



2022 ANNUAL REPORT

ACKNOWLEDGMENT OF LAND

We acknowledge the traditional custodians of the land on which we stand and we pay our respects to Elders past and present. We acknowledge the sorrow of the Stolen Generations and the impacts of colonisation on Aboriginal and Torres Strait Islander peoples. We also recognise the resilience, strength and pride of the Aboriginal and Torres Strait Islander communities.

ARTWORK USED

The artwork used throughout this report was created by, Gerard Black. Gerard is a proud Worimi Man. His work reflects his Indigenous background, storytelling and his love of nature and draws on his strong design background from tattooing to produce a unique style of art.

WORDS USED

Throughout our documentation, we have looked to respectfully use the inclusive terms Aboriginal and Torres Strait Islander peoples. Any similar term used due to quotes or extracts should be considered interchangeable. For the purpose of this document, these terms refer to the Aboriginal and Torres Strait Islander peoples of Australia.

However, they do not reflect the diversity of Aboriginal and Torres Strait Islander peoples and Ngarrimili acknowledges that many individuals and families prefer to be known by their language group or other cultural names.

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MANAGING DIRECTOR MESSAGE CORMACH EVANS



I acknowledge the Traditional Owners of the land upon which my family, colleagues, and I live, work, and play, and pay my respects to Elders past and present. I acknowledge all Aboriginal and Torres Strait Islander peoples, their resilience, and determination, and celebrate the survival of Culture, language, and songlines across communities. Through our work at Ngarrimili, we pay respects to over 80,000 years of trade, agriculture, ceremony, and prosperity.

2022 was another year of exciting growth and change at Ngarrimili, with the expansion of our network, establishment of several major projects, and recruitment of new team members.

During this time, Ngarrimili continued to support our growing network of over 350 Aboriginal and Torres Strait Islander businesses and not-for-profit organisations through the COVID recovery phase, delivering tailored, culturally informed business and wellbeing support; aiming to drive enduring and sustainable economic development for Aboriginal and Torres Strait Islander entrepreneurs and business owners.

As an organisation, Ngarrimili was focused on ensuring we were adaptable and flexible in the way we worked to continue to deliver our suite of services in the online/remote working environment, whilst also transitioning back to face-to-face meetings and workshops.

It is a privilege to get to work with the individuals and businesses in our network and watch as they grow whilst also ensuring the growth and prosperity of their families and communities is at the centre of the work they do. As mentioned, 2022 was also a year of growth internally at Ngarrimili with the establishment of new major projects and the onboarding of staff to lead their delivery.

The first of these major projects is the development of, Murrar, the Aboriginal and Torres Strait Islander Business, Arts and Retail Hub (The Hub), a community multipurpose space on Wadawurrung Country, in the Geelong CBD. Murrar is a first of its kind created by Aboriginal and Torres Strait Islander communities, for Aboriginal and Torres Strait Islander communities, with a key focus on fostering Aboriginal and Torres Strait Islander business and entrepreneurship into the future. The Hub will consist of a retail and gallery shop front, a small cafe, a co-working space, a workshops and events space, and a large conference room.

Community and Culture are at the centre of the space, ensuring we are providing employment opportunities, education, and a Culturally safe environment for Aboriginal and Torres Strait Islander people. Ngarrimili has employed a Murrar Hub Manager and Enterprise Development Coordinator to deliver and manage the ongoing operation of the Hub, which is due to be officially opened in early 2023.

Another major project launched in 2022 is the Ngarrimili Ripple Effect Evaluation Project, being led by Ngarrimili's newly appointed Principal Policy Officer. The purpose of this project is to develop a Theory of Change and Outcomes Framework to better understand the ripple effects Aboriginal and Torres Strait Islander business contributions have on the economic prosperity of Aboriginal and Torres Strait Islander peoples and communities in Victoria.

A Project Working Group made up of 5 Aboriginal and Torres Strait Islander business experts, myself, and the Ngarrimili Deputy Executive Officer was established to guide the project. Community consultations are taking place throughout late 2022 and early 2023 and a final report containing the Theory of Change and Outcomes Framework will be released in May 2023.

In 2022, Ngarrimili engaged 27 Aboriginal and Torres Strait Islander consultants and facilitators to deliver 1-on-1 business and wellbeing support to 130 Aboriginal and Torres Strait Islander businesses and/or not-for-profit organisations. Of these individuals and businesses, 75% identified as Women and 35% were in the Retail sector. As part of the support, 18 new websites were developed & a further 27 businesses had ecommerce/website development support. Ngarrimili's 'lean operating system' meant that 81% of our turnover during this period was put back into the Blak economy through the contracting of Aboriginal

and Torres Strait Islander experts and purchasing from Aboriginal and Torres Strait Islander suppliers.

As an organisation, Ngarrimili are very excited for what's to come in 2023. We are excited to continue to work with our growing network towards sustained Blak excellence, we are excited to open the Murran Hub and begin to see first-hand the benefit that a Culturally safe and inclusive space can have on the sustained growth and success of Aboriginal and Torres Strait Islander businesses, and we are excited to publish the final report of the Ripple Effect Evaluation Project containing a Theory of Change and Outcomes Framework for fostering Aboriginal and Torres Strait Islander economic prosperity.

All this great work and continued success would not be possible without the support of key partners listed in this report, and I would like to thank all those mentioned for the contribution to the work we do.

I would also especially like to thank the Ngarrimili Board, staff, and contractors for their tireless commitment to delivering our vision, and ensuring the Aboriginal and Torres Strait Islander entrepreneurs, businesses, and not-for-profit organisations we work with on a daily basis continue to receive the best support available.

Sincerely,

Cormach Evans,
Founder / Managing Director



THE YEAR IN NUMBERS

75%

of our cohort who received 1:1 business support identify as 'Women'.

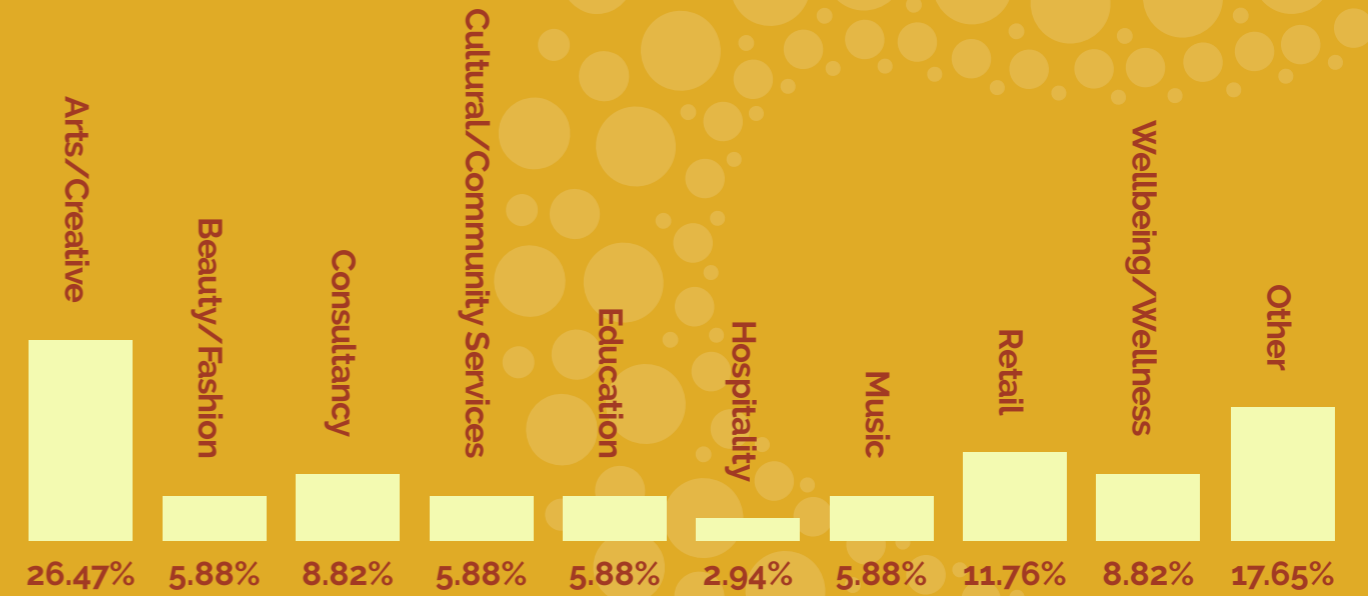
81%

of our turnover was put back into the Blak economy by contracting Aboriginal and Torres Strait Islander experts and purchasing from Aboriginal and Torres Strait Islander suppliers.

130

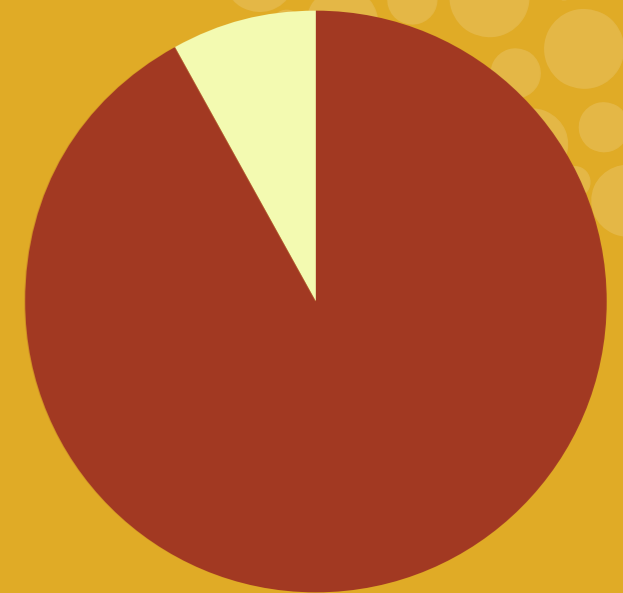
individuals/businesses received 1:1 business support.

WHAT INDUSTRIES ARE OUR CLIENTS IN?



Since engaging Ngarrimili have you had more opportunity and access to knowledge and new skills?

- 92% - YES**
- 8% - SOMEWHAT**
- 0% - NO**



OUR VISION

Ngarrimili was established to nurture and support business and entrepreneurship opportunities amongst Aboriginal and Torres Strait Islander communities.

We work with organisations, entrepreneurs and creatives through tailored, culturally informed support to drive enduring and sustainable Aboriginal and Torres Strait Islander economic development and by doing so, we acknowledge that Aboriginal and Torres Strait Islander people have been successful in economic development for over 80,000 years, from trading, agricultural practices, ceremony and many others actions contributing to prosperity.



Founder Wellbeing is a priority, especially through the lens that cultural connection as a vital component of business success.



Digital Adaptation for creatives and business including website and eCommerce store development is crucial in a covid world.



Sustainable Blak Economy - 81% of Ngarrimili's turn over (to date) has been spent on Aboriginal or Torres Strait Islander owned businesses and services. Our lean operating model leverages the best Aboriginal and Torres Strait Islander talent and puts money directly back into the Blak Economy.



Create safe and inclusive spaces for our participants - (to date) 71% are women, 34% young people and 15% from the LGBTQI+ community.

OUR BOARD



Cormach Evans
Yorta Yorta



Keedan Graham
Yorta Yorta/Wiradjuri/Dja Dja Wurrung



Shol Blustein



Rona Glynn-McDonald
Kaytetye



Bek Lasky
Deputy Executive Officer
Wakaya



Cormach Evans
Managing Director
Yorta Yorta



Samantha French
Murrumbidgee Hub Manager
Wuthathi



Woodrow Eke
Principal Policy Officer



Nevadah Ooi-Cleary
Enterprise Development Coordinator
Wiradjuri



Coco Eke
General Manager

OUR TEAM

WHAT WE DO



Advocacy



Culture



Enterprise



Holistic



Economic Prosperities



Nurturing



Inclusive



Relationships

WHAT WE DO

YOUTH PIPELINE

Mentoring, workshops & events, auspicing, pathways, advocacy.



Ngarrimili's Youth Talent Pipeline is a program that aims to support and foster the next generation of Aboriginal and Torres Strait Islander entrepreneurs and industry experts through paid and meaningful development opportunities - challenging the outdated concepts of internships and youth leadership programs. Within Ngarrimili's business mentoring, supporting individuals from all ages across Australia, we have been able to reach a number of Aboriginal and Torres Strait Islander youth. Our aim is to continue supporting the next generation of Aboriginal and Torres Strait Islander business owners and entrepreneurs.

1:1 SUPPORT

Mentoring, workshops & events, auspicing, pathways, advocacy.

Ngarrimili provide 1:1 personally tailored support to Aboriginal and Torres Strait Islander businesses, entrepreneurs and non-for-profits across Australia. Ngarrimili contract and pay Aboriginal and Torres Strait Islander business leaders and experts in their field to provide their expert supports to up and coming Aboriginal and Torres Strait Islander businesses, entrepreneurs and non-for-profits across Australia. We understand the needs and vision of each individual and support to fast track their business journey through covering the costs of supports needed.

In 2022 we supported 130 individuals with 1:1 support with Aboriginal and Torres Strait Islander experts. Ngarrimili also hosted 20 workshops covering topics such as:

- Social, emotional, health and wellbeing support
- Ecommerce and/or website creation, support and advice
- Legal structure, support and/or guidance
- Business planning and/or strategy
- Comms and marketing support.



NFP SUPPORT

Mentoring, workshops & events, auspicing, pathways, advocacy.



Ngarrimili provides personally tailored mentoring, coaching and services for Aboriginal and Torres Strait Islander not-for-profit organisations. Ngarrimili will work with each not-for-profit to create a personally tailored program based on each not-for-profit's needs, strengths, journey and objectives to ensure the best possible supports to support each Non-for-profit to economic prosperities, wealth and their vision.

This program also ensures not-for-profits can become investment ready for venture capital, donations and other sources of incomes and opportunities. Aboriginal and Torres Strait Islander not-for-profit organisations usually carry a burden much larger than other organisations. Aboriginal and Torres Strait Islander people establish organisations due to a need within the community or as a reaction to negative actions by governments and other discriminatory systems.

RIPPLE EFFECT

Research, mapping, frameworks, strategy.

The purpose of the Ripple Effect Evaluation Project is to develop a Theory of Change and Outcomes Framework to better understand the ripple effects Aboriginal and Torres Strait Islander business contributions have on the economic prosperity of Aboriginal and Torres Strait Islander peoples and communities in Victoria.



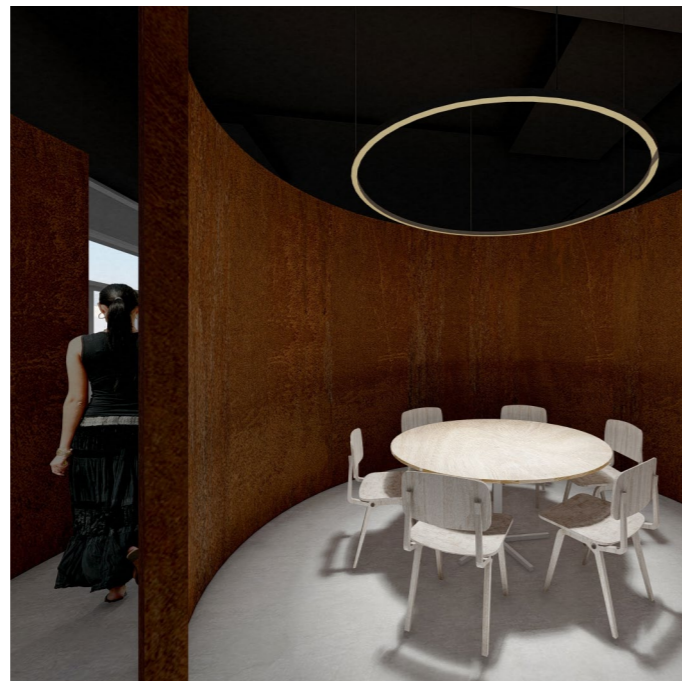
WHAT WE DO

MURRAN; Aboriginal and Torres Strait Islander Business, Arts and Retail Hub

Business, retail & creative hub, first of its kind.

Murrnan, the Aboriginal and Torres Strait Islander Business, Arts and Retail Hub (The Hub). The Hub is a community lead and focused, multipurpose space in the Geelong CBD. Ngarrimili has designed the business, arts and retail hub on Wadawurrung Country, the first of its kind nationally. A hub created by community, for community, with a key focus on fostering Aboriginal and Torres Strait Islander business and entrepreneurship into the future.

The Hub will consist of a retail and gallery shop front, a small cafe, a co-working space, a workshops and events space, and a large conference room. Community and culture are at the centre for the space we are creating, ensuring we are providing employment opportunities, education, and a culturally safe environment for Aboriginal and Torres Strait Islander people.



OUR IMPACT THIS YEAR

VIC

Northern Suburbs
Eastern Suburbs
Southern Suburbs
Western Suburbs
Mornington-
Peninsula

Geelong

Surf Coast
Warrnambool
Mildura
Shepparton
Echuca
Bendigo

Ballarat

Gippsland Region
Werribee/
Wyndham Vale
Carrum Downs
Cape Schanck

NSW

Wodonga
Sydney
Bulli
South East Coast
Lake Illawarra
Kempsey

QLD

Gold Coast
Cairns
Brisbane
Coolangatta
Sunshine Coast
Greenbank
Townsville

ACT

Canberra

SA

Adelaide

TAS

Granton
Hobart

NT

Darwin
Maningrida
Wiligi, Arnhem
Land

WA

Perth
Broome
Kimberleys
Kununurra



The dot points on this map demonstrate the spread of locations in which we have connected with business this year. In many of these locations we have connected with more than one business.

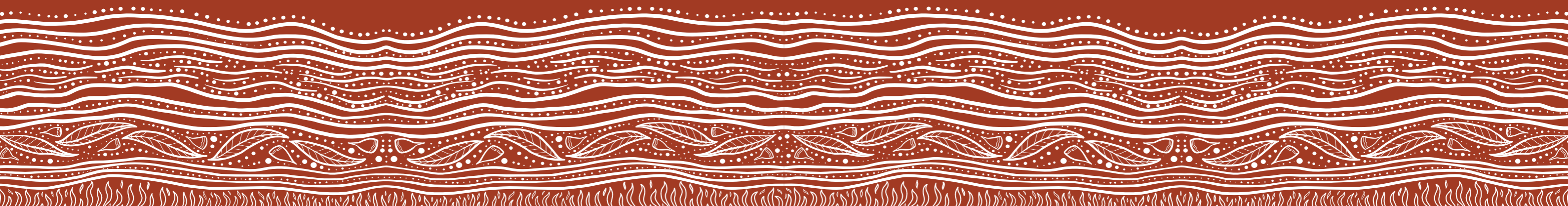
FEED- BACK

“ I 100% trust Ngarrimili, unlike other Aboriginal and Torres Strait Islander support/orgs out there I feel like Ngarrimili is genuine and has my back, this is because of the staff/contractors and the opportunities they look for and set mob up with, they understand and get my business and me as a individual. I am always recommending mob come to Ngarrimili for help over other places like Kinaway.”

“ I would not have a website without the support of Ngarrimili! I am so grateful for their ongoing support of my business, words can't express how grateful I am.”

“ We are very appreciative of all the help we have received from Ngarrimili & highly recommend you especially to new businesses that need that support while having a steep learning curve.”

“ My company wouldn't have grown as much as it has without the support from the Ngarrimili staff, contractors and the network that I have been introduce to.”



FEED- BACK

“ Ngarrimili has a holistic way of approaching business, it sees the business as a person and a business and the support is directed accordingly. This creates long term change and sustainability of the business. Aboriginal people have more trauma and barriers than the average person, so it is integral that if we are going to break the cycle that we get the continuous support to do so and that our mental and physical health are supported so we can continue to sustain the business. This kind of investment creates positive change in individuals, families and communities, because as we have observed, Aboriginal business has a huge ripple effect which Ngarrimili is documenting at the moment.

Personally as a single Aboriginal mother, the support Ngarrimili has given me has been invaluable. It has seen me through some really tough and challenging days with my business and knowing I have people backing me has been what has helped me get back up and keep going with my business.”

– Corina Muir
Amber Days The Label



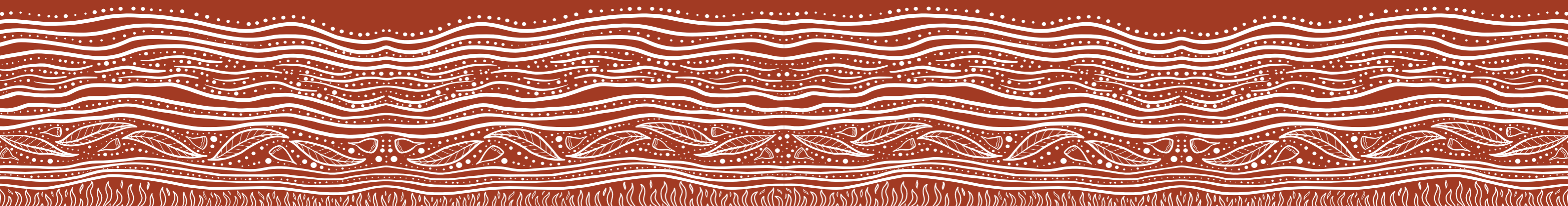
FEED- BACK

“ There is a plethora of reasons why we have appreciated the work with Ngarrimili, One of the largest is that it’s a community of Aboriginal and Torres Strait Islander people supporting us, that understand the complexities of navigating the community space in addition to business, those aspects we couldn’t receive through just going to get business mentorship. The relationships that Ngarrimili have been able to provide have had huge impact on our learning capabilities as we have grown the business from an idea to nearly 12 Months of operation. ”

“ Ngarrimili offer the support I wish every Aboriginal owned business had, they are an incredible mob. ”

“ Nornie is on a mission to put Indigenous ingredients in kitchens across Australia. We want people to be using, eating and celebrating Indigenous ingredients every day ”

“ Deadly support for our mob in so many areas. Staff are so kind and respectful. They get it! They have connections everywhere. They are Culturally safe and know what they are doing. Just love them and love the information sharing they give us. ”



CASE STUDY #1

UPRISING OF THE PEOPLE



“ The support from Ngarrimili has been invaluable. I feel safe and comfortable in an otherwise challenging and unknown space. ”

– Mililma May

In 2020, Uprising of the People Limited led Darwin's biggest Blak Lives Matter protest in history with reports of 2,063 people in attendance. In 2021, Uprising of the People were arrested for standing up in Parliament House against the punitive Northern Territory Youth Justice Legislation.

Today, the group works with Elders and local organisations to share our knowledge for better First Nations education, using their voice to advocate for change and provide programs to empty youth detention centers and keep our kids off the streets. Uprising of the People has become a self-governed organisation, with multiple revenue streams that

support the programs and facilities including a youth hub, Billawook Gurinyi, on Larrakia Country. Ngarrimili have been honoured to walk alongside Uprising as they build momentum on their governance, programs and outcomes for the community.

“The support from Ngarrimili has been invaluable. I feel safe and comfortable in an otherwise challenging and unknown space. Handling money and business is the opposite of everything Aboriginal people have been socialised to do. It has been no easy feat. By no exaggeration, Ngarrimili has made the impossible seem possible.” Mililma May CEO of Uprising of the People.

CASE STUDY #2

MONIQUE RENNIE



“ The support that I have received in terms of engagement of design services has been incredible. ”

– Monique Rennie

After starting her business in mid-2021, Monique has been 'incredibly grateful' for the support received from Ngarrimili.

Monique came into Ngarrimili's pipeline of amazing, deadly contractors in early 2022.

Monique has been able to work with a large number of Aboriginal and Torres Strait Islander owned businesses throughout 2022, making a huge impact in supporting them to achieve their goals with their business branding and websites.

After working with Monique and sending a number of referrals her way, it was important that Ngarrimili also

offer our services to Monique. “The support that I have received in terms of engagement of design services has been incredible, I am grateful to be involved in projects that celebrate and elevate Aboriginal and Torres Strait Islander businesses and to be provided with a culturally safe workplace. Throughout 2022 Ngarrimili has provided me with business mentoring, through sessions with Kerry at Kennel and Co. and I am fortunate to now be on a pathway to take my business full-time in 2023.”

We are so excited to continue to work alongside Ngarrimili, and to see her business thrive.

OUR PARTNERS & SUPPORTERS



STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

Ngarrimili Ltd

For the year ended 30 June 2022

	2022	2021
Income		
Operating Grants	1,404,614	874,250
Donations Received	42,288	103,865
Rental Income	15,708	-
Other Income	16,833	3,364
Auspiced Funds Received	355,192	47,399
Total Income	1,834,635	1,028,878
Gross Surplus	1,834,635	1,028,878
Other Income		
Revenue from Recognised Volunteer Services	25,799	-
ATO Cash Boost Stimulus	-	19,757
Total Other Income	25,799	19,757
Expenditure		
Advertising & Marketing Expenses	9,687	7,699
Auspiced Funds Forwarded	354,804	47,399
General & Administrative Expenses	89,986	40,249
Professional Fees	63,643	20,220
Travel and Accommodation	18,743	13,400
Contractor Expenses	155,663	245,849
Employee Benefits	446,830	333,540
Total Expenditure	1,139,355	708,356
Current Year Surplus/ (Deficit) Before Income Tax Adjustments	721,078	340,278
Other Comprehensive Income	-	-
Net Current Year Surplus After Income Tax	721,078	340,278

The above statements should be read in conjunction with the full set of Ngarrimili's financial statements that can be found on the ACNC website.

STATEMENT OF FINANCIAL POSITION

Ngarrimili Ltd
As at 30 June 2022

	30 JUN 2022	30 JUN 2021
Assets		
Current Assets		
Cash and Cash Equivalents	1,520,164	539,021
Trade and Other Receivables	54,445	12,765
Total Current Assets	1,574,609	551,786
Non-Current Assets		
Fixed Assets	17,881	9,787
Other Non-Current Assets	8,700	-
Total Non-Current Assets	26,581	9,787
Total Assets	1,601,190	561,573
Liabilities		
Current Liabilities		
Trade and Other Payables	145,248	95,386
Employee Benefits - Provisions	20,012	23,572
Auspiced Funds Payable	260,466	-
Total Current Liabilities	425,726	118,958
Non-Current Liabilities		
Employee Benefits - Provisions	11,762	-
Total Non-Current Liabilities	11,762	-
Total Liabilities	437,488	118,958
Net Assets	1,163,701	442,615
Member's Funds		
Capital Reserve		
Current Year Earnings	721,078	340,278
Retained Earnings	442,615	102,337
Total Capital Reserve	1,163,693	442,615
Total Member's Funds	1,163,693	442,615

The above statements should be read in conjunction with the full set of Ngarrimili's financial statements that can be found on the ACNC website.

MANY THANKS

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.





ngarrimili.org.au