



AURORA MULTICULTURAL
ADVISORY HUB INC

AP-001 - ANNUAL REPORT 2025–2026

Publication Number: AP-001

Version: 1.0

Reporting Period: 15 August 2025 – 30 June 2026

Published: July 2026



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1. President's Message

Welcome to Aurora Multicultural Advisory Hub Inc.'s inaugural Annual Report.

This report marks the completion of our first year as an incorporated charity and reflects a period focused on establishing the strong governance, leadership, systems and partnerships necessary to build a sustainable organisation capable of creating long-term community impact.

While many organisations measure success by the number of programs delivered, Aurora deliberately invested its first year in building the organisational capability required to deliver those programs effectively and sustainably.

During this reporting period we achieved significant milestones including incorporation, registration as a charity, endorsement as a Deductible Gift Recipient (DGR), establishment of our Executive Leadership Team, development of an enterprise governance architecture and delivery of our inaugural community pilot program.

These achievements provide the platform from which Aurora will now transition from organisational establishment to sustainable program delivery and measurable community outcomes.

On behalf of the Board of Directors, I thank our Executive Leadership Team, volunteers, partners, supporters and community members who have contributed to Aurora's journey.

The year ahead will focus on turning this strong foundation into lasting impact.

Jabir Seleman Mchomvu

President



AURORA MULTICULTURAL
ADVISORY HUB INC

2. About Aurora

Aurora Multicultural Advisory Hub Inc. is a registered Australian charity working to strengthen multicultural communities through leadership, partnerships, capability building and evidence-informed community development.

Our work brings together government, community organisations, education providers, businesses and local communities to co-design practical solutions that improve participation, wellbeing and long-term social outcomes.

Our Vision

Thriving multicultural communities where every individual has the opportunity to participate, contribute and succeed.

Our Mission

To strengthen multicultural communities through leadership, partnerships, evidence-based programs, capacity building and advocacy that create sustainable social and economic outcomes.

Our Values

- Integrity
- Accountability
- Respect
- Collaboration
- Excellence
- Innovation
- Community Leadership
- Inclusion

3. Year at a Glance

Key Milestones

- ✓ Incorporated in Victoria
- ✓ Registered with the ACNC
- ✓ Endorsed as a Deductible Gift Recipient (DGR)
- ✓ Established Executive Leadership Team

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AURORA MULTICULTURAL ADVISORY HUB INC

- ✓ Developed Enterprise Governance Architecture
- ✓ Launched Aurora Website
- ✓ Implemented Microsoft 365 Digital Environment
- ✓ Delivered Smart Living Pilot Program
- ✓ Established Strategic Partnerships
- ✓ Developed Workforce & Governance Systems

Organisational Development

4. Building the Organisation

Aurora's first year focused on creating the organisational capability required to deliver long-term community impact.

Major achievements included:

Governance

- Established Board governance arrangements.
- Developed an enterprise governance architecture.
- Introduced executive governance systems.
- Established accountability and reporting processes.

Leadership

- Recruited Executive Leadership Team.
- Defined organisational structure.
- Developed executive position descriptions.
- Implemented performance and accountability arrangements.

Human Resources

- Developed Executive Workforce Framework.
- Established recruitment and onboarding systems.
- Developed remuneration and workforce planning frameworks.

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Digital Transformation

- Implemented Microsoft 365.
- Established organisational email systems.
- Developed digital collaboration capability.
- Commenced implementation of SharePoint.

5. Governance & Leadership

Aurora is governed by a Board of Directors responsible for strategic direction, financial stewardship and organisational accountability.

The Board is supported by an Executive Leadership Team responsible for implementing Aurora's strategic priorities and managing day-to-day operations.

Our governance approach emphasises:

- Transparency
- Accountability
- Ethical leadership
- Responsible financial stewardship
- Community participation
- Continuous improvement

Governance Model





6. Executive Leadership Team

Aurora established its inaugural Executive Leadership Team during the reporting period.

The Executive Leadership Team provides strategic and operational leadership across:

- Corporate Operations
- Community Development
- Program Delivery
- Finance
- Partnerships
- Governance
- Workforce Development

Together, the Executive Leadership Team is responsible for implementing the Board's strategic direction and strengthening Aurora's organisational capability.

7. Community Engagement

Aurora believes that sustainable solutions are developed with communities rather than for communities.

Throughout the reporting period we engaged with:

- Community members
- Families
- Young people
- Community organisations
- Local government
- Educational institutions
- Service providers
- Prospective corporate partners

These conversations informed both our pilot program and our future organisational priorities.

8. Smart Living: *What No One Told Us*

Aurora delivered its inaugural pilot program:

Smart Living: What No One Told Us

The program brought together migrants, refugees, students, families, professionals and service providers to identify barriers experienced during settlement and community participation.



Key themes included:

- Service navigation
- Language barriers
- Employment pathways
- Recognition of overseas qualifications
- Community participation
- Cultural safety

The pilot demonstrated the importance of lived experience in designing effective community solutions and laid the foundation for Aurora's future program portfolio.

9. Strategic Partnerships

During its first year Aurora commenced engagement with a broad range of organisations across government, education, community services and the private sector.

These relationships are intended to support:

- Program delivery
- Research
- Workforce development
- Community engagement
- Funding
- Shared learning
- Long-term collaboration

Building trusted partnerships remains one of Aurora's highest strategic priorities.

10. Financial Overview

As a newly established charity, Aurora's financial activity focused primarily on organisational establishment and capability development.

During the reporting period the organisation invested in:

- Governance
- Digital infrastructure
- Organisational systems
- Strategic planning
- Community engagement
- Pilot program delivery

Aurora remains committed to responsible financial stewardship, diversified income generation and long-term sustainability.



11. Looking Ahead

The coming year will focus on transitioning from organisational establishment to implementation.

Strategic priorities include:

- Securing diversified funding.
- Establishing a permanent office.
- Expanding strategic partnerships.
- Delivering new community programs.
- Growing organisational capability.
- Recruiting a skills-based Board.
- Measuring community outcomes.
- Strengthening organisational sustainability.

Aurora enters its second year with a strong governance foundation and a clear commitment to creating measurable impact for multicultural communities.

12. Thank You

Aurora acknowledges the contributions of:

- Members
- Board of Directors
- Executive Leadership Team
- Volunteers
- Community participants
- Government agencies
- Local councils
- Educational institutions
- Community organisations
- Corporate supporters
- Philanthropic partners

Your encouragement, expertise and collaboration have helped establish Aurora's foundation.

Together, we look forward to building stronger, more connected and more inclusive multicultural communities.

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Publisher: Aurora Multicultural Advisory Hub Inc.

Website: www.auroramulticultural.org.au

Email: info@auroramulticultural.org.au

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