



WOOR-DUNGIN

A New Partnership between Aboriginal Organisations and Philanthropy

Annual Report 2015/16



*Fostering successful
partnerships between
Aboriginal organisations and
philanthropic and pro bono
partners*



This publication was produced by Woor-Dungin on the traditional lands of the Wurundjeri people of the Kulin Nation, and the contributors pay their respects to their Elders, past and present

Please note that this publication contains images of deceased Aboriginal and Torres Strait Islander peoples.

References to Aboriginal people and communities is taken to mean Aboriginal and Torres Strait Islander.

The images in this publication appear with the permission of the owners.

COVER PHOTO: Maarni Aboriginal Women's Leadership Program participants at Arnold Bloch Leibler. *Left to right:* Shantelle Thompson, Vice Chair, Woor-Dungin, Sherree Chaudhry, Jenni Ball, Kirsty Bell, Jacy Pevitt, Brooke Wandin, Taneisha Webster, Candice Day, Christa Momot, Executive Officer, Woor-Dungin and Briana Hayden





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PHOTO: Visit on Country – Willum Warrain and Woor-Dungin – Walking together towards our future





1. About Woor-Dungin

Woor-Dungin means 'share' in the language of the Gonnai people of south-eastern Victoria.

Woor-Dungin was created by five Aboriginal women and one non-Aboriginal woman who came together at the first Indigenous Capacity Building Program organised by the Reichstein Foundation in 2005. After that meeting, all agreed that they wanted to keep the conversation going - building a bridge between Aboriginal organisations and philanthropy.

Over the past 10 years Woor-Dungin has grown to be an organisation of 42 active members and over one hundred supporters and volunteers who resource our small paid staff team, who together demonstrate a living model for successful partnerships between Aboriginal community-controlled organisations, philanthropic foundations and donors, and pro bono service providers.

Our work supports Aboriginal organisations across metropolitan, regional and rural Victoria to access the resources they require to support the priority issues they have identified in their local communities, and to achieve self-determination.

We do this through developing genuine partnerships with a small number of Aboriginal organisations in Victoria, and assisting them to engage effectively with philanthropic organisations and pro bono service providers. In turn we assist philanthropic organisations and pro bono service providers to engage with and support Aboriginal communities and issues.

The four key principles that guide our work are:

1. Self-determination – Aboriginal organisations will determine their own future
2. Community development – We work to empower our Aboriginal partner organisations, providing training, advice, information, introductions and other support as determined by them
3. Reconciliation – Aboriginal and non-Aboriginal people will work together to enable us to realise our shared vision and mission
4. Advocacy – Woor-Dungin will tackle structural issues on a systemic level, informed by our relationships and partnerships





2. Our Founders

Aunty Frances Bond



Aunty Frances Bond, who sadly passed away in 2014, was a proud Waka Waka/Kukuyalanji woman whose grandfather's country was in Far North Queensland. She made Victoria her second home, having first visited here with the Harold Blair Children's Project for a holiday. Her principal goals were to educate and heal and she undertook many activities toward this end. Plunging into community service following her retirement in 2003, Aunty Frances was involved in a number of Aboriginal initiatives. She supported the Whitehorse Friends for Reconciliation and helped set up the Mullum Mullum Indigenous Gathering Place. She served on the board of ILBIJERRI Theatre Company for a number of years, bringing Aboriginal and Torres Strait Islander culture and stories to a wider public.

Aunty Frances worked in formal settings with government and was involved in building the Victorian Government's Indigenous Family Violence 10 Year Plan, launched in 2008. For Aunty Frances, family, culture and language were vital to giving people strength. She wanted people to feel safe emotionally and culturally and believed that empowering communities and skilling people gives them the ability to do anything.

Doseena Fergie



Doseena Fergie has lived in Victoria for the past 20 years with her family. Born and raised on Thursday Island, her Torres Strait ancestry comes from Mabiliaug Island, her Aboriginal heritage from Wuthati country, Cape York, and her Asian ancestry from Ambon in Indonesia. Trained as a nurse, midwife and maternal and child health nurse, she now works as a lecturer in the Health Sciences faculty of the Australian Catholic University in Fitzroy.

Doseena participated in the inaugural Indigenous Capacity Building Program in 2005 where, amongst other Aboriginal participants from across Victoria, she developed her understanding of project development, philanthropy and fund raising. This program provided further impetus for the development of the Healesville Belonging Place through the provision of funding and support from a number of philanthropic trusts. The formation of Woor-Dungin was an achievement of that inaugural group, and Doseena acted as Co-Chair in 2010, bringing to the table her knowledge of Victorian Aboriginal communities and health networks. Doseena is now the President of the Healesville Indigenous Community Services Association.





Anne Jenkins



Anne Jenkins is a Kamilaroi woman from north-western New South Wales. She has worked with the Indigenous community in the Yarra Valley for 23 years. In addition to being a founder and former Chair of Woor-Dungin, Anne is also a founder of Healesville Indigenous Arts Enterprise Co-operative and Healesville Indigenous Community Services Association. She has also been a member of a number of advisory boards, including Maroondah Hospital, Eastern Health's Yarra Valley Community Health Service, and Department of Human Services Box Hill Aboriginal Reference Group.

Anne was the Senior Indigenous Education Officer with Swinburne University of Technology TAFE for 17 years.

Later as an Indigenous Development Officer at the Shire of Yarra Ranges, Anne was instrumental in developing the Shire's Reconciliation Strategy. Anne's commitment to Indigenous community has been acknowledged by her receiving awards for Community Person of the Year for the Eastern Region NAIDOC Awards, and the Women in Education Award from Koorie Women Mean Business. She was also selected to carry the Queen's Baton in the Queen's Baton Relay for the Commonwealth Games. Anne is currently Executive Officer Health Promotion at Healesville Indigenous Community Services Association.

Aunty Glenys Merry



Aunty Glenys Merry, who sadly passed away in 2010, was a proud Taungerong woman and tireless worker, advocate, lobbyist and fighter for Aboriginal rights and recognition for her community. She was recognised as an Elder for her family (Franklin-Hamilton) and community. She was born and raised in Yea, Victoria, and she lived the latter part of her life in Lilydale in the outer-eastern suburbs of Melbourne.

Aunty Glenys was involved in many community organisations both as member and board member. She became involved in Woor-Dungin through her work with the Mullum Mullum Indigenous Gathering Place. Her initial involvement was as a participant in the first Indigenous Capacity Building Program. Aunty Glenys completed that program and gained her Certificate IV in Workplace Training and Assessment.

Aunty Glenys went on to become a founding member of Woor-Dungin and was very proud that she was contributing to breaking down barriers between the Aboriginal community and philanthropy. She is fondly remembered for her commitment to the vision of true partnership between Aboriginal community organisations and philanthropy, which was highlighted in the eulogy her son delivered at her funeral: "Not long before she died she was still trying to crack open philanthropy."



Christa Momot

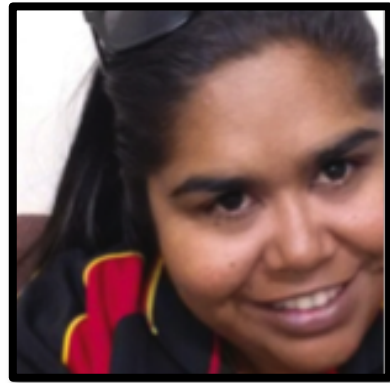


Christa Momot is the Executive Officer and Community Development Coordinator of Woor-Dungin and was Co-Chair from 2007 to 2012. She was formerly the Executive Officer of the Reichstein Foundation and it was in this capacity that she developed the Indigenous Capacity Building Program which went on to establish Woor-Dungin.

Christa has had more than 30 years of experience in community-sector management, together with policy and program development, advocacy, mediation, community development, teaching and mentoring experience. Christa is an Indigenous Community Volunteer and Director of Momot Mentoring, a consultancy providing advice, support, research, facilitation, project management and mentoring for individuals and organisations working for social justice. Christa has qualifications in Community Development, Mediation, Adult Education and Workplace Training.

In 2009, Christa was inducted into the Association of Neighbourhood Houses and Learning Centres Honour Roll. In 2014, Christa was nominated for the Ben Bodna Award and a NAIDOC Achievement for a non-Indigenous person.

Simone Spencer



Simone Spencer grew up in Dareton, NSW, 15kms north of Mildura. After completing school she attended Charles Sturt University, embarking on a Bachelor of Social Science in Justice Studies. Increasingly her focus shifted to youth work, and while at university she volunteered at the local youth centre.

After leaving university Simone started work at the Mildura Aboriginal Corporation (now Mallee District Aboriginal Services, or MDAS) as a Family Support Worker. Her current role at MDAS is Coordinator of the Therapeutic Residential Care Unit providing trauma-informed care for young Indigenous people within a residential setting.

Simone is involved with the Mildura United Soccer Club, and the Coomealla basketball and netball teams, in various playing, mentoring and coaching roles.

Simone is passionate about leadership programs for young Aboriginal women. She believes the next generation of young Aboriginal people can be warriors. The youth have the capacity to stand up and be heard on what is needed for their culture and their families as they strive for a better and healthier future.

Simone is a founding member of Woor-Dungin and a former Vice Chair, and remains on the Committee of Management.



3. Our Vision, Mission and Goals

Our Vision

Our vision is for Aboriginal and Torres Strait Islander people and their rich culture to be acknowledged, valued and embraced by Australian Society.

Our Mission

The purpose of Woor-Dungin is to increase resources, build strong partnerships and share knowledge to fulfil the purpose of Aboriginal and Torres Strait Islander organisations.

Our Goals





4. Report from the Committee of Management

What a year it has been!

It has been a year of strategic activities directly connected to our vision and purpose. It has been a year of an inspiring, heartfelt and large team of people working in our often crowded office to progress projects and work that we see as fundamental to what we do. This year has seen great support from members, pro bono supporters and funders who believe in what we are doing. I am incredibly proud of our achievements, of Woor-Dungin as an organisation, and grateful that we are contributing in some way to the vision and goals of our Aboriginal partners.

When I started as Chair I was aware of how much Woor-Dungin as a small organisation was achieving given its size and was impressed. About 18 months ago, having listened to our Aboriginal partners, we agreed that it was important to expand our strategic activities to support some of the challenges that our partners were experiencing. So this is what we have done. It has stretched us to the very limit in terms of people, office resources and time. Has it been worth it? YES!

So let me explain. In addition to our Aboriginal Partnership Program, our core work, we have taken on board a number of significant strategic activities, including:

- Our role in the Criminal Record Discrimination Project, working side by side with key Aboriginal partners and many other stakeholders to explore how the absence of a spent convictions scheme in Victoria impacts on Aboriginal people. We have learnt of the significant negative impact this can have across many different areas including employment, taking on kinship-care roles and taking on community-representation roles on boards and committees.
- Our Maarni Aboriginal Women's Leadership Program, supporting women to expand their community-leadership roles in whatever capacity they choose.
- Our Respectful Relationships project, where we have been fortunate to be a co-sponsor with the Fellowship for Indigenous Leadership at the recent Philanthropy Australia National Conference in Sydney, exploring how to strengthen respectful relationships between Aboriginal community organisations and philanthropic organisations.

To support this work our office has undergone transformational change. Our systems are more sophisticated through the development of our Contact Management System, our website maturing and developing into our original vision, our IT systems reformed and taking us forward. Our structure has strengthened through sub-committees and working groups moving us forward in our strategic and governance activities.

So there you have it. I am lightly touching on some of the work, knowing that this Annual Report will take you into more detail and highlights, showing visually our story and hopefully leaving you with an understanding of what it is that we do and that our core team are doing each and every day with passion and dedication.

As we end 2016 Woor-Dungin is grateful to the very many individuals who generously contribute their time and expertise on a pro bono basis to support Woor-Dungin's activities and projects, and to the extraordinary commitment of the many talented staff and volunteers who make up our Woor-Dungin team, to our Executive Officer Christa, the Committee of Management and to our members.



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We are incredibly humbled and honoured to be working with our amazing Aboriginal partner organisations and are also very thankful for the support of many organisations and our funders and for your trust in what we do.

Chris Clark – Chair, Committee of Management



Our Committee of Management are:

Trudy Wyse – Secretary	Katie Fraser
Chris Clark – Chair	Christa Momot – Executive Officer
Lorraine Langley – Vice Chair	Shantelle Thompson (retiring)
Doseena Fergie – Treasurer (retiring)	Simone Spencer



Farewell Doseena and Shantelle

A sincere, heartfelt and grateful thanks to both Shantelle Thompson and Doseena Fergie for their work as part of the Committee of Management and their support for all that Woor-Dungin represents. Our very best wishes both of you in your next adventures, and we are reassured that you will still be part of Woor-Dungin as members and ambassadors for all that we do.

Shantelle Thompson – Retiring Acting Vice Chair

My name is Shantelle Thompson and I am a proud Barkindji/Anglo-Saxon woman.

Woor-Dungin is an amazing organisation that is dedicated to working with and empowering Aboriginal community-controlled organisations and building partnerships and pathways with philanthropic organisations across Victoria. Even more importantly, it is made up of amazing and dedicated people who work tirelessly to support our organisations and to help make the vision and purpose of Woor-Dungin a reality.



I was privileged to be the Acting Vice Chair of the Committee of Management for Woor-Dungin, and I am sad to have stepped down from this position due to competing personal and professional demands. During my time in this role I was able to contribute and participate in a range of projects and gain some valuable experiences and capacity building.

I also developed lifelong friendships and connections with mentors that I am still working with today. The way the Committee of Management of Woor-Dungin works so tirelessly to support the team of workers/volunteers of Woor-Dungin as well as our partners is amazing to watch in action. We have achieved some great successes and I am excited to continue to follow the journey and work of Woor-Dungin.

In my time in this role I was involved with some amazing projects such as the Aboriginal Community Worker Support Pilot, the Maarni program and others. In my role I was able to represent Woor-Dungin at various functions, and through these opportunities I was able to learn some valuable leadership skills, networking and so much more. I was linked in with different mentors, some of whom I am still working with closely today and have become like family, Leslie Falkiner-Rose, Aunty Doseena Fergie and Peter Flanagan. For these opportunities and experiences I am truly grateful. I was also able to work with and closely learn from the skills, experiences and knowledge of so many people who are part of Woor-Dungin, such as Christa Momot, Chris Clark and Trudy Wyse.

I am proud to continue my partnership with Woor-Dungin as an ambassador and a program facilitator of the Maarni program.



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Doseena Fergie – Retiring Treasurer

Doseena holds a special place at Woor-Dungin. As one of the six original founders of Woor-Dungin, Doseena has remained an active and committed Woor-Dungin member. This year Doseena rejoined the Committee of Management as Treasurer and took an active role in providing advice on all Woor-Dungin’s key projects.

Reflecting back on the early days of Woor-Dungin, and the vision she and other founders had for the organisation, Doseena said: "We wanted to make philanthropy more culturally aware of Aboriginal issues and Aboriginal history, and we wanted Aboriginal organisations to look at philanthropy as a possibility of funding, not just rely on government. We wanted them to have choices."

Since the establishment of Woor-Dungin 10 years ago, Doseena has continued to promote and model effective partnerships with philanthropy, both through her role at Woor-Dungin and through her role as Chair of Healesville Indigenous Community Services Association. As well as these roles, Doseena is also a lecturer in nursing at the Australian Catholic University and recently completed her PhD on post-natal depression in Aboriginal women. Though a grandmother now, Doseena is not someone who shows any sign of slowing down! Doseena shows enormous commitment and energy to all the things she is involved with in her life, and everyone at Woor-Dungin has appreciated her guidance and involvement.



Her efforts are also recognised by many others. In recognition of her contribution to nursing and community health, Doseena was inducted in March this year into the Victorian Women's Roll of Honour. Addressing the Kensington Women’s Dinner the day after, Doseena spoke about the huge debt we all owe to the women who came before us, why equality on all levels between men and women is important, and why this was especially important for Aboriginal and Torres Strait Islander women:

"I believe in empowering Aboriginal women, who for too long have not had a voice. We need to allow our older women to feel strong so that they can support the younger ones. Woor-Dungin's Maarni program is one example of helping the younger women feel confident to take up leadership roles in community, with the support of mentors and others around them who know they can do it and will stand with them when things get tough."

While other commitments mean that Doseena will be stepping down from all her board appointments this year, including Woor-Dungin, she is committed to staying involved. "We’ve come a long way in realising Woor-Dungin's vision but we all know there is still more work to do. I may not be on the Committee of Management but I’ll still be around! From the early days of just a few of us, it is great to now see so many dedicated volunteers from all different walks of life, Aboriginal and non-Aboriginal people, committed to Woor-Dungin and our purpose. I’m looking forward to helping to make sure the bridge between Aboriginal community-controlled organisations and philanthropy gets stronger and stays strong for many years to come."





5. Report from the Executive Officer

Ten years ago, Woor-Dungin was established by Aboriginal and non-Aboriginal women to increase the philanthropic investment in Aboriginal community-controlled organisations. Together, we developed a framework for reconciliation based on strong, trusting relationships.

In 2009, we received funding to pilot this framework – the Aboriginal Partnership Program – and together commenced work on realising our mission: to increase resources, build strong partnerships and share knowledge to fulfil the purpose of Aboriginal and Torres Strait Islander organisations.



PHOTO: At Budj Bim during an on-country visit to Winda-Mara. *Left to right:* Jacy Pevitt, former Finance Manager, Winda-Mara, Christa Momot, Executive Officer, Woor-Dungin and Sherree Chaudhry, HR Manager, Winda-Mara

The Aboriginal Partnership Program remains our core activity and the time we spend to develop respectful relationships remains the most important ingredient in achieving successful outcomes.

Our current partners and alumni are:

- Mallee District Aboriginal Services;
- Winda-Mara Aboriginal Corporation;
- Willum Warrain Aboriginal Association;
- Njernda Aboriginal Corporation;
- Healesville Indigenous Community Services Association;
- ILBIJERRI Theatre Company.



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Maintaining culture, securing resources and employment (recruit, retain and obtain jobs for community) are our partners' identified priorities. In response, we ran the following:

1. Income Generation and Resources Group sessions, to assist in accessing philanthropic funding and pro bono resources, including skilled volunteers;
2. Maarni Aboriginal Women's Leadership Program;
3. Aboriginal Community Worker Support Program, to support staff and board members when confronted with an urgent issue;
4. Respectful Relationships, a program which advocates for philanthropy and Aboriginal organisations to take the time to develop genuine relationships;
5. Criminal Record Discrimination Project, to achieve two key reforms:
 - The introduction of a spent convictions scheme in Victoria, and
 - An amendment to the Equal Opportunity Act 2010 (Vic) to prohibit discrimination against people with an irrelevant criminal record.

Our work is made possible by the genuine, strong involvement of members, staff (many voluntary), pro bono providers and actively engaged Aboriginal partners. Together, we have worked very hard to obtain the outcomes and achievements highlighted in this report. It is not possible to overstate the significance of the contribution of a number of able, committed and passionate contributors who in the face of each new challenge were prepared to roll up their sleeves and convene meetings, write powerful submissions, make the organisation hum and deliver our mission – in particular our wonderful Chair, Chris Clark.

I would like to express my appreciation and deep gratitude to the Committee of Management and staff team who collectively contributed more than six thousand voluntary hours and are the reason why we have achieved so much!!

A big thank you to all of our members and supporters, in particular Peter Aldenhoven, Michael Bell, Wenzel Carter, Ian Hamm, Robyne Latham, Kirsty Bell, Cheryl Asquith, Paul Rankin, Bridgid Cowling, Tim Goodwin, Bronwyn Naylor and Stan Winford.

It continues to be true that strong, trusting relationships are the foundation of our work.

Christa Momot – Executive Officer and Community Development Coordinator



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6. Our People

Woor-Dungin has an amazing team working together to support our vision and mission. Our sincere thanks to all.



PHOTO: Some of the members of the Woor-Dungin team at Bonnie's farewell:
Left to right: Janny Ryan, Christa Momot, Bonnie Lessels, Peter Flanagan, Bernie Wood and Chris Clark

Our Woor-Dungin staff team 2015 and 2016

Eadie Allen
 Rochelle Armstrong
 Siobhan Brown
 Nicholas Byrne
 Denise Chevalier
 Karen Churchill
 Peter Flanagan
 Evelyn Flitman
 Malcolm Flitman
 Linda Gao
 Ian Gould
 Martin Gutride
 Lisa Harrison
 Geethika Hettiarachchi
 Evie Isaac

Ron Jennings
 Joseph Kennedy
 Sanaya Khisty
 Ellen Kimball
 Brenda Lacey
 Bonnie Lessels
 Andrew McIntosh
 Giselle McNamara
 Teleisia Melekiola
 Leia Mihailidis
 Christa Momot
 Tanya Nolan
 Denis O'Hara
 Paul O'Shea
 Hannah Peggie

Jem Popple
 John Potter
 Elizabeth (E.P.) Proctor
 Paul Rankin
 Lexi Resson
 Keti Risteska
 Sylvia Rowley
 Janny Ryan
 Selma Sali
 Marion Silver
 Allie Sutherland
 Cheryl Vickery
 Brooke Wandin
 Bernie Wood
 Bruce Zhou





One of our team – Student Placement Experience – Hannah Peggie

In the final year of my degree of Social Work at RMIT University, I have been fortunate enough to be completing my last student placement at Woor-Dungin. It really has been a brilliant learning experience full of guidance and wisdom from staff, volunteers and visitors alike. The eclectic mix of people who mingle in our small office in Ross House create a safe space that is always welcoming, full of bright ideas, enthusiasm and cups of tea. The team at Woor-Dungin operates as a community where everyone who enters is working towards a common goal of empowerment, respect and acknowledgement of Aboriginal and Torres Strait Islander people.



My main task during placement has been navigating the confusing path of philanthropy and putting together a guide of potential funders that will allow our community-controlled partner organisations to continue the amazing work they are doing long into the future. I have also been busy putting together a resources guide so that these same partner

organisations have links to free skills and services, such as university students! Both of these documents align with Woor-Dungin's important principles of self-determination and community development. As my placement draws to a close I will be passing these projects onto another social-work student, Liz Clements, who will continue to work on perfecting these documents.

I would like to thank the Woor-Dungin team, in particular Christa and Peter, for your support during my placement. I am looking forward to continuing to hear about the incredible work Woor-Dungin and its partner organisations are achieving in 2017.

PHOTO: Hannah Peggie





7. The Year That Was: Our Highlights

Maarni Aboriginal Women's Leadership Program

I was privileged to be a mentor in this year's Maarni program. The women who undertook this development program are wonderful, talented and smart people. I always, without fail, felt better and more positive about the future when I left a Maarni activity than I did beforehand. The strength of the Maarni program was that everyone, mentors and participants, were able to grow and learn from each other in a safe and supportive way.

Karen Churchill
Director, The Churchill Consultancy



PHOTO: Maarni session three, Ashurst. *Left to right:* Brooke Wandin, Briana Hayden, Alick Weber, Program Manager, Lord Mayor's Charitable Foundation, Jacy Pevitt, Jenni Ball, Candice Day, Kirsty Bell, Sherree Chaudhry, Taneisha Webster, Marty Gutride, Social and Emotional Well-Being Coordinator, Woor-Dungin, Christa Momot, Executive Officer, Woor-Dungin, Ross McClymont, Head of Melbourne Office, Ashurst, Melissa Reste, Events Coordinator, Ashurst and Chris Clark, Chair, Woor-Dungin

PHOTO: Maarni session three, Ashurst. *Clockwise from left:* Chris Clark, Chair, Woor-Dungin, Kirsty Bell, Christa Momot, Executive Officer, Woor-Dungin, Taneisha Webster, Jenni Ball, Candice Day, Jacy Pevitt, Sherree Chaudhry, Briana Hayden, Brooke Wandin, Alick Weber, Program Manager, Lord Mayor's Charitable Foundation, Marty Gutride, Social and Emotional Well-Being Coordinator, Woor-Dungin, Melissa Reste, Events Coordinator, Ashurst and Ross McClymont, Head of Melbourne Office, Ashurst





The Maarni Aboriginal Women's Leadership Program has been a significant initiative for Woor-Dungin over the past 12 months. We were keen to support our partner organisations in the ongoing leadership-development of Aboriginal women in their communities.

Through the generous support of funder Lord Mayor's Charitable Foundation and pro bono partners Ashurst, Arnold Bloch Leibler and Colin Biggers & Paisley, we facilitated a 12-month program to provide:

1. Capacity building and mentoring to increase the knowledge and skills of Aboriginal women to source the resources needed to enable Aboriginal organisations to realise the goals identified in their strategic plans.
2. Capacity building, internships and mentoring to increase the skills and confidence of Aboriginal women to join the management committee or board of their local Aboriginal organisation and/or participate in wider public/community committees.
3. Support and mentoring to enable Aboriginal women to identify their personal goals, develop individual work plans and then access the resources, expertise and practical support needed to realise their goals.

Our amazing participants were:

Mallee District Aboriginal Services
Briana Hayden – new Trainee Youth Worker

Willum Warrain Aboriginal Association
Kirsty Bell – new Gathering Place Coordinator
Jenni Ball – new Admin/Finance Worker
Taneisha Webster – new board member

Wanda-Mara Aboriginal Corporation
Sherree Chaudhry – HR Manager
Candice Day – HACC Coordinator
Jacy Pevitt – Finance Worker

Healesville Indigenous Community Services Association
Brooke Wandin – Program Manager



PHOTO: Maarni session four, Colin Biggers & Paisley. *Left to right:* Briana Hayden, Candice Day, Jenni Ball, Brooke Wandin, Jacy Pevitt, Sherree Chaudhry, Christa Momot, Executive Officer, Woor-Dungin, Cheryl Asquith, Manager, Human Resources and Education, Colin Biggers & Paisley and Kirsty Bell

Many thanks to our wonderful mentors and to our partner organisations for supporting this important program.





Criminal Record Discrimination Project

The Criminal Record Discrimination Project provides an opportunity and voice for Aboriginal people in Victoria to contribute to and participate in moves towards the removal of a significant barrier that affects their self-determination, and their social and economic independence.

Victoria does not have a spent convictions scheme, unlike all other Australian states and territories. This means that a person's previous criminal record, including charges awaiting determination, and findings of guilt without a conviction being recorded, may potentially be disclosed at any time that a criminal record check is undertaken. In Victoria, unlike most other places in Australia, it is also not unlawful to discriminate against someone on the basis of their irrelevant criminal record.

Woor-Dungin's Aboriginal partner organisations have identified this as negatively and disproportionately impacting on Aboriginal people seeking employment, particularly in rural Victoria. It can also impact in a number of other ways, such as in becoming a kinship carer, obtaining insurance and representing community on boards and committees.

“Without a spent convictions scheme, a criminal record may be retained from youth to adulthood. Acquiring a criminal record at a young age can affect a person throughout their entire working life. For these reasons, it does not seem to be an overstatement to suggest that if a spent convictions scheme were introduced in Victoria, together with protection from discrimination on the ground of irrelevant criminal record, a substantial proportion of currently unemployed Aboriginal Victorians could benefit.

It is likely that improved employment opportunities and greater labour force participation would lead to a reduction in social and economic disadvantage for Aboriginal people in Victoria, and the families and communities of those who gain access to employment would also benefit. Moreover, such changes would have prospective effect, so that future generations of Aboriginal Victorians would also benefit. I think the work being done by Woor-Dungin on criminal records is a really important project, and a timely opportunity to bring about these much needed reforms which will make a real difference to the lives of Aboriginal people in Victoria.”

Stan Winford

Principal Co-ordinator, Legal Programs – Centre for Innovative Justice, RMIT University

The project has made enormous strides this year. A contingent of over 56 committed and dedicated stakeholders – individuals, networks and organisations – are now on board to partner with Woor-Dungin to change the law in Victoria to implement a spent convictions scheme and to make it illegal to discriminate against someone on the grounds of an irrelevant criminal record.

Our Advisory Committee, chaired by Michael Bell, CEO of Winda-Mara Aboriginal Corporation and an Elder at Portland, Hamilton, and Warrnambool Koori Court, met four times over the past year. Two working groups reporting to the Committee were established and have met regularly.



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The Legal Research Working Group has coordinated research to inform a series of culturally appropriate fact sheets on criminal records, and commenced the drafting of a planned submission to Government in 2017. The Case Study Working Group has guided all aspects of the project's work towards conducting interviews and recording case studies of Aboriginal people who feel they have been discriminated against because of their irrelevant criminal record. Academic staff from Monash and RMIT Universities, along with lawyers from Law Institute of Victoria, Victorian Aboriginal Legal Service, Ashurst and Colin Biggers & Paisley have generously provided pro bono guidance to our work.

Members of the Advisory Committee organised the following professional development opportunities for people involved with the Criminal Record Discrimination Project. Woor-Dungin acknowledges the generosity of all presenters in providing their expertise on a pro bono basis:

- Interviewing skills: Georgina Heydon, Forensic Linguist and Director, Global Research, RMIT University,
- Freedom of Information: Joanne Kummrow, Law Institute of Victoria, Specialist in Administrative Law,
- Accessing your criminal record: Stan Winford, Principal Coordinator, Legal Programs, Centre for Innovative Justice, RMIT University.

A key project milestone was the work undertaken to research, write and launch a series of fact sheets for Aboriginal Victorians to better understand the current policy and law around criminal-record checks, their rights in different situations and organisations who can provide advice. The fact sheets cover:

- Criminal records in Victoria
- Employment
- Appointment to government advisory committees
- Appointment to not-for-profit boards and committees of management
- Insurance
- Kinship care
- Recording a non-conviction in the Magistrates' Court
- Enduring power of attorney

Two fact-sheet launches occurred, in metropolitan Melbourne and at Hastings, with three more planned in the coming year, at Healesville, Heywood and Mildura. The fact sheets have been widely shared with Aboriginal organisations for dissemination to community members, and links provided to key stakeholders such as the Federation of Community Legal Centres and Victorian Aboriginal Legal Service for inclusion on their websites.

Our interviews with Aboriginal people affected by the current laws in Victoria, and case-study research and write-ups are underway with individuals who have come forward to provide their stories. Some wish to remain anonymous and others, such as Uncle Larry Walsh, wish to be part of the public face of the campaign. Direct support is being provided to interviewees, with follow-up legal advice and counselling services if requested.





In researching the stories provided so far, it has been concerning to find that juvenile justice and child-welfare responses to children in Victoria who were removed from their families and placed into care were almost indistinguishable, with the potential for lasting impact on their lives.

This issue is the focus of targeted research by the legal team supporting the Criminal Record Discrimination Project. In

the coming year completed case studies, including those describing the impact of these practices on individuals over the course of their later lives, will form an integral part of our submission to the Victorian Government to promote the case for change in Victoria.

PHOTO: Criminal record fact sheet launch, Melbourne, held at Ashurst. *Left to right:* Steve Delaney, Deputy Chair, Nairm Marr Djambana, Christa Momot, Executive Officer, Woor-Dungin, Ian Hamm, Chair, Connecting Home and Wenzel Carter, former Vice Chair, Willum Warrain

“We live in a time where law and order, is for want of a better term, a black and white thing. There is no room for the grey area of “in the middle”. If you have a criminal conviction, you are a criminal. If you have a record, you must have done something wrong. There will be those who don’t want to listen to this because it is a law and order issue, and that’s where it gets tough, but equally there are those who want to do something about it.”

Ian Hamm
Chair, Connecting Home



PHOTO: Uncle Larry Walsh
(photograph by Sandy Scheltema)

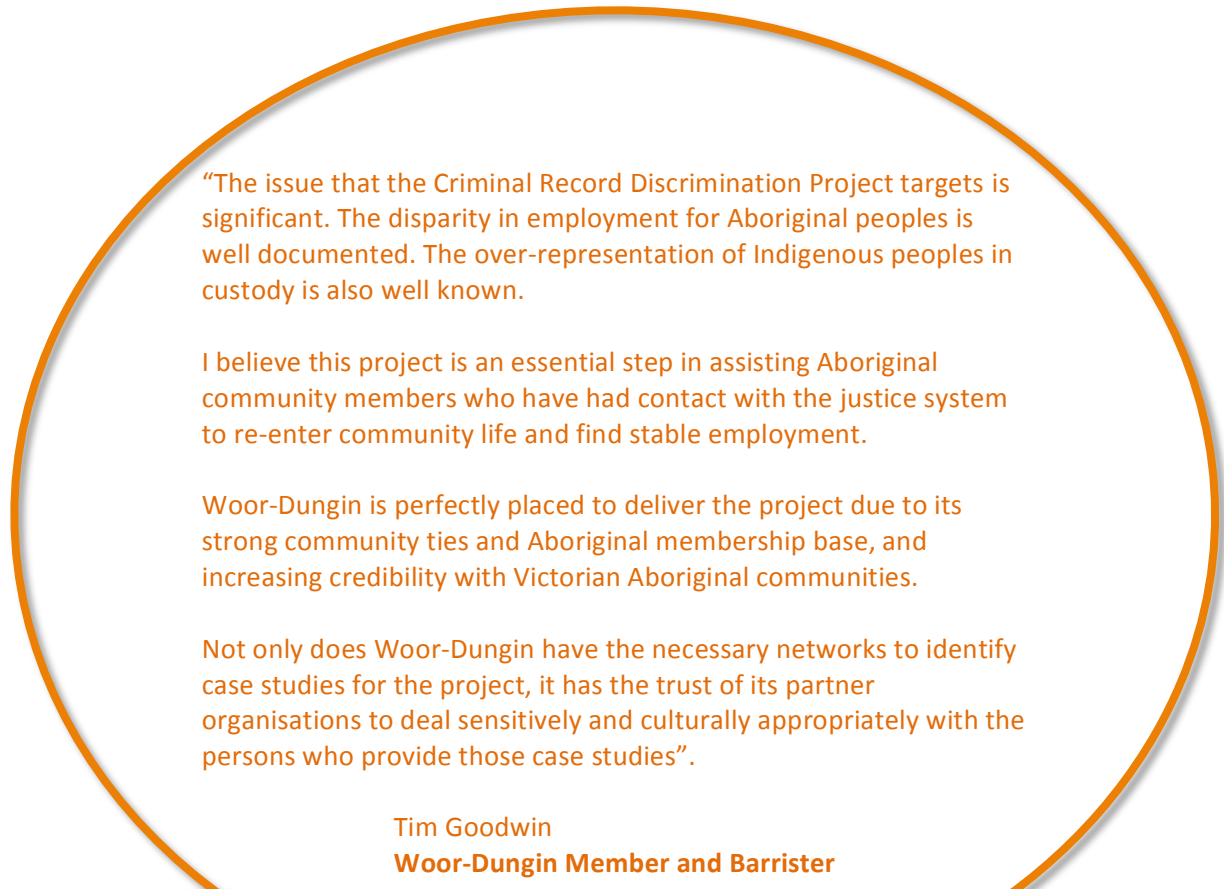


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Woor-Dungin has been generously funded by the Myer Foundation and Australian Communities Foundation to work with key stakeholders such as the Law Institute of Victoria, Victorian Aboriginal Legal Service, Tarwirri Indigenous Law Network, Aboriginal Human Rights and Justice Commission, Koori Youth Committee, and the Human Rights Law Centre in advocating to address this systemic issue. A grant provided by the Victorian Law Foundation assisted us to develop the fact sheets.

We are also grateful to Victorian Law Institute, Ashurst and Colin Biggers & Paisley for their generous assistance in providing meeting rooms and note takers, transcribing interviews, research and legal advice.



“The issue that the Criminal Record Discrimination Project targets is significant. The disparity in employment for Aboriginal peoples is well documented. The over-representation of Indigenous peoples in custody is also well known.

I believe this project is an essential step in assisting Aboriginal community members who have had contact with the justice system to re-enter community life and find stable employment.

Woor-Dungin is perfectly placed to deliver the project due to its strong community ties and Aboriginal membership base, and increasing credibility with Victorian Aboriginal communities.

Not only does Woor-Dungin have the necessary networks to identify case studies for the project, it has the trust of its partner organisations to deal sensitively and culturally appropriately with the persons who provide those case studies”.

Tim Goodwin
Woor-Dungin Member and Barrister





One of our team – Story from Nick Byrne

My name is Nicholas Byrne and I work as a Criminal Record Discrimination Project Worker at Woor-Dungin. I was first introduced to Woor-Dungin by Christa whilst I was assisting Tarwirri with the National Indigenous Legal Conference in 2015.

I remember at the conference a key speaker spoke about the difficulties Aboriginal people are faced with when applying for work whilst having a criminal record. This was an issue I felt strongly about as I believe there are many people who want to move on with their lives and earn an honest living, however this is difficult to do so when a mistake from the past continues to hold them back. I spoke to Christa and she then told me about Woor-Dungin and the Criminal Record Discrimination Project. Currently, Victoria is the only state in Australia that doesn't have a spent convictions scheme and Victoria's Equal Opportunity Act doesn't make it illegal to discriminate against people because of their criminal record. The legal project team is working together to



compile enough case studies and evidence of the difficulties facing Aboriginal people who have experienced discrimination based on an irrelevant criminal record. We wish to present these stories and make it clear to the government that injustices are occurring and there needs to be a change to the law. So far we have heard stories of Aboriginal people who have faced discrimination in getting a job, applying for insurance, being approved as a kinship carer, and serving on a community or government committee because

of an irrelevant criminal record.

As a legal volunteer at Woor-Dungin I get to work alongside an amazing bunch of people who bring a wide array of different experiences and insight to help contribute to this project. I have been introduced to many interesting people including Elders, prominent legal academics, lawyers, barristers, social workers, and social justice advocates. I enjoy sitting down with an Elder over a nice cup of tea and a biscuit and listening to some invaluable life advice and stories. I also now know what a 'snow white and one dwarf' is and how to make a good cup of tea (thanks Christa!).

Upon reflection, the most rewarding aspect for me volunteering at Woor-Dungin is knowing that every time I sit down and listen to an Aboriginal person who feels discriminated against, I am doing my part in making a difference for the community and that is something that makes me truly feel proud.

PHOTO: Nick Byrne (left) and Steve Delaney at the Melbourne fact-sheet launch





Respectful Relationships

Woor-Dungin is committed to facilitating positive and respectful relationships between Aboriginal community-controlled organisations and philanthropy. Much good work has been done but we believe that so much more could be achieved if there were better relationships and understanding.

We have seen many instances where 'arms length' funding-application processes have led to considerable frustration for both Aboriginal community-controlled organisations and philanthropy. Some requirements and processes for funding applications have been very onerous, and there have been many instances of misunderstandings, and in some cases disappointment on both sides that the hoped-for significant improvement in outcomes hasn't occurred. To avoid that happening again, we need to acknowledge what went wrong and work together to overcome the barriers to working effectively together.

And we have some positive examples to follow. In these cases, where individuals and foundations establish a strong relationship and develop greater understanding, the results for all concerned can include better outcomes, greater satisfaction and active risk management, while still maintaining a proper level of governance. We can learn much from these experiences.

With this in mind Woor-Dungin established a working group to bring leaders together from Aboriginal communities and philanthropic organisations to discuss the current situation and the possibilities for fundamental change.

We were honoured to be invited to co-sponsor, with the Fellowship for Indigenous Leadership, a workshop, 'Right Way, Wrong Way, Which Way?', as part of the Philanthropy Australia National Conference in September. We saw this as a wonderful opportunity and platform to engage with leaders and explore what respectful relationships could and do look like.

Philanthropy Australia Conference - Sydney: 'Right Way, Wrong Way, Which Way?'
Story from Marty Gutride, Social and Emotional Well-Being Co-ordinator, Woor-Dungin

In September 2016 Woor-Dungin partnered with the Fellowship for Indigenous Leadership (FIL) to make a heartfelt and extraordinarily practical presentation on respectful relationships at Philanthropy Australia's National Conference in Sydney.

It was early afternoon on September 22, the second day of this two-day event, when the room filled with people who probably expected another typical convention presentation. There were the usual panellists sitting at a table in the front of the room and a lectern where they could stand and speak. Maree Davidson, chair of FIL, called the meeting to order, made some opening remarks and introduced the two moderators, Belinda Duarte, a FIL Emerging Leader in 2006-2007, and Genevieve Timmons, a member of FIL's Advisory Committee.



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Then, everything in the room changed. As Belinda started speaking, in her soft but passionate way, she took us to country and its deep meaning for Aboriginal people. She encouraged each of us to feel the country on which we were sitting, and that on which we work and/or live. She spoke about the importance of *nyernila* ('deep listening') and she asked all the Aboriginal members of the



audience to introduce themselves and talk about their connection to country. She lovingly thanked them for their presence and for bringing their voices to the extremely important subject we would be discussing. She did all of this in a way that made us connect together as if we were sitting around a campfire, not in a conference room.

Genevieve then sat next to and introduced FIL's

Daphne Yarran as the first panel member who would speak, and simply asked what she would like to tell everyone about respectful relationships with Aboriginal people. Daphne said "people usually do things for us, not with us. How can we get people to sit around a campfire and have a yarn with us?" She asked how meaningful it would be if philanthropists could see how their investments produced change over several years as opposed to the short term.

It was clear how intently Genevieve listened each time she sat next to a panellist and let them say what they felt had to be heard. After Daphne spoke, the next two speakers were Woor-Dungin members Peter Aldenhoven and Tim Goodwin.

Peter Aldenhoven, president of Willum Warrain Aboriginal Association, noted the supportive and respectful relationship his organisation has with Woor-Dungin and how such relationships involve "walking on a journey of two-way learning." He requested that "philanthropy walk with us, not over us, and respect our autonomy." He also noted that the collective nature of decision making in Aboriginal communities must be taken into account, the reliance on timelines and skill sets as expected by philanthropy not being natural to Aboriginal communities.

PHOTO: Woor-Dungin's co-sponsored session at the Philanthropy Australia National Conference. *Left to right:* Genevieve Timmons, Philanthropic Executive, Portland House Foundation, Tim Goodwin, Roberta Sykes Indigenous Education Foundation and Peter Aldenhoven, President, Willum Warrain Aboriginal Association



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Tim Goodwin, who is a barrister and a director of the Roberta Sykes Indigenous Education Foundation, did not mince words as he highlighted the overwhelming importance of building relationships with Aboriginal communities as essential to positive outcomes: “If you don't establish trust you will never learn what's really needed because we won't disclose it to you.”

Tim let everyone know that excuses of being too busy to engage in relationship building are pretty lame given all the historical, cultural, societal, familial and survival issues Aboriginal people deal with every second of every day: “We are busy; you are not busy. Make the time. Much of Australia’s philanthropic wealth exists on the back of Aboriginal dispossession. If we focused on funding by need, 90% of philanthropic wealth would go to Aboriginal communities.”

Tim similarly dismissed the excuse of it being ‘too tough’ to work with Aboriginal communities by noting “it is hard. It should be hard. But get in for the long haul, take risks, fail, get burned but keep on trying because the benefits are immense.”

The next speaker was Peter Maher, who is also a member of FIL’s Advisory Committee and involved with the DOXA Social Club, and began by acknowledging that he was the only non-Aboriginal member of the panel. He described himself as a businessman whose day is focused on making money. But he then talked of how fortunate he has been to have Aboriginal friends and colleagues throughout his childhood and adult life. His orphaned father had grown up with Aboriginal children, been invited to holiday stays in their homes, and subsequently promoted his children having Aboriginal friends.

Peter talked about listening to and learning from Aboriginal people, not lecturing them. He has and still is learning amazing things, and believes it is through this kind of learning that real change will come.

Genevieve had posed three questions for the audience to answer on a Post-it note which had been provided, stating that the answers would help formulate future presentations:

- What are some ideas and tools to build respectful relationships?
- What will I do next?
- Anything else?

When the room emptied, there were a large number of Post-it notes on the wall. This presentation was clearly very successful and generated a desire for more. Kudos to all who were involved in its development and execution.

The thinking and outcomes from this session will form the basis for further events and exploration by both Woor-Dungin and FIL.





Aboriginal Partnership Program

Woor-Dungin's Aboriginal Partnership Program is the core of our business and the foundation of our organisation. We work with and alongside Aboriginal partner organisations to provide them with the resources and support they need to fulfil the goals they identify in their strategic plans.

Our work with our partner organisations also directly drives the development of Woor-Dungin's strategic projects. These projects address key needs identified by our partners for capacity building (Maarni Aboriginal Women's Leadership Program) or for critical systemic reform (Criminal Record Discrimination Project).



PHOTO: Members of Willum Warrain Aboriginal Association and Woor-Dungin, with Russell Jaffe, Indigenous Community Volunteer, during an on-country visit to Willum Warrain

How Our Partnership Program Works

On acceptance into the Aboriginal Partnership Program, a three-year, customised, intensive work plan is developed for each organisation. As well, we give organisations practical support, advice and access to training and resources (financial and professional) in the areas they identify as critical to help them achieve their strategic goals.

We also provide assistance in sourcing philanthropic funding, submission writing, preparing grant acquittals as well as program development, implementation and evaluation. Support can include brokering funding, introductions to potential funders, facilitating meetings and, if needed, mediating discussions with funders throughout the funding period.



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Aboriginal organisations selected do not pay any fees to participate and we help source funding to assist with travel and accommodation costs, if needed.

Our Alumni Program harnesses the success and the expertise of organisations that have completed the Partnership Program to support new partner organisations and Woor-Dungin's ongoing work.

Over the past year, our current alumni organisations - Healesville Indigenous Community Services Association and ILBIJERRI Theatre Company - were actively involved in attending Woor-Dungin training and networking activities as well as assisting our work with our current Aboriginal partner organisations, philanthropy, pro bono service providers and other stakeholders.

Visits on Country



A highlight each year is our visits to our Aboriginal partner organisations on country. For us, these visits are core to our commitment to engage in respectful relationships with our Aboriginal partners.

This year, representatives of Woor-Dungin's Committee of Management, staff and volunteers were privileged to be generously welcomed by Willum Warrain Aboriginal Association and Winda-Mara Aboriginal Corporation.

Each visit provided an opportunity to spend time together getting to know each other better, to develop a closer understanding of our partner organisations' key strategic priorities and hear their ideas about how Woor-Dungin may be able to assist. After the visit, both organisations built a plan of action together about how Woor-Dungin will support our partners in achieving the key things needed to support their communities.

Woor-Dungin also helps to facilitate visits on country for philanthropic organisations and pro bono service providers to assist their direct engagement in a culturally respectful way with Aboriginal community-controlled organisations.

PHOTO: Gunditjmara woman Jody Agnew demonstrating grass weaving at Budj Bim during an on-country visit to Winda-Mara





PHOTO: Tour guide Aaron Morgan at Budj Bim during an on-country visit to Winda-Mara





Income Generation and Resources Group

Woor-Dungin conducts at least two Income Generation and Resources Group (IGRG) sessions each year where philanthropy, pro bono service providers and university placement coordinators meet Woor-Dungin’s Aboriginal partners and provide information about their funding and/or services.

The sessions also provide a unique opportunity for philanthropic and other organisations to engage directly with a number of diverse Aboriginal organisations and hear their feedback and suggestions on how to partner effectively with them to address key issues facing their communities. Staff from the Victorian Aboriginal Community Controlled Health Organisation also attend. Feedback received from Aboriginal organisations as well as people working in philanthropy and pro bono service providers suggests that IGRG sessions have been among the most useful professional-development activities that people have attended. After these sessions, opportunities are followed up between presenters, attendees and Woor-Dungin to pursue closer ways to work together and build relationships. We are grateful to the following speakers who presented at IGRG sessions in 2016:

February 2016

- Sarah Thompson, Community & Donor Support Manager, Australian Communities Foundation
- Tanya Costello, Executive Officer, Jack Brockhoff Foundation
- Natalie Elliot, Grant Development Manager, Equity Trustees
- Louise Doyle, Executive Officer, Besen Foundation
- David Rickards, Co-Founder, Social Enterprise Foundation Australia

June 2016

- Simon Lewis, Head of Philanthropic Services, Myer Family Company
- Wendy Lewis, CEO, Collier Foundation
- Catherine Brown, CEO, Lord Mayors Charitable Foundation
- Karen Czarny, Pro Bono Coordinator, Ashurst
- Sandra Jacobs, CEO, Bennelong Foundation (in attendance)

September 2016

- Debra Morgan, Client Manager, Myer Family Company
- Alberto Furlan, Senior Program Manager, Ian Potter Foundation
- Gina Ezard, Field Officer, Many Rivers Microfinance
- Vaska Dervisovski, Field Education Coordinator, Social Work, Victoria University
- Annie Feith, Field Placement Coordinator, Community Development, Victoria University

“Having read Woor-Dungin’s Annual Report and had the privilege of attending the recent Income Generation Resources Group meeting, I was most inspired. The approach of Woor-Dungin and partners is an excellent fit with community development principles, so I am most appreciative of the opportunity for our students at Victoria University who are completing a Bachelor of Community Development and a Master of International Community Development, to do their placement with Woor-Dungin and partners. Since the meeting in September, Woor-Dungin has accepted two Masters students to work on research projects. This is of mutual benefit to both Woor-Dungin and the students.”

Annie Feith

**Placement Coordinator, Community Development
Victoria University**



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Philanthropy Australia National Moderator for Indigenous Issues

In 2015 Philanthropy Australia (PA) invited Woor-Dungin to take up the new role of National Moderator for Indigenous Issues.

As National Moderator, we play an important part in promoting respectful relationships between philanthropy and Aboriginal community-controlled organisations by submitting to PA for publication in its Funder Central members' resources portal various resources on issues relevant to Aboriginal communities, thus helping to inform funding decisions made by the foundations and other grant makers that access Funder Central. The submitted material – reports, videos, websites etc. – is chosen on the recommendation of an Aboriginal Advisory Committee made up of individuals from our Aboriginal partner organisations, Committee of Management and membership.

We would like to thank the following members of the Aboriginal Advisory Committee for providing their time and advice towards this valuable endeavour:

- Peter Aldenhoven
- Rochelle Armstrong
- Vicki Clark
- Doseena Fergie
- Robyne Latham
- Shantelle Thompson



Shantelle Thompson



Doseena Fergie



Peter Aldenhoven



Robyne Latham



Rochelle Armstrong



Vicki Clark *(photograph by Fiona Basile)*





8. Financial Report Summary

These tables are an extract from our audited Financial Reports for 2015/2016. The full reports are available on our website www.woor-dungin.com.au

Profit and Loss Statement For the Year ended 30 June 2016

	2016 \$	2015 \$
Income		
Donations Received	12,515	7,675
Grants	192,400	150,884
Training Fees	-	150
Consulting Fees	-	100
Members Receipts	55	437
Interest Received	-	1
	<hr/> 204,970	<hr/> 159,247
Expenditure		
Occupancy Expenses	16,763	18,988
Other Expenses	13,957	62,693
Project Expenses	21,282	-
Salaries & Employee Benefits Expense	130,290	76,396
	<hr/> 182,292	<hr/> 158,077
Surplus/(Loss) for year	<hr/> <hr/> 22,678	<hr/> <hr/> 1,170





**Balance Sheet
As at 30 June 2016**

	2016 \$	2015 \$
Equity		
Retained Profits	24,510	1,832
Total Equity	24,510	1,832
Represented by:		
Current Assets		
Petty Cash Imprest	44	126
Cash at Bank – Westpac Cash Reserve	1	1
Cash at Bank – National Australia Bank	80,344	79,957
Trade Debtors	10	1,534
Accrued Income	660	-
	81,058	81,618
Total Assets	81,058	81,618
Current Liabilities		
Sundry Creditors	-	3,312
Other Creditors	2,786	1,176
Grants in Advance	50,000	75,000
Provision for GST	3,762	298
	56,548	79,786
Total Liabilities	56,548	79,786
Net Assets	24,510	1,832

Many thanks to our auditors:

Lionel Arnold
Director
J L Collyer & Partners



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9. Our Partners and Supporters

Sincere thanks.....

Aboriginal Partner Organisations (including alumni)

Healesville Indigenous Community Services Association
ILBIJERRI Theatre Company
Mallee District Aboriginal Services
Njernda Aboriginal Corporation
Willum Warrain Aboriginal Association
Winda-Mara Aboriginal Corporation

Donor Organisations

Indigenous Giving Circle at Australian Communities Foundation, including BB&A Miller Fund, Towards a Just Society, Williams Fund, Sunning Hill Fund, Fairer Futures Fund and, Alf and Meg Steel Fund

Lord Mayor's Charitable Foundation

The Myer Foundation

Perpetual

The R E Ross Trust

Reichstein Foundation

Victoria Law Foundation

In addition Woor-Dungin acknowledges the generosity of a number of anonymous financial donors.

Supporters

Aboriginal Family Violence Prevention and Legal Service

Aboriginal Human Rights and Justice Commission

Peter Aldenhoven

Vicki Alford

Eadie Allen

Kirsty Allen

Kerry Arabena

Bruce Argyle

Rochelle Armstrong

Stephanie Armstrong

Arnold Bloch Leibler

Ashurst

Cheryl Asquith

Australian Communities Foundation

Jenni Ball

Megan Barnet-Smith

Ruth Barson

Kirsty Bell

Michael Bell

Femke Bosman

Bouverie Indigenous Program

Clara Bradley

Brotherhood of St Laurence

Lachlan Broughton

Catherine Brown

Maria Burchell

Julie Buxton

Nicholas Byrne

Dawn Campbell

Chelsea Candy

Jane Capogreco



Wenzel Carter
 Sherree Chaudhry
 Karen Churchill
 Chris Clark
 Vicki Clark
 James Clarke
 Colin Biggers & Paisley
 Monique Conheady
 Consumer Action Law Centre
 Abigail Cooper
 Tanya Costello
 Brigid Cowling
 Daniel Creasey
 Karen Czarny
 Candice Day
 Hugh de Kretser
 Steve Delaney
 Vaska Dervisovski
 Alisha Douglas
 Louise Doyle
 Christine Edwards
 Shawqi Ein
 Natalie Elliott
 Gina Ezard
 Leslie Falkiner-Rose
 Caitriona Fay
 Federation of Community Legal Centres
 Fellowship for Indigenous Leadership
 Annie Feith
 Doseena Fergie
 Yola Frank-Gray
 Katie Fraser
 Judith Freidin
 Alberto Furlan
 Jill Gallagher AO
 Tim Goodwin
 Fred Green
 Ian Hamm
 Keith Hampton
 Ross Hampton
 Briana Hayden
 Georgina Heydon
 Human Rights Law Centre
 Indigenous Community Volunteers
 Indigenous Unit at Consumer Affairs Victoria

Sandra Jacobs
 Anne Jenkins
 JobWatch
 Daisy Johnson
 Derek Jones
 Stephanie Joseph
 Justice Connect
 Tim Kanoa
 Tony Kelly
 Greg Kennedy
 Patrick Keyzer
 Rudolph Kirby
 Robbie Knight
 Koorie Justice Unit
 Koorie Women Mean Business
 Koorie Youth Council
 Joanne Kummrow
 Clare Land
 Lorraine Langley
 Robyne Latham
 Law Institute of Victoria
 Leadership Victoria
 Simon Lewis
 Wendy Lewis
 Tabitha Lovett
 Yvonne Luke
 Esmail Manahan
 Maurice Blackburn
 Amy Maxfield
 Michelle McDonnell
 Laura McRae
 Ron Merkel
 Leia Mihailidis
 Jenni Mitchell
 Banu Moloney
 Simeon Moran
 David Morawetz
 Debra Morgan
 Wayne Muir
 Naomi Murphy
 Nairm Marr Djambana – Frankston Gathering
 Place
 Bronwyn Naylor
 Denis Nelthorpe
 Daniel Nguyen





Office of the Public Advocate
Paul O'Shea
Lorraine Parsons
Lisa Parris
Caitlin Patterson
Mary Pearce
Peninsula Community Legal Centre
Jacy Pevitt
Adam Plunkett
Aaron Potter
Elizabeth (E.P.) Proctor
Kerry Proctor
Pro Bono Australia
Paul Rankin
Ian Renard
Lexi Ressom
Melissa Restea
David Rickards
Jane Rosengrave
Ash Rosshandler
Ross House Association
Peter Rotumah
Steve Rothfield
Sylvia Rowley
Ian Seal
Peter Seidel
Taneisha Shaw
Meena Singh
Brooke Smith
Pauline Spencer
Simone Spencer
Sarah Steele
Belinda Stevens
Straight Talk Oxfam
Suncorp Insurance

Marama Takao
Tarwirri
Sarah Thompson
Shantelle Thompson
Bouaphet Thongvilu
Three for All Foundation
TressCox
Sunita Varlamos
Annette Vickery
Cheryl Vickery
Victoria Law Foundation
Victoria Legal Aid
Victorian Aboriginal Child Care Agency
Victorian Aboriginal Community Controlled
Health Organisation
Victorian Aboriginal Community Health
Service
Victorian Aboriginal Legal Service
Victoria Police
Sophie Waincymer
Uncle Larry Walsh
Brooke Wandin
Taneisha Webster
Weenthunga Aboriginal Health Network
Sophie Westland
Alexandra White
Kevin Williams
Stan Winford
Peter Winneke
Women's Legal Group
Women's Legal Service
Chris Wootton
Trudy Wyse
David Yarrow
Jackie Yowell
YWCA





10. How you can help

Donate

Donations to Woor-Dungin over \$2 are tax deductible. Donations make an enormous difference to the extent of activities Woor-Dungin can be involved in with our Aboriginal partner organisations.

A new donation platform is coming soon to our website, however in the interim if you would be interested in making a donation please contact us for details of how to do so.

Volunteer

Woor-Dungin is grateful for the support and expertise of the large number of volunteers who assist the organisation. Volunteers can help out in many different ways. Do you have a few hours to spare once a week or once a month? Or perhaps you might have time to do a particular task but not to commit to an on-going volunteering role? Some of the areas our volunteers assist with are:

- Marketing and communications
- IT
- Grant applications
- Office administration
- Fundraising
- Editing and writing
- Research

Pro bono corporate support

Or perhaps you work for an organisation that is able to support not-for-profit organisations on a pro bono basis? Our pro bono partners provide a wealth of expertise, skills and resources, which are a terrific support to the work we do. We are grateful for the pro bono support we receive in areas such as:

- Legal
- Audit
- Finance
- IT
- Graphic design
- Research
- Loan of meeting rooms for Woor-Dungin events
- Photocopying and printing
- Employee giving programs





Like to learn more?

Please contact Christa Momot, Executive Officer, Woor-Dungin on cmomot@woor-dungin.com.au or visit our website www.woor-dungin.com.au



PHOTO: Joseph Kennedy, Woor-Dungin's Communications Coordinator, in our Ross House office, with painting by Kaye Von Broekel in the background

“Thank you to the dedicated and creative team at Woor-Dungin who prepared this annual report and to all our contributors who generously provided photos, quotes and stories. A particular thank you to Chris Clark for co-ordinating and producing this wonderful annual report and Lorraine Langley, Joseph Kennedy and Christa Momot for their contributions, planning and editing. A great team effort.

Thank you also to Shawqi Ein, Sweeney Real Estate Altona for generously printing and collating our report.”



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PHOTO: CRDP Legal Team *Left to Right:* Nick Byrne, Eadie Allen, Christa Momot, Hannah Peggie, Jem Popple and Deanne Hill.