report

I am pleased to present the Treasurer's Report for Nairm Marr Djambana for the financial year 2023-2024.

Nairm Marr Djambana continues to flourish in growth with a significant increase in our revenue. We have seen continued growth in generating our own income through Djambana Catering, room hire and our clinic room. This year, we were also pleased to launch our new product line, Native Earth Foods.

Nairm Marr Djambana continued to receive funding as a Neighborhood House, allowing us to run regular programs such as our Women's Group, Men's Group, Kirrup Playgroup, and Community Lunches. We were also successful in being awarded additional funding which allowed us to assist Community, including funding to run the Urgent Care Pathways Program.

This year, we also secured over \$460,000 for infrastructure improvements. We also received DGR (Deductible Gift Recipient) status enabling us to diversify our revenue streams by building relationships with philanthropic organisations.

Since the last AGM, we continued using AX3 bookkeeping company who bring expertise in community-controlled organisations.

Nairm Marr Djambana used Bendigo Bank's preferred system, Xero.

Nairm Marr Djambana's audited finances are attached to this report.

In conclusion, Nairm Marr Djambana remains in a sound financial position. As Treasurer, I am confident that our continued focus on sound financial management and strategic planning will allow us to meet both short-term and long-term objectives.

The Board remains committed to maintaining financial transparency and responsibility in all aspects of our work.



Jida McCartney

Treasurer

Financial statements

Nairm Marr Djambana

ABN 38 965 604 676

Financial Statements

For the Year Ended 30 June 2024

Nairm Marr Djambana

ABN 38 965 604 576

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Nairm Marr Djambana

ABN 38 965 604 576

**Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2024**

		2024	2023
	Note	\$	\$
Revenue	4	1,329,656	784,757
Other income	4	9,906	13,227
Raw materials and consumables used		(105,157)	(54,615)
Employee benefits expense		(480,276)	(413,386)
Depreciation expense	9	(23,196)	(21,499)
KKBD expenses		(197,476)	(93,033)
Other expenses		(559,220)	(328,838)
Deficit for the year		(25,763)	(113,387)
Other comprehensive income for the year		-	-
Total comprehensive income for the year		(25,763)	(113,387)

The accompanying notes form part of these financial statements.

Nairm Marr Djambana

ABN 38 965 604 576

Statement of Financial Position
As At 30 June 2024

	Note	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	539,945	483,538
Trade and other receivables	7	45,463	22,289
Other assets	10	-	8,140
TOTAL CURRENT ASSETS		585,408	513,967
NON-CURRENT ASSETS			
Plant and equipment	9	295,371	68,577
TOTAL NON-CURRENT ASSETS		295,371	68,577
TOTAL ASSETS		880,779	582,544
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	227,072	84,333
Contract liabilities	8	457,523	290,120
Employee benefits	12	29,288	15,432
TOTAL CURRENT LIABILITIES		713,883	389,885
TOTAL LIABILITIES		713,883	389,885
NET ASSETS		166,896	192,659
EQUITY			
Retained surplus		166,896	192,659
TOTAL EQUITY		166,896	192,659

The accompanying notes form part of these financial statements.

Nairm Marr Djambana

ABN 28 985 604 678

Statement of Changes in Equity
For the Year Ended 30 June 2024

2024

	Retained Surplus	Total
	\$	\$
Balance at 1 July 2023	192,659	192,659
Deficit for the year	(25,763)	(25,763)
Balance at 30 June 2024	<u>166,896</u>	<u>166,896</u>

2023

	Retained Surplus	Total
	\$	\$
Balance at 1 July 2022	306,046	306,046
Deficit for the year	(113,387)	(113,387)
Balance at 30 June 2023	<u>192,659</u>	<u>192,659</u>

The accompanying notes form part of these financial statements.

Nairn Marr Djambana

ABN 38 965 604 576

Statement of Cash Flows
For the Year Ended 30 June 2024

	Note	2024 \$	2023 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		454,809	262,437
Receipts from fundings and grants		-	610,567
Receipt from grants		1,157,904	-
Donations received		5,168	13,118
Payments to suppliers and employees		(1,311,484)	(921,111)
Net cash provided by/(used in) operating activities	15	<u>306,397</u>	<u>(34,989)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of plant and equipment		<u>(249,990)</u>	<u>(26,384)</u>
Net cash provided by/(used in) investing activities		<u>(249,990)</u>	<u>(26,384)</u>
Net increase/(decrease) in cash and cash equivalents held		56,407	(61,373)
Cash and cash equivalents at beginning of year		483,538	544,911
Cash and cash equivalents at end of financial year	6	<u>539,945</u>	<u>483,538</u>

The accompanying notes form part of these financial statements.

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Nairm Marr Djambana

ABN 38 965 604 576

Notes to the Financial Statements For the Year Ended 30 June 2024

The financial report covers Nairm Marr Djambana as an individual entity. Nairm Marr Djambana is a not-for-profit Association, registered and domiciled in Australia.

The principal activities of the Association for the year ended 30 June 2024 were to strengthen the health and wellbeing of the growing Aboriginal and Torres Strait Islander community in Frankston and drive strong social, economic and cultural outcomes for the community.

The functional and presentation currency of Nairm Marr Djambana is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

In the Responsible persons opinion the Association is not a reporting entity since there are unlikely to exist users of the financial statements who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 *Presentation of Financial Statements*, AASB 107 *Statement of Cash Flows*, AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* and AASB 1054 *Australian Additional Disclosures*.

The Association is preparing special purpose financial statements since the Governing body are of an opinion that the Association is not a reporting entity as users may obtain the financial information they require upon request.

The financial statements and material accounting policies all comply with the recognition and measurement requirements in Australian Accounting Standards.

2 Summary of Significant Accounting Policies

(a) Revenue and other income

Revenue from contracts with customers

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

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Association have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Nairm Marr Djambana

ABN 38 965 604 676

Notes to the Financial Statements
For the Year Ended 30 June 2024

2 Summary of Significant Accounting Policies

(a) Revenue and other income

Specific revenue streams

The revenue recognition policies for the principal revenue streams of the Association are:

Grant income

Where grant income arises from an agreement which is enforceable and contains sufficiently specific performance obligations then the revenue is recognised when control of each performance obligations is satisfied.

The performance obligations are varied based on the agreement but may include management of education events, vaccinations, presentations at symposiums.

Each performance obligation is considered to ensure that the revenue recognition reflects the transfer of control and within grant agreements there may be some performance obligations where control transfers at a point in time and others which have continuous transfer of control over the life of the contract.

Where control is transferred over time, generally the input methods being either costs or time incurred are deemed to be the most appropriate methods to reflect the transfer of benefit.

Revenue recognition policy for contracts which are either not enforceable or do not have sufficiently specific performance obligations (AASB 1058)

Amounts arising from grants in the scope of AASB 1058 are recognised at the assets fair value when the asset is received. The Association considers whether there are any related liability or equity items associated with the asset which are recognised in accordance with the relevant accounting standard.

Once the assets and liabilities have been recognised then income is recognised for any remaining asset value at the time that the asset is received.

Statement of financial position balances relating to revenue recognition

Contract assets and liabilities

Where the amounts billed to customers are based on the achievement of various milestones established in the contract, the amounts recognised as revenue in a given period do not necessarily coincide with the amounts billed to or certified by the customer.

When a performance obligation is satisfied by transferring a promised good or service to the customer before the customer pays consideration or the before payment is due, the Association presents the contract as a contract asset, unless the Association's rights to that amount of consideration are unconditional, in which case the Association recognises a receivable.

When an amount of consideration is received from a customer prior to the entity transferring a good or service to the customer, the Association presents the contract as a contract liability.

Nairm Marr Djambana

ABN 38 965 604 576

**Notes to the Financial Statements
For the Year Ended 30 June 2024**

2 Summary of Significant Accounting Policies

(a) Revenue and other income

Other income

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

(b) Income Tax

The Association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(c) Goods and services tax (GST)

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

Receivables and payable are stated inclusive of GST.

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

(d) Plant and equipment

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

Depreciation

Plant and equipment, excluding freehold land, is depreciated on a reducing balance basis over the assets useful life to the Association, commencing when the asset is ready for use.

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

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

Fixed asset class	Depreciation rate
Office Equipment	50%
Catering assets	20%

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

(e) Financial Instruments

Financial instruments are recognised initially on the date that the Association becomes party to the contractual provisions of the instrument.

Nairn Marr Djambana

ABN 38 965 604 576

Notes to the Financial Statements For the Year Ended 30 June 2024

2 Summary of Significant Accounting Policies

(e) Financial Instruments

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, the Association classifies its financial assets into the following categories, those measured at:

- **amortised cost**
- **fair value through profit or loss - FVTPL**

Financial assets are not reclassified subsequent to their initial recognition unless the Association changes its business model for managing financial assets.

Amortised cost

The Association's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Financial assets through profit or loss

All financial assets not classified as measured at amortised cost or fair value through other comprehensive income as described above are measured at FVTPL.

Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- **financial assets measured at amortised cost**

When determining whether the credit risk of a financial asset has increased significantly since initial recognition and when estimating ECL, the Association considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Association's historical experience and informed credit assessment and including forward looking information.

Notes to the Financial Statements For the Year Ended 30 June 2024

2 Summary of Significant Accounting Policies

(e) Financial Instruments

Financial assets

The Association uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Association uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Association in full, without recourse to the Association to actions such as realising security (if any is held); or
- the financial assets is more than 90 days past due.

Trade receivables

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Association has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Association renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

Financial liabilities

The Association measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Association comprise trade payables, bank and other loans and lease liabilities.

(f) Cash and cash equivalents

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

Nairm Marr Djambana

ABN 38 965 904 576

Notes to the Financial Statements For the Year Ended 30 June 2024

2 Summary of Significant Accounting Policies

(g) Leases

At inception of a contract, the Association assesses whether a lease exists.

Lessee accounting

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

Exceptions to lease accounting

The Association has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Association recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

(h) Employee benefits

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

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

3 Critical Accounting Estimates and Judgments

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

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

The significant estimates and judgements made have been described below.

Key estimates - revenue recognition

The Association undertakes long term contracts which span a number of reporting periods. Recognition of revenue in relation to these contracts involves estimation of future costs of completing the contract and the expected outcome of the contract. The assumptions are based on the information available to management at the reporting date, however future changes or additional information may mean the expected revenue recognition pattern has to be amended.

Key estimates - receivables

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

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Nairm Marr Djambana

ABN 38 985 604 676

Notes to the Financial Statements
For the Year Ended 30 June 2024

4 Revenue and Other Income

Revenue from continuing operations

	2024	2023
	\$	\$
Revenue from contracts with customers (AASB 15)		
- Grant under AASB15	877,380	506,743
- Sponsorship	118,208	40,609
	<u>995,588</u>	<u>547,352</u>
Revenue recognised on receipt (not enforceable or no sufficiently specific performance obligations - AASB 1058)		
- sale of goods	299,875	166,473
- provision of services	34,193	70,932
	<u>334,068</u>	<u>237,405</u>
Total Revenue	<u>1,329,656</u>	<u>784,757</u>

Other Income breakup

	2024	2023
	\$	\$
Other Income		
- other income	4,738	109
- donations	5,168	13,118
Total Other Income	<u>9,906</u>	<u>13,227</u>

5 Result for the Year

The result for the year includes the following specific expenses:

	2024	2023
	\$	\$
Cost of sales	105,157	54,615
Other expenses:		
Employee benefits expense	480,276	413,386
Depreciation expense	23,196	21,499
Rental expense on operating leases:		
- Lease rentals on operating lease	10,772	5,370
- Minimum lease payments	-	83
Consulting and professional fees	22,295	30,634
Catering expenses	51,894	17,337
Motor vehicle expenses	4,817	10,876

Nairm Marr Djambana

ABN 39 965 604 576

Notes to the Financial Statements
For the Year Ended 30 June 2024

6 Cash and Cash Equivalents

	2024	2023
	\$	\$
Cash at bank and in hand	539,945	483,538
Total cash and cash equivalents	<u>539,945</u>	<u>483,538</u>

7 Trade and other receivables

	2024	2023
	\$	\$
CURRENT		
Trade receivables	45,400	22,246
Other receivables	63	43
Total current trade and other receivables	<u>45,463</u>	<u>22,289</u>

8 Contract Balances

The Association has recognised the following contract assets and liabilities from contracts with customers:

Current contract liabilities

	2024	2023
	\$	\$
CURRENT		
Grant monies received in advance (AASB 15 revenue streams)	457,523	280,802
Other revenue received in advance	-	9,318
Total current contract liabilities	<u>457,523</u>	<u>290,120</u>

Contract liabilities represent Grants that the Association expects to spend on the project in a future reporting period.

Nairm Marr Djambana

ABN 38 985 604 576

**Notes to the Financial Statements
For the Year Ended 30 June 2024**

9 Plant and equipment

	2024	2023
	\$	\$
Motor vehicles		
At cost	42,910	42,910
Accumulated depreciation	(14,909)	(10,515)
Total motor vehicles	<u>28,001</u>	<u>32,395</u>
Office equipment		
At cost	136,541	116,766
Accumulated depreciation	(103,576)	(85,818)
Total office equipment	<u>32,965</u>	<u>30,948</u>
Leasehold Improvements		
At cost	230,215	-
Accumulated amortisation	-	-
Total leasehold improvements	<u>230,215</u>	<u>-</u>
Catering assets		
At cost	7,561	7,561
Accumulated depreciation	(3,371)	(2,327)
Total catering assets	<u>4,190</u>	<u>5,234</u>
Total plant and equipment	<u><u>295,371</u></u>	<u><u>68,577</u></u>

Movements in carrying amounts of plant and equipment

Movement in the carrying amounts for each class of plant and equipment between the beginning and the end of the current financial year:

	Motor Vehicles	Office Equipment	Leasehold Improvement s	Catering assets	Total
	\$	\$	\$	\$	\$
Year ended 30 June 2024					
Balance at the beginning of year	32,395	30,948	230,215	5,234	298,792
Additions					
Additions	-	19,775	-	-	19,775
Additions	-	19,775	-	-	19,775
Depreciation expense	(4,394)	(17,758)	-	(1,044)	(23,196)
Balance at the end of the year	<u>28,001</u>	<u>32,965</u>	<u>230,215</u>	<u>4,190</u>	<u>295,371</u>

Nairn Marr Djambana

ABN 38 965 604 576

**Notes to the Financial Statements
For the Year Ended 30 June 2024**

9 Plant and equipment

Movements in carrying amounts of plant and equipment

	Motor Vehicles	Office Equipment	Leasehold Improvement s	Catering assets	Total
	\$	\$	\$	\$	\$
Year ended 30 June 2023					
Balance at the beginning of year	32,395	23,413	-	2,732	58,540
Additions	-	23,313	-	3,084	26,397
Disposals	-	(13)	-	-	(13)
Depreciation expense	-	(15,765)	-	(582)	(16,347)
Balance at the end of the year	<u>32,395</u>	<u>30,948</u>	<u>-</u>	<u>5,234</u>	<u>68,577</u>

10 Other Assets

	2024	2023
	\$	\$
CURRENT		
Prepayments	-	8,140
	<u>-</u>	<u>8,140</u>

11 Trade and Other Payables

	2024	2023
	\$	\$
CURRENT		
Trade payables	151,091	23,497
GST payable	18,687	10,549
Accrued expense	37,089	31,838
Other payables	20,205	18,449
	<u>227,072</u>	<u>84,333</u>

12 Employee Benefits

	2024	2023
	\$	\$
Current liabilities		
Provision for annual leave	29,288	15,432
	<u>29,288</u>	<u>15,432</u>

Nairm Marr Djambana

ABN 38 965 604 576

**Notes to the Financial Statements
For the Year Ended 30 June 2024****13 Auditors' Remuneration**

	2024	2023
	\$	\$
Remuneration of the auditor for - auditing the financial statements	10,285	10,285
Total	<u>10,285</u>	<u>10,285</u>

14 Contingencies

In the opinion of the Responsible persons, the Association did not have any contingencies at 30 June 2024 (30 June 2023:None).

15 Cash Flow Information

Reconciliation of net income to net cash provided by operating activities:

	2024	2023
	\$	\$
Deficit for the year	(25,763)	(113,387)
Non-cash flows in profit:		
- depreciation	23,196	21,499
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	(23,154)	3,423
- (increase)/decrease in prepayments	8,140	(4,977)
- increase/(decrease) in grant in advance	167,403	5,482
- increase/(decrease) in trade and other payables	142,719	40,327
- increase/(decrease) in employee benefits	13,856	12,644
Cashflows from operations	<u>306,397</u>	<u>(34,989)</u>

16 Statutory Information

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

Nairm Marr Djambana
32 Nursery Ave
Frankston VIC 3199

Nairm Marr Djambana

ABN 38 985 604 876

Responsible Persons' Declaration

The responsible persons declare that in the responsible persons' opinion:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.

Responsible person  Responsible person Kerry Strickland

Dated this 08 day of 10 2024

Ax3 Partners Pty Ltd
ABN: 63 626 270 184
E: info@Ax3.com.au
P: (03) 9995 7261 F: (03) 9017 8918
Suite 201, 2 Queen St, Melbourne 3000



Nairm Marr Djambana
ABN 38 965 604 576

Auditor's Independence Declaration under Section 60-40 of the Charities and Not-for-profits Commission Act 2012 to the Responsible Persons of Nairm Marr Djambana

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024, there have been:

- (i) no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Ax3 Partners
Ax3 Partners Pty Ltd
Suite 201, 2 Queen St
MELBOURNE VIC 3000


Daniel Tai
DIRECTOR

Dated this 9th day of October 2024

Ax3 Partners Pty Ltd
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P: (03) 9995 7261 F: (03) 9017 8918
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Nairm Marr Djambana

Independent Audit Report to the members of Nairm Marr Djambana

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Nairm Marr Djambana, which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible persons' declaration.

In our opinion the financial report of Nairm Marr Djambana has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Registered Entity's financial position as at 30 June 2024 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Registered Entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Registered Entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Responsible Entities for the Financial Report

The responsible persons of the Registered Entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible persons are responsible for assessing the Registered Entity'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 responsible entities either intend to liquidate the Registered Entity or to cease operations, or have no realistic alternative but to do so.

Ax3 Partners Pty Ltd
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Suite 201, 2 Queen St, Melbourne 3000



Nairm Marr Djambana

Independent Audit Report to the members of Nairm Marr Djambana

Auditor's Responsibilities for the Audit of the Financial Report

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

Ax3 Partners
Ax3 Partners Pty Ltd
Suite 201, 2 Queen St
MELBOURNE VIC 3000


Daniel Tai
DIRECTOR

Dated this 9th day of October 2024

Minutes - AGM 2022-23



NAIRM MARR DJAMBANA MINUTES OF THE ANNUAL GENERAL MEETING 1 JULY 2022-30 JUNE 2023

Date: 3 December 2023

Meeting Chairperson: Aunty Irene Fisher

Minute taker: Erin Derkley

Full members: Graham Beamish, Jason Brailey, Aunty Dawn Campbell, Karen Derschow, Daniel Laws, Uncle Anthony Egan, Diane Egan, Aunty Irene Fisher, Leonie Gagliardi, Aunty Marice Gleeson, Melinda Jackson, Alan Johnson, Karan Kent, Kerry Strickland, Jida McCartney, Yvonne Luke, Deb Mellett, Jamone Maynard, Patsy Smith, Vicki Thomas.

Non-voting members: George Cross, Jenny Temby, Erin Derkley.

Apologies: None

Welcome to Country: Uncle Anthony Egan conducted a Welcome to Country and welcomed meeting participants to Bunurong Country.

Meeting commenced at 10.59am.

1. Acknowledgement of Country

Chairperson Aunty Irene Fisher gave the Acknowledgement of Country.

2. Welcome

Chairperson Irene Fisher welcomed everyone to the meeting.

Irene Fisher commenced as Chairperson after the resignation of Jarrod West. Aunty Irene farewelled Karen Gibbs as a board member and thanked her for her contribution to the Board.

Aunty Irene recognised the loss of Indigenous community members over the last year and the ongoing challenges faced by the community.

3. Quorum

Quorum established by Chairperson Irene Fisher.

4. Code of Conduct

Read by Kerry Strickland, Treasurer of Nairm Marr Djambana to meeting participants.

All agreed to abide by the Code of Conduct.

5. Confirmation of the minutes of the 2021-22 AGM

Minutes of last year's minutes from the 2021-22 AGM were read out by Jida McCartney.

A motion was moved by Aunty Maurice Gleeson, seconded by Auntie Dawn Campbell that the Minutes of the 2021-22 AGM be accepted. The motion was passed without objection.

6. Chairperson's report

Aunty Irene Fisher gave the Chairperson's report. Key points included that:

Nairm Marr Djambana updated its emergency plans.

Inclusivity and support have grown at Nairm Marr Djambana under the leadership of Deb Mellett as General Manager. The membership base has grown. However, income has not grown in line with membership. The organisation is under-staffed and under-funded. Nairm Marr Djambana could not continue to operate without its many committed volunteers.

The 2021 Census showed that there has been significant population growth in Frankston between 2016 and 2021. Deb Mellett was able to secure funding to upgrade the site, resulting in consultations to update the site masterplan.

Nairm Marr Djambana is now registered as a social enterprise and is on the Government Procurement list. Djambana Catering made a surplus in the 2022-23 year. Support from the Frankston Social Enterprise Hub Enterprise development has continued.

Nairm Marr Djambana's programs continued, including the Men's Group, Kirrup Playgroup, Community Kitchen, Reconciliation Day, and NAIDOC dinner dance.

7. General Manager's report

Given by Kerry Strickland on behalf of Deb Mellett.

Deb was appointed as the General Manager before NAIDOC 2022. The year has been challenging due to staff shortages and the problems associated with COVID, however, there have been notable milestones. A grant for \$250,000 was secured two months into Deb's tenure as General Manager, enabling upgrades. Nairm Marr Djambana has hired more staff, including two additional office staff, five contracted program facilitators, two chefs and two part time kitchen staff.

Programming and community work is thriving, and Louise Beddoes has made dedicated efforts to support this. Men's and women's programs continue to thrive, plus a variety of other programs.

Some highlights of the year were the completion of the community storytelling project, NAIDOC dinner dance, NAIDOC flag raising, Elders' Christmas party, Children's Christmas Party, Bay Mob Expo, Mabo Day event and others.

We participated in a variety of events, including Survival Day and the Wominjeka Festival.

We farewelled some departing members, including Irmy from ITC, Tom from the catering team and Caz from administration. We are sincerely thankful for their involvement.

Our review of the 2018-23 strategic plan showed that we have completed 95% of actions. We have initiated the development of our new strategic plan 2023 - 28, committed to developing a forward-looking plan that aligns with our organisational objectives and community aspirations.

We continue to partner with many other organisations, committed to our community, with a focus on holistic wellbeing of our community.

We welcome Nic Derkley, from Lindenderry Winery Restaurant as Head Chef. His wealth of experience has propelled our culinary offerings to new heights. Our numbers have increased, with high-quality Indigenous-inspired cuisine and excellent customer service. The catering team has worked successfully, including Louise and Maree Beddoes, Nic Derkley and Dianne McDonald (external consultant) working together to build a profitable social enterprise.

The past year has been nothing short of a whirlwind and the General Manager passes on her thanks and gratitude to all staff and volunteers. A special thank you goes to Diane McDonald, Ian, John, Nick, Eileen, Pastor Bill, Annie Yuluwiri, Luke and Ken.

8. Treasurer's report

The financial report for 2022-23 was presented by Kerry Strickland, Treasurer.

Kerry reported that they have continued to use AX3 and are now using Xero for all invoicing. Monies raised through catering have been utilised to pay wages and other expenses. Nairm Marr Djambana continued to receive Neighbourhood House funding, enabling community programs to run.

Kerry introduced Daniel Tai (AX3) via a Teams meeting who did the financial auditing this year. The company reviews all the financials of Nairm Marr Djambana and employment contracts to ensure compliance. If anyone has any questions about the financials, they can get in touch with Daniel.

There has been a big growth in Nairm Marr Djambana over the last year, with funding increasing from \$278,000 to \$600,000 this financial year. Services have also doubled. Some of the past financial year's deliverables were carried over to this financial year. More people have been hired and we have met our performance obligations for the grants. This year at the end of 30th June we still have a reserve of \$430,000.

No questions were posed for Daniel Tai.

Kerry Strickland shared the financial statement on the television screen for all members to see.

Kerry confirmed that KKBD is the funding that is received for community programs e.g. men's group, women's group, Kirrup Playgroup and Community lunch.

Uncle Anthony Egan asked if staff oncosts are still included in the report. Kerry advised that questions should go to Daniel Tai for an answer.

Deb Mellett noted that Nairm Marr Djambana must keep enough in reserve for general overheads. DFFH do not take into consideration that Nairm Marr Djambana is not Council run, unlike 2 other gathering places, but award us the same amount of money. Therefore, there has to be money in reserve to pay all rent, utilities etc. We have a lot of overheads, e.g. pest control, maintenance, administration costs that Council run gathering places do not. Nairm Marr Djambana is working hard to get Deductible Gift Recipient (DGR) status so we can receive philanthropic support.

The only ongoing funded employment role is the neighbourhood house role which is funded annually. Everything else is dependent on the funding received. Generally, Nairm Marr Djambana do not apply for funding that has large compliance and reporting requirements as they do not have the staffing to meet these requirements. DFFH will only allow 15% of the amount for running costs which makes things tricky.

9. Acceptance of annual report

Auntie Vicki Thomas motioned to accept the annual report, seconded by Melinda Jackson. Passed.

10. Appointment of auditor

It was agreed by the attendees that AX3 will continue to be used for the next financial year for financial acquittal. 16 hands were raised to confirm this. Passed.

11. Special resolution

A special resolution was proposed to adopt the new Rules set out at https://www.djambana.org.au/Frankston/wp-content/uploads/2023/11/final_Draft-model-rules-November-2023-43879062-1.pdf to make changes to the membership process.

18 people voted yes, 15 of whom were eligible to vote. Therefore, the motion was passed.

12. Election of Board Members

Aunty Irene Fisher, Kerry Strickland and Alan Johnson remained on the Board, leaving 4 vacancies and 4 nominations. Jida McCartney and Daniel Laws were accepted on to the Board. Another two nominees will be co-opted after the AGM, Karin Derschow and Jennifer Tenby.

Karin Derschow, from Western Australia, is a proud Banjima woman from the Pilbara. She has 3 children and 8 grandchildren. Karin and her family came over about 23 years ago. Struggled to find a role within Aboriginal organisations which was difficult with a German last name. Worked with and now works for VACCA in the family violence space, as a Senior Aboriginal Practice Manager. Consulting with every Aboriginal family that comes through the service.

Jenny Tenby is a proud Larrakia woman from Darwin. Jenny was raised mainstream and was moved around frequently. She was reconnected with her family several years ago. She has worked as a youth worker and started TAFE to do a Diploma of Community Service but wasn't able to finish. As an Aboriginal Community Justice Program volunteer, she sat in on interviews with Aboriginal people that were arrested. She was employed in mainstream jobs and then got a job as an Aboriginal emotional and social support worker in housing and homelessness response.

Aunty Irene identified a potential conflict of interest, as Jenny is her niece. They are reconnecting now because of Stolen Generations.

Aunty Irene also congratulated Jida and Dan for joining the board.

1. Meeting Close

Meeting closed at 11.59am.