



ganbina



**ANNUAL REPORT  
2023 - 2024**

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Agents of Change

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## Purpose

To empower Aboriginal and Torres Strait Islander people in the Goulburn Valley region aged between 5-25 years to reach their full individual potential through self-determination and meaningful engagement in education, training, enterprise and employment programs.

We also migrate these programs and key learnings to other Aboriginal and Torres Strait Islander communities for implementation on a wider scale.



## Vision

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 acknowledges the traditional custodians of the land on which we live, learn and work upon.**

*We acknowledge all Aboriginal and Torres Strait Islander people, and commit to working respectfully to honour their ongoing cultural and spiritual connections to their respective communities.*



# Who we are



## Why we exist

To empower Aboriginal and Torres Strait Islander people in the Goulburn Valley aged between 5-25 years to reach their full individual potential through self-determination and meaningful engagement in education, training, enterprise and employment programs.

We also migrate these programs and key learnings to other Aboriginal and Torres Strait Islander communities for implementation on a wider scale.

## 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.

# Our journey map



# Message from the Chair

**As the newly appointed Chair of Ganbina, I am honoured to present this report. This year has been a remarkable period of growth and transformation for our organisation, and I am eager to share our recent achievements and outline our future plans.**

During the 2023/24 financial year, Ganbina experienced significant growth across the Head Office in Shepparton, Corporate Administrative Office in Melbourne and Expansion Pilot Office in Brisbane. We have welcomed new directors and staff members who bring invaluable experience and fresh perspectives, already making a positive impact on our work.

I am excited by the Expansion Pilot Project in Brisbane. The space will serve as a central hub for our Queensland operations, fostering collaboration and enhancing our team's effectiveness, and enabling us to share our model with Aboriginal and Torres Strait Islander communities.

Our Jobs4U2 Program is commencing in two new locations in Brisbane, allowing us to reach and support more Aboriginal and Torres Strait Islander communities than ever before. The Expansion Pilot Project is a result of Anthony's visionary leadership and the dedication of our workforce to collaborate and support self-determination within local communities.

The past 12 months has been a year of exceptional outcomes, and a year in which we can be very proud of our collective achievements.



The Jobs4U2 Program has made a significant impact on our community by not only facilitating education, training and employment opportunities but also fostering a stronger cultural connection. Through tailored support and resources, our staff continue to empower participants to navigate their education and career paths while honouring their cultural heritage.

Our commitment to continuous improvement ensures that our staff regularly assess and refine their delivery methods, adapting to the unique needs of our participants. This approach not only enhances academic

**Looking forward, I am incredibly excited to be building on the momentum of this year's achievements and look forward to many more years of growth and positive impact.**

improvement, engagement and job readiness, but also strengthens cultural identity, creating a more resilient and vibrant community. By bridging education, training and employment; and culture, we are building pathways to success that honour and celebrate the richness of our heritage.

The board and staff gathered for a strategic planning day, a valuable opportunity to align our goals and strategies. This collaboration ensures we are well-positioned to drive positive change, achieve long-term sustainability, and effectively meet the educational, employment, and training needs of our children and young people.

We introduced the Exceptional Service Awards to honour key supporters of Ganbina. These awards recognise individuals and groups who have made outstanding contributions to our mission.

Our new look website was launched, enhancing our online presence and engagement. It serves as a vital tool for sharing our mission, programs, and achievements with a wider audience. A fresh, user-friendly design not only improves accessibility but also ensures that visitors can easily navigate our content and connect with our community. By showcasing our work effectively, we can inspire greater involvement and support, ultimately advancing our mission and impact. A modern website reflects our commitment to innovation and helps us stay relevant in an ever-evolving digital landscape.

I want to express my sincere gratitude to our dedicated Ganbina staff of 16 professionals for their unwavering commitment to excellence, hard work and dedication form the backbone of our success.

I also extend my heartfelt thanks to the board for their steadfast support and guidance. A special thank you goes to the families of our participants; your encouragement and trust in us are invaluable.

Additionally, I want to acknowledge our philanthropic and corporate partners. Your ongoing support is crucial to our vision, and we are immensely grateful for your generosity.

Looking forward, I am incredibly excited to be building on the momentum of this year's achievements and look forward to many more years of growth and positive impact.

Thank you for your continued support and dedication.



**Fallon Wanganeen**  
Chair



# Message from the Chief Executive Officer

**As we reflect on the past year, we take this opportunity to share the progress we've made and celebrate the achievements we've accomplished together with our young people, their families, the Shepparton community, and our philanthropic and corporate partners.**

At the close of 2023, our Chair for the past three years, Kyra Galante, stepped down from the board. Kyra has been an outstanding leader for Ganbina, guiding us through significant milestones, including our expansion into Queensland. Her leadership was instrumental as we took bold steps to scale our Jobs4U2 model nationally, and the Expansion Pilot Project made remarkable progress in 2023.

In February 2024, we also welcomed Paulleen Markwort to the board. With extensive experience in the Aboriginal children and families' sector, Paulleen brings valuable insights, and we are confident she will be a key asset to Ganbina in the years to come.

As we entered 2024, we welcomed new leadership to our board. Fallon Wanganeen stepped in as the new Chair, taking on the role for the next two years. This is Fallon's first appointment as Chair, and he is enthusiastic about guiding Ganbina and advancing our long-term vision.

We ended the year on a high note with the 2023 Ganbina Youth Achievement Awards, which celebrated the



outstanding achievements of our young people. After several years of disruption due to COVID-19, it was a joy to be back together in person at Riverlinks Eastbank in Shepparton, with over 230 young people, their families, and supporters in attendance.

The highlight of the evening was the 2023 Youth Leadership Program participants, who not only presented the awards but also led us through the event. They were instrumental in presenting 30 awards, including the prestigious 'Youth of the Year,' awarded to Ms. Nerissa Leitch.

**From the leadership team to our support staff, and everyone in between, your contributions have been nothing short of inspiring. Together, you have supported our young people, and the broader community, continually striving to create lasting, positive change.**



## A Year of Progress and Success

This year has been a year of growth and achievement that the entire Ganbina team is incredibly proud of. We've continued to push the boundaries of what's possible, using innovation and creativity to empower our children and young people to reach new heights. Walking alongside them, supporting them every step of the way, is at the core of our mission.

Our Education, Training, and Employment programs continue to inspire our young people to strive for excellence. I am proud to report that, at the start of 2024, we are on track to break our previous record of 399 scholarships from 2020, with 397 young people already registered. This is a significant milestone that reflects the trust and support our families place in Ganbina, and the positive impact we continue to make on their futures.

2024 also brought a change to the structure of our Youth Leadership Program, shifting from a three-year model to a one-year program. Early feedback from the current cohort suggests that this change has been a success. The two cultural excursions, Sydney in April and Cairns in June provided our young leaders with unique, enriching experiences that will stay with them for years to come.

2024 has been a pivotal year for our Expansion Pilot Project. We established three new partnerships: two in Queensland, with Keebra Park State High School on the Gold Coast and Yunity at Deception Bay, and one in Victoria with Tomorrow Today in Benalla.

One of the major highlights was the long-awaited opening of our Expansion Pilot Office in Hamilton, Brisbane. This milestone has been five years in the making, and it marks a major investment in the future of the Expansion Pilot Project.

Our team in Brisbane has grown, with Soraya Atkinson joining General Manager Lisa Marsden to lead the charge in the north. All projects are progressing well and are on track to meet our goals by the end of 2024.

This year has marked important strides in strengthening the infrastructure that supports our continued growth and aspirations. Notably, our focus on expanding and sharing our model nationwide has seen tremendous progress.

Over the past three years, our website has undergone a series of updates, culminating in a full redesign. This important work ensures that we are well-positioned to meet the future demands of our growing operations and capacity-building initiatives.

We are taking significant steps to digitise all our programs. To lead this transformation, we will soon be hiring an experienced Digital Transformation Manager to oversee the process and drive its success.

Our achievements have been many, but without the wonderful Ganbina staff, none of this would be possible. The tireless effort and sustained commitment you all make ensures that our young people feel supported every day. The dedicated passion for our work, and the focus towards our strategic goals is to be admired. Thank you all for laser like focus in ensuring we continue our promise to families and young people – 'Agents of Change'.

From the leadership team to our support staff, and everyone in between, your contributions have been nothing short of inspiring. Together, you have supported our young people, and the broader community, continually striving to create lasting, positive change.

Your ability to adapt to challenges, embrace innovation, and work collaboratively is what sets Ganbina apart. My gratitude to you all has no bounds, and I am so proud to work alongside such a dedicated and talented team. Thank you for everything you do – your work is making a real and lasting impact.

I also want to acknowledge our incredible Philanthropic and Corporate supporters, who play a crucial role in enabling us to do our work effectively. Your financial backing and ongoing support enable us to make a lasting impact on the lives of our young people. We deeply appreciate your commitment to Ganbina over the past year.

As we move forward, we remain focused on our long-term goals. We have big plans and are committed to driving sustainable social change. Together, we are building a future where Ganbina continues to thrive and make a meaningful difference.

We see a future, standing together, striving for our dreams, creating strong resilient young people as we carry Ganbina into 2025 and beyond, continuing to empower our youth and transform communities.



**Anthony Cavanagh**  
Chief Executive Officer

# Jobs4U2 Key Achievements

## Employment and Training Program



Our target of **65** participants employed was surpassed this year with **73 participants employed**

Our **Careers Night was a success**, **29** young people from Year 10-12 attended

Ganbina progressed the training curriculum for the Employment Academy Program

Ganbina **established new partnerships** with University of NSW and Macquarie University

## Accelerated Learning Program

**66** students **accessed external tutoring** in 2023-2024

Ganbina **secured a partnership** with GoTafe resulting in volunteer tutors and access to GoTafe rooms for celebration events



Created the Accelerated Learning Program Project Officer (Part-time position) resulting in **strengthening the cultural perspective and design** of the program material

## Scholarships Program

**397** scholarships awarded, including **186** Primary School scholarships

**Ganbina awarded a record number of scholarships this year**



## General Education Program

**3** **Industry Tours** were held at the following employers

- Bunnings
- Point of Difference Studio
- Dunguludja Dana Team
- Shepparton Magistrates Court
- Shepparton GoTafe



## Driver Skills Program

**106** driving lessons were accessed in 2023/24

**24** participants obtained their probationary drivers licenses

**17** young people working towards gaining their probationary driver's licence

**25** participants secured their learner permits (2023/24)



**71** students **participated** in the Industry Tours

Ganbina **attended secondary school Transition Night** and Koorie Transition Night to inform parents and students about Ganbina's programs

## Youth Leadership Program

**12** participants in the Youth Leadership Program in **2023**

**14** participants in the Youth Leadership Program in **2024**



New Zealand Trip – Youth Leadership Program Participants travelled to Auckland commencing their Intercultural experience

**Camp Jungai** - Ganbina offered a unique experience for **seventeen Year 10 students** who are potential leadership participants for the Youth Leadership Program in 2024.

[Camp Jungai - The Outdoor Education Group \(oeg.edu.au\)](http://oeg.edu.au)



# Jobs4U2 Overview

Ganbina's programs ensure that young Aboriginal and Torres Strait Islander people are motivated to obtain the education, life skills and training that they need to enable them to make a successful transition from school or tertiary education, into meaningful, long-term employment.

Ganbina's success is the potential for long-term involvement with children and young people 5-25-years-old.



## Jobs4U2 Program

This is the umbrella program that involves a range of activities focus on education, training and personal development skills which are all essential building blocks for sustainable employment outcomes.

### The specific aims of these activities are:

- To motivate young people to complete their schooling
- To help them to develop their full career potential
- To equip them to become positive role models and leaders in their communities

Staff act as role models for children and young people at all times, in the community, in schools and training facilities and with individual youth. This a theme across all Jobs4U2 programs.

### The Jobs4U2 program consists of three essential program elements, which are:

- Jobs4U2 Education
- Jobs4U2 Training
- Jobs4U2 Employment

Jobs4U2 students graduate with the desire, knowledge and skills to create fulfilling and financially independent lives for themselves. Most importantly, they go on to act as 'Agents of Change', within their own communities, inspiring and leading others to carve out a brighter future for themselves, their children and their children's children.

It is a genuine 'hand up' rather than a 'hand out' approach, which is achieving lasting results.

On the following pages is a summary of the key activity conducted across all Jobs4U2 program elements throughout the 2023-2024 year.

Jobs4U2 students graduate with the

**desire, knowledge and skills** to create fulfilling and financially independent lives for themselves. Most importantly, they go on to act as **'Agents of Change'**, within their own communities, inspiring and leading others to carve out a **brighter future for themselves**, their children and their children's children.

# Scholarships

Ganbina awards scholarships to assist Jobs4U2 participants to cover some of the costs of education, training and employment-related expenses.

The purpose of the scholarships are to ensure financial inability does not restrict Aboriginal and Torres Strait Islander children and/or young people from fully participating in their education, training and/or employment endeavours.

The education scholarships also act as a link from Primary School to the General Education Program.

## Which strategic priority does this align with?

### Strategic Goal 4

**Innovation and Development** – Lead and implement effective programs focused on education, training, employment pathways and community leadership to improve the economic participation of Aboriginal and Torres Strait Islander youth in the Goulburn Valley.

## Stats at a glance



## Total number of scholarships awarded

**186** Primary School participants

**146** General Education participants

**39** Employment participants

**12** Training participants

**14** Youth Leadership participants

## 2024 Highlights and Events

- Near record number of Ganbina scholarships were awarded this year
- Attended Transition Night and Koorie Transition Night to inform parents and students about Ganbina scholarships and support
- Ganbina Primary Project Officer attending the Grade 6 Graduation events at primary schools.



**“ Ganbina helped me pay for my school clothes and my mum really appreciated it. ”**

Participant

**“ Ganbina supported me with gaining sports uniforms. ”**

Participant

**“ Having a Ganbina presence at the Transition Night had an impact on my daughter’s confidence in starting Year 7. ”**

Parent

# Accelerated Learning Program

## Accelerated Learning Program (Internal)

The Accelerated Learning Program's aim is to assist children and young people to access Accelerated Learning sessions as required.

The Accelerated Learning Program (internal) has been designed to further assist Ganbina participants registered in the Education Program in Grades 3–6.

Fundamentals in core subjects such as English and Maths are delivered in a comfortable, inclusive environment with a student/tutor ratio kept to a minimum. Cultural elements and life skills are woven into the lesson plans to ensure that the students see the practical benefits of learning.

## Accelerated Learning Program (External)

The Accelerated Learning Program is also extended to General Education Program participants attending secondary school. This program is delivered by third-party providers with costs covered by Ganbina. This funding is additional to allocated scholarship funds.

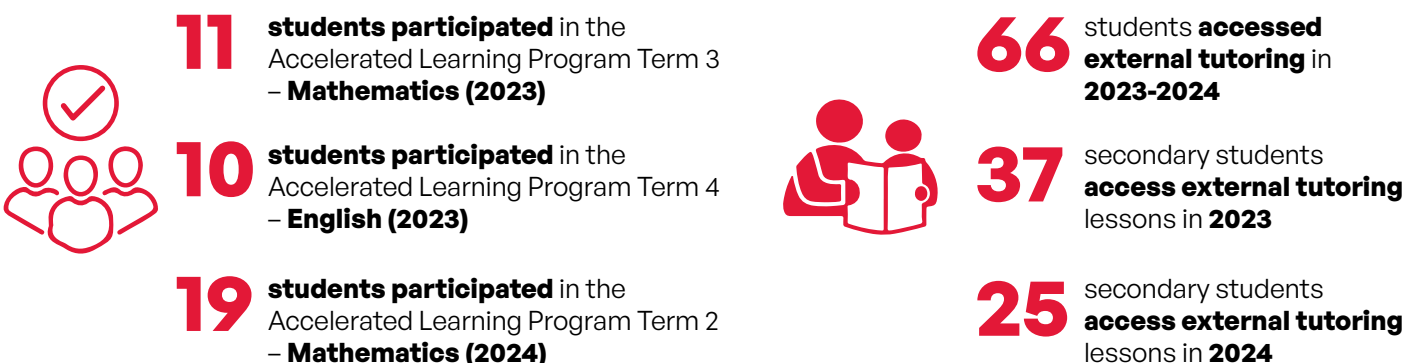
### The purpose of the Accelerated Learning Program is for participants to:

- Achieve a higher education
- Be at the same learning level as their peers
- Improve academic performance and personal growth
- Enhance self-paced and self-directed learning
- Improve study skills
- Improve attitude towards subject area
- Improve questioning and thinking strategies
- Opportunity for intensive practice
- Improve self-esteem and confidence

## Strategic Goal 4

**Innovation and Development** – Lead and implement effective programs focused on education, training, employment pathways and community leadership to improve the economic participation of Aboriginal and Torres Strait Islander youth in the Goulburn Valley.

### Stats at a glance



### Highlights and Events

- End of Year Celebration Night 2023
- Partnership with GoTafe resulting in volunteer tutors, access to GoTafe rooms for celebration events
- Collaboration across Ganbina and GoTafe teams
- Creation of the Accelerated Learning Program Project Officer (Part-time position) resulting in strengthening the cultural perspective and design of the program material



“

My kids love going to the Accelerated Learning program. When I go to pick them up in the afternoon, they hide from me because they never want to leave Ganbina. They love the program and the Ganbina team as they have built really good relationships with everyone in the office.

”

Parent



“

This year it's different because Koorie culture has been fun with Uncle George. Learning about artefacts was heaps of fun. I learnt how the boomerangs were used to kill different animals. I also wrapped myself in the Possum Skin Cloak.

”

Student



# General Education Program

The General Education Program aims for youth to complete Year 7-12 and have experienced different career opportunities. Its purpose is for youth to realise their full career potential by obtaining skills and education levels to allow transfer to careers employment.

Participants attend targeted mentoring sessions and group activities throughout the year to support the development of their job readiness skills, and to introduce them to a variety of post-secondary school opportunities. The Industry Tours are a key activity in this program, where students in Year 7-9 are invited to attend and learn about various career pathways and further education opportunities at a diverse range of businesses and further education providers.

The aim of the Industry Tours is for participants to start thinking about what direction they would like to take in their career planning as well as gain an understanding of how education and career pathways are linked.

## Strategic Goal 4

**Innovation and Development** – Lead and implement effective programs focused on education, training, employment pathways and community leadership to improve the economic participation of Aboriginal and Torres Strait Islander youth in the Goulburn Valley.

## Stats at a glance



**3** Industry Tours

**71** students participated in the Industry Tours

## Industry Tours were held at the following employers

- Bunnings
- Point of Difference Studio
- Dunguludja Dana Team
- Shepparton Magistrates Court
- Shepparton GoTafe

## 2024 Highlights and Events

- Ganbina exhibited at the Koorie Big Day Out
- Attended secondary school Transition Night and Koorie Transition Night to inform parents and students about Ganbina programs
- Ganbina presence at school events such as Harmony Day, Reconciliation and NAIDOC week
- Industry Tours included:
  - Year 7 Bunnings, Point of Difference Studio and met with Dunguludja Dana Team
  - Year 8 Shepparton Magistrates Court
  - Year 9 Shepparton GoTafe





“

**Ganbina visits me at school on a fortnightly basis to check in to see how everything is going and if I need any further support.**

Participant

”



“

**Ganbina has encouraged me to keep learning and stay in school.**

Participant

”



“

**Ganbina industry tours were helpful and showed me different career paths and opportunities.**

Participant

”



# Driver Skills Program

## My Way 2 the Highway

The Driver Skills Program (My Way 2 the Highway) sits as a secondary function to the primary elements of the Education, Training, and Employment programs.

The program assists Aboriginal and Torres Strait Islander youth to gain and maintain their Victorian driver's licence. Ganbina supports and encourages youth to gain confidence and driving skills as they progress towards their licence.

The program is designed to enable youth better access to learning, work and community opportunities available at a regional and broader level, create independence and limit the incidence of unlicensed driving.

### Strategic Goal 4

**Innovation and Development** – Lead and implement effective programs focused on education, training, employment pathways and community leadership to improve the economic participation of Aboriginal and Torres Strait Islander youth in the Goulburn Valley.

### Stats at a glance



**41** young people **took part** in the Driver Skills Training Program

**17** young people **working towards** gaining their **probationary driver's licence**



**24** participants **obtained** their **probationary drivers licenses**

**25** participants **secured** their **learner permits (2023/24)**



**106** driving lessons were **accessed in 2023/24**

### 2024 Highlights and Events

- Driver Skills Training Program
- Young people obtaining their probationary drivers' license
- 17 young people working towards gaining their probationary driver's licence



**“ The online course enabled our kids to increase their confidence to gain their Learners Permit. ”**

Parent



**“ Ganbina helped me get my learners and get a driving instructor to further my skills with driving. ”**

Participant



# Youth Leadership Program

The Youth Leadership Program provides unique opportunities for participants to meet key leaders from different business sectors; to be involved in special regional, metropolitan, national, and international events; and to take part in leadership skills and development courses. In 2023 the Youth Leadership Program was a three year program for Year 10-12 students, however it transitioned to a one year program for Year 11 students in 2024.

The reason for the transition was due to feedback from participants that it was challenging to commit to three years of program activities in addition to existing school, community, work and sporting commitments.

## Which strategic priority does this align with?

### Strategic Goal 4

**Innovation and Development** – Lead and implement effective programs focused on education, training, employment pathways and community leadership to improve the economic participation of Aboriginal and Torres Strait Islander youth in the Goulburn Valley.

### Stats at a glance



**12** participants in the Youth Leadership Program in 2023

**14** participants in the Youth Leadership Program in 2024

### 2024 Highlights and Events

- **New Zealand** - Participants travelled to Auckland commencing their Intercultural experience.
- **Camp Jungai** - Ganbina offered a unique experience for seventeen Year 10 students who are potential leadership participants for the Youth Leadership program in 2024. [Camp Jungai - The Outdoor Education Group \(oeg.edu.au\)](https://oeg.edu.au)
- **Sydney and Melbourne Trip** –Toured the Redfern Centre for Indigenous Excellence with community Liaison Officer, meet with AMP and Australian Philanthropic Services. Attended an NRL football game in Melbourne Storm and Brisbane Broncos at AIME Park and toured RMIT Ngarara Willin Centre and attend a half-day session with Leadership Victoria.
- **Cultural Day – Yorta Yorta Country** - Uncle Col Walker took participants on Country to share stories and cultural knowledge.

“

**The Youth Leadership Program gave me an opportunity I would never have experienced before. I got to overseas and to Sydney and Cairns and my family would have never have been able to do that for me.**

”

Youth Leadership Program participant



# New Zealand



# Cultural Day





# Camp Jungai





## Sydney and Melbourne Trip



# Employment and Training Program

The Employment Program aims to support Aboriginal and Torres Strait Islander youth (aged 15-25) to seek, secure and maintain continued, meaningful employment. We provide extensive pre-employment support including advice on resume building, interview techniques, job matching, and employment readiness training.

By doing this, these young people can fulfil their own career potential to the best of their abilities, to be financially independent and to act as positive role models for their peer networks and families.

That aim of the Training Program is for youth (aged 15-25-years-old) to complete their training course (i.e. TAFE, university or other special/formal tertiary studies). The purpose is for youth to realise their full career potential by obtaining skills and a qualification transferable to careers employment.

## Strategic Goal 4

**Innovation and Development** – Lead and implement effective programs focused on education, training, employment pathways and community leadership to improve the economic participation of Aboriginal and Torres Strait Islander youth in the Goulburn Valley.

### Stats at a glance

Our target of **65 participants** employed was **surpassed** this year

**73 participants**



#### 73 participants employed included:

- 58 casual
- 5 part time
- 10 full time

Our target of **15 participants** in **training** this year

**10 participants**



#### 10 participants in training included:

- 4 University
- 6 TAFE or training

### 2024 Highlights and Events

- Progression of the training curriculum for the Employment Academy Program.
- Establishing new partnerships with University of NSW and Macquarie University.
- 2024 Careers Night included 20 exhibitors across local and national companies.
- Ganbina facilitated a Year 12 Transition Night including activities and dinner.

### Our Careers Night was a success this year

**29**  
young people  
from Year 10-12  
attended



- 3** Australian Defence Force applications submitted
- 4** employment offers from Kmart
- 6** Bunnings applications submitted

“  
**The Ganbina careers night was helpful for finding future career opportunities.**  
”  
Participant



“ Ganbina helped me gain after school employment at McDonalds. ”

Participant



“ Ganbina supported me with creating a resume for after school employment. ”

Participant



# Ganbina Youth Achievement Awards

The Ganbina Youth Achievement Awards is an annual event celebrating the achievements of the Goulburn Valley Aboriginal and Torres Strait Islander children and young people in education, employment, and training.

Many Aboriginal and Torres Strait Islander children and young people encounter stereotypes that overlook their achievements in education, employment, and training.

To highlight and celebrate their successes, we created the Ganbina Youth Achievement Awards. These awards proudly demonstrate that our community are excelling and achieving remarkable things in their educational and professional journeys.

## Strategic Goal 4

**Innovation and Development** – Lead and implement effective programs focused on education, training, employment pathways and community leadership to improve the economic participation of Aboriginal and Torres Strait Islander youth in the Goulburn Valley.

## Stats at a glance



**251** family members, friends and community partners **attended** the **Ganbina Youth Achievement Awards Gala Dinner**

## Year 7 Education Awards winners

- Taneesha Atkinson
- Yulkirri Bamblett
- Casaidon Joachim
- George-Marbi Nicholson

## Year 8 Education Awards winners

- Bradley Atkinson
- David Campbell
- Bridget Cooper
- Shane Walker-Bamblett

## Year 9 Education Awards winners

- Darcy Atkinson
- Logan Falla
- Declan Jones
- Rhianna Ward

## Year 10 Education Awards winners

- Maya Falla
- Cody Fairless
- Charlie Payne
- Gretel Peters

## Year 11 Education Awards winners

- Shanika Allen-Jones
- Lincoln Atkinson
- Milana Best
- Ella Morgan

## Year 12 Education Awards winners

- Hariyett Peters
- Kady Anne Paton

## Training Awards winners

- Kaitlyn Crowhurst
- Shaelyn Crowhurst
- Jet James
- Mariah Tejones

## Employment Awards winners

- April Atkinson
- Jarrara Atkinson
- Chrystal Chapman

## Adrian Appo OAM Youth of the Year Award winner

- Nerrissa Leitch



## 2023 Highlights

- Awards Nights was hosted by the Year 11 and 12 Youth Leadership Program participants. Aunty Merle Miller opened with a traditional Welcome to Country in Yorta Yorta language, which was then followed by the Kalthaban Dance group
- Year 11 and 12 Youth Leadership Program participants graduated the program and gifted a Memory Book and Leadership certificate
- Two board members presented award winners with certificates



**“ The Ganbina Awards made me feel like I achieved something really special, it made me realise my educational journey is very important. ”**

Participant

# Expansion Pilot Program

Ganbina's Expansion Pilot Project is a key part of our vision, extending our programs and learnings to Aboriginal and Torres Strait Islander communities along the East Coast of Australia. Since 2016, we've focused on scaling education, employment, and training opportunities, with the goal of achieving social and economic equality by 2027 through national expansion.

**Our approach is built on collaborative partnerships with communities that reach out to us. Where mutual agreement is reached, we provide access to:**

- Ganbina's JOBS4U2 model, tailored to community needs, along with associated frameworks and systems.
- Ongoing support for up to five years to ensure effective implementation, after which communities will have full ownership and autonomy for sustainability.

**We aim to achieve this with support from government bodies, philanthropic, and corporate partners.**

## Strategic Goal 5

**Growth and Expansion** – We hope to also migrate these programs and key learnings to other Aboriginal and Torres Strait Islander communities for implementation on a wider scale.

### Stats at a glance

- 4 school-based programs
- 2 community-based setting (Younity and Port Curtis Coral Coast)
- 5 Venture Partners (Ignatius Park College, Port Curtis Coral Coast, Younity, Keebra Park State High School and Tomorrow Today)
- 3 states serviced by the Expansion Pilot Project (Victoria, Queensland and Tasmania)
- 5 Ganbina Jobs4U2 Education Program elements implemented in expansion sites

### Highlights and Events

- Engaged with 14 Aboriginal and Torres Strait Islander communities from Hobart to Cairns, delivering education, employment, and training benefits across these regions.
- Successfully introduced the Jobs4U2 model to Northern Queensland, fostering social and economic equality within Aboriginal and Torres Strait Islander communities.
- Launched Venture Projects with three partners in Gold Coast, Deception Bay and Benalla.



## Ignatius Park College, Townsville, Queensland

An all-boys Catholic Education School supported by the Morris Family Foundation.

Program Element	Enrolments 2023/2024	Enrolments 2022/2023
Education	110	105
Accelerated Learning Program	32	0** <small>(not run in 2022 due to tutor shortage and school policies)</small>
Employment	28	32
Driving	8	13

- Progressed our partnerships, Memorandum of Understanding, Licensing Agreement and Service Agreements with four new organisations and extending our partnership with Port Curtis Coral Coast
- Three of these new program locations are well underway, with registrations to beginning September - October 2024
- The Ignatius Park College partnership was finalised in December 2023 and unfortunately will not continue due to funding not being secured for 2024. There may be opportunities to recommence the program at the college in the future if a new funding stream is secured.

## Port Curtis Coral Coast, Bundaberg, Queensland

A membership-based community organization with 1,067 students across four language groups. Members are eligible to apply for the social programs offered by Port Curtis Coral Coast.

- After six years of support, PCCC has achieved alumni status within the Expansion Pilot Project.
- We continue to provide ongoing advice to PCCC as part of our commitment and share any future innovations or program enhancements to Ganbina's Jobs4U2 Education Program.

## Younity, Deception Bay, Queensland

Has partnered with Redcliffe High School, which has 100 Aboriginal and Torres Strait Islander students. A meeting is scheduled for July 2024 with the school's leadership team to discuss further collaboration.

- Began co-designing the three-year pilot program with Younity.
- During this reporting period, several key milestones were achieved, including the naming of the program: 'Indigenous Pathways – Dream-Learn-Achieve.' Recruitment and training of key staff has also started with the hiring of two new employees.

### The core elements of the project include:

- Education Program
- Scholarships Program
- Accelerated Learning Program
- Employment and Training Program

## **Keebra Park State High School, Gold Coast, Queensland**

A progressive learning place welcoming all students from all cultures living within the local community.

- Secured an excellent space for the 90+ students expected to participate, ensuring a culturally safe environment for them to meet and engage. The room will include amenities for students and serve as the central hub for both students and program support staff
- Hired our first Project Officer, who will be based on-site at the school. We also held a successful School Community Information Session during the year

### **The key elements for this project are:**

- Education Program
- Scholarships Program
- Accelerated Learning Program
- Drivers Program
- Employment and Training Program

## **Tomorrow Today, Benalla, Victoria**

Unique in supporting both primary and secondary school cohorts within the Benalla district.

- Tomorrow Today and Ganbina have launched a partnership to deliver a co-designed education project model for local Aboriginal and Torres Strait Islander students.
- The project has the capacity to support 70-85 students within the Benalla district. The position of Indigenous Education Officer has been advertised, with interviews completed and a successful applicant set to start in mid-August 2024.
- A designated office space is ready, with final touches being completed. Community Information Sessions are scheduled for September and October 2024.
- Next steps include the Indigenous Education Officer's induction, student and family engagement activities, and the establishment of the program registration framework.

### **The key elements for this project are:**

- Education Program
- Scholarships Program
- Accelerated Learning Program
- Employment and Training Program

## **Hobart City High School, Hobart, Tasmania**

Has over 100 Aboriginal and Torres Strait Islander students enrolled in 2024, most of whom we hope to make the transition into the program once it commences.

- This project has experienced delays due to longer-than-expected community consultations over the past six months. During this time, we have maintained regular contact with the Principal of Hobart City High School, keeping them informed of developments in our scoping and research activities.
- Advertising has commenced for the Project Officer to manage the program within the school.
- Our plan is to continue community consultation and engagement moving forward.

### **The key elements of this project include:**

- Education Scholarships
- Accelerated Learning Program
- Drivers Program
- Employment and Training Program

## **Expansion Pilot Project Office Brisbane**

- We have officially opened our new premises in Hamilton, a fit-for-purpose space that will enable our Expansion Team to support local communities to co-design programs and collaborate more effectively.
- Lisa Marsden was appointed as General Manager, Expansion to oversee all operations in Queensland.
- A new Project Manager was recruited and began in February 2024, working closely with our venture partner, Younity.



**By working together, we are building a future where Aboriginal and Torres Strait Islander young people can access the opportunities they need to thrive and achieve equality across all aspects of life.**

# Infrastructure

Summary of Ganbina's key infrastructure projects the were undertaken throughout 2023-2024 with the aim of maintaining and improving the successful delivery of our Jobs4U2 Program

## Strategic Goal 4

**Innovation and Development** – Lead and implement effective programs focused on education, training, employment pathways and community leadership to improve the economic participation of Aboriginal and Torres Strait Islander youth in the Goulburn Valley.

### 2024 Highlights and Events

- Website Project is essential in order for Ganbina to progress our digital transformation project. The new look website was completed with the support of an external digital agency. A Yorta Yorta Artist was engaged to create the site artwork.
- Digital Transformation Project collaborating with ResourceWare to design new registration processes for participants and families.
- Expansion Pilot Office in Brisbane was opened in March 2024. All our workforce is onboarded, and we are now fully operational. Our Expansion team will be leading the work across the next five to 10 years.
- Resman was upgraded to enable interested families to express their interest in the Jobs4U2 Program.

**Our Infrastructure plays a significant role in the way we want to motivate our young people to be the best versions of themselves, whilst realising that their best is always good enough**

**Anthony Cavanagh, CEO Ganbina.**

# Our Team

Our Executive Leadership, General Managers and Operations teams are focused entirely on delivering the Jobs4U2 Program, setting ourselves up for success ensuring we can all work towards achieving our vision – “Within two generations Aboriginal and Torres Strait Islander peoples have cultural, economic and social equality and are empowered to live, learn and leave a legacy”.

## Strategic Goal 2

Governance and Leadership Ganbina will be effectively staffed and governed by qualified professionals who share the organisation’s vision and values.

### Stats at a glance

- 13 Fulltime
- Three Part-time

## Administration Staff



**Anthony Cavanagh**  
Chief Executive Officer (F/T)



**Julia Weber**  
Executive Assistant (F/T)



**Tracy Bevan**  
National Expansion Manager and  
Acting General Manager (F/T)



**Samantha Lenkic**  
Media and Communications  
Manager (F/T)



**Craig Marshall**  
Finance Manager (P/T) 0.2



**Jennie Marshall**  
Finance Manager (P/T) 0.2



**Lachlan Harlow**  
General Manager  
Programs (F/T)

## Project Staff



**Rianne Hood**  
Programs Manager (F/T)



**Lisa Marsden**  
General Manager  
Expansion (F/T)



**Sharni Beeton**  
Education Program  
Project Officer (F/T)



**Kelly Hansen**  
Project Manager  
Expansion (F/T)



**Valerie Atkinson**  
Education Program  
Project Officer (F/T)



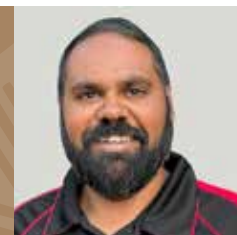
**Brad Argæet**  
Education Program Project  
Officer (F/T)



**Dayna Seymour**  
Employment and Training  
Program Project Office (F/T)



**Klarindah Hudson**  
Scholarships Program  
Project Officer (F/T)



**George Atkinson**  
Accelerated Learning Program  
Project Officer (P/T)

# Our Board

The Ganbina Board are responsible for the overall governance of the organisation, including its strategic direction. All Board members bring their expertise and experience to bring Ganbina's vision to life.

## Strategic Goal 2

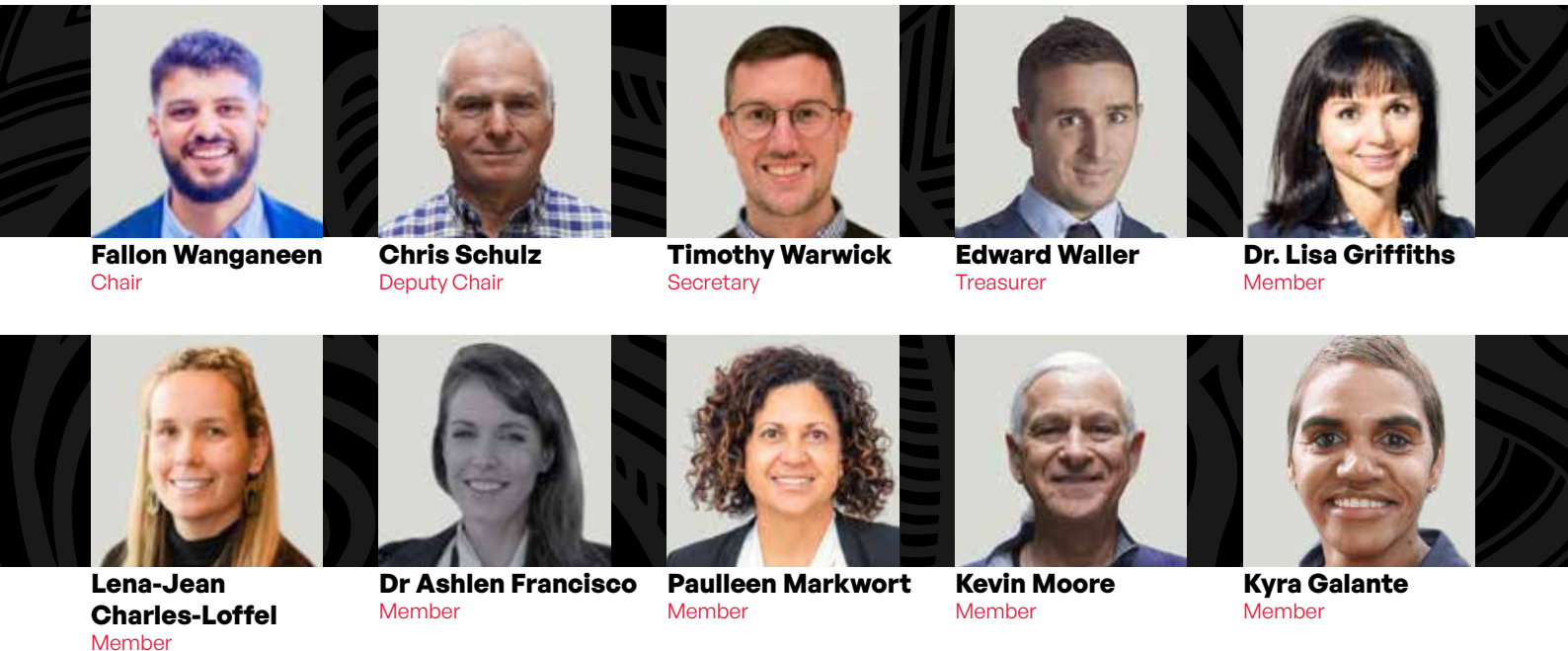
Governance and Leadership Ganbina will be effectively staffed and governed by qualified professionals who share the organisation's vision and values.

### Stats at a glance

- Kyra Galante resigned from Board in October 2023.

The Ganbina board in the year to 30 June 2024 was chaired by Kyra Galante until her resignation. In February 2024 board member Fallon Wanganeen was appointed as Chair.

Membership comprised of Chris Schulz (Deputy Chair), Timothy Warwick (Secretary), Edward Waller (Treasurer), Dr. Lisa Griffiths, Lena-Jean Charles-Loffel, Dr Ashlen Francisco, Poulleen Markwort and Kevin Moore.



### 2023/24 Highlights and Events

- Appointment:
  - Fallon Wanganeen Chair
  - Poulleen Markwort Member
- Annual General Meeting November 2023
- Bi-monthly Board and Finance meetings







# Financial Report

# Treasurer's Report

**With the support of a committed group of stakeholders and employees, Ganbina has completed another successful financial year. In financial year 2024 the organisation generated a surplus of \$87,305 which is up from the \$24,776 surplus in financial year 2023. Ganbina generally aims to have income balanced with its expenses within a given financial year.**

Revenue (or receipts) increased strongly in the year, up 46% to \$2,738,925, reflecting the strong growth across all areas of the organization but most notably in Ganbina's expansion programs. The revenue growth was matched by a similar 44% increase in expenditure to \$2,651,620, with strong participant numbers across the board and all programs delivered in full.

Ganbina finished the year with a strong financial position and balance sheet, with reserves above one million dollars at \$1,106,331 and a strong level of pre-funding for the 2025 financial year. The reserves demonstrate the long term sustainability of the organisation and the funding strength reflects the diversity and tenor of funding relationships curated by CEO Anthony Cavanagh and the ongoing commitment of our valued funding partners. This sees Ganbina well positioned to deliver its programs without compromise in the years ahead whilst simultaneously growing its reach.

I would like to take this opportunity to thank all Ganbina staff for their efforts in delivering Ganbina's programs to high standards throughout the year and showing an unwavering commitment to the participants. The strong outcomes that Ganbina's programs have delivered can only be achieved with the dedication of those implementing the programs and the Board thanks all staff for their efforts.

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

**Ed Waller**  
Treasurer



## **RESPONSIBLE PERSON'S DECLARATION**

Your committee members submit the financial report of Ganbina Inc. for the financial year ended 30th June 2024.

### **Committee Members**

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

Fallon Wanganeen (Appointed 14/8/2023), Chair

Kyra Bonney-Galante , Chair (Resigned 23/10/2023)

Chris Schulz

Kevin Moore

Edward Waller, Treasurer

Timothy Warwick

Lena Jean Charles Loffel

Dr Lisa Griffiths

Dr Ashlen Francisco

Paulleen Markworth (Appointed 19/2/2024)

**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 .



**Fallon Wanganeen**  
Chair



**Edward Waller**  
Treasurer

**Dated:** 3 October 2024

**INCOME STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2024**

	<b>Note</b>	<b>2024 (\$)</b>	<b>2023 (\$)</b>
Revenue	2	2,738,925	1,871,510
Fundraising/ Project Expenses	3	(1,662,130)	(938,736)
Administrative Expenses	3	(989,490)	(907,998)
<b>OPERATING PROFIT/(LOSS) FROM ORDINARY ACTIVITIES BEFORE TAX EXPENSE</b>		<b>87,305</b>	<b>24,776</b>
Income Tax Expense (Benefit)	1a.	-	-
<b>OPERATING PROFIT/(LOSS) AFTER INCOME TAX</b>		<b>87,305</b>	<b>24,776</b>
<b>PROFIT ATTRIBUTABLE TO MEMBERS</b>		<b>87,305</b>	<b>24,776</b>

The accompanying notes form part of these financial statements

## BALANCE SHEET AS AT 30 JUNE 2024

	Note	2024 (\$)	2023 (\$)
<b>CURRENT ASSETS</b>			
Cash Assets	5	3,211,295	2,074,655
Receivables	6	17,052	28,926
Right of Use Asset	7	192,582	135,022
Other Current Assets	8	15,904	-
<b>TOTAL CURRENT ASSETS</b>		<b>3,436,833</b>	<b>2,238,603</b>
<b>NON-CURRENT ASSETS</b>			
Property, Plant & Equipment	9	187,972	121,249
Right of Use Asset	7	236,793	64,108
<b>TOTAL NON-CURRENT ASSETS</b>		<b>424,765</b>	<b>185,357</b>
<b>TOTAL ASSETS</b>		<b>3,861,598</b>	<b>2,423,960</b>
<b>CURRENT LIABILITIES</b>			
Creditors & Accruals	10	53,948	77,928
Income in Advance	11	2,060,878	976,392
Employee Benefits	12	208,226	138,138
Lease Liability (Right of Use)	14	179,794	141,811
<b>TOTAL CURRENT LIABILITIES</b>		<b>2,502,846</b>	<b>1,334,269</b>
<b>NON-CURRENT LIABILITIES</b>			
Employee Benefits	12	5,420	11,679
Lease Liability (Right of Use)	14	247,001	58,986
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>252,421</b>	<b>70,665</b>
<b>TOTAL LIABILITIES</b>		<b>2,755,267</b>	<b>1,404,934</b>
<b>NET ASSETS</b>		<b>1,106,331</b>	<b>1,019,026</b>
<b>EQUITY</b>			
Retained Profits		1,106,331	1,019,026
<b>TOTAL EQUITY</b>		<b>1,106,331</b>	<b>1,019,026</b>

The accompanying notes form part of these financial statements

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2024**

	<b>Retained Earnings (\$)</b>	<b>Total (\$)</b>
<b>BALANCE AT 1 JULY 2022</b>	<b>994,250</b>	<b>994,250</b>
Profit Attributable to Members	24,776	24,776
<b>BALANCE AT 30 JUNE 2023</b>	<b>1,019,026</b>	<b>1,019,026</b>
Profit Attributable to Members	87,305	87,305
<b>BALANCE AT 30 JUNE 2024</b>	<b>1,106,331</b>	<b>1,106,331</b>

The accompanying notes form part of these financial statements

## **CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2024**

	<b>Note</b>	<b>2024 (\$)</b>	<b>2023 (\$)</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from Operations		3,765,480	1,564,248
Interest Received		69,805	17,321
Interest Paid		(3,779)	(6,873)
Payments to Suppliers and Employees		(2,416,074)	(1,591,913)
Net Cash Provided by (used in) Operating Activities	13	1,415,432	(17,217)
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Proceeds from Sale of Property Plant & Equipment		-	7,455
Payment for Property, Plant & Equipment		(119,365)	(76,577)
Net Cash Provided by (used in) Investing Activities		(119,365)	(69,122)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Payment of Lease Liabilities		(159,427)	(135,904)
<b>NET INCREASE (DECREASE) IN CASH HELD</b>		<b>1,136,640</b>	<b>(222,243)</b>
Cash at beginning of the Financial Year		2,074,655	2,296,898
<b>CASH AT END OF FINANCIAL YEAR</b>	<b>5</b>	<b>3,211,295</b>	<b>2,074,655</b>

The accompanying notes form part of these financial statements

## **NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2024**

### **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.

**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**

40 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.

#### **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.

## **NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2024**

	<b>Note</b>	<b>2024 (\$)</b>	<b>2023 (\$)</b>
<b>2. REVENUE</b>			
<b>Operating Activities</b>			
<b>Revenue</b>			
Funding/ Grants Received		2,651,620	1,844,185
Interest Received		69,805	17,321
Sundry Income		17,500	10,004
<b>Revenue</b>		<b>2,738,925</b>	<b>1,871,510</b>
<b>3. PROFIT/(LOSS) FROM ORDINARY ACTIVITIES</b>			
<b>Expenses</b>			
<b>Funding/Project Expenses</b>			
Jobs 4 U 2		733,024	610,581
Gabina Achievement Wards		54,381	32,671
Youth Leadership Program		266,204	141,788
Driver Skills		6,127	6,629
Expansion		602,394	147,067
<b>Funding/Project Expenses</b>		<b>1,662,130</b>	<b>938,736</b>
<b>3. PROFIT/(LOSS) FROM ORDINARY ACTIVITIES</b>			
<b>Expenses Con't</b>			
<b>Administrative Expenses</b>			
Administrative & Sundry Expenses		73,415	70,877
Operating Expenses		207,368	233,450
Office Occupancy		91,999	93,119
Staff & Consultants		527,687	443,474
Superannuation		53,413	38,489
Motor Vehicle		35,608	28,589
		<b>989,490</b>	<b>907,998</b>
<b>Depreciation and interest charges on leased premises accounted for under AASB 16 Leases:</b>			
<b>Included within Funding/Project Expenses - Jobs4U2</b>			
Depreciation on right of use asset		65,087	65,087
Interest charge on lease liability		906	2,553
<b>Included within Expansion - Office Occupancy</b>			
Depreciation on right of use asset		20,157	-
Interest charge on lease liability		2,622	-
<b>Included within Administrative &amp; Sundry Expenses - Office Occupancy</b>			
Depreciation on right of use asset		69,936	69,936
42 Interest charge on lease liability		251	4,320

## **NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2024**

	<b>Note</b>	<b>2024 (\$)</b>	<b>2023 (\$)</b>
<b>4. AUDITORS REMUNERATION</b>			
<i>Remuneration of the auditor for:</i>			
Auditing or reviewing the financial report		2,950	2,950
<b>5. CASH ASSETS</b>			
Cash at Bank		531,011	613,972
Cash on Hand		-	-
Cash at Bank		960,565	653,571
Term Deposit - ANZ		1,719,719	807,112
<b>6. RECEIVABLES</b>			
Trade Receivables		1,500	28,926
Sundry Debtors		15,552	-
		<b>17,052</b>	<b>28,926</b>
<b>7. RIGHT OF USE ASSETS</b>			
<b>Current</b>			
<b>Shepparton Lease</b>			
Present Value		68,005	195,261
Less: Accumulated Depreciation		-	(130,174)
		68,005	65,087
<b>Brisbane Lease</b>			
Present Value		80,626	-
Less: Accumulated Depreciation		(20,157)	-
		60,469	-
<b>Melbourne Lease</b>			
Present Value		209,807	145,699
Less: Accumulated Depreciation		(145,699)	(75,764)
		64,108	69,935
		<b>192,582</b>	<b>135,022</b>

**NOTES TO AND FORMING PART OF THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2024**

	Note	2024 (\$)	2023 (\$)
<b>7. RIGHT OF USE ASSETS</b>			
<b>Non-Current</b>			
<b>Shepparton Lease</b>			
Present Value		136,010	-
Less: Accumulated Depreciation		-	-
		136,010	-
<b>Brisbane Lease</b>			
Present Value		100,783	-
Less: Accumulated Depreciation		-	-
		100,783	-
<b>Melbourne Lease</b>			
Present Value		-	64,108
Less: Accumulated Depreciation		-	-
		-	64,108
		<b>236,793</b>	<b>64,108</b>
<b>8. OTHER CURRENT ASSETS</b>			
Prepaid Expenses		15,904	-
<b>9. PROPERTY, PLANT &amp; EQUIPMENT</b>			
<b><i>Equipment, Furniture &amp; Fittings</i></b>			
At cost		151,810	151,810
Less: Accumulated Depreciation		(150,957)	(148,471)
		<b>853</b>	<b>3,339</b>
<b><i>Motor Vehicles</i></b>			
At cost		356,125	236,760
Less: Accumulated Depreciation		(169,006)	(118,850)
		<b>187,119</b>	<b>117,910</b>
<b><i>Total Property, Plant and Equipment</i></b>		<b>187,972</b>	<b>121,249</b>

**NOTES TO AND FORMING PART OF THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2024**

	<b>Equipment, Furniture &amp; Fittings (\$)</b>	<b>Motor Vehicles (\$)</b>	<b>Total (\$)</b>
<b>Movements in carrying amounts</b>			
<b>2023</b>			
Balance at beginning of year	10,759	81,221	91,980
Additions	-	76,577	76,577
Disposals	-	-	-
Depreciation Expense	(7,420)	(39,888)	(47,308)
Carrying amount at end of year	3,339	117,910	121,249
<b>2024</b>			
Additions	-	119,365	119,365
Disposals	-	-	-
Depreciation Expense	(2,486)	(50,156)	(52,642)
Carrying amount at end of year	853	187,119	187,972

	<b>Note</b>	<b>2024 (\$)</b>	<b>2023 (\$)</b>
<b>10. CREDITORS &amp; ACCRUALS</b>			
Trade Payables		33,000	62,934
Accrued Expenses		-	-
Payroll Liabilities		20,948	14,994
		<b>53,948</b>	<b>77,928</b>
<b>11. INCOME IN ADVANCE</b>			
Income in Advance		2,060,878	976,392
<b>12. PROVISION FOR EMPLOYEE BENEFITS</b>			
<b>Current</b>			
Annual Leave		122,165	76,879
Long Service Leave		86,061	61,259
		<b>208,226</b>	<b>138,138</b>
<b>Non-Current</b>			
Long Service Leave		5,420	11,679

## **NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2024**

	<b>2024 (\$)</b>	<b>2023 (\$)</b>
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### **13. CASH FLOW INFORMATION**

#### ***Reconciliation of cashflow from operations with profit after income tax***

Profit after income tax	87,305	24,776
Non-cash flows in profit		
Depreciation/Amortisation	207,822	182,331
(Profit)/Loss on Sale of Non-Current Assets	-	(7,455)

#### **Changes in assets and liabilities**

(Increase)/decrease in Receivables	11,874	(19,083)
(Increase)/decrease in Other Current Assets	( 15,904)	6,212
Increase/(decrease) in Creditors & Accruals	(23,980)	32,793
Increase/(decrease) in Income in Advance	1,084,486	(263,403)
Increase/(decrease) in Provision for Employee Benefits	63,829	26,612
	<b>1,415,432</b>	<b>(17,217)</b>

### **14. LEASE LIABILITY - RIGHT OF USE**

#### **Current**

Shepparton	64,974	75,092
Brisbane	55,834	-
Melbourne	58,986	66,719
	<b>179,794</b>	<b>141,811</b>

#### **Non-Current**

Shepparton	139,041	-
Brisbane	107,960	-
Melbourne	-	58,986
	<b>247,001</b>	<b>58,986</b>

### **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. 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.

### **17. EVENTS AFTER THE REPORTING DATE**

The responsible persons are not aware of any significant events since the end of the reporting period.



**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 2024, 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 2024 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 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 2024, 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.

Shepparton  
Finley  
Deniliquin



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P.O Box 5, Shepparton VIC 3632

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ABN 87 650 289 286

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## **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 my 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.

A handwritten signature in black ink, appearing to read 'M Milne', written in a cursive style.

**Michael Milne CA**

**Date: 4 October 2024**

**375 Wyndham Street Shepparton, VIC 3630**

# Thank you

## Multi-Year – Major Investment Partners

PMF Foundation  
*since 2011*

Gandel Foundation  
*since 2012*

The Morris Family Foundation  
*since 2017*

The Packer Family Foundation  
*since 2018*

Colonial Foundation  
*since 2021*

Bowden Marstan Foundation  
*since 2021*

Paul Ramsay Foundation  
*since 2023*

The Ian Potter Foundation  
*since 2023*

The William Buckland Foundation  
*since 2023*

## Primary Investment Partners

ANZ

Annie and John Paterson

AMP Foundation

Australian Philanthropic Services

Australian Communities Foundation  
(Sue Beeton Family Fund, the Sunning Hill Fund, Thu Giang Nguyen Fund and the Williams Family Foundation)

Dr Denise Sporr, Envato Foundation

Hansen Little Foundation

Haverstock Hill Foundation

Helen Macpherson Smith Trust

Ian & Alison McKenzie Family Foundation

IAG/CGU Insurance

Juniper

Karma Currency

Kennards Hire Foundation

Lord Mayors Charitable Foundation

Noel & Jenny Turnbull

OJAS Pty Ltd

The Ross Trust

RMIT

St. George Foundation

The Peter & Ann Robinson Foundation

The Phillips Family Foundation

The Antipodean Family Foundation

The McEwen Foundation via Equity Trustees

The Gailey Lazarus Foundation

## Pro Bono Partners

Allens Linklaters

Andrew Fairley AM

Chandler Macleod Group

Dr. Dave Kennedy

Richmond Football Club

Leadership Victoria

Microsoft Australia

Mount Scopus Memorial College

Nahinni Olson

Nora Scheinkestel

Ernst & Young

SVA – Social Ventures Australia

Sylvia Geddes

The Work Group



# Get Involved

Tackling unemployment and welfare dependency in Aboriginal and Torres Strait Islander community requires a stronger emphasis on education.

Our evidence demonstrates that taking a long-term view and accepting participants from primary school through to tertiary studies and employment works to drive long-term economic progress and stability.



ganbina



## Become a partner

Ganbina operates independently of government funding, **relying on the generous support of our partners** to run our programs. This support is crucial for us to fulfil our 50-year **commitment to Aboriginal and Torres Strait Islander children and young people** in the Goulburn Valley and beyond.



## Make a donation

**Ganbina does not receive government funding** and depends on the financial support of philanthropic organisations, corporate partners, and individuals to sustain our programs.

Ganbina has DGR-1 status, meaning any donation over \$2 is tax deductible in Australia.

**Make a tax-deductible donation today [Shout For Good](#)**



## Make a bequest

If you have a will or a plan to make one, you can include Ganbina as a charity that you would like to benefit from your estate or assets when you pass away.



## Workplace Giving Program

If your business or employer offers Payroll Giving you can donate to Ganbina regularly and also **reduce your taxable income.**

Follow us on social media



[facebook.com/ganbinashepparton](https://facebook.com/ganbinashepparton)



[www.linkedin.com/company/ganbina](https://www.linkedin.com/company/ganbina)

**Contact a member of our team today - we are here to help!**



### Anthony Cavanagh

Chief Executive Officer

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ganbina

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