



COMMUNITY FIRST DEVELOPMENT
ANNUAL REPORT 2021-2022



FIRST NATIONS' PEOPLE HAVE GLOBAL SOLUTIONS AND INNOVATIONS THAT ADDRESS MANY OF HUMANITY'S GREATEST CHALLENGES, INCLUDING CARING FOR THE ENVIRONMENT.

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THE STORY BEHIND OUR NAME AND ARTWORK

In March 2020 we changed our name from Indigenous Community Volunteers (ICV) to Community First Development. We have long recognised the need for our name to better reflect the unique way we work with community – to put Aboriginal and Torres Strait Islander communities first.

As part of our 20 year and new name celebrations in 2020, we had an artwork especially painted for us by Krystal Hurst, a Worimi artist and Creative Director of Gillawarra Arts. The painting tells the story of our connection with community. The circles represent different communities and tell us that every community is different with their own language, knowledge and way of life. We respect and acknowledge those differences. It shows the pathways of connection and collaboration between communities and Community First Development, our supporters and volunteers.

The painting also inspired a new direction for our logo. It was co-designed by Kimiah Alberts, a Gungalu, Koinjmal, Yiman and South Sea Islander woman from Queensland alongside communications agency Content group.

Aboriginal and Torres Strait Islander peoples should be aware that this publication may contain the names and images of people who have passed away.

We acknowledge the Traditional Custodians of Country throughout Australia and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past, present and emerging.

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COMMUNITY FIRST DEVELOPMENT

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Front cover image courtesy of partner community enterprise, Kings Narrative.



COMMUNITY FIRST DEVELOPMENT ANNUAL REPORT 2021-2022

OUR VISION

First Nations' peoples and communities are thriving.

WHO WE ARE

Community First Development is a First Nations' community development and research organisation that creates positive change in and with First Nations' communities.

WHAT WE DO

We undertake social and economic development, and research projects in partnership with First Nations' communities, businesses and people. Communities have control; they name the priorities and choose the design, assets, capabilities and approach to achieve their vision. We provide tailored support through community partners, skilled staff, trained volunteers, key supporters and service providers.

WE VALUE

VALUES

WHAT THIS MEANS FOR US

ETHICS

We commit to ethical actions and decision making.

CULTURE

Recognition and respect for culture are at the centre of everything we do. Self-determination and agency are the foundations of our practice.

CARING FOR COUNTRY

We honour the relationship and responsibility we have to the earth in all of our business practices and relationships.

PARTNERSHIP

Everything we do is in partnership; it is only through collaboration and working together, that we can achieve genuine change in our lifetime.

OUR PRIORITIES 2020-2023

1 THRIVING COMMUNITIES

We will achieve thriving communities, with our people, for our people, through successful development and research initiatives, designed and delivered in partnership. This includes a focus on youth and their emerging leadership.

2 ACTION LEARNING

We will value and develop our people by providing a rewarding and satisfying place to work. We will continue to improve our development and research practice and methodology, through lessons learnt with our people.

3 GROW

While staying true to our community development approach and organisational culture, diversify and create new First Nations' opportunities that grow our organisation and allow us to innovate, expand and share knowledge, learning and success.

4 INFLUENCE POLICY

Increase communication and accessibility to our work, share our impact and grow our evidence base, to influence policy.

MESSAGE FROM THE CHAIR

KAREN MILWARD



OUR FIVE YEAR PLAN FOR A POSITIVE, INNOVATIVE AND SUSTAINABLE FUTURE.

Over the last 21 years we have worked with more than 800 First Nations' communities around Australia. During the next five years we look forward to seeing them thrive and be self-determining in every sense of the word. As we continue our well-established relationships with existing First Nations' community partners, we will work to secure new resources to reach more First Nations' communities that request our support. There are communities that we have not yet been able to work with, particularly during COVID-19, and we welcome the opportunity to engage with them in the coming years.



Sustainability for Community First Development is about securing long-term funding for our organisation. This is a key focus of the Board, to fund our Australia-wide five-year community development plan for the future. As a very well respected and established national organisation working at the grass roots levels with our First Nations' communities, we are ready to leverage our assets, expertise and networks for greater impact for our people and communities. Our national program demonstrates practical solutions, clear value for money and cost savings to all levels of Government nationally. However, without a long-term funding commitment, it makes it difficult to plan and grow and be sustainable for the future.

Despite our strong relationships and outcomes delivered, as well as an outstanding and transparent reporting framework, the Federal Government has not taken full advantage of the clear alignment to their policy priorities. It may also be that we do not take a deficit approach to the way we work. As a strong, strengths-based organisation, it might be that the Federal Government struggles to understand the mandate it has to support this work. This is very disappointing to us. However, we are meeting Government's priorities under the National Agreement for Closing the Gap and for other challenges they are seeking to address for First Nations' communities in Australia.

With a change in the Australian Government, we are working towards establishing new relationships with decision makers. We will build on the work we have done to promote understanding of why First Nations' community-led development is important and to ensure we have a long-term funding commitment to sustain a physical presence across Australia where communities are constantly requesting support to meet their aspirations for growth, sustainability and a healthy community.

ACHIEVEMENTS AND HIGHLIGHTS

A key achievement this year was keeping our team together and supporting the First Nations' Australian community in new ways during the COVID-19 pandemic. The First Nations' community needs were certainly still there, and we managed to maintain constant contact with these communities despite travel restrictions and lock downs. Staying connected through strong communications in this environment played a key role in this success. Strong examples of this were seen in the community development team's adaptation of our well-regarded Seed to Tree scale as an interactive online tool, and the Volunteer Coordinators' adaptation of the volunteer induction into an online learning format.

A strength of Community First Development this year was the strong relationships that were maintained and developed with financial supporters.

"I WAS SURPRISED AND INCREDIBLY GRATEFUL FOR THE GENEROSITY OF PEOPLE WHO CONTINUED TO SUPPORT FIRST NATIONS' COMMUNITIES THROUGH THE WORK OF COMMUNITY FIRST DEVELOPMENT, DESPITE THE IMPACTS OF COVID-19 FOR THEM PERSONALLY."

I would also like to congratulate Wayne Harvey, our Systems and Information Manager, on receiving a technology award. It's great recognition and an incredible honour for our organisation. This Award is a significant recognition for First Nations' people in technology; we still, to this day, get pigeonholed as artists and sports people, and we are more than that. We are doctors, lawyers, nurses, politicians, business owners and entrepreneurs, CEOs and much more, and we are technology leaders and innovators. I am excited at the personal level to showcase what our people can achieve.

This year our very own Doyen Radcliffe, Western Regional Manager, was the recipient of the annual Bill Armstrong Human Rights Award. Doyen has played an integral role not only in supporting countless First Nations' communities at the grassroots level but also in leading conversations that influence policy and disrupt systems that impede the Human Rights of First Nations' peoples and communities. I was delighted to watch our first-year awardee embrace our second-year awardee in person as two strong Aboriginal men, acknowledging each other and being acknowledged by their peers for their vast contributions. The award is also an opportunity to recognise Bill Armstrong's thought leadership and guidance and I was grateful to have him there with us to share in the celebration.



Doyen Radcliffe (centre) receiving the Bill Armstrong Human Rights Award, with Terry Grose, Community First Development Ambassador (left) and Mervyn Eades, previous award winner (right).

A highlight was also recognising the longevity of staff. In the past year we were able to celebrate several significant employment milestones for staff – another demonstration of the stability of the organisation and its potential for growth.

I was pleased to welcome our two new board members, Dr Anne Martin and Ms Karen Jacobs. We now have a full board complement who have quickly built rapport among themselves and are highly engaged with the work. We have a strong Board that is working cohesively to support the strategy, work and staff of Community First Development.

OPPORTUNITIES AND THE YEAR AHEAD

Looking at the year ahead, we will continue to strengthen relationships with our existing financial supporters as well as explore new funding opportunities to support the innovation occurring in the organisation. Investing in the professional development of our staff is something I am passionate about. We also want to increase our reach through an increase in staff who actively engage with our communities.

The impacts of COVID-19 slowed us down, and while we see an easing of travel-restrictions and more movement and connection, we recognise the impacts are ongoing. Being connected through video conferencing doesn't always work for our Elders and children. We will continue to think outside the box and explore creative ways to do things online, keep our communities connected and create opportunities for our people to strengthen their cultural identities.

On the other side of the COVID-19 pandemic the challenge will be to keep momentum going with our staff and volunteers and maintain engagement with our stakeholders. We will need to keep our message strong and targeted – our community-led development approach works. We offer a reliable, consistent and strongly governed organisation, and we are ready to scale results.

SINCERE THANKS

I extend my sincere thanks to the Board, CEO Steph Harvey, executive team, our staff and volunteers for all their support over a challenging year. I thank all our donors who have continued to support us through challenging times – you are truly amazing! This year I would particularly like to thank the Supporter Engagement Team for their perseverance and dedication to their important work in such a challenging environment.

AAC Sport and Recreation Officer Victor and former CFD Senior Community Development Officer Jess.



MESSAGE FROM THE CEO

STEPHANIE HARVEY



This year I've enjoyed talking to people new to our space and seeing their light bulb moments when I explain why we exist and why our informal tagline is 'thriving beyond the gap'. I know that the disadvantage gap exists on many levels. I'm not prepared as an Aboriginal woman, mother, and grandmother to aspire to the lowest common point of anything, let alone the lowest common denominator of health. Closing that gap is critical. It's absolutely the baseline, but I think that's deficit language. We need to be looking beyond that to thriving people, thriving communities, thriving families. This is our organisation's higher purpose and is why we position ourselves as we do.

CONTINUITY AND INNOVATION IN TIMES OF UNCERTAINTY

We held three focus areas over the year. The first was the safety of our staff, volunteers and community partners. We changed our operating model to ensure people's safety while living through the impacts of COVID and its related restrictions. We know that First Nations' people are highly vulnerable regarding health. Many of our volunteers are in the older age category and therefore vulnerable, and we have staff with underlying health conditions. We have many First Nations' staff, so at the top of our mind is always the safety and wellbeing of our people and communities.

The second focus area was on the continuity of our business. Since colonisation, overall, we have seen many programs stop and start, coinciding with a stop and start to government funding. We don't want to be part of that. We put a lot of effort into the continuity of our business and were innovative in how we did that. We explored options to ensure community development and research activities were able to continue.

The third focus in these challenging times, which is not unique to our organisation, was to future-proof and position our organisation for success. We prioritised maintaining relationships with our loyal supporters. This was, and continues to be, foundational to the sustainability of the organisation. As part of this focus area we asked, how do we maintain the position of being a thought leader? How do we harness the opportunity brought by the change in government, a new Minister and the highest ever number of Aboriginal people in Parliament? Asking these questions and being aware of opportunities is how we keep moving our organisation forward and continue the impact we know that we bring to our community partners.

We have reflected quite a bit on the ACIL Allen Social and Economic Impact Report done last year and our program's efficacy – which is significant – a \$ 12.8 million net benefit from an operating cost of \$4.7 million. Knowing that what we do works, we keep moving forward and will leverage the opportunities that come our way. Sustainability is not just about funding. I find that the more significant issue is to help people understand that what we do is operationalise self-determination.

SHARING RESEARCH AND DEEPER LEARNING

A key standout for me this year was the success of our Inaugural Research and Evaluation Fellow, Donna Stephens. What an amazing First Nations' woman, grounded in culture and knowledge and a thought leader in her own right. It was a significant achievement to secure Donna through this fellowship and we will reap the benefits for years to come. I have to say, Donna has set a high bar for the Fellows who follow.

Another standout was our publications and research, where this work positioned us at the front of thought leadership. The presentation and blogs with the Australian Evaluation Society (AES), the presentation at the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) conference and other key presentations we've done have kept us visible. I'm proud of the team that works to bring that visibility to the forefront.

The discussion that we had with the women of Papua New Guinea was, for me, a personal highlight. It was incredibly moving to be part of an Asia Pacific forum and lead a conversation with First Nations' women about what peace looks like for us as leaders of our communities and families. I would love the opportunity to do that every year!

WE'VE MADE GREAT PROGRESS DELIVERING ON OUR STRATEGIC PLAN. THIS IS A REAL CREDIT TO THE LEADERSHIP OF OUR ORGANISATION. BUT THERE IS STILL MORE TO DO, AND WE CAN ONLY ACHIEVE THIS WITH THE SUPPORT OF OTHERS.

PROGRESSING OUR STRATEGIC PLAN

The first priority area is around thriving communities and we're excelling here. Our community development and research work is incredible – not only highlighted by the ACIL Allen assessment, but our case studies where community partners talk about their successes. These stories, and our research, have been picked up by credible institutions and cited widely.

The next is around action learning and we're also doing well here. It's about good practice; but also around how we support our staff, that we're living our values as an organisation. We are family-friendly; we support people's lived experiences, are trauma aware and healing informed, and create a space for people to seek support or learning opportunities. This is a worthwhile investment that goes beyond our organisation. While we have high retention rates, we know our team will take these values and principles with them into the wider world when they move to their next work opportunity.

The third is growing our organisation and this requires resources that we don't have. Expanding our program isn't about empire building. We know this program works so we want to extend it. We often have to tell communities that we are stretched and can't assist them right now. To better meet community demand, we need to diversify our revenue and access more government funding.

Closely linked to this is priority four, influencing policy. Having more First Nations' people in Parliament fills me with hope because I know they get it. Self-determination is the only way for sustainable success and the key to our success as an organisation and as a people. We want to influence social policy so that more policies and programs are designed to support our self-determination. The more people that do this, the more Australia will benefit from our impact economically, socially and culturally. Our success story should be something that wider Australia is proud of.

THANK YOU AND ACKNOWLEDGMENTS

Something that stood out for me this year was our enabling team. They are our quiet, unsung heroes who diligently work to enable all the other business units. They are utterly committed to finding efficiencies and new ways of working so we can maximise what we have. We would not be thriving as an organisation without them.

I thank the National Indigenous Australians Agency (NIAA) and Allan & Gill Gray Philanthropies and all our donors for their continued support. I am so grateful for our volunteers, staff, community partners and our Board of Directors, who continue to lead with an evident vision and strength through what has been some challenging times.



COMMUNITY FIRST DEVELOPMENT IN 2021-2022

WE ENGAGED WITH

103

ABORIGINAL AND TORRES STRAIT
ISLANDER COMMUNITIES

ON

154

COMMUNITY DEVELOPMENT PROJECTS

WE PUBLISHED OUR

THREE-YEAR ACTION
RESEARCH PROJECT
ON GOVERNANCE THAT
PARTNERED WITH

11

COMMUNITIES

AND OUR

FIRST NATIONS' GUIDE TO
COMMUNITY DEVELOPMENT

HOSTED

AN ORATION FOR OUR
INAUGURAL FIRST NATIONS'
RESEARCH AND EVALUATION
FELLOW

COMMENCED

A NEW ACTION RESEARCH
PROJECT ON FIRST NATIONS'
WAYS OF EVALUATING WITH

10

PARTNER COMMUNITIES

56

COMMUNITY-LED DEVELOPMENT PROJECTS
COMMENCED DURING THE YEAR, **15 OF WHICH
(27%)** WERE ALSO COMPLETED.

32

COMMUNITY-LED DEVELOPMENT
PROJECTS CONTINUED, **22 OF
WHICH (69%)** WERE COMPLETED.

37

OF THE **154 ACTIVE
PROJECTS** THIS YEAR
WERE COMPLETED.

13

DREAM INDICATORS HAD
AN OVERALL CHANGE
WITH A MEDIAN INCREASE
OF **30 GROWTH POINTS**.

144

PROJECT INDICATORS
HAD AN OVERALL CHANGE
WITH A MEDIAN INCREASE
OF **72.5 GROWTH POINTS**.

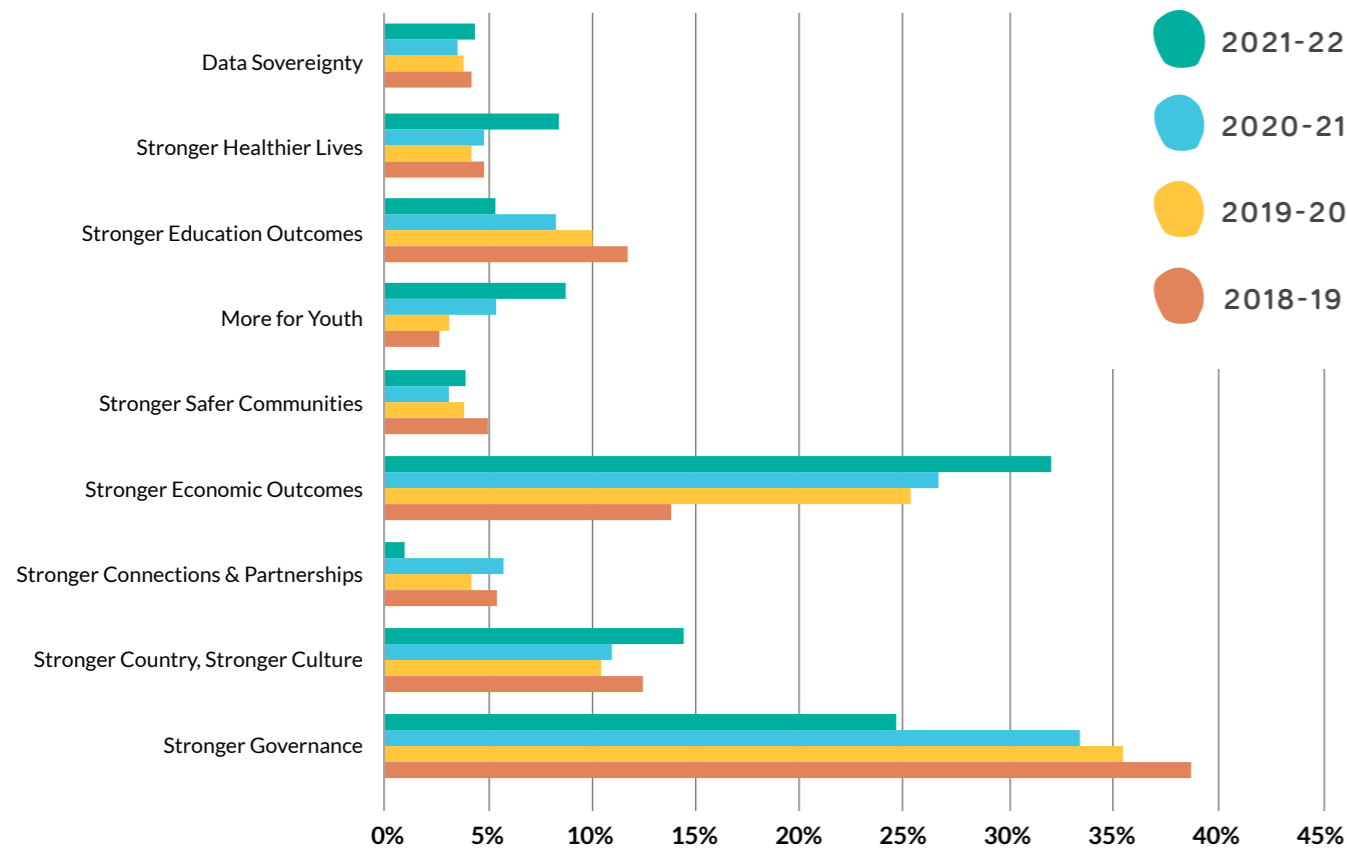
ACTIVITY REPORT

This year Community First Development engaged with 103 Aboriginal and Torres Strait Islander communities on 154 community-led development projects. Of these, 37 community projects were completed during the year, directly assisting each community to move confidently towards a broad range of goals.

The challenging operating environment of COVID-19 continued. Our team and communities continued to embrace creative and innovative ways to keep projects moving. Some jurisdictions were impacted less severely than others which allowed for some projects to occur in person, while the majority progressed through videoconferencing due to travel restrictions and snap lockdowns.

As shown in Figure 1 below, projects relating to Stronger Economic Outcomes, Stronger Governance, and Stronger Country, Stronger Culture continue to have a high community demand. This year there was an increase in the proportion of requests for projects relating to More for Youth, and Stronger, Healthier lives.

FIGURE 1: COMPLETED COMMUNITY REQUESTED PROJECTS BY CATEGORY



A continuing trend for activities relating to economic and governance outcomes is consistent with the trend we see in the challenges communities are facing. While a community may have a focus on strengthening the health or education outcomes of its people, they need a sustainable economic foundation to achieve this.

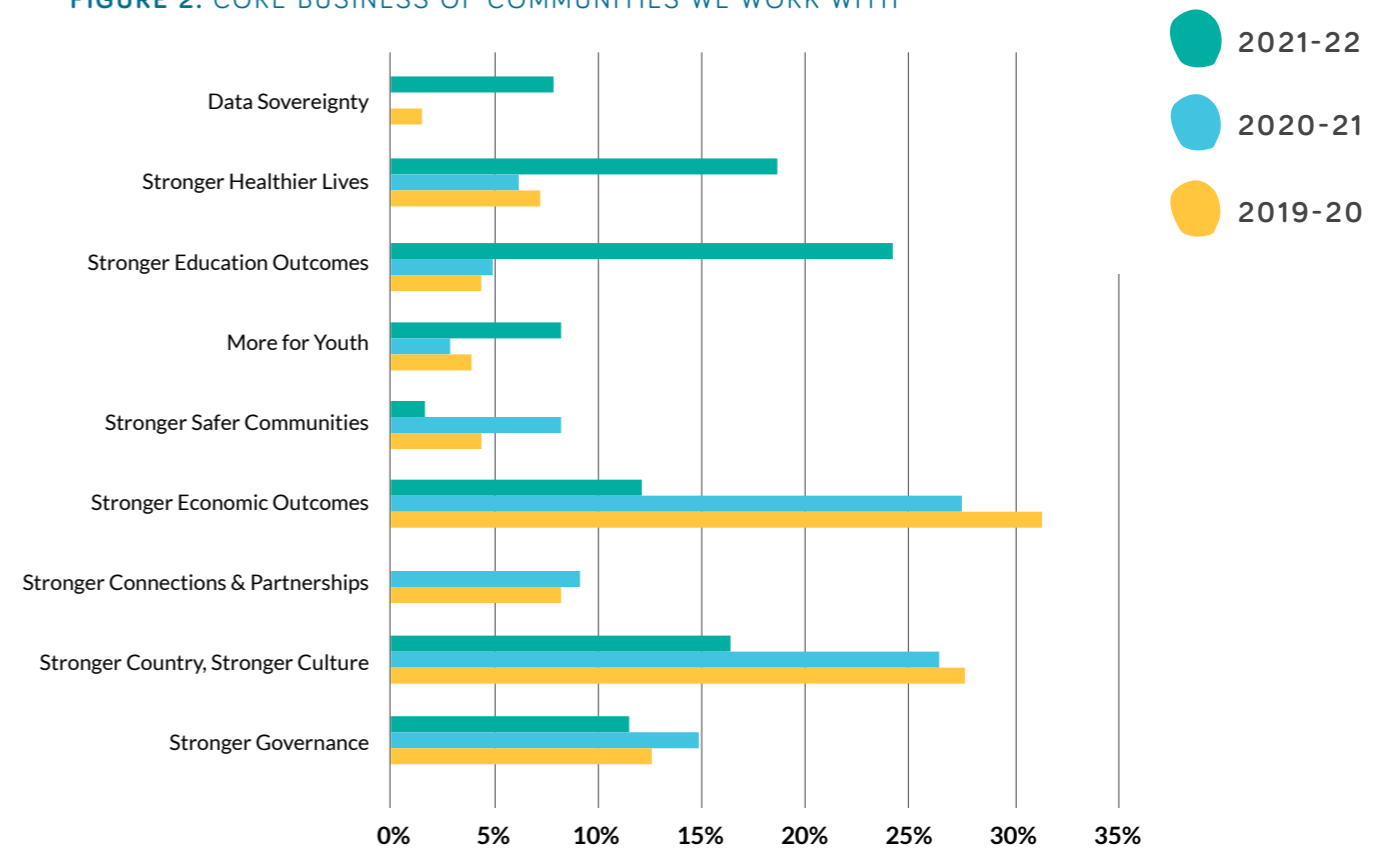
Over previous years many of the communities we work with have undertaken extensive work to strengthen their western governance capabilities to access financial opportunities. For the first time in five years, governance outcomes were not the top category of projects. The lead in economic projects may signal a shift and a trend we will observe closely.

FOCUS OF THE COMMUNITIES WE WORK WITH

Communities each have a unique vision and purpose, with a focus on different aspects of Aboriginal and Torres Strait Islander wellbeing. The driving purpose of the 103 communities we supported this year is outlined at Figure 2, compared with trends over the past two years.

Community partners with key focus areas of education and health were in the majority. Consistent with previous years, there were a high number of communities that placed a key focus on Country and culture and economic and governance outcomes. This financial year also saw a significant increase in the number of communities we partnered with that have a focus on youth and data sovereignty.

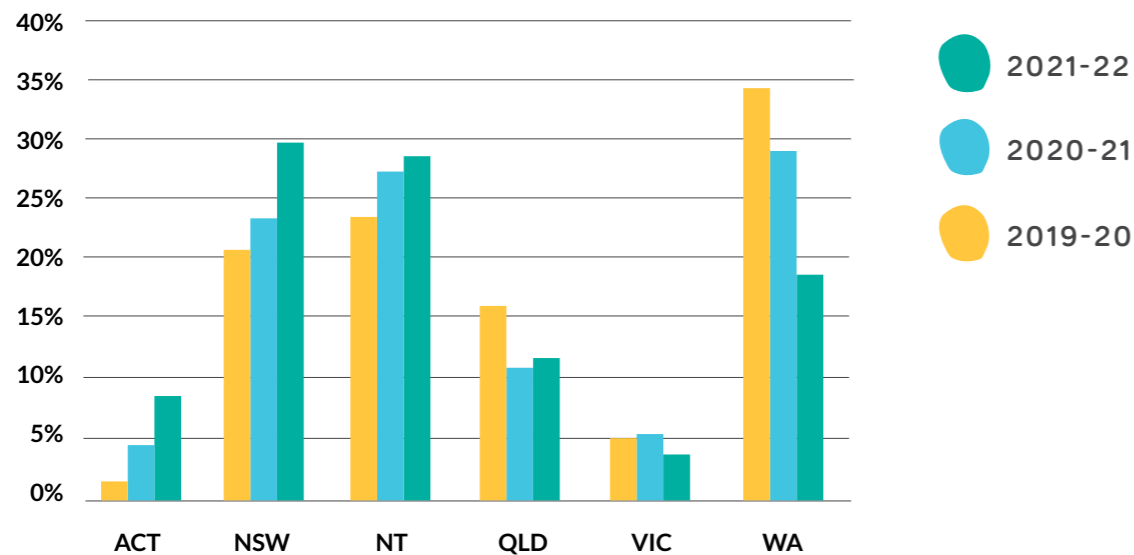
FIGURE 2: CORE BUSINESS OF COMMUNITIES WE WORK WITH



WHERE WE WORK

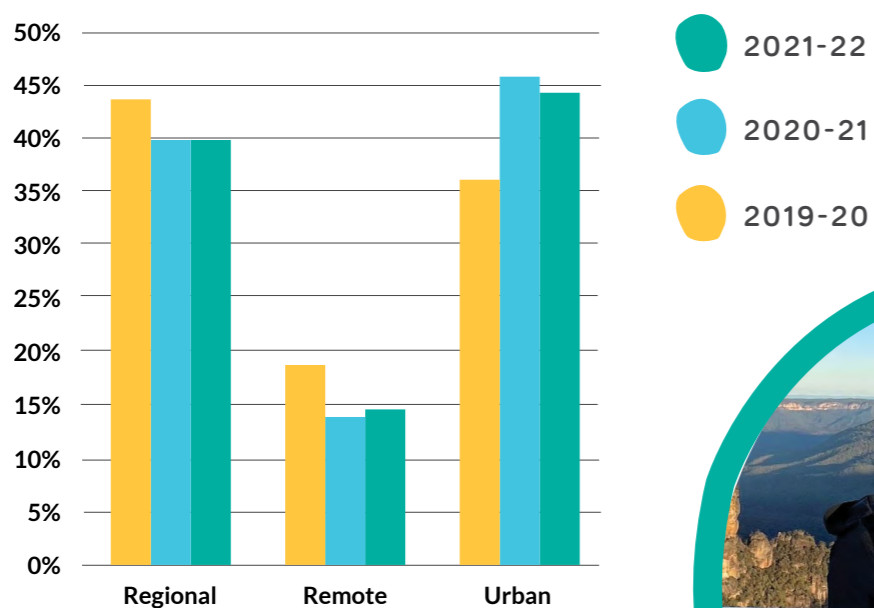
In 2021-22, there was moderate change in the distribution of projects across Australian states and territories. The activity levels in each jurisdiction correlate closely with staff numbers and where they are based. As shown in Figure 3, there is an upward trend in activities in the Australian Capital Territory (ACT), New South Wales (NSW) and the Northern Territory (NT) with a correlating increase in staff in NSW and the NT. For the first time in seven years, the highest number of projects were delivered in NSW, followed closely by the NT.

FIGURE 3: PROJECT DELIVERY BY STATE AND TERRITORY



Over recent years there has been a consistent increase in urban projects. As Figure 4 illustrates, there has been less fluctuation this year in the proportion of community project locations in remote, regional and urban areas. Regional and remote based projects made up 55 per cent of the total, and urban 45 per cent.

FIGURE 4: COMMUNITY PROJECT LOCATION



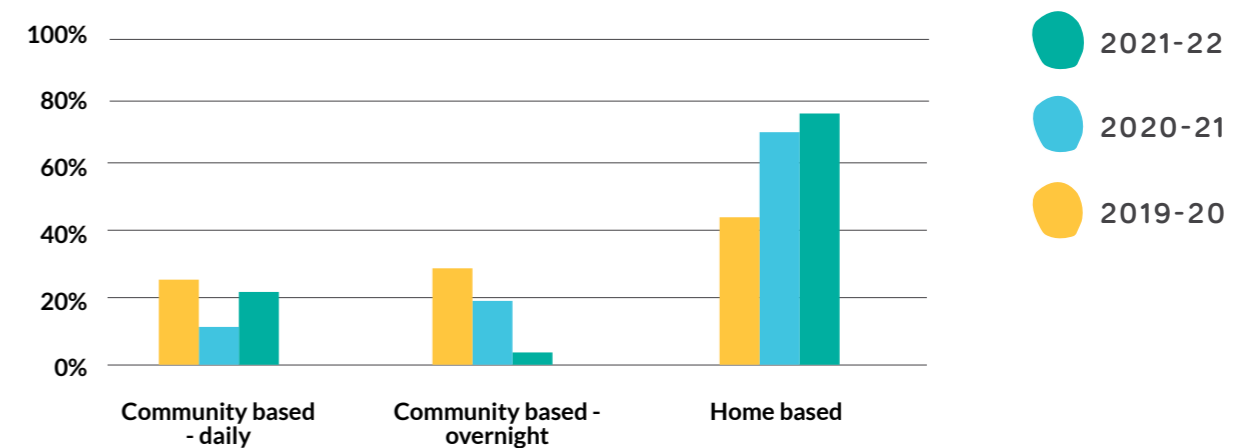
VOLUNTEER ACTIVITY

In April 2020 and April 2021, the ANU Centre for Social Research and Methods in conjunction with Volunteering Australia, collected data on volunteering in Australia. The data showed volunteering hours to be well below pre-pandemic levels, and volunteering has been slow to recover since. Even prior to the pandemic, there had been a more subtle and long-term decline in the proportion of Australians volunteering.¹

Despite the challenges presented by COVID-19, volunteers with specialised cross-industry skills continued to play a critical role in supporting communities to achieve their priorities. Alongside the guidance and experience of our community development team, we supported 182 volunteer placements, at community request.

The impacts of COVID-19 and related travel restrictions were significant this year, with volunteers continuing to support communities through home-based (or online) engagement and activities when travel was not possible. Progressing work generally required multiple shorter online based placements versus pre-COVID years where work was generally completed through longer-term placements in communities. It is likely that online activities will continue in 2022-2023, balanced by a swing back to more face-to-face work, dependent on community and individual volunteer circumstances.

FIGURE 5: VOLUNTEER PLACEMENTS



AS AT THE END OF JUNE 2022 COMMUNITY FIRST DEVELOPMENT HAD 225 ACTIVE AND 93 PROSPECTIVE VOLUNTEERS.

¹ Professor Nicholas Biddle and Professor Matthew Gray, (2022) *Volunteers and volunteering during the COVID-era in Australia*, Australian National University Centre for Social Research and Methods.

Volunteer recruitment continues to be an area of focus. This was particularly important during travel restrictions where locally based volunteers were preferred to ensure continuity of in person activities wherever possible. To support flexibility and efficiencies in volunteer induction and training activities, the online volunteer induction was finalised this year (read more at 'Innovation and Learning').

A key target during the year was to increase volunteer numbers in each region where we work. There was a particular focus on the NT where historically community requests for support have been high, but volunteer numbers have been low. Most volunteers are based in eastern jurisdictions and as noted above, COVID-19-based travel restrictions severely impacted our ability to place people interstate.

Following the targeted recruitment campaign, the NT team held an in-person induction workshop in Darwin. The day was filled with in-depth discussions including a historical timeline activity that promoted heartfelt discussion on the ongoing impacts of colonisation. One of the guest speakers, Joan, who is a member of the Stolen Generation, shared stories about her time at Garden Point mission. The workshop resulted in the recruitment of eight NT-based volunteers and two SA-based volunteers.

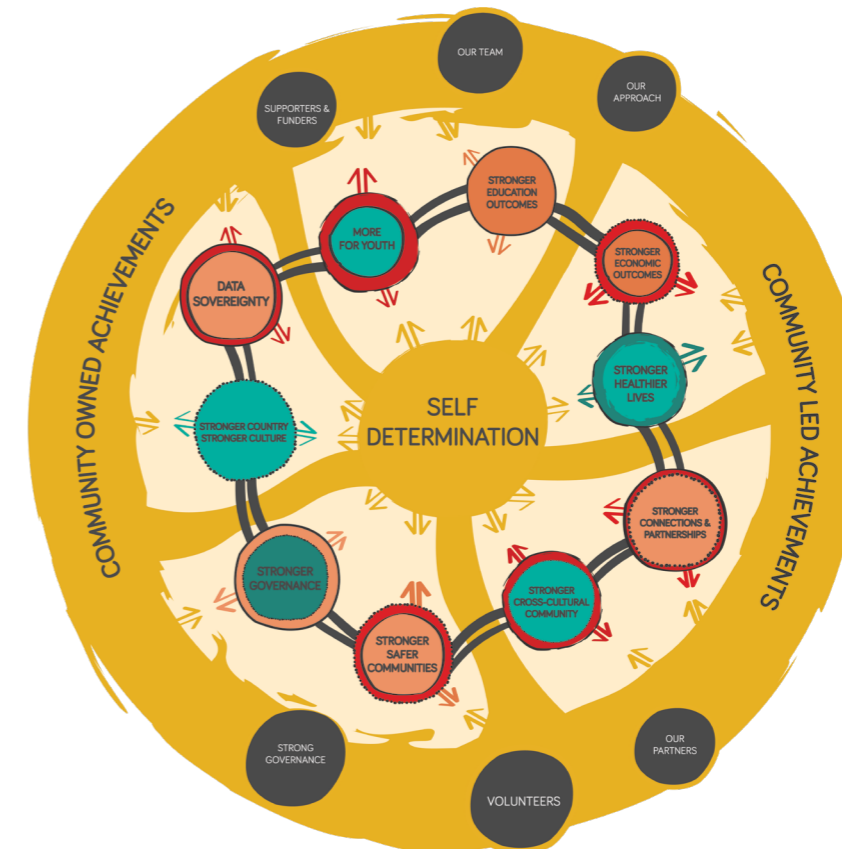
Volunteer participants, with two of our Senior Community Development Officers, Jess and Tania.



MEASURING OUR IMPACT

We meet together with communities to yarn, design, plan and progress their chosen projects and activities. The design of projects is critical to success — this is done through deep listening and understanding what success looks like for communities.

Our Story of Change underpins our approach to measuring impact. The circular, “eco system” approach to program theory highlights the inter-connected nature of the broader outcomes we are working to achieve with First Nations’ communities. It highlights the different journeys communities may take to achieve the change they want to see.



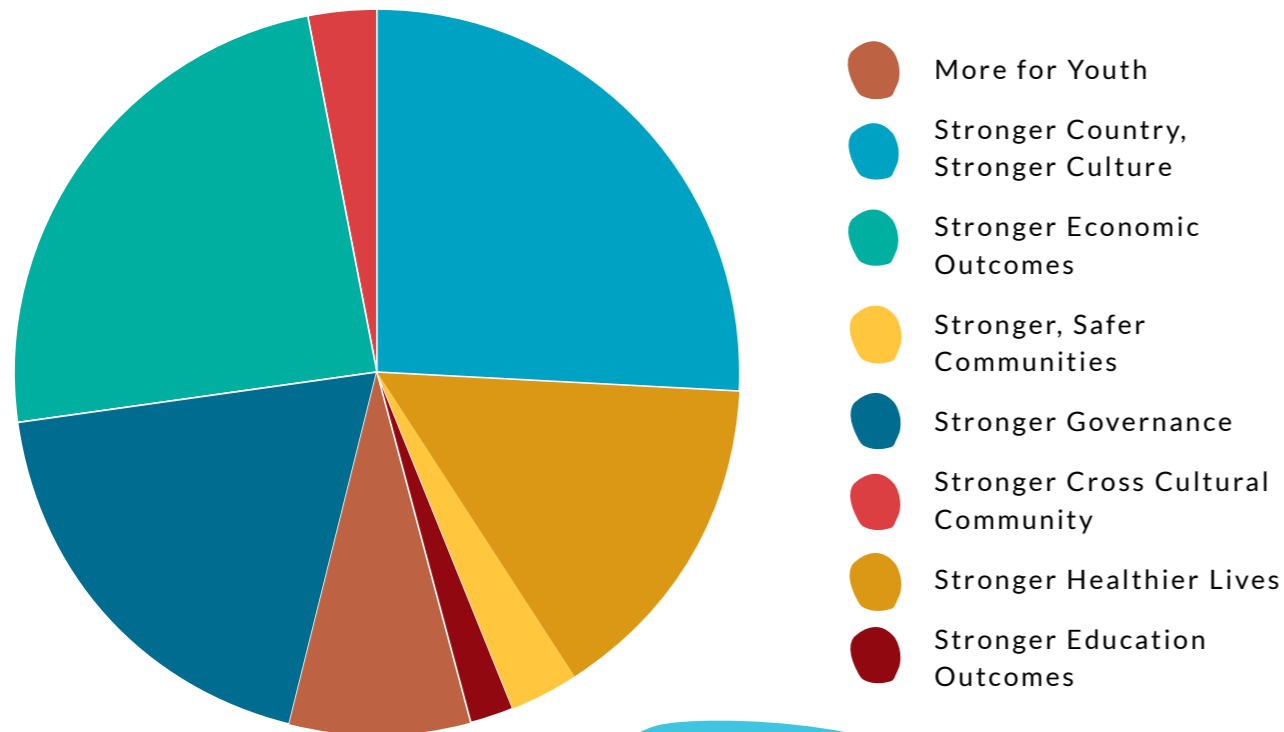
"I'M NOT SUPPORTIVE OF CO-DESIGN; TOO OFTEN IT IS NOT A GENUINE PROCESS. I SUPPORT COMMUNITY LED AND COMMUNITY DESIGNED ACTIVITIES. WE SUPPLY THE SCAFFOLDING OR INFRASTRUCTURE, AND COMMUNITIES CHOOSE WHAT SUCCESS LOOKS LIKE FOR THEM AND THE VALUE OF THAT SUCCESS. THIS PROCESS ALLOWS US TO MEASURE OUR COMMUNITY DEVELOPMENT PROGRAM'S IMPACT RIGHT ACROSS THE CONTINENT. THIS PROCESS IS NOT ABOUT US AS AN ORGANISATION. WE ARE IN SERVICE TO COMMUNITIES."

- Stephanie Harvey, CEO

At Community First Development, we believe good monitoring starts at the beginning. We work together with each community to determine what they want to achieve in both the long-term and short-term. This involves designing both dream indicators (long-term) and project indicators (short-term) with communities which are based on community goals and aspirations. After designing the indicators, we then work together to measure progress towards these aspirations. Each dream and project indicator is categorised by a different Story of Change outcome area.

Figure 6 shows the number of dream indicators by Story of Change outcome. This provides an indication of the areas communities have chosen to focus on to achieve their longer-term vision. The three most common outcome areas were Stronger Economic Outcomes, Stronger Country, Stronger Culture and Stronger Governance.

FIGURE 6: DREAM INDICATORS BY STORY OF CHANGE OUTCOME



We monitor progress and measure impact through listening and yarning together with communities as part of community development activities. Team members work with communities to identify the degree of change across each indicator and give it a quantitative reading. We anticipate the growth point change occurring in the shorter-term (project indicators) will be greater in a year, than the longer-term change measured in dream indicators.



Senior Community Development Officer, Deb and friend, Carlene celebrating NAIDOC week in Cairns.

NAGULA SOCIAL & EMOTIONAL WELLBEING

A COLLABORATIVE APPROACH TO MONITORING AND EVALUATION

Nagula Social and Emotional Wellbeing, located in Broome, Western Australia, provide a range of psychological support services for community members from all walks of life. The team at Nagula are passionate about supporting the improvement of wellbeing for First Nations' people – acknowledging that everybody is unique in their experiences and needs.

Jariah Kaissis, a Psychologist and Founder of Nagula, invited us to assist them to create Nagula's business plan and other Human Resource documents, such as policy, procedures, and employment/ client contracts.

At Community First Development, we believe good monitoring starts at the beginning. With the ongoing presence of COVID-19, Senior Community Development Officer, Kristy, brought together Jariah and our skilled volunteer, Gabi, via Teams to jointly set the project objectives, indicators and choose the relevant Story of Change outcomes. Reflecting on this collaborative approach, Kristy said:

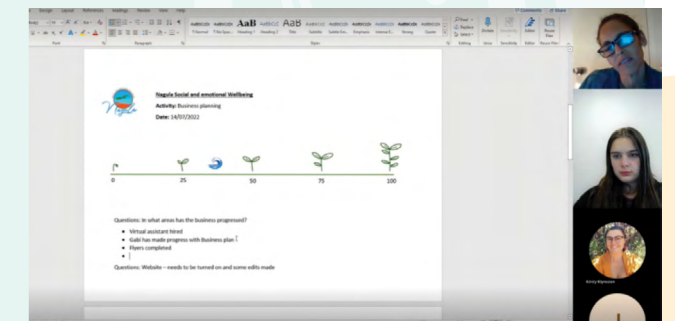
"I FOUND IT VERY BENEFICIAL TO HAVE ALL PARTIES INVOLVED IN SETTING THE INDICATORS AND OBJECTIVES, SO WE ARE ALL ON THE SAME PAGE. THE VOLUNTEER, HAVING THE EXPERTISE IN THE AREA, REALLY HELPED WITH SETTING THESE EXPECTATIONS."

To track the project's progress, Kristy has been using the Seed to Tree scale via Teams to facilitate this process with Jariah and Gabi. Our Western Region team is always innovating and has adapted the Seed to Tree scale into an interactive online tool to better engage with communities to capture the deep yarning and thoughts of everyone. As Nagula means saltwater in Yawuru, Jariah has chosen to use an ocean icon to highlight the amount of change she believes has occurred against the indicators.

Once the project is complete, Kristy will work with both Jariah and Gabi to evaluate the project. This will involve doing a final review of progress achieved against each project indicator; and reflecting on the project, including the process, challenges and achievements, through yarning.

"THE SEED TO TREE IS A GREAT VISUAL TOOL WHICH HELPS PUT THE PROJECT INTO PERSPECTIVE."

- Jariah Kaissis, Founder of Nagula



Jariah, Founder of Nagula; Gabi, Volunteer; and Kristy, Senior Community Development Officer, monitoring the project's progress via Teams.

CHANGE IN DREAM AND PROJECT INDICATORS

Indicator trends provide an insight into the outcomes and impacts of the activities underway. There were 289 dream indicators across the 103 communities we engaged with this year, 13 of which saw an overall change, with a median increase of 30 growth points across these. This represents progress achieved this year against communities' longer-term aspirations. There were 144 project indicators that saw an overall change with a median increase of 72.5 growth points. This represents progress achieved this year against communities' shorter-term goals.

INDICATOR TYPE	NUMBER OF INDICATORS WITH A MONITORING POINT AND OVERALL CHANGE	MEDIAN INCREASE (GROWTH POINTS)
Dream	13	30
Project	144	72.5

Figure 7 shows the average change in project indicators by Story of Change outcome. As the chart highlights, strong progress has been made against indicators across all Story of Change outcome areas.

FIGURE 7: AVERAGE CHANGE IN PROJECT INDICATORS BY SOC OUTCOME

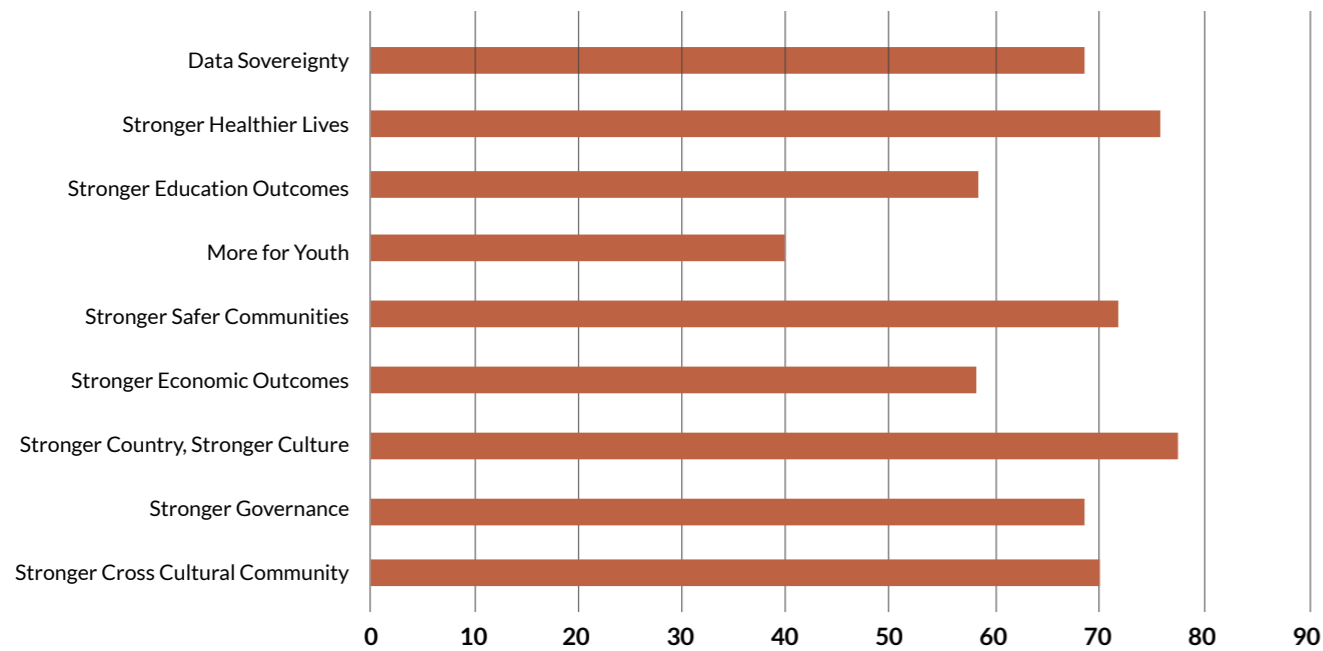
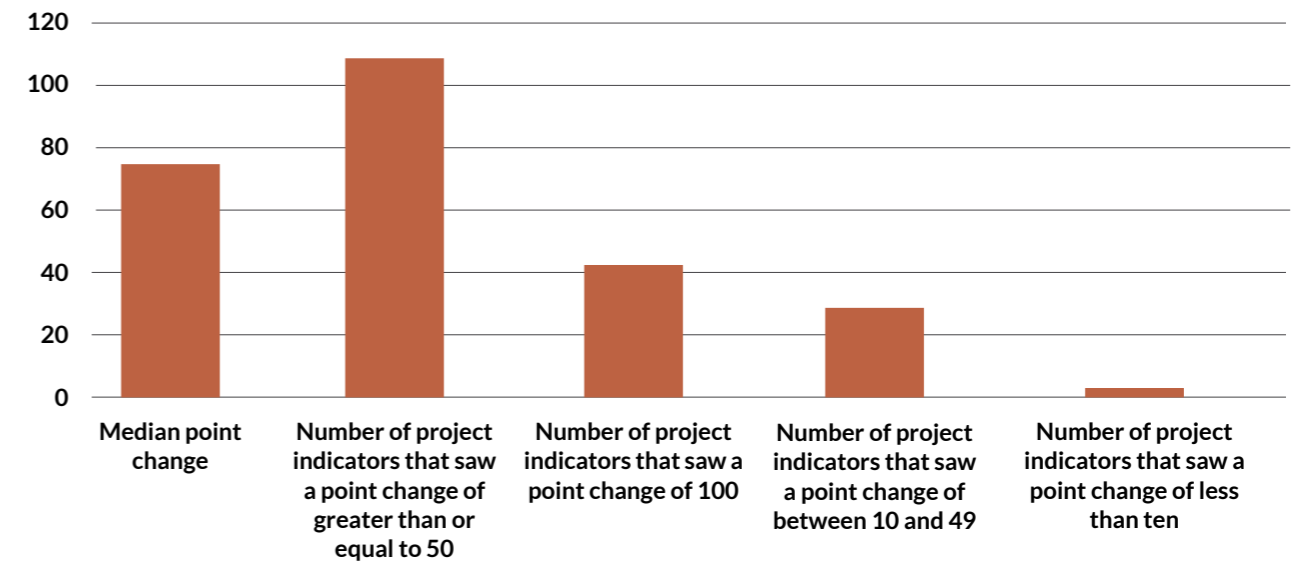


Figure 8 shows the change in project indicators this year, including the median point change. Projects commence at different times throughout a year, driven and requested by community demand. As a result, project indicators are not necessarily completed (or will reach a reading of 100) within a financial year.

Projects with indicators that reached 100 include development of a strategic plan; mentoring on and successful submission of a funding application; IT scoping and security check for a mobile application; and mentoring on public speaking and presentation skills.

FIGURE 8: CHANGE IN PROJECT INDICATORS*



*Please note that the categories are not mutually exclusive



COMMUNITY STORIES

COMMUNITIES RESPOND TO THE NSW CATASTROPHIC FLOOD EVENT

A national emergency was declared on 9 March 2022 following torrential rain and a series of floods in the eastern region of the country. The flooding began in late February, impacting southeast Queensland and northern New South Wales (NSW). The 1-in-100-year event saw severe weather ravage communities throughout that region. Four people lost their lives, and 2000 homes were destroyed.

On 28 February, the first flood in Lismore peaked (14.4 metres) two metres higher than the previous record in 1954, overtopping the riverbank levee (10.6 metres) with flood waters. Three days later, five flood-warning sites had exceeded one metre of rainfall. Only a few weeks later, floodwaters rose again, forcing the community to evacuate once again, causing further damage.

NSW Northern Rivers First Nations' communities, including three communities Community First Development has strong relationships with, Gulgen Care (case study on next page), Bundjalung Tribal Society and Burabi Aboriginal Corporation, were hit hard during the flood disaster.

Bundjalung Tribal Society had to relocate their office to Namabunda Farm and sought a skilled Community First Development volunteer to assist the community with researching and applying for federal/state and community grants. The grants will assist in rebuilding infrastructure affected by the floods, including their community housing stock and office.

Burabi Housing Corporation (Aboriginal Corporation) has 14 community houses in Lismore, Ballina, Woodburn and Coraki. The floods caused significant structural damage to the housing stock, leaving some tenants homeless. The community requested, and worked with, an experienced Community First Development volunteer to assist with applications for federal, state and community grants pertaining to Disaster Relief for the 2022 floods in Lismore/Ballina. Successful grant applications will assist in restoring, rebuilding, and repairing housing stock damaged during the floods.



An aerial image of Lismore in Northern NSW shows extensive flooding. The region experienced the worst floods in a century. Picture: NCA NewsWire

GULGEN CARE: IDENTIFYING AND MEETING THE HEALTH NEEDS OF THE ABORIGINAL COMMUNITY

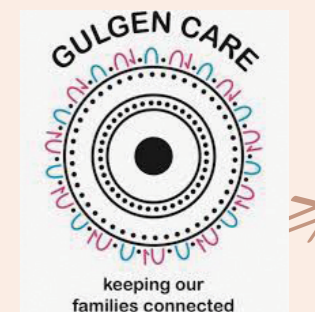


"GULGEN CARE IS ABOUT HELPING OUR MOB. GULGEN CARE IS THE ONLY ABORIGINAL AND TORRES STRAIT ISLANDER INDIGENOUS DISABILITY SUPPORT SERVICE WITHIN LISMORE. GULGEN CARE WAS INCORPORATED TO MEET THE NEEDS OF THE INDIGENOUS COMMUNITY."

Gulgen Care was established in April 2020 and provides culturally responsive aged care and disability support services to the Aboriginal community in Alstonville, NSW. They are the only Aboriginal and Torres Strait Islander organisation providing Indigenous Disability Support services in the Lismore area – their work is crucial in meeting the needs of the Aboriginal community. Gulgen Care was established to address an identified gap in service delivery – providing home care to people with a disability. The organisation is building a strong community presence and reducing social and cultural isolation for people with disability, their families and extended community.

Community First Development initially worked alongside Gulgen Care on a strategic development plan to guide the organisation for the next five years. Our skilled volunteer, Russell, worked closely with the community through video meetings over several months to create the plan. The final plan included a whole new customer service strategy and steps to expand service delivery throughout the Northern Rivers.

Image above: Bruce Simpson, Chief Executive Officer, Gulgen Care, with items donated by 'Merciful Servants' (an organisation they have a memorandum of understanding with) in response to the second Lismore floods.



FLOOD IMPACT AND COMMUNITY FIRST DEVELOPMENT SUPPORT

Although massively impacted by the NSW Northern Rivers floods themselves (see previous page), Gulgen Care responded to the disaster by supporting the broader community, brokering relationships with other organisations and providing a culturally safe and welcoming place to coordinate support through their networks and Facebook page.

Gulgen Care staff also reached out to Community First Development for support in accessing and identifying available grants to assist in disaster recovery. Community First Development identified a skilled volunteer to provide support and mentorship in the art of grant identification and application. As a result, the community were successful in receiving a grant from Services NSW.

Bruce Simpson, CEO Gulgen Care, indicated this support was valued at a time of disruption and stress:

"THANK YOU, SUSAN (VOLUNTEER), FOR INITIATING THE GROUNDWORK TO GET THE APPLICATION STARTED AND THANK YOU TO COMMUNITY FIRST DEVELOPMENT FOR SUPPORTING GULGEN CARE TO BRING IT TO OUR ATTENTION TO APPLY FOR THESE FUNDS THROUGH THE FLOOD RECOVERY ROADSHOW. MUCH APPRECIATED!"

GULGEN CARE'S CONTINUED RELATIONSHIP WITH COMMUNITY FIRST DEVELOPMENT

Following on from the strategic development plan and the grant writing support, we were delighted when Gulgen Care invited us to work on three more projects with them: fundraising, governance and NDIS registration.

Gulgen Care is also considering the financial sustainability of the organisation, and requested the assistance of a Community First Development volunteer with fundraising and financial expertise. The goal is to develop a fundraising strategy and employ an individual to carry out the activities.

An experienced Community First Development volunteer also provided corporate governance training to Gulgen Care's Board of Directors. Since the training, Bruce has noted that internal and staff processes have become more streamlined. Bruce now shares key policies and procedures weekly with staff, increasing organisational understanding of risk management and roles and responsibilities. The volunteer also provided guidance on the training and professional development that should be prioritised for staff.

Gulgen Care has received requests and offers from other organisations which they are unable to service as they are not NDIS registered. Gulgen Care has requested our support to work towards NDIS registration and implement the learnings from the corporate governance training. They have also been working with training providers to build and strengthen the capabilities of their staff in a range of areas. The continued staff training and development is key in building organisational capacity and capability towards this goal. NDIS registration will ensure that Gulgen Care can take advantage of these opportunities and extend its much-needed services, providing a culturally strong and responsive aged care and disability support service in the Lismore area.

"THE COLLABORATIVE PROJECTS WITH COMMUNITY FIRST DEVELOPMENT HAVE BEEN LIFE CHANGING IN HELPING GULGEN CARE TO GROW AS A SUSTAINABLE BUSINESS."

- Bruce Simpson, CEO Gulgen Care



A community united,
Gulgen Care.



BINAR FUTURES: EMPOWERING YOUNG PEOPLE TO DREAM BIG



THE BINAR STORY SPEAKS TO A CULTURE THAT ESTEEMS COMMUNITY, FAMILY, AND CONNECTION TO COUNTRY. THESE VALUES ARE CLOSE TO OUR HEARTS AS WE PROCEED FROM EXCELLENCE IN BASKETBALL TO EXCELLENCE IN ALL ARENAS OF LIFE.

- Adam Desmond, Founder of Binar Futures

Binar Futures, based in Perth WA, was established in 2011 by Adam Desmond as part of a team of six First Nations' young people. Binar is the Noongar word for meteor. It encompasses the story and understanding that when the Spirit Mother's children on Earth are in need of help, she sends her star children home in the form of meteors.

Binar believes in providing a culturally safe environment for First Nations' young people to thrive, providing opportunities to develop life skills and leadership and pathways to grow and succeed in sport, education and employment. Binar Sports offers a community support system and extended family for those accessing its services.

Binar has grown rapidly. Over 1,400 young people (85 per cent Aboriginal) are engaged in its activities across the Perth Metropolitan area and surrounds. Programs at Binar include sports engagement, education, employment, leadership, life skills and strong culture, building community, resilience, compassion, engagement and motivation.

Binar is growing a collective of young leaders who are volunteering their time to mentor and support younger children. The programs are designed to build resilience by providing a culturally responsive environment that embodies cultural protocols of respect and reciprocity. Binar advocates and builds strength in education pathways and connections based on healthy lifestyles and pursuits. Programs, such as basketball and netball and the Homework Hub, build participants' understanding and connection to identity and community. They support young people to understand their value to self, family and community.

The support of Community First Development's volunteers and Western Region team will enable Binar to move towards their future vision.

COMMUNITY FIRST DEVELOPMENT SUPPORT

Community First Development was approached by Binar in early 2022 and has been working alongside them on two community-driven projects: administrative support and website design.

Largely run by volunteers and funded by sponsors, donations, and small grants, Binar is still in the early stages of growing and building operational capacity.

"We are on a steep learning curve at present, and we are continually looking at how we manage resourcing through CFD (Community First Development). The dream will be in 5 years that the support across the various projects we have engaged CFD's assistance are no longer volunteer driven but manned by full time staff to deliver these programs." — Ian Lee, Binar

The Community First Development activities will support the growth in enrolments and increased community confidence and awareness Binar is experiencing. Binar has appreciated the support provided by Community First Development. In the words of Erika Songerwala, Binar Finance and Administration Manager,

"[Volunteer] Louise from CFD (Community First Development) has been a blessing for us. Her genuine passion and intention to make a difference for First Nations' communities was evident in our first meeting and in her commitment to ongoing tasks. Her experience with accounting and bookkeeping has been invaluable in helping us keep on top of recording invoices and payments from our new software system, which gives us more time to deal with directly servicing the needs of our community. We value her contribution, work ethic and integrity immensely. It is reassuring to know that Kristy and the team at CFD are not only available to help in areas that we lack skillsets or capacity but are also invested in our success."

In addition to the financial and administrative support, Adam Desmond, founder of Binar, is working with a Community First Development volunteer to build a new website that Binar staff can maintain themselves, building internal capacity in IT skills as the organisation grows.

Our team is supporting Binar to build towards their dream to be recognised across WA for providing culturally safe environments for First Nations' young people to access sport. We will support Binar's goal to ensure ease of access for every young person that wants to be involved in Binar programs; reaching disengaged young people and strengthening self-esteem, connectedness through culture and community, and self-determination.

Find out more about Binar Futures Aboriginal community organisation at www.binarsports.com.au

Image top left: Binar player Kevin Simpson, takes the shot with teammate Noah Hinkley ready for the rebound at the U19s Grand Final (Barry Cameron Memorial Tournament). Noah is currently attending a Community College for basketball in the US.



**ARTWEYE SUPPORT SERVICES:
CULTURALLY STRONG DISABILITY
SERVICE PROVISION**



Artweye Support Services (Artweye) is a First Nations’ owned and operated organisation. Artweye is a local Arrernte name meaning family, clan, or organisational group. Established in early 2021, by Warumungu Kaytetye man Greg Dixon, Artweye, provides a range of everyday support to First Nations’ peoples with disability in Alice Springs and the surrounding region. This includes assistance in attending medical and other appointments, shopping, family visits, and travel back to Country. Artweye operates with ten client-based staff, both part-time and full-time, and three office administrators.

Prior to Artweye’s establishment, there was a desperate need for local community disability support services and support to the town camps. Greg Dixon – who is connected to the local communities – is in a unique position of having direct contact with clients, their families and community, and is regarded as a trusted support services provider. Through existing local relationships and connections, Artweye has been able to provide individualised and direct disability support services, including the provision of care in local language.

“THE ONLY WAY YOU FOLLOW YOUR DREAMS IS IF YOU DO IT, YOU KNOW. I WANT TO RUN A BUSINESS THAT IS GOING TO BE HERE FOR ABORIGINAL COMMUNITIES FOR A LONG TIME. IT’S ALL ABOUT BUILDING RELATIONSHIPS. CLIENTS FEEL COMFORTABLE, THEY’RE HAPPY.”

- Greg Dixon, Director, Artweye Support Services

Artweye’s dream is to provide new standards of care for local First Nations’ peoples who are living with disability. They want to ensure they can live their lives with dignity and equity and are not culturally isolated from the community they live in and their Homelands. Their long-term dream is to expand their Aboriginal-led and owned disability support services to Tennant Creek and Darwin.

As a First Nations’ led organisation, Artweye is filling a gap in culturally responsive disability service provision to the local community. In addition, Artweye provides cultural support enabling their clients to fulfil cultural and spiritual obligations of returning to Country.

COMMUNITY FIRST DEVELOPMENT SUPPORT

Artweye first approached Community First Development in mid-December 2021, to support the development of a new Business Plan. Since then, our experienced volunteers have worked with Artweye on two further projects: creating a logo and a project funding submission. The volunteers and our Alice Springs team supported Artweye to develop capabilities with funding submission processes, including financial administration. Senior Community Development Officer, Alex, also connected skilled volunteer, Marion, with Artweye to support the design of the Artweye logo. The logo incorporates key elements of the Artweye vision, strong and connected Country, through the image of the Native Desert Pea and the symbol of the hand gesture supporting and connecting through the support service.

“WITHOUT CFD I WOULDN’T HAVE A LOGO, A BUSINESS PLAN AND I WOULDN’T HAVE APPLIED FOR ANY FUNDING. AND I WOULDN’T HAVE AN OFFICE. BASICALLY, I’D BE WHERE I WAS 12 MONTHS AGO.”

- Greg Dixon, Director, Artweye Support Services

“I remember when we met, I came into the office (Community First Development) and had a chat to Alex (Senior Community Development Officer). They told me what they can do, and it was perfect, because I wanted to start up a new business proposal or business plan and cash flow. Alex got in contact with Michael (Volunteer) and he’s very supporting, and he’s helped me a lot. He’s always checking on me, tells me the process and how things are going. Honestly, you have done a lot.”

Artweye continues to progress their dream of providing a culturally safe and responsive Aboriginal-led disability support service. Now that Artweye has a business logo and strategic plan, they plan to: apply for funding to purchase a disability-friendly bus to support client transportation; increase workforce opportunities and training; and progress their future goal of acquiring a 24/7 disability care home to provide a much-needed safe space for clients.



Greg from Artweye opening the door to their new office space.

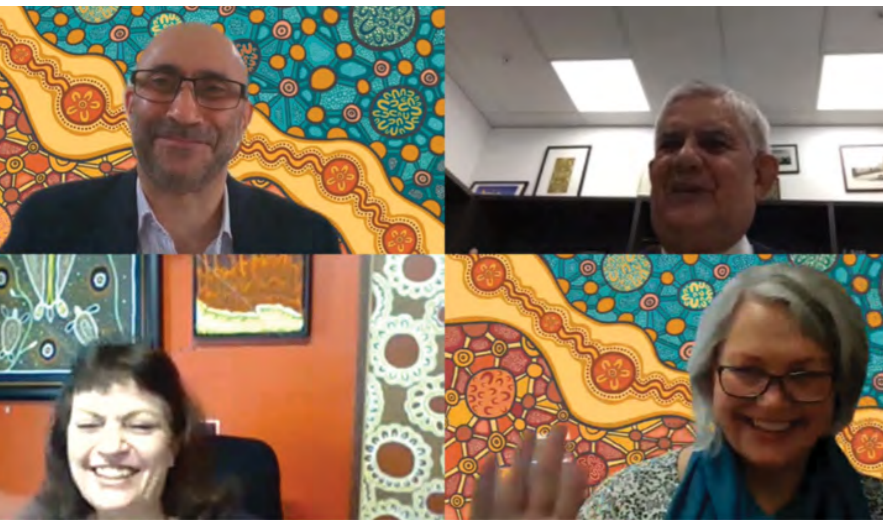
ACTION RESEARCH

OUR RESEARCH APPROACH RESULTS IN PRACTICAL, TANGIBLE COMMUNITY DEVELOPMENT PROJECTS ON THE GROUND, AS WELL AS ACTIVE LEARNING AND PARTICIPATORY RESEARCH FINDINGS WITH OUR COMMUNITY RESEARCH PARTNERS.

CELEBRATING OUR PARTICIPATORY ACTION RESEARCH IMPACTS - GOOD GOVERNANCE LEADS TO GOOD RELATIONSHIPS

One of our strategic goals is to influence policy – to increase communication and accessibility to our work, share our impact and grow our evidence base. Some of the feedback we have received about our research provides an early demonstration of how the research is being applied in a range of settings: from individual learning, to teaching and practice settings through to influencing the development of federal government policies and programs.

We were invited to include our research in an Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) journal and it was discussed as part of an Australian National University podcast on collaboration. It has also featured in several blog posts and there have been numerous requests by individuals and organisations in the social sector to use the Seed to Tree scale, a community engagement and evaluative tool developed as part of the research.



The Hon Ken Wyatt, former Minister for Indigenous Australians (top right), launches the action research report with panel members, Ian Hamm, Director, Karen Milward, Chair, and Stephanie Harvey, CEO (from left to right).

Our first action research final report, 'Good governance practice leads to good relationships: an exploration of Community First Development's community development approach in the Australian context' was launched at a webinar during the pandemic when significant travel restrictions were in place. The former Minister for Indigenous Australians, the Hon Ken Wyatt, attended the launch and spoke highly of the research.

"I JUST LOVE WHAT YOU HAVE DONE AND THE FINDINGS. CERTAINLY, ELEMENTS OF IT I WILL BRING INTO SOME OF MY THINKING AS WELL BECAUSE THOSE ARE LIVING COMMUNITIES THAT YOU HAVE GONE TO, AND THEY HAVE REALLY TOLD US WHAT NEEDS TO HAPPEN ON THE GROUND. SO, CONGRATULATIONS ON THE REPORT THAT YOU HAVE DONE. IT IS BRILLIANT... I THINK IS A GREAT MODEL FOR EVERY ABORIGINAL COMMUNITY TO EMULATE."

- The Hon Ken Wyatt, former Minister for Indigenous Australians

Not long after the launch, a small team from Community First Development presented on some of the findings at a well-attended Australian Evaluation Society (AES) webinar, 'Creating a culturally safe evaluation and research space'.

The research project was undertaken with eleven of our strong community partners. The potential for First Nations' research to be transformative is understated. Throughout our Research Yarning, First Nations' voices were heard loud and clear, privileging Aboriginal and Torres Strait Islander knowledge, language, and cultural practice.

Through this, one of our insights was that community ownership is necessary for success and that the vehicle used to achieve this is rich deep listening and robust yarning. For Community First Development this will be an ongoing practice that will be carefully mediated and nurtured over time. We also learnt that "right way governance" is highly relevant and a top priority for First Nations' communities. It is also a valuable learning tool for western governance entities.

"THANKS FOR INVITING ME TO JOIN THE WEBINAR THIS MORNING. IN MY 40S I WORKED WITH A COMMUNITY ON THE APY LANDS. THERE WAS NOTHING WRITTEN BY INDIGENOUS COMMUNITIES THEMSELVES ABOUT (COMMUNITY DEVELOPMENT) CD PRACTICE SO I SAT AND LISTENED FOR CLOSE ON 12 MONTHS BEFORE I WAS OF MUCH USE TO THE COMMUNITY. I WISH I COULD HAVE HAD ACCESS TO GOOD GOVERNANCE PRACTICE TO HELP ME KNOW WHERE TO START."

- Community First Development Volunteer



THANK YOU AND ACKNOWLEDGMENT

Community First Development acknowledges the generous supporters whose contributions assisted us to undertake the Good Governance action research project.



Moorditj Mob performing at Midwest Yamaji Music Aboriginal Inc's (MYMAI's) 2017 First Nations' Festival.

INAUGURAL FELLOW'S ORATION

Community First Development's Inaugural First Nations' Research and Evaluation Fellow's Oration was streamed live from a gathering in Darwin, celebrating the work of Ms Donna Stephens.

The Fellowship is a pathway for First Nations' academics to explore, design and deliver evaluation and research projects that are driven and led by First Nations' people and communities.

The Inaugural Fellowship was awarded to Ms Stephens, a proud Murran/Iwaidja woman from the Coburg Peninsula, in July 2020. During her Fellowship, she offered valuable insight, training, and innovation in her work across multiple projects. She took a lead role in the action research project on good governance and related publications and facilitated shared learning by yarning with our community development team.

"THE CONVERSATIONS THAT WE HAD ALLOWED ME TO GROW AND ALLOWED ME TO ENGAGE IN RESEARCH IN A VERY DIFFERENT WAY FROM THE UNIVERSITY ACADEMIA PACE. ONE OF THE SIGNIFICANT ASPECTS WAS THE CULTURAL KNOWLEDGE THAT I HELD WAS VALUED AND PRIVILEGED. HOW DO WE BUILD STRENGTH ACROSS THE COMMUNITY AND HOW DO WE INFORM COMMUNITY AROUND WHERE THE STRENGTHS ARE AND WHERE THE GAPS ARE? THIS IS A VERY IMPORTANT PART OF THE RESEARCH EVALUATION FELLOW'S ROLE."

- Ms Donna Stephens, Community First Development's Inaugural First Nations' Research and Evaluation Fellow.

Ms Stephens engaged in rich conversations about community-led development and had a significant impact in shaping our internal Community of Practice. These yarning-based sessions aim to improve outcomes for our communities through regular reflection and shared learning. She was also involved in re-designing our Story of Change graphic, providing a framework to understand and communicate the theory our team was describing — an ecosystem where everything is connected and where one aspect of community life changes, it impacts other areas.

We are incredibly grateful for the investment of knowledge, skills and experience that Ms Stephens has made into the continual improvement of our practice and the greater body of research on community development and governance led by First Nations' people. We look forward with great anticipation to her future works.



Community First Development Director, and Chair of Research and Ethics Committee, Lauren Ganley (left), presented the Inaugural Fellowship Award to Donna Stephens (right).



Koolangka's Kreate performing at the 2022 NAIDOC Perth Opening Ceremony — Get up! Stand up! Show up!

PUBLICATION AND LAUNCH OF OUR COMMUNITY DEVELOPMENT FRAMEWORK

'A First Nations' Approach to Community Development: Our Community Development Framework' was officially launched by distinguished Alyawarre Elder, Ms Pat Anderson AO. Ms Anderson is a strong human rights advocate and works tirelessly for the health and well-being of First Nations' peoples and communities throughout Australia.

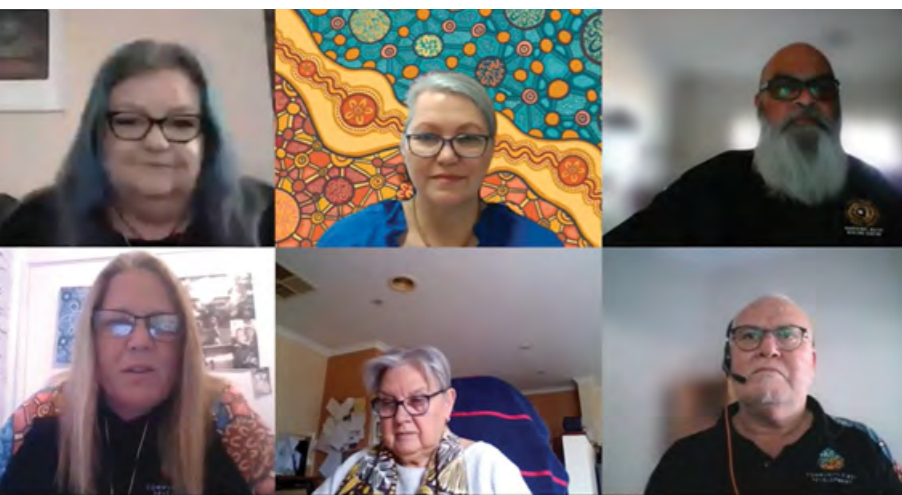
"WHAT MAKES THIS GUIDE UNIQUE IS, IT IS DEVELOPED BY A FIRST NATIONS' ORGANISATION WITH YEARS OF EXPERIENCE WORKING AT THE GRASSROOTS LEVEL WITH FIRST NATIONS' PEOPLES ACROSS AUSTRALIA. COMMUNITY FIRST DEVELOPMENT OPERATES WITH ETHICAL INTENTIONS AND ACTIONS AND THEIR APPROACH IS ONE THAT FIRMLY PLACES ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES IN THE CENTER."

- Ms Pat Anderson, AO

The webinar launch included a panel discussion about the framework with MC Stephanie Harvey, CEO; Renee Tomkinson, Eastern Regional Manager; Doyen Radcliffe, Western Regional Manager; Vicki Thom, Director, Mad Mob Aboriginal Corporation; and Devon Cuimara, Founder and CEO, Aboriginal Males Healing Centre.

The framework is an essential read for those interested in a grassroots approach to partnerships and genuine co-design. It provides guidance on the 'right way' – maintaining a connection to Country and valuing First Nations' traditions and knowledge, leading to stronger governance, economic outcomes, culture and Country.

The publication is a significant milestone for Community First Development. Over 20 years of acquired knowledge is shared in the hope it benefits First Nations' peoples by guiding those who work alongside communities.



Ms Pat Anderson AO, with panel members, launching the framework.



EARLY DEMONSTRATION OF IMPACT

Four members of the team also presented on the framework at the 2022 AIATSIS Summit and several other organisations requested presentations on the framework as part of training packages. Some of these included the AES, the Aboriginal Women's Research Assistant & Evaluation Training Project and, as part of a unique qualification pathway to increase an Aboriginal workforce within the violence, abuse and neglect sector, for NSW Health.

A series of videos that explain how the framework was also produced, with CEO, Stephanie Harvey, taking viewers through each phase. These are available on the Community First Development YouTube channel.

A screenshot from one of the episodes in the series.



CEO, Stephanie Harvey, filming for a series on the Community Development Framework.

RESEARCH AND ETHICS COMMITTEE

Community First Development is in a research expansion phase. Communities, academics, sector peers and funders are engaging more with our research and this is helping to drive growth. We are at a critical juncture in our research journey and as a result, we are strengthening our research governance structure.

We have now established a sub-committee to the board, the Research and Ethics Committee, to provide leadership, advice and direction on Community First Development's research activities. All members are First Nations' people and have been invited to join the Committee for their specific research and evaluation expertise within First Nations' settings.

Members include Committee Chair, Lauren Ganley, and Dr Anne Martin, Donna Stephens and Stephanie Harvey.

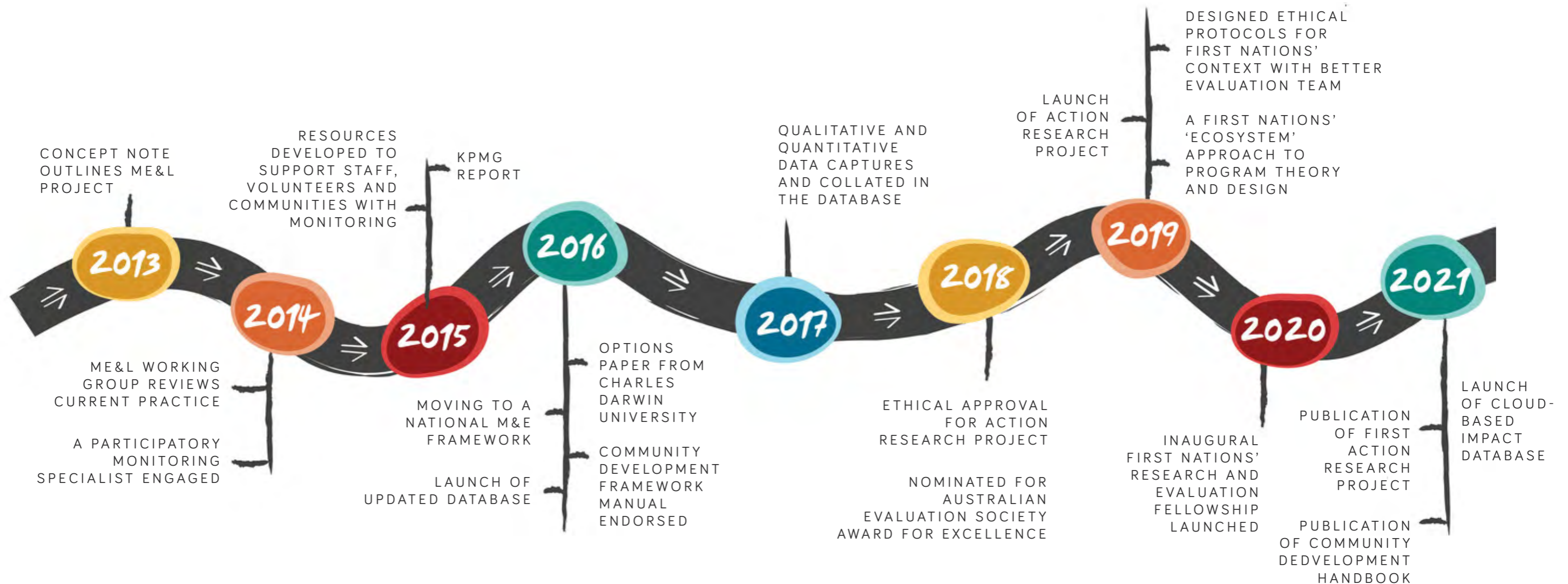
NEW RESEARCH PROJECT – AN ANALYSIS OF A FIRST NATIONS’ INCLUSIVE APPROACH TO MEASURING LONG TERM OUTCOMES

In early 2022, we launched a new research project that explores the benefits of monitoring and evaluating the narrative of First Nations’ communities’ long-term dreams. We are undertaking this new research project in partnership with ten of our strong community partners who are located across Australia.

At Community First Development, we see community dreams as multi-dimensional. They consider a range of aspects including: economic, environmental, mob, spiritual, cultural customs, and Country. Dreams are holistic, shared and form the basis for strengthening First Nations’ future generations and ensuring that Country is sustainable. The dream narrative cannot be understated, not only for the success of individual community projects, but also for the revitalisation and resurgence strategies that communities are putting in place.

THIS RESEARCH PROJECT IS SET TO SPARK CONVERSATIONS AND CHALLENGE SOME RESEARCH AND EVALUATION NORMS. RESEARCH CAN-AND-DOES ENABLE THE CREATION OF SPACES THAT PROMOTE FIRST NATIONS’ SELF-DETERMINATION AND STRONG COUNTRY. THE PROJECT IS INTENDED TO MAKE WAY FOR THE VALUABLE INSIGHTS FOUND IN FIRST NATIONS’ PERSPECTIVES AND TO STRENGTHEN THE LEADERSHIP AND GOVERNANCE OF FIRST NATIONS’ PEOPLE IN EVALUATION.

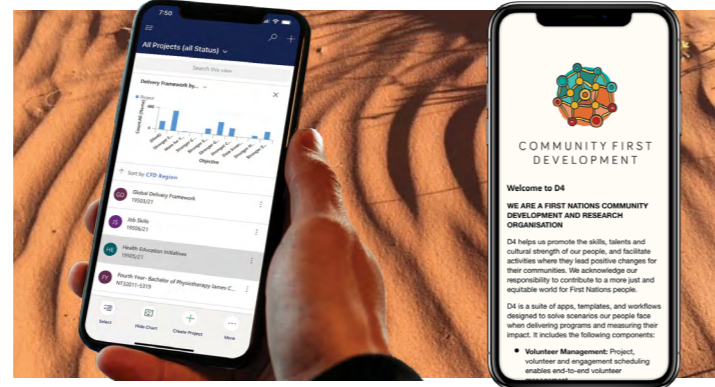
Below: A snapshot of the monitoring and evaluation journey of Community First Development since 2013 – the newly launched research report will explore the benefits and opportunities of the organisation’s approach to monitor and evaluate the narrative of communities’ long-term dreams.



INNOVATION AND LEARNING

AWARD FOR TECHNOLOGY

This year we continued to embed the new cloud database we fondly call 'D4' into our organisation and activities. D4 is our sophisticated technology platform that provides the evidence-base to guide all our work with First Nations' communities. Systems and Information Manager, Wayne Harvey, has provided ongoing training and regular communication to our field and research teams on the continual improvement processes to support data input and project monitoring and evaluation. In addition, a quality control system and D4 feedback tool has been created to assist in ongoing improvements and to support staff.



"D4 IS THE SCAFFOLDING OR INFRASTRUCTURE THAT UNDERPINS OUR COMMUNITY DEVELOPMENT PROGRAM AND IS A GAME CHANGER FOR THE THIRD SECTOR. IT IS INNOVATIVE, EASY TO USE IN REAL-TIME AND IS DESIGNED TO TRACK, MONITOR AND MEASURE COMMUNITY OR CLIENT SUCCESS. IT'S ABOUT IMPACT!"

- Stephanie Harvey, CEO

We thank Wayne Harvey for designing this program, Tom Layton for managing the project and Towcha Technology, a First Nations' organisation we partnered with, for bringing this to fruition.



Bidjara man and Systems and Information Manager, Wayne Harvey, receives the Best Technology Achievement by a First Nations' Person award.

This year we were proud to congratulate, Wayne, as joint winner of the Best Technology Achievement by a First Nations' Person at the Connecting Up Australia Not-for-Profit Technology Awards. Wayne was recognised for his contribution to our organisation, to the non-profit sector, and to all the communities he's supported through his work.

He has worked tirelessly in the creation and continuous improvement of our D4 database that helps capture the voice of our people and provides a platform for First Nation and community led monitoring and evaluation tools.

Our peoples' voices are paramount to all we do to celebrate and share communities' successes and achievements. Wayne has supported the development of processes to ensure our data is able to tell community stories in a way that is tangible, meaningful, and culturally responsive.

OUR COMMITMENT TO REFLEXIVE LEARNING AND CONTINUOUS IMPROVEMENT

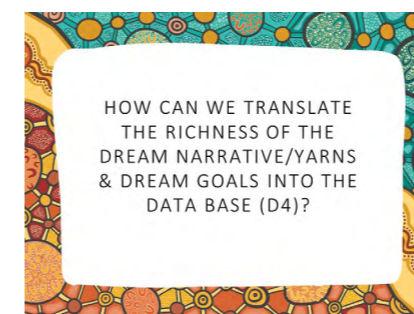
We continue to build upon the strengths of First Nations' knowledges, ways of being and yarning circle processes in our monthly internal 'Community of Practice' sessions. These have continued on from the work and guidance of Donna Stephens, our First Nations' Fellow for Research and Evaluation. The facilitated sessions create space for collaborative and shared learning based on action research, yarning processes and good practice community development. We're fortunate to be able to utilise the skills, reflections and strengths of many experienced staff as well as newer staff who have joined us this year, bringing diverse ideas and experiences.

The sessions, held via videoconferencing, bring together community development and research staff from across the regions, Volunteer Coordinators and systems and technology designers, to explore a theme, topic of interest or continuous improvement opportunity. Staff are invited to share First Nations' community development knowledges, challenges, reflections and innovative solutions. These sessions create opportunities for us to reflect and share our learnings and explore findings from our action research project.

THE COMMUNITY OF PRACTICE STRENGTHENS HOW WE WORK TOGETHER ACROSS THE CONTINENT, IDENTIFYING AND GROWING GOOD PRACTICE AND SYSTEMS IMPROVEMENTS.

Over the past year, we have used these sessions to identify areas for growth in our data inputs and narrative. We have worked to identify solutions and continuous improvements in our systems, community engagement and how we can enable deep and rich narrative to be represented in our data system, connecting shorter-term projects to the longer-term 'Dream' of communities. Using a structured yarning process, we have created a space for reflexive and innovative thinking, building on collective and individual strengths, engaging in perceptual positioning theory, and our current Action Research Project's early findings.

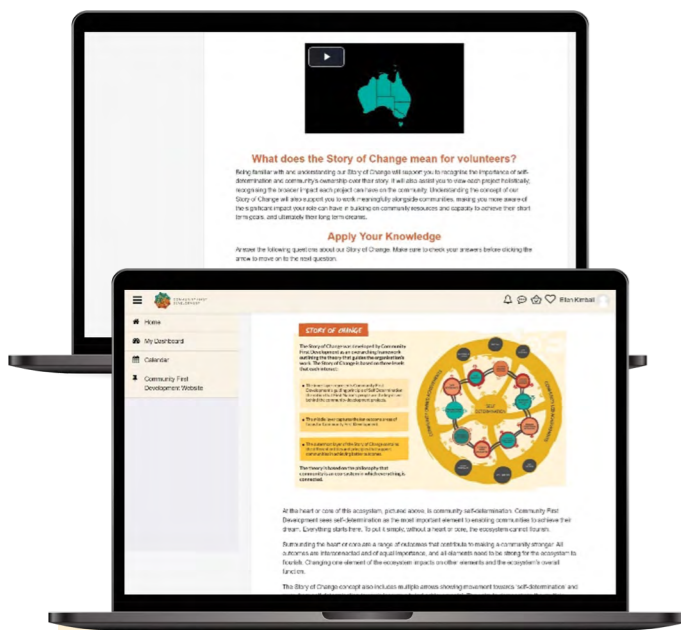
We look forward to continuing our reflective Community of Practice journey over the coming year, connecting volunteers, community development practice, research findings and data systems.



A key question for a structured yarning session on improving the quality of data collection and input.



A community of practice session featuring a guest presentation by one of our skilled volunteers.



Online volunteer induction program.

VOLUNTEER LEARNING AND ENGAGEMENT

This year some of our volunteers trialled our new online volunteer induction in preparation for roll out. The development of an extended, comprehensive online format formed part of our response to the COVID-19 pandemic and supported targeted, regionally based volunteer recruitment efforts.

The online format allows volunteers to engage in interactive learning at their own pace and convenience. Content includes guidance on working respectfully with communities, our community development approach and practical information for volunteer onboarding and field work. The content developed includes a series of videos on how our Community Development Framework works in practice.

In addition to the online course, volunteers will continue to engage in face-to-face inductions. Course material is currently being refreshed and will focus primarily on learning about Aboriginal and Torres Strait Islander histories and cultures, and cultural information will be localised as best as possible to the regions where we work. An advisory group of First Nations' staff has been established, along with a project plan for the development and roll out of the refreshed Cultural Induction. Engagement with volunteers, communities and staff has been embedded into the design process.

APPLYING FEEDBACK FOR CONTINUOUS LEARNING AND IMPROVEMENT

In April, two separate volunteer surveys were rolled out; engagement and wellbeing were the key themes explored. The first survey was distributed to 'Active' volunteers who had participated in a project in the past three years. The second survey was distributed to the remaining volunteers listed as 'Active' who had not participated in a project in the last three years. In addition, Volunteer Coordinators have conducted one on one interviews with volunteers to learn about their experiences, what they would have liked to know more about prior to volunteering and what they learnt about while volunteering.

Feedback in written and video form from Community Development Officers providing insights into working respectfully with community has also been collated and will continue to inform volunteer induction and supports. To close the feedback loop on findings, an internal Community of Practice session has been planned with the field and research teams.



OUR GREEN PROJECT

The role of the Green Project working group is to initiate and steer action on Community First Development's Value of Caring for Country – we honour the relationship and responsibility we have to the earth in all our business practices and relationships.

The working group, which formed in early 2022, understands that the term 'Caring for Country' has a much broader meaning and definition than detailed above. We will continue to explore this as a team.

THE WORKING GROUP'S PURPOSE IS TO IMPROVE BUSINESS PRACTICES TO CONTRIBUTE TO STRONGER COUNTRY.

A strategy will be developed to further embed green practices into day-to-day operations towards a greater, positive environmental impact. We are pleased to have an intentional pathway for a value we are passionate about and committed to and look forward to weaving the findings of the group into the organisation's activities.



Aboriginal Males Healing Centre.

INTERNATIONAL

FIRST NATIONS' WOMEN LEADING IN STRENGTH

We continue to grow our two-way international relationships, including our strong connection with Papua New Guinea and Bougainville. These relationships focus on the strengths of First Nations' peoples and community development. One of our highlights was the invitation to facilitate and join a panel of First Nations' women from Bougainville and Australia, *Indigenous Bougainville and Australian women on social resilience and healing memory* as part of *Connect Through Peace 2022*.

Connect Through Peace 22 provided an online space and gathering of peacebuilders, conflict resolution practitioners, academics, students, and anyone interested in contributing to non-violent social change and peaceful relations in Oceania (Australia, Aotearoa, the Pacific and South-East Asia).

THE FOUR MAIN THEMES OF THE GATHERING WERE, FIRST NATIONS' PEACEBUILDING, DEVELOPING A COLLECTIVE VOICE FOR ADVOCACY TO INFLUENCE POLICY, THE CONNECTION OF ART AND PEACEBUILDING AND MAPPING THE LANDSCAPE OF PEACEBUILDING AND CONFLICT PREVENTION IN OUR REGION.

The panel was facilitated by our CEO, Stephanie Harvey, and Senior Community Development Officer, Tania Liddle, from our NT/SA region and Ginibi Robinson from the research team also joined in alongside women from Bougainville in an inspiring conversation about First Nations' peace building, the strength of women and resilience.

The session was powerful and deeply connective for all the women involved, sharing stories of wisdom, healing, community-based strengths, and initiatives, creating a space which held shared experiences and differences. We look forward to continuing to build on these relationships and the learnings shared.



2022 NAIDOC Perth Opening Ceremony — Get up! Stand up! Show up! Djoogan Keeniyirra Dance Group

GROWING THE FIRST NATIONS' ECONOMY

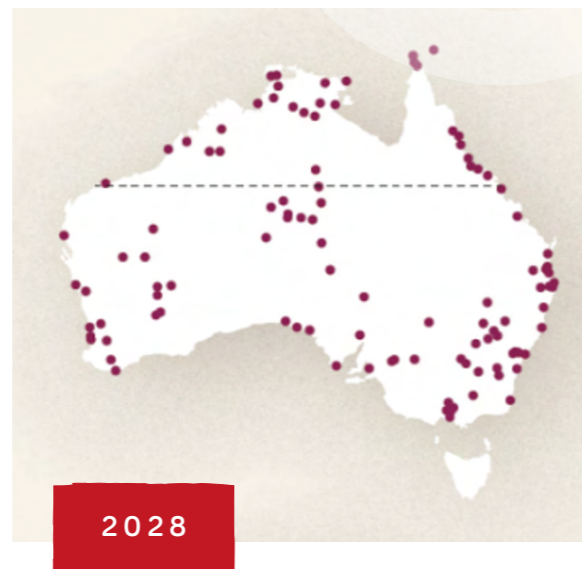
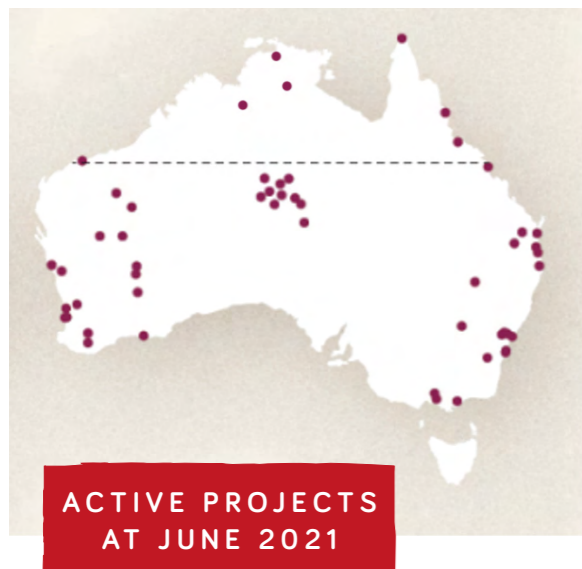
OUR FIVE YEAR PLAN FOR THE FUTURE

The challenges faced by Aboriginal and Torres Strait Islander people has often been described as a “wicked”, complex or unsolvable problem. Aboriginal and Torres Strait Islander people make up 3.3% of the Australian population. As a group we experience higher levels of incarceration rates and long-term health conditions and lower median incomes and literacy standards than the non-Indigenous population.

Growing the First Nations' Economy is our strategy to strengthen capability, capacity, efficiencies and productivity in First Nations' organisations and communities across Australia to:

- Increase the delivery of positive health, social and economic outcomes in First Nations' communities, scaling current Community First Development results being achieved.
- Use our leading edge technology that supports co-designed monitoring and evaluation to lead to rigorous evidence to inform policies and programs.
- Focus our efforts and attention to where we are heading: beyond the gap.

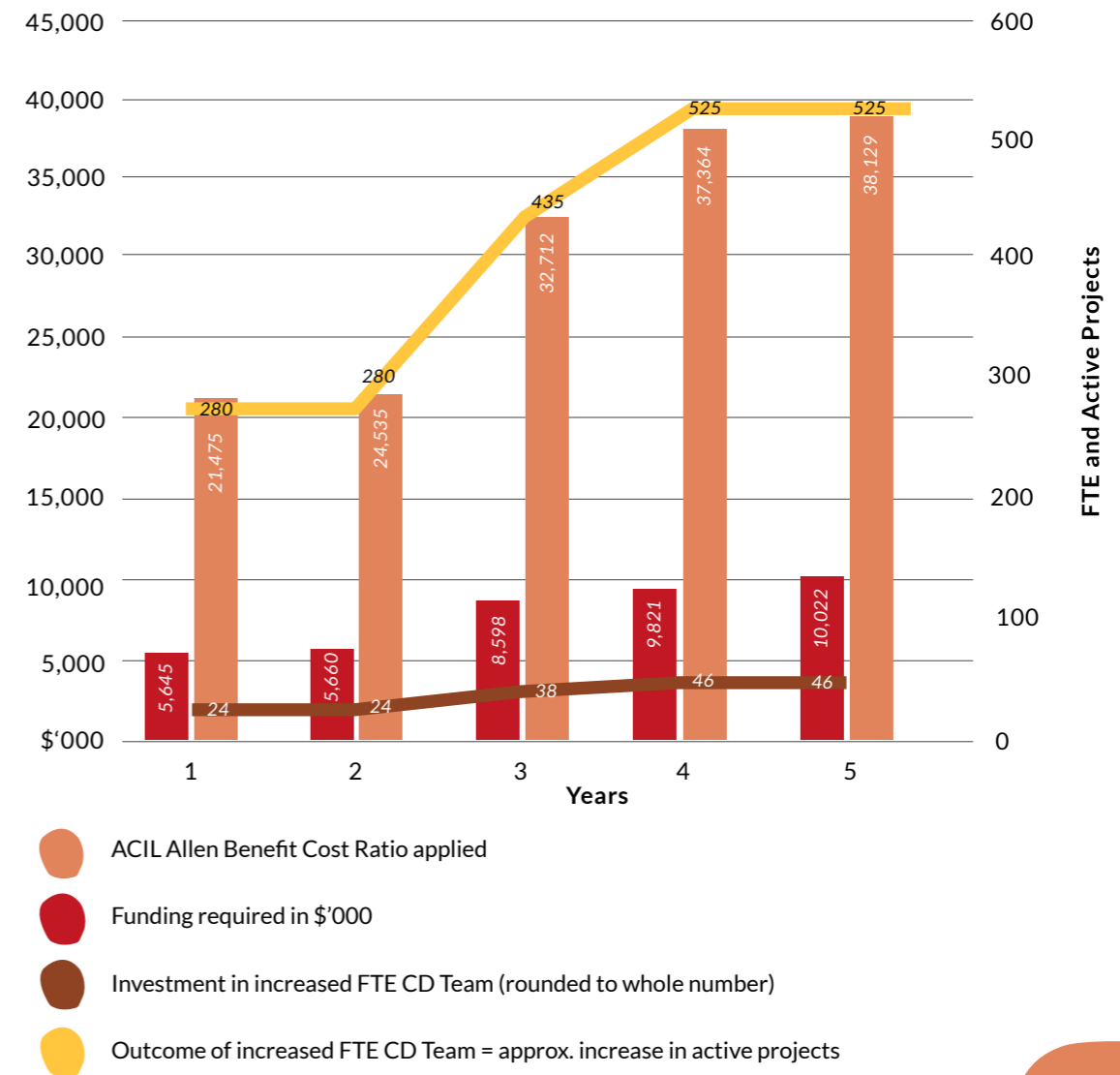
We have a strategic vision for the next five years to leverage our assets, expertise, effective program and large networks of community relationships and specialist volunteers to support stronger economic, health, and social outcomes for Aboriginal and Torres Strait Islander people.



We are seeking financial partners to co-contribute towards an expansion of our effective program – a total of \$39.7m over five years will support current business and expansion in years 1, 3 and 4.

Based on ACIL Allen's analysis of reference year 2020-21, this investment will yield total social and economic benefits of \$151.2 million.²

WHAT WE COULD ACHIEVE WITH YOUR SUPPORT



WE WELCOME THE OPPORTUNITY TO FURTHER DISCUSS OUR VISIONARY PLAN TO IMPROVE THE ECONOMIC, HEALTH AND SOCIAL OUTCOMES OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE AND COMMUNITIES.

² ACIL Allen, (2021) Social and Economic Impact Assessment of Community First Development.



FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2022

DIRECTORS' REPORT

Your Directors present their report for the year ended 30 June 2022

Directors

The names and details of each person who has been a Director during the year and to the date of this report are as follows. Directors were in office for this entire year unless otherwise stated.

Karen Milward MBA, Williamson Fellow, Certificate IV Training and Assessment and Business Administration Chair

Karen is a proud Victorian Yorta Yorta woman, born and raised in Melbourne. She owns and operates Karen Milward Consulting Services and has done so since 2004. She has extensive experience working with Aboriginal and Torres Strait Islander communities at grassroots and organisational levels right through to peak body representative level. She regularly undertakes complex projects commissioned by government departments and their agencies. This involves assisting those who have lead responsibility for policy and program development and service delivery impacting on Aboriginal and Torres Strait Islander communities.

Owner and Operator - Karen Milward Consulting Services

Chair - Mullum Mullum Indigenous Gathering Place

Chair - Kinaway Chamber of Commerce Victoria Ltd

Director - Yarra Valley Water

Stan Kalinko B.Com, LLB, Higher Diploma in Tax Company Secretary Chair, Audit and Risk Management Committee

Stan practised law for more than 30 years, was a merchant banker for 6 years, is a mediator and has been a non-executive Director of companies for many years.

John Jeffery

Member, Governance Committee

John is an Aboriginal man of the Wiradjuri Nation of central New South Wales. John has extensive experience in developing and implementing Indigenous engagement, employment, training and education initiatives. He was the founder and Managing Director of Indigenous Success Australia (ISA) where he negotiated and worked with private and public-sector employers nationally to develop and implement Indigenous employment and training strategies and retention programs. John specialises in providing corporate and public-sector groups with Indigenous employment and training solutions, with a strong focus on local people for local jobs. This involved working nationally with Indigenous communities, government agencies and industry groups to identify and realise engagement, employment and training opportunities and joint venture partnerships.

Managing Director - Yarra Custom Wear

Lauren Ganley GAICD, FARLF, Graduate Australian Government Indigenous Leadership Program and Graduate Telstra Corporate Affairs Professional Development Program **Member, Audit and Risk Management Committee** (ceased being a member on 28 October 2021) **Member, Research and Ethics Committee** (from 28 October 2021)

Lauren is the Head of Telstra's First Nations' Strategy and Engagement, where she leads the strategy and ongoing governance of engagement with First Nations' peoples and communities.

Previously, Lauren had a successful 30-year career with Telstra, and during a five-year hiatus from the corporation, Lauren worked with Desert Knowledge Australia and PwC's Indigenous Consulting.

Director - Kakadu Tourism

Council Member - Bachelor Institute of Indigenous Tertiary Education

Director - Agency

Director - Darwin Festival Board

Ian Hamm

Chair, Governance Committee

Ian is a Yorta Yorta man who has been actively involved in the Victorian Aboriginal community in a personal and professional capacity for over 30 years. He has had a wide exposure to, and led, policy reform and program implementation for both the State and Federal Governments at executive level, most notably in Aboriginal Affairs. His work as a board member includes leading organisations through change and adaptation to ensure they are well placed for the challenges of improving the lives of people in a rapid changing environment.

Chair - First Nations' Foundation Ltd

Chair - Koorie Heritage Trust Inc

President - Community Broadcasting Foundation

Chair - Indigenous Land and Sea Corporation

Board Member - Aboriginal Housing Victoria Ltd

Board Member - National Trust Australia (Victoria) Ltd

Board Member - Australian Red Cross

Board Member - Inclusive Australia Ltd

Board Member - Yarra Valley Water

Director - The Healing Foundation

Member - Australian Financial Complaints Authority

Member - Planning Panel Victoria

Professor Anne Martin AM

Appointed 11 August 2021

Member, Research and Ethics Committee (from
28 October 2021)

Dr Anne Martin AM is a Yuin Aboriginal woman of the NSW South Coast. From 2012, Anne has been the Director of the Tjabal Centre at the Australian National University (ANU). There she supports and mentors hundreds of Indigenous and non-Indigenous students.

In 2017 in Ontario, Canada, Anne was awarded an Honorary Doctorate from the World Indigenous Nations' University in recognition of her contributions to a broad Indigenous education agenda with a particular emphasis on student success. In 2019 Anne was appointed a Member of the Order of Australia, and awarded the ACT senior Woman of the Year.

Karen Jacobs

Appointed 11 August 2021

Member, Audit and Risk Management Committee
(from 28 October 2021)

Karen is a bloodline descendant and a Traditional owner of Whadjuk Country in the Perth area, Western Australia. Karen is the owner of Indigenous Economic Solutions Pty Ltd, trading as IES Cultural Heritage, IES Enviro Scapes, IES Enviro Clean. Karen's primary focus is on developing and encouraging Aboriginal people to be involved in enterprise and business opportunities. She has extensive background in Aboriginal cultural heritage and practices, environmental plans and management, cultural tourism, education and was a former lecturer.

Chairperson - Indigenous Economic Solutions Pty Ltd

Chairperson - The Whadjuk Foundation Inc

Vice Chair - Katajin Mia Mia Foundation

Managing Director - IES Enviro Scopes, IES Enviro Clean & IES Cultural Heritage

Director - Yinhawangka Decision Making Committee

Director - Kuruma Marthudunera Limited

Director - Ngangk Trust

Director - Bookitja Pty Ltd

Director - Noongar Property Holdings Pty Ltd

Director - Noongar Chamber of Commerce and Industry

Director - Foundation for Indigenous Sustainable Health Ltd

Advisor - Green Australia

Member - WA State Design Review Panel

DIRECTORS' REPORT

Objectives

Community First Development (the Company) is a First Nations' community development and research organisation that creates positive change in and with First Nations' communities. We promote the skills, talents and cultural strength of our people, and facilitate activities where they lead positive changes for their communities. We acknowledge our responsibility to contribute to a more just and equitable world for First Nations' people.

As detailed in the Constitution, the objects, summarised here, are to:

- (i) undertake community development activities in partnership with Aboriginal and Torres Strait Islander people,
- (ii) link Aboriginal and Torres Strait Islander people with volunteers who have expertise to share,
- (iii) provide opportunities for Australians to make contributions to Aboriginal and Torres Strait Islander communities by working in partnership with these communities, and
- (iv) undertake fundraising activities in order to support the work of Community First Development.

Strategy for achieving objectives

Community First Development has four strategic priorities as part of the Strategic Plan 2020-2023. The strategic priorities are:

1. **Thriving communities:** We will achieve thriving communities, with our people, for our people, through successful development and research initiatives, designed and delivered in partnership. This includes a focus on youth and their emerging leadership.
2. **Action learning:** We will value and develop our people by providing a rewarding and satisfying place to work. We will continue to improve our development and research practice and methodology, through lessons learnt with our people.
3. **Influence policy:** Increase communication, and accessibility to our work, share our impact and grow our evidence base, to influence policy
4. **Grow:** While staying true to our community development approach and organisational culture, diversify and create new First Nations' opportunities that grow our organisation and allow us to innovate, expand and share knowledge, learning and success.

The above listed strategies have been developed to support the company's operations in future financial years and are expected to support the on-going operations of the company.

Principal activities during the year

Community First Development has continued to operate with a core commitment to genuine partnership and collaboration, working with First Nations' communities based on the principle of self-determination.

During the year, Community First Development achieved the following outcomes:

- engaged with 103 Aboriginal and Torres Strait Islander communities on 154 community development activities;
- published a number of reports including: A First Nations' Approach to Community Development: our community development framework and the final findings of the Action Research Project;
- fundraised a total of \$3,540,255 in financial support from our supporters, from generous individuals to philanthropic funds.

Community First Development continued working through the COVID-19 global pandemic. While travel to communities was often restricted, our Community Development Officers and volunteers continued to work with communities on their projects.

Community First Development had an operating surplus for the year ended 30 June 2022 of \$1,692,379 (2021: surplus \$1,727,935).

There were no other significant changes in the state of affairs during the financial year.

Auditor independence

The Board has received a declaration of independence by the auditor. A copy is included in the following Financial Report.

Member contribution if Community First Development is wound up

Community First Development has one class of member. Each member is liable to contribute an amount not exceeding \$20 if the Company is wound up. The total amount that members are liable to contribute if the Company is wound up is an amount not exceeding \$140.

DIRECTORS' REPORT

Directors' meetings

The number of meetings directors (including meetings of the committees of directors) held during the year and the number of meetings attended by each Director were as follows:

Number of meetings attended by:	Directors' Meetings		Audit and Risk Management Committee		Governance Committee		Research & Ethics Committee	
	A	B	A	B	A	B		
Karen Milward	9	9						
Stan Kalinko	9	9	4	4				
John Jeffery	9	7			3	3		
Lauren Ganley	9	5	2	2			1	1
Ian Hamm	9	9			3	3		
Karen Jacobs	7	5	2	2				
Anne Martin	7	7					1	1

A - Number of meetings held to which the director was eligible to attend

B - Number of meetings attended

Benefits and interests in contracts with Board Members

Members of the Board declare that they have no interest in contracts, transactions, arrangements or agreements with Community First Development, other than contracts entered into, in the ordinary course of the Company's business. (See note 15)

Community First Development is covered by Directors and Officers Liability Insurance.

Events subsequent to year end

There were no significant events occurring after 30 June 2022 which require adjustment or disclosure in the financial report.

DIRECTORS' DECLARATION

In accordance with the resolution of the Directors of Community First Development Limited, we state that:

In the opinion of the Directors of Community First Development:

- (a) The financial statements and notes of Community First Development are in accordance with the Australian Charities and Not-for-Profits Commission Act 2012, including:
 - (i) Giving a true and fair view of Community First Development's financial position as at 30 June 2022 and of its performance for the year ended on the date; and
 - (ii) Complying with Accounting Standards - Simplified Disclosure Requirements (including the Australian Accounting Interpretations) and the Australian Charities and Not-for-Profits Commission Regulation 2013 ;
- (b) There are reasonable grounds to believe that Community First Development will be able to pay its debts as and when they become due and payable;
- (c) The provisions of the Charitable Fundraising Act 1946 (Western Australia) and the regulations under the Act and the conditions attached to the authority have been complied with;
- (d) The provisions of the Charitable Fundraising Act 1991 (New South Wales) and the regulations under the Act and the conditions attached to the authority have been complied with;
- (e) The statement of profit and loss and the statement of financial position give a true and fair view of the state of affairs of the organisation with respect to fundraising appeals; and
- (f) The internal controls exercised by the Company are appropriate and effective in accounting for all income received and applied by the Company from any of its fundraising appeals.

Signed on behalf of the Board this 4th day of August 2022.



Karen Milward

Chair

INDEPENDENT AUDITOR'S REPORT



Building a better
working world

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Report of the Independent Auditor on the Summary Financial Statements

To the Members of Community First Development Limited

Opinion

The summary financial statements, which comprise the summary statement of financial position as at 30 June 2022, the summary statement of profit or loss and other comprehensive income, summary statement of changes in equity and summary statement of cash flows for the year then ended, and related notes, are derived from the audited financial report of Community First Development Limited (the Company) for the year ended 30 June 2022.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial report, as prepared in accordance with Australian Accounting Standards - Simplified Disclosures and the *Australian Charities and Not-for-Profits Commission Act 2012*.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards - Simplified Disclosures and *Not-for-Profits Commission Act 2012*. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon.

The Audited Financial Report and Our Report Thereon

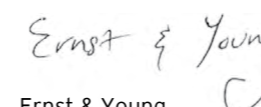
We expressed an unmodified audit opinion on the audited financial report in our report dated 4 August 2022. The audited financial statements and the summary financial statements do not reflect the effects of events that occurred subsequent to the date our report on the audited financial statements.

Responsibility of the Directors for the Summary Financial Statements

The directors of the Company are responsible for the preparation of the summary financial statements that are consistent, in all material respects, with the audited financial report, as prepared in accordance with Australian Accounting Standards - Simplified Disclosures and the *Australian Charities and Not-for-Profits Commission Act 2012*.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard *ASA 810 Engagements to Report on Summary Financial Statements*.



Ernst & Young
Canberra
4 October 2022

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Liability limited by a scheme approved under Professional Standards Legislation

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the year ended 30 June 2022

	Notes	2022 \$	2021 \$
Revenue			
Donations from the public	5	3,540,255	3,957,705
Philanthropic grants		-	783,200
Federal Government funding		-	1,000,000
Federal Government subsidies		-	573,800
Other government funding		-	2,500
Services revenue		2,802	-
Interest income		1,425	1,164
Other income		13,569	318
Total revenue		3,558,051	6,318,687
Expenses			
Community development activities		(2,455,664)	(2,132,381)
Direct costs of fundraising appeals	5	(710,549)	(677,562)
Compliance and governance		(182,898)	(133,079)
Enabling services		(717,370)	(667,604)
Supporter engagement		(720,532)	(539,583)
Awareness and education program		(463,417)	(440,543)
Total expenses	6	(5,250,430)	(4,590,752)
Net operating surplus/(deficit)		(1,692,379)	1,727,935
Other comprehensive income		-	-
Total comprehensive income/(loss) for the year		(1,692,379)	1,727,935

This statement is to be read in conjunction with the notes to the financial statements as part of the full financial report available at www.communityfirstdevelopment.org.au

STATEMENT OF FINANCIAL POSITION

For the year ended 30 June 2022

	Notes	2022 \$	2021 \$
ASSETS			
Current assets			
Cash		3,434,974	4,933,132
Right of use asset	7	10,125	9,552
Other receivables	8	59,221	59,695
Prepayments		40,637	34,381
Total current assets		3,544,957	5,036,760
Non-current assets			
Plant and equipment	9	-	106
Intangible asset	10	60,022	90,319
Total non-current assets		60,022	90,425
Total assets		3,604,979	5,127,185
LIABILITIES			
Current liabilities			
Trade and other payables	11	373,165	298,604
Lease liabilities	12	10,186	9,609
Employee benefits	13	444,943	322,251
Total current liabilities		828,294	630,464
Non-current liabilities			
Employee benefits	13	74,671	102,328
Total non-current liabilities		74,671	102,328
Total liabilities		902,965	732,792
Net assets		2,702,014	4,394,393
FUNDS			
Accumulated funds		2,702,014	4,394,393
Total funds		2,702,014	4,394,393

This statement is to be read in conjunction with the notes to the financial statements as part of the full financial report available at www.communityfirstdevelopment.org.au

STATEMENT OF CHANGES IN EQUITY

For the year ended 30 June 2022

	Total Accumulated Funds
	\$
Opening balance at 1 July 2020	2,666,458
Operating surplus	1,727,935
Other comprehensive income	-
Balance at 30 June 2021	<u>4,394,393</u>
Opening balance at 1 July 2021	4,394,393
Operating deficit	(1,692,379)
Other comprehensive income	-
Balance at 30 June 2022	<u>2,702,014</u>

This statement is to be read in conjunction with the notes to the financial statements as part of the full financial report available at www.communityfirstdevelopment.org.au

STATEMENT OF CASH FLOWS

For the year ended 30 June 2022

	Notes	2022	2021
		\$	\$
Operating activities			
Receipts from donations and supporters		3,540,255	3,957,705
Receipts from philanthropic grants		-	783,200
Government and corporate funding		-	1,763,670
Fee for service		3,082	-
Interest income		1,425	1,499
Net GST refunded/(paid)		159,381	12,008
Other revenue		11,624	318
Payments to employees		(3,374,804)	(2,919,690)
Payments to suppliers		(1,824,265)	(1,768,569)
Net cash from/(used in) operating activities	14	<u>(1,483,302)</u>	<u>1,830,141</u>
Investing activities			
Payments for intangible assets		-	(90,900)
Net cash provided by/(used in) investing activities		<u>-</u>	<u>(90,900)</u>
Financing activities			
Principal repayment of lease liability		(14,856)	(4,855)
Net cash provided by/(used in) financing activities		<u>(14,856)</u>	<u>(4,855)</u>
Net increase/(decrease) in cash held		(1,498,158)	1,734,386
Cash at the beginning of the financial year		4,933,132	3,198,746
Cash at the end of the financial year		<u>3,434,974</u>	<u>4,933,132</u>

This statement is to be read in conjunction with the notes to the financial statements as part of the full financial report available at www.communityfirstdevelopment.org.au

THANK YOU & ACKNOWLEDGEMENTS

THIS YEAR 13,754 DONORS GENEROUSLY GAVE 83,389 GIFTS TO ENABLE FIRST NATIONS' PEOPLE TO UNDERTAKE PROJECTS THAT PRIORITISED COMMUNITY GOALS INCLUDING ECONOMIC AND BUSINESS PLANNING, CULTURAL PRESERVATION AND LEARNING, EDUCATION, AND HEALTH.

Our work is only possible because of the generous support of our partners, donors, philanthropic trusts and foundations, federal and state government funding and corporate bodies.

We also receive much-needed in-kind support from a range of organisations. We are sincerely grateful for the support and services we receive.



We gratefully acknowledge the support of Allan & Gill Gray Philanthropies, The Wood Foundation, Millett Family Foundation and H2Cairns Foundation.

We acknowledge the following Community First Development supporters whose generous contributions assisted us to undertake our current research project on measuring community dreams: Mrs Florine Simon and Dr Silke Hesse.



2022 NAIDOC Perth Opening Ceremony — Get up! Stand up! Show up! Chris Narkle and James Kearing



COMMUNITY FIRST
DEVELOPMENT

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