



# WOOR-DUNGIN

A New Partnership between Aboriginal Organisations and Philanthropy

## Annual Report 2018



*"I don't want to start another organisation that tells us what we can't do or what we should do"!! It's time we crack open Philanthropy".*

*Aunty Glenys Merry, Woor-Dungin founding member*

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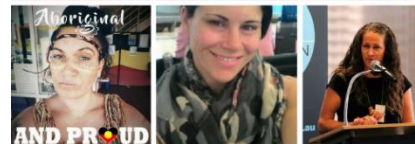
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# Contents



- Chair’s Report ..... 3
  - Sherree Chaudhry and Simone Spencer – Co Chairs ..... 3
  - Chris Clark ..... 4
- Executive Officers report ..... 5
- Community Development Manager Report ..... 6
  - The Aboriginal Partnership Program (APP) ..... 7
  - The Aboriginal Community Worker Support Program (ACWSP) .. 10
  - Respectful Relationships Working Group ..... 14
- Impact of Woor-Dungin’s year ..... 19
  - Criminal Record Discrimination Project ..... 19
  - Pathways to Indigenous Self-Determination - 2018 International Funders for Indigenous People Conference ..... 20
  - 2018 Philanthropy Australia Conference ..... 21
  - Koondee Woonga-gat Toor-rong ..... 22
- Committee of Management ..... 24
- Staff..... 27
- Acknowledgements ..... 32
- How you can help ..... 34



Woor-Dungin acknowledges the Wurundjeri people, 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.

## Chair's Report

Sherree Chaudhry and Simone Spencer – Co Chairs



*L to R: Sherree Chaudhry, Chris Clark, Simone Spencer*

Dear Members,

It is such an honour to have recently been elected as Co-Chairs of Woor-Dungin.

We cannot thank Chris Clark enough for her role as previous Chair, with all her hard work, commitment and dedication to Woor-Dungin, we definitely have big shoes to fill. And thank you also Chris for writing this year's final Chair report.

It has been an amazing year for Woor-Dungin. We have had great pleasure in being involved in the various projects over the year. Some of the highlights include:

Simone: The Criminal Record Discrimination Project – and the amazing progress that has been made. This project identified that Aboriginal children like Tuangurung Elder Uncle Larry Walsh were given criminal records when taken from their parents, despite not having committed any crime. This was because the Victorian Children's Court didn't differentiate

between the child protection and criminal cases it handled until the early 1990s, meaning care and protection orders were recorded on a child's criminal history.

On 23 August 2018, the Andrews Labor government apologised for this past practice, and Parliament passed the *Victims and other Legislation Amendment Bill 2018*.

This legislation will ensure that Victoria Police remove these records from the criminal record system and these records will not be released.

While congratulating the government for these reforms, Woor-Dungin is calling for further criminal record reform to improve justice and employment outcomes for Aboriginal people.



*From top to bottom: Criminal Record Discrimination Project consultation, Uncle Larry Walsh, Steve Delaney, Christa Momot, Ian Hamm, Wenzel Carter*

Sherree: The launch of the Koondie Woonga-gat Toor-rong Philanthropy Fund, the first Aboriginal and Torres Strait Islander Community-Led Philanthropic Fund in Victoria, of which I am a board member. Without the work of Woor-Dungin, Towards a Just Society Fund, ACF and FIL, we wouldn't have the pleasure of being part of the process of the first Aboriginal Philanthropy Fund in Victoria. It's a big step and will be very rewarding.

The inaugural 'Aboriginal On-Country Gathering' in August 2018 at Iluka Retreat, Shoreham. This was a great opportunity where all of our Partner Indigenous organisations could get together on country and sit side-by-side with philanthropy in a safe space to have conversations on how we can work better together.

Most recently we have had the great pleasure of attending and presenting at our second International Funders of Indigenous People's Conference with Peter Aldenhoven (Executive Officer of Koondie Woonga-gat Toorong), Rachel Kerry and Gemma Salteri (CAGES Foundation). We spoke collectively on 'Pathways to Indigenous Self-Determination'; focusing on effective ways that philanthropy in Australia has engaged with Aboriginal people on Aboriginal country. The presentation was received very well by the people in the room. The conference was held in Santa Fe, New Mexico in the United States and it was an amazing experience.

2019 is going to be an incredible year. We will continue to work on some existing projects as well as developing new and exciting ones. We are starting off fresh with new Co-Chairs and also a new Executive Manager.



*From L to R: Robyne Latham, Jacy Pevitt, Wenzel Carter, Simone Spencer*

Thank you to all our members, Committee of Management, Partner Organisations and staff (especially Christa Momot our Community Development Manager). And good luck to Chris Clark with your future endeavours.

With new beginnings comes new directions and we cannot wait to see where Woor-Dungin is heading into the future. We are glad we are along for the ride.

Regards

Simone Spencer and Sherree Chaudhry

## Chris Clark – Retiring Chair

Four years ago it was an honour to be asked to join the Woor-Dungin Committee of Management and take on the role of Chair. The previous Chair was Anne Jenkins, who left to focus on the significant role of CEO of HICSA, one of Woor-Dungin's partner organisations. I admire Anne greatly.

It is now my turn to pass on the reins. As I am retiring from the role of Chair and from the Committee of Management I am thrilled that Sherree Chaudhry, HR Manager of Winda-Mara Aboriginal Corporation and Simone Spencer, Community and Engagement Officer - People & Culture of Mallee District Aboriginal Services have agreed to step into the role of Co-Chairs. Congratulations to both of you for being willing to continue your inspiring leadership in your own communities by now leading Woor-Dungin into the future. Woor-Dungin is in great hands.

Before I sign off I want to acknowledge that it has been another wonderful year. A year of committed and focused hard work from the whole Woor-Dungin team to achieve significant and meaningful outcomes. This annual report will highlight these achievements in some detail, however I want to specifically acknowledge four achievements very close to my heart:

Our Aboriginal On-Country Gathering held in August – the first time our partner organisations have come together to collaborate and generate what it takes to have meaningful relationships between Philanthropy and ACCO's. What an inspiring few days, particularly that the third day included Philanthropic leaders coming along to listen to what had emerged from the conversations of the preceding days.

Our presentations with partners at both the PA conference this year and the IFIP conference recently held in Mexico. Our involvement in talking about and continuing to explore how respectful relationships between ACCO's and Philanthropy can lead to honour, pride and self-determination is the core of who we are.

The ongoing work emanating from the Criminal Records Discrimination Project leading to an apology in parliament from the Attorney General.

And lastly the finalisation of Woor-Dungin's next 3 year strategic plan, a truly collaborative effort with the whole team involved.

I have been proud to be part of the Woor-Dungin journey and wish Simone, Sherree, all the Committee of Management and the Staff the very best. Keep up your amazing work.

Chris Clark

## Executive Officers report

In 2006, Aunty Glenys Merry, Aunty Frances Bond, Doseena Fergie, Anne Jenkins, Simone Spencer and I founded Woor-Dungin.

Aunty Glenys was clear; she was not interested in starting another organisation *"to tell us what we can't do or what we should do"*.

We all shared this view. Often, funding is provided with strict guidelines, timelines (usually only one year), not negotiable closing dates and with an expectation that projects will meet KPIs, demonstrate innovation and can be scaled up whilst being risk-free.

This is not the climate in which self-determination and social change occurs. To achieve this, we needed to work differently with both Aboriginal community controlled organisations and philanthropy.

Woor-Dungin is an alliance of Aboriginal organisations and Aboriginal and non-Aboriginal individuals that work together for self-determination, community development, reconciliation and advocacy.

Our work is primarily about the development of relationships between Woor-Dungin, our Aboriginal partners, philanthropy and corporate organisations and pro bono service providers who provide us with funding, skilled volunteers and pro bono goods and services.

It is the work of listening, then responding. Our processes are structured around face-to-face conversations, often on country. Woor-Dungin takes a responsive, flexible and open approach, because self-determination is not straightforward. Since genuine relationships take time to build, we spend as much time as needed with our partners.



Christa Momot

Everything we do is informed by our partners' priorities. We don't determine at the start 'the problem' and 'the solution'. Rather our Aboriginal partners set the agenda and we support them over the long term.

We are a community development-based organisation. We do not provide money to our partners but do support their efforts to obtain funds from others. We don't do the work for organisations. Instead, we develop relationships with communities, advocate for causes that they have identified and support those communities, including connecting them with professional expertise and with philanthropy.

We recognise that community issues have overlapping causes and effects, which need to be addressed concurrently. This approach requires flexibility and long-term commitment.

Woor-Dungin's staff team (paid and unpaid) consists of a wonderful mix of people with diverse and varied life experiences. For the first time, the number of paid Aboriginal staff outnumbers our non-Aboriginal paid staff.

Our work continues to be made possible by the involvement of a strong contingent of skilled volunteers, members and pro bono supporters, all working and walking alongside our six Aboriginal partners.

Thank you to all the staff team and to our wonderful and hard working committee of management – in particular, Chris Clark, former Chairperson.

Thank you to all of our Aboriginal Partners and supporters.

Thank you to our funders and pro bono supporters. Your support has enabled Woor-Dungin to truly support social change and self-determination. By walking with us and trusting us to work in the ways described above, the impacts listed in this report were made possible.

The ability to advocate for and alongside our Aboriginal partners remains one of our most important roles. If funding did not enable this work, we

would not have achieved the law reform in relation to historical criminal records.

I have immense pride in our work, our relationships, our successful advocacy and our impact. I think Aunty Glenys would be proud. Her strong words have guided Woor-Dungin.

Since 2013, I undertook the dual roles of Executive Officer and Community Development Co-ordinator. This has been a difficult juggling act!!

I am very happy to report that from 2019, I will focus on one role - Community Development Manager and warmly welcome Dennis (Den) Batty (below) to the Executive Manager role.

I really look forward to working together.



*Dennis Batty*

## Community Development Manager Report

### The Aboriginal Partnership Program (APP)

This Program is the core of Woor-Dungin's activities. It directly supports Aboriginal community-controlled organisations (ACCOs) to address priority issues in their communities.



*IGRG speakers and participants from June 2018 L to R: Guy Donovan, Peter Flanagan, Joseph Kenedy, Sherree Chaudhry, Christa Momot, Wendy Lovett, Nola White, Jacy Pevitt, Sophie Waincymer, Talara Harrison, Iain Finlayson, Blayne Welsh, Wenzel Carter, Anne Jenkins, Catherine Reiser, Anton Hermann*

It involves working with the following six ACCOs on a three-year cycle.

#### ALUMNI:

- Healesville Indigenous Community Services Association (HICSA)
- ILBIJERRI Theatre Company

#### Aboriginal Partnership Program partners:

- Mallee District Aboriginal Service (MDAS)
- Njernda Aboriginal Corporation
- Winda Mara Aboriginal Corporation
- Willum Warrain Aboriginal Gathering Place

Together, we produce a community-development plan based on identified priorities and undertake activities towards meeting these needs. New needs emerge and more important priorities are identified over time. As we and our partners learn more, new initiatives are taken to address new challenges.

We do not limit ourselves to working in specific areas but bring in the necessary expertise after our partners have identified their needs. The APP provides support, advice and resources on any request that aligns with our principles of self-determination, community development, reconciliation and advocacy.



*L to R: Sherree Chaudhry, Wendy Lovett, Christa Momot*

We do not fund projects in the communities with which we work. We create alliances and partnerships that support Aboriginal community-controlled organisations to address priority areas in their communities.

The work we do emerges from the long-term, trust-based relationships we form. It is the work of talking together, listening, then responding to identified needs, not tight timeframes and prescribed outcomes.

The Income Generation Resource Group (IGRG) is one strategy for connecting ACCOs with philanthropy, corporates and pro bono service providers. At these sessions, staff and board members come together to hear about the availability of resources and establish relationships. Below is a table of all the IGRG speakers since 2014.

<b>2014</b>	
<b>Caitriona Fay</b>	Perpetual
<b>Nathan McDonald</b>	Justice Connect
<b>Ian Renard</b>	RE Ross Trust
<b>Venetia Taylor</b>	RE Ross Trust
<b>2015</b>	
<b>Sophie Anselmi</b>	Leadership Victoria
<b>Lin Bender</b>	Helen Macpherson Smith Trust
<b>Tabitha Lovett</b>	Equity Trustees
<b>David Rickard</b>	Social Enterprise Foundation of Australia
<b>Ash Rosshandler</b>	Good Company
<b>Alexandra White</b>	Gandel
<b>2016</b>	
<b>Catherine Brown</b>	Lord Mayors Charitable Foundation
<b>Tanya Costello</b>	Jack Brockhoff Foundation
<b>Karen Czarny</b>	Ashurst
<b>Vaska Dervisovski</b>	Victoria University
<b>Louise Doyle</b>	Besen Foundation
<b>Natalie Elliot</b>	Equity Trustees
<b>Gina Ezard</b>	Many Rivers Microfinance
<b>Annie Feith</b>	Victoria University
<b>Alberto Furlan</b>	Ian Potter Foundation
<b>Sandra Jacobs</b>	Bennelong Foundation
<b>Simon Lewis</b>	Myer Family Company
<b>Wendy Lewis</b>	Collier Foundation
<b>Debra Morgan</b>	Myer Family Company

<b>David Rickards</b>	Social Enterprise Foundation of Australia
<b>Sarah Thompson</b>	Australian Communities Foundation
<b>2017</b>	
<b>Kirsty Allen</b>	Sidney Myer Fund & The Myer Foundation
<b>Shane Austin</b>	RACV Foundation
<b>John Burke</b>	Towards a Just Society Fund
<b>John Clarke</b>	Towards a Just Society Fund
<b>Hayley Gallery</b>	GoodCompany
<b>Mandy Grinblat</b>	Foundation for Rural and Regional Renewal
<b>Anita Hopkins</b>	The Jack Brockhoff Foundation
<b>Rachel Kerry</b>	CAGES Foundation
<b>Carolyn Munckton</b>	Victorian Women's Benevolent Trust
<b>John Spierings</b>	The Reichstein Foundation
<b>Julia Spindler</b>	Towards a Just Society Fund
<b>2018</b>	
<b>Shane Austin</b>	RACV Foundation
<b>Guy Donovan</b>	Holding Redlich
<b>Mandy Grinblat</b>	Foundation for Rural and Regional Renewal
<b>Ferdi Hepworth</b>	William Buckland Foundation
<b>Anton Hermann</b>	MinterEllison
<b>Anne Jenkins</b>	Healesville Indigenous Community Services Association
<b>Rachel Kerry</b>	CAGES Foundation
<b>Georgia Mathews</b>	Australian Communities Foundation
<b>Carolyn Munckton</b>	Victorian Women's Benevolent Trust
<b>Catherine Reiser</b>	Melbourne Observership Program
<b>Blayne Welsh</b>	Observer with Ilbijerri



The IGRG sessions are well attended and provide a space where our partners can talk openly and safely about their relationships with philanthropy. In response, the theme of our first Aboriginal on country gathering was *“Walking Together – securing the resources to enable Aboriginal Community Controlled Organisations (ACCO’s) to achieve self-determination”*.

Due to a restructure and an extensive stakeholder consultation as part of our strategic planning process, the APP ran for four years (2014 to 2018). In 2019, we will invite expressions of interest from Victorian ACCOs interested in joining. Sherree Chaudhry and Simone Spencer convene the APP Committee. This group includes existing partners and alumni and determines the criteria, program content and selection process.

The two case studies provided by Willum Warrain Aboriginal Gathering Place and Winda Mara Aboriginal Corporation describe how their involvement in Woor-Dungin has supported community priorities.

#### *Willum Warrain*

Our Gathering Place is now nearly five years old and we have expanded our programs, increased the tempo of the cultural events we run and significantly extended our membership reach over this period.



*Willum Warrain*

We now have over 320 (Full or adult) members and, by extension, well over 1000 kin. In 2018, we have received a number of grants from government and philanthropy that have allowed us to plan improvements to infrastructure and employ more staff, particularly in the women’s and family areas.

The future for our mob on the Mornington Peninsula is looking increasingly bright – we feel we are truly on the brink of thriving and not just surviving now.

Important on Willum Warrain’s journey to get to this point has been the Income Generation and Resource Group and entrée more generally provided to philanthropy by Woor-Dungin.

Since our opening in March 28th 2014, we have secured funding from Ross Trust, Helen Macpherson Smith Trust, Gandel Philanthropy, John Wallis Foundation, FRRR, CAGES Foundation, Victorian Women’s Trust, George Hicks Foundation, Mornington Peninsula Foundation, Golan Family Trust, Sidney Myer Fund, and the Willum Buckland Foundation. Thanks so much to our friends and partners, Christa Momot and the Woor-Dungin team, for creating pathways into the future for our community.

#### *Winda Mara Aboriginal Corporation*

Winda-Mara continues to grow the vision of the organisation to be a progressive leader for Aboriginal and Torres Strait Islander People living in the far South West of Victoria on Gunditjmarra Country. This was demonstrated through the growth in equity by approximately twenty-five percent (25%) across the organisation. With



*Winda-Mara Aboriginal*

this significant growth we have seen an expansion in culturally appropriate servicing, asset management, employment and community engagement.

Of great value in our growth has been the Income Generation and Resource Group sessions run by Woor-Dungin. Most recently we acquitted on our project Post Graduate Certificate in Indigenous Family Therapy, which was funded by Australian Communities Foundation, RE Ross Trust and the Victoria Women's Trust, all of whom we met at one of the IGRG. This project resulted in 14 of the 15 students who undertook the Graduate Certificate in Family Therapy graduating. This was the culmination of 18 months of study and supervision for the students and 5 years of planning and preparation for Winda-Mara.

We also saw the employment of 118 people with 6 of those positions new positions to the organisation. We have recorded over 10,000 contacts for the year and seen an increase in funding and program delivery, in particular to address the overrepresentation in the Criminal Justice System and Out of Home Care sector. There's been an increase in clients and community accessing the Hamilton office with over 30 recorded activities conducted and ongoing collaborations with local agencies and services in the Southern Grampians.

Last year, we were fortunate enough to help Woor-Dungin organise a group of philanthropists for a tour of our organisation and the work that we do. As a result of the visit, we have continued to develop the relationships with the donors and they are currently funding the development of a new website.

Other highlights of the year include:

- Indigenous Land Corporation Handover of the Kooreelah Property
- Opening of Winda-Mara's new Hamilton office in Thompson Street Hamilton
- Maintaining accreditation and meeting our corporate governance
- Our CEO, Michael Bell, convened the Criminal Record Discrimination Project (led by Woor-Dungin), which has resulted in some great wins
- Tackling Indigenous Smoking ad went live and was viewed on TV across the South West
- Community participation in community teas, Koorie sporting carnivals and activities
- Our HR Manager, Sherree Chaudhry, joined the Board of the Koondee Wonga-gat Toor-rong after first encountering the Towards a Just Society members at an IGRG.

## The Aboriginal Community Worker Support Program (ACWSP)

The ACWSP supports staff (paid and unpaid) and board members from our partner organisations to effectively deal with issues which impact on their ability to undertake their role. This can take many different forms, depending on the individual and the situation they are facing.

Woor-Dungin understands that people in crisis need considerable support particular to their needs. This might mean sharing a meal or having a cuppa and talking through what the person is experiencing, taking time to truly listen, referral to specialist supports or arranging and sharing accommodation the night before a stressful event.

Building a trusting and supportive relationship takes time, flexibility and commitment.



*L to R: Marty Gutride, Peter Flanagan, Denis O'Hara, Paul O'Shea*

Marty Gutride, Social and Emotional Wellbeing Co-ordinator, manages the ACWSP. It operates 24/7. We are not funded specifically to provide this service. Below are two case studies supported through the ACWSP.

They have both given permission to share their stories. We thank them for their courage in doing so.

### **Dawn Campbell**

Dawn grew up in a family of 12 children in Tasmania. Family history is that Truganini was her great great grandmother. Some of Truganini's fighting spirit has lived on in Dawn!

Dawn was born deaf and mute. She underwent numerous operations and therapies over a number of years. She received valuable support from an Aunty and Uncle and finally started speaking at the age of seven. She insisted that she be transferred to the mainstream primary school – an early indication of Dawn's determination.

In 1994 Dawn defended herself against her husband's violence and unfortunately this resulted in charges of assault. She was ordered to undertake 600 hours of community work, which she undertook at the Sacred Heart Mission in St Kilda. Much more is understood now about domestic violence than in 1994.



*L to R: Dawn Campbell and Christa Momot*

Dawn says she abused alcohol as a way of dealing with the violence in her marriage. She wanted to improve her life and decided to go into rehab. She is now a moderate drinker, enjoying alcohol

socially but not relying upon it as an escape. This is one of Dawn's major life achievements.

As for many women escaping her husband's violence, it took several attempts. However, finally Dawn found a safe home in Rosebud where she

has been living the past 23 years. This is another of Dawn's major life achievements.

Dawn sought to involve herself in community events and began attending arts and crafts sessions held in Hastings. Dawn worked with others to create a healing place in Hastings and worked hard to set up Willum Warrain

Aboriginal gathering Place. Yes – another major life achievement!

The purpose of Willum Warrain was to support Aboriginal families and their kids – the sort of help that would have been welcome for Dawn in her earlier life.



Dawn is a familiar face at Willum Warrain. She has been instrumental in creating and nurturing the garden. She, and others, have found much solace in the connection to the soil and the growing of good food to share with the community.

Dawn is now working as the Events Support Co-worker. This involves helping to organise events and using her organisational and culinary skills to feed the mob at the Friday Big Mob Cook-up.

The ACWSP assisted Dawn through the trauma of both her mother and her sister dying in a 2 year period. Dawn has also been supported through a lengthy and painful Family Court proceeding in order to gain access to her grandchildren. Dawn has also been grateful for support when family violence threats were made against her.

Due to Dawn's speech impediment it was difficult for her to deal with time poor barristers (and a rotation of them, needing to clarify information each time) and so Woor-Dungin developed a detailed chronology and liaised with her solicitor to make sure that Dawn's voice was heard loud and clear.

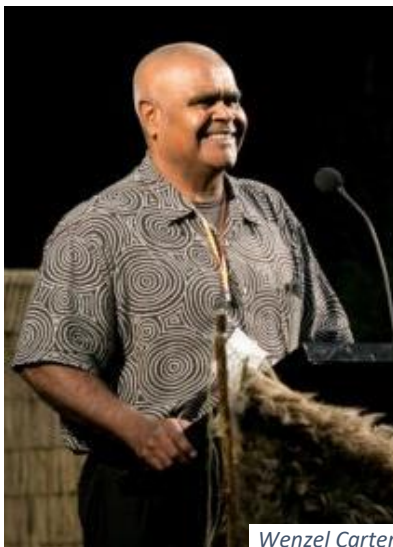
Without going into further unnecessary detail about the nature of the support, it is important to emphasise that the approach taken was in the spirit of Aunty Glenys Merry – *to do what it took*. This may not be the way other organisations work but sadly the guidelines and limits of other organisations collectively were not meeting Dawn's needs and would not have resulted in the outcomes that the ACWSP approach contributed to:

- a ten year intervention order against the family member who threatened family violence;
- systems to make Dawn feel safer in her own home;
- the waiver of a significant Victoria Legal Aid bill;
- provision of community transport, when needed and into the future;
- access to local, professional counselling;
- orders for regular access with her grandchildren (after not being able to spend time with them for the past 3 years)
- assisting Dawn to continue working and contributing to the Willum Warrain community.

And most importantly, Dawn feeling respected and valued as an individual, a community member, worker and grandmother!

## Wenzel Carter

Wenzel grew up as one of seven children along the banks of the Murray River, the son of an Ngarrindjeri man from the Murray River in South Australia and a Wemba-Wemba woman from Western-Victoria, also along the Murray.



Wenzel Carter

His schooling was done alongside rabbit trapping, grape picking, footy and casual jobs. After finishing school Wenzel enlisted in the army. While Wenzel enjoyed serving in the army, he decided to leave due to racial discrimination.

After army life Wenzel married and had 3 sons. The marriage ended and his life began to spiral downwards. Wenzel lived in his car for about ten years. During this time he did odd jobs, travelled and drank heavily. Ultimately he ended up living on the streets.

Wenzel decided to go into rehab at Galiamble. Since then Wenzel has not drunk alcohol at all and completely turned his life around.

At the completion of rehab he obtained housing in Hastings – a part of Victoria then unfamiliar to Wenzel. With his new outlook on life, he joined a local community group with the other Indigenous mob in Hastings and later joined with others to creating Willum Warrain – ‘home by the sea’.

During his involvement with Willum Warrain Wenzel completed a governance course, cultural heritage course and Heavy Rigid driving course. He became the bus driver, was asked to join the Board of Management, ran cultural heritage work and managed the men’s group.

In 2014, Willum Warrain joined the Woor-Dungin Aboriginal Partnership Program. This process supported Willum Warrain to do things the way they wanted and introduced them to other communities and ACCOs.

Through this Program, Wenzel became more involved in Woor-Dungin’s work. He joined the Criminal Record Discrimination Project, and states that it is one of the most fulfilling projects he has ever been involved with. He was introduced to philanthropy and has since become a spokesperson on supporting ACCOs, presenting at the International Funders for Indigenous People (IFIP) conference in New Zealand, along with the other mobs from Mildura, Heywood and Healesville.

Wenzel is an inspired example of the power of support. Through the ACWSP, over the years Wenzel has received mentoring, coaching and support from various people, such as:

- Michael Bell – who Wenzel regards as his role model as he is a wise, gentle leader much loved and respected by his community;
- Robbie Latham – who supported and coordinated the presenters for the IFIP conference and mentors Wenzel in cultural safety training;
- Christa Momot – who helped with financial planning, community development, time management, planning and advocacy;
- Marty Gutride – who helped Wenzel deal with his grief over the deaths of his three younger brothers (all in the space of one year);
- Denis O’Hara – who helped with both professional and personal IT support and relationship management;
- Evelyn Flitman – who taught computer and administration skills;



Wenzel Carter

- Stan Winford who supported Wenzel to understand law reform and political strategy;
- Collin Biggers and Paisley (law firm) – who provide computer classes.



*Wenzel Carter presenting at a CRDP meeting*

“Marty and Robbie’s involvement in IFIP was great! They gave us confidence to do what we had to do. They helped us to rehearse, get ready and kept us all focused.”

Wenzel is now employed as the

Aboriginal Cultural Support Worker at Woor-Dungin. He is also a respected elder in the Yawal Mugadjina Cultural Mentoring Project, a culturally tailored mentoring support program for Aboriginal prisoners, supporting transition and reintegration.

Clearly Wenzel has significant skills and experience to fulfil these roles and it is his commitment to contributing to the community and improve himself that has led to this. One of Wenzel’s great attributes is his

willingness to ask for, accept and act on advice. The Program has been able to offer Wenzel support and coaching and he has generously accepted it and applied it. He is a most rewarding person to work with and we are all the beneficiaries of a life able to be lived to its great potential.



*Philanthropy visit to Winda-Mara, photo courtesy of Steve Rothfield*

## Respectful Relationships Working Group

*“Woor-Dungin’s careful, solid work with Aboriginal organisations means it is a credible voice, including helping those in philanthropy who want to learn. ‘Respectful relationships’ time is now.” (Clare Land, Woor-Dungin member)*

Woor-Dungin convenes a Respectful Relationships working group. It comprises representatives from our Aboriginal partners, staff, committee of management, members and from philanthropy. Paul O’Shea, Woor-Dungin Special Projects Co-ordinator convenes this working group.



*Philanthropy visit to Winda-Mara, photo courtesy of Steve Rothfield*

There were many highlights during the year. Two of particular significance involved meetings on country.

### *Woor-Dungin visit with philanthropists to Winda Mara Aboriginal Corporation April 2018*

In late April, a group comprised of representatives from Woor-Dungin, philanthropy and pro bono supporter Colin Biggers & Paisley travelled to Gunditjmarra country in south-western Victoria to visit Woor-Dungin partner Winda-Mara Aboriginal Corporation.

The purpose of the visit was to learn about Winda-Mara and its work, and to start developing relationships, in this case primarily with Australian Community Foundation sub-fund donors.



Robyne Lathan conducted Cultural Safety and Awareness training for the group prior to the visit. Woor-Dungin sees this as an essential part of such visits, and participants learnt a great deal, not only about each other and important cultural principles, but also about deep listening.

Woor-Dungin coordinated the visit and Winda-Mara's senior executives and board members gave generously of their time over three days. They provided a comprehensive overview of their work, which is informed by the needs of the community, their challenges and their aspirations. We also visited Tyrendarra where the stone houses and eel trap systems are a fascinating part of the more than 60,000 year old history and culture of the Guditjmarra people.

The visit was very successful. It is the beginning of relationships between Winda-Mara staff and philanthropists, mentoring, and support for particular ideas and projects to be developed.

Winda-Mara has identified that it would like to focus on its website, Strategic Plan and development of its senior management team. One of the great outcomes is a project to improve the Winda-Mara website which will be led by Laura Lovett. The project is being funded by ACF sub funds Fairer Futures Fund and Alf and Meg Steel Fund. Jackie Yowell is also mentoring Laura.

Christa is also working with Sherree and the senior management team on a proposal for development resources to progress the goals in the new strategic plan.

This type of visit is fundamental to Woor-Dungin's model of long term collaborative relationships. It provided greater understanding and progress with philanthropists who are learning more about communities and will have greater insight into the needs of Aboriginal people in Victoria.

Please see page 18 for this story from Jackie Yowell's view.

[\*Aboriginal on Country Gathering \(7 - 9 August 2018\) at Iluka Retreat, Shoreham\*](#)

The purpose of the Aboriginal on Country Gathering (AOCG) was "Walking Together – securing the resources to enable Aboriginal Community Controlled Organisations (ACCO's) to achieve self-determination".

The AOCG was held at Iluka retreat in Shoreham in August 2018. The three day gathering and discussion between Aboriginal partners included the attendance of philanthropy representatives on day three. 37 people from Woor-Dungin and our partner organisations attended along with 12 people from philanthropy.

On day two Ian Hamm, Woor-Dungin Member, spoke of his experience leading different organisations, and the need to have a vision and an appropriate strategy. He encouraged us to think big. It was inspirational for all those present.

Naomi Murphy, Woor-Dungin Committee of Management Member and Client Services Officer for the Victorian Aboriginal Legal Service, led a discussion on day two about the escalating numbers of Aboriginal women incarcerated and separated from their children and the high numbers of Aboriginal women who committed crimes due to being in a violent relationship and not having any control. These women end up with a criminal record which makes it even harder to obtain employment.

It was pointed out that in Victoria there are three residential diversionary programs for Aboriginal men but none for Aboriginal women.

It was decided that advocating for the establishment of an Aboriginal Women's diversionary program will be a priority in the Aboriginal ex-offender employment program.

Woor-Dungin is proud to congratulate Naomi Murphy for being awarded a 2018 Fellowship of Indigenous Leadership Emerging leaders award. Naomi will be working on this issue as part of her work plan.



Aboriginal On-Country Gathering, August 2018

Fiona Jose, CEO Cape York partnerships presented via a video which included several suggestions for achieving self-determination and the need to re-define failure as a failure between the partnership – philanthropy and the ACCO.

The final day was an excellent discussion between philanthropists and our Aboriginal partners. Everyone involved gained a better understanding of how we all work and how we can improve our relationships and outcomes.

The AOCG outcomes were as follows:

- A draft set of principles; a guide setting out helpful and not helpful practices between philanthropy and ACCOs as well as a cultural audit tool for philanthropy has been developed. These were presented at the recent Philanthropy Australia (PA) conference.
- A Walking Together guide, which will contain these resources together with de-identified stories of ACCOs working with philanthropy is being produced. Woor-Dungin will use the guide to facilitate professional development training for philanthropy.



Naomi Murphy

Below are some quotes from people who attended the AOCG:

"was an amazing opportunity to connect with each other more deeply - then working together with philanthropy to develop better strategies for future collaboration" – Simone Spencer, Woor-Dungin, Co- Chair and Mallee District Aboriginal Service, Stakeholder Relations Officer

"Us Aboriginal mobs and you philanthropic mobs are just as diverse as each other." "By the end of the day, it felt like us and us, Aboriginal organisations and philanthropic trusts walking together. We understand each other much better." - Peter Aldenhoven, President, Willum Warrain Aboriginal Gathering Place



"There is an often-un-acknowledged power imbalance between funders and recipients. This can only be managed by open and respectful dialogue between the parties. Woor-Dungin created the perfect environment for this dialogue to take place." - Sean Barrett, CEO, Origin

### *Walking Together Guide*



*Philanthropy visit to Winda-Mara, photo courtesy of Steve Rothfield*

Woor-Dungin was established essentially because of a need for Respectful Relationships, and the Income Generation Resource Group is a valuable forum for our partners to be able to talk about relationships with philanthropy. The IFIP conference in New Zealand last year further

developed our thinking on this. This year Woor-Dungin received a grant from CAGES Foundation for Peter Aldenhoven to undertake interviews with Woor-Dungin and our partners and produce a guide with support from members of the Woor-Dungin Respectful Relationships Working Group.

An important outcome of the On Country Gathering is the documentation produced as a result of both discussion among our Aboriginal partners of their experiences and Peter Aldenhoven's work.

The Guide will include positive and negative examples. The key principles are self-determination and empowerment. We believe that Philanthropy should be a force for decolonization, and it is essential that everyone understand the importance of land.

A draft of the guide has been prepared and will be finalised following further consultation with our partners and discussion and sign off by the Respectful Relationships working group.

The guide will be professionally produced with assistance from one of our partner law firms, Ashurst.

### *Donor stories | Winda-Mara Aboriginal Corporation*

*Words by Jackie Yowell, donor*



*Philanthropy visit to Winda-Mara, photos courtesy of Steve Rothfield*

My husband Steve Rothfield and I were fortunate to be included recently in a group visit to the 'Budj Bim Cultural Landscape' in south-west Victoria. We were shown around this rich cultural and environmental area by the local Aboriginal

community organisation, Winda-Mara, a partner organisation of Woor-Dungin. Our group of 11 included staff, volunteers and grant-makers from Australian Communities Foundation and Woor-Dungin.

The Budj Bim Cultural Landscape presents evidence of one of the world's largest and oldest aquaculture systems. It is located on the lava flow that resulted from a volcanic eruption of Budj Bim (Mt Eccles) some 30,000 years ago and is of exceptional significance to the Gunditjmarra people. Their forebears used the abundant local volcanic rock to construct fish traps, weirs and ponds to manage water flows from nearby Lake Condah for the systematic trapping and farming of eels, and recent research has dated some constructions back an amazing 6,600 years.



Budj Bim is already on Australia’s National Heritage List, and Gunditj Mirring Traditional Owners took the lead in successfully nominating it for World Heritage, with the support of the Victorian and Australian governments. There is much hope that, within a year, it will be listed as World Heritage.

Wind-Mara Aboriginal Corporation ably serves local Aboriginal communities in and around the region of Heywood, Hamilton and Portland. Its services range across health and well-being, heritage and culture, early childhood, guardianship, family care, housing, to education, training, employment, land and asset management, and economic development. CEO Michael Bell is an exceptional, widely respected leader, who has been pinnacle in the recent Criminal Record Discrimination Project.



*Philanthropy visit to Winda-Mara, photos courtesy of Steve Rothfield*

Michael and his staff generously shared with us some of their ideas, plans, challenges and aspirations – around the board table as well as over congenial meals and bus tours. The jam-packed agenda was orchestrated by Winda-Mara’s Sherree Chaudhary, a graduate of Woor-Dungin’s Maarni program (which develops skills in women considered emerging leaders within their organisations and the wider community). Sherree is among several Winda-Mara staff who demonstrate that Winda-Mara’s strategy of nurturing community members to step up into leadership roles really works effectively.



Guided by Winda-Mara rangers, we explored the Tyrendarra Indigenous Protected Area that they manage, walking in the footsteps of their ancestors who built the complex aqua-culture constructions and stone

habitations which sustained them for millennia. Winda-Mara drives a number of culture and heritage initiatives, many in partnership with Gunditj Mirring Traditional Owners Aboriginal Corporation. We also visited a rural property, Koorelah, returned by the Indigenous Land Corporation to the Gunditjmarra as a run-down, weed-infested, pastoral property, but after four years of hard work by the rangers, it has been restored for new purpose. Having control of their traditional lands offers Indigenous communities much potential for enterprise, employment and greater economic independence.



*Philanthropy visit to Winda-Mara, photos courtesy of Steve Rothfield*

There is little doubt about Winda-Mara’s determination for self-determination. They are deeply committed to their positive role in community development, as well as in the restoration of pride in history, culture and identity – factors crucial to Indigenous well-being and motivation in so many social and environmental contexts.

In keeping with good philanthropic practice and in return for Winda-Mara's generosity in hosting the visit, the grant-makers asked Winda-Mara to identify how their work could most usefully be supported in the short term. Michael and his staff responded that their priority was assistance with the important work of completing their new 5-year Strategic Plan, whose four key aspects are: Country, Community, Culture and Organisation. With much community consultation, they have made a start, but want to translate their vision into detailed practicable operational plans. A later stage will be accessing specific training needs to enable elected managerial staff to fulfil the strategic objectives in their area. A proposal outlining the first stage – the new Strategic Plan – is currently being prepared. Two ACF sub-funds have already pledged support, and I do hope others at ACF will also join in supporting the work of this truly impressive organisation.

## Impact of Woor-Dungin's year

### Criminal Record Discrimination Project

The Criminal Record Discrimination Project (CRDP) was established to address our partners' concerns that long-standing, irrelevant criminal records were unjustly hindering employment and kinship-care opportunities within their communities.

Now in its fourth year, the CRDP has had some notable successes that we are excited to report on. The CRDP is an Aboriginal-led collaboration

between community, academic and legal organisations that

seeks to reduce the negative impacts Aboriginal Victorians face as a result of the unregulated disclosure of, and inappropriate reliance on, old and irrelevant criminal history.

The CRDP Advisory Committee is convened by Michael Bell, CEO of Winda Mara Aboriginal Corporation, and involved extensive consultation with Aboriginal people and organisations. Woor-Dungin's research identified that Aboriginal children like Taungurung Elder Uncle Larry Walsh were given criminal records when taken from their parents, despite not having committed any crime.



*L to R: Stan Winford, Michael Bell, Simone Spencer, Christa Momot, Bronwyn Naylor, Naomi Murphy, Wenzel Carter, Greg Wilson*

The consultations led to a number of activities, including:

- a submission containing 11 case studies of Aboriginal people with a criminal record who have experienced discrimination
- the policy rationale for Victorian government reforms
- recommendations and endorsements going forward.

This was presented by Michael Bell, Simone Spencer, Wenzel Carter, Naomi Murphy and Stan Winford at the statewide Aboriginal Justice Forum held in Swan Hill, Victoria, in December 2017.

The Aboriginal Justice Forum voted on the submission which resulted in a unanimously supported call for the government to implement:



*L to R: Gemma Salteri, Simone Spencer, Rachel Kerry, Sherree Chaudhry, Peter Aldenhoven*

1. A legislated spent convictions scheme so people will not be required to disclose old and irrelevant criminal history when applying for jobs and other roles
2. Equal opportunity laws to ensure that old and irrelevant criminal history is not used unfairly against job seekers.

The submission was endorsed by over 60 Aboriginal community controlled organisations, individuals and legal and non-legal groups.

On 23 August 2018 the Andrews Labor government apologised for the past practice of giving criminal records to children removed from care, and

Parliament passed the *Victims and other Legislation Amendment Bill 2018*. This legislation will ensure that Victoria Police remove these records from the criminal record system and these records will not be released.

The CRDP was recently recognised for its successes when it received the Indigenous philanthropy award at the Australian Philanthropy Awards in a ceremony held at the Sydney Opera House.



*L to R: Ann Miller, Christa Momot, Bronwyn Naylor, Naomi Murphy, Paul O'Shea, Destiny Murphy, Wenzel Carter, Sandra Bell, Stan Winford, Michael Bell*

The Aboriginal ex-offender employment project arose from this work. In 2019, we will run two information sessions at Koori Heritage Trust for Aboriginal people with a criminal record who are seeking employment and the other for organisations (corporate, not for profit and government) who are considering employing Aboriginal people with a criminal record.

### [Pathways to Indigenous Self-Determination - 2018 International Funders for Indigenous People Conference](#)

The International Funders for Indigenous People (IFIP) is the only global donor affinity group dedicated solely to Indigenous Peoples around the world. In October 2018, IFIP held their annual conference in Santa Fe, New Mexico on “Bolstering Effective Indigenous Philanthropy: Supporting Indigenous Solutions and Partnerships for Long Term Change”.

The conference aimed to challenge funders on how to practice the kind of philanthropy that fosters relationships based on the 4R's of Indigenous

philanthropy (respect, responsibility, reciprocity and relationships) and sustain them.

Peter Aldenhoven from Koondee Woonga-gat Toor-rong, Sherree Chaudhry from Woor-Dungin and Winda Mara Aboriginal Corporation, Simone Spencer from Woor-Dungin and Mallee District Aboriginal Services, and Rachel Kerry and Gemma Salteri from CAGES Foundation attended the conference. They presented a session together on 'Pathways to Indigenous Self-Determination'; focusing on effective ways that philanthropy in



*L to R: Tim Goodwin, Belinda Duarte, Peter Aldenhoven, Jocelyn King, Rachel Kerry, Gemma Saltieri*

Australia has engaged with Aboriginal people on Aboriginal country.

Sherree spoke about self-determination in the Australian context. "Regaining self-determination has been a major issue for Aboriginal people ever since colonisation took it away. It gives us the choice to decide our social, cultural and economic needs instead of being told what is best

for us. Self-determination enables us to develop and strengthen our culture, our lives, our communities."

Simone presented the Woor-Dungin model, providing examples of Woor-Dungin's work that emerges from long-term, trust-based relationships. "It is the work of talking together, listening, and then responding to identified needs. Woor-Dungin aims to pave the way for a simple and effective model on how philanthropy can work with My people and walk alongside My people in realising our own self-determination."

Peter spoke about the transition process of an existing sub fund to become the first Victorian Aboriginal Communities Led Fund. He talked about how the process has been a journey of ceding power, belief in Aboriginal agency, of respectful relationships, and reconciliation. "Self-determination

is the antidote to colonisation. Koondee Woonga-gat Toor-rong – Our mobs, our way of giving."

Rachel and Gemma spoke about the need for grantmakers to find ways to be accountable around their own processes. "Grant-makers expect so much accountability from those they give to but don't hold themselves to the same standard. You need to know if your rhetoric around what you do actually matches what you do from the community's perspective."

"People said they felt our passion and that we were all so real. I think we made a great impact". "If one of Woor-Dungin's partners asked to help them fly to the moon, we would find a way to help them get there!" – Simone Spencer

### 2018 Philanthropy Australia Conference

In 2016, Woor-Dungin led a Philanthropy Australia (PA) conference session on WHY it is so important for philanthropy to partner with Aboriginal communities and organisations. The success of that catalytic presentation has resulted in a number of milestones along the Respectful Relationships pathway, including a further session at the 2018 PA

conference titled 'Decolonising Philanthropy- How can philanthropy advance self-determination, empowerment and invest in community-led solutions?' which focused on HOW philanthropy can partner effectively with Aboriginal communities and organisations.

Tim Goodwin, Woor-Dungin Member and Barrister at the Victorian Bar, moderated and the panellists consisted of Belinda Duarte from Culture is Life, Peter Aldenhoven from Willum Warrain, Woor-Dungin and the



*L to R: Simone Spencer, traditional owner, Sherree Chaudhry*

Koondie Woonga-gat Toor-rong Fund, Jocelyn King from First Australian's Capital, and Rachel Kerry and Gemma Saltieri from CAGES Foundation.

The session was designed to help philanthropy move from intention to action, including practical ways to review and change practice in order to respectfully partner with Aboriginal organisations and communities.

This session had three segments.

#### 1. Insights from First Nations' Leaders

This section looked at creating shared purpose in philanthropy, and the challenges and opportunities for philanthropy to reconsider how it engages with Aboriginal Australia. Belinda spoke of the need for courageous discomfort, for investment that rises above the apathy of the past, in order to focus on a shared purpose.

#### 2. Decolonising philanthropy

Section 2 discussed how aspirations can become reality through transforming attitudes and practices, in particular ways to embed a respectful partnerships model into philanthropic processes.

In this segment, Peter highlighted that conversations with philanthropy need to emphasise self-determination as an antidote to colonisation. Self-determination and the right of Aboriginal people to determine their own future has a different meaning now to what it had in the 1980's – where the return to country and remote communities often led to ghettoisation and poverty. The moves towards treaty are a move towards self-determination and philanthropy needs to adopt this as a driving principle.

#### 3. From principles to action

The final segment incorporated a Q&A format with a CAGES Foundation Board member, Executive Officer and one of their grant recipients, with a focus on their journey to granting to community-led solutions and empowerment.

Jocelyn told a traditional story from her country which illustrated how to work well with communities – humbly and co-operatively rather than arrogantly, and about how CAGES Foundation's flexible and responsive

approach as a funder had supported the development of First Australian's Capital and its work with communities.

Rachel gave advice to philanthropists wanting to work with Aboriginal communities, recommending to them to step back and not bring their own strategy to the work; to allow the community to define what success looks like; and to fund community led solutions and capacity building over large mainstream organisations.



*Philanthropy Australia Conference*

#### [Koondie Woonga-gat Toor-rong](#)

The first Aboriginal and Torres Strait Islander Community-Led Philanthropic Fund in Victoria has now been established.



*Front L to R: Jody Barney, Aunty Dianne Kerr, Stephanie Armstrong  
Rear L to R: Taneisha Webster, Terori Hareko-Samios, Sherree Chaudhry*

Koondée Woonga-gat Toor-rong means “to give jointly, to share together” in Woiwurrung language. On Monday, the 19th November, by an ancient scar tree in the MCG carpark, Koondée Woonga-gat Toor-rong came into being with a special ceremony compered by Hayden Raysmith, from Towards a Just Society.

After a Welcome to Country from Aunty Di, Julia Spindler spoke about how Towards a Just Society was very pleased to be handing over the funding operations of a sub-fund that had invested in Aboriginal Victoria for the last 14 years but now the time was right for change. Terori Hareko-Samios and Stephanie Armstrong, Board members of Koondée Woonga-gat and Executive Officer of the new fund, Peter Aldenhoven, acknowledged the generosity of this act and accepted the responsibility for carrying forwards this exciting opportunity.

In attendance for the ceremony were a number of family members and long-time contributors to Towards a Just Society, representatives of the Australian Communities Foundation (where the new fund is located) and Robyne Lathan from Woor-Dungin as well as Maree Davidson and Glenda Morrison from the Fellowship of Indigenous Leadership.

As many Woor-Dungin members will be aware, the transition process leading up to this handover has unfolded over the last two years, in a steady, considered and respectful way, involving Aboriginal and Torres Strait engagement and ownership at all stages.

Named for country by prominent Wurundjeri Elder, Aunty Dianne Kerr, Koondée Woonga-gat Toor-rong means “to give jointly, to share together” in Woiwurrung language. On Monday, the 19th November, by an ancient scar tree in the MCG carpark, Koondée Woonga-gat Toor-rong

Along with ACF and FIL, Woor-Dungin has provided considerable support over the transition period. Woor-Dungin played a key role in organising the first Aboriginal workshop in October 2017 at which the Interim Working Group was formed. Woor-Dungin also participates in the transition support group, together with TJSF, ACF and FIL representatives and has provided important ongoing administrative support during the transition phase and to the Koondée Woonga-gat Toor-rong Fund.

Koondée Woonga-gat Toor-rong will honour the legacy of Towards a Just Society and their belief in Aboriginal and Torres Strait Islander agency by evolving its own distinctive Indigenous grant-making vision and practice based around traditional cultural values and the principle of self-determination.

The launch of the new fund will take place on 1st March, 2019 and grant-making will commence thereafter focussing on Fellowship of Indigenous Leadership and Woor-Dungin networks across Victoria.

It is anticipated that, over time, Koondée Woonga-gat Toor-rong will go from strength to strength and develop a significant profile as a game-changing player in Victorian Indigenous philanthropy.

Peter Aldenhoven, Executive Officer



*Attendees of the Koondée Woonga-gat Toor-rong handover*

## Committee of Management



Sherree Chaudhry – Co Chair

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.

Sherree is a valued member of the Aboriginal Community Led Philanthropic Fund working group. In 2017, she was able to draw on her HR experience to assist with employing the coordinator.

Sherree is also a member of the Income Generation Resource Group. In 2017 and more recently in 2018, she presented to the International Funders for Indigenous Peoples conference in New Zealand and New Mexico respectively about what philanthropy can do to work more effectively with Aboriginal community-controlled organisations to build respectful relationships and ensure successful outcomes.

A graduate of the Maarni Aboriginal Women's Leadership and Mentoring Program, Sherree has strong employment and governance skills. She draws on these and the partnerships she has developed with Woor-Dungin staff, members and Aboriginal organisations to contribute to Winda-Mara and her community. She is particularly keen to support projects that Winda-Mara has identified as priorities – housing, education, family services and the Budj Bim Ranger program and to ensure that Gunditjmara people returning to country are supported by their community.

Sherree describes her journey with Woor-Dungin as starting from one Lego block and growing to the size of a city building.

## Simone Spencer – Co Chair



Simone Spencer grew up in Dareton, NSW, 15 km north of Mildura. After completing school she went to 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 Services, or MDAS) as a family-support worker. She is currently the Community Engagement Officer, which aims to provide a cultural lens on MDAS's policies, program development and service delivery. A key component within this role is also Community Engagement and liaising with key stakeholders and community by attending various meetings, groups, forums and any other networking functions. A desired overall goal to positively promote MDAS's profile to the wider community, as well as feeding back the 'voice' of the community to the MDAS board, management and staff.

Youth is a passion and Simone helps out with the local Aboriginal sporting groups and holiday programs in various playing, mentoring and coaching roles.

Simone is also very passionate about leadership programs for young Aboriginal women. She believes our next generation of young Indigenous people have the capacity to stand up and be heard on what is needed for our culture and our families, to strive for a better and healthier future.

She is a founding member of Woor-Dungin and current Co-Chair, a journey that she acknowledges has been a great experience, and hopes to continue into the future.



## Robyne Latham – Vice Chair



Robyne Latham 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.

Robyne’s academic career has included co-ordination of the Associate Degree in Contemporary Aboriginal Art at Curtin University; Senior Lecturer in Contemporary Aboriginal Art at Deakin University; Sessional Lecturer in Health Sciences at La Trobe University; and a researcher at the Australian Research Centre in Sex, Health and Society, La Trobe University. Robyne is currently the Senior Indigenous Strategic Development Officer, The Bouverie Centre, La Trobe University. Robyne is also the Principal of Blak Light Cultural Safety Training consultancy. She joined Woor-Dungin’s Committee of Management in November 2016.

Robyne’s work is represented in the collections of the National Gallery of Victoria, Deakin University, La Trobe University, the Koorie Heritage Trust museum, the Museum and Art Gallery of the Northern Territory, John Curtin Gallery and the Berndt Museum at the University of Western Australia. Robyne’s works span the media of ceramics, sculpture, public-art installation, performance, painting and theatre-set design. Her artworks have won a number of awards, including Shepparton Art Museum’s Indigenous Ceramic Art Award (Victoria section; 2014), Dr Ross Ingram Memorial Prize (2012) and Manningham Victorian Ceramic Art Award (2013).

Robyne’s most recent work *Remembering the Empty Coolamons*, was performed at The Atrium, Federation Square, Melbourne, (2017) and again at the International Ceramic’s conference Clay Galgon (2018) and the Australian Association for Family Therapy Conference, Sydney (2018).



## Clare Land

Clare Land 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). In that book, and through workshops and teaching, Clare aims to do justice to the education she has received from Aboriginal community activists by sharing it with others.

Clare currently works as a researcher in Gary Foley’s Koori History Archive at Victoria University, and as program and operations manager at the Reichstein Foundation, one of Australia’s most innovative philanthropic foundations. She has also worked at the Foundation for Young Australians and Philanthropy Australia. She was a Community Development Worker at ANTaR Victoria (Working for Land Justice and Reconciliation) from 2004–2006 and served on the ANTaR Victoria Committee of Management from 2006–2012, including as treasurer and chair.

Clare has an honours degree in history (University of Melbourne) and a PhD in critical social work/sociology (Deakin University). She has worked on research projects interpreting Australian political history (NCAS, Monash University) and promoting educational equity (Deakin University) and frontier conflict (City of Melbourne).

Clare volunteered at 3CR community radio between 2001 and 2014 including 12 years as a broadcaster in collaboration with Gunai/Maar campaigner and broadcaster Robbie Thorpe. She has also been a live-to-air broadcaster on 3KND and SBS.

She is co-coordinator of a large-scale community education project ([decolonizingsolidarity.org/book-club](http://decolonizingsolidarity.org/book-club)) and a member of the Police Stop Data Expert Working Group of the Flemington and Kensington Community Legal Centre, Melbourne.



### Iain Finlayson

Iain Finlayson is the Business Development Manager for ILBIJERRI Theatre Company, Australia's leading and longest running Aboriginal & Torres Strait Islander Theatre Company. ILBIJERRI is a First Nations community controlled company that creates challenging and inspiring contemporary theatre. Based in Melbourne, each

year the company tours across Australia and the world.

Previously Iain has worked extensively on community arts and cultural development projects including Dining Room Tales (Multicultural Arts Victoria/A is for Atlas), the Anti-Racism Action Band (Victorian Arabic Social Services), the Other Film Festival (Arts Access Victoria) and Everybody Dance Now (London 2012 Olympic Games).

Iain studied Theatre Studies and Visual Media at the University of Melbourne and Royal Holloway, University of London. In 2015 he represented Australia at the International Arts Marketing Association Conference in Birmingham, UK. Iain is currently part of the Creative Partnerships Australia Arts Fundraising Mentorship program.



### 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.

Lorraine has worked in Thailand in a volunteer capacity in not-for-profit organisations and has undertaken volunteer work with Woor-Dungin reviewing governance policies and procedures. Lorraine has actively sought opportunities to work in partnership with other stakeholders on strategic social policy and project work which

achieves improved outcomes, particularly for disadvantaged clients or communities. She is strongly committed to meaningful and practical ways to support and foster reconciliation.



### Naomi Murphy

Naomi is a Murri woman and the Central Gippsland Client Services Manager at the Victorian Aboriginal Legal Service.

Naomi is actively involved in Woor-Dungin's Criminal Record Discrimination Project and the Aboriginal ex-offender employment project Advisory Committee. Naomi was a presenter at the statewide Aboriginal Justice Forum held in December, which resulted in the unanimous endorsement of our submission for reform.

Naomi is often asked to speak at events such as the Victorian Women Lawyers seminar held in Law Week to provide advice about supporting Aboriginal women who have had contact with the criminal justice system. Naomi is passionate about working to reduce the numbers of Aboriginal women in prison.

Naomi facilitates a women's group, 'Deadly Migais', which is a long running Aboriginal women's group that comes together to draw strength for one another, learn new skills, practice culture and build self-esteem and empower women.

Naomi founded an Aboriginal young women's dance group, Dreamtime Dance Troupe, an Indigenous Contemporary troupe that has danced both locally and across Melbourne, most recently danced at the MCG for an awards ceremony.

Naomi is the Captain of her local Churchill Football/Netball Club team as well as coaching the 1st ever all Aboriginal U9 girls netball team, 'Sistergirls', which her daughter Destiny plays in. She has won back to back Leading Goal Shooter in the statewide Aboriginal football netball carnivals 2015-2016, a Grand Final 2015 CFNC for her local club and her U9 team she coaches just finished the season undefeated.

Naomi has a passion for building resilience and strength for Aboriginal girls and women in her community. Her work in this area has led to her recent award from the Fellowship for Indigenous Leadership (<http://indigenousfellowship.net.au/emerging-leaders/naomi-murphy/>)



### Seth Nolan

Seth Nolan is a Gunditjmara man raised on Jarra Country with an ongoing connection to the Kulin Nation. He's the Aboriginal Program Coordinator at Parkville College, facilitating cultural programs for Aboriginal young people in custody and comes from a background of education and family therapy. Outside of work Seth and his

brothers run a not-for-profit organisation, Tongberang'i Ngarrga Inc, meaning 'Born to Dance' in Woiwurrung. Its purpose is to provide an outlet for Aboriginal people of all ages to connect with one another, while celebrating and expressing Aboriginal culture to the wider community through the medium of electronic dance music.



### Trudy Wyse – Secretary

Trudy Wyse 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.

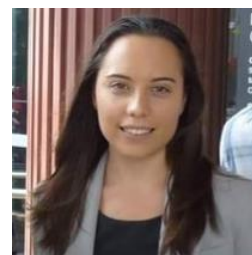
Trudy has worked in the philanthropic sector for over 15 years, initially for the Stegley Foundation, where she worked with the trustees to develop a dynamic model of responsive and strategic philanthropy.

Since 2002 Trudy has worked with the Australian Communities Foundation. She was the manager of Community and Donor Services for ten years, and

is currently a director of the Foundation's Philanthropy Consulting Service. She is also a trustee of the Mullum Trust.

## Staff

### Alice Gilbert – Legal Support Worker



After spending many years in Newcastle, NSW, Alice has returned to Melbourne and is currently working as an eDiscovery Analyst at Herbert Smith Freehills. Motivated by her family history, Alice came to Woor-Dungin to contribute to its work and to learn more about Aboriginal culture.

During her legal studies, Alice completed an internship in Jakarta, Indonesia where she researched and presented a paper on Australian indigenous land rights and recognition of customary law.

At Woor-Dungin, Alice has been a valued member of the Aboriginal Ex-offender Employment Team, bringing her research skills to contribute to a directory for ex-offenders. Alice's studies and her work experience give her skills of research, analysis, writing, document preparation. She has also has made short videos.



### Christa Momot - Community Development Manager and Executive Officer

Christa is a founding member of Woor-Dungin and was Co-Chair from 2006 to 2012.

Christa has qualifications in community development, mediation, adult education and workplace training and more than 30 years' experience in community sector management, policy and program development, advocacy, mediation, community development, teaching and mentoring. Her roles have included Executive Officer of Reichstein Foundation and Executive

Officer of the State-wide Women’s Community Housing Service. In this role she established a housing outreach service to women at Dame Phyllis Frost Women’s Correctional Centre and a state-wide working group to address the high rate of homelessness for Aboriginal women.

For much of her career, Christa has worked extensively with Aboriginal people, in particular women. She was formerly an Indigenous Community Volunteer.

From 2013 to 2018, Christa undertook the dual roles of Executive Officer and Community Development Manager. Christa co-ordinates the Aboriginal Partnership Program and works closely with our Aboriginal partners as well as organising the Aboriginal on country gathering and Income Generation Resource Group.

Christa is responsible for the Criminal Record Discrimination Project, Aboriginal ex-offender employment project, Aboriginal Community Worker Support Program and the Respectful Relationships WG.



Denis John O’Hara – IT Mentor

Denis is a consultant with expertise in IT sourcing, IT contracts, professional services management, manufacturing, and team and organisational improvement. With a variety of experiences gained over 30 years, Denis can be “a wise old man” for organisations of all kinds.

Denis worked for BlueScope Steel for six years, providing contract and commercial advice on IT and telecommunications. Previously he ran BHP IT’s systems integration business, a \$A100m professional services business, with offices throughout Australia. Denis has also led an IT sales force, established a consulting practice, and managed a process manufacturing plant.

Denis is a volunteer mentor with Leadership Victoria and at Woor-Dungin, is IT Mentor. In this role, Denis assists with all IT functions and problems. He supports Woor-Dungin staff with IT issues and works in partnership to impart his IT skills, and develop IT solutions that enhance our programs.

In other areas, Denis plays, directs and teaches Bridge. He enjoys travel, theatre, food and wine.



Jane Cussen – Communications Project Worker

An educator, project manager, writer and editor with extensive experience across the public sector, Jane has worked for government, universities and as a freelancer. Her work over the last 30 years has focused on improving access and outcomes to education and health for diverse populations and communities in Victoria, the Kimberley region and Papua New Guinea.

Jane originally trained as a primary teacher, but has worked across a range of education contexts particularly in curriculum, vocational education and student wellbeing. She holds post graduate qualifications in international education and professional editing. At present Jane works in student wellbeing and engagement policy for Victorian schools and as a freelance editor.

At Woor-Dungin, Jane is developing short biographical profiles of the people who are such an important part of Woor-Dungin – members, committee of management and staff. She also works on the staff induction project.



### Jem Stone - Volunteers Project Worker

Jem came to Woor-Dungin in 2016 for a week and is still here.

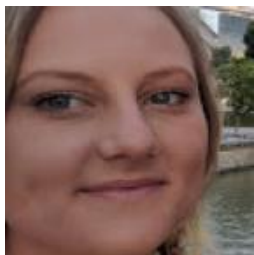
Hailing from NSW, Jem’s indigenous heritage includes Caribbean and American first nation’s people. She found her Aboriginal mob in Bundjalung country in northern NSW where she gained her Certificate of Aboriginality. At this time she worked closely with elders to bring traditional culture to local schools.

Jem has studied counselling and drew on her strong communication skills as Aboriginal Support Worker in the Criminal Records Discrimination Project where she provided support and practical resources to assist those telling their stories.

When not at Woor-Dungin, Jem teaches yoga and meditation, is a breathwork facilitator and is hoping to undertake a Diploma in Indigenous Healing in the future. Jem is incredibly proud of her three adult children who are active in Aboriginal issues.

Jem worked on the Volunteers Project, a project that she believes will engage more Aboriginal people in Woor-Dungin but also has the potential to promote Woor-Dungin to the wider Victorian Aboriginal community.

### Jessy Scott - Stakeholder Liaison and Projects Officer



Jessy does not personally identify as Indigenous but comes from a diverse family with people from Paakantyi, Kuku-Yalanji, Indian, Scottish, Irish, and LGBTQ backgrounds. Her family has taught her much and has shaped who she is personally, sparking her interest in Indigenous issues and thus leading her down her current path.

During her International Community Development degree, Jessy worked in HIV/AIDS related organisations in Australia and Nepal. She has organised workshops to raise awareness on HIV/AIDS and address stigma, engaged with peak HIV/AIDS organisations and university bodies, collected extensive resources and developed and scheduled workshops.

Jessy came to be at Woor-Dungin through research she conducted for a university placement at Murrup Barak Institute for Indigenous Development, where she researched how universities could better engage with Indigenous communities outside of basic recruitment and made recommendations for the future.

As Stakeholder Liaison and Projects Officer at Woor-Dungin, Jessy has researched social enterprises, created media and stakeholder directories, and made a valuable contribution to the staff induction guide.

Since being at Woor-Dungin Jessy has applied and developed the skills learned during her degree and has enjoyed her time working on projects with the dynamic staff team. She feels that her work is ever developing and that no matter what the task, she has the support of those around her which is something she appreciates.



### Martin E Gutride, Ph.D. – Social and Emotional Well Being Coordinator

Martin joined Woor-Dungin in early 2015 shortly after retiring to Australia. With a BA in Psychology from New York University an MA and Ph.D. in Clinical Psychology from Syracuse University and a Master's in Health Care Administration from Long

Island University, Martin had a 45 year career as a Licensed Clinical Psychologist in USA. This included working as the staff psychologist at a rural Native American Reservation.

Martin became involved with Woor-Dungin after learning from his Australian born partner of the progress Australia has been making in

rectifying its negative history with its First Peoples and wanting to be part of creating a more just society.

As Woor-Dungin's Social and Emotional Well Being Coordinator Martin supports staff and board members of our partner organisations who are dealing with personal or organisational issues. He is responsible for the bi-weekly e-Bulletins, convenes the Communications Working Group and participates in a variety of committees.



Mary Yarran - Aboriginal Ex-Offenders Employment Project (AEOEP) Worker

Mary is Koori, Murri, Nunga and South Sea Islander.

After travelling to the big city to do an Office Procedure Course at Collingwood TAFE while staying at Gladys Nicholls Hostels, Mary worked as a typist, clerk and receptionist before traveling across the country and working for the education department for 15 years as an Aboriginal Education Worker and then a teacher.

For the last 34 years Mary has been living on Noongar country in WA, raising her three children. Mary has recently returned to Melbourne, to reconnect with family, community and to be near ancestral country.

Mary draws on her extensive education and community experience to encourage others, to not only be their best but have the skills to look for creative solutions to difficult issues and embrace life, with a broader view.

Mary is the Aboriginal Ex-Offenders Employment Project Worker. She resources the Advisory Committee and is organising two exciting workshops to be held in May 2019 for Aboriginal people who are finding it hard to get a job because of their criminal record and organisations who would like to employ Aboriginal people with a criminal record.

Mary believes that Woor-Dungin is an inspirational place to work because of the people who are always supportive and encouraging.



Paul O'Shea - Special Projects Coordinator

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

Paul has worked in the government sector, private legal practice, 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 was a Director and Company Secretary of THREE for All Foundation for three years.

Since 2014 he has devoted a considerable amount of his time to Woor-Dungin, where he is the Special Projects Coordinator and Respectful Relationships Working Group convenor. 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.

“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 have seen firsthand the value and power of bringing Aboriginal communities together with philanthropists, professional firms and other

organisations. When people actually meet our aboriginal partners, and especially if this is done on country, and they get to know each other, good things happen.”



### Peter Aldenhoven – Executive Officer Koondee Wonga-gat Toor-rong

Peter Aldenhoven is a descendant of the peoples of Quandamooka – more particularly, the Nughi clan from Moorgumpin (Moreton Island, Queensland).

Peter was a 2017-2018 Fellowship of Indigenous Leadership, Emerging Leader and is the President of Willum Warrain Aboriginal Association, an Aboriginal gathering place on the Mornington Peninsula.

Peter is also an Indigenous educator, and has run exchange programs to four remote Aboriginal communities in the Northern Territory over the last decade.

Peter is currently the Executive Officer of an Aboriginal and Torres Strait Islander Community-led philanthropic fund called ‘Koondee Wonga-gat Toor-rong’ (*give jointly/ share together in Woiwurrung*).



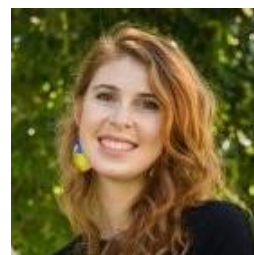
### Peter Flanagan – Sustainability Coordinator

Peter has tertiary qualifications in science, information technology, and business administration. He is also a qualified navigator and has sailed some of the tamer oceans.

After a 25 year career in the telecommunications and financial services industries, where he was a business analyst, planning manager, and contracts manager, Peter left it all behind to become a volunteer – as a board member of a number of not for profit organisations, a project

manager, a member of government committees, a submission writer, and a funding seeker.

A volunteer at Woor-Dungin since its inception, Peter’s role is to match the needs of Woor-Dungin and its partners with pro bono people, resources and the funding available from trusts and foundations. Peter also undertakes research on a number of topics and advises on writing business cases and funding applications. He is a valued member of the Communications working group and Income Generation sub-committee.



### Sophie Waincymer - Development Officer

Sophie has worked in social justice for over 20 years after starting volunteering at the age of eleven.

She has a Bachelor of Social Science (Policy and Research) complemented by practical training in systems thinking, cultural awareness, facilitation and leadership. Her recent work experience includes research and evaluation with the Foundation for Young Australians and grants coordination with the Australian Communities Foundation. She has also established and run a successful catering business.

Sophie has relatively new to working with Woor-Dungin, only being with us for the past six months as Development Officer. She applies her diverse skills to assist with income generation, compiled the annual report, and work on communications and marketing activities. Sophie recently managed the catering for a large gathering of staff and board members from each of our Aboriginal partner organisations, staff and members from Woor-Dungin, and guests from philanthropy at the Aboriginal on-country gathering, a key initiative of the Aboriginal Partnership Program.

Sophie describes Woor-Dungin as an organisation that ‘walks the talk’ so inspiringly.



### Wenzel Carter - Aboriginal Cultural Support Worker

Wenzel, a Ngarrindjeri–Wemba Wemba man works in our community development team.

As a young man Wenzel served in the army with two overseas postings. After leaving the army he worked at a number of jobs, living an itinerant homeless life with alcoholism. Realising that this wasn't working and he needed to change, Wenzel entered rehab, started a physical fitness routine and after his second quadruple bypass decided to live in his own house and be healthy.

Wenzel joined a community group in Hastings and was instrumental in establishing Willum Warrain Aboriginal Gathering Place - an indigenous organisation for indigenous empowerment, for identity, employment and education and a safe place for people to learn about cultural heritage.

At Willum Warrain, Wenzel worked as Aboriginal Cultural Programs Officer, coordinated the men's group, supervised Aboriginal men undertaking corrections orders, maintained the grounds, drove the bus and served as a Board member and vice president. Wenzel represented Willum Warrain on the Criminal Record Discrimination Project.

At Woor-Dungin, Wenzel's role includes participation in the Criminal Record Discrimination Project and Aboriginal ex-offender employment project and was appointed a respected community elder by Corrections Victoria as part of the Yawal Mugadjina Cultural mentoring program.

Wenzel provides cultural support to staff and our supporters. Part of his role is to attend meetings and conferences to spread the word about Woor-Dungin and develop new relationships which assist us in our work.

In 2017 Wenzel received the Aunty Frances Bond and Aunty Glenys Merry reconciliation award for his involvement in the criminal record discrimination project. He has been named NAIDOC community volunteer of the year three times in his region.

Joseph Kennedy - former Operations Co-ordinator

Marion Silver - Income Generation Research

Fiona Lindsey - Bookkeeper

*"A good bridge for people like me who aren't well connected and would like to help. Avoids "do good" approach. A useful space for people who don't know how to contribute. A good model for how non-indigenous people can contribute. And then facilitates people learning more!" (External consultant working on one of our projects)*

*"We attract people and they stay!" (Committee of Management member)*

*"Woor-Dungin isn't about the place for me, it's about the people." (Mary Yarran, Aboriginal Ex-Offenders Employment Project Worker)*



## Financial Report Summary

These tables are an extract from our audited Financial Reports for 2017/2018. The full reports are available on our website [www.woor-dungin.com.au](http://www.woor-dungin.com.au)

### Woor-Dungin Inc. Profit and Loss Statement For the Year ended 30 June 2018

	2018	2017
	\$	\$
<b>Income</b>		
Donations Received	38,179	106,898
Grants	252,114	138,400
Wages Subsidy	909	-
Partner Contributions	216	-
	<u>291,418</u>	<u>245,298</u>
<b>Expenditure</b>		
Occupancy Expenses	21,827	21,173
Other Expenses	10,882	9,244
Project Expenses	15,173	27,445
Salaries & Employee Benefits Expense	180,624	145,291
Sitting Fees & ACLPF	14,182	-
Travelling Expenses	11,425	-
	<u>254,113</u>	<u>203,153</u>
<b>Profit (Loss) for Year</b>	<u>37,305</u>	<u>42,145</u>

### Woor-Dungin Inc. Balance Sheet As at 30 June 2018

	2018	2017
	\$	\$
<b>Equity</b>		
Retained Profits	103,960	66,655
<b>Total Equity</b>	<u>103,960</u>	<u>66,655</u>
<b>Represented by:</b>		
<b>Current Assets</b>		
Cash at Bank-National Bank	116,885	126,260
Sundry Debtors-P A	323	-
Trade Debtors	10	10
Other Debtors-PA (Salary Sacrifice)	2,344	-
	<u>119,562</u>	<u>126,270</u>
<b>Total Assets</b>	<u>119,562</u>	<u>126,270</u>
<b>Current Liabilities</b>		
Sundry Creditors-Super Adjustment	286	-
Trade Creditors	3,729	-
Superannuation Payable	7,477	3,279
Grants in Advance	-	50,000
Provision for GST/PAYG	4,110	6,336
	<u>15,602</u>	<u>59,615</u>
<b>Total Liabilities</b>	<u>15,602</u>	<u>59,615</u>
<b>Net Assets</b>	<u>103,960</u>	<u>66,655</u>

Many thanks to our auditors:

Lionel Arnold  
Director  
J L Collyer & Partners

## Acknowledgements

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

### Aboriginal Partner Organisations

Healesville Indigenous Community Services Association

ILBIJERRI Theatre Company

Mallee District Aboriginal Services

Njernda Aboriginal Corporation

Willum Warrain Aboriginal Association

Winda-Mara Aboriginal Corporation

### Philanthropic Supporters

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

CAGES Foundation

City of Melbourne

Collier Charitable Fund

Equity Trustees

Foundation for Rural and Regional Renewal

Reichstein Foundation

RE Ross Trust

In addition, Woor-Dungin acknowledges the generosity of a number of supporters of our Walk with Woor-Dungin Campaign as well as a number of anonymous donors.

### Pro bono Supporters

Arnold Bloch Leibler, Melbourne

Ashurst, Melbourne

Barker & Jennings, Ballarat

Colin Biggers & Paisley, Melbourne

Holding Redlich

Allens Linklater

MinterEllison

RMIT, in particular, the Centre for Innovative Justice

## 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. You can make tax-deductible donations to Woor-Dungin via our fundraising partner, GiveNow. Please visit [www.woor-dungin.com.au](http://www.woor-dungin.com.au) and click on the 'Make a Donation' button. 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?

### 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

Woor-Dungin has a new Facebook page – check it out and like us!

### Like to learn more?

Please contact Dennis Batty, Executive Manager on [Den@woor-dungin.com.au](mailto:Den@woor-dungin.com.au) or visit our website at [www.woor-dungin.com.au](http://www.woor-dungin.com.au)

Thank you also to **Cheryl Asquith and Colin Biggers & Paisley** for generously printing and collating our report