

**awabakal**  
OUR PEOPLE

# Annual Report

2016 - 2017



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# Acknowledgement of Country

Awabakal Ltd acknowledges that we operate and function on the lands of the Awabakal, Worimi, Mindaribba, Biraban, Bahtabah and Wonnarua people.

We pay our respect to these lands that provide for us.

We acknowledge and pay respect to the ancestors that walked and managed these lands for many generations before us.

We acknowledge and recognise all Aboriginal people who have come from

their own country and who have now come to call this country their home.

We acknowledge our Elders who are our knowledge holders, our teachers.

We acknowledge our youth who are our hope for a brighter and stronger future.

We acknowledge and pay our respect to our community members who have gone before us and recognise their contribution to our people and community.





# Awabakal – Our 40 Year History



*Our Vision is for Awabakal to be the lead provider and advocate for services to Aboriginal people in the Newcastle region.*

*Our Mission is to empower self-driven lifestyles for our clients and community.*

2017 marks 40 years since Awabakal was incorporated and at the time, was established to provide services to the community including employment, culture, health, welfare, sport, housing and education.

40 years on and Awabakal has grown and refined its services to cater to the needs of the community.

Our history started in the early 1970s when the first incarnation of this organisation was known as the Newcastle Aboriginal Advancement Society and predominantly delivered cultural activities for locals to attend.

In the early years, the headquarters were situated at the University of Newcastle before eventually relocating to our current location in Wickham.

The Awabakal identity has evolved over the years – initially the Newcastle Aboriginal Advancement Society, following this it was renamed Awabakal Newcastle Aboriginal Co-operative Limited and finally our name was established as what we are today – Awabakal Ltd.

This name was formally registered in February 1977 and is the basis of our 40 years.

Awabakal's growth and development throughout this time has seen it become one of the largest Aboriginal community owned and run organisations in New South Wales and is a leading example of Aboriginal community power in Australia.

On behalf of the entire community, we would like to thank and pay tribute to those who fought for and helped develop the organisation we have today.



## Our Culture





# Message from the Chairman

**Darren Faulkner**  
Awabakal Chairman

It has been a very exciting 12 months for Awabakal Ltd. 2017 marks 40 years since the organisation was incorporated, which has given us 40 years' worth of reasons to celebrate and offered us the opportunity to refresh our brand and identity to reflect where we are today.

This year, Awabakal has achieved great success in developing our services to meet the needs of our community.

Our Promotions and Partnerships team has evolved into the Community Relations team who has been responsible for revamping our regular cultural activities for our mums and bubs, men, women and Elders. They have also helped bring to life the 'I'm Quitting' campaign and delivered a Health Fitness Challenge for our staff and community.

Our Medical team has cared for a number of people in the community with an average of 25 new patients per month and has also implemented an online appointment system via Awabakal's website.

Early Learning and Education has done an outstanding job in achieving 'Exceeding' ratings against the National Quality Standards for the Wickham Preschool.

They have also increased staff training with a number completing their Diploma of Early Childhood Education.

Our Aged Care services successfully transitioned to Consumer Directed Care in March and we successfully implemented the new operational system ICARE and Awabakal's Housing portfolio is preparing for registration as a National Regulatory System for Community Housing (NRSCH) provider.

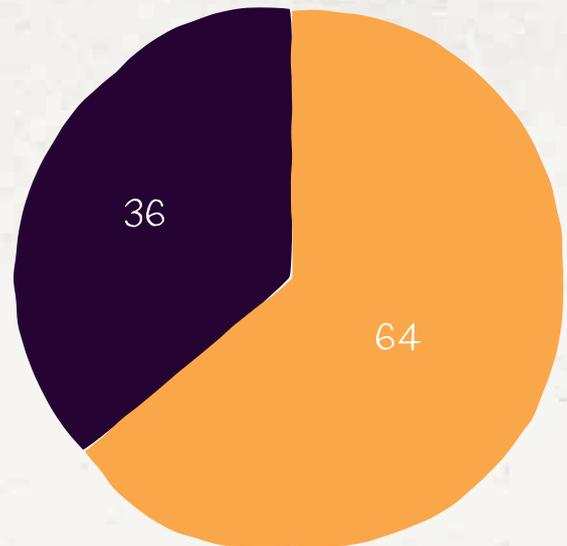
Overall, Awabakal continues to focus on achieving the objectives and goals highlighted in our 2014 - 2017 Strategic Plan, which we have since updated to provide a guide for the next three years until 2020.

I would like to thank my fellow Directors for their contribution over the last 12 months and I look forward to celebrating more achievements in the years to come.

# Awabakal

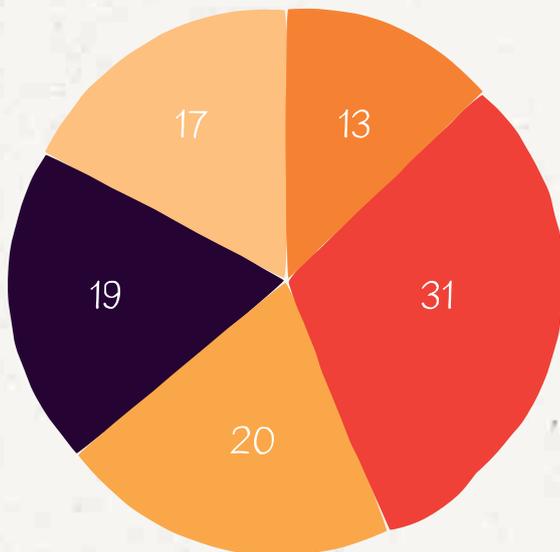
## A snapshot of Our People

Employee gender



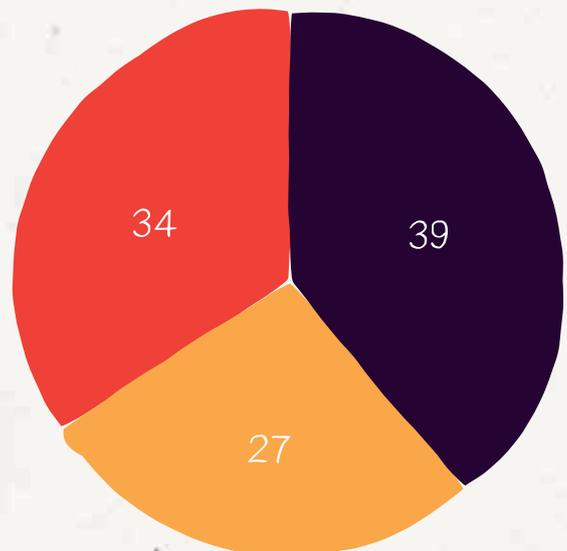
- Female
- Male

Age breakdown in years



- Under 26
- 26-35
- 36-45
- 46-55
- 55+

Employment status



- Permanent full time
- Permanent part time
- Casual



# Message from the CEO

**Raylene Gordon**  
Awabakal CEO

2017 is a special year for Awabakal. 40 years is a remarkable achievement for any organisation and I am proud to work alongside such a dedicated and enthusiastic team of people.

This year's Annual Report is particularly important as we are able to reflect on the significance of our 40 year history and share how we have celebrated this milestone with our community.

Of course, this was marked with our 40th Anniversary Dinner which was held at Wests New Lambton on Friday 7 July, which many of you attended. I would like to thank everyone who joined us for the evening. It was a great event, with many memories shared and some great local entertainment, topped off with a show stopping performance by Casey Donovan. What a voice!

Awabakal has undergone some changes throughout the last 12 months including restructuring some of our operations, expanding our services and undergoing system and process amendments from an administration perspective. These changes have been made to ensure that Awabakal can work effectively and efficiently and

can continue to provide necessary services to our community.

While all our services have expanded this year, one of our core focuses remains our children and youth. They are our future and ensuring they have a quality education, coupled with appropriate cultural learning continues to be at the forefront of the effort from our Early Learning and Education team.

Awabakal's 40th Anniversary tagline really sums up what our organisation aims to achieve – 40 years – respecting the past, leading the future, our legacy lives on. I am extremely proud to play a part in achieving this vision and I would like to thank our Board of Directors who have helped lead Awabakal through the last 12 months.

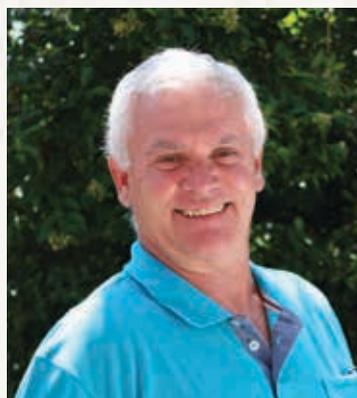
To our community and my fellow staff, I once again thank you for your support and look forward to seeing what our future holds.



# Board of Directors



**Darren Faulkner**  
Chairperson



**William Fisher**  
Treasurer



**Raymond Kelly Snr**  
Director



**Stephen Griffen**  
Director



**Kevin McKenny**  
Director



**Abie Wright**  
Director

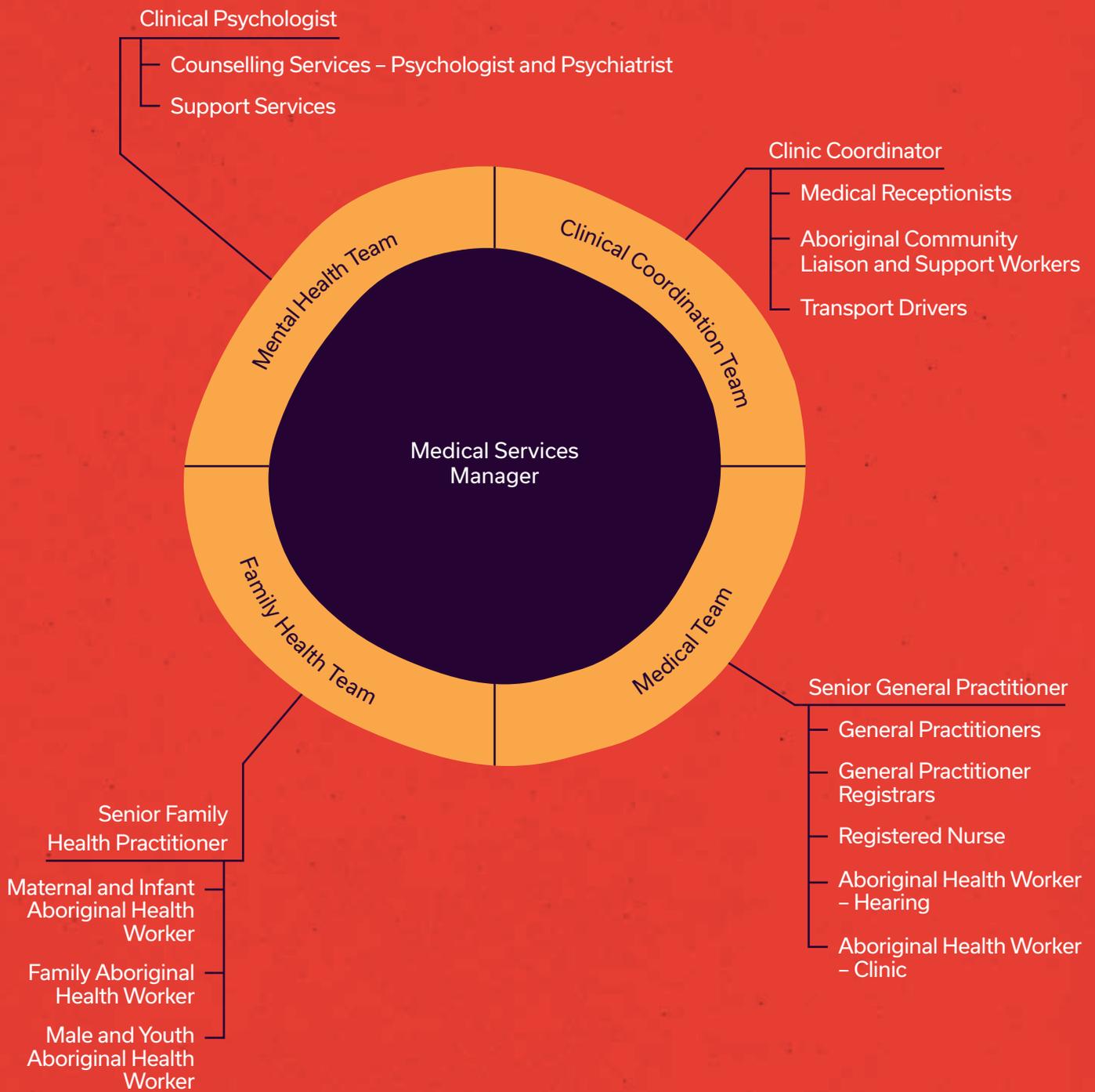


**Warwick Wright**  
Director

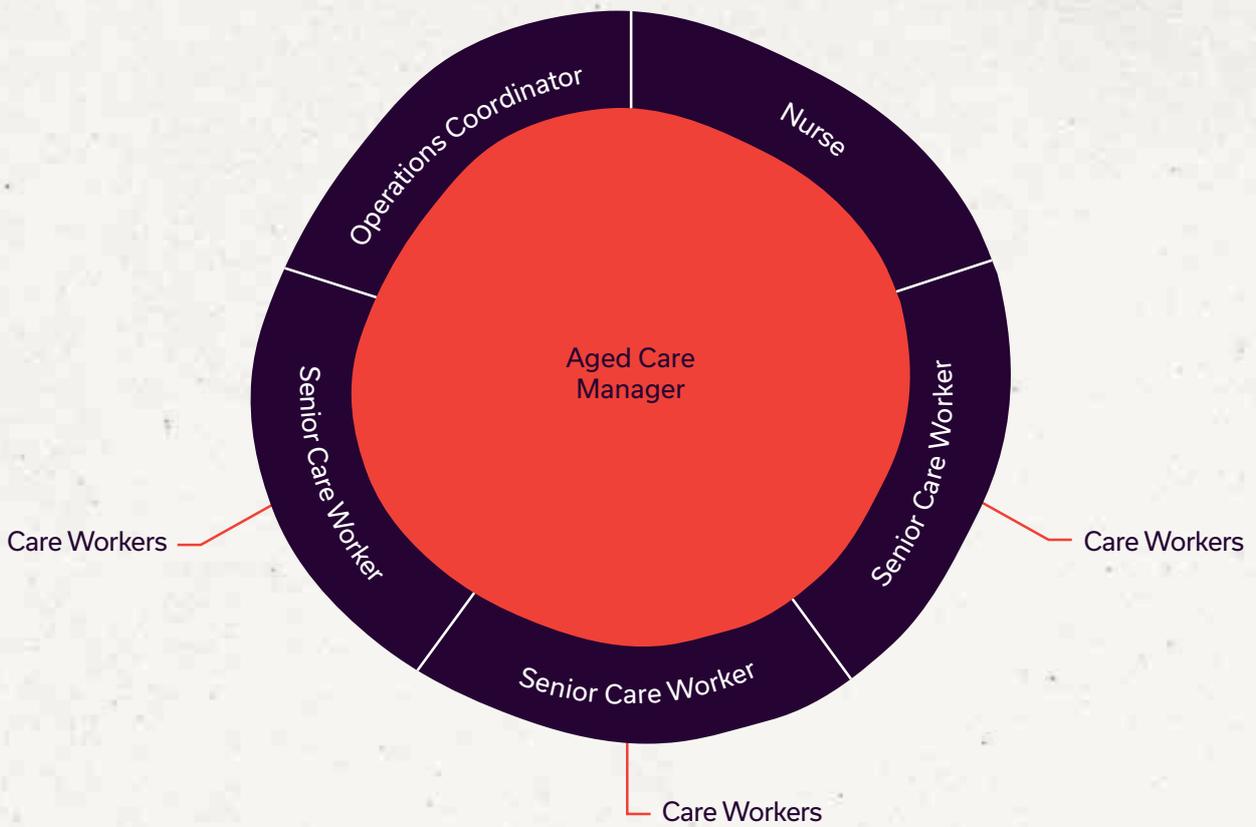
# Awabakal organisational chart



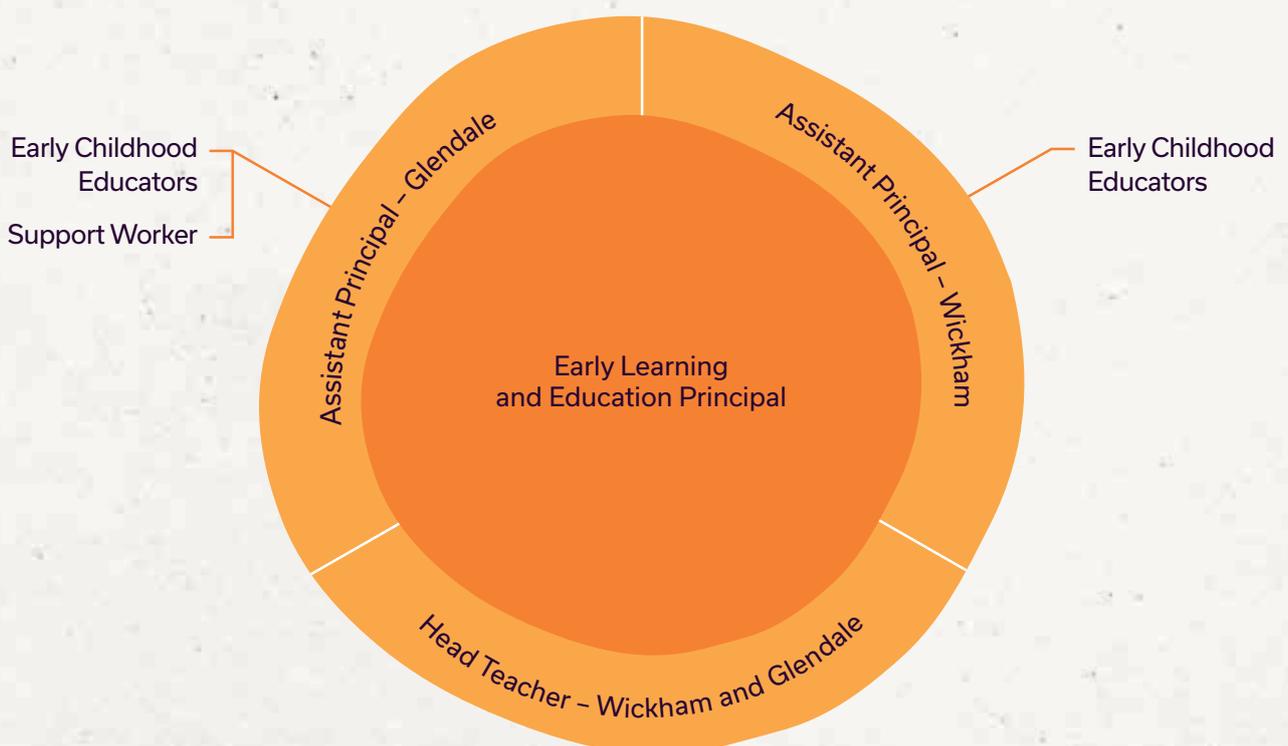
# Medical Services chart



## Aged Care chart



## Early Learning chart





# Awabakal Medical Service

*It has been a very productive year with some excellent improvements for Awabakal Medical Service.*

The Awabakal Medical team has been extremely dedicated to enhancing the quality of the service provided to community and we have been committed to developing a work environment that is professional, accessible, friendly and reliable.

Awabakal Medical Service provides a broad range of specialist services and this is increasing all the time.

Specialist services include; Optometrist, ENT specialist, Paediatrician, Audiologist, Geriatrician, Cardiologist, Respiratory/Sleep Specialist, General Specialist, Hepatitis & Infectious Disease Specialist, Renal Specialist, Rheumatology Specialist, Ophthalmologist, Podiatrist, Dietitian, Physiotherapist, Speech Pathologist, Clinical Psychologist, Psychiatrist and Child Counselling.

The average patients seen by each GP is approximately 18 per day. We utilise 87.31% of our available appointments, our FTA (fail to arrive patients) is high at 18.57%.



The good news is we rebook 59.70% of the FTA appointments.

This year is the first year we have completed accreditation with no recommendations or actions to be undertaken.

The feedback in the report was extremely positive and we were to be commended in a number of areas.

The medical team has been tirelessly committed to improving our systems and procedures to meet RACGP Standards and to deliver a first rate service our community deserve.

The report on our accreditation is validation that we are on the right track to deliver the highest quality service.

In the past 12 months, we have also focused on our counselling service to develop and deliver a more clinical model.

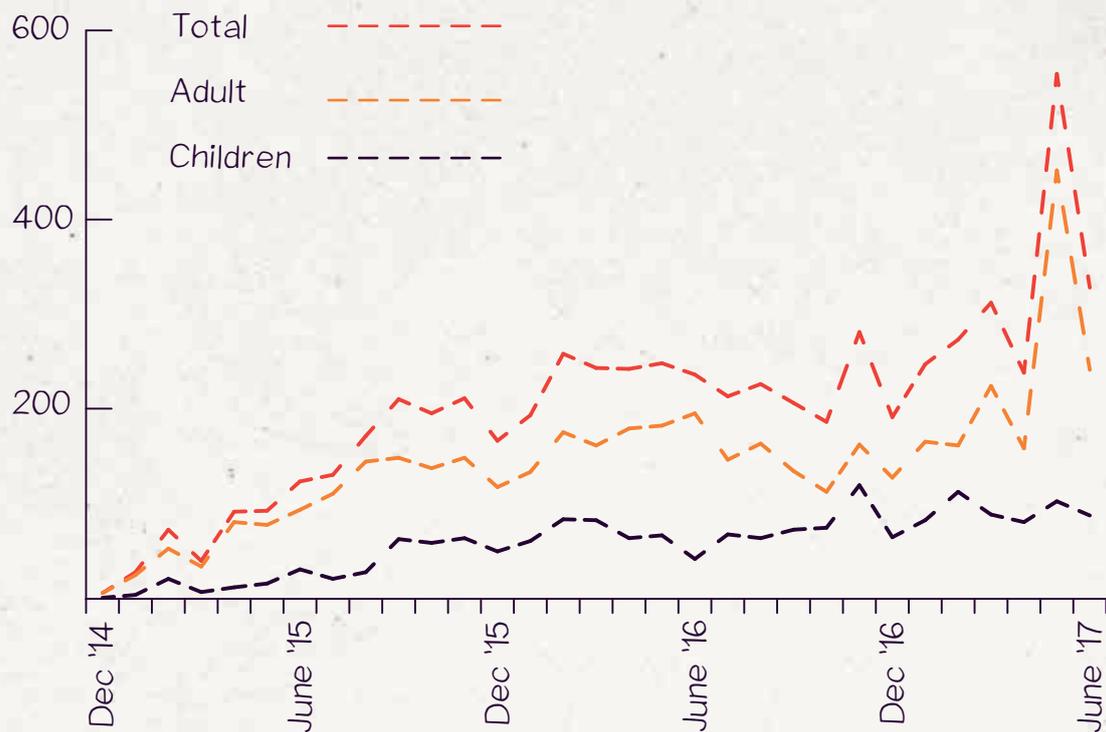
We have expanded our current counselling team from two Clinical Psychologists one day per week and two Psychiatrists half a day per week which were supplied by Hunter New England Health to a new partnership with Hunter Primary Care which supplies two Psychologists two days per week.

We have also employed our own full time Clinical Psychologist and the two organisations will work closely with our Clinical Psychologist to establish an effective and beneficial counselling team. This will greatly improve the counselling services to meet the demand of our community.

Our family health team has undergone a restructure to best meet the needs of our community. The team comprises of Senior Family Health Practitioner, Midwife, Maternity and Infant Health Worker, Family Health Worker and Men's/Youth Worker.

The team is closely integrated with medical and works to develop programs, workshops, group sessions and activities that promote and enhance family health and wellbeing.

## Dental appointments per month



We have expanded our transport service and it is growing at an incredible rate. We travel considerable distances for our patients to access medical services and average 450 transports each month. We currently have four full-time drivers and three casual drivers.

A great success has been employing a male and female Aboriginal Community Liaison and Support Worker.

We have received encouraging feedback from the community and they are an integral part of the medical team.

Our dental partnership with Hunter New England Health has been an outstanding success. The partnership commenced in January 2015 and initially started with (0.4 chairs) two days per week and has now increased to (1.6 chairs) five days per week.

On average our dental team sees approximately 325 patients per month.

We started with a waiting list of over 500 patients and that has dramatically decreased to 37 for adults and 24 for children.

We are happy to say our hearing health program is responding to the needs of our community. We have been inundated with requests from schools with concerns about students experiencing hearing difficulties and have requested Awabakal conduct hearing screenings.

Awabakal has started a school screening program, allowing Awabakal staff to deliver audiological services to children who may not otherwise be able to access our services.

We have also developed a hospital pack for children undergoing ear, nose and throat surgery.

We screen approximately 12 students each visit and average two to three students referred for further medical advice and treatment.

Awabakal Medical Service has had a number of outstanding achievements in the last 12 months of which the team are incredibly proud. We will continue to be devoted to exploring innovative and creative ideas that meet the needs and expectations of our community.



## An overview of our success

### Increased workforce

- ⦿ Increasing our Administration team from five to four full-time workers, two part-time workers and two casual workers.
- ⦿ Increasing our transport team from two to four full-time workers and three casual staff
- ⦿ Increasing General Practitioner workforce from three to four Awabakal General Practitioners, plus three registrars
- ⦿ Employment of an Aboriginal male Registered Nurse
- ⦿ Employment of a Midwife
- ⦿ Employment of two Aboriginal Community Liaison and Support Workers

### New services

- ⦿ Outreach service Windale one day per week
- ⦿ Rheumatoid clinic
- ⦿ Ophthalmologist clinic
- ⦿ Cardiac Rehab partnership with John Hunter Hospital

### Improvements

- ⦿ Medical software upgraded from Medical Director to Communicare (December)
- ⦿ Online appointment system introduced
- ⦿ Improvements to treatment room
- ⦿ New medical equipment including ECG machines, portable life pack for outreach truck, digital macroview otoscope, X-ray boards, blood pressure machines, wheelchair and electronic eye charts
- ⦿ Additional security cameras
- ⦿ Outdoor decking and seating

### Staff training

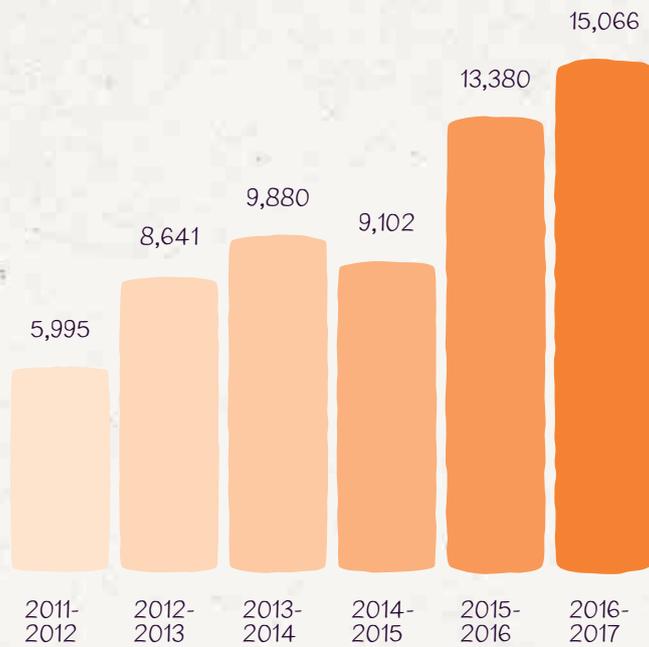
- ⦿ All clinicians have one hour health education and health updates every Thursday
- ⦿ All staff have been trained in CPR, Hand Hygiene, Infection Control and Mental Health First Aid
- ⦿ All non-clinical staff are currently undertaking study for qualifications that relate to their work

### Expansion

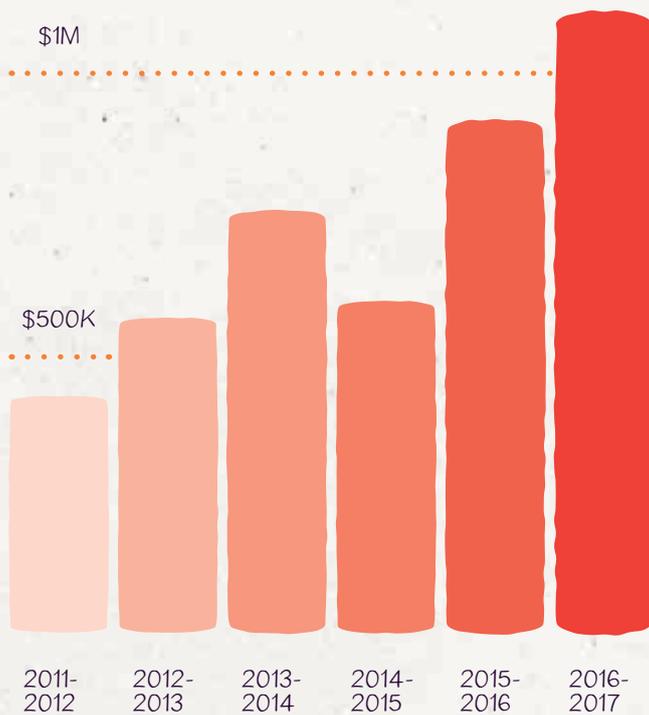
- ⦿ Expansion of medical services with five day a week clinic in Cardiff
- ⦿ Outreach clinic in Raymond Terrace two days per week

# Medical Service performance measures

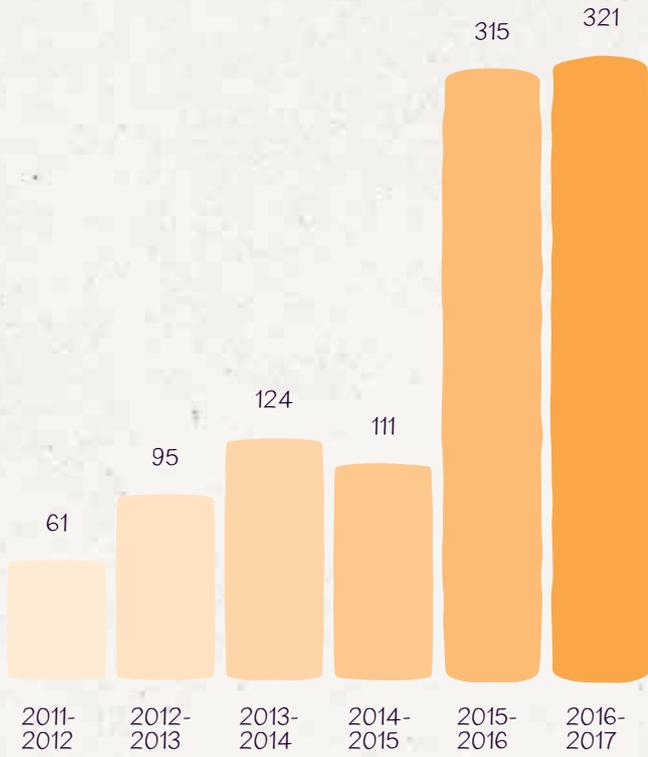
## Patient visits to doctors



## Medicare billings



## Mental Health Care Plans



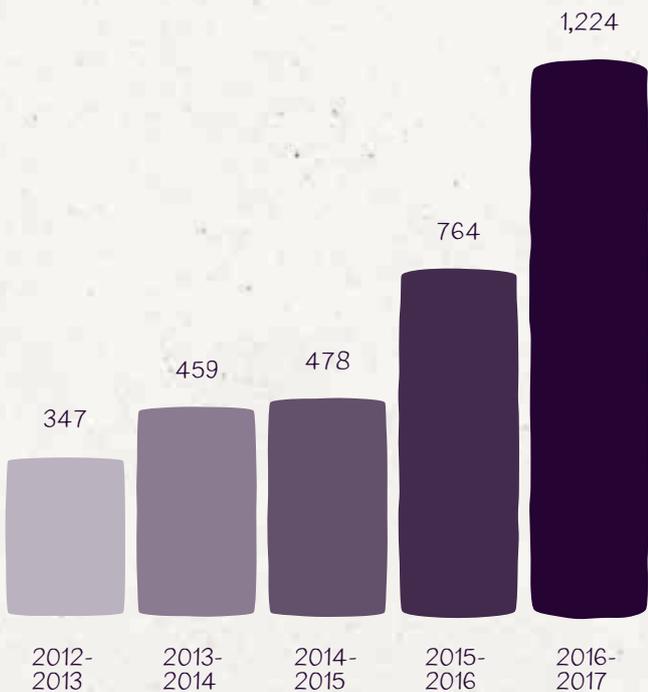
## Data summary

Health assessments

2016/17  
1,042

39% increase  
in new patients

## New patients



21% increase  
in Medicare billings



# Early Learning and Education

2017 has been a year of significant change and outstanding growth to the Early Learning and Education portfolio within Awabakal.

Awabakal Early Learning and Education programs include:

- ◎ Glendale Preschool  
509 Main Road, Glendale
- ◎ Wickham Preschool  
5 Grey Street, Wickham
- ◎ Young Starters  
Lower Level, Yamuloong, Garden Suburb
- ◎ Intensive Support Playgroups –  
seven locations across Newcastle

Our program currently supports around 200 families across Newcastle and the Hunter region.

There has been significant advancement in the Early Learning and Education arm of Awabakal this year and staff have made a commitment to continue to be leaders in education across NSW.





Awabakal Early Learning has been a local leader in early childhood education for many years and we are now attracting overseas study tours from Hawaii, Japan and China.

Some of the successes that have been achieved in the last 12 months include:

- ◉ Transition from 'Children's Services' to 'Early Learning and Education' with a focus on our core responsibility of educating our children.
- ◉ Transitioning to preschool completed in February 2017 which saw budget based funding ceased and Long Day Care (MACS) licence relinquished.
- ◉ Wickham Preschool underwent an Assessment and Rating Accreditation, receiving 'Exceeding' in all seven quality areas against the National Quality Standards. The service was encouraged to apply for the 'Excellent' rating, progressing to the final stage of the assessment with a phone interview on 12/10/2017 with final notification within the week. Only 52 services across Australia have obtained the 'Excellent' rating, with over 16,000 services Australia wide. This places Awabakal's service in the top 0.003% of Australia for quality.
- ◉ Streamlining all educational programming and documentation for all services rolled out in June 2017.
- ◉ Wickham Preschool has restarted bus transportation, increasing community capacity and access.
- ◉ Awabakal Early Learning has hosted visits from political reform consultants, as well as early childhood specialists from other countries to observe the practices at the Wickham centre. The recommendations for these visits are coming from the Department of Education, Australian Children's Education and Care Quality Authority (ACECQA) and University of Newcastle.
- ◉ Awabakal presented international guest speaker Teacher Tom from the United States to 60 early childhood professionals from across the Hunter region.
- ◉ Both Preschools remain at full capacity and staff are continuing their own professional development journeys in many aspects of early education through courses and further study.



- ◉ We are in the final stages of our Young Starters Program and are currently working on our licensing applications and undertaking compliance meetings. The Young Starters Program has been established in the lower level of Yamuloong.
- ◉ The Young Starters Program has received considerable interest from the Department of Prime Minister and Cabinet and the Department of Education and we are currently working with both to fund and support the program. A partnership with the University of Newcastle is currently being established to link a study project to follow the success of the program.
- ◉ Awabakal established another Playgroup at Edgeworth operating from July 2017. This extends our supported playgroups to seven across Newcastle and the Hunter Region. We are currently working to establish a final playgroup in Cessnock. Locations include Woodberry, Raymond Terrace, Fennell Bay, Gateshead, Wickham, Edgeworth and Windale.
- ◉ The Playgroup staff have been involved in presenting information sessions on health and education at all locations.
- ◉ Two Awabakal staff have successfully completed their Diploma of Early Childhood Education and Care, increasing the qualifications of our staff and demonstrating our further commitment to high quality training, education and services for our community. A further three staff members have already enrolled to undertake the Diploma training in the coming months.

As you can see, the Early Learning and Education staff have been diligently working to increase the profile of our education program as leaders in the field.

2018 will see more exciting adventures to extend our program and deliver a holistic approach to health and education to our children in the years before school.



## Aged Care Services

Throughout the year, the Awabakal Aged Care team has enriched the lives 221 Elders in the community through the delivery of a multitude of services including social support, domestic assistance, home maintenance, personal care, transport and other specialised assistance.

The team assisted 72 community members to access services for the first time in 2017. In comparison to 2016, Aged Care now employs six more Care Workers and delivers 25 percent more services to community members.

Some of these services were delivered by external parties and some by local community members. Home maintenance is now delivered internally by local community members leaving just domestic assistance outsourced which will be delivered by Awabakal people to assist with empowering the community.

Good systems are critical for efficiently managing services well and throughout the year, the team went to considerable lengths to transition to, and learn how, to get the best value from the new electronic client services management system ICARE.

This has made it easy for Awabakal to maintain a robust database of clients and their ever-changing needs. ICARE automatically schedules the client's



services based on each client's individual needs whilst efficiently discharging our responsibilities to the funding bodies.

Recently, off the back of the successful implementation of ICARE, the team showed its appetite for continual improvement by transitioning the allocation of all jobs to the Care Workers' smartphones.

This is a great achievement meaning the Aged Care service is now a paperless operation end to end and is set for growth.

Our people are our strength and the investment in the development of care staff in 2017 was substantial. Every care worker that commenced employment in 2017 was enrolled in Certificate IV in Ageing and Support.

The Aged Care Manager, Operations Support and two Senior Care Workers are also nearing the completion of their Diploma in Community Services.



Awabakal is committed to serving the local community and this year was able to send two Elders teams to the Elders Olympics held locally at Westlakes.

A great time was had by all but unfortunately Inverell walked away with the win. We look forward to sponsoring a team to travel to compete at Inverell next year.

Throughout the last twelve months, Awabakal supported the Elders Christmas Party, a Mother's Day luncheon, a luncheon at Bunbury with Worimi, outings to the movies and recently a trip to Forster.

The Elders also got great satisfaction from the weekly groups where they have been involved in a diverse range of activities such as healthy cooking, painting, exercises and card making.



# Community Relations

*This year saw Awabakal achieve a huge milestone in that we celebrated our 40 year anniversary! Happy 40th Anniversary to our entire Awabakal community.*

As we celebrate this extraordinary achievement, we would like to acknowledge the legacy that lives on and the dedicated people involved in continuing to build our wonderful service. It has certainly been another busy but successful year for Team Awabakal. We enjoyed celebrating this incredible achievement throughout the year with our community.

Following further restructuring within the organisation, the Partnerships and Promotions team has now developed into the Community Relations team.

As an Aboriginal community controlled organisation, the demand to broaden our community engagement strategy was evident.

Our focus shifted from project based activities to a broader community engagement strategy whilst still supporting the organisation to continually promote the great work we deliver for our people.



As the organisation continued to grow and evolve, so did the Awabakal brand. With the endorsement of the Board, we successfully launched the new branding of Awabakal – Our People.

We were extremely proud of our new brand and you will notice our new look is displayed with pride with the upgrade of our website and social media platforms, new signage across all sites, our vehicle fleet is acting as a driving billboard and staff have been fitted out in new uniforms.

Let's not forget how cute our 'little people' look in their new uniforms – too deadly.

On the back of our re-branding campaign, our social media engagement continues to grow. This has resulted in increased followers on our Facebook page and improved communication on our website which allows people to make medical appointments online and contact us quicker.

Whilst not getting lost in the world of technology, we still maintain our community connections through grassroots community group activities.

All activities were organised based on feedback from our community, they included cultural workshops - basket weaving, Didgeridoo making, art classes, as well as scrapbooking, movie screenings, lunch outings, Gymbaroo, Elders Olympics, NAIDOC celebrations, combined luncheon with Worimi elders and our inaugural Christmas hamper delivery just to name a few.





Awabakal understands the importance of building relationships with a vast range of networks given the diversity of services we offer.

As a result, our Community Relations team has seen various partnerships developed with many stakeholders.

This has included AES, Telstra, HACON, Headjam, Brilliant Logic, PWC, various schools through the Department of Education, HNECCPHN, Hunter Primary Care, Calvary Mater, Timana Tahu, 365 Lifestyle, Worimi LALC, Wild Learning, Free Spirit Aboriginal Art & Consultancy, BreastScreen NSW - Hunter New England, Aboriginal Health Unit, No Limit Management and Mantis Event Management.

Awabakal was successful in being re-granted Tackling Indigenous Smoking (TIS) funding and this project has been a pivotal part of our activities this year.

Smoking is one of the four major health issues impacting our community so we set a goal to tackle this head on.

We have taken an organisation wide approach to address this and can proudly say we are making positive changes for our community by hosting informative events and supporting community members through their quitting journey.

In delivering the Tackling Indigenous Smoking program, Awabakal has:

- ◉ Hosted World No Tobacco Day – including a Staff Development Day to raise awareness about TIS program and educate our staff across all services.
- ◉ Developed a No Smoking policy, designing exclusive No Smoking signage displayed across our sites and community events.
- ◉ Initiated the 'I'm Quitting' campaign to help encourage and support people to cut back with an end goal to quit smoking.

Over the last 12 months, Awabakal was pleased to partner with the NRL to support the All Stars Interstate Challenge. As the major sponsor,



Awabakal was thrilled to welcome representatives from the 2017 Harvey Norman All Stars teams to help promote the importance of a healthy and active lifestyle at events in February.

We are very fortunate to have some amazing athletes give up their time to support our events and promote health messages about the negative impacts of smoking and the importance of leading an active and healthy lifestyle.

Tackling Indigenous Smoking is one of our main initiatives and was the focal education point during these events.

Awabakal was given the opportunity to host three simultaneous events open to the public, with each featuring meet and greets with the male and female Indigenous All Stars and World All Stars teams.

The events took place at Hamilton, Toronto and Hamilton North, with activities including skills circuits, passing competitions, Q & A panels, meet and greets and autograph signing.

We also held exclusive invitation-only events for our Elders at a luncheon and our 'Youth at Risk' sessions.

As part of our prevention strategy, Awabakal also hosted workshops at three local high schools, which 153 students attended.

Students had the pleasure of meeting current and former NRL stars, as well as the talented and gorgeous model Samantha Harris who delivered messages about our TIS program.

The future holds much more for Team Awabakal as we gear up for the next 12 months and look forward to working with everyone in our community.



# Administration update

2017 was a year of successful restructuring and setting the foundation for a commercial organisation. This was achieved through the consideration of advice from the Board of Directors and industry savvy consultants who conducted independent external reviews of Awabakal.

## Business services

The approved changes were executed with many hours of work undertaken by dedicated employees, administrating the transition phases.

The human resources function was outsourced and the payroll function was separated from the accounts payable function.

In doing so, Awabakal secured two new employees – a qualified full-time Business Manager and an industry experienced full-time Accountant to manage this part of our business.

Internal business audits were independently conducted by an external consultant with very pleasing results achieved.

This is a direct result of the work Awabakal's staff diligently completes on a daily basis to ensure compliance to company policies and our internal governance framework.



A review of company policies has commenced to ensure they are relevant to the work Awabakal completes and to comply with current legislation.

To ensure Awabakal met its compliance and reporting obligations, a financial consultant was engaged to review, collate and record in one location all its obligations to funding programs.

The outcome of this work was the creation of a funding tool with automated calendar setting, enabling transparency across funding program requirements and timelines for each responsible manager.

In addition, this system allows for review by management and the Board.

All operational reporting obligations have been met and the 2017 financial acquittals have been successfully completed on time.

What Awabakal has now established is an efficient and capable shared business services model. This will assist in the commercialisation of the organisation in a culturally appropriate manner, empowering the community and allowing for sustainable growth.

## Property management

Awabakal provides housing for 37 community members and manages four commercial properties which house our medical and children's services. Awabakal's commercial properties are also now cleaned and maintained by local community members.

The time has come for Awabakal housing to take advantage of Awabakal's strong commercial position and provide more housing for community members. Throughout 2017, the Housing Manager has been working closely with consultants to prepare Awabakal for registration with the National Regulatory System Community Housing (NRSCH). This will allow Awabakal to be eligible to manage a larger pool of community houses which will help accommodate the needs of our community.

A recent highlight of the hard work completed by Awabakal was the approval of the Development Application for the expansion of the medical service to include a practice with three consulting rooms at Cardiff. Plans are also underway for further expansion to a space at Raymond Terrace. A site at Yamuloong is also being developed for Young Starters, an important piece of work that will fill a gap in young children's early development.

The Board of Directors  
64 Hannell Street  
Wickham NSW 2293

25 September 2017

## **AWABAKAL LIMITED**

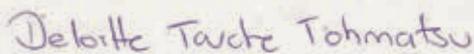
Dear Board Members

In accordance with Subdivision 60-C of the Australian Charities and Not-for-profits Commission Act 2012, I am pleased to provide the following declaration of independence to the directors of Awabakal Limited.

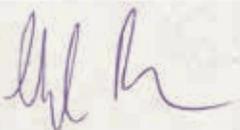
As the lead audit partner for the audit of the financial statements of Awabakal Limited for the financial year ended 30 June 2017, I declare to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements as set out in the Australian Charities and Not-for-profits Commission Act 2012 (Cth) in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Yours sincerely



DELOITTE TOUCHE TOHMATSU



Cheryl Kennedy  
Partner  
Chartered Accountants  
Sydney

# Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2017

	<b>Note</b>	<b>2017</b>	<b>2016</b>
	<b>\$</b>	<b>\$</b>	
Revenue	4(i)	8,340,059	7,994,322
Other income	4(ii)	116,736	538,402
Administration expenses		(809,422)	(377,782)
Computer expenses		(268,614)	(256,011)
Consultants		(426,633)	(377,354)
Depreciation and amortisation		(435,187)	(505,594)
Direct grant expenditure		(1,154,197)	(870,384)
Employee benefits expense		(4,481,861)	(4,530,723)
Insurance		(167,177)	(129,362)
Leasing and motor vehicle expenses		(53,033)	(57,379)
Occupancy expenses		(366,203)	(463,020)
Other expenses		(42,696)	(177,753)
Repairs and maintenance expenses		(341,559)	(257,508)
Finance costs		(29,733)	(40,820)
<b>(Deficit) / surplus for the year</b>		<b>(119,520)</b>	<b>489,034</b>
Other comprehensive income		-	-
<b>Total comprehensive (loss) / income</b>		<b>(119,520)</b>	<b>489,034</b>

# Statement of Financial Position

As at 30 June 2017

	Note	2017 \$	2016 \$
<b>Current assets</b>			
Cash and cash equivalents	5	8,549,202	6,856,780
Trade and other receivables	6	524,908	376,694
<b>Total current assets</b>		<b>9,074,110</b>	<b>7,233,474</b>
<b>Non-current assets</b>			
Property, plant and equipment	7	6,993,398	7,198,837
Intangibles	8	21,905	42,548
<b>Total non-current assets</b>		<b>7,015,303</b>	<b>7,241,385</b>
<b>Total assets</b>		<b>16,089,413</b>	<b>14,474,859</b>
<b>Current liabilities</b>			
Trade and other payables	9	1,034,347	759,712
Borrowings	10	58,366	102,172
Other liabilities	11	4,173,882	2,605,402
Provisions	12	203,391	195,656
<b>Total current liabilities</b>		<b>5,469,986</b>	<b>3,662,942</b>
<b>Non-current liabilities</b>			
Borrowings	10	493,870	570,245
Provisions	12	64,068	60,663
<b>Total non-current liabilities</b>		<b>557,938</b>	<b>630,908</b>
<b>Total liabilities</b>		<b>6,027,924</b>	<b>4,293,850</b>
<b>Net Assets</b>		<b>10,061,489</b>	<b>10,181,009</b>
<b>Equity</b>			
Contributed equity	13	-	-
Retained earnings		10,061,489	10,181,009
<b>Total equity</b>		<b>10,061,489</b>	<b>10,181,009</b>

# Statement of Changes in Equity

For the year ended 30 June 2017

	Note	Contributed Equity	Retained Earnings	Total
		\$	\$	\$
Balance at 1 July 2015		-	9,691,975	9,691,975
Shares issued during the year		-	-	-
Transfer to retained earning		-	-	-
Surplus for the year / total comprehensive income		-	489,034	489,034
<b>Balance at 30 June 2016</b>		-	<b>10,181,009</b>	<b>10,181,009</b>
Balance at 1 July 2017		-	10,181,009	10,181,009
Deficit for the year / total comprehensive loss		-	(119,520)	(119,520)
<b>Balance at 30 June 2017</b>		-	<b>10,061,489</b>	<b>10,061,489</b>

# Statement of Cash Flows

For the year ended 30 June 2017

	Note	2017 \$	2016 \$
<b>Cash flows from operating activities</b>			
Receipts from customers and grant providers		10,603,544	9,927,539
Payments to suppliers and employees		(8,613,074)	(8,232,297)
		1,990,470	1,695,243
Interest received		52,555	45,448
Interest paid		(29,733)	(40,820)
<b>Net cash provided by operating activities</b>		<b>2,013,292</b>	<b>1,699,871</b>
<b>Cash flows from investing activities</b>			
Proceeds from sale of property, plant and equipment		95,765	505,674
Purchase of plant and equipment		(296,454)	(478,774)
<b>Net cash (used in) / provided by investing activities</b>		<b>(200,689)</b>	<b>26,900</b>
<b>Cash flows from financing activities</b>			
Repayment of borrowings		(120,181)	(109,987)
<b>Net cash provided by financing activities</b>		<b>(120,181)</b>	<b>(109,987)</b>
<b>Net increase in cash and cash equivalents</b>		<b>1,692,422</b>	<b>1,616,784</b>
<b>Cash and cash equivalents at the beginning of the year</b>		<b>6,856,780</b>	<b>5,239,996</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>5</b>	<b>8,549,202</b>	<b>6,856,780</b>

# Directors' Declaration

The directors declare that:

- (a) in the directors' opinion, there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable; and
- (b) in the directors' opinion, the attached consolidated financial statements and notes thereto are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including compliance with accounting standards and giving a true and fair view of the financial position and performance of the company.

Signed in accordance with a resolution of the directors made pursuant to s.60.15 of the Australian Charities and Not-for-profits Commission Regulation 2013.

On behalf of the Directors



Darren Faulkner  
Chairman

Date: 25/9/17  
Newcastle



William Fisher  
Treasurer

Date: 25/9/17  
Newcastle

## Independent Auditor's Report to the members of Awabakal Limited

### *Opinion*

We have audited the financial report of Awabakal Limited (the "Entity") which comprises the statement of financial position as at 30 June 2017, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration as set out on pages 9 to 30.

In our opinion, the accompanying financial report of the Entity, is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* (the ACNC Act), including:

- (i) giving a true and fair view of the Entity's financial position as at 30 June 2017 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards- Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

### *Basis for Opinion*

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Entity in accordance with the auditor independence requirements of the ACNC Act and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Other Information*

The directors are responsible for the other information. The other information comprises the directors' report for the year ended 30 June 2017, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### *Responsibilities of the Directors for the Financial Report*

The directors are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the ACNC Act and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

## *Auditor's Responsibilities for the Audit of the Financial Report*

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

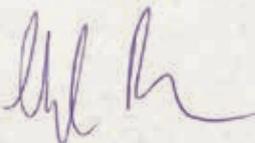
As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Deloitte Touche Tohmatsu

DELOITTE TOUCHE TOHMATSU



Cheryl Kennedy  
Partner  
Chartered Accountants  
Sydney, 29 September 2017



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