



VACCHO Annual Report 2022-23

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



***Vibrant, healthy, self-determining
Aboriginal and Torres Strait Islander communities***



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Cover image: VACCHO staff 2022 end-of-year photo

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Acknowledgment of Country

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

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

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

Always was, always will be, Aboriginal land.



Board Chair report

My name is Michael Graham. I am a proud Dja Dja Wurrung and Wiradjuri man. I wish to pay my respects to the First Peoples of the lands VACCHO is based and works across. I pay my respect to their Elders past, present and emerging. I extend that respect to all First Peoples based in Victoria. Sovereignty has never been ceded. Always was, always will be.

I also wish to acknowledge the Sorry Business our communities have experienced, and our respected Elders and Community members who have joined the dreaming throughout the year. Loved ones who have dedicated their lives to Community of years past and for future generations to come. I thank them for the legacies and foundations they have built and have left behind.

As another year comes to a close, it welcomes a time of reflection on the successes, learnings, and challenges of the past 12 months. These reflections reinforce that it is a great privilege to work with Community in health and wellbeing – as we continue our work to strengthen self-determined, healthy communities.

The past 12 months have been inspiring with countless achievements across many levels and areas of VACCHO and in our Aboriginal Community Controlled Organisations (ACCOs). For example, it was an honour to celebrate the next generation of our workforce with 65 graduates at the VACCHO RTO graduation in October. I look forward to working with many of the graduates and seeing them have meaningful and rewarding careers in the Aboriginal and Torres Strait Islander health sector in years to come.

Naturally, along with successes, the past 12 months have come with many challenges and difficult and dynamic conversations. A few key areas that come to mind are

around the need to re-establish what a new normal looks like post-pandemic, negotiations with Government on the needs of ACCOs in the lead up to the 2022 Victorian State Election, and work towards the national referendum to amend the constitution for a Community Voice to Parliament. It is these challenges that emphasise my deep appreciation for the strength, resilience and diversity of our Community.

As the backbones of our Communities, I pay special tribute to our 33 ACCOs. The work of our ACCOs to care tirelessly for our families and Community members on a daily basis to improve their health and wellbeing is invaluable and incomparable to that of the mainstream organisations. Our ACCOs are a part of Community, care for Community and are trusted to do so.

Essential to our ACCOs, I express my deepest thanks to our workforce for their unwavering dedication over the past year. All ACCO team members throughout Victoria are healers, life-savers, and carers, empowering the Community not only with healthier living, but crucial knowledge to enrich their lives. From Boorais to dreaming – the efforts of our workforce to actively support the dynamic needs of Community members makes me proud to work in this sector.

Finally, thank you to the Aboriginal and Torres Strait Islander Community of Victoria who inspire me each and every day – thank you for never giving up and standing tall and strong in your communities as we continue to strengthen pathways for generations to come.

Michael Graham

CEO report

Ngatta (which means hello in my traditional Gunditjmara language)

Welcome to VACCHO's Annual Report for 2022/2023.

From my perspective it's been an incredible 12 months with many highlights, but above all else it has been a year of connection.

Upon reflection VACCHO's most memorable moments of the last year involved returning to Country – not once – but twice. Visiting both Framlingham and Lake Tyers Mission stirred up a range of emotions in me. Whilst in many ways these visits were painful, they served as a powerful reminder of the inspiring legacy of Aboriginal Elders and ancestors and the unwavering courage, resilience, and strength that they showed to not only survive but help our people thrive.

These visits lit a fire within me that reaffirmed just how vital the work that VACCHO's 33 Aboriginal Community Controlled Member Organisations and their dedicated staff carry out for Community every day. The work that each of us do is about honoring the legacy of those who have passed while working towards a future where our Boorais can thrive in the country our people have taken care of for thousands of generations.

I want to take this opportunity to pay tribute to Aboriginal Community Controlled Organisations across the State. The leadership, vision, and unique Aboriginal ways of being, knowing, and doing applied by you and your dedicated and Deadly teams has an immeasurable impact on the health and wellbeing of Community. I'd also like to congratulate the Victorian Aboriginal Health Service (VAHS) who this year celebrate their 50th anniversary – what a remarkable achievement.

There have been countless occasions over the last year where Community has stepped up in the face of extremely challenging circumstances. In November, rapid flooding events had a major



impact on Aboriginal and Torres Strait Islander Communities across the state. It was inspiring to see Members and their incredible teams unite to support one another during these challenging times. To see Community and Members assisting with initiatives such as flood donation drives and barbeques for State Emergency Service workers was heartwarming.

VACCHO and our Membership would not be able to care for Community without strong leadership and meaningful partnerships. I'd like to pay tribute to VACCHO Chairperson Michael Graham, the VACCHO Board, and 33 Member CEOs who bring a wealth of experience and dedication to their roles to be staunch and passionate advocates for Community. I'd also like to sincerely thank the Victorian Government, Department of Health, and in particular Minister for Health The Hon. Mary-Anne Thomas and Secretary of the Department of Health Professor Euan Wallace for their valuable support.

On a final note, I'd like to pay tribute to Aboriginal Communities across Victoria for their ongoing engagement and wisdom – and for ensuring the world's oldest living culture is visible on Australia's landscape. VACCHO's deep Community ties and Community roots are central to us continuing to innovate and drive positive health and wellbeing outcomes for future generations.

Let's continue to be bold – let's continue to be brave.

Stay Deadly.

Jill Gallagher AO

Our Members

VACCHO's membership represents the foundational principles of Aboriginal and Torres Strait Islander community control and holistic health care. This principle is simple: giving the Community the power to make decisions for themselves and their communities is the best way to meet their needs.

We achieve this by working closely with our Members and advocating on issues related to Community health and wellbeing, strengthening support networks, increasing workforce development opportunities, partnering with government and mainstream health organisations to embed self-determination and culturally informed approaches across health services and systems, and more. As a result, VACCHO has become recognised as the strong and resilient peak body for Community health and wellbeing in Victoria.



VACCHO was established 27 years ago, in 1996, with the goal of delivering high-quality, culturally safe, health and social services to Aboriginal and Torres Strait Islander communities around Victoria.

Since then, our membership has grown to 33; 26 Full Members and seven Associate Members. From humble beginnings, we've seen our Members grow from Community Organisations run by skeleton crews of highly motivated and dedicated workers to large, high-performing, organisations employing dozens of staff and providing a variety of crucial and complex services for their respective Communities.

Our full Members are as diverse as the Communities they support, delivering culturally appropriate primary health care, childcare, family services, employment services, housing, justice, and all aspects that create a healthy, happy, and supported Community.

Our Associate Members are equally dedicated to deliver quality services, sharing VACCHO's vision to improve the health and wellbeing of Aboriginal and Torres Strait Islander people throughout Victoria, always ensuring that the measure of care lives up to the cultural expectations of the Community.

Members and Associate Members have proven their longevity by positioning themselves as businesses to better support Aboriginal and Torres Strait Islander communities. VACCHO has responded to the growth of our Members, growing our own staff to over 100 dedicated people, so that we can continue to support our Members and Associate Members and provide them with all the tools and resources we can offer so that the momentum for their growth doesn't stop.

VACCHO's continued growth, with a new Associate Member joining our ranks in this past financial year, demonstrates the value VACCHO provides our Members and Community.



Pictured: Attendees of the Member's Meeting in Portland, March 2023

Our Board

As at 30 June 2023

VACCHO is governed by a Board of Directors who represent our Members and the Aboriginal and Torres Strait Islander Community in Victoria.

The Board plays a crucial role in overseeing the determination and implementation of policies and processes that reflect good corporate governance and our core organisational values.

Our Board Directors bring diverse experience and knowledge to their roles, which is vital to informing the work VACCHO does to support Members and Community.



Michael Graham
Chairperson

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

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



Dallas Widdicombe
Deputy Chairperson

Dallas is a proud Dharug man who holds a Bachelor of Social Work and an Advanced Diploma of Business (Governance). Dallas previously worked in the remote Western Australian community of Balgo where he held various positions including the Chief Executive Officer of the Wirrimanu Aboriginal Community.

Dallas works for the Bendigo & District Aboriginal Corporation (BDAC) as the Director of Operations overseeing the BDAC Medical Clinic and Family and Community Services teams. During his time, he has significantly increased the income of the organisation's medical clinic.

Dallas' passions are focused on the future of improved health for his people and believes self-determination plays an integral part in achieving this goal.



Felicia Dean
Director

Felicia Dean is a proud Yorta Yorta woman, and the Chief Executive Officer of Rumbalara. She is a mother of two and grandmother to three.

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



Tammy Bundle
Director

Tammy Bundle is the Chief Executive Officer at Moogji Aboriginal Council East Gippsland Inc.

She is a highly motivated professional with more than a decade's experience in Aboriginal health, financial management, leadership and creating positive clinical outcomes. She is committed to supporting the wellbeing of Community, including self-determination of Aboriginal peoples' needs; to self-govern their own health and strive to deliver culturally appropriate Aboriginal Community Controlled Health Services.

Tammy has served on the boards of several Aboriginal organisations and was the Gippsland Representative on the Premier's Aboriginal Advisory Council.



Belinda Day
Director

Belinda Day is a proud Yorta Yorta, Barapa Barapa and Wemba Wemba woman born and raised in Echuca.

Currently in the role of CEO for Cumeragunja Health and Development Aboriginal Corporation.

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



James Griffiths
Director

James Griffiths is a proud Wangaaypuwan man from Cobarr NSW, who has called Gippsland home for over 22 years.

After losing his sight from 2003, he was legally blind by 2005 and after numerous operations has been completely blind since 2011.

Having lived experience of impairments and the different ways the Community live, James hopes to bring disability advocacy and awareness to the Board of VACCHO. James recently became a member of the Victorian Government's Disability Advisory Council and is a Board Member of Ramahyuck District Aboriginal Corporation in Sale.

Our Structure

As at 30 June 2023

Chief Executive Officer
Jill Gallagher AO

Office of the CEO

Executive Assistant
to the CEO and COO

Executive Assistant to
the Executive Directors

Chief Operating Officer

Corporate Services

People and Operations
Director

Human Resources
Admin & Operations

Strategic Projects
Director

Strategy, Planning and
Project Planning

Technology and
Information Systems
Executive Manager

Information Technology
Services

VACCHO Research
Executive Manager

Research Team

Monitoring, Evaluation
and Learning
Executive Manager

Monitoring, Evaluation
and Learning Team

Quality, Governance
and Compliance
Executive Manager

Quality, Governance and
Compliance Support
Member Support

Workforce Projects
Executive Manager

Workforce Projects Team

Finance
Executive Manager

Finance and
Accounts Services

CMS
Executive Manager

CMS Development and
Deployment Team

Data and Analytics
Executive Manager

Business & Data Analytics

Business Development
Executive Manager

Business Development
Co-ordinator

Social and Emotional Wellbeing

Executive Director

Centre of Excellence
Strategic Project Manager

Project Support

Cultural Safety Services
Executive Manager

Training and Auditing
Accreditation

Policy and Evidence
Executive Manager

Project Support

Suicide Prevention
Executive Manager

Project Support

SEWB
Workforce Support
and Development
Executive Manager

Mental Health and Alcohol &
Other Drugs (AOD)

Victorian Alcohol and
Drug Collection

Workforce Development
and Support

Aboriginal Metropolitan
Ice Partnership

Clinical Advisor

Lived and Living Experience

Population Health

Executive Director

Quality of Life *Executive Manager*

Disability Access Network
Support for Carers
Aged Care & Elders
Victorian Committee for
Aboriginal Aged Care
and Disability

Healthy Communities *Executive Manager*

Nutrition, Food Security and
Physical Activity
Sexual and
Reproductive Health
Tobacco Cessation
Eye Health
Ear Health

Health Equity and Access *Executive Manager*

Improving Care for
Aboriginal Patients (ICAP)
Oral Health Equity
and Access
Journey to the Dreaming
Business Informatics

Workforce Support and Development *Executive Manager*

Aboriginal Health Workers
and Practitioners Network
GP Workforce Strategy
Koori Maternity Strategy
Aboriginal Maternal and
Child Health Expansion
Practice and Quality
Improvement

Chronic Health *Executive Manager*

Prevention, Screening and
Early Detection
Aboriginal Cancer Journey
Strategy

Policy, Advocacy & Communications

Executive Director

Policy and Advocacy *Executive Manager*

Policy Coordination & Development
Government and
Parliamentary Relations
Member Engagement Regarding Policy
and Advocacy
Strong Voice Development
Victorian Aboriginal Health and
Wellbeing Partnerships Forum
Closing The Gap
NACCHO Policy Cooperation
Justice Health

Communications & Digital Services *Executive Manager*

Design
Digital and Multimedia
Publications, Internal and
Member Communications
Project Communications
Support and Strategy

Senior Communications Advisor -
Media and Public Relations

Education & Training

Executive Director

RTO Compliance *Executive Manager*

Compliance Officers

Health and Culture *Executive Manager*

Student Support and Engagement

SEWB Program Delivery *Executive Manager*

SEWB Program Delivery Team

Health Delivery Program *Executive Manager*

Health Delivery Program Team

Business and Leadership Educators

Our Year

Launch of *Victorian Aboriginal Health and Wellbeing Workforce Strategy 2022 – 2026*



Aboriginal Health and Wellbeing Partnership Forum 2022

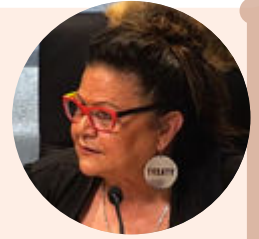


VACCHO student graduation – first celebration of student success in three years due to COVID lockdown impacts



Anniversary of Koori Maternity Services – celebrating 21 years of culturally responsive maternity care

VACCHO CEO Jill Gallagher AO submitted evidence at the Yoorrook Justice Commission's hearings into systemic injustices in Victoria's child protection and criminal justice systems



VACCHO fundraising/ response to Victorian flooding

Launch of culturally safe self-collection Cervical Screening Kits

July 2022 August 2022 September 2022 October 2022 November 2022 December 2022

NAIDOC march

NAIDOC Week 2022 – Aboriginal Advancement League Elders Luncheon



VACCHO and Deakin University's Institute for Health Transformation launch *The Aboriginal Data and Action on Prevention Together (ADAPT)* report

Launch of cultural safety podcast – *Our Strong Voices*



VACCHO's state election platform urges all political parties to put **Aboriginal health in Aboriginal hands**

VACCHO staff attended the NACCHO Youth Conference

Launch of updated second edition of *Healthy, Deadly Lunch Boxes*, VACCHO's popular nutrition guide for kids and parents

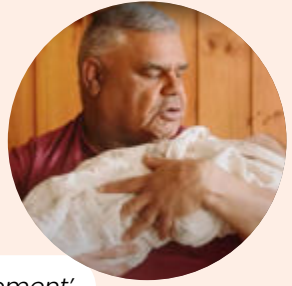


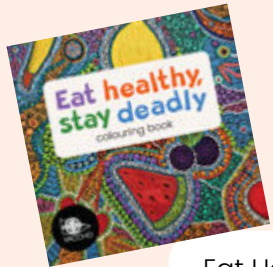
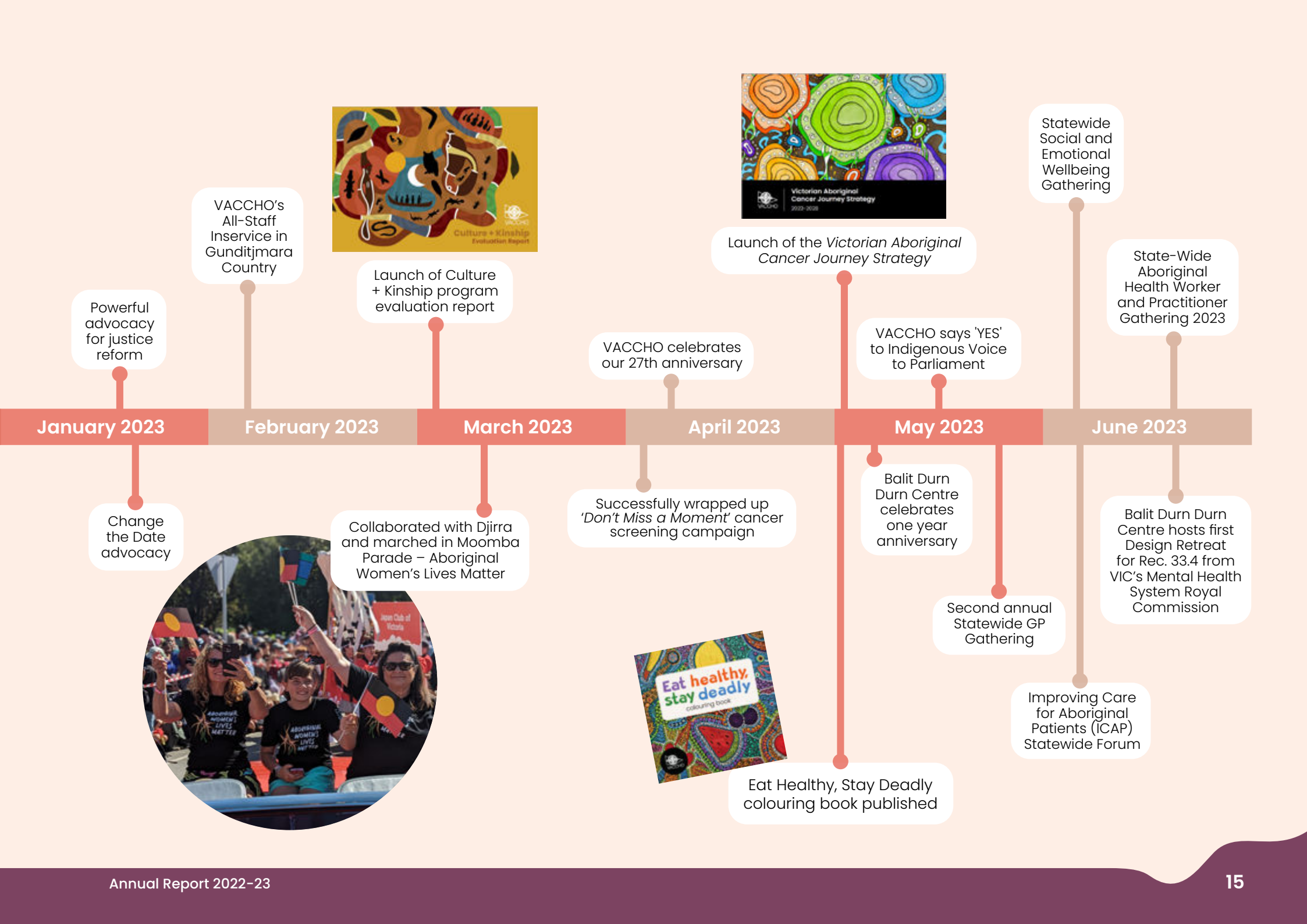
VACCHO's first Community Question Time

Koori Maternity Services workforce forum

'Don't Miss a Moment' cancer screening campaign launched

Launch of Balit Durn Durn website





Our Committees

From July 2022 to June 2023, the following committees supported VACCHO and the Board. These committees met a total of nine times during the financial year. Their time and expertise is much appreciated.

Finance Committee

Responsibilities include:

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

Quality, Risk Compliance and Safety Committee

Responsibilities include:

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

Remuneration Committee

Responsibilities include:

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

Organisation

Our Vision, Purpose, and Values

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

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

Our Principles

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

Our Purpose

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

Our Vision

Vibrant, healthy, self-determining Communities.

Our Cultural Values

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

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



Our People

Our people journey with us – we journey with our people

This Annual Report demonstrates VACCHO’s strategic journey throughout the year, which has been led, mapped, and delivered by an amazing team of diverse people all working together.

We finished FY2023 as a team of 123 people. Across our employee base, 34% of all staff identify as Aboriginal or Torres Strait Islander, while 60% of our Executive Leaders (CEO, COO and Executive Directors) identify.

These surveys help give us direction toward the areas we want to focus on so that we can continuously improve our work in the Community and within our organisation.



	Total	# of Aboriginal and/or Torres Strait Islander staff	% of Aboriginal and/or Torres Strait Islander staff
Executive Directors	5	3	60%
Managers	21	4	19%
All other staff	97	35	36%
Total	123	42	34%





Employee Experience

This Annual Report demonstrates VACCHO's strategic journey throughout the year, which has been led, mapped, and delivered by an amazing team of Aboriginal and Torres Strait Islanders and allies working together.

We are one, yet we are many on individual Employee Journeys. This year we began some focused work on the Employee Journey, considering:

- how we gather our people and invite them to work at VACCHO
- how we welcome new staff to our VACCHO mob and create a workplace where everyone can reach their potential
- how we support staff to be deadly
- how we make a safe workplace that supports and encourages staff to stay at VACCHO
- how we reflect on what messages staff leave behind for others, and what messages they take forward with them.

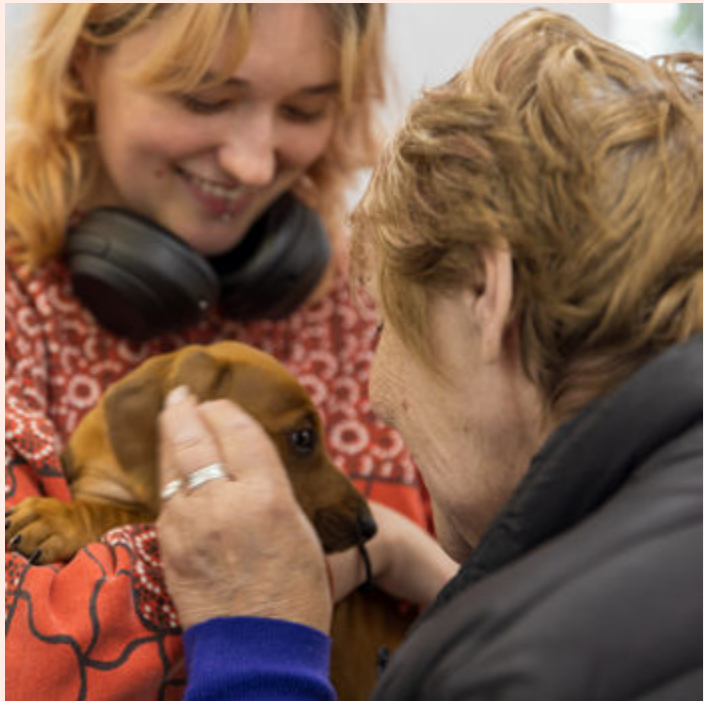
Our VACCHO values were brought to the forefront, and we share them with pride, bringing life to the words every day.

We took a step further in our surveying of staff and measured their engagement using the independent Great Place to Work® employee survey platform. The results showed very high scores for:

- **PRIDE:** employees' sense of pride in their work
- **CAMARADERIE:** employees' sense of enjoyment in the workplace, including the freedom they feel to express themselves, the sense of hospitality in the workplace environment, and the extent to which staff feel they are members of a community.

A highlight for staff during the year was our commitment to providing wellness spaces for staff, including two massage chairs for physical and mental wellbeing.

We also held an incredible In-Service on Gunditjmara Country over three days, attended by over 80% of employees, sharing cultural experiences and learnings, strengthening our collaboration across the organisation.





Quality, Risk Compliance and Safety

At VACCHO, we're committed to establishing strong foundations for safety, risk management, and best-practice quality and compliance measures for ourselves and our Members. We achieved ISO Accreditation 9001: 2016 standards in May 2022 and have dedicated our organisation to continuing to demonstrate these values in our continual improvement journey.

Embedding safety, risk management, and compliance measures in all of our work is important to us as we do all we can to support our Members and our staff. VACCHO is always growing and we're deeply committed to maintaining our quality of service through our Quality Management System. We understand it is essential that we provide the best possible services to our Members and this is our driving force as we shape our organisation moving forward.

Part of quality management is managing risk, and risk thinking, particularly regarding strategic and operational governance structures. Our compliance, contract management and legislative obligations are top of mind as we strengthen our foundations, through internal auditing. Knowledge management and document control measure assist in providing consistent policies and procedural documentation to guide staff in the way we provide services. We have a robust safety committee that helps provide a safe workplace environment and continues to monitor compliance in this area.

Our compliance, contract management, and legislative obligations are at the forefront of everything we do as we strengthen our foundations, along with internal auditing, knowledge management, document control, and occupational health and safety systems. We have implemented our Continuous Improvement strategy, allowing ideas and feedback from everyone within the organisation to share their thoughts and suggestions for improvement as we continue our journey forward together. This level of engagement allows new ideas and fresh perspectives, creating an opportunity for VACCHO to reach new heights.



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

Corporate Governance Statement

At VACCHO, we understand “corporate governance” to be the framework of systems and processes, rules, and relationships, within and by which, authority in an organisation is exercised and the organisation is directed and controlled.

Our aim with corporate governance is to create long-term, sustainable value for all our stakeholders (including our members, supporters and especially those we serve).

Our Board of Directors recognises its role in overseeing the determination and implementation of policies and processes that reflect good corporate governance and understands that these must, like our Core Values, inform and guide the attitudes, decisions and actions that make up the fabric of our life and work. We also recognise that this is another area in which we must continuously make improvements by considering, reviewing, testing, and changing processes.

The Governance Standards under the ACNC Act are the main requirements applying to VACCHO in relation to corporate governance. The ACNC Governance Standards are:

- Standard 1 – Purposes and not-for-profit nature.
- Standard 2 – Accountability to members.
- Standard 3 – Compliance with Australian laws.
- Standard 4 – Suitability of responsible persons.
- Standard 5 – Duties of responsible persons.

Under ACNC Governance Standard 3, VACCHO must comply with Australian laws. VACCHO is regulated by the Associations Incorporation Reform 2012, as modified by the ACNC Act. VACCHO holds tax endorsements and concessions and is also subject to the Income Tax Assessment Act 1997 (Cth) (Income Tax Act) and relevant fundraising legislation.

In addition, our Board has adopted the Australian Institute of Company Directors’ “Good Governance Principles and Guidance for Not-for-Profit Organisations” (AICD NFP Principles).

We have voluntarily adopted the Australian Securities Exchange’s Corporate Governance Principles and Recommendations (ASX Principles) and apply them, as it is sensible and realistic to do so even though we are not a listed entity, considering our position as a large, not-for-profit organisation and with due regard to the scope of our operations and level of donor and public interest.

The Board considers that the ASX Principles and the ACNC Governance Standards are consistent.

Financial Report

Snapshot

This is a snapshot of our revenue and expenditure over FY2023 compared to the previous four years. You can find more detail in the extracts from our audited Annual Financial Statements for the year ended 30 June 2023 set out on pages 24 to 30.

We are registered with the Australian Charities and Not-for-Profit Commission (ACNC) as a "large charity" and we will be disclosing our financial performance in the 2023 Annual Information statement, which we will lodge with the ACNC and which will be available via the ACNC's Charity Register.

Income

	FY23 \$m	FY22 \$m	FY21 \$m	FY20 \$m	FY19 \$m
Grants and funding	25.762	25.903	14.444	17.952	11.669
Other income	1.424	1.221	2.068	0.993	0.847
Total income	27.186	27.124	16.512	18.944	12.516

Disbursements

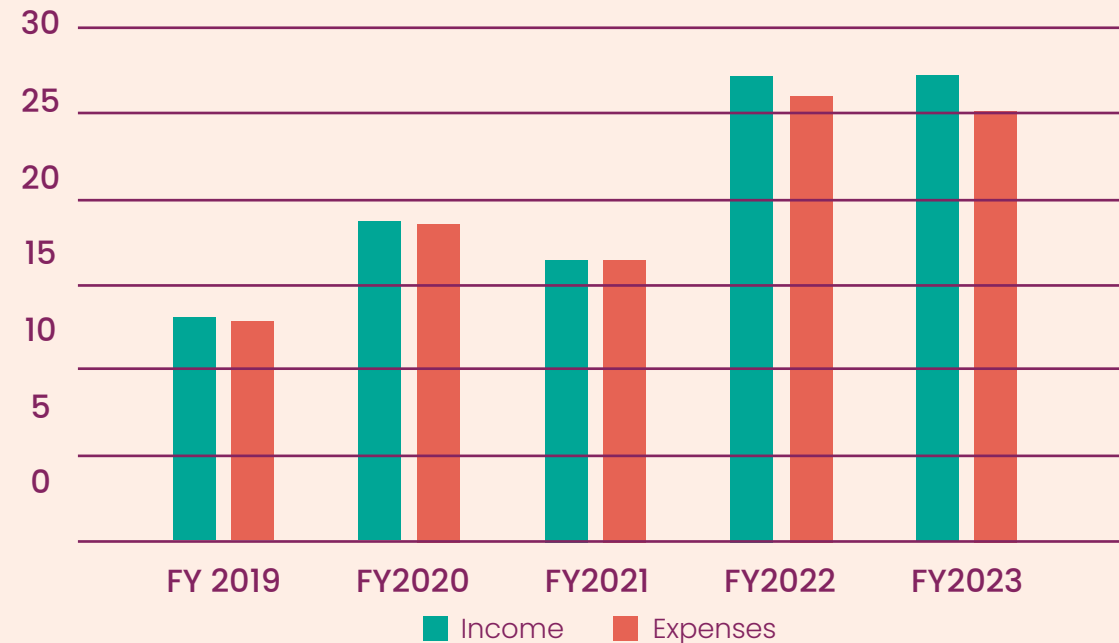
	FY23 \$m	FY22 \$m	FY21 \$m	FY20 \$m	FY19 \$m
Program operational expenses	8.893	13.105	5.557	9.423	3.902
Employee expenses	13.599	11.131	9.423	8.078	6.817
Depreciation expenses	0.342	0.395	0.401	0.331	0.225
Office expenses	1.327	1.059	0.730	0.765	0.733
Other expenses	0.631	0.258	0.348	0.135	0.775
Total disbursements	24.792	25.948	16.459	18.732	12.452

Surplus

	FY23 \$m	FY22 \$m	FY21 \$m	FY20 \$m	FY19 \$m
Excess of income over expenditure	2.394	1.176	0.053	0.213	0.065
Total surplus	2.394	1.176	0.053	0.213	0.065

Figures have been rounded. As such there may be minor discrepancies between financial reports.

Income/Expenses



Summarised Financial Report

Extracts from our audited Annual Financial Statements

The information found on the following pages is extracted from our Annual Financial Statements for the year ended 30 June 2023.

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Statement of Financial Position	Page 29
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All amounts are presented in Australian dollars. You can find a full version of our audited Annual Financial Statements for the year ended 30 June 2022 on our website. This will also be lodged with the ACNC.

Public Officer's Statement

In the officers' opinion:

- the attached financial statements and notes comply with the Australian Accounting Standards – Simplified Disclosures, the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Reform Act 2012;
- the attached financial statements and notes give a true and fair view of VACCHO's financial position as at 30 June 2023 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that VACCHO will be able to pay its debts as and when they become due and payable.

On behalf of the officers



Jill Gallagher, AO (CEO VACCHO)

Dated this 18th day of September 2023

Statement by Members of the Committee

In the opinion of the committee, the financial report as set out on pages 24 to 30:

1. Presents fairly the financial position of Victorian Aboriginal Community Controlled Health Organisation Incorporated as at 30 June 2023 and its performance for the year ended on that date in accordance with Australian Accounting Standards – Simplified Disclosures, the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Reform Act 2012.
2. At the date of this statement there are reasonable grounds to believe that Victorian Aboriginal Community Controlled Health Organisation Incorporated will be able to pay its debts as and when they fall due.

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



Michael Graham (Chairperson)

Dated this 18th day of September 2023



Dallas Widdicombe (Deputy Chairperson)

Auditor's Independence Declaration



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AUDITOR'S INDEPENDENCE DECLARATION

As lead auditor for the audit of the financial report of Victorian Aboriginal Community Controlled Health Organisation Inc for the year ended 30 June 2023, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

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

RSM AUSTRALIA PARTNERS

B Y CHAN
Partner

Dated: 18 September 2023
Melbourne, Victoria

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Statement of Profit and Loss and Other Comprehensive Income

for the year ended 30 June 2023

	2023	\$	2022	\$
Revenue				
Grant and funding	25,762,460		25,903,202	
Other income	1,423,492		1,221,332	
Total revenue	27,185,952		27,124,534	
Expenses				
Program operational expenses	8,893,137		13,104,958	
Employee expenses	13,599,305		11,131,486	
Depreciation expenses	342,436		395,427	
Office expenses	1,326,968		1,058,868	
Other expenses	630,496		258,069	
Total expenses	24,792,342		25,948,808	
Surplus for the year attributable to the Members	2,393,610		1,175,726	
Surplus for the year	2,393,610		1,175,726	
Other comprehensive income	-		-	
Total Comprehensive Income for the year attributable to the Members of the Entity	2,393,610		1,175,726	

Statement of Financial Position

for the year ended 30 June 2023

	2023	\$	2022	\$
Assets				
Current assets				
Cash and cash equivalents	3,856,570		17,899,635	
Trade and other receivables	429,348		871,923	
Other Financial assets	23,126,787		10,020,000	
Property purchase deposit	-		3,400,000	
Other	94,330		105,815	
Total current assets	27,507,035		32,297,373	
Non-current assets				
Property, plant and equipment	26,383,199		6,253,025	
Intangible asset	126,335		131,860	
Total non-current assets	26,509,534		6,384,885	
Total assets	54,016,569		38,682,258	
Liabilities				
Current liabilities				
Trade and other payables	4,308,596		4,852,735	
Employee benefits	1,165,114		955,457	
Contract liabilities	24,431,216		19,714,958	
Total current liabilities	29,904,926		25,523,150	
Non-current liabilities				
Employee benefits	134,863		75,938	
Borrowings	8,500,000		-	
Total non-current liabilities	8,634,863		75,938	
Total liabilities	38,539,789		25,599,088	
Net assets	15,476,780		13,083,170	
Equity				
Retained surplus	15,476,780		13,083,170	
Total equity	15,476,780		13,083,170	

Statement of Changes in Equity

for the year ended 30 June 2023

	Retained Surpluses	Total Equity
	\$	\$
2023		
Balance at 1 July 2022	13,083,170	13,083,170
Surplus for the year attributable to the members	2,393,610	2,393,610
Balance at 30 June 2023	15,476,780	15,476,780
2022		
Balance at 1 July 2021	11,907,444	11,907,444
Surplus for the year attributable to the members	1,175,726	1,175,726
Balance at 30 June 2022	13,083,170	13,083,170

Independent Auditor's Report



RSM Australia Partners

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INDEPENDENT AUDITOR'S REPORT To the Members of Victorian Aboriginal Community Controlled Health Organisation Inc

Opinion

We have audited the financial report of Victorian Aboriginal Community Controlled Health Organisation Inc (the Association), which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, the public officer's statement and statement by members of the committee.

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

- (a) giving a true and fair view of the Association's financial position as at 30 June 2023 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Simplified Disclosures under AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022 and the Associations Incorporation Reform Act 2012.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Responsibilities of Management and the Members of the Committee for the Financial Report

The members of the committee of the Association are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures under AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities, the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act) and the Associations Incorporation Reform Act 2012, and for such internal control as the members of the committee determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.aasb.gov.au/auditors_responsibilities/ard.pdf. This description forms part of our auditor's report.

Independence

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

RSM AUSTRALIA PARTNERS

B Y CHAN
Partner

Dated: 19 September 2023
Melbourne, Victoria

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Acknowledgements

We would like to sincerely thank everyone involved in helping us create change for the next generation and all to come.

We would like to thank our Members and staff for their invaluable contribution to our purpose as an organisation. We appreciate all you do.

Thanks to our partners, funders, and supporters, who strengthen our work and our organisation on many levels. Finally, we thank Community and the whole Community-controlled sector, who show strength in the face of adversity, a determined spirit in the face of instability and, above all, care for each other.



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