





yadah gayi-gu darkinjung ngura

**WELCOME
TO
DARKINJUNG
LAND**

NAISDA would like to acknowledge that we live, learn and gather on Darkinjung Land. We pay our respects to our ancestors and Elders, past and present who are our knowledge holders. We acknowledge our Aboriginal and Torres Strait Islander young people who are our future leaders. We acknowledge and pay respect to those who have gone before and recognise their deep and lasting 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.

CONTENTS

Vision, Principles and Values	4
NAISDA Dance College Mission	5
From the Chair	6
From the CEO	8
2023 in Review	10
Curriculum Delivery	12
Statistics	14
Five Year Snapshot	17
The Graduating Classes of 2022	18
Wellbeing Support	22
Embedded Cultural Learning	24
Performance and Engagement	26
Partnerships	30
Development	36
Operations	40
Our People	42
Governance	44
Financial Statements	47

Vision, Principles and Values

VISION

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

PRINCIPLES

We are shaped by, and respond to:

- Embodiment of the most ancient Indigenous Knowings and their diversity and complexity;
- 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.
- Our commitment to creatively embodying Indigenous Knowings in all teaching, learning and practice.

VALUES

- Cultural integrity and continuity
- Pursuit of excellence
- Wisdom
- Respect
- Creativity
- Rigour



NAISDA Dance College Mission

(Prepared by NAISDA Board of Studies)

MISSION

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

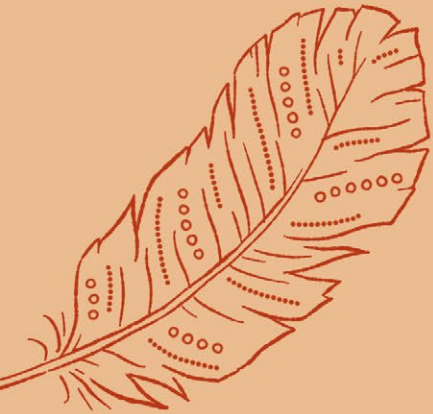
PRINCIPLES

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 and Practising Artists; and
- Explore, facilitate and grow Aboriginal and Torres Strait Islander people's sense of identity through dance and culture in a nurturing, 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

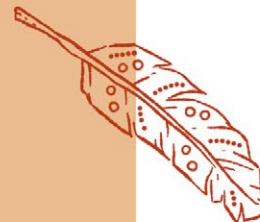
Reflecting on 2023, we drew strength and guidance throughout the year from the NAIDOC theme *For Our Elders*; a powerful reminder to honour the voices and wisdom of those who came before us, shaping our journey and guiding our growth. In 2023, we focused on carrying this wisdom forward, fostering the organisation’s development to empower future generations through culture, creativity, and community.

We extend sincere gratitude to our lead funders, Department of Infrastructure, Transport, Regional Development, Communications and the Arts (Office for the Arts), and the Hon Tony Burke MP, Minister for the Arts, for the Federal Government’s \$5 million commitment to support the redevelopment of our facilities. This significant work, known as the Cinder Project, has been a primary focus for 2023. It will enhance NAISDA accommodation and training spaces, build organisational capacity,

increase student numbers, and redefine our campus. We are also extremely grateful for the ongoing support and dedication of the NAISDA Foundation to this transformative project.

The Cinder Project also marks a crucial step toward realising our vision for Naya Wa Yugali, a national centre for First Nations cultural and creative learning, which will undoubtedly consolidate NAISDA’s position as a leader in arts education locally and globally.

Strategically, NAISDA focused on strengthening governance and positioning operations with long-term objectives. This included aligning planning and reporting with our new multi-year operational funding agreement, conducting a Financial Sustainability Review, holding strategic planning sessions at both board and staff levels, and refining our business plan. These significant efforts have allowed us to anticipate future need while advancing our purpose.



We continue to build on our core education delivery by reviewing and developing curriculum offerings under the expert guidance of Wiliguwa, the NAISDA Board of Studies, while maintaining the highest levels of student support and holistic wellbeing. We extend our thanks to our industry bodies, collaborators, community and partners for their support and contributions.

Amid the challenges of this year, including the deeply emotional impact of the Referendum, we stand firm in our resolve to create pathways for future success, grounded in the strength of culture and the aspirations of young people and our communities.

Our heartfelt thanks and acknowledgement to all our funders, supporters, donors, board directors, staff, students, homestay parents and the extended NAISDA family on unceded lands across Australia for empowering us to drive change, equip our young people with skills that last a lifetime, and thrive as a world-first centre of excellence for First Nations arts education. As we move forward, we do so with great optimism, pride, and a steadfast dedication to the vision that continues to guide us.

Mayrah Sonter
Chair, NAISDA Limited



From the CEO

2023 has been an important year for NAISDA, marked by significant achievements and renewed vitality. Our return to Carriageworks and the professional stage with *ATI: A Dance Reckoning of Truth, Place, and Belonging* was a milestone moment. This production, our first since the pandemic hiatus of 2020-22, received critical acclaim and showcased the exceptional talent of our NAISDA artists and cohort.

This highlight event also embodied the vision outlined in our new national cultural policy, which acknowledges the central role of First Nations culture and creativity in the Australian arts landscape. Our \$5 million funding commitment by the Federal Government further supported this alignment. It will deliver enhanced facilities, increased student numbers, and solidify our position as a leader in First Nations arts education. We extend our thanks to our Federal and State funding partners, whose support is crucial in providing accessible, fee-free training for young people from remote, regional, and urban communities across Australia. We have also made significant strides in expanding our philanthropic support, led by the Joanne Harris Scholarship Fund, the William Rubensohn Foundation, the Canny Quine Foundation and Zonta Central Coast. Their generous contributions through scholarships and learning programs have provided vital support to our students in countless ways, and we are deeply grateful for their commitment.

Curriculum delivery and learning development was guided through the strategic leadership of the Wiliguwa NAISDA Board of Studies with Indigenous Knowings at the forefront of its development. In the training department, we adopted clustered assessment tools to streamline delivery and assessment for Developing and Practising artists. Our curriculum was further aligned with industry need through participation in national and international forums, including the First Nations Performing Arts Skills and Workforce Capacity workshop and the inaugural Kō Ngā Waka O Mātou Tūpuna Hui meeting in New Zealand. These collaborative

initiatives are vital in maintaining the high quality of our educational programs.

This year also saw the strengthening of our creative, cultural and learning partnerships and programs. We were delighted to welcome Daniel Riley and ADT as our first company-in-residence alongside Alleyne Dance (UK), Alvin Rangel Alvarado (USA) and Ella Havelka (Aust) as part of our national and international artist-in-residence program.

Innovative community engagement was a key focus this year, highlighted by initiatives such as our Darkinjung High Schools and Community program, *Kinship and Connection*, and our creative learning partnership with NIDA, hosted by Katina Olsen as well as our annual Arts8 collaboration. At the inaugural SXSW Sydney we showcased NAISDA's unique learning model and its impact on student achievement and career pathways. These efforts reflect our commitment to deepening our connection with communities and audiences.



Looking ahead, we are focused on planning and development, with new leases secured for buildings, infrastructure upgrades, and the redefinition of the NAISDA campus, affectionately known as the Cinder Project. Our 2023 Financial Sustainability Review and strategic planning have been instrumental in securing our creative future, and I extend my thanks to the Board, Executive and staff for their dedicated work.

Our work is deeply supported by our knowledge holders, Elders, and communities. The 2023 onsite and remote cultural residency programs with Nyinyikay Cultural Tutors celebrated our students' connection to Yolŋu Kinship, into which they are warmly welcomed. We also honoured our connection to Darkinjung Country and Torres Strait Islander culture, guided by our Cultural Tutors. These connections were beautifully expressed during ATI, led by NAISDA graduate and esteemed artist Dujon Niue.



As we concluded the year, we honoured the theme *For Our Elders* at our end-of-year show, *yana galuring*, and reflected on NAISDA's inception at the Tent Embassy with Richard Bell's installation work *Embassy* alongside 'in conversation' contributions by our Founder Carole Y Johnson and Head of Dance Deon Hastie. This event was a fitting tribute to the enduring legacy and transformative impact of NAISDA's early innovators and visionaries. It also resonated with the rallying voices of our 2023 cohort, which remained strong despite the emotional weight carried throughout the year during the Voice to Parliament referendum.

2023 has been a productive year of planning and progress. We reinforce our commitment to driving change for our organisation, our students and our communities; to advancing First Nations arts education; and supporting our aspiring creative and cultural leaders of tomorrow.

Kim Walker
CEO, NAISDA Dance College

2023 in Review

JANUARY

- Start of 2023 training year

FEBRUARY

- Cultural learning at Umina Beach with Stu McMinn and onsite with Aunty Bronwyn Chambers
- From the Heart discussion about the Voice to Parliament Referendum
- Josh Doctor joins NAISDA graduates to perform in Bangarra's Dance Clan
- NAISDA / NIDA collaboration led by Katin Olsen
- Certificate III visit the Art House, Wyong

MARCH

- Masterclass with artist-in-residence Alleyne Dance
- Carole Y Johnson, Cultural Tutors and Karul Projects onsite for a sharing day
- NAISDA attends Karul Project's national tour of Silence at the Art House
- Masterclass with Senegalese dancer and choreographer Germaine Acogny
- Onsite Cultural Residency with North East Arnhem Land Cultural Tutors
- Sunrise bungul at Umina Beach
- Onsite bungul procession and cultural dance at nhangara barayi

APRIL

- Masterclass with artist-in-residence Ella Havelka
- Start of 2023 Kinship and Connection school workshops

MAY

- NAISDA welcomes to campus the Special Envoy for the Arts, Susan Templeman MP and Federal Member for Robertson, Dr. Gordon Reid MP
- NAISDA attends the Australian Ballet's performance of Identity
- ANAM and NICA co-host the Arts8 student collaboration
- Masterclass with artist-in-residence Alvin Rangel-Alvarado
- NAISDA graduate Brianna Kemmerling awarded the Lucy Guerin Inc First Nations Graduate Internship
- Masterclass with company-in-residence ADT and Daniel Riley

JUNE

- Application and auditions for 2024 cohort open
- Students visit Dharug and Gundungurra Country
- NAISDA Board onsite planning day
- Inaugural Kō Ngā Waka O Mātou Tūpuna International Hui at the University of Auckland
- NAISDA Graduation celebrates the graduating classes of 2022

JULY

- NAISDA presents ATI, A Dance Reckoning of Truth, Place and Belonging at Carriageworks
- NAISDA NAIDOC celebrations include the Barang Community Day and Central Coast Community Day

AUGUST

- Graduate Lacey Bilger presents Low Level at Newcastle Art Gallery, performed by Lena Parkes.
- NAISDA hosts Gosford Edogawa Sister City workshop
- Erica Dixon and Harlisha Newie-Joe give a presentation to the Zonta Club of Central Coast
- Onsite auditions and applications close

SEPTEMBER

- Holly Faulds and Maddison Fraser conduct CID workshop at Dance Nikki Webster
- Remote Cultural Residency to Nyinyikay, North East Arnhem Land
- NAISDA hosts Campbelltown Arts Centre Burra Bupal workshops
- NAISDA attends NSW Public Schools Aboriginal Dance Company workshop at Bangarra studios
- Onsite visit from Miriki Performing Arts.
- NAISDA visits Murama Dancing Ground at Sydney Olympic Park
- NAISDA attends the Koori Knockout with Barang Regional Alliance

OCTOBER

- Kim Walker and Dr Nerida Blair panel discussion at Sydney Opera House on The life, contribution and legacy of opera singer Harold Blair AM
- 2023 onsite auditions
- NAISDA Foundation presents at the inaugural SXSW Sydney
- NAISDA Staff Planning Day

NOVEMBER

- Online auditions open
- Diploma Choreographic Showing
- Josh Doctor and Harlisha Newie-Joe grant recipients awarded by Bouddi Foundation for the Arts
- Burra Bupal presented in partnership with NAISDA at Campbelltown Arts Centre
- Students, staff, graduates, alumni perform at DanceRites

DECEMBER

- End of Year presentation of yana galuring includes the artwork Embassy by Richard Bell and in conversation with Carole Y Johnson
- Joshua Doctor, Harlisha Newie-Joe, Tayla Jackson and Erica Dixon perform at the 28th Asian Exim Banks Forum Sydney



Curriculum Delivery

CURRICULUM DEVELOPMENT

NAISDA provides elite education and training aligned with career pathways and industry standards. Curriculum delivery is guided by Wiliguwa, NAISDA Board of Studies, comprising national and international academics and experts.

In 2023, the delivery of clustered assessment tools was adopted as part of NAISDA's continuous improvement commitment to enhance the learning experience and maintain course rigour. Strong communications were maintained with the Australian Skills Quality Authority (ASQA) throughout 2023 and NAISDA participated in the consultation for new standards which will come into effect in 2025. Minor adjustments to the Advanced Diploma curriculum, accepted by ASQA, will be updated and delivered in 2024.

NAISDA successfully applied to NSW Department of Education for Smart and Skilled funding renewal from July 2023, supporting enrolments in the latter half of the year and increasing enrolment capacity for 2024.

2023 strategic curriculum planning included:

- Investigating the addition of a multi-disciplinary course to the NAISDA scope for 2026, to deliver career pathways in stage management, set and costume design and administration.
- Exploring the remote delivery of the Certificate III qualification.

DELIVERY OF ELITE EDUCATION AND TRAINING

The 2023 training year commenced on 30 January with the delivery of the following four qualifications to a total cohort of 35 Developing and Practising Artists, 19 of which were new students, 13 continuing students, and 3 returning students.

- **10988NAT Certificate III** in Dance Practice for Aboriginal and Torres Strait Islander Peoples.
- **11051NAT Certificate IV** in Dance Practice for Aboriginal and Torres Strait Islander Peoples.
- **11052NAT Diploma** of Professional Dance Performance for Aboriginal and Torres Strait Islander Peoples.
- **10841NAT Advanced Diploma** of Professional Dance Performance for Aboriginal and Torres Strait Islander Peoples.

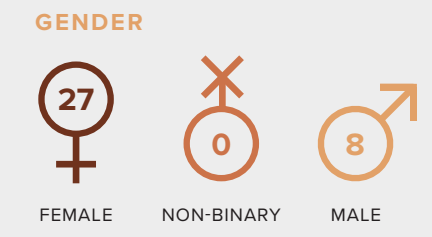
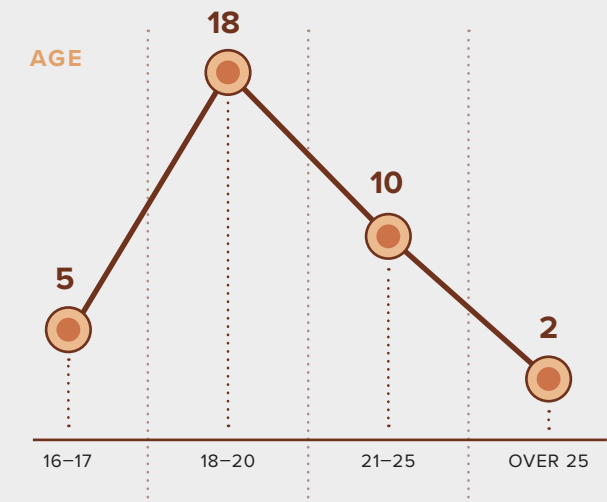


NAISDA's audition program, held 4-6 October 2023, was the most successful since the COVID epidemic. An additional online audition took place in early December. 63 applicants applied to audition following the implementation of a comprehensive marketing and communications strategy and a review of engagement and enrolment processes to maximise access and equity for auditionees.

Statistics

2023 STUDENT ENROLMENT BY QUALIFICATION

Total Developing Artists		35
	Certificate III	12
	Certificate IV	10
	Diploma	7
	Advanced Diploma	6
Heritage	Aboriginal	28
	Torres Strait Islander	2
	Aboriginal and Torres Strait Islander	5
Age	16–17	5
	18–20	18
	21–25	10
	Over 25	2
Gender	Female	27
	Male	8
	Non-binary	0
State of Origin	Queensland	8
	New South Wales	20
	Victoria	0
	Tasmania	0
	South Australia	1
	Western Australia	3
	Northern Territory	3
	ACT	0



Five Year Snapshot

DEVELOPING AND PRACTISING ARTIST STATISTICS

		2019	2020	2021	2022	2023
Developing/Practising Artists continuing from previous year		19	14	23	17	13
Developing/Practising Artists returning after a break		2	1	1	2	3
New Developing/Practising Artists		10	19	11	8	19
Total Intake		31	34	35	27	35
Developing/Practising Artists withdrawn		10	12	15	8	8
Developing/Practising Artists withdrawn by Qualification	Cert III	7	10	4	3	3
	Cert IV	2	2	4	4	2
	Diploma	1	0	3	0	1
	Advanced Diploma	n/a	n/a	4	1	2
End of Year Completions by Qualification	Cert III	7	9	10	4	9
	Cert IV	5	7	4	8	8
	Diploma	9	6	3	3	6
	Advanced Diploma	n/a	n/a	3	4	4
End of Year Completions Total		21	22	20	19	27
End of Year Completions Total %		67.74	64.70	57.14	70.4	77.14
End of Year Completions Average %		70	75.04	53.97	75.95	76.84
Average Attendance %		88.15	86.02	87.6	91	86



The Graduating Classes of 2022

NAISDA's annual graduation ceremony, held on 27 June commemorated the achievements of the graduating classes of 2022. The keynote address was delivered by Peta Strachan, a descendant of the Darug people of the Boorooberongal clan of NSW, and Artistic Director of Jannawi Dance Clan.

NAISDA received video messages of congratulations from the NSW Premier, the Hon Chris Minns MP, and Federal Minister for the Arts, the Hon Tony Burke MP. The Premier highlighted NAISDA's crucial role in advancing First Nations arts, education, and storytelling, and acknowledged NAISDA graduates as self-determined artists poised for national and international recognition.

10988NAT CERTIFICATE III in Dance Practice for Aboriginal and Torres Strait Islander Peoples:

- Dre Bedford
- Nomi Haji-Ahmad
- Taryn Little

Statement of Attainment:

- Adina Donahue
- Imogen Grant
- Indigo Leon Painter
- Wirrindah Whitton



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

- Justine Priest
- Peta-Louise Rixom
- Tynga Williams

10841NAT ADVANCED DIPLOMA of Professional Dance Performance for Aboriginal and Torres Strait Islander Peoples:

- Lacey Bilger



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

- Brooklyn Bond
- Erica Dixon
- Joshua Doctor
- Maddison Fraser
- Tayla Jackson
- Olivia Kirkman
- Harlisha Newie

Statement of Attainment:

- Jaydn Bin-Garape-Carr
- Mykelle Bin-Garape-Carr
- Jessica Hanson
- Lena Parkes

NAISDA AWARDS

Each year, Developing and Practising Artists displaying outstanding effort are awarded a NAISDA Distinction Award or High Distinction Award for their studies.

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 student cohort

High Distinction Criteria

- Excellent general attitude
- Excellent dance and academic performance
- Excellent contribution to NAISDA culture
- 95% (or above) attendance overall

THE 2023 DISTINCTION AWARDS RECIPIENTS

Taryn Little

Awarded Distinction for the unit:

- NAT 10988001: Explore My Mob through investigation and performance

Nomi Haji-Ahmad

Awarded Distinction for the units:

- NAT 10988001: Explore My Mob through investigation and performance
- NAT 10988006: Develop Contemporary Dance skills in an Aboriginal or Torres Strait Islander context

Harlisha Newie-Joe

Awarded Distinction for the units:

- NAT 11051005: Investigate and apply techniques for Contemporary Dance and Contemporary Indigenous Dance
- CUAWHS311: Condition the body for dance performance

Tayla Jackson

Awarded Distinction for the unit:

- CUAWHS311: Condition the body for dance performance

Peta-Louise Rixom

Awarded Distinction for the units:

- NAT 11052008: Demonstrate professional engagement in performance and production
- NAT 11052007: Analyse and explore the choreographic process in an Aboriginal or Torres Strait Islander context

Lacey Bilger

Awarded Distinction for the units:

- NAT 10841005: Enrich and embody Storys
- NAT 10841003: Restoration through own Storying
- NAT 10841012: Master professional contemporary dance in an Aboriginal or Torres Strait Islander context



THE 2023 HIGH DISTINCTION AWARDS RECIPIENTS

Nomi Haji-Ahmad

Awarded High Distinction for the unit:

- CUAWHS413: Incorporate Anatomy and Nutrition Principles into skills development

Maddison Fraser

Awarded High Distinction for the unit:

- NAT 11051005: Investigate and apply techniques for Contemporary Dance and Contemporary Indigenous Dance

Joshua Doctor

Awarded High Distinction for the unit:

- NAT 11051005: Investigate and apply techniques for Contemporary Dance and Contemporary Indigenous Dance

Harlisha Newie-Joe

Awarded High Distinction for the unit:

- NAT 11051010: Direct production of Dancefilm

Tayla Jackson

Awarded High Distinction for the unit:

- NAT 11051007: Engage in performance and production skills



THE CHAIRPERSON'S EXCELLENCE AWARD

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

The NAISDA 2023 Chairperson's Award recipient was Lacey Bilger.

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 in the journey of all the Developing Artists, and in particular the Scholarship recipients.

In recognition of the continuing COVID-related challenges facing students, the 2023 bursary program was awarded to all 2022 Developing and Practising Artists to provide support and continuity.

WILLIAM RUBENSOHN FOUNDATION NAISDA SCHOLARSHIP

2023 marked the third year of a three-year program established with the support of the William Rubensohn Foundation. Two annual \$1,600 scholarships are awarded to help remove barriers that young Developing Artists experience as they commit themselves to the first year of their training regime.

The 2023 William Rubensohn Foundation NAISDA Scholarship recipients were Ephraim Bani and Joyce Bonner.

THE ZONTA SCHOLARSHIP

This scholarship is donated by the Zonta Club of Central Coast annually to a female Developing Artist to support studies, goal achievement and alleviate financial stress. In 2023 the Zonta Club of Central Coast generously awarded a \$1,500 Scholarship to three NAISDA recipients.

The 2023 Zonta Scholarship recipients were Harlisha Newie-Joe, Erica Dixon and Drew Walker.

Wellbeing Support

NAISDA's Health, Wellness and Support Program recognises health in a holistic First Nations context, encompassing mental, physical, social and cultural aspects. The program builds knowledge and cultivates lifelong healthy habits by fostering connection to Country, culture, spirituality, ancestry, family and community.

The Developing Artist Support Function was realigned in 2023 to increase effective delivery of our on and offsite services which support and mentor Developing and Practising Artists during their NAISDA training.

PHYSICAL AND EMOTIONAL WELLBEING

Throughout 2023, physical and emotional wellbeing was delivered onsite and through referrals to specialist health services including Kariong Medical Centre and Kariong Physiotherapy. NAISDA Community Partnership with Yerin Eleanor Duncan Aboriginal Health Services facilitated free annual student health and dental checks along with confidential counselling and wellbeing support.

Additional support was available to staff and students during the Voice to Parliament Referendum, including independent information forums, open and safe spaces to discuss and share issues, group yarns and practical Developing Artist support for those voting for the first time. The annual program of men's and women's lunches also provided opportunity for open learning and discussion in a more informal setting.

NAISDA strengthened its partnership with Aboriginal Services at Local Area Health Services to offer men's and women's health clinics. This provided significant benefits to Developing Artists, enhancing their physical training, general health, and wellbeing, while also strengthening connection to the local community.

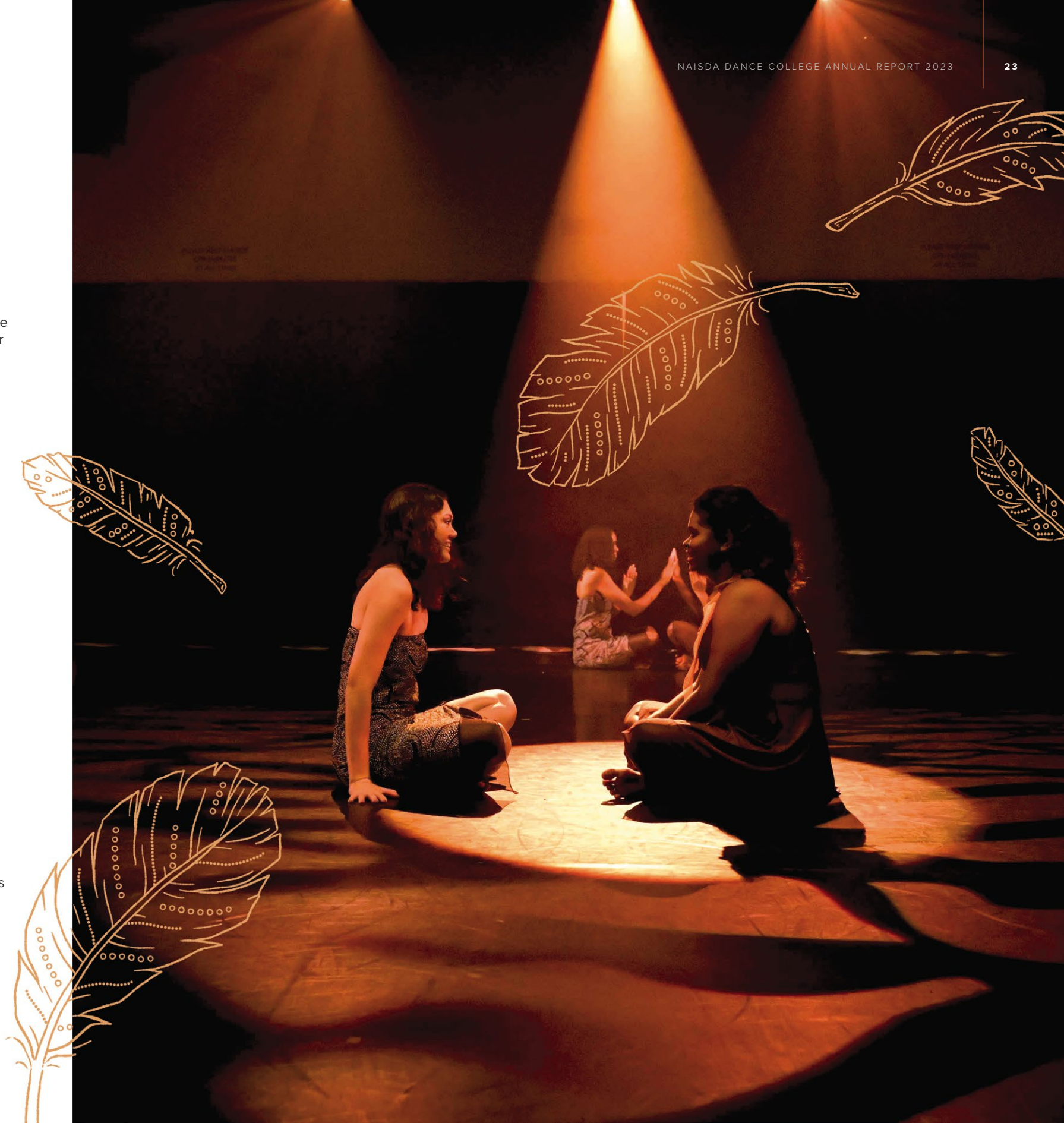
The installation of new Gyrotonics equipment and the training of a dedicated instructor, expanded the existing physical wellbeing programs of Pilates, Yoga and Physiotherapy which supports safe dance practice and injury prevention.

STRENGTHENED COMMUNITY PARTNERSHIPS

In 2023, NAISDA renewed its collaboration with The Glen for Men and The Glen for Women, enriching community connections and opportunities for discussion and cultural learning across the three partner sites.

NUTRITIONAL SUPPORT AND EDUCATION

OzHarvest's weekly food drop supported student accessibility to affordable groceries. NAISDA nutrition workshops delivered by Cameron Borg from Ricci Flow Nutrition further provided students with comprehensive knowledge and practical life skills of meal planning and preparation, to maintain health and performance during training.



Embedded Cultural Learning

In 2023, the NAISDA Cultural Residency and Cultural Repertoire programs were delivered by Wiradjuri woman and Head of Cultural Practice Jo Clancy, Kamilaroi man Casey Natty, Peiudu and Samsep woman Berthalia Selina Reuben and Meriam, Erubian and Kaantju woman Aba Bero, in collaboration with Cultural Tutors, Elders, Knowledge Holders and communities.

A highlight of February's week-long on-site Cultural Residency was a sunrise bungul at Umina Beach, guided by NAISDA's Cultural Tutors including Heather Mitjanba Burarrwanga, Tony Ganambarr and Marcus Lacey who travelled from their remote homelands in North East Arnhem Land to share Yolŋu culture and connection.



“ Students are immersed in Aboriginal and Torres Strait Islander cultural learning throughout their training at NAISDA.

The sunrise dance celebrates connection to Darkinjung Country, as well as our students' home Countries and the Yolŋu Kinship they are adopted into by our Cultural Tutors from Nyinyikay. Dancing barefoot on the ground, or sand, helps students understand and feel their connection to the earth, skies, waters, stars, sunrise and how this interaction transforms the dance. We are extremely grateful to our Cultural Tutors for the generous sharing of their knowledge, culture and energy. Welcoming them back to the NAISDA family has been particularly special, as this is the first time they've been able to return to Darkinjung Country since 2020 because of COVID-19.”

– Jo Clancy, Head of Cultural Practice

The cultural learning partnership deepened in Term 3 with our remote Cultural Residency. The 2023 cohort travelled to Nyinyikay to continue the exchange of Yolŋu cultural practice, songs, and dances on the land where they originated. We are deeply grateful for the warm community welcome and generous sharing of knowledge.

Performance and Engagement



29 March CULTURAL REPERTOIRE SHOWING

To mark the culmination of NAISDA's 2023 onsite Cultural Residency, Cultural Tutors Heather Mitjanba Burarrwanga, Tony Ganambarr, and Marcus Lacey along with NAISDA Developing and Practising Artists shared Yolŋu song and dance at nhangara barayi. The event was facilitated by NAISDA Head of Cultural Practice Jo Clancy and Cultural Trainers Berthalia Selina Reuben and Casey Natty.



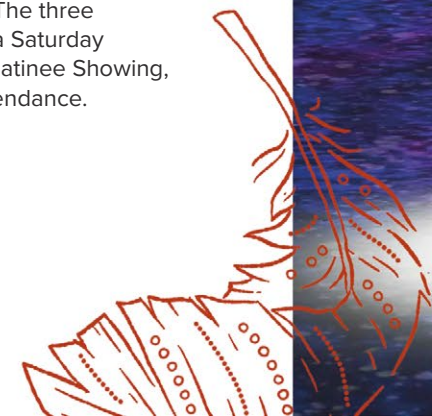
21 and 22 July 2023 MAIN STAGE PRESENTATION

ATI: A Dance Reckoning of Truth, Place and Belonging

NAISDA made its first return to a professional stage since 2019 with the presentation of *ATI: A Dance Reckoning of Truth, Place, and Belonging* at Carriageworks on 21 and 22 July.

Directed by NAISDA Head of Dance Deon Hastie, the multidisciplinary work explored themes of displacement, identity, and societal injustice, resonating with audiences over three performances. Collaboration with international visual artist Tetsutoshi Tabata brought innovative light installation and digital scenography to enhance the production's immersive experience.

Presented in collaboration with Carriageworks, this production marked the continuation of NAISDA's strong partnership with the venue. Held midyear as part of Carriageworks' 2023 dance season, it departed from NAISDA's usual timetabling of a November Sydney mainstage presentation. The three performances, including a Saturday Community and Elders' Matinee Showing, achieved 96% overall attendance.



27 June NAISDA GRADUATION FOR THE GRADUATING CLASSES OF 2022

Developing and Practising Artists performed at this special onsite event to an invited audience. Performances included:

- **Wiradjuri ngurambang:** Acknowledgement song and dance created by Jo Clancy. Darkinjung language translated by Aunty Bronwyn Chambers.
- **Low Level:** Choreography by Lacey Bilger, performed by Lena Parkes
- **Torres Strait Kulap Rhythm Dance:** Created by Aba Bero and performed by NAISDA Developing and Practising Artists



**20 October, NAISDA Incubator Space
DIPLOMA CHOREOGRAPHIC
SHOWING**

The 2023 Diploma Choreographic Season *Dreamlands* was an impactful performance presented by Olivia Kirkman, Harlisha Newie-Joe, Brooklyn Bond, Joshua Doctor, Tayla Jackson and Erica Dixon in the Incubator Space to an invited audience under the guidance of Production and Performance Unit Manager Angie Diaz.



**8 December, NAISDA Studios
YANA GALURING
END OF YEAR PERFORMANCE**

NAISDA's end-of-year performance, yana galuring, meaning *Come This Way* in Darkinjung language, presented contemporary dance stories and new works. The invite-only event included an outdoor drop-in afternoon featuring an *In Conversation Reflection* with NAISDA Founder and Artistic Director Emeritus Carole Y Johnson, film screenings, light refreshments and sharing, reflecting on NAISDA's rich history and enduring voice of protest. The drop-in period also included the activation of Richard Bell's artwork Embassy brought to NAISDA in partnership with Gosford Regional Gallery as part of proppaNOW's Occurrent Affair exhibition.



**CORPORATE
AND COMMUNITY PERFORMANCES**

NAISDA Developing and Practising Artists gain valuable professional performance experience through annual corporate and community events. This continued in 2023, though with a reduced program compared to pre-COVID years. It included:

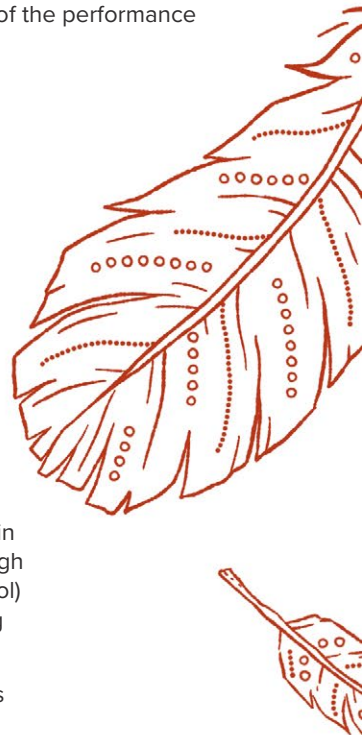
- **August:** NAISDA hosted students from Edogawa City as part of the Gosford Sister City Association Cultural Exchange.
- **November:** NAISDA performed at the 29th Asian Exim Bank Forum (AEBF) Annual Meeting at the Four Seasons Hotel, Sydney.
- **December:** Developing and Practising Artists, staff, graduates and alumni performed at the 2023 DanceRites at the Sydney Opera House Forecourt as part of the performance presentations.

**KINSHIP AND CONNECTION
COMMUNITY ENGAGEMENT STRATEGY**

The Kinship and Connection Community Engagement Strategy was funded by the Aboriginal Affairs NSW Community and Place Grants Program.

The extensive program delivered cross-disciplinary creative outreach youth workshops, performance and engagement activities for up to 240 First Nations high school students and young people on Darkinjung Country from Year 7 to 12 in six local high schools (Gorokan High School, North Lakes High School, Wyong High School, Wadalba High School, Kariong Mountain High School, Terrigal High School) along with two Aboriginal community organisations (program partners Gudjagang Ngara li-dhi Aboriginal Corporation and Mingaletta Aboriginal Corporation).

NAISDA delivered in-school workshops for a capacity of 30 First Nations students per venue. First Nations visual and performing professional artists delivered contemporary Indigenous dance, song, language, visual art and cultural practice with a strong and enriching focus on connection to culture, kinship and Darkinjung Country. The program also enhanced student familiarity with tertiary education opportunities and pathways. In 2023, the project successfully engaged 132 First Nations students, increased community engagement, established ongoing collaborative relationships with schools and partner organisations and employed ten Aboriginal creatives and officers across various aspects of project delivery.



Partnerships

NAISDA ARTIST-IN-RESIDENCY PROGRAM

NAISDA's robust Artist-in-Residency Program brings together professional expertise, training, technique, and industry experience from leading national and international artists and companies.

In 2023, NAISDA welcomed ADT as its inaugural company-in-residence, led by Artistic Director Daniel Riley. ADT shared their creative methods and work with Diploma and Advanced Diploma students.

International artists-in-residence included Alvin Rangel Alvarado, whose ongoing collaboration with NAISDA featured an intensive residency focused on the Horton technique.

Alleyne Dance, is a UK-based company founded by award-winning twin sisters Kristian and Sade Alleyne. Their residency delivered understanding of Afro-contemporary movement, working as elite dance artists internationally and the creative process of developing work.

Returning artist-in-residence Ella Havelka shared choreography expertise, skills development and industry insight, reinforcing student commitment to training and career pathways.

NAISDA GURUWARANG MASTERCLASS PROGRAM

The NAISDA guruwarang Masterclass Program is generously funded through the support of the Canny Quine Foundation. guruwarang meaning Longtime in Darkinjung language, embeds the program of learning within Darkinjung Country and acknowledges the lasting impact of knowledge and wisdom imparted by invited masterclass speakers, Elders and industry experts.

The 2023 series featured the following masterclasses:

- **February Masterclass:** Katina Olsen – Contemporary Indigenous Dance Masterclass
- **March Masterclass:** The Alleyne Dance – Afro-Contemporary Masterclass
- **April Masterclass:** Ella Havelka – Industry Masterclass
- **May Masterclass:** Alvin Rangel Alvarado – Horton Masterclass



PROFESSIONAL INDUSTRY PLACEMENT PROGRAM

NAISDA enjoys strong partnerships with key organisations to deliver its industry placement and professional development program. These unique placements can last between two weeks to two months, enabling students to develop technique, networks and maximise opportunities within a professional environment. NAISDA thanks the generosity of its all industry partners which in 2023 included:

NAISDA Participant	Course Level	Industry Placement Partner Organisation
Justine Priest	Advanced Diploma	<ul style="list-style-type: none"> • Sydney Dance Company • Stuart McMinn and Jo Clancy: Hawaii/Cultural Placement • Arpaka Cultural Group with Dujon Niue
Peta-Louise Rixom	Advanced Diploma	<ul style="list-style-type: none"> • Lucy Guerin Inc • Australian Ballet Cadetship • Karul Projects • Legs on the Wall • Catapult/Omer Astrachan
Maddison Fraser	Advanced Diploma	<ul style="list-style-type: none"> • Lucy Guerin Inc • Karul Projects • Catapult/Activate • Blak Dance/Indigenous Choreographers/ Critical Path • Australasian Dance Collective • Catapult/Omer Astrachan • Catapult/Hysteria with Angie Diaz
Lacey Bilger	Advanced Diploma	<ul style="list-style-type: none"> • Sydney Dance Company • Blak Dance/ Indigenous Choreographers/ Critical Path • Catapult
Holly Faulds	Advanced Diploma	<ul style="list-style-type: none"> • Sydney Dance Company • Bangarra Dance Theatre – Costume Design with Jennifer Irwin • Legs on the Wall • Karul Projects • Australasian Dance Collective • Catapult/Omer Astrachan

NAISDA AND NIDA COLLABORATION

2023 marked the fourth consecutive year of the NAISDA and NIDA creative collaboration. This successful partnership is embedded as a significant week-long event in the NAISDA training calendar and was led by Wakka Wakka Kombumerri dance artist Katina Olsen. Students partnered to explore and develop their creative responses which were presented at a final showing in NAISDA's Incubator Space.

EDUCATION AND TRAINING PROVIDERS

NAISDA fosters strong partnerships with leading education providers, including the University of Auckland, University of Newcastle, and the Alliance of First Nations Independent Education and Training Providers. In 2023, NAISDA also participated in the following industry events and initiatives to strengthen relationships and maximise partnerships.

On June 13, NAISDA CEO Kim Walker attended the First Nations Performing Arts Skills and Workforce Capacity workshop in Melbourne, engaging with performing arts companies and Arts8 organisations to ensure alignment of NAISDA training curriculum with industry need.

Kim Walker also represented NAISDA at the inaugural Kō Ngā Waka O Mātou Tūpuna Hui meeting in New Zealand, alongside Pacific partners from PNG, Fiji, New Zealand, and Hawaii. The discussions identified key themes for future collaboration, including exchange and mobility projects, policy briefs, funding partnerships, curriculum design, strategic planning, research co-design, and the promotion of new career pathways for our communities and emerging leaders.

ARTS8 EXCHANGE

Arts8 is the national body of elite performing arts organisations supported by the Australian Government comprising:

- Australian Ballet School (Southbank, Victoria)
- Australian National Academy of Music (South Melbourne, Victoria)
- Australian Youth Orchestra (Sydney, NSW)
- Flying Fruit Fly Circus (Albury, NSW)
- NAISDA (Kariang, NSW)
- Australian Film, Television and Radio School (Sydney, NSW)
- National Institute of Circus Arts (Pahran, Victoria)
- National Institute of Dramatic Art (Kensington, NSW)

NAISDA Physical Theatre Unit Manager Angie Diaz, and two selected Developing Artists, Harlisha Newie-Joe and Tayla Jackson participated in the annual Arts8 collaborative work held in Melbourne at the Australian National Academy of Music. The weekend included a performative outcome and was the first collaboration since the COVID pandemic curtailed the event.





JAWUN SECONDMENT PROGRAM

The Jawun Secondee Program provides NAISDA with unique access to corporate sector expertise, enabling it to strategically advance operations and programs. The 2023 NAISDA Jawun Secondees were:

- **Secondment 1:** Corey LeMesurier – Remote secondee working on HR policies and systems
- **Secondment 2:** Zoe Cahill – NAISDA governance project
- **Secondment 3:** Claire Cronin – Seconded to Barang Regional Alliance to assist with The Voice Strategy
- **Secondment 4:** Yvette Wajon – Identify the scope and management of NAISDA archive collection



BARANG REGIONAL ALLIANCE

NAISDA is one of Barang's seven member organisations, working in partnership with government and other stakeholders to reform the design and delivery of Indigenous policies and programs. This significant partnership also provides practical support, services and mentorship for NAISDA staff and Developing and Practising Artists as well as organisation support through operations, negotiation and representation.

BLAK FUTURES

In March First Nations Artistic Directors of multi-year funded dance companies gathered on Kurna Yerta as part of the Adelaide Festival to plant the seeds of the future of blak dance. Blak Futures was an unprecedented gathering that saw some of the nation's foremost Blak artists come together for two days of conversation, provocation and ideation alongside policymakers, arts industry leaders and creatives from across the country. Blak Futures featured Gary Lang (NT Dance Company), Frances Rings (Bangarra Dance Theatre), Jacob Boehme (Idja Dance Theatre), Dalisa Pigram (Marrugeku), Daniel Riley (Australian Dance Theatre), Joel Bray (Joel Bray Dance), Katina Olsen (Dance Makers Collective) and Thomas E.S Kelly and Taree Sansbury (Karul Projects). The program was facilitated by Wesley Enoch AM and Marilyn Miller. NAISDA's capacity to attend was impacted by illness however this strong industry partnership and conversation is supported by NAISDA through ongoing advocacy, liaison and consultation.



Development

THE CINDER PROJECT

The Cinder Project infrastructure upgrade is the redefinition of the NAISDA campus, supported by a \$5 million grant from the Federal Government to enhance NAISDA's delivery of nationally-accredited arts education. It will:

- Expand and improve training facilities to create a coordinated learning hub within the Mt Penang Parklands.
- Enhance accommodation and holistic support facilities including the construction and fit out of modular residences and a modular catering facility.
- Define and enhance the new reimagined NAISDA training precinct, allowing for increased student capacity while maintaining a focus on wellbeing and rigorous training programs.

In 2023, Cinder Project consultants were engaged and reviews of all building and project refurbishment works completed. The team was led by Kamilaroi architect, Jamie Wanless from Generate Interiors and First Nations-owned building company DLG Shape. There will be a staged approach to the project aligning with the various approval processes for completing work in the State Heritage-registered precinct. Services are expected to be completed by the end of 2024, with on-site modular accommodation scheduled for completion in time for the 2025 student intake.



LONGTERM CAPITAL DEVELOPMENT: NAYA WA YUGALI

The Naya Wa Yugali project has been proactively developed by NAISDA over many years. With a change in State Government, NAISDA prioritised discussions with local and state members and government bodies regarding land acquisition of the identified Baxter Track site within the Mt Penang Parklands. The Final Business Case, which is funded by the NSW State Government (Create NSW), will be completed and delivered in 2024.

GRANTS AND CORPORATE SUPPORT

NAISDA continued to actively seek development opportunities through grants and philanthropic funders. Program support included NAIDOC funding and a Community and Place Grant from NSW Aboriginal Affairs which supported the successful delivery of youth and community engagement on Darkinjung Country.

A revised funding strategy will be delivered to support the activities and engagement opportunities planned for NAISDA's 50th anniversary in 2026. NAISDA maintained strong relationships with donors and sponsors, successfully renewing support from two key sponsors for an additional three years, with one increasing their financial commitment by 200%.



THE NAISDA FOUNDATION

The NAISDA Foundation adjusted its funding strategy, leading up to the Naya Wa Yugali Capital Project. The 2023 focus included wellness programs alongside partnerships with companies to assist the construction and fit out of modular residencies as part of the \$5 million Cinder Project infrastructure upgrade.

A presentation at the inaugural SXSW Sydney, convened by NAISDA Foundation Director Douglas Nicol, effectively raised NAISDA's profile. Delivered by the Foundation, it highlighted NAISDA's unique learning approach and student achievement success. CEO Kim Walker was joined by NAISDA Chair Mayrah Sonter, graduate and Bangarra dancer Lillian Banks, and graduate and Co-Artistic Director of Karul Projects, Thomas E S Kelly, to discuss how 60,000+ years of storytelling are igniting Indigenous leadership. The session included discussions on Indigenous Knowings in the curriculum, alumni reflections, and Q&A audience participation.



NAISDA WOULD LIKE TO THANK:

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

Federal Government's Office for the Arts, Department of Infrastructure, Transport, Regional Development, Communications and the Arts, National Indigenous Australians Agency, Department of Prime Minister and Cabinet, ABSTUDY Services Australia, Create NSW, NSW Aboriginal Affairs, NSW Department of Education, Smart and Skilled.

Joanne Harris Scholarship Fund, The Canny Quine Foundation, The William Rubensohn Foundation, Zonta Central Coast, Commonwealth Bank of Australia, Wayne Harrison AM, OZHarvest, Woolworths, 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 Eleanor Duncan Aboriginal Health Services, The Glen for Men, The Glen for Women, Darkinjung Local Aboriginal Land Council, Aboriginal Health at Central Coast Health District.

Our Arts8 partner organisations: The Australian Ballet School, The Australian National Academy of Music, The Australian Youth Orchestra, Flying Fruit Fly Circus, The Australian Film, Television and Radio School, The National Institute of Circus Arts, The National Institute of Dramatic Art.

Bangarra Dance Theatre, Lucy Guerin Inc, Blak Dance, NT Dance, Sydney Dance Company, DanceNorth Australia, ARTS8, Sydney Dance Pre-Professional, The Australian Ballet, Arpaka Cultural Group, Legs on the Wall, Catapult, Australasian Dance Collective, Karul Projects, Ausdance NSW, Musica Viva, The Alliance of First Nations Independent Education and Training Providers The University of Auckland, The University of Newcastle.

Jawun, Thiriwirri, Central Coast Council, Hunter and Central Coast Development Corporation, Accounting For Good, Nurture HR, Good Gear, ESV, Cameron Borg, Lisa Haymes Photographer, eOne Design, Brilliant Logic, 33 Creative, Sharp DS, Kariiong Medical Centre, Kariiong Physiotherapy Centre, Travel Partners.

Operations

SUSTAINABILITY REVIEW

In the second half of 2023 NAISDA participated in an extensive Financial Sustainability Review alongside all Arts8 organisations to provide the Federal Government, Office for the Arts with a detailed understanding of scalable options for addressing ongoing financial sustainability. The review involved direct engagement between each Arts8 organisation and the Government-appointed project consultants, KordaMentha, to provide independent, detailed assessment of financial performance and sustainability.

NAISDA worked with accountants Accounting for Good, and consultants Sharpe Advisory to present the required information for NAISDA's future operational and capital expenditure.

This significant body of work led to increased cooperation and mutual support across the Arts8 organisations. The combined goal of enhancing and developing organisational capacity, student placements, curriculum offerings and support programs will be considered by the Federal Government as part of the 2024 Budget Planning Rounds.

FACILITIES INFRASTRUCTURE

In 2023 NAISDA secured longterm leases for Buildings 35, 37 and 38, enabling the college to pursue improved organisational capacity through the Cinder Project and a redefined campus for its next stage of development.

The Cinder Project, supported by the Federal Government's \$5 million grant, was the major infrastructure focus of 2023. The scope of works to redefine the NAISDA campus and enhance the performing arts education delivery included:

Improve and expand the training facilities

1. Relocate and refurbish two MacLabs in Building 31
2. Refurbish former Board Room (Building 31) as dedicated Advanced Diploma learning space

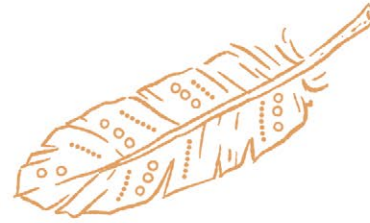
3. Refurbish Executive Offices (Building 31) for use as library space and three meeting and learning spaces
4. Refurbish Building 35 for use as a wellness facility with dedicated spaces for yoga, pilates, gyrotomics, counselling and physiotherapy services
5. Upgrade ICT to facilitate upgraded learning environments
6. Refurbish Building 38 for staff administration
7. Refurbish Building 37 for board room/ meeting room purposes
8. Construct a small modular catering building and locate adjacent to the NAISDA training precinct

Improve and expand the accommodation and holistic support facilities

1. Complete bathroom refurbishment works to student accommodation cottages
2. Complete kitchen refurbishment works to student accommodation cottages
3. Construct two x five bedroom modular residences adjacent to existing cottages

Define and enhance the new NAISDA training precinct

1. Construct an outdoor yarning circle/ wellness space
2. Complete landscaping to connect the reshaped precinct to Country and define the NAISDA campus
3. Install way-finding/NAISDA campus identification signage



NHANGARA BARAYI SIGNAGE

New placemaking, interpretation and storying signage, marking the significance of NAISDA's Dancing Circle and its cultural connection to Darkinjung Country, was installed at nhangara barayi. The signs, crafted in corten steel featured storying gifted by Uncle Gavi Duncan. They marked the spiritual connection of dancing grounds and the continuing Songlines of Aboriginal and Torres Strait Islander cultures. The signage was part of a broader Community Engagement Program in this space, funded through a NSW Aboriginal Heritage Grant.

DIGITAL INFRASTRUCTURE

NAISDA invested in a new Student and Learner Management software system, Axcelerate. All data was cleaned and migrated from the previous system, Vettrak. The new software offered enhanced capabilities, including independent access for both students and trainers, greater reporting capacities, and compliance with ASQA and Smart and Skilled regulations. It will be fully operational by Term 1, 2024.

NAISDA successfully maintained a strong profile across all digital platforms, aligned with its strategic communications strategy and campaign goals. NAISDA website and social media channels were crucial in the 2023 audition campaign, ensuring easy online access.

During this period, NAISDA encountered trolling on social media content. Activity was heightened during the lead up to the Voice to Parliament Referendum. In response, NAISDA and its external communications agency Brilliant Logic reviewed and updated policies and systems to ensure a safe digital environment.

STAFF 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 held throughout the year. NAISDA also initiates training that occurs annually or at a prescribed interval including emergency evacuation, warden training, anti-discrimination and cultural awareness training.

A Strategic Planning Day for all staff was facilitated by David Sharpe and Ann Hinchliffe from Sharpe Advisory in October. The session focused on developing the 2024 Annual Business Plan, strategic planning, ambitions, timelines, and key stakeholder reporting and objectives.



Our People

NAISDA FOUNDER & ARTISTIC DIRECTOR EMERITUS

Carole Y Johnson

NAISDA STAFF

Executive and Corporate Services

Kim Walker	Chief Executive Officer
Debra Schleger	Chief Operating Officer
Casey Pitscheider	Corporate Services Executive Assistant
Jan Wells	Head of Marketing and Development
Scott Clement	Facilities Manager
Jasmine Gulash	Creative Producer
Barbara Banks	Corporate Services Coordinator <i>(from February 2023)</i>
Mitch Markham	Support Officer <i>(from August 2023)</i>
Casey Natty	Support Officer
Jenelle Iakopo	Support Officer
Adelle Grogan	Support Program Administrator
Alex Hamilton	Bus Driver

NAISDA BOARD OF DIRECTORS

Mayrah Sonter	Chair
Jason Ardler PSM	Director
Dr Nerida Blair	Director
Wesley Enoch AM	Director <i>(until July 2023)</i>
Geoffrey Leeson	Director
Christian Lugnan	Director <i>(until August 2023)</i>
Robynne Quiggin	Director

Ex Officio

Kim Walker	Chief Executive Officer
Debra Schleger	Chief Operating Officer (and Company Secretary)

Training

Deon Hastie	Head of Dance
Jo Clancy	Head of Cultural Practice <i>(until September 2023)</i>
Marnie Campbell	Training Compliance Manager
Alfred Taahi	Advanced Diploma Coordinator
Pamela Williams	Training Operations Coordinator <i>(until July 2023)</i>
Martine Dowds	Training Administration Officer
Vanessa Ziesing	Unit Manager Physical Conditioning
Angie Diaz	Unit Manager Performance and Production
Sean Byrnes	Unit Manager Urban Dance

Staff Representative	(to be elected)
Developing Artist/ Practising Artist Representative	(to be elected)



NAISDA FOUNDATION

Shane Simpson AM	Chair
Heather Brown	Director
Douglas Nicol	Director
Mayrah Sonter	Director
Kim Walker	Director
Con Apostolopoulos	Director
Debra Schleger	Company Secretary

NAISDA BOARD OF STUDIES

Dr Nerida Blair
Dr Tia Reihana
Tiriki Onus
Robert Waters
Kim Walker
Angie Diaz
Jo Clancy
Deon Hastie
Marnie Campbell
Alfred Taahi
Erica Dixon and Peta-Louise Rixom (Developing Artist/Practising Artist Representatives)

NAISDA SESSIONAL TRAINERS

Jenni Bell
Aba Bero
Dr Nerida Blair
Neville Williams Boney
Ginevra Cicatello
Hilton Denis
Troy Henderson
Casey Natty
Berthalia Selina Reuben
Phillip Rutherford
Nicola Sabatino
Lee Serle
Kerrie Smith
Chima Valavanis
Vicki Van Hout
Sara-Vyne Vassalo
Tahlia Watton

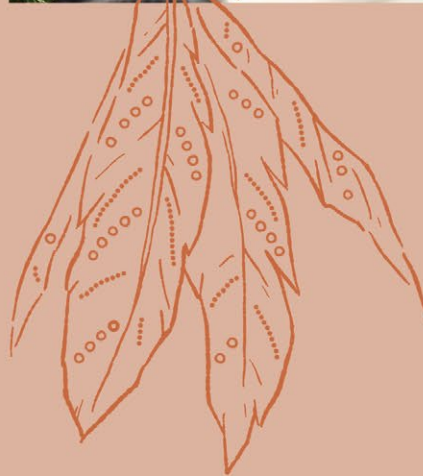
CULTURAL TUTORS 2023

Dujon Niue
Jeanette Fabila
Heather Mitjanba Burarrwanga
Tony Mudalyun Ganambarr
Marcus Lacey
Brian Ganambarr
Jason Ganambarr
Kyaciaha Gumuwuy
Kevin Yunupingu
Bronwyn Chambers
Gavi Duncan
Stuart McMinn

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 Office for the Arts, Department of Infrastructure, Transport, Regional Development, Communications and the Arts with a new multiyear operational funding agreement (2023 to 2029) signed in 2023.

Supplementary NAISDA funding for First Nations positions 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 Education. Project funding is also sought through all tiers and agencies of government, corporate and private philanthropy and sponsorship.

reporting requirements, an extensive process that also considered needs and challenges highlighted in the Financial Sustainability Review. The plan introduced a revised collaborative reporting approach to be led by the NAISDA Executive and the NAISDA Leadership Team.

As part of its forward planning and governance, the NAISDA Board held a strategic planning day. Key objectives included aligning the Naya Wa Yugali project with NAISDA's vision and the NAISDA Foundation, which may require future adjustments in communications and branding. The Board also reviewed the proposed curriculum expansion for 2024-2026, prioritising the multidisciplinary course, and the national expansion of the Certificate III qualification. The key priority was placed on embedding Indigenous Knowings into all qualifications.

To support these initiatives, resourcing needs, including staffing, curriculum development, and student support will be addressed.

CAPACITIES AND EFFICIENCIES

Throughout 2023 NAISDA applied a continuous improvement approach to systems, policies and procedures, ensuring all legal and regulatory requirements were met. Progress Reports were submitted to the Office for the Arts, and the NAISDA Board reporting regularly against the NAISDA strategic plan.

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 2023 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. The operational aspects of the Achievement and Development Scheme were reinstated after a two-year hiatus due to the demands on staff during the pandemic period.

CORPORATE PRIORITIES

NAISDA five key overarching priorities within the previous funding period (2019 – 2022) remained for the 2023 transition year. They are underpinned by the commitment to the NAISDA 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 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.

In 2023, NAISDA prioritised preparing for the revised reporting structure required by its lead funder, the Federal Government's Office for the Arts, Department of Infrastructure, Transport, Regional Development, Communications and the Arts, as outlined in the new multiyear operational grant agreement. This involved developing a Business Plan addressing new strategies and



FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 DECEMBER 2023

NAISDA Limited

ABN 19 177 937 206

Directors' Report
31 December 2023

The directors present their report on NAISDA Limited for the financial year ended 31 December 2023.

General information**Information on directors**

The names of each person who has been a director throughout the year and to the date of this report are:

Mayrah Sonter
 Jason Ardler
 Wesley Enoch AM
 Christian Lugnan
 Geoffrey Leeson
 Nerida Blair
 Robynne Quiggin

Resigned on 29 August 2023

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

Principal activities

The principal activities of NAISDA Limited 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.

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

Meeting of directors

During the financial year, 7 meetings of directors were held. Attendances by each director during the year were as follows:

	Number eligible to attend	Number attended
Mayrah Sonter	7	7
Jason Ardler	7	5
Wesley Enoch AM	4	2
Christian Lugnan	5	3
Geoffrey Leeson	7	7
Nerida Blair	7	6
Robynne Quiggin	7	6

NAISDA Limited

ABN 19 177 937 206

Directors' Report
31 December 2023**Operating result**

The surplus of the Company after providing for income tax amounted to \$ 223,101 (2022: \$ 880,731).

Events after the reporting date

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

Auditor's independence declaration

The auditor's independence declaration in accordance for the year ended 31 December 2023 has been received and can be found on page 3 of the financial report.

Indemnification and insurance of officers and auditors

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 NAISDA Limited.

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

Director: *Nerida Blair*

Director: *Mayrah*

Dated this 12 day of April, 2024

Business advice
and accounting

ESV

AUDITOR'S INDEPENDENCE DECLARATION TO THE MEMBERS OF NAISDA LIMITED

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2023 there has been:

- (i) No contraventions of the auditor independence requirements as set out in section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- (ii) No contraventions of any applicable code of professional conduct in relation to the audit.

Dated at Sydney on the 12th day of April 2024

ESV

ESV Business Advice and Accounting

T. Burns

Travas Burns
Partner

Level 13, 68 York Street Sydney NSW 2000
Telephone. +61 2 9283 1666 | Email. admin@esvgroup.com.au

esvgroup.com.au

A member of TIAG®, a worldwide alliance of independent accounting firms, a division of TAG Alliances.
Liability limited by a scheme approved under Professional Standards Legislation.

NAISDA Limited

ABN 19 177 937 206

Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 31 December 2023

		2023	2022
	Note	\$	\$
Revenue	4	3,792,320	4,212,585
Finance income		11,594	6,484
Rental income		126,008	85,432
Other income	4	244,997	120,692
Employee benefits expense		(1,862,594)	(1,741,332)
Depreciation and amortisation expense		(468,790)	(346,118)
Occupancy costs		(305,928)	(342,492)
Other expenses		(1,280,009)	(1,081,466)
Finance expenses		(34,497)	(33,054)
Surplus before income tax		223,101	880,731
Income tax expense		-	-
Surplus after income tax expense for the year		223,101	880,731
Other comprehensive income			
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		223,101	880,731

The accompanying notes form part of these financial statements.

NAISDA Limited

ABN 19 177 937 206

**Statement of Financial Position
As At 31 December 2023**

	Note	2023 \$	2022 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents		6,981,841	1,455,994
Trade and other receivables	5	367,437	1,402,491
Inventories		14,719	15,843
Other financial assets	7	527,324	272,204
TOTAL CURRENT ASSETS		7,891,321	3,146,532
NON-CURRENT ASSETS			
Property, plant and equipment	6	663,167	432,169
Right-of-use assets	8	895,351	486,260
TOTAL NON-CURRENT ASSETS		1,558,518	918,429
TOTAL ASSETS		9,449,839	4,064,961
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	252,637	193,141
Lease liabilities	8	322,657	329,403
Employee benefits	11	420,793	392,663
Other liabilities	10	4,796,379	179,135
TOTAL CURRENT LIABILITIES		5,792,466	1,094,342
NON-CURRENT LIABILITIES			
Lease liabilities	8	598,630	196,000
Employee benefits	11	120,291	59,268
TOTAL NON-CURRENT LIABILITIES		718,921	255,268
TOTAL LIABILITIES		6,511,387	1,349,610
NET ASSETS		2,938,452	2,715,351
EQUITY			
Retained surpluses		2,938,452	2,715,351
TOTAL EQUITY		2,938,452	2,715,351

The accompanying notes form part of these financial statements.

NAISDA Limited

ABN 19 177 937 206

**Statement of Changes in Equity
For the Year Ended 31 December 2023**

2023	Retained Surpluses \$	Total \$
Balance at 1 January 2023	2,715,351	2,715,351
Surplus for the year	223,101	223,101
Other comprehensive income for the year	-	-
Total comprehensive income for the year	223,101	223,101
Balance at 31 December 2023	2,938,452	2,938,452
2022		
Balance at 1 January 2022	1,834,620	1,834,620
Surplus for the year	880,731	880,731
Other comprehensive income for the year	-	-
Total comprehensive income for the year	880,731	880,731
Balance at 31 December 2022	2,715,351	2,715,351

The accompanying notes form part of these financial statements.

NAISDA Limited

ABN 19 177 937 206

**Statement of Cash Flows
For the Year Ended 31 December 2023**

	2023	2022
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	10,797,185	2,274,383
Payments to suppliers and employees	(4,509,316)	(3,783,723)
Interest received	11,594	6,484
Interest paid	(34,290)	(1,756)
Net cash provided by/(used in) operating activities	<u>6,265,173</u>	<u>(1,504,612)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payment for bank guarantee	(40,771)	-
Purchase of property, plant and equipment	(289,466)	(316,928)
Net cash provided by/(used in) investing activities	<u>(330,237)</u>	<u>(316,928)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Repayment of lease liabilities	(409,089)	(342,025)
Net cash provided by/(used in) financing activities	<u>(409,089)</u>	<u>(342,025)</u>
Net increase/(decrease) in cash and cash equivalents held	5,525,847	(2,163,565)
Cash and cash equivalents at beginning of year	1,455,994	3,619,559
Cash and cash equivalents at end of financial year	<u>6,981,841</u>	<u>1,455,994</u>

The accompanying notes form part of these financial statements.

NAISDA Limited

ABN 19 177 937 206

**Notes to the Financial Statements
For the Year Ended 31 December 2023**

The financial report covers NAISDA Limited as an individual entity. NAISDA Limited is a not-for-profit Company, registered and domiciled in Australia.

The functional and presentation currency of NAISDA Limited is Australian dollars.

The financial report was authorised for issue by the Committee of Management on 12 April 2024 .

Comparatives are consistent with prior years, unless otherwise stated. Certain comparative figures have been reclassified to conform to the current year presentation only.

1 Basis of Preparation

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

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

Material accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

2 Summary of Material Accounting Policies**(a) Revenue and other income****Revenue recognition policy for contracts which do not have sufficiently specific performance obligations**

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

Grant income

Revenue in the scope of AASB 1058 is recognised on receipt unless it relates to a capital grant which satisfies certain criteria, in this case the grant is recognised as the asset is acquired or constructed.

Capital grants

Capital grants received to enable the company to acquire or construct an item of property, plant and equipment to identified specifications which will be under the Company's control and which is enforceable are recognised as revenue as and when the obligation to construct or purchase is completed.

Other income

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

(b) Income Tax

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

NAISDA Limited

ABN 19 177 937 206

**Notes to the Financial Statements
For the Year Ended 31 December 2023****2 Summary of Material Accounting Policies****(c) Goods and services tax (GST)**

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

Receivables and payable are stated inclusive of GST.

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

(d) Inventories

Inventories are measured at the lower of cost and net realisable value. Cost of inventory is determined using the first-in-first-out basis and is net of any rebates and discounts received. Net realisable value is estimated using the most reliable evidence available at the reporting date and inventory is written down through an obsolescence provision if necessary.

(e) Property, plant and equipment

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

Depreciation

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

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

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

Fixed asset class	Depreciation rate
Plant and Equipment	10% - 33%
Leasehold improvements	10% - 33%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(f) Financial instruments

Financial instruments are recognised initially on the date that the Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

NAISDA Limited

ABN 19 177 937 206

**Notes to the Financial Statements
For the Year Ended 31 December 2023****2 Summary of Material Accounting Policies****(f) Financial instruments****Financial assets**

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

Classification

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

- amortised cost
- fair value through profit or loss - FVTPL

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

Amortised cost

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

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

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Trade receivables

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Company has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Financial liabilities

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

The financial liabilities of the Company comprise trade payables and lease liabilities.

NAISDA Limited

ABN 19 177 937 206

**Notes to the Financial Statements
For the Year Ended 31 December 2023****2 Summary of Material Accounting Policies****(g) Cash and cash equivalents**

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

(h) Leases

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

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

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

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

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

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

Exceptions to lease accounting

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

(i) Employee benefits

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

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

NAISDA Limited

ABN 19 177 937 206

**Notes to the Financial Statements
For the Year Ended 31 December 2023****2 Summary of Material Accounting Policies****(i) Employee benefits****Defined contribution schemes**

Obligations for contributions to defined contribution superannuation plans are recognised as an employee benefit expense in profit or loss in the periods in which services are provided by employees.

(j) Adoption of new and revised accounting standards

The Company has adopted all standards which became effective for the first time at 31 December 2023, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flow of the Company.

(k) New accounting standards and interpretations issued but not yet effective

The AASB has issued new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods. The Company has decided not to early adopt these Standards and has not yet assessed the likely impact of adoption.

3 Critical Accounting Estimates and Judgments

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

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

The significant estimates and judgements made have been described below.

Key estimates - impairment of property, plant and equipment

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

Key estimates - employee benefits provision

As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

Key estimates - Estimation of useful lives of assets

The Company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

NAISDA Limited

ABN 19 177 937 206

**Notes to the Financial Statements
For the Year Ended 31 December 2023****3 Critical Accounting Estimates and Judgments****Key estimates - receivables**

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

4 Revenue and Other Income

	2023	2022
	\$	\$
Revenue recognised under AASB 15 (overtime)		
- government revenue (including grants)	262,835	-
Revenue recognised on receipt (no sufficiently specific performance obligations under AASB 1058)		
- government revenue (including grants)	3,501,901	4,188,225
- sundry revenue	27,584	24,360
Total Revenue	3,792,320	4,212,585
Other Income		
- donations	236,869	98,304
- sundry income	8,128	22,388
	244,997	120,692

Government grants and other assistance

	2023	2022
	\$	\$
Commonwealth government		
Commonwealth operating	-	98,123
Commonwealth capital	-	1,240,091
National Indigenous Australians Agency	211,575	210,000
Office for the Arts - The Cinder Project	262,835	-
Office for the Arts - Other	2,516,000	1,871,500
Abstudy	187,249	113,600
	3,177,659	3,533,314
State government		
State operating	109,269	226,422
State capital	-	95,979
Aboriginal Heritage Grant	18,022	-
Smart & Skilled	459,786	329,510
	587,077	651,911
Local government		
Local non-recurrent grant	-	3,000
Total government grants and other assistance	3,764,736	4,188,225

NAISDA Limited

ABN 19 177 937 206

**Notes to the Financial Statements
For the Year Ended 31 December 2023****5 Trade and Other Receivables**

	2023	2022
	\$	\$
CURRENT		
Trade receivables	361,189	1,395,334
Sundry debtors	6,248	7,157
Total current trade and other receivables	367,437	1,402,491

6 Property, Plant and Equipment

	2023	2022
	\$	\$
Capital works in progress	-	-
At cost	262,835	-
Total capital works in progress	262,835	-
Plant and equipment		
At cost	460,375	433,744
Accumulated depreciation	(365,457)	(326,024)
Total plant and equipment	94,918	107,720
Motor vehicles		
At cost	149,546	149,546
Accumulated depreciation	(149,546)	(149,546)
Total motor vehicles	-	-
Leasehold Improvements		
At cost	609,142	609,142
Accumulated depreciation	(303,728)	(284,693)
Total leasehold improvements	305,414	324,449
Total property, plant and equipment	663,167	432,169

NAISDA Limited

ABN 19 177 937 206

**Notes to the Financial Statements
For the Year Ended 31 December 2023****6 Property, Plant and Equipment****(a) Movements in carrying amounts**

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

	Capital Works in Progress	Plant and Equipment	Leasehold Improvements	Total
	\$	\$	\$	\$
Year ended 31 December 2023				
Balance at the beginning of year	-	107,720	324,449	432,169
Additions				
Additions	262,835	26,631	-	289,466
Depreciation expense	-	(39,432)	(19,036)	(58,468)
Balance at the end of the year	262,835	94,919	305,413	663,167

7 Other Financial Assets

	2023	2022
	\$	\$
CURRENT		
Prepayments	54,185	86,683
Bank Guarantee	40,771	-
Accrued income	432,368	185,521
	527,324	272,204

8 Leases**Right-of-use assets**

	Land and buildings	Total
	\$	\$
Year ended 31 December 2023		
Balance at beginning of year	486,260	486,260
Depreciation charge	(410,322)	(410,322)
Additions to right-of-use assets	819,413	819,413
Balance at end of year	895,351	895,351

NAISDA Limited

ABN 19 177 937 206

**Notes to the Financial Statements
For the Year Ended 31 December 2023****8 Leases****Lease liabilities**

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year	1 - 5 years	> 5 years	Total undiscounted lease liabilities	Lease liabilities included in this Statement Of Financial Position
	\$	\$	\$	\$	\$
2023					
Lease liabilities	447,899	990,974	-	1,438,873	921,287
2022					
Lease liabilities	345,791	203,971	5,992	555,754	525,403

9 Trade and Other Payables

	2023	2022
	\$	\$
CURRENT		
Trade payables	160,528	112,725
Accrued expenses	91,074	78,441
Other payables	1,035	1,975
	252,637	193,141

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

10 Other Liabilities

	2023	2022
	\$	\$
CURRENT		
Grants in advance	4,796,379	36,150
Donation committed	-	142,985
Total	4,796,379	179,135

NAISDA Limited

ABN 19 177 937 206

**Notes to the Financial Statements
For the Year Ended 31 December 2023****11 Employee Benefits**

	2023	2022
	\$	\$
Current liabilities		
Long service leave	77,125	107,404
Annual leave	343,668	285,259
	<u>420,793</u>	<u>392,663</u>
Non-current liabilities		
Long service leave	<u>120,291</u>	<u>59,268</u>

12 Financial Risk Management

	2023	2022
	\$	\$
Financial assets		
Held at amortised cost		
Cash and cash equivalents	6,981,841	1,455,994
Trade and other receivables	367,437	1,402,491
Total financial assets	<u>7,349,278</u>	<u>2,858,485</u>
Financial liabilities at amortised cost		
Trade and other payables	<u>252,637</u>	193,141
Total financial liabilities	<u>252,637</u>	193,141

13 Key Management Personnel Disclosures

The remuneration paid to key management personnel of the Company is \$ 362,963 (2022: \$ 305,561).

14 Auditors' Remuneration

	2023	2022
	\$	\$
Remuneration of the auditor ESV Business advice and accounting		
- Audit of the financial statements	19,000	20,000
- Other services	3,000	2,800
	<u>22,000</u>	<u>22,800</u>

15 Contingencies

In the opinion of the Committee of Management, the Company did not have any contingencies at 31 December 2023 (31 December 2022:None).

NAISDA Limited

ABN 19 177 937 206

**Notes to the Financial Statements
For the Year Ended 31 December 2023****16 Commitments**

In the opinion of the Committee of Management, the Company did not have any commitments for expenditure as at 31 December 2023 (31 December 2022:None)

17 Related Parties**(a) The Company's main related parties are as follows:**

Key management personnel - refer to Note 13.

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

(b) Transactions with related parties

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

The following transactions occurred with related parties:

	2023	2022
	\$	\$
KMP related parties		
Nerida Blair Consultants	11,493	8,413
33 Creative	-	33,000
Thirriwirri	-	9,123

18 Events after the end of the Reporting Period

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

19 Statutory Information

The registered office and principal place of business of the company is:

NAISDA Limited
31 The Avenue
Kariong NSW 2250

NAISDA Limited

ABN 19 177 937 206

Directors' Declaration

The directors declare that in the directors' opinion:

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

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

Director


Director


Dated 12 April 2024

Business advice
and accounting

ESV

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

We have audited the financial report, being a general purpose – simplified disclosure financial report, of NAISDA Limited (the 'Company'), which comprises the statement of financial position as at 31 December 2023, and the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, summary of material accounting policies, and the Director's declaration.

In our opinion, the accompanying financial report presents fairly, in all material respects, the financial position of the Company as at 31 December 2023 and its financial performance and cash flows for the year then ended in accordance with the Australian Accounting Standards – Simplified Disclosures and other mandatory professional and statutory reporting requirements in Australia including the Australian Charities and Not-for-profits Commission Act 2012.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

The Directors are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards – Simplified Disclosures, the *Australian Charities and Not-for-profit Commission Act 2012* and for such internal control as the Directors determine are necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

We confirm that the independence declaration required by the *Australian Charities and Not-for-profit Commission Act 2012*, which has been given to the Directors of the Company, would be in the same terms if given to the Directors as at the time of this auditor's report.

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

Responsibilities of the directors for the financial report

The directors are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

Level 13, 68 York Street Sydney NSW 2000
 Telephone. +61 2 9283 1666 | Email. admin@esvgroup.com.au

esvgroup.com.au

A member of TIAG®, a worldwide alliance of independent accounting firms, a division of TAG Alliances.
 Liability limited by a scheme approved under Professional Standards Legislation.

**Business advice
and accounting****INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF NAISDA LIMITED***Auditor's responsibilities for the audit of the financial report*

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf This description forms part of our auditor's report.

Dated at Sydney on the 12th day of April 2024

**ESV Business Advice and Accounting**

Travas Burns
Partner





31 The Avenue, Mt Penang Parklands
Kariong NSW 2250 Australia

Ph (61) 2 4340 3100 Fx (61) 2 4340 3160

Free call within Australia 1800 117 116

Email naisda@naisda.com.au

www.naisda.com.au

RTO CODE: 5639



Australian Government



Arts8

