

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



**ANNUAL REPORT  
2014/15**



**WOOR-DUNGIN**  
A New Partnership between Indigenous Organisations and Philanthropy



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. Photograph of Newsboy Foundation 2014 Award winners reprinted with kind permission of the Newsboy Foundation. Photographs of Ilbijerri Theatre company appear with kind permission of Richie Hallal.

**Cover Image:** Smoking ceremony at Willum Warrain. From left to right, Wenzel Carter, Vice-Chair, Willum Warrain; Peter Aldenhoven, Chair, Willum Warrain; Lorraine Langley, Member, Committee of Management, Woor-Dungin



## 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.



Willum Warrain and Woor-Dungin staff and boards getting to know each other.





## Dedication

We would like to dedicate, with grateful thanks, this Annual Report to two of our founding members, Aunty Frances Bond and Aunty Glenys Merry. Sadly both have left us now, Aunty Glenys passed away in 2010, and Aunty Frances in 2014. Aunty Glenys was a tireless campaigner for supporting Woor-Dungin to assist Aboriginal organisations and philanthropics work more effectively together. Aunty Frances had been on the Committee of Management since 2009, formerly as the Treasurer and member of the Social Enterprise Working Group.

Both women were an inspiration to everyone whose lives they touched. Their example of treating all with respect, decency and compassion, their leadership and commitment to working towards a positive future for young Aboriginal people, and their strong belief that all of us can effect positive change if we work together, has left a lasting legacy for Woor-Dungin.

In their memory, Woor-Dungin has established the Aunty Frances Bond and Aunty Glenys Merry Award to recognise an organisation or individual who models and champions respectful relationships between Aboriginal and philanthropic organisations. This Award will be awarded in Reconciliation Week annually from 2016.



Aunty Frances Bond



Aunty Glenys Merry





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## Our Founders

*Woor-Dungin was created by a group of people 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.*

### 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 the 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 10 Year Plan to address Indigenous Family Violence (launched in 2008). The related "Strong Culture, Strong Peoples and Strong Families" Plan can be found on the Department of Premier and Cabinet website ([www.dpc.vic.gov.au](http://www.dpc.vic.gov.au))

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 in 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 has recently completed her PhD on Aboriginal Women's Business.

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. At the time she was the Coordinator of the Yarra Valley Community Health Service, Aboriginal Health Team in the Eastern Metropolitan Region.

This capacity building 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 West 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. She co-delivered national Capacity Building Training for

those who are part of the Stolen Generation, and worked on the Indigenous Visual Arts Industry training needs analysis project.

Later as an Indigenous Development Officer at the Shire of Yarra Ranges, Anne was instrumental in developing the Shire's Reconciliation Strategy and establishing an Indigenous Garden in Healesville.

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 Koori Women Mean Business. She was also selected to carry the Queens Baton in the Queens Baton Relay for the Commonwealth Games.

Anne is currently employed full time by Healesville Indigenous Community Services Association as Executive Officer Health Promotion. She is committed to supporting the communities long held aspiration of establishing a Belonging Place/Integrated Service Delivery HUB in Healesville and continues to strive to make that a reality.

### **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 and she lived the later 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".

### **Simone Spencer**

Simone Spencer grew up in Dareton in NSW, 15 km 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 called Mallee District Aboriginal Service, or MDAS) as a Family Support Worker. Her current role at MDAS is the Senior Caseworker for the Prevention and Early Intervention Team.

Simone has continued to volunteer at the youth sporting groups and holiday programs. She is involved with the Mildura United Soccer Club, 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 has 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.

She is a founding member of Woor-Dungin and a past Vice Chairperson, a journey which she acknowledges has been a great experience and has changed her vision and direction in life. Simone remains a Full Member of Woor-Dungin and a Committee of Management member. She is currently on leave of absence to care for her newborn son.



## Christa Momot

Christa Momot is the current Executive Officer and Community Development Officer of Woor-Dungin. Christa 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 (ANHLC) Honour Roll, which was initiated to recognise people who have made a significant contribution to the Neighbourhood House and Learning Centre sector. In 2014, Christa was nominated for the Ben Bodna Award and a NAIDOC Achievement Award for a non-Indigenous person.





## Report from the Chair

Woor-Dungin is an inspiring organisation to be part of. 2015 is our second Annual General Meeting, and my first as Chair. I feel excited and proud to share a few of the many achievements our team has delivered over the past twelve months, and feel honoured to be able to follow the truly remarkable example Anne Jenkins has set as previous Chair. We commenced the year with the Woor-Dungin Committee of Management and staff reviewing our strategic plan and developing the strategic priorities for the year. This work has been instrumental in establishing a shared vision with the team, guiding strategic activities, and seeking the resources we need to 'make it happen'. We set four strategic goals for the organisation and this report provides a summary of the key achievements under each goal over the past year.

Woor-Dungin is privileged to be working with our four Aboriginal partner organisations - Winda Mara, Willum Warrain, Mallee District Aboriginal Services (MDAS) and Njernda, as well as our two Alumni organisations, Healesville Indigenous Community Service Association (HICSA), and Ilbijerri Aboriginal and Torres Strait Islander Theatre Company - supporting them to fulfil their purpose.

Consistent with our purpose and vision, the support we have delivered has been both strategic and practical in sourcing philanthropic funding, pro bono resources and skilled volunteers. We have spent time on country with both the Willum Warrain and Winda Mara Board, management and staff to learn about each other, strengthen our relationships and to clarify the best ways Woor-Dungin can support their strategic priorities. We have learnt so much from both these organisations about what they are achieving in their different ways for their communities. We are confident that, in return, our support is contributing to the ongoing achievement of a strong, effective and supportive staff, team and board working together towards their goals.

The role of Woor-Dungin continues to be defined and grow as we mature and work in collaboration with our Aboriginal partners. Our team is ever mindful that this growth and development is as essential as it is exciting, and that it can only happen by working alongside and learning from our partners – for they are the reason we exist.

Looking forward to the coming year, I am excited by the work Woor-Dungin is planning to do with our partners to strengthen and support respectful relationships between Aboriginal and philanthropic organisations.

In a not for profit volunteer organisation it can never been taken for granted that success will 'just happen'. It takes a dedicated team who are inspired and driven to work together to achieve great outcomes. Woor-Dungin is such a team and their example is the reason that I am here. Christa, our Executive Officer, lives and breathes the vision and purpose of Woor-Dungin, and is instrumental in engaging and inviting people to come on board. We were thrilled that Christa was nominated this year for both the Ben Bodna Award and a NAIDOC Non Indigenous Award.

Our Committee of Management consists of Trudy Wyse, Lorraine Langley, Simone Spencer, Shantelle Thompson, Christa Momot and myself. Together this team bring significant knowledge, skills and expertise to guide Woor-Dungin and support the achievement of its outcomes. Simone and Shantelle have recently taken leave of absence for family reasons and we are looking forward to their return. In addition, former Committee of Management member Judith Freidin chose to leave due to work commitments and we sincerely thank Judith for her contributions.

Our experienced Woor-Dungin team manages the office, undertakes our operational activities, drives strategic initiatives, and contributes beyond expectations. When you come and visit the Woor-Dungin office you will be welcomed by a group of people who are there because they want to be there.



The Woor-Dungin team also extends beyond our office and we are 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.

In ending, a heartfelt thanks 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. We are also very thankful for the support of many organisations and our funders for your trust in what we do.

I am mindful that this year has been built on the great work of people before us, including the founding members Christa Momot, Doseena Fergie, Anne Jenkins, Frances Bond, Simone Spencer and Glenys Merry, past Committee of Management and staff and I thank you sincerely for your wonderful legacy.

**Chris Clark**  
**Chair**





## Report from the Executive Officer

Developing strong, trusting relationships continues to be the key to successful and effective partnerships with our Aboriginal Community Controlled partner organisations. There was a period when I felt uncomfortable acknowledging the time it takes to develop this trust - it is a long time - often drawn out by changes of key staff and board members, sorry business and the need to respond immediately to urgent community issues. I felt concerned that funders would think we were doing something wrong. Yet now, I'm proud to say, I know that we are on the right track. Once those relationships are developed and trust established – magic begins.

Woor-Dungin works closely with our partners to resource, support, and deliver the services that their community determines. We walk alongside, and with, our partners. It is an exciting space to be in when people articulate the projects they really want to run – and funders, whether they are government or others, support them to do so.

Developing relationships with all stakeholders - philanthropy, pro bono providers, skilled volunteers, organisations whose core business supports Woor-Dungin and our Aboriginal partners - informs our work across our programs:

### Aboriginal Partnership Program - Our Core Program

#### Our partners (2014 to 2017)

- Willum Warrain Aboriginal Gathering Place
- Winda Mara Aboriginal Corporation
- Njernda Aboriginal Corporation
- Mallee District Aboriginal Corporation, formerly Mildura Aboriginal Corporation

In blocks of three years, we provide our partners with the resources and support they need to fulfil the goals identified in their strategic plans.

#### Alumni

Healesville Indigenous Community Services Association (HICSA) and Ilbijerri Aboriginal and Torres Strait Islander Theatre Company graduated from the Partnership Program in 2014 and remain involved as alumni, as both are now more confident at sourcing and working with pro bono providers and identifying and securing philanthropic funding.

#### Other Projects and Activities

Advocacy is an important principle - our direct work with Aboriginal partner organisations informs our advocacy, policy and program development. In response to issues raised by our partners, we have developed the following programs, projects and activities. In keeping with our principle of self-determination, Aboriginal people, lead all this work.

#### Aboriginal Community Worker Support Pilot (ACWSP)

Woor-Dungin is acutely aware of the urgent need to provide specialised support to Aboriginal Community Workers, who are on the front line, dealing with issues in their communities, such as suicide, grief and loss, poor mental health, violence, imprisonment and unemployment.

We are working locally, commencing with Mallee District Aboriginal Service (MDAS) and Bouverie Indigenous Program to design support programs. These will be developed by, for and with the Aboriginal community.

#### Maarni – Aboriginal Women's Employment, Leadership and Capacity Building

Woor-Dungin has successfully run two Aboriginal Capacity Building Programs. In fact, Woor-Dungin was founded by women who graduated from the first program run in 2005.





Maarni was developed specifically for women identified by our Aboriginal partners as emerging leaders, and whose skills and confidence their organisations are keen to develop. The next intake will commence in November this year. Up to now we have focussed on developing the important “head” skills, such as, writing grant applications and preparing acquittals. However, our feedback highlights how very important heart skills, such as how to manage people, how to deal with conflict, how to negotiate, are. So we will incorporate developing those skills also into our program from now on.

### **Criminal Record Discrimination Project**

Victoria is one of few states in Australia where discrimination on the basis of irrelevant criminal record is not unlawful. Victoria also does not have a spent conviction scheme. This is a huge barrier, particularly for Aboriginal people seeking employment. Woor-Dungin is working closely with other partner organisations to advocate for law reform in this area.

### **Facilitating Respectful Relationships**

Establishing and nurturing respectful relationships with our partners underpins Woor-Dungin’s purpose, strategic approach and the very success our work. It is at the core of our values. It is as an ongoing priority and to sustain our success in this vital area we have started work on bringing leaders of Aboriginal organisations and philanthropy together at an event in early 2016 to work out the best ways to set up and safeguard our relationships.

### **Our people**

Our work is made possible by a strong contingent of skilled volunteers, pro bono providers and the funders who invest in Woor-Dungin to enable this to take place. It is rewarding to work with so many talented and committed people from whom I continue to learn so much. I wish to thank all the Committee of Management - Chris Clark (Chair), Simone Spencer (Vice Chair), Shantelle Thompson (Vice Chair), Trudy Wyse (Secretary), and Lorraine Langley - for their support and active involvement.

Chris is an exemplary Chair and embodies the values that Woor-Dungin is committed to. She has been generous to me with her time and advice and has made an enormous contribution to Woor-Dungin. Under Chris’s leadership, our governance has been strengthened and relationships with our Aboriginal partners and other stakeholders expanded.

Lorraine and Trudy’s leadership and practical, ongoing support in generating income has enabled Woor-Dungin to operate with greater security.

Simone and Shantelle have both actively pitched and advocated the Woor-Dungin story to potential funders and kept our Committee culturally grounded.

It has been a pleasure developing relationships with staff and board members of our Aboriginal partner organisations.

It has been an exciting and productive year for Woor-Dungin and I look forward to working with our talented and committed team and our partners over the next twelve months.

### **Christa Momot**

**Executive Officer and Community Development Co-ordinator**





## The Woor-Dungin Model

Woor-Dungin means “share” in the language of the Gunnai people of South Eastern Victoria, and sharing is the philosophy underpinning the Woor-Dungin model.

Woor-Dungin takes a community development approach to creating bridges between Aboriginal community-controlled organisations and philanthropy, building partnerships for change based on strong and trusting relationships and shared learning.

We develop genuine partnerships with a small number of Aboriginal organisations based in Victoria, and assist them to engage effectively with the philanthropic and pro bono community. We assist philanthropic and pro bono organisations to engage with and support Aboriginal communities and issues.

Four key principles guide our work:

**Self-determination** - Aboriginal organisations will determine their own future.

**Community development** - We work to empower our Aboriginal partners, providing training, advice, information, introductions and other support as determined by them.

**Reconciliation** - Aboriginal and non-Aboriginal people will work together to enable us to realise our shared vision.

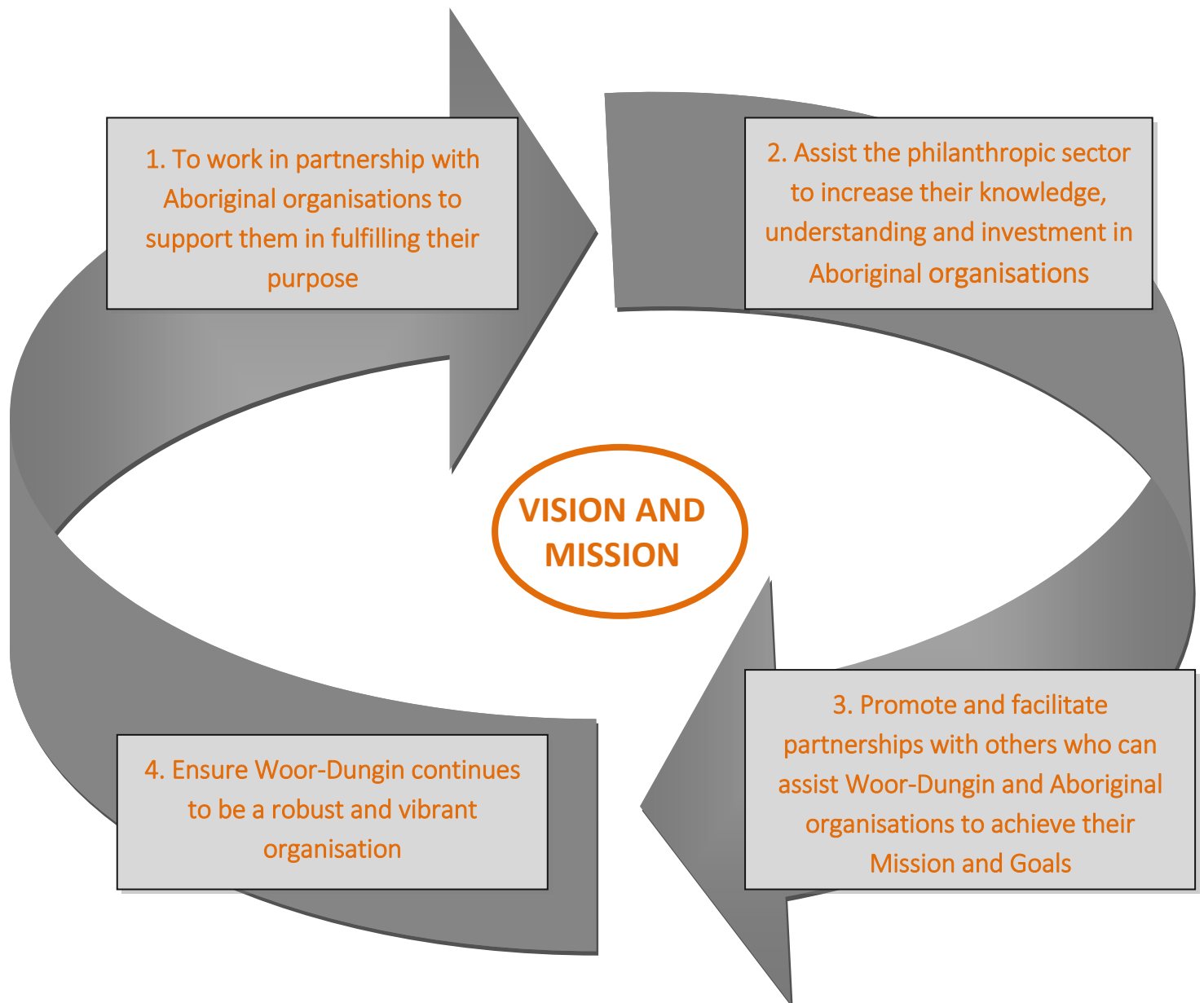
**Advocacy** - Woor-Dungin will tackle structural issues on a systemic level, informed by our relationships and partnerships.

Despite well-documented disadvantage, and a strong desire by many Trusts and Foundations to support Aboriginal communities, Aboriginal organisations continue to under-utilise philanthropic funding opportunities.





## To achieve our Vision and Mission, Woor-Dungin has four Strategic Goals for 2013-2016







## Goal 1 | Work in partnership with Aboriginal organisations to support them in fulfilling their purpose.

### ABORIGINAL PARTNERSHIPS PROGRAM: OUR CORE PROGRAM

*Woor-Dungin's Aboriginal Partnerships 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.*

#### How our Partnership Program Works

On acceptance into a 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) to ensure they have effective governance systems in place.

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.

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

In 2014, Woor-Dungin invited expressions of interest from new Aboriginal organisations to join the Aboriginal Partnerships program. Organisations can apply if they:

- are an Aboriginal community controlled organisation based in Victoria and run activities which further Woor-Dungin's vision;

- receive little (less than \$50,000 over 3 years) or no philanthropic funding;
- have little or no experience in identifying and working with pro bono service providers/skilled volunteers;
- endorse Woor-Dungin's mission and principles and agree to work within our code of conduct.

Preference was given to rural/regional organisations. Existing Aboriginal partners were invited to re-apply to remain in the program if they continued to meet the above criteria and requested our support.

In response to the expression of interest invitation, we received 28 enquiries and 12 organisations submitted written applications.

A selection committee consisting Trudy Wyse, Woor-Dungin Secretary and Director, Philanthropy Consulting Service, Australian Communities Foundation; Kirsty Allen, Woor-Dungin member and Poverty and Disadvantage Program Manager, Myer Foundation; Tony Kelly, Woor-Dungin member and Senior Lawyer, Native Title Victoria, together with Woor-Dungin staff, met on several occasions to short list applications.

Of the 12 applications, we shortlisted seven, and each one was visited and assessed.

Following this process, Willum Warrain, based in Hastings and covering the Mornington Peninsula, Winda Mara based in Heywood, Hamilton and Portland, and Njernda based in Echuca were welcomed into the program. Mallee District Aboriginal Services was accepted into the program for a further three years.





## Case Study

### **Peter Aldenhoven, President Willum Warrain Aboriginal Association**

Peter Aldenhoven is the President of Willum Warrain Aboriginal Association, which is a relatively new start up organisation, founded in 2010, and based on the Mornington Peninsula at Hastings. The Association also opened its Gathering Place eighteen months ago, the realisation of a twenty year community dream. The Gathering Place provides a safe and welcoming place for the Aboriginal community to get together, and a connection to community and place.

Peter is finding the partnership between Willum Warrain and Woor-Dungin invaluable to his organisation.

“Partnering with Woor-Dungin has given Willum Warrain a tremendous boost. We are intent on setting up a solid organisation with strong governance, systems and processes, and we have made great strides toward this in the past twelve months or so. Without Woor-Dungin this would have been so much harder to achieve.

“With Woor-Dungin we have moved from being a nascent organisation to one that is solid and better positioned to achieve what our community wants and needs,” he said.

“Woor-Dungin has given us visible, practical, and timely support. Everyone we come into contact with consistently follows up our questions and requests, and understands our issues and needs. We feel we have Woor-Dungin walking beside us as genuine partners.”

Peter went on to say that, whether it was help in setting up operational and financial systems or advocacy on behalf of Willum Warrain with stakeholders, Woor-Dungin was there, providing exactly the advice and support they needed.

He said that Willum Warrain is now a stronger organisation, better placed to make some serious egress into developing relationships with philanthropy. They even have two employees now to share the work.

“It’s also great to have contact with other Aboriginal organisations through taking part in the Income Generation and Resources Group that Woor-Dungin has set up. It’s been very powerful to learn from the stories of other Aboriginal people who have set up organisations. As well, becoming a full member of Woor-Dungin has given us the chance to reciprocate the support they have given us – so that it’s not a one way street.

“It’s been hard, but rewarding work building our organisation, and we have appreciated sharing our journey so far with Woor-Dungin,” Peter said.



Willum Warrain - 2015  
Annual General Meeting





## Alumni Program

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

In 2014, Healesville Indigenous Community Services Association and Ilbijerri graduated from the Partnership Program, as both organisations are now more confident at sourcing and working with pro bono Service providers and identifying and securing philanthropic funding.

Both remain involved as Woor-Dungin Alumni and play a valuable role providing advice and support to new Aboriginal organisations in the program as well as assisting Woor-Dungin’s work with philanthropy, pro bono service providers and other stakeholders.

Alumni continue to attend training, professional development activities, the Income Generation and Resources Group and networking events as well as continue to receive the e-bulletin, support and advice. The difference between the support provided to Alumni organisations and those in the Partnership Program is that a three year intensive work plan is not developed for Alumni.

## Professional Development training

Through our network of pro bono service providers, Woor-Dungin organises professional development on specific topics requested by our Aboriginal partner organisations.

In January 2015, we sourced Media and Communication training for three members of Ilbijerri.

We are very grateful to Leslie Falkiner-Rose, Communications and Media consultant and Agnes Cusack, former journalist and CEO of Multicultural Media Exchange who delivered the training on a pro bono basis. Feedback from participants was extremely positive.

## Sharing resources and news

Throughout the year, regular updates are sent to Aboriginal partners to notify them of funding, events and professional development opportunities, scholarships, and new initiatives. This e-news is emailed widely to staff and Board members of Woor-Dungin’s partner organisations.



Wurundjeri people leading the H150 (Healesville 150<sup>th</sup> birthday) Grand St Parade 2014





## Case Study

### **Peter Flanagan, Income Generation Coordinator, Woor-Dungin**

Peter became a volunteer in 2013. He wears many hats at Woor-Dungin but his work with us has a particular focus on finding funding opportunities and identifying fundable programs with our partners.

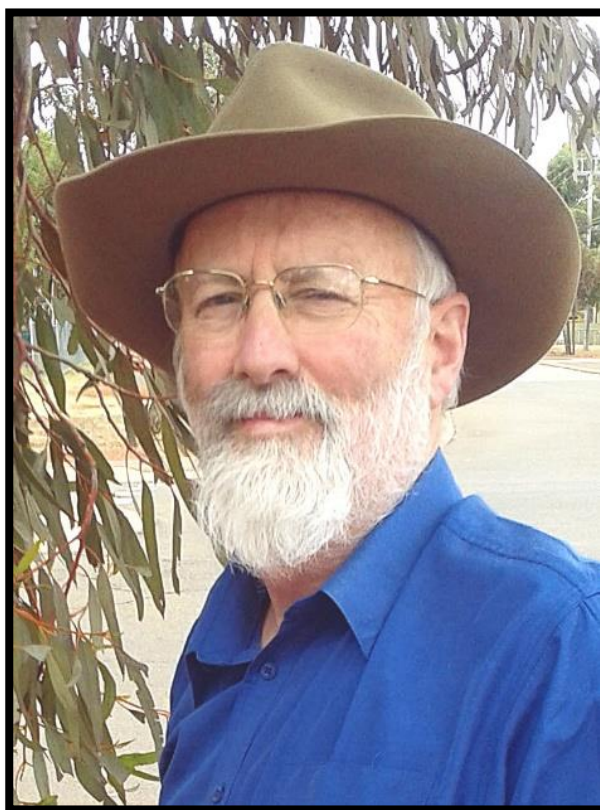
Peter finds that going on country to visit partners is important. He says that it gives our partners the opportunity to explain what is important to them and to demonstrate things, rather than talk in abstractions. It allows Woor-Dungin's people to see how things are on the ground.

"We have to get out of our office to experience the lives of our partners," Peter says.

"Often, engaging with partners can have some formal ceremony as part of it. Both organisations are in the process of entering a long term relationship and are not doing it lightly, but thinking about where we are going and what we want to do.

"I have visited Heywood and Hastings as part of my work for Woor-Dungin, and found the experience rewarding. Meeting the Board and staff and listening to their plans, challenges, and aspirations helps me to focus on solutions and to look for resources that will help them," he said.

Peter tells us that he goes away from these visits with a better understanding of his own role and knows that he is working with real individuals and not just voices on the end of a phone line.





*ILBIJERRI has been working with Woor-Dungin for three years and in that time our success rate with philanthropic trusts and foundations has increased dramatically. This increased revenue has allowed the company to take on more staff, diversify our program and ultimately make better work for bigger audiences. Woor Dungin has given us invaluable access to new areas of philanthropy. The Income Generation and Resource Working Group has been a fantastic learning opportunity for new staff - giving them the confidence and skills to seek new funds.*

**Julia Valentini, Associate Producer, ILBIJERRI**



The cast and crew of ILBIJERRI Theatre Company's 'Beautiful One Day' on Palm Island  
Photographer: Richie Hallal





## ABORIGINAL COMMUNITY SUPPORT WORKER PILOT

*The Aboriginal Community Worker Support Program has been designed to provide practical support, secondary consultation, debriefing, access to supervision and mentoring to staff within Aboriginal organisations in rural/regional Victoria to deal with critical incidents in their community.*

Woor-Dungin's Aboriginal partner organisations have identified that many of their support workers deal with high levels of stress in performing their roles. They support others in their local community, often known to them as friends or family members, many of whom have significant mental health and other issues. This is particularly difficult in rural and regional locations where the community is small and people well known to each other.

Debriefing with other colleagues is one source of support to these workers. However, for many debriefing and seeking confidential advice from an independent person is not available. Importantly, this support needs to be provided by someone who is not only a trained and skilled counsellor but is culturally aware and trusted by Aboriginal workers, Elders and the community more generally. It is key that counsellors have also been on country to meet people and spend time understanding the issues and the type of help that is needed.

The groundwork to establish a program that would provide this support to Aboriginal support workers was an important priority in 2014/15. Woor-Dungin is grateful for the significant buy-in and support from a wide range of organisations, demonstrating not only a

recognition of the significant need for this initiative but the confidence in the model being proposed to deliver it.

A broad-based Stakeholder Consultation Forum was held in September 2014. Woor-Dungin partner organisations and others took part in an important first meeting to share perspectives on the best way forward.

On the Line Australia was an enthusiastic partner at the beginning of the project, contributing many useful suggestions regarding the set up and delivery of targeted 24/7 help services. As the project evolved, so too did the thinking regarding the key success factors for successful implementation, and the important roles required of key participants. Bouverie Indigenous Program provided strong engagement and support around developing culturally appropriate models to support Aboriginal workers in their local communities.

In line with contemporary evidence, discussions with Woor-Dungin's Aboriginal partner organisations confirmed that a one size fits all approach would not be the most effective, and Mallee District Aboriginal Services offered to be the first pilot site to trial a tailored, locally-based program.

Generous funding obtained from a range of donors including the Helen Macpherson Smith Trust and The Funding Network enabled Woor-Dungin to ensure rural and regional input was garnered in the development of the program. The assistance to the project provided by Joyce Harris, an RMIT Masters of Social Work student on placement at Woor-Dungin was greatly appreciated,

*Woor-Dungin is pleased to be actively providing support to Mallee District Aboriginal Service (MDAS) and Bouverie in securing philanthropic funding to commence the first pilot in the Mildura area in 2016.*





## Case Study

### Trudy Wyse, Secretary, Woor-Dungin Committee of Management

Trudy Wyse has been a Committee of Management member of Woor-Dungin since 2013, having been a long-time supporter of Woor-Dungin’s development since the organisation grew out of the Indigenous Capacity Building Program in 2005.

Trudy is a social policy analyst and consultant with expertise in policy and program design, implementation and review. She has a background in economics, community development and capacity building, local government, philanthropy and management. She has worked across all three levels of Government, and held the position of community services manager for Brunswick City Council for a number of years.

Trudy has worked in the philanthropic sector for over 18 years, firstly for the Stegley Foundation, where she worked with the trustees to develop a dynamic model of responsive and strategic philanthropy.

Since 2002, Trudy has worked with the Australian Communities Foundation, as the Manager Community and Donor Services for ten years, and currently as a director of the Foundation’s Philanthropy Consulting Service. She is also a trustee of the Mullum Environmental Trust.

In 2014, Trudy received the Australian Community Philanthropy Award for Excellence for her outstanding achievement and contribution to philanthropy through the Community Foundation Movement.

Trudy contributes her advice and expertise across all projects and programs of Woor-Dungin and has been instrumental in raising awareness of Woor-Dungin through the Philanthropic sector in Victoria, and facilitating partnerships with people keen to support the organisation.

“I have watched Woor-Dungin grow over the past ten years, created by the strong group of women who had participated in the original capacity building program in 2005. It was clear that there was a real need to overcome the disconnect between Aboriginal

organisations and the philanthropic sector – to address the lack of trust and understanding that existed on both sides, and build positive and mutually beneficial relationships. The benefits for both are clear – assisting our partner organisations to access the resources they need to implement their strategic plans and enabling philanthropic and pro bono organisations to realise their stated funding goals and priorities.

It has been exciting and inspiring to be part of the Committee of Management over the past 3 years. Woor-Dungin is a small organisation which clearly punches above its weight – the number of people who make a contribution in a diverse range of ways is remarkable – and it this has enabled us to undertake a number of important initiatives in conjunction with our partner organisations. Whilst it sometimes feels like we are moving two steps forward, then one step back, as we struggle to garner the resources to achieve our goals, I have no doubt that the commitment and hard work of so many people determined to achieve real change in this area, will help us to continue to move forward”.

*“It is with great pleasure to announce that the Australian Community Philanthropy 2014 Award for Excellence was awarded to Trudy Wyse for her outstanding achievement and contribution to Philanthropy through the Community Foundation Movement. The Award was presented at the recent Australian Community Philanthropy conference in the Yarra Valley. Congratulations to Trudy from the Director, staff, donors and friends of the Foundation.”*

**Jonathan Chapman, former CEO, Australian Communities Foundation, ACF Newsletter September 2014**



## MAARNI - Aboriginal women's employment, leadership and capacity building program

*The Maarni Program is tailored specifically to Aboriginal women who have been identified by Woor-Dungin's partner organisations as emerging leaders, including potential Board of Management members, whose skills and confidence their organisation is keen to develop.*

With their organisation, participants select a topic from the following list:

- Women's leadership in Aboriginal and Torres Strait Islander Communities
- *Community development and community capacity building*
- Social Enterprises – an exploration of existing Aboriginal enterprises
- Project design, management and implementation
- Evaluating projects, acquitting grants and documenting impact
- Self-care, resilience, peer support and looking after our colleagues and family
- Standing up, speaking up, being strong and being able to accept the consequences
- Participating on Boards, Committees and public life
- Addressing community issues, advocacy and campaigning
- Exploring opportunities for further education and vocational training

*MAARNI means "coming together" in the Barkindji language.*

*Up to 12 participants will take part in the 2015/16 MAARNI intake, commencing in November 2015.*

The program also offers core elements of Woor-Dungin's key professional development program:

- An introduction to philanthropy and income generation sources;
- Communicating project ideas to the philanthropic sector/organising donor
- Sourcing funding and submission writing;
- Accessing skilled volunteers and pro-bono resources

Each MAARNI participant has an individual development plan put together where learning goals (personal and organisational) are identified, progress is monitored, resources and contact details recorded.

Workshops and training on selected components are held with some sessions taking place on country, followed by practical work experience, internships, and mentoring continuing for 12 months or longer if requested.

The generous support of the Lord Mayor's Charitable Fund has enabled the MAARNI program to be offered to participants at no charge. Mentors are drawn from a wide variety of backgrounds, organisations and professions and give generously of their time, advice and expertise.



Simone Spencer, Vice Chair, Woor-Dungin (on leave)







## CRIMINAL RECORD DISCRIMINATION PROJECT: ADVOCACY FOR CHANGE

*Victoria is one of few states in Australia where discrimination on the basis of irrelevant criminal record is not unlawful. Victoria is the only state without a spent conviction scheme. As well, a conviction does not necessarily mean that a person has been found guilty and sentenced – it may mean they have been placed on a community order or a bond.*

Woor-Dungin’s Aboriginal partner organisations have identified this as negatively and disproportionately impacting on Aboriginal people seeking employment, particularly in rural Victoria. It also affects the ability of people to register as kinship/foster carers, apply for insurance, credit, or victims of crime assistance, and to agree to be appointed as an enduring power of attorney.

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

To inform law reform, written case studies will be prepared to set out the very significant impact this issue has on Aboriginal people throughout Victoria. Individuals will be interviewed in the second half of 2015 and findings released in 2016. All those interviewed will be offered legal advice or counselling in regard to their personal circumstances if they would like post interview support.

Woor-Dungin has been generously funded by the Myer 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.

We are also grateful to Ashurst and Colin Biggers Paisley for their assistance in providing meeting rooms, note takers, transcribing interviews, research, advocacy and advice.

An Advisory committee has been established convened by Michael Bell, CEO Winda Mara and Elder at the Portland, Hamilton and Warrnambool Koori Courts.

*Woor-Dungin acknowledges with respect and gratitude the commitment and generosity of Aboriginal interviewees whose stories will inform the Project’s case studies.*

The Winda-Mara Aboriginal Corporation (WMAC) is participating in the Woor-Dungin Criminal Record Discrimination Project to assist in developing an appropriate strategy that addresses discrimination in regards to Criminal Records in Victoria. This work will provide evidence on how inappropriate laws impact on people’s lives including Aboriginal People. Michael Bell, CEO, Winda Mara

*Our ground-breaking work with Woor-Dungin in the Criminal Record Discrimination Project aims to quantify the impacts of Victoria’s current discrimination laws, which state it is not unlawful to discriminate against someone on the basis of their criminal record. The work under the CRDP is allowing us to develop a sound research base and document case studies. We expect this work to create the foundation for a more constructive approach in future and potentially to make a case for law reform. MDAS is committed to community development and change through building bridges, creating partnerships and developing strong and trusting relationships and the CRDP project is supporting these values and aims. Rudolph Kirby, CEO, Mallee District Aboriginal Services (MDAS)*



*The proposal arises from concerns of stakeholder Aboriginal agencies. It will involve working with these agencies to identify people experiencing such discrimination, and developing case studies and information that can be used in advocacy for legal reforms.... I am not aware of any similar research, and this in itself highlights the importance of this proposal. The project will provide new insights into the problems produced by the ever-increasing use of criminal record checks, and will offer powerful tools of advocacy.*

**Associate Professor Bronwyn Naylor**  
**Law Faculty, Monash University**

A criminal record can be a major barrier to gaining employment, volunteer work, insurance, becoming a carer, receiving compensation as a victim of crime and more. There is currently no effective legal protection against criminal record discrimination in many Australian states, regardless of how trivial, old and irrelevant the criminal record is. There are legitimate safety concerns which need to be considered, but we've currently got the balance wrong. This an issue that particularly impacts on Indigenous people in a range of ways. There needs to be protection against unfair criminal record discrimination – in the interests of those individuals wanting to change their lives for the better – and in the interests of community safety.”

**Hugh de Kretser, CEO, Human Rights Law Centre**



Former and Current Mallee District Aboriginal Service (MDAS) Board Members





## A Reflection

Willum Warrain Aboriginal Gathering Place and Winda Mara Aboriginal Corporation joined the Aboriginal partnerships program in the second half of 2014. I had met Michael Bell, CEO of Winda Mara while employed as the Executive Officer at Reichstein Foundation when Michael was the Regional Aboriginal Justice Advisory Committee worker for the Barwon region but I didn't know any of the other Winda Mara staff or board members.

Also while at Reichstein Foundation, I had several meetings with Aboriginal community members involved with Kaala Koori which was based in Hastings but which unfortunately closed before their funding application was completed and dreams realised.

At my first meeting with Deb Mellett, former Willum Warrain Gathering Place Manager and Peter Aldenhoven, President, I heard of the disappointment surrounding the attempts and hard work by the Aboriginal community to try and establish a safe space in Hastings for everyone living on the Mornington Peninsula to come together, heal and grow.

Peter told me that the board are determined to make Willum Warrain work and throughout our first year of working together, I watched as Peter provided the solid, gentle leadership his organisation needed to steer Willum Warrain through the rough patches and challenges which would have seen many people give up and walk away.

I observed, first-hand, the difficulties encountered and during which, my admiration for Willum Warrain grew as I saw how strong community support, harnessed by committed staff and board, affirmed and progressed the community's vision of cultural strengthening and healing.

The pride the community have for Willum Warrain is enormous. This is most evident when guests are shown around the gardens, healing spaces and their Gathering Place.

Like Peter Aldenhoven, Michael Bell is devoted to community. He is actively involved in local organisations whether it be President of the Football Club, calling bingo or as an Aboriginal Elder at Portland, Hamilton and Warrnambool courts. Michael is super busy so I was especially grateful when he accepted the role as Convenor of the Criminal Record Discrimination Project Advisory Committee which involves 8 hours of driving from Heywood to Melbourne!

Michael is deeply committed to genuine community involvement and I was astounded but not surprised recently when I attended the Indigenous Legal Conference to learn that one of three selected National case studies of successful Aboriginal self-determination and self-governance was Winda Mara and Gunditj Mirring, the Gunditjmara Traditional Owner's organisation. At a recent Income Generation and Resource Group, Peter and Michael met each other for the first time. I can't tell you how excited I was to introduce them and then watch them smiling and talking.

I absolutely love my job and what Woor-Dungin does. Having had the opportunity to get to know and work with people such as Peter and Michael is an absolute privilege.

I know that Aunty Glenys and Aunty Frances would be proud.

**Christa Momot, Executive Officer, Woor-Dungin**





Peter Aldenhoven, Chair of Willum Warrain welcoming members of Woor-Dungin with a smoking ceremony





## Goal 2 | Assist philanthropy increase their knowledge and investment in Aboriginal organisations.

### Philanthropy Australia's National Moderator – Indigenous Issues

In early 2015, Philanthropy Australia developed a new funder interest program comprising over 50 different interest and funding areas. Located on a member portal on its website, the funder interest program aims to inspire and build knowledge, share practice and cutting edge thinking, and maximise the philanthropic sector's effectiveness and impact. Resources such as research reports, interesting web links, case studies, articles and notices of events are provided on each of the interest and funding areas.

Philanthropy Australia invited Woor-Dungin to take up the role of National Moderator for Indigenous issues.

As National Moderator, Woor-Dungin plays an important role in supporting more successful linkages between philanthropy and Aboriginal communities throughout Australia. Every two to three months, Woor-Dungin submits informative material on current issues and events relevant to Aboriginal communities. Woor-Dungin provides these materials to Philanthropy Australia on the recommendation of Aboriginal reviewers from our Aboriginal partner organisations and membership.

*We are grateful to our panel of Aboriginal reviewers who provide their time and advice on resources identified for posting on the Philanthropy Australia member's portal.*

Recent resources posted are below:

Morley, S. (2015). *What works in effective Indigenous community-managed programs and organisations*. Melbourne: Australian Institute of Family Studies. Many Indigenous organisations in urban, rural and remote areas are successfully managing a broad range of programs and services for their communities. This

paper reviews available literature on Indigenous community-managed programs and organisations and summarises what is working in successful community-managed programs. It also considers some literature about the use of community development approaches and how they support successful Indigenous community-managed programs.

The full paper can be retrieved from the [AIFS site](#) or can be downloaded [here](#)

Rio Tinto, The Christensen Fund, Greenstone Group,. (2010). *A Worthwhile Exchange: a guide to indigenous philanthropy*. Melbourne: Rio Tinto Aboriginal Fund.

This guide details the research done to examine the experiences and perceptions of grantmakers and grantseekers to map the Indigenous philanthropic effort in Australia. This research explored the experiences of fourteen Indigenous people who have had different degrees of success in seeking funding from philanthropic organisations and shows how grantmakers can make a significant difference in the lives of Aboriginal and Torres Strait Islander people.

The full guide can be retrieved from the [Rio Tinto site](#) or can be downloaded [here](#)

The Brisbane Institute. (2012). *Positive Pathways: Options for more effective partnerships with Indigenous Queensland communities*. Brisbane: The Brisbane Institute.

The purpose of the Positive Pathways report is to explore the experiences of partners—government agencies, non-government organisations (NGOs), corporations and philanthropists —working with Indigenous communities in Queensland, to identify things that work, things that don't (or don't always) work, and things that could work differently. The full report can be downloaded [here](#)





## Facilitating Respectful Relationships

As part of our vision and strategic imperatives, Woor-Dungin is committed to facilitating respectful relationships between Aboriginal Community Controlled Organisations and Philanthropists. Much good work has been done but we believe that so much more could be achieved if there were better relationships and understanding between each other.

With this in mind we are planning to explore ways that relationships can be strengthened and what this could look like by bringing leaders together from both Aboriginal Community Organisations and Philanthropy at an event early in 2016.

We plan to engage in conversations around the current situation, what has worked and what hasn't, and the possibilities for fundamental change. Our vision is to then build a framework for an ongoing conversation and action to improve relationships and outcomes.

## Case Study

### Paul O'Shea, Special Projects Co-ordinator, Woor-Dungin

Paul has been a volunteer with Woor-Dungin for the past two years bringing a broad range of highly valued expertise to the organisation.

While a major part of his career has been in the law, Paul has broad experience in facilitation, strategic thinking and financial discipline. He also has expertise in commercial strategy, corporate governance, and risk management.

Paul has worked in private legal practice at Freehills (now Herbert Smith Freehills) and Blake Dawson Waldron (now Ashurst), the government sector, small business and as a consultant. He was Group General Counsel of Transurban Limited where he spent fourteen years as a senior executive. He was instrumental in establishing the company and was responsible for legal and commercial negotiation of several major infrastructure projects.

More recently he has provided voluntary services to Leadership Victoria, Mildura Soccer Club and *Healesville*

*Indigenous Community Services Association*, and was a director of *Evolve (Typo Station)*. Paul has also worked with social enterprises such as *VATMI Group*, an Australian Disability Enterprise. He is a Director and Company Secretary of *THREE for All Foundation*.

Since Leadership Victoria introduced Paul to Woor-Dungin two years ago, he has devoted a considerable amount of his time to Woor-Dungin, where he is the Special Projects Coordinator. Paul also supports and supervises people undertaking their Community Corrections Orders at Woor-Dungin.

Paul believes that the Woor-Dungin model is fundamental to working alongside Aboriginal Controlled Community Organisations and is especially interested in how we might improve the relationships and understanding of all concerned.

Paul talks about what motivates his involvement with Woor-Dungin saying,

“Woor-Dungin is all about developing relationships – both deep and respectful relationships with our partners, and between those partner organisations and others who can provide pro bono or monetary support.

I am committed to supporting the continual development of truly respectful two-way relationships, and I'm strongly encouraged by the amount of goodwill there is within the leadership of some of our key partner organisations – pro bono, philanthropic and Aboriginal organisations - to make that a reality.”





Photographs of Woor-Dungin team meeting with Winda Mara team on country

## Case Study

### Jackie Yowell and Steve Rothfield

Jackie Yowell and Steve Rothfield have been involved in philanthropy with Indigenous organisations and individuals for a long time, initially as individuals and now through Fairer Futures Fund, a sub-fund of Australian Communities Foundation. Both are strong proponents of participating in philanthropy that is founded on strong relationships, lots of listening to others' points of view and needs, and personal involvement.

Their support has included invaluable in-kind assistance to Aboriginal organisations throughout Australia. Steve has contributed his skills in governance, strategy, finance, and management. While Jackie's has given of her expertise in anthropology, communications, writing, editing, and publishing. Both Steve and Jackie are valued mentors and partners to Woor-Dungin.

Steve and Jackie are united on the three main reasons they get involved in the projects they fund. They find that:

1. *It's more fun. We learn and come to understand a lot, make lasting friends, and so can be in for the longer term.*
2. *It allows personal connection and trust. Indigenous people, particularly, relate personally rather than impersonally. If others in the mob know you, you can be trusted. Trust is*



*crucial - both ways; and*

3. *It just works better. The philanthropy seems to be more effective, if not always in predictable or conventional terms, or steady steps forward! Earn trust, so that governance and evaluation issues can be discussed candidly and resolved.*

Steve, went on to say, "The engagement needs to be a two way process, and learning is pivotal, including understanding politics, traditions, etc. It's important to have an open mind. Every interaction helps the process to become a bit better over time.

"The biggest benefit of working in this way is that one develops great personal relationships and a deeper understanding of our own community and culture and of ourselves. It's not about our own achievements, but about Aboriginal leaders having opportunities and enabling them to access resources. The leaders I work with have their own aspirations and I just want to support them in reaching their goals."


Steve believes that people like him need to have humility and he doesn't want to be the centre of attention. "We are in a position of power and privilege and can't just roll up and think we have the solution, especially in relation to commercial ventures."

"It's important to listen deeply. Our assumptions can limit our ability to hear. We must put aside our own frameworks. The traditional Aboriginal way of learning is about listening, and there are many subtleties as the story changes from one telling to another," he said.

Jackie adds, "What the goals are cannot be assumed, and may be somewhat different for women and men, for youth and elders, for those more outspoken and politically well-connected and those working behind the scenes in the family or community. This is another reason to be around and "deep listening" for the longer term, to get to know a range of people in that local community and so understand better its dynamics and the history that formed them."







## Goal 3 | Promote and facilitate partnerships that can assist Woor-Dungin to achieve our mission.

### Income Generation Resources Group

Woor-Dungin conducts at least two Income Generation and Resource Group sessions each year where philanthropy and pro bono service providers meet Woor-Dungin's Aboriginal partners and provide information about their funding and/or services.

The sessions also provide a unique opportunity for philanthropy to engage directly with a number of diverse Aboriginal organisations and hear their feedback and suggestions on how to partner effectively to address key issues facing community. Staff from the Victorian Aboriginal Community Controlled Health Organisation (VACCHO) also attend.

Feedback received from Aboriginal organisations as well as people working in philanthropy and pro bono service providers is that this group has been one of the most useful professional development activities that people have attended.

*"VACCHO is Victoria's peak representative Aboriginal health body established in 1996 and now represents 27 Aboriginal Community Controlled Health Organisations (VACCHO Members) located throughout Victoria. VACCHO is specifically supportive of the work Woor-Dungin do with three of our Member organisations: Njernda Aboriginal Corporation, Mallee District Aboriginal Service and Winda Mara Aboriginal Corporation.*

*VACCHO supports Woor-Dungin as a fellow Aboriginal organisation. Importantly, Woor-Dungin engages and builds capacity of Aboriginal organisations such as Njernda, MDAS and Winda Mara through the Aboriginal community controlled model of self-determination and empowerment.*

*VACCHO has attended the Income Generation and Resources Group sessions and found them to be*

*informative and especially useful as an organisation entering the philanthropic space for the first time."*

**Jill Gallagher AO**

**Chief Executive Officer**

**Victorian Aboriginal Community Controlled Health Organisation**

*"Thanks to Woor-Dungin, a number of VACCHO Member organisations have been able to connect with philanthropic bodies and others in the space. This enables them to access alternative revenue streams and enhance the great work they are doing in the community."*

*VACCHO and Woor-Dungin look to support the Aboriginal Community Controlled sector and empower ACCHOs to access non-traditional sources of funding.*

**Yola Frank-Gray**

**Project Officer – Sector Quality Improvement**

We are grateful to the following speakers who presented at Income Generation and Resources Group meetings in 2014/15.

#### **November 2014**

*Caitriona Fay*, Philanthropy Manager, **Perpetual Trustees**

*Ian Renard*, Trustee, **RE Ross Trust**

*Nathan MacDonald*, Manager of Advice, Not for Profit Law, **Justice Connect**

#### **May 2015**

*Lin Bender*, Chief Executive, **Helen Macpherson Smith Trust**

*Tabitha Lovett*, Head of Philanthropy, **Equity Trustees**

*Sophie Anselmi*, Manager, Leadership Impact, **Leadership Victoria**

#### **October 2015**

*Alexandra White*, Grants Manager, **Gandel Philanthropy**

*Ash Rosshandler*, CEO, **Good Company**.

*David Rickard*, Founder/Chairperson, **Social Enterprise Foundation Australia**





### Governance Standards training

In May 2015, Woor-Dungin partnered with the Australian Charities and Not for Profits Commission to present a professional development program on governance standards for our Aboriginal partner organisations. Brooke Smith and Caitlin Patterson, Aboriginal Liaison Officers from the Australian Charities and Not for Profits Commission (ACNC) and Fred Green, Indigenous Liaison Officer from Consumer Affairs Victoria presented an informative and engaging session to fourteen participants.

*“We recently teamed up with Woor-Dungin, a charity working with Indigenous organisations, to deliver a session on good governance.*

*Auspiciously timed with National Reconciliation Week 2015, the session focused on governance for Indigenous-controlled charities and provided a chance for the participants to speak with Australian Charities and Not for Profits Commission (ACNC) staff about a range of issues.*

*ACNC staff, led by two of our Aboriginal Liaison Officers, provided advice and guidance, and presented useful case-studies that demonstrate the importance of good governance and how charities can ensure they have the systems in place to practice good governance. It was a productive session that offered important lessons for both the charities in attendance and the ACNC.*

*Meeting with charities face-to-face is an important part of our work keeping abreast of issues facing the sector, and we appreciate opportunities to do so.*

*I would like to thank Woor-Dungin for organising this session and wish them continue success with their work.”*

**Susan Pascoe AM, Commissioner  
Australian Charities and Not for Profits Commission  
(ACNC)**



Caitlin Patterson, ACNC, Aboriginal Liaison Officer

*Although Woor-Dungin is a small organisation, we are proud to have a track record of achieving positive outcomes efficiently and with high goodwill within the sector.*

*We receive growing requests by sector stakeholders for Woor-Dungin to ‘be at the table’ in discussions with others to support improved outcomes for Aboriginal people and communities in Victoria and other parts of Australia.*





Kirsty Allen, Sidney Myer Foundation, Poverty and Disadvantage Program Manager and Woor-Dungin Full Member with Christa Momot

*Woor-Dungin is part of a network of organisations which focus on providing leadership, employment and training opportunities for Aboriginal women. In 2014/15, meetings were held with Koorie Women Mean Business, Sistas doing it for themselves Project (involving the YWCA, Victorian Local Governance Association and Emily's List) and Weenthunga Health Network to discuss how best to work together to provide women with leadership training, mentoring, work experience and practical placement opportunities.*





## Pro bono partners

In 2014, Woor-Dungin’s ten year partnership with **Arnold Bloch Leibler (ABL)** was affirmed and expanded to providing pro bono legal advice to our Aboriginal partners as well as continuing to do so for Woor-Dungin.

In 2014, ABL provided industrial advice and revised all Woor-Dungin position descriptions, contracts, HR policies and reviewed award rates. This advice along with position description and contract templates is made available to partners.

In 2015, ABL has provided support to Woor-Dungin and Willum Warrain to apply for Deductible Gift Recipient status.

ABL also provides their facilities for meetings, training and professional development and they also provide catering, photocopying and administration.

For the past two years, **Pitcher Partners** has generously audited Woor-Dungin on a reduced fee basis.

**Ron Jennings** provides mentoring and advice to the Operations and Finance team as well as to the Committee of Management.

Once our new Treasurer comes on board, Ron has agreed to also mentor them.

Ron is an accountant with his own firm, a qualified auditor and tax specialist. He has had several years’ experience working with Aboriginal community controlled organisations and was referred to Woor-Dungin by the Indigenous Accountants Network.

In 2015, a relationship was developed with **Ashurst**, formerly Blake Dawson Waldron, and Woor-Dungin also use their facilities for meetings, training and professional development. Ashurst also provide catering, photocopying and administrative support.

**Colin Biggers Paisley** have commenced a partnership with Woor-Dungin and provided Woor-Dungin with graphic design, formatting, document copying and legal research and have offered to provide finance and IT mentors.

Woor-Dungin’s partnership with the **Brotherhood of St Laurence (BSL)** allows us to receive donations and philanthropic funding as well as specialist advice on social policy, advocacy, human resources and finance.

In May 2015, Woor-Dungin, the Brotherhood of St Laurence (BSL), Mallee District Aboriginal Service (MDAS) and Three for all Foundation collaborated to organise a presentation for potential funders and supporters which raised awareness about the serious and escalating social and emotional issues affecting the Aboriginal community in Mildura.

*Arnold Bloch Leibler has now been involved with Woor-Dungin for ten years and over this period has been proud to be part of the growth of Woor-Dungin and a contributor to the important work they do. We have recently confirmed our ongoing partnership to provide pro bono advice and support and to extend this support to Woor-Dungin’s Aboriginal partner organisations as well. One of our key reasons for doing so is because we know the support we provide translates into positive impacts on the ground for local communities.*

**Peter Seidel, Partner, Public Interest Law  
Arnold Bloch Leibler**

*Woor-Dungin is hugely appreciative of the generous support of our pro bono partners.*

*This in-kind support saves Woor-Dungin substantial funds annually and ensures we can focus our resources and time on our priority programs to support our Aboriginal partner organisations.*





Woor-Dungin in partnership with the Brotherhood of St Laurence

is pleased to invite you to SWIMMING IN TWO RIVERS

a presentation by Mallee District Aboriginal Services, Coomealla Health Aboriginal Corporation, the Northern Mallee Community Partnership and THREE for All Foundation.

Since early 2012, the Aboriginal communities of Sunraysia have experienced high and sustained levels of suicide attempts and deaths, traumatic self-harm, and alcohol and other drug related harms, mostly amongst young people aged 13 to 24. Underlying this is a profound sense of loss and hopelessness amongst many Aboriginal young people, and a developing sense of helplessness amongst Elders and other adults in the communities about how to support the young ones that remain. Many sections of the community are chronically traumatised, and utilising coping mechanisms that in the long term are harmful and compound existing problems, and a growing group of young adolescents are engaging in multiple high risk behaviours.

Mallee District Aboriginal Services, Coomealla Health Aboriginal Corporation, the Northern Mallee Community Partnership and THREE for All Foundation would like you to hear about SWIMMING IN TWO RIVERS, our comprehensive, whole-of-community response to prevent suicide and build resilience, opportunity and capacity for children and young people across Sunraysia's Aboriginal communities. *Swimming in two rivers* brings together the national and international evidence for effective practice in suicide prevention and resilience building, intertwined with Aboriginal conceived and controlled programs, cultural strengthening activities and long term investment in Aboriginal communities.

**DATE**

Thursday May 28 2015

**TIME**

From 2.00 to 4.00pm


**VENUE**

Father Tucker's Meeting Room  
Brotherhood of St Laurence Head Office  
67 Brunswick Street Fitzroy

**RSVP BY 21 MAY 2015**

Email: [cmomot@woor-dungin.com.au](mailto:cmomot@woor-dungin.com.au)





## Goal 4 | Ensure Woor-Dungin continues to be a robust and effective organisation.

While we have significant pro bono and volunteer support, Woor-Dungin has a small funding base, which means that we need to prioritise our efforts to ensure the best possible outcomes for our Aboriginal partner organisations. In turn this means that we need to have well considered strategic planning, sound governance processes and strong communication strategies in place. We have made significant progress in this respect during the past twelve months.

In late 2014, the Woor-Dungin Committee of Management and staff undertook a strategic review of our key priorities and assessed the organisational capability we need to deliver on our goals. The resulting Strategic Plan sets out a comprehensive strategy for the next two years and specifies key actions against each of our four Strategic Goals. We have based this Annual Report on these goals.

We also established two new sub-committees to lead and progress priority tasks, each led by a Committee of Management member and including Woor-Dungin staff and volunteers. We welcome the involvement of others with expertise and advice to attend particular meetings or agenda items.

- **Governance Sub-Committee:** Convenor, Chris Clark, Chair
- **Income Generation Sub-Committee:** Convenor, Lorraine Langley, Member

### Governance Sub Committee

A key strategic priority for Woor-Dungin is to ensure that we continue to strengthen the practices and principles of good governance. The Governance Sub-Committee was formed and its first task was to review our current Board and organisational performance against the recommended State Government Not for Profit Governance Framework and to determine the key areas for our ongoing work.

Over the past six months we have developed critical Board policies including a Board induction program and a Conflict of Interest policy. We have reviewed and updated our organisational structure, updated key governance documents, and developed an Induction Manual for new Board members.

We have developed an action list to continue to develop core Human Resources and Finance policies and others that are most relevant to Woor-Dungin over the next six months.

### Income Generation Sub Committee

The purpose of the Income Generation Sub-Committee is to ensure a coordinated and strategic approach to all aspects of income generation activity currently undertaken by Woor-Dungin. These activities include writing and submitting grant applications and acquittals, researching and identifying potential sources of funding and pro bono support, and liaising with philanthropic organisations and others.

Given the small size of Woor-Dungin, an important focus of the Sub-Committee is to look for ways to streamline our income generation activity to be as efficiently conducted as possible. A workplan of priority income generation tasks to support Woor-Dungin's key Strategic Goals is regularly monitored and updated.

Learnings from the work of the Sub-Committee are shared with Woor-Dungin's partner Aboriginal organisations through direct advice, and information provided at our regular Income Generation and Resource Group meetings.

### Communications Working Group

Internal and external communications alongside stakeholder engagement are cornerstones of effective organisational performance for Woor-Dungin. The Communications Working Group oversees Woor-Dungin's communication plan. It was established in July 2015, and a communications and stakeholder engagement strategy and action plan was developed to guide its priorities.

The working group is convened by Karen Churchill, a Woor-Dungin volunteer with a professional background





and qualifications in communications. An enthusiastic team of staff and volunteers contribute their time and expertise to the working group.

### Website

In November 2014, Woor-Dungin was delighted to launch a new website. The development of the website is a great example of how Woor-Dungin works.

The website was the result of a successful partnership between:

- The Sunshine Foundation and the Buckland Foundation who provided funding
- Skilled pro bono support from Louise Arkles, Consultant, Lark Philanthropy and Program Manager, The Potter Foundation and Denis O’Hara, Director, Fey, formerly IT Manager, BlueScope Steel
- Ideas, contributions and expertise from Woor-Dungin Committee of Management, staff and volunteers.

A particular thank you goes to our IT team over the past year - Dwight Smith, Louise Arkles and Rochelle Armstrong for their work in establishing our website.

### Rochelle Armstrong, Woor-Dungin IT Manager

*“I am a Gamilaroi woman who is the IT Manager at Woor-Dungin. Besides my work with Woor-Dungin I am also in my final year of studying to gain my Master of Information Studies, which has at times aligned with the work I am doing with Woor-Dungin.*

*In that way Woor-Dungin has served both as a job where I can put the skills I have gained into practice, and also as a job which is different enough from my studies to give me a break from the mindset studying puts me in. In that way the two complement each other.*

*As an Aboriginal woman Woor-Dungin’s work in the Aboriginal sphere through our partner organisations is also very important to me personally as I know how important these community groups are to Aboriginal communities and the good they do.*

*Outside of my IT work I have also co-facilitated with Anne Jenkins, a fellow Indigenous woman, a cultural*

*awareness training day for Woor-Dungin staff and committee members which was very rewarding. The people who attended the day were all very open and I felt it went extremely well, and that participants learned some things about how Aboriginal people and spaces work. For me personally it was culturally rewarding to be given a space to talk and listen as an Aboriginal women.*

*And it made Woor-Dungin a more culturally safe space to me. Working with Anne, who is a founding member of Woor-Dungin and the former Chairperson, was also great as it granted me the opportunity to work and learn from an older Aboriginal woman who I respect and who was very open about her experiences which made the day culturally rich and culturally safe and gave me the strength to talk about my family background especially, the struggles my grandmother went through which is very hard for me to speak about as we were extremely close before her passing. Moreover, just listening to Anne was a great experience.*

*I have also been lucky enough to be mentored by Denis O’Hara who has worked in the IT field for years and runs his own consultancy business Fey. This mentorship, offers me the chance to talk IT situations and career goals with a person who has knowledge about the IT field and who is willing to teach me.*

*Overall, Woor-Dungin is an interesting and great place to work. It is staffed mainly by volunteers, which has created a relaxed and enthusiastic workplace. People are here because they want to be here and because they are passionate about the work Woor-Dungin does....”*



Rochelle Armstrong and Louise Arkles





## Case Study

**Denis O’Hara**

**Director and Principal**

**Fey**

**Formerly IT Manager, Bluescope Steel**

“It has truly been an interesting time working with Woor-Dungin since I took up the challenge from Leadership Victoria in 2014 to assist with your IT needs, and to mentor Rochelle Armstrong in her part-time role as IT Manager. While my work background has been with large organisations, my volunteer work has always been with smaller organisations.

I find it commendable that Rochelle, as an Aboriginal woman herself, wants to not just increase her own IT skills for the benefit of Woor-Dungin, but also use those increased IT skills to assist Woor-Dungin’s partner organisations to improve their IT skills and capabilities. Hopefully, Rochelle finds my advice useful in this commendable endeavour.”



Geethika Hettiarachchi, Woor-Dungin's wonderful Finance and Payroll Officer







## Our People

Our office is based at Ross House, a community owned and run building in Flinders Lane, Melbourne. It provides a supportive space for the numerous volunteers, students on placement and people serving their corrections orders with us, as well as a friendly environment for our Aboriginal partners to visit when in Melbourne.

We currently employ six part-time paid staff, who collectively add up to one full time equivalent staff member. Two of those six staff are Aboriginal women. The team do a great job running our office, communications and IT support.

All of our volunteer staff are committed to reconciliation and their involvement enables them to assist in a practical way by donating their services *pro bono*. Our volunteers come from different walks of life, backgrounds, age groups and professions. Our older volunteers who are retirees have skills, experience and most importantly – time. These are exactly the key ingredients which Aboriginal organisations have requested.

Woor-Dungin welcomes students undertaking fieldwork placement and is a registered site for people undertaking a Community Corrections Order through the Department of Justice. Aboriginal people, particularly women, are given placement priority.

### Our Committee of Management

Woor-Dungin's Committee of Management is comprised of two Aboriginal women, of whom one (Simone Spencer) is a founding member, and four non-

Aboriginal women of whom one (Christa Momot) is a founding member.

- Chris Clark, Strategic Planning and Leadership Consultant, The Learning Revolution
- Shantelle Thompson, Barkindji Martial Arts Champion and Worker at Connecting Home.
- Christa Momot, Executive Officer, Woor-Dungin, Former EO, Reichstein Foundation
- Simone Spencer, Senior Caseworker, Prevention and Early Intervention Team, Mallee District Aboriginal Services (MDAS)
- Lorraine Langley, Senior Policy and Projects Manager, Victorian Public Service
- Trudy Wyse, Director, Australian Community Foundation Philanthropy Consulting Service

Full members of Woor-Dungin are appointed following nomination by another full member, and consideration of their nomination by the Committee of Management. All full members have a demonstrated commitment to working towards achievement of Woor-Dungin's Mission and bring a broad range of diverse skills, knowledge and expertise to this task.

Woor-Dungin's aspiration is that at least 51 per cent of full voting members are Aboriginal people and we are delighted to be very close to this target this year.

All our full members are strongly committed to Woor-Dungin and many have maintained their involvement over a number of years. Of the five Aboriginal women who graduated from the Indigenous Capacity Building Program in 2005 and went on to form Woor-Dungin, three remain actively involved.





## Case Study

### Shantelle Thompson Vice Chair, Woor-Dungin

*“As a Barkindji woman, I am proud to advocate for other Aboriginal people and also to break down stereotypes and show that Aboriginal people are resilient, capable and talented people.*”

*I feel it is an important priority for me to be a role model for other young women to take on leadership roles in their community. I was honoured to win the Newsboys Community Leadership Award this year, and be nominated for an AMP award as well. “*

**Ms Sandy Shaw, the CEO of the Newsboys Foundation** said, “It was an extremely competitive field of nominations and we congratulate Shantelle on winning the Newsboys Foundation Community Leadership Award.”



Left to Right: Senada Aldobasic, winner of the inaugural Newsboys Foundation Community Leadership Award in 2013; Shantelle Thompson, winner of the 2014 Newsboys Foundation Community Leadership Award; Zich Zichy-Woinarski QC, Chairman Newsboys Foundation





## Case Study

### Martin Gutride, Woor-Dungin Volunteer

*“During the last five years or so of my professional career as a psychologist in the United States I had the good fortune of becoming the Staff Psychologist at a Native American health centre in rural Nevada. I've always been concerned and, quite frankly, ashamed about the struggles Native Americans have had, and continue to have, in my country. I treasured the opportunity to be directly involved with them.*

*During this time, I was living and sharing my office practice with my Australian born partner Mary, a licensed clinical social worker, who had done her Masters thesis on the Stolen Generation. Mary and I had many discussions about Australia's history with its Aboriginal population, and I was really impressed with the commitment to reconciliation that this country had recently begun. We were planning to move here when I retired and I knew I would want to be a part of that in some way. Nothing similar had taken place in the United States.*

*A few months after moving here in January 2014, I was invited to attend a "Men's Group" by someone I met at our local Mt. Eliza dog park. My first meeting with these wonderful, caring people took place at time when the government's approach to supporting Aboriginal people seemed to be taking a turn for the worse. There was talk of Aboriginals living on remote communities making "lifestyle" choices and that such choices should not be supported by government. I was deeply concerned that this sort of approach could take Australia backwards in its reconciliation effort. My concern was shared by the rest of the group.*

*As a group, we were keen to know how we could most usefully work in a constructive way to support*

*Aboriginal people. To assist us with this, the Group's Chair arranged for Peter Aldenhoven, President of the Willum Warrain Aboriginal Association in Hastings, to attend the next meeting.*

*At this meeting, we had a wonderful, informative discussion with Peter who, in response to our asking how we could be supportive, spoke to Christa at Woor-Dungin.*

*Then, almost before we knew it, I arrived at Woor-Dungin accompanied by John the Chair of my Men's Group. We were warmly welcomed by everyone and invited to attend and participate in a meeting that was going on. I immediately realised I wanted to be involved with this wonderful organisation, and was just as immediately encouraged to do just that.*

*My work with Woor-Dungin so far has included participating in the Moderator role we recently took on with Philanthropy Australia. I am also a member of the Communications Sub Committee which is working on the website, newsletter and other such issues. I've even had the opportunity to use some of the skills from my background as a psychologist to assist a couple of members of one of our partner organisations with some struggles they were going through.*

*My involvement at Woor-Dungin is one of the most satisfying activities I've ever undertaken. I feel part of something which is an essential component of what Australia and its Aboriginal population can ultimately achieve together. I really want to see that happen.”*



## Financial Report summary

These tables are an extract from our audited Financial Reports for 2013-14 and 2014-15. The full reports are available on our website [www.woor-dungin.com.au](http://www.woor-dungin.com.au)

### Statement of Comprehensive Income As at 30 June 2015

	2015	2014	2013
<b>Revenue and other income</b>			
Other revenue	159,247	92,119	140,922
<b>Less: expenses</b>			
Employee benefits expense	(76,396)	(32,291)	(42,540)
Occupancy expense	(18,988)	(12,879)	(14,388)
Advertising expense	-	-	(99)
Other expenses	(62,693)	(46,632)	(83,550)
	(158,077)	(91,802)	(140,577)
<b>Surplus before income tax expense</b>	1,170	317	345
<b>Other comprehensive income for the year</b>	-	-	-
<b>Total comprehensive income</b>	1,170	317	345

### Statement of Financial Position As at 30 June 2015

	2015	2014	2013
<b>Current assets</b>			
Cash and cash equivalents	80,084	34,584	62,961
Receivables and other assets	1,806	723	929
<b>Total current assets</b>	81,890	35,307	63,890
<b>Total assets</b>	81,890	35,307	63,890
<b>Current liabilities</b>			
Payables	5,058	8,737	3,008
Provisions	75,000	25,908	60,537
<b>Total current liabilities</b>	80,058	34,645	63,545
<b>Total liabilities</b>	80,058	34,645	63,545
<b>Net assets</b>	1,832	662	345
<b>Members funds</b>			
Accumulated surplus / (losses)	1,832	662	345
<b>Total members funds</b>	1,832	662	345





Willum Warrain vegetable and herb garden



Winda Mara Aboriginal Corporation Dance Group





## Partners and supporters

### Aboriginal organisational partners (including alumni)

Healesville Indigenous Community Service Association  
Ilbijerri Aboriginal and Torres Strait Islander Theatre Company  
Mallee District Aboriginal Service  
Njernda Aboriginal Corporation  
Willum Warrain Aboriginal Gathering Place  
Winda Mara Aboriginal Corporation

### Donor Organisations

Helen Macpherson Smith Trust  
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.  
JB Were  
Lord Mayor's Charitable Foundation  
Phyllis Connor Memorial Trust - Equity Trustees  
Staff of the Department of Health and Human Services, Victoria  
The Myer Foundation  
The R E Ross Trust

### Supporters (Organisations and individuals)

Aboriginal Human Rights and Justice Commission  
Peter Aldenhoven  
Kirsty Allen  
Sophie Anselmi  
Stephanie Armstrong  
Cheryl Asquith  
Arnold Bloch Leibler  
Ashurst Law Firm  
Australian Communities Foundation  
Megan Barnett-Smith  
Michael Bell  
Maria Blanco  
Sarah Bond  
Femke Bosman  
Bouverie Indigenous Program  
Brotherhood of St Laurence  
Lachlan Broughton

Maria Burchell  
Chelsea Candy  
Jane Capogreco  
Wenzel Carter  
Kate Cato  
Colin Biggers Paisley  
Brigid Cowling  
Daniel Creasey  
Sally Curran  
Hugh de Kretser  
Steve Delaney  
Christine Edwards  
Shawqi Ein  
Doseena Fergie  
Leslie Falkiner Rose  
Caitriona Fay  
Yola Frank-Gray  
Katie Fraser  
Jill Gallagher AO  
Good Company  
Tim Goodwin  
Great Connections  
Fred Green  
Ian Hamm  
Keith Hampton  
Mark Harrison  
Human Rights Law Centre  
Elise Imbesi  
Indigenous Community Volunteers  
Anne Jenkins  
Daisy Johnson  
Justice Connect  
Tim Kanoa  
David Kirby  
Rudolph Kirby  
Koorie Justice Unit  
Koorie Youth Council  
Koori Women Mean Business  
Clare Land  
Robyne Latham  
Law Institute of Victoria  
Leadership Victoria  
Ani Loriente  
Tabitha Lovett  
Chris Lowe  
Yvonne Luke  
Laura McRae





Nathan MacDonald  
Esmail Manahan  
Amy Maxfield  
David Morawetz  
Bronwyn Naylor  
Daniel Nguyen  
On the Line  
Lisa Parris  
Caitlin Patterson  
Mary Pearce  
Pitcher Partners  
Adam Plunkett  
Aaron Potter  
Kerry Proctor  
Pro Bono Australia  
Paul Rankin  
Ian Renard  
Melissa Restea  
David Rickards  
Ross House Association  
Ash Rosshandler  
Steve Rothfield  
Peter Seidel  
Brooke Smith  
Straight Talk Oxfam  
Tillie Sweeney  
Tarwirri  
Three for all Foundation  
Sarah Thompson  
Julia Valentini  
Victorian Aboriginal Community Controlled Health Organisation  
Victorian Aboriginal Legal Service  
Nigel Watson  
Weenthunga Aboriginal Health Network  
Sophie Westland  
Alexandra White  
Kevin Williams  
Barry Woods  
Chris Wootton  
Jackie Yowell  
YWCA  
Angelique Zammit

**Thank you to all our wonderful staff and volunteers over the past year:**

Louise Arkles  
Rochelle Armstrong  
Chris Bradley  
Denise Chevalier  
Karen Churchill  
Agnes Cusack,  
Jonathan Finighan  
Peter Flanagan  
Evelyn Flitman  
Malcolm Flitman  
Ian Gould  
Martin Gutride  
Joyce Harris  
Geethika Hettiarachchi  
Peter Horsley  
Evie Isaac  
Ron Jennings  
Joseph Kennedy  
Ellen Kimball  
Bonnie Lessels  
Andrew McIntosh  
Giselle McNamara  
Telesia Melekiola  
Christa Momot  
Kathryn Nauta  
Denis O'Hara  
Paul O'Shea  
John Potter  
Emma Robbins  
Janny Ryan  
Selma Sali  
Kristel Schmitt  
Dwight Smith  
Cheryl Vickery  
Fran Westmore  
Bernie Wood  
Bruce Zhou

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





## Case Study

### David Morawetz

David Morawetz is one of Woor-Dungin's long-standing supporters, and a practitioner of engaged philanthropy. He truly understands the value of well considered engagement with the people and groups he funds. David is also keen to see a project in action, on the ground, and to visit the people involved before he funds it.

"Being actively engaged in philanthropy has been one of the most rewarding and fulfilling experiences of my life. That said, it's also important to emphasise that although there are times when being actively engaged makes a positive difference to a project, there are also times when it's more useful to be 'hands-off'. Whether, hands-on or hands-off, it's always vital to keep your ego out of it. I have seen cases where projects have suffered from the intrusion of ego," David said.

He is strongly supportive of Woor-Dungin's aims, especially its determination to build capacity in Aboriginal organisations, and its advocacy in support of developing genuine relationships between philanthropy and those it funds.

"Woor-Dungin works to strengthen Aboriginal organisations' capacity in governance, project development and implementation, acquittal and evaluation. Then, when the organisation is ready, Woor-Dungin helps to broker funding relationships with philanthropic bodies and individual donors.

"I have witnessed the value and effectiveness of this approach, and I support it fully", he said.







## How you can help

### 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
- Project management
- 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

### 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.

We are grateful to the Brotherhood of St Laurence for partnering with us in relation to receipt of donations.

If you would be interested in making a donation please contact us for details of how to do so.





Like to learn more?

Please contact Christa Momot, Executive Officer, Woor-Dungin on [cmomot@woor-dungin.com.au](mailto:cmomot@woor-dungin.com.au) or visit our website <http://www.woor-dungin.com.au/>



Jane Rosengrave, Coordinator of the Reinforce Yarning Group for First People with an Intellectual Disability, and a good Woor-Dungin friend and Ross House neighbour.



Woor-Dungin is grateful for the generous support of everyone who contributed case-studies, photos and other content for the annual report. A particular thank you to Karen Churchill, Director, The Churchill Consultancy for providing pro bono editing and design, and Colin Biggers & Paisley for providing pro bono layout, production and printing. In addition Lorraine Langley Committee of Management member, took on the role of co-ordinating all aspects of the Annual Report, a huge task deserving a huge thank you. Lorraine's leadership made this document a reality.

Back cover image: Willum Warrain poster



**WOOR-DUNGIN**

A New Partnership between Indigenous Organisations and Philanthropy

