

NGARRIMILI



# Annual Report 2021

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**Ngarrimili acknowledges the Traditional Custodians of the lands on which we live, work and grow upon.**

**We acknowledge all First Nations peoples and pay our deepest respects to Elders past and present.**

**We thank Elders and leaders across community for the fight that has been fought, the fight that continues today and the sacrifices made to allow us and others to stand tall, strong, proud, valued & safe.**



The artwork within this report was created by Emma Bamblett (Wemba Wemba, Gunditjmarra, Ngadjonji and Taungurung) of Emma Bamblett Art and Kinya Lerrk.

The Ngarrimili logo was created by artist Nakia Cadd (Yorta Yorta, Dja Dja Wurrung and Bunitj).

The images in Our Impact section were created by Kimberly Engwicht (Bundjalung and South Sea Islands) of K.Rae Designs .

Published by Ngarrimili  
Email: [info@ngarrimili.org.au](mailto:info@ngarrimili.org.au)

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# LETTER FROM OUR MANAGING DIRECTOR

In 2021, Ngarrimili reached a new level of operation and impact. Thanks to our incredible team, advisors and mentors we provided an ongoing high level COVID response by ensuring First Nations Businesses had access to personally tailored and holistic supports. We supported the wellbeing and recovery of our community and nurtured the First Nations economy by engaging First Nations advisors and mentors to support other emerging First Nations business.

2021 saw growth across our key programs and also saw us extend our work with many new initiatives and partnerships. This included an expansion of our offerings nationally, particularly in our work supporting women and creatives.

We saw many continued challenges for First Nations Businesses across the country. The impacts of COVID19 placed added stress on founders, businesses and not-for-profits. We are privileged to have been able to walk alongside our network of businesses to support them during these challenging times and we are proud of their resilience and strength.

For a second year, 83% of our annual turnover went directly back into the First Nations economy. This is an incredible statistic, unparalleled across the sector and has great impact across community.

This year we also began our work in the not-for-profit space, supporting new and impactful First Nations led non-for-profits that will make generational change for years to come.



We also began to activate Ngarrimili community hubs, providing safe spaces for grassroots community to explore entrepreneurship opportunities and we look forward to growing this further nationally over the coming year.

Ngarrimili exists for the children that never came home from the Stolen Generations, for our Elders fighting for stolen wages, for our people still fighting for their freedom and for our children and families that still are being separated. We exist for our community and will continue to push boundaries, advocate for the voices that are not being heard and to ensure our communities across the country have access to the best supports and opportunities possible.

*We know from our work comes economic prosperity and from economic prosperity comes real generational change. This is self-determination in action.*

First Nations peoples and communities have strong determination, resilience and excellence which has been passed down from our ancestors through their fight for us all to be here today. We thank them all for their courage, strength, determination and resilience.

2021 was a huge year. We are all truly proud of our contribution to our communities across the country.

I would like to personally congratulate every single business, founder, contractor, staff member, our partners and donors. Your contribution and support has seen us have huge impact this year and we look forward to 2022.

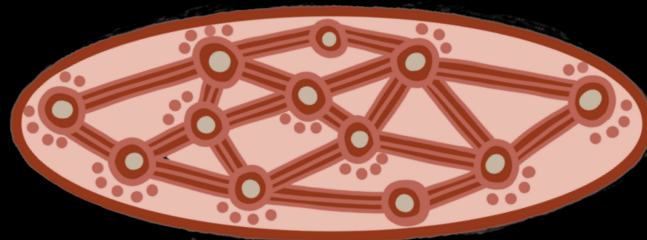
**Cormach Evans**





# ABOUT US

- We provide holistic and culturally safe, wrap around support to aspiring and established First Nations business owners, entrepreneurs and creatives.
- We take time to get to know our founders to personally tailor our support and provide the best possible outcomes and opportunities for business growth.
- We are innovative in our approach to business development and champion digital adaption, branding and marketing.
- We believe that wellbeing and connection to culture and community are vital to business and personal success.
- We create safe and inclusive spaces, particularly for women, young people and the LGBTQI+ community.
- We strongly believe in creating meaningful opportunities for young people, and with our partner organisation Strong Brother Strong Sister, offer a range of youth focussed opportunities.
- We are committed to reinforcing and supporting the Blak Economy - through our lean operating model we engage and nurture an extensive network of First Nations business expertise.



# OUR 2021 IMPACT



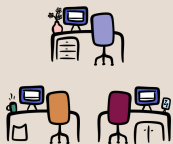
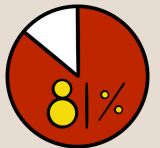
**27 workshops** delivered across a variety of areas of business development and founder wellbeing plus **three large scale networking events**

**133 businesses and founders** supported with **922 hours** of 1:1 tailored, wrap around support and mentoring



Our 2021 participants included **83% women, 22% young people and 15% LGBTQI**

Engaged 24 First Nations facilitators, mentors and advisors and 45 First Nations businesses, injecting **81% of our total organisational spend directly back into the First Nations business economy**



Provided sponsored access to **three co-working spaces** across Naarm/Melbourne

Supported **57 First Nations businesses** with website & ecommerce store development



Provided ongoing social media engagement and exposure opportunities for our networks - **with a total media audience reach of over 2 million**

Expanded our network of **corporate and philanthropic partners** to include Shopify, Aesop, AS Colour and many more





# THE FEEDBACK

'Everyone at Ngarrimili is so helpful. They genuinely care and ensure the best support and guidance is given to me for my business. Am truly grateful for everything Ngarrimili has done for me already'

**'I would absolutely not be where I am today in terms of my business (and mental health) if not for the support offered by Ngarrimili! I have been very gently guided and supported and I imagine I would still be in the 'idea' phase had I not received this support'**

'It's always such a positive vibe when talking or seeking any help from the staff at Ngarrimili. They have made my business journey thus far so easy and I am so appreciative!'

**'So deadly. Working with Jirra is next level. She takes me to the bones of what I am doing and in the process of us reworking something new/more succinct births and my confidence increases. Feeling more powerful all the time. Working with Adam has been seamless. I love it!'**

"My confidence has grown immensely since working with Ngarrimili. They have guided me in the right direction allowing my business to grow as well as myself. I am just about to register the Company, apply to become a registered provider with NDIS, then later wish to apply for Charity status, DGR"

**'Without the web training and support, admin and social media support, business management and community support, I would not be anywhere near as confident or as far along. The sense of community has been a deciding factor for me to continually seek advice and support from Ngarrimili in turn growing my business. I honestly feel very included.'**

'My business has grown substantially over the past year since it began, Ngarrimili has been there throughout the whole journey. Shelley reached out to me via Instagram in the early stages and I am forever grateful for this. Her warmth, helpful advice and care in just our first interaction left me feeling immediately accepted and supported.'



# OUR PROGRAMS

## Tailored 1:1 Business Support

We offer a range of supports to aspiring and established businesses and creatives. We tailor this support to meet the needs of businesses and founders wherever they are in their business journey.

Areas of support include;

- Business foundations
- Financial and business planning
- Developing your online presence
- Social media and branding strategy
- Social and emotional wellbeing support
- Connecting with industry experts as mentors and more...



## Workshops & Events

We offer a range of workshops & events to support aspiring and established businesses and creatives. These are tailored to specific audiences and delivered nation wide. Our workshops cover a range of different topics and we draw on our First Nations advisors and mentors, as well as our industry partners to provide relevant and innovative content.

We also regularly host networking events to create opportunities for connection, celebration and development.

A showcase of some of our 2021 workshops and events we hosted this year are on the following pages.

## Not for Profit Support

In 2021 Ngarrimili launched our Not for Profit support arm after recognising a gap in available supports for First Nations led not for profits and community groups. The program focuses on capacity building and strategic support with a focus on governance, operational efficiency and organisational growth.

The team works alongside founders and their board to increase their knowledge and confidence in running all aspects of an impactful organisation.



# OUR PROGRAMS

## Standing in our Sovereignty

In 2021 we launched the Standing in Our Sovereignty program with Yolanda Finette. This five month intensive program supported First Nations women in business looking to increase their confidence, self-trust and to challenge those fears and limiting beliefs.

Participants received personally handpicked resources and tools, 1:1 coaching & strategy sessions and Masterclasses with Yolanda and other advisors and mentors across the Ngarrimili team. The program supported 23 First Nations women nationally and had huge impact on its participants.

## Business of Arts

With the support of the Australian Council of the Arts we launched The Business of the Arts - a new concept for the creative industries made more relevant by the impacts of COVID. The program contributed to building capacity, entrepreneurship and leadership in the arts sector, by strengthening Aboriginal and Torres Strait Islander creative enterprise skills and governance.

The program offered bespoke, tailored mentoring for creatives, arts workers and arts business owners nationally.

## Youth Talent Pipeline and Youth Programs

In 2021 we further grew Ngarrimili's Youth Talent Pipeline. The program aims to support and foster the next generation of First Nations entrepreneurs and industry experts through paid and meaningful development opportunities - challenging the outdated concepts of internships and youth leadership programs. Participants receive 1:1 tailored support from advisors and mentors, paid development opportunities and opportunities to participate in paid employment and/or projects in their chosen areas of focus.

We also offer a range of programs and support for Aboriginal & Torres Strait Islander young people with the view to positioning business as a career pathway. This includes workshops in youth led and educational settings and 1:1 support to young entrepreneurs. Together with our partner organisation Strong Brother Strong Sister we specialise in creating meaningful, culturally led opportunities for young people to learn about enterprise (and to create respite for parents who are themselves founders of businesses).



# OUR TEAM



**CORMACH EVANS**  
Founder / Managing Director  
Yorta Yorta



**BEK LASKY**  
Deputy Executive Officer  
Wakaya



**JACINTA KEEFE**  
Projects & Engagement  
Wiradjuri



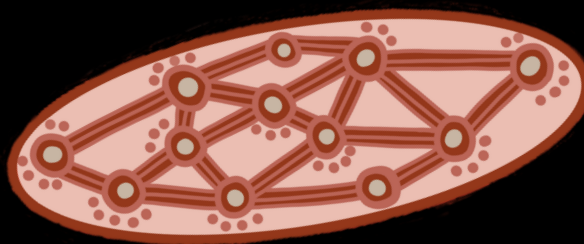
**KEEDEN GRAHAM**  
Director (pro bono)  
Yorta Yorta, Wiradjuri & Dja Dja  
Wurrung



**COCO EKE**  
Co-Founder / Creative Projects



**SHELLEY WILLS**  
Partnerships & NFP Lead



# OUR ADVISORS & MENTORS



CHARLES WILLIAMS  
NMC CONSULTING  
Wiradjuri, Yorta Yorta,  
Gunditjmara, Gunai



JIRRA HARVEY  
Kalinya  
Yorta Yorta, Wiradjuri



YOLANDA FINETTE  
Holistic Life Coach  
Yorta Yorta



KERRY KENNELL  
SameWay Nation  
Consulting  
Ugar, Erub



MADDI MOSER  
Chlo & Co creatives  
Taungurung



ADAM & CARMEL WOODING  
Empower Digital  
Yorta Yorta



SARAH HYLAND  
Together Business  
Anaiwan



MEGAN LEA WATERS  
Warumungu, Yawuru



TAHNEE EDWARDS  
Gammin Threads  
Yorta Yorta, Taungurung,  
Boonwurrung, Mutti Mutti



KAYDEE TAYLOR  
IThinkSheAFreak  
Wakka Wakka, Birri Gubba  
and Ngati Porou, Ngati  
Kahungunu



DIXON PATTEN  
Bayila Creative  
Gunnai, Yorta Yorta,  
Gunditjmara, Dhudhuroa, Yuin  
and Wiradjuri



# WORKSHOPS AND EVENTS 2021



**NGARRIMILI & YOLANDA FINETTE**  
Holistic Coaching & Consultancy Presents

**2021 Goal Setting & Vision Planning Workshop**



**Thursday January 21st 6-8 PM VIA Zoom**




**FIRST AID TRAINING WITH DEADLY SPORTS PLUS**



We are excited to welcome Deadly Sports Plus founder, Nic Radoll to facilitate 'Provide First Aid HLTAID003' & 'Provide Cardiopulmonary Resuscitation' training to the Ngarrimili community.

Wednesday the 17th of February (plus an online component)  
Workshop for First Nations businesses, artists and creatives in Vic. Limit 1 person per business. No cost. Venue TBC

Register through [bek@ngarrimili.org.au](mailto:bek@ngarrimili.org.au)



NGARRIMILI & present 

**Recipe for a Deadly Life**

Revitalising & strengthening connections to bushfoods, health and wellbeing utilising storytelling & collective narrative therapy



**Friday 26 Feb 12-2pm via Zoom**

Free for First Nations businesses and creatives in Vic.  
Registrations essential- please email [bek@ngarrimili.org.au](mailto:bek@ngarrimili.org.au)



NGARRIMILI & present *Shelley Ware*

**Media Training for First Nations Businesses and Creatives**

Join Shelley Ware, media and TV personality, for this unique opportunity to support your business and personal brand. Get the most out of media opportunities & interviews and share your business with confidence.



**Thursday 18 March 1-5pm @ **


Free for First Nations businesses and creatives in Vic.  
Registrations essential- please email [bek@ngarrimili.org.au](mailto:bek@ngarrimili.org.au)


**Optimise Your Site: Get Found Online**

In this webinar we introduce the benefits of Search Engine Optimisation for your business, along with some simple hands-on actions you can take to help customers find you online.

**Tuesday 16th March 12-1.30pm via Zoom**

Free for First Nations businesses and creatives in Vic.  
Registrations essential- please email [bek@ngarrimili.org.au](mailto:bek@ngarrimili.org.au)





NGARRIMILI x  Empower Digital  
Empowering you to grow



x 

**First Nations Entrepreneurs Meet Ups**  
Thursday 25th March 4.30-6.30pm  
@Hub Australia, Southern Cross  
feat. Madi Colville

NGARRIMILI & present 

**DIGITAL MARKETING for beginners**


Learn the basics to get started on a digital marketing campaign for your business or startup. Get an overview on the different ways digital marketing can be used to optimise and measure the success of campaigns across various marketing channels

**Thursday 6 May 6-7pm**

Online - Aus wide - No cost for First Nations participants

ITHINKSHEAFREAK X NGARRIMILI Presents


MIXES AND MINGLES



30TH JULY, 2021 | 7:30 PM

710 COLLINS ST., DOCKLANDS 3008

REGISTER AND PURCHASE TICKETS VIA NGARRIMILI INSTA BIO

ITHINKSHEAFREAK 

**Ngarrimili Yarns**

For First Nations Men in business and First Nations Non-Binary people in Business

Ngarrimili would like to invite you as a First Nations Men and/or Non-Binary Businesses to join us to share yarns, and hear from Otis Carey.




Photo: @shaltvxx Shaun Daniel Allen

**Thursday 15th April from 5pm - 6.30pm on zoom**

RSVP TO [CORRACHEN@NGARRIMILI.ORG.AU](mailto:CORRACHEN@NGARRIMILI.ORG.AU)  
[WWW.NGARRIMILI.ORG.AU](http://WWW.NGARRIMILI.ORG.AU)

**MY MONEY Dream** 

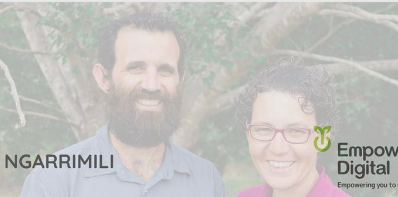
 First Nations FOUNDATION


**Check the Pulse of your Shopify/eCommerce Store**

In this webinar we introduce businesses with an existing eCommerce store to ways to assess your store, together with a checklist of hands-on tips to improve your sites performance.

**Tuesday 2 March 12-1.30pm via Zoom**

Free for First Nations businesses and creatives in Vic.  
Registrations essential- please email [bek@ngarrimili.org.au](mailto:bek@ngarrimili.org.au)



NGARRIMILI x  Empower Digital  
Empowering you to grow

**Getting Started with Patreon**

For First Nations businesses and creatives

**via Zoom 29 Oct 11-11.45am AEST**



NGARRIMILI x  PATREON



## Equity Crowdfunding & Fundraising

For First Nations businesses & creatives

**SOBAH**  **via Zoom**  
Thurs 28 Oct 6-7pm AEST

 **birchal**

NGARRIMILI PRESENTS

## THE BUSINESS OF ART MENTORING PROGRAM

We are thrilled to announce a new arm of our work, specifically supporting artists and the business of their work.

Supported by the Australia Council for the Arts (through their Cherish II funding), we are offering bespoke, tailored mentoring for creatives, arts workers and arts business owners nationally. This program will contribute to building capacity, entrepreneurialism & leadership in the arts sector, by strengthening Aboriginal & Torres Strait Islander creative enterprise skills & governance.

Please email Jacinta Keefe at [jacinta@ngarrimili.org.au](mailto:jacinta@ngarrimili.org.au) or follow the links in our bio for more info and to register your interest

Artwork by Emma Bamblett

 **Damper Making Workshop w/ Mabu Mabu**

NGARRIMILI presents

**Monday 21 September, 12-1PM AEST**  
via Zoom - register through link in bio



 NGARRIMILI & present 

## Understanding XERO

An interactive, live demo and introduction to Xero Accountancy Software - suitable for both new and existing users. Open to all First Nations businesses, creatives and entrepreneurs.

**Tuesday the 10th of August, 6-7PM AEST**  
Via ZOOM.

NGARRIMILI & YOLANDA FINETTE PRESENT

## STANDING IN OUR SOVEREIGNTY ACCELERATING WOMEN IN BUSINESS

A five month online program for First Nations women in business & the creative industries across Vic.

- Coaching, masterclasses, peer support & weekend retreat -
- No cost. By application - Commencing 13th April

YOLANDA FINETTE *Betty Sovereigns Remotix*



 Yolanda Finette	 Dixie Crawford	 Annette Sax	 Jirra Harvey
 Kerry Kennel	 Tish Bhagwandeen	 Sig Chapman	 Modali Moser

 NGARRIMILI & present 

## Maarumali Heal


Maarumali translates to heal in the Gamilaray language. In this workshop, Lee invites you to participate in your own healing journey using her essential oil blend Maarumali. She will take you on a step-by-step journey on how to use the blend and the four stages of healing, physical, emotional, releasing limiting beliefs and spiritual connection. We will conclude with a gentle guided cultural meditation to connect to Country.


**Tuesday 7th of September, 6-7PM AEST**  
Via Zoom - register through link in bio

 NGARRIMILI & presents 

## Identifying & Understanding Grant Opportunities and Getting Grant Ready

**Monday 24th May 6-7:30pm AEST**  
Online/Aus wide - Registrations essential  
No cost for First Nations business and creatives.



 NGARRIMILI & present 

*Doing workshops differently with creative arts*

## Preparing your business to work with NDIS participants

For First Nations health, wellbeing and community workers and businesses considering work with NDIS participants.

**(RESCHEDULED)**  
**Friday 6th August 1pm-5pm**  
**49 Agnes St, East Melbourne**



**FREE EVENT:**  
**Why you need a Reconciliation Action Plan**  
*(and how to do one)*

WITH MARSHA UPPILL

@businesschicks

**Free Event!**

BUSINESS CHICKS PRESENTS

## Indigenous Business Month

 <b>Bianca Hunt</b> Founder, Agri Blak	 <b>Tahnee Edwards</b> Founder, Carrimin Threads
 <b>Kerry Kennel</b> Co-founder, Same Way Nation	 <b>Megan Waters</b> Co-host, Yokayi Footy

# OUR PARTNERS AND SUPPORTERS



**STATEMENT OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2021**

	<b>2021</b>	<b>2020</b>
	<b>\$</b>	<b>\$</b>
<b>Income</b>		
Covid-19 Government Subsidies	19,757	59,271
Grant Income	874,250	225,000
Donations Received	103,865	150
Other Income	3,363	-
<b>TOTAL INCOME</b>	<b>1,001,235</b>	<b>284,421</b>
 <b>LESS EXPENDITURE</b>		
Administrative Expenses	36,921	25,202
Employee Benefits Expense	335,924	187,193
Donations	1,195	10,550
Depreciation	3,448	954
Operational Expenses	283,469	107,476
Bad Debts Written Off	-	10,000
<b>TOTAL EXPENDITURE</b>	<b>660,957</b>	<b>341,375</b>
<b>Current year (loss)/profit</b>	<b>340,278</b>	<b>(56,954)</b>
<b>Income tax</b>	-	-
<b>Other Comprehensive Income</b>	-	-
<b>Total Comprehensive (Loss)/ Profit for the year</b>	<b>340,278</b>	<b>(56,954)</b>

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**STATEMENT OF FINANCIAL POSITION  
AS AT 30 JUNE 2021**

	<b>Note</b>	<b>2021</b>	<b>2020</b>
		<b>\$</b>	<b>\$</b>

The accompanying notes form part of these financial statements.

**STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2021**

	<b>Retained Earnings</b>	<b>Total</b>
	<b>\$</b>	<b>\$</b>
<b>Balance at 1 July 2019</b>	<b>159,291</b>	<b>159,291</b>
<b>Comprehensive income</b>		
Loss for the year	(56,954)	(56,954)
Other comprehensive income for the year	-	-
<b>Balance at 30 June 2020</b>	<b>102,337</b>	<b>102,337</b>
<b>Comprehensive income</b>		
Profit for the year	340,278	340,278
Other comprehensive income for the year	-	-
<b>Balance at 30 June 2021</b>	<b>442,615</b>	<b>442,615</b>

# THANK YOU

Ngarrimili acknowledges the ongoing support from the Department of Jobs, Precincts and Regions via Aboriginal Victoria for their ongoing financial support of our vision.

We would like to thank our funding partners and the very generous support of our donors who continue to contribute to the economic prosperity of Aboriginal and Torres Strait Islander business owners.

We pay our respects to all Aboriginal and Torres Strait Islander business owners, entrepreneurs, creatives and workers who are working on the ground to determine their own future, their work and their vision. We admire your courage and walk beside you on your economic journey

