



# ANNUAL REPORT

2024-2025





## Acknowledgement

The Karlup Board acknowledges that they are walking in the footsteps of Noongar elders and leaders across the Noongar Nation, whose stories and learnings are passed down through generations of elders and leaders to supporting those future generations to navigate their life journey.

Kalup hopes to learn from both past and present elders and leaders to build the capacity of our community to develop and deliver better culturally safe solutions across Noongar Nations.

**WARNING:** Aboriginal and Torres Strait Islander readers are warned that this document may contain images of deceased persons.

Karlup Aboriginal Corporation  
ABN: 68 711 075 359 | ICN: 9728

**Privacy Statement:** Karlup Aboriginal Corporation follows the Australian privacy principles and respects the privacy of the people it assists, its members, volunteers, employees, donors and supporters.

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## About Karlup Aboriginal Corporation

The Karlup Aboriginal Corporation (Karlup) was registered as an Aboriginal Community Controlled Organisation (ACCO) with the Office of Registrar of Indigenous Corporations (ORIC) in April 2022.

Karlup is a Noongar word meaning *homeland* or *heartland*. Our heartland is Midland, in the City of Swan. The City of Swan has the largest Aboriginal population of any local government area in Western Australia.

There is strong evidence that Aboriginal people have lived on and cared for this Country for tens of thousands of years. Midland and the surrounding areas hold deep cultural connection and long-standing history.

This area is also known as Weeip Country, named after Weeip, a respected Noongar leader whose family lived here in early colonial times. Many Aboriginal families in Midland today can still trace their lineage back to Weeip.

Karlup grew out of the strong men's and women's groups that have been running in Midland for many years. These groups showed the strength of community coming together and leading the way.

Karlup Aboriginal Corporation is community-led. We lift up Aboriginal voices, strengthen culture, and support families to stay strong and connected. Elders and community members guide our work.

We run culturally strong projects based on what local people want. Karlup helps connect community needs with the services that support them, grounded in deep listening, respect, and Aboriginal ways of knowing and doing.



# Karlup's Vision, Values and Principles

Our vision is for all Aboriginal people in the City of Swan and its surrounds to have a place to call home, are empowered to have a voice and to be in control of their own lives and communities.

## Our Values - What we believe

- **Budjar (place)** is important to those of us who live on **Noongar Moort of Weeip Maali Boodja**.
- We can create solutions for our people when we are **moordjitj (strong)** i.e. physically, emotionally and culturally secure.
- **Kaartdijin (knowledge)** and solutions can be found within our local Noongar communities.
- **Moort (family)** is core to who we are, how we work, what we value and what we promote.



## Our Principles

- **Nih (Listening)** — We will listen to everyone, and by so doing provide everyone with a voice.
- **Kuttajinoong (Seeing and understanding different perspectives)** — We understand that everyone is different and that everyone's perspectives are valid in relation to their own experience. We will be collaborative and inclusive, working with other Aboriginal led organisations and our strategic partners in order to bring our community together.
- **Nidja (Here)** — We will maintain our place-based focus on the greater City of Swan and its surrounds.
- **Karnany (Trustworthy)** — We will do what we say we are going to do.
- **Wirrin (Transparent)** — When we act and/or make decisions, we will be open and transparent about our reasons.



## Message from Co-Chair, Joslyn Eades-Tass

On behalf of the Board of the Karlup Aboriginal Corporation, I am honoured to present our Annual Report for the 2024-2025 financial year. This has been a year of strengthening, renewal, and deepening our commitment to community, culture, and Boodjar.

Our work is guided by strong leadership, the priorities of our community, the wisdom of our Elders Advisory, and the continued success of our programs, which provide resources and support to our people. This year, we have focused on initiatives that nurture families, care for Boodjar, and foster lasting social and economic wellbeing.

Some of our key achievements include:

- the ***Birdiya Aboriginal Family Safety Project***, which has helped strengthen family wellbeing and cultural safety
- the ***Ni Birdiya Waangkiny (Listen: Bosses Talking) Evaluation***, offering valuable insights into community priorities and leadership perspectives
- ***It's Our Turn Now***, an evaluation reflecting on the establishment of Karlup Aboriginal Corporation and guiding our future direction.

Each of these projects reflects our commitment to culturally grounded, community-led solutions.

These successes are made possible by the dedication of our staff, the guidance of our Elders, and the trust and support of our community. I sincerely thank the Board, staff, and members for your collaboration, care, and shared vision.

Looking ahead, Karlup Aboriginal Corporation remains committed to supporting strong families, preserving cultural knowledge, caring for Boodjar, and helping our communities thrive. Together, we continue to build a future grounded in respect, resilience, and cultural integrity.

Joslyn Eades-Tass  
Co-Chair



## Message from Co-Chair, John Mogridge

“We work with community. We are here to be driven by community. We just want to do the best for our community. How we approach things, whether it is internally in the Board, but also collectively out into the community, listening and then seeing what we have to do next. We’re driven and directed by the collective.”

When I look at the growth of Karlup, I see the growth that has happened in all of our community members who have been engaged in the Board and other programs.

As Co-Chair, I have been on a big learning curve and appreciated the support provided to gain new skills and experiences.

Every person that has come and gone on our board has bought a whole lot of experience and local knowledge to Karlup. I have valued their passion for this community.

Looking forward, I see the growth coming to the organisation and how we can support greater participation from the community, continue to engage with our Elders and bring on board new workers into our programs and projects.

It is both daunting and exciting to see Karlup expand. With expansion comes challenges, but the exciting part is the opportunity to make a real difference in the community and the broader connections with other partners, ACCOs, government entities and the like.

We are looking forward to bringing cultural immersion experiences to other organisations to grow cultural understanding across services in the greater Midland area, incorporating building the capacity of community members to share their knowledge.

We are seeking to build our membership and invite anyone with connection to the Greater City of Swan area to join us and become an active member of our corporation. We have an exciting future that we will be building together.

John Mogridge  
Co-Chair



## Karlup Board

Karlup's Board provides strong cultural and strategic leadership to guide our work in uplifting Aboriginal Families, strengthening culture, and supporting community-led solutions across the City of Swan and beyond.

Our Board of Directors brings together respected Aboriginal leaders and community members who offer deep cultural knowledge, lived experience, and professional expertise. They ensure that Karlup's work remains grounded in culture, accountable to community, and aligned with our long-term vision for safe, connected, and thriving families.

Throughout the year, the Board has:

- **Provided governance and oversight** to ensure Karlup meets its legal, financial, and cultural responsibilities.
- **Strengthened partnerships and community connections**, actively engaging with Elders, service partners, and local organisations.

- **Supported strategic decision-making for key initiatives**, including the Aboriginal Family Safety Project, Birdiya Panel establishment, and community engagement activities.
- **Championed cultural integrity**, ensuring that Aboriginal voices, perspectives, and leadership remain at the centre of all Karlup programs and projects.

The guidance, commitment, and wisdom of the Karlup Board continue to shape the direction of our organisation, ensuring that our work is firmly grounded in community strengths, cultural knowledge, and collective aspiration for a better future.



Joslyn Eades-Tass  
Co-Chair



John Mogridge  
Co-Chair



Lauren Tink  
Treasurer



Jon Blurton  
Member

Anthony Culborg  
Member



Sharon Gough  
Member



Ron Mell  
Member



Angelina Wubanaitch  
Member



## Finance Summary

Karlup Aboriginal Corporation recorded a net profit (loss) of nil for the year ended 30 June 2025.

Gross Income totalled \$55,615, including \$20,000 from the City of Swan for the NAIDOC 2024 fashion show. These funds were fully expended on the event.

The organisation was successful in securing a grant from the Department of Communities for the Aboriginal Family Safety program and \$35,516 was drawn down and fully expended during the year.

With the organisation's activities increasing, the Board have ensured strong financial controls are in place, through integration with Indigo Junction's financial systems and through professional development of Karlup staff and Board.



## Our Work

In 2024-2025, we continued the work of laying the foundations for a strong community controlled organisation.

Karlup's areas of focus for 2024-2025 included:

- **Cultural leadership and governance** through the recruitment of the Birdiya Aboriginal Family Safety Panel, ensuring strong Elders' voices guide decision-making.
- **Family and community safety initiatives** delivered in partnership with funders, local services, and the Aboriginal community.
- **Cultural immersion and learning experiences** that build understanding, respect, and stronger relationships across the wider community
- **Evaluation of our organisation**, to ensure accountability and transparency.



# Aboriginal Family Safety Project

Birdiya Aboriginal Family Safety Project Uplifting Community Voices

Karlup Aboriginal Corporation is proud to champion the voices of local Aboriginal community members in shaping the design and delivery of services that impact Aboriginal families across the City of Swan and surrounding regions.

Through the Aboriginal Family Safety Project, funded by the Department of Communities, Karlup has been walking alongside Elders, Leaders, and community representatives to ensure cultural knowledge is respected and embedded in every stage of our work.

## Introducing the Birdiya Panel

To strengthen cultural leadership and ensure genuine community ownership, Karlup established the Birdiya Aboriginal Family Safety Panel — a group of respected Elders and Leaders who bring cultural authority, lived experience, and deep commitment to the wellbeing of their community.

An Expression of Interest process invited community participation, followed by a series of yarning circles where stories, experience, and cultural wisdom were shared and honoured. From these conversations, seven Elders and Leaders were selected to form the inaugural Birdiya

These respected community members will work closely with Karlup and the City of Swan to co-design an Aboriginal Family Safety Decision-Making Framework that reflects local knowledge, cultural values, and community priorities.

### Birdiya Panel Members

Dot Bagshaw, Carroll Johns, Brenda Larsen, Janinne Gliddon, Patrick Smith, Lync Robson, Sharon Narrier



## NAIDOC Fashion Parade

Karlup collaborated with Farner Designs, City of Swan, Midland Gate, stall holders and over 10 other Aboriginal Led businesses to deliver the inaugural Midland NAIDOC Fashion Show in 2024. 20 young Aboriginal people took part in weekly workshops at the Midland Junction Arts Centre culminating in a Fashion Show held at Midland Gate.



## **“It’s Our Turn Now” Evaluation of the Establishment of Karlup Aboriginal Corporation**

Donna Quinn completed an independent evaluation report of the establishment of Karlup Aboriginal Corporation, with the intention to document and evaluate the critical success factors and challenges of the establishment of Karlup Aboriginal Corporation.

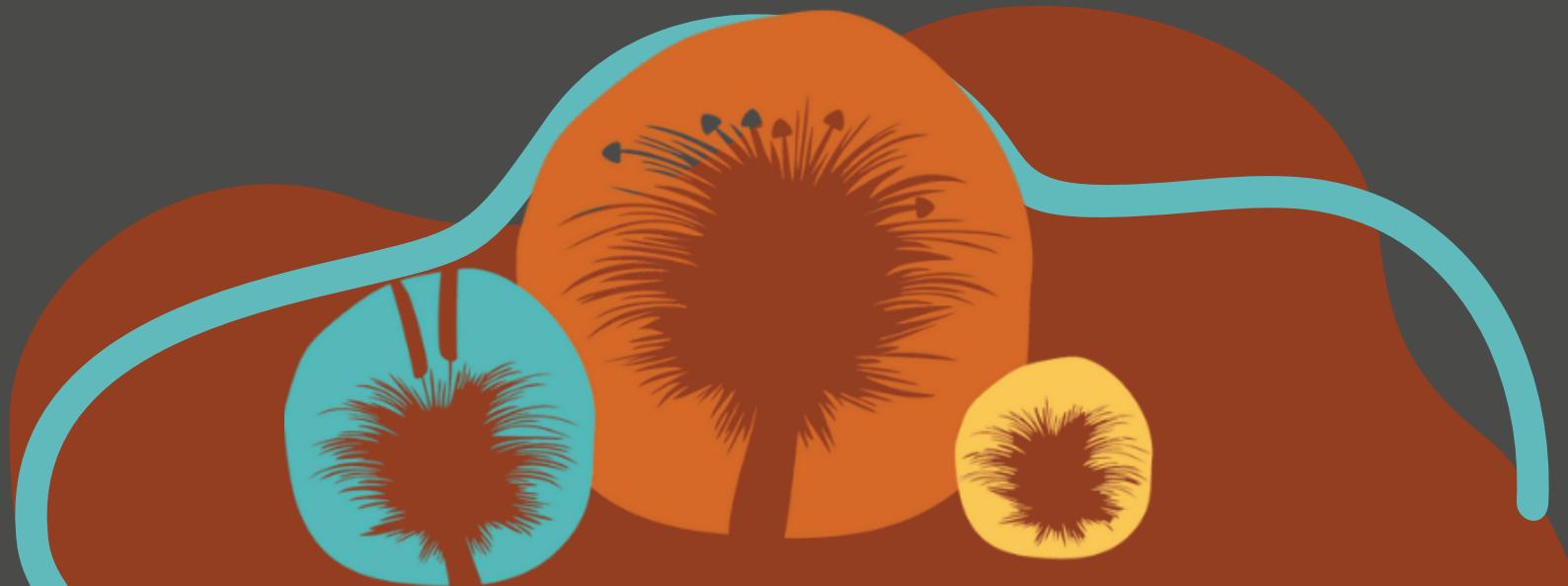
Karlup’s story is one of community strength, patience, and cultural leadership. The evaluation shows that Karlup has been built the right way—slowly, carefully, and always with Aboriginal voices at the centre. With strong Aboriginal governance, clear cultural values, and deep commitment from its Board and members, Karlup is becoming a place where community leadership truly guides the work.

The journey hasn’t been simple. Like many ACCOs, Karlup has had to move through complex systems, limited resources, and the time needed for proper cultural decision-making. But these challenges were also part of what made the process strong. Partnerships—especially with Indigo Junction—worked well because they were grounded in respect, shared learning, and trust.

The evaluation confirms what community has always known: ACCOs are essential. They create culturally safe spaces, respond to community needs, and support self-determination.

The findings call on government and partners to honour this by providing long-term, flexible support that allows ACCOs to grow in ways that respect culture, community priorities, and the time required for good governance.

Karlup’s early achievements—from its strong Board to its first successful tender and community launch—show a young organisation walking proudly toward full community control. The message from the evaluation is clear: Karlup is on the right path, and with continued support and cultural leadership, it will keep growing as a strong and trusted voice for Aboriginal people in the Midland region.





## Our Partner

**Karlup Aboriginal Corporation** is firmly grounded in community leadership, cultural authority, and local Aboriginal decision-making.

Our partnership with **Indigo Junction** has been built on mutual respect, transparency, and a shared commitment to strengthening outcomes for Aboriginal families across the City of Swan.

Indigo Junction has walked alongside Karlup in a collaborative—not directive—role, ensuring the organisation is resourced and positioned to grow in a culturally safe and sustainable way. Their contributions have been significant and respectful of Karlup's autonomy as an Aboriginal Community-Controlled Organisation.

This partnership has enabled Karlup to stand strong in its own identity, guided by Elders, community voices, and cultural knowledge—while benefiting from Indigo Junction's practical support during our establishment phase. At every step, the relationship has been grounded in respect, reciprocity, and a shared vision for community-led solutions.

Indigo's support has included:

- **Building governance capacity** with Karlup Board members while honouring Aboriginal leadership and cultural decision-making processes.
- **Providing operational assistance** that has helped Karlup establish strong, accountable systems and become financially stable and ready to attract future funding.
- **Offering access to facilities, equipment, office space and the Karlup Engagement Hub** to enable community-led programs and meetings.
- **Supporting the evaluation of Karlup's development** to ensure transparency, accountability, and continuous improvement.
- **Including Karlup in community engagement activities and partnership opportunities** that amplify Aboriginal voices.
- **Funding a 0.6 FTE Project Officer position to support continuity, organisational growth, and culturally informed program development.**





moorditj *strong*  
Budjar *place*  
Kaartdijin *knowledge*  
moort *family*



**Karlup**  
ABORIGINAL  
CORPORATION

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