

2024 ANNUAL REPORT

AWABAKAL LTD.



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ACKNOWLEDGMENT OF COUNTRY

We acknowledge the traditional custodians of this land, Awabakal, and pay our deepest respect to their Elders, past, present, and future.

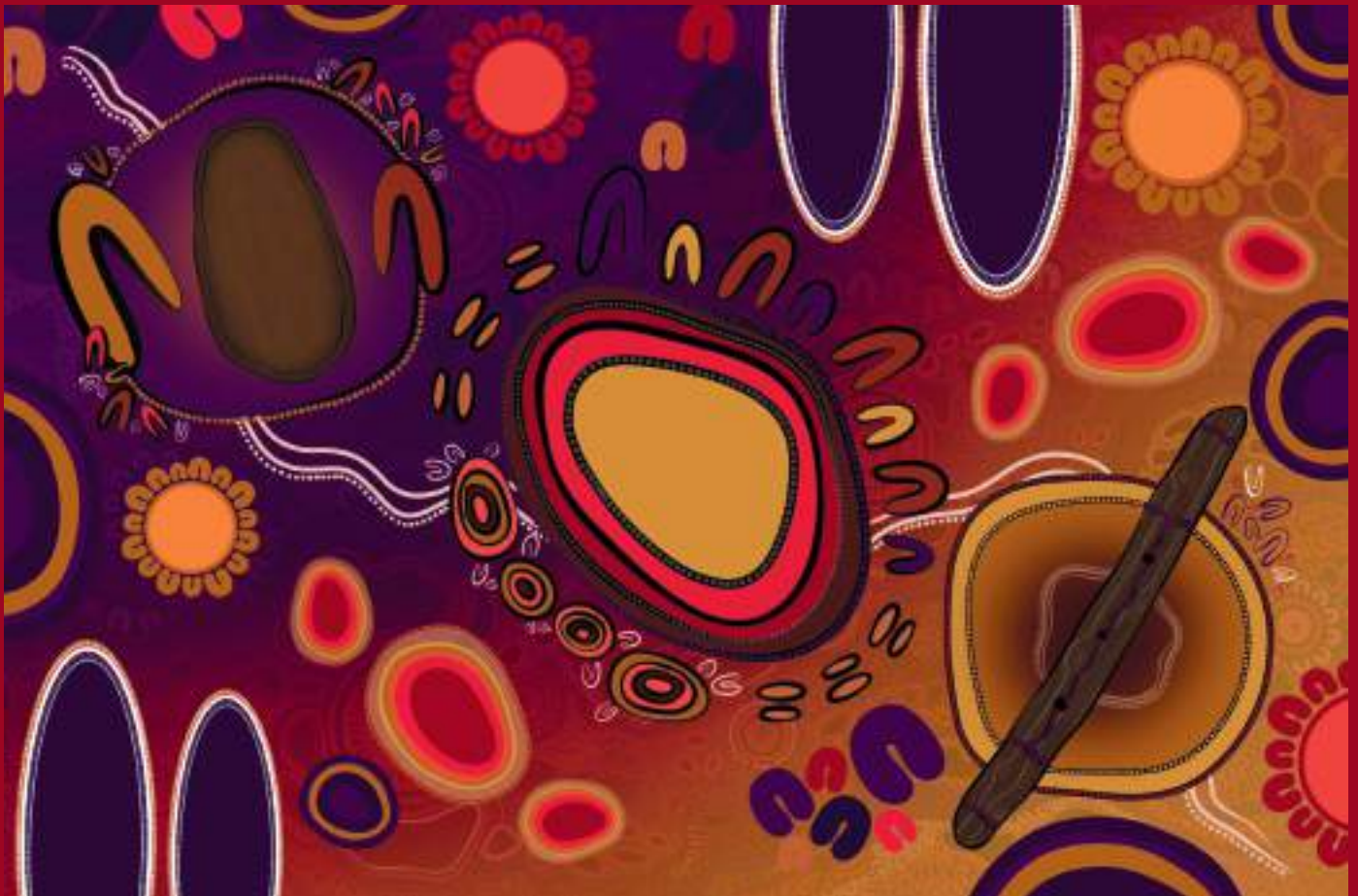
We honor and respect our old people who walked and cared for this land for countless generations, whose wisdom and connection to Country have shaped the cultural landscape we stand on today.

We recognise the tireless fight and enduring struggle of our people, who have dedicated their lives to preserving and promoting our culture, contributing richly to the life of this city and its regions.

We also acknowledge all Aboriginal people who have come from their own Countries to call this place home. Your journeys and stories are woven into the fabric of our community, adding to its richness and diversity.

We acknowledge our Elders—our knowledge holders and teachers—who inspire us with their wisdom and lead us with grace. We also honor our youth, who embody our hope for a brighter and stronger future. They are the ones who will carry our stories and traditions forward.

Let us come together in a spirit of communication, collaboration, and connection as we continue our journey on this land.



MESSAGE FROM THE CHAIRPERSON

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Julie Rose

It is with great confidence and optimism that I present this report, reflecting on the past 12 months at Awabakal Ltd. I want to extend my deepest gratitude to each of you for your ongoing support and commitment. This period has been one of both significant change and achievement, and I am proud of the progress we have made together. Looking back to our Annual General Meeting (AGM) in January, where I had to present a less favourable report, I recognise the concerns that many of you had. However, since then, you have actively listened to our plans and asked insightful questions that have helped guide our path forward. Your willingness to engage and understand the reasons behind the changes has been invaluable, and I thank you for your patience as we've worked through the necessary adjustments.

Over the last year, we have implemented several structural changes aimed at strengthening Awabakal Ltd's capacity to deliver high-quality services to our patients, clients, and the broader community. While these changes were essential for long-term success, we acknowledge that the restructuring process has led to some uncertainty, particularly among non-members who may not be fully informed about the rationale behind our actions. We remain committed to transparency and will continue to keep you all informed as we move forward.

Finance, Risk & Audit Committee (FRAC)

The role of the Finance, Risk & Audit Committee (FRAC) has been central in supporting the board's governance duties this year. This Committee has played a key role in providing independent oversight of Awabakal Ltd's financial and organisational risk management processes. Through diligent efforts, FRAC has helped guide our financial reporting, external and internal audits, and ensured compliance with all relevant regulations. Their expertise and commitment have been instrumental in keeping Awabakal Ltd on track towards sustainable growth and success.

Awabakal Ltd Member Community Consultative Committee (CCC)

Equally important to our governance structure is the Community Consultative Committee (CCC), which facilitates ongoing communication between Awabakal Ltd and our members. The CCC provides a vital channel for members to voice their concerns, share feedback, and ensure that their perspectives are taken into account in our decision-making processes. This ongoing dialogue is essential to ensuring that Awabakal Ltd remains responsive to the needs and expectations of the community we serve.

Looking Ahead

As we look ahead to the coming year, we are excited about the opportunities to further strengthen our organisation and continue providing exceptional services. While challenges remain, we are confident that the steps we've taken this year will position us for even greater success moving forward.

Once again, thank you for your ongoing support, your patience, and your commitment to Awabakal Ltd. Together, we will continue to build on the success of the past 12 months and work towards a brighter future for all those we serve.

MESSAGE FROM THE CEO



As the CEO of Awabakal, my focus has been to drive the organisation toward sustainable growth, operational excellence, and financial accountability, while remaining true to our mission. Below are the key achievements and strategies I have implemented to ensure Awabakal continues to lead the way for our people and communities.



Jason Smith

One Awabakal Revised Values

One Awabakal, including the Board of Directors, participated in an exercise that was well received. This exercise was to seek the current views of Awabakal's values, and the One Awabakal team participated in developing our organisational values moving forward as One Awabakal. Below is the outstanding collaboration with our staff and we would like to present the new One Awabakal values moving forward.

Consultation



This design represents consultation. People coming together to yarn, share opinions, knowledge and experiences. The central yarning circle symbolises the coming together of the people to share experience and knowledge. Surrounding this are four smaller circles, representing the importance of teamwork, where each person's contributions are valued and everyone supports one another. The connecting tracks illustrate the collective journey of community, moving together in unity to achieve shared values and goals.

Collaboration



This design incorporates a Coolamon, a traditional Aboriginal carrying vessel, symbolising unity and collaboration. With deep cultural significance, it reflects Awabakal's core value of Collaboration as the Coolamon has long been used to safely carry essential items and support community efforts. This symbol represents the importance of people-first values, showing that collective strength arises from cooperation, care and mutual respect in working toward a common purpose. The Coolamon is surrounded by people seated together, to reinforce the importance of people working in collaboration to achieve a shared goal.

Communication



This design represents communication and the underlying values of respect integrity. The message stick represents how messages have been shared traditionally and used to maintain communication between different tribal groups. The white pathways represent mutual respect for each other's journeys and signify the strong unbreakable relationships Awabakal have with community. The circle shape represents the unshakable principles of integrity, providing honest, reliable trustworthy services, a strong value for Awabakal.

Strategic Operations Achievements



Financial Oversight and Control

Operational Services & Program Needs: I have overseen the financial management of all operational services and program needs, ensuring that financial resources are allocated efficiently and aligned with strategic priorities.

Addressing the Financial Deficit: I led the effort to address Awabakal's financial deficit by implementing strategic financial controls, which resulted in a significant improvement in profitability and sustainability.

Alignment of Three Entities Under One Group

Successfully reviewed and streamlined the operations of three separate entities, aligning them under a unified structure. This restructuring has resulted in enhanced operational efficiencies and a more cohesive organisational framework, continuing to the structure and ongoing work is still required to achieve this.

Establishing Key Committees and Governance Structures

Awabakal FRAC and CCC: Established the Finance, Risk, Audit Committee (FRAC) and Community Consultative Committee (CCC), ensuring proper oversight of financial, clinical, member and operational performance.

Remuneration & Governance Committee: Developing a Remuneration and Governance Committee to ensure transparency, fairness, and compliance with governance best practices.

Financial and Governance Accountability

Compliance with Governmental Requirements: Throughout my tenure, I have ensured compliance with all governmental regulations, audits, and financial obligations, preserving Awabakal's integrity and standing within the community.

Board Engagement: I have worked closely with the Board to ensure they uphold our constitutional obligations, prioritising the interests of our members and patients. This engagement has been extremely positive, and we are proud of our achievements.

Mission Fulfillment and Organisational Impact

My performance as CEO has directly contributed to the organisation fulfilling its mission to deliver continuous excellence and innovation in services, thereby building a dynamic organisation focused on long-term sustainability.

Key Success Areas:

Visibility

- **KPI Reporting:** Introduced a more comprehensive approach to Key Performance Indicators (KPIs), integrating both operational and financial metrics for a holistic view of performance.
- **Simplified Funding Allocations:** Simplified intercompany charges and funding allocations, reducing complexity and improving transparency in financial reporting.
- **Business Case Process:** Established a formalised process for assessing and approving major business initiatives, ensuring that strategic decisions are based on sound data and clear rationale.

Focus on Improving Accountability and Responsibility

- **Defined Roles and Responsibilities:** Worked to clearly define roles, especially at the clinic level, to enhance accountability and streamline decision-making processes.
- **Regional Manager Accountability:** Empowered Managers with increased responsibility for financial outcomes and performance management of clinics.
- **Senior Team Engagement:** Held monthly senior team meetings to review KPIs, challenge financial outcomes, and adjust strategies where necessary.



Responsibility

CFO Role Clarity: Appointed a new Chief Financial Officer (CFO), with clear accountability for overseeing financial performance across all entities.

General Manager Accountability: The General Manager reports directly to the CEO, ensuring alignment and accountability across all operational areas.

Clinic Performance Management: Managers are held accountable for the financial and operational performance of their respective teams.

Implementation Key Success Factors

Senior Sponsorship: Secured strong leadership and support from the senior management team and Board to drive change and ensure strategic priorities are met.

Clear Communication: Prioritised open and transparent communication, ensuring that all team members and stakeholders are aligned and aware of key objectives.

Project Management Strategy: Establishing a dedicated Project Management Strategy to oversee strategic initiatives, ensuring resources are adequately allocated and progress is monitored.

Accountability Framework: Clear action plans with defined responsibilities ensured that everyone understood their roles and deliverables, fostering a culture of accountability.

Strategic Stakeholder Engagement

Developing a clear stakeholder engagement plan, ensuring timely and effective communication with key stakeholders including community members, employees, and partners.

Decision-Making and Organisational Agility

Actively made difficult decisions early, recognising that addressing challenges early on is essential to long-term success and organisational growth.

Conclusion

The achievements listed above reflect my commitment to creating a sustainable, dynamic, and accountable organization, focused on delivering exceptional outcomes for the people and communities we serve. By emphasising financial discipline, operational excellence, and strong governance, I have worked to ensure that Awabakal is well-positioned for future growth and success.

These actions, combined with strategic leadership and a strong focus on our mission, have empowered Awabakal to lead the way for our people and communities, delivering continuous excellence and innovation in service delivery.

I remain committed to maintaining a culture of accountability, transparency, and responsible growth as we look to the future.



2024 AWABAKAL NEWCASTLE NAIDOC EVENT

The Awabakal Newcastle 2024 NAIDOC event was a major success, attracting over 5,000 attendees to celebrate Aboriginal culture. Held at the train shed by the foreshore, the event featured a close-knit, engaging atmosphere thanks to a well-organised venue and perfect weather.

The event was supported by generous sponsors, including The Quokka's, who entertained children, and traditional dance groups from Newcastle and the Hunter region, showcasing cultural heritage.

Comedian Andy Saunders added humor, while Speaking in Colour provided hands-on cultural experiences. The theme, "Keep the Fire Burning, Blak Loud and Proud," was brought to life by energetic performances from Dobby and the Street Warriors, celebrating Aboriginal culture diversity.

We extend a special thank you to our sponsors below as well as our Major Sponsor, READY. QUIT. SOLID. — Life is better smoke and vape free — for their invaluable support in promoting a healthier community.

- City of Newcastle
- Newcastle Permanent
- Greater Bank
- Awabakal LALC
- Newcastle University
- ARTC
- NIB
- Orica
- Catholic Care
- Koioop
- Yarn Up
- Hunter Water
- Transport NSW Train Link
- Allambi Care
- NSW LALC
- Wandiyali





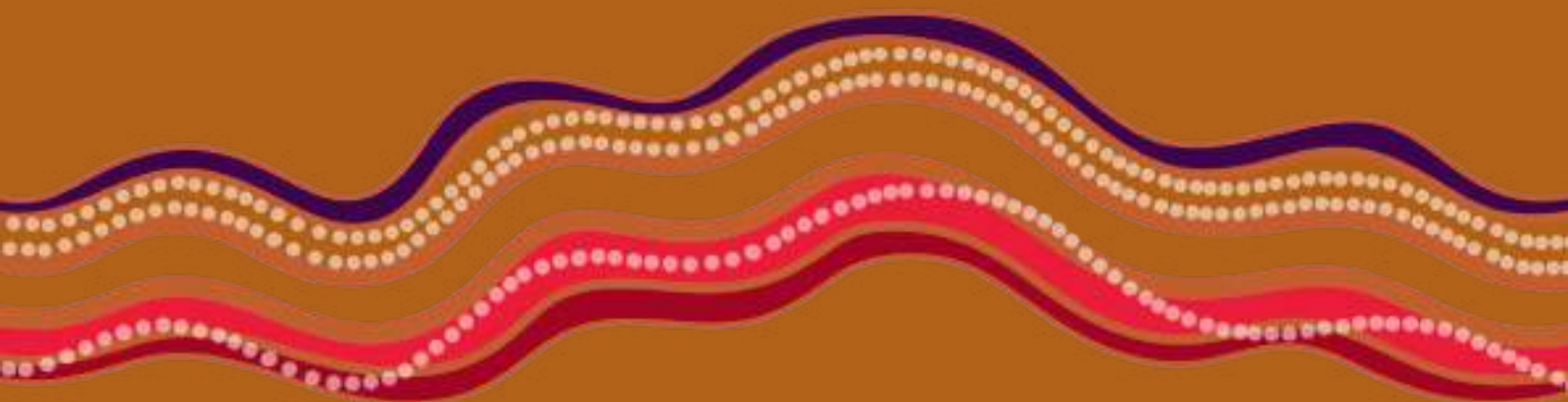
AWABAKAL BABY CEREMONY

National Aboriginal and Torres Strait Islander Children's day is celebrated annually on August 4th This year's theme was "Strong in Culture, Stronger together".

Awabakal LTD recently celebrated the strengths, culture, and resilience of Aboriginal and Torres Strait Islander children. This special day has been celebrated with community for the past 9 years our first ceremony was in 2015, welcoming 10 babies to Elders and community, in 2024 100 babies were welcomed to our community and Elders. The ceremony was held at Yamulong.



SMS4DeadlyDads joined Awabakal for annual baby ceremony New dads received a DeadlyDad pack from SMS4DeadlyDads to highlight and raise awareness of the importance of including fathers during the perinatal phase





PRESCHOOL

Awabakal Preschools and Playgroup support children's early education and development, fostering strong partnerships with families and the community. In 2024, our team has been transitioning back under Awabakal Ltd, and we look forward to the organisation's future.

Staff Updates:

Aunty Jarcara Priestley is currently on maternity leave, with Aunty Donna Smith acting as director at Wickham.

Jo Smith and Sarah Mundine have returned from maternity leave.

We welcome Amanda Pittman and Jordy Newton to our team, and we say farewell to Jyall Widders.



Winanga-y Dreaming

Uncle Roo Faulkner continues to visit us weekly to teach our children the Awabakal language using a variety of games, songs, dances and activities. Our children really look forward to his visits.

Firstchance Inc. Little Yarns program.

Our partnership with First Chance Inc. means we receive ongoing support from Speech Pathologists, Occupational Therapists, and Physiotherapists within our preschools and playgroups.

Having allied health professionals on board means that we can identify early indicators of possible speech/language and motor skill delays and seek support including making referrals for ongoing therapy as needed. Identifying issues early means we can put support in place before kindergarten, ensuring our children are given the best start to their formal education.

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International childcare college

We currently have 8 staff studying with ICC. Glendale Preschool will also be taking on 2 Aboriginal school-based trainees from Glendale and Cardiff high schools.



SNAICC

Purchasing very needed resources to support our children's learning and development and ongoing professional support in the early childhood sector.

Awabakal supported playgroup

Our playgroups continue to run from Plattsburg Public School. The sessions are very popular, with all 3 groups running at full capacity. Having playgroup facilitators that refer families to our preschools means that there is a smooth progression for children and their families as they move forward in their early childhood education.

Hearing Australia- hearing checks for our children which is vital for our children's hearing health and learning.



STEPS Vision

Providing vision screening and follow-up referrals for our children.



TACKLING INDIGENOUS SMOKING

This year, TIS Tackling Indigenous Smoking has restructured, merging efforts with Bullina AMS Ballina, Galambilla AMS Coffs Harbour, and Awabakal into a unified region, Ready Quit Solid, covering Tweed Heads to the Hawkesbury River.

This new name honors elements from previous programs: Gallambilla's Ready Mob, Awabakal's I'm Quitting, and Bullina's Solid Mob.

Through partnerships with Steven Oliver from *Black Comedy*, the Newcastle Knights, and local ambassadors, Ready Quit Solid actively engages communities via school events, regional TV, and radio ads.

World No Tobacco Day

On May 31, 2024, Awabakal's Ready Quit Solid hosted World No Tobacco Day at Newcastle Broadmeadow PCYC, themed "Protecting Our Children from the Tobacco Industry."

The event targeted youth, with Steven Oliver as MC, performances by artist Dobby, and contributions from cultural dancers, Evis Heath, Speaking in Colour, Headspace, and Which Way, creating an impactful day of education and support.



DENTAL REPORT



Successes: We've successfully managed our clinic waitlists, ensuring timely appointments for the community.

Staff Updates: Hosting Oral Health Therapy students has allowed us additional capacity to serve patients. This year, Allira Munro has stepped in as Acting Clinic Coordinator, and we thank her for her support to the team and community.

Program Updates: The Awabakal Dental team promoted our services and provided sample products at the NAIDOC Foreshore Celebrations.

2025 Priorities: Increasing community engagement, particularly with Awabakal Preschools, and filling the Clinic Coordinator position with a strong onboarding process.

WIYALA REPORT

2024 has been a transformative year for the Wiyala team, marked by growth, innovation, and strengthened community impact. We were proud to be finalists in the PHN's 2024 Primary Care Quality & Innovation Awards, highlighting our dedication to improving social and emotional well-being.



Staff and Development: Wiyala has finally has a full team all positions have been filled. Trauma-Informed Care Training and partnerships with Aged Care for safety and safeguarding training.

Community Engagement: Active participation in Homelessness Connect Day, Cultural Care Connect (suicide prevention), Westlake's NAIDOC and Jarjums Olympics (health and well-being for children).

Therapeutic Programs: Launch of Paint Your Story (Art Therapy), Men's Yarn up (Cultural Therapy), Jarjums youth groups (Cultural Therapy) and Aunty Sheryl's Sewing (Creative Fashion Group).



Allied Therapy Services:

Wiyala now oversees Occupational Therapy (OT), Speech Pathology, and Podiatry services.

Research & Advocacy:

Partnered with Newcastle University and NIB to evaluate service agreements and refine delivery models based on community feedback. Continued advocacy for Aboriginal and Torres Strait Islander SEWB, mental health, and suicide prevention, with a focus on evidence-based practices.



Training Initiatives:

Collaborated with Training Services NSW to deliver a 4–6-week development program covering Mental Health First Aid, Case Management, and Drug and Alcohol Support. Participants are supported to pursue further education, including Certificate III, IV, or Diploma qualifications in Community Services.

Structural Enhancements:

- Promotion of Luke to Wiyala Coordinator
- SEWB Coordinators' roles have changed enabling them to oversee SEWB, Domestic Violence, Drug and Alcohol, and Gambling services, and lead case reviews.
- Introduction of the Family and Advocacy Coordinator to support children and families through court liaison, school collaboration, and early intervention.

MEDICAL SERVICES REPORT

HAMILTON, RAYMOND TERRACE & CARDIFF



Breast screen

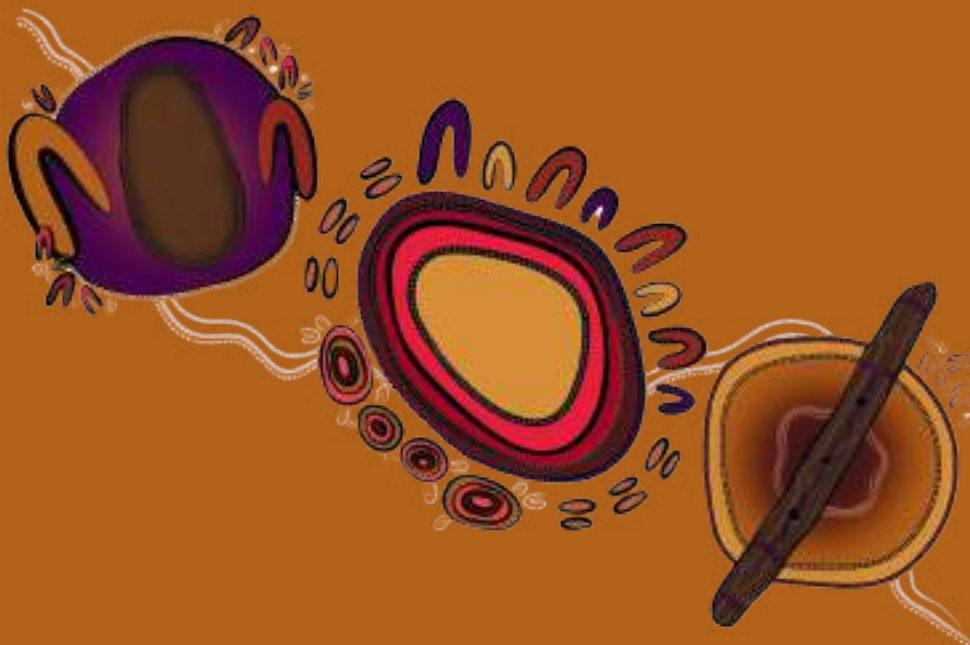
After a successful 2023 visit to Cardiff Medical Breast Screen extended their 2024 visit from 1 week to 3 weeks, this allowed a total of 300 patients and the community to have their annual breast examination.

GO 4 FUN

Is a free healthy lifestyle program for children aged between 7 to 13 years, who are above a healthy weight and their families the Cardiff clinic was able to work in partnership with the GO 4 FUN team over the past 12 months to assist the community with health lifestyle choices and encourage healthy eating. Awabakal staff is trained as cultural leaders to empower and educate patients/communities and work alongside dieticians and pediatricians.

Diabetes Alliance

Awabakal continues to work in partnership with the diabetes alliance team, The Diabetes Alliance Program aims to improve the prevention, detection, treatment, and self-management of diabetes within in our community, patients can have a group collaborative consult within the clinic with a variety of specialists and their GP/AHP.



Celebrations:

Successfully passed Accreditation on the spot, meeting all AGPAL requirements and standards for all sites.

Cardiff medical has been fortunate enough to secure a Psychology student for 6 months, Zach has been a part of our team for the past few months and will complete his placement in December.

Pete has recently relocated from our age care team to our medical team and has successfully completed his clinical immuniser course, this qualification will allow Pete to give vaccinations in consults.

Dr Nigel has passed his final exam and is awaiting a fellowship

Team RT was lucky enough to secure a Psychology student for 6 months, Lily has been a part of our team for the past few months and will complete her placement in December.

Renovations

Cardiff clinic has had renovations complete over the past year allowing us to grow and service the communities demand. We have upgraded three of our clinic rooms, one is a designated women's health room antenatal care, obstetrics and gynaecology care.

We are excited to celebrate with an opening planned for Monday the 25th of November 2024



AGED CARE



We are actively collaborating with the Aged Care Commission to achieve full compliance following the Aged Care Quality and Safety audit conducted in August 2024. As part of our efforts, we have secured support from the Rural, Remote, and First Nations Aged Care Service Development Assistance Panel (SDAP).

This panel will work closely with our team through to mid-2026, providing essential assistance in the following areas:

- Guiding the service back into compliance with the Aged Care Standards.
- Workforce planning and recruitment support.
- Development and implementation of a comprehensive induction manual for new staff.
- Review and update of policies and procedures to ensure alignment with the Standards, and to facilitate practical application.
- Training for both new and existing aged care staff, ensuring practices reflect the updated policies and procedures.
- Evaluation of systems and processes for care planning and assessment.
- Creation of a strategic plan for our Aged Care Services.
- Governance training for the Board and Executive Leadership team, focusing on their responsibilities under the Aged Care Act and relevant Standards.

We are committed to bring our Elders along this journey and recently held an Aged Care forum at Club Macquarie. With over 60 consumers in attendance, we used this opportunity to provide updates, education and gain valuable feedback. Our team are planning another two forums early 2025.

We have appointed a new Clinical Lead RN as well as a Pharmacist to our Aged Care team. Both Una and Mia attended the forum and received extremely positive feedback. We are committed to enhancing the quality and compliance of our aged care services and look forward to 2026.

ENTERPRISE ANNUAL REPORT

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Staff Update

- Kalah McIntosh – Licensee in Charge
- Stevie Alo – Property Manager (currently on leave until February 2025)

Awabakal Enterprises has received feedback indicating that an amount of maintenance remains outstanding for a number of owned properties - some of which involve substantial works that are yet to be addressed.

In the upcoming months, Jason & Kalah will visit each property with the purpose to assess and outline a scope of necessary repairs & maintenance. This strategic approach will help us focus on prioritising the repairs and maintenance across all Awabakal owned properties.

Feedback received to Awabakal Enterprises indicates a need for improved communication with our tenants & members. Jason & Kalah are in the process of planning some information workshops for all Awabakal members. These workshops will cover;

- * General tenancy queries,
- * Guidance on Community Housing applications,
- * Information on Rent to Buy schemes for Awabakal Tenants

The roll out of these workshops is expected to commence in early 2025.



Belmont Project – Stage 1 Completion



FINANCE REPORT

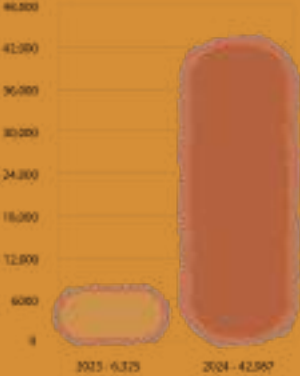
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Statement of Surplus or Deficit and Other Comprehensive Income		
For the Year Ended 30 June 2024	2024	2023
	\$	\$
Revenue	17,733,905	19,324,304
Other income from ordinary activities	1,600,306	1,244,348
Other income from non-operating activities	650,015	-
Administration expenses	(2,705,657)	(3,437,533)
Depreciation and amortisation expense	(375,988)	(437,709)
Direct client expenditure	(3,558,049)	(4,012,235)
Employee benefits expense	(11,812,808)	(13,829,409)
Occupancy expense	(1,124,971)	(1,799,452)
Loss on sale of assets	(51,217)	(44,061)
Finance costs	(273,778)	(147,641)
Operating surplus / (deficit)	81,758	(3,139,388)
Revaluation of investment properties	-	(360,000)
Unrealised gain or (loss) on financial asset investments	(5,332)	(68,709)
Surplus / (deficit) before income tax	76,426	(3,568,097)
Income tax expense	-	-
Surplus / (deficit) from ordinary activities after related income tax	76,426	(3,568,097)
Surplus / (deficit) after income tax	76,426	(3,568,097)
Other comprehensive income for the year	-	-
Total comprehensive income	76,426	-3,568,097

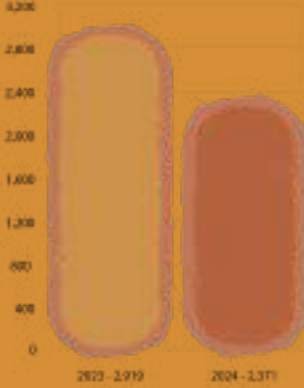
FINANCE REPORT



ATSI Population serviced:



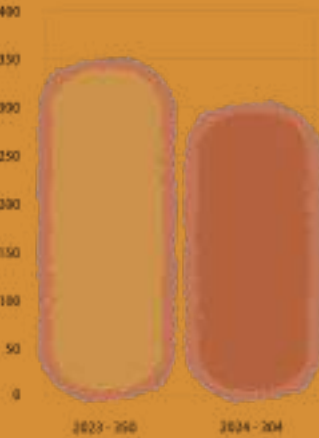
Number of 715s:



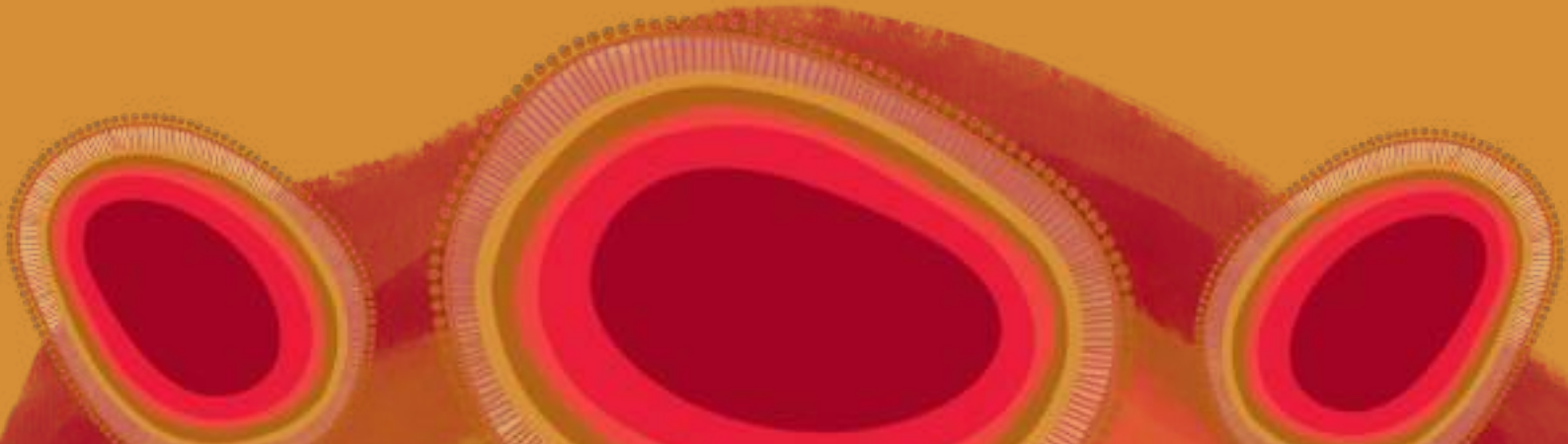
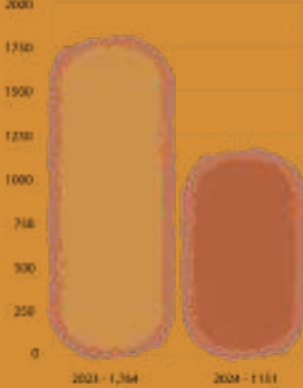
Patient visit:



Aged Care Participants:



Number of Chronic Care plans:



FINANCE REPORT

Statement of Financial Position		
As At 30 June 2024	2024	2023
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	1,758,039	1,655,543
Trade and other receivables - at amortised cost	884,119	796,425
Prepayments	297,982	134,849
Other financial assets	1,483,703	2,017,005
TOTAL CURRENT ASSETS	4,423,843	4,603,822
NON-CURRENT ASSETS		
Property, plant and equipment	14,884,233	14,040,235
Investment properties	21,950,000	22,700,000
Intangible assets	26,591	37,389
Right of use assets	712,315	845,874
TOTAL NON-CURRENT ASSETS	37,573,139	37,623,498
TOTAL ASSETS	41,996,982	42,227,320
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables - at amortised cost	1,608,000	1,529,704
Borrowings	-	1,750,000
Short-term provisions	735,652	602,135
Other liabilities	1,486,365	1,888,748
Lease liabilities	132,538	98,903
TOTAL CURRENT LIABILITIES	3,962,555	5,869,490
NON-CURRENT LIABILITIES		
Borrowings	2,575,000	825,000
Long-term provisions	219,174	186,494
Capital grant liability	291,667	341,667
Lease liabilities	686,509	819,018
TOTAL NON-CURRENT LIABILITIES	3,772,350	2,172,179
TOTAL LIABILITIES	7,734,905	8,041,669
NET ASSETS	34,262,077	34,185,651
FUNDS		
Accumulated surplus	29,271,635	29,195,209
Reserves	4,990,442	4,990,442
TOTAL FUNDS	34,262,077	34,185,651



Awabakal Limited

ABN 93 865 911 384

Directors' Report

30 June 2024

3 Director Information

Meetings of Directors

During the financial year, 37 meetings of Directors were held. Attendances by each Director during the year were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Ms Julie Rose	37	34
Ms Carol Smith	37	15
Mr Craig Hammond	37	33
Ms Cheryl Smith	37	33
Mr Raymond Smith	37	37
Mr Edward Smith	37	31
Mr Abie Wright	37	9
Mr Warwick Wright	37	4

4 Indemnification and insurance of officers

The Group has paid premiums to insure each of the Directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of Director of the Group, other than conduct involving a wilful breach of duty in relation to the Group. The amount of the premium is not disclosed due to the terms of the insurance contracts and to protect commercially sensitive information of the Group.

Signed in accordance with a resolution of the Board of Directors:

Director:  Director: 

Dated 25 October 2024

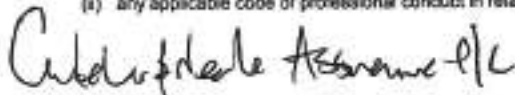
Awabakal Limited

ABN 93 865 911 384

Auditor's Independence Declaration to the Directors of Awabakal Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 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 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.



Catcher & Neale Assurance Pty Limited
(An authorised audit company)



M.J. O'Connor CA
Director

NEWCASTLE

18 October 2024

5

SYDNEY

Level 11, Suite 1102, 20 Bony Street,
North Sydney NSW 2058

BRISBANE

Suite 5, 34 Agnes Street,
Fawkner Vic, VIC 3008

NEWCASTLE

Level 2, 110 Raby Street,
Newcastle West, NSW 2202

CONTACT

PHONE 1800 958 522
EMAIL info@catcher.com.au

Catcher & Neale is a service provider under Professional Corporation Legislation. Catcher & Neale Assurance Pty Limited ABN 93 131 156 700

Providing comfort and clarity since 1953 | catcher.com.au

Catcher & Neale | Risk Assurance & Audit

Awabakal Limited

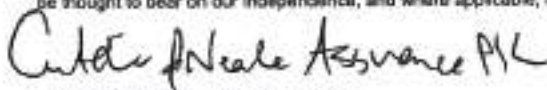
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Independent Audit Report to the members of Awabakal Limited

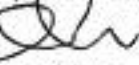
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the management's 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 Group'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 Group 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.

We also provide the Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.



Cutcher & Neale Assurance Pty Limited
(An authorised audit company)



M.J. O'Connor
Director

NEWCASTLE

25 October 2024

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SYDNEY
Level 11, Suite 1102, 20 Emily Street
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Cutcher & Neale is a member of the Professional Standards Board. Cutcher & Neale Assurance Pty Limited ABN 93 421 154 100

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Cutcher & Neale | Risk Assurance & Audit

Awabakal Limited

ABN 93 885 911 384

Directors' Declaration

The Directors of the Group declare that:

1. The financial statements and notes, as set out on pages 10 to 28, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:
 - (a) comply with *Australian Accounting Standards - Simplified Disclosures*; and
 - (b) give a true and fair view of the financial position as at 30 June 2024 and of the performance for the year ended on that date of the Group.
2. In the Directors' opinion, there are reasonable grounds to believe that the Group will be able to pay its debts as and when they become due and payable.

This declaration is made pursuant to subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Act 2012* and in accordance with a resolution of the Board of Directors.

Director



Director



Dated 25 October 2024

THANKYOU

As we conclude the Awabakal Annual Report for 2024, we would like to extend our heartfelt thanks to all of our community members, partners, and supporters for your continued trust and commitment. Your support enables us to create positive change and drive progress.

Together, we look forward to another year of growth and success.

Thank you!

