

# **National Aboriginal and Torres Strait Islander Ageing and Aged Care Council**

**Annual Report**

**2024 – 2025**

*Strengthening the Voice of our Elders and Older  
People in Aged Care*



**NATSIAACC**



# NATSIAACC

National Aboriginal & Torres Strait Islander  
Ageing and Aged Care Council



## Acknowledgement of Country

NATSIAACC acknowledges the Traditional Owners of the lands and waters on which we work, live and gather, as well as Country throughout Australia, and their enduring connections to land, sea and community. NATSIAACC acknowledges that these lands and waters were never ceded, and we acknowledge the sovereignty and self-determination of the Traditional Owners.

NATSIAACC pays its deepest respects to Elders past and present and recognise the continued cultural and spiritual connection to Country and/or Island Home, community, culture and knowledge.

NATSIAACC thanks them for their wisdom and courage, and for sharing their ways of knowing, being and doing – teachings that guide us to cherish and protect our Elders and Older People.

This always was, and always will be Aboriginal Land.



## NATSIAACC's Logo

Elaine Chambers-Hegarty of Cultural Edge Designs created NATSIAACC's logo and branding.

It includes a boomerang – used for hunting to provide for families and communities – to represent Elder men. The opposite coast shows digging sticks, a woman's tool that provides for families and is used in ceremonies. NATSIAACC hopes to provide for Elders and Older People as they provided for others.

The row of dots at the top of the boomerang represents the Islands of the Top End and the Torres Strait. Tasmania is represented below the boomerang.

The colours represent the Country/Island Home and Waters of Aboriginal and Torres Strait Islander Nations.



# NATSIAACC

National Aboriginal & Torres Strait Islander  
Ageing and Aged Care Council



27 November 2025

Sue Woodward AM  
Commissioner  
Australian Charities and Not-for-Profits Commission  
Parliament House  
Canberra, ACT, 2600

Dear Commissioner Woodward,

We are pleased to present the National Aboriginal and Torres Strait Islander Ageing and Aged Care Council's (NATSIAACC) 2024-2025 Annual Report to the Australian Charities and Not-for-Profits Commission.

NATSIAACC's Annual Report is an accurate account of the organisation's activities and financial performance in accordance with the requirements under the Charities Act 2013. Includes in the 2024-2025 Annual Report are NATSIAACC's audited financial statements for the period 1 July 2024 to 30 June 2025.

Kind regards,

Jill Gallagher AO  
Chair, Board of Directors

Kim Whiteley  
Chief Executive Officer



# NATSIAACC

National Aboriginal & Torres Strait Islander  
Ageing and Aged Care Council



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# Our Organisation





# NATSIAACC

National Aboriginal & Torres Strait Islander  
Ageing and Aged Care Council



## NATSIAACC's Strategic Statements

### Our Vision

All Aboriginal and Torres Strait Islander people are thriving, healthy, strong, with ongoing cultural connections in their older years.

### Our Purpose

NATSIAACC supports Aboriginal and Torres Strait Islander older peoples, their families, and communities to identify, engage in, advocate for, and lead systemic reform to embed culturally safe practices across the aged care and ageing sector.

### Our Values

NATSIAACC's values are consistent with the instructions of our ancestors gone before us, our older people, Elders and our families and communities:

- Culture, connection, and respect
- Cultural Integrity and trust
- Self-determination and empowerment
- Care and collaboration
- Inclusion and equity
- Change and Impact
- Choice

### Our Principles

The following principles lay the strong foundations for NATSIAACC, our members and Aboriginal and Torres Strait Islander Elders and Older Peoples to achieve our shared vision:

- Preserving dignity and respect of older peoples individual choices and decision making
- Leadership and governance
- Strengths based approaches to holistic health and wellbeing
- Rights based approaches and equitable outcomes
- Accountability and responsibility to Aboriginal and Torres Strait Islander Peoples and communities
- Locally driven solutions
- Recognition of diversity
- Global excellence and best practice
- Thriving members



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National Aboriginal & Torres Strait Islander  
Ageing and Aged Care Council



## Chairperson's Report



As Chairperson, I am proud to reflect on a year of strength, renewal and purpose for the National Aboriginal and Torres Strait Islander Ageing and Aged Care Council (NATSIAACC). The 2024–2025 financial year has seen our organisation continue to grow in capability and influence, guided by our shared vision that all Aboriginal and Torres Strait Islander Elders and Older People can age with dignity, safety, and deep connection to their culture, community and Country/Island Home.

This year has been defined by consolidation and progress. We have strengthened our governance structures, expanded our leadership, and deepened our advocacy role across the national aged care landscape. This year marked the appointment of NATSIAACC's Board of Directors for the next three-year term. The reappointment of myself, along with Directors Mr James Atkinson (VIC), Ms Lesley Nelson (WA) and Mr Graham Aitken (SA), ensures continuity of leadership and stability for the organisation. We were also proud to welcome new Directors — Ms Deleila (Deal) Roberts (NSW), Ms Natasha McCormack (NT), Ms Rachel Atkinson (QLD) and Ms Tracey Dillon (TAS) — whose collective experience, cultural knowledge and regional representation further strengthen the depth and diversity of our Board. Together, our Directors and Secretariat have continued to uphold strong governance and cultural integrity as the foundation of NATSIAACC's leadership.

NATSIAACC has continued its development of key governance mechanisms, including progress on the establishment of the Finance, Risk and Audit Committee and the Elders Council. These initiatives reflect our ongoing commitment to transparent, accountable, and culturally grounded leadership. Our Company Secretary, Ms Cassara Hardie, has provided strong coordination of these governance reforms, ensuring alignment with both corporate standards and cultural expectations.

NATSIAACC is continuing to build a strong and respected national voice in aged care reform. We have contributed to major policy processes including the implementation of the new Aged Care Act, the review of the National Safety and Quality Health Service Standards, and the development of frameworks under the National Agreement on Closing the Gap. Across all our submissions and partnerships, NATSIAACC has continued to assert that Aboriginal and Torres Strait Islander Elders and Older People must be central to the design, governance and evaluation of aged care systems — not just participants in them.

Our advocacy over the past year has focused on embedding cultural safety and Aboriginal and Torres Strait Islander leadership into the aged care system. We have worked closely with the Department of Health and Aged Care, the Coalition of Peaks, and partner organisations to ensure reforms are responsive to our communities' needs and grounded in self-determination. This work continues to strengthen our national influence and reinforces NATSIAACC's role as a trusted advisor to government and the sector.



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National Aboriginal & Torres Strait Islander  
Ageing and Aged Care Council



Under the leadership of our newly appointed Chief Executive Officer, Ms Kim Whiteley, NATSIAACC is entering its next stage of growth — strengthening partnerships, expanding leadership, and driving systemic reform across the ageing and aged care system.

“Our Elders and Older People are the heart of our communities. Every step NATSIAACC takes is guided by their wisdom, ensuring that ageing and aged care reform in this country truly reflects who we are as Aboriginal and Torres Strait Islander Peoples.” Says Jill Gallagher AO (HonLLD), Chairperson

To our Members, Elders, Older People, Directors, CEO, staff and community partners — thank you for your dedication, integrity and shared commitment. Together, we are building a future where every Elder and Older Person is valued, respected and supported to age well, grounded in the strength of our cultures and communities.

Jill Gallagher AO (HonLLD)

Chairperson



# NATSIAACC

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Ageing and Aged Care Council



## Chief Executive Officer's Report



This report reflects the activities and outcomes of the 2024–2025 financial year — a reporting period that occurred prior to the commencement of the current Chief Executive Officer.

NATSIAACC exists to ensure Aboriginal and Torres Strait Islander Elders and Older People can age with dignity, safety and in connection to culture, community and Country/Island Home.

The 2024–2025 financial year represented a period of consolidation and foundational strengthening. During this time, NATSIAACC fulfilled its governance and reform responsibilities as the aged care reforms progressed toward legislation, including the passage of the Aged Care Act 2024, establishing a new rights-based foundation for aged care. Operational continuity was maintained, regulatory obligations were met, and Members remained connected to the reform environment through ongoing Secretariat support.

Importantly, First Nations perspectives were brought into the national aged care reform agenda. Through participation in reform forums, sector collaboration and engagement, NATSIAACC ensured Elders' and Older People's perspectives were included in national decision-making processes. While our voices were present, influence is still emerging, and NATSIAACC continues to advocate strongly in areas where reform settings — particularly cultural safety, equitable access and funding arrangements — do not yet align with the needs and realities of our people. NATSIAACC engagement during the reporting period included contribution to reform activities relating to the Aged Care Act 2024, the Strengthened Aged Care Quality Standards and early development work connected to a First Nations Aged Care Workforce Strategy.

Alongside this advocacy, early work also commenced on strengthening NATSIAACC's governance foundations, ensuring the organisation is well-positioned to step into the next phase with clarity and confidence.

This work positioned NATSIAACC to operate with authority in the national reform environment, enabling the organisation to pursue system-level impact and national influence.

Under new leadership, NATSIAACC now steps confidently into the next phase — strengthening cultural authority in governance, shaping reform priorities and driving outcomes that honour Elders, Older People, community and culture. With strong foundations in place and influence established in key decision-making forums, the organisation advances with clarity, strength and purpose.

The next phase of work is focused on influence, capability and impact — deepening strategic partnerships, strengthening governance and continuing to advocate until reform outcomes reflect the priorities of Aboriginal and Torres Strait Islander Elders, families and communities.

I extend my gratitude to our Board, Members, partners and Secretariat team for their continued trust and support. Together, we remain steadfast in ensuring that Elders and Older People are respected, valued and supported to age well — grounded in culture, community and Country/Island Home.

Kim Whiteley  
Chief Executive Officer



# NATSIAACC

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## About NATSIAACC

The National Aboriginal and Torres Strait Islander Ageing and Aged Care Council (NATSIAACC) is the national peak body for Aboriginal and Torres Strait Islander ageing and aged care. NATSIAACC works to ensure that Aboriginal and Torres Strait Islander Elders and Older People can access support and care that is culturally safe, trauma-aware and healing-informed, and recognises the importance of their personal connections to community, Country and/or Island Home.

NATSIAACC evolved from the National Advisory Group for Aboriginal and Torres Strait Islander Aged Care (NAGATSIAC). NAGATSIAC was set up in 2018, after nationwide consultation to develop an Aboriginal and Torres Strait Islander Action Plan as part of the Australian Government's Aged Care Diversity Framework. Members of NAGATSIAC founded NATSIAACC in 2022 to be an independent voice that will improve the care our Elders and Older People receive for years to come. NATSIAACC's founding Directors are all leaders in Aboriginal and Torres Strait Islander Ageing and Aged Care provision.

NATSIAACC's membership consists of:

- Aboriginal and Torres Strait Islander community-controlled Ageing and Aged Care Service Providers.
- Organisations with an interest in culturally appropriate Ageing and Aged care Services.

## Funding

NATSIAACC is funded by the Commonwealth Department of Health, Disability and Ageing (the Department). NATSIAACC has been in operation since 2022. In the context of the current Aged Care reforms and the need for extensive advocacy, input, and leadership in the sector, it will be necessary to provide additional funding to support NATSIAACC to provide the input and engagement required to ensure that the reforms deliver much needed support to Aboriginal and Torres Strait Islander Elders and Older People.



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## Strategic Directions





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## Board of Directors

 <p>Jill Gallagher AO (Hon LLD) Chairperson</p>	<p>Dr Jill Gallagher AO (Hon LLD) is a proud Gunditjmara woman from Western Victoria who has worked within, led and advocated for the Aboriginal and Torres Strait Islander Community in Victoria all her life.</p> <p>Jill is a highly respected leader who has dedicated her life to advocating for self-determination outcomes on behalf of the Aboriginal and Torres Strait Islander Community.</p> <p>Jill is the Chief Executive Officer of the Victorian Aboriginal Community Controlled Health Organisation (VACCHO) where she has spent the past 25 years advancing Aboriginal health and wellbeing. Jill was recognised for her outstanding contribution to community when she was inducted into the Victorian Honour Roll of Women in 2009, awarded the Order of Australia in 2013, and inducted into the Victorian Aboriginal Honour Roll in 2015.</p> <p>Jill was also closely involved in leading the Victorian journey to treaty serving as Victoria’s Treaty Advancement Commissioner from 2017 to 2019.</p>
 <p>Lesley Nelson Director – Western Australia</p>	<p>Lesley Nelson is a proud Noongar woman from the Balladong and Whadjuk clans in Western Australia.</p> <p>Lesley holds over 25 years’ experience in various Senior Executive leadership roles within the Aboriginal Health sector, the most recent being her current role as Chief Executive Officer of the South West Aboriginal Medical Service (SWAMS), a Noongar Community Controlled Health Organisation that supports Community in Western Australia.</p> <p>Lesley has a strong drive to influence, collaborate and engage across the sector, and has directly contributed to greater health outcomes for Aboriginal People living in the region.</p> <p>Lesley brings a passion for the South West Community and holds several Board Director positions enabling her to consistently advocate for this beautiful region of Australia, both locally and nationally.</p> <p>Lesley’s work to date has laid solid foundations for a strong and sustainable organisation as she continues to strongly advocate and work towards creating positive health outcomes for Aboriginal People within the region.</p>
 <p>James Atkinson Director – Victoria</p>	<p>James Atkinson is a Yorta Yorta/Bangerang man who is currently employed as the Chief Executive Officer of the Aboriginal Community Elders Service (ACES). James’ previous employment was as Chief Executive Officer of the Rumbalara Aboriginal Co-Operative and as Manager of Koorie Education within the Department of Education and Training.</p> <p>James has a great deal of organisational experience and has served on Boards at a state and national level.</p> <p>James has been a VACCA Board Member for 19 years. He was one of the founding members of the first Victorian Aboriginal Youth Advisory Committee and a participant in the Koorie Leadership Program.</p>



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Graham Aitken  
Director – South Australia

Graham Aitken is a Yankunytjatjara man born in Oodnadatta, South Australia. He is currently the Chief Executive Officer of Aboriginal Community Services (ACS), which is the largest Aged Care Service Provider for Aboriginal and Torres Strait Islander Elders and Older People in Adelaide and South Australia. Prior to his current role, Graham worked for over 15 years with various Commonwealth and State Government Departments and programs specifically designed for Aboriginal People. Graham completed a Bachelor of Commerce degree at Adelaide’s Flinders University as a mature aged student with majors in International Business and Human Resource Management and a minor in Business Economics. Graham has a passion and commitment to ensure that during the current Aged Care Reforms, all Elders and Older People have access to reliable and consistent Aged Care Services, no matter where they might live.



Rachel Atkinson  
Director – Queensland

Rachel Atkinson is a proud Yorta Yorta woman who is dedicated to improving the lives of Aboriginal and Torres Strait Islander Peoples. Rachel is a qualified Social Worker with over 25 years’ experience as Chief Executive Officer of large community-based Aboriginal and Torres Strait Islander Organisations delivering health, and child and family services. Rachel has been the Chief Executive Officer of Palm Island Community Company (PICC) since its incorporation in 2007 and has overseen its growth to become the largest non-government service provider and employer on Palm Island. Rachel is the current Co-Chair of the Queensland First Children and Families Board, Co-Chair of Family Matters Queensland, Board Director of Secretariat of National Aboriginal and Islander Child Care (SNAICC) and Deputy Chairperson of Queensland Aboriginal and Islander Health Council (QAIHC). Rachel is a previous Chair of the Queensland Aboriginal and Torres Strait Islander Child Protection Peak and Chief Executive Officer of Townsville Aboriginal and Islander Health Service.



Deleila (Deal) Roberts  
Director – New South Wales

Deal Roberts is a proud descendant of the Bundjalung and Dunghutti Nations in New South Wales. Deal has over 20 years’ experience in various senior leadership positions in roles within the Aboriginal Housing, Aged Care, Local Land Council arenas. Deals current role is as Chief Executive Officer of Ngambaga Bindarry Girrwa Community Services (NBGCS) based in Bowraville on the Mid North Coast of New South Wales which delivers and implements Aged Care and Disability Services. Deal is passionate about influencing change, collaborating and engaging in developing long lasting pillars of change that will safeguard current and future Elders to live a quality of life. Deal has been on several committees in the past but has decided to make a full commitment to Aboriginal and Torres Strait Islander Elders to advocate for better Aged Care Supports, inclusive of Aboriginal and Torres Strait Islander staff to be on par with the wider community. Deal’s current and future aim is to assist Aboriginal and Torres Strait Islander organisations to be prepared and have business acumen so that they remain sustainable and viable into the future.



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Natasha McCormack  
Director – Northern Territory

Natasha McCormack is an Arrernte, Warumungu, Alawa (NT) and Kija (WA) woman with strong ties to Mparntwe (Alice Springs) through both her mother and father.

With multiple qualifications and over 20 years' experience in governance, policy, advocacy, community development, social justice, and organisation systems change, Natasha's career spans the commercial, government and non-government sectors. Having lived and worked in both urban and remote regions of the Northern Territory, Natasha has a lived experience of the systemic issues and ongoing impacts of colonisation and intergenerational trauma for Aboriginal People, and the barriers to accessing essential services when living remotely.

Natasha is a wife, mother of five, postgraduate student, netball coach and founder of her own culturally consultancy business. Natasha joined the Purple House as Co-Deputy Chief Executive Officer in July 2024. Natasha's passion to enable and inspire positive change is the driving force behind her commitment to supporting the development of people, policies, and organisational change. Natasha is excited to have joined the Purple House family, both to learn from its success and to contribute to its future growth.



Tracey Dillon  
Director – Tasmania

Tracey Dillon is a Badtjala Woman from Kgari (Fraser Island), comes with over 30 years of experience in the Aged Care sector, advocating for Aboriginal and Torres Strait Islander communities both in Queensland and nationally. In 1994, Tracey co-founded Dhali Aboriginal Care and Kalang Home and Community Care in Hervey Bay and the Fraser Coast. Tracey then worked in the Department of Health in Brisbane and Canberra, helping Indigenous organisations comply with the Aged Care Act.

As a public servant, Tracey supported Indigenous organisations locally and nationally in navigating Aged Care policies. Over the past 16 years, Tracey served as Chief Executive Officer of several Aboriginal Community Controlled Organisations, leading Aged Care Programs. Additionally, Tracey has advocated for Aboriginal women's rights, particularly in family violence and superannuation issues, and addressed substance misuse as the Chief Executive Officer of two Peak Bodies.

Tracey holds a degree in Social Science and has served on various Boards. Tracey is currently the Chairperson of the Weetapoon Aboriginal Corporation in Tasmania. Based in Lutruwita/Trowunna (Tasmania), Tracey plans to continue her advocacy work with the National Aboriginal and Torres Strait Islander Ageing and Aged Care Council (NATSIAACC), ensuring Indigenous perspectives are central to Aged Care policy and practice.

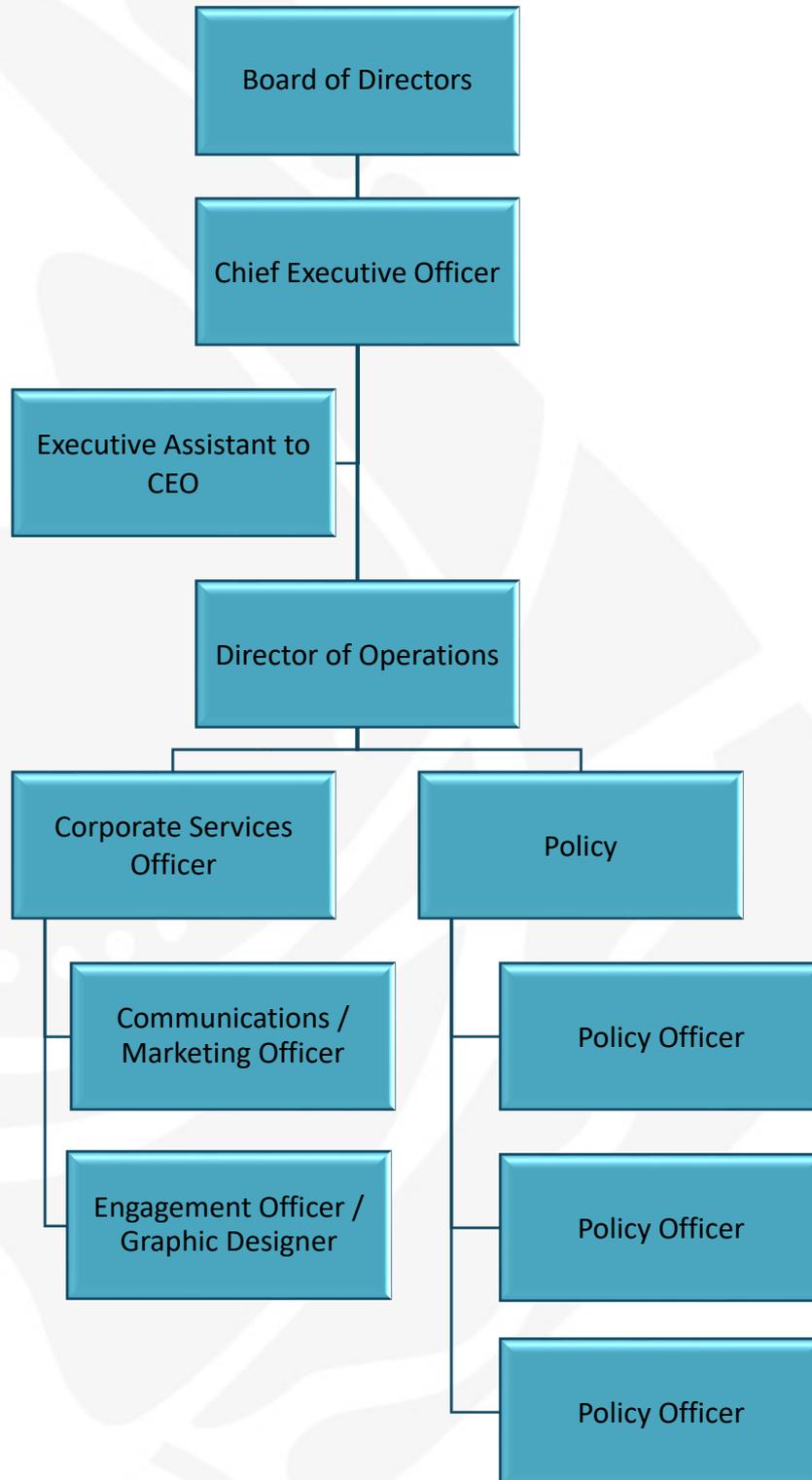


# NATSIAACC

National Aboriginal & Torres Strait Islander  
Ageing and Aged Care Council



## Organisational Chart





## Working Group Representation

- 1 NSW/ACT Aged Care Liaison Group
- 2 Aged Care Data Advisory Group
- 3 Aged Care Quality and Safety Commission (ACQSC) First Nations Aged Care Reference Group (FNACRG) (Co-Chair)
- 4 Aged Care Quality Sector Reference Group
- 5 Aged Care Workforce Committee
- 6 Aged Care Workforce Remote Accord
- 7 National CHSP Alliance
- 8 Closing the Gap Steering Committee
- 9 Coalition of Peaks
- 10 Community Controlled Leadership meeting with Interim First Nations Aged Care Commissioner, Andrea Kelly
- 11 Dementia Australia – National Diversity and Inclusion Advisory Committee (NDIAC)
- 12 Dementia Expert Reference Group
- 13 Equip Aged Care Learning Panel
- 14 First Nations Aged Care Governance Group (FNACGG) (Co-Chair)
- 15 First Nations Aged Care Workforce Working Group (Co-Chair)
- 16 First Nations Assessment Workforce Working Group
- 17 First Nations Health Governance Group
- 18 Gerontological Nursing Competencies Diversity, Equity and Inclusivity Advisory Group
- 19 IHACPA's Aged Care Network
- 20 Medical Devices Consumer Working Group (MDCWG)
- 21 National Aged Care Alliance (NACA)
- 22 National Aged Care Alliance – First Nations Strategic Priority Working Group
- 23 National Health Reform Agreement Group
- 24 National Indigenous Health Leadership Alliance (NIHLA)
- 25 Silver Rainbow Advisory Group
- 26 Technical Advisory Group – Aged Care Data and Reporting Review
- 27 Pitch First Nations Advisory Group

# NATSIAACC Membership





# NATSIAACC

National Aboriginal & Torres Strait Islander  
Ageing and Aged Care Council



## Member List

Total Members - 50 / Full Members - 30 / Associate Members - 20

### Australian Capital Territory



**Dementia  
Australia®**

Dementia Australia  
Associate Member

### New South Wales



**Australian  
Recreational  
Therapy  
Association**

Australian Recreational Therapy  
Association

Associate Member



Booroongen  
Djugun Ltd

Booroongen Djugun Aboriginal  
Corporation

Full Member



Community Transport Organisation

Associate Member

Dyirri-Bang-Gu Aboriginal  
Corporation Aged Care Service

Dyirri-Bang-Gu Aboriginal Corporation  
Aged Care Services

Full Member



**Elder Abuse Action Australia**  
Elder Abuse Action Australia (EAAA)

Associate Member



Illaroo Co-operative Aboriginal Corporation  
MULTI-SERVICE OUTLET - AGED & DISABILITY CARE

Illaroo Co-Operative Aboriginal  
Corporation

Full Member



LGBTIQ+ Health Australia

Associate Member



Ngambaga Bindarry Girrwaaw  
Community Services

Full Member  
(Director – Deal Roberts)



Older Persons Advocacy Network  
(OPAN)

Associate Member



Tharawal  
Aboriginal Corporation

Tharawal Aboriginal Corporation

Full Member



Werin Aboriginal Corporation

Full Member



**WYANGA**

Wyanga Aboriginal Aged Care Program  
Inc

Full Member



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Ageing and Aged Care Council



## Northern Territory



Australian Regional and Remote  
Community Services (ARRCS)

Associate Member



CENTRAL DESERT  
REGIONAL COUNCIL

Central Desert Regional Council

Full Member



LARRAKIA  
NATION

Larrakia Nation Aboriginal Corporation

Full Member



Mabunji Aboriginal Resource  
Indigenous Corporation

Full Member



Mala'la Health Service Aboriginal  
Corporation

Full Member



**Ngaanyatjarra  
Pitjantjatjara  
Yankunytjatjara  
Women's Council**

Ngaanyatjarra Pitjantjatjara  
Yankunytjatjara (NPY) Women's  
Council Aboriginal Corporation

Full Member



Tangentyere Council Aboriginal  
Corporation

Full Member



Western Desert Nganampa Walytja  
Palyantja (Purple House) Aboriginal  
Corporation

Full Member

(Director – Natasha McCormack)

## Western Australia



Centre for Aboriginal Medical and  
Dental Health (CAMDH)

Associate Member



moorditj koort  
Aboriginal Corporation

Moorditj Koort Aboriginal Corporation

Associate Member



South West  
**AMS**  
Aboriginal Medical Service

South West Aboriginal Medical Service  
(SWAMS)

Full Member

(Director – Lesley Nelson)



Yaandina Community Services

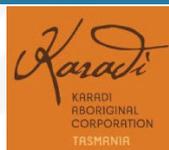
Full Member

## Tasmania

CAPE BARREN ISLAND ABORIGINAL  
ASSOCIATION INC.

Cape Barren Island Aboriginal  
Association (Aged Care Services)

Full Member



Karadi Aboriginal Corporation

Full Member



South East Tasmanian Aboriginal  
Corporation

Full Member

(Director – Tracey Dillon)



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## Queensland



Aboriginal and Torres Strait Islander  
Community Health Service (ATSICHS  
Brisbane)

Full Member



Gladstone Region Aboriginal and  
Islander Community Controlled Health  
Service (Nhulundu)

Full Member



Goolburri Aboriginal Health  
Advancement Corporation

Full Member



Institute for Urban Indigenous Health  
(IUIH)

Full Member



James Cook University (Healthy Ageing  
Research Team)

Associate Member



**KALWUN**

Kalwun Development Corporation

Full Member



Mutkin Residential and Community  
Care Indigenous Corporation

Full Member



National Seniors Australia

Associate Member



Palm Island Community Company

Full Member  
(Director – Rachel Atkinson)



Pinangba

Associate Member

## South Australia



Aboriginal Community Services

Full Member  
(Director – Graham Aitken)



Aged Care  
Management Australia  
Your partner in quality and compliance

Aged Care Management Australia

Associate Member



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## Victoria



**Allied Health  
Professions  
Australia**

Allied Health Professions Australia  
(AHPA)

Associate Member



**ABORIGINAL  
COMMUNITY  
ELDERS  
SERVICES INC.**

Aboriginal Community Elders Services  
(ACES)

Full Member  
(Director – James Atkinson)



**AAG**  
Australian  
Association of  
Gerontology

Australian Association of Gerontology

Associate Member



For older Australians  
Council of the Ageing

Associate Member



**GUNDITJ MIRRORING**  
Traditional Owners  
Aboriginal Corporation  
RMTC

Gunditj Mirring Traditional Owners  
Aboriginal Corporation

Associate Member



Gunditjmarra Aboriginal Cooperative

Full Member



Meaningful Ageing Australia

Associate Member



National Ageing Research Institute  
(NARI)

Associate Member



Rumbalara Aboriginal Co-Operative

Full Member



Victorian Aboriginal Health Services  
(VAHS)

Full Member

*NATSIAACC extends our heartfelt thanks to all our members for the incredible work you do every day in supporting your Elders, Older People, and Communities. Your dedication, leadership, and advocacy continue to strengthen our collective voice and ensure culturally safe Ageing and Aged Care across the nation.*

*We also proudly acknowledge your organisation's milestones and anniversaries, a true reflection of your enduring commitment and the lasting impact you've made over the years.*



# NATSIAACC

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## Member Anniversaries

**10 years**



Ngambaga Bindarry Girrwaaw  
Community Services



James Cook University (Healthy Ageing  
Research Team)

**15 years**



moorditj koort  
Aboriginal Corporation

Moorditj Koort Aboriginal Corporation

**25 years**



Gladstone Region Aboriginal and  
Islander Community Controlled Health  
Service (Nhulundu)

**30 years**



Aboriginal Community Services

**35 years**



Community Transport Organisation

**45 years**



Ngaanyatjarra  
Pitjantjatjara  
Yankunytjatjara  
Women's Council

Ngaanyatjarra Pitjantjatjara  
Yankunytjatjara (NPY) Women's  
Council Aboriginal Corporation

**50 years**



Yaandina Community Services



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## Member Highlights

Congratulations to Lesley Nelson, on being named the 2024 Leader of the Year in the Not-for-Profit Sector at the Institute of Public Administration Australia WA Awards in December 2024.



Congratulations to Yaandina for your nomination and winning of the National Rural/Remote Aged Care or Disability Carer of the Year Award 2024. This award recognises the organisation's excellence in delivering aged and disability care in the Pilbara region.



Congratulations to NATSIAACC's Chairperson, Dr Jill Gallagher AO for being awarded the 2025 Distinguished Alumni Award by Hon. John Brumby which is one of the highest honours bestowed by La Trobe University.



NATSIAACC acknowledges all our Members for their ongoing dedication and achievements supporting our Elders and Older People. While only a selection of highlights are featured here, we apologise if any significant stories were missed. Please share with us your Aged Care good news stories to ensure we include them in the report.

# Policy and Strategy





# NATSIAACC

National Aboriginal & Torres Strait Islander  
Ageing and Aged Care Council



## NATSIAACC Priorities

Access & Equity
Cultural Safety
Data Sovereignty
Digital & Transport Access

## NATSIAACC Asks

Funding & Policy Reform
Housing & Infrastructure
Wellbeing & Support
Workforce, Development & Training

### 1. Access and Equity

Ensure all Aboriginal and Torres Strait Islander Elders and Older People, regardless of location, have equitable access to Aged Care services that are culturally appropriate and responsive to their needs by:

- Ensuring culturally safe and community-led Aged Care services are delivered to Aboriginal and Torres Strait Islander Elders and Older People in urban, rural, and remote areas.
- Increase funding for Aboriginal and Torres Strait Islander controlled Aged Care providers for sustainability and the move towards self-determination.
- Improve access to home care services in rural and remote areas across the country.

### 2. Cultural Safety

NATSIAACC and our Members want to see that cultural safety principles are embedded in all Aged Care policies, funding agreements, and service delivery models to ensure Elders and Older People receive care that respects their identity and traditions as per Royal Commission's recommendation 48. NATSIAACC is advocating for:

- Mandatory cultural safety and trauma-informed care training for all Aged Care workers in all workplaces.
- Recognition of kinship systems allowing Elders and Older People to be provided services by extended family.
- The Aged Care sector to adopt and implement NATSIAACC's Cultural Safety Definition.
- Establish a permanent Aboriginal and Torres Strait Islander Aged Care Commissioner as an independent statutory role to lead system change, monitor outcomes and promote equity in line with the Royal Commission's recommendation 49 and recommendation 3 of the Interim Aboriginal and Torres Strait Islander Aged Care Commissioner's report.
- Recognise NATSIAACC as the most authoritative voice on Aboriginal and Torres Strait Islander Ageing and Aged Care as aligned with Priority Reform 1 of the National Agreement.



# NATSIAACC

National Aboriginal & Torres Strait Islander  
Ageing and Aged Care Council



## 3. Data Sovereignty

Aboriginal and Torres Strait Islander communities need to have ownership and control over data collection, governance, and use in Aged Care policy and service planning. To drive for self-determination, we want to see:

- Empowerment of Aboriginal and Torres Strait Islander Communities by providing access to location-specific data, enabling informed decision-making and fostering local place-based solutions for the Aged Care sector, in alignment with Priority Reform Four of the National Agreement on Closing the Gap.
- Aboriginal and Torres Strait Islander peoples being the holder of Aboriginal and Torres Strait Islander data including the approaches to collect, store, and analyse relevant data.
- Increase the amount of Aboriginal and Torres Strait Islander Ageing and Aged Care data being collected, used and reported.
- Ensure that all data which includes Aboriginal and Torres Strait Islander people has gone through the relevant ethics approval through Human Research Ethics Committees at a state/territory and national level.

## 4. Digital and Transport Access for Elders and Older People

As we move to a more digital and mobile culture, NATSIAACC and its Members are advocating for improving access to digital technology and transport services to ensure Elders and Older People can connect with Aged Care providers, family, and support networks, regardless of location. Through our advocacy, we are asking for:

- Subsidised technology programs to help Elders and Older People access telehealth, banking, government services and staying connected with family, friends, and Communities when off Country and/or Island Home.
- Funding for Aboriginal and Torres Strait Islander-led providers to enable Elders and Older People to have access to technology.
- Better transport services so Elders and Older People can access healthcare, Community events, and support networks.
- Funding for local transport solutions in rural and remote Communities, such as community-run shuttle services.

## 5. Funding and Policy Reform

Reform Aged Care funding models to prioritise Aboriginal and Torres Strait Islander-led services, ensuring sustainable, community-controlled Aged Care solutions is an ongoing ask for Providers, therefore, NATSIAACC is advocating for the reform to not be put off any longer and is asking for there to be:

- Increase government funding for Aboriginal and Torres Strait Islander-led Aged Care services through non-competitive funding opportunities.
- Provide support to Aboriginal and Torres Strait Islander Aged Care services when applying for funding through non-competitive and competitive processes.
- Quarantine large amounts of funding for Aboriginal and Torres Strait Islander-led Aged Care services to enable providers the ability to provide care that our Elders and Older People deserve in alignment with the Royal Commission's recommendation 52.
- Recognition of informal carers (family members) within financial and support services.
- Develop the 10-year transformation plan, co-designed with NATSIAACC, as per recommendation 2 of the Interim Aboriginal and Torres Strait Islander Aged Care Commissioner's report.



# NATSIAACC

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## 6. Housing and Infrastructure

NATSIAACC is advocating for more investment in safe, appropriate housing and Aged Care infrastructure, particularly in remote and regional Communities, to support Elders and Older People to remain connected to Country and/or Island Home and Community that is in alignment with the Royal Commission's recommendation 53. NATSIAACC is advocating for Government to:

- Address housing and social determinants impacting ageing.
- Government investment in Elder and Older People friendly housing, especially in rural and remote Communities.
- Ageing-in-place initiatives to keep Elders and Older People on Country and/or Island Home in their communities with their families.
- Retro-fitting existing homes with accessibility modifications to accommodate ageing needs, and that these modifications be subsidised.
- Government investment in an increase in Residential Aged Care Facilities in urban, rural, remote and very remote areas throughout Australia.
- Government investment in an increase of Aged Care Services throughout Australia to provide Aboriginal and Torres Strait Islander Elders and Older People culturally safe care on Country and/or Island Home.

## 7. Wellbeing and Support for Elders and Older People

NATSIAACC strongly recommends the prioritisation of holistic approaches that integrate Aged Care with health, mental health, and social wellbeing programs to enhance Elders and Older Peoples' quality of life. NATSIAACC has been advocating for improvements in the following areas:

- Expansion of Aboriginal and Torres Strait Islander mental health, suicide prevention programs, and social support services for Elders and Older People dealing with isolation and intergenerational trauma.
- Stronger integration of Aged Care with primary health care services to improve preventative care.
- Increase or gain access to specialist geriatric services for Aboriginal and Torres Strait Islander people, including dementia and chronic disease care.
- Ensure that palliative and end-of-life care aligns with cultural traditions and beliefs.

## 8. Workforce, Development and Training

NATSIAACC is advocating to strengthen training, career pathways, and retention strategies for Aboriginal and Torres Strait Islander Aged Care workers, ensuring a skilled and culturally competent workforce. The actions we are advocating for are:

- Increase the number of Aboriginal and Torres Strait Islander Aged Care workers by co-designing with NATSIAACC an Aged Care Workforce strategy, in alignment with the Royal Commission's recommendation 51.
- Increase Aboriginal and Torres Strait Islander Aged Care career pathways in alignment with the Royal Commission's recommendation 47.
- Ensure fair wages and better working conditions for Aboriginal and Torres Strait Islander Aged Care workers.
- Increase employment of Aboriginal and Torres Strait Islander carers and ensure they have the appropriate training and support.
- Increase funding for Aboriginal and Torres Strait Islander-led training programs through community-controlled Registered Training Organisations (RTOs) to increase the Aboriginal and Torres Strait Islander Aged Care workforce.



# NATSIAACC

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## Policy Engagement and Consultations

NATSIAACC Policy has undertaken engagement and consultation opportunities through Yarning Circles with our Members. These Yarning Circles provide NATSIAACC Members a culturally grounded space for them to come together, share experiences, and collectively shape solutions that strengthen the care and wellbeing of Aboriginal and Torres Strait Islander Elders, Older People, Aged Care Service Providers and Communities.

Guided by the principles of respect, reciprocity and community voice, these Yarning Circles honour cultural ways of decision-making and connection. They enable Members to exchange knowledge, build relationships, and identify priorities that inform NATSIAACC's national policy and advocacy work. Through Yarning, Members can raise emerging issues, celebrate achievements, hear from stakeholders to provide information on the Aged Care Sector, and ensure that local voices continue to guide the national agenda on Ageing and Aged Care. Members also have the opportunity to provide input into NATSIAACC's submissions, feedback and position papers that are a part of consultations on the Ageing and Aged Care Sector.

Through NATSIAACC's Yarning Circles, some of the stakeholders that come along to share updates on the Ageing and Aged Care Sector include the Interim First Nations Aged Care Commissioner, Inspector-General of Aged Care, Department of Health, Disability and Ageing, Aged Care Quality and Safety Commission and the Independent Health and Aged Care Pricing Authority.

## Submissions and Position Statements

Title	Date Submitted
Submission: First Nations Aged Care Commissioner	01/07/2024
Submission: Administration of My Aged Care – Office of the Inspector-General of Aged Care	01/08/2024
Position Paper: New Aged Care Act Bill	04/10/2024
Submission: Draft National Plan to End Abuse and Mistreatment of Older People 2024-2034	18/02/2025
Position Statement: Commissioner Andrea Kelly's Report – Transforming Aged Care for Aboriginal and Torres Strait Islander People	08/03/2025
Submission: Release 3 – Provider Obligations under Chapter 3 of the new Aged Care Act	13/03/2025
Submission: Stage 2C Release – Chapter 4 and 6 Rules of the new Aged Care Act	26/03/2025
NATSIAACC's Election Statement	04/04/2025
Submission: Stage 4A Release – Place Allocation, Obligations and Funding for Providers	11/04/2025
Submission: National Registration Scheme	11/04/2025
Submission: Aboriginal and Torres Strait Islander Community-Led Review of the National Agreement of Closing the Gap	16/04/2025
Submission: Feedback on Aged Care Rules – Release 4B remaining rules	12/05/2025
Submission: Development of an Aged Care Allied Health Needs Assessment Tool	20/06/2025



# NATSIAACC

National Aboriginal & Torres Strait Islander  
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## Projects

NATSIAACC's Team have been working with stakeholders on various projects throughout the year. These projects are listed below:

- **Residential Experience Survey (RES) NATSIFACP Expansion Pilot:**  
NATSIAACC continues to work in partnership with Health Consult on the Residential Experience Survey (RES) National Aboriginal and Torres Strait Islander Flexible Aged Care Program (NATSIFACP) Expansion Pilot. This pilot was trialled at 10 sites across Queensland and the Northern Territory. The final report is due in the 2025/2026 FY.
- **Aged Care Act and Policy Reform:**  
NATSIAACC participated in multiple consultations on the new Aged Care Act drafts and rules
- **University of Tasmania's DREAM Dementia Training Modules:**  
NATSIAACC participated by provided culturally appropriate feedback on the DREAM Dementia Training Modules ensuring cultural appropriateness.
- **Strength-based approaches when working with older Aboriginal People and their carers:**  
University of Western Australia reached out to NATSIAACC to collaborate with us on the project to enhance the delivery of strengths-based services, building on a model developed a few years ago with older Aboriginal people on Wiradjuri Country. The current approach has been well-received and is both accessible and effective, though its uptake has been inconsistent to date. Therefore, the project is aiming to better understand the enablers and challengers of implementing strengths-based services and increase its adoption within local Aboriginal and Torres Strait Islander Communities through the development of national guidelines on best practice for working with older Aboriginal and Torres Strait Islander People.
- **First Nations and Aged Care Star Ratings Research Project:**  
Cultural Partners and FiftyFive5 were engaged by the Department of Health, Disability and Ageing in 2024 to undertake a research project on First Nations and Aged Care Star Ratings. Through this research project, the aim is to improve the Star Ratings and how it takes into consideration the importance of ensuring that the Aged Care Star Ratings are culturally safe and appropriate for Aboriginal and Torres Strait Islander Elders and Older People, their families and carers when searching for a provide that can provide them with the person-centred care they need and want. The project is focused on a co-designed consultation process with NATSIAACC, other peak bodies and Aboriginal and Torres Strait Islander Communities.
- **First Nations Capacity Building Framework:**  
KPMG was engaged by the Department of Health, Disability and Ageing to undertake a project to develop the First Nations Capacity Building Framework. NATSIAACC was involved to ensure that the project was undertaken via a co-designed consultation approach with Aboriginal and Torres Strait Islander Communities and that cultural safety was incorporated throughout the Framework.



# NATSIAACC

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## Strategy

NATSIAACC has been taking extensive steps in ensuring that as the national peak body for Aboriginal and Torres Strait Islander Ageing and Aged Care, that we become the most authoritative voice for our Aboriginal and Torres Strait Islander Aged Care Services Providers. NATSIAACC has increased its presence, advocacy and voice by:

- Participating in ARIAA Workforce Roundtable
- Participating in the Australian Human Rights Commission Roundtable on:
  - 'Human Rights as We Age'
  - 'Financial Elder Abuse'
- Participating in a Roundtable with the Commonwealth Ombudsman and other Aged Care Advocacy Peak Bodies
- Attending ACES grand opening of their new Administration building
- Participating in a Roundtable with the Inspector-General of Aged Care – 2025 Progress Report on Implementation of Aged Care Royal Commission Recommendations
- Participating in event hosted by Palliative Care Australia to meet with the New Zealand Delegation to discuss the Australian Aged Care Reforms
- Participating in feedback session with Ian Yates on the Aged Care Reform Discussion Paper Survey Results
- Participating in the Accountability Framework Workshop with Murawin
- Attending Conferences and networking including:
  - Australian Association of Gerontology Conference 2024
  - NACCHO Member's Conference 2024
  - National First Nations Elder's Wellbeing: Greater Choices for Aged Care Conference 2024
  - Care Manager Forum 2025
  - National Support at Home Conference 2025
  - Aged Care Digital and Technology Transformation Forum
  - Close the Gap – CTG Report Launch 2025 (Key Note Speaker)
- Strengthening relationships with:
  - Interim First Nations Aged Care Commissioner, Andrea Kelly
  - Inspector-General of Aged Care, Natalie Siegel-Brown
  - NACCHO Aged Care Team
  - Stakeholders:
    - Ageing Australia, Tom Symondson
    - IAHA, Donna Murray
    - NAATSIHWP, Karl Briscoe
    - The Healing Foundation, Shannan Dodson
    - CATSINaM, Ali Drummond
  - State Peak Bodies:
    - Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
    - Aboriginal Health Council of South Australia (AHCSA)
    - Queensland Aboriginal and Islander Health Council (QAIHC)
    - Aboriginal Health and Medical Research Council (AH&MRC)

# Operations





# NATSIAACC

National Aboriginal & Torres Strait Islander  
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## Human Resources

During the 2024–2025 period, the National Aboriginal and Torres Strait Islander Ageing and Aged Care Council (NATSIAACC) underwent several staffing and structural changes that strengthened the organisation’s capability and focus. NATSIAACC maintained a team of six employees throughout the year, with 50% of staff identifying as Aboriginal and/or Torres Strait Islander, reflecting our continued commitment to Indigenous leadership and representation.



At the beginning of the reporting period, NATSIAACC developed a new organisational structure (see page 14 of this report) designed to enhance our policy, advocacy, and member support functions. This year also saw a change in leadership, with Cassara Hardie, Director of Operations/Company Secretary, stepping into the role of Acting CEO while the Board recruited for the permanent position. Cassara’s stewardship ensured continuity of operations, governance stability, and uninterrupted service to NATSIAACC Members and their Elders and Older People. This leadership continuity maintained momentum across key organisational priorities, including membership engagement, policy submissions, funding negotiations, and the establishment of new governance committees.

NATSIAACC continues to foster a collaborative leadership culture that empowers employees to take ownership of key projects and align their work with our cultural values of respect, accountability and collective responsibility. NATSIAACC also advanced its internal governance by developing and implementing comprehensive policies and procedures that align with the National Employment Standards and relevant workplace legislation. NATSIAACC Employees remain committed to upholding these standards, ensuring a culturally safe, compliant, and effective workplace environment.

NATSIAACC extends our sincere appreciation to our dedicated team for their hard work, professionalism, and commitment throughout the year. Over the past twelve months, our employees have continued to demonstrate resilience, integrity, and deep cultural responsibility in all they do. Your collective efforts have ensured that the voices and needs of Aboriginal and Torres Strait Islander Aged Care Services Providers, Elders, Older People and Communities remain at the centre of national policy and reform. Each of you has played an important role in strengthening NATSIAACC’s advocacy, governance, and service to our Members.

Thank you for the passion and dedication you bring to your work every day. Your commitment continues to make a powerful difference for our people and our sector, and NATSIAACC is stronger because of you.



# NATSIAACC

National Aboriginal & Torres Strait Islander  
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## Corporate Services

NATSIAACC continued to strengthen its internal corporate functions to support sound governance, accountability, and operational excellence.

NATSIAACC continued to explore options for a new Canberra-based office to enhance our visibility and presence within the nation's capital. Several potential office spaces were presented to the Board for consideration; however, these options did not align with NATSIAACC's requirements for accessibility, cultural appropriateness, or strategic location. The search for a suitable office location remains ongoing, with the organisation committed to securing a space that reflects the significance of our national role and provides a welcoming environment for Members, Elders, and partners.

NATSIAACC continued its valued partnerships with Capital Strategic Bookkeeping, which provides professional bookkeeping and financial management services, and Hardwicks Chartered Accountants, who deliver independent accounting and audit support. These partnerships ensure that NATSIAACC maintains the highest standards of transparency, compliance, and financial stewardship.

We extend our sincere appreciation to all those who contribute to the effective operation of NATSIAACC's corporate and administrative functions. Your professionalism and commitment have been essential to maintaining strong governance, timely reporting, and sound financial management. Together, you have ensured that NATSIAACC continues to operate with integrity and accountability in service to our Members, Elders, Older People, and Communities.



## Governance and Risk

Strong governance and effective risk management remain central to NATSIAACC's operations and accountability as the national peak body representing Aboriginal and Torres Strait Islander Elders, Older People, and Aged Care Service Providers.

Throughout 2024–2025, NATSIAACC continued to strengthen its governance framework to ensure decisions are transparent, culturally grounded, and aligned with our strategic objectives. The organisation is governed by a skills-based Board of Directors who provide leadership, oversight, and cultural authority across all aspects of NATSIAACC's work. The Board met regularly throughout the year to guide strategic direction, monitor performance, and uphold compliance obligations under the *Corporations Act 2001*, the Australian Charities and Not-for-profits Commission (ACNC) and Australian Securities and Investments Commission (ASIC) requirements.

A key focus this year was the development of the Terms of Reference for two major governance bodies, the Finance, Risk and Audit Committee (FRAC) and NATSIAACC's Elders Council. These Terms of Reference establish the purpose, roles, and responsibilities of each group, ensuring strong cultural and corporate foundations for their future operation. The appointment of members to both the FRAC and the Elders Council will occur in the next financial year, marking an important milestone in strengthening NATSIAACC's accountability, financial oversight, and cultural guidance.

NATSIAACC also progressed the implementation of new and updated corporate policies and frameworks, including those related to delegations, fraud control, conflicts of interest, and workplace health and safety. The organisation maintains an active Risk Register to monitor operational, financial, and strategic risks, with regular reporting to the Board and oversight to ensure timely mitigation and review.

Through these strengthened structures and systems, NATSIAACC continues to demonstrate its commitment to good governance, cultural accountability, and responsible stewardship of resources, ensuring the organisation remains sustainable, transparent, and trusted by Members, funders, and communities alike.



# NATSIAACC

National Aboriginal & Torres Strait Islander  
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## Communications

There has been a steady increase in social media followers and engagement, reflecting the growing recognition of NATSIAACC's national leadership role. THE NATSIAACC website continues to serve as a trusted hub for information, policy updates and advocacy work for NATSIAACC Members, Elders and Older People and sector partners. Consistent and culturally grounded communications have strengthened transparency, visibility, and connection across all channels, ensuring our work remains accessible and relevant to those we represent.

In the year ahead, NATSIAACC will continue to strengthen its communications and digital engagement by expanding the frequency and variety of content shared across platforms. This will include featuring Member stories, sector highlights, and videos that showcase the work of NATSIAACC, Aboriginal and Torres Strait Islander Aged Care Service Providers, Elders and Older People and Communities. NATSIAACC will also enhance analytics and reporting systems to better measure engagement, reach, and impact across all channels. Through these efforts, NATSIAACC will continue to build a strong and culturally grounded national digital presence, one that informs, connects, and amplifies the voices of our Members, Elders, Older People and Communities.



**Top Performing Posts:**

- NATSIAACC welcoming the delay in the Implementation of the new Aged Care Act
- NATSIAACC welcoming the release of Interim First Nations Aged Care Commissioners, Report
- Advertisement of CEO position
- Acting CEO presenting at the Close the Gap 2025 Report Launch

# Events





# NATSIAACC

National Aboriginal & Torres Strait Islander  
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## Close the Gap 2025 Report Launch

Our Acting CEO, Cassara Hardie, took the stage at the Close the Gap 2025 Report Launch, calling for greater support in accessibility and cultural change for Aboriginal and Torres Strait Islander Elders and Older People in the new Aged Care system.



L-R: Lisa Briggs, Lose Fonua, Stephanie Harvey, Karl Briscoe and Cassara Hardie

Acting CEO, Cassara Hardie and Engagement Officer, Kenneth Knox were invited by Palliative Care Australia to meet with the New Zealand Delegation during their visit to Australia. The Delegation were very interested in learning about Community-Controlled Aged Care and discussing how the upcoming Aged Care Act reforms will impact Aboriginal and Torres Strait Islander People Elders and Older People.



# Financial Statements



# **National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd**

ABN: 19 654 686 450

## **Financial Statements**

For the Year Ended 30 June 2025

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

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# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Directors' Report For the Year Ended 30 June 2025

The directors present their report on National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd ('the Company', 'NATSIAACC') for the financial year ended 30 June 2025.

### General information

#### Directors

The names of the directors in office at any time during, or since the end of, the year are:

<b>Names</b>	<b>Position</b>	<b>Appointed/Resigned</b>
Ms Jill Gallagher AO (HonLLD)	Chairperson	
Ms Lesley Nelson	Director	
Mr James Atkinson	Director	
Mr Graham Aitken	Director	
Ms Deleila Roberts	Director	
Ms Rachel Atkinson	Director	Appointed: 15 July 2024
Ms Natasha McCormack	Director	Appointed: 15 July 2024
Ms Tracey Dillon	Director	Appointed: 13 December 2024

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

#### Company secretary

The following people held the position of Company secretary during the financial year:

Ms Cassara Hardie assumed the position of Company Secretary from 18 March 2024 up to the date of this report.

#### Objectives

The Company is a Health Promotion Charity. Its short-term and long-term objectives are:

- To develop ageing and aged care policies, and manage programs and processes, which respond effectively to the needs of Elders, and facilitate access and participation at equitable rates for the Elder population.
- Advocate for improvements in the ageing and aged care sector which will benefit Aboriginal and Torres Strait Islander providers and Elders.
- Be a council of excellence in the provision of ageing and aged care services by providing leadership, best practice and conducting research.
- To support and assist Aboriginal and Torres Strait Islander-led providers and other organisations which deliver services to Elders.
- Develop partnerships and relationships within the ageing and aged care sector to improve the quality, availability and suitability of ageing and aged care services for Elders.
- Collect data and participate, collaborate and lead research that seeks to create efficiencies and other benefits to Aboriginal and Torres Strait Islander providers for the benefit of the community, and improve availability and suitability of ageing and aged care services for the community.

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Directors' Report For the Year Ended 30 June 2025

### General information

### Strategy for achieving the objectives

To achieve these objectives, the Company has adopted the following strategies:

- advocate for improvements in the ageing and aged care sector which will benefit Aboriginal and Torres Strait Islander providers and Aboriginal and Torres Strait Islanders.
- develop constructive partnerships and relationships within the ageing and aged care sector to improve quality, availability and suitability of ageing and aged care services for Aboriginal and Torres Strait Islanders.
- collect data and participate, collaborate and lead research that seeks to support Aboriginal and Torres Strait Islander providers and improve availability and suitability of ageing and aged care services for the Community.

NATSIAACC also plans to establish an Elders Council to provide guidance about the issues that our Community face and to learn from the wisdom and experience of Elders.

### Principal activities

The Company is a Health Promotion Charity whose principal activity is to ensure Elders can access support and care that is culturally safe, trauma aware and healing-informed, and recognises the importance of their personal connections to community and Country.

No significant changes in the nature of the Company's activity occurred during the financial year.

### Performance measures

The Company measures its own performance through the use of both quantitative and qualitative benchmarks. The benchmarks are used by the directors to assess the financial sustainability of the Company and whether the Company's short-term and long-term objectives are being achieved.

### Members' guarantee

National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each member and any person or association who ceased to be a member in the year prior to the winding up, is limited to \$10 for members that are corporations.

At 30 June 2025 the collective liability of members was \$ 500 (2024: 250)

### Operating results

The surplus of the Company amounted to \$ 23,245 (2024: 272,366)

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Directors' Report For the Year Ended 30 June 2025

### Information on directors

Ms Jill Gallagher AO (HonLLD)	Non-Executive Chairperson
Qualifications, Experience and Expertise	<p>Jill is a proud Gunditjmara woman from Western Victoria who has worked within, led, and advocated for the Aboriginal and Torres Strait Islander community in Victoria for all her life. Jill is a highly respected leader who has dedicated her life to advocating for self determination outcomes on behalf of the Aboriginal and Torres Strait Islander community.</p> <p>Jill is the CEO of the Victorian Aboriginal Community Controlled Health Organisation where she has spent the past 26 years advancing Aboriginal health and wellbeing. Jill was recognised for her outstanding contribution to community when she was inducted into the Victorian Honour Roll of Women in 2009, awarded the Order of Australia in 2013, and inducted into the Victorian Aboriginal Honour Roll in 2015.</p> <p>Jill was also closely involved in leading the Victorian journey to treaty serving as Victoria's Treaty Advancement Commissioner from 2017 to 2019.</p> <p>Jill received the degree of Doctor of Laws Honoris Causa by the University of Melbourne in 2023.</p>
Special Responsibilities	None
Ms Lesley Nelson	Non-Executive Director
Qualifications, Experience and Expertise	<p>Lesley is a proud Noongar woman from the Balladong and Whadjuk clans in Western Australia. Lesley holds over 25 years' experience in various Senior Executive leadership roles within the Aboriginal health sector, the most recent being her current role as CEO of the South West Aboriginal Medical Service, a Noongar Community Controlled Health Organisation that supports Community in Western Australia. Lesley has a strong drive to influence, collaborate and engage across the sector, and has directly contributed to greater health outcomes for Aboriginal people living in the region. Lesley brings a passion for the South West Community and holds several Board director positions enabling her to consistently advocate for this beautiful region of Australia, both nationally and locally. Lesley's work to date has laid solid foundations for a strong and sustainable organisation as she continues to strongly advocate and work towards creating positive health outcomes for Aboriginal people within the region.</p> <p>Lesley is the current Chief Executive of the South West Aboriginal Medical Service, WA.</p>
Special Responsibilities	None
Mr James Atkinson	Non-Executive Director
Qualifications, Experience and Expertise	<p>James is a Yorta Yorta/ Bangerang man who is currently employed as the CEO of the Aboriginal Community Elders Service. James' previous employment was as CEO of the Rumbalara Aboriginal Co operative and as Manager of Koorie Education with the Department of Education and Training.</p> <p>James has a great deal of organisational experience and has served on Boards at a state and national level.</p> <p>James has been a VACCA Board Member for 19 years. He was one of the founding members of the first Victorian Aboriginal Youth Advisory Committee and a participant in the Koorie Leadership Program.</p> <p>James is the current Chief Executive of the Aboriginal Community Elders Service, VIC.</p>
Special Responsibilities	None

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Directors' Report For the Year Ended 30 June 2025

### Information on directors

Mr Graham Aitken	Non-Executive Director
Qualifications, Experience and Expertise	<p>Graham is a Yankunytjatjara man born in Oodnadatta South Australia. He is currently the CEO of Aboriginal Care Services (ACS), which is the largest aged care service provider for Aboriginal and Torres Strait Islander Elders in Adelaide and South Australia. Prior to his current role, Graham worked for over 15 years with various Commonwealth and State Government Departments and programs specifically designed for Aboriginal people. Graham completed a Bachelor of Commerce degree at Adelaide's Flinders University as a mature aged student with majors in International Business and Human Resource Management and a minor in Business Economics. Graham has a passion and commitment to ensure that during the current Aged Care Reforms, all Elders have access to reliable and consistent aged care services, no matter where they might live.</p>
Special Responsibilities	None
Ms Deleila (Deal) Roberts	Non-Executive Director
Qualifications, Experience and Expertise	<p>Deal Roberts is a proud descendant of the Bundjalung and Dunghutti Nations in New South Wales. Deal has over 20 years experience in various senior leadership positions in roles within the Aboriginal Housing, Aged Care, Local Land Council arenas. Deal's current role as Chief Executive Officer of Ngambaga Bindarry Girrwa Community Services based in Bowraville on the Mid North Coast of New South Wales which delivers and implements Aged Care and Disability services. Deal is passionate about influencing change, collaborating and engage in developing long lasting pillars of change that will safeguard current and future Elders to live a quality of life. Have been on several committees in the past but have decided to make a full commitment to Aboriginal and Torres Strait Islander Elders to advocate for better aged care supports, inclusive of Aboriginal and Torres Strait Islander staff to be on par with the wider community. Deal's current and future aim is to assist Aboriginal and Torres Strait Islander organisations to be prepared and have business acumen so that they remain sustainable and viable into the future.</p>
Special Responsibilities	None
Ms Rachel Atkinson	Non Executive Director
Qualifications, Experience and Expertise	<p>Rachel is a proud Yorta Yorta woman and has worked at Palm Island Community Company, QLD since its founding in 2007. Rachel comes with many years' of experience working within the child protection and health services in Queensland including over 25 years' experience in the leadership of Aboriginal and Torres Strait Islander organisations focusing on the health and wellbeing of Aboriginal and Torres Strait Islander people, especially children, in regional, rural and remote area of Queensland. Rachel represents Aboriginal and Torres Strait Islander people on a number of Boards including Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QCTSIACPP), Queensland First Children and Families Board, Family Matters Queensland, National Executive of the Secretariate for National and Aboriginal and Islander Child Care (SNAICC). Rachel has been honoured by Queensland Aboriginal Islander Health Council with induction into the Hall of Fame.</p>
Special Responsibilities	None

## Directors' Report

### For the Year Ended 30 June 2025

#### Information on directors

Ms Natasha McCormack	Non Executive Director
Qualifications, Experience and Expertise	<p>Natasha is an Arrernte, Warumungu, Alawa and Kija woman with strong ties to Mparntwe (Alice Springs).</p> <p>Natasha joined Purple House in July 2024 as a Co Deputy Chief Executive Officer with over 20 years' experience in governance, policy, advocacy, community development, social justice and organisational systems change. Natasha has worked within the commercial, government and non government sectors and have lived in both urban and remote regions of the Northern Territory.</p> <p>Natasha is committed to enable and inspire positive change to support the development of people, policies and organisational change.</p> <p>Natasha has been recognised for her contributions to the community with numerous awards including Centralian Territorian of the Year, Australia ATSI Student of the Year and more recently as a finalist in the NT Community Achievement Awards in the country/culture category.</p>
Special Responsibilities	None
Ms Tracey Dillon	Director
Qualifications, Experience and Expertise	<p>Tracey Dillon, is a Badtjala woman from Kgari (Fraser Island), comes with over 30 years of experience in the aged care sector, advocating for Aboriginal and Torres Strait Islander communities both in Queensland and nationally. In 1994, Tracey co-founded Dhali Aboriginal Care and Kalang Home and Community Care in Hervey Bay and the Fraser Coast. Tracey then worked in the Department of Health in Brisbane and Canberra, helping Indigenous organisations comply with the Aged Care Act.</p> <p>As a public servant, Tracey supported Indigenous organisations locally and nationally in navigating aged care policies. Over the past 16 years, Tracey served as CEO of several Aboriginal Community Controlled Organisations, leading aged care programs. Additionally, Tracey has advocated for Aboriginal women's rights, particularly in family violence and superannuation issues, and addressed substance misuse as the CEO of two peak bodies.</p> <p>Tracey holds a degree in Social Science and has served on various boards. Tracey is currently the Chairperson of the Weetapoonna Aboriginal Corporation in Tasmania. Based in Lutruwita/Trowunna (Tasmania), Tracey plans to continue her advocacy work with the National Aboriginal and Torres Strait Islander Ageing and Aged Care Council, ensuring Indigenous perspectives are central to aged care policy and practice.</p>
Special Responsibilities	None

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Directors' Report For the Year Ended 30 June 2025

### Meetings of directors

During the financial year, 4 meetings of directors were held. Attendances by each director during the year were as follows:

Directors' Meetings		
	Number eligible to attend	Number attended
Ms Jill Gallagher AO (HonLLD)	4	4
Ms Lesley Nelson	4	2
Mr James Atkinson	4	4
Mr Graham Aitken	4	3
Ms Deleila Roberts	4	4
Ms Rachel Atkinson	3	3
Ms Natasha McCormack	3	3
Ms Tracey Dillon	1	-

### Auditor's independence declaration

The auditor's independence declaration in accordance with *Subdivision 60-C* of the *Australian Charities and Not-for-profits Commission Act 2012* for the year ended 30 June 2025 has been received and can be found on page 7 of the financial report.

### Sign off information

Signed in accordance with a resolution of the Board of Directors:

Director:  .....

Name: **Jill Gallagher** .....

Dated **27 November 2025**

**RSM Australia Partners**

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**AUDITOR'S INDEPENDENCE DECLARATION**

As lead auditor for the audit of the financial report of National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Limited for the year ended 30 June 2025, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements of the *Australian Charities and Not-for-profit Commission Act 2012* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.



**RSM AUSTRALIA PARTNERS**



**Ged Stenhouse**  
Partner

Canberra, ACT

Dated: 28 November 2025

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2025

	Note	2025 \$	2024 Restated \$
<b>Revenue and other income</b>	4	<b>1,544,236</b>	1,623,701
<b>Expenses</b>			
Advertising and marketing		17,870	17,392
Audit fees		10,500	26,000
Consulting and contractor fees		56,917	65,737
Depreciation expenses		13,637	3,236
Employee costs		952,605	923,440
Insurance		14,838	5,915
IT expenses		30,871	16,317
Legal fees		10,234	12,531
Management and business support		-	14,490
Occupancy costs		31,365	41,085
Operational recharges from VACCHO		-	9,736
Other expenses		64,048	95,411
Printing, postage, and stationery		16,576	23,605
Staff recruitment		2,126	1,551
Training		-	36,198
Travel and accommodation		36,481	58,691
Loss on sale of assets		27,081	-
Project Work		81,068	-
Motor vehicle expenses		4,561	-
Non program expenses		150,213	-
<b>Total expenses</b>		<b>(1,520,991)</b>	<b>(1,351,335)</b>
Income tax expense	2(b)	-	-
<b>Surplus for the year</b>		<b>23,245</b>	<b>272,366</b>
Other comprehensive income for the year		-	-
<b>Total comprehensive income for the year</b>		<b>23,245</b>	<b>272,366</b>

The accompanying notes form part of these financial statements.

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Statement of Financial Position

As At 30 June 2025

	Note	2025 \$	2024 Restated \$
<b>ASSETS</b>			
CURRENT ASSETS			
Cash and cash equivalents	5	414,694	400,123
Trade and other receivables	6	6,408	29,562
Other assets	9	5,699	2,322
TOTAL CURRENT ASSETS		<u>426,801</u>	<u>432,007</u>
NON-CURRENT ASSETS			
Plant and equipment	8	3,895	58,250
TOTAL NON-CURRENT ASSETS		<u>3,895</u>	<u>58,250</u>
TOTAL ASSETS		<u>430,696</u>	<u>490,257</u>
<b>LIABILITIES</b>			
CURRENT LIABILITIES			
Trade and other payables	10	89,724	79,029
Contract liabilities	7	-	74,211
Employee benefits	11	45,361	64,651
TOTAL CURRENT LIABILITIES		<u>135,085</u>	<u>217,891</u>
TOTAL LIABILITIES		<u>135,085</u>	<u>217,891</u>
NET ASSETS		<u>295,611</u>	<u>272,366</u>
<b>EQUITY</b>			
Retained earnings		<u>295,611</u>	<u>272,366</u>
TOTAL EQUITY		<u>295,611</u>	<u>272,366</u>

The accompanying notes form part of these financial statements.

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Statement of Changes in Equity

For the Year Ended 30 June 2025

2025

	Retained Earnings	Total
	\$	\$
<b>Restated balance at 1 July 2024</b>	<b>272,366</b>	<b>272,366</b>
Surplus for the year	23,245	23,245
<b>Balance at 30 June 2025</b>	<b>295,611</b>	<b>295,611</b>

2024

	Retained Earnings	Total
	\$	\$
<b>Balance at 1 July 2023</b>	-	-
Restated surplus for the year	272,366	272,366
<b>Restated balance at 30 June 2024</b>	<b>272,366</b>	<b>272,366</b>

The accompanying notes form part of these financial statements.

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Statement of Cash Flows For the Year Ended 30 June 2025

	2025	2024
Note	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Receipts from grants and others	1,625,160	1,056,847
Payments to suppliers and employees	<u>(1,624,226)</u>	<u>(1,412,975)</u>
Net cash (used in)/provided by operating activities	<u>934</u>	<u>(356,128)</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Proceeds from sale of plant and equipment	13,637	-
Purchase of plant and equipment	8(a) <u>-</u>	<u>(51,870)</u>
Net cash (used in) investing activities	<u>13,637</u>	<u>(51,870)</u>
Net (decrease)/increase in cash and cash equivalents held	14,571	(407,998)
Cash and cash equivalents at beginning of year	<u>400,123</u>	<u>808,121</u>
Cash and cash equivalents at end of financial year	5 <u>414,694</u>	<u>400,123</u>

The accompanying notes form part of these financial statements.

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Notes to the Financial Statements

### For the Year Ended 30 June 2025

The financial report covers National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd as an individual entity. National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd is a not-for-profit Company, registered and domiciled in Australia.

The functional and presentation currency of National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

#### 1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Material accounting policy information relating to the preparation of these financial statements are presented below, and are consistent with prior reporting periods unless otherwise stated.

#### 2 Material Accounting Policy Information

##### (a) Revenue and other income

###### Revenue from contracts with customers

Revenue is recognised on a basis that reflects the transfer of control of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services.

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

###### Specific revenue streams

The revenue recognition policies for the principal revenue streams of the Company are:

###### Grant revenue

Where grant income arises from an agreement which is enforceable and contains sufficiently specific performance obligations then the revenue is recognised when control of each performance obligations is satisfied.

Grant income arising from non-enforceable contracts or those without sufficiently specific performance obligations is recognised on receipt unless it relates to capital grants which meet certain criteria.

Enforceable capital grants received to enable the Company to acquire or construct an item of property, plant

## Notes to the Financial Statements

### For the Year Ended 30 June 2025

#### 2 Material Accounting Policy Information

##### (a) Revenue and other income

###### Grant revenue

and equipment to identified specifications which will be controlled by the entity are recognised as revenue as and when the obligation to construct or purchase is completed.

For construction projects, this is generally as the construction progresses in accordance with costs incurred since this is deemed to be the most appropriate measure of the completeness of the construction project as there is no profit margin.

For acquisitions of assets, the revenue is recognised when the asset is acquired and controlled by the entity.

###### Other income

Other income is recognised on an accruals basis when the Company is entitled to it.

##### (b) Income tax

The Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

##### (c) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

##### (d) Plant and equipment

Each class of plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment.

###### Depreciation

Plant and equipment is depreciated on a straight-line basis over the asset's useful life to the Company, commencing when the asset is ready for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Motor Vehicles	25%
Computer Equipment	25%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset

## Notes to the Financial Statements

### For the Year Ended 30 June 2025

#### 2 Material Accounting Policy Information

(d) **Plant and equipment**

is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(e) **Financial instruments**

**Financial assets**

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

*Classification*

On initial recognition, the Company classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through profit or loss - FVTPL
- fair value through other comprehensive income - equity instrument (FVOCI - equity)

Financial assets are not reclassified subsequent to their initial recognition unless the Company changes its business model for managing financial assets.

*Amortised cost*

The Company's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

*Fair value through other comprehensive income - Equity instruments*

The Company does not hold any investments in listed and unlisted entities.

*Financial assets through profit or loss*

The Company does not hold any assets that fall into this category.

*Trade receivables*

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in

## Notes to the Financial Statements

### For the Year Ended 30 June 2025

#### 2 Material Accounting Policy Information

##### (e) Financial instruments

###### Financial assets

finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Company renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

###### *Other financial assets measured at amortised cost*

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

###### Financial liabilities

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Company comprise trade payables.

##### (f) Impairment of non-financial assets

At the end of each reporting period the Company determines whether there is evidence of an impairment indicator for non-financial assets.

Where an indicator exists and regardless for indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss.

##### (g) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and subject to an insignificant risk of change in value.

## Notes to the Financial Statements

### For the Year Ended 30 June 2025

#### 2 Material Accounting Policy Information

##### (h) Leases

At inception of a contract, the Company assesses whether a lease exists.

##### Right-of-use asset

At the lease commencement, the Company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Company believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model, depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Company's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

##### *Exceptions to lease accounting*

The Company has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

##### (i) Employee benefits

Provision is made for the Company's liability for employee benefits, those benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Changes in the measurement of the liability are recognised in profit or loss.

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2025**

#### **2 Material Accounting Policy Information**

##### **(j) Economic dependence**

National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd is dependent on the Department of Health and Aged Care for the majority of its revenue used to operate the business. At the date of this report the directors have no reason to believe the Department of Health and Aged Care will not continue to support National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd .

Currently grant income has been secured upto 30 June 2026. The company is in the process of extending this funding. If funding is not provided beyond this date, the directors believe that the company would be able to implement an orderly wind down.

#### **3 Critical Accounting Estimates and Judgments**

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

##### **Key estimates - impairment of plant and equipment**

The Company assesses impairment at the end of each reporting period by evaluating conditions specific to the Company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

##### **Key estimates - grant income**

For many of the grant agreements received, the determination of whether the contract includes sufficiently specific performance obligations was a significant judgement involving discussions with a number of parties at the Company, review of the proposal documents prepared during the grant application phase and consideration of the terms and conditions.

Grants received by the Company have been accounted for under both AASB 15 and AASB 1058 depending on the terms and conditions and decisions made.

If this determination was changed then the revenue recognition pattern would be different from that recognised in these financial statements.

##### **Key estimates - receivables**

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Notes to the Financial Statements For the Year Ended 30 June 2025

### 4 Revenue and Other Income

	2025	2024 Restated
Note	\$	\$
Revenue from contracts with customers (AASB 15)		
- Department of Health and Aged Care, Operational Grant	19 1,464,723	1,125,345
- Department of Health and Aged Care, Establishment Grant	-	126,826
- Department of Health and Aged Care, Cultural Safety Project	-	275,994
	<u>1,464,723</u>	<u>1,528,165</u>
Revenue recognised on receipt (not enforceable or no sufficiently specific performance obligations - AASB 1058)		
- Sundry income	79,513	95,536
	<u>79,513</u>	<u>95,536</u>
<b>Total Revenue and Other Income</b>	<u><b>1,544,236</b></u>	<u><b>1,623,701</b></u>

### 5 Cash and Cash Equivalents

	2025	2024
Note	\$	\$
Cash at bank and in hand	12 414,694	400,123
	<u>414,694</u>	<u>400,123</u>

### 6 Trade and Other Receivables

	2025	2024
Note	\$	\$
Trade receivables	12 6,408	21,258
GST receivable	-	8,304
<b>Total trade and other receivables</b>	<u><b>6,408</b></u>	<u><b>29,562</b></u>

### 7 Contract Liabilities

#### Current contract liabilities

	2025	2024 Restated
	\$	\$
CURRENT		
Grant income — Operational Grant	-	74,211
<b>Total current contract liabilities</b>	<u><b>-</b></u>	<u><b>74,211</b></u>

**Notes to the Financial Statements**  
**For the Year Ended 30 June 2025**

**8 Plant and Equipment**

	2025	2024
	\$	\$
Motor vehicles		
At cost	-	51,870
Accumulated depreciation	-	(362)
Total motor vehicles	<u>-</u>	<u>51,508</u>
Computer equipment		
At cost	11,386	11,386
Accumulated depreciation	(7,491)	(4,644)
Total computer equipment	<u>3,895</u>	<u>6,742</u>
<b>Total plant and equipment</b>	<u><u>3,895</u></u>	<u><u>58,250</u></u>

**(a) Movements in carrying amounts**

Movement in the carrying amounts for each class of plant and equipment between the beginning and the end of the current financial year:

	Motor Vehicles	Computer Equipment	Total
	\$	\$	\$
<b>Year ended 30 June 2025</b>			
Balance at the beginning of year	51,508	6,742	58,250
Disposals	(40,718)	-	(40,718)
Depreciation expense	(10,790)	(2,847)	(13,637)
<b>Balance at the end of the year</b>	<u>-</u>	<u>3,895</u>	<u>3,895</u>

**9 Other Assets**

	2025	2024
	\$	\$
CURRENT		
Prepayments	<u>5,699</u>	2,322
	<u><u>5,699</u></u>	<u><u>2,322</u></u>

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Notes to the Financial Statements For the Year Ended 30 June 2025

### 10 Trade and Other Payables

	2025	2024
Note	\$	\$
CURRENT		
Trade payables	12 23,468	14,199
GST payable	11,373	-
Accrued expense	12 47,878	24,973
PAYG withholding payable	12 1	17,553
Superannuation payable	12 7,004	10,977
Other payables	12 -	11,327
	<u>89,724</u>	<u>79,029</u>

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

### 11 Employee Benefits

	2025	2024
	\$	\$
CURRENT		
Provision for annual leave	<u>45,361</u>	64,651
	<u>45,361</u>	<u>64,651</u>

### 12 Financial Risk Management

	2025	2024
Note	\$	\$
<b>Financial assets</b>		
Held at amortised cost		
Cash and cash equivalents	5 414,694	400,123
Trade receivables	6 6,408	21,258
<b>Total financial assets</b>	<u>421,102</u>	421,381
<b>Financial liabilities</b>		
Financial liabilities measured at amortised cost		
Trade and other payables	10 78,351	79,029
<b>Total financial liabilities</b>	<u>78,351</u>	79,029

### 13 Members' Guarantee

The Company is registered with the *Australian Charities and Not-for-profits Commission Act 2012* and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$ 10 each towards meeting any outstanding obligations of the Company. At 30 June 2025 the number of members was 50 (2024: 25).

## Notes to the Financial Statements For the Year Ended 30 June 2025

### 14 Key Management Personnel Disclosures

The remuneration paid to key management personnel of the Company is \$ 508,405 (30 June 2024: \$355,868).

### 15 Auditors' Remuneration

	2025	2024
	\$	\$
Remuneration of the auditor, for:		
- auditing or reviewing the financial statements	12,000	20,500
<b>Total</b>	<b>12,000</b>	<b>20,500</b>

### 16 Contingencies

In the opinion of those charged with governance, the Company did not have any contingencies at 30 June 2025 (30 June 2024:None).

### 17 Related Parties

**The Company's main related parties are as follows:**

Key management personnel - refer to Note 14.

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

#### (a) Transactions with related parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

During the year, a Key Management Personnel (KMP) purchased a motor vehicle from the Company. The transaction was conducted on normal commercial terms and conditions, and at arm's length.

During FY2024, the company paid the amount of \$29,870 to the Victorian Aboriginal Community Controlled Health Organisation (VACCHO). The expenses of the Company are treated as pass-through costs by VACCHO and have been recognised in these financial statements as expenses of the Company. As at 30 June 2024, no amount was owed to VACCHO. Ms Jill Gallagher is a director of the Company and is the Chief Executive of VACCHO.

### 18 Events After the End of the Reporting Period

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

### 19 Correction of Grant revenue recognition in prior period

An adjustment of \$200,802 was made to revenue in the 2023 financial year. In accordance with AASB 108, the correction has been made at the beginning of the earliest accounting period.

# National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd

ABN: 19 654 686 450

## Notes to the Financial Statements For the Year Ended 30 June 2025

### 20 Statutory Information

The registered office of the company is:

17-23 Sackville St  
Collingwood, Victoria, 3066.

The principal place of business is:

Indigenous Business Centre  
6/12 Albany St  
Fyshwick ACT, 2609

**National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Ltd**

ABN: 19 654 686 450

**Directors' Declaration**

The directors of the company declare that in the directors' opinion:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2022*.

Director  .....

Name **Jill Gallagher** .....

Dated: **27 November 2025** .....

## INDEPENDENT AUDITOR'S REPORT

To the Members of National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Limited

### Opinion

We have audited the financial report of National Aboriginal and Torres Strait Islander Ageing and Aged Care Council Limited (the Company), which comprises the statement of financial position as at 30 June 2025, the statement of 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 directors' declaration.

In our opinion, the accompanying financial report of the Company has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Company's financial position as at 30 June 2025 and of its financial performance and cash flows for the year ended on that date; and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the *Australian Charities and Not-for-profits Commission Regulation 2013*.

### 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 Company in accordance with 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.

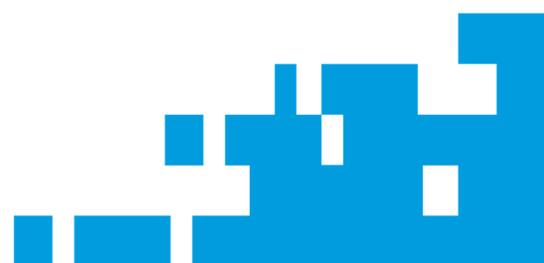
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other Information

The directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2025, but does not include the financial report and the auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.



If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Responsibilities of the Directors for the Financial Report**

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as the directors 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.

In preparing the financial report, the directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company 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 the 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/auditors\\_responsibilities/ar4.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf). This description forms part of our auditor's report.

RSM

**RSM Australia Partners**



**GED STENHOUSE**  
Partner

Canberra, ACT  
Dated: 28 November 2025



**NATSIAACC**