

2021 - 2022

Annual Report



Marrin Weejali Aboriginal Corporation

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About Us

Marrin Weejali Aboriginal Corporation is a non-government service provider incorporated under the Corporations (Aboriginal and Torres Strait Islander) CATSI Act2006). The corporation is in the Local government area of Blacktown NSW - 79-81 Jersey Road Blackett Mount Druitt NSW 2770. Incorporated in 1995 to provide substance misuse – social and emotional wellbeing services to Aboriginal and Torres Strait Islander adult men and woman living in the Sydney greater metropolitan area, and to people visiting from the country.

Vision Is that Aboriginal people of western Sydney live lives free from addiction and emotional distress.

Statement of Purpose is to take a leadership role in breaking the cycle of dependency, misery, and social dislocation to lift our people from despair to live healthy, peaceful. and dignified lives by repairing the shattered spirit.

Our Values

- Respect for our community which provides our motivation.
- Respect for the dignity of our clients and their families
- Observance of Aboriginal spiritual and cultural ways of knowing
- Total commitment to the wellbeing of our clients
- Recognition for the efforts of colleagues in creating a harmonious workplace.
- Compassion for suffering and loss, and
- Leadership and innovation in the delivery of culturally safe services

What We Do

Since 1996, Marrin Weejali Aboriginal Corporation has been providing culturally safe counselling referral and advocacy services primarily for, but not limited to, members of Western Sydney's Aboriginal and Torres Strait Islander community affected by substance misuse, and non-acute mental health issues. In addition to substance misuse related issues, Marrin provides group therapy and specialists for issues related to gambling, grief and loss, trauma, relationship, chronic health, and emotional and social wellbeing.

As Sydney's only Aboriginal-run substance misuse – social and emotional wellbeing centre, Marrin's approach to help is tailored to suit our clients' and community's needs. Recognising the importance of community and family in the healing process, our team of highly trained counsellors use a two-pronged approach: reducing risk taking behaviours through a primary prevention effort involving holistic personal and community development; and providing culturally safe, in-house secondary and tertiary treatment.

Marrin Weejali also acts as a community-based hub for support and a brokerage between Aboriginal Health and non-Aboriginal Health and Allied Health services, we strive to go above and beyond when it comes to helping others in need. Working together with like-minded local health and allied health organisations and members of the local community is vital for our we go about our business.

Chairperson's Message

I thank the Marrin Weejali staff, Board of Management and community members for their commitment to this most needed community organisation.

Our board of management is composed of five dedicated members with the range of skills and experience required to meet our needs. For Marrin Weejali, it is important that our directors are able to not only exercise good governance in the business sense but also to foster the cultural values which are at the heart of our service.

The business culture established by the Board, in bringing together our cultural and organisational values, calls for an ethical, caring, non-judgmental approach to our clients and an open and professional relationship with our partner organisations and other stakeholders, so we can serve our clients to the best of our abilities.

Our board members have met on eight occasions dealing with the organisation's core business with 95% board member participation. Marrin Weejali is a low risk accredited organisation that routinely meets the government's risk management program standards.

Accreditation

The Quality Assurance Program is embedded in Marrin Weejali practice, through a set of policies and procedures that includes weekly contributions from staff at staff meetings and regular evaluations of stakeholder opinion and feedback. Thank you to all the partnering agencies, Marrin Weejali members, the clients who have provided feedback.

Risk Management

The corporation's has a comprehensive risk management plan that is valued and monitored with integrity. Marrin Weejali's board and senior staff members are continuing to establish and maintain professional relationships with funding agencies, project managers. funding acquittals and service reports are submitted in a timely manner as per funding contracts.

Our funding

We thank (NIAA) Australian Indigenous Australian Agency, Primary Health Network Network , (Wentwest) the relationship our Manager maintains with these departments ensures good clear communication and accountability.

Nicole Donovan, Chairperson, Marrin Weejali Aboriginal Corporation

Marrin Weejali Aboriginal Corporation Board Members:

Chairperson	Ms. Nicole Donovan
Treasurer	Mr. Joe Haroa
Secretary	Ms. Karen McNulty
Board Member	Ms. Kristy Kendrigan
Board member	Ms. Rachael German

Managers Message

Firstly, I would like to thank the Board of Management and staff members for your support during this challenging year, that has seen us emerge from telephone and on-line delivery, back to in-person work.

Agencies / Partnerships / Support

The corporation has been operating for 27 years now, providing services to our community of Western Sydney, we continue to develop and maintain partnerships with many Aboriginal and non-Aboriginal Health and Allied Health services of Western Sydney, including Aboriginal and non-Aboriginal residential rehabilitation in detox centres in suburban and rural areas of NSW.

Partnerships with like-minded agencies are vital; the maturity of these relationships made it possible to continue to connect community with services they needed through lockdown. We truly appreciate their support.

Group therapy content review

During this financial year we took advantage of time away from face to face to harmonise the content we deliver across groups, staff contributed time to working on an exciting new program addressing Social and Emotional Wellbeing. We now have booklets for all groups, we have ensured content is grounded in evidence-based work.

Demand for Services / Programs

The demand for counselling, referral and advocacy services has not eased, the corporation continue to receive between 25 to 35 new clients per week requesting our services, programs, and support. Opening our doors again has presented challenges that have been surprising.

Previously we have prided ourselves on the culture present in our centre, much of it generated from community members in recovery providing peer support over a cuppa out the back amenities area. Lockdowns meant that culture went extinct, and by the time we reopened, we had a new cohort of community in recovery who had never experienced that culture.

Bringing back the old Marrin Weejali feel has taken attention and effort once we understood what was occurring. (Or not occurring)

I applaud our staff members, they have been able to bring innovation to daily work, and ideas and feedback from clients that continue to raise the bar on the services we are able to deliver.

Web App /Data Base – Continuous Quality Improvements

Marrin Weejali's custom Web App Data Base is subject to continuous improvement. The Data Base ensures confidentiality and privacy for our clients by restricting file access to designated workers. The Data Base allows staff members to work off site or from home, it also collates data for all funding all contracts .

Tony Hunter
CEO

Our History

Pre 1996

Born out of Tony's experiences trauma grief, loss and substance misuse, Marrin Weejali begins providing counselling, advocacy and support to individuals and families through weekly AoD group meetings at the Holy Family Church in Emerton. and group therapy programs on the banks of Winsor river

1999

Recognising the importance of Marrin's role as a provider of culturally-safe substance misuse services in Western Sydney, a **Regional Plan is commissioned** by the office of Aboriginal and Torres Strait Islander Health, **formally highlighting Marrin's value.**

2009

Recognising Marrin's value and success as a culturally-safe AoD service provider, as well as a trusted hub of support within the community, the federal government provided Marrin with a larger centre in Blackett.

1996

The NSW Department of Housing recognises the value of Marrin and provides a three-bedroom house in Emerton as a base. **Marrin Weejali is formally established.**

2002

Based on the 1999 Regional Plan, a **Memorandum of Understanding** is signed by Marrin and five other Western Sydney health care providers to ensure that culturally-sensitive AOD services are accessible by Aboriginal people. **Marrin's status as a leader is cemented.**

Today

Though much has changed since 1996, including a new centre and a growing team of dedicated staff. the Marrin Weejali Aboriginal Corporation continues to deliver outstanding, culturally-safe AoD services to Western Sydney's Aboriginal community.

Services and Programs

Since 1996, the Marrin Weejali Aboriginal Corporation has been providing culturally safe counselling and referral services primarily for, but not limited to, members of Western Sydney's Aboriginal and Torres Strait Islander community affected by substance misuse, and non-acute mental health issues. Through our holistic approach to counselling, our continuing mission is to help heal the shattered spirits of individuals, families, and communities. Foundational to any level of intervention has been Marrin Weejali's commitment to treating clients with courtesy, respect and dignity and without discrimination, to tailor care plans to the needs of the client and with their involvement and to provide professional and evidence based service.



Counselling

Counselling interventions are both educational and therapeutic in character. Our counselling staff use a wide range of modalities suited to the clients' needs and their circumstances. Assisting people to address and to get to the bottom of their addiction. Our counsellors assist people with their current problems while appreciating their value systems, culture, and their ability to make their own decisions.



Referrals and Advocacy

Advocacy involvement of staff on behalf of clients has increased through telephone, letters and face-to-face contact with Community Services, Housing, Centrelink, Health, Schools, Probation and Parole, Courts and other institutions. This assists clients to better cope with other stressors in their life that may otherwise trigger a relapse. It also helps clients learn better ways of dealing with services, and how to get their needs met. Referrals to other agencies have continued to reflect the collaborative and networking nature of our work.



Health Support

Marrin Weejali partners with health services to provide various health programs and services within the community, including preventative and educational programs. We link members of the community with other health care providers to access brokerage funding for treatment and support.

Services and Programs



Case Management

We offer a range of case management services to support clients on their road to recovery. As part of case management, our staff work with clients to develop a care plan based on their goals, strengths, and needs. Staff also connect clients with health and allied health providers to ensure that clients get the help they need in the short and long term.



Community Work

As part of our holistic to healing and rehabilitation, we recognise the important role communities play in preventing substance misuse and creating a supportive environment. As a community-oriented organisation, Marrin Weejali works with like-minded groups and organisations within the Western Sydney and ATSI communities to create a better and safer environment.



Brokerage Between Aboriginal and Non-Aboriginal Cultures

Marrin Weejali plays a vital role in the health care system by offering a safe and supportive, community-focused point through which members of the Aboriginal and Torres Strait Islander communities can access the care they need.



Mental Health support

We support clients with mental health conditions to help them remain in community and have a life worth living.

We assist people to access housing supports, reduce interactions with the justice system and attend appointments with mental health specialists. Clients are supported to get health checks and medication reviews and we establish routines to ensure medication is taken in a safe and timely way.

Services and Programs



Group Therapy

Group therapy is a major part of our holistic approach to substance misuse treatment and mental health support. Guided by our team of trained counsellors and mental health specialists, clients can take advantage of our group therapy sessions as a maintenance or relapse prevention program, building on the strength and resilience of each other to fight against alcohol or narcotics addiction.



12 Step Recovery Meetings

Living with Addictions

Relapse Prevention Group



Dialectical Behaviour Therapy (DBT) Mental

Health Skills Group

Anger Management Group

Women's DV Awareness Group

Aboriginal Women's Social and Emotional Health Group

Better Man Domestic Violence Group Program

Aboriginal Men's Yarn Up Health Group



Aftercare Support

Our community and clients are strongly recommended to connect with Marrin Weejali after completing our programs and residential treatment. Self-help programs and social programs are vital to prevent relapse, while learning to identify positive people to associate with in recovery.

Year in Review

COVID Update - Emerging from Covid -19 lockdowns

Marrin Weejali continued to work by telephone during the second half of 2021. Our organization was balancing unmet needs in community to access assistance for the issues that isolation magnified – drug and alcohol use increased, domestic violence incidences increased, and mental health was impacted as parents struggled with home schooling and isolation from supports. Our organization has learned lessons from this work at a distance, that we have retained moving back into face-to-face work.

This has helped us deliver more episodes of care to the 923 people who completed intakes with our organization across this reporting period, some of those accessed assistance with vaccinations or funerals, 621 went on to complete an initial assessment to commence treatment and counselling programs.

The increased demand has meant the second half of this reporting period has seen a hybrid delivery of services. Group delivery has been returned to face-to-face, all initial and care plan appointments are completed face-to-face, but ongoing counselling is a blend of telephone and in-person appointments. This has meant our service delivery is not as constrained by lack of space as we would have been without learning the lessons Covid-19 taught us. This hybrid service enabled our clients to achieve 339 of the goals they set for themselves.



53 Mental Health appointments were attended, leading to 32 referrals to specialists



265 times we assisted in the court process to help people remain in community



75 times we helped with healthcare advocacy



We delivered at 157 group therapy sessions



18,085 individual counselling and episodes of care

Year in Review

Detox and rehabilitation referrals and assistance

Detox and rehab referrals

Often, people in the grip of addiction attend our centre requesting assistance to get into a 'rehab'. Those people knock on our door, ready to address their addictions and make a change now. That motivation evaporates as they begin to understand the length of time they will be waiting, and the commitment required just to get on a waiting list for a bed and remain there.



143 screening calls were done, to assist detox and rehab admissions



364 times we helped with advocacy to meet requirements of admission



transport to detox and rehab facilities was provided to those without the means to get to facilities

This financial year **our staff made 143 referrals** to detoxification and rehabilitation facilities for our clients. During this year, people faced multiple barriers to being able to get a bed at a facility, and our staff help them meet the requirements to overcome those

Advocacy work to get to admission

Our staff help people provide the medical reports, mental health reports and criminal history that rehabs now require to be eligible to enter the facilities. We have close relationships with numerous facilities that understand the work our staff do to prepare our people for rehab. That work leads to more people completing their treatment and having better outcomes. Many rehab beds are reserved for people referred by courts or other government agencies, limiting the number of beds available to people who are wanting to attend without being compelled. These are all barriers that can prove too much for a person struggling with an active addiction.

Transport and supports to stay at rehab

Our staff support and transport our clients to rehab beds as far away as Brewarinna. We are the cheer-squad, supporting people in detox, during times when they are most likely to give it up as too hard.

\$203,754.36 - The amount paid off in fines through WDOs

Community Engagement & Partnerships

Bringing Services to Our Community

Marrin Weejali continues to negotiate and encourage Health and Allied Health Services to turn up to where our people are. This services delivery model knocks down barriers, develops a manner of trust, and engagement with our community,

COVID restrictions placed barriers stopping many services from being able to continue outreaching to Marrin. We overcame this barrier by providing direct warm referrals to Centrelink, Housing NSW, Western Sydney Community Legal Service, and the TAFE Indigenous team.

We learnt that during covid, the maturity of relationships developed through the years in our partnerships meant that the strains of working remotely were able to be worked through in a sustainable way that assisted clients who may not have had access to technology.

A Morning with the Minister

On Tuesday 3rd May, Marrin Weejali Aboriginal Corporation welcomed the The Hon. (Ben) Benjamin Cameron Franklin, Minister for Aboriginal Affairs.

He was given a tour and overview of the service and its facilities before sitting down for a cuppa and a yarn, where Marrin workers shared moving stories with the Minister.



Community Engagement & Partnerships

Marrin Weejali staff and board have continue to support NAIDOC events, community meetings and programs. We were also excited to see restrictions ease and return to face to face networking:

We were honoured to be invited to following events:

- Yenu Allowah' s High Tea
- ANFPP's Service Morning Tea
- Aboriginal Community Justice group- Circle Sentencing Training

Mackillop Family Service Reconciliation Action Plan (RAP)

On the 30th May 2022, Marrin Weejali contributed community voices and stories to help shape the development of Mackillop Family Services' second RAP. The new RAP actions aims to identify healing and prevention strategies to reduce the number of ATSI children and young people entering care with Mackillop Family Services.



Liver Health Awareness & Hep C Screening Day

In May 2022 Marrin Weejali together with Hepatitis NSW, Mt Druitt TAFE students and WSLHD held a Liver Health day for the community. It was a successful day which started out with a warm Welcome to Country before sharing raffles and prizes with those who attended. DJ Rhys, and O'Liver, were entertaining and encouraging the crowd to present to the mobile van clinic for a chat with the friendly nurses completing liver health checks.



Community Engagement & Partnerships

Outreach Services



Help Stop the Flu

On Monday 6th June, Marrin Weejali partnered with WSLHD Public Health Unit to offer free flu vaccinations to the community from our centre.



Bling Your Bra

On Monday 6th June 2022 we had an opportunity to empower women by bringing them together to bling their bras while learning the importance of breast health. The following week several women then went on to have mammograms at Mt Druitt Hospital, organised by Vicki Mason. Lunch was provided and the women were able to enjoy more bra blinging.



Too Deadly for Diabetes

Marrin Weejali have continued to partner with Ray Kelly program- Too Deadly for Diabetes and Emerton Amcal Pharmacy to deliver the Too Deadly for Diabetes Program to our Indigenous clients who have diabetes or were at risk of developing diabetes.

The program helps individuals currently medicated for their diabetes to reduce the strength of medication through diet and exercise. People attending had success dropping BGL readings and weight-loss

Community Engagement & Partnerships

Formal Partnerships

- Ray Kelly Too Deadly for Diabetes
- Tharawal Aboriginal Corporation
- ARDAC
- Family Drug Support
- Western Sydney Community Legal Centre
- WHOS Rehabilitation Centre
- Orana Haven Rehabilitation centre
- Providential Homes
- TAFE NSW Aboriginal Unit
- WDVCS
- Aboriginal Housing Office
- Baabayn Aboriginal Corporation
- Centrelink
- Community Corrections
- Corrective Services
- DCJ Housing
- Dr. Steven Liew (Bidwill Medical Practice)
- Emerton Amcal Pharmacy
- Hearing Australia
- OCTEC

Informal Partnerships

- Guide Dogs Australia
- Muru Mittigar Aboriginal Corporation
- Junaya Family Development Service
- Legal Aid NSW
- Liver Clinic Outreach
- Ability Options
- Cancer Council
- Marist 180
- Western Sydney Integrated Team Care
- WSLHD Public Health Unit
- Health and Nutrition (University of Sydney)
- Oral Health
- Aboriginal 48 Hour Follow Up Care Worker (WSLHD)
- Aboriginal Chronic Care Nurse
- Aboriginal Employment Strategy
- Aboriginal Legal Service
- Australian Asthma Foundation
- Community Health Centre
- Mission Australia
- WSLHD Aboriginal Cardiac Rehab
- Yenu Allowah Aboriginal Child and Family Centre
- NSW Corrective Services
- Weigeli Residential Rehabilitation Centre

Community Engagement & Partnerships

Marrin Weejali is also connected to the following peak organisations:

- Aboriginal Health and Medical Research Council of NSW (AHMRC)
- Aboriginal Drug and Alcohol Network (ADAN)
- University of Western Sydney
- National Indigenous Drug and Alcohol Committee (NIDAC)

**At Marrin Weejali
in 2021-22**



**We made 600
referrals to
partnering
agencies**

Partnership in focus

Marrin Weejali has partnered with TAFE NSW Western Sydney Mt Drutt Campus, a partnership that benefits both organisations and our community.

Marrin Weejali staff were able to access courses that upskill the entire workforce, including the following programs:

Diploma of Community Services - Counselling

Diploma of Community Services - Mental Health

Diploma of Community Services - Alcohol and other Drugs

Statement of Attainment – Working in a Digital Environment

TAFE Mt Drutt were able to:

Utilise Marrin Weejali for student placements

Hold Student Run Health Education events at Marrin Weejali

Demonstrate positive employment outcomes

Marrin Weejali have provided staff members for classroom information panels, and hosted TAFE student excursion

Clients at Marrin Weejali have been able to watch as some of their peers in recovery move on to TAFE to gain qualifications.

Our Team

Marrin Weejali's success as an organisation and service provider is thanks to our dedicated and talented team. Listed below are some of our values when it comes to staffing and teamwork:

Staff Development

At Marrin Weejali, we believe in the development of our team's skills is vital to further their careers and improve services to our clients and community. In addition to improving team members' skills, these opportunities, often delivered in partnership with external organisations, allow staff to network with other organisations.

During 2021-22, Marrin continued our partnership with the Mt Druitt TAFE Community Services Section to deliver Diploma level training to existing team members in Mental Health. Over the course of 2021, participating staff members successfully completed this program at Marrin and are now new staff have commenced their TAFE Diploma in AoD. The Diploma level training is also open for other Community members to take part in.

Furthermore, the challenges and difficulties brought on by the COVID-19 pandemic highlighted the need for increased digital literacy in adapting to new and remote modes of working. Considering this need for upskilling in digital literacy, Marrin once again approached TAFE to discuss our needs. In 2021-22 all staff obtained Statement of Attainment in Digital Literacy during.

Respect and Safety

Similar to our approach towards our clients, staff members at Marrin cultivate and participate in a culture of mutual respect and safety. This, we believe, is key to good teamwork and the success of our organisation. As a culturally safe workspace, Marrin does not tolerate discrimination and hostility and believes in the resolution of conflicts in a peaceful manner. Furthermore, we welcome diversity amongst our workforce.

Leadership

Opportunities for leadership within Marrin is a key part of our approach towards staffing as we recognise the importance for staff to exercise their skills and grow as leaders within their community.

"The leader's job isn't to have all the ideas.

It's to make sure all the ideas are heard and the best one wins"

Our Team

Staff Development

Loss & Grief Training

On Monday 4th April, Khoa and Renee completed the 3 day “Aboriginal Loss & Grief Averting Mental Health Challenges” workshop. The workshop was delivered by award winning griefologist Rosemary Wanganeen, a proud South Australian Aboriginal woman and founder and director of The Healing Centre for Griefology. The themes covered over the three days was ancestral losses and unresolved grief, loss and grief theory and strategies.



Cultural Competence training held on Friday 27th May

Together with Penrith WHOS Hub, Marrin Weejali staff completed cultural competence training with Sigrid Herring who has experience of over 25 years developing, implementing and managing community based services. By fostering cultural knowledge, awareness and sensitivity our staff grow in cultural competence and strengthen their ability to work effectively with Aboriginal families and colleagues.

**At Marrin Weejali
We walk the inner corridors
Of people’s lives
Therefore
Walk softly
With Wonder and Awe
For No
Greater privilege
Can they give than to
Open Their Hearts
And
Let Another In**

Staff Development

CPR Refresher Course

On Tuesday 10th May Marrin Weejali Staff updated their CPR training with a refresher course delivered by Nicholas Parany from Allens Training. The afternoon was spent revisiting the how's and whys of CPR. Nicholas, who has extensive advanced first aid and other qualifications, did not shy away from asking some puzzling questions which the staff all came away better for.

All in attendance were awarded the "HLTAID009 - Provide cardiopulmonary resuscitation" certificate which we hope we never need to use.



Trauma Training held on 3rd June.

A strengths-based framework founded on safety, trustworthiness, choice, collaboration, empowerment, and respect for diversity. Trauma informed services embrace a message of hope and optimism that recovery is possible.

Vicarious Trauma Training held on 20th June.

Our Staff gained the knowledge, skills and tools to look after their personal mental health and wellbeing, when dealing with people who have experienced trauma, or when working with difficult, emotional, sensitive or potentially traumatic material and information.

Client Experiences

When I walked into Marrin for the first time in the matter of two years I was out of hope, out of luck and too far out of drugs and I knew I needed help. The shame, guilt and everything else in between coming and walking back through those doors has been one of the scariest moments of my life knowing I was actually going to commit to getting myself clean. Speaking with my counsellor a few times I decided to take another chance and lay everything out on the table. I have been an addict since I was 11 smoking cigarettes turning into Yarni and then harder drugs as I have gotten older. I never had a role model, mentor or even a safe adult to go to growing up and the ones I did took me down a whole new path (me being willing as well). I was in a horrible place mentally, physically, and spiritually and knew what I had to do even though I was still using. I spoke to my counsellor about a few options as I was still working at the time, and I remember not really knowing what to do but asking her if there were any chance of me being able to get myself back into detox and what I could do until I did. I was speaking to my counsellor for about 2 weeks about going to detox before I had to call up and try and do to process when I didn't receive any feedback and was getting really fed up and angry with the whole process my counsellor was able to speak with the detox and about a week went by I had a phone call with a date to attend detox. I didn't make it through the whole of detox but got in contact again with my counsellor about what to do I had a day clean already and she told me you have done a day don't look back keep going. I didn't speak with her for a few days as I needed to sleep and detox these drugs out of my system I have continued to stay in contact with my counsellor after detox doing weekly counselling with her and helping me work out my drug use and emotional trauma issues that I still face but can face them head on. I'm now 133 days clean and I'm not saying it has been easy more like a shit show circus, but I know why I'm doing this and that's because I can no longer continue to harm my body with this poison, I can no longer be a drugged-out mum and I can't continue running from my problems. My journey has only just started, and I am excited, scared all in one but am ready for my new life. Thanks, Marrin I will be forever grateful.

Anonymous

Client Experiences

From the moment I walked through the door, I felt like I was in the right place, Marrin was very inviting. While sitting and waiting for my first counsellor. I was apprehensive, nervous, and had anxiety, staring at the door every time it opened, and a staff member would go in or out they all spoke to me with such a manner of understanding and respect.

They made me feel important and an understanding of why I was there. Then I met my counsellor, their manner was great, right from the word go, professional. They had great listening skills and a great insight into my addiction, very wise. Over time they installed self-belief in me and guided me to things I didn't think were possible. They had a great overview and understanding of my challenges ahead. They could get me to think outside the square I lived in.

My counsellor encouraged me to go to NA Meetings every Friday. Again, the staff were tremendous people sharing their stories. I found them to be very powerful and confronting, for the first time in 40 years I felt I wasn't on my own in the fight to be clean.

I would recommend the organisation to any body with an addiction. Marrin provides a place which projects an ambience that everybody is welcome and a feeling of belonging, because there is a genuine show of care. Marrin installs a sense of belief, respect, understanding, support, and direction. Having been through the program at Marrin I can see the tremendous part Marrin plays in the wider community with easy access to the services they provide, from the front office to the back room everybody at Marrin must be acknowledged and congratulated.

Thank God for places like Marrin and their Integrity.

Before I attended Marrin Weejali life for me was very poor. When I connected with a counsellor at Marrin I was put on the right path and I started to achieve my goals, this has put me way in front in life. I now see my kids and my two girls are home with the restoration process starting.. Now I feel like a better person and more assertive and aware of things. I am present and 'there' when my children need to talk, my communication is better, and I have routine and structure in my life. Some days are hard, but I continue to do the same thing. My children are back in my life and I'm in the process of having my kids back in my care full time the four of them. I am 12 months and 22 days clean today. Life for me is different, life is more manageable.

Legislative Compliance

Insurances

- All insurance is brokered through Marsh Insurance Pty Ltd, a business insurance broker who has dealt with Marrin Weejali's insurance needs since our inception. They have a thorough understanding of our operations and our risks.
- Workers Compensation: Validated.
- Professional Indemnity: Validated.
- Building and Contents: Validated.
- Public liability: Validated.

Work Health & Safety

- This is the twelfth year for tracking these measurements in the Annual Report, which are monitored for trends.
- 2021-2022 lost time injuries – 0
- 2021-2022 reported hazards and incidents – 0
- Senior First Aid current for all permanent staff
- Fire Inspection conducted biannually.
- Electrical testing conducted annually.

Legislation Review

We continue to review legislation applicable to all aspects of business at state and federal level. Where new legislation requiring change was found, we modified practice. We have reviewed and incorporated changes into our policy and procedure where necessary, to comply with legislation.

QIP Accreditation

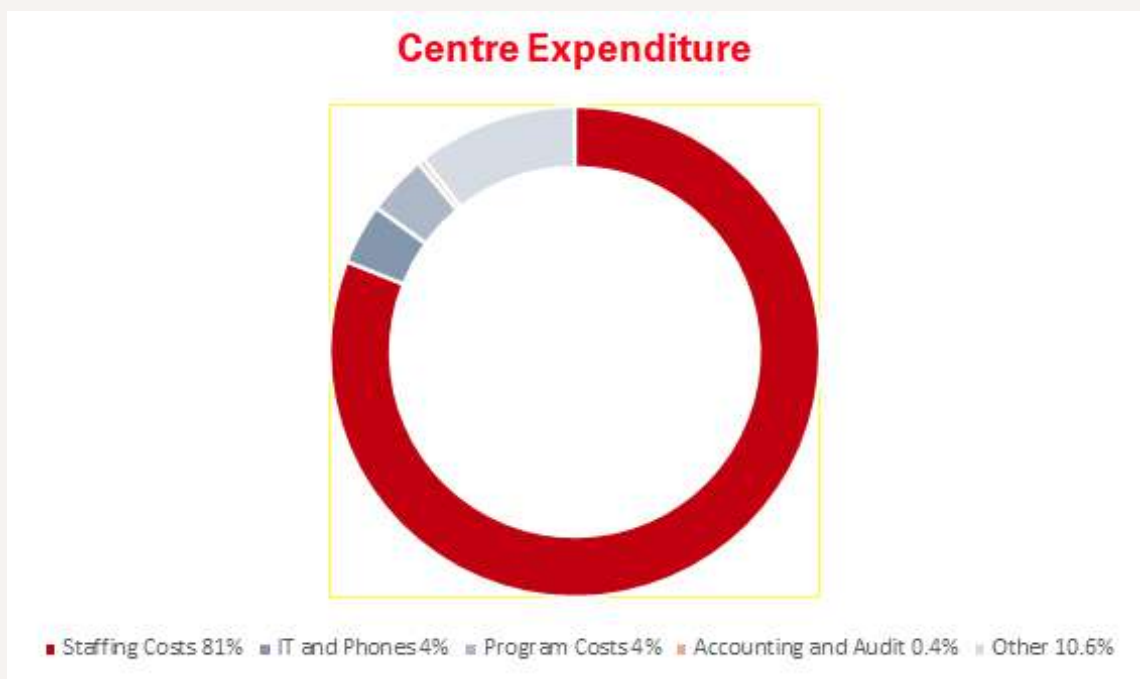
Marrin Weejali was granted re-accreditation in February 2020, which carries through to 2023. We maintain a 'continuous quality improvement register' which continues to be a useful tool to provide evidence towards our accreditation. As part of our ongoing works, improvements are continuously planned and documented as they have been achieved. Our commitment to Continuous Quality Improvement is embedded in our weekly meetings and work evaluations.

Financial Summary


Funding Arrangements

Marrin Weejali Aboriginal Corporation receives its core funding from the National Indigenous Australian Agency (NIAA), via the Indigenous Advancement Strategy (IAS). Funding falls under the 'Safety and Wellbeing' Program. We continue to work with Federal and State Governments contract managers to bring about improvements in reporting structures. The reporting framework can sometimes be very challenging.

Marrin Weejali also attracts funds from Wentwest PHN for five specialist positions, funding for two mental health workers and three substance misuse / sewb workers.



Strategic Plan



MARRIN WEEJALI ABORIGINAL CORPORATION
STRATEGIC PLAN 2019-2024

OUR VISION is that Aboriginal people of western Sydney live lives free from addiction and emotional distress.

STATEMENT OF PURPOSE: Marrin Weejali will take a leadership role in breaking the cycle of dependency, misery and social dislocation to lift our people from despair to live healthy, peaceful and dignified lives by repairing the shattered spirit.

OUR STRATEGIC ACTIONS are:

OUR VALUES

- Respect for our community which provides our motivation
- Respect for the dignity of our clients and their families
- Observance of Aboriginal spiritual and cultural ways of knowing
- Total commitment to the wellbeing of our clients
- Recognition for the efforts of colleagues in creating a harmonious workplace
- Compassion for suffering and loss, and
- Leadership and innovation in the delivery of culturally-safe services

Strategy 1	Reduce the physical, social and emotional distress experienced by Aboriginal and Torres Strait Islander men and women living in the western Sydney region suffering the harmful effects of AoD use and/or mental health impairment, including co-occurring disorders	<p>THESE STRATEGIES guide Marrin Weejali in the design and delivery of local and outreach culturally safe AoD, non-acute mental health and SEWB assessment, counselling, referral and advocacy services. Our strategic and organisational plans, policies and practices define the way we meet client needs, satisfy the expectations of our community and sustain a contented workforce. We foster partnerships with values-aligned health and human service providers where the relationships enhance client outcomes. Services are available to Aboriginal and Torres Strait Islander men and women living in western Sydney, and to those non-Indigenous people who choose to use our service.</p>
Strategy 2	Enrich the lives of our clients, families and community through facilitating access to model allied health and human services	
Strategy 3	Incorporate new and better ways of working into our service delivery	
Strategy 4	Integrate the findings of our research, monitoring and evaluation into our ways of working	
Strategy 5	Strengthen awareness and recognition of Marrin Weejali's presence as a knowledge-leader in our areas of expertise	
Strategy 6	Build and nurture partnerships with health and human services providers where these support Marrin Weejali's core service objectives, align with our values and contribute to improved client physical, social, emotional and economic wellbeing	<p>THE RESULTS of our efforts will ensure that individuals and families of our community at risk from, or experiencing, the harmful effects of substance misuse and/or mental health impairment are aware of, have access to, and are using to the full, the greater range of AoD, SEWB, spiritual and cultural healing services available through Marrin Weejali and our health, allied health and human service partners. Through our collaborative efforts, we continue to witness a measurable improvement in the health, social and emotional wellbeing of our people, in family cohesion, community resilience and restoration of cultural values.</p>
Strategy 7	Invest in our people and embed Aboriginal spiritual, cultural and family values in all our dealings	
Strategy 8	Use and grow Marrin Weejali's physical and non-physical resources in the best interests of our clients and stakeholders, in support of Marrin Weejali's Statement of Purpose, meeting our compliance obligations, and reflecting the value placed on the regard with which we are held by our Aboriginal community	
Strategy 9	Be an ethical advocate for our community	