



ganbina



Annual Report
2019-2020

Agents of change

Annual Report 2019 - 2020

Ganbina Inc. acts in the capacity of peak Aboriginal representative body in Australia's Goulburn Valley for economic employment and training issues.

Ganbina performs this role either as a consultation organisation for the local Aboriginal community, or as a direct service provision agency.

Purpose (Why we exist)

To empower Aboriginal and Torres Strait Islander people in the Goulburn Valley region aged between 6-25 years to reach their full individual potential through self-determination and meaningful engagement in education, training, enterprise and employment programs. We hope to also migrate these programs and key learnings to other Aboriginal and Torres Strait Islander communities for implementation on a wider scale.

Vision (What we want to achieve)

Within two generations, Aboriginal and Torres Strait Islander peoples have cultural, economic and social equality and are empowered to live, love, learn and leave a legacy.

Ganbina

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Association Number A0035292U
ABN 29 564 690 543

Photo front page

JOBS4U2 Education Program participants Mya Falla (13) and Muna Brown (15) in a goal setting session with Ganbina team member Talitha Macrae. This program encourages Year 7-12 students to understand the value of secondary education in opening up their career choices and life opportunities; teaches them skills to help them make the most of their schooling; and supports them through any education difficulties they may encounter.

Chair's Report



It is an honour to submit my fifth and last report as Chair of Ganbina. It has been a privilege to Chair the organisation through a period of growth and expansion, impacting the lives of our participants, their families and the community.

I would like to acknowledge my fellow Board members throughout this period for their enduring commitment to the principles and values of this organisation. Thank you for your insights, analysis and decision making.

I would like to thank the employees of Ganbina who are so critical to Ganbina's success. Their commitment and passion to delivering our program elevate it being just another program, to being a program which changes people's lives and futures. Thank you.

To our CEO Anthony Cavanagh. Your leadership, commitment, and passion to evolving and building on Ganbina is to be acknowledged and marveled. Thank you for being our driving force and realising the vision of what Ganbina is, and what it seeks to do. The Board and I could not ask for a better organisational leader. It has been a pleasure to work with you and I wish you and the team continuing success.

The year under review started like all other years, with the Board and staff setting targets and improvements for Ganbina's performance criteria. However, the COVID-19 pandemic, a mere talking point in January, changed our world within six months and it changed the way Ganbina operates.

Since inception, we have always delivered our program activities face to face, but clearly, this model was no longer possible. The Ganbina leadership team and staff took immediate action to ensure we could continue to support our participants as the pandemic unfolded.

They restructured Ganbina's operations immediately. The team was set up to work from their homes, and new infrastructure was put in place to support our participants. Thanks to the agility and commitment of the leadership team and staff to initiate new ways of working, Ganbina has remained at the forefront of community support throughout the year.

This decisive action has achieved remarkable results. As at June 30, 2020, 395 young people were enrolled on Ganbina's JOBS4U2 program. This is an increase of 11 per cent.

Program Schedule	2020		2019
	Target	Actual	Actual
Jobs Education	140	140	136
Jobs Training	20	*10	12
Jobs Employment	65	*47	57
Scholarships	350	395	355
Leadership Training	21	20	23
Driver Skills Program	40	*22	45
Youth Achievement Awards	34	*	28

**These programs numbers are not finalised until later in the 2020 calendar year.*

These impressive results, especially in such trying times, are a wonderful achievement for which our employees and participants should be heralded.

This year we welcomed a new board member, Dr Mishel McMahon. Mishel is a Yorta Yorta woman who lectures in social work at La Trobe University Shepparton and specialises in First Nations research. Mishel's PhD topic was Principles of First Nations Child Rearing. She has a Bachelor of Social Work / Bachelor of Human Services. Mishel has completed a number of research papers, and has a passion for Aboriginal affairs.

In my final report, I would also like to acknowledge the incredible support of our partners in both the philanthropic and corporate sectors. We also have a large supporter base from the education sector who provide schooling and further training opportunities for our youth through universities and TAFE. Ganbina is an employment agency first and foremost and our employment partners must also be acknowledged as providers of important jobs for our participants. All our supporters are crucial to Ganbina's program continuum which we have provided to our community for over 20 years.

I hope that as a reader, you find the contents of this Annual Report provide further insights into the great work that Ganbina delivers, particularly during the unique and challenging times in which we live, particularly in Victoria.

On behalf of our Board, members and staff, we wish all our program participants well in the future.

Sean Armistead
Chairman

CEO's Report



“Our ability to rise above adversity has again been tested throughout these past 12 months. Many different challenges arose that required us to work together as a community to pull through. The importance of delivering early intervention and diversion programs to our youth has never been more important as together, we work as one to fight off COVID-19.”

*Anthony Cavanagh
CEO, Ganbina*

Proof of success

Once again, Ganbina's claim to being Australia's most successful Aboriginal school to work transition program has been showcased in 2020.

Our latest JOBS4U2 Program Evaluation Report, using the 'Social Return on Investment' (SROI) methodology, was released earlier this year. Conducted by Social Ventures Australia, the report was a deep dive research into the results of the JOBS4U2 Program from 2016-2019.

Some of the key findings were:

- On average, 99% of students who engaged with Ganbina completed their full current year of schooling.
- Ganbina provides educational support to students through check-ins at school, external tutoring and mentoring. These resources allow students to catch up where required and so prevent them from falling behind.
- Ganbina makes the link between education and success clear by celebrating Aboriginal and Torres Strait Islander success through our Annual Youth Achievement Awards.

The report showcased many other elements of our positive social impact. Our staff, Board and all our supporting partners should be very proud of their individual contributions to help us achieve these life changing outcomes.

Rising to the challenges

The period ending June 30, 2020, has been one of the most challenging 12 months in Ganbina's 23 year history.

At the start of the year, we were working extensively with our participants, their families, the local community, and education and government sectors in preparation for the amalgamation of all four local secondary schools into the new Greater Shepparton Secondary College (GSSC).

As the time approached for the new College to open its doors in January 2020, we increased our level of support, especially for our participants, many of whom were anxious about the change.

The advent of COVID-19 in February intensified the challenges for our team. As the pandemic impacted communities and economies around the world, the charity sector also suffered. But we knew that our participants needed our support more than ever.

We acted swiftly to pivot to new ways of working. We restructured Ganbina, set our operations team up to work from their homes, sourced new infrastructure and developed new methodologies to deliver support to help children with their schooling, and keep or find employment. As a result, enrolments on our program this year are the highest they have ever been.

Achievements & Initiatives

It gives me great pleasure to share our achievements for the year under review. These realise Ganbina's core aim of empowering young Aboriginal and Torres Strait Islander people to realise their full potential, with education as the ultimate foundation to their success.

395 participants registered with Ganbina in 2020, up from 355 last year. As of June 30, 2020, all participants were on track to complete their relevant year of education, training or employment.

With our long history for delivering a quality, focused suite of social change programs, we enhanced our Driver Skills Program. In partnership with TAC, Monash University Accident Research Centre, and the National Road Safety Partnership Program (NRSP), we have joined the EMPOWER program.

Our aims are firstly, to promote greater access to affordable, safer vehicles to young drivers (aged 18-25 years) to reduce their involvement in road trauma; and secondly, to enable vehicle access for young people to travel safely to improve their study and/or work opportunities. The results of this project are expected to lead to a better understanding of enablers and barriers to support young drivers into safer vehicles and to promote safer driving behaviour. If the outcomes are successful, safer vehicles will be offered on a larger scale to young drivers at an affordable price, across Australia.

Our desire to share our JOBS4U2 program model on a wider scale in order to help other Aboriginal communities through a piloting project, has made fantastic inroads during the last two years.

In 2018, Ignatius Park College in Townsville and Port Curtis Coral Coast Trust in Bundaberg began delivery, starting with a handful of elements of our model into their communities. We are currently in partnership discussions with three other community organisations in Queensland, and two organisations in Victoria.

Sincere thanks

We have long held the aspiration that everything is possible, but we owe our success to many supporters of our program, unfortunately far too many to acknowledge in person in my report.

However, I would like to say that your significant contribution of financial resources to Ganbina inspires us every single day in the belief that you ‘get us.’ By this I mean that you understand our Vision and Mission, and that the sole purpose that we exist, is to create real, permanent change for our mobs through access and participation in education, training and employment.

Every dollar you have given us, over many years, has been well spent. It has made life changing differences to our participants, enabling so many of them to go to school with a uniform, a book or even shoes.

On behalf of the Ganbina family, our community, the dedicated staff team and our Board, I would like to acknowledge and pay tribute to you all. It is this support which ensures we can honour our commitment to self-determination and sustainable futures for all Aboriginal & Torres Strait Islander children and youth on our programs.

I would like to thank Sean Armistead, our Chair, and the Ganbina Board members for their support during the past 12 months. The Board’s focus on our governance has to be commended. On a personal note, I would like to say that I very much appreciate the Board’s positive and constructive leadership to me as the organisation’s CEO.

A warm welcome to our new Board member, Mishel McMahon. Mishel is a Yorta Yorta woman, with a strong background in social work and social research.

My final words are dedicated to the Ganbina staff team. I am so grateful to you, and so incredibly proud of you, for going so far above and beyond the call of duty in what has been the toughest and most challenging year in our 23 year history. Your dedication to doing everything you can to positively impact the lives of our children and youth is simply extraordinary – thank you. I would also like to thank our General Manager Larissa Falla, and my Executive Assistant Riley Fusinato, for their significant contributions in supporting me and the organisation.

Anthony Cavanagh
CEO

JOBS4U2 PROGRAM REPORT

OVERVIEW

Ganbina continues to support Aboriginal and Torres Strait Islander children and youth in the Greater Shepparton region in their active engagement in education training and employment; and to be a major driver in empowering the next generation to succeed in transitioning to meaningful long term employment.

In the year under review, demand for Ganbina's support was unprecedented, with record numbers of program registrations and scholarships.

Ganbina proved a constant for families who were navigating a vastly changing education landscape, with the implementation of Stage 1 of the Shepparton Education Plan to merge the four local state secondary schools into the Greater Shepparton Secondary College (GSSC) in January 2020.

As Term 1 concluded, participants and their families required even further support as they felt the emotional and economic toll of the global pandemic.

As schools, workplaces and the wider community adjusted to remote learning and work arrangements, Ganbina management and operational staff resolved to deliver all JOBS4U2 program activities and events for the year with minimal disruption.

With the health and safety of program participants, staff and their respective families in mind, the Ganbina office was closed to the public on March 23, 2020.

We quickly developed a COVID-19 response plan and applied COVID Safe principles across all our operational functions and program delivery activities.

The Ganbina COVID-19 Relief Fund was introduced to help participants with the costs of additional equipment, resources and services to enable them to learn, study and work during stay at home restrictions.

"Thank you for your help with things to support the kids with remote learning.

We know we can always count on Ganbina."

SCHOLARSHIP CLEARING HOUSE

Ganbina program participants are awarded financial scholarships to support their engagement in education, training and employment. These scholarships allow investors to provide targeted funding to support individuals to actively participate in program initiatives and activities that enhance their learning experiences.

Funds are used to assist families by covering some of the costs of education-related expenses, enabling primary, secondary and tertiary students to attend school, college or university.

As of June 30, 2020, there were a record high 395 participants registered with Ganbina:

Program	Participants
Primary School	189
General Education	120
Employment	54
Training	12
Youth Leadership	20



Pictured (L-R): Nuhlira Morgan, Tahnarlie Briggs, Jar-Keyshia Atkinson

ACCELERATED LEARNING PROGRAM

Primary School Students

The Accelerated Learning Program (Internal) has been designed to further assist Ganbina participants registered in the Primary School Scholarship Program in Years 3 – 6.

Fundamentals in core subjects such as English and Maths are delivered in a comfortable, inclusive environment, with the student tutor ratio kept to a minimum.

Cultural elements and life skills are woven into the lesson plans to ensure the students see the practical benefits of learning.

This year, 30 students registered for the Accelerated Learning Program (Internal). A key theme in the feedback received from families was the personal growth and development of their child's confidence.

Secondary School Students

The Accelerated Learning Program also extends to General Education Program participants attending secondary school.

This program is delivered by third party providers whose costs are covered by Ganbina.

This year, 20 secondary school students accessed tuition to assist them with studies.



Pictured: ALP student Hariyett Peters became more confident in her maths abilities and scored 100% in her Year 8 algebra test.

EDUCATION PROGRAM

The Education Program centres on mentoring, career planning and goal setting for participants from Years 7 - 12. Participants attend targeted mentoring sessions and group activities throughout the year to support the development of their job readiness skills; and to give them exposure to post-secondary school opportunities.

A major focus for the Education Program this year was transition – transition to secondary school for Year 7 students; transition to a new school and potential new campus for GSSC students; and transition to remote learning for all.

In addition to financial assistance provided via the Ganbina COVID-19 Relief Fund, additional wellbeing support was extended to participants and their families.

Students in Years 7 – 9 are invited to attend Industry Tours so that they can learn more about various career pathways and hear working professionals share their own experiences through education, training and employment. In 2019, 30 Ganbina participants attended such tours to Shepparton Law Courts and Coles.

Ganbina Education Program Project Officers are often invited to school events and co-curricular activities to support program participant attendance and participation. This year, such events included Wanganui Park Secondary College NAIDOC Week Assembly; an Apology Breakfast hosted by the Greater Shepparton City Council; and the inaugural Goulburn Valley Grammar Yakapna Assembly.

The 2019 Ganbina Academic Excellence Award, sponsored by La Trobe University's Ngarrapna Indigenous Unit, was awarded to Anerley West.



Pictured: 2019 Ganbina Academic Excellence Award Winner, Anerley West, with her parents Brett & Carolyn West.

DRIVER SKILLS PROGRAM

Driving is widely recognised as an advantageous life skill and one that enables greater access to education, training and employment opportunities, especially in a regional setting.

Our Driver Skills Program is available to all Ganbina participants to help them to learn to drive safely with professional driving instructors.

In 2020, 30 young people enrolled in the Program.

Thirteen gained their Learners Permits and are working towards achieving their 120 hours of supervised driving with professional instructors.

Seventeen participants registered to obtain assistance in gaining their Victorian Probationary Car Licence.



Pictured: Driver Skills Program participant Tamiaka Trimboli.

YOUTH LEADERSHIP PROGRAM

This Youth Leadership Program is a three-year Program for Year 10-12 students who we have identified as potential community leaders.

The 2020 Youth Leadership program has 20 participants.

Year 10	Byron Newton-King, Aleira Smith, Nykira Mansfield, Jamahl Clarke, Jake Zerbato, Blake Damon, Rae-Nee Roberts and Frances Atkinson.
Year 11	Tyarrah-Lee Bamblett, Nerrissa Leitch, Chrystal Chapman, Olivia Saron, Sebastian Peachey, Tameika Trimboli, Talia Trimboli, Nyeisha Lammon, Clarissa Atkinson, Robert Piper-Seddon.
Year 12	Diesel Cipriani and Shaelyn Crowhurst.

The Program has seven workshop modules that are repeated each year at greater depth to expand participants' learnings.

This year, workshops were delivered face to face where circumstances allowed; or virtually in line with COVID-19 restrictions.

Workshop topics included:

- Team Building
- Goal Setting
- Community Dinner
- Leadership Styles
- Culture
- Culture-Bloodlines Exercise
- Looking at Community
- Communication

Other Youth Leadership Program activities included:

July 2019	Year 10 - Melbourne and Sydney trip to introduce participants to business and education leaders, and involve them in events to help develop their leadership skills and capacity.
July –September 2019	Year 11 - Cairns Trip to visit and learn cultural traditions from other Aboriginal clans.
2020	Interstate and overseas trips planned for 2020 will be replaced with a Virtual Youth Leadership Summit focusing on cultural enrichment and unique experiences.



***Pictured: Year 11 YLP Team Building at Murray River Horse Trails
Back Row (L-R): Talia Trimboli, Clarissa Atkinson, Olivia Saron, Tamiaka
Trimboli, Robert Piper-Seddon and Sebastian Peachey
Front Row (L-R): Tyarrah-Lee Bamblett, Nerrissa Leitch and Chrystal Chapman***

TRAINING PROGRAM

Senior students, including those in the Youth Leadership Program, are introduced to Ganbina's Training Program as part of their transition process.

From January 1, 2020, all post-secondary program portfolios were reassigned to one Ganbina Project Officer.

This operational adjustment was made to aid a seamless transition for participants graduating from secondary school; and to provide service continuity as they pursue further study, training and employment.

As a number of participants moved to remote study and work arrangements due to COVID-19 restrictions, adjustments were made to maintain program delivery and provide adequate support.

Initiatives included:

- Virtual Participant Lounge
- Wellbeing checks
- Transition workshops 1:1 and/or group
- Career mapping
- Employment readiness support



Pictured: Training Program participant Missy Dooly

EMPLOYMENT PROGRAM

The Employment Program supports Aboriginal and Torres Strait Islander youth in seeking, securing and maintaining continued employment. Pre-employment support includes resume building, interview techniques, job matching and employment readiness training.

In 2019, we developed a new initiative - the Employment Academy “Nangarna Nilang Gunya” (Think Future). This new initiative includes a series of training modules designed to build participants’ confidence and skills in preparation for the workplace.

The Employment Academy moved to virtual delivery with 1:1 sessions arranged where necessary to meet demand.

Post-employment support, including financial assistance to cover work related expenses, was welcomed by participants affected by COVID-19.

In lieu of the annual Ganbina Careers Night, a Virtual Pathways Information Session has been arranged for later in the year.



Pictured (L-R): Employment Program participants Sam Muir, Tanayah Cranage, Amee Henningsen & Ngal’nya Atkinson

GANBINA YOUTH ACHIEVEMENT AWARDS

An annual fixture of the Ganbina calendar is our Youth Achievement Awards. The purpose of the Awards is to acknowledge the academic and secular efforts and successes of Aboriginal and Torres Strait Islander youth aged 12 and above. Eligible members of the wider community are encouraged to apply.

The annual Ganbina Youth Achievement Awards night was held in November 2019.

It was attended by 234 guests including Ganbina participants, their families and friends.

A total of 38 Award applications were received, and on the night, 26 individual awards were presented to participants.



Pictured: 2019 Adrian Appo Youth of the Year Award winner, Jake Zerbato, with Ganbina CEO Anthony Cavanagh (left); and Adrian Appo OAM.

Our 2019 Award winners were:

Education Achievement Awards

- Year 7 Jackyln Crowhurst, Dakota Rogerson, Lincoln Atkinson and Nakiah Bamblett
- Year 8 Hariyett Peters, Shaquoiah Moon, Muna Brown and Che Atkinson
- Year 9 Jake Zerbato and Rae-Nee Roberts
- Year 10 Chrystal Chapman, Tameika Trimboli, Talia Trimboli and Robert Piper-Seddon
- Year 11 Shaelyn Crowhurst, Diesel Cipriani and Nikita Lancaster
- Year 12 Cody Mohamed, leashya Chapman, Hannah Coote and Jada Briggs

Training Achievement Awards

Cert IV & Higher – Carly Mohamed

Employment Achievement Awards

Amee Henningsen, Ngalinya Atkinson, Tanaya Cranage and Sam Muir

Adrian Appo Youth of the Year Award

Jake Zerbato



Pictured (L-R) Year 7 Education Achievement Award winners Dakota Rogerson, Nakiah Bamblett, Jackyln Crowhurst and Lincoln Atkinson.

Expansion Project

Ganbina's Expansion Project, whereby we are migrating our programs and key learnings to other Aboriginal and Torres Strait Islander communities around Australia, is one of the key pillars supporting our Vision. Through successful migration, we will promote widespread education, training and employment in Aboriginal and Torres Strait Islanders communities, so that our young people can achieve true social and economic equality with all Australians.

The Project has maintained excellent momentum in the 12 months under review. As a result, as at June 30, 2020, a total of 1010 children and youth were supported by Ganbina. These numbers are 395 in Shepparton and 615 in Queensland.

Specifically, two organisations in Queensland are now delivering elements of our program within their communities; we are in migration discussions with an additional three potential partner organisations in Queensland; and two in Victoria are at varying stages of negotiation and implementation.

Expansion Project status

Ignatius Park College, Townsville, Queensland

Ignatius Park College is an all-boys Catholic Education School. Supported by the Morris Family Foundation, the College implemented a Journey 2 Jobs (J2J) program three years ago. In its second full year of operations, it currently has 85 students registered on the Education, Accelerated Learning, Driver Skills and Employment Programs.

Port Curtis Coral Coast Trust Limited (PCCC), Bundaberg, Queensland)

PCCC represents the Bailai, Gooreng Gooreng, Gurang and Taribelang Bunda people who make up the Port Curtis Coral Coast native title claim group. The Employment and Training programs are overseen by the Program Coordinator. PCCC are providing their own funding to support the Scholarship element of the JOBS4U2 Program.

Collingwood Football Club Foundation Barrawan Program, Latrobe Valley, Victoria

Late in 2019, we were in the final stages of scoping the program and consulting with key community members and organisations in the Latrobe Valley, in partnership with the Collingwood Football Club Foundation Barrawan Program. COVID-19 in 2020 has impacted on our progress thus far. We plan to re-engage in February 2021 with all partnerships and stakeholders.

Wardingarri Aboriginal Corporation (WAC), Rockhampton, Queensland

The WAC is reviewing the Ganbina JOBS4U2 Program to determine which elements are best suited for the community. We conducted scoping and research activities with the WAC, local community members, schools and businesses, throughout the early part of 2020.

Kombumerri Aboriginal Cooperation, Gold Coast to Beenleigh, Queensland

This is the community organisation of the Yugambah language group.

Our partnership with the Yugambah Museum and the Kombumerri Aboriginal Co Op is progressing and the group is working on how to attract funding to implement the program.

Deception Bay Community Youth Programs, Deception Bay, Queensland

This organisation provides activities and services for Aboriginal and Torres Strait Islander young people, children and families.

We are currently working on scoping activities with the organisation, including sourcing potential venture partners.

Infrastructure Projects

Maintaining and improving Ganbina's infrastructure important to the successful delivery of our program and this has continued in the year to June 30, 2020.

Ganbina Shepparton Head Office Operations

Our Head Office in Shepparton was closed to the public in March 2020 to protect the health of our participants, families and staff.

We immediately put new infrastructure in place to enable our staff to work from their homes; and to ensure that the team could continue to deliver the program to our participants without any interruptions.

This involved investment in updated laptop computers, new remote communications technology, and fast internet services. We also modified our IT systems so that staff could access Ganbina's proprietary operating platform and record archives remotely. IT support to the team has been ongoing to ensure smooth remote service delivery at all times.

Ganbina Melbourne Office

Our Melbourne office at 167 Queen Street, which was opened in 2018, is now well and truly established. Today, it is a well-placed base for servicing our philanthropic, corporate and community partnerships in Melbourne, as well as our Expansion Project work. The site also enables us to deliver greater support to our Melbourne based participants who are working or studying in Melbourne. In years to come, we hope they will become a study and employment hub, with direct support from staff to our youth.

Future plans include growing the Melbourne team with two new staff members. In preparation for this growth, we will be looking to add to, and remodel the office to support these much needed extra staffing resources. We expect to begin this work late in 2020.

Ganbina Website

Progress on the re-build of our website was interrupted by COVID-19. However, this project is all but complete. Please visit us at www.ganbina.com.au

Resman Upgrade

Resman is Ganbina's database management system which records all our program activities.

In April 2018, we began upgrading to the latest version of Resman. The system is now fully operational with the final upgrades completed in June 2020.

Structural Operations

Ganbina* is a registered charity which was formed in 1997 to deliver educational and self-development programs to young Aboriginal and Torres Strait Islander people through its unique JOBS4U2 Program.

Our offices are in Shepparton (Head Office) and in Melbourne.

Our JOBS4U2 Program is delivered by a team of staff headed by CEO, Anthony Cavanagh.

The Ganbina Board oversees operations and in the year to June 30, 2020, was chaired by Sean Armistead. Membership comprised Kyra Galante (Deputy Chair), Timothy Warwick (Secretary), Edward Waller (Treasurer), Mishel McMahon, Kevin Moore, Dean Jarrett and Chris Schulz.

Ganbina is an independent organisation, free from any political, religious or other affiliations. We operate entirely on support received from philanthropic trusts, corporate sponsors, and individual donors.

For a confidential discussion on ways that you can help Ganbina, please contact CEO, Anthony Cavanagh on 0428 217 332.

*Ganbina is the trading name of Ganbina Inc.

Treasurer's Report

With the support of a wonderful group of stakeholders and employees, Ganbina has completed another successful financial year. In 2019/2020 the organisation generated a small surplus of \$11,052 which is comparable to the prior year surplus of \$15,130.

Revenue (or receipts) decreased by 8.9% versus the prior year to \$1,309,545 with expenditure declining by a similar magnitude to \$1,298,493. The moderate decline in program expenditure is reflective of some the challenges COVID-19 has presented in delivering all of Ganbina's programs in 2020. Particularly impacted was the leadership program where interstate and international travel is typically a feature. The revenue decline is an outcome of the lower program expenditure and Ganbina remains in a strong funding position with its programs continuing to be delivered without compromise outside of COVID-19 related restrictions.

Ganbina finished the year with a sound financial position and balance sheet, with reserves of \$950,840 (prior year of \$939,788). The reserves demonstrate the sustainability of the organisation and its capacity to withstand short to medium term variations in funding.

I would like to take this opportunity to thank all Ganbina staff for their tremendous efforts in what is unquestionably a difficult year for all of Ganbina's stakeholders. The organisation has been able to adapt quickly, continue to prioritise our program participants and ensure program delivery continued to a very high standard.

With Ganbina's strong governance, balance sheet, accountability, and the dedication of our staff and Board, the organisation is well placed to continue successfully supporting Aboriginal youth well into the future.

Edward Waller
Treasurer

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Association Number A0035292U

ABN 29 564 690 543

For further information on the contents of this Report, please contact CEO Anthony Cavanagh.

anthony@ganbina.com.au

T 0428 217 332

GANBINA INC.
ABN 29 564 690 543

RESPONSIBLE PERSON'S DECLARATION

Your committee members submit the financial report of Ganbina Inc. for the financial year ended 30th June 2020.

Committee Members

The names of committee members throughout the financial year and at the date of this report are:

Sean Armistead, Chair

Karen Milward , Deputy Chair (Resigned 21/10/2019)

Kyra Bonney-Galante, Deputy Chair (Appointed 21/10/2019)

Edward Waller, Treasurer

Dean Jarrett

Timothy Warwick

Kevin Moore

Chris Schulz

Mishel McMahon (Appointed 9/12/2019)

The responsible persons declare that in the responsible persons' opinion:

- (a) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- (b) the financial statements and notes satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profit Commission Regulation 2013.



Sean Armistead, Chairman



Edward Waller, Treasurer

Dated: 7-10-20

GANBINA INC.
ABN 29 564 690 543

INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
Revenue	2	1,309,545	1,436,815
Fundraising/Project Expenses	3	(805,882)	(903,592)
Administrative Expenses	3	(492,611)	(518,093)
OPERATING PROFIT/(LOSS) FROM ORDINARY ACTIVITIES BEFORE TAX EXPENSE		<hr/> 11,052	<hr/> 15,130
Income Tax Expense	1a.	<hr/> -	<hr/> -
OPERATING PROFIT/(LOSS) AFTER INCOME TAX		<hr/> 11,052	<hr/> 15,130
PROFIT ATTRIBUTABLE TO MEMBERS		<hr/> <hr/> 11,052	<hr/> <hr/> 15,130

The accompanying notes form part of these financial statements

GANBINA INC.
ABN 29 564 690 543

BALANCE SHEET
AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
CURRENT ASSETS			
Cash Assets	5	1,327,356	1,326,627
Receivables	6	34,834	102,948
Right of Use Asset	7	121,568	-
Other Current Assets	8	1,630	10,391
TOTAL CURRENT ASSETS		1,485,388	1,439,966
NON-CURRENT ASSETS			
Property, Plant & Equipment	9	135,361	81,334
Right of Use Asset	7	50,940	-
TOTAL NON-CURRENT ASSETS		186,301	81,334
TOTAL ASSETS		1,671,689	1,521,300
CURRENT LIABILITIES			
Creditors & Accruals	10	94,335	33,937
Income in Advance	11	368,432	472,787
Employee Benefits	12	86,340	74,075
Lease Liability (Right of Use)	14	117,578	-
TOTAL CURRENT LIABILITIES		666,685	580,799
NON-CURRENT LIABILITIES			
Employee Benefits	12	2,481	713
Lease Liability (Right of Use)	14	51,683	-
TOTAL NON-CURRENT LIABILITIES		54,164	713
TOTAL LIABILITIES		720,849	581,512
NET ASSETS		950,840	939,788
EQUITY			
Retained Profits		950,840	939,788
TOTAL EQUITY		950,840	939,788

The accompanying notes form part of these financial statements

GANBINA INC.
ABN 29 564 690 543

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2020

	Retained Earnings	Total
	\$	\$
BALANCE AT 1 JULY 2018	924,658	924,658
Profit Attributable to Members	15,130	15,130
	<hr/>	<hr/>
BALANCE AT 30 JUNE 2019	939,788	939,788
Adjustment on adoption of AASB16 Leases	-	-
	<hr/>	<hr/>
Adjusted balance at 1 July 2019	939,788	939,788
Profit Attributable to Members	11,052	11,052
	<hr/>	<hr/>
BALANCE AT 30 JUNE 2020	950,840	950,840

The accompanying notes form part of these financial statements

GANBINA INC.
ABN 29 564 690 543

CASH FLOW STATEMENT
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020	2019
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Operations		1,245,588	1,535,185
Interest Received		11,052	15,129
Interest Paid		(2,869)	-
Payments to Suppliers and Employees		(1,099,460)	(1,458,975)
Net Cash Provided by (used in) Operating Activities	13	154,311	91,339
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from Sale of Property Plant & Equipment		21,818	-
Payment for Property, Plant & Equipment		(100,023)	(51,917)
Net Cash Provided by (used in) Investing Activities		(78,205)	(51,917)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payment for lease liabilities		(75,377)	-
Net Cash Provided by (used in) Financing Activities		(75,377)	-
NET INCREASE (DECREASE) IN CASH HELD		729	39,422
Cash at beginning of the Financial Year		1,326,627	1,287,205
CASH AT END OF FINANCIAL YEAR	5	1,327,356	1,326,627

The accompanying notes form part of these financial statements

GANBINA INC.
ABN 29 564 690 543

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2020

1. STATEMENT OF ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Australian Charities and Not-for-profit Commission Regulation 2013. The committee has determined that the association is not a reporting entity. The association is a not-for-profit entity.

The financial report has been prepared in accordance with the requirements of the Australian Charities and Non-for-profit Commission Regulation 2013 and the following Australian Accounting Standards:

AASB 101	Presentation of financial statements
AASB 107	Statement of cashflows
AASB 108	Accounting policies, changes in accounting estimates and errors
AASB 110	Events after the reporting period
AASB 1048	Interpretation of standards
AASB 1054	Australian additional disclosures

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Interpretations.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values, or except where specifically stated, current valuations of non-current assets.

The following is a summary of the material accounting policies adopted by the Association in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

Reporting Basis and Conventions

a. Income tax

Under Subdivision 50 of the Income Tax Assessment Act 1997, the entity is exempt from the payment of income tax.

GANBINA INC.
ABN 29 564 690 543

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2020

b. Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by committee members to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets' employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

The cost of fixed assets constructed within the entity includes the cost of materials, direct labour, borrowing costs and an appropriate proportion of fixed and variable overheads.

Subsequent costs are included in the assets' carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Association and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

c. Comparative figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

d. Cash and cash equivalents

Cash and cash equivalents include cash on hand and deposits held at-call with banks.

e. Revenue

All revenue is stated net of the amount of goods and services tax (GST).

f. Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the balance sheet are shown inclusive of GST.

Cash flows are presented in the cash flow statement on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

Ganbina Inc is registered for GST.

GANBINA INC.
ABN 29 564 690 543

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2020

g. Leases

Right-of-use assets - association as lessee

At inception of a contract, the association assesses whether a contract is, or contains, a lease based on whether the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration, and the association obtains substantially all the economic benefits of the use of the assets.

Non-lease components of property leases

Under AASB 16, payments for non-lease components (such as property outgoings and taxes), are excluded from the lease liability unless an election is made to combine lease and non-lease components. A small portion of the association's leased property portfolio has non-lease components embedded within their respective contract.

The association has not elected to combine lease and non-lease components for its property leases. The expense related to the non-lease component continues to be recognised as an occupancy expense in the Statement of Comprehensive Income.

Recognition and measurement

At lease commencement date, the association recognises a right-of-use (ROU) lease asset and a lease liability in the Statement of Financial Position. The ROU lease asset is initially measured at cost, which is made up of the initial measurement of the lease liability, any initial direct costs incurred by the association, an estimate of any costs to dismantle and remove the asset at the end of the lease, and any lease payments made in advance of the lease commencement date (net of any incentives received).

The association depreciates the ROU lease asset on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the ROU lease asset or the end of the lease term. The association also assesses the ROU lease asset for impairment when such indicators exist.

The lease term represents the non-cancellable period of the lease and includes periods covered by an option to extend if the association is reasonably certain to exercise that option. Lease terms shall only be revised if there is a change in the non-cancellable period or there is a reassessment upon a significant event or a change in circumstances that is both within the control of the lessee and affects whether or not the lessee is reasonably certain to exercise an option.

Lease Liabilities

Recognition and measurement - association as lessee

On commencement date, the association recognises lease liabilities in relation to leases which had previously been classified as 'operating leases' under the principles of AASB 117 Leases. These liabilities are initially measured at the present value of the future lease payments, discounted using the association's incremental borrowing rate.

Lease payments mainly comprise fixed lease payments less incentives receivable, variable lease payments based upon an index or rate, any amounts expected to be payable under a residual value guarantee and payments arising from options reasonably certain to be exercised.

Subsequent to initial measurement, the lease liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in fixed lease payments.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the ROU lease asset, or to the profit or loss to the extent that the carrying amount has been reduced to zero. Interest on the lease liability and variable lease payments not included in the measurement of the lease liability are recognised in profit or loss.

GANBINA INC.
ABN 29 564 690 543

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020	2019
2. REVENUE		\$	\$
Operating Activities			
<i>Revenue</i>			
Funding/Grants Received		1,219,299	1,421,686
Interest Received		11,052	15,129
Sundry Income		79,194	-
		1,309,545	1,436,815
3. PROFIT/(LOSS) FROM ORDINARY ACTIVITIES			
EXPENSES			
<i>Funding/Project Expenses</i>			
Jobs 4 U 2		557,697	601,399
Ganbina Achievement Awards		23,745	22,233
Youth Leadership Program		109,644	158,035
Driver Skills		3,735	4,816
Expansion		111,061	117,109
		805,882	903,592
<i>Administrative Expenses</i>			
Administrative & Sundry Expenses		7,849	8,088
Operating Expenses		76,653	117,344
Office Occupancy		62,104	60,877
Staff & Consultants		331,564	317,715
Motor Vehicle		14,441	14,069
		492,611	518,093

Depreciation and interest charges on leased premises accounted for under AASB 16 Leases:

Included within Funding/Project Expenses

Jobs 4 U 2			
Depreciation on right of use asset		10,188	-
Interest charge on lease liability		499	-

Included within Administrative & Sundry Expenses

Office Occupancy			
Depreciation on right of use asset		60,439	-
Interest charge on lease liability		2,370	-

GANBINA INC.
ABN 29 564 690 543

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020	2019
4. AUDITORS REMUNERATION		\$	\$
Remuneration of the auditor for:			
Auditing or reviewing the financial report		2,856	2,856
5. CASH ASSETS			
Cash at Bank		354,886	310,003
Cash on Hand		23	200
Cash at Bank		329,994	434,267
Term Deposit - ANZ		642,453	582,157
		1,327,356	1,326,627
6. RECEIVABLES			
Trade Receivables		2,885	100,000
Sundry Debtors		31,949	2,948
		34,834	102,948
7. RIGHT OF USE ASSETS			
CURRENT			
Shepparton Lease			
Present Value		181,318	-
Less: Accumulated Depreciation		(120,878)	-
		60,440	-
Melbourne Lease			
Present Value		71,316	-
Less: Accumulated Depreciation		(10,188)	-
		61,128	-
		121,568	-
NON-CURRENT			
Melbourne Lease			
Present Value		50,940	-
Less: Accumulated Depreciation		-	-
		50,940	-

GANBINA INC.
ABN 29 564 690 543

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020	2019
		\$	\$
8. OTHER CURRENT ASSETS			
Prepaid Expenses		1,630	10,391
		<hr/> <hr/>	<hr/> <hr/>
9. PROPERTY, PLANT & EQUIPMENT			
Equipment, Furniture & Fittings			
At cost		215,811	214,961
Less: Accumulated Depreciation		(190,024)	(168,162)
		<hr/>	<hr/>
		25,787	46,799
Motor Vehicles			
At cost		164,146	142,153
Less: Accumulated Depreciation		(54,572)	(107,618)
		<hr/>	<hr/>
		109,574	34,535
		<hr/>	<hr/>
Total Property, Plant and Equipment		135,361	81,334
		<hr/> <hr/>	<hr/> <hr/>

Movements in carrying amounts

	Equipment, Furniture & Fittings	Motor Vehicles	Total
	\$	\$	\$
2019			
Balance at beginning of year	18,569	50,530	69,099
Additions	51,917	-	51,917
Disposals	-	-	-
Depreciation Expense	(23,687)	(15,995)	(39,682)
	<hr/>	<hr/>	<hr/>
Carrying amount at end of year	46,799	34,535	81,334
	<hr/>	<hr/>	<hr/>
2020			
Additions	850	99,173	100,023
Disposals	-	(5,154)	(5,154)
Depreciation Expense	(21,862)	(18,980)	(40,842)
	<hr/>	<hr/>	<hr/>
Carrying amount at end of year	25,787	109,574	135,361
	<hr/>	<hr/>	<hr/>

GANBINA INC.
ABN 29 564 690 543

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020	2019
		\$	\$
10. CREDITORS & ACCRUALS			
Trade Payables		47,356	20,683
Accrued Expenses		25,689	-
Payroll Liabilities		21,290	13,254
		94,335	33,937
11. INCOME IN ADVANCE			
Income in Advance		368,432	472,787
12. PROVISION FOR EMPLOYEE BENEFITS			
CURRENT			
Annual Leave		61,352	55,100
Long Service Leave		24,988	18,975
		86,340	74,075
NON-CURRENT			
Long Service Leave		2,481	713
13. CASH FLOW INFORMATION			
Reconciliation of cashflow from operations with profit after income tax			
Profit after income tax		11,052	15,130
Non-cash flows in profit			
Depreciation/Amortisation		111,469	39,682
(Profit)/Loss on Sale of Non-Current Assets		(16,664)	-
Adjustment to income in advance for AASB16		1,503	-
Changes in assets and liabilities			
(Increase)/decrease in Receivables		68,114	(93,310)
(Increase)/decrease in Other Current Assets		8,761	(5,558)
Increase/(decrease) in Creditors & Accruals		60,398	(69,278)
Increase/(decrease) in Income in Advance		(104,355)	206,809
Increase/(decrease) in Provision for Employee Benefits		14,033	(2,136)
		154,311	91,339

GANBINA INC.
ABN 29 564 690 543

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2020

14. LEASE LIABILITY -RIGHT OF USE

CURRENT

Shepparton	61,955	-
Melbourne	55,623	-
	<hr/>	
	117,578	-
	<hr/>	

NON-CURRENT

Melbourne	51,683	-
	<hr/> <hr/>	

15. ASSOCIATION DETAILS

The registered office of the association is:

Ganbina Inc
Suite 2/1 High Street
Shepparton VIC 3630

The principal place of business is:

Ganbina Inc
Suite 2/1 High Street
Shepparton VIC 3630

16. EVENTS AFTER THE REPORTING PERIOD

The responsible persons are not aware of any significant events since the end of the reporting period. In a COVID-19 context, Ganbina Inc notes the recent developments in Victoria, including the declaration of a State of Disaster with effect from 2 August 2020. Given the evolving nature of the COVID-19 crisis, key judgements and estimates incorporate current available information on the COVID-19 outbreak.

17. SEGMENT REPORTING

The association operates predominantly in one business and geographical segment, being the employment and training sector providing employment and training facilities to members of the association within Australia.

18. CHANGE IN ACCOUNTING POLICIES

In the current year, the association adopted AASB 16 Leases effective 1 July 2019. AASB 16 has been adopted using the modified retrospective method, where the comparative information is not restated. This application results in an adjustment to opening retained earnings as at 1 July 2019. The standard replaces AASB 117 Leases and will eliminate the classifications of operating leases and finance leases where the association is a lessee. The association has applied the expedient to short-term leases and leases of low value assets and expensed lease payments to profit or loss as incurred.



INDEPENDENT AUDITOR'S REPORT

To the Members of Ganbina Inc

Report on the Audit of the Financial Report

Opinion

I have audited the financial report of Ganbina Inc, which comprises the balance sheet as at 30 June 2020, the income statement, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible entities' declaration.

In my opinion the financial report of Ganbina Inc has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the registered entity's financial position as at 30 June 2020 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. I am independent of the registered entity 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 [my] audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The responsible entities are responsible for the other information. The other information comprises the information included in the registered entity's annual report for the year ended 30 June 2020, but does not include the financial report and my auditor's report thereon. My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

Responsibilities of Responsible Entities for the Financial Report

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

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

The responsible entities are responsible for overseeing the registered entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

My 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 my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with 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 the financial report.

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the registered entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by responsible entities.
- Conclude on the appropriateness of the responsible entities' 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 registered entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My 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 registered entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the responsible entities regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Adam Purtil RCA 419507
Date: 7 October 2020
160 Welsford Street Shepparton, VIC 3630

