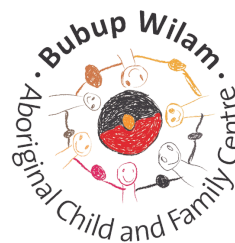


Bubup Wilam
Aboriginal Child and Family
Centre Inc.



2023-24
ANNUAL
REPORT



Rated
EXCELLENT
by ACECQA



Bubup Wilam's Values



Our vision

At Bubup Wilam for Early Learning
our vision is for:

‘Children who are proud and have a strong Aboriginal identity as their foundation for lifelong learning, health and wellbeing.’

Our Principles and Values

Our HEARTS philosophy is our guide to the ethical way we work. If people come with understanding of the HEARTS principles and follow this in the way, they work then walking in solidarity can be realized.

“You gotta have heart, all you really need is heart”

Honesty

Ethics

Accountability

Relationships

Trust

Solidarity



Strategic Plan

1 Our Purpose

In partnership with families, Bubup Wilam for Early Learning aims to nurture strong proud and deadly kids in a culturally rich and supportive educational environment.

2 Our Philosophy

Bubup Wilam meaning 'Children's Place' in the Woi Wurrung language seeks to underpin and strengthen our vision through the philosophy of instilling and strengthening children's strong sense of Aboriginal identity and personal self-esteem as their foundation for lifelong learning, health and wellbeing.

This equates to children, and with the support of their parents and extended family, taking a lead responsibility in owning and developing their play, space, interaction, learning and engagement with others in a confident and supported way. Guided by the teaching staff, we aim to ensure our children at a very early age to begin the journey in reaching their full human potential.

3 Our Journey

Bubup Wilam was established by the Aboriginal community and incorporated in 2010 with the aim of developing a new and innovative approach to Aboriginal Early Years, to change the life trajectory for Aboriginal children and their families.

Underpinned by the concept of community control and self-determination, the Bubup Wilam Aboriginal Early Learning Centre opened its doors in January 2012. Bubup Wilam is managed, led and controlled by a board of nine Aboriginal people from the wider Aboriginal community and an Aboriginal CEO.

Bubup Wilam is accredited against the Australian Children's Education and Care Quality Authority's (ACECQA) seven (7) National Quality Standards, and 2017 Bubup Wilam was rated by the Australian Government as 'exceeding National Quality Standards' for the exemplary model and best practice.

Bubup Wilam is respected as a Centre for Excellence and has won many awards, including Victorian Employer of the Year 2016 and was one of three finalists in the Australian Training Awards in the Medium Employer's Award for Training category.

In 2018, Bubup Wilam registered as an NDIS provider and ECIS service. Bubup Wilam was the first early childhood service in Victoria, the only Aboriginal early years' service nationally and one of three early childhood services in Australia to achieve this registration. In 2020, Bubup Wilam, successfully achieved accreditation against the National Disability Insurance Scheme (NDIS) practice standards.

Today, Bubup Wilam is a thriving Aboriginal community-controlled organization based in Thomastown. Our approach is based on the understanding that young Aboriginal children and their families need holistic, culturally safe, Aboriginal-led programs to support them to overcome entrenched social disadvantage, to have the opportunity to develop their potential throughout their lives, and to thrive within their communities and the wider world.

Meet the BOARD



Tony McCartney
President

Wotjobaluk,
Nari Nari



Wendy Brabham

Wergaia Wamba Wamba,
Nyeri Nyeri, Dhudhuroa



Cienan Muir

Yorta Yorta,
Ngarrindjeri



Paul Stewart

Taungurung



Helen Archibald

Yorta-Yorta/Bangerang,
Gumbaynggirr, Muslim



Andrew Gardiner

Wurundjeri



Elliejean Singh

Kalkadoon, Olkolo and
Mabuygiw people of
Wagedagam



Bissette Morgan

Yorta Yorta,
Gunditjmara,
South Sea islander



One Vacancy

Board & Staff Mobs & Maps

Gunditjmara Yorta-Yorta Kuku
Djungan Yidinji (Wallabarra)
Kauorareg Scottish Indian South Sea
Islander Gunditjmara Mutti Mutti
Torres Strait Islander Wiradjuri
South Sudanese Gunai Bangladeshi
Dja Dja Wurrung Chinese
Vietnamese Malaysian Yorta-Yorta
Japanese Punjabi Italian Wurundjeri
Gunai/Kunnai Cook Island Darug
Wemba Wemba Woiworung Kooma
Kunja Macedonian Slovenian
Bangerang Wailwan Samoa Apia
English Irish Kirri Ngarrindjeri
Gumbaynggir Dhunghutti Nyeri
Nyeri Dhudhura Wotjobaluk Nari
Nari Kalkadoon Olkola Mabuygiw
Wagadagum Taungurung

Contents

Agenda 7

**Adoption of Previous AGM Minutes
8 - 9**

**Adoption of Auditor Financial Statements
10 - 15**

Vice President's Report 16 - 18

**Chief Executive Officer's Report
19 - 28**

Early Years Report 29 - 38

Health and Wellbeing Report 39 - 41

Balayang Report 42 - 46

Bubup Wilam Highlights 47

AGENDA

ACKNOWLEDGEMENT OF COUNTRY

APOLOGIES

CONFLICTS OF INTEREST

ADOPTION OF PREVIOUS AGM MINUTES

**ADOPTION OF AUDITOR FINANCIAL
STATEMENTS**

**APPOINTMENT OF AUDITOR FOR 2024 -
2025**

PRESIDENTS REPORT

CEO REPORT

ELECTION OF DIRECTORS

GENERAL BUSINESS

CLOSE MEETING

Previous AGM Minutes 2022 - 2023

AGM (2022 – 2023)

Held on Saturday 4th May 2024 - 10am to 11:30am

Meeting opened at 10:05am

MS Teams attendance: Andrew Gardiner, Frances Di Cocco, Elliejean Singh, Paul Stewart

Onsite attendance: Tony McCartney, Natasha Severi, James Dixson, Helen Archibald, Lisa Thorpe, Cienan Muir, Heidi Brooks, Dianne Attard, Melissa Morgan, Bissette Morgan

1. Acknowledgement to Country

Tony McCartney did the Acknowledgement to Country and welcomed all AGM members that attended

2. Apologies

Apologies: Wendy Brabham

3. Conflicts of Interest

No conflicts of interest

4. Adoption of Previous AGM Minutes

Moved: Helen Archibald

Seconded: Dianne Attard

CARRIED

5. Adoption of Auditor Financial Statements

Moved: Cienan Muir

Seconded: Natasha Severi

CARRIED

6. Appointment of Auditor for 2023 – 2024

Moved: Elliejean Singh

Seconded: Helen Archibald

CARRIED

Previous AGM Minutes 2022 - 2023

7. Presidents Report

President thanked Lisa Thorpe (CEO), the staff at Bubup, the Board directors and members that have stepped down.

Moved: Wendy Brabham

Seconded: Di Attard

CARRIED

8. CEO Report

CEO discussed her report – Bubup Wilam had our 10 year anniversary and celebrated this milestone at San Remo Ballroom in Carlton, Bubup Wilam was nominated for the National NAIDOC Education award, Closing the Gap, two PhDs being conducted at Bubup Wilam, Bubup Wilam was given an exceeding rating from ACECQA, Yoorrook Round Table, Outsourcing of Accounts and HR and Child Protection training. Paul Stewart said 'Well done' to CEO and Bubup staff.

Moved: Helen Archibald

Seconded: Elliejean Singh

CARRIED

9.. Election of Directors

2 Nominations

- Tony McCartney
- Wendy Brabham
- Elliejean Singh
- Cienan Muir
- Helen Archibald
- Two vacancies

- President declared Andrew Gardiner and Paul Stewart have been elected unopposed
- Bissette Morgan co-opted onto the Board and one vacancy.

Board Members: Tony McCartney, Wendy Brabham, Elliejean Singh, Andrew Gardiner, Helen Archibald, Cienan Muir, Paul Stewart and Bissette Morgan

4. General Business

5. Close Meeting

Meeting closed at 10:27am

Financial Report 2023 - 2024

**BUBUP WILAM ABORIGINAL CHILD AND FAMILY CENTRE
INCORPORATED**
**Statement of Surplus or Deficit and other Comprehensive Income
for the Year Ended 30 June 2024**

	Note	2024 \$	2023 \$
Revenue	2	3,295,461	3,802,921
Accounting, Consultancy and Audit Fees		(379,211)	(342,048)
Administration Expenses		(386,311)	(204,979)
IT Expenses		(191,453)	(229,456)
Depreciation & Amortisation Expense		(39,411)	(36,849)
Employment Expenses		(2,136,705)	(2,297,375)
Insurance Expenses		(59,188)	(76,946)
Other Expenses		(178,501)	(263,608)
Surplus Before Income Tax Expense		(75,319)	351,660
Income tax expense		-	-
Surplus After Income Tax Expense		(75,319)	351,660
Other comprehensive income for the year (net of tax)		-	-
Total Comprehensive Income for the year attributable to the members		(75,319)	351,660

The accompanying notes form part of these financial statements.

Financial Report 2023 -2024

BUBUP WILAM ABORIGINAL CHILD AND FAMILY CENTRE INCORPORATED

Statement of Financial Position
as at 30 June 2024

	Note	2024 \$	2023 \$
Current Assets			
Cash		1,104,316	1,026,361
Trade Receivables & Other Assets	3	10,434	546,784
Term Deposits		10,000	10,000
Total Current Assets		1,124,750	1,583,145
Non-Current Assets			
Property, Plant and Equipment	4	155,678	136,642
Total Non-Current Assets		155,678	136,642
Total Assets		1,280,428	1,719,787
Current Liabilities			
Trade & Other Payables	5	256,293	319,820
Provisions	6	173,800	186,229
Total Current Liabilities		430,093	506,049
Total Liabilities		430,093	533,150
Net Assets		850,335	1,186,637
Equity			
Accumulated surplus		845,118	920,437
Total Equity		845,118	920,437

The accompanying notes form part of these financial statements.

Financial Report 2023 - 2024

BUBUP WILAM ABORIGINAL CHILD AND FAMILY CENTRE INCORPORATED

The Committee's Declaration

The officers of the Committee have determined that the Association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

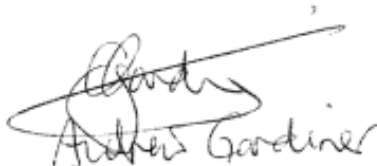
The officers of the Committee declare that:

- 1 The financial statements and notes are in accordance with the Associations Incorporation Reform Act 2012 and Australian Charities and Not-for-profits Commission Act 2012;
 - a. Comply with Accounting Standards as described in Note 1 to the financial statements; and
 - b. Give a true and fair view of the financial position as at 30 June 2024 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 of the financial statements.
- 2 In the officer's opinion, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Committee and in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profit Commission Regulations 2022.

Title


Title Paul Stewart


Andrew Gardiner

Dated: 13 November 2024

Financial Report 2023 - 2024



Independent Audit Report To the Members of Bubup Wilam Aboriginal Child and Family Centre Incorporated (cont'd)

Responsibilities of the Committee for the Financial Report (cont'd)

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

Auditor's Responsibilities for the Audit of the Financial Report

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

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Stannards Accountants and Advisors

A handwritten signature in black ink, appearing to read 'James Dickson'.

James Dickson
Director

Date: 13th November 2024

Financial Report 2023 - 2024



Independent Audit Report To the Members of Bubup Wilam Aboriginal Child and Family Centre Incorporated

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report, being a special purpose financial report, of Bubup Wilam Aboriginal Child and Family Centre Incorporated, ("the Association"), which comprises the statement of financial position as at 30 June 2024, the statement of surplus or deficit and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the Committee's declaration.

In our opinion, the accompanying financial report of the Association is in accordance with the Associations Incorporation Reform Act 2012, including:

- a. giving a true and fair view of the Association's financial position as at 30 June 2024 and of its financial performance for the year ended on that date in accordance with the accounting policies described in Note 1.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Association in accordance with the independence requirements of the Associations Incorporation Reform Act 2012 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter - Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Committee's financial reporting responsibilities under the Associations Incorporation Reform Act 2012. As a result, the financial report may not be suitable for another purpose.

Responsibilities of the Committee for the Financial Report

The Committee of the Association are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Associations Incorporation Reform Act 2012 and for such internal control as the Committee determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Financial Report 2023 - 2024



Auditor's Independence Declaration to the Committee of Bubup Wilam Aboriginal Child and Family Centre Incorporated

As auditor I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there have been:

- no contraventions of the auditor independence requirements as set out in APES 110 Code of Ethics for Professional Accountants in relation to this audit; and
- no contraventions of any applicable code of professional conduct in relation to this audit.

Stannards Accountants & Advisors

James Dickson
Director

Date:

Vice President's Report

2023/24 Financial Year

I am presenting this report to the members as the Vice president on behalf of the President and fellow board members for the 2023-2024 AGM.

I would first like to acknowledge the traditional owners of the land Bubup Wilam is situated on the Wurundjeri people of the Kulin Nation and pay my respects to all elders both past and present. I would like to extend that acknowledgement and respect to the children, families and staff at Bubup Wilam and thank them for their continued support and commitment to the vision and purpose of Bubup Wilam.

2023 – 2024 was a big year for Bubup, starting off strong with the Australian Children's Education and Care Quality Authority (ACECQA) rating Bubup as a Centre of Excellence for exceeding the national quality standards of care in early July 2023.

Later in the month of July the CEO and Board of directors travelled to Brisbane for the National NAIDOC Awards ceremony. The Bubup Wilam team proudly won the 2023 National NAIDOC Education award with our president Tony McCarthy accepting the award on behalf of Bubup. The award acknowledges the commitment Bubup has to working with families to raise strong, proud and healthy children in a culturally rich and supportive education environment.

Vice President's Report

2023/24 Financial Year

September 2023, we hosted another successful special person's day, where families were invited into Bubup and celebrated by staff and children. Our End of year celebration in December saw 23 children transition from Bubup into Prep or second year Kinder, we also celebrated with two adult learners completing their Certificate III in Early Childhood and had three staff members complete their leadership management diploma with VACCHO. Our end of year event at Funfields was also a highly anticipated and well attended Bubup community event with over 250 people in attendance.

We held two special person's days in February and May 2024 which families engage with, and the children can showcase their work and learning environment to parents, grandparents and other special people in their lives.

This is now the perfect opportunity to advise of my resignation from the board of management in May 2024. I have been very grateful to have been afforded the opportunity to support the governance and growth of Bubup Wilam over the last 7 or so years. My resignation from the board was necessary for me to be able to take up a position within the organisation. As of the end of May 2024 I became the Health and Wellbeing manager supporting the allied health and transition to school teams here at Bubup a role that I am enjoying thoroughly and again grateful to be afforded the opportunity to support the vision and purpose of Bubup Wilam as a member of Staff.

Vice President's Report

2023/24 Financial Year

June 2024, our president Tony McCartney resigned from the board of management, and on behalf of the fellow board members and Staff I would like to take this opportunity to sincerely thank Tony for his leadership and commitment to Bubup Wilam over the years in his capacity as president and member of Bubup Wilam Aboriginal Child and family Centre.

On behalf of the president and board I would like to thank our Board members for their commitment to ensuring the organisation is governed effectively that in turn ensures Bubup can operate at a standard of excellence and provide the children, families and community with services that are culturally rich and relevant to their needs.

I would also like to congratulate Lisa and the staff at Bubup for another highly successful year and look forward to 2024-2025 as a member of staff.

I submit this report on behalf of the board to the members.

In solidarity,

Elliejean Singh
Vice President

Executive Officer's Report

CEO Report 2023/24 Financial Year

'In the last eleven years, we have thrown ourselves in and that's what great organisation does and that's how we are leading the way.'

15/5/23 - CEO

Welcome to another year of Bubup Wilam's exciting journey. We have continually expanded with all that we provide at Bubup. This year would have been our finest, especially being a very young organisation. We only opened our doors at 76 Main Street, Thomastown on the 1st of February 2012.

As soon as you walk in the door of Bubup Wilam Aboriginal Child and Family Centre you will immediately know you have stepped into the heart of our organisation. From your first encounter in the foyer, the identity, philosophy, and vision of the organisation it is clearly visible and embedded and this spreads throughout the whole service.

Controlled, led, and managed by 9 Aboriginal Board members, who represent the wider Aboriginal community, and an Aboriginal CEO and Deputy CEO, this service is Aboriginal Community Control at its finest. The service philosophy, purpose and vision are at the heartbeat of what we do and are embedded, reflected upon, analysed and authentically practiced throughout all aspects of the service.

At the centre of our work are Aboriginal children aged 6 months to 6 years and their families, who own their journey at Bubup Wilam. Led through an Aboriginal Community Controlled framework, self-determination drives the operation of the service.

Executive Officer's Report

CEO Report 2023/24 Financial Year

Bubup Wilam has grown from strength to strength in its 11-year history and we are so proud of all we have achieved in that time. Our children and families see Bubup Wilam as their safe place, their home, a place where they can be truly and wholeheartedly themselves without judgement. When they walk through the door they are seen as strong and capable and we build on this as they embark on, and continue, their journey with us.

The aim of the service is to support the development of children's strong and proud Aboriginal identities as their foundation for lifelong learning, health, and wellbeing. To support the identity of children we also need to work on our own identities, this includes our families and employees as we live and walk the vision every day with our children.

We aim to support the self-determination of Aboriginal people to take control of their own lives and the decisions that affect them. This is true for our children, families, staff, and our organisation. Bubup Wilam is a self-determining organisation, this then flows to all others within our organisation. Aboriginal leadership is the strength of the organisation and is key to the organisation's success.

Our service is more than an early learning centre. It is a fully integrated and embedded Aboriginal Child and Family Centre and a safe place for Aboriginal people to come and participate - a place where people have a strong sense of ownership and belonging. It is the essence of Belonging, Being and Becoming through an Aboriginal perspective.

Executive Officer's Report

CEO Report 2023/24 Financial Year

With a true and genuine commitment to excellence Bubup Wilam stands out for its unique and authentic model that has proven to not only be sustainable, but of the highest of quality. This was demonstrated at our last assessment and rating in May 2023 when we were awarded an exceeding rating across all quality areas, and now we plan to extend on that as we travel the journey to achieve an excellent rating. We fully believe in the model, what it means to the Aboriginal community, and the huge impact it is making to the lives of the children, families, employees, and the wider community, both Aboriginal and non-Aboriginal.

Our children are strong and powerful learners but also come with many complex needs and are impacted by trauma in differing ways. We have many children with speech challenges, diagnosed developmental needs, and high medical needs and many are under court orders to the DFFH or at risk of entering. Our children and families live complex lives, and we must consider this in supporting them in their self-determination. We must always be responsive to these complexities, which are often immediate and unpredictable. It involves a lot of advocacy and activism in fighting for the rights of Aboriginal children and families in a systemic structure that often denies their needs and their rights. It is a rights-based model which embraces social justice principles and practices with the rights of the child and Indigenous people at the core. All aspects of our service are driven through an Aboriginal perspective and our curriculum and pedagogy is strong and specific. It has been designed and is implemented to meet the varying needs and rights of the children it serves in a culturally specific and meaningful way in line with the context in which it is delivered.

Executive Officer's Report

CEO Report 2023/24 Financial Year

Bubup Wilam have become key players in systemic change for Aboriginal children and are sought after to inform key strategies and government directions. We are currently working closely with the Commissioner for Children and Young People, Meena Singh, supporting her in the review and development of the new standard in the Aboriginal Child Safe Standards. Meena highly regards our work and has requested us to be key players in the consultation and draft guidance of the new safety standard for Aboriginal children.

We were also asked to speak at the Yoorrook commission, giving evidence into child protection. The Yoorrook Commission is the Royal Commission on truth telling – telling stories of treatment of Aboriginal people – we are looking into the systematic injustice of Aboriginal children in the child protection system. This is something we see every day in our work and work tirelessly on the ground and at the systemic level to fight for the rights of Aboriginal children and make change.

Bubup Wilam provided racism awareness and cultural safety training for 113 child protection workers from DFFH in response to ongoing concerns about the treatment of our children and families in the child protection system, with representation across all levels of DFFH child protection.

We have also been invited by the Victorian Aboriginal Community Controlled Health Organisation (VACCHO) to speak at their Social and Emotional Wellbeing Forum where we are co-designing a service model for Aboriginal children's social and emotional wellbeing in Victoria addressing the recommendations of the mental health review.

Executive Officer's Report

CEO Report 2023/24 Financial Year

On a national scale Bubup are a part of the Closing the Gap Partnership forum and are also key leaders in the federal government's Connected Beginnings project, leading programs for Aboriginal children and families throughout the Whittlesea LGA site.

Considering all this high-level work, it's very clear that Bubup Wilam have become key players in the systemic change for Aboriginal children and are making a national level of change in the early childhood world across the nation. This was acknowledged with the highest honor by being the recipient of the National Education Award at the 2023 National NAIDOC Awards. This showcases the reputation and respect Bubup Wilam has achieved from the Aboriginal sector on a national scale. It was families of Bubup Wilam that nominated the service for this award showcasing what Bubup Wilam means to the families who are a part of us.

Working with the two frameworks (Bubup Wilam curriculum framework and the VEYLDF) side by side, has proven to be very powerful and our children are going to school and thriving. Many of our original alumni are now in high school and they are key leaders from the time they enter the school system.

Bubup Wilam invests in the children's journey to school through our Balayang program. This program is named after the Balayang (bat) which is seen predominately in the Buarth Gurru season in Nov every year. During this period of the season the Balayang are often seen catching insects in full flight. Our Bubup's are transitioning into full flight from the nest of Bubup Wilam and like the Balayang, we capture our children's journey to advocate for our children and families.

Executive Officer's Report

CEO Report 2023/24 Financial Year

We follow our children from their journey at Bubup into school, visiting them regularly, maintaining contact with their classroom teachers and their families intensely up until they finish grade two. They then move into our alumni program and come back every year to our end of year celebration to see us and stay connected. Families and children who need support beyond grade two continue being followed for as long as is needed.

Aboriginal community is not separate to Bubup Wilam, it is Bubup Wilam. The children, families and Aboriginal employees don't just know each other from coming into Bubup, they see each other in the community, everyone knows each other inside and outside of the service. The best measurement of our success is the way we are spoken about in the community and the reputation we have. Bubup is seen as a safe place that will fight for and protect people through their hardest times.

In 2014 Bubup Wilam developed a training program for Aboriginal people within the community to come and learn – it provides education and employment opportunities for Aboriginal people to ensure the organisation can maintain its self-determination into the future with the workforce capacity of Aboriginal people at the forefront. Almost 10 years on, this program has increased Aboriginal employment and growth immensely, which means that we have an emerging workforce and training and mentorship culture as Aboriginal and Non-Aboriginal people become more skilled and more knowledgeable of working as an educator within the context of Bubup Wilam and beyond, we are limited to some degree as to what and how we can teach our qualifications as this is largely led by someone else's RTO.

Executive Officer's Report

CEO Report 2023/24 Financial Year

Becoming our own RTO has been an aspiration from the date the service opened. We have therefore decided to act on this and over the last two years began the long journey into preparing and applying to become our own RTO. We have completed all stages including an in-depth financial viability process and we recently achieved the RTO status as a national training provider. This will ensure we have full control and direction over the training program and the quality. The training program is the centre of our successful growth and sustainability.

We have developed our own Bubup Wilam Health and Wellbeing program, led by Aboriginal management and following the philosophy that preventative measures are the most successful way to put health back into the hands of the families and walk with them if required. We are the best place to support this. We employ our own allied health professionals led by Aboriginal Health Practitioners. We have developed strong partnerships with other professionals and organizations' who work with us through our lens to ensure the best outcomes for our children and families. The professionals that work with us at Bubup Wilam work within the context of the children's space, so they see the children where they are most comfortable and where their skills and knowledge are very visible. We have allied health rooms for consultation where needed but most of our consultation occurs in the children's educational environment.

Executive Officer's Report

CEO Report 2023/24 Financial Year

We have been a registered NDIS provider and ECIS service for a few years, the biggest challenge we have with this program the NDIS screening check, that will not recognise Board members names, potentially breaching compliance, this has not stopped our program and only makes us stronger to stand up and challenge unnecessary blockages. We are the first early childhood service in Victoria, one of only three early childhood services in Australia, and the only Aboriginal early years' service nationally to achieve this registration. We have organised training for both our educators and health and wellbeing team to undertake together - ASQ-TRAK - which is the training for the ages and stages questionnaire through Melbourne University in partnership with the Royal Children's Hospital.

This is a screening tool which has been adapted for Aboriginal children. This will provide an excellent opportunity for our teams to work closely together to reflect on this training and consider how the learnings can be best used within the context of Bubup Wilam.

We work tirelessly to ensure our children experience a peaceful place, where they can explore safely and as unrestricted as possible, where they can be together with their families and friends of all age groups, where they can feel safe and connected to who they are and to each other, where they can develop a strong sense of ownership and belonging, where they are known and are respected, where their identities thrive and where they can participate and just 'be'.

All this hard work resulted in Bubup Wilam receiving the Centre of Excellence recognition on the 9 November 2023.

Executive Officer's Report

CEO Report 2023/24 Financial Year

The Excellent rating celebrates excellence in the delivery of education and care. The rating recognised providers and educators using innovative practice to achieve significant improvements for:

- their children and families
- the local community and/or organisations
- the wider education and care sector.

In June 2024, Bubup Wilam played a big part in the Early Childhood Summit for Closing the Gap partnership as I am the Early Childhood sector representative. This event was held in Creswick for over 2 days. The summit was very successful and showed the diversity in the Aboriginal Early space. The report is still being written, and this shows clearly that the Early Years spans over many different areas and must become a strength-based preventative sector and develop the potential of our most important members of our communities. One of the main recommendations from the summit was that the Aboriginal Early Years, Education and Development needed to become a sector and recognised and funded accordingly.

We look forward to the next 5 years, it has taken a team to get this far, and we need to thank many people who have been a part of Bubup Wilam's journey. This was also the first year where we were able to employ more back of house and administration. Worrin Williams was employed as the Deputy CEO and brought into Bubup many new systems, we also started our HR review. These services systems have supported our teams and created expertise to further expand.

Executive Officer's Report

CEO Report 2023/24 Financial Year

We look forward to the next 5 years, it has taken a team to get this far, and we need to thank many people who have been a part of Bubup Wilam's journey. This was also the first year where we were able to employ more back of house and administration. Worrin Williams was employed as the Deputy CEO and brought into Bubup many new systems, we also started our HR review. These services systems have supported our teams and created expertise to further expand.

The Board of Management, who have always believed in me to lead Bubup Wilam, their leadership and trust has been the driving force of our success. The staff have been amazing, always ready to continue developing and learning. Big love and thank you to our long-term Chairperson, Tony Mc Cartney. Tony stepped away from the Board after 10 years of service from April 2015 to July 2024. Again, a special mention to the children and their families we appreciate your support and trust in us to take care of your children.

As Wayne Thorpe always says, "First Impression Last"

Lisa Thorpe
CEO

Early Year's Report

NAIDOC Week

For NAIDOC Week 2023, themed For Our Elders, we celebrated with a full week of engaging activities.

3rd July – We kicked off the week with our annual NAIDOC march, where children proudly carried banners they had created the week before. This year, we extended the invitation to families and community members, marching together around the Thomastown Football Oval.



Early Year's Report

4th July – The children enjoyed a cozy PJ and movie day as we transformed the library into a makeshift theatre for a special film screening.

5th July – Families joined us for our Community Day, where we shared a meal of soup, scones, and fruit. The children proudly showcased their learning from throughout the year, strengthening connections between home and our learning environment.

6th July – We gathered around the fire pit for a special experience, preparing and roasting a barramundi over an open fire. The children sat together at a long table, enjoying the meal with roasted potatoes and fresh salad.



Early Year's Report

Connecting with Thomastown West Primary School

Our Wathaurong children were honored to participate in the NAIDOC assembly at Thomastown West Primary School, providing an opportunity to connect with the school's alumni.

A few months later, the alumni visited Bubup for a morning tea, where the children warmly welcomed them into our space. The visit was such a success that the primary school children didn't want to leave!



Splash Park

We took full advantage of our neighboring splash park whenever the temperature exceeded 28°C. The children eagerly ran in and out of the water, laughing and playing. Some even lay down on the ground, excitedly waiting for the big bucket to tip over them, making for unforgettable summer memories



Early Year's Report

FUNFIELDS

Our annual Funfields trip continues to be a highlight, with both alumni and current families coming together to enjoy a day of fun. Each year, this event grows, strengthening our sense of community and providing a joyful way to close out the year.



Early Year's Report

FUNFIELDS



Early Year's Report

Camp Sovereignty

On the 26 January 2024 Uncle Robbie Thorpe re-established Camp Sovereignty with the relighting of the fire. Camp Sovereignty serves as a cultural exchange for people to learn about the genocide on this land, the true sovereignty and the lack of any treaty. Some of Camp Sovereignty's goals is to permanently occupy the space with a cultural interpretation centre.

We at Bubup Wilam hold our cleansing Ceremony, with the children and staff. By using leaves collected fresh from native trees we can create beautiful cleansing smoke that both children and staff can immerse themselves clearing the energy at the start of the week and at the end of the week. Bubup Wilam's sacred space provides opportunity for children to engage in the Bubup Wilam ceremonies. The area is also used to connect as a learning community through experiences such as music and storytelling and cooking on the fire. This supports all aspects of our Bubup Wilam's curriculum and enhances respect, strong and proud Aboriginal Identities. We want to extend the children knowledge by taking them to Camp sovereignty. Uncle Robbie will talk to us about Respect, Solidarity, Treaty and share his understanding of sacred fire and the ceremonies they hold.

We extended our invitation and encouraged our families to participate in a special excursion to Camp Sovereignty. On the 7th of May, Uncle Robbie welcomed us and gave us a guided tour of the space.

The children were especially excited to visit, as they had been learning all about Camp Sovereignty at Bubup. As a gesture of gratitude, they proudly gifted two wooden flags they had made, strengthening their connection to the space and community.

Early Year's Report



Children's Mobs & Maps

Yorta Yorta Gunditjmara Gunai
Kurnai Kokatha Wiradjuri Wurundjeri
Amatyere Wemba Wemba
Bangerang Arrernte Boon Wurrung
Mutti Mutti Kurna Narungga
Ngarrindjeri Badimaya
Boon Wurrung Wamba Wamba
Wirangu Wadi Wadi Wotjobaulik
Monaro Wergia Taungurung
Gunnai/Kurnai Ngarigo Dhungatti
Palyku Yued Latji Latji Noongah
Gunai Kurnai Ngarrinderi Barkindji
Gunggari Dja Dja Wurrung Kamilaroi
Dunghutti Whadjek Yamatji Kija Nari
Nari Watjarri Yinggarda
Yitti Yitti

Early Year's Report

Wathaurong 4YO End of Year Celebration

Bubup Wilam had 21 children that participated in our End of Year Celebration from Wathaurong room (4YO).

18 children started prep in January 2024 and 3 children returned in 2024 to complete a 2nd year of Kindergarten.



Early Year's Report

Connection to Country

Connection to Country is held every Wednesday for our Dja Dja Wurrung (3YO) and Wathaurong (4YO) children. The children enjoy connecting with land and exploring the land.

The purpose of our Connection to Country Program is for our children to be connected to Wurundjeri Country through open-ended play in natural bush land. Children will use natural materials available to them and learn about living respectfully with living and non-living things in our world. Through invited guests from different mobs, children will engage in connection to the land through storytelling and being together in the space.

Wet weather gear is provided to keep children dry in the winter months.



Health and Wellbeing Report

Health and Wellbeing Program 2023-2024

Expansion of the team with the appointment of:

- Health and Wellbeing Manager: Elliejean Singh
- Aboriginal Health Practitioner: Shelley Johnson
- Occupational Therapist: Robyn Heesh

Engagement with ABSTARR consulting to support staff to maintain strong relationships, make healthy and informed decisions, improve resilience and overall health and wellbeing through their well at work program.

Bubup Wilam Health Screens:

- 20 staff (including educators) trained to administer the ASQ TRAK Developmental Screen. Information is used to inform planning for the education program and ensure early identification of any difficulties children may be experiencing
- Access to the Koori MIST (Melbourne Initial Screening Test) which enables early childhood educators and parents of pre-school age children (3-5 years of age) to identify suspected problems with a child's sight.

Bubup Wilam continues to advocate for the health, wellbeing and development of children and their families by providing integrated and meaningful supports embedded in Bubup Wilam's philosophy and practice. This philosophy is underpinned by the promotion of strong and proud Aboriginal identities and self-determination. Integral to the child's education and development is promotion of the child's holistic health including their psychological, spiritual and emotional wellbeing and the health and psychological, spiritual and emotional wellbeing of the child's family and broader community.

Bubup Wilam's registration as an approved provider of Early Childhood Supports through the NDIS is uncertain due to challenges in completing the NDIS Worker Screening Process through Services Victoria. We have advocated for changes to this system and communicated the barriers with the NDIS Commission. This is an ongoing process.

Health and Wellbeing Report

Health & Wellbeing TEAM

- Health and Wellbeing Manager
 - Aboriginal Health Worker
 - Aboriginal Health Practitioner
- Occupational Therapist
 - Speech Pathologist
- General Practitioner
- Mental Health Social Worker

HAPEE EARS -
Hearing
Screenings

VISITING OCCUPATIONAL
THERAPIST from
Melbourne City Mission
(NDIS Early Intervention)

Visiting NDIS PLANNER
through BSL

Bubup Wilam Child Health Screens

INDIVIDUAL LEARNING PLAN & *Health and Wellbeing Questionnaire*

- Identify strengths and challenges
- Identify learning goals

Koori MIST -
Vision
Screening

ASQ TRAK

Developmental Screen

- Gross Motor
- Fine Motor
- Communication
- Personal Social
- Problem Solving

HEALTH SCREEN

AHP and GP

- Weight
- Height
- Follow up/
Referrals

Health and Wellbeing Report

Bubup Wilam Health and Wellbeing

2023-2024

- 58 Health Checks
- 27 ASQ TRAK
- 40 Hearing Screenings
- 10 Speech and Language Screenings
- 26 children received Speech Pathology (including 5 school aged children)
- 9 children received Occupational Therapy through Bubup Wilam
- 7 received NDIS funded OT supports through Melbourne City Mission
- 7 children and families accessed counselling services
- 15 children with NDIS plans

Referrals
Out

Whittlesea Community
Connections

NDIS

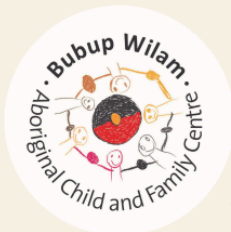
VAHS: Audiology, Paediatrician,
ENT, Koori Kids

Wadja Clinic
RCH

Occupational Therapy
Melbourne City Mission

Audiology
DPV

Ophthalmology



Balayang Report (Transition to School)

BALAYANG Program

Bubup Wilam's Balayang Program ensures that children have a smooth transition to school, in an environment where they feel safe, secure, strong, and proud of their Aboriginal identity. This involves building and maintaining strong partnerships and relationships with children, families, and schools; engaging in regular school visits; regular and consistent communication with families and classroom teachers; and monitoring children's transition, as well as their overall progress at school.

Bubup Wilam's Transition to School program continues to support children and families throughout their transition to school journey. There are currently 43 children, and 21 primary schools engaged over the current reporting period for 2023-2024.

The Balayang Program team

The Balayang Coordinator, Carroll Howard has a background in School Based Education Support. Carroll commenced in the role in February 2023. The Balayang program is a part of the Bubup Wilam Health and Wellbeing program portfolio. Carroll took maternity leave in December 2023 and Yvonne Kelly was employed part time in the program. The program is overseen by Bubup Wilam's CEO, Lisa Thorpe, and Health and Wellbeing Manager Elliejean Singh who commenced in the position in May 2024.

Balayang Report (Transition to School)

School Visits & Engagement

Each child who is engaged in the Balayang Program receives regular school visits from the Balayang Coordinator upon commencement in Prep and up until the end of grade 2. Prep/foundation year and Grade 1, students receive a total of four visits (one visit each term). In grade 2, students receive a school visit in term 2 and term 4. When and if required the student may receive additional supports outside of the scheduled school visits. We offer additional phone calls with families and teachers, additional school visits, attendance at student support meetings and offer wrap around supports as required.

Jul- Dec 2023 saw all 43 students and their families engage with the program in some capacity whether through visits, phone calls and or face to face catch ups both formal and informal. Collaboration with the Wathaurong team and families on school readiness and school enrolment processes for the 19 students that graduated and moved onto Primary school. The coordinator engaged with schools to attend the "Racism Awareness (historical realities: facing the past & shaping the future)" sessions here at Bubup Wilam.

The period between January to July 2024 saw some challenges with program delivery, although all the preps received their visits and some visits with the grade 1's and 2's were not completed due to various reasons some of which were unforeseen.

Balayang Report (Transition to School)

Wathaurong Room (4yo-6yo)

To help foster strong relationships with children, the Balayang coordinators spend time with the children in the Wathaurong room. This time is usually spent working in small groups and with individuals on targeted skills (e.g. fine motor skill development, turn-taking games). This is guided by the Kindergarten Teacher and the Occupational and Speech Therapists.

The Balayang Coordinators have engaged in discussions with families, teachers and educators about school readiness and the possibility of children having a second year of kindergarten (where relevant). Support and advice in picking a school for children has also been provided. Where appropriate the Balayang Coordinators will attend and be involved in individual learning plan development.

Principals Gathering

Each year, Bubup Wilam hosts an annual Principals Gathering. This allows the opportunity for the principals to network, to learn more about our Balayang program, as well as receive information and guidance about cultural safety and how to support our children and families in the school environment. Feedback from schools continues to be overwhelmingly positive with many schools voicing that they are impressed with the strength of Bubup Wilam's Balayang program, and that the connection between Bubup Wilam and the families and schools is very affirming and positive. Over the next reporting period there is growth planned in this area with extending these gatherings to short and targeted Professional Development Sessions aimed at primary school teaching staff. Watch this space!

Balayang Report (Transition to School)

Positive Story

Throughout the 2023-year Carroll has visited Adam* every term. It has been wonderful to see the growth in Adam over the year of 2023 and into 2024.

At the beginning of his grade 1 year in 2023 Adam was spending nearly all his time outside of the classroom.

His teacher Elisa and the teacher aide Niki were both quite flexible with Adam and his learning needs. Adam was requiring exclusive 1:1 support to be at school and to engage throughout the day. His default response was “No” or “I Can’t do this”. While outside his aide Niki would incorporate use of water on concrete to paint letters or math equations, use sticks and rocks for counting, she would often read in the mornings to him outside on the bench. They literally took his classroom outside where he felt he could do his learning.

His goal at the beginning of the year was to engage in reading for 10 minutes and numeracy for 10 minutes. At the beginning of the year, he was around 18 months below the expected level in literacy and numeracy.

Over the year I liaised with his teacher and aide, listened to what Adam was saying about his learning, and we collectively came up with a plan for him working to his strengths and giving him breaks as he needed.

Balayang Report (Transition to School)

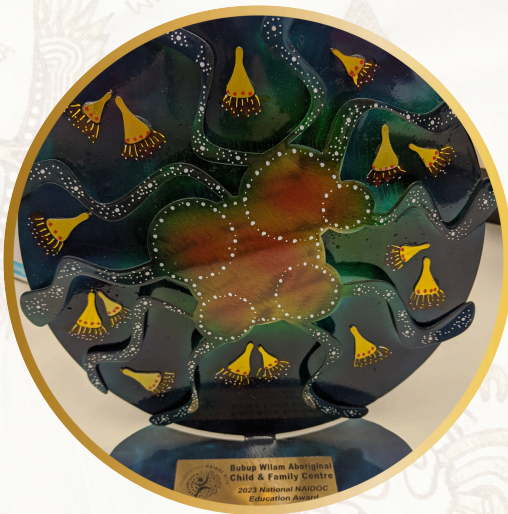
With great success Adam now spends nearly all his learning time in the classroom with brain breaks given to him when he expresses that he may need it. He actively seeks assistance to regulate his emotions and has stopped absconding from the room. He is a well-liked member of the class and confidently engages with other children and the adults in the school. In my term two visit Adam drew me a bird's eye view of his time at Connection to Country and stated that "we should have a day at Connection to Country for him and all his old Bubup friends" in the school holidays.

He remembers his time at Bubup fondly and talks about his Bubup Friends, Shigeto and others at every visit. He also showed me a plant he has knocked over and replaced. Which he explained to me he learnt caring for country at Bubup. Adam is a success story for collaboration between his school and the Bubup Wilam team.

*Name has been changed

Highlights

**Bubup Wilam 'WINNER'
of the NAIDOC Early Education Award
July 2023**



**Bubup Wilam
exceeded all
7 National Standards
and became a
Centre of Excellence
July 2023**

Bubup Wilam
Aboriginal Child and
Family Centre Inc.



2023-24 ANNUAL REPORT

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