



ANNUAL REPORT

2017

Welcome to Country



We would like to thank and pay respect to the Traditional Owners of this land – the Wadawurrung people.

We would also like to acknowledge and pay respect to our Elders, both past and present, to the members of the Aboriginal community and to the community leaders.

Kim Barne Barre Wadawurrung, Kitarra ngitj. Gin Gin bail wada nidg, Bar Nar Weering Nidj.

(Welcome to Wadawurrung Country, let us walk together and learn in peace).

Our Vision

We are here to support and politically advocate for the community: to provide culturally appropriate health, education, aged, disability, housing and cultural services, provide and advocate for sustainable employment for Aboriginal people in ways that are consistent with Aboriginal cultural practices.

Our Purpose

As Traditional Owners and custodians of Wathaurong land, we are committed to working together to provide a secure future for our community by upholding the dignity of our ancestors, respecting our Elders and others, and instilling a sense of cultural pride and belonging in our children and our children's children.

The Wathaurong Aboriginal Co-operative welcomes all Aboriginal people and provides a place where community members experience social and cultural connectedness and unity, have a voice, celebrate culture and identity; promoting self-determination, community healing, well-being and advancement.

The primary purpose of the Wathaurong Aboriginal Co-operative is to provide holistic, culturally sensitive and secure service responses to meet the specific needs of the Aboriginal community.

Our overall objective is to provide our members and Aboriginal families living in or in transit in the service delivery area of Wathaurong's traditional boundaries with assistance, an increased and improved access to a range of culturally appropriate health, housing, education, employment and cultural services, contribute to improvements in community well-being and build the capacity of the community to control its own affairs and achieve self-determination.

*NB. For the purposes of this document, the term "Aboriginal" refers to both Aboriginal and Torres Strait Islander persons.



Artwork **Balert Ngitj**
– **Stronger Together**
Provided By **Kezza Black**



About the Artist

I am of Wemba Wemba decent but was born here in Geelong on Wathaurong land. I am a mother of four boys, grandma to seven. In 2000 I started painting whilst attending the Institute of Koorie Education unit at Deakin University, where I completed a Bachelor of Arts and Honours in Visual Art. Creating art is a big part of my life now and it has given me some wonderful opportunities in which to express my culture and travel. It is a pleasure for me to be able to share my art with community and I hope they enjoy the stories I share through my paintings.

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Chairperson's Report

Annette Xiberras, Chairperson

This past year has been one of growth. Additional funding for programs and services provided by the Co-operative for the community has led to additional staff being employed and the expansion within our infrastructure. As such, in 2016 we temporarily relocated our Community Services team to a temporary office at a Mackey Street office site with some of our Family & Children's Service staff. We finalised the refurbishment of a permanent office in late 2016 at our Mackey Street site named Balert Ngitj – Stronger Together that now houses both Community Services and Family & Children's Services Teams.

Additionally, we refurbished the old Co-operative building located at Forster Street; transforming it into a Community Hub and a culturally safe gathering space for community members. Community events and some of Wathaurong's programs are held at this location.

Our Community Meetings held in February, May, June, August and December were well attended; especially the May meeting which was the opening of the newly refurbished Community Hub. These Community

Meetings are essential as they provide members with updates on Wathaurong's services and programs; include the community, in relevant decision making processes; and allow for discussion of any upcoming changes that impact on service delivery and/or the community as a whole.

The Board and I would like to thank Rod and the Senior Management Team for their devotion to Wathaurong in continuing to ensure that we successfully meet our operational requirements, to achieve the best outcomes for our clients. This year we welcomed a new Health Services Manager, Herb Goonan who joined the team in March 2017. Herb brings a wealth of knowledge and we are pleased to have him on staff.

The Board would like to acknowledge the loss of community members over the past year, especially the loss of founding members Trevor Edwards, Adrian Jackson, Ivan Couzens; and of long term community and staff member Uncle Dave Tournier. These community members will be remembered for their contribution to our Co-operative and with the broader community.



Lastly, the Board would like to congratulate all staff for their dedication to providing programs and services in a professional yet culturally appropriate way to the Wathaurong Community.



Pictured below: Mackey Street site



Board of Directors L-R: Lowell Hunter, Aunty Colleen Howell, Annette Xiberras, Sharelle McGuirk, Rod Jackson (CEO) and Brian McKinnon

Chief Executive Officer's Report

Rod Jackson, CEO

I would like to thank the Wathaurong Board, Management and staff for their commitment, hard work, enthusiasm, loyalty and respect to Wathaurong Aboriginal Co-operative during the last 12 months. In line with the great partnership we have with Barwon Health, we congratulate Renee Owen on her secondment to the role as Aboriginal Health Manager, continuing her advocacy, commitment and responsiveness to Aboriginal Health. In March 2017, we welcomed Herb Goonan into the role of Health Services Manager.

I acknowledge the Government, Partnership Organisations and associated Agencies for their continued support and to express my sincere thanks, as represented in and by the growth and success of Wathaurong's ongoing and additional programs to date. I wish to recognise the City of Greater Geelong administration for their willing support and assistance; for us to maintain the Rosewall Child Care Facility. Our involvement in the Koori Courts (at the Geelong Magistrate's Court) since August 2016 have seen significant change and improvement in Local and Youth Justice outcomes. I am pleased to see that Wathaurong staff have been present at all sittings at the Koori Court. The legal year commenced with Justice Croft in his legal robes and Auntie Fay Muir in the Wathaurong Possum Skin Cloak.

We are also proud to open our fit-for-purpose staff facilities which provides Community

Services and Family and Children's Services programs. This facility has been named "Balert Ngitj" which means "Stronger Together" in the Wathaurong language. The completion and subsequent opening of our Community Hub at Forster Street has facilitated a number of programs and events; as well as Community Meetings and celebrations.

We had a number of dignitaries visit our organisations sites such as the Hon. Linda Burney MP, the Hon. Richard Marles MP, the Hon. John Eren MP and Premier of Victoria – the Hon. Daniel Andrews MP. From our Premier's visit we continue to progress with the site development at Morgan Street. The former Senator Nova Peris OAM visited the VACSAL Junior Aboriginal Football and Netball Carnival held in Geelong and hosted by Wathaurong in September 2016.

I would like to take the opportunity to thank Christine Couzens MP, to her commitment to the betterment of our community, in her role as ambassador in the "Closing the Gap" campaign; towards improved Aboriginal Health and Well Being outcomes.

We have finalised the Business Plan for the Wurdi Youang site which will result in partnerships with the Department of Prime Minister and Cabinet and the Catchment Management Authorities - Environment, Land, Water and Planning (CMA) for the benefit of our long term plans for this site.



This year marks a number of milestones for Aboriginal people, notably 25 years since the MABO High Court decision, relating to Land Rights in 1992; 50 years since the 1967 Referendum, in changing the Australian Constitution on Aboriginal citizens and associated legislation; and of course 20 years since the formation of Victorian Aboriginal Community Controlled Health Organisation (VACCHO), the peak body representing the Aboriginal community in Health and Well Being services.

I must acknowledge the loss of Uncle Dave Tournier which was a significant loss to our community; especially for his work in schools (Culture and Language) and with the broader community. Also we acknowledge the loss of founding members Trevor Edwards – former CEO and Director of Wathaurong Aboriginal Co-operative, Ivan Couzens and Adrian Jackson who were both former Directors of Wathaurong Aboriginal Co-operative.

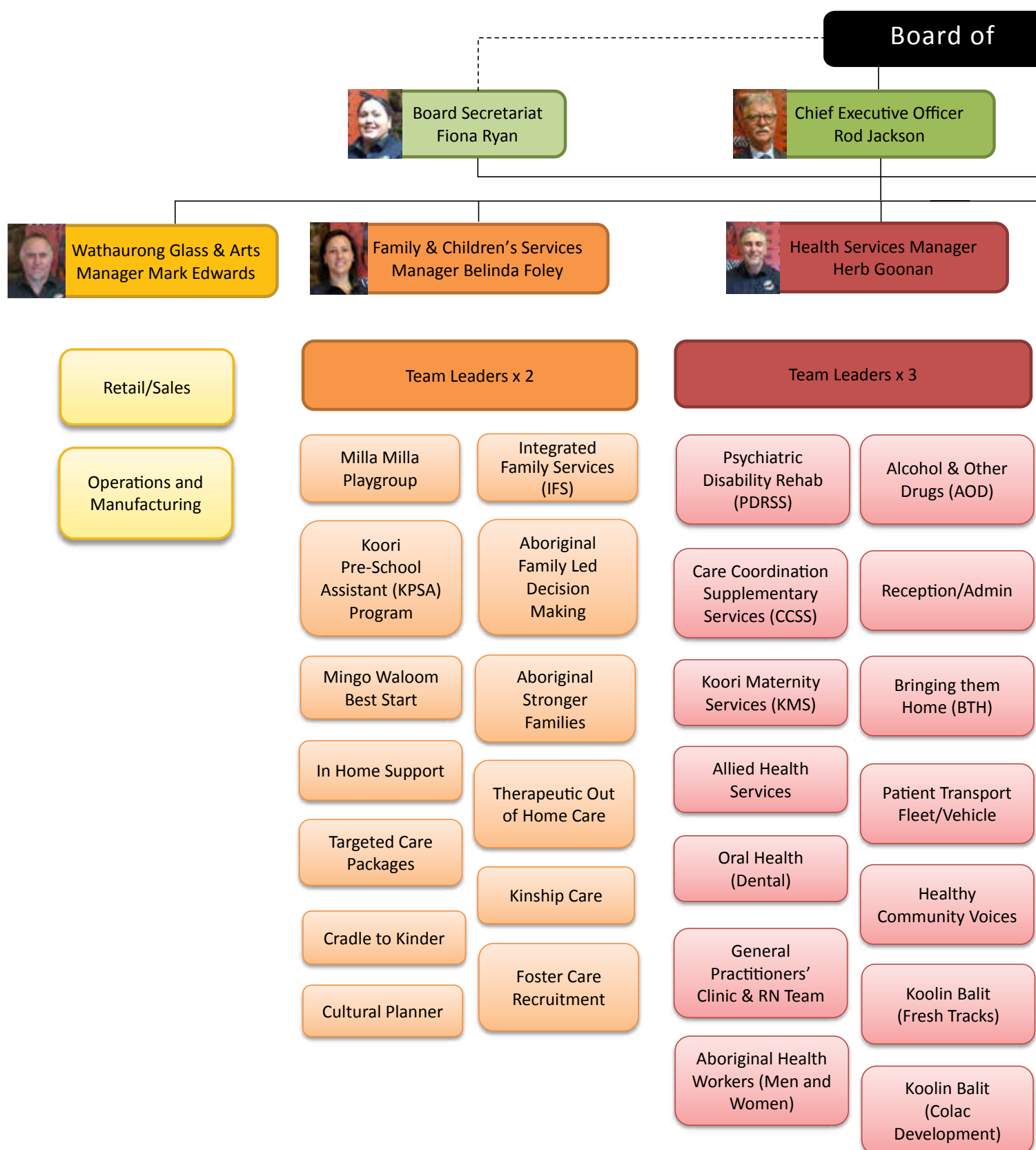
In closing, I look forward to preparing for and celebrating the 40th Anniversary of Wathaurong Aboriginal Co-operative in 2018.



Pictured L-R: Wathaurong's CEO Rod Jackson with Prime Minister Malcolm Turnbull, celebrating the 50th anniversary of the 1967 referendum and 25th anniversary of Mabo.

Photo provided by Wayne Quilliam Photography

Wathaurong Organisational Chart



Directors



Executive Assistant
Emma McPherson



Human Resources Manager
Dawn Condon



Community Services
Manager Kym Monohan



Finance Manager
Kevin Bartlett



Operations Manager
Tony Meagher

Team Leader x 2

Language &
Education

Indigenous
Protected Areas
(IPA)

Cultural
Programs

Works Crew

Housing

Local Justice

Aboriginal
Tenants at Risk
(ATAR)

Youth Justice

Community
Housing
Infrastructure

Disability
Services

Commonwealth
Home Support
Program (CHSP)

Community
Development

Home and
Community
Care (HACC)

Fleet/Vehicle
Services

Information
Technology

Domestic
Services

Security Services

Finance and
Payroll

Infrastructure/
Accommodation

Human Resources

Performance &
Quality

Occupational
Health & Safety

Volunteer Project

Operations Management

Just as it was in 2015-2016, the 2016-2017 financial year in Operations has been one of continued growth across all areas of the organisation. The growth we are experiencing is a positive response from Governments both State and Federal to the seriousness of the issues confronting Aboriginal Communities. Much of the growth can be attributed to the flow-on from the Taskforce 1000 review into the over-representation of Aboriginal Children in Out of Home Care. Growth and the change that comes with it always presents challenges to organisations. In Operations we work to continually strengthen the Co-operative's capacity, performance and systems in relation to:

- Meeting the Quality Standards of our various funding bodies
- Work force recruitment, retention, training and accountability to clients, the Co-operative and funders
- Health and Wellbeing (OH&S) within the workplace for staff, clients and visitors

This year Operations has had to respond to the changes that come with increases in funding: new staff, new programs and even the relocation of many of us to a whole new site. Change on this scale throws up personal and professional challenges for many, if not all, of us. Well done everyone!

Quality

During 2016-2017 Wathaurong Aboriginal Co-operative achieved re-registration of its Department of Health and Human Services (DHHS) programs, including National Disability Insurance Scheme (NDIS) as well as Certification under the National Standards for Disability Services (NSDS). We moved from ISO 9001:2008 certification to the NSDS because it is a better fit with us and the services we provide. The Health Service is undertaking some good work in Clinical CQI which ultimately is about improving community health, safety and wellbeing. As a sign of the times it's interesting to note that this year, we

even had to achieve Compliance as a registered Bus Operator! Thanks to all staff and management who actively worked through the challenges of the year so that we continually improve the services that we provide.

Work that commenced in 2014-2015 to strengthen our IT capability and structures to support the ongoing quality improvement across the Co-operative continued through 2016-2017. I said last year "there is a huge range of options and finding the best fit for what can often be incredibly expensive is a challenge". We are finally at the point of signing off on this major IT development which is fundamental to our ongoing sustainability.

Pictured: Tony Meagher (Operations Manager) and Dawn Condon (Human Resources Manager)



Operations Management

Occupational Health & Safety (OH&S)

The embedding of processes and increasing awareness has seen our lowest number of reported incidents and accidents to date. We received six reports; all of which were minor, fortunately. Staff continue to be vigilant with regard to identifying and reporting OH&S risks which allows us to prevent, rather than cure. "OH&S is everybody's business".

As part of our OH&S approach to change management we contracted Lifeworks to conduct a Workplace Cultural Review (a broad reaching survey of all staff). We were provided with a lot of information and recommendations which we have commenced to implement as appropriate; work on this project will continue for some time to come.

Human Resources

We now employ over 90 staff members (including Wathaurong Glass) and are currently recruiting for a number of vacant positions. This is indicative of the continued growth in the organisation.

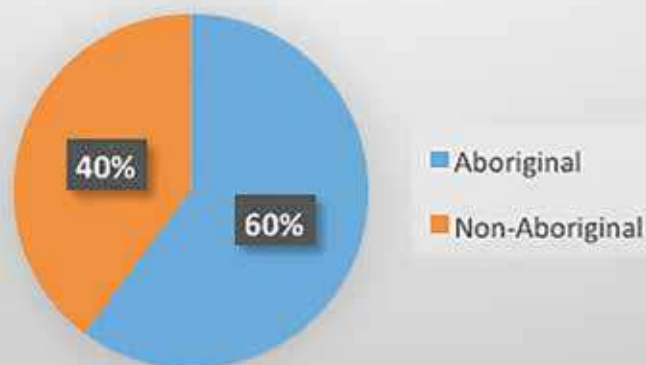
In August/September 2016, we conducted a whole of organisation workplace cultural review and we have been working with the Leadership Team (includes Senior Management Team and Team Leaders) to embed the recommendations, since this time. Part of this has included undertaking staff consultation workshops to review and redevelop our core values.

As I mentioned last year, to ensure long term sustainability, we are committed to better supporting staff; wellbeing and strengthening service delivery. Over the next 12 months we hope to embed Peer Support Yarning circles to provide an additional avenue of support for staff; to discuss and reflect upon the

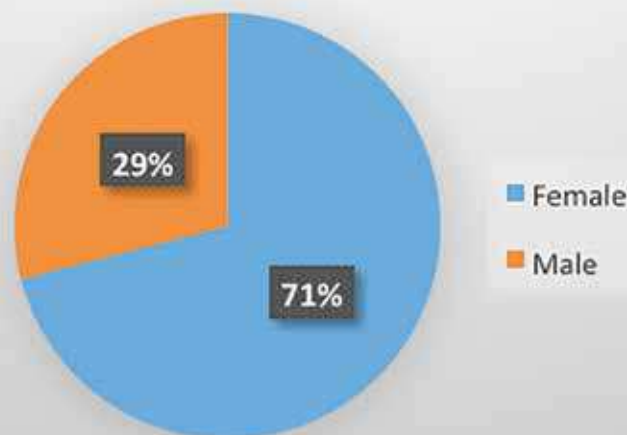
challenges of working in an Aboriginal Community Controlled Organisation (ACCO) and to share knowledge and experience.

In June, we had an All Staff Professional Development Day facilitated by Richard Frankland around "Lateral Violence". This was a great opportunity for us to all get together.

Percentage of Aboriginal staff



Gender



Finance and Administration Team

The Finance and Administration team are responsible for accounts, payroll, administration and reception, financial management and reporting, financial auditing, building maintenance, fleet, and other asset functions. The team's purpose is to support managers and staff to deliver programs and services to the Community.

As always, it was a challenging year as we bedded down issues with our cloud IT system and issues arising from growth in staff numbers. Our IT system will provide more mobility and flexibility for staff as well as open up new IT applications to deliver greater functionality to the organisation.

As our organisation grows in staff numbers and the volume of services that we provide, we are continually looking at systems that will drive efficiencies and effective processes into the organisation; responding to the changing demands of our clients and funding bodies.

In April 2017 Delaney Clinch joined the In Home Support team and we wish her well in her new role.

Pictured: Gordana Kerr (Finance Officer), Kevin Bartlett (Finance Manager) and Delaney Clinch (Administration building receptionist)



Community Services

Kym Monohan, Community Services Manager

Again, we have seen Community Services and its staff on the move; this time to a more permanent location at the Federal Mills complex.

This is a great site that was fitted out to suit the needs of both Community Services and Family Services. We call it BALERT NGITJ – “Stronger Together”; and we hope this move will foster a stronger working relationship with both areas.

There has been significant movement in staff in the Community Services area, with staff moving on, to take up higher roles in the organisation and new programs coming on board. It was sad to say good bye to a number of casual staff from Wurdi Youang, whom we were unable to secure ongoing funding. But we will continue the fight.

Again we have seen great attendance at our Community Events, well above previous years with our NAIDOC Ball selling out well before the event; and our Sorry Day walk around the Weir Deppeler Park having over 200 people attend.

During this past year, we had the sad passing of one of my and Wathaurong's long term staff members Tandop (Uncle) David Tournier. David was the Cultural spirit of this organisation and will be greatly missed.

Aboriginal Tenants At Risk (ATAR) program

The ATAR program continues to increase its client intake, due to the increasing knowledge of what the program offers within community and mainstream service providers. The expected numbers that relate to reporting requirements from the Department of Health and Human Services (DHHS) are being met; and are increasing steadily for the Wathaurong Aboriginal Co-operative.

The 2016-2017 financial year we received a total of 81 clients with active support periods; with 26 clients engaging in active open support periods at close of financial

year. Keeping in mind the ATAR role had only been reinstated for a three month period at that time. The main presenting reasons for clients; were 30% with inappropriate dwelling conditions and 27% experiencing severe financial hardship.

The addition of the Private Rental Assistance Program (PRAP) has allowed packages for clients in private rental properties to avoid eviction, establish tenancies and maintain existing tenancies during financial hardship. The PRAP program has brought in a higher client base and has added a large increase in workload outside of the ATAR role.

Co-workers and mainstream organisations continue to struggle with the parameters and guidelines of the services that the ATAR program offers to clients; with the demand and referrals for homeless clients increasing excessively. Having no intake to offer homeless support, advocacy and advice; this cohort for homelessness referrals continues. Incorporating a specialised homeless support worker and/or program to assist clients; and to facilitate access to intake via existing Entry Points for homelessness services would work well in correspondence with the ATAR program.

The program continues to support clients in the youth property with 4 clients having exited periods of homelessness, obtaining permanent housing; after residing there this financial year. The ATAR program continues to work with A Place To Call Home Program (APTCH) run through Bethany and access to both Youth and Adult properties with the pathway to assisting permanent housing, that this program offers.

Accessing the Housing Establishment Fund (HEF) for the ATAR program still remains a beneficial future opportunity; to enable clients within community to bypass the mainstream organisations; and ties in to the lack of specific Indigenous open door/entry point providers.

Attendance at Victorian Indigenous Social Housing Network (VISHN) meetings continues to provide opportunities to network with other Indigenous service providers in the state; and put forward identified issues and goals, relating specifically to Wathaurong community.



The program is establishing good connections with Office of Housing and Aboriginal Housing Victoria housing officers to assist clients identified as at risk and needing support, with referrals coming through from both agencies. Some positive alliances have been formed with Private Real Estate agents establishing new tenancies for some clients. However, relationships still remain troublesome; due to diverse issues of advocacy required.

Commonwealth Home Support Program (CHSP)

This is a program that was in previous years call HACC (Home and Community Care) and now consists of the HACC State funded program and the new Commonwealth Home Support Program (CHSP). To be eligible for CHSP you need to be Aboriginal, over the age of 50 and be assessed as needing assistance to remain independence in your own home.

Over 15% of our previous HACC clients have now been transferred over to the CHSP and the remainder are under 50%; but still require assistance and are still eligible under HACC.

Community Services

We have approximately 35 Home Care clients on our books, for which we provide domestic services and garden maintenance.

Taking into consideration the massive change that has occurred in this space, including staff changes, the program has gone from strength to strength. Over the past twelve months and we look forward to the increased growth and participation in the upcoming years.

Community Development

The Aboriginal Community Development position is new to Wathaurong Aboriginal Co-operative in the 2016/2017 Financial Year. This position was developed from the need for a better relationship from top-down service delivery and the grass roots-up model that occurs in service delivery for our mob. Partnerships no doubt enhance the delivery of service to this region. This year we have increased participation in community groups, meetings and public forums; such as the DHHS Advisory Group; Geelong Koori Youth Forum; the Indigenous Knowledge and Research Forum; Local Prevention Grants Group; Geelong Mums Reference Group; Child First Executive Alliance Barwon South West; Family Law and Family Violence forums.

We have also hosted some very important guests this year, including the Premier of Victoria the Hon. Daniel Andrews, The Minister for Tourism and Major Events John Eren MP and Member for Geelong Christine Couzens MP. We got to speak with these very important guests about community issues, strengths and ways we can develop community capacity and participation, with projects and programs currently and looking into the future.

The role of Community Development at Wathaurong Aboriginal Co-operative is the enhancement of community both in capital and outcomes. It is the role of the Aboriginal Community Development worker to ensure all agencies providing programs in the area have an obligation and responsibility to create opportunity and real possibility, in prioritizing the enhancement of human, environment and economic capital in the Wathaurong and Gulidjan communities

Pictured below are Community attending NAIDOC Flag-Raising celebrations.



which they service. It is through this position that we can advance as a population and get our voices and perspectives heard.

Programs and events we have attended or supported this year: the Sorry Day Walk; Wurdi Youang Children's Camp; Salvo's Closing the Gap on Homelessness; City of Greater Geelong CCC Project; Victorian Local Governance Association; Pako Festa; NAIDOC Week celebrations; Starting the Conversation; Colac Multicultural Network; Uncle Dave's Ceremony at Marngoneet Correctional Facility; VACSAL Junior Football and Netball Carnival 2016; Reconciliation in the Park; 2017 Australian Indigenous Surfing Titles and Woorangalook Aboriginal Surfing Carnival. Events like these aim to maximise community participation which are crucial to connection and engagement in Geelong, Colac and the Surf Coast.



Co-operative Housing

This year we have taken significant steps towards having a commercial real-estate agent manage our properties.

While this is a decision that was not easily made, it is in the best interest of the organisation and our current and future tenants. While the real estate agent will manage our properties, the rent collection and the maintenance; the Co-operative will still retain sole decision on who is a tenant and what rents will be charged.

This decision has come about because of a significant amount of rental arrears where Wathaurong's Community Members are the ones missing out when rents are not paid.

Once again we undertook some significant maintenance on a number of our properties, not all were completed, as access issues cause a delay and funding was tied to a time schedule. This is the last time this sort of funding will be available; so further maintenance will depend on rents being paid.

Currently we have two x 2 bedroom disability units under construction with completion expected end of 2017. These have been built following the demolition of a previous uninhabitable property. We have been able to secure the land next to this construction site with a view to building two additional units in the near future.

This year has also seen the sale of one of our older properties in Norlane with the view that these funds will be used on the development of the new units mentioned above.

Disability Services

The last twelve months have represented another period of significant progress and achievement. Wathaurong have built a strong partnership with National Disability Insurance Agency (NDIA) and other organisations and people with disabilities, families, carers and support workers. There have also been many new challenges for our clients with disabilities.

Given the size and the complexity of National Disability Insurance (NDIS), we are building and continue to grow. We are performing well when it comes to reporting to NDIA for planned reviews and the recruitment of trained professional Aboriginal support workers. We have come a long way since the initial trial and assist clients by: developing goals; refining plans; reporting; implementing client's plans; service agreements; linkages and referrals and community awareness. We are now registered as case management for all core supports capacity building. Things such as: assistance with daily life; home; health and well-being; lifelong learning; work; social and community participation; relationships; choice and control; there are many line items within each category.

Core supports enables the client to complete activities under daily living and enables them to work towards their goals and meet their objectives.

Capital funds such as assistive technology is equipment for home modifications or vehicle maintenance, wheel chairs and powered wheel chairs, specialist Disability accommodation.

Capacity building is support that enables a client to build their independence and skills. These supports include case coordination; improved daily living arrangements; increased social and community participation; finding and keeping a job; improved relationships improved health and well-being; improved learning; improved life choices and improved daily living. These support categories described are designed to align with the outcome framework. This helps our clients choose supports that help them in achieving their goals; and for providers to understand how the supports they provide contribute to the client's goals.

One of the most important goals to our clients of NDIA is making sure that they have a stronger connection with their community and culture.

NDIS gives our disabled people that opportunity to change the conversation around inclusion.

Our people with disabilities will not just be present in the community, they will become more active participants in it.

Community Services

Family Violence Accommodation Support Program

The Family Violence Accommodation Support Program commenced at Wathaurong from February 2017 with one worker and now has two part time support workers.

Allocation of support packages under Wathaurong Aboriginal Co-operative sits at 20 with funding from government as part of the Family Violence reforms resulting from the Royal Commission into Family Violence.

From February 2017 to June 2017 the total number of support packages provided was 14. This was under the expected targets due to late start on spending and support.

Some of the key areas of spending have been assisting to provide safe and secure housing; increasing health and wellbeing outcomes for those affected by family violence; increased capability to participate and connections to community and culture for both adults and children.

There are no doubts that the program will reach expected targets next financial year based on statistics shown from this financial year and so additional funding and increase in package allocation has been requested.

Attendance at VISHN meetings continues in providing opportunities to network with other indigenous service providers in the state and put forward identified issues and goals relating specifically to Wathaurong community.

Co-ordination and referral channels within other Wathaurong program areas such as In Home Support, Integrated Family Services, Health Services, Fresh Tracks and Aboriginal Stronger Families has allowed for a wraparound service for clients that cross over several programs; creating a streamlined and more effective support for clients leading to stronger outcomes.

The program works closely with the Family Violence support worker and it will benefit from ongoing and increased support in this area.

Indigenous Protected Areas (IPA) / Wurdi Youang

We have only one more year to become a Declared Indigenous Protected Area or funding will cease for the project. We are arranging a negotiator to have meetings with the Chairperson of the Registered Aboriginal Party throughout this financial year, to have input and sign off on our Wurdi Youang Management Plan. This is a requirement for the Federal government to receive any funding after 2018 financial year for the continuation of our IPA status.

After many years of our property being under a compulsory acquisition overlay from the State Government for the 15,000 Hectare Western Grasslands Reserve; and after many meetings with the State Government, the decision was finally made to take away the Compulsory Acquisition. We now will be eligible to gain Biodiversity Credits for the native vegetation on the property to sustain the program ongoing, for at least another 10 years.

Our Business Plan for the property has been finalized and will be published soon. Summaries of the plan will be available at the Co-operative and through email. The plan has a lot of future employment and



training ideas involving Culture, Tourism and Education, complementing our Community's needs and desires for our children's children and for the future Aboriginal generations of this land.

Our Biodiversity Project has now finished after 5 years. Due to the unforeseen weather outcomes such as low rainfall and fire restrictions and non-seed collection years that occurred, we only managed to restore around 10 hectares of Kangaroo Grass (Themeda) of the proposed 20 Hectares. All Rangers have now ceased employment until we gain further funding from other sources. Uncle Alfie is still at the farm 1 day per week and doing other jobs for the Co-operative.

Local Justice Report

Wathaurong Justice attends the Koori Court on the first Monday of each month at the Geelong Magistrates' Court; which has seen greater outcomes for those who choose to go through the Koori Court system; with the demand for Koori Court so great the courts had an extra sitting added. The judge at Koori Court has 2 local Elders/Respected Persons sit at the table each month who are able to advise the judge on matters; and the Judge makes a final ruling which is in line with the normal courts. The Koori Court setting is different to normal court as it done with all involved in the case and family support around the table. This table includes a design made by Wathaurong Glass & Arts.

To have matters heard in Koori Court you must be of Aboriginal descent and you must plead guilty.

We have had Chris from the Sheriff's Office attending both at Mackey Street and at Koori Court each month to help with any community matters. If anyone needs support from Wathaurong Justice or the Sheriff's Office feel free to call the office, who can help arrange a time and place to catch up with Chris.

As of December this year, anyone with fines can now arrange a payment plan at the first fine stage rather than wait until it gets to the warrant stage.

Youth Justice

Koori Youth Justice Program offers youth offenders' assistance with complying with their orders. This ensures Youth Justice appointments are kept and court dates are attended with transport offered as required. We provide access to the Wathaurong Health Service so clients are readily able to be referred to the appropriate service.

The program also advocates to both the client and their family and offers assistance and support to clients and families when they are faced with the challenging ordeal of navigating the criminal justice system. Support is offered in many specialist areas, as well as access to attending the Wurdì Youang property where young people can reconnect with their culture.

The decision was made at the start of the year to incorporate more cultural aspects, bringing the program into line with our service agreement with the funding body. The Koori Youth Justice program offers advocacy to both the client and their family and offers assistance and support to clients and families when they are faced with the challenging ordeal of navigating the criminal justice system.

Keeping this goal in mind, additional funding has been sought and granted to provide a richer cultural experience for diversionary and statutory clients, with the aim of keeping them out the justice system.

The Nyin Ni (Sit. Listen.) Program where funding has been provided by the Koori Youth Diversion Grant will incorporate Elders and guest speakers from throughout the Kulin Nation, where they can pass their knowledge onto the next generation in a

culturally safe way; with the aim of providing our youth with a better understanding of who they are; and in the process, give them transferrable skills for their day to day life.

Future projects that are being explored include a support and mentoring program for our sista-girls in the community with successful Koori Women has been approached and expressed an interest in either participating or helping build the program to a successful model.

A contemporary Indigenous culture program that can incorporate the new wave of culture that is being spurred on by our youth. This will include - Hip hop: which gives voice to our youth; and Painting: contemporary art with a variety of different mediums. These are a natural evolution of our Traditional Culture as rapping is a new way of story-telling and painting as a way of visually recording our stories through artistic expression.

ATAR

Kath DeHann

Works Crew

Greg Cooper

David McLachlan

Language /Culture

David Tournier

FVHS

Karen Anderson

Terri Khan

Community Dev

Ebony Hickey

IPA/BIO DIV

Reg Abrahams

Alfie Oram

Matthew Barnes

Jakob Goudge

Local Justice

Kerrie Black

Aged Care

Justine McCarthy

Keely Ah Kit

Mackey St Reception

Stephanie McLachlan

Youth Justice

James McKinnon

Housing

Sandy Manning

Disability

Liz Abrahams

Shirley Abrahams

Danielle Jowett

Sue Lambrinidis

Amanda Carter

Cliveene McRae

Faye Atkinson

Erlinda Walker

Family & Children's Services

Belinda Foley,
(Family & Children's Services Manager)

The 2016 – 2017 financial year introduced new programs, staff and greater outcomes for our clients, workers and community.

The new programs included this year have been our Foster Carer Recruitment, Targeted Care Packaging and Cradle to Kinder. Still in the pipeline to come shortly in 2017-2018, we will be able to support our children in a Therapeutic setting for Residential Care.

Our move off site into the Mackey St Office site with Community Services staff has provided a greater connection across all programs which has strengthened a shared knowledge, understanding and support for all staff involved. Staffing in the Family and Children's Services programs has been stable and consistent but the demand for more staffing is always going to increase with more programing.

Aboriginal Cradle to Kinder

Wathaurong received funding for the new Aboriginal Cradle to Kinder program which began in mid-June 2017. This program is working with young mothers who are under the age of 25, have identified complex issues and needs, and who are at risk of having their child/ren in the Child Protection system. The program is an intensive support provided during pre-birth up until the child is four years old and works holistically with the family towards social independence. The program works alongside the Koorie Maternity Services (KMS) team to identify clients in need and to ensure a wrap around service is offered. This program is an exciting opportunity and we look forward to providing a new service in the Geelong region. The next 12 months will be a wonderful time in growing this program!

Staff: Sarah Sutcliffe

Aboriginal Family Lead Decision Making (AFLDM)

The Aboriginal Family Lead Decision Making Program is based on Traditional Aboriginal values and decision making processes where the responsibility for growing kids is shared by parents, extended family and the community and guided by the wisdom and experience of Elders.

In the past 12 months AFLDM have received 41 referrals and have convened 36 meeting with families. Reasons for a meeting to not go ahead are due to either non-engagement from the family or that the family have transferred to another region. Nine permanent care AFLDM's for children have been convened over this 12 month period.

Ongoing consultations with organisations for the best outcomes for the children have been readily arranged with the following:

- DHHS (Child Protection)
- Lakidjeka (fortnightly)
- Wathaurong services (Family Services, Housing, Family Violence, Justice, Bringing them Home, Health Services)
- MacKillop Family Services
- Bethany
- Aboriginal organisations (Community convenor's, Goolum Goolum, Dandenong & District Aboriginal Co-operative & VACCA)
- Commissioner for Aboriginal Children & Young People

Throughout the past 12 months, AFLDM's have met challenges and overcome challenges. In the past, families and conveners felt they weren't being able to lead the meetings but through processes, improved discussions and shared learnings of the program, these meetings have become successful and very gratifying. Barriers have now been lowered and this has encouraged and amplified strengths to be able to run this program.

Staff: Nikki McKenzie and Tammy Lovett



Aboriginal Stronger Families Program (ASF)

Aboriginal Stronger Families provides an integrated placement prevention and family reunification service, providing intensive case work support to vulnerable children and families, together with specialist youth services, therapeutic care and early parenting and specialist infant support. Services work with parents to address underlying issues that may lead to or that have resulted in the need for their child to be placed in Out of Home Care; and to build capacity of parents to safely care for their children.

ASF have serviced a total of 38 families since commencing at Wathaurong in May 2016. 28 of these families have accessed ASF in the last year. The families on the program have had a combined 53 Aboriginal children who were at risk of entering the Out of Home Care System. Eight Aboriginal children were reunified to the care of their birth parents with the intensive support of this program.

Our program has facilitated a successful Women's Group with the mother's from the program and the Wathaurong community. These groups have seen the women participate in the following activities

- Bowling
- Well-being activities
- Sing and Grow program
- Boxing and fitness
- Movies
- Yarning circles
- Tree of Life
- Yoga and mindfulness

Those that participated reported feeling a strong sense of connection with the group and culture. ASF has had to put a hold on groups due to staff vacancies within the program at the current time.

ASF have recently lobbied for a Flexible Funding Package through DHHS to support an Aboriginal family with five children who did not meet the program criteria. This funding is now sitting under our program. We are now looking to recruit an additional caseworker to deliver a service to this family.

The efforts of the ASF program has been acknowledged by our funding bodies and we have received our new allocation of funding for 2017-2018 from DHHS of \$260,000 to continue providing our intensive case work support to vulnerable children and families.

Our focus will be to expand the ASF program at Wathaurong and recommence groups that support parents in a culturally safe way.

Staff: Jodie Chatfield (Team Leader), Laura Turner & Naomi Edwards

Best Start Program - Mingo Waloom

Best Start – Mingo Waloom is a Department of Education and Training (DET) funded program that works in collaboration with services around Geelong to create change within early year's services to better service the Aboriginal community. Best Start focuses on two primary outcomes: children engaging and participating in early childhood education; and children and families actively engaging with Maternal and Child Health (MCH) services. The Best Start facilitator has the role of facilitating the change ideas and working closely with agencies to ensure they are working in line with the Logic Model developed by the Partnership, and also collecting, collating and analysing the data that comes from these projects. The Best Start facilitator also represents Mingo Waloom when dealing with DET and has participated in the Regional and State wide Best Start forums.

Pictured L-R: Laura Turner, Jodie Chatfield & Naomi Edwards



Family & Children's Services

Members of the Best Start Partnership include City of Greater Geelong, Bethany, Barwon Health, Barwon Child Youth & Family, Geelong Regional Library Corporation, Goodstart Early Learning, Local Aboriginal Education Consultative Group, Department of Education and Training, Department of Health and Human Services, Geelong Kindergarten Association, Victorian Aboriginal Community Services Association Limited and Deakin University.

Through the Mingo Waloom Best Start Partnership there have been some fantastic initiatives started. The Deadly Dads project has continued to promote the fantastic things that community dads are doing. The Best Start MCH working group has created a strong partnership with the City of Greater Geelong to build an inclusive MCH service for our families.

Throughout the 2016-2017 financial year we have seen a MCH nurse providing outreach and delivering key ages and stages consultations at Wathaurong as well as attending Milla Milla playgroup to build relationships with the community. This has been successful in engaging families who had previously stopped engaging with the service. The year ahead will see more work put into this partnership with the aim of strengthening the service so that it meets the needs of the community. The year ahead will also see Best Start building stronger relationships in Colac and supporting the families in the community to better access and participation to Kindergarten and MCH, as well as continuing the fantastic work happening within Geelong.

Staff: Kristie Fraser-Lange

Cultural Planner

The Aboriginal Cultural Planning Program was established in January 2017 and provides support to develop, endorse, review and implement cultural plans for vulnerable Aboriginal children and young people living in Out of Home Care.

The program works closely with Wathaurong Kinship Services, Child Protection DHHS and community service organisations to meet

the requirements of the cultural plans in partnership with the Cultural Support and Awareness Officer in Child Protection at the Department of Health and Human Services (DHHS).

The program also supports child protection practitioners and case managers to be culturally sensitive and aware of the differences in growing up our Aboriginal children and young people.

Since the commencement of the program, there have been over 40 consults, 21 cultural plans drafted and 1 cultural plan signed off by the CEO.

Staff: Joleen Ryan

Foster Care Recruitment & Targeted Care Packages

As part of the recommendations that came out of the Taskforce 1000 Report, overseen by Andrew Jackamos, Commissioner for Aboriginal Children and Youth, a commitment has been made by the government and relevant agencies to transition Aboriginal children in Out of Home Care over to Aboriginal Community Controlled Organisations (ACCOs).

Consequently, Wathaurong was funded to recruit a Foster Care Recruitment Worker and Targeted Care Packages Worker to begin building the capacity of Wathaurong to ensure our Out of Home Care kids are being cared for and supported in the best way possible.

Michael Cussens re-joined us as the Foster Care Recruitment Worker and Meryl Hunt moved into the Targeted Care Packages role. Both roles specifically focus on strengthening the supports and improving the outcomes for our kids and their families.

We are excited to have these roles in the organisation and look forward to seeing how these evolve and impact on our community.

Staff: Meryl Hunt and Michael Cussens

In Home Support (IHS)

In Home Support provides families with children 0-3 years old the opportunity to engage in a variety of programs and case workers with the aim to build the capacity of parents, care givers and the community and make lasting, positive, intergenerational

Pictured: Kristie Fraser-Lange and Tahlia Dempsey



change. This program is funded by the Department of Education and Training and has a focus on health, child development, behaviour, learning and safety. This program continues to grow and empower families; strengthening their connections to culture, each other and the community as well as providing parents with strategies and information on child development. During the 2016-2017 period we have moved the focus on to projects involving support groups and aim to continue this journey into next year. In Home Support works holistically; very closely with Milla-Milla Playgroup, Maternal Child Health, Wathaurong Health Services, Koori Pre-School Assistant (KPSA) and Best Start who all share a common goal to improve the lives of Aboriginal children and families. Referrals to this program are via internal processes. Please call the Family Services office to discuss a referral to the In Home Support program on 5277 0044.

Staff: Gina Chapman, Delaney Clinch and Kristi Watts

Integrated Family Services (IFS)

It has been a busy year for the Integrated Family Services (Innovations) team at Wathaurong. During the 2016-2017 period we were given the opportunity to help 45 families overcome various challenges. We

are always humbled and feel privileged that families welcome us into their homes and lives and entrust us to do our best and help them. This program is funded through the Department of Health and Human Services as part of a partnership with Barwon Child First; also incorporating Diversitat, BCYF, Bethany and CoGG. The program is available to families with children 0-18 years old. The aim of the program is to improve the safety, stability and development of children and for Wathaurong it is about doing this in a way which puts culture at the forefront of what we do. We respectfully work with families to improve the capacity of parents and care givers in their interactions with their children. We also focus on external issues that may prevent families from reaching their full potential; including health or housing issues, physical or social isolation, financial difficulties, relationship issues, family conflict, substance use, disability and more. Each situation is different and we build on the strengths of the families in our service to make lasting change. Child First host weekly allocations meetings and every six weeks, the team leader attends a Leading Practice meeting where program information is discussed. Integrated Family Services has run at capacity for the entire year. If you are a family that may need some additional support, please contact Child First on 1300 551 948 to place a referral or get more information on the service.

Staff: Danah Kersting-Megee (Team Leader), Jo-anne Welsh and DM: Megan Frazer

Kinship Care

The Kinship Care program supports care givers, and children who are on a child protection order by strengthening and maintaining cultural identity and connection to the Wathaurong community as well as with some practical day-to-day needs. The program assists to establish and maintain child placements. The staff in this program regularly: visit clients at home, organise and supervise access visits, arrange parent education and encourage/support children's access to Community and Cultural events. The program works closely alongside the Department of Health and Human Services (DHHS).

In doing this important work, the program has strengthened working relationships with external agencies and continues to see positive outcomes for the children and their cultural connection and identity.

The outcomes of the Taskforce 1000 review into Aboriginal children in Out of Home Care is likely to see further growth with an increased demand for Aboriginal Kinship Carers; it is recognised that these carers provide the best opportunities for connection to family and culture when a child can no longer live safely with a parent.

Pictured L-R: Delaney Clinch, Kristi Watts and Gina Chapman



Family & Children's Services

We have a lot of work ahead of us in the New Year to build upon the cultural and community activities and supports that we can provide to our carers and the children in their care.

Added to the Kinship Program Wathaurong also facilitate a **Therapeutic Home-Based Care worker (THBC)** whose role is to support and provide secondary consultation regarding children in care.

Wathaurong also have the privilege of the added role of **Out of Home Care Youth Worker (OoHCYW)**. This program is to support children and youth in Out of Home Care to build and maintain their cultural connection and links to the Wathaurong and Community in line with the Taskforce 1000 recommendations.

To identify, develop and coordinate and lead delivery of appropriate programs and activities.

Build rapport and make connections other programs and organisations relevant to Out of Home Care.

Support out of home care kids/school/ KESO's to improve school retention, through relevant programs and activities

Staff: Monica Forrest, Louise Warner, THBC: Melissa Bann and OoHCYW: Terry Atkinson



Koori Pre-school Assistant Program (KPSA)

The Koorie Pre-School Assistant program is funded through The Department of Education and Training (DET). The program focuses on supporting access and participation of Aboriginal children in mainstream kindergartens within the Geelong region, as well as assisting early childhood educators with providing culturally appropriate care and creating inclusive environments for Aboriginal children and their families.

During the financial year, the KPSA role has celebrated many achievements that support the main focus areas of the program, including:

Facilitating a 'Ready for Learning' day on Tuesday 17th January, 2017 with attendance from 24 children in community who were starting kinder, starting prep or continuing their primary education. Children were presented with a passport on arrival and participated in different activities on the day, including lego building, story time, learning how to tie shoelaces, arts and crafts, colouring and construction. As children made their way around to different activities, they received a special stamp on their passport. We were so lucky to have wonderful representatives from The Smith Family, COGG, HIPPY Australia, Reading out of Poverty, Geelong Regional Libraries, Bunnings Warehouse, DET and GKA who offered their time and provided all of the fun activities on the day. Children who were attending kinder or starting school this year were able to present their completed passports to receive a very special ready for learning backpack filled with all the essentials for starting kindergarten and school.

The KPSA program facilitated four Kinder Information Sessions in May, 2017 which were held in different areas of Geelong including Norlane, North Geelong and Grovedale. These kinder information sessions were held at different locations to accommodate families who reside in

different parts of Geelong. There was attendance from families and educators who received an insight into their child's kindergarten education, including the benefits of a kinder program, how kinder sessions run, knowledge around how to enrol their child and information about kindergartens that were close to where they live.

The KPSA program has provided ongoing support for early childhood educators surrounding Aboriginal cultural inclusion in early childhood settings. This assistance includes support with understanding the importance of and development of an acknowledgement of country for different services, sharing stories, creating art, sharing dance with the children and educators and sharing further resources and knowledge for additional support. These activities encourage educators to be more confident with including Aboriginal culture within their everyday practice at their services.

Kindergartens, as well as other universal services with the support from the local community will provide the foundations for improved outcomes for Aboriginal children and their families. With the aim of providing ongoing support to educators around cultural inclusion and supporting improved outcomes for Aboriginal children, the KPSA program has been a part of developing and implementing opportunities for educators and children (Aboriginal and non-Aboriginal) to learn more about Aboriginal culture and how to celebrate and acknowledge culture within early childhood services in every day practice. These opportunities include:

- Professional development sessions and presentations to over 200 educators explaining what rich inclusive practice and environments look like from a Koorie cultural perspective.
- Support to over 40 kindergarten services through meetings with educators, planning with educators and facilitating learning experiences.
- Facilitating learning experiences that celebrate and acknowledge Aboriginal culture to over 800 children in kindergarten.

- Facilitating learning experiences that celebrate and acknowledge Aboriginal culture to the kindergartens where 125 Aboriginal children were in attendance across the Geelong region.

I commend early childhood educators and staff on their commitment and determination around cultural inclusion and working towards improved outcomes for Aboriginal children and their families.

During the 2017/2018 financial year, it is expected that the KPSA program will continue building positive working relationships with all early childhood services that may or may not have Aboriginal families engaging with their service to provide support around engaging Aboriginal families and maintaining inclusive practice and environments. The KPSA program also plans to ensure that all families who have children eligible to attend a kindergarten program in 2018 will be supported by the KPSA program with enrolments into kindergarten and information and advice about their child's early childhood education.

Staff: Tahlia Fry

Milla Milla Playgroup

I will firstly start with my Cultural protocol and that is to pay my respect to my Elders, both past & present. I will also pay my respects to our Community people that have passed away into the dreamtime in the past 12 months, especially my father who was a founder of Wathaurong Aboriginal Co-operative, Uncle Ivan Couzens and Uncle Adrian Jackson also Co-founders & Uncle David Tournier our Cultural & Language Advisor & respected Elder.

Milla Milla Playgroup has been operational for over 36 years. I have been fortunate enough to see 3 generations attend as I have been the facilitator for the past 12 years. This also forms great trustworthy relationships with families that I can refer to services throughout the Co-operative and external agencies.

Milla Milla provides Aboriginal children & parents with Cultural programs that develop a sense of belonging also social, cognitive and development skills. It supports children and parents with a smooth transition into Kindergartens with the guidance of our KPSA (Tahlia Dempsey), as well as School readiness.

Early Learning centre at Rosewall who have shared our space now for 6 years, have 22 Aboriginal children attend their program, which is a great outcome for all, considering there were 12 when first started.

Milla Milla operates on a Thursday & Friday from 11:00am-1:00pm. We have approximately 20-25 children attend on these days. This is made up of about 40 families attending. I will endeavour to retain our numbers of attendance and also provide parents with information regarding their children in a superlative and culturally supportive way.

Milla Milla Playgroup has many partnerships with mainstream services including; City of Greater Geelong, Barwon Inclusion Support Program, Glastonbury, Bethany, Early Learning Centre at Rosewall, just to mention a few. We will preserve these networks and utilise them in the most supportive way.

Over the past 12 months, we have had Cultural Incursions including Elders attending reading stories to Children, also playing Cultural games indoors & outdoors. Didgeridoo & Clap stick playing with children (a child's Father & Wathaurong Community member). A few times applying Ochre

face painting and connecting dreamtime stories, with parents. We also held a Healthy Eating program facilitated by VACCHO. A lady named Fiona from Indigenous Science attending and implementing fun interactive activities with the Families.

Excursions included: Poppy kettle festival at GPAC, Magic Circus at The Arena, Collingwood Children's farm, playgroup in the park hosted by City of Greater Geelong and Northside Salvation Army.

In the next twelve months there will be a continued focus on working closely with KMS (Koorie Maternity Services), In Home Support staff & Family Services team to provide a holistic approach to supporting parents and caregivers of our community. I will schedule information sessions for families on Kindergarten enrolments, support networks, safety and job vacancies. We will hold a Kindergarten enrolment and transition day at Playgroup to assist families to gain a better understanding of 3-4 year old kinder programs that are available and to increase & support with enrolment process.

I would like to say Nyatne (Thank You) to our parents for attending playgroup & giving your child/ren the best start to their Early Childhood. A big thank you to the management and staff that have supported Playgroup Families throughout this past year; and also the biggest thanks to Linda Tanner-Barrow for your kind heart and beautiful healthy food you have provided, I couldn't have done it without you!

Staff: Kylie Edwards and Kristi Watts



Health Services

Herb Goonan, Health Services Manager

My name is Herb Goonan and I am a Wamba Wamba man. I have spent the last 20 plus years supporting Aboriginal Community's in both Health and Family services.

My family and I moved to Geelong in March 2017 where I was lucky enough to find employment with Wathaurong as the Health Services Manager.

The Community members and staff at Wathaurong have given me a warm welcome and for that I thank you all. I have enjoyed my time thus far and look forward to seeing what the rest of the year brings.

I would like to thank Renee Owen for her ongoing support in my transition into this position, she has left some very big shoes to fill. I would also like to take this opportunity to thank the staff within the Health Services with a special mention to the leadership team, Mandy Miller, Cheryl Meath, Kerrie Alsop, and Paul Thornton. Your passion and commitment towards the Health Service and focus on positive outcomes is tremendous. Your generosity and guidance has made me feel comfortable stepping into this role. I would also like to acknowledge the Chief Executive Officer, Rod Jackson and the Senior Management Team for their ongoing support, leadership and for welcoming me as part of the team.

The Wathaurong community are really fortunate to have such a strong health clinic looking after their wellbeing and I am excited to be a part of a team that is pushing towards closing the gap on Aboriginal health issues.

Administration

The Health Service workforce has also shifted significantly over the year. We were sad to see Cormach Evans leave the Health Service team however we were extremely proud to have another young fella James Jose replace him. It is fantastic to be able to showcase our young Aboriginal males working with us at the Health Service; I feel very strongly that they will be role models to other young Aboriginal men in the community.

In the last few months the staff have been pushing forward with a strong focus on increasing the Medicare revenue. The team have been working on addressing the requirements for Medicare and raising the number of Aboriginal Health Checks (#715's). Clients are still entitled to receive a \$25 Safeway Groceries Card as an incentive for completed Health Check. We are still seeing a rise in client numbers and looking at ways to better support the increased demand in appointments.



As in previous years, we are still looking at for opportunities to expand the Health Service and are applying for grants to help us better support the community with the growing health needs. This has been extremely time consuming; however a requirement that needs to be addressed.

I have also been following up on Reports to all funding bodies. This has been a huge task and at times I have had to generate multiple reports at one time. At this stage we seem to have all met all our reporting obligations.

Medical Reception

The Medical Receptionists at Wathaurong Health Service are Donna Lusher and Hayley Couzens. They facilitate all medical appointments and are the front of house for the Health Service. Some of the tasks they undertake include:

- Manage GP appointments
- organise referrals and appointments for our visiting Allied Health Specialists, Psychiatry, Endocrinology, Paediatrics and Obstetrics
- promote and book appointments for Aboriginal Health Assessments



- arrange transport for our elderly and patients
- bulk-billing medical clinics, pharmacies, hospitals, pathology and medical imaging centres

Some of the other support we continue to offer our Aboriginal patients include registration for the Closing the Gap (CTG) and Pharmaceutical Benefits Scheme (PBS) Co-payment Measure. This program improves quality use and access to medicines. Our staff help with completing and submitting paperwork where needed.

Appointments availability is still a challenge for staff. Our services and our Doctors/ staff are very busy and at times finding an appointment time can be hard. We continue to look at the issues and are considering solutions to better service our community and reduce stress.

Staff: Donna Lusher & Hayley Couzens – Medical Receptionists

Patient Transport

Wathaurong patient transport supports the community accessing their appointments. Patient transport is a vital part of our service as it ensures that clients have access to the health service to receive the treatment for illness that they may otherwise put off. Over the past year this vital service has transported at least 25 clients every week, including the elderly, chronically ill, children and newborns.

Eileen Smith has a fantastic connection with the community and is an important part of the medical team. In addition to client transport this service made countless trips to the Pharmacy in Labuan Square to pick up and deliver prescriptions, not to mention the numerous drives to the post office to support the organisation.

Staff: Eileen Smith – Patient Transport Officer

Partnerships

The partnerships that we have at the health service are fundamental to some of the work within the health service. We continue to maintain and develop new partnerships and working relationships with organisations and agencies throughout Geelong and Colac. We would like to acknowledge that some of these partnerships have been in place for a number of years now and only continue to build strength. Whilst we have always had a strong relationship with Barwon Health this year we have been lucky enough to have Renee Owen move into lead their Aboriginal Health programs. Renee has been able to continue supporting Wathaurong Health from her position at Barwon Health.

Some of the organisations we partner with and support include:

- Barwon Health
- Primary Health Network Western Victoria
- Australian Hearing
- Barwon Centre Against Sexual Assault (CASA)
- Deakin University Institute of Koorie Education & Medical School
- Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
- St John of God Pathology
- Pharmacy Guild of Australia (QUMAX)
- Labuan Square and other pharmacies across Geelong and the Bellarine Peninsula
- City of Greater Geelong (COGG)
- Minerva Community Services
- Colac Area Health & Youth Hub
- The National Aboriginal & Torres Strait Islander Health Worker Association (NATSIHWA)
- National Aboriginal Community Controlled Health Organisation (NACCHO)

Clinical & Extended Services

Colac Outreach Program and Chronic Disease Clinic

The Colac GP service has continued to grow over the last 12 months and now have a number of regular clients attending for their medical needs. We were sad to see our Colac GP Robyn Walker leave earlier this year but thanks to Dr Tom Bradey traveling to Colac with the team every Monday we have been able to continue providing the service. Clients have been accessing the service for immunisations, Health Checks and general health needs. The feedback from clients has generally been positive but the limited hours available is a current barrier. We hope to be able to expand this service in the future.

A nurse led Chronic Disease Clinic commenced in January 2017, with the focus on Diabetes. The clinic has had good engagement with community and although it has only been running 6 months there has been good improvements in outcomes and care. There has been a 15% increase in the number of Diabetes Cycles of Care completed. This has enabled clients to have a better understanding of their Diabetes, having regular testing and monitoring completed with improved results that help to prevent complications. Due to the success of the Diabetes Clinic the nurse led Clinic will now also incorporate Respiratory conditions and Cardio Vascular Disease. Henri Korevaar and Craig Norman have done an amazing job over the last 12 months in both the Colac Outreach Clinic and the Chronic Disease Clinic. Henri's hard work clinically has seen the Colac Clinic grow, and the Chronic Disease Management she has provided has been exceptional. Craig has provided cultural support and connection to the community both in Geelong and Colac.

Health Services

GP clinic

Dr Ed Poliness and Dr Catherine Eltringham continue to lead and support our health clinic with a strong focus on improving better health outcomes for the community. Both Dr Ed and Dr Catherine are part time and support management with audits and improvements where needed. The Doctors also support with supervising the GP registrars who are undertaking their specialist training. We are happy to support our GP Registrars on their training journey, we would like to thank Dr Jess Iser, Dr David Russell and Dr Rifat Gorim for their time at Wathaurong.

We also like to welcome Jim Galvin and Tom Bradey as our new registrars and Brigette Agostinelli as our new registered Doctor who is supporting our clinic and Colac part time.

Our Doctors also support with liaising with visiting specialist services, students and education.

Dr David Corbet is also working part-time at Wathaurong, and in addition to been a wonderful Doctor, he offers great support to all the GP's regarding using Best Practice, CDM net and Referral net in consultation, optimising Medicare Billing and undertaking clinical audits.

We also supported Dr Russell Golden to complete his training. Russell has stayed on as a part-time employee and now supervises our Psychiatric registrars from Barwon Health.

With the approval of Health Services Management we started running Doctor Conferences. This enables the Doctors to discuss complex or interesting cases and where required can utilise Medicare Funds to facilitate this occurring. With all the regular Clinical Staff working part-time this is critical to us providing consistent care across Wathaurong. We foresee this being extended to clinical meetings with all clinical staff where logistical issues and new updates can be discussed.

Care Co-ordination & Supplementary Services (CCSS)

Throughout 2016-2017 financial year Wathaurong Health had Fiona Smith as the Care Co-ordinator and supported by Kerrie Alsop and Cormach Evans prior to his change in position. The CCSS program support 29 clients and co-ordinating clients health needs such as diabetes, respiratory, cardiovascular, renal and cancer. Clients must have a health assessments to help meet our funding criteria. Fiona continued to see positive results from community and had a drop in clients "not attending appointments". Clients are encouraged to talk to their GP and see if they are qualify to be a part of the program. The Care Co-ordinator will also liaise with other services to get the best outcomes for our people.

Treatment Clinic

Once again our Nurses at Wathaurong Health Service have been working very closely with the Doctors and staff in order to provide the highest level of care and support patients with accessing appointments such as CCSS and Chronic Disease. Our Nurses are committed and work hard to manage multiple conditions in a timely and professional manner. Completing Health Assessments is one primary goal and they have had great successes in achieving record numbers for Wathaurong Health which they must be congratulated on. This was partly due to the fantastic connection our nurses have with the community. Health Assessments are a chance for community members to recognise and adapt positive health changes as well as focus on areas of need to improve their health.

Wathaurong also supported the community in offering an after-hours Flu Immunisation Clinic which was held in May. This gave clients and their families the opportunity to receive their Flu-shots outside of Wathaurong's usual trading hours, and was a fantastic success. This was also supported by our Promotions worker who promote positive

and Healthy Lifestyles as well as increased awareness about common conditions through activities.

Our Nurses and Aboriginal Health Workers (AHW) continue to support the Colac region, travelling with a GP to complete Health Assessments and expand our presence into a growing community.

Staff: Todd Fry, Skye Duncan & Carmen Janic
- Registered Nurses

Community Programs

Social & Emotional Wellbeing (SEWB)

Social and Emotional Wellbeing component of Safety and Wellbeing continues to improve and promote social and emotional wellbeing in the Wathaurong community. Recently we have relocated from Wilkins Close back to Morgan Street site and the Bringing Them Home (BTH) Wellbeing Circle has also relocated to Forster Street. These activities have continued to help address trauma and to strengthen connections to communities and families.

Naomi Surtees has continued to provide outstanding support throughout the year while Mandi Barton has been on extended maternity leave.

The program continues to work collaboratively with the Health Service, Indigenous family violence worker, AOD workers and Family Services providing a holistic and integrated service to BTH clients.

There continues to be a marked increase in client participation in the BTH service with family tracing taking up a significant amount of time. The program has continued to provide 1:1 counselling, support and outreach to community members and continue to work closely with Link-Up, Koorie Heritage Trust and Open Place supporting clients who are in the process of finding their families and obtaining records from various

institutions and organisation. We have supported two clients with reunions this year one in NSW and one currently taking place in Tasmania. These have been significant events throughout the year and have involved many hours of support and preparation.

This year we have continue to provide a Wellbeing Group on a weekly basis incorporating mindfulness and expressive arts and crafts as well as joining with Diversitat to take part in designing a water feature that will be a part of the new Diversitat building in North Geelong. Outings have been limited this year mainly due to limited transport available during group times.

We were able to organise a three day trip to Halls Gap in May this year through applying for a grant from the Healing Foundation Participants were able to spent a full day at Brambuk Cultural Centre, explored other areas, and enjoyed a-la-carte dining each evening.

We look forward to another successful year ahead.

Staff: Judy Rosson - Bringing Them Home Worker

to Halls Gap. It has been an enjoyable and successful year and Naomi thanks both Judy and the community for making it what it was.

Staff: Naomi Surtees – Advocate & Support Worker

Alcohol & Other Drugs (AOD)

This year has once again been complex and challenging, but very rewarding. This year we had a change in staffing as Jo Welsh left the team to move into the Family Services team. Melissa Commons has joined the team in a dual role with Barwon Health. Melissa is immersing herself in the Wathaurong Community and brings a lot of knowledge and skills to share with her clients. We continue to collaborate with Corrections, DHHS, Housing and mainstream services to deliver the best options for individuals and their families. We have a presence in Colac, and have been fortunate to be able to work in people's homes and with extended families.

We focus on supporting people to get

physically, emotionally, spiritually and culturally strong and to not only make change but to be able to sustain this. We have had a number of people making positive changes in their lives this year. This has highlighted the benefits of a collaborative approach along with the need for ongoing strength based support. Our aim is to strengthen people's capacity to change and support family and community to be important parts of the journey.

The team always feels privileged to have shared a small part of many life journeys, from births and milestone birthdays to the other end, and value what I have learnt along the way. We believe our team reflects the values of trust, dignity, respect and empathy at the highest level. Even more changes are coming, and we aim to work hard to advocate for people, not numbers; and to continue and grow activities that strengthen individuals, families and community to become strong. We are proud to share our stories of success with workers at various forums around the state and celebrate the hard work and achievements that are made.

Staff: Tania Webber, Jo-Anne Welsh, Melissa Commons – AOD Worker

Health Programs Advocacy & Support

Naomi Surtees has been in this role for three years assisting the Bringing Them Home (BTH/SEWB) program, the Alcohol & Other Drugs Program and the Health Community Voices Program staff and activities. Naomi assisted with transporting around 195 clients to attend group activities, outings and short trips, programs, events, appointments and attending forums with workers and clients throughout the year. One of the main areas of the role that she has enjoyed is assisting Judy in the Bringing Them Home group program and Gwenda in Health promotions working on different events and topics for the community to engage in. This year some fantastic programs were run, including a cultural outing to Wurdi Youang and a camp



Health Services

Koorie Maternity Service (KMS)

The Koorie Maternity Service team has had another busy year and have enjoyed caring for the community women, babies and families. We once again had a staffing change with Meisha Duckford returning to South Australia and we recently employed Tamara Hunter in the AHW role. Tamara has started with such enthusiasm and has also commenced her AHW training at VACCHO.

Our relationship with Geelong Hospital has strengthened over the last 12 months and it has been particularly rewarding to see our Obstetric Clinic at Wathaurong grow. We have been very lucky to have true champions in Dr Michael Shembrey and Dr Emily Huning who have raised the KMS profile and the awareness of the needs of Aboriginal families during pregnancy, birth and the postnatal period. Michael and Emily conduct the Obstetric Clinic at Wathaurong once a month which enables all the pregnancy care to be conducted at Wathaurong and dramatically decreases the need for KMS clients to attend Geelong Hospital appointments prior to birth. Due to work commitments Michael has had to step away from our clinic and we have been pleased to welcome Dr Sarj in his place. This clinic has been extremely successful with a 96% attendance rate.

KMS client numbers continue to increase with 45 women being cared for over the last 12 months with 35 births. The average birth weight has been steady at 3.3kg and 70% of women are breast feeding at 6 weeks. The average number of antenatal visits is 14 and most women are presenting before 10 weeks. We are very excited by these stats as our community babies are being born in excellent condition and sets the scene for them to have a healthy life and to see the closing in the health gap.

KMS have a number of reports that must be prepared for the State Government Department of Health including our Minimum Data Set (6 monthly) and the KMS implementation Plan (yearly). Our data is showing a clear preference for our families to receive pregnancy care with KMS and across

the state 60% of Indigenous births are cared for by KMS.

Staff: Aunty Athalie Madden - Midwife, Mandy Miller - Midwife, Tamara Hunter - AHW

Maternal and Child Health (MCH)

Over the last 12 months in conjunction with Best Start we have been working closely with CoGG to have a trial of MCH services at Wathaurong. A MCH nurse has been attending Wathaurong one day a week to see our families for the key 'Ages and Stages' checks. The nurse has been working alongside an Aboriginal worker to provide cultural support and community connection. The trial was due to end in January 2017 but due to its overwhelming success it has been extended. Once again the stats have indicated that our families prefer to access services at Wathaurong and we are working on securing ongoing funding to not only continue to provide this service but to also expand the current scope.

Koolin Balit

Fresh Tracks

The Fresh Tracks Project is in its third year and continues to implement an Assertive Outreach Model of Care Coordination to assist clients. Paul works as Fresh Tracks project Co-ordinator three days per week and as a psychologist two days per week.

Wathaurong Community members and their families who experience or are at risk of developing chronic and complex illness and who also experience other issues (poor mental health, domestic violence, financial hardship, food and housing insecurity, involvement in the child protection or justice system and substance use problems) are the clients that Fresh Tracks support.

A key feature of this project is to assist people to navigate the complex service system that is often all too frustrating and

results in poor health and social outcomes. One of the goals of this project is to "Close the Gap" that many people fall into between services.

Another key feature of this project is incorporating The Australian Indigenous Psychologists Association's principles of Holistic Social and Emotional Wellbeing: connecting to family, connecting to community, connecting to culture, connecting to land, connecting to spirituality/ ancestors, connecting to physical wellbeing and connecting to mental wellbeing.

In the period between July 2016 to June 2017, 115 people received support. Women make up 44% of clients. Men make up 56% of clients. There were over 820 client contacts documented during this period.

Paul was selected to present the positive outcomes of the Fresh Tracks project at the 14th National Rural Health Conference held in Cairns in April 2017. He has also been selected to present at the 18th International Mental Health Conference in Queensland in August 2017.

Paul's work within the Fresh Tracks project was used to support a funding submission to the Department of Health and Human Services Mental Health Branch under the title: Improving Mental Health Treatment Outcomes for Aboriginal and Torres Strait Islander People with Moderate to Severe Mental Illness. The submission was successful and the Wathaurong Aboriginal Cooperative has been selected as a pilot site to test this new service model.

Staff: Paul Thornton - Registered Psychologist

Healthy Community Voices

In the July 2016-2017 reporting we have had successes in many different ways. Through the Koolin Balit Project time we have increased the numbers of women who have accessed pap and breast screening services in the area. These are preventative

actions and can pick up changes in the early stages, in most conditions early intervention is likely to provide a more positive outcome for patients. There are some changes that will occur in the near future with the timing of Pap Screening keep up with these in the Wathaurong newsletter or on the Facebook page.

Flu immunisations were distributed across April and once again there was an after hour's session for families or workers to get their shots. It is one of the rare occasions we work after hours and it is great to be able to have a chat and a laugh with patients who come in. It also gives patients something to do while they wait the compulsory time between shots and leaving. This is only possible through the staff working together.

There has been an increase in the number of Health articles in the Community Newsletter. Alongside of these through Koolin Balit in an effort to build esteem and connection to culture Victorian Koori History has been a new regular feature to be developed for inclusion in the Newsletter.

Thank you to everyone who has supported the activities that have been run through the project. We are constantly getting seeking feedback about the services and

activities we run so feel free to jump on the Facebook page or email us at admin@wathaurong.org.au

Staff: Gwenda Black – Health Community Voices Project Worker

Aboriginal Health Workers

Men's Health

The role of the Men's Health Worker is to provide better access to Health Services, liaise with external services, promote health and preventative health services to the Indigenous community; and provides advocacy, support and liaison within an acute care health setting, hospitals and multipurpose services. The day to day activities are diverse and cover anywhere from the provision of: Aboriginal primary health care; Cultural security and safety; Disease prevention and health promotion; Local community knowledge; and a holistic approach to health care. The Men's Health Worker works collaboratively

within healthcare teams to achieve better health outcomes for Aboriginal people and their communities, and play a key role in facilitating relationships between Aboriginal patients and other health professionals. James also works closely and alongside other services provided here at Wathaurong, to provide the best possible and culturally appropriate services and outcomes for the clients. The Men's Health Program co-ordinates a Men's Health Day, which is run once a month. These have been a great success with attendance increasing month by month, by all attendee's consistently making each day the group is held. The men of the community have demonstrated and stated that connecting with culture is the best way to improve and stay engaged with their Health and Wellbeing. Through the Men's Health Day, we educated the men about health through cultural activities, which has been a great success! Engagement of men with the Health Service since James started has increased as well, with men of all ages and all backgrounds engaging with the health service programs such as: Men's Deadly Health group, Art program, Didgeridoo healing, surfing program ran in partnership with Victorian Indigenous Surfing, connecting to culture, Fresh Tracks working alongside Paul Thornton. James is currently undertaking training with VACCHO which he is really enjoying.

Staff: Cormach Evans – Men's Health Worker, James Jose – Men's Health Worker

Women's Health

Kerrie has been continually supporting clients and their families over the past 12 months, helping them address their health needs, providing cultural support and advocacy as needed. The Women's Health Worker role predominantly works with the women in the community but there have been times when a holistic approach with the whole family has been effective.

As a registered Aboriginal Health Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA) Kerrie works in the clinic one day a week and conducts Aboriginal Health Assessments one day a



Health Services

week she also supports the work of the CCSS programme (Chronic Care & Supplementary Services).

Kerrie says that one of the highlights of her job has been working alongside the Palliative Care workers to ensure our clients maintain cultural integrity and dignity on their journey to the dreaming. "It is such a privilege to have the community allow me to be part of their health care journey, sometimes right up to the end".

Kerrie has also had the opportunity to work in the Colac Outreach team and been excited to watch the clinic there grow as Wathaurong provides more services to the Colac Community.

This role has been enhanced by the responsibilities of being the Clinical Team Leader, which has been equally challenging and rewarding. This has allowed me to extend myself into areas such as working with a range of people in sometimes challenging situations, managing time, material resources and representing the community in a cultural capacity as an equal with mainstream services.

Staff: Kerrie Alsop – Registered Aboriginal & Torres Strait Islander Health Practitioner

Maternity Health

The Aboriginal Maternity Health Worker works alongside the KMS team in supporting both midwives, as well as supporting working with pregnant women and their families. The role of the Aboriginal Maternity Health Worker is also to conduct Aboriginal Health checks on young children 0-4yrs, this has been a wonderful way to meet members of the community and follow up with the families that were supported through pregnancy. Wathaurong was sad to say goodbye to Meisha Duckford this year but has welcomed Tamara Hunter into the role. Tamara has commenced training at VACCHO and will soon be able to start conducting Aboriginal Child Health checks.

Staff: Meisha Duckford – Aboriginal Maternity Health Worker, Tamara Hunter - Aboriginal Maternity Health Worker

Outreach Health

The Outreach Aboriginal Health Worker, Craig Norman continued working in the outreach team alongside the newly recruited Registered Nurse (RN) Henri Korevaar to get the Colac GP clinic off the ground. With the support of the Colac Youth Hub, the GP clinic has continued to operate one morning a week. Henri has also continued to conduct Aboriginal Health Assessments and other clinical support for the community. There are such great things happening in Colac it is anticipated that the clinic will be able to increase hours and perhaps days in the future. It is sad for us to see Craig leave Wathaurong towards the end of the financial year however we anticipate this position to be filled and the great work will continue.

Staff: Craig Norman – Outreach Aboriginal Health Worker

Allied Health and Visiting Outreach Services

Diabetes Educator

- Monthly on Tuesdays

Psychologist

- Every Monday and Wednesday

Counsellors from Barwon CASA (x2)

- Every Friday

Paediatric Fellow and Generalist Paediatrician

- Fortnightly on Tuesday afternoons

Dental Clinic (Barwon Health)

- 3 days per week Tuesday, Wednesday and Thursday

Endocrinology (Barwon Health)

- Every 6 weeks on a Tuesday

Psychiatrist and Psychiatric Registrar (Barwon Health)

- 4 days per week

Obstetrician (Barwon Health)

- Monthly on a Tuesday

Liver clinic (Barwon Health)

- Every 6-8 weeks Australian Hearing – 4 times per year

Wathaurong Glass & Arts

Mark Edwards,
Wathaurong Glass & Arts Manager

I would like to first pay my respect to Elders past and present and to those community members who have passed before us in the last 12 months, in particular my father Trevor Edwards who was a driving force in helping establish Wathaurong Glass & Art back in 1998.

The year that was has proved to be one of ups and downs financially, we had 7 months showing net profits and 5 months of net losses, typically December, January, February and occasionally July are losses however this year has seen April and August fall in to the red. All that been said we showed a small net profit thanks to a number of large orders from Workcover, Parkview Constructions, Jennings Signs (Kardinia Park stadium revamp) and Gilimbbaa, between the 4 companies they spent just under \$60,000 being just over a 6th of our total sales.

Total sales in comparison to previous year was virtually the same, I generally budget forecast a minimum of 3 % growth but sadly this didn't occur. We are having a similar sale result which means we had a similar cost in both Cost of Goods Sold and Expenses; and the good news is this makes 2 years of small net profits.

95 % of our sales comes from the following 3 market sectors and 5% miscellaneous.

Corporate / Awards (31% of sales)

This industry is a slow burn, its market can be increased but generally speaking increase comes from word of mouth, our list of customers in terms of spend were the Education Sector both Catholic, State and Universities; then the AFL; State and National Health Sectors; and Wathaurong Aboriginal Co-operative.

Retail / wholesale (23% of sales)

Status quo remains with Retail/Wholesale market, similar sale results as last year. It's encouraging to see Koorie Heritage Trust remains a steady purchasing customer. DHHS and VACCA were among the bigger purchasers for the year and typically the general public are the greatest consumers of our glass art making up 30% of sales in the sector.



Architectural glass (41% of sales)

Once again the status quo remains the same, sales in this sector remained similar to last year as well. To put some perspective behind this: Glass Splashback 28% of sales; Acknowledgement plaques 16% of sales; and Slumped glass for doors, windows, art panels etc. 54% of sale; leaving sandblasting and other processing of glass with 2% of sales. Also it's worth noting that the 4 major clients as mentioned above WorkSafe, Parkview Construction, Gilimba and Jennings Signs plus the general public made up 73% for sales in this market segment.

(Miscellaneous sales remaining 5%)

These sales are installation of glass splashbacks, goods that we buy in and on sell like chrome display stands, pine presentation boxes and the in house design services we provide to customers.



Wathaurong Glass & Arts

Operation

We remain in a holding pattern currently with business not expanding or shrinking. We purchased a large kiln in the event of potential growth, but growth requires investment which is a board decision for the future. Looking towards 2017/2018 I can't see much change with regard to business growth but if we continue to have a small net profit then that's a positive; and in time to come the business will be able to invest in itself.

Staff

Staffing remains the same with Luke Charles, Jermaine Browning, Jarrod King and myself. Luke is coming up to 10 years of employment on 4th July 2017, I will be reaching a 19 years of employment milestone in September 2017 and Jarrod will be coming up to 7 years of employment in January 2018. Jermaine is the last fulltime employee who joined us back in August 2014.



Wathaurong Glass team L-R:
Jarrod King, Jermaine Browning,
Luke Charles & Mark Edwards.



Wathaurong Glass & Arts

16 Rodney Rd, North Geelong, Victoria, 3215

P: 03 52 722 881

F: 03 52 722 883

E: info@wathaurongglass.com.au



NAIDOC Awards/Special Thanks

The theme for NAIDOC Week 2016 was – Songlines: The living narrative of our nation. By learning about Songlines and how they connect people to Country, we can celebrate the rich history and diversity of Aboriginal and Torres Strait Islander cultures.

The following people were recipients of the NAIDOC Awards 2016, we congratulate and thank them for their outstanding service to the Community.

Elder of the Year (Kanamo Ganbo) – Reg Abrahams

Community Member (Yoonga Nyante) – Mick Ryan

Young Achiever of the year (Male) (Kanyul Goopma) – Jordan Edwards (accepted by cousin Naomi Edwards)

Young Achiever of the year (Female) (Kanyul Goopma) – Natalie Murphy

Staff Recognition Award (Geerrmnyuk Banggnudden) – Ebony Hickey

Reconciliation Award (Indigenous) (Ngalngala) – Mel King

Reconciliation Award (non-Indigenous) (Ngalngala) – Greg and Edwina McHenry

SPECIAL THANKS:

Wathaurong Aboriginal Co-operative would like to thank the following:

Anglesea YMCA
Australian Hearing
Barwon CASA Minerva
Barwon Health
Barwon Child, Youth and Family
Bethany
Bunnings
Child FIRST
City of Greater Geelong
Corangamite Catchment Management Authority
Deakin University
Department of Health and Human Services
Department of Education and Training
Department of Justice and Regulation
Department of Prime Minister and Cabinet
Western Victoria Primary Health Network
Family Services Alliance
Give Where You Live
Geelong Mums

Greening Australia
Helen Macpherson Smith Trust
Indigenous Land Corporation
Kardinia Health
Kurt Sutton
Labuan Square Pharmacy
Melbourne Water
NACCHO
Northern Bay College
Northern Futures
One Fire Reconciliation Group
Peter Wlodarczyk; Gagin Pty Ltd
Pharmacy Guild of Australia
Port Phillip Catchment Management Authority
Rosewall Kindergarten
Surfing Victoria
VACCHO
Victoria Police
Victorian Aboriginal Corporation for Languages

Pictured L-R: Greg and Edwina McHenry, Mick Ryan, Mel King, Natalie Murphy, Reg Abrahams, Ebony Hickey, Naomi Edwards and Rod Jackson.



Financial Report

Directors' Report

Your Directors submit their report for the financial year ended 30 June 2017 made in accordance with a resolution of the directors.

Directors

The names of the directors of the Co-operative at the date of this report are:

Annette Xiberras	(Chairperson)
Sharelle McGuirk	(Deputy Chairperson re-elected 20th November 2016)
Colleen Howell	(Secretary)
Brian McKinnon	(re-elected 20th November 2016)
Lowell Hunter	(elected 20th November 2016)
Tanya Burrows	(retired November 20th 2016)

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 the Co-operative during the year were the provision of a central meeting place for members and to deliver services including Health, Education, Justice, Aged Care, Family, Youth, Housing and Cultural Heritage services and pursue economic development on behalf of the Community.

Review of Operations

The total comprehensive surplus of the Co-operative for the year was \$597,209 (2016 surplus - \$760,132). The surplus in 2017 was due to a decrease in operating surplus to \$147,824 (2016 - \$374,219) and an increase in the asset revaluation reserve by \$449,385 (2016 increase - \$385,913) after revaluation of some of our rental and freehold properties. Our 50% investment in the Colac laundry properties remains valued at \$262,500 which reflects expected realisable value.

Total revenue of \$8,136,650 increased by 19% on the previous year mainly due to increases in grant funding, other trading activities and sale of a rental property. During the year we received increased funding to provide services in program areas including Aboriginal Stronger Families, Cultural Planning, Family Violence, Integrated Family Services, Kinship Care, Mens Shed and Mental Health. Grant funding accounted for 73% of total revenue, while trading activities contributed a further 23%, rental income and other income contributed a total of 4%. Non-operating revenue (interest received) of \$63,708 increased by 54% over the previous period, due to slightly higher interest rates and increases in our long term cash deposit holdings. The amount of cash held in these deposits increased significantly towards the end of the financial year as we received additional funding for provision of programs in the coming year.

Expenses of \$7,988,826 is an increase of 24% on the previous year, mainly due to increased employee costs which were up by 29%, including wage accruals of \$198,990. Accrual of wages was necessary to capture wages relating to our final fortnightly pay period, which ended on June 30th, but was not paid until July 4th. Other expense categories to increase were provision of client support up by 10%, telephone & internet expense by 49% and bad debts relating to rental housing which increased by 67% to \$35,291. The increases in expenditure were consistent with our growth in staff numbers. Other expenditure on rental housing reduced by 43%, staff training reduced by 40% while other expense categories were similar to levels reported in the previous year. We also wrote some redundant assets from our books.

The comprehensive surplus of \$597,209 included an operating surplus of \$147,824 and asset revaluations of \$449,385.

We would like to acknowledge our Commonwealth, State and Local funding bodies whose support for the organisation enables us to deliver many services to our members and broader community. Their ongoing support is greatly appreciated. Our major funding bodies are:

- | | |
|--|--|
| • Victorian Department of Health and Human Services, | • Commonwealth Department of Environment, |
| • Commonwealth Department of Health – | • Commonwealth Department of Prime Minister and Cabinet, |
| Indigenous Health Branch, | • Victorian Department of Justice, and |
| • Victorian Department of Education and Training, | • Western Victoria Primary Health Network. |

We also received funding from City of Greater Geelong to assist us in progressing our strategic goal of expanding our Morgan st footprint.

Give Where You Live provided financial assistance to refurbish our Forster st meeting place. These refurbishments were completed at a total cost of \$170,000 and the Forster st meeting place was opened in May 2017.

In June 2017 we engaged Merit Interiors to provide an additional 18 workstations at our Mackey St tenancy at a total cost of \$51,140 (ex GST). A 40% deposit was paid in June and works are due to be completed in September 2017.

We decided to pay out the existing loan on our Surrey st property when it matured in August 2017. The payout figure was \$62,180.

Financial Report

In May 2017 we were bequeathed a small parcel of Telstra shares which have been brought into the accounts as Financial Assets. We thank the family for their generous donation.

The directors (before the "Statement of Profit or Loss and Other Comprehensive Income" and "Statement of Financial Position" were completed) took reasonable steps to ascertain what action had been taken in relation to writing off bad debts and making provisions for doubtful debts, and to cause all known bad debts to be written off and adequate provision to be made for doubtful debts.

At the date of the report the directors were not aware of any circumstances which would render the amount written off for bad debts or the amount of the provision for doubtful debts inadequate to any substantial extent.

The directors (before the "Statement of Profit or Loss and Other Comprehensive Income" and "Statement of Financial Position" were completed) took reasonable steps to ascertain whether any current assets were unlikely to realise in the ordinary course of business their value as shown in the accounting records of the Co-operative and, if so, to cause –

- i) those assets to be written down to an amount which they might be expected so to realise; or
- ii) adequate provision to be made for the difference between the amount of the value as so shown and the amount they might be expected to realise.

At the date of the report the directors are not aware of any circumstances which would render the values attributed to the current assets in the accounts misleading.

At the date of the report there does not exist:

- i) any charge on the assets of the Co-operative which has arisen since the end of the financial year and secures the liabilities of any other person; and
- ii) any contingent liability which has arisen since the end of the financial year.

At the date of the report the directors are not aware of any circumstances not otherwise dealt with in the report of accounts which would render any amount stated in the accounts misleading.

The results of the Co-operative's operations during the financial year were not in the opinion of the directors, substantially affected by any item, transaction or event of a material and unusual nature.

There has not arisen in the interval between the end of the financial year and the date of the report any item, transaction or event of a material and unusual nature likely in the opinion of the directors, to affect substantially the results of the Co-operative's operations for the next succeeding financial year.

Director's benefits

Since the end of the previous financial year, no director of the Co-operative has received or become entitled to receive a benefit (other than a benefit included in the aggregate amount of emoluments received or due and receivable by directors shown in the accounts or the fixed salary of a full-time employee of the Co-operative) by reason of a contract made by the Co-operative with the director or with a firm of which he is a member, or with a company in which he has a substantial interest.

Indemnities

The Co-operative has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the Co-operative or of a related body corporate:

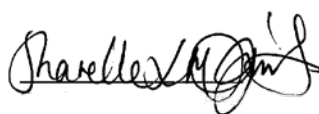
- indemnified or made any relevant agreement for indemnifying against a liability, including costs and expenses in successfully defending legal proceedings; or
- paid or agreed to pay a premium in respect of a contract insuring against a liability for the costs or expenses to defend legal proceedings.

On behalf of the Board



Chairperson – Annette Xiberras

Signed on the 10th October 2017
At North Geelong



Deputy Chairperson – Sharelle McGuirk

Directors' Declaration

Co-operatives National Law (Victoria) section 273(4)

Wathaurong Aboriginal Co-operative Limited

We, Annette Xiberras and Sharelle McGuirk, being two of the directors of the abovementioned Co-operative limited, state that in our opinion:

1. the financial statements and notes of the Co-operative are in accordance with the Co-operatives National Law (Victoria), including:
 - a. giving a true and fair view of the Co-operative's financial position as 30 June 2017 and of its performance for the year ended on that date; and
 - b. complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Regulations.
2. there are reasonable grounds to believe that the Co-operative will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the directors made pursuant to section 273(5)(a) of Co-operatives National Law (Victoria).

Declared at North Geelong, on 10th October, 2017

On behalf of the board

Signed



Annette Xiberras

Signed



Sharelle McGuirk

Financial Report

WATHAURONG ABORIGINAL CO-OPERATIVE LIMITED

Auditor's Independence Declaration under Section 283 of Co-operatives National Law (Victoria) and Section 307C of the Corporations Act 2001

To: the directors of Wathaurong Aboriginal Co-operative Limited

I declare that, to the best of my knowledge and belief, in relation to the audit of the financial year ended 30 June 2017, there have been no contraventions of:

1. the auditor independence requirements as set out in the Co-operatives National Law (Victoria) in relation to the audit; and
2. any applicable code of professional conduct in relation to the audit.

LBW Chartered Accountants



Sripathy Sarma
Principal

Registered company auditor, registration number 325 444

Dated this 10th day of October 2017



CHARTERED ACCOUNTANTS
AUSTRALIA + NEW ZEALAND

GEELONG OFFICE

35-37 Gordon Avenue
Geelong West VIC 3218
T: 03 5221 6111
F: 03 5223 1966

MELBOURNE OFFICE

Level 3, 365 Little Collins Street
Melbourne VIC 3000
T: 03 9670 4444
F: 03 5223 1966

POSTAL ADDRESS

PO Box 4115
Geelong VIC 3220

EMAIL lbw@lbwca.com.au

WEB www.lbwca.com.au

 [@lbwca](https://twitter.com/lbwca)

Liability limited by a scheme
approved under Professional
Standards Legislation, other than
for the acts or omissions
of financial services licensees.

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2017

	NOTE	2017	2016
		\$	\$
Revenues from ordinary activities	2	8,136,650	6,807,253
Employee benefits expense		(5,183,336)	(4,019,897)
Client support expense		(1,219,039)	(1,107,015)
Depreciation expense	3	(282,697)	(280,371)
Occupancy expense		(219,400)	(171,669)
Motor vehicle expense		(131,854)	(122,878)
Telephone & internet expense		(107,928)	(72,439)
Rental properties expense		(59,418)	(104,319)
Staff training and development expense		(44,697)	(75,568)
Doubtful/bad debt expense		(35,291)	(21,309)
Legal fees		(28,696)	(30,173)
Other expenses from ordinary activities	3	(676,470)	(427,396)
Surplus / (deficit) attributable to members of the entity		147,824	374,219
Other Comprehensive Income			
Items that will not be reclassified to profit or loss:			
Movement in Asset Revaluation Reserve	15	449,385	385,913
Total other comprehensive income for the year		449,385	385,913
Total Comprehensive Income for the period		597,209	760,132

The accompanying notes form part of these financial statements.

Financial Report

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2017

	NOTE	2017	2016
		\$	\$
ASSETS			
CURRENT ASSETS			
Cash and Cash Equivalents	4	4,041,173	3,421,824
Trade and Other Receivables	5	625,289	298,513
Other Assets	6	57,789	19,458
Financial Assets		1,006,020	-
TOTAL CURRENT ASSETS		5,730,271	3,739,795
NON CURRENT ASSETS			
Property, Plant & Equipment	7	12,392,123	11,381,858
Investments	8	262,500	262,500
TOTAL NON CURRENT ASSETS		12,654,623	11,644,358
TOTAL ASSETS		18,384,894	15,384,153
CURRENT LIABILITIES			
Trade and Other Payables	9	343,354	139,390
Current Tax Liabilities	10	232,235	103,149
Employee Provisions	11	454,479	357,293
Grants in Advance	12	3,102,523	1,298,656
Borrowings	13	62,376	67,946
TOTAL CURRENT LIABILITIES		4,194,967	1,966,434
TOTAL LIABILITIES		4,194,967	1,966,434
NET ASSETS		14,189,927	13,417,719
EQUITY			
Issued Capital		72	72
Asset Revaluation Reserve	15	4,549,349	4,099,965
Accumulated Surplus	14	9,640,506	9,317,682
TOTAL EQUITY		14,189,927	13,417,719

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2017

	NOTE	ISSUED CAPITAL	ASSET REVALUATION RESERVE	RETAINED EARNINGS	TOTAL
		\$	\$	\$	\$
Balance at 1 July 2015		72	3,714,052	8,943,463	12,657,587
Surplus from Ordinary Activities	14	-	-	374,219	374,219
Movements in Asset Revaluation Reserve	15	-	385,913	-	385,913
Balance at 30 June 2016		72	4,099,964	9,317,682	13,417,719
Surplus from Ordinary Activities		-	-	147,824	147,824
Movements in Asset Revaluation Reserve	15	-	449,385	-	449,385
Gain on Revaluation of Properties sold	14	-	-	175,000	175,000
Balance at 30 June 2017		72	4,549,349	9,640,506	14,189,927

The accompanying notes form part of these financial statements.

Financial Report

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2017

	NOTE	2017	2016
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Customers		10,313,384	6,788,050
Payments to Suppliers, Employees and Others		(8,041,136)	(6,050,646)
Interest Received		63,708	41,418
Interest Paid		(5,156)	(5,276)
Net Cash flows from Operating Activities	16	2,330,800	773,546
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for Property, Plant and Equipment		(988,862)	(117,548)
Payments for Financial Assets		(1,006,020)	-
Proceeds from Sale of Property, Plant and Equipment		289,000	27,510
Net Cash flows used in Investing Activities		(1,705,882)	(90,038)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of Borrowings		(5,569)	(4,625)
Net Cash flows used in Financing Activities		(5,569)	(4,625)
Net Increase in Cash Held		619,349	678,883
Cash and Cash Equivalents at the Beginning of the Year		3,421,824	2,742,941
Cash and Cash Equivalents at the End of the Year		4,041,173	3,421,824

The accompanying notes form part of these financial statements.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2017

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report. The directors have determined that the co-operative is not a reporting entity. The co-operative is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Basis of Presentation

The report has been prepared in accordance with the requirements of the Co-operatives National Law 2013 and Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

Reporting Basis and Conventions

The financial report has been prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets, and financial assets and financial liabilities for which the fair value basis of accounting has been applied.

The following is a summary of the material accounting policies adopted by the company in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

Accounting Policies

a) Income Tax

The Co-operative is a non-profit organisation established for community service purposes and is exempt from income tax pursuant to the Income Tax Assessment Act 1997

b) Depreciation

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

The depreciable amount of all fixed assets, other than freehold land and buildings, are depreciated on a straight line or diminishing value basis so as to write off the net cost of fixed assets over the periods of their expected useful lives.

The depreciation rates used for each class for each class of depreciation assets are:

Class of Fixed Asset	Depreciation Rate
Buildings	2.5%
Plant & Equipment	10-50 %
Motor Vehicles	20-25%

c) Property

Freehold land and buildings are shown at their fair value (being the amount for which an assets could be exchanged between knowledgeable willing parties in an arm's length transaction), based on periodic valuations by external independent valuers.



Financial Report

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

d) Plant and Equipment

Plant and equipment are measured on the cost basis.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

e) Land and Buildings - revaluation

Increases in carrying amount arising on revaluation of land and buildings are credited to a revaluation reserve in equity. Decreases that offset previous increases of the same asset are charged against fair value reserves directly in equity, all other decreases are charged to the income statement. Each year the difference between depreciation based on the revalued carrying amount of the assets charged to the income statement and depreciation based on the asset's original cost is transferred from the revaluation reserve to retained earnings.

f) Cash and Cash equivalents

Cash and cash equivalents include cash on hand; deposits held at call with banks, other short term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings on the balance sheet.

g) Grants in Advance

In the previous financial year there was a significant change in the policies of the organisation where unspent grant funds were taken up as grants in advance.

Generally grant funding is treated as income when grant funds are received or receivable by Wathaurong, and the control of economic benefits have been obtained, and agreement is enforceable. Such grants can be conditional or unconditional.

In the case of conditional grants, funding will be treated as income when Wathaurong meets the enforceable conditions of the funding agreement. If these enforceable conditions are not met and, according to the funding agreement there is a possibility of a repayment being triggered, such income will be recognised as a liability until those conditions have been met.

h) Comparative Figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

Wathaurong has adopted the Standard Chart of Accounts for Not for Profit organisations (SCOA). Where possible comparative figures have been adjusted to conform with SCOA requirements.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2017

	2017	2016
	\$	\$
2. Revenues		
<u>Operating activities</u>		
- Grants & Government Funding	5,891,562	4,831,099
- Fundraising and Trading Activities	1,855,093	1,701,183
- Rental income	165,061	145,067
- Other Funding and Sundry income	161,226	88,486
	8,072,942	6,765,835
<u>Non-Operating Revenue</u>		
Interest received	63,708	41,418
	8,136,650	6,807,253
3. Surplus from Ordinary Activities includes the following:		
Depreciation	282,697	280,371
Computer expenses	187,198	112,554
Gain on sale of assets	43,150	27,510
4. Cash and Cash Equivalents		
Cash at Bank		
- Restricted	1,694,364	674,006
- Unrestricted	2,345,109	2,746,420
- Petty Cash	1,700	1,400
	4,041,173	3,421,824
5. Trade And Other Receivables		
Trade Debtors	526,425	223,010
Rental Properties Debtors	51,510	37,663
Less Provision for Doubtful Debts	(1,660)	(1,660)
	49,850	36,003
Loan Receivable – Kirrae Whurrong	41,200	29,500
Loan Receivable – Wathaurong Glass Ltd	3,500	10,000
Other Receivables	4,314	-
	625,289	298,513
6. Other Assets		
Prepayments	20,456	-
Accrued Income	30,250	-
Rental Bond	7,083	19,458
	57,789	19,458

Financial Report

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2017

	2017	2016
	\$	\$
7. Property, Plant and Equipment		
Freehold Buildings		
- Admin Building (2016 valuation)	448,000	448,000
- Children's Services (2016 valuation)	437,000	437,000
- Health Services (2016 valuation)	1,160,000	1,160,000
- Forster St (2017 valuation)	140,500	-
- Forster St (2016 valuation)	-	75,000
Less: Accumulated Depreciation	(51,125)	-
	<u>2,134,375</u>	<u>2,120,000</u>
Car Park (at cost)		
- Health Services car park (leased)	327,485	327,485
Less: Accumulated Depreciation	(51,708)	(37,193)
	<u>275,777</u>	<u>290,292</u>
Land		
- Forster Street (2017 valuation)	299,500	-
- Forster Street (2016 valuation)	-	265,000
- Surrey Street (2016 valuation)	295,000	295,000
- 62 Morgan Street (2016 valuation)	770,000	770,000
- Wurdi Youang (2015 valuation)	1,850,000	1,850,000
- Rental Properties (2017 valuation)	1,915,000	-
- Rental Properties (2016 valuation)	120,000	120,000
- Rental Properties (2015 valuation)	1,275,000	1,275,000
- Rental Properties (2013 valuation)	-	1,640,000
	<u>6,524,500</u>	<u>6,215,000</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2017

	2017	2016
	\$	\$
7. Property, Plant and Equipment (continued)		
Rental Properties		
- Rental Properties Buildings (2017 valuation)	1,340,000	-
- Rental Properties Buildings (2015 valuation)	885,000	885,000
- Rental Properties Buildings (2013 valuation)	268,612	1,385,093
Less: Accumulated Depreciation	(117,689)	(178,086)
	<u>2,375,923</u>	<u>2,092,007</u>
Furniture and Fittings	56,213	59,347
Less: Accumulated depreciation	(23,588)	(23,146)
	<u>32,625</u>	<u>36,201</u>
Office Furniture and Equipment	194,051	310,046
Less: Accumulated depreciation	(141,082)	(234,819)
	<u>52,969</u>	<u>75,227</u>
Motor Vehicles	681,860	595,196
Less: Accumulated depreciation	(320,410)	(274,819)
	<u>361,450</u>	<u>320,377</u>
Children's Service Equipment	35,678	35,678
Less: Accumulated Depreciation	(23,006)	(21,650)
	<u>12,672</u>	<u>14,028</u>
Wurdi Youang Equipment	92,827	90,627
Less: Accumulated Depreciation	(30,272)	(21,442)
	<u>62,555</u>	<u>69,185</u>
Health Service Equipment at cost	205,368	337,793
Less: Accumulated Depreciation	(116,903)	(229,995)
	<u>88,465</u>	<u>107,798</u>
Factory Fitout	102,416	88,780
Less: Accumulated Depreciation	(52,494)	(47,037)
	<u>49,922</u>	<u>41,743</u>
Mackey St fitout	447,971	-
Less: Accumulated Depreciation	(27,081)	-
	<u>420,890</u>	<u>-</u>
Total Property, Plant and Equipment	<u>12,392,123</u>	<u>11,381,858</u>

A number of rental properties, and the Wurdi Youang land, have caveats held over them.
None of these caveats are \$ value specific.

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NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

AS AT 30 JUNE 2017

7. Property, Plant and Equipment (continued) 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.

	Freehold Land	Land - Rental Properties	Freehold Buildings	Rental Properties & Improvements	Car Parks	Motor Vehicles	Health Services Equipment	Office Furniture & Equipment	Furniture & Fittings	Children's Services Equipment	Wurdi Youang	Factory Fitout	Mackey Street Street Fitout	Total
2017	\$		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Carrying amount 2016	3,180,000	3,035,000	2,120,000	2,270,092	327,485	595,196	337,793	310,046	59,347	35,678	90,627	88,780	-	12,450,044
Valuation adjustments	34,500	295,000	-105,793	315,000	-	-	-	-	-	-	-	-	-	538,707
Additions	-	130,000	171,293	12,000	-	187,804	17,978	5,980	-	-	2,200	13,636	447,971	988,862
Disposals	-	(150,000)	-	(103,481)	-	(101,139)	(150,404)	(121,974)	(3,134)	-	-	-	-	(630,132)
Carrying amount at 30 June 2017	3,214,500	3,310,000	2,185,500	2,493,611	327,485	681,861	205,367	194,052	56,213	35,678	92,827	102,416	447,971	13,347,481

	Freehold Land	Land - Rental Properties	Freehold Buildings	Rental Properties & Improvements	Car Parks	Motor Vehicles	Health Services Equipment	Office Furniture & Equipment	Furniture & Fittings	Children's Services Equipment	Wurdi Youang	Factory Fitout	Mackey Street Street Fitout	Total
	\$		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Accumulated dep'n at 1 July 2016	-	-	-	(178,086)	(37,193)	(274,819)	(229,995)	(234,819)	(23,146)	(21,650)	(21,442)	(47,037)	-	(1,068,187)
Valuation adjustments	-	-	2,579	83,099	-	-	-	-	-	-	-	-	-	85,678
Write back of accumulated depreciation	-	-	-	16,172	-	53,818	125,099	111,625	3,134	-	-	-	-	309,848
Depreciation expense	-	-	(53,704)	(38,873)	(14,515)	(99,410)	(12,006)	(17,889)	(3,576)	(1,356)	(8,830)	(5,457)	(27,081)	(282,697)
Accumulated dep'n at 30 June 2017	-	-	(51,125)	(117,688)	(51,708)	(320,411)	(116,902)	(141,083)	(23,588)	(23,006)	(30,272)	(52,494)	(27,081)	(955,358)
Carrying amount at 30 June 2017	3,214,500	3,310,000	2,134,375	2,375,923	275,777	361,450	88,465	52,969	32,625	12,672	62,555	49,922	420,890	12,392,123

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2017

	2017	2016
	\$	\$
8. Investments		
Investment in 87-91 Gellibrand St Colac	525,000	525,000
- Investment in Land and Building (Director's Valuation)	50%	50%
- Wathaurong Aboriginal Co-operative's share	262,500	262,500
The investment in Wathaurong Glass Pty. Ltd. has not been brought to account in the financial statements of Wathaurong Aboriginal Co-operative Limited.		
9. Trade And Other Payables		
Trade Creditors	91,621	92,908
Other Creditors	211,774	3,210
Superannuation Payable	39,959	43,272
	343,354	139,390
10. Current Tax Liabilities		
PAYG Tax	59,263	44,899
FBT Payable	5,101	5,118
GST Payable	167,871	53,132
	232,235	103,149
11. Employee Provisions		
Current		
Annual Leave Provisions	258,364	192,333
Long Service Leave Provision	196,115	164,960
	454,479	357,293
12. Grants in Advance		
Unspent Grant Funds	3,102,523	1,298,656
	3,102,523	1,298,656
13. Borrowings		
Surrey Street Loan	62,376	67,946
The loan for land at Surrey Street is secured by a first mortgage over the property. This loan was paid out in full in August 2017.		
14. Accumulated Surplus		
Accumulated Surplus at the Beginning of the Financial Year	9,317,682	8,943,463
Net Surplus Attributable to the Co-operative	147,824	374,219
Gain on Revaluation of Properties sold	175,000	-
Accumulated Surplus at the End of the Financial Year	9,640,506	9,317,682

Financial Report

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2017

	2017	2016
	\$	\$
15. Reserves		
Asset Revaluation Reserve	4,549,349	4,099,964
Asset Revaluation Reserve comprises of		
- Land & Buildings	4,549,349	4,099,964
	4,549,349	4,099,964
16. Reconciliation of net cash provided by operating activities to operating surplus		
Operating Profit	147,824	374,219
Non Cashflows in Operating Profit		
Depreciation	282,697	280,371
Profit on sale of plant & equipment	(43,150)	(27,510)
Bad and Doubtful Debts	35,291	21,309
Movements in Asset Revaluation Reserve	74,435	12,389
Changes in Assets and Liabilities		
(Increase)/Decrease in Trade and Other Receivables	(362,068)	(106,048)
(Increase)/Decrease in Other Assets	(38,331)	(19,458)
Increase/(Decrease) in Trade and Other Payables	203,963	39,036
Increase/(Decrease) in Accrued Expenses	129,086	18,900
Increase/(Decrease) in Employee Provisions	97,186	36,953
Increase/(Decrease) in Grants in advance	1,803,867	143,385
Cashflows from Operating Activities	2,330,800	773,546

17. Capital Commitments

On 21st June 2017, the directors awarded a contract to Merit Interiors to undertake fitout of an additional 18 workstations at our Mackey Street leased premises. The contracted amount for the works is \$56,254 (GST inc) and the project is expected to commence in August 2017 with a 6 week completion timeframe.

18. Events after the balance Sheet date

Since 30 June 2017, there are no matters or circumstances that have arisen which require adjustments to the financial statements.



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WATHAURONG ABORIGINAL CO-OPERATIVE LIMITED

To the members,

In our opinion:

1. The accompanying financial report is properly drawn up in accordance with the provisions of the Co-operatives National Law (Victoria), including:
 - a. giving a true and fair view of:
 - i. the state of affairs of the Co-operative at 30 June 2017 and of the results and cash flows of the co-operative for the year ended on that date; and
 - ii. the other matters required by Section 283 of the Co-operatives National Law (Victoria) to be dealt with in the financial statements; and
 - b. complying with applicable Accounting Standards and other mandatory professional reporting requirements.
2. The accounting records and other records, and the registers required by the Act to be kept by the Co-operative have been properly kept in accordance with the provisions of the Co-operatives National Law (Victoria).
3. We have been given all information, explanations and assistance necessary for the conduct of the audit.

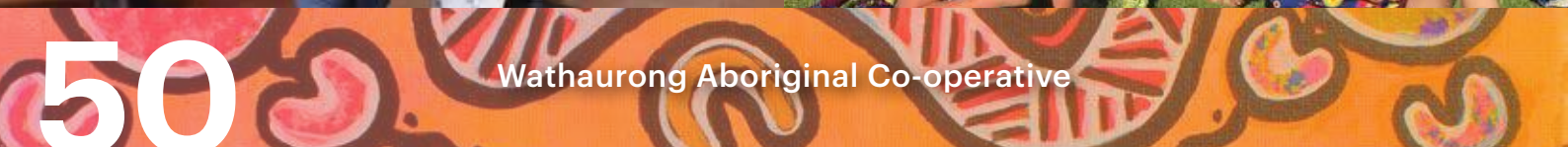
LBW Chartered Accountants



Sripathy Sarma
Principal

Registered company auditor, registration number 325 444

Dated this 10th day of October 2017







WATHAURONG ABORIGINAL CO-OPERATIVE LTD
Lot 62 Morgan Street, North Geelong 3215

PH: (03) 52 770 044 FAX: (03) 52 784 123