



WOOR-DUNGIN

A New Partnership between Aboriginal Organisations and Philanthropy

ANNUAL REPORT 2020

Woor-Dungin acknowledges the Wurundjeri people of the Woi Wurrung, the Traditional Custodians of the land on which our organisation stands. We also pay our respects to the Elders of the Kulin nation and extend that respect to other Aboriginal Australians.

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.

ABOUT WOOR-DUNGIN

Woor-Dungin was created by five Aboriginal women, Aunty Frances Bond, Aunty Glenys Merry, Doseena Fergie, Anne Jenkins, Simone Spencer and one non-Aboriginal woman Christa Momot, who came together at the first Indigenous Capacity Building Program organised by the Reichstein Foundation in 2005. After that meeting, all agreed that they wanted to keep the conversation going - building a bridge between Aboriginal organisations and philanthropy. Over the past 10 years Woor-Dungin has grown to be an organisation of 45 active members and many supporters and volunteers who resource our small paid staff team, who together demonstrate a living model for successful partnerships between Aboriginal community-controlled organisations, philanthropic foundations and donors, and pro bono service providers.

Our work supports Aboriginal organisations across metropolitan, regional and rural Victoria to access the resources they require to support the priority issues they have identified in their local communities, and to achieve self-determination. We do this through developing genuine partnerships with a small number of Aboriginal organisations in Victoria, and assisting them to engage effectively with philanthropic organisations and pro bono service providers. In turn we assist philanthropic organisations and pro bono service providers to engage with and support Aboriginal communities and issues.



Aunty Frances Bond



Doseena Fergie



Anne Jenkins



Aunty Glenys Merry



Christa Momot



Simone Spencer

Our Vision, Purpose and Principles

Our **vision** is for Aboriginal and Torres Strait Islander peoples and their rich cultures to be acknowledged, valued and embraced by Australian society.

Our **purpose** is to increase resources, build strong partnerships and share knowledge to fulfil the purpose of Aboriginal community-controlled organisations.

Our **principles** are:

Self-determination

Aboriginal community-controlled organisations will determine their own future

Community development

We will work to empower Aboriginal community-controlled organisations. We will not “do” things for organisations, such as write their grant applications. Instead, we will provide training, assist with project development, give feedback and advice, provide information on sourcing funding, facilitate introductions to grant makers, help with acquitting, documenting impact, and provide ongoing support

Reconciliation

Aboriginal and non-Aboriginal people will work together to enable Woor-Dungin to realise our shared mission

Advocacy

We will tackle structural issues on a systemic level. Our direct work with Aboriginal community-controlled organisations informs our advocacy and policy development

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

REPORT FROM OUR CHAIR

Welcome to our 2020 Annual Report.

The 2019-2020 financial year has not been an easy year for Woor-Dungin.

As a founding member, it has been great to reconnect with Woor-Dungin on a governance level. Stepping back into the Chair role is an honor and I would like to acknowledge all the work of the chairs over previous years. Sherree and Simone did an amazing job as Co-chairs and I hope I have been able to do as good a job picking up from where they left off.

Like many other community organisations, the pandemic has thrown up challenges in being able to continue all our important work at the pace we had planned. There have also been less opportunities to fund-raise and continue our income generation strategies.

Despite these challenges, we have continued to believe in our vision, support each other and work hard to plan for the future.

I would firstly like to thank the Committee of Management, staff and volunteers and the supporters of Woor-Dungin for their on-going and un-wavering commitment to the organisation's success.

You will see from the report that follows that we're in the process of rebuilding and developing Woor-Dungin for the future.

The Committee of Management has appointed Shaun Middlebrook as the Chief Executive Officer and together with the Committee of Management, he is moving the organisation forward.

Woor-Dungin is in a good financial position and with the on-going support of our partners, the important and unique work that we undertake will grow to new heights.

The upcoming year brings lots to look forward, not least the long-awaited law reform on spent convictions that Woor-Dungin and many others have worked hard together to achieve.

We look forward to working with you all moving forward and we hope that with this new sense of direction and excitement, you will come along on the journey with us.

Anne Jenkins
Chair, Woor-Dungin

COMMITTEE OF MANAGEMENT



Anne Jenkins – Chair

Anne is a Kamilaroi woman from north-western New South Wales. She has worked with the Indigenous community in the Yarra Valley for 23 years, and is a former chair of Woor-Dungin's Committee of Management.



Trudy Wyse -Secretary

Trudy is a social-policy analyst and consultant, with expertise in 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.



Naomi Murphy

Naomi is a Wakka Wakka Murri woman and the former Central Gippsland Client Services 'Support Worker' at the Victorian Aboriginal Legal Service. Naomi is heavily involved in community activities regarding Aboriginal health, sport, culture and education including Aboriginal Women's Group, NAIDOC, social justice issues.



Lorraine Langley

Lorraine has over 25 years' experience in the Victorian public sector, working in senior social-policy and project-management roles. Her span of work has included the education, health, human services and justice portfolios as well as corporate services. In a number of these roles, Lorraine has worked on policies or programs which aim to improve outcomes for Aboriginal and Torres Strait Islander people.



Robyne Latham – Vice Chair

Robyne is a Yamatji woman originally from Western Australia. An academic and fine artist, Robyne has lived and worked in Melbourne for some 30 years. She holds a Master of Fine Art from Monash University, a Diploma of Education from Edith Cowan University and a Bachelor of Arts (Fine Art) from Curtin University.



Sherree Chaudry – Treasurer

Sherree is a Muslim Gunditjmara woman from south west Victoria. Mother to three beautiful girls, she is committed to her family and to the strong Aboriginal community of Heywood. Sherree has worked as Human Resources Manager at Winda-Mara Aboriginal Corporation for the past seven years, undertaking study along the way.



Clare Land

Clare is a non-Aboriginal person living on Kulin land. She has been an active supporter of Aboriginal struggles since 1998 in collectives such as Students for Land Justice and Reconciliation, Melbourne Kungkas and the Black GST; and is the author of Decolonizing Solidarity: Dilemmas and Directions for Supporters of Indigenous Struggles (Zed Books, 2015).



Stephanie Kenealy

Steph is committed to contributing to durable and scalable solutions for equity. As the Manager of the First Nations Portfolio at an Australian Charitable Trust, Steph drives philanthropic and impact investments in pursuit of sustainable livelihoods. Previously, Steph was a management consultant with Nous Group, where she worked in the public policy team.



About Shaun Middlebrook – Our Chief Executive officer

Shaun is the Woor-Dungin Chief Executive Officer taking on the role from July 1st 2020. Shaun comes to us from previous management roles and has shared a vision for Woor-Dungin's future that will see Woor-Dungin grow and achieve new and exciting outcomes for our partners.

Shaun is a Wiradjuri and Yuin man from New South Wales with a history in management, finance and criminal justice. His career has been varied from working in corporate roles to community services.

Shaun has spent a number of years working legal roles supporting the community to later working at Link-Up (NSW) Aboriginal Corporation where his focus was on rebuilding the brand and building capacity in the organisation to support Stolen Generations clients through their journey home.

Throughout his career Shaun has always maintained commitment to the community and has done so through the Social and Emotional Well-being lens. Building strong relationships across Government departments and community to build pathways for self-determination and for the community to have a voice for change.

CHIEF EXECUTIVE OFFICER'S REPORT

Since taking on the role of Chief Executive Officer in July, I have been actively reviewing the organisation and developing plans for the future.

The start of the 2020-2021 financial year has already seen amazing improvements for Woor-Dungin as we reinvigorate the Aboriginal Partnership Program and develop the Cultural Audit Tool Kit to further make changes to the way Philanthropy work with Aboriginal Community Controlled Organisations

I am so honoured to be working with Woor-Dungin and I look forward to working with staff and the Committee of Management to build Woor-Dungin into new areas and establish strong partnerships across the Philanthropic sector.



Shaun Middlebrook
Chief Executive Officer

THE FUTURE OF WOOR-DUNGIN

Aboriginal Partnership Program

The Aboriginal Partnership Program (APP) is the core of Woor-Dungin's business. It has seen great success in supporting our previous partner organisations to access the resources they need to enable them to better address their communities' needs.

An expression of interest will shortly be going out to Aboriginal Community Controlled Organisations in Victoria to gauge interest in participation in the next phase of the program. This will continue Woor-Dungin's important work in building effective partnerships and respectful relationships between ACCOs and philanthropy. Over the coming months we will also be exploring new and exciting plans to develop Woor-Dungin into a leading support organisation for a greater range of Aboriginal Not for Profits across Victoria, and possibly to extend our programs nationally.

Aboriginal On-Country Gathering

The On-Country Gathering is now a key component of the APP. The inaugural Gathering in August 2018, brought together board members and staff from our partner organisations to share knowledge and experience of working in their communities, get to know and support one another and identify how to work together for common goals. Representatives from philanthropy attended on the third day, which provided a valuable opportunity to break down barriers between philanthropy and Aboriginal communities and to forge trust and understanding.

These three-day retreats are held On Country of the various program partners at a facility which can provide lodging, meeting space, catering and cultural activity areas. The first was held in Shoreham near then Aboriginal partner, Willum Wurra Aboriginal Association. The next will be held in Healesville near Aboriginal partner, Onah Belonging place, early in 2021.

We will again be inviting representatives from philanthropy to participate in day three of the event. Attendees at our inaugural Gathering provided very positive feedback that this provided a unique opportunity to create real engagement between Woor-Dungin's Aboriginal partner organisations and philanthropy.

Cultural Audit Kit for Philanthropy

One of the important outcomes from the Aboriginal On Country Gathering (AOCG) held in 2018 was the development of the respectful relationships guide, titled Walking Together: A Guide to Philanthropic Investment in Indigenous Organisations and Tool Kit for Good Practice. The guide includes the key principles and summary of good practice/poor practice developed at the AOCG.

Over 2019/20, work has continued to expand the guide into a workshop kit, and once completed will include case studies as well as questions and exercises for each section of the guide. It will involve considerable consultation with Woor-Dungin's Aboriginal partner organisations and others. It is anticipated that the kit will be launched at the next Philanthropy Australia conference, now being held in 2021.

Decolonising Solidarity Book Club

Since 2019, Woor-Dungin has hosted a Decolonising Solidarity book club, with 12 participants from across the philanthropic sector. It began by discussing the book, *Decolonising Solidarity: Dilemmas and Directions for Supporters of Indigenous Struggles*, written by Clare Land, (then) Program and Operations Manager for the Reichstein Foundation and Woor-Dungin committee of management member. It is designed to support, challenge and give direction to the work of non-Indigenous people who want to support Aboriginal struggles.

The book club has continued to meet via zoom over 2020 to discuss other texts which can assist those in philanthropy to explore how they can decolonise their practice. It is now planning to hold a larger truth telling session for senior people in philanthropy (trustees and CEO's) to assist them to begin to explore these issues.

Going National

The Woor-Dungin model of working to foster respectful relationships and effective partnerships between Aboriginal community-controlled organisations, philanthropy and pro bono service providers is fairly unique in Australia. We are increasingly being told by Aboriginal and philanthropic organisations in other states that they would very much like to be able to access our services and programs. With the much greater use of remote communication platforms to connect during the pandemic, it becomes possible to envisage how Woor-Dungin might increase its footprint and work with ACCOs and philanthropy across Australia.

The first step towards expanding our geographic boundary has been to make the decision to transition from our current governance system that has restricted us to operate in Victoria, to become a company limited by guarantee.

With this change, Woor-Dungin will have a greater ability to fundraise nationally and to work closely with organisations across Australia. A key element of this national work will be the delivery of the cultural audit workshops to the philanthropic and corporate sectors.

DECOLONISING PHILANTHROPY

Providing opportunities for people working in philanthropy to think deeply about how to work effectively and respectfully as a funder, alongside Aboriginal people, is an important way Woor-Dungin can fulfil its goal of promoting and facilitating respectful relationships between Aboriginal Community Controlled Organisations and the philanthropic community. This occurs as part of our core Aboriginal Partnership Program, as well as through a range of activities developed by the Respectful Relationships Working Group.

Over the past few years these specific activities have included: co-sponsoring workshops with the Fellowship for Indigenous Leadership workshops at the last two Philanthropy Australia conferences and an associated webinar, presentation at two International Funders for Indigenous Peoples (IFIP) conferences in New Zealand and the United States and the initial development of a Respectful Relationships Guide, which will be used as the basis for cultural audit workshops with philanthropy.

As part of the Aboriginal Partnership Program we have held regular Income Generation Resource Group meetings, which provides opportunities for staff and board members from our Aboriginal partner organisations

to meet with representatives from philanthropic and pro bono organisations to hear about resources available and to make contact and build relationships.

Woor-Dungin will participate in the next IFIP conference to be held later in 2020, and with the appointment of the new CEO our important work with the philanthropic sector will continue through the next phase of the Aboriginal Partnership Program and the second On Country Gathering to be held in 2021.

ANNUAL REPORT 2019/2020

FINANCIAL REPORT

These tables are an extract from our audited Financial Reports for 2019/2020. The full reports are available on our website www.woor-dungin.com.au

	2020 \$	2019 \$
Income		
Other income	-	1,290
Grants	173,694	261,577
Partner Contributions	-	99
Reimbursements	-	4,250
Dept of Justice & Community Safety	2,700	13,718
Donations	30,720	96,195
Cash Boost	15,000	-
Total income	222,114	377,129
Expenses		
Depreciation - Plant	606	-
Office Expenses	11,733	22,709
Interest - Australia	11	-
Long service leave	(2,249)	12,249
Rent on land & buildings	25,651	22,702
Salaries & Employment Benefits	98,361	297,294
Sitting Fees	2,130	31,206
Project Expenses	10,306	17,487
Travel, accommodation & conference	(5,186)	39,426
Total expenses	141,363	443,073
Profit from ordinary activities before income tax	80,751	(65,944)
Income tax revenue relating to ordinary activities	-	-
Net profit attributable to the association	80,751	(65,944)
Total changes in equity of the association	80,751	(65,944)
Opening retained profits	38,016	103,960
Net profit attributable to the association	80,751	(65,944)
Closing retained profits	118,767	38,016

Many thanks to our auditors:

Chris Sheppard,
Ingrams Accounting Group
Suite 18, 25 Claremont Street, South Yarra

ACKNOWLEDGEMENTS

As ever, we have an enormous number of people to thank for their tireless efforts in support of our organisation and our work.

Volunteers

A special thanks goes to the volunteers of Woor-Dungin, who over the last 12 months have been and still are essential to the success of the organisation:

- Cynthia Barnicoat
- Peter Flanagan
- Marty Gutride
- Denis O'Hara
- Paul O'Shea
- Marion Silver
- Jessy Scott

Aboriginal Partner Organisations

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

Pro-bono Partners

- Arnold Bloch Leibler, Melbourne
- Ashurst, Melbourne
- Barker & Jennings, Ballarat
- Colin Biggers & Paisley, Melbourne
- Ingrams Accounting Group

Philanthropic Partners

- Australian Communities Foundation
- Alf & Meg Steel Fund
- B B & A Miller Fund
- Beeton Family Fund
- Fairer Futures Fund
- Towards a Just Society Fund
- Williams Fund
- Collier Charitable Fund
- Equity Trustees
- Perpetual
- Reichstein Foundation
- City of Melbourne
- Cages

In addition, Woor-Dungin acknowledges the generosity of a number of anonymous donors
Pro bono Partners

SUPPORTERS

Vicki Alford	Candice Day	Jarrod Hughes	Lorraine Parsons
Bruce Argyle	Hugh de Kretser	Lourdes Inga	Mary Pearce
Louise Arkles	Nicole de Blaquiére	Andrew Jackomos	Lois Peeler
Stephanie Armstrong	Steve Delaney	Robert Jamieson	Jacy Pevitt
Lionel Arnold	Garry Detez	Derek Jones	Roslyn Pevitt
Muriel Bamblett	Vedran Drakulic	Jeanette Kaindel	Karsten Poll
Ken Beaumont	Karlene Dwyer	Kayrn Kee	Suze Radford
Sue Beeton	Shawqi Ein	Tony Kelly	Julie Reilly
Kirsty Bell	Natalie Egleton	Patrick Keyzer	Sara Renouf
John Bell	Natalie Elliot	Rudolph Kirby	Melissa Restea
Michael Bell	Stephanie Exton	Clare Land	David Rickards
Thomas Bell	Leslie Falkiner-Rose	Wendy Lewis	Jane Rosengrave
Kamarra Bell-Wykes	Seumas Fanthan	Simon Lewis	Steve Rothfield
Lin Bender	Caitriona Fay	Tony Lovett	Peter Rotumah
Aileen Blackburn	Iain Finlayson	Wendy Lovett	Melanie Rygl
Lauren Bok	Meghan Fitzgerald	Yvonne Luke	Margarita Sagris
Clara Bradley	Richard Frankland	Nikki Madgwick	Selma Sali
Lee-Anne Bradley	Judith Freidin	Esmai Manahan	Jason Saunders
Antoinette Braybrook	Alberto Furlan	Amanda Martin	Kirsty Savage
Neil Brew	Jill Gallagher	Amy Maxfield	Ian Seal
Catherine Brown	Vin Gannon	Rachael Maza	Krystian Seibert
Sophie Burke	Alexandra Gartmann	Ross McClymont	Peter Seidel
Julie Buxton	Antoinette Gentile	Jessica McDonald	Rachael Selby
Zana Bytheway	Anna Gibson	Alan Miller	Sandy Shaw
Dawn Campbell	Timothy Goodwin	Jenni Mitchell	Maree Sidey
Charlie Campbell	David Gorrie	John Mitchell	Meena Singh
Chelsea Candy	Ian Gould	Simeon Moran	Tom Siphthorpe
Jane Capogreco	Ian Hamm	David Morawetz	Simon Smith
Wenzel Carter	Ross Hampton	Glenda Morrison	Gavin Somers
Uncle Jack Charles	Keith Hampton	Wayne Muir	Simone Spencer
Sherree Chaudhry	Marion Hansen	Naomi Murphy	Nerida Sutherland
Fred Chuang	Briana Hayden	Kyralee Murphy-Edwards	Sandy Taggart
Indi Clarke	Ashley Hernandez	Paula Murray	Marama Takao
Bridgid Cowling	Georgina Heydon	Daniel Nguyen	Bouaphet Thongvilu
Paige Darby	Iain Hines	Samuel Nolan	Stephen Thornbury
Maree Davidson	Grant Hooper	Seth Nolan	Samantha Thornton
Sarah Davies	Cyril Howard	Genevieve Northey	Genevieve Timmons
Cheryl Vickery	Sophie Westland	Lisa Parris	Yvonne Trask
Annette Vickery	Nola White	Mitty Williams	Sue Tuitupou
Sophie Waincymer	Alexandra White	Peter Winneke	Jackie Turfrey
Uncle Larry Walsh	Kevin Williams	Chris Wootton	Jeanette Vaha'akolo
Adrienne Walters	Naretha Williams	David Yarrow	Sunita Varlamos
Brooke Wandin		Jackie Yowell	
Alick Weber			
Taneisha Webster			

HOW YOU CAN HELP

Donate

Donations make an enormous difference to the extent of activities Woor-Dungin can be involved in with our Aboriginal partner organisations. Tax-deductible donations to Woor-Dungin can be made via our fundraising partner, GiveNow. Please visit www.woor-dungin.com.au and click on the 'Make a Donation' button to go to GiveNow's Woor-Dungin cause page, where you can choose to make a one-off donation or a regular donation. All donations over \$2 are tax deductible.

Volunteer with us

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

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

Subscribe to our newsletter

You can subscribe to Woor-Dungin's quarterly newsletter – full of program and partner news, latest events and much more. Visit our website to find out more.

Visit our facebook page

Check it out and like us!

Like to learn more?

Please contact Shaun Middlebrook, Chief Executive Officer, Woor-Dungin on Shaun@woor-dungin.com.au or visit our website www.woor-dungin.com.au