



# Annual Report

# >> 2022/23



# Annual Report

2022 – 2023

## Disclaimer

WAALI would like to acknowledge the Traditional Owners of Country throughout Australia and in particular the Traditional Owners of Noongar Country where our training and workshops are delivered. We recognise the continuing connection to land, waters and culture, and pay our respects to Elders past and present.

WAALI Annual Report 2022-23

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# Chairperson's Statement



**WAALI has seen another year of growth as we continue to deliver a high calibre of leadership programs for our communities.**



On behalf of the Board of Directors of the Western Australian Aboriginal Leadership Institute (WAALI) it gives me great pleasure to present the 2022–2023 Annual Report. WAALI has seen another year of growth as we continue to deliver a high calibre of leadership programs for our communities. Including the Emerging Leaders Program for our youth, our flagship women's program Yorga Djenna Bidi, The Prevention Early Intervention Leadership program (PEIL) delivered in Malaleuca Prison and our Council of Elders – who are mentors and role models to the whole organisation. I would

also like to acknowledge two programs auspiced by WAALI

- The NRM Program &
- The Boorloo Youth Yarning Circle which was founded by Emerging Leader graduate Mr Derek Nannup (junior).

WAALI is very grateful to our sponsors for their ongoing support of us which enables us to deliver our Programs whilst building our organisations capacity.

The Board would also like to thank the WAALI Staff and the WAALI Community who continue to determinedly work towards the growth and development of the organisation.

WAALI extends its gratitude to our outgoing General Manger Ms Jodie Wyatt and acknowledges and welcomes our new CEO Koorie woman Ms Johanna Ward.

We are indebted to all our Volunteers and to the Alumni members who offer their services throughout our program delivery and during our events.

We are very delighted to acknowledge the significant number of WAALI graduates who live and work in our community and those who continue their work as role models and mentors.

WAALI looks forward to the continued growth of our organisation and we boldly embrace our responsibility to provide leadership capacity building for our community across all sectors and ages as a place of leadership and learning through cultural ways of working.

Dr Robyn Smith Walley  
Chairperson

# Chief Executive Officer's Statement



**Honour our cultural ways of being and doing in all our work and relationships.**



I commenced as CEO with WAALI in February 2023 and had been humbled by the generous welcome provided to me by the WAALI Board, Elders and team. I am now not only settled in as CEO but also as a Western Australian, finding a new home and enjoying all the wonderful things about living in Perth.

#### WAALI vision

“To be a place of leadership and learning for Aboriginal people, through cultural ways of learning.”

- Aligning with the WAALI Vision, my focus in my first four months have been:
- Listening and learning from our Circle of Elders and Board
- Working alongside the team building the capacity of the organisation and its systems
- Continuing to engage with stakeholders and explore new partnerships

#### Highlights

- Attending the Yorga Djenna Bidi Cohort 1 of 2023 Retreat
- Point Walter cultural walk led by Rickeeta Walley
- Welcoming Dallas Winmar to our team in the role of Office Manager. Dallas has been us for six months to concentrate on developing administrative processes.
- Challenges faced.

Financial sustainability is an ongoing priority when working in the not-for-profit space. WAALI is committed to maintaining our reputation as a provider of high quality programs. This has enabled us to secure some longer term funding to facilitate our continual growth and ability to respond to community requests for programs.

#### Future Goals

- Continued implementation of WAALI's Strategic Plan, with a focus on expanding our program delivery footprint in WA
- Ongoing engagement with stakeholders to explore the opportunities for designing and delivering tailored Leadership programs
- Actioning the Cultural Exchange program for our Elders
- Increasing collaboration with a range of government, business and First Nation organisations

#### In appreciation

None of our work can be achieved without the guidance of our Elders and Board of Directors, who give their time and expertise to support our organization and in turn support the wider community.

I Thank your commitment, persistence and passion that you contribute behind the scenes to ensure that WAALI is a success.

Our programs rely greatly on the expertise of our program facilitators, many of whom have been long term supporters of WAALI - our thanks and gratitude to you all.

A huge thank you to our Sponsors, firstly Lottery West who have maintained their belief in the work that we do and also to many others who provide funding support or donations that contribute to ongoing delivery of our programs.

Also, I am grateful to our small team who work to ensure that each participant is valued and receives the best learning experience possible. I look forward to working together for an exciting year ahead.

“Honour our cultural ways of being and doing in all our work and relationships.”

Johanna Ward  
Chief Executive Officer

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# Our Board



Robyn Smith-Walley  
Board Chair



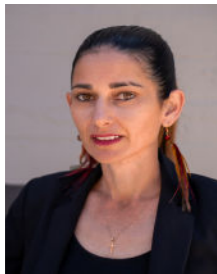
Angela Ryder  
Deputy Chair



Gary Smith  
Treasurer



Dr. Richard Walley OAM  
Director



Jahna Cedar OAM  
Director



Kylie Groves  
Company Secretary



# Our Story



**The Western Australian Aboriginal Leadership Institute (WAALI)** is an independent, not-for-profit organisation based in Perth. Our vision is to be a place of leadership learning for Aboriginal peoples through cultural ways of working. We believe that by inspiring and supporting Aboriginal peoples to take up leadership opportunities, we can strengthen their families and communities and help overcome systematic challenges.

Since 2018, we have delivered two flagship programs: the Yorga Djenna Bidi Aboriginal Women's Leadership Program and the Emerging Leaders Program, and developed and delivered the Prevention Early Intervention Leadership Program. These programs are designed to help our participants build skills, confidence, and networks, as well as to connect them to their culture and identity. Through our

programs, we have seen the positive impact of Aboriginal leadership on the lives of our participants and their families, communities, and workplaces. In this reporting period we will report on the stories and achievements of our participants, who have demonstrated their leadership potential and impact in various domains. We also outline our plans for the future, as we continue to grow and improve our programs and services.

**Our vision:**  
To be a place of leadership learning for Aboriginal peoples through Cultural ways of working.

- Our values:**
- Cultural Integrity
  - Respect
  - Empowerment
  - Resilient
  - Independence

**Our goals:**

- To build a community of strong, resilient, empowered and connected Aboriginal people.
- To equip Aboriginal peoples with the confidence and skills to grasp opportunities.
- To support Aboriginal peoples in embracing their Cultural identity and belonging.

**Our logo:**

The Western Australian Aboriginal Leadership Institute logo was designed by Mr John Walley. The outside circle represents Aboriginal and non-Aboriginal people walking together. The yellow digging sticks represent Aboriginal women and the red boomerangs represent Aboriginal men. The inner circle represents the cycle of life.

- To encourage autonomy through networking, education and training.
- To improve self-esteem, self-acceptance, self-awareness, self-confidence and assertiveness.
- To equip Aboriginal people with interpersonal skills to improve resilience, well-being, independence, communication and socially and emotionally strong lives.





# The WAALI Team



Since our establishment, our core focus has been to help overcome Aboriginal disadvantage by building leadership and governance capabilities amongst Aboriginal people. We aim to inspire participants to affect meaningful change within their families and communities.

In this reporting period, we saw further expansion and progression of our team. We welcomed Johanna Ward who has stepped into the role of Chief Executive Officer.

We also welcomed Dallas Winmar as our Office Manager, and Kylie Groves as our Board Secretary. We would like to farewell our General

Manager Jodie Wyatt and wish her well on her future journey.

The Kwopertok Yorga Alumni Working Group remains dedicated to volunteering their time, actively supporting and coordinating Alumni events. They generously share their knowledge and expertise by participating as guest speakers at corporate events. Our Alumni consistently support the Emerging Aboriginal Leaders program by contributing their leadership and Cultural insights, leading engaging workshops and sharing their valuable experience.

# Strategic Direction



In this financial year, WAALI has taken significant steps to support our program offerings, aligning them with our mission and the needs of our community. We are delighted to report that we have resumed offering two Yorga Djenna Bidi Programs, one Elders Retreat, and one Emerging Aboriginal Leaders Program per year. We extend our gratitude to Lotterywest for their support of the 2023 Yorga Djenna Bidi Program. Their generosity has played a pivotal role in making these programs possible, allowing us to empower and uplift Aboriginal women in Western Australia. We are excited to welcome two new program sponsors, Mannifera and Mak Water, who are now supporting the 2023 Emerging Aboriginal Leaders Program. Their commitment to our cause reflects a shared vision for encouraging the next generation of Aboriginal leaders.

## Sustaining Full Capacity Operations

We also express our deep appreciation to Lotterywest for their grant, which has enabled WAALI to continue to develop capacity to deliver.

## Collaborative Efforts

We would like to acknowledge the invaluable contribution of numerous organisations that provide venue space, resources, printing services, and pro bono support throughout the duration of our programs. These partnerships significantly enhance the quality and reach of our initiatives.

(See page 33 for our full list of supporters)

## Cultural Curriculum

At the core of our mission is a commitment to delivering culturally responsive programs, all of which are developed with the Cultural guidance of our Elders. Our primary objective is to create a culturally safe and responsive learning environment that empowers our participants, leading to improved educational outcomes and experiences.



# Key Strategies for Achieving Cultural Excellence



## Elders Council Guidance

Central to our cultural curriculum development is the continuous guidance and support from our Elders Council. These respected community leaders provide invaluable insights, wisdom, and cultural expertise, ensuring that our programs align with traditional values and knowledge.



## Annual Curriculum Evaluation

WAALI conducts an annual evaluation of our program curricula across all programs. This systematic review assesses the effectiveness and relevance of our cultural content.



## Data Collection and Participant Feedback Evaluation

As part of our commitment to continuous improvement, we collect consistent data and evaluate participant feedback. This process allows us to track our progress and make informed adjustments to our programs, ensuring they meet the evolving needs of our participants.



## Ongoing Research and Development

WAALI remains dedicated to the ongoing research and development of cultural safety practices and responsiveness. We actively engage with the latest research, best practices, and community input to continuously enhance our programs effectiveness.

# WAALI Circle of Wisdom

Throughout our journey, our Elders have played a vital role, contributing their wisdom and guidance to WAALI. They have been instrumental in facilitating workshops for our Yorga Djenna Bidi participants and Kwopertok Yorga Alumni. The gratitude we feel for their facilitation, guidance, and Cultural Authority extends to their ongoing involvement in our Emerging Aboriginal Leaders Program, where their contributions continue to shape the programs' success.

We would like to thank these kwopertok wise yorga (beautiful wise women) for sharing their Cultural Knowledge with us, and continuing to support WAALI.

Presented below are our Circle of Elders.



**Elizabeth Hayden**

Circle of Wisdom Elder | Co-Patron of Yorga Djenna Bidi Program

Elizabeth is a Ballardong Wilman woman of the Noongar Nation. She is an Elder who has been involved in the welfare of her people for many years. She has a Bachelor of Social Work, a Bachelor of Arts, and a degree in Media Culture and Creative Arts with a post grad in that area all from Curtin University.

Elizabeth has worked in government and non-government services in mental health, promoting and advocating the needs of Aboriginal mental health. She has extensive experience working in Aboriginal mental health for 25 years. She is a strong advocate for the promotion and use of Noongar language and loves every opportunity to promote it.





## Millie Penny

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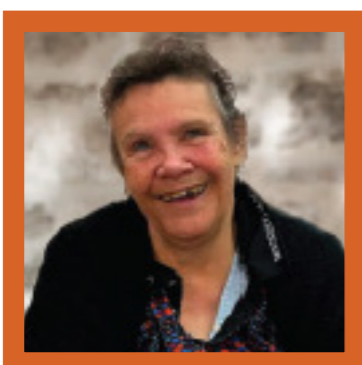
### Circle of Wisdom Elder

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Aunty Millie Penny was awarded the 2021 NAIDOC Award for her services to the Aboriginal community. She is one of 23 elder co-researchers working with the “Looking Forward” research team at Curtin University in the School of Allied Health. In this role, Aunty Millie works directly with services to advise them on ways to engage with Aboriginal families seeking support for mental health and drug and alcohol concerns.

Aunty Millie also works alongside the executive staff at the WA Council of Social Services, along with Elder Aunty Charmaine Pell, to provide cultural guidance and community connection across the sector in the work WACOSS does with its member organisations.

The Looking Forward research team is so proud to be working with Aunty Millie and all the Elder co-researchers to change the way services are accessed by and respond to Aboriginal families, so they feel culturally safe and valued. It is through working together hand in hand with the Aboriginal community that structural and systems change is possible.



## Shirley Thorne

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### Circle of Wisdom Elder

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Shirley Thorne, a Yamatji Elder, holds a significant place in the Watjarri Yamatji community.

She is deeply connected to the land and culture of the Murchison area.

Shirley Thorne shares her cultural knowledge of birthing on Yamatji country with the participants of the WA Aboriginal Leadership Institutes Yorga Djenna Bidi Program during their opening retreat on the sacred women’s birthing grounds at Point Walter.

She has worked extensively in the mental health sector at Graylands hospital in Mount Claremont.



## Marie Pryor

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### Circle of Wisdom Elder

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Marie Pryor Kickett-Garlett a Whadjuk Ballardong Elder with ancestral ties to Gnaala Karla Boodja. Aunty Marie Pryor is a wife, mother, grandmother, great grandmother and descendent of the stolen generation was born in 1954 at King Edward Hospital in Subiaco whose family were from Carnarvon surrounding areas.

Marie’s first contact with East Perth was at Bennett House, a transit hostel for Aboriginal children and adults from rural and regional areas, many of whom were members of the Stolen Generation.

Marie and her three brothers were taken by Native Welfare to Bennett House before being sent to Murrumbidgee Mission near Katanning where she lived and went to school. Her mother moved from Carnarvon down to East Perth in the early 1960s and Marie went to live with her family in East Perth when she was aged around 11. She went to East Perth Primary School in Grades 6 and 7 and then went to Perth Modern until Year 10.

Marie lived in East Perth with family until the 1970s when she moved to Cloverdale. She continued going back to East Perth for community dances and events and maintained a strong connection to people in the area through her community and church work.

Marie was interviewed together with Shirley Harris on 4 November 2021.

### Director of Voice of Hope

Having worked in the community for forty years, both in the health and justice systems, Marie’s efforts are now focussed primarily on women’s prisons. Marie supports and advocates for Aboriginal women who are incarcerated, aiding their transition back into society, and assists in the preservation of cultural programs. Throughout the Covid Pandemic, Marie worked with homeless mob in the city and was acknowledged with WA’s 2022 NAIDOC THEME award “Get up! Stand up! Show up!” A valued member of the Anglican advisory committee, Marie Pryor is also a member of the Following Committees; Langford Aboriginal Association, Cultural Advisory Committee for Ballardong, Homeless Committee with Wungening and Nannas for Kids at Banksia Hill.



## Shirley Harris

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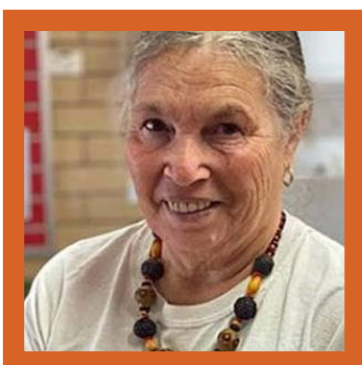
### Circle of Wisdom Elder

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Shirley Ruby Kickett Harris is a Ballardong Noongar Elder born in Northam in 1954.

Her mother was Iris Pearl (Pearl Harris) and her family moved frequently around Perth to avoid being taken away by the Native Welfare Department during the 1950s and '60s.

Shirley's experience of East Perth in the 1950s and '60s was of visiting and staying with family and friends in the area. Shirley was interviewed with Marie Pryor on 4 November 2021.



## Vivienne Hansen

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### Circle of Wisdom Elder

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Vivienne 'Binyarn' Hansen is a Ballardong Wadjuk Yorga from the Bibbulmun Nation, or Noongar people, of South Western Australia.

After a childhood of learning about traditional medicine, Vivienne undertook formal training at the Marr Moorditj Foundation and completed Certificate IV in Bush and Western Herbal Medicine.

She was also the first Aboriginal member of the National Herbalist Association of Australia and presented at the 7th International Conference on Herbal Medicine in 2010.

Our Circle of Elders play an important role within our organisation, incorporating wisdom, cultural identity, and leadership. This is through:

- Supporting WAALI's vision of providing a space of leadership learning that is grounded in Aboriginal Culture. Through the Elders guidance, WAALI became a place where Aboriginal people can immerse themselves in Cultural ways of working.
- Actively contribute to strengthening the ties between WAALI and the broader community.
- Shaping the journeys of our WAALI participants across all programs. The Elders guidance offers insights into cultural identity, personal development, and leadership that resonates with those under their mentorship.



The 2022 NAIDOC theme award winners: Shirley Harris and Marie Pryor

# Yorga Djenna Bidi

In the 2022–2023 reporting period, the Yorga Djenna Bidi program continues to be a place of empowerment and inspiration.

Irma Woods a WAALI staff member graduated in cohort 1. Within this cohort we also saw an Emerging Leader actively participate in the Yorga Djenna Bidi program.

In the subsequent 2023 cohort, we were pleased to host Lorraine Pryor as a guest speaker. Lorraine shared her compelling vision for “Voice of Hope,” leaving a lasting impression on the Yorga Djenna Bidi participants. We would like to thank the

invaluable mentorship and guidance from our Circle of Wisdom, including Aunty Liz Hayden, Aunty Marie, Aunty Millie Penny, Aunty Shirley Harris, Aunty Shirley Thorne, and Aunty Viv Hansen.

The Yorga Djenna Bidi program remains a testament to the transformative power of education, mentorship, and cultural connectivity.

We extend our gratitude to Mandy Downing, Tania Bennell, Gail Beck and Rita Lusted for their contribution to the program. We look forward to continuing this journey next year.

**I am deeply impressed with how beautifully curated this program has been. This has indeed been a transformational experience.**

## Feedback Summary

### Cultural Connection in Cohort 1

**Connection Activities:** Participants felt a cultural connection through activities like the Welcome to Country, birthing ceremony discussions, Elders’ stories, and pampering sessions.

**Intergenerational Connection:** The intergenerational connection during the pampering session and dance performances by Elders stood out as emotionally significant.

### Program Highlights

**Facilitators:** Participants expressed gratitude for facilitators, particularly praising Renu for sharing her inspiring journey and Aunty Robyn for her calming presence.

**Transformational Experience:** The program was described as transformational, with the Iceberg Model and personal stories contributing to a profound shift in perspectives.

### Leadership Intentions and Actions

**Affirmations and Belonging:** Participants expressed intentions to replace self-doubt with affirmations like “I DO BELONG” and emphasized the positive impact on confidence and community engagement.

**Active Listening:** Several participants aimed to improve active listening, authenticity, and respecting diverse perspectives in leadership roles.

**Self-Reflection:** The program facilitated self-reflection moments, aiding in decision-making, understanding triggers, and making conscious choices.

# Elders Knowledge Exchange Retreats

The Elders Knowledge Exchange Retreats continues to be an important space where our Elders connect with their community, creating a positive exchange of Cultural knowledge. This retreat is a special time of relaxation, celebration, and meaningful conversations, aiming to bridge the gap in Cultural knowledge across generations.

In these retreats, Elders engage with the participants of the Yorga Djenna Bidi Aboriginal Women's Leadership Program. This interaction provides a unique opportunity for Cultural mentoring, relationship building, and support within a culturally safe space. The post-retreat surveys consistently reflect positive feedback,

establishing the retreat as a highly anticipated annual event.

In the September 2022 Retreat, the Boorloo Yarning Circle mob joined the Elders pampering session for the first time, enhancing the sense of community and shared cultural experiences.

During the April 2023 Retreat, the Elders showcased their creativity by performing their very first skit for the Yorga Djenna Bidi participants.

We would like to thank Lotterywest for their continuous support in funding the Women's Elders Retreat Program.





# Emerging Aboriginal Leaders

The Emerging Aboriginal Leaders Program is a 10 week program designed to improve educational outcomes by strengthening cultural identity, self-development, financial literacy, and connection to culture and community. The program complements current and future studies, guiding participants to envision their future potential and explore how their aspirations can positively impact the wider community.

We would like to extend our appreciation to our facilitators, Mandy Downing (Yorga Djenna Bidi Alumni), and Amber Ugle-Hayward (Emerging Aboriginal Leader Alumni), whose sharing of knowledge have guided the development and growth of the Emerging Leaders. We would like to

congratulate Emerging Leaders Graduate Cory Czirr on receiving the NAIDOC Perth Doolan Award 2023.

In response to the Award, Corey expressed a commitment to living up to the award's significance and a focus on shaping a positive future.

#### Special Thanks:

- ATCO Gas
- Mandy Downing
- Aunty Liz Hayden
- Uncle Jim Hayden
- Aunty Millie Penny
- Uncle Fred Penny
- Nicole Casley
- Rickeeta Walley
- Uncle Richard Walley
- Lanie Byk
- Alira Kelly
- Revis Ryder
- Ilesha Wyatt
- Lois Keay-Smith
- Amber Ugle-Hayward

## Program Progress and Highlights

### Sessions 1-5

Reaching the halfway point in the 10-week program is a significant point for the participants, marked by engaging sessions with Elders and transformative experiences, including PRINT and cultural workshops. These sessions, guided by knowledgeable individuals such as Aunty Millie, Uncle Fred, Aunty Liz, Uncle Jim, and Revis Ryder, have been an important aspect in shaping the participants' journey of growth.

### Session 7

Participants explored financial literacy with insights from Yorga Djenna Bidi Alumni, Nicole Casley.

### Session 8

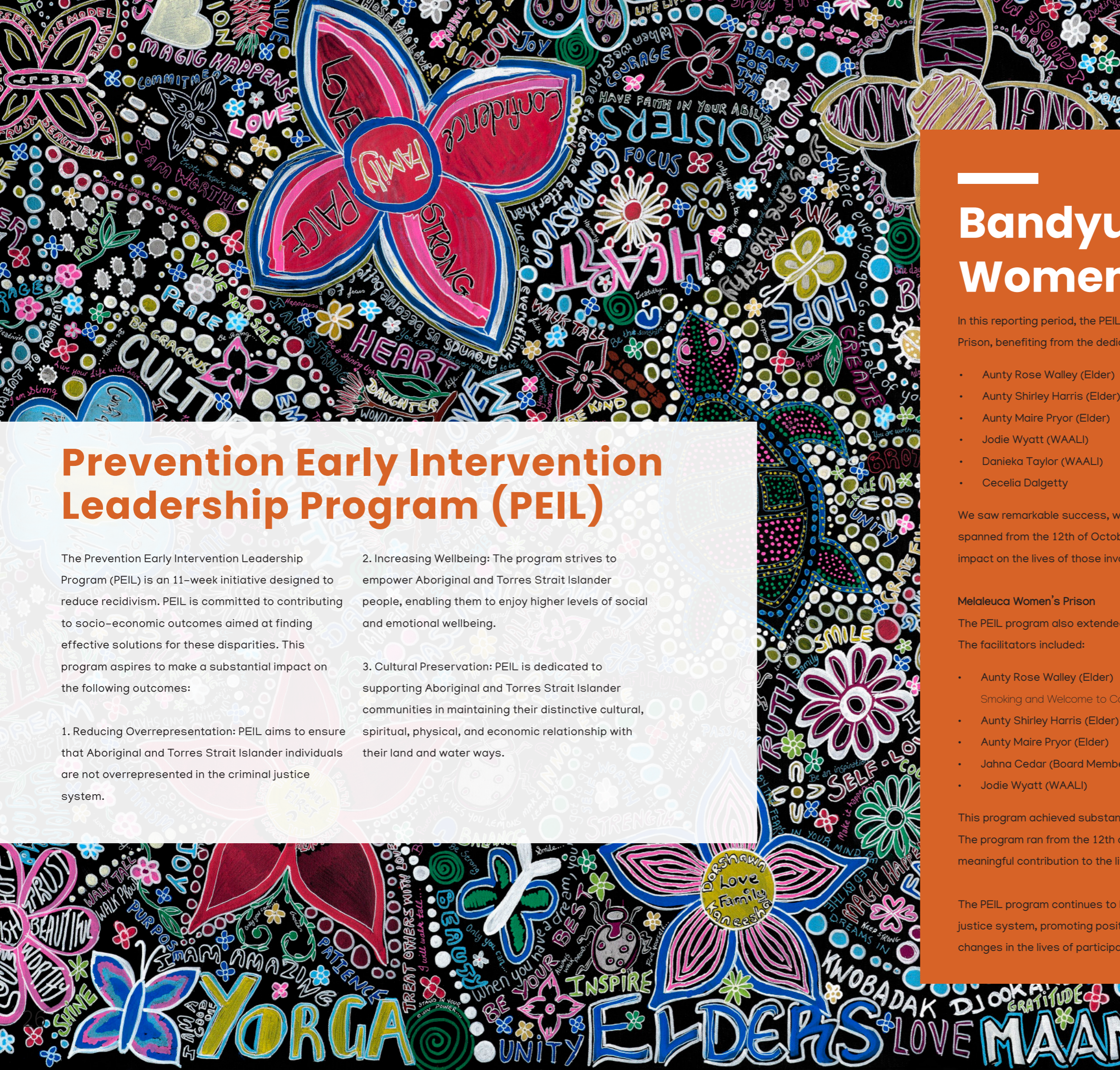
Cultural Protocol took center stage in a session skillfully facilitated by Emerging Leader Alumni Rickeeta Walley.

### Session 9

Lois Keay-Smith from Career Wisdom guided participants through the essentials of LinkedIn and personal branding. Kearyn Cox, a 2021 Emerging Leaders alumni, shared his experience and the positive impact of developing a personal brand via a conference call.

### Session 10

Congratulations to the Emerging Leaders of 2022 on the successful completion of the program. This last session was completed by an On Country experience, where participants gained Cultural insights. Participant Corey Czirr, who is also the recipient of the NAIDOC Perth Doolan Award 2023, shared his key leadership learning from this session. "Walking on Country with Elder Uncle Richard Walley left an indelible impression, highlighting the generosity of Uncle Richard's time and his dedication to uplifting emerging leaders."



# Prevention Early Intervention Leadership Program (PEIL)

The Prevention Early Intervention Leadership Program (PEIL) is an 11-week initiative designed to reduce recidivism. PEIL is committed to contributing to socio-economic outcomes aimed at finding effective solutions for these disparities. This program aspires to make a substantial impact on the following outcomes:

1. Reducing Overrepresentation: PEIL aims to ensure that Aboriginal and Torres Strait Islander individuals are not overrepresented in the criminal justice system.

2. Increasing Wellbeing: The program strives to empower Aboriginal and Torres Strait Islander people, enabling them to enjoy higher levels of social and emotional wellbeing.

3. Cultural Preservation: PEIL is dedicated to supporting Aboriginal and Torres Strait Islander communities in maintaining their distinctive cultural, spiritual, physical, and economic relationship with their land and water ways.

## Bandyup Women's Prison

In this reporting period, the PEIL program was implemented at Bandyup Women's Prison, benefiting from the dedication and expertise of the following facilitators:

- Aunty Rose Walley (Elder)
- Aunty Shirley Harris (Elder)
- Aunty Maire Pryor (Elder)
- Jodie Wyatt (WAALI)
- Danieka Taylor (WAALI)
- Cecelia Dalgetty
- Nerolie Bynder
- Lanie Byk
- Lorraine Pryor
- Cherie Pearce (Palmerston Corporation)
- Rickeeta Walley

We saw remarkable success, with seven participants graduating. The program spanned from the 12th of October to the 21st of December 2023, making a significant impact on the lives of those involved.

### Melaleuca Women's Prison

The PEIL program also extended its reach to Melaleuca Women's Prison. The facilitators included:

- Aunty Rose Walley (Elder)
- Aunty Shirley Harris (Elder)
- Aunty Maire Pryor (Elder)
- Jahna Cedar (Board Member) (IPS)
- Jodie Wyatt (WAALI)
- Cecelia Dalgetty
- Nerolie Bynder
- Lanie Byk
- Lorraine Pryor
- Rickeeta Walley

This program achieved substantial success, with six participants graduating. The program ran from the 12th of October to the 1st of November 2022, making a meaningful contribution to the lives of those involved.

The PEIL program continues to be a vital instrument in addressing disparities within the justice system, promoting positive socio-economic outcomes, and creating positive changes in the lives of participants.



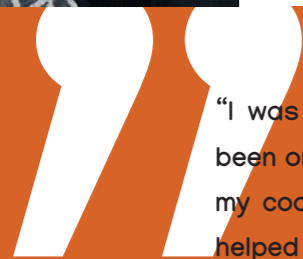
## Coaching Program

WAALI has continued its commitment to the pro bono Coaching Program. What began as an offering exclusively for Yorga Djenna Bidi Leadership Program graduates has grown into a comprehensive initiative that now extends its benefits to participants from the Emerging Leaders Program, Kwopertok Yorga Program, and our WAALI staff. The cornerstone of this program remains the focus on cultural competency and sensitivity. To ensure that the coaches are equipped with the necessary understanding. They actively engage in a Cultural Awareness workshop. Additionally, they regularly participate in ad hoc training sessions, fostering continuous cultural learning and deepening their cultural awareness.

During these coaching sessions, the primary objectives include empowering participants to:

- Clarify the next steps in their leadership journey, whether it be self-leadership, community leadership, or organisational leadership.
- Develop greater self-confidence and self-awareness, addressing a wide array of topics that surface during their leadership program participation.
- Foster stronger coalitions and networks that support their leadership growth.
- Enhance their constructive leadership techniques and approaches.

Following Module 4, participants who express interest in coaching are offered three initial coaching sessions, where skilled coaches are paired with alumni. We would like to thank Lanie Byk and ICF for continuing the program with WAALI.



“I was surprised at how impactful the WAALI coaching sessions have been on my well-being. I wasn’t sure what to expect when I signed up. But my coach created a safe space to explore topics and techniques that helped me find calm and focus on my values. I plan to continue practicing the techniques I learned. Highly recommend signing up and seeing where sessions might take you.”

–Jodey Brockhurst



# Financial Report

For the year ended 30 June 2023

## STATEMENT OF CASH FLOWS

	Note	2022 \$	2021 \$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Cash receipts from customers		98,349	822,843
Cash payments to suppliers and employees		(537,076)	(370,671)
ATO Cash Flow Boost		-	21,340
ATO JobKeeper		-	43,050
<b>Net cash (used in)/provided by operating activities</b>	<b>8(b)</b>	<b>(438,727)</b>	<b>516,562</b>
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Repayment of lease liabilities		(9,491)	(9,491)
<b>Net cash used in investing activities</b>		<b>(9,491)</b>	<b>(9,491)</b>
Net (decrease)/increase in cash and cash equivalents		(448,218)	507,071
Cash and cash equivalents at the beginning of the year		955,062	447,991
<b>Cash and cash equivalents at the end of the year</b>	<b>8(a)</b>	<b>506,844</b>	<b>955,062</b>

## STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

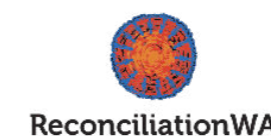
Revenue	Notes	2023	2022
<b>Grant revenue</b>			
Unearned revenue carried forward		\$239,845	\$514,500
Grant funding – current year		\$650,601	\$35,185
		\$890,446	\$549,685
Transfer to grant in advance (contract liabilities)		(310,119)	(239,845)
<b>Total grant revenue</b>		<b>580,327</b>	<b>309,840</b>
<b>Other revenue</b>			
Program Income		\$177,424	\$33,640
Donations and sponsorships		\$67,404	\$27,650
<b>Total other revenue</b>		<b>\$244,828</b>	<b>\$61,290</b>
<b>Total revenue</b>		<b>\$825,155</b>	<b>\$371,130</b>
<b>Expenditure</b>			
Audit fees		\$5,000	-
Computer expenses		\$8,041	-
Conference expenses		\$1,881	-
Consultancy fees		\$310,358	\$79,699
Depreciation and amortisation expenses	6,7	\$15,897	\$8,691
Interest expense	6	\$1,293	479
Legal fees		\$4,500	-
Project expenses		\$77,568	\$81,900
Rent expenses		\$7,144	\$16,810
Salaries and employment expenses		\$466,957	\$355,951
Other expenses		\$9,745	\$388
<b>Total expenses</b>		<b>\$932,237</b>	<b>\$552,413</b>
<b>Other comprehensive income</b>		<b>-</b>	<b>-</b>
<b>TOTAL COMPREHENSIVE DEFICIT FOR THE YEAR</b>		<b>(107,082)</b>	<b>(181,283)</b>



## STATEMENT OF FINANCIAL POSITION

CURRENT ASSETS	Notes	2023	2022
Cash and cash equivalents	4	\$400,028	\$506,844
Trade and other receivables	5	\$110,381	\$4,292
<b>TOTAL CURRENT ASSETS</b>		<b>\$510,409</b>	<b>\$511,136</b>
<b>NON-CURRENT ASSETS</b>			
Right-of-use asset	5	\$56,379	\$4,545
Property, plant and equipment	6	\$ 7,579	-
<b>TOTAL NON CURRENT ASSETS</b>		<b>\$63,958</b>	<b>\$4,545</b>
<b>TOTAL ASSETS</b>		<b>\$574,367</b>	<b>\$515,681</b>
<b>CURRENT LIABILITIES</b>			
Trade and other payables		\$37,555	\$ 3,384
Annual leave provision		\$ 27,790	\$18,670
Accrued expenses		\$17,230	\$22,803
GST & PAYG		\$10,324	\$12,058
Contract liabilities	8	\$310,119	\$239,845
Superannuation		\$7,233	-
Lease liability	6	\$21,180	\$4,677
<b>TOTAL CURRENT LIABILITIES</b>		<b>\$431,431</b>	<b>\$301,437</b>
<b>NON-CURRENT LIABILITIES</b>			
Lease liability	6	\$35,774	-
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>\$35,774</b>	<b>-</b>
<b>TOTAL LIABILITIES</b>		<b>\$467,205</b>	<b>\$301,437</b>
<b>NET ASSETS</b>		<b>\$107,162</b>	<b>\$214,244</b>
<b>ACCUMULATED FUNDS</b>			
Retained earnings		\$214,244	\$395,527
Net deficit for the year		(107,082)	(181,283)
<b>Total accumulated funds</b>		<b>\$107,162</b>	<b>\$214,244</b>

## 2022-23 Program Partners and Sponsors





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