Contents

CHAIRMAN’S LETTER 2
BOARD AND STAFF COMPOSITION 3
INFOGRAPH AND TIMELINE 4
PROGRAMS 13
SUPPORTERS
The principal activities of the Foundation aim to lead the provision of education and employment opportunities for Aboriginal and Torres Strait Islander Australians. The priority of the Foundation remains employing local Aboriginal role models who are empowered to build capacity within their own communities.

The Foundation has centralised operations in 2017/18 with the growth of programs in the Perth Metropolitan area and Regional Western Australia. 58 staff are employed nationally, 81% of whom are Aboriginal or Torres Strait Islander. Satellite offices now exist in East Victoria Park, Armadale, Kwinana, Broome, Wickham, Wiluna, Onslow, the Great Southern, the Goldfields, the South West, the Wheatbelt regions and Victoria. The construction of the purpose-built community facility within the Lathlain Park Redevelopment continues with significant additional funding contributed by Lotterywest and the Department of the Prime Minster and Cabinet.

Programs run by the Foundation include Plan 2day 4 2morrow™ (P242), Deadly Sista Girlz™, Wickham Wirra Club Homework Centre, Wirra Schools RSAS, Moorditj Ngoorndiak, Bunuru, Full Circle Partnership, the Vocational Training and Employment Centre (VTEC), Transition to Work, Bidi Waalitj and more recently ParentsNext and ISMAA.

The Foundation delivers its suite of programs that improve school retention rates, facilitates opportunities for sustainable employment, decreases the rate of recidivism in offenders and improve the health and wellbeing of our Aboriginal participants. The Foundation also expanded delivery of mentoring programs including ParentsNext which aims to assist parents with young children to identify their education and employment goals. 2017-2018 also saw the commencement of ReSet which uses an integrated suite of tailored, culturally competent and evidence-based reintegration services to provide support to men and women after leaving prison, so that they can have a new beginning that is meaningful and breaks the cycle of offending.

The Foundation held its Annual Fundraising Dinner in October 2018 to raise funds to assist in the operations of its range of programs. The event raised vital funds to ensure the ongoing financial viability of our programs and would not have been possible without the generous support of all those who attended and/or donated to the evening.

The Foundation would like to acknowledge and thank all sponsors and program partners for their contribution and support, particularly Lotterywest, the Department of Prime Minister and Cabinet, Shell Australia, Department of Jobs and Small Business and the Western Australian State Government. The contributions received from other partners including; BHP, Clayton Utz, Rio Tinto, Hope Community Services and West Coast Eagles Football Club are greatly appreciated and all are integral to the success of the Foundation and our programs.
It gives me great pleasure to again be recapping another wonderful year for the Wirrpanda Foundation. 2017-2018 was an exciting period in which we enjoyed continued growth, whilst also streamlining our service delivery as we work to lead the provision of education and employment opportunities for Aboriginal and Torres Strait Islander Australians.

Key delivery continued across existing programs, including Plan 2day 4 2morrow™ (P242), Deadly Sista Girlz™, Wirra Schools RSAS, Wickham Wirra Club, Moorditj Ngoorndiak, Bunuru, Full Circle Partnership, the Vocational Training and Employment Centre (VTEC), Transition to Work and Bidi Waalitj.

The 2017-2018 period also saw the introduction of new programs in ParentsNext and ReSet. An Australian Government Initiative delivered in partnership with Stirling Skills Training, ParentsNext aims to assist parents with young children to identify their education and employment goals and develop a pathway to achieve those goals. Supported by the WA Department of Justice, ReSet provides support to men and women after leaving prison, so that they can have a meaningful new beginning and works to break the cycle of offending. ReSet service is delivered by a consortium of four agencies, comprising the Foundation, Centrecare, St. Bartholomew's House, and led by Wungening Aboriginal Corporation.

We look forward to our upcoming move to our new facility alongside the West Coast Eagles at Lathlain Park. To have a facility that will be purpose-built for the Foundation and our needs is an incredible opportunity, one which will afford us the ability to continue to empower our people and continued growth.

In closing I would like to extend my sincerest thanks to all those who have contributed to Foundation and continue to support us. To our partners, funders, donors, volunteers and all those who have offered their support, you have made it possible for us to continue to enable our First Australians to thrive and for that we are truly grateful.

Lisa Cunningham
CEO, Wirrpanda Foundation
Our Mission
“To lead the provision of education and employment opportunities. We influence and inspire the empowerment of our people through our diverse work force, which is led by our First Australian role models.”
Our current funding breakdown is approximately:

- State Government: 34%
- Federal Government: 34%
- Corporate: 20%
- Philanthropic/Donations: 6%
- Fundraising: 3%
- Other: 3%

Since opening our doors in 2005 at the Subiaco FC, the Wirrpanda Foundation has reached approx. 30,000 Aboriginal and Torres Strait Islander People nationally.
Since 2007 Deadly Sista Girlz has reached over 4,000 Indigenous girls and is currently delivered to 11 sites nationally.

Since 2008 the Wirrpanda Foundation has assisted over 800 jobseekers into employment and provided ongoing mentoring.
2001
- West Coast Eagles registered David Wirrpunda Foundation Inc
- Endorsed as Deductible Gift Recipient (DGR)

2002
- David Wirrpunda Foundation Inc register for Income Tax Exemption

2005
- David Wirrpunda Foundation Inc Launch at the old Subiaco Football Club
- Wirra Club Program commences

2006
- Pilbara Office Opened in Wickham with the support of Rio Tinto

2008
- P242 Employment Program with Bunnings
- Change of Name from David Wirrpunda Foundation Inc to David Wirrpand Foundation Inc

2009
- Commenced P242 Employment Program in Partnership with Central Institute of Technology based in Leederville

2010
- Commenced the Indigenous Employment Program (IEP) with Central Institute of Technology

2011
- Moved head office from Subiaco Oval to Central Institute of Technology in Leederville
- Commenced DSG in Doonside and Queanbeyan in NSW
- Commenced DSG in Healesville in VIC
- Commenced DSG Program in Broome with the support of Shell Australia

2007
- Dare to Dream for girls commences and develops into the Deadly Sista Girlz (DSG) Programs
- On My Way Leadership Program in Pilbara
- Troy Cook Health and Fitness Program in Pilbara
- Dare to Dream at Balga SHS
2012
- Opened Victorian Office to support the delivery of DSG programs
- National NAIDOC Person of the Year Award - David Wirrpanda
- The DSG program named a best practice program by the Commissioner of Children and Young People in WA.
- DSG was named a best practice program in the AMP Foundations Best of Every Woman: An overview of approaches for philanthropic investment in Aboriginal women and girls.

2013
- Opened Kwinana Office to support the delivery of the P242 Happy Families Employment Program, Parenting Program, Driver Training Program, Deadly Brotha Boyz Program and DSG Program
- National DEADLY AWARD for Excellence in Education for DSG Program
- National NAIDOC Youth of the Year Award - Kate Malpass
- Opened ACT Office in Canberra to support the Wirra Club Program

2014
- Change of Name from David Wirrpanda Foundation Inc to The Wirrpanda Foundation Ltd
- Opened Great Southern Office in Albany to support the Wirra Sports Program and the role of the Great Southern Aboriginal Sports Development Manager position

2015
- Launched the Moorditj Ngoordilik Program in Perth Metro
- Launched the Deadly Sistas Program in Brisbane in Partnership with Institute of Urban Indigenous Health and Office for Women

2016
- Decision to move to Cannington to be closer to many of our participants and readiness for our transition to the new Lathlain Facility
- Foundation attended the SOD ceremony at Lathlain facility site
- Commencement of the Remote School Attendance (RSAS) program for Wiluna
- Establishment of the Western Australian Training Academy (WATA)

2017
- Launch of the youth justice contracts: Bunuru in partnership with Outcare and Full Circle partnership with Life without Barriers in the West Kimberley
- Relocation of our Victorian office to Korin Gamadji Institute (KGI) at Richmond Football Club
- Commencement of program delivery in Onslow, WA
- Launch of the Empowering Youth Initiatives employment program: Bidi Walalji, in collaboration with the West Coast Eagles and the Department of Jobs and Small Business
- Expansion of the Deadly Sista Girlz program to include 11 delivery sites across Australia and inclusion of the DSG Football Program
- Acquisition of training facility in East Victoria Park

2018
- ReSet program launched
- Commencement of the ParentsNext Program, in collaboration with Stirling Skills Training
- Midland/Perth North office opened
- Expansion of our VTECs to include the Goldfields, Wheatbelt and South West Regions
- VTEC program alongside Skill Hire named as a finalist for the Innovation in Indigenous Employment award at the NESA Excellence Awards
Vision:
“The Wirrpanda Foundation is recognised as a leader enabling First Australians to thrive.”

The Wirrpanda Foundation is a not-for-profit organisation with DGR item 1 status, incorporated on 11 January 2002 and endorsed as an income tax exempt charity on 12 February 2002. The Foundation is a wholly owned separate legal entity of Indian Pacific Limited, trading As West Coast Eagles Football Club. The West Coast Eagles provide financial, IT, insurance and media services under a shared service agreement that ensure the Foundation’s administration and staffing costs are kept to a minimum. The Foundation is governed by a separate Board of Directors. The five Directors possess extensive commercial and strategic acumen and meet five times a year. The focus of the Board continues to be strong governance and financial management.
Our People

Strong, successful and passionate Indigenous mentors are employed to deliver all of our programs, with 81% of our current employees being Indigenous. We currently employ 58 staff members nationally, all of whom have completed culturally appropriate facilitator and mentor training. The Foundation is committed to fostering community partnerships and engaging and empowering parents, families and community groups to break the cycle of disadvantage.
Wirra Schools
(Remote School Attendance Strategy)
Wirra Schools is a Remote School Attendance Strategy program run in the community of Wiluna in partnership with Wiluna Remote Community School. This program is aimed at improving school attendance in Aboriginal and Torres Strait Islander children by working with families to ensure attendance and retention at school.

Funder:

Deadly Sista Girlz
Delivered by strong Aboriginal and Torres Strait Islander Mentors, Deadly Sista Girlz aims to engage and empower Aboriginal and Torres Strait Islander girls to make better choices for their health and their futures, through increased school attendance and education. Each participant receives culturally appropriate one-on-one mentoring with a focus on self-confidence, goal setting, health awareness, drug, tobacco and alcohol education, financial literacy, nutrition, minimising risky behaviour and career aspirations. In 2017 the program expanded to include the Deadly Sista Girlz Football Academy, which is inclusive of all girls who show an interest in the Football industry across our 13 delivery sites and aims to engage the girls in healthy physical activity through Australian Rules Football.

Funder:

Wirra Club
Beginning in 2005, Wirra Club is our longest running program, putting emphasis on building family and community capacity and strengthening family and school relationships. Delivery sessions are aimed at improving self-esteem, confidence, education and leadership within the parent network. Since 2011 Wirra Club has operated in Wickham with the Wirra Club Homework Centre where Primary school aged participants are given assistance with their schoolwork, a healthy snack and physical activity twice a week.

Funder:

Rio Tinto
Deadly Brotha Boyz
Deadly Brotha Boyz is a weekly health and education aspirational program for Aboriginal boys aged 8-18 years of age. The program is delivered by positive male Aboriginal mentors and each session involves a variety of activities designed to engage participants, a healthy meal and a mentor led yarning circle, in which mentors will discuss with participants ongoing personal issues they may be having and focus on topics such as drug, tobacco and alcohol education, family issues, literacy and numeracy, conflict resolution, healthy relationships, minimizing risky behaviours, mental health, career development and cultural identity.

Funder:

Onslow Family Support
The Onslow Family Support Program is aimed at Aboriginal families in Onslow and the Bindi Bindi community with the primary aim of improving school attendance and capacity in parents and caregivers. In 2018 the DSG and Wirra Kids programs were introduced in a weekly format in partnership with Onslow School.

Funder:

Wirra Sports
(Great Southern Aboriginal Sports Development)
“Servicing the Great Southern region of Western Australia the Aboriginal Sports Development Officer liaises with local sporting/recreation organisations, service providers and local government to increase Aboriginal participation in sporting & recreational activities and promote healthy lifestyles. The program has a two-fold impact by building capacity in both families and local organisations.

Funder:
Six participants of the Wirrpanda Foundation’s Deadly Sista Girlz program graduated from St. Mary’s College in Broome after having successfully completed Year 12 in 2018.

The girls, each with big dreams for their futures, credit the program in providing invaluable support throughout their education.

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Furthering their education at University is the next step for Leanne Dolby, Rose Hamaguchi and Ruby Hamaguchi. Before they headed off for their next chapter, the girls took some time to reflect on the positive experiences they had being part of Deadly Sista Girlz.

A Yawuru girl from Broome, Leanne is following her dream of becoming a doctor and has commenced her studies at the University of Western Australia, in the hopes that one day she will come back to Broome and help to improve the health of the community. Leanne candidly acknowledged the immense impact the Deadly Sista Girlz program had on her throughout her schooling.

"From year 8 I’ve been supported by the Wirrpanda Foundation. "Without them and the mentoring I received I would’ve struggled throughout high school," she said.

Ruby Hamaguchi, a Kija girl from Broome, who is now attending a bridging course at Curtin University said the program provided important support for her, including assisting her in the process of applying to university.

"DSG has been a huge support system for me, with our yarning sessions and the help I gained for applying and being accepted into a course at Curtin University in Perth, allowing me to hopefully further my studies and do nursing in the future."

Erin Victor, a Nyul Nyul girl from Beagle Bay Community, and Shadeen Matthews, a Jaru girl from Ringer Soak Community, see themselves heading back to their communities and working to help the younger generations. Whilst Rahizah Mills, a Yawuru girl from Broome, is passionate about keeping her community safe and aims to join the WA Police through their Aboriginal Cadet program.

Shannon McGuire, Manager of the Deadly Sista Girlz program is proud of the girls and their mentors.

"For us, DSG, and the Aboriginal community it is a big achievement," she said.

The significance of what the girls and the program has achieved was not lost on Broome based Deadly Sista Girlz mentor, Rebekah Treacy.

“To have 6 girls graduate from St Mary’s Secondary having also been a part of the DSG Program is not only a great achievement to the girls and their families but they also have set a positive example to the younger girls in the program,” she said.

Fellow Broome mentor Anna Kelly, is looking forward to seeing what the girls achieve as they embark on their next chapter of their lives.

“My hopes for the girls is to follow their dream and achieve their career goals.

“They can do anything they want if they put their minds to it.”

Kindly supported by:
Employment

Plan 2day 4 2morrow (P242)
Aimed at inspiring and creating opportunities for long-term unemployed Aboriginal people aged 18+ to reach their full potential and gain employment. P242 encompasses all aspects of the pre-employment journey including the Foundation’s weekly FIT 4 WORK program for Indigenous Job Seekers which runs every Thursday in East Victoria Park. The activities are aimed at improving physical fitness, self-confidence, employability and networking opportunities. The Foundation’s mentors deliver the weekly program and provide mentoring support for participants whilst also improving the health and wellbeing of attendees.

Funder:

Vocational Training Employment Centre (VTEC)
The VTEC operates in conjunction with all the Wirrpanda Foundation programs, with the support and involvement of local Aboriginal communities and their leaders. VTEC connects Aboriginal and Torres Strait Islander job seekers to guaranteed job opportunities, while providing support to maintain continuous employment. Funded by the Federal Government, our VTEC is required to work with employers, to place and mentor Indigenous job seekers into meaningful long-term employment. In 2018 the Wirrpanda Foundation was awarded additional VTEC geographical delivery areas and now covers the Perth Metro, Goldfields, Wheatbelt, South West and Great Southern Regions.

Funder:

Transition to Work
The Wirrpanda Foundation in partnership with Communicare delivers the Australian Government’s Transition to Work initiative in Perth’s South East region, aimed at helping young people and early school leavers to transition to the workforce. The Transition to Work program supports young Aboriginal and Torres Strait Islander people aged 15-21 into education, training or employment by focusing on practical skills and mentoring support. The key focus is to help young people understand what is expected in the workplace and to develop the skills, attitudes and behaviours that will enable them to find sustainable, long-term employment.

Partnership:

Bidi Waalitj
Bidi Waalitj is a collaborative employment program between the Wirrpanda Foundation, West Coast Eagles and the Department of Jobs and Small Business, aimed at assisting young Indigenous jobseekers into suitable, sustainable employment. Mentors work with participants aged 15 - 24 in the Perth Metro region by servicing employment opportunities with West Coast Eagles database employers.

Partnership:

Bidi Waalitj
Bidi Waalitj is a collaborative employment program between the Wirrpanda Foundation, West Coast Eagles and the Department of Jobs and Small Business, aimed at assisting young Indigenous jobseekers into suitable, sustainable employment. Mentors work with participants aged 15 - 24 in the Perth Metro region by servicing employment opportunities with West Coast Eagles database employers.

Partnership:
Reece makes a change

The journey to employment for Reece Yarran was not always an easy one. Having not worked consistently for over 10 years, the 29-year-old knew he had to make a change.

Reece made the decision to turn his life around, and with the support of the Wirrpanda Foundation’s Plan 2day 4 2morrow program found employment.

Having originally came to the Foundation back in 2010, he was a participant in what was then the Solid Futures program, but didn’t complete the program and continue on to employment at that stage.

Over the years Reece has faced many challenges, from a battle with substance abuse and incarceration, but has worked hard to overcome his struggles and is proud of the changes he has made to better himself.

“I used to be a criminal, institutionalised. I was in an out of prison for a while because no one gave me that chance,” he said. “I’ve always asked ‘Look, get me a job and I’ll get myself together.’ But nobody gave me that chance like Wirrpanda, you guys helped me get a job, now I’ve actually got it, I’m doing good and I’m showing people that anybody can change, “Look at me now, I’m getting married, I’ve changed.”

Reece attributes the Foundation’s culturally appropriate mentoring as something that made a big difference in his search for employment. "Before I came to you guys I was getting nowhere, not for an Indigenous person, no ways.

“That’s when I came to Wirrpanda, you associate better, you get what we mean. Because we can’t talk to our other employers like that, you know, they don’t get it, and Wirrpanda they do get it. “They ask you where you would like to work, where you live, where you come from and if you do have any problems with family feuding/personal life and it’s good that you ask personal questions.

“You guys hooked me up with this job and I was the happiest man alive,” Reece said.

The physical nature of his new role wasn’t initially easy for Reece, but has taught him a lot about being in a work environment and allowed him to build up his employability skills.

“It took a toll on me but you got to have a strong mind and don’t stress yourself out, take it one day at a time, “You have to have respect not just for yourself but for others, be on time - always be on time, that’s the important thing. I usually rock up 20 minutes before work starts. Just to have my cup of coffee, my little break and then I’m ready.”

Reece has some advice for other young people who might have found themselves in a similar situation to what he did. “I stopped worrying about drugs I used to do. That stuffs not going to get you nowhere. You’ve actually got to sit down and realise, stop acting like a kid, grow up, you can’t do that forever and you can’t live forever.

“Be a leader not a follower. I used to be a follower but now I’m a leader because I’m actually doing something.”

P242 program kindly supported by:
Aboriginal Sports Traineeship
The traineeship program sourced and selected six employers and trainees to undertake Sport and Recreation traineeships throughout Western Australia. The Department of Local Government Sport and Cultural Industries, the WA Aboriginal Sports Council and Wirrpanda Foundation are committed to improving the number and quality of Indigenous people working in sport and recreation in WA and this project aims to meet this objective. The program allows for participants to obtain on the job experience whilst also completing a vocational qualification, with strong mentoring support provided by the Wirrpanda Foundation.

Funder:

ParentsNext
ParentsNext aims to assist parents with young children to identify their education and employment goals and develop a pathway to be able to achieve those goals. The program also links participants to activities and services in the local community. The Wirrpanda Foundation ParentsNext Program is run in partnership with Stirling Skills Training and is a provider for Perth North.

Partnership:

Funder:

ISMAA
The Industry Specialist Mentoring for Australian Apprentices (ISMAA) program aims to increase apprentice retention rates, particularly in the first two years of training, to improve completion rates and support the supply of skilled workers. The ISMAA program provides an intensive and specialist level of assistance to apprentices and trainees who are experiencing barriers to completing their training through frequent contact from an industry mentor. The Wirrpanda Foundation delivers ISMAA under a subcontract agreement with Skill Hire.

Partnership:

Funder:

Full Circle Partnership
Full Circle Partnership provides intensive individual mentoring support to Aboriginal youth involved in the Youth Justice system in the Kimberley region. Delivered in partnership with Hope Community Services, the program mentors operate in Broome with participants exiting Banksia Hill Detention Centre, as well as servicing surrounding communities.

Partnership:

Funder:
ReSet
Using an integrated suite of tailored, culturally competent and evidence-based reintegration services, ReSet provides support to men and women while in prison and after leaving prison, so that they can have a new beginning that is meaningful and breaks the cycle of offending. The program covers connecting with family and community, positive parenting relationships, adjusting to life after prison, finding a place to live, and preparing for work. The Wirrpanda Foundation provides employment services within the Consortium model.

Consortium:

Bunuru
Bunuru provides intensive mentoring support and development for participants involved in youth justice across the key development areas of education and training with the ultimate aim of reducing recidivism in and providing employment pathways for young males.

Funder:

Moorditj Ngoordiak
Moorditj Ngoordiak provides intensive individual mentoring for participants who are exiting Banksia Hill Detention Centre or on community orders, and their families with the aim of reducing recidivism amongst young Aboriginal men. The program offers a robust approach to mentoring that connects participants and their families to services in a culturally safe and appropriate environment, pre and post release.

Funder:
Our supporters

The Wirrpanda Foundation would not be able to achieve the level of success it has without the outstanding generosity of our funders including: