



Annual Report

2023-24



We are the Victorian Aboriginal Community Controlled Health Organisation, the peak body for the health and wellbeing of Aboriginal and Torres Strait Islander people living in Victoria.



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Controlled Health Organisation**

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Acknowledgment of Country

VACCHO respectfully acknowledges that our office is based on the unceded lands of the Wurundjeri people of the Kulin Nation.

We pay our respects to Wurundjeri ancestors and caretakers of this land, and to Elders both past and present.

We extend our respect to all Traditional Owners and Elders across the lands on which we and our Members work, and acknowledge their everlasting connection to Country, Culture and Community.

***Always was,
always will be,
Aboriginal land.***

Pictured: Peek Whurrong (Gunditjmara) Country



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Board Chair Report

Michael Graham



As Board Chair of VACCHO, and a proud Dja Dja Wurrung and Wiradjuri man, it is my honour to reflect on a year of significant progress and impact for our organisation and the Communities we serve.

The 2023-24 financial year has been marked by powerful advances in our collective efforts to improve the health and wellbeing of Aboriginal and Torres Strait Islander people across Victoria. Our achievements this year are a testament to the hard work, resilience, and strength of Community, the staff at VACCHO and Member organisations, and our partners.

I can't stress enough just how proud I am of the Aboriginal Community Controlled Organisations (ACCOs) in Victoria. Each year we go from strength to strength, despite the challenges and barriers we face.

One of the most exciting outcomes this year has been developing the VIC ACCO Model, which articulates an operating and service model unique to the Victorian ACCO sector.

For more than 50 years, ACCOs in Victoria have been dedicated to improving Aboriginal and Torres Strait Islander health and wellbeing outcomes. The Victorian ACCO Model illustrates how ACCOs apply Aboriginal ways of knowing, being and doing to support Mob be healthy and thriving in our Communities. We do this through culturally safe healthcare with wrap-around services that tackle the ongoing health and wellbeing gaps faced by Mob here in Victoria.

Furthermore, the Model stresses the importance of a sustained, consistent, and reliable funding model designed to meet the needs of a Model we know works for Community.

I am incredibly proud of how the Board and the VACCHO leadership have championed this Model and believe that it will be a valuable informative resource that will help Government and other key stakeholders understand us so that they can support us.

We are following a VACCHO Board decision in 2021 to look at the diversification of VACCHO's funding streams, with an aspiration to reduce the dependency on Government funding for our sustainability and growth into the future.

An outcome of this has been the establishment of a Self-Determination Funds Reserve, which you will see in VACCHO's 2024 Financial Report.

I've been the Board Chair at VACCHO since FY2021-22 and these past three years have been truly inspiring. This past year alone has really driven home for me the importance of coming together as a Community and supporting one another. In the wake of the Voice to Parliament Referendum, I was constantly moved by the passion and camaraderie among Mob and allies during the campaign as well as after when we came together to reflect and heal.

The work towards self-determination is championed by Members, ACCOs, and the Community at large. I've worked in this sector for over 20 years and it's a true joy to work alongside Community.

To our Members, staff, and Community leaders - thank you for your tireless dedication to our shared objective. I am confident that together, we will continue to make strides toward a healthier, stronger, and more self-determined future.

I'd like to offer my sincere gratitude to the Aboriginal and Torres Strait Islander community in Victoria for placing their trust in us and the ACCO sector. Thank you for staying strong and continuing to build upon the foundations of Ancestors so that future generations can remain strong in Culture, health, and wellbeing.

Michael Graham

CEO Report

Dr Jill Gallagher AO

Ngatta (which means hello in my traditional Guditjmarra language)

As a proud Guditjmarra woman, I'd first like to acknowledge the Aboriginal and Torres Strait Islander community, pay respect to their strength and resilience, and honour the fact that we remain the world's oldest living culture.

Welcome to VACCHO's Annual Report for Financial Year 2023/24 – and what a year it has been! Our 2023-24 Impact Report showcases all the incredible achievements we've made this past year I'd encourage everyone to read it and see for yourself Aboriginal self-determination at work.

It also includes how we – VACCHO, Members and Community – faced and overcame some incredible challenges.

Of course, the biggest challenge that comes to mind for me is the disappointing result of the Voice to Parliament Referendum. But Mob didn't become the oldest living culture in the world without being resilient. We're 65,000 years strong for a reason, and even though we didn't see the outcome we were fighting for, Community still took the opportunity to rise up, learn, grow, and lean into Culture.

Recognising Mob needed time to heal post-Referendum, we held the Gathering of Mob event held at Camp Jungai, Taungurung Country. It was an incredibly special event where Community was able to immerse themselves in Culture and celebrate our 65,000-year history. I was honoured and proud that VACCHO was able to support Mob this way through this difficult time.

Seeing Mob come together to support one another and heal made me reflect on VACCHO's role and value in Community. VACCHO has supported Community in Victoria for 28 years now, ensuring we're doing our part to enhance health and wellbeing outcomes for Mob in Victoria. As the peak representative body for Aboriginal health and wellbeing in Victoria we've played many roles for the sector throughout the years. I recognised a need for more visible service model that clearly defines VACCHO's role and the work we do.

So while we were developing the Victorian ACCO Model we also developed our own VACCHO Model.

The VACCHO Model clearly articulates VACCHO's role and demonstrates how we have set ourselves up to support the ACCO sector and Community. The VACCHO Model paints a picture of who VACCHO is and the services that we provide – from our operational branches through to the Centres of Excellence – all under the one roof.

The VACCHO Model was born from our commitments to building and supporting strong ACCOs, improving health outcomes for Mob for all stages of life, establishing ACCOs as the knowledge holders on Mob health and wellbeing, and offering training to strengthen these goals and build respectful relationships with Communities.

Moving forward, the VACCHO Model will be central to our organisation and the Annual Report, serving as a constant reminder to our stakeholders, partners, and the Community of our commitment to Mob health and wellbeing.

Thank you to each of the VACCHO Member ACCOs and the ACCO sector throughout Victoria. You are the embodiment of Aboriginal ways of knowing, being, and doing, and your Deadly teams constantly display incredible leadership, vision, and a unique connection to your Communities.

Together, we will continue to innovate and drive Aboriginal health and wellbeing outcomes for the future. To do that, let's continue to be bold – let's continue to be brave.

Stay Deadly,



Dr Jill Gallagher AO





Mallee District Aboriginal Services



Dandenong & District Aborigines Co-Operative Limited



Rumbalara Aboriginal Co-Operative

Our Members

VACCHO Members champion the core principles of Aboriginal and Torres Strait Islander community-controlled healthcare in a culturally safe, holistic way. Our vision is grounded in empowering Communities to take charge of decisions that affect them, addressing their unique needs, and driving improvements across health, education, justice, employment, and all aspects of their lives.

VACCHO was established in 1996, serving as the collective voice of Aboriginal Community Controlled Organisations (ACCOs) in Victoria. Our organisation was created in response to the recognised need for a peak body that would advocate on behalf of Aboriginal and Torres Strait Islander peoples and support ACCOs in their efforts to serve their communities in Victoria. We ensure Community voices are not only included in every conversation that impacts them, but are integral to them, especially in relation to their health and wellbeing. From the beginning, we have worked to reverse the historical exclusion of Community from decision-making processes and will continue to amplify their voices by providing crucial support to our ACCO Members.

VACCHO Members have flourished over the last 28 years into thriving, high-performing entities, providing a variety of multifaceted services to their Communities. The VIC ACCO Model outlines the depth and breadth of services Members provide, addressing a variety of needs across health, wellbeing, childcare, family services, employment, housing, justice, and more.

VACCHO now works with 25 full Members and 8 Associate Members operating across metropolitan, regional, and rural Victoria. Members share our vision to deliver high-quality, equitable, culturally safe care that will improve the health and wellbeing of Aboriginal and Torres Strait Islander people in Victoria.

VACCHO is determined to continue providing its Members with the support they need to carry on with their projected growth and to continue serving and supporting their Communities.



Pictured: Bunurong Country

Our Board

As at 30 June 2024

VACCHO is led by a Board of Directors that represents our Members and the Aboriginal and Torres Strait Islander community in Victoria.

The Board is essential in guiding the development and execution of policies and processes that embody strong corporate governance and uphold our core values.

They bring a wealth of diverse experience and knowledge, which is crucial for informing VACCHO's efforts to support both Members and the wider community.



Michael Graham
Chairperson

Michael is a proud Dja Dja Wurrung and Wiradjuri man who is passionate about improving the outcomes of his people and for the last 20+ years has contributed to the wellbeing of the Community through his work at various Community organisations. He is currently the Chief Executive Officer at the Victorian Aboriginal Health Service (VAHS).

He has been a Board Member at the Bendigo and District Aboriginal Co-operative and a former Board Chairperson at VAHS and the Fitzroy Stars Aboriginal Community Youth Club/Gymnasium.



Dallas Widdicombe
Deputy Chairperson

Dallas is a proud Dharug man and is the Chief Operating Officer at the Bendigo & District Aboriginal Corporation (BDAC).

Dallas previously worked in the remote Western Australian community of Balgo where he held various positions including the Chief Executive Officer of the Wirrimanu Aboriginal Community.

Dallas holds a Bachelor of Social Work and an Advanced Diploma of Business (Governance). His passions are focused on the future of improved health for his people and believes self-determination plays an integral part in achieving this goal.



Felicia Dean
Director

Felicia is a proud Yorta Yorta woman, and the Chief Executive Officer of Rumbalara.

Felicia has a strong background in Aboriginal Affairs and the Community-controlled sector, and supports the Empowered Communities model based on self-determination, and flexibility as the way forward for addressing the disparity across Australia for Aboriginal communities.



Tammy Bundle
Director

Tammy is a highly motivated professional with more than a decade's experience in Aboriginal health, financial management, leadership and creating positive clinical outcomes. She is committed to supporting the wellbeing of Community, including self-determination of Aboriginal peoples' needs; to self-govern their own health and strive to deliver culturally appropriate Aboriginal Community Controlled Health Services. Tammy has served on the boards of several Aboriginal organisations and was the Gippsland Representative on the Premier's Aboriginal Advisory Council.



Belinda Day
Director

Belinda is a proud Yorta Yorta, Barapa Barapa and Wemba Wemba woman born and raised in Echuca. Currently in the role of CEO for Cummeragunja Health and Development Aboriginal Corporation.

Over 20 years' experience in Aboriginal health in the community-controlled sector. Passionate about making positive changes that empower our Mob to achieve their full potential.



Simon Flagg
Director

Simon is a proud descendant of the Wemba Wemba people from the Swan Hill region in Victoria. He is the CEO of Wathaurong Aboriginal Cooperative and a proud Aboriginal member of the Geelong community.

He has held Senior Management and Senior Executive roles across the Victorian Public Service and has long been a passionate and talented advocate for Aboriginal and Torres Strait Islander people.



Paula Morgan
Director

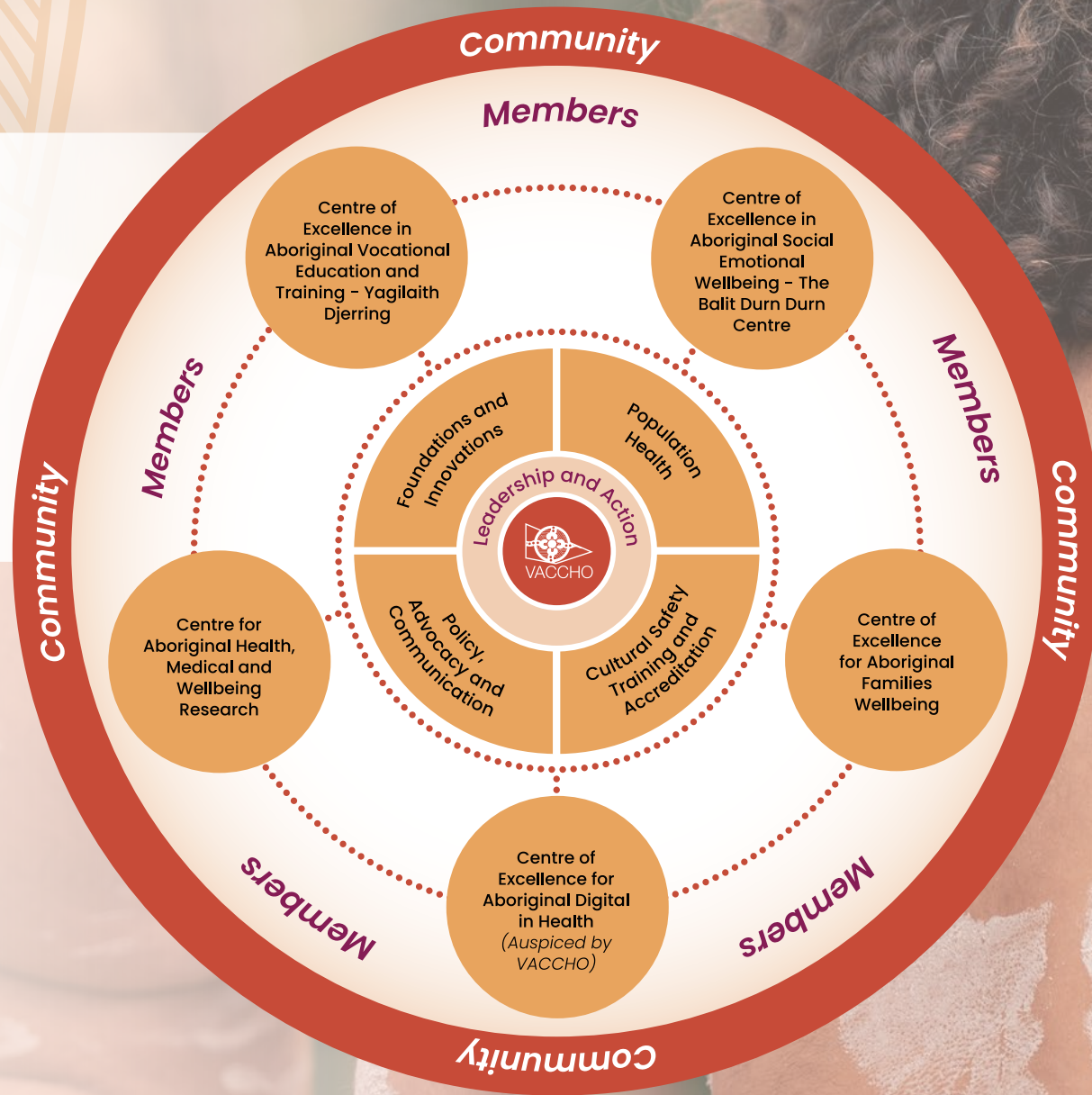
Paula is a proud Gunnai woman and has been a Registered Nurse for over 25 years, having spent time nursing in the Northern Territory and Western Australian Aboriginal communities – an experience that is very close to her heart today.

Paula has spent the last 15 years at Lakes Entrance Aboriginal Health Association (LEAHA), initially working as a community nurse before moving to the role of Chief Executive Officer.

VACCHO Model

The VACCHO Model illustrates how we support the ACCO sector and the broader Aboriginal and Torres Strait Islander community across Victoria.

Our vision is for Culture, Community and Country to be embedded and respected in all healthcare settings – and for Aboriginal and Torres Strait Islander people to have equitable health access and outcomes.





Leadership and Action

VACCHO works closely with external stakeholders from state and federal governments, other Aboriginal organisations, mainstream health services, and more.

Our aim is to drive positive change in Aboriginal and Torres Strait Islander health and wellbeing services, focusing on immediate action and long-term reform.

VACCHO seeks to raise awareness, change laws and policies, and make Victoria a more equitable and inclusive state.

Our entire organisation is committed to working together under the one roof to achieve our goals.

Foundations and Innovations

We offer VACCHO Members practical advice and support in these key areas*:

- Finance, audit, and commercial risk.
- Corporate governance, board, and secretariat support.
- Business development, funding alerts, and proposal support.
- Monitoring, evaluation, and learning.
- IT systems, purchasing, and security.
- Business informatics.
- Deadly Data and Members dashboards.
- Client Management System development and deployment.
- Infrastructure planning and advocacy.
- Workforce strategy projects.
- People and operations.
- Quality, risk, and clinical governance.
- LGBTQIASB+ inclusion and Rainbow Tick Accreditation.
- Quality Management System Development and deployment.
- Member engagement and advisory services.

*Subject to capacity and funding



Population Health

We support **healthy Communities** by:

- sharing strengths-based health information resources and campaigns – and providing on-the-ground support at health promotion events
- driving initiatives to improve Community food security, including access to emergency food relief.

We develop the **ACCO Workforce** through:

- scholarships for Aboriginal Health Workers and Practitioners
- training and professional development opportunities for healthcare workers
- optimising clinical operations, including MBS billing guidelines and practices.

We promote **screening and early detection** by:

- enhancing the quality of Aboriginal health checks (Medicare 715)
- increasing access to cancer, sexually transmitted infection, and blood borne virus screening
- supporting hearing and vision screening and follow-up care.



We enhance **quality of life** with:

- training and professional development opportunities for workers in Community and residential aged care
- information and support to navigate the NDIS access pathway
- support to understand and access Community palliative care.

We improve **public health** by providing:

- advice and practical support from a Public Health Medical Officer
- on-the-ground support for Continuous Quality Improvement (CQI) projects
- public health support and advice during pandemics or local disease.



Policy, Advocacy and Communications

Policy, Advocacy and Communications works with VACCHO Members to identify the key issues impacting Aboriginal Community Controlled Health Organisations and Aboriginal Community Controlled Organisations (ACCOs) across Victoria. We strengthen VACCHO's profile as the leading voice on health and wellbeing matters relating to Aboriginal and Torres Strait Islander people in Victoria.

VACCHO's Policy, Advocacy and Communications work provides support to the Victorian ACCO sector through:

- advocacy and local campaigning
- government forums and relationship-building
- media engagement
- digital and print communications resources.

Cultural Safety Training and Accreditation

VACCHO's Aboriginal Cultural Safety Training and Accreditation programs are designed to help individuals and organisations:

- build their cultural understandings
- develop respectful and effective relationships with Community in Victoria
- gain a deeper understanding of cultural identity and the impacts of colonisation
- address systemic and structural barriers that impede working in a culturally responsive manner
- develop culturally safe practices both professionally and personally.



Centres of Excellence

Service Focus

VACCHO houses five Centres of Excellence, each one responsible for delivering consistent and positive change to Aboriginal and Torres Strait Islander health and wellbeing. Each Centre of Excellence (CoE) is a hub for innovation to Aboriginal and Torres Strait Islander research, service development, and more.



Yagilaith Djerring | Education and Training

The Centre of Excellence in Aboriginal Vocational Education and Training, Yagilaith Djerring, is our registered training organisation (RTO) delivering nationally accredited courses for Aboriginal and Torres Strait Islander students.

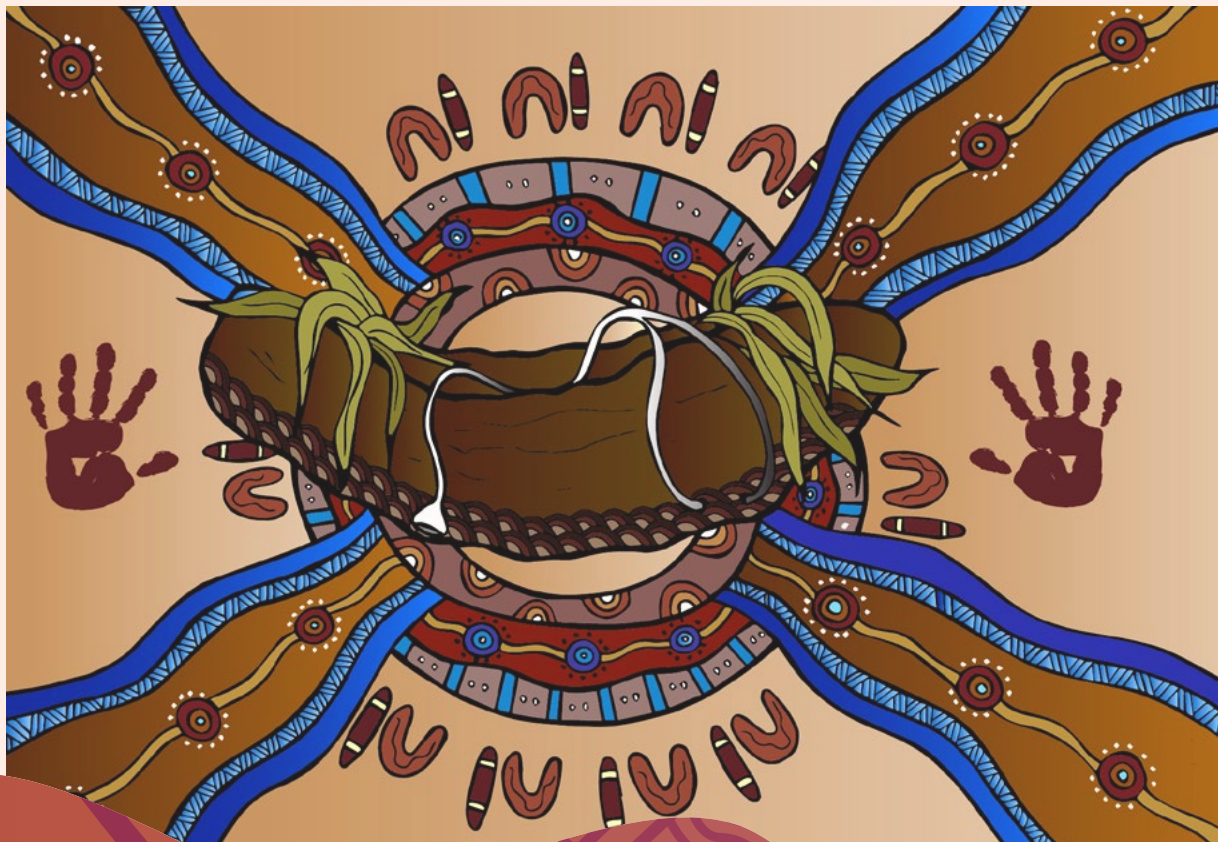
Yagilaith Djerring supports and equips students with in-demand skills to assist and work with and in Community.

Yagilaith Djerring have nationally accredited courses focused on:

- Aboriginal Health
- Business and Leadership
- Social and Emotional Wellbeing

With the guidance of our highly valued Aboriginal Student Mentors, students get wrap around support to achieve their education goals.

*Yagilaith Djerring students graduate **strong in their Culture, confident, and workforce ready.***



Yagilaith Djerring artwork by Simone Thompson



Centre for Aboriginal Health, Medical, and Wellbeing Research

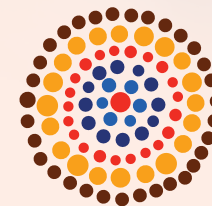
The Centre for Aboriginal Medical, Health and Wellbeing Research aims to ensure Aboriginal research is in Aboriginal Hands.

The Centre works to:

- place ethics, self-determination and data sovereignty at the core of research
- empower ACCOs to lead research initiatives
- foster more medical, health and wellbeing research by and for Community
- facilitate *marra ngarrgoo*, *marra goorri*, the Victorian Aboriginal Health, Medical and Wellbeing Research Accord.

It also aims to maintain strong and effective strategic direction and culturally appropriate leadership in Aboriginal and Torres Strait Islander health research.

In other words, if it's research about Mob in Victoria, this Centre helps ensure it's done **by** Mob in Victoria.



CENTRE FOR
Aboriginal Health, Medical
and Wellbeing Research

marra ngarrgoo, marra goorri artwork by Trina Dalton-Oogjes

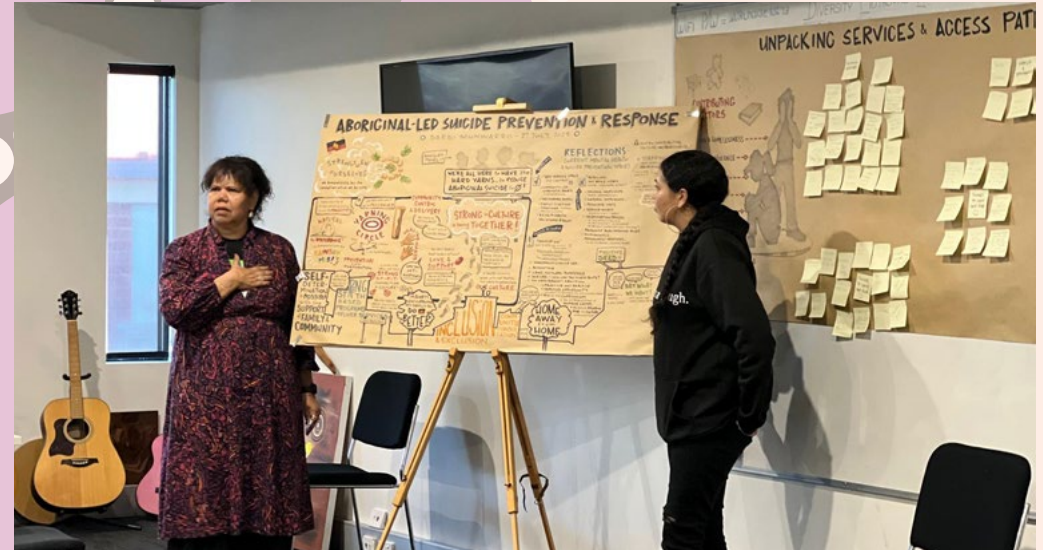
The Balit Durn Durn Centre | Social and Emotional Wellbeing

Good health for Aboriginal and Torres Strait Islander people is about more than just physical wellbeing. It's about **social, emotional, mental** and **spiritual wellbeing**, too.

The Balit Durn Durn Centre (BDDC) seeks to expand and improve social and emotional wellbeing services, policy and research. Its aim is to ensure all Aboriginal and Torres Strait Islander people can access high-quality, culturally safe mental healthcare no matter where they are in Victoria.

The BDDC supports ACCOs and the broader Aboriginal Social and Emotional Wellbeing (SEWB) sector by:

- embedding Aboriginal ways of knowing, being and doing in SEWB services and policy
- supporting and strengthening the SEWB workforce
- leading and influencing policy and advocacy
- creating and disseminating trusted research.



The Balit
Durn Durn
Centre

Balit Durn Durn artwork by Kenita-Lee McCartney



CENTRE OF EXCELLENCE FOR
Aboriginal Families
WELLBEING

The Centre of Excellence for Aboriginal Families Wellbeing

The Centre of Excellence for Aboriginal Families Wellbeing is dedicated to advancing the rights and social and emotional wellbeing of Aboriginal and Torres Strait Islander families across Victoria.

The Centre works to influence positive change for Aboriginal and Torres Strait Islander families in Victoria through strengths-based:

- Research
- Programming
- Advocacy
- Collaboration

This work is done in partnership with Aboriginal and Torres Strait Islander communities.

Mostly, it amplifies the voices of Aboriginal families, **empowering them to shape policies and practices** that promote their social and emotional wellbeing, self-determination, and prosperity.

Artwork by Tarni Jarvis



CENTRE OF EXCELLENCE FOR
Aboriginal Digital
in Health

Centre of Excellence for Aboriginal Digital in Health

Under the auspices of VACCHO, the Centre of Excellence for Aboriginal Digital in Health (CEADH) is a national organisation for advancing Aboriginal and Torres Strait Islander digital health.

That means embedding Mob's views, experiences and innovations in health systems, tools and services that use communication and information technology – to improve Community's health and wellbeing outcomes.

Working across a broad digital health portfolio, CEADH aims to:

- ensure ACCOs can connect to mainstream health services through high quality, user-friendly health systems, data and infrastructure
- improve mainstream digital health services' Cultural safety
- create informatics career opportunities for Aboriginal and Torres Strait Islander people
- advocate for and cement Indigenous health data sovereignty.

United by peak bodies from every Australian state and territory, CEADH is a shared voice, **building visibility of – and strength in – Aboriginal ways of knowing, doing, and being** across the digital health sector.

Our Year



The Voice to Parliament campaigning

Continued 'Yes' campaign for the Voice to Parliament Referendum (commenced prior to July '23 running through to 14 October '24).

Convened Movement by Improvement Forum

Gathered sector professionals for the first time since COVID-19 pandemic to support Continuous Quality Improvement and celebrate the sector's successes and innovations.



VACCHO hosted Uluru Dialogue for 'You're the Voice' campaign launch

Members of the Uluru Dialogue and key advocates for the 'Yes' campaign met at VACCHO to officially launch the 'You're the Voice' campaign in support of the 'Voice to Parliament' referendum.

Held Statewide SEWB Workforce Gathering on Bunurong Country

The SEWB Workforce Support team hosted the second of two gatherings for 2023 for frontline staff, along with their managers and team leaders, across SEWB focus areas to provide training, knowledge sharing, networking, and yarning.

July 2023

NAIDOC March: For Our Elders

VACCHO participated in the annual NAIDOC March, celebrating Aboriginal Elders.



August 2023

Won Victorian Training Award

VACCHO's ETU received *Community Training Provider of the Year 2023*.



September 2023

Hosted Aboriginal Health and Wellbeing Partnership Forum on Bunurong Country

The Aboriginal Health and Wellbeing Partnership Forum convened for its second gathering of the year and fifth overall since the inaugural Forum in 2021. Over two days, participants engaged in a wide range of activities and discussions, fostering collaboration and partnerships that aim to enhance health and wellbeing outcomes for Aboriginal and Torres Strait Islander communities in Victoria.



The Voice to Parliament vote was held

People across Australia voted on the Referendum on 14 October.



Launched *marra ngarrgoo, marra goorri*: The Victorian Aboriginal Health, Medical and Wellbeing Accord

marra ngarrgoo, marra goorri was launched to improve the ethical standards of Aboriginal and Torres Strait Islander health, medical and wellbeing research in Victoria ensuring alignment with principles of self-determination.

Hosted Experience Day

As part of the International Forum on Quality & Safety in Healthcare in Naarm, VACCHO hosted people who travelled to hear about health and wellbeing outcomes delivered by ACCHOs.



Launched the Beautiful Shawl Project video

This documentary shares Aboriginal and Torres Strait women's breast screening experiences and personal insights through the Beautiful Shawl Project.



Launched the Centre of Excellence for Aboriginal Families Wellbeing

The CoE works to advance the rights and social and emotional wellbeing of Mob families in Victoria, exploring ways to support the whole family through traditional Aboriginal models.

VACCHO facilitated the Victorian ACCO Parliament House Visit

This meeting was to connect VACCHO ACCO Members with Federal Ministers to discuss their key priorities in servicing their Communities.

October 2023

November 2023

Held inaugural Victorian Elders Summit

VACCHO and Victorian Committee for Aboriginal Aged Care and Disability (VCAACD) gathered more than 100 Aboriginal Elders and 500 attendees from across Victoria for keynote addresses, panel discussions, and artistic performances. The Summit celebrated the vital role of Elders in Community in honour of 2023's NAIDOC theme 'For our Elders.'



Hosted 'A Gathering of Mob: 65,000 years proud and Deadly'

A celebration of 65,000 years of Aboriginal culture in a gathering of Elders, youth, and leaders from across the state to heal in the aftermath of the outcome of the Voice to Parliament Referendum, yarn, and share stories.



Held 2023 VACCHO student graduation

58 graduates completed their studies through VACCHO's Education and Training courses.

Achieved Rainbow Tick Accreditation

VACCHO met the LGBTQIASB+ inclusion and safety best practice standards, solidifying VACCHO as a leader in the sector for inclusivity.



Our Year



Created heatwave resources for Mob

VACCHO partnered with DEECA to promote heatwave safety, developing 1760 brochures and magnets and two videos for social media: *Is it getting hot in here?* and *Heatstroke*.

Advocated to Change the Date

VACCHO called to no longer celebrate Australia Day on 26 January and encouraged Aboriginal communities to look out for one another's health and wellbeing.



Submitted evidence to Yoorrook Justice Commission

VACCHO highlighted systemic health failings with our submission to the Yoorrook Justice Commission's Inquiry into Health and Healthcare, Housing and Homelessness, and Education.



Launched FoodPATH Community Report

Developed in partnership with Deakin University, outlined recommendations that provide a pathway to food and nutrition policy action for Aboriginal Communities in Victoria.

December 2023

VACCHO was a Gold Sponsor of the annual conference of the Australian Indigenous Doctors Association (AIDA)

AIDA is a not-for-profit, member-based, professional association supporting Aboriginal and Torres Strait Islander medical students and doctors. By providing our support, VACCHO demonstrated our commitment to advancing Aboriginal health, diversity in the medical sector, and addressing systemic healthcare inequities.

January 2024

VACCHO launched 2024-25 Budget Submission

The submission called on Victorian Government to commit to having Aboriginal health in Aboriginal hands. The submission championed Aboriginal knowledge and innovation, seeking to strengthen and expand the capacity of ACCHOs so they are resourced to deliver vital health and wellbeing services to Aboriginal Elders, families, and Communities.

February 2024

Hosted Statewide Medicare Workshop

VACCHO ran this workshop for 45 participants from 21 Members to improve ACCO capabilities in providing services with an ACCO Model of Care.





Held Rainbow Mob Gathering / launched Rainbow Mob Health training

Twenty-nine Rainbow Mob and 32 participants shared their insights from lived experience at the VACCHO and Wurru Wurru Health Unit Rainbow Mob Health training module, aimed at increasing the capacity of health professionals to support Rainbow Mob throughout Victoria.

Hosted Quitline webinars for Mob

VACCHO collaborated with Aboriginal Quitline to host a webinar series providing culturally appropriate and practical information to support Mob quit smoking, focusing on how ACCO staff can provide Community support and a webinar designed specifically for clinicians operating within ACCO settings.



Hosted the inaugural Yarning Ear and Hearing Health gathering

VACCHO collaborated with the Rural Workforce Agency Victoria (RWAV) to host 40 attendees from the ACCO sector on Wadawurrung Country in Ballarat.

March 2024

Established The Nest

Completed through the Balit Durn Durn Centre, in partnership with the Royal Commission into Victoria's Mental Health System, The Nest is an intensive social and emotional wellbeing framework for boorais aged 0-11 and their families.

Hosted Aboriginal Health and Wellbeing Partnership Forum in Dja Dja Wurrung

This Forum acts as a strategic collaboration between ACCHOs, the mainstream health sector, and the Vic Department of Health. The Forum has identified several outcomes they seek to achieve through collaboration, working together towards Aboriginal self-determination, accountability, transparency, and cultural safety.



The World Indigenous Cancer Conference (WICC) was hosted in Naarm

VACCHO showcased our world-leading cancer screening initiatives and presented the Victorian Aboriginal Cancer Journey Strategy.



Submitted personal evidence to Yoorrook Justice Commission's land hearings for second time

Dr. Jill Gallagher AO spoke at the Commission's series of hearings into injustices against Aboriginal and Torres Strait Islanders related to land, sky and waters.

Our Year

VACCHO's 28th anniversary

2024 marked 28 years of VACCHO serving Communities in Victoria.

Aboriginal Health Practitioners get qualified to administer vaccines

VACCHO's first cohort of Aboriginal Health Practitioners (AHPs) graduated from our first ever immunisation course on 9 April. This came after the Drugs, Poisons, and Controlled Substances Act 1981 was amended in June 2023, after 15 years of advocacy, allowing AHPRA-registered Aboriginal Health Practitioners (AHPs) to complete their National Immunisation Program training.



Launched the Mens Possum Skin Cloak

Developed in collaboration with the Royal Melbourne Hospital and Peter MacCallum Cancer Centre, VACCHO launched the Men's possum skin cloak initiative aimed at providing cultural care to Aboriginal and Torres Strait Islander cancer patients on their healing journey.



April 2024

Launched VACCHO's health promotion van

In partnership with Green Cross Project Inc, to support thriving, healthy, Communities. (Van artwork by Wiradjuri and Yorta Yorta artist, Lynette Briggs).



Presented at Parliament of Victoria's Inquiry into Vaping and Tobacco Controls

VACCHO submitted powerful evidence regarding Aboriginal and Torres Strait Islander health concerns regarding smoking and vaping harm.



VACCHO awards scholarships to 16 AHW/Ps

Scholarships of \$4000 each awarded to Aboriginal Health Workers and Practitioners working in ACCOs across Victoria.

Held Statewide SEWB Workforce Gathering in Albury

The SEWB Workforce Support team gathered SEWB focus area frontline staff, along with their managers and team leaders, for the first of these gatherings in 2024 to have culturally safe training, knowledge sharing, networking, and yarning.

VACCHO trained eight Aboriginal Health Practitioners (AHPs) get qualified to provide culturally safe preventative oral healthcare

VACCHO trained eight Aboriginal Health Practitioners (AHPs) in Fluoride Varnish administration, increasing the total of AHPs trained since 2022 to 16.



Hosted the third Statewide GP Gathering Gunditjmara Country

VACCHO hosted the gathering and provided a platform for ACCHO GPs from across Victoria for cultural immersion, clinical education, peer networking, and professional growth.



Launched Our ACCO Ways of Working Capability Framework, Workbook, and Benefits & Entitlements Framework.

The Workforce Development team at VACCHO launched two workforce frameworks. These pieces of work are the result of many yarns on the road with Members, catering to what Members have said would benefit them.

Launched Pathway to Good Health

Health screening, assessment, referrals and health planning to all Victorian children aged 0-17 years entering or re-entering statutory care.

Completed the Healing Service and Practice Model

This Model was designed through 3599 hours of community consultation and analysis in response to the report from the Royal Commission into Victoria's Mental Health System. This model works to understand what healing looks like for each community and how it would work in practice.

Launched new LGBTQIASB+ inclusivity training

VACCHO and Wurru Wurru Health Unit launched new Rainbow Mob Health Training during Pride Month.

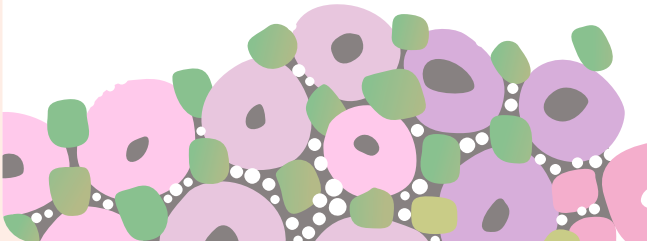
May 2024

Established new Centre of Excellence - Aboriginal Digital in Health

The new Centre of Excellence was established and then held first governance workshop to advance Aboriginal and Torres Strait Islander digital health.

Second anniversary of the Balit Durn Durn Centre

The Centre achieved two years of transformative work in social and emotional wellbeing.



June 2024



Hosted Aboriginal Health and Wellbeing Partnership Forum on Bunurong Country

Minister for Mental Health Ingrid Stitt joined VACCHO for her first forum, recognising the importance of healing centres as a key part of social and emotional wellbeing and mental health system reform.

Our Committees

From July 2023 to June 2024, the following committees supported VACCHO and the Board. These committees met a total of eight times during the financial year. Their time and expertise is much appreciated.

Finance Committee

Responsibilities include:

- assistance and guidance in monitoring and ensuring the integrity of our financial reporting
- compliance with legal and regulatory requirements, internal standards (including code of conduct), policies and expectations of key stakeholders
- assistance with monitoring and ensuring the effectiveness of our internal and external audit functions.

Quality, Risk Compliance and Safety Committee

Responsibilities include:

- assistance in developing, delivering, monitoring, and continually improving the performance of VACCHO's quality management system
- assistance in ensuring the integrity of our QRCS frameworks, systems along with policies and procedures
- support with monitoring and ensuring the effectiveness of our internal control and risk management framework.

Remuneration Committee

Responsibilities include:

- review and assess the alignment of the CEO, Executive Group and staff remuneration and benefits to VACCHO's Strategic Plan
- review annually, and more often if required, the key performance areas of the CEO and the Executive Group
- review and make recommendations to the Board on the remuneration and benefit strategies for the CEO and the Executive Group
- review and assess the remuneration and benefit strategies for staff as recommended by the CEO and the Executive Group, to satisfy itself that these are appropriate for the position, are fair, reflect the contribution made to the business by the staff member and enhance a business culture that supports accountability and a zero-tolerance environment for unethical conduct, through appropriate compensation and employment decisions.

Organisation

Our Vision, Purpose, and Values

We believe that each Community needs its own locally-based, Community owned, culturally strong – and adequately resourced – holistic health and wellbeing service that caters to the needs of Community.

VACCHO champions Community control and health equity for Aboriginal and Torres Strait Islander people. Our Members have a proud history as Community-driven, grassroots organisations that support and strengthen their Communities' capacity for self-determination and are committed to supporting and empowering Aboriginal and Torres Strait Islander people to realise their full potential as individuals and as members of the Community.

Our Purpose

To courageously lead changes to create a representative and holistic understanding of Aboriginal and Torres Strait Islander health and wellbeing. By doing so, we will improve the planning, advocacy, consultation, delivery, and evaluation of health and wellbeing outcomes of Aboriginal and Torres Strait Islander people.

Our Vision

Vibrant, healthy, self-determining Communities.

Our Principles

- Empowerment
- Respect
- Confidentiality
- Teamwork and collaboration
- Integrity
- Commitment
- Compassion
- Optimism

Our Cultural Values

VACCHO is, at its core and by constitution, a Community-controlled organisation. Culture is intrinsic to our identity and essential to our world view.

As a Member-driven peak body representing and supporting Community-controlled organisations, VACCHO's fundamental priorities are to advocate for self-determination and to be a voice for Aboriginal and Torres Strait Islander people in maintaining strong Cultural identity and connection.

Our People

Employee Experience

A great place to work

VACCHO is made up of a team of dedicated, hard-working staff who are passionate about what we do. Our ways of working are tied to our values, allowing us to work together in a positive way to be deadly and achieve great things.

But it's not enough to know we are doing great work - VACCHO has to BE a great place to work. Our annual staff engagement survey reports significantly improved results each year. In 2023 we were certified as a Great Place to Work, based on feedback from our VACCHO staff of their experiences working here.

It's important to us that our workforce reflects the Community we serve. This ensures that a cultural lens is applied to everything we do, including cultural safety workshops, which all staff attend on an annual basis. We believe in learning from each other to succeed as an organisation and achieve our strategic objectives.

We introduced management training sessions this year as part of our commitment to constant improvement and to be a training organisation not only for our Members, but also our staff. We are committed to supporting professional development, both formal and informal, to contribute to providing a pathway to leadership within VACCHO and the sector.

In the last 12 months we have implemented a new HR platform to save time and improve our employee's work experience, allowing new starters the flexibility to manage their onboarding as and when they are able. The system has also supported managers to develop teams and streamline internal processes, thereby improving performance.



Our Peoples' Journey

This Annual Report highlights VACCHO's strategic progress over the past year, driven by a remarkable and diverse team working collaboratively.

By FY23-2024, our team had grown to 126 staff members. Of our workforce, 39% identify as Aboriginal or Torres Strait Islander, and within our Executive Leadership (the CEO, COO, and Executive Directors), 43% identify as Aboriginal.

	Total	# of Aboriginal and/or Torres Strait Islander staff	% of Aboriginal and/or Torres Strait Islander staff
Executive Branch	7	3	43%
Managers	22	5	23%
All other staff	97	41	42%
Total	126	49	39%









Quality, Risk Compliance and Safety

VACCHO is committed to building robust systems for safety, risk management, and best-practice quality and compliance across our organisation and for our Members. Since achieving ISO 9001:2016 accreditation in May 2022, we have strengthened our dedication to these values, driving our ongoing path of continuous improvement.

As VACCHO continues to expand, we remain focused on upholding the highest service standards through our Quality Management System, which supports our goal of delivering exceptional services to ACCOs and the Communities who depend on us. Integrating safety, risk management, and compliance into every aspect of our work is vital to supporting both our Members and staff.

Effective quality management means addressing risk, particularly within our strategic and operational governance frameworks. We are diligent in meeting our compliance, contract management, and legislative obligations, with strong internal audits reinforcing this effort. Our approach to knowledge management and document control ensures staff receive clear and consistent guidance on service delivery, while our safety committee ensures a compliant and secure workplace environment.

Our Continuous Improvement strategy is embraced across the organisation, inviting input, feedback, and growth from all levels. This collaborative approach fosters innovation and fresh perspectives, giving us the means and knowledge to grow and succeed as we continue to provide the highest level of support to our Members and the Communities we serve.



This diagram illustrates our corporate governance environment as one in which the law, industry codes, the expectations of our stakeholders' interplay.



Corporate Governance Statement

At VACCHO, we view “corporate governance” as the framework of systems, processes, rules, and relationships through which authority is exercised and the organisation is directed and managed. Our goal with corporate governance is to create long-term, sustainable value for all stakeholders, including our Members, supporters, and especially the Communities we serve.

Our Board of Directors acknowledges its responsibility in overseeing the establishment and execution of policies and processes that reflect good corporate governance. Like our Core Values, these principles guide and shape the decisions, actions, and attitudes that define our organisation. We also recognise the need for ongoing improvements, continually reviewing, testing, and adapting processes.

The Governance Standards under the Australian Charities and Not-for-Profits Commission (ACNC) Act provide the key requirements for corporate governance at VACCHO. The ACNC Governance Standards include:

- Standard 1: Purposes and not-for-profit nature.
- Standard 2: Accountability to members.
- Standard 3: Compliance with Australian laws.
- Standard 4: Suitability of responsible persons.
- Standard 5: Duties of responsible persons.
- Standard 6: Maintaining and enhancing public trust and confidence in the Australian not-for-profit sector.

Under ACNC Governance Standard 3, VACCHO is required to comply with Australian laws. We are regulated by the Associations Incorporation Reform Act 2012, as amended by the ACNC Act. Additionally, VACCHO holds tax endorsements and concessions and is subject to the Income Tax Assessment Act 1997 (Cth) (Income Tax Act) and applicable fundraising legislation.

Our Board has also adopted the Australian Institute of Company Directors’ “Good Governance Principles and Guidance for Not-for-Profit Organisations” (AICD NFP Principles) and voluntarily applies the ASX Corporate Governance Principles and Recommendations where appropriate, aligning with our position as a large not-for-profit and the level of public and donor interest. The Board considers the ASX Principles consistent with the ACNC Governance Standards.

Financial Report

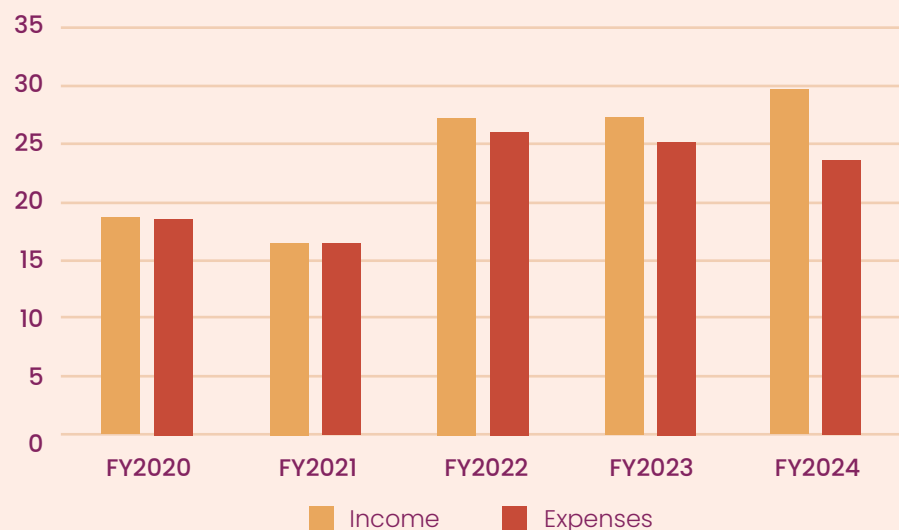
Financial Position and Performance

Snapshot

This is a snapshot of our revenue and expenditure over FY2024 compared to the previous four years. You can find more detail in the extracts from our audited Annual Financial Statements for the year ended 30 June 2024 set out on pages 35 to 36.

We are registered with the Australian Charities and Not-for-Profit Commission (ACNC) as a “large charity” and we will be disclosing our financial performance in the 2024 Annual Information Statement, which we will lodge with the ACNC, and which will be available via the ACNC’s Charity Register.

Income/Expenses



Income

	FY24 \$m	FY23 \$m	FY22 \$m	FY21 \$m	FY20 \$m
Grants and funding	27.583	25.762	25.903	14.444	17.952
Other income	2.054	1.424	1.122	2.068	0.993
Total income	29.637	27.186	27.124	16.512	18.944

Disbursements

	FY24 \$m	FY23 \$m	FY22 \$m	FY21 \$m	FY20 \$m
Program operational expenses	7.248	8.893	13.105	5.557	9.423
Employee expenses	14.601	13.599	11.131	9.423	8.078
Depreciation expenses	0.343	0.342	0.395	0.401	0.331
Office expenses	0.852	1.327	1.059	0.730	0.765
Other expenses	0.685	0.631	0.258	0.348	0.135
Total disbursements	23.729	24.792	25.948	16.459	18.732

Surplus

	FY24 \$m	FY23 \$m	FY22 \$m	FY21 \$m	FY20 \$m
Excess of income over expenditure	5.909	2.394	1.176	0.053	0.213
Total surplus	5.909	2.394	1.176	0.053	0.213

Figures are listed as million-dollar values (\$m).
Figures have been rounded. As such there may be minor discrepancies between financial reports.

Summarised Financial Report

Extracts from our audited Annual Financial Statements

Set out on the following pages are the following extracted from our Annual Financial Statements for the year ended 30 June 2024.

Public Officer's Statement	Page 34
Statement by Members of the Committee	Page 34
Auditor's Independence Declaration	Page 35
Statement of Profit and Loss and Other Comprehensive Income	Page 35
Statement of Financial Position	Page 36
Statement of Changes in Equity	Page 36
Independent Auditor's Report	Page 37

All amounts are presented in Australian dollars. You can find a full version of our audited Annual Financial Statements for the year ended 30 June 2024 on our website. This will also be lodged with the ACNC.

Public Officer's Statement

In the officers' opinion:

- the attached financial statements and notes comply with the Australian Accounting Standards – Reduced Disclosure Requirements;
- the attached financial statements and notes give a true and fair view of the incorporated association's financial position as at 30 June 2024 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the incorporated association will be able to pay its debts as and when they become due and payable.

On behalf of the officer



Jill Gallagher CEO VACCHO
Dated this 24th day of September 2024

Statement by Members of the Committee

In the opinion of the committee, the financial report as set out on pages 32 to 37:

1. Presents fairly the financial position of Victorian Aboriginal Community Controlled Health Organisation Incorporated as at 30 June 2024 and its performance for the year ended on that date in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Associations Incorporation Reform Act 2012.
2. At the date of this statement there are reasonable grounds to believe that Victorian Aboriginal Community Controlled Health Organisation Incorporated will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:



Michael Graham
Dated this 24th day of September 2024



Dallas Widdicombe

Auditor's Independence Declaration



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AUDITOR'S INDEPENDENCE DECLARATION

As lead auditor for the audit of the financial report of Victorian Aboriginal Community Controlled Health Organisation Inc for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements of the Australian Professional Accounting Bodies in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

RSM AUSTRALIA PARTNERS

B Y CHAN
 Partner

Dated: 24 September 2024
 Melbourne, Victoria

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Statement of Profit and Loss and Other Comprehensive Income

for the year ended 30 June 2024

	2024 \$	2023 \$
Revenue		
Grant and funding	27,583,480	25,762,460
Other income	2,054,171	1,423,492
Total revenue	29,637,651	27,185,952
Expenses		
Program operational expenses	7,247,997	8,893,137
Employee expenses	14,600,880	13,599,305
Depreciation expenses	342,914	342,436
Office expenses	851,673	1,326,968
Other expenses	685,444	630,496
Total expenses	23,728,908	24,792,342
Surplus for the year attributable to the Members of the entity		
Surplus for the year	5,908,743	2,393,610
Other comprehensive income	-	-
Total Comprehensive Income for the year attributable to the Members of the Entity	5,908,743	2,393,610

Statement of Financial Position

for the year ended 30 June 2024

	2024 \$	2023 \$
Assets		
Current assets		
Cash and cash equivalents	1,723,052	3,856,570
Trade and other receivables	1,738,319	429,348
Other Financial assets	28,144,291	23,126,787
Other	117,029	94,330
Total current assets	31,722,691	27,507,035
Non-current assets		
Property, plant and equipment	26,301,676	26,383,199
Intangible asset	81,458	126,335
Total non-current assets	26,383,134	26,509,534
Total assets	58,105,825	54,016,569
Liabilities		
Current liabilities		
Trade and other payables	3,545,290	4,308,596
Employee benefits	1,400,085	1,165,114
Contract liabilities	23,079,739	24,431,216
Total current liabilities	28,025,114	29,904,926
Non-current liabilities		
Employee benefits	195,188	134,863
Borrowings	8,500,000	8,500,000
Total non-current liabilities	8,695,188	8,634,863
Total liabilities	36,720,302	38,539,789
Net assets	21,385,523	15,476,780
Equity		
Retained surplus	18,195,532	15,476,780
Self Determination Funds Reserve	3,189,991	-
Total equity	21,385,523	15,476,780

Statement of Changes in Equity

for the year ended 30 June 2024

	Retained Surpluses \$	Self Determination Fund Reserve	Total Equity \$
2023			
Balance at 1 July 2022	13,083,170	-	13,083,170
Surplus for the year attributable to the members	2,393,610	-	2,393,610
Balance at 30 June 2023	15,476,780	-	15,476,780
2024			
Balance at 1 July 2023	15,476,780	-	15,476,780
Surplus for the year attributable to the members	5,908,743	-	5,908,743
Transfer to Self Determination Funds Reserve	(3,189,991)	3,189,991	-
Balance at 30 June 2024	18,195,532	3,189,991	21,385,523

Independent Auditor's Report



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INDEPENDENT AUDITOR'S REPORT

To the Members of Victorian Aboriginal Community Controlled Health Organisation Inc

Opinion

We have audited the financial report of Victorian Aboriginal Community Controlled Health Organisation Inc (the Association), which comprises the statement of financial position as at 30 June 2024, 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 material accounting policy information, and the statement by members of the committee.

In our opinion, the financial report of the Association has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the *Associations Incorporation Reform Act 2012*, including:

- (a) giving a true and fair view of the Association's financial position as at 30 June 2024 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Simplified Disclosures under AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022* and the *Associations Incorporation Reform Act 2012*.

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 Association in accordance with 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.

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Responsibilities of Management and Those Charged with Governance for the Financial Report

The members of the committee of the Association are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures under AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities*, the ACNC Act and the *Associations Incorporation Reform Act 2012*, and for such internal control as the members of the committee 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 members of the committee are responsible for assessing the Association'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 management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

The members of the committee are responsible for overseeing the Association's financial reporting process.

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.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Independence

We confirm that the independence declaration required by the ACNC Act, which has been given to the members of the committee of the Association, would be in the same terms if given to the members of the committee as at the time of this auditor's report.

RSM AUSTRALIA PARTNERS

B Y CHAN
Partner

Dated: 25 September 2024
Melbourne, Victoria

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About the Artwork



Lorraine Fisk is a Wiradjuri artist from Condobolin, New South Wales. Lorraine has lived and worked in Victoria since they were three years old – and is very grateful to the Traditional Owners of all the land that they've had the pleasure to live and work on.

Lorraine is extremely proud to see their designs used in this Annual Report and as part of VACCHO's overall branding moving forward, and loves being able to contribute in such a unique and meaningful way.

Lorraine has worked for VACCHO for 11 years and says that it is the best place they have ever worked. VACCHO's NAIDOC Week 'Still Strong' T-shirts also featured Lorraine's artwork which tells the story of Aboriginal and Torres Strait Islanders pre-colonisation, during colonisation, and today. Lorraine says that when they saw the T-shirt with their design on it, it was both a surreal and emotional experience. Seeing their artwork take shape from just an idea is incredibly moving not just for Lorraine, but for everyone who knows them.

Lorraine never thought of themselves as an artist, but the work speaks for itself and VACCHO is honoured to have such a talented artist working with us and who is such a joy to work with.

See more of Lorraine's art and what they mean.



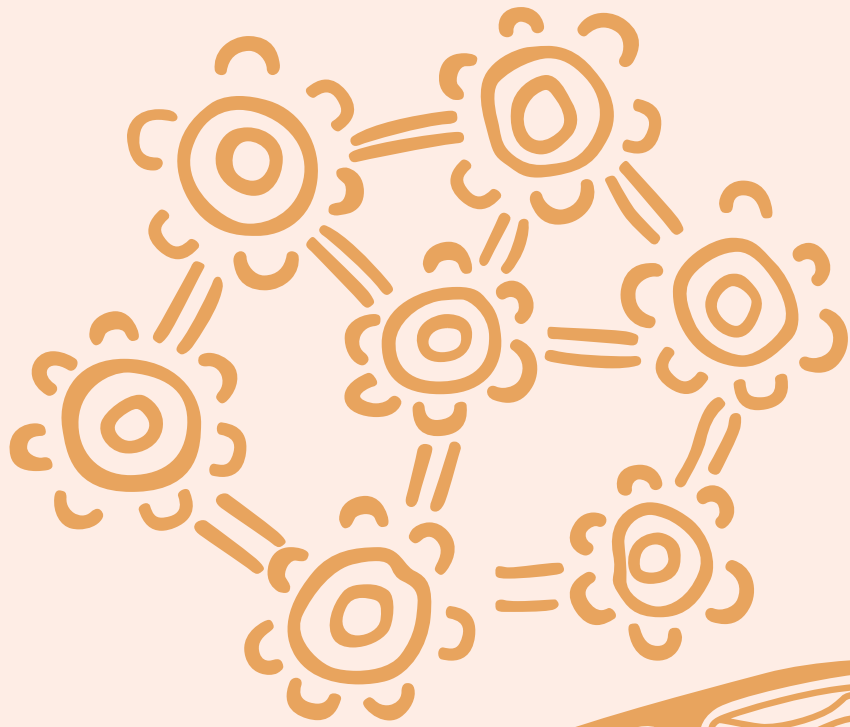
Shield

'This design pays homage to the famous shields Victorian Mobs have designed across the years.'



Ode to Gum Leaf

'This is my wobbly tribute to the leaf design from VACCHO's style guide, which I've always loved.'



Community

'This design represents a busy campfire or meeting place. The people are not necessarily joined, but they're all connected and able to work together.'



Kitchen Table

'Designed around a kitchen table with Aunty Jill and Aunty Marg, this shield represents our strengths and quirks – which we share with everyone.'



Acknowledgements

VACCHO would like to offer our sincerest thanks to everyone who helps us create change for the Aboriginal and Torres Strait Islander community in Victoria.

Special thanks to our Members and staff for their contributions to our organisational purpose. Your support and dedication is incredibly valued and appreciated.

Thank you to our partners, funders, and supporters. You strengthen our work and our organisation in so many ways.



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