




Annual Report 20

NAISDA Dance College

20



A large bonfire is burning brightly in the foreground, with flames and sparks visible. In the background, several people are gathered, some standing and some sitting, in what appears to be a courtyard or open area. A building with a tiled roof is visible in the background. The scene is illuminated by the fire and ambient light, creating a warm and communal atmosphere.

Welcome to Darkinjung Land

YADAH GAYI - GU DARKINJUNG NGURA

NAISDA would like to acknowledge that we operate and function on Darkinjung Land.

We pay our respects to ancestors and Elders, past and present, who are our knowledge holders. We acknowledge our youth, who are our future leaders. We acknowledge and pay respect to those who have gone before us and recognise their contributions.

Whilst at NAISDA, students are referred to as Developing Artists and Practising Artists. This terminology is used throughout this document.

NAISDA recognises that the words 'Aboriginal and Torres Strait Islander', 'Indigenous' and 'First Nations' have come to take on different meanings to different people. We respect the choice of individuals, families and communities to use definitions with which they are most comfortable.

In this report we refer to Aboriginal and Torres Strait Islander people of Australia, their arts and cultures where possible. When referencing external sources, Indigenous or First Nations may be used.

NAISDA recognises that the use of respectful and inclusive language and terminology is an essential component of building self-determination, empowerment and reconciliation.





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This report may contain the names or images of people who are now deceased. Some Aboriginal and Torres Strait Islander communities may be distressed by seeing the name, or image of a community member who has passed away.

Photography by Lisa Haymes.

Vision, Principles and Values

VISION

That NAISDA is a dynamic cultural organisation creating and celebrating Aboriginal and Torres Strait Islander knowledge and wisdom through excellence and innovation in dance and performing arts education and training.

PRINCIPLES

We are shaped by, and respond to:

- The needs and aspirations of today's Aboriginal and Torres Strait Islander youth and communities across Australia; and
- Celebrating diversity, while fostering belonging and relatedness in an artistic environment that nourishes community inside and outside.

Central to these are our:

- Relationship with our communities across Australia;
- Provision of dynamic, relevant and excellence in our training programs;
- Provision of quality facilities;
- Recruitment of highly skilled and experienced staff; and
- Sound leadership and governance to fulfil the vision, sustainability and outcomes of the organisation.

VALUES

- Cultural Integrity and Continuity
- Pursuit of Excellence
- Wisdom and Respect
- Creativity
- Rigor





NAISDA Dance College Mission

(Prepared by the NAISDA Board of Studies)

MISSION

To challenge our Developing Artists to learn, create, aspire, so as to be the artists and cultural leaders for tomorrow.

PRINCIPLES

Include a commitment to:

- The provision of a learning environment that culturally affirms, supports and contributes to the artistic, intellectual and performance skills of our Developing Artists; and
- Explore, facilitate and grow Aboriginal and Torres Strait Islander people's sense of identity through dance and culture in a running, challenging and inspiring educational environment.

KEY MESSAGES

- Nourish our future artists, expanding their technique and practice with a greater sense of culture, innovation, justice and humanity.
- Grow creative, informed and reflective practice in an environment of listening, collaboration and respect.
- Partner with Indigenous communities, empowering them through performative expressions of Australian Aboriginal and Torres Strait Islander cultures.
- Partner with international arts, educational and Indigenous organisations to facilitate understanding and to grow international Indigenous arts perspectives.

From the Chair

Throughout our long and remarkable history, NAISDA has nurtured the cultural and artistic development of thousands of Aboriginal and Torres Strait Islander students. Although 2020 would unfold to be one of our more challenging years within that timeline, the NAISDA legacy of empowering our young people with training and skills remained strong and resolute.

Significant credit for this lies with our amazing team of staff whose innovation and determination to overcome the countless COVID hurdles were matched only by the extraordinary resilience and commitment shown by our Developing Artists.

I also pay immense gratitude to my fellow Board Directors of NAISDA Ltd and the NAISDA Foundation, along with the NAISDA Executive, whose guidance, knowledge and diligence provided us with strong and effective leadership which set the direction to steer NAISDA successfully through the year.

In this my first year as NAISDA Ltd Chair, our strong corporate governance would provide steadfast stewardship to maintain impressive training and operations outcomes whilst ensuring the safety and wellbeing of our communities, staff and Developing Artists remained paramount.

I would also like to acknowledge the support and work of Sean Gordon who stepped down from the role of Chair in December 2019. Sean passionately served NAISDA as Chair from April 2016 and as Board Director from April 2011. His leadership, commitment and contributions have been instrumental in NAISDA's successful development.

An important milestone moving forward is the embedding of the new Advanced Diploma into the NAISDA curriculum. The delivery in 2021 of this innovative qualification, supported by the Federal Government, further extends our national impact and evolution towards Naya Wa Yugali, our new Centre of Excellence for First Nations Creative Learning.

Enriching the cultural, educative and artistic fabric of our country, the Naya Wa Yugali vision is a game-changer on an international scale. We are excited and eager to expand our role and equip future generations of First Nations young people with skills, qualifications and careers that keep our Songlines strong for all Australians. Recognition must go to the NAISDA Foundation for their work in brokering commitment and endorsement from Governments, partner organisations, corporates and philanthropists towards realising an enterprise of this magnitude.

I also pay tribute to the support and positive contributions of so many that sustain the NAISDA journey; our NAISDA family, our supporters, stakeholders and our funders The Australian and NSW



Governments, particularly the Department of Infrastructure, Transport, Regional Development and Communications. Their support allows us to achieve great outcomes each year for our student cohort, as well as strategically plan and grow as an organisation.

Over the last twelve months I have been inspired and honoured to witness the fortitude, talent and transformations that constitute a full NAISDA academic year. I am equally excited by the possibilities and strengthening story that lie ahead.



Mayrah Sonter
Chair, NAISDA Limited





From the CEO

2020 was a year of exceptional circumstances, dislocation and adjustment. But it would also become a year defined by remarkable creativity, growth and nourishment.

Ushered in by bushfires, floods and crippling powercuts, we could never predict the global impact of the looming pandemic. NAISDA staff and students consistently demonstrated incredible resilience and determination navigating the uncharted landscape of lockdown, social distancing and remote learning. Together we adapted to change, found strength in each other and renewed gratitude for performance and gatherings when we were eventually able to reconnect with each other on Darkinjung Country.

Our early decision to suspend onsite operations in response to COVID-19, meant that during Term 2 we would train together through (sometimes frustratingly uncooperative) technology in living rooms, kitchens, even gardens across the country. I am extremely proud of everyone who adapted quickly and calmly to develop and deliver training online – a particularly challenging demand for physical and dance subjects. Eventually, careful and safe return to onsite learning and a revised assessment period would ensure NAISDA's high standards of training and outcomes were maintained.

The necessity of cancelling or reframing the NAISDA annual program of performances, artist residencies and industry secondments would include the postponement of our remote cultural residency to Nyinyikay until 2021. This deep connection with Cultural Tutors and community sits at the core of our cultural learning. In 2020 we would continue to nourish it through laptops and Zoom, honour it through NAIDOC celebrations and witness it powerfully reflected in a unique exhibition of 26 artworks developed by Developing Artists during lockdown. It was a Developing Artist's suggestion, endorsed by the full cohort, to place these artworks on sale thereby raising funds for the Nyinyikay community. The striking works were eagerly snapped up within a week raising over \$1,400. It served as a powerful example of the compassion, strength of character and commitment the Developing Artists displayed throughout 2020.



Moving our auditions completely online for the first time in our 44-year history was another necessary response to COVID-19. This developed into a unique interactive opportunity allowing applicants to audition from their own homes. In another first, the program invited applications for our new Advanced Diploma which will be brought on scope in January 2021. It will be an important step towards Naya Wa Yugali, our National Centre of Indigenous Creative Learning.

We continued to pursue the Naya Wa Yugali vision with vigour throughout the year. The completion of the strategic Business Case, funded through the Regional Cultural Fund, brought us one step closer to realising this bold project of international significance. The NAISDA Foundation formed the backbone of a strong program of advocacy and engagement undertaken across Government departments, representatives and stakeholders.

When COVID permitted, NAISDA continued to drive artistic and cultural excellence by pursuing post-lockdown collaborative opportunities and maintaining existing partnerships for the future. These important dialogues and connections help support and equip our Developing Artists with professional development, networks and career pathways.

Again it was unfortunate that we had to cancel our End of Year Show that would have seen us return to the Opera House as part of Dance Rites. Instead, when restrictions eased, our End of Year

celebrations were directed by NAISDA Head of Dance, Deon Hastie and *Wunda Yulagi Spirit of the Dance* was born. This week long, COVID-safe program was inspired by Elder and NAISDA Cultural Artist-in-Residence, Uncle Gavi Duncan whose original artwork *Wunda Yulagi* formed the powerful visual identity for our End of Year performances and is also reflected throughout this Report's design.

Celebrations began with a Sunrise Ceremony through to school workshops, physical theatre works, dancefilm, contemporary and urban dance presentations and a restorative community day. A stunning artwork created on the day by Darkinjung Elder Auntie Donella Waters beautifully captured the spirit of gathering. It proudly features on pages 30 – 32 of this publication as a potent reminder of our community's rich celebration of culture, dance, language and song.

This year more than ever, I conclude with a heartfelt acknowledgement that NAISDA is a team effort. Thank you to our funders for supporting our work and young people – the Australian and NSW Governments – and particularly our primary funding body the Department of Infrastructure, Transport, Regional Development and Communications for their transformative multi-year funding. Our gratitude also to our many partner organisations and individuals including Barang Regional Alliance, Jawun and the Trustees of the Joanne Harris Scholarship Fund for their collaborating strength and purpose.

Thank you to our Boards for their tireless support, governance and direction, and to our extended NAISDA community of alumni, donors and many supporters. My sincere thanks for sustaining us and keeping culture strong.

Above all thank you to NAISDA staff, trainers and Developing Artists.

Our corporate values and principles on pages four and five spearhead every NAISDA Annual Report. This year, staff and Developing Artists consistently demonstrated that our declaration of collective intent is so much more than words on a page. I am immensely proud and grateful for your commitment, resilience and achievement.

Kim Walker
CEO, NAISDA Dance College

2020 in Review

JANUARY

- NAISDA Ltd Board welcomes new members, Mayrah Sonter as Chairperson and Directors Wesley Enoch and Josh Riley.
- Wesley Enoch announced as a Member of the Order of Australia.
- Jo Clancy is appointed NAISDA Head of Cultural Practice and Alfred Taahi NAISDA Advanced Diploma Coordinator.
- 2019 Diploma Developing Artist Kiarn Doyle joins Bangarra Dance Theatre as part of the 2020 Russell Page Graduate Program. 2019 Diploma Developing Artists Maddison Paluch and Edan Porter become the first recipients to take part in Sydney Dance Theatre's Pre-Professional Year.

FEBRUARY

- Term One 2020 begins with 34 Developing Artists arriving for a year of learning, training and performance.
- Zeal Theatre premieres their newest work onsite.
- NAISDA experiences a week of power outages and disruption due to February storms and flooding.
- NAISDA mourns the sad passing of teacher, mentor and artist, Ronnie Arnold.
- Cultural Tutors from Nyinikay, North East Arnhem Land deliver the onsite Cultural Residency.
- Developing Artists and Cultural Tutors perform at The Scots College, Sydney.
- NAISDA Developing Artists perform at the 2020 Sydney Gay and Lesbian Mardi Gras.

MARCH

- Certificate III Developing Artist Mae Ganambarr's artwork is featured in *Reserved for Healing: Symposium* at Contemporary Art Tasmania.
- NAISDA's public performance at Sydney's Hyde Park Barracks celebrating a new installation by Wiradjuri, Kamilaroi artist Jonathan Jones is cancelled due to COVID-19.

- NAISDA implements its COVID-19 Response Plan. This includes suspension of onsite training from 20 March, the return of Developing Artists to their home environments, and delivery of remote learning and training programs.
- NAISDA Graduation Ceremony is celebrated through a virtual ceremony with digital messages, performances, awards and acknowledgements.

APRIL

- NAISDA graduates Vicki Van Hout, Joel Bray and Carly Sheppard receive Green Room Awards for their respective productions 'plenty serious' 'TALK TALK', 'Daddy' and 'Love'.
- A film produced by Developing Artists during lockdown is featured in the international dance film festival *30 Seconds of Freedom*.

MAY

- Lost All Sorts Collective, comprising NAISDA 2019 graduates is selected for the PACT Residencies Program.
- Diploma Developing Artists return to campus.

JUNE

- NAISDA's first online audition process opens for 2021 intake and the new Advanced Diploma.
- Christian Lugnan is appointed Director to the NAISDA Ltd Board.
- Douglas Nicol is appointed Director to the NAISDA Foundation Board.
- Shane Simpson is elected Foundation Board Chairperson.

JULY

- NAISDA's interstate cohort returned to campus for the start of Term 3.

AUGUST

- Wesley Enoch AM and Dr Nerida Blair facilitate a Development Day with guest presenter Uncle Gavi Duncan for staff and Developing Artists.

- Developing Artists D'arcy Maguire, Brianna Bremmerling, Chandler Connell, Daniel Mateo and James Boyd are awarded Bouddi Foundation for the Arts' video prizes.

SEPTEMBER

- NAISDA performs song and dance from Darkinjung Country and the Dätiwuy Clan of North East Arnhem Land at Nhangara Barayi for its first post-lockdown public performance of the year. Cultural Tutors Heather Mitjangba, Tony Ganambarr join by Zoom.

OCTOBER

- A holiday program is delivered for Developing Artists unable to return home for term break due to COVID travel restrictions. It includes a visit to Dharug Country with Dharug and Gundungurra Elder Auntie Carol Cooper.
- NAISDA announces a new pathway into the professional world for First Nations dance artists through its multi-year partnership Lucy Guerin Inc.
- Meeting by Zoom with the Hon Ken Wyatt AM MP, Minister for Indigenous Australians.
- Developing Artist excursion to Umina Beach as part of the Cultural Repertoire Unit.

NOVEMBER

- NAISDA's three-week assessment period begins.
- Board Director Robyn Heras delivers an onsite seminar about the Djilikirritj woven mat acquired by NAISDA in 2017.
- As part of NAIDOC celebrations, NAISDA launches *Gurayndja: Always* an outdoor exhibition of original artworks on calico developed by students during COVID lockdown. The exhibition raises \$1,400 for the community of Nyinyikay.
- Onsite visit by the Hon. Don Harwin, BEc (Hons) MLC, Special Minister of State, and Minister for the Public Service and Employee Relations, Aboriginal Affairs, and the Arts who attends the Gurayndja celebrations.
- NAISDA takes part in the Jawun National Executive and Corporate Partners virtual visit.
- NAISDA staff, graduates and Developing Artists participate in 2020's virtual Dance Rites.
- NAISDA welcomes Nathan Towney, Pro Vice-



Chancellor Indigenous, Strategy and Leadership and Lindsay Hardy, Indigenous Employment Partner and Terri Bell from the University of Newcastle to discuss cultural and creative learning opportunities. William Barton also attends and gives an impromptu Didgeridoo performance.

- NAISDA launches *Nyangga Ngura (Give Camp)* its 2021 Homestay Program.

DECEMBER

- NAISDA's hosts 2020 End of Year Celebrations Wunda Yulagi (Spirit of the Dance) - a week-long program celebrating 2020 achievements and resilience.
- The Federal Minister for the Arts, the Hon Paul Fletcher MP visits NAISDA to meet Board, staff and students and learn of the College's progress towards Naya Wa Yugali.

Statistics

The program for each NAISDA qualification is delivered simultaneously over four terms.

10277NAT Certificate III in Dance Practice for Aboriginal and Torres Strait Islander Peoples.

10628NAT Certificate IV in Dance Practice for Aboriginal and Torres Strait Islander Peoples.

10629NAT Diploma of Professional Dance Performance for Aboriginal and Torres Strait Islander Peoples.

49 auditionees attended 2019 auditions seeking to join the NAISDA 2020 cohort. 27 were offered a place and 19 applicants accepted. This is a 48% increase in the cohort for the 2020 training year which commenced on 3 February with a comprehensive orientation week.

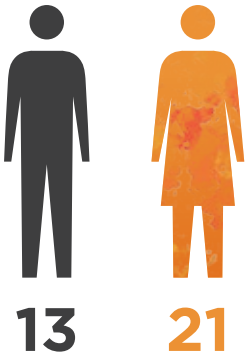
2020 STUDENT ENROLMENT BY QUALIFICATION

Total Developing Artists		34
	Certificate III	19
	Certificate IV	9
	Diploma	6
Developing Artist Heritage	Aboriginal	29
	Torres Strait Islander	3
	Aboriginal and Torres Strait Islander	2
Age	16-17	4
	18 - 20	21
	21-25	8
	Over 25	1
Gender	Female	21
	Male	13
State Of Origin	Queensland	11
	New South Wales	16
	Victoria	0
	Tasmania	1
	South Australia	1
	Western Australia	1
	Northern Territory	4
	ACT	0

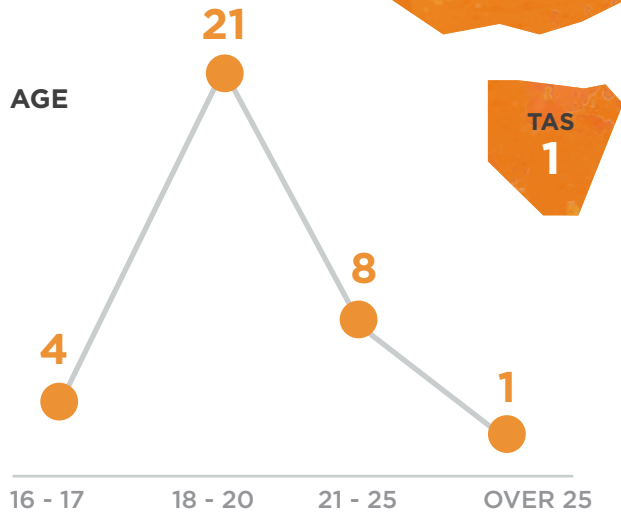
STATE OF ORIGIN



GENDER

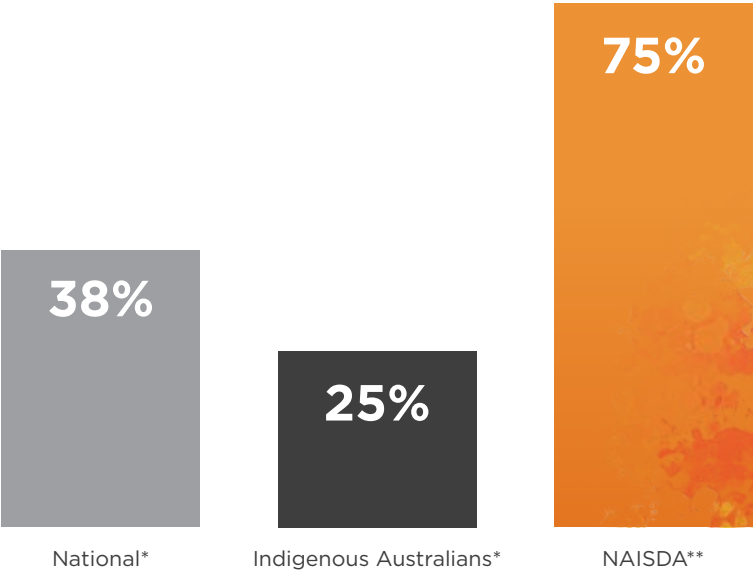


AGE





**2020
AVERAGE STUDENT
COMPLETION RATE**



*NCVER 2017 data. **NAISDA 2020 data.

2020
AVERAGE STUDENT
ATTENDANCE RATE

86%

NAISDA FIVE YEAR SNAPSHOT

		2016	2017	2018	2019	2020
Developing Artist Completion Statistics						
Developing Artist continuing from previous year		29	22	19	15	16
Developing Artist returning after a break		1	0	0	0	0
New Developing Artist		16	14	18	12	18
Total Initial Intake		46	36	37	27	34
Developing Artist withdrawn		12	8	11	6	12
Developing Artist withdrawn by Qualification	Cert II	6	N/A	N/A	N/A	N/A
	Cert III	4	7	4	2	10
	Cert IV	2	1	6	1	2
	Diploma	0	0	1	1	0
End of Year Completions Total		34	28	26	23	22
End of Year Completions %		77.92%	85.68%	70.27%	85.2%	75.04%
End of Year Completions by Qualification	Cert II	11	N/A	N/A	N/A	N/A
	Cert III	9	16	8	8	8
	Cert IV	7	7	11	6	5
	Diploma	7	5	7	9	9
Average Attendance		90.54%	91.25%	85.8%	88.15%	86.02%

The Impact of COVID-19

CURRICULUM DELIVERY

The delivery of NAISDA training and operations in 2020 were significantly disrupted by the escalating COVID-19 pandemic. With the safety of students, staff and communities paramount, NAISDA took an early decision to suspend all onsite training from 20 March 2020. This enabled the cohort of Aboriginal and Torres Strait Islander Developing Artists to return home to families and communities across Australia before state border and travel restrictions were imposed.

The majority of NAISDA staff transitioned to working from home arrangements with a skeleton staff maintained onsite for critical business. WHS advice, risk assessments and support were undertaken for staff working from home. NAISDA communications were increased to ensure regular and accurate updates and check-ins; and that staff, Developing Artists, communities and stakeholders remained connected and well informed.

Staff worked quickly to develop and deliver training online. This was particularly challenging for physical subjects and further exacerbated by the fact that many Developing Artists did not have their own laptops or mobile devices. In many cases internet services in home environments were poor and for some, non-existent. NAISDA purchased data for Developing Artists and implemented innovative ways to remain connected with remote communities, including approaching schools in local communities to help share digital resources.

Many Developing Artists also had limited access to indoor space necessary for physical training. WHS advice and risk assessments were undertaken for all Developing Artists so that they could train safely at home.

The curriculum delivery for each qualification was reviewed; theory subjects were prioritised and physical classes significantly reduced in response to the demanding



“Throughout these changes and unsettling times we are utilising and adapting to new ways of communicating and working. We remain committed to providing learning, structure, support, reassurance and a continued sense of connection for Developing Artists, staff and the wider NAISDA community.”

Kim Walker, NAISDA CEO



circumstances. Individual mentoring sessions formed part of a weekly program with a range of software and platforms including Zoom, OneNote, Yammer, Facebook, emails and paper documents adapted to deliver digital training. Therefore the amount of curriculum delivered online during this time was significantly reduced and disrupted.

Whilst the extensive experience of the NAISDA training team was drawn upon to develop a revised schedule and approach to delivering the curriculum, a consultant with specialist knowledge in pedagogy and e-platforms was also engaged. The focus was to refine methods for curriculum delivery and train Developing Artists and staff in the use of new software and platforms.

When lockdown restrictions permitted, the transition back to full-time training was safely and gradually introduced. Training intensity in studios was increased slowly to prevent injuries with safe dance principles strenuously followed. Diploma Developing Artists (who were all NSW-based) returned to campus at the end May. The remaining interstate cohort returned to campus on 20 July for the start of Term 3.

A revised three-week assessment period was scheduled in Term 4 to provide as much training time in the studio prior to assessment. Reasonable adjustments were made during assessments

to take account of training delivery disruptions during online learning.

As the remote Cultural Residency to Nyinyikay could not be delivered, this training unit was rescheduled for Term 1 of 2021.

SECONDMENTS, PERFORMANCES AND ENGAGEMENT

In line with Health Authority recommendations, NAISDA applied a risk management and mitigation approach across all environments. This included a preventative cancellation strategy to secondments, excursions, events, external engagements, hires and all onsite and offsite public performance and activity. Cancelled training and development programs included:

1. The 2020 Artist in Residence Program featuring:

- International First Nations American dance artist Rulan Targen from the USA
- International Horton Master and Associate Professor of Dance, California State University Alvin Rangel for a three-week intensive delivery of the Horton Technique
- Thomas E S Kelly and Taree Sansbury as NAISDA's 2020 Creative Artists-in-Residence



2. NAISDA's Professional Secondment and Development Program including:

- ARTS8 Exchange
- NAISDA and NIDA collaboration
- Bangarra Dance Company
- Australian Dance Theatre Secondment Week

3. Reframing the NAISDA Performance Program including:

- Transitioning the onsite Graduation Ceremony for the Class of 2019 into an online virtual celebration.
- Mid-Year Show workshops and performance program at Nhangara Barayi, normally scheduled to align with NAIDOC Week in July, postponed and incorporated as part of the End of Year public program.
- In lieu of a Sydney Season, the End of Year Show was held onsite and developed into a five day program of performance and community engagement events entitled *Wunda Yulagi – Spirit of the Dance*.
- NAISDA Developing Artists are normally afforded professional performance opportunities through annual corporate and community events. These were cancelled in 2020 due to ongoing restrictions of COVID-19

HOLISTIC AND HEALTHCARE SUPPORT

NAISDA Developing Artist Support Team assists, guides and mentors Developing Artists in a range of support services and ensures a safe environment to discuss issues in a culturally appropriate and confident manner. Ongoing physical and emotional wellbeing throughout 2020 included body conditioning, referrals to specialist health services to manage injuries or illnesses and confidential and independent counselling assistance and services.

Support strategies are delivered in conjunction with community service organisations and include open forums for communication and discussion such as Yarn Time as well as the cultural practice of Men's and Women's Business.

At the start of the academic year, the cohort received a free annual Health and Dental Check with Yerin Aboriginal Health Services. Dental services and follow up appointments continued with significant attendance throughout the year. Central Coast Youth Health also provided a special session to outline the range of services available to Developing Artists.

Throughout 2020, additional wellness and support services, holiday activity programs, regular check-ins, information provision, COVID testing support and physical and emotional caring strategies were increased to ensure the student cohort was supported and connected during the pandemic and remote learning.

FACILITIES

All onsite facilities were maintained during the period with the NAISDA COVID-safe plan implemented across the site including upgraded cleaning and sanitising regimes.

NAISDA determined to continue a blended learning environment after lockdown. IT specialist consultation was retained as part of a digital transformation project across all functions of the organisation.

External contractors were prevented from working onsite during lockdown resulting in building projects and some maintenance being placed on hold during this period.

AUDITIONS

For the first time NAISDA auditions were conducted completely online. With a national footprint, NAISDA adapted quickly to ensure auditionees could apply, connect and audition for the 2021 cohort easily, safely and fairly. The interactive and innovative audition program also invited online applications for the new Advanced Diploma to be delivered February 2021.

The Graduating Class of 2019

In April 2020, NAISDA became one of a number of learning and training organisations worldwide to celebrate its Graduating Class of 2019 through a digital ceremony. Determined to honour its Developing Artists' achievements whilst being mindful of keeping our communities safe, and in accordance with social distancing, NAISDA broke new ground by staging its first online graduation celebration in the organisation's 44-year history.

Distributed through NAISDA's social media channels, website and electronic direct mail, the virtual ceremony recognised graduates' endeavour, talent and success. The unique ceremony captured training highlights and memories and included personal recorded messages and a selection of video packages showcasing graduate performances and special moments.

NAISDA recognised the commitment, skills and achievements of our graduating Developing Artists and congratulated the Class of 2019 graduates for attaining the following professional qualifications:

10277NAT Certificate III in Dance Practice for Aboriginal and Torres Strait Islander Peoples:

DJIRRI DESMOND
JYE JACKSON
ALEXANDRA JEFFERY
STEPHANIE KITCHENER
TAYLER LYONS
JHARNI PERRY

Statement of Attainment:

GEORGINA BAGIRI
LACEY BILGER



“Whilst we may be unable to gather in person and watch with joy and pride as the Class of 2019 take their places at the podium to receive richly-deserved certificates, warm smiles and handshakes, I know that they will be in our hearts and thoughts this year more than ever.

What an honour it is for me to witness with each passing year the development and growth of each class cohort, and how profoundly inspirational and enriching it is, when, after three years, we reach this day when our Diploma Developing Artists graduate.”

Professor The Hon Dame Marie R Bashir
AD CVO

10628NAT Certificate IV in Dance Practice for Aboriginal and Torres Strait Islander Peoples:

JAMES BOYD
JANAYA LAMB
DANIEL MATEO
JESSE MURRAY

Statement of Attainment:

JANNALI JOHNSTON
D'ARCY MAGUIRE

10629NAT Diploma of Professional Dance Performance for Aboriginal and Torres Strait Islander Peoples:

DAVID BIONDI-ODO
JARRYD DIXON
KIARN DOYLE
HOSKEN MACFARLANE
MADDISON PALUCH
EDAN PORTER
KIARA WILSON

Statement of Attainment:

CHANDLER CONNELL
BRIANNA KEMMERLING



NAISDA AWARDS

Each year, Developing Artists who display outstanding effort throughout their training and learning are awarded a NAISDA Distinction Award or High Distinction Award for their studies. To receive a NAISDA Award, Developing Artists are nominated for their outstanding skills, knowledge, attitude, and performance during the Summative Assessment period by the NAISDA assessor team or by their trainer.

Distinction Criteria

- Attendance (90-95% for each unit of study)
- Positive and committed attitude
- Dance and Academic performance
- Contribution to NAISDA culture
- Contribution as a leader in the Developing Artist student cohort

High Distinction Criteria

A Developing Artist nominated by an assessor or teacher will be awarded a High Distinction if they meet the below criteria:

- Nominated to receive an award
- Excellent general attitude
- Excellent dance and academic performance
- Contribution to NAISDA culture
- 95% (or above) attendance overall

2020 Award recipients were:

Certificate III

DJIRRI DESMOND

High Distinction for units in Contemporary Indigenous Dance and Performance and Production

STEPHANIE KITCHENER

High Distinction for the unit in Physical Theatre Skills

Certificate IV

JANAYA LAMB

Distinction for the unit in Physical Theatre

Diploma

MADDISON PALUCH

High Distinction for units in Performance and Production and Dancefilm

KIARA WILSON

Distinction for the unit in Contemporary Urban Dance

KIARN DOYLE

Distinction for units in Contemporary Urban Dance and Cultural Studies on Country

The Chairperson's Excellence Award

This award is generously sponsored by the Commonwealth Bank of Australia and is presented to a Diploma Developing Artist in recognition of positive contribution to college life and highly distinguished artistic and academic performance.

The NAISDA 2019 Chairperson's Award was awarded to Maddison Paluch.

THE JOANNE HARRIS SCHOLARSHIP FUND

NAISDA is deeply grateful for the support of the Joanne Harris Scholarship Fund Estate executors, Chris and Kathy Harris and Tanya O'Shea, and their commitment of time and genuine interest in the journey of all the Developing Artists - and in particular the Scholarship recipients.

Gifted and Talented Scholarship

The Joanne Harris Gifted and Talented Scholarship is assessed against the criteria by a panel of industry and education professionals. The scholarship is for a maximum of \$10,000 to allow a talented final year Developing Artist to travel overseas for short term professional training or experience. Due to COVID-19 restrictions, the award was shared between the following five applicants to enable them to purchase laptops and associated equipment to support their professional development:

- James Boyd
- Brianna Kemmerling
- Janaya Lamb
- Daniel Mateo
- Jesse Murray

Bursary Program

The Bursary Awards help remove some barriers and stresses that young Developing Artists experience as they commit themselves to a very rigorous training regime. In 2020 the assessment panel noted the higher number of applicants and



responded, after consultation with Joanne Harris Trustees, by awarding ten scholarships of \$2000 each to assist with living expenses. This year the bursaries were awarded to:

- Brianna Kemmerling
- Chandler Connell
- Cody Cosson
- D'arcy Maguire
- Djirri Desmond
- James Boyd
- Jesse Murray
- Janaya Lamb
- Lacey Bilger
- Stephanie Kitchener

Pre-Professional Support Scholarship

NAISDA offers recent NAISDA graduates support to further the next step in their professional careers including professional training, work placement or study. This grant is up to \$10,000, selected on the merit of the application.

The Joanne Harris Pre-Professional Support Scholarship was awarded to 2018 Graduate Emily Flannery.

Award for Teaching Excellence

This award recognises commitment to excellence in dance training and is voted by a panel of peers and Diploma Developing Artists. The awarded trainer is able to travel with Developing Artists and staff to participate in the next NAISDA remote cultural residency.

The Joanne Harris Trainers Award recipient was Dr Brooke Collins-Gearing.

The Zonta Scholarship

The Zonta Scholarship is generously donated by the Zonta Club of Central Coast and is awarded annually to a female Developing Artist studying at NAISDA to support her studies, help her work toward her goals and alleviate some financial stress. The application and selection process is completed in Term One by the Zonta interview panel.

This Zonta Award recipient was D'arcy Maguire.

Embedded Cultural Learning

The NAISDA curriculum privileges Indigenous Knowings with embedded Indigenous practice, cultural and community connections, partnerships and protocols informing the NAISDA learning programs and performative response.

The 2020 college-based Cultural Residency program was held at NAISDA from 9 to 14 February prior to the COVID-19 lockdown. Six Cultural Tutors - Heather Mitjanba Burarrwanga, Tony Ganambarr, Sheila Ganambarr, Brian Ganambarr, Jason Galapunparri Ganambarr and Jerome Lacey, travelled from Nyinyikay and Gapuwiyak to deliver the cultural learning program which has been operating in partnership with the Dätiwuy Clan for twelve years.

Ordinarily the Remote Cultural Residency occurs mid-year to deepen and contextualise the teachings and learning's shared during the college-based residency. COVID-19 restrictions meant this could not be delivered safely within the 2020 academic year. Instead, online learning and connections were maintained with our Cultural Tutors via FaceTime throughout the year and in May 2021 our Developing Artists, Cultural training and support staff travelled to Nyinyikay Homelands to complete the 2020 Remote Cultural Residency.

The 2020 Cultural Repertoire program delivered by Head of Cultural Practice and Wiradjuri woman Jo Clancy included New South Wales song and dance shared by Cultural Trainer and Dharug and Wakka Wakka man Stuart McMinn and Darkinjung Elder and NAISDA graduate Uncle Gavi Duncan. These songs and dances were performed at a COVID-safe event for a small invited audience of Elders and community in September at Nhangara Barayi. This provided an enriching spiritual and emotional connection for our Developing Artists returning to Darkinjung Country.

In November, NAISDA welcomed Board Director Robyn Heras to campus to share her knowledge of the history and cultural importance behind the magnificent Djilikirritj woven mat created by Nancy Ganambarr. NAISDA became the custodian of the Djilikirritj in 2017. In 2020 it formed a central part of NAISDA's *Gurayndja: Always* NAIDOC celebrations at Nhangara Barayi. Artworks created by the Developing Artists during lockdown reflected on their own connection to Country as well as the Yolngu kinship they are adopted into at NAISDA. The artworks surrounded the Djilikirritj

“Our Tutors filled the College and our spirits with their beautiful gift of sharing Yolngu culture here on Darkinjung Ngura.”

**Jo Clancy NAISDA
Head of Cultural
Practice**



acknowledging that Sovereignty has never been ceded and this Always Was, Always Will be a continent with a 65,000 year plus history to celebrate.

NAISDA proudly welcomed back Uncle Gavi Duncan as its 2020 Elder and Cultural Artist-in-Residence. Uncle Gavi shared cultural knowledge and practice with Developing Artists throughout the year and guided the *Wunda Yulagi* program, gifting the title to NAISDA for the week-long event. A celebrated visual artist, he created the original artwork *Wunda Yulagi* as part of NAISDA's cultural development day. It formed the powerful visual identity for the End of Year celebrations. The original is proudly on display at the NAISDA campus.





Performance and Engagement

Once lockdown restrictions permitted performance and gathering, a number of COVID-safe events were held in the second half of the 2020 academic year. These included:

CULTURAL REPERTOIRE PERFORMANCE

Wednesday 23 September

NAISDA Developing Artists performed song and dance from New South Wales and the Dätiwuy Clan of North East Arnhem Land to a small invited audience at Nhangara Barayi.

As the first public performance since 2020 lockdown restrictions were lifted, it marked an important milestone. The performance followed health advice with regards to social distancing and public gatherings and included special guests from NSW Aboriginal Affairs, Darkinjung Elders Aunty Elaine and Aunty Barb along with NAISDA Board Members. Cultural Tutors Heather Mitjangba, Tony Ganambarr and Community from Nyinyikay and Rorruwuy, North East Arnhem Land connected to the performance through Zoom.



“Usually at this time of year our Developing Artists showcase the strength of their talents as choreographers and dancers on stage in Sydney. As on so many occasions in 2020, we’ve adapted to change and have grown with our experiences”

**Deon Hastie,
NAISDA Head of Dance**

GURAYNDJA: ALWAYS NAIDOC 2020

Sunday 8 November

Featuring an outdoor exhibition of original artworks on calico developed by NAISDA students during the COVID-19 lockdown, Gurayndja, was launched at NAISDA in celebration of NAIDOC 2020. Gurayndja, meaning Always in Darkinjung language honoured the 2020 NAIDOC theme Always Was, Always Will Be. The artworks reflected the students’ connection to their own Country as well as the Yolngu kinship they are adopted into by Yolngu Cultural Tutors.

Eighty invited guests from community and regional Aboriginal organisations gathered to launch the exhibition and enjoy Freshwater and Saltwater cycles performed by NAISDA Developing Artists. The event was attended by Darkinjung Elders, Community, the NSW Minister for Aboriginal Affairs, and the Arts, the Hon Don Harwin MLC. An exhibition catalogue and digital version of the celebrations were made available to share online with audiences unable to attend due to restrictions.

Many of the artworks in this exhibition were kindly donated by NAISDA Developing Artists to raise funds with proceeds of \$1,400 going towards resources for the community of Nyinyikay.







2020 END OF YEAR CELEBRATION WUNDA YULAGI: SPIRIT OF THE DANCE

30 November – 5 December 2020

COVID audience restrictions on live performance prevented an End of Year Show being presented in Sydney. NAISDA therefore adapted to present an annual End of Year Celebration *Wunda Yugali: Spirit of the Dance* on campus. The title was gifted to NAISDA by Darkinjung Elder and NAISDA 2020 Cultural Artist-in-Residence Uncle Gavi Duncan.

Directed by NAISDA Head of Dance Deon Hastie, guided by Uncle Gavi and performed by the student cohort, the powerful program featured a week-long celebration of cultural and contemporary dance, physical theatre performance, film screenings, an exhibition remount, community presentations and school workshops. Centering on the four elements of air, land, water and fire, the program showcased NAISDA Developing Artists' skills, stories and rich diversity of movement. It also acknowledged the students' creative achievements during a year of significant challenge and change.

The intimate program of indoor and outdoor events engaged Cultural Elders, Community, visual artists and musicians, visiting cultural dance groups, school children and invited audiences.

The Program featured:

Sunrise Launch Ceremony

NAISDA staff and Developing Artists gathered at Nhangara Barayi to launch the week with a Welcome to Country and smoking ceremony by Uncle Gavi followed by a breakfast gathering and dawn performance of Saltwater and Freshwater cycles.

School Workshops Program

NAISDA welcomed Kindergarten to Year 6 students from Darkinjung Barker College for a series of warm-up exercises and workshops in the studio led by NAISDA Diploma Developing Artists before the groups proceeded to Nhangara Barayi for cultural learning at the Dancing Ground.

Community Day

The event provided performance opportunities for local and visiting cultural dance groups, community members, visual artists and musicians including Darkinjung Baker College, Gawura Cultural Immersions, Auntie Donella Waters, Wagana Aboriginal Dancers, Brolga Dance Academy, Bruce Waia and MUDU Dancers from Narara Valley High School and the Green Hand Band. The day-long community gathering was captured and honoured in an original artwork by Auntie Donella which invited everyone's participation and contribution.

Dancefilm Presentations

Eight original dancefilms by NAISDA Developing Artists were presented indoors at Nhangara Barayi as part of the celebration for audiences to view during the weeklong program. They remain available for viewing on the NAISDA YouTube channel.

Physical Theatre Presentations

Developing Artists shared powerful, raw and deeply moving Physical Theatre performances with an intimate audience in the NAISDA studios.

Contemporary and Urban Dance Presentations

Featuring choreography by NAISDA's Trainers and Developing Artists, the program concluded with a showing of 12 original contemporary and urban dance works.

Partnerships

LUCY GUERIN INC

NAISDA entered into a multi-year partnership with Lucy Guerin Inc, the critically-acclaimed contemporary dance company located on the lands of the Kulin Nation in Melbourne, Victoria. The program reflected a shared vision to create new career opportunities for emerging First Nations dance artists and sustain careers through the crucial early years after graduation.

Two Practising Artists from NAISDA's new Advanced Diploma course will be invited to participate in 2021 secondments with Lucy Guerin Inc. This will offer NAISDA students an authentic experience of working as a company dancer, including participation in daily company training and the creative process in the studio. Additionally, a NAISDA graduate will join Lucy Guerin Inc for a paid internship of up to five weeks. Supported throughout by a First Nations mentor, the internship offers the selected Developing Artist an introduction to life as an independent dance artist in Melbourne.

“NAISDA has been training our country’s exceptional dancers since 1976. This partnership with Lucy Guerin Inc will begin a long overdue exchange between our organisations and put our company directly in touch with these talented artists. I am hugely excited for this dialogue with NAISDA students and graduates.”

**Lucy Guerin,
Artistic Director of Lucy Guerin Inc**





UNIVERSITY OF NEWCASTLE

NAISDA fosters and enjoys strong relationships with leading education providers and stakeholders. In 2020 NAISDA welcomed Nathan Towney, Pro Vice-Chancellor Indigenous, Strategy and Leadership and Lindsay Hardy, Indigenous Employment Partner and Terri Bell from the University of Newcastle to discuss cultural and creative learning opportunities and synergies.

JAWUN SECONDMENT PROGRAM

The Jawun Secondees Program provides NAISDA with unique access to corporate sector expertise, enabling it to strategically advance operations and programs. In 2020 the pandemic resulted in the program adapting to online secondment delivery.

2020 Jawun Secondees included:

- **Secondment 1:** Brigid Morris – Roadmap for Strategic Priorities
21 February – 23 March (Delivery began onsite but was cut short due to COVID restrictions).
- **Secondment 2:** Michael O'Keefe – NAISDA IT Review and Roadmap.
Virtual Secondment Delivery,
26 October – 4 December.
- **Secondment 3:** Claire McConnon – Corporate Office Policies and Procedures Virtual Secondment Delivery,
6 October – 13 November.

BARANG REGIONAL ALLIANCE EMPOWERED COMMUNITIES

NAISDA continues to nurture the Barang Regional Alliance partnership. NAISDA CEO and Head of WHS and Operations attended Barang Board meetings in 2020 to support Empowered Communities and the growth of the collective.



Development

GRANTS

The completed Strategic Business Plan, funded through the Regional Development Fund, for Naya Wa Yugali, Centre of Excellence for First Nations Creative Learning was presented to a joint Boards meeting before final submission and grant acquittal. Advocacy of the Business Case across all governments and key stakeholders commenced with the objective of raising awareness and support to fund the Final Business Case in 2021. This included meetings and onsite visits from the Hon. Don Harwin, BEc (Hons) MLC, Special Minister of State, and Minister for the Public Service and Employee Relations, Aboriginal Affairs, and the Arts in November; the Hon Ken Wyatt AM MP Minister for Indigenous Australians in October; and the Hon Paul Fletcher MP, Minister for Communications, Cyber Safety and the Arts in December.

Discussions regarding the procurement of the site for the project remained ongoing throughout the year.

The part-delivery of a NSW Aboriginal Cultural Heritage grant supporting community engagement programming at Nhangara Barayi was delivered in COVID-safe environments. However the design and construction of interpretive signage permanently linking the space with Connection to Country was postponed due to ongoing COVID-19 restrictions.

NAIDOC funding was secured to deliver a powerful program of COVID-safe NAIDOC celebrations and engagement.

NAISDA worked collaboratively with NT Dance Company to submit an application to the RISE program. The application was successful and will support 2021 NAISDA Advanced Diploma students (Practising Artists) completing a three month secondment with NT Dance Company. There will be a range of professional outcomes from the collaboration, including the development of a choreographed work to be performed in 2021.

THE NAISDA FOUNDATION

The Foundation pursued a strong advocacy program with State and Federal government representatives and departments, Indigenous organisations and stakeholders to support Naya Wa Yugali and seek funding to deliver the Final Business Case in 2021. Key messaging workshops and interviews were held resulting in the development of a new value proposition presentation to support further advocacy and engagement.

Shane Simpson was elected Foundation Chairperson with Douglas Nicol appointed a new Director to the Board.

FOUNDATIONS

The 2020 NAISDA Masterclass Series, supported through the Canny Quine Foundation continued to provide the student cohort with unique access to professional industry insight and advice. The delivery of some of the program transitioned into online masterclasses and engagement.

NAISDA received generous support from The William Rubensohn Foundation to deliver a new program of scholarships from 2021 onwards.

The William Rubensohn Foundation NAISDA Scholarship will award two scholarships each year from 2021 to 2023 to deserving students studying during their first year at NAISDA. The scholarship is designed to help alleviate the stress and anxiety during the first year of studying for the Certificate III qualification. It is particularly intended to assist students who might not have otherwise been able to take up an offer of a place at NAISDA without this financial help.

SPONSORSHIP AND SUPPORT

Support was developed with Woolworths through the provision of fast track employment opportunities for NAISDA students in local stores during term and holiday periods.

Existing ad hoc deliveries of groceries from Oz Harvest through Barang Regional Alliance were developed into a stronger package of support with ongoing commitment established between NAISDA and OzHarvest.

Against the backdrop of the bushfires and the pandemic, a general downward trend in donations was predicted in Australia with a fall of 18% determined by JBWere in giving. However, the NAISDA 2020 End of Financial Appeal resulted in a positive response with donations up by 200% on the previous year.

On behalf of the NAISDA Board, staff and Developing Artists, NAISDA would like to express warm and sincere appreciation for all ongoing and generous support throughout 2020.

NAISDA ACKNOWLEDGES

The communities of Wug Village, Kubin Village, Badu Island, Dhambala, Galiwin'ku, Nyinyikay.

Department of Infrastructure, Transport, Regional Development and Communications, National Indigenous Australians Agency, Department of Prime Minister and Cabinet, ABSTUDY Services Australia, Create NSW, Smart and Skilled Department of Industry.

Joanne Harris Scholarship Fund, The Canny Quine Foundation, The William Rubensohn Foundation, OZHarvest, Woolworths, Zonta Central Coast, The Bouddi Foundation, Homestay Families, NAISDA Donors and Supporters.

Barang Regional Alliance Central Coast, Bara Barang Corporation, Gudjagang Ngara li-dhi, Mingaletta Aboriginal Corporation, Yerin Aboriginal Health Services, The Glen, Darkinjung Local Aboriginal Land Council, Jawun, KPMG, Central Coast Council.

Bangarra Dance Theatre, Lucy Guerin Inc, NT Dance, Sydney Dance Company, ARTS8, Sydney Dance Pre-Professional, Legs on the Wall, Ausdance NSW, Musica Viva.

Hunter Central Coast Development Corporation, The Boathouse, Accounting For Good, Nurture HR, The Commonwealth Bank, Forsythes IT, Root Partnerships, Lisa Haymes Photographer, eOne Design, Brilliant Logic, READ Clinic, Philipa Whyte Counselling, Sharp DS, Good Gear, Kariong Medical Centre, Kariong Physiotherapy Centre, Travel Partners.

“Australia urgently needs the talent of the next generation of First Nations young people to shine through. With the realisation of Naya Wa Yugali NAISDA will be the best organisation in the country to make this happen.”

Deborah Ely, Chief Executive Officer, Bundanon Trust



Operations

FACILITIES AND INFRASTRUCTURE

NAISDA continued to provide responsive accommodation services for Developing Artists across seven onsite cottages and offsite through the NAISDA Homestay program. These services are heavily subsidised by NAISDA as part of its holistic support program.

Ongoing and regular training, maintenance, WHS compliance and communications with Developing Artists and staff ensured environments are safe, sustainable, fit for purpose and welcoming. 2020 saw increased and upgraded cleaning and sanitising regimes in response to the pandemic and in accordance with the developed NAISDA COVID-Response Plan, Policies and Procedures.

In October 2020 a fire occurred in one of the cottages, causing significant damage and rendering the building uninhabitable. No one was injured and it is anticipated that it will be several months before the repaired building is able to be used for Developing Artist accommodation again.

Planning commenced for the delivery of the Advanced Diploma in 2021 with an audit of current training and corporate spaces, equipment and requirements. The NAISDA Executive undertook formal consultation and forecasting with staff and stakeholders to determine future optimum arrangements including opportunities to repurpose and upgrade existing spaces to increase flow across campus and improve efficiencies. This provided the basis for grant applications to fund the proposed program of works.

In preparation for the delivery of the Advanced Diploma, NAISDA leased a new building adjacent to current campus facilities to provide additional administrative and training space for the delivery of the expanded curriculum. The new lease formed part of NAISDA's capital growth strategy and interim staging towards realising Naya Wa Yugali.

The delivery of the Advanced Diploma in January 2021 also required a review of the technology underpinning the training and operations. IT upgrades were appraised and new corporate IT platforms were introduced. NAISDA transitioned its Microsoft platform from the Enterprise tenant to the Education tenant to be able to provide enhanced functions and collaboration possibilities for the Developing Artists in the training space. OneNote was maximised as a resource for the delivery of theory-based training and the collection of evidence for all units in all qualifications.

TRAINING AND PERSONAL DEVELOPMENT

NAISDA provides staff training and learning opportunities for professional development. All staff-initiated training is collated through the Achievement and Development meetings throughout the year. NAISDA also initiates training that occurs annually or at a prescribed interval including emergency evacuation, warden training, antidiscrimination and cultural awareness training. Whilst the delivery of 2020 training and development was impacted through the pandemic, a number of training staff completed or requalified for their TAE Certificate IV in Training and Assessment as required by the Australian Skills Quality Authority (ASQA).

A staff and Developing Artist development day was held in August facilitated by NAISDA Ltd Board Director Wesley Enoch AM and Chair of NAISDA Board of Studies Dr Nerida Blair. The day focused on self and group wellness and resilience. The forum provided honest and open reflection on the COVID-19 pandemic and the current political and social environments for Aboriginal and Torres Strait Islander people.

“NAISDA worked exceptionally hard to deliver a significant number of key operational changes and improvements in response to the COVID-19 situation. Our strong platform of processes, systems and operations ensured we were in the best position to continue growing NAISDA capacities and efficiencies and rise to the challenges that we faced throughout the year”

Debra Schleger, Chief Operating Officer



Our People

NAISDA Founder and Artistic Director Emeritus

Carole Y Johnson

NAISDA Staff

EXECUTIVE AND CORPORATE SERVICES

Kim Walker	Chief Executive Officer
Debra Schleger	Chief Operating Officer
Casey Bourke	Corporate Services Executive Assistant
Jan Wells	Head of Marketing and Development
Simba Chimpaka	Head of Finance <i>(from October 2020)</i>
Mark Colless	Head of WHS and Operations <i>(until 17 August 2020)</i>
Kate O'Brien	Corporate Services Coordinator
Celeste Uerata	Youth Engagement Officer <i>(from 12th October 2020)</i>
Jaylee Lawrence	Receptionist
Karen Bluff	Facilities Officer
Gregory Dubose	Bus Driver

TRAINING

Deon Hastie	Head of Dance
Jo Clancy	Head of Cultural Practice
Bronwyn Hodgekiss	Head of Compliance and Training Operations
Alfred Taahi	Advanced Diploma Coordinator
Pamela Williams	Training Operations Coordinator
Craig Bary	Training Delivery Coordinator <i>(until July 2020)</i>
Jane Austin	Academic Manager
Meaghan Bonser	Academic Administration Officer
Francoise Angenieux	Unit Manager Ballet
Angie Diaz	Unit Manager Performance and Production

Vanessa Ziesing	Unit Manager Physical Conditioning
Adelle Grogan	Developing Artist Support Officer
Jenelle Iakopo	Developing Artist Support Officer <i>(until August 2020)</i>

NAISDA Board of Directors

Mayrah Sonter	Chair
Josh Riley	Deputy Chair
Robyn Heras	Director and Board Secretary
Elizabeth Butcher AM	Director
Wesley Enoch AM	Director
Sharon Burnett	Director
Christian Lugnan	Director

EX OFFICIO

Kim Walker	
Debra Schleger	
Staff Representative	Bronwyn Hodgekiss <i>(until April 2020)</i>
Developing Artist Representative	(Vacant)

NAISDA Foundation

Shane Simpson AM	Chair
Elizabeth Butcher AM	Director
Heather Brown	Director
Douglas Nicol	Director
Mayrah Sonter	Director
Kim Walker	Director

NAISDA Board of Studies

Dr Nerida Blair	Chair
Shane Carroll	Board Member
Dr Christine Evans	Board Member
Dr Brooke Collins-Gearing	Board Member
Jo Clancy	Board Member
Pamela Williams	Board Member
Developing Artist Representative	(Vacant)

EX OFFICIO

Kim Walker	
Bronwyn Hodgekiss	
Deon Hastie	



NAISDA Trainers

Raymond D Blanco
Sean Byrnes
Dr Brooke Collins-Gearing
Sue Healey
Carole Y Johnson
Yvette Maher
Stuart McMinn
Chima Oluje

Selina Berthalia Rueben
Troy Russell
Jasmin Sheppard
Karl Shore
Guy Strazullo
Amy Thornhill
Tahlia Watton
Legs on the Wall

Cultural Tutors 2020

Heather Mitjanba Burarrwanga
Tony Ganambarr
Sheila Ganambarr
Brian Ganambarr
Jason Galapunparri
Jerome Lacey

APPOINTMENTS AND DEPARTURES

In 2020 NAISDA said farewell to Jenelle Iakopo Developing Artist Support Officer, Training Delivery Coordinator Craig Bary and Head of WHS and Operations Mark Colless.

In October NAISDA welcomed Simba Chimpaka as NAISDA Head of Finance.

NAISDA Ltd Board welcomed Christian Lugnan and Dr Nerida Blair to the positions of Board Directors.

NAISDA Foundation was delighted to announce the election of Director Shane Simpson as Foundation Chairperson and appointment of Douglas Nicol as a new Foundation Director.

RECOGNISING LONG SERVICE ACCOMPLISHMENT

At the 2020 End of Year Celebration, NAISDA CEO Kim Walker warmly recognised and expressed deep gratitude on behalf of the NAISDA family to Chief Operating Officer Debra Schleger who reached the significant milestone of ten years long service with NAISDA in January 2020.

Governance

NAISDA Ltd operates under the regulations of the Corporations Act 2001 as a company limited by guarantee. NAISDA Ltd is a Deductible Gift Recipient (DGR) under Item 1 of the Income Tax Assessment Act 1997. NAISDA Ltd, including its registered business name of NAISDA Dance College, operates its business in accordance with the provisions outlined in its Constitution. The purposes and objects for which the company has been established are:

1. To encourage Aboriginal and Torres Strait Islander performing arts;
2. To educate Aboriginal and Torres Strait Islander people in dance and the performing arts;
3. To promote the development and advancement of Indigenous dance education, training and performance in Australia and overseas;
4. To stage productions of Aboriginal and Torres Strait Islander arts, dance and theatre;
5. To promote cultural and artistic understanding of Aboriginal and Torres Strait Islander performing arts;
6. To properly administer and do all that is incidental to, for the benefit of, or necessary for these objects;
7. For the purpose of furthering these objects, to raise money by all lawful means, including gift, grant and borrowing (whether on a secured or unsecured basis) and to undertake commercial activities to self- generate income and to conduct fundraising campaigns, and
8. To assist where possible the ongoing professional development of graduates of the company.



GOVERNMENT PARTNERSHIPS

NAISDA's lead operational funding is provided through the Federal Government's Department of Infrastructure, Transport, Regional Development and Communications (formerly the Department of Communications and the Arts) under a sextennial funding agreement 2016 – 2022. Supplementary NAISDA funding is also received through the Indigenous Advancement Strategy through the National Indigenous Australians Agency within the Department of Prime Minister and Cabinet and the Smart and Skilled program within the NSW Department of Industry. Project funding is also sought through other tiers and agencies of government, corporate and private philanthropy and sponsorship.

CORPORATE PRIORITIES

NAISDA operates under five key overarching priorities within the funding period 2019 - 2022. They are all underpinned by the commitment to the NAISDA and NAISDA Dance College values and principles:

1. The development, performance and sharing of artistic expression and creative responses informed by Indigenous knowings.
2. Accreditation and introduction of the new curriculum in 2018 and 2019 that provides more and diverse entry points and career pathways for NAISDA Developing Artists.
3. The development of an organisational structure that will support the continuing development and sustainability of the organisation.
4. The diversification of funding to support the sustainable operation of the organisation.
5. The development of the Naya Wa Yugali capital infrastructure project – an international centre of Indigenous performing arts excellence and integral partnerships and programs.

CAPACITIES AND EFFICIENCIES

Throughout 2020 NAISDA applied a continuous improvement approach to systems, policies and procedures, ensuring all legal and regulatory requirements were met. Progress Reports were submitted to lead funders the Federal Government's Department of Infrastructure, Transport, Regional Development and Communications (formerly the Department of Communications and the Arts) and the NAISDA Board reporting regularly against the NAISDA strategic plan.

A holistic review across policies and procedures began in October 2019 with a focus on Developing Artist policies and procedures to feed into the production of a new Developing Artist Handbook for the start of the 2020 academic year. Work continued with a comprehensive review of all NAISDA policies and procedures delivered through the Jawun secondment program.

Throughout 2020 the NAISDA WHS Management System and Committee worked to comply with requirements across all training, accommodation and corporate operations within the College and maintain the highest possible standards.

NAISDA's recruitment policy for 2020 achieved recruitment goals for Aboriginal and Torres Strait Islander staff and worked to attract and retain a cohort of quality staff.

Ongoing staff provisions under the existing Enterprise Agreement were maintained and salary increases applied for all staff. The operational requirements of the Achievement and Development Scheme were set aside for the year to reduce the demands on staff in the very difficult and changeable period.



A man with a beard and short dark hair is shown from the waist up, shirtless, wearing a purple loincloth. He is holding a long wooden staff horizontally above his head with both hands. His expression is focused. The background is blurred, showing other people, including one in a black t-shirt with a yellow and red logo. The entire image has a warm, orange-yellow color cast and a grainy, textured appearance with some orange and yellow speckles at the bottom left.

Financial

FOR THE YEAR ENDED 31 DECEMBER 2020

Directors Report

The Board of Directors submit the Financial Report of NAISDA Limited for the financial year ended 31 December 2020.

Board Directors

The names of Board Directors during the year ended 31 December 2020 are:

Chair (from 4 December 2019 – present)

Mayrah Sonter

Director since 4 October 2017: 8 meetings attended of a possible 8 in 2020.

Deputy Chair (from 5 August 2020)

Josh Riley

Director since 12 April 2019: 7 meetings attended of a possible 8 in 2020.

Board Secretary (from 28 May 2010, previously Deputy Chair)

Robyn Heras

Director since 2003: 8 meetings attended of a possible 8 in 2020.

Elizabeth Butcher AM

Director since 2008: 8 meetings attended of a possible 8 in 2020.

Sharon Burnett

Director since 26 August 2011: 5 meetings attended of a possible 8 in 2020.

Wesley Enoch AM

Director since 17 September 2019: 5 meetings attended of a possible 8 in 2020.

Christian Lignan

Director since 8 July 2020: 3 meetings attended of a possible 3 in 2020.

PRINCIPAL ACTIVITIES

The principal activities of the company during the financial year were to provide excellence in Indigenous dance and performing arts education and training, preparing its talented students for a range of professional careers in the arts, cultural and entertainment industries and to be enterprising, engage in lifelong learning, and lead fulfilling lives.

NAISDA operated across a range of key responsibility areas, including:

- Training and assessment of nationally-accredited curriculum;
- Student accommodation and holistic support activities;
- Community engagement programs;
- Industry and stakeholder engagement and consultation in relation to the development of Naya Wa Yugali
- Development of, and advocacy for, Indigenous performing arts;
- Development of skilled and effective staff;
- Development and maintenance of fit for purpose facilities and equipment;
- Legal and corporate governance requirements.

The COVID19 pandemic presented significant challenges for the college in 2020. There were five distinct phases of response during the year:

1. All students were sent home in the second week of March when the impact of the pandemic was starting to become apparent. This decision was taken to protect both the Developing Artists and the communities they were returning to (some in remote locations). Significant resources also needed to be deployed to allow staff to work from home. All performances, workshops, the remote cultural residency and engagement programs were cancelled for the year.
2. Phase 2 of the COVID response centred around supporting our Developing Artists academically and holistically in the on-line environment. Significant challenges were encountered. The nature of the education and training provided at NAISDA is generally studio-based and physical. The curriculum delivery in each of the qualifications was restructured to prioritise the theory subjects whilst maintaining as high a level of fitness as possible. Significant resources were devoted to developing an on-line class delivery process as well of ways of recording evidence in a compliant way. This phase continued until the end of June 2020. Over the period staff variously worked from home / onsite with a full return to on-site work by the end of Term 2.
3. Phase 3 of the COVID response commenced in Term 3 and centred around the staged re-introduction of the Developing Artists to their respective training regimes and again restructuring the course delivery to ensure course completions. The Diploma Developing Artists (who are all NSW-based) were able to return to on-site training (within the NAISDA 'bubble') towards the end of May. A large number of the Certificate III Developing Artists chose not to return to on-site training – preferring to re-audition for the following year. To enable the return to site, significant consultation with staff occurred and changed measures were put in place to ensure the health and safety of everyone on site and that NAISDA was compliant (and remained compliant) with the changing legislative requirements.
4. Stage 4 of the COVID response centred around assessment processes and to on-site performative outcomes for the Developing Artists which were linked to a rescheduled NAIDOC Week and a NAISDA End of Year Celebration, *Wunda Yulagi*. During Phases 3 and 4 an on-line audition process had also been developed and completed, ensuring a continuity of enrolments for 2021.
5. Stage 5 of the COVID response maintained a focus on the additional intake from the audition process and the introduction of the new Advanced Diploma which starts in 2021. A number of the changes implemented in Stages 2 & 3 of the NAISDA COVID response have been reviewed and modified for on-going delivery. The major impact has been in the area of information technology – how we can deliver the curriculum in a blended format and encourage collaboration; how as an organization we can become more effective through the use of technology. We are taking the opportunity to capitalise on a number of skills and paradigm shifts that presented during 2020.

NAISDA achieved a number of major outcomes during the year despite the COVID conditions:

- Delivery of nationally accredited courses:
 - 10628NAT Certificate IV in Dance Practice for Aboriginal and Torres Strait Islander Peoples and
 - 10629NAT Diploma of Professional Dance Performance for Aboriginal and Torres Strait Islander Peoples to supplement the Certificate III course introduced in 2018:
 - 10277NAT Certificate III in Dance Practice for Aboriginal and Torres Strait Islander People.
- Preparations for the delivery of the new Advanced Diploma in 2021 have been substantially completed. This includes the development of curriculum and assessment tools, engagement of training staff and a restructure of spaces to provide dedicated facilities for the delivery of the qualification. This includes the leasing of an

additional building. Negotiations with the landlord, Hunter Central Coast Development Corporation, are underway to finalise arrangements and determine alignment with the existing long term leases.

- Restructure and delivery of an on-line audition program and graduation 'ceremony'.
- Performance and engagement activities including:
 - Delivery of an exhibition / installation of Developing Artist artworks conceived in response to the on-site cultural residency with Yolngu tutors from the Dätiwuy Clan from North East Arnhem land just prior to the lock down. The exhibition was titled *Gurayndja – Always*. The launch of the installation artwork was held at Nhangara Barayi and included performances of cultural dance from New South Wales as well as North East Arnhem Land. All artworks were sold on the day and the proceeds donated by the Developing Artists to the community of Nyinyikay.
 - Delivery of the end-of-year COVID-safe celebration week at NAISDA – Wunda Yulagi which included an Elder and Cultural Artist-In-Residence on site, a cultural sharing day with schools and dance organisations and performances of physical theatre, contemporary and urban dance and dancefilm showings.
- In conjunction with Root Partnerships, NAISDA delivered Business Case 1 for Naya Wa Yugali and commenced the engagement of stakeholders, including Federal and State Government representatives.
- NAISDA's comprehensive accommodation and holistic healthcare and learning support services were provided to the Developing Artist cohort in a very turbulent environment – including whilst off site.
- Through the Joanne Harris Scholarship Fund, financial support for Developing Artists was maintained through the bursary program.
- NAISDA also maintained strong communications with all stakeholders in the period – Governments, industry representatives, Arts8 organisations, a range of Aboriginal and Torres Strait Islander communities, organisations and individuals and arts organisations to provide and seek support and advice during the various stages of the COVID19 pandemic response.

SIGNIFICANT CHANGES

There was no significant change in the nature of these activities during the year.

OPERATING RESULTS

The profit from ordinary activities for the 2020 year was \$246,578 compared to a profit for the 2019 year that was nil.

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.

DIVIDENDS

The Company's constitution prohibits the payment of dividends to members. Consequently no dividends have been paid or intend to be paid.

OTHER MATTERS

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the company.

No person has applied for leave of court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

The company was not a party to any such proceedings during the year.

AUDITOR'S INDEPENDENCE DECLARATION

The auditor has presented to the Board a statement dated 10 April 2021 declaring his independence in relation to the conduct of the audit.

Signed in accordance with the resolution of the Members of the Board.


.....

Mayrah Sonter


.....

Elizabeth Butcher AM

Dated 9 June 2021

NAISDA LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ACN 140 026 268

PROFIT AND LOSS STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020	2019
		\$	\$
Revenue		3,477,627	3,146,290
Changes in Inventories		-	5,476
Employee Benefits Expense		(1,882,421)	(1,663,390)
Depreciation and Amortisation Expense		(35,676)	(46,323)
Finance Costs		(44,129)	(63,756)
Other Expenses		(1,268,823)	(1,378,297)
Profit (Loss) before Income Tax		246,578	0
Tax Expense		0	0
Net Profit for the Year		246,578	-

The accompanying notes form part of these financial statements.

These statements are audited and should be read in conjunction with the attached Auditor's Report.

NAISDA LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ACN 140 026 268

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2020

	Retained Earnings	Total
Balance 1 January 2019	1,566,047	1,566,047
Profit (Loss) for year	-	-
Balance at 31 December 2019	1,566,047	1,566,047
Balance 1 January 2020	-	-
Profit (Loss) for year	246,578	246,578
Balance at 31 December 2020	1,812,625	1,812,625

The accompanying notes form part of these financial statements.

These statements are audited and should be read in conjunction with the attached Auditor's Report.

NAISDA LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ACN 140 026 268

BALANCE SHEET
AS AT 31 DECEMBER 2020

	Note	2020 \$	2019 \$
CURRENT ASSETS			
Cash at Bank	10	3,033,264	2,987,205
Cash on Hand		144	271
Trade Debtors	11	776,982	114,923
Stock on hand		14,619	23,098
Prepayments		72,018	62,384
		<u>3,897,027</u>	<u>3,187,881</u>
NON-CURRENT RECEIVABLES			
Advances to Naisda Foundation Trust		92,087	38,078
		<u>92,087</u>	<u>38,078</u>
FIXED ASSETS			
Property, plant and equipment	12	1,208,804	270,095
		<u>1,208,804</u>	<u>270,095</u>
TOTAL ASSETS		<u>5,197,918</u>	<u>3,496,054</u>
CURRENT LIABILITIES			
Lease Liabilities	13	299,693	18,669
Trade Creditors		48,329	54,218
Other Creditors and Accruals		223,796	98,628
Mastercard		3,566	7,264
Withholding Taxes Payable		24,566	38,593
Provision for Holiday Pay		222,187	192,890
Provision for Long Service Leave		155,534	135,179
Unexpended Donation		142,985	142,985
Unexpended Grant		1,407,420	1,083,148
Goods And Services Tax		15,124	17,861
		<u>2,543,200</u>	<u>1,789,435</u>
NON-CURRENT LIABILITIES			
Lease liability	13	842,093	140,572
		<u>842,093</u>	<u>140,572</u>
TOTAL LIABILITIES		<u>3,385,293</u>	<u>1,930,007</u>
NET ASSETS		<u>1,812,625</u>	<u>1,566,047</u>
EQUITY			
Retained Profits		1,812,625	1,566,047
TOTAL EQUITY		<u>1,812,625</u>	<u>1,566,047</u>

The accompanying notes form part of these financial statements.

These statements are audited and should be read in conjunction with the attached Auditor's Report.

NAISDA LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ACN 140 026 268

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020 \$	2019 \$
1 Statement of Significant Accounting Policies		
The financial statements are a special purpose report prepared for use by directors and the members. The directors have determined that the company is not a reporting entity.		
The statements are prepared on an accruals basis. They are based on historic costs and do not take into account changing money values or, except where specifically stated, current valuations of non-current assets.		
No Australian Accounting Standards, Australian Accounting Interpretations Views or other authoritative pronouncements of the Australian Accounting Standards Board have been intentionally applied.		
2 Grants Received:		
NSW Department of Education & Training	396,428	335,847
National Indigenous Australians Agency	210,000	210,000
Abstudy	(9,848)	143,293
DOCA	2,024,904	2,230,119
Grants State Non-Recurrent	3,000	17,917
Grant Commonwealth Non Recurrent	18,713	4,433
	<u>2,643,197</u>	<u>2,941,609</u>
3 Donations, Sponsorship & Bequests:		
Other Donations	108,591	57,503
Sponsorships	-	4,082
	<u>108,591</u>	<u>61,585</u>
4 Other Income:		
Other Income	6,058	41,093
Homestay Income	5,971	10,830
Merchandise	443	806
Prior Year Adjustments	50,418	-
	<u>62,890</u>	<u>52,729</u>
5 Interest Received:		
Interest Received	<u>9,296</u>	<u>9,756</u>
6 Gross profit on trading:		
Sales		
Sales	-	-
Less Cost Of Goods Sold		
Opening stock	-	17,621
Closing stock	-	23,097
	<u>-</u>	<u>(5,476)</u>
Gross profit on Trading	<u>-</u>	<u>5,476</u>

The accompanying notes form part of these financial statements.

These statements are audited and should be read in conjunction with the attached Auditor's Report.

NAISDA LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ACN 140 026 268

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020 \$	2019 \$
7 Auditors Remuneration:		
Auditors Remuneration	15,000	13,500
8 Employees entitlement:		
Provision for Annual Leave	29,298	(16,697)
Provision for Long Service Leave	20,355	(36,291)
	49,653	(52,988)
9 Interest Paid:		
Interest Paid	919	989
10 Cash at Bank:		
CBA Cheque Account~CBA Cheque Account	140,415	280,385
CBA Donations Account~CBA Donations Account	212,485	182,824
DCITA Account~DCITA Account	24,666	46,421
Commonwealth Bank Investment Account~Commonwealth Bank Investment Account	2,654,676	2,476,897
Cultural Residency Account	1,022	678
	3,033,264	2,987,205
11 Trade Debtors:		
Trade Debtors	662,163	-
Grants	114,819	114,923
	776,982	114,923
12 Property, plant and equipment:		
Leasehold Improvements Buildings at Cost	317,163	317,163
Less Accumulated Depreciation	272,222	266,583
	44,941	50,580
 Plant And Equipment Teaching at Cost	 107,847	 100,958
Less Accumulated Depreciation	89,405	85,880
	18,442	15,078
 Motor Vehicles at Cost	 650	 111,895
Less Accumulated Depreciation	650	82,062
	-	29,833
 Plant And Equipment Office at Cost	 214,547	 194,490
Less Accumulated Depreciation	182,828	164,392
	31,719	30,098

The accompanying notes form part of these financial statements.

These statements are audited and should be read in conjunction with the attached Auditor's Report.

NAISDA LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ACN 140 026 268

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	\$	\$
Leased Motor Vehicles at Cost	148,896	148,896
Less Accumulated Depreciation	145,759	141,373
	<u>3,137</u>	<u>7,523</u>
Other assets under lease	1,110,563	136,982
Total property, plant and equipment	<u><u>1,208,804</u></u>	<u><u>270,095</u></u>
13 Lease Liabilities Creditors - Current:		
Motor Vehicles	-	18,669
Lease 31 and 26 Kariong	120,961	-
Lease 32 Kariong	8,275	-
Cottages	139,342	-
Printer	13,669	-
Imac	17,446	-
	<u>299,693</u>	<u>18,669</u>
13 Lease Liabilities Creditors - Non current:		
Motor Vehicles	-	-
Lease 31 and 26 Kariong	330,875	-
Lease 32 Kariong	68,602	-
Cottages	381,151	-
Printer	29,214	-
Imac	32,251	-
	<u>842,093</u>	<u>140,572</u>
14 Company Details		
The registered Office of the company is		
NAISDA Limited		
5/31 The Avenue Mt Penang Parklands		
Kariong NSW 2250		

The accompanying notes form part of these financial statements.

These statements are audited and should be read in conjunction with the attached Auditor's Report.

NAISDA LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ACN 140 026 268

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	\$	\$
15 Cash Flows from Operating Activities		
Receipts from Customers	3,076,409	3,845,859
Payments to Suppliers and Employees	-2,979,748	-3,271,957
Interest Received	62,890	9,756
Interest Paid and Finance Costs	-44,127	-989
Net Cash Provided from Operating Activities	115,424	582,669
Cash Flow from Investing Activities		
Proceeds from the sale of Non Current Assets	2,500	
Bring to account Leased assets	-973,581	
Purchase of Leasehold Improvements		-5,733
Purchase of Plant and Equipment	-6,890	-816
Purchase of Office Furniture and Equipment	-20,057	-4,995
Borrowed Funds		106,014
Advances to Naisda Foundation	-54,009	
Net Cash Flow From Investing Activities	-1,052,037	94,470
Cash Flow from Financing Activities		
Net Proceeds from Borrowing		
Net introduction of Lease Liabilities	982,545	
Repayment of Borrowings		-4,973
Net Cash from Financing Activities	982,545	-4,973
Cash at Beginning of Financial Year	2,987,476	2,315,311
Cash at End of Financial Year	3,033,408	2,987,476
Net Movement in Cash for Year	45,932	672,165
Cash Flow Information		
Net Profit as per accounts	246,578	0
Non Cash Item Depreciation	35,676	46,322
Non Cash Item Loss on Disposal of Vehicle	23,643	0
Increase in Debtors	-662,600	122,562
Decrease in Inventory	8,479	-5,746
Increase in Creditors and Accruals	99,358	-12,578
Increase in Provision for Annual Leave	29,297	-16,697
Increase in Prepayments	-9,634	-25,850
Increase in unexpended Grants	324,272	510,948
Increase in Provision for Long Service Leave	20,355	-36,291
Net Cash provided by Operating Activities	115,424	582,670

The accompanying notes form part of these financial statements.

These statements are audited and should be read in conjunction with the attached Auditor's Report.

NAISDA LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ACN 140 026 268

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

16 MOVEMENTS IN CARRYING AMOUNTS

	Improvements Property Buildings	Plant and Equipment Teaching	Motor Vehicles	Plant and Equipment Office	Leased Motor Vehicles	Other Lease Assets Property	Total
Opening Balance	50550	15078	29833	30098	7523	136982	270094
Purchases During Year		6890		20057			26947
Disposal During Year			-2500				-2500
Depreciation	-5638	-3526	-3690	-18436	-4387		-35677
Loss on disposal			-23643				-23643
Introduce Capital Value of Commercial Property Leases						973581	973581
Closing Balance	44942	18442	0	31719	3136	1110563	1208802

The accompanying notes form part of these financial statements.

These statements are audited and should be read in conjunction with the attached Auditor's Report.

NAISDA LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ACN 140 026 268

DIRECTORS' DECLARATION

The directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In accordance with a resolution of the directors of Naisda Limited, the directors of the company declare that:

1. the financial statements and notes which comprise the balance sheet as at 31 December 2020, the profit and loss statement for the year then ended, a summary of significant accounting policies and other explanatory notes present fairly the company's financial position as at 31 December 2020 and its performance for the year ended on that date in accordance with the accounting policies outlined in Note 1 to the financial statements; and
2. in the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Director



Mayrah Sonter



Elizabeth Butcher

Dated: 09 June 2021

Dated: 9 June 2021



Auditor's Independence Declaration

To the audit client:

As lead engagement principal auditor for the audit of NAISDA Limited for the year ended 31 December 2020, I declare that, to the best of my knowledge and belief, there have been:

- i no contraventions of the independence requirements of the Corporations Act in relation to the audit; and
- ii no contraventions of any applicable code of professional conduct in relation to the audit.

.....
Kenneth George Howes FCA
Registered Company Auditor No 3445
Principal
Howes Accounting Services

Dated: 10th April 2021

howes
accounting services

ABN 76 347 912 808



**NAISDA LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN: 19 177 937 206**

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
NAISDA LIMITED**

Auditor's Opinion

I have audited the accompanying financial report of Naisda Limited (the company) which comprises the statement of financial position as at 31 December 2020, the income statement, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the director's declaration.

In my opinion:

The financial report of Naisda Limited is in accordance with the company's constitution including:

- i. giving a true and fair view of the company's financial position as at 31 December 2020 and of its performance for the year ended on that date; and
- ii. complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the company's constitution.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report. I am independent of the audited organisation 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 my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Director's Responsibilities for the Financial Report

The director of the company is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the financial reporting requirements of the company's constitution and for such internal control as the director determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error. In Note 1, the director also states, in accordance with Accounting Standard AASB 101: 'Presentation of Financial Statements', that the financial statements comply with International Financial Reporting Standards (IFRS).

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NAISDA LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN: 19 177 937 206

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
NAISDA LIMITED**

In preparing the financial report, the directors are responsible for assessing Naisda's Limited ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the organization either intends to liquidate or to cease operations, or has no realistic alternative but to do so.

The directors are responsible for overseeing the organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

My 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 my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Naisda's Limited internal control.

Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Naisda Limited.

Conclude on the appropriateness of Naisda's Limited use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

NAISDA LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN: 19 177 937 206

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
NAISDA LIMITED**

Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the directors, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Kenneth George Howes
Chartered Accountant



Company Auditor No. 3445

80a Picketts Valley Road, Picketts Valley NSW 2251

Dated: 29th April 2021.





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Australian Government

