



# GUNAIKURNAI LAND AND WATERS ABORIGINAL CORPORATION (GLaWAC)

ANNUAL REPORT 2021-2022





# About this Report

THIS ANNUAL REPORT DOCUMENTS HOW THE GUNAIKURNAI LAND AND WATERS ABORIGINAL CORPORATION (GLaWAC) PERFORMED ON BEHALF OF ITS MEMBERS DURING THE 2021-2022 YEAR.



GUNAIKURNAI LAND AND  
WATERS ABORIGINAL  
CORPORATION

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Forefront Pty Ltd has independently audited the financial report and concludes that it presents fairly, in all material aspects, the financial position of GLaWAC as at 30 June 2022.

For further information on the 2021-2022 Annual Report, contact GLaWAC on 03 5152 5100 or [admin@glawac.com.au](mailto:admin@glawac.com.au)

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# The Gunaikurnai

*“We are the Gunaikurnai, the First People of our Country. The future we seek is one where Gunaikurnai stands proud and strong, where our people have strong connections to their culture and Country, where our business and relationships are based on solid foundations, and where we are self-sufficient and highly respected. In our future, our mob is united – the five clans of Gunaikurnai working together to support each other.*

*We are recognized as Traditional Owners over approximately 1.33 million hectares in Gippsland, including 200 metres of off-shore sea territory.*

*Our country spans from Warragul in the west to the Snowy River in the east, and from the Great Divide in the north to the coast in the south.”*

**THERE ARE FIVE CLANS THAT MAKE UP THE GUNAIKURNAI COMMUNITY<sup>1</sup>:**

- **The Brabralung people of Central Gippsland**
- **The Brayakaulung people around the current site of Sale**
- **The Brataualung people in South Gippsland**
- **The Tatungalung people near Lakes Entrance on the coast**
- **The Krautungalung people near the Snowy River.**

<sup>1</sup>GLaWAC respects that interpretation and spelling of these names varies.

## The Elders Council

The Elders Council comprises Elders who are members of GLaWAC and appointed by the descendants of each identified Apical Ancestor<sup>2</sup>. The Elders Council come together twice a year and provide critical cultural leadership to the organisation.

<sup>2</sup>There are 25 Gunaikurnai Apical Ancestors registered in the Native Title Consent Determination.

### **GLaWAC ACKNOWLEDGES THE CONTRIBUTION OF THE ELDERS COUNCIL:**

Aunty Lena Morris (Chair),  
Aunty Beryl Booth,  
Aunty Charmaine Singleton,  
Aunty Deanna Campbell,  
Aunty Diann Hurren,  
Aunty Glenys Watts,  
Aunty Gwen Atkinson,  
Aunty Gwen Hudson,  
Aunty Julie Mongta,  
Aunty Lee-Anne Eddington,  
Aunty Maria Harrison,  
Aunty Marianne Atkinson,  
Aunty Marion Flo Hood,  
Aunty Marjorie Thorpe,  
Aunty Noretta Knight,  
Aunty Raylene Young,  
Aunty Shirley Foster, &  
Uncle Kevin Murray.





# Chair's Foreword

I am pleased to present the Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC) Annual Report for 2021-2022.

My gratitude extends to all that have supported and built on the great success of GLaWAC. Respecting culture and our cultural differences support our journey to self-determination.

I'd like to thank Roger Fenwick, our CEO who retired in December 2021. The time, effort, and commitment he delivered that led GLaWAC from Administration to a strong, stable, and financially secure organisation and Daniel Miller, new and current CEO, who has continued this journey with the GLaWAC Board and Gunaikurnai Community.

With other movement across the leadership team, vacated roles – GM Economic Development (farewelling Marc Higgins) and the GM On Country (vacated by Daniel Miller) the staff of GLaWAC have come together to provide leadership and support to ensure business as usual.

We have committed to strong, purposeful re-negotiations of the Recognition and Settlement Agreement with the State. We all should be very proud of the commitment and hard work of the re-negotiation team, who with insight and vision, are continuing the legacy left to us by our Ancestors, and drive us towards the future we want to see for our families, our children, and our grandchildren.

The partnerships and external conversations, Treaty, First Principles Review and amazing projects our people deliver, continue to add to the dynamics of the organisation as we navigate the all important path of self-determination of the organisation and our Community.

Face to face yarning is a comfort we embrace; being on Country, being together, sharing, feeling is all a part of who we are. Unfortunately, the COVID environment has made this difficult for us this year. We have missed coming together with our Elders because of travel

restrictions, but we have continued on, meeting online and over the phone to keep things moving forward. My heartfelt thanks go out to you all for persevering and working through these challenging times.

GLaWAC continues to successfully influence government policy development and build on our already strong stakeholder relationships. We are confident that our voices are being heard. I want to share my gratitude to the community members that have participated in these yarns, you have been instrumental in achieving this, and it is a great win for all.

Our economic aspirations have progressed, and we are well underway for exciting change and development in the future. We trust this will bring about new opportunities for employment, learning opportunities and community gatherings, delivering on projects prioritised by the Board to create sustainable economic opportunities for our members.

This 2021-2022 Annual Report reinforces GLaWAC's capability, demonstrating our fiducial duties and showing that our organisation's funding and strategic direction is appropriately managed. I encourage everyone to keep an eye on 2022 as exciting opportunities unfold.

On behalf of the Board, I want to thank CEO Daniel Miller, and the staff at GLaWAC for their outstanding efforts throughout the year. I also acknowledge our Elders Council and our members; your ongoing support is highly valued and appreciated.

**TROY MCDONALD**  
Chair, GLaWAC





# GLaWAC - A

## Our response

### Whole-of-C

#### OUR ORGANISATION

\$8,324,781  
MILLION  
ANNUAL BUDGET

\$15,122,593 million held in trust with  
income generated going towards  
community support initiatives  
and operations

74 employees

84% of employees are of  
Aboriginal heritage

70% of staff are male,  
and 30% are female

#### OUR COMMUNITY



BRABRALUNG

the Brabralung  
people in Central  
Gippsland



BRAYAKAULUNG

the  
Brayakaulung  
people around the  
current site of Sale



BRATAUALUNG

the  
Brataualung  
people in South  
Gippsland



TATUNGALUNG

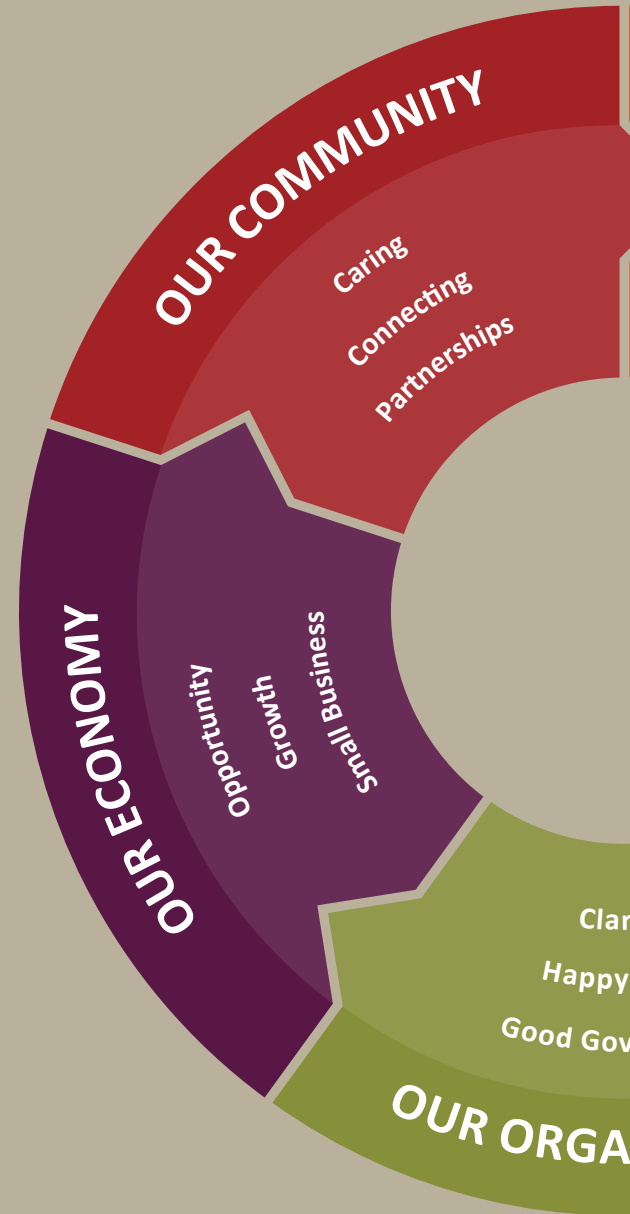
the  
Tatungalung  
people near Lakes  
Entrance on the coast



KRAUATUNGALUNG

the  
Krauatungalung  
people near the  
Snowy River

\* GLaWAC respects that interpretation and spelling of these names varies



There are five clans which make  
up the Gunaikurnai community

725  
MEMBERS



# At a Glance Response to the Country Plan



## OUR COUNTRY

The Gunaikurnai people are recognised as the Traditional Owners of over 1.33 million hectares of land (including 200 metres of offshore sea territory)

**1.33  
MILLION**

VICTORIA

AUSTRALIA

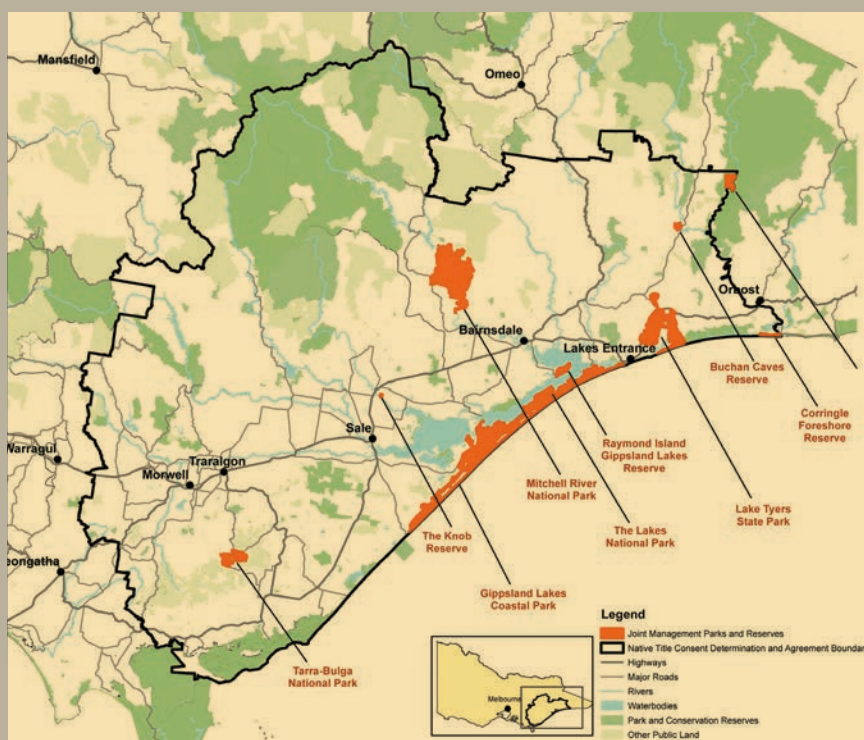
**46,000  
HECTARES**

Our Country spans from Warragul in the west to the Snowy River in the east, and from the Great Divide in the north to the coast in the south

Aboriginal Title over 10 areas of land spanning around 46,000 hectares



GLaWAC currently has 725 members (in June 2022)





# Chief Executive Officer's Message

I acknowledge and pay my respects to the Elders, past and present, and all Gunaikurnai community. I pay my respects for community members that have passed throughout the year.

As the new CEO of your corporation, I feel privileged to be leading such a resilient team. Over the past few years, we have faced bushfires, COVID, flooding and yet we continue to strive forward; the business continues to grow positively, and our people are growing in capacity and capability. The GLaWAC team has continued to grow, and I am proud to say that over 80% of our staff are of Aboriginal heritage.

The GLaWAC team itself is evolving with two Gunaikurnai General Managers – Grattan Mullett Snr – GM Cultural Hub and Katherine Mullett – Acting GM On Country. Aboriginal staff are across all areas of the business Administration, On Country, the Bush Café, Economic Development, Cultural Hub, and Media & Comms. This demonstrates our success and growth across the business.

The RSA Re-negotiations have been a focus for the year. The Gunaikurnai RSA Negotiating Team: Aunty Lena Morris, Aunty Julie Mongta, Aunty Glenys Watts, Troy McDonald and Grattan Mullett Sr. have committed a substantial amount of time to pursuing greater outcomes for the Gunaikurnai people. A special thanks is warranted to the Gunaikurnai RSA Negotiating

Team, Directors and Gunaikurnai staff who have attended and supported meetings; it's this strong, combined, resilient presence that reinforces the Gunaikurnai journey toward a self-determining future.

I'd like to take this opportunity to thank my Executive Team and staff for their hard work, support, and patience as I transition into the role of CEO. I'd also like to thank our non-Aboriginal staff who work with passion and enthusiasm to support our Aboriginal leaders and teams to drive your aspirations.

A special thanks to the Elders who have welcomed me and kept me in line, and our Board of Directors who have shown continued leadership on behalf of all members. Maintaining a strong balanced board with corporate and cultural knowledge and skills is crucial to maintain the stability of our corporation.

I share with you some of GLaWAC's great achievements of 2021-22, including our strong financial position. We will continue to keep you updated on our progress through our Facebook page, website, and quarterly magazines.

Warm regards,  
**DANIEL MILLER**  
Chief Executive Officer

## Our priorities Our achievements this year

<b>Supporting and engaging our members.</b>	<ul style="list-style-type: none"> <li>• Our membership has grown from 695 last year to 725 this year.</li> <li>• We held our inaugural NAIDOC Family Day event in 2021, welcoming approx. 800 people to an amazing day of culture, family and friends at the Knob Reserve.</li> <li>• We continue to support our members through the Community Benefit Fund and the Funeral Assistance Fund.</li> </ul>
<b>Reviewing our Settlement Agreement to seek improvements.</b>	<ul style="list-style-type: none"> <li>• Re-negotiations of the Recognition and Settlement Agreement (RSA) are well underway. There have been nine (9) meetings with the State, negotiations are underway as we work towards a revised Recognition and Settlement Agreement to present to the full group.</li> </ul>
<b>Protecting and building on Native Title rights.</b>	<ul style="list-style-type: none"> <li>• We have applied stricter terms to our agreements under the Native Title Act 1993 for the grant of exploration and prospecting licences on Gunaikurnai country. The grant of these licences does not extinguish native title. An exploration licence allows a company to look for mineral resources within the licence area. It permits some ground disturbance such as drilling but does not allow any mining for commercial purposes. A prospecting licence is similar but for small-scale explorers.</li> </ul>
<b>Delivering our contracted works.</b>	<ul style="list-style-type: none"> <li>• Our On Country Team continues to deliver contracted work at a very high standard, working alongside our Joint Management partners, local Landcare groups, the Catchment Management Authorities and Greening Australia.</li> </ul>
<b>Celebrating and practicing culture through events on country.</b>	<ul style="list-style-type: none"> <li>• We continue to pass on our customs and traditions across generations through our songs, our dances and our stories, and bringing our mob together on Country.</li> </ul>
<b>Securing partnerships with other Aboriginal Organisations.</b>	<ul style="list-style-type: none"> <li>• We continue to strengthen our partnerships with community through the Gippsland Aboriginal Community Controlled Health Organisations (ACCHOs), with government and other bodies through the Gippsland Environmental Agencies (GEA), and with the business community through our Memorandum of Understanding (MoU) with the Kinaway Chamber of Commerce and the Latrobe City Council.</li> </ul>
<b>Growing Gunaikurnai employment and leadership skills at GLaWAC.</b>	<ul style="list-style-type: none"> <li>• 62 out of 74 of our employees are of Aboriginal Heritage.</li> <li>• Leadership training was undertaken by Board, Executive and Managers.</li> <li>• A number of our staff undertook formal training to receive qualifications in Aboriginal Cultural Heritage Management and Government Investigations, as well as informal training for the RAP team working alongside internationally-recognised archaeologists.</li> </ul>
<b>Securing our Cultural and Business Governance.</b>	<ul style="list-style-type: none"> <li>• This remains a priority for the Board and CEO and we have made significant progress.</li> </ul>

# Our community

## ACHIEVEMENTS FOR 2021-2022

### A STRONG, HAPPY, HEALTHY MOB

*“The wellbeing of our mob is our top priority. More than just physical health and security, it is about being respected, having stable employment and housing, and maintaining a strong spiritual connection with our Country and our ancestors. We can be healthy if our Country is looked after, and we can be strong if our living culture is thriving.”*

(Gunaikurnai Whole-of-Country Plan)

### ACHIEVEMENTS:

- The Elders Council came together in July to meet with the Board of Directors and CEO, and take part in the Annual NAIDOC March through Bairnsdale and the GLaWAC Family Day at the Knob Reserve. Later in the year they were introduced to the Chairs of the First People's Assembly Elders' Voice and enjoyed some time on the Gippsland Lakes. Meetings in 2022 focused on RSA Updates. The Elders Council was established by GLaWAC to make sure our respected Elders continue to be involved in our strategic and cultural decision-making. The Council provides important leadership to both GLaWAC and the broader Gunaikurnai community.
- We were thrilled to host the first NAIDOC Community Family Day at the Knob Reserve in July as part of broader celebrations across Country. With plenty of fun, food and kids activities, it was deadly to see so many families and friends coming together on Country after keeping apart to keep mob safe during COVID lockdowns.
- GLaWAC continue to support community to help alleviate financial burdens. This year, your organisation provided \$45,863.52 to support 23 requests through the Community Benefits Fund and \$76,942.51 in funeral assistance.





### PROTECTING AND PRACTISING OUR CULTURE. A STRONG FOCUS ON LEARNING.

*"We have one of the oldest cultures in the world and that culture has been passed on through many generations. Our culture is embedded in our Country, which is vital to our identity. Our stories and songlines link us to our ancestors, who travelled across the Country practicing the customs that make us Gunaikurnai."*

*(Gunaikurnai Whole-of-Country Plan)*

## Our culture

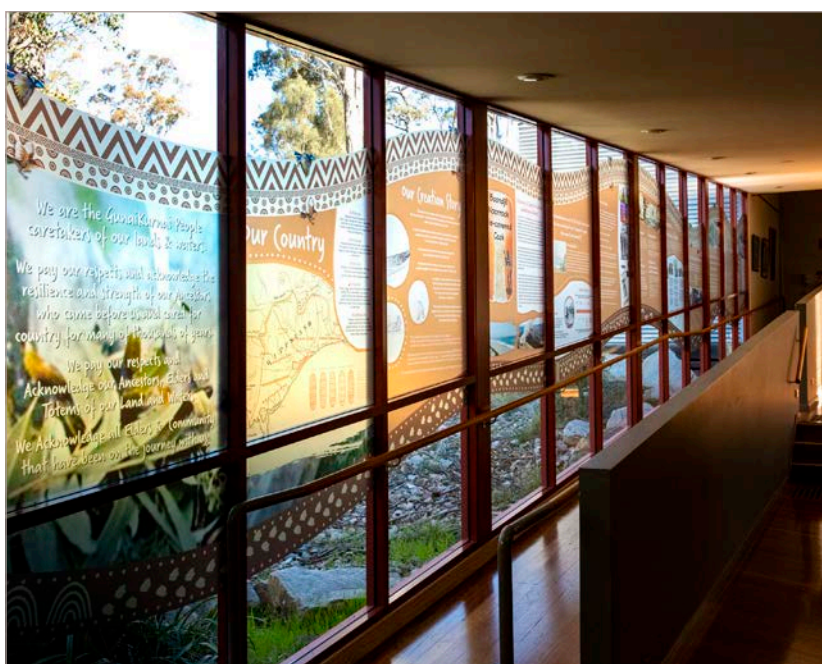
### ACHIEVEMENTS:

- GLaWAC provided a total of 206 Welcome to Country and 92 Smoking Ceremony requests; and 85 requests for Cultural Education and Awareness training sessions across the Gunaikurnai RAP and Native Title area. These activities were performed and delivered by internal GLaWAC team and a combination of external Gunaikurnai members who respectfully represented GLaWAC through these events.
- The Journey Wall at Forestec is complete and looking deadly! Featuring the history, photos and stories of our community, it speaks to the ways of our old people and our journey to gaining Native Title Rights, our recognition and settlement agreements and beyond.
- The GLaWAC Community Artists Register is identifying opportunities for Koorie artists and specialists to engage in local projects and activities across Country. These include commissions with V-Line, Melbourne Water and Latrobe City Council, and a public arts project along the East Gippsland Rail Trail. We look forward to building on partnerships with organisation's who are keen to work with Gunaikurnai artists through the Artists Register on future creative opportunities.
- The Cultural Hub liaised closely with Latrobe City Council in the lead up to the grand opening of the Gippsland Performing Arts Centre (GPAC) in early March. The event was a huge success and featured Elders engaged



## ACHIEVEMENTS FOR 2021-2022

### *Our culture continued*



in cultural services and storytelling, and a number of Aboriginal artists and groups from across Gippsland performing over the four-day opening festival.

- The Nation Building Program is supporting community members to be Treaty ready by offering skills and training to prepare mob for discussions with the State. In partnership with Tafe Gippsland, GLaWAC have offered digital literacy courses to increase confidence of Elders in Community, as well as opportunities for family tree research and digitising personal documents and valuables

to safeguard them against potential damage. Strengthening community knowledge supports empowered decision making about Country, culture and community.

- The Culture Hub Collections are growing, and our team continue to build better knowledge around managing cultural heritage collections such as books, photographs, maps, language and artworks. Staff are working with the Public Records Office of Victoria, the State Library of Victoria and the Melbourne Museum to develop processes to conserve and protect these important items.





## Our Country

**THE RIGHT TO USE, MANAGE AND CONTROL OUR RESOURCES. RESPECT AS TRADITIONAL OWNERS OF OUR COUNTRY. HEALTHY COUNTRY.**

*"We want a strong and productive relationship with government and other partners, for the benefit of our mob and the broader community."*

*We want to be genuinely engaged in a meaningful and respectful way, as Gunaikurnai people – able to negotiate on equal terms to establish our rightful place in the broader Gippsland community."*

(Gunaikurnai Whole-of-Country Plan)

### ACHIEVEMENTS:

- Our Latrobe Valley team expanded in 2021 with the introduction of the Morwell-based NRM Team - Annie Carter, Rhys Djukich, Sandra Fenton, Zac Gorrie and Blake Hood - joining Uncle Lloyd Hood, Tim Paton and Lisa Hocking working from Brayakaulung Country. Based at the Latrobe Shire Council's nursery, there's plenty of work on –planting seedlings and controlling weeds - and plenty of learning too, with each crew member working toward their Certificate III in Conservation Land Management.
- The right fire, at the right time and in the right way, in the right place. In November, GLAWAC released the Gunaikurnai Cultural Fire Strategy to provide direction for On Country burning to occur in a way that is culturally appropriate and effectively managed, reflecting Gunaikurnai values across the landscape. It's about connecting and healing, community and Country.
- Researchers from GLaWAC and Melbourne University have rediscovered the site of the last young men's initiation ceremony (a Jerail) of the Gunaikurnai back in 1884, witnessed by the anthropologist A.W. Howitt. The Jeraeil site is arguably one of the most significant of places in terms of the ritual and ceremonial life of our people so it's important it is better understood, recognised, and protected. Not only does it tell a story of Aboriginal cultural practice but of shared Aboriginal and European interactions we should all know more about.



## ACHIEVEMENTS FOR 2021-2022

### *Our Country continued*



- Visitors to Raymond Island, on Tatungalung Country near Paynesville, can now enjoy a better understanding of Aboriginal culture together with improved access tracks amongst the native flora and fauna, thanks to a joint project between GLaWAC and Parks Victoria. Located within the Gippsland Lakes Reserve, the 1.7km loop walk through coastal banksia forest offers insights into Gunaikurnai culture including bush tucker signage and a yarning circle inviting visitors to reflect on the beauty of the landscape, the deep history of our Country.
- Traditional Owners know how to care for Country and GLaWAC continues to exert the rights of our members to give Gunaikurnai more authority to manage your Country - the land and the water. We've yarned with government to influence the Cultural Landscape Strategy, the Victorian Traditional Owner Cultural Fire Strategy and Marine and Coastal Strategy amongst others, and continue to talk about big issues around water, forests, climate change and our journey to self-determination.
- We're stoked that the Lake Tyers (Bung Yarnda) Camping and Access Strategy won the Award of Excellence in Land Management at the Victorian 2022 Landscape Architecture Awards in June. The jury recognised the Strategy as an exemplary project whose innovative process supports

genuine joint management between GLaWAC and Parks Victoria by putting engagement with Traditional Owners at the centre. Importantly, this project disrupts a pattern of harm to sensitive cultural sites resulting from the impact of increased public visitation to the lake edge campsites.

- The Gunaikurnai Rangers and NRM Landscaping teams have been working together to share culture, with Clan Culture Gardens being created within our ten joint managed parks and reserves. The gardens, now installed in Tarra Bulga NP, Corringale Foreshore Reserve, the Knob Reserve and Gippsland Lakes Reserve represent the five clans of the Gunaikurnai and include indigenous plantings together with signage providing insights into Country and culture.
- GLaWAC On Country crews continue to build their skills and knowledge, partnering with government agencies, universities and community groups to better read Country and monitor bushfire recovery efforts. Efforts include learning how to conduct an archaeological dig, monitoring the bugs that live in our waterways, deploying field cameras to look for native critters and the introduced species that predate them, trapping and releasing Long finned eels, and working with the CSIRO to conduct autopsies on sharks that have washed ashore.





## THE RIGHT TO USE, MANAGE AND CONTROL OUR RESOURCES.

*"If we are to achieve our goals and work to improve our lives of our mob, we must have clearly defined legal rights that reflect our standing as the First Peoples of this Country. We were a sovereign people at the time of European settlement and did not cede any of our rights over our traditional land and waters, or our natural and cultural resources. We have the right to be on our Country and made decisions about the things that affect us."*

(Gunaikurnai Whole-of-Country Plan)

## Our organisation

### ACHIEVEMENTS:

- GLaWAC made several new appointments during 2021-22 including the appointment of Daniel Miller as Chief Executive Officer, taking the reins from outgoing CEO, Roger Fenwick in January 2022. The Board would like to thank Roger for his strong and supportive leadership and commitment to progress the foundations laid down by our Elders in the Gunaikurnai Whole of Country Plan. Other appointments included Katherine Mullett as Acting GM – Country and Thomas Hood and Sidney Murray into the Admin team. Paula Harrison became the Yambo Officer, and Rob Baxter and Jordan Harrison joined Bushfire Recovery crew. NRM welcomed Sandra Fenton, Blake Hood and Rhys Dukich in the Valley, and Aaron Cooper, Liam Saunders, Jason Wilson and Eben Carter in Kalmina West. Judy Stewart joined as Water Engagement Officer, Sue Wesson as RAP Assessment Specialist and Ed Kelly as OHS and Asset Manager.



- Building the skills and knowledge of our staff is an annual requirement at GLaWAC. This year saw staff start Certificate III's in a range of fields including Conservation Land Management, Horticulture and Cookery. Two staff started leadership courses and one employee started their Cert IV in Business Administration. All of this on top of the many and varied accredited and non-accredited training days across the organisation, including 4WD, snorkeling, Defence Base Services and chemical users course.



### *Our organisation continued*



- The GLaWAC RSA Team met with the State nine times during 2021-22. The RSA Re-negotiations give Gunaikurnai Traditional Owners the opportunity to build on the Agreement put in place in 2010 after many years of hard work by our Elders. Negotiations will run through to 2023 with community meetings convened to provide updates and member input.
- GLaWAC continues to seek pathways to self-determination, signing a number of MOU's (Memorandum of Understanding) with organisations across Country including Kinaway Chamber of Commerce, Latrobe City Council and the re-signing of a long standing MOU with the West Gippsland Catchment Management Authority. In April, GLaWAC re-signed an agreement with the Gippsland Environmental Agencies (GEA) which seeks to describe how the GEA can best support the aspirations of the Gunaikurnai as we work towards realising the vision of the Whole of Country Plan.







## ECONOMIC INDEPENDENCE.

*“Our connection to and knowledge of Country puts us in a unique position in the natural resource management sector, and we have made great progress in building up our capabilities in a range of natural resource management roles.*

*We are the custodians of our ancient culture and are passionate about sharing our stories and perspectives through tourism enterprises. We want to continue to provide cultural awareness training, cultural heritage management planning and other services to local organisations and government agencies.”*

(Gunaikurnai Whole-of-Country Plan)

## Our economy

### ACHIEVEMENTS:

- GLaWAC achieved a surplus of \$3,481,222 in the 2021-2022 financial year. The surplus includes funding received in the 2021-2022 financial year that will be spent on delivery in the 2022-2023 financial year.
- In late 2021, GLaWAC, on behalf of our members, purchased a 250-acre parcel of land in Yanakie, next to Yiruk Wamoon (Wilson's Prom National Park) and Corner Inlet Marine and Coastal Park. Named Gunya Yanakie Nanjet Brataualung - Home beyond the sandhills of the Nanjet people of Brataualung - it is wonderful that GLaWAC, through its professional approach and strong financial management, is able to start purchasing land back for the Gunaikurnai people. We look forward to partnering with others to grow economic opportunities for the mob and wider community through this purchase.
- Victorian grown Sydney rock oysters could be back on the menu for seafood consumers thanks to a new aquaculture partnership between GLaWAC and the Victorian Fisheries Authority. The three-year trial will assess the viability of growing Sydney rock oysters, which are native to East Gippsland waters, in the Gippsland Lakes and could mean more jobs for community by growing a food source that had long nourished our people.
- The partnership between GLaWAC and Wulgunggo Ngalu Learning Place (WNLP) to establish a bush foods nursery continues to grow. The partnership has focused on fixing up an old nursery site at Wulgunggo Ngalu to meet commercial native plant production requirements and growing important Gunaikurnai bush tucker species to supply to the Bush Café at Forestec (and other places in the future, too). It also gives the Wulgunggo Ngalu men an important opportunity to learn new skills and connect with culture.

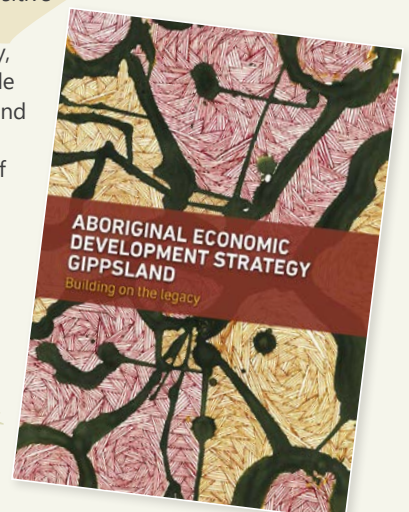


## ACHIEVEMENTS FOR 2021-2022

### *Our economy continued*



- September saw the launch of the Aboriginal Economic Development Strategy of Gippsland. The Strategy has been developed to support Aboriginal people throughout Gippsland to engage in ideas and opportunities that can make a significant impact on the economic development of the region, and our community. Funding to implement the Strategy was received in early 2022 and will focus on establishing a business incubator hub to support micro/small Aboriginal businesses, and to establish an Aboriginal community governance group to lead implementation of the Strategy, supported by a new Executive Administration Officer.
- The doors to the Bush Café were swung open again in February, after an extended closure due to COVID restrictions. Chef Kevin Murray and his team made a seamless transition from cooking up over 600 meals a week to keep Elders fed and out of harm's way, to welcoming patrons back in for a Covid-safe dine-in experience at Forestec.
- A feasibility study has been completed to assess options for GLaWAC to participate in the renewable energy sector. Participating in business opportunities in this sector will provide our mob with positive actions to tackle climate change and Heal Country, gain employment, provide education and training, and earn income to support the goals of the Whole of Country Plan.





# About Us

## Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC)

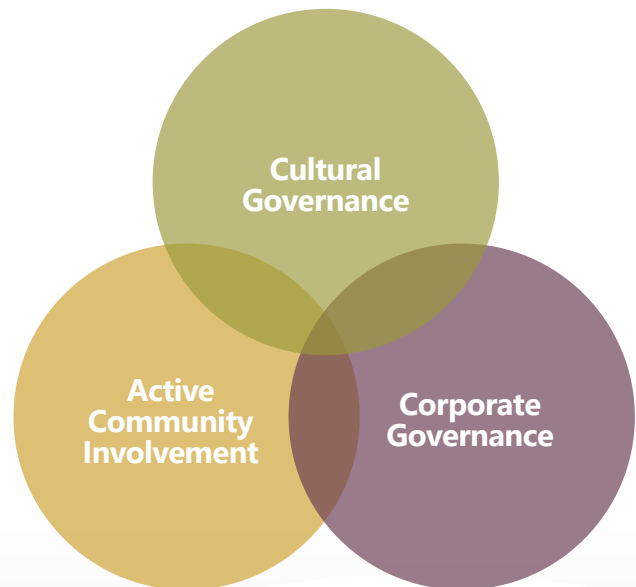
Under the guidance of the Board of Directors and Elders Council, GLaWAC is the Registered Aboriginal Party that represents the Gunaikurnai people and their aspirations for Native Title, cultural heritage, land, water and natural resource management.

## Our Vision

GLaWAC's corporate vision has been developed in response to the community's vision outlined in the *Gunaikurnai Whole-of-Country Plan*.

*"That the Gunaikurnai community is proud of the way that we represent and include the mob in achieving broad respect for our culture, for the protection and healing of our land and to gain genuine economic independence."*

## Our Values



## Purpose and Function

The primary role of GLaWAC is to hold and manage the Native Title rights and interests of the Gunaikurnai people. We are a prescribed body corporate incorporated with the Office of the Registrar of Aboriginal Corporations under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* (CATSI Act) and the requirements of the *Native Title Act 1993*.

GLaWAC is also registered with the Australian Charities and Not-For-Profits Commission as a charitable institution, and with the Australian Taxation Office as a public benevolent institution.

Our core business functions are in the following areas:

### NATIVE TITLE

- Implementation of the Traditional Owner rights held by the Gunaikurnai people as specified in the Recognition and Settlement Agreement, 2010.
- Review and evaluation of the Recognition and Settlement Agreement with the Victorian Government.
- Provision of support and advice to community through future settlement agreement negotiations.

### CULTURE HERITAGE

- Management and protection of Gunaikurnai cultural heritage as the Registered Aboriginal Party.
- Implementation of the 'Welcome to Country and Cultural Awareness Protocol'.
- Employment and development of employment opportunities in *Aboriginal Heritage Act 2006* operations.

### JOINT MANAGEMENT

- Collaborative participation in the development of the Joint Management Plan with the Gunaikurnai Traditional Land Owner Management Board (GKTOLMB).
- Employment of Gunaikurnai rangers to work on joint management land through a funding agreement with the Victorian Government.
- Supporting community in On-country management decisions and activities.

### ECONOMIC DEVELOPMENT

- Establishment of, and facilitative support for Gunaikurnai Enterprises.
- Establishment of the Gunaikurnai Cultural Knowledge Centre (Hub).
- Cultural strengthening initiatives including education and cultural tourism.
- Supporting community micro-business ideas.

# Board of Directors

## Directors

**TROY MCDONALD** is the Chair of GLaWAC and the organisations representative on the First Peoples' Assembly of Victoria. Troy is currently working for Emergency Management Victoria in the capacity of Director Aboriginal Culture and Healing.

Troy's previous role was with the Department of Family Fairness and Housing (DFF) as Senior Aboriginal Health Policy Officer rolling out the Victorian Government's Aboriginal Governance and Accountability Framework. Prior to this, he was an Aboriginal Water Policy Officer in the Department of Environment, Land, Water and Planning (DELWP) and developed co-design models with Traditional Owner groups to establish a Victorian Aboriginal Water Framework.

Troy has a long successful career in the Victorian Public Service since 2001 working across various portfolios in DHHS and DELWP. He has held positions in planning, emergency management, mental health and drugs policy, water management and health policy.

**LYNETTE BISHOP** is a proud Gunaikurnai woman from the Gippsland area who feels privileged and honoured to be able to live on, work on and look after Country - the Country of her Ancestors.

Lynette lives in the Stratford area and is very involved in her communities across Gippsland, including 19 years working with Centrelink where she was awarded an Australian Day Award for Outreach Services to communities.

Dedicated to connecting children back to family, community and Country, Lynette has worked with GEGAC, Bairnsdale Regional Health and now Latrobe Regional Hospital, ensuring that people are accessing services they are entitled to; and servicing families and children in care.

Lynette prides herself on her honesty, fairness, and compassionate nature; she is a strong advocate for Aboriginal rights for her family and the entire Aboriginal community. She knows the issues our mob has faced and is still facing today, and she strives for and dreams of a better future - a better future for her family, our families and especially for all our children.

**NICK JOHNSON** is a Gunai, Monero/Ngarigo and Gunditjmara man living in south-east Gippsland. One of the many grandsons of the late Uncle Albert Mullett and Auntie Rachel Mullett, he is the second eldest son to Christine Johnson, whose parents are Auntie Rachel Mullett and the late Uncle Albert Mullett; and, John Johnson.

Nick works as the Aboriginal Education Liaison Officer at Federation University Churchill Campus, supporting Aboriginal and Torres Strait Islander students undertaking higher education degrees at Federation University. With

an educational background in education and psychology, Nick has completed a Bachelor in Primary Education, Certificate IV in Training and Assessment and a Graduate Diploma in Psychology, and is planning to study an Honours degree in Psychology, specifically in the field of neuroscience or cognitive science.

**PAULA MORGAN** is the proud grand-daughter of Merle Thorpe, making her a proud Gunai woman. Early in her life, she saw many of her family members suffer due to ill health at young ages and decided to study nursing. Paula has been a Registered Nurse for 25 years with most of her nursing being in the Aboriginal health sector. She has spent time nursing in the Northern Territory and Western Australian Aboriginal communities - an experience that is very close to her heart today.

Paula has spent the last 15 years at Lakes Entrance Aboriginal Health Association (LEAHA), initially working as a community nurse and in the later years, as the Chief Executive Officer. She loves working with her community - allowing them to help drive the changes they require to improve health and wellbeing within the local Aboriginal community. Her Elders are her strength and the reason she continues to work hard for these changes.

**LOIS WHELAN** is a GunaiKurnai/Monaro woman who has lived on Country all her life, relishing in the beautiful qualities it holds and the comfort it gives. Lois is keen to be a part of the healing of our lands and waters, and the nurturing of our culture.

Lois holds Cert III and IV in Learning and Teaching and Endangered Aboriginal Language .

**GLENYS WATTS** is a proud Gunai woman living on the traditional land of her ancestors in Eastwood. She was on the negotiation team for the Native Title Claim of the Gunaikurnai for two years and wants to see GLaWAC keep moving forward. She has a background in community development and business governance, having run her own successful business for 11 years and being appointed to Minister-approved boards as well as Aboriginal community-controlled boards. She is currently employed part time by DHHS in Bairnsdale as the Regional Coordinator for Indigenous Family Violence.

Prior to this role, Glenys worked for 15 years in local government managing staff, budgets, developing policies with Traditional Owners for Aboriginal cultural heritage management, as well as facilitating and overseeing the development of the Willum Warrain Aboriginal Gathering Place in Hastings.



## Independent Directors

**LIBBY DUMMETT** has over 20 years' experience in the not-for-profit, financial services, government and philanthropic sectors and is currently part of the executive management team of Long View and is responsible for relationships with banks and non-bank mortgage lenders (for Shared Equity clients) and a growing body of large corporate strategic partners and clients. Libby led the pioneering work in shared equity at Bendigo Bank and was instrumental in the development of the Community Banking strategy.

Most recently Libby has served in PWC's Indigenous Consulting arm and previously has led work in the Impact Investment field including a senior role developing the Federal Government's support for the growth of impact investing and several high-profile social ventures.

Libby's cross sector experience brings a balanced view to her role combining corporate and community led governance skills. Libby lives in West Gippsland and has a strong interest in building sustainable and resilient communities.

**EWAN WALLER** is a proven land, forest and bush fire manager and consultant with 40 years' experience from the field to executive level. Ewan was the former Chief Fire Officer and led the team responsible for forest fire management on public land across Victoria.

Since retiring from this position in 2012, Ewan has established a consultancy and advised state governments, their agencies and companies across Australia on strategic and practical approaches to managing forests and land. This includes management advice to reduce the risk from bush fires and this guiding work has delivered significant change to critical programs to protect assets.

Ewan grew up and continues to live and farm in East Gippsland and brings to the Board a wealth of experience in governance, natural resource management and broader emergency management.

## Executive

**ROGER FENWICK** was CEO of GLaWAC until Dec 2021, providing stable and resilient leadership with strong support from the Board of Directors, the Executive Team and many in the community.

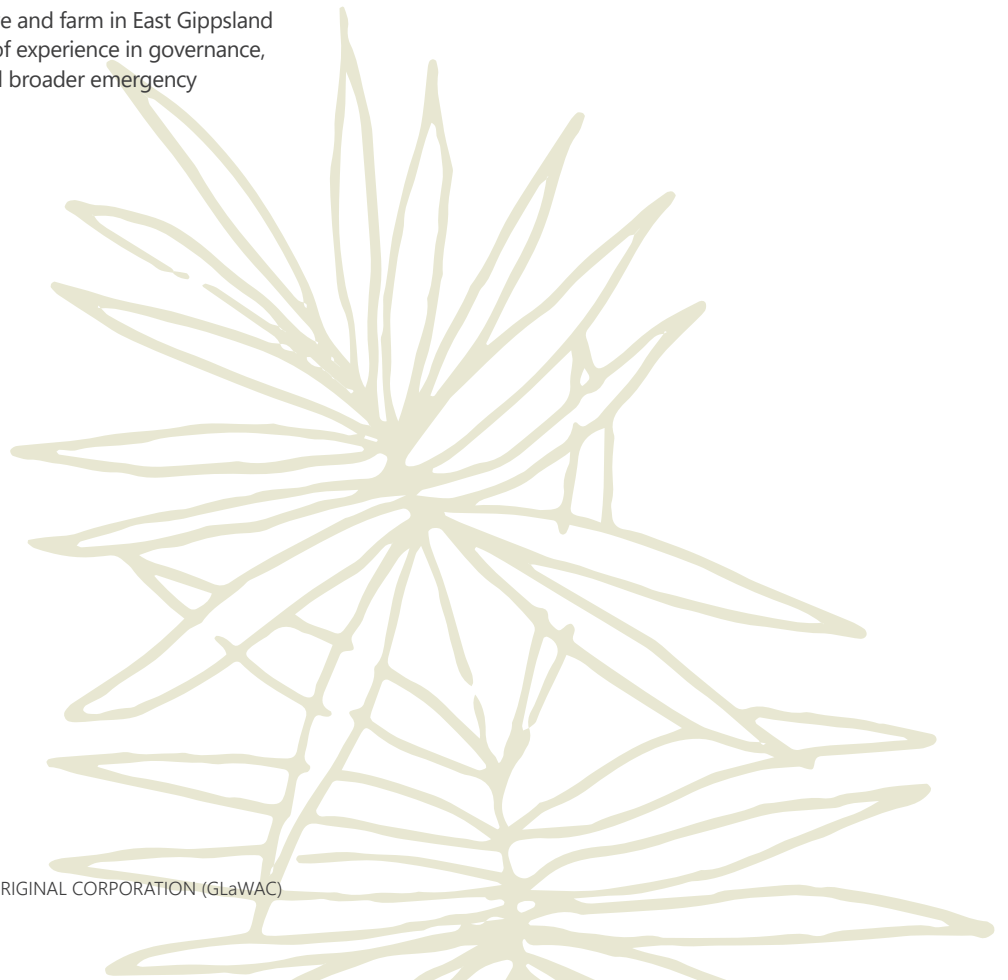
**DANIEL MILLER** is a proud Yuin man from NSW and was the General Manager - On Country before his appointment as CEO in January 2022. Daniel is responsible for developing policies that will support Traditional Owner values and govern the way others engage with GLaWAC.

**GRATTAN MULLETT SNR** is a proud Gunaikurnai man and the General Manager - Culture. Grattan is responsible for the development of GLaWAC's cultural framework; guiding, leading, educating the cultural presence that is GLaWAC - the history, the present and the future.

**KATHERINE MULLETT** is a proud Gunaikurnai, Ngarigo Monero woman and the Acting General Manager - On Country since March 2022. Katherine leads the Joint Management, Natural Resource Management, RAP and Water teams, and works to instill culture and cultural heritage across Gunaikurnai Country.

**CHARLES (CJ) SOLOMON JNR** is a proud Ngarigo Monero man and the Acting General Manager - Economic Development. CJ builds economic development opportunities that will give back to GLaWAC and more importantly to Community.

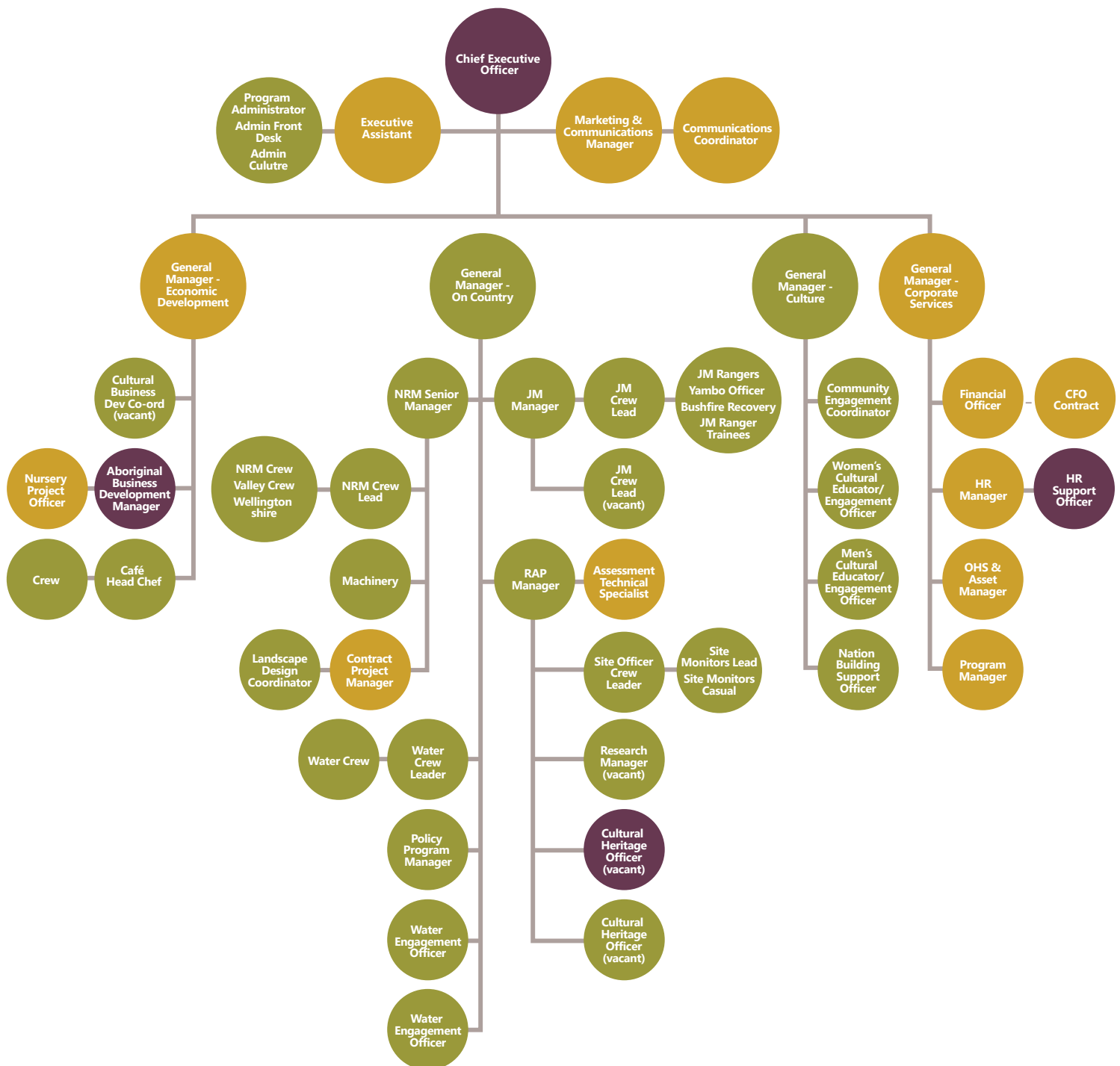
**ANNETTE AVRON-COTTON** is the General Manager of Corporate Services. Annette leads the Human Resources, Finance, OHS and Facilities functions to ensure GLaWAC meets its legislative requirements and can operate smoothly.





# GLaWAC Organisational Chart

- Gunaikurnai current or priority
- Aboriginal person
- Non Aboriginal person





## Staff

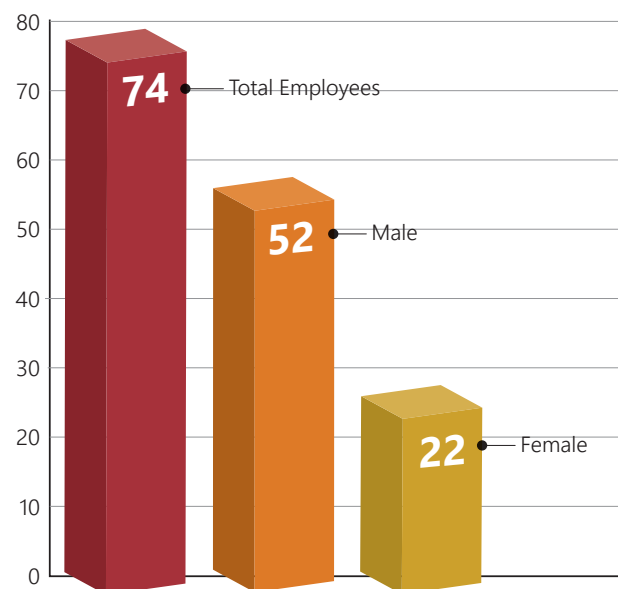
GLaWAC has a total of 74 employees, and 62 of these employees are of Aboriginal heritage. There are 52 males and 22 females on staff.

### Headcount and Gender Report – Year ending June 2022

Number of Casuals	4	5%	Percent of staff are casual
Number of Females	22	30%	Percent of staff are female
Number of Males	52	70%	Percent of staff are male
Number of Aboriginal Staff	62	84%	Percent of staff are of Aboriginal heritage
Total Number of Staff	74	100%	



Head count end June 2022



Gender Metrics

## Membership

Membership of GLaWAC increased throughout the year with 725 members.

Membership benefits include:

- Gunaikurnai Identity Card which entitles members to fish, take game or fauna, gather firewood and camp on land and waters where the Gunaikurnai have Native Title without the need to obtain a permit or pay fees. There are some exemptions, details are available at [gunaikurnai.org](http://gunaikurnai.org)
- Access to the Funeral Assistance Program.
- Access to the Business Benefits Program.
- Access to the Community Benefits Program (sponsorships and donations).
- Invitations to meetings and family cultural days organised by GLaWAC.
- Regular updates about what is happening in the Gunaikurnai community and at GLaWAC via the quarterly GLaWAC News, GLaWAC Facebook page and updates on the GLaWAC website.
- Notification of employment opportunities at GLaWAC.



# Directors' Report

Your directors present this report on the Corporation for the financial year ended 30 June 2022.

## DIRECTORS

The names of the directors in office at any time during or since the end of the financial year are:

Individual	Role	Appointment date	Cessation Date	GLaWAC Board meetings	GLaWAC Board Subcommittee mtgs
Troy McDonald	Chair	Feb 2022 (re-elected)	Feb 2024	Attended 7 of 7 mtgs.	Attended 2 of 7 committee mtgs.
Glenys Watts	Director	Nov 2020	Nov 2022	Attended 7 of 7 mtgs.	Attended 1 of 4 committee mtgs.
Paula Morgan	Director	Nov 2020	Nov 2022	Attended 4 of 7 mtgs.	Attended 2 of 5 committee mtgs.
Nick Johnson	Director	Nov 2020	Nov 2022	Attended 7 of 7 mtgs.	Attended 4 of 4 committee mtgs.
Lois Whelan	Director	Feb 2022	Feb 2024	Attended 2 of 2 mtgs.	Attended 1 of 1 committee mtgs.
Lynette Bishop	Director	Feb 2022	Feb 2024	Attended 2 of 2 mtgs.	Attended 0 of 1 committee mtgs.
Ewan Waller (Independent)	Independent Director	Annual appointment	Feb 2023	Attended 7 of 7 mtgs.	Attended 6 of 6 meetings
Libby Dummett (Independent)	Independent Director	Annual appointment	Feb 2023	Attended 5 of 7 mtgs.	Attended 2 of 3 committee mtgs.
Roger Fenwick	Secretary / CEO		Dec 2021	Attended 4 of 4 mtgs.	
Daniel Miller	Secretary / CEO	Feb 2022		Attended 3 of 3 mtgs.	

The directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

## OPERATING RESULTS

The profit of the Corporation for the financial year amounted to \$3,481,222. This profit includes funding received in the 2021-2022 financial year that will be spent on delivery in the 2022-2023 financial year.

## REVIEW OF OPERATIONS

A review of the operations of the Corporation during the financial year and the results of those operations found that during the year, the Corporation continued to engage in its principal activities, the results of which are disclosed in the attached financial statements.

## SIGNIFICANT CHANGES IN STATE OF AFFAIRS

No significant changes in the state of affairs for Corporation has occurred.

## PRINCIPAL ACTIVITY

The principal activity of Corporation during the financial year was to manage the land and cultural heritage within Gunaikurnai Country; to build a sustainable business generating income from RAP responsibilities and associated activities and to grow its investments activities.

No significant change in the nature of these activities occurred during the year.

## EVENTS AFTER THE REPORTING DATE

There have been no matter or circumstance that has arisen since the end of the financial year which significantly affected or may significantly affect:

- the Corporation's operations in future financial years or
- the results of those operations in future years or
- the Corporation's state of affairs in future financial years.

## LIKELY DEVELOPMENTS

Likely developments in the operations of the Corporation and the expected results of those operations in future financial years have not been included in this report, as the inclusion of such information is likely to result in unreasonable prejudice to the Corporation.

## ENVIRONMENTAL ISSUES

The Corporations operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

## DIVIDENDS PAID OR RECOMMENDED

No recommendation for payment of dividends has been made.

## OPTIONS

No options over issued shares or interests in the Corporation were granted during or since the end of the financial year and there were no options outstanding at the end of the financial year.

## INDEMNIFICATION OF OFFICER OR AUDITOR

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the Corporation.

## PROCEEDINGS ON BEHALF OF THE CORPORATION

No person has applied for leave of Court to bring proceedings on behalf of the Corporation or intervene in any proceedings to which the Corporation is a party for the purpose of taking responsibility on behalf of the Corporation for all or any part of those proceedings.

A copy of the auditor's independent declaration is required by s.339-50 of the Corporations (Aboriginal and Torres Strait Islander) Act 2006.

Signed in accordance with a resolution of the Board of Directors

**TROY MCDONALD**  
GLaWAC Board Chair



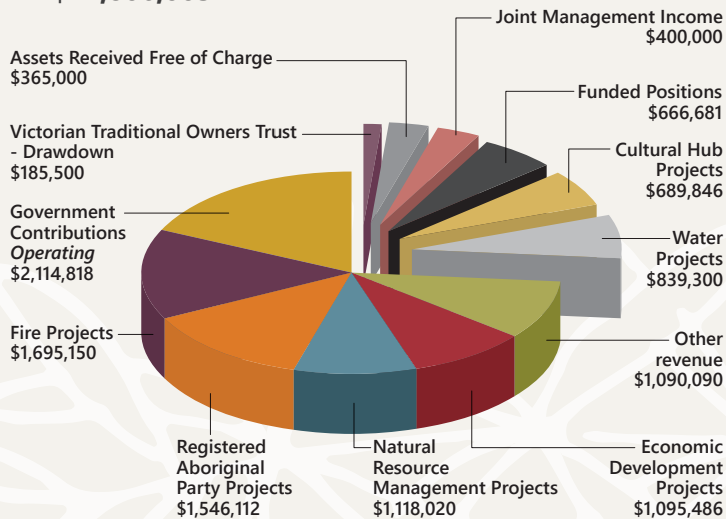
Dated this twenty fourth day of November 2022



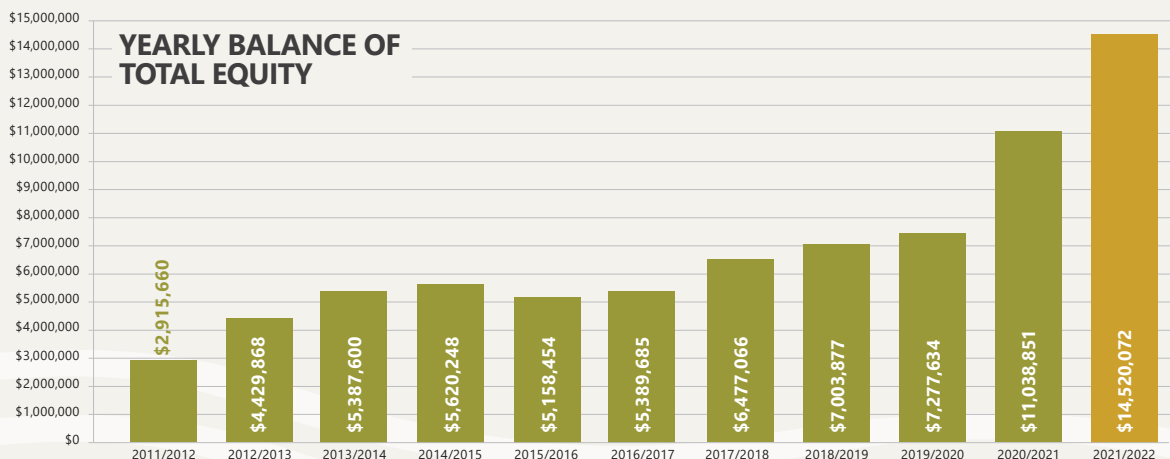
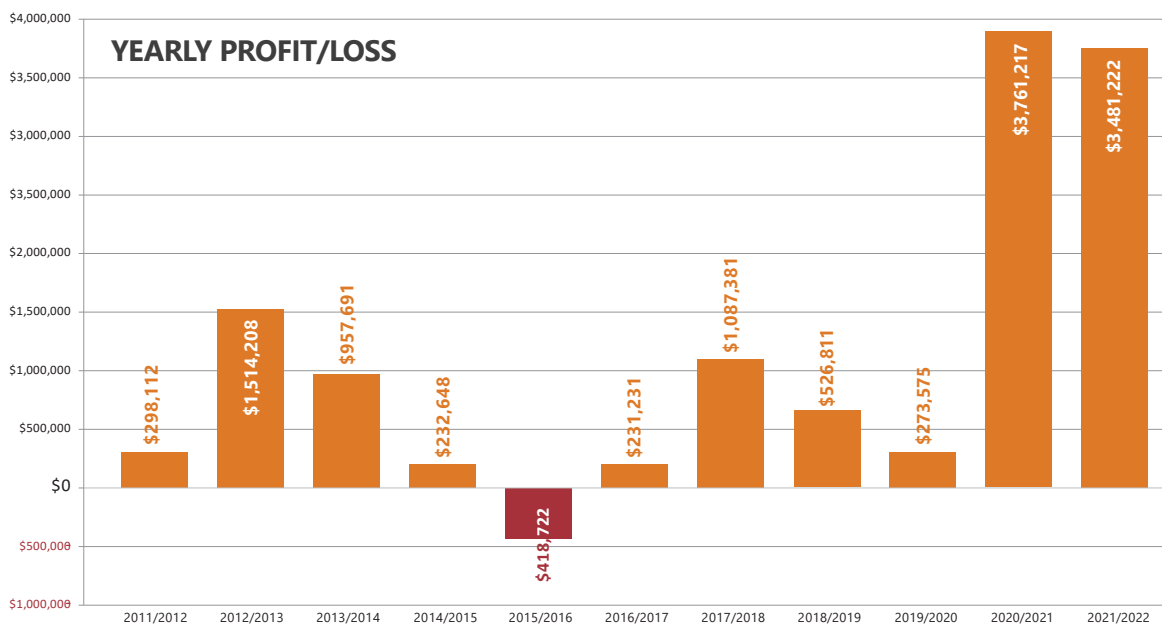
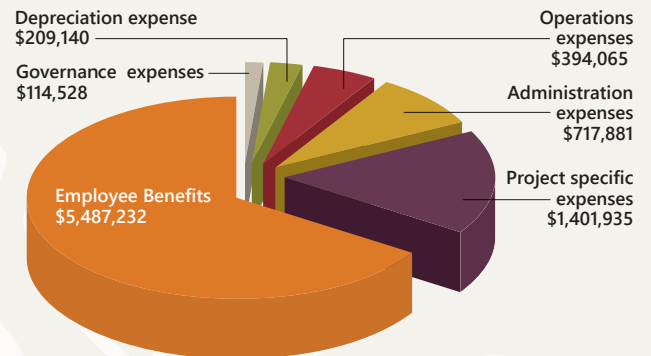
# Snapshot of GLaWAC's Financial Status

AS AT 30 JUNE 2022

## 2021/2022 INCOME SOURCE \$11,806,003



## 2021/2022 EXPENSES \$8,324,781

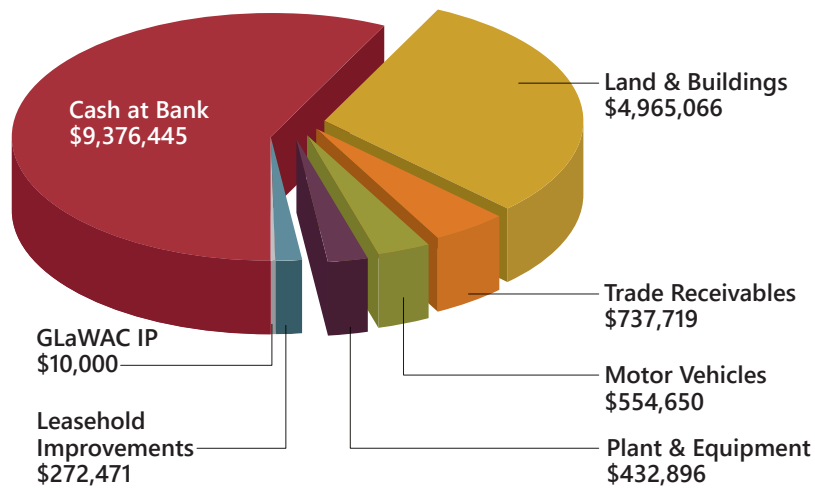




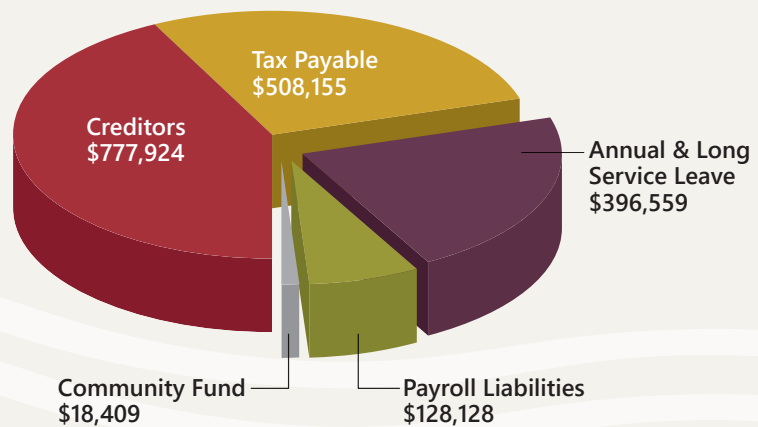
## Snapshot of GLaWAC's Financial Status cont.

AS AT 30 JUNE 2022

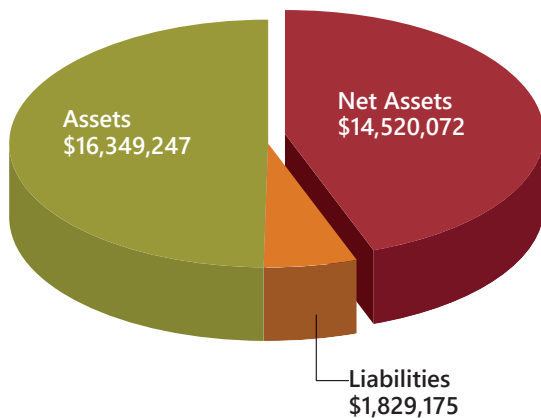
**WHAT WE OWN = \$16,349,247**



**WHAT WE OWE = \$1,829,175**



**OUR NET ASSETS = \$14,520,072**



**PLUS - MONIES HELD IN TRUST**

**Settlement  
Trust Fund  
\$15,122,593**





Gunaikurnai Land and Waters Aboriginal Corporation

# AUDITED FINANCIAL STATEMENT

For the year ended 30 June 2022





## Statement of Financial Position

AS AT 30 JUNE 2022

	Note	2022 \$	2021 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	4	9,376,445	9,510,562
Trade and other receivables	5	737,719	400,711
<b>TOTAL CURRENT ASSETS</b>		<b>10,114,164</b>	<b>9,911,273</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	6	6,225,083	2,766,194
Intangible assets		10,000	10,000
<b>TOTAL NON-CURRENT ASSETS</b>		<b>6,235,083</b>	<b>2,776,194</b>
<b>TOTAL ASSETS</b>		<b>16,349,247</b>	<b>12,687,467</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	7	1,414,207	1,243,289
Trust funds	9	18,409	84,047
Provisions	8	307,423	274,827
<b>TOTAL CURRENT LIABILITIES</b>		<b>1,740,039</b>	<b>1,602,163</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	8	89,136	46,454
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>89,136</b>	<b>46,454</b>
<b>TOTAL LIABILITIES</b>		<b>1,829,175</b>	<b>1,648,617</b>
<b>NET ASSETS</b>		<b>14,520,072</b>	<b>11,038,850</b>
<b>EQUITY</b>			
Accumulated surplus		14,520,072	11,038,850
<b>TOTAL EQUITY</b>		<b>14,520,072</b>	<b>11,038,850</b>

## Statement of Comprehensive Income

FOR THE YEAR ENDED 30 JUNE 2022

	Note	2022 \$	2021 \$
Revenue	2	11,806,003	10,707,753
Employee benefits expense		(5,487,232)	(4,409,892)
Project specific expenses		(1,401,935)	(1,393,605)
Governance expenses		(114,528)	(129,971)
Operations expenses		(394,065)	(335,613)
Administration expenses		(717,881)	(501,782)
Depreciation expense		(209,140)	(175,674)
<b>Surplus/(deficit) before income tax</b>		<b>3,481,222</b>	<b>3,761,216</b>
Income tax expense	1(a)	-	-
<b>Surplus/(deficit)</b>		<b>3,481,222</b>	<b>3,761,216</b>
Other comprehensive income		-	-
<b>Total comprehensive income</b>		<b>3,481,222</b>	<b>3,761,216</b>



## Statement of Changes in Equity

FOR THE YEAR ENDED 30 JUNE 2022

Note	Accumulated Surplus/ (Deficit) \$	Total \$
Balance at 1 July 2020	7,277,634	7,277,634
Surplus/(deficit) for the year	3,761,216	3,761,216
<b>Balance at 30 June 2021</b>	<b>11,038,850</b>	<b>11,038,850</b>
Balance at 1 July 2021	11,038,850	11,038,850
Surplus/(deficit) for the year	3,481,222	3,481,222
<b>Balance at 30 June 2022</b>	<b>14,520,072</b>	<b>14,520,072</b>

## Statement of Cash Flows

FOR THE YEAR ENDED 30 JUNE 2022

Note	2022 \$	2021 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from grants and customers	12,263,272	12,332,859
Payments to suppliers and employees	(9,051,929)	(7,333,762)
<b>Net cash provided by/ (used in) operating activities</b>	<b>3,211,343</b>	<b>4,999,097</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>	<b>(65,638)</b>	<b>(31,153)</b>
Movement in trust funds		
Proceeds from sale of property, plant and equipment	30,782	-
Payment for property, plant and equipment	(3,310,604)	(497,642)
<b>Net cash provided by/ (used in) investing activities</b>	<b>(3,345,460)</b>	<b>(528,795)</b>
Net increase/ (decrease) in cash and cash equivalents	(134,117)	4,470,302
Cash and cash equivalents at beginning of financial year	9,510,562	5,040,260
<b>Cash and cash equivalents at end of financial year</b>	<b>9,376,445</b>	<b>9,510,562</b>

# Notes to Financial Statements

FOR THE YEAR ENDED 30 JUNE 2022

## NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements cover Gunaikurnai Land and Waters Aboriginal Corporation as an individual entity. Gunaikurnai Land and Waters Aboriginal Corporation is a company limited by guarantee, incorporated and domiciled in Australia.

### BASIS OF PREPARATION

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Simplified Disclosures of the Australian Accounting Standards Board (AASB) and under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act). The entity is a not for profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements, except for cash flow information, have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

### (A) INCOME TAX

The company is exempt from tax for income tax purposes.

### (B) PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment is measured at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of property, plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount. A formal assessment of recoverable amount is made when impairment indicators are present. The recoverable amount is assessed as the depreciated replacement cost of an asset.

### DEPRECIATION

The depreciable amount of all fixed assets are depreciated over their useful lives from the time the asset is held ready for use.

The depreciation rates and method used for each class of depreciable assets are:

Buildings	2.5% Prime cost
Leasehold improvements	2.5% to 20% Diminishing value
Plant and equipment	20% to 100% Diminishing value
Motor vehicles	25% Diminishing value

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the profit or loss in the period in which they occur.

### (C) LEASES

The entity assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

A single recognition and measurement approach is applied for all leases, except for short-term leases and leases of low-value assets. Where applicable to the entity, it recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

### RIGHT-OF-USE ASSETS

Right-of-use assets are recognised at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

### SHORT TERM LEASES AND LEASES OF LOW VALUE ASSETS

The short-term lease recognition exemption is applied to its short-term leases (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases that are considered to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term.

### PEPPERCORN LEASE AGREEMENT

The entity has a peppercorn lease that has significantly below-market terms and conditions relating to the property at 27 Scriveners Road, Kalimna West. The peppercorn lease exemption applies and the value of the lease is not included in lease liabilities. The annual base rental amount agreed is \$1 (plus GST) and expires in 31 May 2023.

### (D) FINANCIAL INSTRUMENTS

#### INITIAL RECOGNITION AND MEASUREMENT

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the entity commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transaction costs, except where the instrument is classified at fair value through profit or loss, in which case transaction costs are expensed to profit or loss immediately.

#### CLASSIFICATION AND SUBSEQUENT MEASUREMENT OF FINANCIAL ASSETS

Except for those trade receivables that do not contain a significant financing component and are measured at the transaction price in, all financial assets are initially measured at fair value adjusted for transaction costs (where applicable).

For the purpose of subsequent measurement, financial assets are classified into amortised costs.



# Notes to Financial Statements

FOR THE YEAR ENDED 30 JUNE 2022

## NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES CONT.

Financial assets are measured at amortised cost if the assets meet the following conditions (and are not designated as fair value through profit or loss (FVPL)):

- they are held within a business model whose objective is to hold the financial assets and collect its contractual cash flows
- the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

After initial recognition, these are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial. The entity's cash and cash equivalents, trade and most other receivables fall into this category of financial instruments.

### FINANCIAL LIABILITIES

Non-derivative financial liabilities are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

### IMPAIRMENT OF FINANCIAL ASSETS

AASB 9's impairment requirements use more forward looking information to recognise expected credit losses - the 'expected credit losses (ECL) model'. The entity considers a broader range of information when assessing credit risk and measuring expected credit losses, including past events, current conditions, reasonable and supportable forecasts that affect the expected collectability of the future cash flows of the instrument. Measurement of the expected credit losses is determined by a probability-weighted estimate of credit losses over the expected life of the financial instrument.

### DERECOGNITION

Financial assets are derecognised where the contractual right to receipt of cash flows expires or the asset is transferred to another party, whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are discharged, cancelled or expire. The difference between the carrying amount of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

### (E) IMPAIRMENT OF ASSETS

At the end of each reporting period, the entity reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

### (F) EMPLOYEE PROVISIONS

Provision is made for the entity's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to

be settled within one year of the end of the reporting period have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and related on-costs and the probability that the employee may not satisfy any vesting requirements. The estimated cash outflows are discounted using market yields on national government bonds with maturity terms that match the expected timing of cash outflows.

Obligations for long term employee benefits are classified as non-current except where there is no unconditional right to defer payment, in which case they are presented as current.

### (G) CASH AND CASH EQUIVALENTS

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

### (H) TRADE AND OTHER RECEIVABLES

Accounts receivable and other debtors include amounts due from customers for events, services, and goods sold in the ordinary course of business. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Accounts receivable are initially measured at fair value and subsequently measured at amortised cost, less any provision for impairment.

### (I) REVENUE RECOGNITION

#### OPERATING GRANTS, DONATIONS AND BEQUESTS

When the Company receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance to AASB 15.

When both these conditions are satisfied, the corporation:

- identifies each performance obligation relating to the grant;
- recognises a contract liability for its obligations under the agreement; and
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the corporation:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (for example AASB 9, AASB 16, AASB 116 and AASB 138);
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer); and
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

# Notes to Financial Statements

FOR THE YEAR ENDED 30 JUNE 2022

## NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES CONT.

If a contract liability is recognised as a related amount above, the corporation recognises income in profit or loss when or as it satisfies its obligations under the contract.

### CAPITAL GRANTS

When the company receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognised under other Australian Accounting Standards. The company recognises income in profit or loss when or as the company satisfies its obligations under terms of the grant.

### SALE OF GOODS AND RENDERING OF A SERVICE

Revenue from the sale of goods and rendering of a service is recognised upon the delivery of the goods or service to the customer.

### DONATIONS

Donations, fundraising revenue and bequests are recognised as revenue when received.

### INTEREST INCOME

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument.

### (J) 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 Tax Office.

Receivables and payables in the statement of financial position are shown inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities, which are recoverable from or payable to the ATO, are presented as operating cash flows included in receipts from customers or payments to suppliers.

### (K) ACCOUNTS PAYABLE AND OTHER PAYABLES

Accounts payable and other payables represent the liabilities outstanding at the end of the reporting period for goods and services received by the entity during the reporting period that remain unpaid. The balance is recognised a current liability with the amounts normally paid within 30 days of recognition of the liability.

### (L) CRITICAL ACCOUNTING ESTIMATES AND JUDGMENTS

The entity evaluates estimates and judgments incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the entity.

### KEY JUDGMENTS

#### PERFORMANCE OBLIGATIONS UNDER AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/ type, cost/ value, quantity and the period of transfer related to the goods or services promised.

### (M) ECONOMIC DEPENDENCE

Gunaikurnai Land and Waters Aboriginal Corporation is dependent on funding from State Government Victoria - Department of Environment, Land, Water and Planning for the majority of its revenue used to operate the business. At the date of this report the Board of Directors have no reason to believe the Government will not continue to support Gunaikurnai Land and Waters Aboriginal Corporation.



# Notes to Financial Statements

FOR THE YEAR ENDED 30 JUNE 2022

	2022 \$	2021 \$
<b>NOTE 2: REVENUE</b>		
Government contributions - operating	2,114,818	2,344,968
Latrobe Valley program	-	1,400,000
Victorian Traditional Owners Trust - drawdown	185,500	178,640
Cultural Hub projects	689,846	988,418
Water projects	839,300	589,614
Registered Aboriginal Party projects	1,546,112	359,815
Natural Resource Management projects	1,118,020	1,016,697
Fire projects	1,695,150	1,906,007
Economic Development projects	1,095,486	1,019,713
Asset received free of charge - Hotham property	365,000	-
Funded positions	666,681	201,325
Joint management Income	400,000	-
Other revenue	1,090,090	702,556
<b>Total Revenue</b>	<b>11,806,003</b>	<b>10,707,753</b>

## Revenue can be summarised as follows:

Revenue from contracts with customers	1,118,020	1,016,697
Other income	10,687,983	9,691,056
	<b>11,806,003</b>	<b>10,707,753</b>

## NOTE 3: SURPLUS FOR THE YEAR

Surplus for the year includes the following expenses:

Contribution to defined contribution superannuation funds	441,242	324,290
Auditors remuneration - auditing the financial report	11,580	11,350
Auditors remuneration - audit of funding acquittals	900	876

## NOTE 4: CASH AND CASH EQUIVALENTS

Cash at bank and on hand	9,376,445	9,510,562
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## NOTE 5: TRADE AND OTHER RECEIVABLES

Trade receivables & others	734,502	269,583
Less: Provision for doubtful debts	-	(12,627)
Accrued revenue	-	143,755
Prepayments	3,217	-
	<b>737,719</b>	<b>400,711</b>

# Notes to Financial Statements

FOR THE YEAR ENDED 30 JUNE 2022

## NOTE 6: PROPERTY, PLANT AND EQUIPMENT

	2022	2021
	\$	\$
Land at cost	4,337,147	1,158,781
Building at cost	818,047	790,497
Less accumulated depreciation	(190,128)	(170,188)
Total buildings	627,919	620,309
Total land and buildings	4,965,066	1,779,090
Leasehold improvements at cost	440,217	356,234
Less accumulated depreciation	(167,746)	(144,323)
	272,471	211,911
Plant and equipment at cost	904,936	674,789
Less accumulated depreciation	(472,040)	(390,958)
	432,896	283,831
Motor vehicles at cost	1,179,669	1,066,408
Less accumulated depreciation	(625,019)	(575,046)
	554,650	491,362
Total property, plant and equipment	6,225,083	2,766,194

Movements in carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Land and buildings	Leasehold Improvements	Plant & Equipment	Motor Vehicles	Total
	\$	\$	\$	\$	\$
Balance at the beginning of the year	1,779,090	211,911	283,831	491,362	2,766,194
Additions	2,840,916	83,983	230,147	155,558	3,310,604
Asset received free of charge					
- Hotham property	365,000	-	-	-	365,000
Disposals	-	-	-	(7,575)	(7,575)
Depreciation expense	(19,940)	(23,423)	(81,082)	(84,695)	(209,140)
Balance at the end of the year	4,965,066	272,471	432,896	554,650	6,225,083

## NOTE 7: TRADE AND OTHER PAYABLES

	2022	2021
	\$	\$
<i>Unsecured liabilities:</i>		
Trade creditors & accruals	330,283	381,891
GST liability	508,155	393,297
PAYG payable	83,293	57,839
Superannuation payable	44,835	30,262
Unearned revenue	447,641	380,000
	1,414,207	1,243,289



# Notes to Financial Statements

FOR THE YEAR ENDED 30 JUNE 2022

## NOTE 8: PROVISIONS

	2022 \$	2021 \$
<b>CURRENT</b>		
Annual leave	244,072	221,809
Long service leave	63,351	53,018
	<u>307,423</u>	<u>274,827</u>
<b>NON-CURRENT</b>		
Long service leave	<u>89,136</u>	<u>46,454</u>

## NOTE 9: TRUST FUNDS

Gift Funding	-	(173)
Funeral fund	-	19,948
Scholarship fund	-	64,272
Community benefit fund	18,409	-
	<u>18,409</u>	<u>84,047</u>

## NOTE 10: CASH FLOW INFORMATION

**Cash in the statement of cash flows is reconciled to the statement of financial position**

Cash and cash equivalents	<u>9,376,445</u>	<u>9,510,562</u>
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### Reconciliation of cash flows from operating activities

Surplus/(deficit) after income tax	3,481,222	3,761,217
Depreciation and amortisation	209,140	175,674
Assets received free of charge	(365,000)	-
(Profit)/loss on sale of plant and equipment	(23,207)	-
Decrease/(increase) in trade and other receivables	(337,008)	326,303
Increase/(decrease) in trade and other payables	170,918	630,097
Increase/(decrease) in provisions	75,278	105,806
<b>Net cash provided by/(used in) operating activities</b>	<u>3,211,343</u>	<u>4,999,097</u>

## NOTE 11: CONTINGENT ASSETS AND CONTINGENT LIABILITIES

Under the Traditional Owner Settlement Act 2010, the Victorian government paid a settlement into a trust for the benefit of the Gunaikurnai People. Under the Trust Deed entered into with Victorian Traditional Owners Funds Limited (the Trustee) on 3 October 2011, the entity can recommend to the Trustee from 2030 onwards, that the funds are vested at the request of the entity, and the Trustee must follow that recommendation. In the event that the entity makes this recommendation, it may receive the trust funds on behalf of the Gunaikurnai People. The net funds available at 30 June 2021 was \$16.1m.

There are no other contingent assets or contingent liabilities at balance date.

## NOTE 12: EVENTS AFTER THE REPORTING PERIOD

The board is not aware of any events after reporting period requiring disclosure.

# Notes to Financial Statements

FOR THE YEAR ENDED 30 JUNE 2022

## NOTE 13: KEY MANAGEMENT PERSONNEL COMPENSATION

Any person having the authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including committee members, is considered key management personnel.

The totals of remuneration paid to key management personnel of the entity during the year are as follows:

	2022	2021
	\$	\$
Key management personnel compensation	\$ 719,778	\$ 636,841

## NOTE 14: OTHER RELATED PARTY TRANSACTIONS

Transactions between related parties are on normal commercial terms and conditions, no more favourable than those available to other persons, unless otherwise stated.

### Gunaikurnai Traditional Land Management Board

Funding received for cultural heritage mapping	120,379	
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### East Gippsland Catchment Management Authority

Funding received for various projects	181,225	97,648
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### Lakes Entrance Aboriginal Health Association (LEAHA)

Welcome to Country presentation	500	-
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## NOTE 15: FINANCIAL RISK MANAGEMENT

The entity's financial instruments consist mainly of deposits with banks, accounts receivable and payable.

The carrying amounts for each category of financial instruments are as follows:

### Financial assets

Cash and cash equivalents	9,376,445	9,510,562
Receivables	737,719	400,711
Total financial assets	10,114,164	9,911,273

### Financial liabilities

Trade and other payables	1,414,207	1,243,289
Trust funds	18,409	84,047
Total financial liabilities	1,432,616	1,327,336

## NOTE 16: MEMBERS GUARANTEE

The entity is incorporated under the *Corporations (Aboriginal Torres Strait Islander) Act 2006* and is a corporation limited by guarantee. If the corporation is wound up, the constitution states that the distribution of surplus assets must not be made to any other member or to any person to be held on trust for any member.

## NOTE 17: CORPORATION DETAILS

The registered office and principal place of business of the entity is:  
27 Scriveners Road (Forestec)  
Kalimna West Vic 3909



# Notes to Financial Statements

FOR THE YEAR ENDED 30 JUNE 2022

## Gunaikurnai Land and Waters Aboriginal Corporation

### Directors' Declaration

#### For The Year Ended 30 June 2022

The directors of the company declare that:

1. The financial statements and notes are in accordance with the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and:
  - (a) comply with Australian Accounting Standards - Simplified Disclosures; and
  - (b) give a true and fair view of the financial position of the corporation as at 30 June 2022 and of its performance for the year then ended.
2. In the directors' opinion there are reasonable grounds to believe that the corporation will be able to pay its debts as and when they fall due and payable.

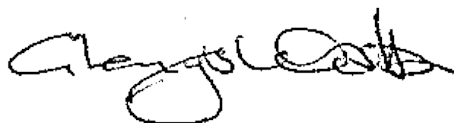
This declaration is made in accordance with a resolution of the Board of Directors.



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Name: Troy McDonald

Position: Board Chair



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Name: Glenys Watts

# Notes to Financial Statements

FOR THE YEAR ENDED 30 JUNE 2021



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Better insights Better decisions

## INDEPENDENT AUDITOR'S REPORT

### To the Members of Gunaikurnai Land and Waters Aboriginal Corporation

#### Opinion

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We have audited the accompanying financial report of Gunaikurnai Land and Waters Aboriginal Corporation ("the Entity"), which comprises the statement of financial position as at 30 June 2022, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and directors' declaration.

In our opinion, the financial report of Gunaikurnai Land and Waters Aboriginal Corporation is in accordance with the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Entity's financial position as at 30 June 2022 and of its performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Regulation 2013*.

#### Basis for Opinion

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We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code*

*of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

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

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

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The directors of the Entity are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards – Simplified Disclosures, the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and the *Australian Charities and Not-for-profits Commission Act 2012*, and for such internal control as the directors determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

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

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

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Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.



# Notes to Financial Statements

FOR THE YEAR ENDED 30 JUNE 2022



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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, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists,

we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company 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.

**Justin Brook**  
Director  
Forefront Pty Ltd

**Place: Sale**  
**Date: 19 October 2022**









# GUNAIKURNAI LAND AND WATERS ABORIGINAL CORPORATION (GLaWAC)

## ANNUAL REPORT 2021-2022

GUNAIKURNAI LAND AND WATERS ABORIGINAL CORPORATION

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