

Annual Report

2022 - 2023



# **Acknowledgment of Country**

Weenthunga Health Network Inc. acknowledges the Traditional Custodians on whose Country we do business. In 2022-2023, we had place-based Spaces on Boon Wurrung, Dja Dja Wurrung, Wadawurrung and Wurundjeri Country. We thank you for warmly welcoming us with such generosity, kindness and care.

We pay our deepest respect to Ancestors and Elders, who have nourished and loved Country since time immemorial.

To all First Nations people reading our Annual Report, we acknowledge you, and your Ancestors, Elders, family and community.

We express our deepest gratitude to all that's an interconnected part of Country: land, waters, sky, stars, plants, trees, animals, birds and kin. All of these have spirit, stories, and a role in our health and wellbeing, as we do theirs.

Always Was, Always Will Be.



**Cover image:** Lee Couch (L.A. Couch) and Aunty Peta Hudson (Wunyun Healing) at our 2022 First Nations Women in Health Retreat on Wurundjeri Country. **Photo:** Jacinta Keefe.

Photo acknowledgments: We acknowledge Jacinta Keefe and James Henry whose photographs we proudly share in our 2022-2023 Annual Report.

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# **About Weenthunga**

Established in 2010, Weenthunga means 'hear/understand' in Woi Wurrung, language of the Wurundjeri people of the Kulin Nation.

We are an Aboriginal Community Controlled Organisation, with First Nations leadership at governance and operational levels.

Our **vision** is people, community, and Country are healthy and thriving.

Our **purpose** is to uphold health sovereignty and progress health justice for First Nations people in so-called Victoria.

We see **health sovereignty** as being innate since Creation. We're growing, nourishing and connecting the First Nations health, wellbeing and healing workforce.

We see **health justice** as being necessitated by invasion and the ongoing impacts of the colonial project. We're building critical allyship and igniting transformational change across health and health education systems.

We work **two-way**, joining First Nations and Settler Australian voices, knowledges, and strengths.

Our **values**, grounding us in our work, are the 4Rs (Relationships, Respect, Reciprocity and Responsibility) + Resistance.

Our ways, guiding us in our work, are the 7Ps (Purpose, People, Place, Process, Preparation, Pace, Pause).

### **Our Logo**



Our logo, Connecting Through Conversations, was created in 2010 by Shawana Andrews.

Shawana is a proud Palawa woman and one of Weenthunga's first Members.

The flames represent the campfire, a focal point for sharing knowledge and listening.

The circles represent communities, which have an abundance of knowledge to share.



Our artwork, *Balance*, was created in 2010 and is also by Shawana Andrews. Our Committee of Management and staff at the time gathered and reflected about Weenthunga's journey since inception.

This image represents balance across time, place and people. It shows the timeless anchor of Mother Earth with the four principles of relationship, respect, reciprocity and responsibility embedded within. The **fish** show a river of movement of community through time, from past to future, demonstrating connectedness and leadership. They also show diversity across communities that builds strength from its networks and two-way learning and working. The **spiraling fish** moving from the collective display strength and bravery in their leadership, leading through education and the support of generations. The **Ancestors** in possum skin cloaks stand together strong beneath the ancient trees and **Elders**, showing the way. The **moths**, humble creatures who show great adaptability and resilience, represent women as they move across Country and water, linking time and place through knowledge and understanding. They show great aptitude as they emerge from the earth, move through the community, learning from their Ancestors and Elders. They create a path that others can follow and finally come together, drawing on old and new knowledge in their shared vision of First Nations' health.

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### **Presidents Report**

On behalf of the Committee of Management, I am pleased to present the President's Report for 2022-2023. This year we've created space for reflection, affirmed our purpose, and embedded our learnings from the global pandemic. The extraordinary achievements of our team and Members move us closer towards our vision of people, communities and Country being truly healthy and thriving.

At Weenthunga, we're valuing and practicing cultural humility and two-way working, demonstrating what's possible when knowledge systems meet and mix. The alignment and expression of our work in relation to health sovereignty and health justice has further evolved and strengthened our understanding and practice of two-way working.

Our two-way focus at Weenthunga is contributing to systemic change that will see a balanced and decolonised health care system where everyone benefits.

This year, a key focus of the Committee was updating Weenthunga's Model Rules. We're so pleased that we were able to hear/understand the voices of our Members in this process and that the proposed changes were supported by the vast majority of Weenthunga's Membership.

I'd like to acknowledge our then Committee of Management who led Weenthunga through these changes: Full Members Georgia Radford (Vice President), Glenn Milliken (Treasurer) and Kevan Horder, and Associate Members Sowmya Rao, Katherine Monson and David Menzies. Further I'd like to thank our new Committee Members, Storm Henry and Lilly Backshell, who along with myself,

Georgia and Glenn are implementing our new Rules with careful consideration.

Without question, our Rule change has strengthened First Nations Community Control at Weenthunga. As a result of this, Settler-Australian people are no longer able to be Members (i.e. owners) of Weenthunga. That said, our commitment to and belief in two-way across our organisation forges ahead.

This year, some highlights have included:

- Staff, Committee and Collaborators Retreat (pictured) held on Boon Wurrung Country, with sharing from inspiring community leaders: N'arwee't Aunty Carolyn Briggs, Karen Milward, Nicole Cassar and Brad Brown.
- Creating shared definitions for our values (4Rs+Resistance) and articulating our ways of working (7Ps).
- Governance training for Committee, Collaborators and Members.
- Growing our fee-for-service income in health justice to invest in our health sovereignty work.

I'm proud of Weenthunga's growth and progress during my time as President over the last three years and look forward to what comes next.



TYA FRY
President
Gunditjmara/Wotjobaluk



# **Committee of Management**



TYA FRY
PRESIDENT
Gunditjmara/Wotjobaluk
Occupational Therapist



GEORGIA RADFORD
VICE-PRESIDENT
Ngarrindjeri
Registered Nurse



GLENN MILLIKEN
TREASURER
Kamilaroi
Physiotherapist



STORM HENRY COMMITTEE MEMBER Pitjantjatjara Midwife



LILLY BACKSHELL
COMMITTEE MEMBER
Bunurong
Doctor

Weenthunga would like to thank past Committee of Management Members, Kevan Horder (Full Member), Sowmya Rao, Kat Monson and David Menzies.

# Membership

Weenthunga Membership is for First Nations people living and/or working in so-called Victoria.

**Full Membership** is for First Nations people in health, wellbeing and healing roles.

Associate Membership - Individual is for First Nations people who have a commitment to the purpose of Weenthunga.

Associate Membership - Student is for First Nations people studying health, wellbeing and healing courses.

Weenthunga's Membership comprises over 200 First Nations people. Our Members represent much diversity in the health sector, and we offer a meeting place for all to gather.

Our Members hold roles including
Traditional Healer, Aboriginal Health
Worker/Practitioner, Aboriginal Hospital
Liaison Officer, Doctor, Nurse, Midwife,
Allied Health Professional and more. Their
workplaces include Aboriginal Community
Controlled Health Organisations, hospitals,
health charities, not-for-profits, government
departments, private practice, Blak Business
and more.

# **Model Rules Update**

Driven by Member and community conversations, in 2022 our Committee of Management determined a key priority was to review Weenthunga's Model Rules. These had not been revised since we became incorporated in 2010.

The Committee contracted Terri Janke and Company to guide us through this process. We were fortunate to work with Neane Carter (Djaara, Yorta Yorta, Wamba Wamba, Wergaia/ Wotjobaluk), Solicitor, and Anika Valenti, Senior Associate.

The changes to our Rules included:

- Adding a preamble with the history of Weenthunga
- Updating the purpose and objectives
- Revising language and terminology
- Updating Membership and governance eligibility, and
- Ensuring all Members and Committee of Management were First Nations people.

A key part of this process was ongoing consultation with Members, who at the time included First Nations and Settler Australian health professionals. We received Member feedback via an online survey and virtual yarning sessions. We were appreciative of the 50+ Members who engaged with this process.

In addition, we met with community leaders and organisations who had been through recent Rule/Constitution changes themselves, including Donna Murray, CEO of Indigenous Allied Health Australia (IAHA). We were also informed by conversations occurring at the Victorian Aboriginal Community Controlled Health Organisation (VACCHO) Members Meetings and the Aboriginal Health and Wellbeing Partnership Forum (AHWPF).

At our 2022 Annual General Meeting, Weenthunga Members voted in support of our proposed Rule changes. These changes bring our rules in-line with Consumer Affairs Victoria (CAV) Model Rules and Australian Charities and Not-For-Profits Commission (ACNC) Model Constitution.

By strengthening Community Control and self-determination, our new Rules secure the future of Weenthunga.

Weenthunga remains committed to valuing and practicing two-way working, which was added to the new Rules as part of our purpose and objectives. Our Committee have affirmed this commitment. Since our Rules change, we have been joined by former Associate Members Sowmya, Kat and David at Weenthunga Retreats, events, workshops and meetings.

Weenthunga's Collaborator Network was also established as a Space for former Associate Members, as well as others who are demonstrating critical allyship and share Weenthunga's vision and purpose. This Space exists to continue and deepen relationships with Collaborators dedicated to this work.

Unfortunately, we didn't see significant interest from former Associate Members to join our Collaborators Network. We have, however, had uptake from Collaborators we've met during our Cultural Safety and Critical Consciousness (CSCC) workshops. We've now determined that participation in our workshops is a prerequisite for joining in the Space. We look forward to building the Collaborators Network more next year and expanding our offerings to those progressing health justice in ongoing and tangible ways.

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### **CEO** Report

It's with unwavering gratitude that I continue journeying with Weenthunga and have the opportunity to proudly contribute to our 2022-2023 Annual Report. It's a blessing to be backed by many as we take our next steps together, including Ancestors, Elders, Committee of Management, staff, Members, family, community and Collaborators.

Our health sovereignty focus at Weenthunga is contributing to systemic change to ensure that the First Nations health workforce is feeling well, sustained and leading in roles.

To us, health sovereignty relies on First Nations knowledge, including knowledge of Country and all that's an interconnected part of Country. Since invasion, attempts to extinguish our sovereignty and sovereign health ways are evident.

We have the right to health sovereignty. The United Nations Declaration on the Rights of Indigenous Peoples, 2007, Article 24, Section 1 states: "Indigenous peoples have the right to their traditional medicines and to maintain their health practices, including the conservation of their vital medicinal plants, animals, and minerals".

Health sovereignty is intrinsically linked to self-determination in health; that is, our agency to care for people, communities and Country our way. Further, health sovereignty enables us to make more informed choices about our health. This is because we have greater access to information about our care practices.

At Weenthunga, we center First Nations models of care and intentionally create intergenerational Spaces to gather, learn and

share our care practices; namely, our Nyarrn-gakgo mangkie, Social and Emotional Wellbeing, Aunty's Voices, Membership and Communications Spaces. Arkeria, Ash, Canisha and Kylie, thank you for your energy and love in these Spaces, and the incredible outcomes you're achieving towards this change.

This year, some highlights have included:

- Inaugural First Nations Women in Health Retreat (pictured), attended by 56 Weenthunga Members and 19 children.
- Women's Talk Health Day, attended by 21 First Nations young women in high school.
- Model Rule change, which passed at our 2022 AGM.
- Content creation, which we've shared via our eNews and social media platforms (i.e. Facebook and Instagram).

It's been said that Weenthunga's voice is "radical". This has meant that we've been othered, excluded, and defunded by people and organisations who benefit from the harmful systems we're seeking to dismantle. Still we continue to stand strong, speak up and act with cultural integrity.

The movement is building, and I'm excited for all that's to come next from First Nations leadership, critical allyship, and two-way working.



**SAM PAXTON**Chief Executive Officer
Waywurru



### **COO** Report

The opportunity to be involved in, learn from, and contribute to the work of Weenthunga is one I feel gratitude and a deep sense of responsibility for.

Our health justice focus at Weenthunga is contributing to systemic change to ensure we're dismantling the oppressive systems of settler-colonialism, racism and colourism that cause health inequities, and embedding anti-racism in health and health education.

When we speak of health justice we're talking about justice in the true sense of the word; not how it's misused in relation to legal/carceral systems.

First Nations people have the right to health justice. The United Nations Declaration on the Rights of Indigenous Peoples, 2007, Article 24, Section 1 states: "Indigenous individuals also have the right to access, without any discrimination, to all social and health services".

We see Settler-Australians as holding responsibility for contributing the energy and labour required to progress health justice. We also see that dismantling these systems, and the provision of culturally safe healthcare, will benefit everyone who lives on these stolen lands.

Weenthunga's work in this space includes our Cultural Safety and Critical Consciousness (CSCC) work, the Victorian Aboriginal Health Education Network Online (VAHENonline), and the Collaborators Network. Aileen, Dani and Sarah, together, we've deepened our understanding of critical allyship as an ongoing practice, not a label or identity - I appreciate your commitment and sharing this journey with you.

This year, some highlights have included:

- Connecting and deepening relationships with health professionals within our CSCC workshops.
- VAHENonline monthly community of practice with health educators.
- Developing our Theory of Change and indicators.
- Amplifying our voice on local, state-wide and national platforms, including AHPRA's Aboriginal and Torres Strait Islander health workforce event series.

We're excited to continue to evolve our work and connecting people with the movement – the river of fish.

As Renni Edo-Lodge shares in her book Why I'm No Longer Talking to White People about Race, "systems are made up of people". We will continue our advocacy through letters to politicians and bureaucrats, social media, having challenging conversations with Boards and Executives, and holding Settler-Australians and institutions accountable for health justice.



**ERIN MCKINNON**Chief Operations Officer
Irish and Scottish



# 2022-2023 Moments and Memories

















































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## Nyarrn-gakgo mangkie Spaces

Nyarrn-gakgo mangkie, meaning 'hear within' in Woi Wurrung, exists for First Nations young women who are passionately pursuing a role in health, wellbeing, and healing.

We have a *Little Sis Space* for young women in senior secondary school and a *Big Sis Space* for young women in further education and/or their early workforce years.

Our lived experience has taught us "if you can see it, you can be it" and we thoughtfully and intentionally create opportunities, experiences, and connections to grow the First Nations health workforce.

Activities in our Nyarrn-gakgo mangkie space include individual backing, such as career mentoring, and collective backing, such as our annual Women's Talk Health Day.

This year, we had **50 First Nations young women** engaged in Nyarrn-gakgo mangkie from Boon Wurrung, Dja Dja Wurrung, Latji Latji, Wadawurrung and Wurundjeri lands.

Nyarrn-gakgo mangkie highlights included:

- Launching our Voices of First Nations Women video series at the Central Victorian Indigenous Film Festival.
- Hosting our annual Women's Talk Health Day at RMIT University Bundoora Campus (pictured). Thanks to the team at Ngarara Willim for your ongoing support.
- Offering financial backing to Big Sis young women to attend the IAHA National Conference and the Wiyi Yani U Thangani (Women's Voices) National Summit.
- Hosting an On Country Retreat on Dja Dja Wurrung Country.
- Connecting with young women and their families.



KERIA ARMSTRONG SPACES LEAD Gamilaraay and Bigambul



CANISHA CLEMMET-KENNEDY MENTOR Trawlwoolway



KYLIE CLARKE
SPACES LEAD
Gunditjmara,
Wotjobaluk,
Ngarrindjeri and
Buandig



AILEEN TRAYNOR
COLLABORATOR
Uruguayan and
American



# Social and Emotional Wellbeing Space

Our Social and Emotional Wellbeing (SEWB) Space exists for First Nations women and non-binary mob in health, wellbeing and healing roles, who are also our Members.

At Weenthunga, we "care for the carers". The COVID-19 pandemic shone a light on many things, including the vital importance of health workforce's wellbeing in providing care for all of us.

Our SEWB service is also needed because of the burnout, exhaustion, racism, and colonial load that most First Nations health professionals experience.

As a result of the Victorian State Government's Aboriginal Health Workforce Fund, we established our SEWB outreach service, which reached capacity one month after launching.

This year, we had **60 First Nations health professionals** engaged from across so-called Victoria and an extensive wait list.

Like Nyarrn-gakgo mangkie, SEWB provides individual backing, such as clinical supervision and wellbeing yarns, as well as collective backing, such as our First Nations Women in Health Retreat.

An evaluation demonstrated our SEWB service improved the SEWB of 100% of First Nations women and non-binary mob, retained 98% in the health sector, and led to 1 in 5 being promoted and/or having their careers progressed. After gathering the First Nations health workforce in this way, we also observed more expansive and streamlined care referral pathways for mob.

SEWB highlights included:

- Creating communities of care at our First Nations Women in Health Retreat (pictured).
- Sending Yaali Collective self-reflection and affirmation sets to all Retreat attendees, and hosting a virtual dinner and yarn with creator Tanieka.
- Joining VicHealth's Future Healthy First Nations Action Committee.
- Hosting a three-part series with Caroline Kell from Blak Wattle Consulting, with a focus on burnout, routines and rituals, and boundary setting.
- Creating practice tools to validate the experiences of First Nations health professionals.
- Providing wellbeing support at the Foundation for Young Australians (FYAs) Blak Up event (fee-for-service).
- Being invited to teach the Diploma of Counseling at VACCHO (fee-for-service).

We are looking forward to expanding our SEWB service to more Members next year, including men.



**ASH PAXTON** SPACES LEAD Waywurru



# **VAHENonline Space**

Our Victorian Aboriginal Health Education Network Online (VAHENonline) Space exists to address absent, inadequate and/or racist curriculum content about First Nations people. A vibrant platform, VAHENonline encourages and supports collaboration between health academics and disciplines across universities in so-called Victoria.

This year, we had **134 contributers** to VAHENonline from across 17 different universities and associated institutions. Of the users, 13% have identified as First Nations people.

VAHENonline contributers have consistently challenged the conventional boundaries of tertiary education systems by breaking down silos between universities and health disciplines.

Access to an online Learning Management System (LMS) and Monthly Reflective Sessions via Zoom have provided VAHENonline contributers with platforms to actively engage in critical allyship and cultivate meaningful connections.

Our approach has encouraged contributers to develop their critical consciousness and has created a safe space for people to vulnerably share their thoughts and experiences regarding the process of decolonising health curricula.



ASH PAXTON SPACES LEAD Waywurru

VAHENonline highlights have included:

- Delivering lectures into occupational therapy, psychology, and dietetics.
- Providing tutor training.
- Writing and marking student assessments.
- Delivering our Monthly (now bimonthly) Reflective Sessions, with topics including: The Coin Model (three part series), Institutional Racism within the University Domain (two part series), Holding Space for the Voice, and Consumption versus Contribution.
- Launching our bimonthly Connecting and Sharing Sessions.
- Ash continuing her involvement and participation in Monash University Turner Institute for Brain and Mental Health Community Reference Council.

We are looking forward to offering our VAHENonline services to more health academics, disciplines and universities next year.



DANI AMIET
COLLABORATOR
Filipino, UK and
Swiss



### **CSCC Space**

Our Cultural Safety and Critical Consciousness (CSCC) Space is unpacking power, privilege and racism in health at an individual, organisational, and systemic level. CSCC is a journey of unlearning and relearning, which improves cultural safety and progresses anti-racism.

This year, Sam, Ash, Arkeria, Erin, Dani and Aileen delivered 23 CSCC workshops to **200 professionals** working across a diverse range of health roles and settings. These included hospitals, health services, not-for-profits, and government departments.

Grounded in our values, relationality, and two-way working, we've deepened connections with organisations that we've walked alongside for several years. We take steps with them as they seek to embed changes in ways of thinking, being and doing, as well as confront barriers of entrenched and systemic racism.

We are clear with organisations from our first conversations that we only work with those who share our commitment to transformational change. We reflect and learn alongside these organisations. We have challenging conversations when required to ensure accountability for putting learnings and stated commitments into practice.

It is instructive to see the hold of systemic racism in health when staff who've accessed our training seek to put learnings into practice. Far too often, they are confronted with processes and leaders who are unwilling to substantially change the status quo and/or relinquish power.

It is then we see whether real commitment to transformative change exists, or whether (consciously or not) motivations are more related to saviourism, performance or tokenism (however 'well-intentioned'). When this is the case, we've learned that it's likely those people and organisations do not believe they have anything to learn or gain from First Nations health knowledge and practice; beliefs which stem from an ingrained white supremacist ideology.

We are looking forward to expanding our CSCC services next year, including by offering coaching and auditing.

# **Funding**

We received significant one-off grant funding from the Victorian State Government which reduced the number of philanthropic grants we pursued. We value continued relationships with organisations commissioning our fee-for-service work. In sharing of our work, we have had further growth and opportunities for generating self-determined income for health sovereignty.



SARAH STOLLER COLLABORATOR English and Russian



### **Treasurers Report**

This finance report is drawn from our 2022-2023 financial statements, prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, complying with Australian Accounting Standards - Simplified Disclosures and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2020, and audited by Ax3 Partners Pty Ltd.

Weenthunga's income increased substantially in 2022-2023 due to grants from the Victorian State Government through the Aboriginal Health Workforce Fund and Keeping Aboriginal Victorians Safe During Covid-19 Fund. As these were short-term, one-off grants, we've advocated for increased and recurrent State Government funding for our work.

We've grown our fee-for-service income through our work in health justice, including our Cultural Safety and Critical Consciousness work.

This income growth resulted in a total comprehensive income for the year of \$244,850, following a deficit of \$38,671 in 2022. This puts the organisation in a strong position to meet its obligations with a retained surplus of \$436,299 at 30 June 2023 (FY2022 \$191,449).

This year we have retained and increased the FTE of our staff (over 60% FTE First Nations staff including all Lead roles).

We've bought Blak wherever possible, which this year has included the following goods and services from First Nations businesses: catering, wellbeing products, resources and

services, legal advice, graphic design, books and learning resources, website hosting and development, governance training, cultural services, gifts and more.

Weenthunga is grateful to the following organisations for their support of our work in 2022-2023: Victorian Department of Health, Lord Mayor's Charitable Foundation, VACCHO and the Department of Prime Minister and Cabinet, and Ngarara Willim (RMIT University).

Weenthunga would like to express our gratitude to our Members and supporters who have given donations to support Weenthunga. Your assistance is vital in supporting us to achieve our vision. Thanks to: Bronwyn Keely, Lewis Brown and KOZIK, Esther Singer, Elizabeth Hatfield, Stuart McQuire, Cammi Murrup-Stewart, Annet Finger, Simon Matthee and Millet Road Maker, Shiobhan Sharpe, Inner North Community Foundation, PRL Charitable Foundation and City of Greater Bendigo.

I would like to thank Erin McKinnon for managing our finances and financial reporting. This extends to Daniel Tai, Kelly Sun and David Chen from Ax3 Partners Pty Ltd. for their accounting and auditing services.



GLENN MILLIKEN TREASURER Kamilaroi

### **Finance Report**

#### Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2023

	2023	2022
	\$	\$
Revenue	1,122,391	623,097
Finance income	6,943	87
Other income	18,804	70,087
Employee benefits expense	(677,153)	(601,437)
Program expense	(119,909)	(67,298)
Other expenses	(106,226)	(63,207)
Surplus (Deficit) for the year	244,850	(38,671)
Other comprehensive income for the year		
Total comprehensive income for the year	244,850	(38,671)

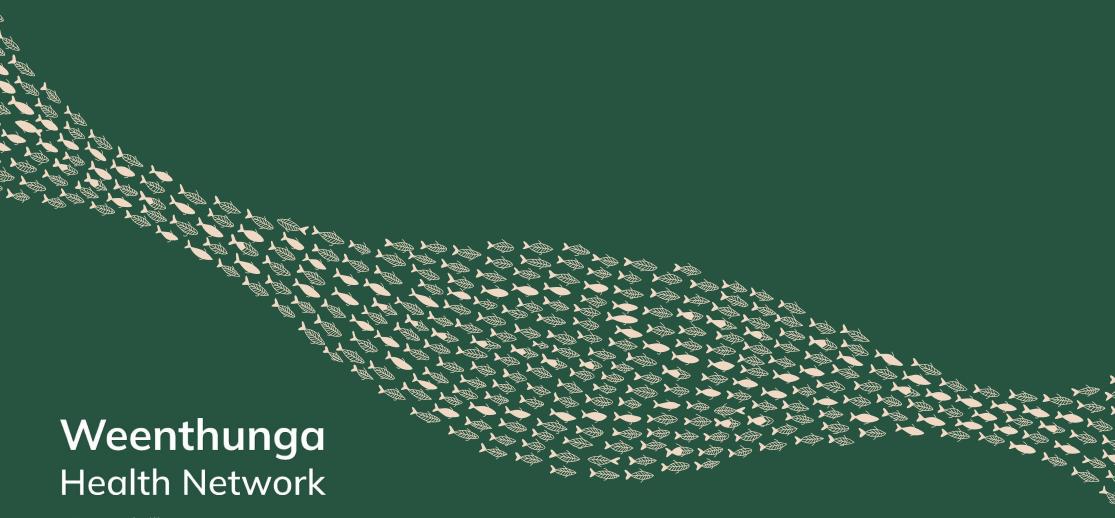
**Note:** This is a snapshot of our financial statements.

The full audited financial statements for the 2022-2023 Financial Year are available on the ACNC website.

#### Statement of Financial Position As At 30 June 2023

	2023	2022
	s	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	723,349	756,179
Trade and other receivables	32,824	45,000
TOTAL CURRENT ASSETS	756,173	801,179
NON-CURRENT ASSETS		
Plant and equipment	·	547
TOTAL NON-CURRENT ASSETS		
TOTAL ASSETS	756,173	801,179
LIABILITIES CURRENT LIABILITIES		
Trade and other payables	83,845	106,346
Borrowings	4,436	
Employee benefits	16,244	*
Other financial liabilities	193,867	503,384
TOTAL CURRENT LIABILITIES	298.392	609,730
NON-CURRENT LIABILITIES		
Employee benefits	21,482	547
TOTAL NON-CURRENT LIABILITIES	21,482	
TOTAL LIABILITIES	319,874	609,730
NET ASSETS	436,299	191,449
EQUITY	400.000	404 440
Retained surplus	436,299	191,449
TOTAL EQUITY	436,299	191,449

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