



2018

ANNUAL REPORT

Welcome to Country



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"*

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.

- Local Aboriginal community driven
- Local Aboriginal community owned

These three principles underpin Self-determination and Sovereignty which have been cultural custom and practice since the first Aboriginal organisation was formally established in 1972.

'In Our Community's Hands'

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 Limited 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 Limited 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.

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.

Principles and values

Wathaurong Aboriginal Cooperative Limited was founded on the principles of Aboriginal Community Control where by:

- Local Aboriginal community initiated



Artwork
Untitled

Provided By
Kezza Black

About the Artist

I am of Wemba Wemba descent 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.

Disclaimer: While all care has been taken to ensure that information contained in this report is true and correct at the time of publications, changes in circumstances after the time of printing may impact on the accuracy of its information. Aboriginal and Torres Strait Islander readers should be aware that this document may contain images and names of deceased persons.

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

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Wathaurong Aboriginal Co-operative Limited

Profiles of the current Board members

Craig Edwards (Chairperson) is a Wathaurong Traditional Owner and a proud Gunditjmara/Waddawurrung family man who has previously worked for Wathaurong Aboriginal Co-operative Ltd. Craig has extensive experience representing his community on various boards and state-wide committees.

Professor Wendy Brabham is a Traditional Owner from the Wamba Wamba, Wergaia, Nyeri Nyeri and Dhudhuroa first nations. Wendy is a respected academic who has been a representative on various boards and committees.

Mick Ryan is a proud Ngarrindjeri/Gunditjmara/Wotjobaluk man. Mick is a professional musician and an Aboriginal Liaison Officer for Barwon Health.

Judy Dalton-Walsh is a Wathaurong Traditional Owner and has always been involved in community and co-operative life. Judy works as a Koorie Engagement Support Officer at the Department of Education and Training. (Co-opted 19/9/18)

Wathaurong Aboriginal Co-operative Ltd Board Directors for the financial year 2017-2018

Director	Date of commencement as Director	Date of cessation as Director	Number of eligible meetings for 2017/2018	Number of eligible meetings attended
Colleen Howell	Re-elected 22/11/15	Retired 26/11/17	4	4
Annette Xiberras	Re-elected 22/11/15	Retired 26/11/17	4	2
Sharelle McGuirk	Re-elected 20/11/16	Resigned 1/10/18	10	10
Brian McKinnon	Re-elected 20/11/16	Resigned 19/10/17	4	3
Lowell Hunter	Elected 20/11/16	Resigned 10/11/17	4	3
Craig Edwards	Elected 26/11/17	n/a	6	6
Mick Ryan	Elected 26/11/17	n/a	6	6
Corrina Eccles	Co-opted 7/12/17	Resigned 7/9/18	5	5
Wendy Brabham	Co-opted 7/12/17	n/a	5	5





Chairperson's Report

Craig Edwards, Chairperson

during this transition phase.

Together we all look forward to delivering great results for our mob.

As a Board our role is to ensure that Wathaurong as a service responds and meets the needs of our community.

Our strategic plan 2015 – 2025 "Working towards community resilience" has five key pillars:

1. Community
2. Infrastructure
3. Health
4. Sustainability
5. Advocacy

We are looking at ways in which to engage Community and encourage participation in events held by the Co-operative. Community Meetings are essential as they provide members with updates on:

- Wathaurong's services and programs
- including the Community in relevant decision-making processes
- allowing for discussion of any upcoming changes that impact on service delivery and/or the Community as a whole.

An example of our Community Meeting processes in action was the community endorsement for the draft of the Wurdi Youang Business Plan. This plan has now been finalised and in 2018-2019 Wathaurong will consider the process of implementing the plan in stages.

Our Community Meetings were held in March, May, July, August and December.

These Community Meetings were well attended however I would like to encourage more community members to participate and assist the Board in setting community priorities in the coming year.

Community participation doesn't only occur at our Community Meetings. As Chairperson, I would like to see a greater and stronger presence of our Community members being supported to attend events such as the Victorian State-wide carnivals in the coming year as they are culturally significant and provide the opportunity to represent our Community, not to mention the health and social wellbeing benefits it provides.

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

"Welcome to Wadawurrung Country, let us walk together and learn in peace"

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

I 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.

As the newly elected Chairperson of Wathaurong Aboriginal Co-operative, I plan to lead a strong Board that is open and transparent to our members and Community.

There have been changes in leadership at the Co-operative. Sharelle McGuirk and Corrina Eccles resigned from the Board of Directors; and the Chief Executive Officer Rod Jackson has ended his term at Wathaurong as well. We thank them all for their contributions.

Given the leadership changes, the Board has appointed an Interim CEO Lisa Briggs and Company Secretary Edel Conroy to the team. Both bring experience and expertise to ensure Wathaurong maintains sustainability

1. Community

1.1 Community Engagement

Wathaurong Aboriginal Co-operative was founded on the principles of Aboriginal Community Control whereby:

- Local Aboriginal community initiated
- Local Aboriginal community driven
- Local Aboriginal community owned.

These three principles underpin Self-determination and Sovereignty, which have been cultural custom and practice since the first Aboriginal organisation was formally established in 1972.

'In Our Community's Hands'

2. Infrastructure

2.1 Housing and Accommodation

A Board priority is Housing and Accommodation to meet our Community's current and future needs. As Chairperson I want to see our people achieve home ownership, reduce our housing waiting list by increasing our housing stock, ensuring public housing is being held accountable by housing more of our people in a timely manner, gaining additional accommodation of homeless and residential facilities for our Elders.

These approaches will assist the Board in our advocacy efforts to ensure we are working towards achieving our Community's housing outcomes.

2.2 Organisational Infrastructure

The past financial year of 2017-2018 has been one of growth. The Co-operative received additional funding for programs and services provided to the Community. This led to additional staff being employed and an added expansion of extra office spaces set up at our Mackey St site to support this increase.

The Board has requested a review of the organisation's current systems and structure to ensure that they are robust enough to meet the current requirements of such a rapid growth period and into the future. The Co-operative will review our building and office spaces to accommodate for expansion, whilst exploring further opportunities to meet our organisation's growing needs.

Other identified priorities that are underpinned by the other three pillars, Health, Sustainability and Advocacy are:

- increase Aboriginal employment pathways across the organisation
- increased workforce professional development opportunities to strengthen capability and capacity
- increased service areas where gaps have been identified by community.

The Board and I would like to thank the Senior Management of Wathaurong for their commitment and for continuing to ensure that we successfully meet our operational requirements to achieve the best outcomes for our Community.

Lastly, the Board would like to acknowledge all staff for their dedication to providing programs and services in a culturally appropriate way to the Wathaurong Community and in doing so continue to strengthen our mob through cultural engagement and support.



Wathaurong Strategic Plan 2015 - 2025

"Working towards community resilience"

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."

Pillar 1 Community

To continue to develop and provide quality services, programs and activities that enhance the social, economic, cultural and emotional wellbeing of Aboriginal people and families who access services provided by Wathaurong.

- 1.1 Strengthen alliances with external agencies and partners to enhance service delivery
- 1.2 Cultivate meaningful relationships amongst the Wathaurong Community

Pillar 2 Infrastructure

Ensure that the Co-operative's infrastructure (structure, governance and management arrangements, administrative, financial and information technology systems) is capable of responding to opportunities for growth and change.

- 2.1 Meet the demand of population growth and subsequent service growth
- 2.2 Secure human and capital resources necessary to maintain and enhance the activities of Wathaurong Co-operative

Pillar 3 Health

To continue to grow and deliver a range of health programs to the Aboriginal community in a sensitive and culturally appropriate manner.

- 3.1 Improve Aboriginal peoples' access to culturally appropriate and high quality comprehensive primary health care services
- 3.2 Advocate on all levels of government for adequate resources
- 3.3 Provide holistic health and wellbeing services for the community

Pillar 4 Sustainability

Our variety of programs and staff education is maintained to ensure the quality of service delivery to the Aboriginal community.

- 4.1 Be an employer of choice
- 4.2 Education and training partnerships that lead to quality workforce
- 4.3 Diversify funding sources for future sustainability
- 4.4 Sustain management structure

Pillar 5 Advocacy

Ensure Wathaurong has a voice on issues that affect the whole Aboriginal community.

- 5.1 Political
- 5.2 Employment
- 5.3 Organisational



Chief Executive Officer's Report

Lisa Briggs, Interim Chief Executive Officer

Organisational overview

Wathaurong is an Aboriginal Community Controlled Organisation (ACCO) and a multi-accredited organisation that is responsive to eight different national and state accreditation providers with over 1150 indicators that require review annually, as well as being the largest employer of Aboriginal people in the Geelong and Bellarine Peninsula region.

Wathaurong provides comprehensive primary health care to 50% (1789) of the population around Geelong and local government areas.

The funding Wathaurong receives is steadily increasing each year and over the last 12 months increased from \$8 million to \$9 million. Wathaurong is a recipient to 50 different funding streams from the

Commonwealth and State Government agencies.

Over the last three years, rapid growth comes with the challenges of ensuring the organisation has the infrastructure, systems and structure in place to support implementation. As Interim CEO, I will be reviewing the current systems and structure to ensure organisational sustainability.

Government Reforms

Wathaurong works with both Commonwealth and State Governments in building and strengthening relationships to ensure the voices and needs of our Community members are heard. The organisational representation summary outlined below demonstrates the type of committees our service participates in.

The Victorian State Government launched new strategic frameworks that will shape a new way of doing business, with a focus on advancing Aboriginal self-determination:

- Korin Korin Balit-Djak: Aboriginal health, wellbeing and safety
- Balit Murrup Aboriginal Social Emotional Wellbeing Framework 2017 – 2027
- Aboriginal Governance and Accountability Framework
- Victorian Aboriginal Affairs Framework 2018 – 2023
- Wungurilwil Gaggapduir Aboriginal

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

I 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.

I would like to take the opportunity to introduce myself. I am a Gunditjmara/Kirrae Wurrong woman from the Western District of Victoria having strong ties to Framlingham mission.

I have been working in Aboriginal Health for over 35 years and I am a clinical Aboriginal Health Worker by trade who has worked as a CEO within the national, state and local Aboriginal Community Controlled sector.

Despite being a new team member to Wathaurong Aboriginal Co-operative, I am very familiar with the requirements and needs not only of Community but the organisation as a whole.

Accreditation Provider	Standards	Indictors
RACGP	AGPAL	139
HSS&QIC	QIP	674
NSQHS	ACHS	152
Aged Care	HACC	18
ECIS		91
ACECQA	NQS	54
DET Vic	Child Safe Standards	7
DHHS	Child Protection Manual	5 Phases 10 Identified areas
Sub Total	8 Standards	1150



- Children and Families Agreement
- DET Marrung Aboriginal Education Plan 2016 – 2026
- Burra Lotjpa Dunguludja Victorian Aboriginal Justice Agreement Phase 4
- Victorian Aboriginal Economic Strategy 2013 – 2020
- Council of Australian Governments Closing the Gap targets 2008 – 2031 (CTG Refresh occurring)

These new frameworks will provide a platform for Wathaurong to seek future funding and innovative initiatives developed by and for community.

Organisational representation

During the financial year Wathaurong has actively represented the organisation and Community in various forums and committees:

- Aboriginal Housing Board Victoria (AHBV)
- Regional Aboriginal Justice Advisory Committees (RAJAC)
- Local Aboriginal Justice Advisory Committees (LAJAC)
- DHHS Governance Committee
- DHHS Child Protection Committees
- VACCHO Executive and Members meetings
- NACCHO Executive and Members meetings
- Barwon Health
- City of Greater Geelong
- Primary Health Networks
- Orange Door Safety Hub

Organisational Identified priorities leading into 2018-2019:

- Community engagement and participation

- Housing, Homelessness and Accommodation
- Review and identifying service gaps
- Strengthen organisational systems and structure
- Increase employment opportunities and career pathways for local Aboriginal community members
- Strengthening workforce capacity and capability
- Facilitating economic development opportunities for local Aboriginal community members

Wathaurong will review its current partnership agreements and memorandums of understanding to reflect current environment and future needs of the Aboriginal community.

Our Strategic Directives

The Strategic Plan 2015 – 2025 “Working towards community resilience” has five key pillars:

1. Community
2. Infrastructure
3. Health
4. Sustainability
5. Advocacy

The Strategic Plan provides the framework to review our current implementation and action plans on how well our programs are performing and meeting the needs of the Community and our funding requirements.

1. Community

Community meetings are an important part of the organisation’s engagement and response to meeting Community needs. Wathaurong has commenced discussions on topic areas during the

financial year these will extend into 2018-2019 and will cover:

- Treaty
- Burra Lotjpa Dunguludja Victorian Aboriginal Justice Agreement phase 4
- Wungurilwil Gaggapduir Aboriginal Children and Families Agreement, especially Section 18
- Aboriginal Housing, Homelessness and Accommodation

These forums will ensure Community members are informed on government policy changes and are given an opportunity to participate and be part of the design and decision making process for issues such as Housing. I look forward to discussing these issues with you in the coming year.

2. Infrastructure

Wathaurong has actively been participating in the development of the Victorian Aboriginal Housing Framework being led by the Aboriginal Housing Board Victoria (AHBV) with a state-wide meeting to be convened in March 2019. The City of Greater Geelong has also commenced designing a Housing and Homelessness project of which Wathaurong will be engaged to participate in. Wathaurong will work on a localised Aboriginal Housing Framework leading into 2018-2019.

Wathaurong has been actively reviewing its organisational infrastructure needs with work commenced with City of Greater Geelong exploring options to expand Morgan Street premises. More developments will be available in 2018-2019.

3. Health

Wathaurong Health Service is largely funded by the Commonwealth Department of Health Indigenous Australia Health Program. The Health

Team has effectively been reviewing its current services and data to assist them in making their services more available, accessible, affordable and appropriate for community members and clients. We have also started some exciting new programs this financial year, such as Aboriginal Cradle to Kinder, Targeted Care Packages, Foster Care Recruitment, and an expansion to some of our Colac services – signs of the strong growth of our core business.

In 2018-2019 an expansion and action plan will be developed to ensure the Health Service is responding to the needs of the community and will be presented at a Community Meeting for further input and discussion.

4. Sustainability

Wathaurong strives to be an employer of choice however this requires having the building blocks and support structures for the organisation to achieve. Over the financial year there were several senior staff changes and I would like to acknowledge and thank them for their contribution and wish them well in their endeavors:

- Dawn Condon
- Belinda Foley
- Emma McPherson

Despite the staff departures Wathaurong also had new staff commence:

- Herb Goonan Family & Children's Services Manager
- Shellee Strickland Health Services Manager
- Megan Frazer Executive Assistant to the CEO

Wathaurong has identified the need for a Workforce and Employment Strategy that will enable more employment opportunities for our local community members and provide a career pathway

as an entry point into the organisation. The organisational review will assist in completing this task leading into 2018-2019 and there are future education opportunities through the Department of Health and Human Services Workforce Strategy and partnership with Swinburne University to increase the number of Aboriginal people retaining TAFE qualifications such as Certificate III and IV in Community Services and Health Assistants.

Wathaurong will explore opportunities for Traineeships, Cadetships and Scholarships that increase our Aboriginal workforce and increase employment opportunities for our people.

5. Advocacy

Various advocacy efforts were made during the financial year with meetings with people who are strong contributors to Wathaurong by supporting and attending our events, advocating for us and always being open and available to us:

- MLA for Geelong Christine Couzens MP
- Hon. Jenny Mikakos MP announcing the Possum Skin Cloak workshops
- Victorian Treaty Advancement Commissioner Jill Gallagher providing updates and then announcing historic news that the Advancing the Treaty Process with Aboriginal Victorians Bill 2018 was passed in the Victorian Parliament – we will soon be providing Community with the opportunity to contribute to local Treaty discussions.
- Colac Gathering Place
- Hon. Warren Snowden
- Hon. Martin Foley

Even though I have only recently joined Wathaurong, I know that the last 12 months have been a credit to the hard working

staff and volunteers of the Wathaurong Aboriginal Co-operative. I would like to thank everyone for their commitment and dedication over the last 12 months, in delivering the large range of programs and providing excellent support and service to the Community. I also extend this thank you to the Board of Directors and Senior Management Team of the Co-operative and look forward to our continued success together.

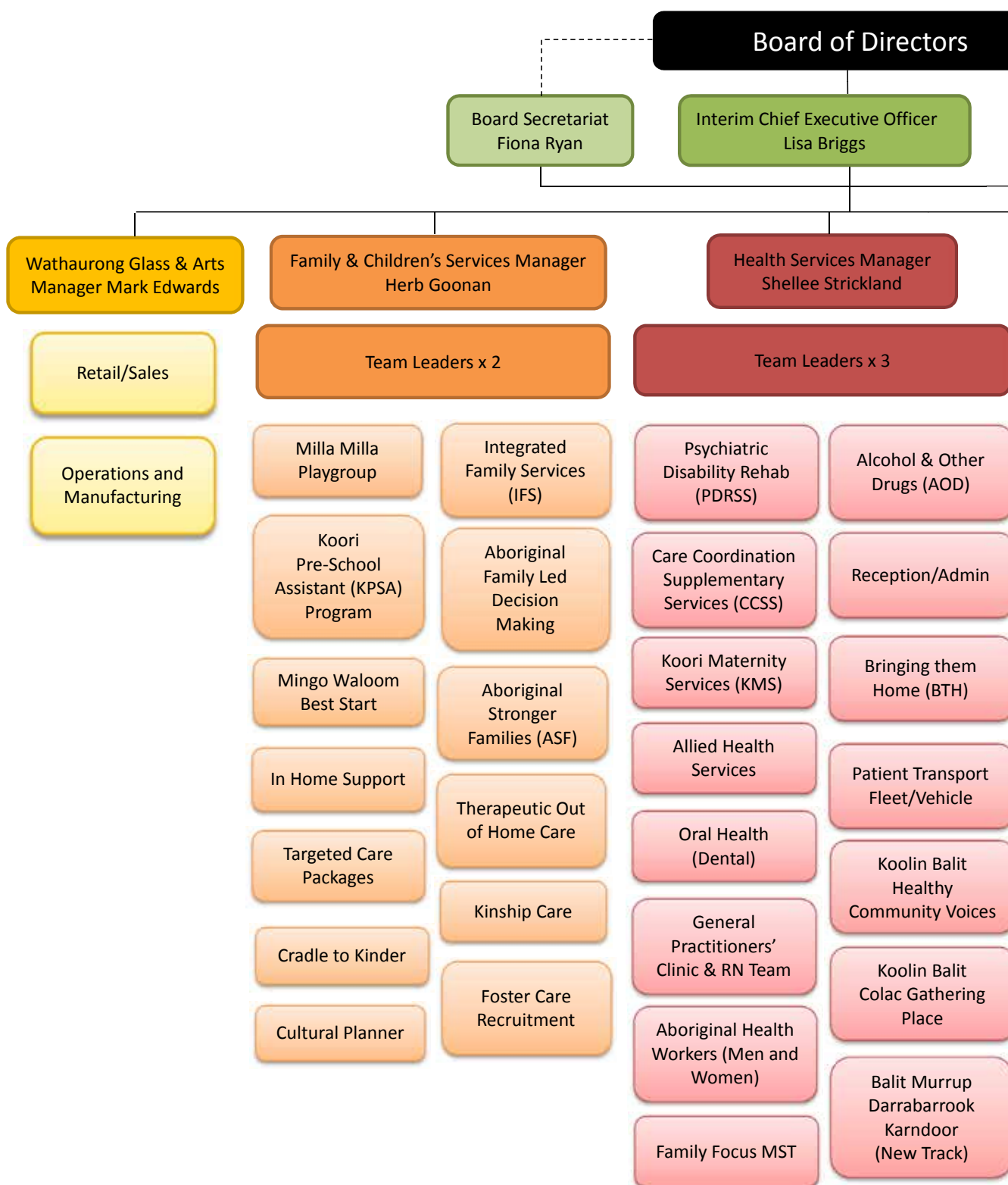
On behalf of staff and Community, I would also like to thank Rod Jackson for his service as Chief Executive Officer for almost four years.

I would like to thank our major partners who support us in providing excellent services to Community. Though our partners are too numerous to mention here, I would especially like to acknowledge State and Federal Governments, the City of Greater Geelong and Barwon Health.

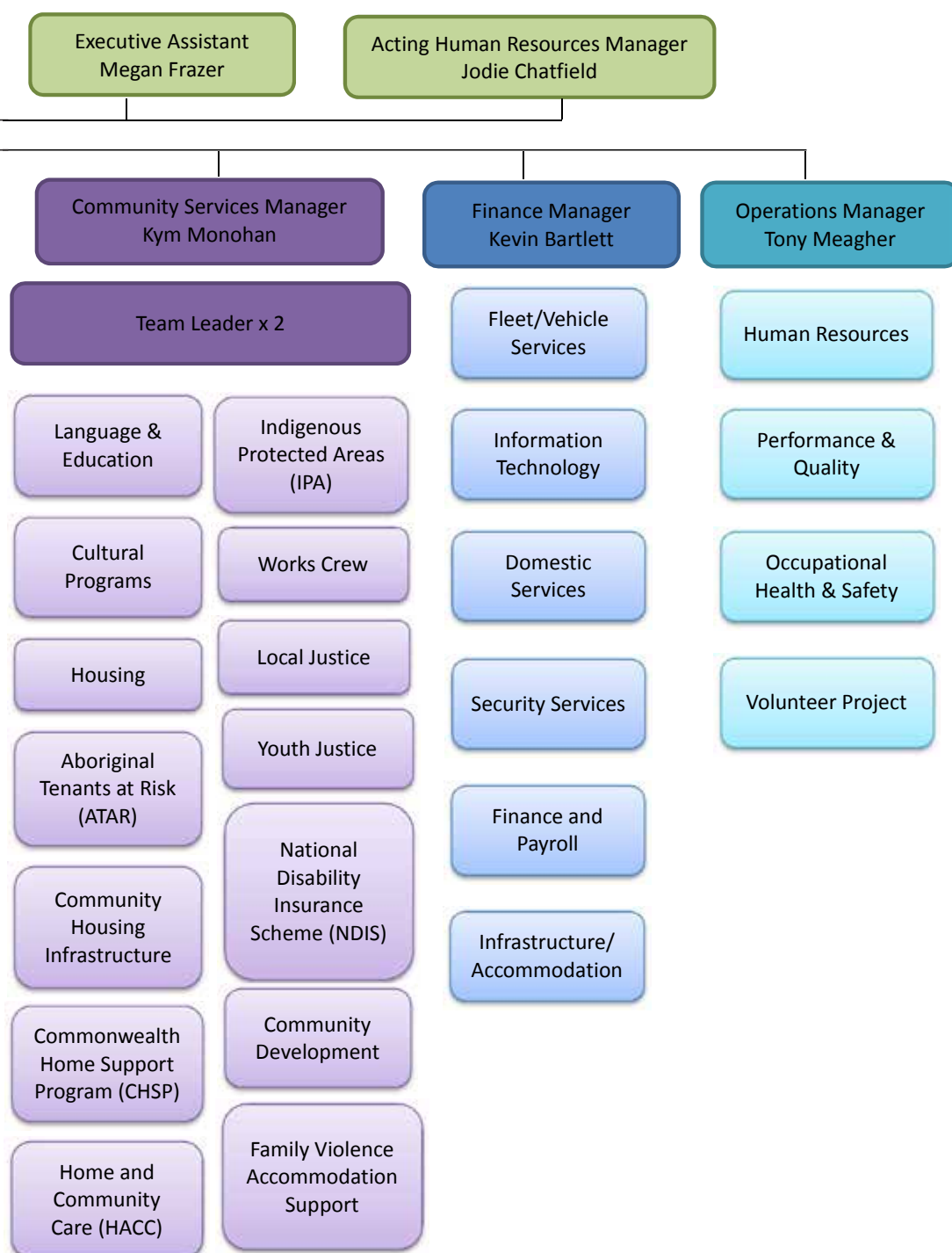
I would like to take this opportunity to say how much I am enjoying my time at Wathaurong and how impressed I am with everyone's efforts. I am strongly focused on Community inclusion and engagement and look forward to achieving a lot in this during my time with you all. As Interim CEO I am excited to be a part of new planning and development, and know that the Co-operative will only grow better and stronger into the future.

In closing I would like to take a minute to honor all of those Community members who have entered the dreamtime and pay homage to them.





Wathaurong Organisational Chart



Operations Management

Operations Manager

Just as it has been in previous years in Operations, the 2017-2018 financial year has seen continued growth across all areas of the organisation but particularly in Family & Children's Services.

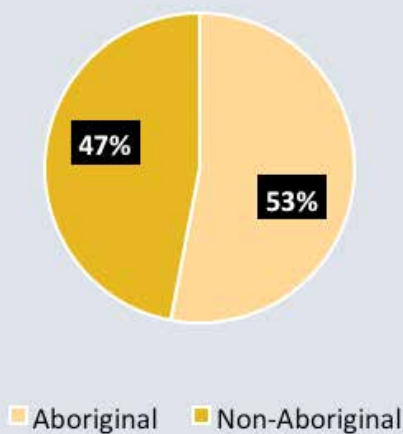
Aboriginal children and young people in Out of Home Care have historically been placed with non-Aboriginal agencies. The State Government has accepted that this is not appropriate and those children and young people are being transitioned to Aboriginal Community Controlled Organisations (ACCOs) to be cared for by us. This is a massive step forward in strengthening the cultural and community connections for these kids. There is a huge amount of work and planning going into making sure that we get this massive undertaking right

from the outset. A change such as this presents massive challenges which I'm confident the organisation can meet head on. In Operations we continue to support the work of all our staff to meet our many and varied obligations to Community, Clients, Funders and importantly to each other as employees. As we grow and change we often find bumps and bends in the road but I'm so impressed by how we all ultimately work together to make sure that we are doing the best we can. Well done and congratulations to all. A special thanks to those who left us in 2017-2018 whose positive contributions may have gone largely unnoticed but will leave a positive legacy.

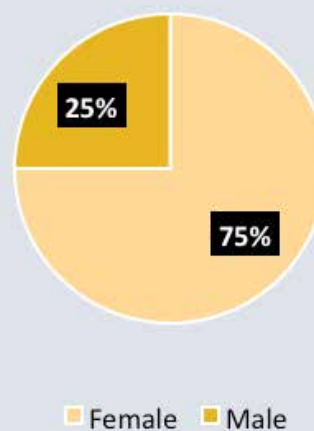
Quality

During 2017-2018 Wathaurong Aboriginal Co-operative achieved registration of our Commonwealth Home Support Program (CHSP). While CHSP is a small program with a small number of clients and staff it still has to perform as if we were one of the big players – the investment of time and effort is the same but the resources are far from. As we grow in terms of programs and staff numbers, we inevitably are more exposed to contact from external bodies such as Complaints Commissioners, Unions and WorkSafe. Fortunately, thanks to all staff and management who continue to work at improving our

Percentage of Aboriginal Staff



Gender



services, we are able to address the concerns of these bodies and to meet our obligations into the future.

Occupational Health & Safety (OH&S)

The embedding of processes and increasing awareness saw our lowest number of reported incidents and accidents last year with six. This year we received 11 reports all of which were again, fortunately minor. Worryingly the increase over last year's number has come from staff being on the receiving end of aggression from clients, patients and even random people in the broader community. As an organisation we continue to strengthen our support response to affected staff. Violence and aggression towards our staff is totally unacceptable! Meanwhile, 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".

In regards to training we have provided MOVAIT (handling violence and aggression); CPR and First Aid.

Human Resources (HR)

Wathaurong proudly employs over 90 staff members including Wathaurong Glass. As at June 30th we are currently recruiting for a number of vacant positions within our organisation. These vacancies are due to the continued growth within the organisation and the allocation of new funding to the business. In June 2018 an All Staff Professional Development Day was facilitated by Juliet Frizzell. This day gave the Wathaurong Senior Management Team the opportunity to present our six priorities for 2018-2019. These priorities are:

1. Address infrastructure issues
2. Review the organisational structure and develop business case of change
3. Strengthen quality, compliance and risk management processes, policies and systems
4. Strengthen HR, training and professional development processes
5. Engage staff and inform the community about the roll-out of Section 18
6. Strengthen community engagement

In strengthening HR the focus has been on reviewing the recruitment processes including employment agreements and position descriptions. This will be done to ensure that conditions of employment are clearly defined prior to the engagement of new employees. We will continue to work with the Senior Management Team to develop a Wathaurong workforce map. The focus of this workforce map will be to ensure that all employees have the training relevant to their position; and develop strategies to support staff retention and succession planning within the organisation. Moving into 2018-2019 our commitment to employee wellbeing will remain high on our agenda with a focus of early intervention and support to prevent worker burn out which is reflective within industry trends. This year all of the Wathaurong employees have worked extremely hard to deliver high quality services to the Community and there is no doubt that this passion and commitment will continue in the year ahead.



Finance and Administration Team

The Finance and Administration team are responsible for accounts, payroll, 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 experienced issues with our cloud IT system, issues arising from growth in staff numbers and implementing a new accounting system.

As our organisation grows in staff numbers, and volume of services 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.

Pictured L-R: Gordana Kerr (Finance Officer) and Kevin Bartlett (Finance Manager)



Community Services

Community Services Manager

Aboriginal Tenants at Risk (ATAR)

ATAR continues to increase client intake due to growing knowledge of program parameters. All reporting requirements from Department of Health and Human Services (DHHS) are being met. The number of clients are increasing steadily within Wathaurong Aboriginal Co-operative due to increased access to the Private Rental Brokerage Program (PRAP), external organisational knowledge of program and referral processes, increasing knowledge of Wathaurong's services and increasing numbers of Aboriginal people within the community.

ATAR opened 83 support periods with 11 clients engaging in active open support periods at close of financial year. Presenting reasons for clients were: 30% with inappropriate dwelling conditions, 18% facing eviction, 17% being PRAP clients only, 14% with inappropriate dwellings (overcrowding), 10% experiencing housing affordability stress,

8% experiencing family violence, 2% with medical issues, and 1% due to lack of supports in the area.

ATAR continues to access Encompass Homestart furniture vouchers and Give Where You Live (GWYL) food bank vouchers. These are available to Health Care Card holders and require reporting to GWYL. This frees ATAR funding for use for other client issues with available voucher numbers increasing from 125 last financial year to 200 this financial year.

The ATAR worker increased PRAP funding from \$40,000 per year to \$70,645 per year; with the average PRAP package offered around \$3,000. 30 clients accessed PRAP, allowing 12 families to exit homelessness and 18 families to maintain tenancies.

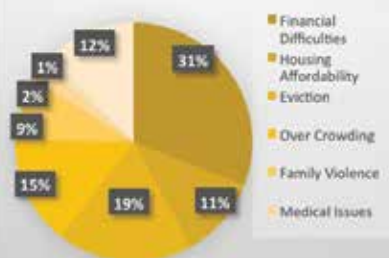
Homelessness program funding to allow Wathaurong to operate as a housing entry point would be beneficial and incorporating a specialised homelessness support worker to assist clients and/or to facilitate access to intake via existing Entry Points for homelessness services would work well in correspondence with the ATAR program. This would provide a more effective streamline service for housing and homelessness within the community and allow the organisation to better provide a more comprehensive program

2017-2018 has been a challenging year for Community Services with a number of funding programs coming to an end and the need to continue providing programs and services to our community; also trying to keep as many Aboriginal staff employed as we can.

We have had growth in the participation of all our programs, also in our community events. NAIDOC flag raising attracted 250 people and over 150 people attending our Sorry Day walk.

I would like to take this opportunity to thank all the Community Services staff: they all go well above and beyond in their commitment to this community and the organisation.

Main Presenting Reasons



PRAP Spendings



Community Services

that guides clients through all periods of homelessness; this would work well with accessing the Housing Establishment Fund (HEF).

Monthly reporting continues for ATAR to DHHS through the SHIP program for ongoing government data collection. As well as, to the Salvation Army for PRAP along with and to GWYL for Food Bank and Homestart voucher usage.

ATAR continues to support clients in the Transitional Housing Management (THM) Youth property with two clients having used it to transition into permanent long term housing and one client still remaining at the THM. The ATAR program continues to work with A Place to Call Home Program (APTCH) which is run through Bethany. Access to both Youth and Adult THM properties would assist with the pathway to permanent housing that this program offers. The 2017-2018 financial year had one client with a clear and direct pathway into this program however the application was still deemed unsuccessful. Wathaurong clients are rarely successful in entry applications for any THM properties in either youth or adult and this is an area that needs addressing.

The ATAR worker continues to lodge and approve priority DHHS housing applications online through the DHHS eBusiness website. The current general waitlist for DHHS housing within the Barwon region is 25+ years, wait times for priority with homelessness support for families is around 2 years and homelessness with support for single

people around 5 years. The ATAR worker maintains positive connections with DHHS housing workers who are now referring clients to the ATAR program.

The ATAR worker offered Victorian Civil and Administrative Tribunal (VCAT) court support for three clients in the 2017-2018 financial year. One client was facing eviction from Aboriginal Housing Victoria (AHV) due to unneighbourly behaviour and disruption of peace. The ATAR worker was successful in maintaining the tenancy and the client still remains in that property. The other two VCAT cases were advocating on behalf of the clients and breaching the landlords for lack of repairs to properties.

The ATAR worker was successful in winning both these cases and in

achieving the client's end goals of being able to exit their tenancies without any penalisation or additional costs and to relocate to a more suitable property.

Future considerations for ATAR are:

- ATAR position to be considered as a full time role, especially with the introduction of PRAP funding;
- For Wathaurong to acquire funding to operate a homelessness/entry point program;
- Attaining ATAR nomination rights to an Adult THM property;
- Turning at least two of the Co-operative's properties into THMs – one for youth and one for adult; and
- Accessing HEF funding.

From a personal development perspective, the ATAR worker is studying Psychological Science (Honours) part time with CQU via distance education and continues to grow a greater understanding of the health inequalities that exist in the Aboriginal Mental Health, Community and Family Services areas.

Community Development

The Aboriginal Community Development position has been 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. We spoke to these very important guests about community issues, strengths and ways we can develop community capacity and participation, with current projects and programs as well as 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 that provide programs in the area have an obligation and responsibility to create opportunity and real possibility, in prioritizing the enhancement of human, environmental and economic

capital in the Geelong and Colac Otway communities which they service. It is through this position that we can advance as a population and get our voices and perspectives heard.

Co-operative Housing

Housing is a program that requires a balance between financial viability and the moral and community approach.

Our rental arrears again are significant and with an aging rental stock the maintenance costs are rising and will continue to as Federal government funding has now ceased.

We have been slowly working towards all our properties being managed by a commercial real-estate agent and approximately two-thirds have now been transitioned. Wathaurong will retain all nomination rights as to who goes into the properties.

One of the bright lights in the housing portfolio was the completion of our disability units in Norlane. These were fully designed for disabled tenants and we currently have two very happy tenants in them. This has also given us some learning experience as we move forward in building more units in the upcoming year.

We currently have 22 properties in our portfolio, four of which are scheduled to or are undergoing major repairs

Disability Support

The Rights Information and Advocacy Centre (RIAC) Project has been funded by the Disability Advocacy Innovation Fund (DAIF) to work alongside three Aboriginal Co-operatives being Wathaurong, Njernda, and Bendigo & District Aboriginal Co-operative. The main aim of the project is to assist the Co-operatives in their capacity to support their community in regards to the NDIS. This has resulted in collaborative working approaches, direct training, and mutual skill development for all involved. We have now built up our networks working collaboratively together for the last 10 months. RIAC have now funded again for a further 12 months.

RIAC is a free confidential service supporting Aboriginal people, an advocate who will stand with you to help you make decisions and ensure your voice is heard and treated fairly. RIAC cases assist with appeals and applying for legal support, issues in relation to internal reviews and NDIS appeals, resolving problems and complaints, and writing letters for you. We hope to continue these work approaches and establish ongoing networks and collaborative supporting of NDIS participants beyond the life of the project.



Family Violence Accommodation Support (FVAS)

The Family Violence Accommodation Support program commenced at Wathaurong in February 2017 with one worker and now has two part time support workers. Allocation of total support packages under Wathaurong Aboriginal Co-operative continues to sit at 20 with a total allocation of funding of \$70,000.

As at April 2018 Wathaurong exceeded our target with service provided to 22 individuals and/or family units often involving support for accompanying children. Total amount spent in client brokerage was close to \$62,000 with an average package allocation per client/family of \$2,500-\$3,000.

The Consortium group removed \$2,500 from all members to assist overspends in non-consortium areas in December 2017 taking Wathaurong's funding back to \$67,500. An additional \$50,000 funding was granted in May 2018 to the Barwon region through DHHS, of which Wathaurong received \$10,000. These funds enabled the program to continue to support additional package allocations until end of financial year. Total support periods



Community Services

opened for individuals/families for the 2017-2018 financial year (including some carried over from the previous) totalled 31.

Some of the key areas of spending have been in:

- assistance to providing safe and secure housing through application prioritisation and advocacy support to housing organisations
- increasing health and wellbeing outcomes for those affected by family violence through links to counselling and other support programs such as Family Services
- increased capability to participate in community
- financial supports for everyday costs, particularly for families presenting with children.

Continued funding has been confirmed via the consortium with an allocation meeting to occur by the end of July 2018. There are no doubts that the program will reach expected targets next financial year based on statistics shown from this financial year. Therefore it is anticipated the same funding will be provided to Wathaurong to continue to support our community members at risk of homelessness and housing distress due to family violence.

A monthly DHHS reporting process is a requirement for the program along with reporting to AIHW (Australian Institute of Health and Welfare) on monthly statistics generated through Specialist Homelessness Information Platform

(SHIP) program data collection. This data provides localised, regional and federal collation of data to AIHW and DHHS for future funding and direction purposes. The necessity to report these along with service tracking for DHHS is putting extra pressure on the role which is only part-time.

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 the Wathaurong community.

Co-ordination and referral channels or opportunities within other Wathaurong program areas such as In Home Support, Integrated Family Services, Health Services, Fresh Track and Aboriginal Stronger Families has allowed for a wraparound service for clients that cross over several programs and creates a streamlined and more effective support for clients, leading to stronger outcomes. This process continues to grow with the development of a new internal referral form to facilitate information sharing with consent from service users.

It is anticipated the program will link in and work closely with the newly established family violence hub (Orange Door) with two workers being located at Wathaurong's Mackey Street office to allow for a cultural link during the intake process under Family Violence, and it will benefit from ongoing and increased support in this area.

In addition to the Client Handbook and Brochure created last year, a client survey/feedback form has been created to allow for opportunities to improve identified gaps in services and so far all feedback has been positive.

Home and Community Care (HACC)

In 2017-2018 Home and Community Care has had an internal restructure. Along with several staffing changes the Commonwealth has introduced the wellness and rehabilitation goals for all clients. These changes have provided the organisation a chance to improve the clients wellbeing and focus on an achievable goal that is more tailored to the individual needs.

Working closely with other CHPS and HACC PYP funded programs we have been able to offer clients more choices in a variety of services. Care Plans and assessments have been a main focus for us. We have been working hard to improve our current standard by attending meetings, and staff training to gather more knowledge while keeping our cultural needs a high priority.

CHPS clients are making great use of the Planned Activity Group (PAGs). Art and social respite is always something the group looks forward too. We have been on several outings including a lovely BBQ at the You Yangs and the Anglesea chocolate factory to try the Indigenous

chocolates. We have been gaining more interest in these outings and more clients are attending these days. This shows the need for such a program to exist.

Due to previous ground work the relationships with the Koori Aged and Disability Network Advisory Committee and the Victorian Aboriginal Aged Care and Disability committee have a strengthened bond which has cemented the way forward to being a voice for our clients on all significant regional and state issues. Looking forward to the future we have many new exciting endeavours to pursue. Working closely with the Aboriginal and Torres Strait Islander Development Officer for Grampians & Barwon South West Regions to maintain all standards and keeping up to date on all government changes as they occur. We strongly believe we will only improve on an already great infrastructure.

Language and Culture

There is still a demand to perform Welcome to Country which we are able to provide using Traditional Owners who are on staff. The loss of Uncle Dave Tournier Snr has had a significant effect on our ability to provide

Cultural programs to schools and other community groups. Funding for this sort of cultural programs is limited but from a

Co-operative so it is imperative we need to source some funding to keep this going.

Language is also an area we are trying to keep afloat. While we do our best with the resources that were sourced by Uncle Dave, this also requires more funding and resourcing.

Local Justice

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 two 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 deals 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 office 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 and they can help arrange a time and place to catch up with Chris. As of December last 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

It has been a very busy year in the Youth Justice program and we have seen a number of changes including the change of staff. During the time James McKinnon was with us he did an amazing job and we thank him for that. Tom Noulas is the new Youth Justice worker and we are sure he will do great things.

This year we were able to secure some funding for a prevention program and we'll commence running a Cultural Diversion Program out at Wurdi Youang. This is much needed as we have seen an increase in the number of our youth appearing in the court system.

We currently hold a full case load of Statutory Clients and a number of self-referrals and we are developing strong relationships with the Youth Justice Unit at DHHS as well as our other Partners.

We are in negotiations with Youth Plus – a school for disengaged youth – to commence art classes at the Community Hub in Forster St every Thursday and Cultural programs at Wurdi Youang every Friday.

This is much needed to assist our youth to re-engage and give them a feeling of belonging, teaching them about Country and learning Culture; and in turn



Community Services

educating our youth with a view to further educational programs and employment.

There are plans to have a Basketball Team up and running, with the first community day out and game to be played against Victoria Police. This will be held at the Geelong Super Cats Stadium. We have Basketball Victoria and the Geelong Super Cats in Partnership with us. We hope to continue next year with a game to be played during Indigenous Round 2019 with further details to be discussed with Geelong Super Cats.

Frequent visits to Prisons and Correctional Facilities are in place to ensure our youth are safe and out of harm's way. Whilst in custody culturally appropriate educational programs and supports are implemented to assist further and continue once released back into community and to comply with bail and parole orders.

Assistance and support are also given to our youth with Children's, Magistrates and the Koori Courts. We have seen great outcomes with Diversional and Youth Supervision orders to link up with culturally appropriate programs at the Co-operative and Wurdi Youang. Positive outcomes are seen with the courts recognising the need for our youth to be linked up and learn about culture and have a feeling of connection.

Care Team meetings have also been introduced for our youth, to ensure they are supported appropriately with no overlapping of services and the best outcomes are achieved. Health Assessments and services are offered to

assist with well-being and all needs are met.

Professional's meetings and Care Team meetings with all services have been implemented and will be ongoing. Wrap around supports are in place and have been positive to ensure our youth have great outcomes and keep out of the Justice System and Custody. By providing youth with the proper education, guidance and support the results can be phenomenal. The need has been recognised and it is important that all services work together to reach a common goal – keeping our youth safe and out of custody.

National Disability Insurance Scheme (NDIS)

There has been a drop in number of clients, as participants are moving or have sourced other providers. This is mainly due to staff leaving, workload and insufficient programs to offer. However, this is now on the rise again as we are waiting on a number of clients to come through from NDIS, once the clients receive their new NDIS plan. Our team is successfully improving the lives of the Aboriginal community living with a disability, building their capacity to reach greater outcomes in life.

SupportAbility

We have implemented SupportAbility, a database that is a cloud based client management system which is designed in collaboration with disability service organisations to meet the needs of the service providers under NDIS.

SupportAbility integrates with the NDIA provider portal for processing NDIS claims.

It plans and monitors client funding, setup client goals then records evidence and progress as you work together to achieve these goals. It shares information and documents across services to provide the most cohesive service for your clients. SupportAbility provides staff rostering facilities to easily manage the rosters for each service within your organisation. This is just to name a few of the benefits SupportAbility offers. We are now getting closer to trialling of SupportAbility.

Works Crew

Works Crew has experienced a down turn in Property Maintenance – Lawn Mowing which links into client access and with an increase in NDIS clients, should improve.

We have also pivoted in relation to the services we offer, such as providing minor repairs/installs (beds, flatpack, furniture, etc) and property cleanups. This has opened up an income stream from internal programs that fund the works.

Wurdi Youang – Indigenous Protected Areas (IPA)

As an Aboriginal Co-operative and Community we are now in the final phase of the IPA consultation project. This means we need to finalise our Plan of Management by seeking cultural input and endorsement from the Registered Aboriginal Party (RAP). The first stage of this is to develop a Communication Strategy with the Wathaurung Aboriginal Corporation who is the RAP.

Whilst all the groups share fundamental values and goals that include looking after Country, protecting cultural heritage and creating opportunities for Aboriginal people to prosper, it is the communication breakdowns that have continued to reduce the ability of groups to jointly achieve these goals. The Communication Strategy is being developed to guide improved communication within and between the groups. Several meetings have been conducted and input is being

collated from both groups to develop the Communication Strategy. Once we have this in place we hope that the IPA consultation process can proceed more smoothly and a Plan of Management can be developed that meets the needs of the Community, the RAP and the Federal Government.

Once the Plan of Management is finalised and endorsed by all parties the property will be declared as an IPA and will become part of Australia's National Reserve System. Funding will be received annually by the Federal Government for the property to be managed according to IUCN standards and the agreed Plan of Management. Should the IPA consultation not be successful, and the Plan of Management not be agreed upon, we are unlikely to achieve IPA status and our funding prospects for managing the property and achieving our community cultural well-being goals will be diminished.

Now that the Wurdi Youang Business plan is finalised and sent out to all interested Government departments and throughout the Victorian Aboriginal communities, we know that we are doing a great job for the protection

of our property Wurdi Youang; with a great outlook for all Aboriginal people now and into the future with promising commitments and aspirations with culturally important learning and knowledge.

Many people have visited the site including the Premier of Victoria, Daniel Andrews, along with many other Members of Parliament, the CEO of Avalon airport and Tourism Victoria. Unfortunately with the loss of funding for our Ranger team, we are now seeking other arrangements to ensure the ongoing commitment to manage the Victorian Volcanic Plains Grasslands and restoration works for Wurdi Youang.



ATAR
Wurdi Youang - IPA
FVAS

Local Justice
Youth Justice
Works Crew

Kath De Haan
Reg Abrahams
Karen Anderson
Terri Khan

Kerrie Black
Tom Noulas
David McLachlan
Greg Cooper

Disability Support
RIAC
HACC

Housing
Community
Development

Liz Abrahams
Amanda Carter
Stephanie Lamont
Sarah Jones
Peppa Castro
Jasmine-Sky Marinos
Sandy Manning
Ebony Hickey





I would like to start off by saying thank you to our Board of Directors, Chief Executive Officer, Senior Management Team and staff members within Family Services for making my return so enjoyable. Your support over this year has been amazing and I have very much appreciated it.

There have been a lot of new adventures within the Family Services space, and many challenges that our staff have worked hard to overcome. We have seen significant changes and growth within all our programs with an increase in client referrals and stronger networking relationships with our funding bodies. The year since January 2018 has been an adventure with many changes.

We have a lot of projects in the space of Family Services as follows:

- Introduction of the Transition of Aboriginal Children into Aboriginal Care meant extra Kinship cases from the department for case contracting for us

Family & Children's Services

Family & Children's Services Manager

- Additional case workers into Kinship
- Project worker to support Kinship and Foster Care transition
- Planning for the transition of Foster Case
- Further support for Colac
- The introduction of CIMS reporting
- Changes to Kinship saw a new program open up called First Supports
- Preparing for a new reform from the Department
- Strengthening networks to funding bodies
- Strengthening networks with other organisations in the Barwon Region.

This year Family Services has seen a number of changes within staff. This includes Belinda Foley stepping out of the Manager role and myself taking it on in January, as well a number of other staff members leaving for a variety of reasons. Retaining staff has been an issue and we are working hard to address this subject.

Wathaurong is supporting the up skilling of staff and we are continuously exploring ways to help staff better support our community members and families.

I would like to thank the whole of the Family Services team who continuously go above and beyond to service the community. The team continuously are focusing on a holistic approach, considering all 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.

Over this year Family Services has seen a number of staff changes for various reasons including new opportunities presenting themselves. I would like to acknowledge the work of all staff who have been a part of the team throughout the year.

Our Networks Meetings that have continued throughout this year, including new networks that Wathaurong has become a part of:

RAMP

Best start

High Risk Youth Panel

High Risk Infant Panel

Alliance Governance and Oversight

Transition case management meetings

Better Futures Project Control Group meetings

Leaving Care Panel meetings

Alliance Networking meetings

BCFSA Management Group meetings

Babab Bganboo Meetings (Taskforce 1000)

Transition of Home Based Care (Foster Care) target meetings

Cultural Planning Implementation Group meeting/Cultural Portal Steering Group meeting

Barwon Area Aboriginal Transition Group

Colac Otway and Corangamite Child and Family Services Alliance

Aboriginal Cradle to Kinder

We are happy to announce that funding for Cradle to Kinder is now on-going. Cradle to Kinder provides an intensive, wrap around service from pre-birth until the child turns four. Throughout this year the program has seen change and increased its eligibility criteria and can accept referrals for women who are parenting a child aged up to four years old, and can now support mothers who are aged over 25 if she has mental

health issues or an intellectual disability. Previous eligibility criteria was women under 25 who are pregnant or have a child under 6 weeks old.

Cradle to Kinder accepts referrals for families who have complex needs and/or who may be at risk of Child Protection involvement. Cradle to Kinder supports families to remain outside the Child Protection system, and empowers families to work towards social independence over the four year intervention.

Staff work holistically alongside the Koori Maternity Service (KMS), attend vulnerable infant meetings at Geelong Hospital, and will commence attending team meetings at other agencies to ensure our program and its increased referral eligibility is well known in the wider service delivery sector.

Staff have worked hard to ensure that Cradle to Kinder is delivered in a cultural way whilst also in a professional, empathetic manner, and that client needs and the best interests of the child are at the forefront of everything we do.

Cradle to Kinder have supported 16 families during its first year of operation, and are currently supporting ten families.

Staff: Rebecca Mayberry, Hayley Johnson and Adele Welsh (Senior Practitioner)

Aboriginal Family Led Decision Making (AFLDM)

The Aboriginal Family Led Decision Making (AFLDM) 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 has received 45 referrals and has convened 41 meetings with families. Throughout this year Deb Downes from DHHS was on long service leave for three months as well as a period of absence when Tammy Lovett left Wathaurong. During this time case plans were held, chaired by

Child Protection applying the Aboriginal Principles (held at Wathaurong, an Elder in attendance and where possible staff from Wathaurong attending).



Family & Children's Services

Ongoing consultations with organisations for the best outcomes for the children have occurred with the following:

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

Staff: Tammy Lovett, Paige Keating

Aboriginal Stronger Families (ASF)

The ASF Program is a 12 month intensive program that works with families who have Child Protection involvement to help families to actively address the protective concerns raised by Child Protection in a culturally appropriate manner, in order for our Aboriginal children to safely remain with their families or be safely reunified back into

the care of their biological parents.

Our funding bodies have given us with the opportunity to provide a very holistic and creative support service to our Families. Our intervention can consist of therapeutic supports, youth engagement activities, educational support, mental health and wellbeing support, transport to health appointments, access to child care.

So far in 2018 we have serviced 30 Families between 4 staff members. 10 of our families have successfully had their children reunified back to the care of their biological parents and Child Protection have confidently closed on 7 of our families with no need for further involvement.

At the end of the last financial year ASF received a Flexible Funding Package through DHHS to support an Aboriginal family with five children who did not meet the program criteria. Intensive and innovative work was completed with this family over the course of the year and we are now looking to finalise this case.

We look forward to continuing supporting our ASF families over the next year, and building stronger relationships with DHHS to provide the best support to all families.

Staff: Jodie Chatfield (Team Leader), Laura Turner, Naomi Edwards, Stephen Dohl & Virginia Murray

Best Start Program – Mingo Waloom

The Best Start – Mingo Waloom program is funded by the Department of Education and Training (DET) and operates within a broad early years services partnership. The aim of Best Start is to create change within early years 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. Our partners include City of Greater Geelong (CoGG), Bethany, Barwon Health, Barwon Child Youth and Family, Goodstart Early Learning, Colac Area Health, Colac Otway Shire, Department of Education and Training (DET), Local Aboriginal Education Consultative Group (LAECG), Department of Health and Human Services (DHHS), Geelong Regional Library Corporation (GRLC), Victorian Aboriginal Community Services Association Limited (VACSAL) and Deakin University.

Mingo Waloom has facilitated quarterly meetings with our partners throughout the year. In 2017-2018, key indicators which the program is required to meet are improvements in kindergarten enrolments and Maternal Child Health visits as well as focusing heavily on access and participation in universal

services. Throughout this year Mingo Waloom has continued to build on initiatives that were started in previous years such as the Maternal and Child Health program at Wathaurong Health Service.

Wathaurong holds funds to take the lead role in facilitating the Partnership Meetings as well as leading the regular working group meetings. The Best Start facilitator also represents Wathaurong and Mingo Waloom when dealing with DET and has participated in the regional Best Start forums as well as continuing supporting the state-wide Best Start evaluation. The year ahead will see the finalisation and enactment of a new Partnership Agreement as well as the creation of a new logic model to work towards.

Staff: Kristie Fraser-Lange

Cultural Planner

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

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 helps make sure child protection practitioners and case managers are culturally sensitive and aware of the differences in growing up our Aboriginal children and young people.

In the last financial year there have been over 40 consults, 102 cultural plans drafted and 85 cultural plans signed off by the CEO.

Staff: Justine McCarthy, Joleen Ryan

Foster Care Recruitment

Foster Care Recruitment has been funded through DHHS to support the transition of Aboriginal children in OoHC over to Aboriginal Community Controlled Organisations (ACCOs). This program aims to recruit Aboriginal carers and to support non-Aboriginal carers through cultural training to take Aboriginal children into care. The role specifically focused on strengthening the supports and improving the outcomes for our kids and their families through supporting them through the recruitment and training process. Over the course of this year we have had contact with 23 families and are in the process of going

through the recruitment paperwork as well as training for five family homes.

Staff: Michael Cussens

Targeted Care Packages (TCP)

Wathaurong was funded for a Targeted Care Packages worker to begin building the capacity of Wathaurong to ensure our OoHC children are being cared for and supported in the best way possible. Targeted Care Packages is an innovative and flexible program that provides targeted supports for children and young people who are living in OoHC to aid their stability throughout a placement. The focus of all packages is to meet the individual needs and ensure children and young people are safe, respected, nurtured and are able to reach their full potential. The packages provide the young person with access to a range of wrap around individualised services. Throughout this year we have had contact with nine children and have successfully received four TCPs to support children, in one case to remain in the current placement, in one case the young person moved placement: the



Family & Children's Services

TCP was able to follow with them and in two cases, for young people transitioning into independent living.

Staff: Meryl Hunt

In Home Support (IHS)

Funded by the Department of Education and Training (DET), the In Home Support (IHS) program is required to focus on key age and stage development for Aboriginal children between 0 and 3 years of age. Within this context we aim to provide culturally appropriate one to one support to families to assist in areas including cultural and community connection, attachment, health, safety and wellbeing, learning, development and positive parenting strategies. Some of the supports this financial year have included: Mums and Bubs swimming, supported access to Milla Milla Playgroup and other supported playgroups, and the Maternal Child Health parents group which encompassed the Food Redi Program.

IHS has provided support to 36 families in this period. While providing support to so many families, one of the many challenges the program faces is families that present in crises surrounding complex psychosocial issues, such as: family violence, homelessness, drug and alcohol misuse, mental health issues

and risk or history of Child Protection involvement/OoHC. Gaining support for these issues is often the main priority for families rather than health, safety, learning or development.

Throughout this year DET have evaluated and made changes to the program guidelines which have resulted in a change in the way that the program will now operate. In Home Support staff will be trained facilitators of the Indigenous Positive Parenting Program and will deliver this one on one with families and in a home based setting. Koori In Home Support will make referrals to more specialised, intensive services where required. Families and children at high risk, with needs that go beyond the objectives of In Home Support should be assessed for potential referral into tertiary services that can better meet their needs. Koori In Home Support is now a secondary program that can support families who may also be involved with other case management programs.

The year ahead will see continued family support and development as well as outreach to Colac through the form of a community playgroup delivering the Indigenous Triple P (Positive Parenting Program).

Staff – Gina Chapman, Kristi Watts, Rohanee Cox, Sophie Johnson & Delaney Clinch

Integrated Family Services (IFS)

The IFS program is funded through DHHS as part of a partnership with Barwon Child First; also incorporating Diversitat, BCYF, Bethany and CoGG. The aim program is families with children 0-18 years old where there may be concerns of parenting capacity, neglect, mental health, family violence or various other issues that impact on the children's lives. 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.

During this year we have had staff rotating and periods where staff members have been on leave. This has had an impact on the capacity of the program however we continue to work to the best of our ability to meet the needs of the community. Over the course of the year we have worked with 43 families. We look forward to continuing to support families into the future.

Staff: Danah Kersting-Megee (Team Leader), Jo-anne Welsh, Tom Noulas, Megan Frazer, Cheryl McCormach, Rylie Evans

Kinship Care

The Kinship Care program supports carers and children who are on a child protection order living within a kinship placement 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 parenting education, ensure children are safe within their placements, encourage/support children's access to Community and Cultural events and support young people with the leaving care process. The program works closely alongside 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 strengthening of their cultural connection and identity.

Within the Kinship Care program Wathaurong also facilitates a Therapeutic Home-Based Care worker (THBC). This role is to support and provide secondary consultation regarding children in care. The THBC worker has provided an intense level of support to our Kinship carers and children in care with strategies to

manage difficult behaviours and therapeutic interventions to support the trauma of children in the OoHC system.

Throughout this year Wathaurong also has had the privilege of the added role of Out of Home Care Youth Worker (OoHCYW). This program is to support children and youth in OoHC to build and maintain their cultural connection and links to the Wathaurong Community. Throughout this year, this role has supported the program in linking children into holiday camps, supporting youth engagement and general support to engage youth with their case managers.

This year we have been working closely with DHHS as we begin to transfer Aboriginal Children into Aboriginal Care. This is closely linked with the Victorian Government's commitment to self-determination and self-management for Aboriginal people. Throughout the year a lot of work has been completed by our team to ensure that the transition is smooth for the cases that will come across from DHHS and the other Community Services Organisations, including the setup of our Foster Care program. Over the next 12 months we will see the transition of Aboriginal children both in Kinship and Foster Care transition over to case management at Wathaurong.

Staff: Monica Forrest, Louise Warner, Rohanee Cox, Sophie Johnson; THBC:

Melissa Bann; and OoHCYW: Terry Atkinson

Koori Pre-School Assistant Program (KPSA)

The Koori 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 24th January, 2016 with attendance from children in community who were starting kinder, starting prep or continuing their primary education.



Family & Children's Services

- Facilitating four Kinder Information Sessions in March, 2018 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.
- Providing ongoing support for early childhood educators surrounding Aboriginal cultural inclusion in the early childhood setting. 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.

The KPSA program has also 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 everyday 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.
- Ongoing 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 for over 800 children in kindergarten.

- Facilitating learning experiences that celebrate and acknowledge Aboriginal culture at kindergartens where 167 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.

Staff: Tahlia Dempsey

Milla Milla Playgroup

I will firstly start with my Cultural protocol and that is to pay my respect to my Elders, both past and present. I will also pay my respects to our Community people that have passed away into the dreamtime in the past 12 months.

Milla Milla Playgroup has been operational for over 37 years now. I have been fortunate enough to see three generations attend as I have been the facilitator for the past 13 years. This also forms great trustworthy relationships with families who I can refer to services throughout the Co-operative and external agencies and support their initial engagement.



Milla Milla provides Aboriginal children and 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 KSPA (Tahlia Dempsey), as well as school readiness.

The Early Learning centre at Rosewall who have shared our space now for seven years, have 21 Aboriginal children attend their program, this number has fluctuated this year as there was a change of educator. We continue to build the relationship with the City of Greater Geelong and support the kindergarten where possible, especially through the transition of playgroup through to kindergarten as this is very strong here.

Milla Milla operates on a Thursday and Friday from 11:00am-1:00pm. We have approximately 10-20 children attend on these days. This is made up of about 40 families attending. We endeavour to retain our numbers of attendance and also provide parents with information regarding their children in a superlative Culturally supportive way. This year we faced the difficulty of losing our second staff member, this has had an impact on the ability to provide consistent transport. I would however like to thank the number of staff members from Family Services who have stepped in to support playgroup with this aspect. This has in

turn also been able to provide families access to information on the range of programs to the playgroup community, as well as give staff members with a hidden talent an opportunity to share this with the children.

Milla Milla Playgroup has many partnerships with mainstream services including: City of Greater Geelong, Barwon Inclusion Support Program, Barwon Child Youth and Family, Bethany, Early Learning Centre at Rosewall, just to mention a few. We will preserve these networks and utilise them in the most supportive way. We have also had great support from our own Maternal and Child Health nurse who has visited playgroup to connect in with families to follow up with and children who have been due for their Key Ages and Stages checks.

Over the past 12 months, we have had Cultural Incursions including Elders attending reading stories to children, also playing Cultural games indoors and outdoors. We also had a visit from Tahlia Dempsey who came in and did a Cultural Incursion. We had visits from Michael Cussens who played the didgeridoo and rainmaker with children as well as a special performance of his box guitar for the children. Throughout this year we had Sing and Grow come in and deliver their nine session program, this engaged our children and parents in a program that supports development through music.

Excursions this year included: Poppy Kettle Festival at GPAC, Magic Circus at The Arena, Collingwood Children's Farm, International Table Tennis at the Geelong Arena, Playgroup in the Park hosted by City of Greater Geelong and Northside Salvation Army. Playgroup also celebrated Sorry Day and NAIDOC Flag Raising with the wider community.

In the next 12 months there will be a continued focus on working closely with KMS (Koorie Maternity Services), In Home Support staff and Family Services team to provide a holistic approach to supporting parents and caregivers of our community.

I would like to say Nyatne (Thank You) to our parents for attending playgroup and 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 thank you to Linda Tanner-Barrow who has volunteered at playgroup over the past year. Thank you Linda for all of your help, support & care throughout the year, also providing healthy lunches and having an open and kind heart.

Staff: Kylie Edwards





Administration

Medical Reception

Donna Lusher and Hayley Couzens are the front of house medical reception team at Wathaurong's Health Service. They facilitate all appointments and triage clients as needed. They have an extremely busy role doing not only appointments for the General Practitioners (GPs) on a daily basis but also making appointments for visiting specialists, such as:

- Obstetrics
- Paediatricians
- Endocrinology
- Allied Health
- Psychiatry
- Liver Clinic
- Diabetes Educator

They also oversee all patient transport, PIP closing the gap forms, Medicare

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revenue, updating demographics, taxi bookings, all meeting room bookings, and support all health staff with administration tasks.

Donna and Hayley are available to support community with booking appointment with external agencies such as X-Rays, Hospital Appointment and Centrelink, etc. They also assist with filling in medical forms and documents that are required at the Health Service.

Staff: Donna Lusher & Hayley Couzens – Medical Receptionists

Patient Transport

In the past year, patients were transported on over 1000 trips to or from the Health Service by the patient transport worker Eileen Smith. Eileen performs a role that is integral to the Health Service in providing emotional support to patients who may be having appointments they are worried about, dropping off scripts to pharmacies and also collecting important pieces of mail from the post office and other Wathaurong sites. This service is for people who live independently but who have limited mobility, including older people and people with a disability or significant injury.

Passengers must be independently mobile and able to get in and out of a vehicle without assistance.

Priority is given to patients who cannot drive themselves, arrange transport with family and friends or access taxis or other transport options.

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. 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
- Deakin University Institute – Medical School

- Deakin University – School of Psychology
- Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
- Clinical Labs
- Pharmacy Guild of Australia (QUMAX)
- Labuan Square and other pharmacies across Geelong and the Bellarine Peninsula
- City of Greater Geelong (COGG)
- Orange Door
- Colac Area Health & Youth Hub
- The National Aboriginal & Torres Strait Islander Health Worker Association (NATSIHWA)
- National Aboriginal Community Controlled Health Organisation (NACCHO)

Aboriginal Health Workers

The role of the Aboriginal Health Worker is to provide better access to internal and external health services, liaise with external health service providers, health promotion activities and to provide education around preventative health to the Indigenous community.

All whilst providing advocacy, support and liaison within an acute care health setting, hospital and multipurpose services.

The day to day activities are diverse and cover anywhere from the provision of Aboriginal primary health care, cultural security, cultural safety, spiritual healing, cultural education to the wider community and providing a holistic approach to health care.

The aim of the Aboriginal Health Worker is to work collaboratively within internal and external health sectors to achieve better health outcomes and importantly, positive experiences for Indigenous patients and their families which in turn has a positive ripple effect to the greater Indigenous community.

Currently Wathaurong has four Aboriginal Health Workers:

James Jose – Aboriginal Men's Health Worker

Kerrie Alsop – Aboriginal Women's Health Practitioner

Cella Fisher – Aboriginal KMS Health Practitioner

Kiralee Hogema – Aboriginal Outreach Health Worker

Clinical and Extended Services

Colac Outreach Program

The Colac GP service has continued to grow over the last 12 months and now has a number of regular clients attending for their medical needs. We still continue to provide support on a weekly basis. GPs in attendance have been Dr David Russell, Dr Brigette Agnostinelli and Dr Lou Sanderson. Clients have been accessing the service for immunisations, Health Checks and general health needs. The feedback from clients has generally been positive with more clients attending than in previous years.

Chronic Disease Clinic

A nurse-led Chronic Disease Clinic commenced in 2017, with the focus on Diabetes. The clinic has had good engagement with community and there have been good improvements in



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outcomes and care. Henri Korevaar has done an amazing job this past year 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 excellent. Aboriginal Outreach Health Worker, Kiralee Hogema has provided cultural support and connection to the community both in Geelong and Colac.

GP Clinic

This year has seen a consistent increase in the capacity of our GP clinic. We have been able to secure enough GPs to offer access to three GPs each day, including an outreach clinic in Colac once a week.

Our long-term GPs are Dr Ed Poliness, Dr David Corbet and Dr Catherine Eltringham and we're excited to welcome Dr Lou Sanderson to Wathaurong. Dr Lou has a special interest in Women's Health and is able to fit Mirenas and support patients through MTOP. Wathaurong is proud to support Dr Lou in her regular work in a NT Community on Elco Island. Dr Lou works in Elco for five week blocks each year and brings back a wealth of experience and knowledge.

Over this financial year Wathaurong Health Service has been instrumental in assisting GP Registrars Dr Tom Bradey and Dr Jim Galvin to complete their training and become Specialist GPs. It

was with sadness that we farewelled Dr Jim to his Coastal Practice and Dr Tom to Corio following their training time. We are fortunate that due to staffing changes Dr Tom Bradey has been welcomed back to Wathaurong and he works in the Health Service on Thursdays.

Wathaurong was pleased to have Dr Jess Iser join us early in 2018 (she was previously at Wathaurong as a Registrar) to do leave cover. She has now moved on again for other experiences in General Practice.

Wathaurong Health Service with Dr Ed, Dr David, Dr Catherine and Dr Lou actively participates in supporting doctors to complete their specialist GP training. By employing and supervising Registrars (doctors in training) Wathaurong is doing its part to ensure the future of General Practice is sound. By training Registrars we are helping to close the gap through increasing the knowledge and ability of GPs to work with community members to improve their health. Even when the GPs move on to other clinics, they take that knowledge and experience with them to support Aboriginal and Torres Strait Islander patients in Greater Geelong and beyond.

With the changeover of training year into 2018, we have two new Registrars with us. Dr David Russell has returned from a year working overseas, in Ireland, and is being supported by Wathaurong to complete his specialist GP training, along with Dr Eimir Diviney. Dr Eimir works

three days and Dr David two days per week.

Wathaurong Health Service also supports the training of Medical Students through hosting Medical Students during elective rotations. We have been able to extend our involvement this year to include students doing longer GP placements. During these rotations the students shadow GPs, nurses, Aboriginal Health Practitioners and other staff to gain valuable experience both in GP and in a community-controlled Health Service. We hope these students become strong advocates to improving access to healthcare for Aboriginal people. During their time at Wathaurong the Medical Students undertake a project to help our Clinical Team establish further understanding of new and improving medical management options. A milestone was reached this year – Wathaurong hosted our first Aboriginal Medical student from Deakin University, Laura English who is a Geelong local.

Wathaurong also provides staff from various parts of the organisation, including Health Services, to assist in providing first year Deakin students with a Cultural Immersion programme.

We would like to thank our patients for their support in having Medical Students participate in consultations, it is a valuable experience for them and they appreciate your support in their education. At times patients will be seen

by a Medical Student prior to seeing the GP; this is called parallel consulting, and is important for the students to gain insight into General Practice consulting.

Dr Russell Golden (Psychiatry) has remained a member of the Health Service team and with Paul Thornton has been working to improve access to Mental Health Services. Dr Russell has been very busy this year as we were unfortunate not to be allocated a Psychiatry Registrar to assist him; we hope that 2018-2019 will see the return of this important team member.

Despite some issues with IT, we are dedicated to regular audits to ensure we provide up to date patient care. We aim to undertake regular Doctor Meetings in addition to the clinical team meetings to ensure our team of part-time GPs provide consistent care across the week. We continue to undertake Case Conferences, with appropriate team members, to ensure the best support Wathaurong can offer.

Visiting specialists provide extra support for some patients, our visiting services include: Dr Sam Worboys – Endocrinology including Diabetes; Olga Lutzig – Diabetes Educator; Paediatric Team; Justine – CASA counsellor; Dr Emily Hunning / Dr Michael Shembry – Obstetrics; and Australian Hearing.

Care Coordination and Supplementary Services (CCSS)

Skye Duncan took over from Fiona Smith as the CCSS Registered Nurse Care Coordinator in July 2017. Skye, along with Kerrie Alsop, Aboriginal Health Practitioner, supported 36 CCSS clients with chronic and complex medical conditions, such as diabetes, respiratory disease, renal impairment and cancer to coordinate and maneuver the health system to help manage and treat their conditions. All CCSS client must have at least one target condition and have an active GP Management Plan and Aboriginal Health Assessment to be eligible. This program continues to see positive results from clients and providers; clients are grateful that they can access services with our support. Clients are encouraged to discuss their health needs with their GP to see if they qualify for this program.

Treatment Clinic

It has been a difficult year in terms of staff turnover/shortages and IT complications but our Clinical staff (Nurses and Aboriginal Health Workers) have continued to work closely with our

GPs to provide quality care and support to Clients.

Completing Aboriginal Health Assessments (AHAs) remains one of our primary roles as Nurses at Wathaurong. Due to the above mentioned issues, we are currently only able to facilitate AHAs during four of the previously five days per week. As with previous years, Clients presenting for their annual AHA will receive a \$25 Woolworths' gift card upon completion.

Minor structural changes have been made to the Clinic and Health Assessment room to allow for an Aboriginal Health Worker to be present, assist and offer cultural support during consultations.

We understand that many of our clients aren't able to access our services during our regular trading hours due to work and other commitments. The after-hours Flu Immunisation Clinic was held in May 2018 to give these clients and their families the opportunity to receive their flu-shots outside of Wathaurong's usual trading hours. The 2018 after-hours Flu Immunisation Clinic was a huge success with over 80 immunisations administered over the course of the night.



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Our Nurses and Aboriginal Health Workers continue to support our Colac community, travelling with a GP to the Colac Youth Health Hub every Monday to provide an outreach service.

Registered Nurses: Skye Duncan, Henri Korevaar, Todd Fry, Tim O'Callaghan.

Koori Maternity Services (KMS)

There have been some staff changes within the KMS program. This year we said goodbye to KMS Aboriginal Health Worker, Tamara Hunter and midwife, Mandy Miller; and we thank Mandy for her 10 years of service to Wathaurong. We welcomed to Wathaurong the new Aboriginal KMS Health Practitioner, Cella Fisher and midwife, Claire Galbraith.

During the 2017-2018 period the client contacts with a midwife were 412 Aboriginal and Torres Strait Islander female clients and 146 non-Aboriginal and Torres Strait Islander female clients.

Also the number of individual mothers who have attended at least one routine antenatal care visit conducted by Wathaurong's KMS during the 2017-2018 period were 33 Aboriginal and Torres Strait Islander clients and 12 non-Aboriginal and Torres Strait Islander clients. However, the total number of routine antenatal care visits by mothers during the 2017-2018 period were 262

Aboriginal and Torres Strait Islander clients and 85 non-Aboriginal and Torres Strait Islander clients.

Maternal and Child Health (MCH)

After a successful trial in conjunction with Best Start in the previous year, we were able to secure funding as one of the sites chosen for the Aboriginal Maternal and Child Health Initiative (AMCHI) Pilot. In this time we employed a Maternal Child Health Nurse (MCHN) to see families for the 'Key Ages and Stages' visits as well as additional visits for families who requested additional assistance. We also employed an Aboriginal worker to provide cultural support and community connection to work alongside the MCHN. The AMCHI funding has provided more flexibility in the MCH service at Wathaurong which has enabled us to

provide home visits, provide transport for visits, and provide additional visits. The flexibility to have home visits and transport has been well received by our families with 48% of visits being done at home or provided transport into the clinic. This is especially evident in families with children eight weeks old or younger. We have also been able to run a parents group which some weeks is just a safe space for parents to share ideas with other parents and some weeks provided education on various topics useful to parents; such as education on healthy food with the Food REDi program, education on child choking with a parent medic ambassador and education on play development with the MCHN. The AMCHI pilot has been continued for another year. Wathaurong will no longer employ a MCHN directly and we are currently working on acquiring a MCHN through City of Greater Geelong (CoGG) who has worked in our community and



has a good rapport with our families. CoGG will also be able to provide a backup MCHN who is deemed suitable to backfill when our main MCHN is on leave. This is very exciting to our MCH service as it will mean guaranteed access to a culturally appropriate MCHN two days a week. It will also mean our MCHN will be able to use Child Development Information System (CDIS), which is the program used by other Maternal Child Health centers, making it easier for families to move between services if they choose.

Koolin Balit

Colac Aboriginal Gathering Place

Wathaurong Aboriginal Co-operative were funded in the previous financial year to survey and document the needs and service gaps for the Colac Aboriginal Community and to pursue an Aboriginal Gathering Place in Colac, Gulidjan Country. These two key performance indicators danced harmoniously beside each other, like sisters or aunts echoing the tunes and stories of each other. Together the anecdotal evidence and strong voice of the Colac Aboriginal Community did successfully achieve the interim outcome of establishing an Aboriginal Gathering Place agreement with Colac

Area Health which looks to make some serious changes to outcomes in 2017 and beyond.

The funding for this project was from Koolin Balit which is Victorian Government's strategic direction for Aboriginal health. Koolin Balit sets out what the Department of Health & Human Services – together with Aboriginal communities, other parts of government and service providers – will do to achieve the government's commitment to improve Aboriginal health.

The Colac Mapping Project and the establishment of an Aboriginal Gathering Place in Colac align with the government's objectives to:

- improve access to services and outcomes for Aboriginal people
- focus on a healthy start to life, a healthy childhood and a healthy transition to adulthood
- care for older people
- address risk factors
- and manage illness better with effective health services.

Throughout the year we engaged the help of Local Community Leaders and a broad collection of Local Community. We had over 100 conversations from board rooms to kitchen tables discussing varying levels of need and services that just aren't reaching Colac.

We managed to have the ability to have influence in the Colac Otway Shire Municipal Health and Wellbeing Plan 2017-2021 and the Arts and Culture Strategy, building honest and open communication lines with local Council and making them aware of the need of the Aboriginal Community who are living in or accessing services in Colac.

We supported and were invited to a range of events in Colac over the 12 month period which included a BBQ at Red Rock with Corangamite Catchment Management Authority, Reconciliation Breakfast at the Youth Health Hub, NAIDOC movie screening and live music with Kutcha Edwards at the Red Rock Regional Theatre and Gallery.

Partnerships around the establishment of the Aboriginal Gathering Place were formed with Colac Area Health, Eastern Maar Aboriginal Corporation, Youth Health Hub, Colac Otway Shire, Corangamite Shire, Corangamite Catchment Management Authority, Victoria Police, Lions Club Colac and many others.

The Colac Mapping Project along with a strong community drive has been a vital step in establishing the Colac Aboriginal



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Gathering Place on Gulidjan Country; and we opened the doors on the 3rd of November last year and have had the doors open two days a week at a minimum since then. We have held very successful events including NAIDOC week activities, Treaty talks and the Possum Skin Cloak Project. Wathaurong Aboriginal Co-operative auspice the funding for this project.

We look forward to supporting the connection and capacity of the Colac Community in the next 12 months at Caracaramigen House – The Colac Aboriginal Gathering Place.

Healthy Community Voices

Healthy Community Voices is a DHHS funded initiative that in the past has engaged with Community around their health and perceptions of improved service delivery. This year we focussed predominantly on a staff based health initiative to improve communication across our multiple sites and our rapidly expanding workforce. This intervention was called Yarning Circles. The project was led by Gwenda Black in conjunction with Tania Dalton and Associates – an external contractor commissioned with funding from Deakin University for innovative staff support projects. Following are conclusions and recommendations from the final report:

The culturally responsive and strength-based Peer Yarning Circle was developed by the Wathaurong Staff to address the stress they were experiencing as a result of their work with, and in, the Aboriginal Community.

The model used was based on the Aboriginal Social and Emotional Well-being model as a holistic and culturally safe, strengths-based program that acknowledges the importance of family, community and country in the wellbeing of staff and ensures that each member's abilities, knowledge, and experience are fully utilized.

The Peer Yarning Circle provided an opportunity for staff from health, early childhood, community and family services to engage with each other and learn about and from team members. The Peer Yarning Circle also provided an opportunity for staff to learn more about their own knowledge and skills, build confidence and to share their experiences with others.

It was understood quite early in this project that staff knew very little about their team members, their role in the organisation and their personal stories. This project provided an opportunity for staff to talk to other staff members about their own work requirements and needs, and a much-needed opportunity to reach out in a safe place to other staff experiencing similar stress related issues.

The Peer Yarning Circle had immediate positive outcomes and with time to imbed and implement its use across the Organisation has the ability to redress the trauma and foster a culturally positive and unified workforce.

Recommendation one:

That the Peer Yarning Circles continue across the organisation, on a fortnightly basis, where staff are actively encouraged to attend and participate

Recommendation two:

Peer Yarning Circle Co-ordination be written into an existing position description to enable the continuing programming, invitations and organisation of the groups

Recommendation three:

The Organisation advertises on the staff bulletin the Peer Yarning Circles, all management when providing supervision also approve staff participation, thereby encouraging and enabling staff across the organisation to attend sessions, effectively reducing work stressors, reducing EAP and strengthening staff contacts and knowledge and cultural learning

Recommendation four:

Peer Yarning Circles be outlined in induction of all new staff.

We hope to revisit the positive impact of Peer Yarning Circles next year should further funding for Health Community Voices become available.

Staff: Gwenda Black – Healthy Community Voices project worker

Wellness and Recovery Programs

Last year we developed the Wellness and Recovery team. The team is led by Paul Thornton. Previously programs were based offsite at Wilkins Close. Wellness and Recovery brings the programs that address Social and Emotional Wellbeing issues in the community all under a unified structure. We are now located in the Administration building in Morgan Street, improving access for Community. This enables workers to collaborate and communicate more effectively. The team comprises of Alcohol and Other Drugs (AOD), Brief Intervention for AOD and Mental Health, Bringing Them Home (BTH), Darrabarrook Karndorr (New Track) - Mental Health project, Family Focus MST (Multi-Systemic Therapy), and Healthy Community Voices.

Alcohol and Other Drugs (AOD)

Clients were delivered AOD counselling to address substance misuse. This often is enhanced by linking clients with other community supports and agencies including detoxification and rehabilitation centers. Key substances that continue to affect the community continue to be alcohol, tobacco, marijuana, heroin, crystal methamphetamine (ICE) and the misuse of prescription medications. Last year clients attended 544 appointments to address the impact of substances in their lives.

Staff: Melissa Commons – AOD worker.

Brief Intervention AOD and Mental Health

Brief Intervention has had an amazing first year. The program was set up to catch those who could fall through the gaps. Some just need a few hours of intensive support, some have no other workers, some need a bit of support a few times a year. This program is also flexible enough to collaborate with other

Health, Family and Community Services in Wathaurong along with partnerships with agencies such as Justice, Child Protection, Barwon Health, Stepping up and Barwon Child Youth and Family (BCYF) services.

In many cases people are facing multiple and complex challenges, which once they are unpacked and a plan of action formed we can then look at substance misuse. Each individual is linked to supports that suit their needs and we provide advocacy as needed. Being flexible with time and resources is essential to finding innovative ways to bring about and sustain change.

There have been many emotional moments and a lot of faces, places and experiences. The ambition is to get a mobile service developed where there can be a face in the community that people are comfortable to approach and connect with. Being a part of the Wellness and Recovery team is an amazing privilege as we work to bring about personal change, strengthen families and use community and culture to develop a positive future.

Staff: Tania Webber



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Bringing Them Home (BTH)

The Bringing Them Home (BTH) program is funded by the Government in recognition of the impact of past trauma, dispossession, separation of families, ongoing social disadvantage, racism and other historical, social and cultural issues that impact on the social and emotional wellbeing of Aboriginal and Torres Strait Islander individuals, families and communities. BTH assists in the process of healing for people affected by past removal policies and who have particular issues and unique needs.

The BTH program aims to strengthen social and emotional wellbeing wherever possible by providing counselling and/or other supports for Aboriginal and Torres Strait Islander peoples, prioritising the needs of the Stolen Generations. The BTH program will continue to support strong, healthy and resilient individuals, families and communities, which in turn may enhance pathways to education and employment and to reduce substance abuse, violence and contact with the criminal justice system.

Judy Rosson a therapist within BTH resigned in November 2017. Due to concerns about a foreseeable loss of funding at this time and a limited

ongoing funding period (six months) this position was not able to be filled. Sadly this impacted on the dynamics of the group and the way in which the program could be delivered. This created a demand for other psychological, psychiatric and counselling supports upon Wathaurong Health Services and as a consequence this demand has increased wait-list times for counselling services. Naomi Surtees provided ongoing support for the participants of the program and we thank her for her dedication.

During the reported period 31 clients were in receipt of services from the BTH program. A client was referred and deemed ineligible for the program following family tracing indicating no link to Aboriginal Ancestry and eight clients were discharged from the program as they no longer required support.

Referrals are continually received from within Community, the Health Service, Link-Up, DHHS Child Protection. These referrals are collated and the potential clients have been notified in regard to current vacancies for the BTH program.

Staff: Judy Rosson – BTH worker

Darrabarrook Karndorr (New Track)

Darrabarrook Karndorr is Wathaurong language for 'New Track'. It is a demonstration project launched in 2017 providing culturally appropriate person-centred care while involving families, carers, support people and significant others. It is funded by DHHS in partnership with the Victorian Mental Health Branch under a new model to provide mental health services within Aboriginal Community Controlled Health Services instead of the Area Mental Health Service (Barwon Health).

We deliver a recovery orientated and trauma informed service to Community members aged 16-64 years who experience moderate (e.g. personality disorder/s, substance related disorder, moderate anxiety and/or depression) to severe (e.g. psychotic disorders, schizophrenia, bipolar disorder, severe anxiety and/or depression) mental illness or mental disorders and associated: trauma, multiple health needs, social support needs (e.g. homelessness, family supports) and/or alcohol and drug issues. Involvement in child protection/out of home care service system, frequent interaction with police or involvement in the corrections system.

The team comprises of Paul Thornton - Psychologist and Team Leader, Dr Russell Golden - Consultant Psychiatrist, Gwenda Black - Cultural Consultant, Karyn Kehagias - Dual Diagnosis Clinician and Phillip King - Aboriginal Mental Health Worker.

Clients have been referred by their General Practitioner; family member or close community member; other service providers including local support services Wellways, MacKillop Family Services, Latrobe Community Services; NDIA; Legal representatives; Community Corrections; Department of Health and Human Services; or practitioner; and also we accept self-referral.

Primary client outcomes are being collected to measure the success of the project:

- Improved mental health and/or symptom stability
- Improved ability to manage mental illness and self-care (maintaining tenancy and independent living)
- Reduction in self-harm and suicide in the community
- Reduction in alcohol and drug use and/or harm minimisation
- Improved physical health; (medication review and management)

- Improved social and economic outcomes (e.g. housing stability, employment, partner agencies)
- Reduced involvement with police and the criminal justice system (where relevant)
- Reduction or cessation in protective concerns of dependents and family reunification (where relevant).

Overall, we are very proud of the outcomes for clients to date. We have provided support to hundreds of Community members and their families and have exceeded departmental expectations. We are looking forward to presenting our progress and outcomes to the 2nd National Aboriginal and Torres Strait Islander Suicide Prevention Conference in Perth later in the year.

Family Focus MST

Family Focus Multisystemic Therapy (MST) is a holistic family and community-based treatment program for young people with complex clinical, social and educational problems (e.g. violence, drug misuse and school expulsion). Family Focus MST is an adaptation of MST created to support families with young people (aged 9-16 years) at risk of placement in Out of Home Care due to serious behavioural problems, family relationship difficulties

and co-occurring mental health challenges. The program is a team of seven, a partnership between Wathaurong, MacKillop Family Services and VACCA and includes weekly support from a psychiatrist who is able to do home visits with families in the program. The team provide 24/7 support to the families they work with, with the aim to identify and increase the natural supports the family have to help achieve lasting change once the program closes. We work with families for an average of 4-6 months, meeting in the family's natural environments as often as daily where necessary and at least twice per week. The Wathaurong Family Focus MST therapist has been working with three families since referrals were received in June 2018 with the hope to increase to four families in the near future. MST is an evidence-based program being used worldwide and we are honoured to be able to support families at risk.

Staff: Esther Broome - Social Worker



Wathaurong Glass & Arts

Wathaurong Glass & Arts Manager

I would like to first pay my respect to our Elders past and present and to those community members who have passed before us in the last 12 months. I would also like to thank my staff and the Board of Wathaurong Glass for the commitment shown over this period and finally the customers and in particular those customers who are returning customers as without them we would not be present.

During this financial period, the year once again has proved to be one of ups and downs financially; we had two quarters showing net profits and two quarters showing negative losses rounding out. Unfortunately the negatives outdrove the positives, leaving the business with a small net loss for this financial year of \$3,600.

Total sales in comparison to our previous year had a 7.5% increase. Cost of Goods remained steady at around the 22% of sales. However this year's expenses increased by 11%; there were two reasons, one being the departure of Luke Charles who received his benefits after 10 years of service; and the other occurred from the

\$12,000 expense for LBW accountants. Put in simple terms, these extra expenses occurred and were not budgeted for.

95 % of our sales come from the following three market sectors and 5% miscellaneous.

Corporate/Awards (41% of sales, previous year 31%)

The situation this year in comparison to last year is an increase of around 10% in this market. This was due to a number of large orders like Dandenong & District Aborigines Co-Operative (DDAC) ordering 300 items, with Royal Melbourne Institute of Technology (RMIT), Dreamtime Art and Western Health placing substantial orders. Corporate/Awards business is good business, not only do we get the product fees but this service had a chargeable labor service with engraving; hence corporate awards is good business. Not only that, it's repeat business.

Retail/Wholesale Glass Art (21% of sales, previous year 23%)

A slight variation in the Retail/Wholesale market, similar sale results as last year, and a number of customers purchased large orders and commissioned art panels. Worksafe Victoria, DHHS, Bethany and Diversitat were among the bigger purchasers for the year, and typically the general public via walking through the door or purchasing online.

Architectural Glass (33% of sales, previous year 41%)

The architectural market is changing. In previous years kitchen splash backs were number one. However, the implementation of Reconciliation Action Plans (RAPs) in larger corporations like Target, ABC, Woolworths, and Government Departments has seen a rapid growth in these organisation seeking acknowledgments to Traditional Owners; and lucky for us we produce glass acknowledgement plaques. We have produced 136 units over this period compared to 54 units in 2016-2017 financial year. That's a 150% increase and it



doesn't look like slowing down for at least a couple of years. Market trends tell us glass splashbacks are on a decline but has leveled out in the last two years at 18 units each year.

Miscellaneous sales (remaining 5% of sales)

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

Operation

As I wrote in the following statement last year: "We remain in a holding pattern currently, not growing, not receding just simply treading water" this still remains the status quo. Yes, we have another kiln but are yet to place it in to operations. We're looking at closing down during all of January 2019 to reconfigure the workshop for efficiency and will hopefully install the recently purchased kiln; and decommission the large old kiln as it has become unreliable. No real new product development, just a slight tweak on current product by changing designs."



Wathaurong Glass & Arts

16 Rodney Rd, North Geelong, Victoria, 3215

T 03 52 722 881

F 03 52 722 883

E info@wathaurongglass.com.au



Wathaurong Glass & Arts

Staff

We said good bye to Luke Charles in October 2017 and I'd like to formally acknowledge his fantastic contribution of 10 years' service to Wathaurong Glass. Luke's departure now leaves just myself, Jermaine Browning and Jarrod King. In September 2018, I will have reached the magical number of 20 years' service; I cannot state enough gratitude to all those staff, Board members and community members who have

supported me over this journey. Jarrod will be coming up to eight years in January 2018, while Jermaine will reach the milestone of four years having started in 2014. A brief thank you to Alfie Oram, Alf is one person I can call upon to help out when things get somewhat hectic over the seasonal period and his assistance during this period is always very much appreciated.



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



NAIDOC Awards/Special Thanks

The theme for NAIDOC Week 2017 was – Our Languages Matter. The aim was to celebrate the important role that Indigenous languages play in both cultural identity, linking people to their Country, and in the passing down of Aboriginal and Torres Strait Islander history, spirituality and rites, through story and song.

The following people were recipients of the NAIDOC Awards 2017; we congratulate and thank them for their outstanding service to the Community.

Elder/Respected Person of the Year (Kanamo Ganbo) – Auntie Elsie Coates
Community Member (Yoonga Nyante) – Renee Owen

Young Achiever of the year (Male) (Kanyul Goopma) – James Jose

Young Achiever of the year (Female) (Kanyul Goopma) – Naomi Edwards

Staff Recognition Award (Geerrmnyuk Banggnudden) – Kerrie Alsop

Reconciliation Award (Indigenous) (Ngalingala) – Sandra Brogden

Reconciliation Award (non-Indigenous) (Ngalingala) – Linda Tanner

Draylee Jones – Special award from Board of Directors acknowledging his contribution to Community

SPECIAL THANKS:

Wathaurong Aboriginal

Co-operative would like to thank the following:

Anglesea YMCA

Australian Hearing

Barwon CASA

Barwon Child and Family Services
Alliances

Barwon Health

Barwon Child, Youth and Family

Barwon Medicare Local

Belmont Lions FC

Bethany

Bunnings Warehouse

Child FIRST

City of Greater Geelong

Colac Area Health

Colac Otway Shire

Corangamite Catchment Management
Authority

Deakin University – Institute of Koorie
Education

Deakin University – School of Medicine

Department of Health and Human
Services

Department of Education and Training

Department of Justice and Regulation

Department of Premier and Cabinet

Department of Prime Minister and
Cabinet

Diversitat

Give Where You Live

Geelong Mums

Indigenous Housing Network

Indigenous Land Corporation

Labuan Square Pharmacy

Margoneet Prison

NACCHO

Northern Bay College

Northern Futures

One Fire Reconciliation Group

Peter Wlodarczyk; Gagin Pty Ltd

Pharmacy Guild of Australia

Rosewall Kindergarten

SNAICC

Surfing Victoria

The Indigenous Australians Health
Programme with the Department of
Health

VACCA

VACCHO

VAEAI

VALS

Victoria Police

Victorian Aboriginal Corporation for
Languages



Financial Report

Wathaurong Aboriginal Co-operative Limited

DIRECTORS' REPORT

Your Directors submit their report for the financial year ended 30 June 2018 made in accordance with a resolution of the directors.

Directors

The names of the directors of the Co-operative that held office during or since the end of the financial year that this report covers are:

Colleen Howell	(re-elected 22nd November 2015, retired 26th November 2017)
Annette Xiberras	(re-elected 22nd November 2015, retired 26th November 2017)
Brian McKinnon	(re-elected 20th November 2016, resigned 19th October 2017)
Lowell Hunter	(elected 20th November 2016, resigned 10th November 2017)
Craig Edwards	(elected 26th November 2017)
Sharelle McGuirk	(elected 20th November 2016, resigned 1st October 2018)
Michael Ryan	(elected 26th November 2016)
Corrina Eccles	(seconded from 7th December 2017, resigned 7th September 2018)
Wendy Brabham	(seconded from 7th December 2017)
Judy Dalton-Walsh	(seconded from 19th September 2018)

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 \$3,420,347 (2017 surplus - \$597,209). The surplus in 2018 was due to a small increase in operating surplus to \$155,975 (2017 - \$147,824) and an increase in the asset revaluation reserve of \$3,264,372 (2017 increase - \$449,385) after revaluation of some of our rental properties and our Wurdi Youang property. The Wurdi Youang property increased in value from \$1.85m in 2015 to \$3.70m. Our 50% investment in the Colac laundry properties remains valued at \$262,500 which reflects expected realisable value.

Total revenue of \$9,000,456 increased by 11% on the previous year mainly due to increases in grant funding. Grant funding accounted for 75% of total revenue, trading activities contributed a further 19%, while rental income and other income contributed a total of 6%. Non-operating revenue (interest received) of \$59,854 decreased by 6% over the previous period, due to declining interest rates.

Expenses of \$8,844,481 is an increase of 11% on the previous year, mainly due to increased employee costs which were up by 18%, including a net increase in wage accruals of \$110,619. 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 3rd. Other expense categories to increase were depreciation by 36%, motor vehicle expense by 31%, legal fees by 146%, and bad debts increased by \$174,767. The increases in expenditure were consistent with our growth in staff numbers. Expenditure on client support reduced by 23%, telephone reduced by

15%, and other expense categories reduced by 27%. Other categories were similar to levels reported in the previous year.

The comprehensive surplus of \$3,420,347 included an operating surplus of \$155,975 and asset revaluations of \$3,264,372.

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 Health,
- Victorian Department of Education and Training,
- Commonwealth Department of Prime Minister and Cabinet,
- Victorian Department of Justice, and
- Western Victoria Primary Health Network.

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.



Financial Report

Wathaurong Aboriginal Co-operative Limited

Director's benefits

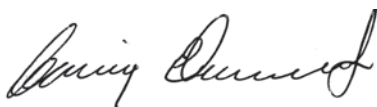
Since the end of the previous financial year, no director of the Co-operative has received or become entitled to receive a benefit (other than a benefit included in the aggregate amount of emoluments received or due and receivable by directors shown in the accounts or the fixed salary of a full-time 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 – Craig Edwards



Director – Michael Ryan

Signed on the 5th October, 2016

At North Geelong

DIRECTORS' DECLARATION

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

Wathaurong Aboriginal Co-operative Limited

We, Craig Edwards and Michael Ryan, 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 2018 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 5th October, 2018

On behalf of the board



Signed _____

Craig Edwards



Signed _____

Michael Ryan



LBW

Business + Wealth Advisors

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 2018, 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

Signature _____

Date: 5th October, 2018

Sripathy Sarma
Principal

Registered company auditor, registration number 325 444

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
TWITTER @lbwca

Liability limited by a
scheme approved under
Professional Standards
Legislation.

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2018

	Note	2018	2017
		\$	\$
Revenues from ordinary activities	2	9,000,456	8,136,650
Employee benefits expense		(6,101,331)	(5,183,336)
Client support expense		(941,986)	(1,219,039)
Depreciation expense	3	(385,397)	(282,697)
Occupancy expense		(253,941)	(219,400)
Motor vehicle expense		(171,824)	(131,854)
Telephone & internet expense		(92,680)	(107,928)
Rental properties expense		(65,039)	(59,418)
Staff training and development expense		(59,490)	(44,697)
Doubtful/bad debt expense		(210,058)	(35,291)
Legal fees		(69,229)	(28,696)
Other expenses from ordinary activities		(493,506)	(676,470)
Surplus from ordinary activities	3	155,975	147,824
Other Comprehensive Income			
Items that will not be reclassified to profit or loss:			
Movement in Asset Revaluation Reserve	15	3,264,372	449,385
Total Other Comprehensive Income for the year		3,264,372	449,385
Total Comprehensive Income for the year		3,420,347	597,209

The accompanying notes form part of these financial statements.

Financial Report

Wathaurong Aboriginal Co-operative Limited

Statement of Financial Position

As at 30 June 2018

	Note	2018	2017
		\$	\$
ASSETS			
CURRENT ASSETS			
Cash and Cash Equivalents	4	6,546,906	4,041,173
Trade and Other Receivables	5	503,533	625,289
Other Assets	6	19,838	57,789
Financial Assets		1,044,909	1,006,020
TOTAL CURRENT ASSETS		8,115,186	5,730,271
NON CURRENT ASSETS			
Property, Plant & Equipment	7	15,743,105	12,392,123
Investments	8	262,500	262,500
TOTAL NON CURRENT ASSETS		16,005,605	12,654,623
TOTAL ASSETS		24,120,791	18,384,894
CURRENT LIABILITIES			
Trade and Other Payables	9	524,860	343,354
Current Tax Liabilities	10	204,418	232,235
Employee Provisions	11	536,946	454,479
Grants in Advance	12	5,244,293	3,102,523
Borrowings	13	-	62,376
TOTAL CURRENT LIABILITIES		6,510,517	4,194,967
TOTAL LIABILITIES		6,510,517	4,194,967
NET ASSETS		17,610,274	14,189,927
EQUITY			
Issued Capital		72	72
Asset Revaluation Reserve	15	7,813,721	4,549,349
Accumulated Surplus	14	9,796,481	9,640,506
TOTAL EQUITY		17,610,274	14,189,927

The accompanying notes form part of these financial statements.

Statement of Changes in Equity For the Year Ended 30 June 2018

	Note	Issued Capital	Asset Revaluation Reserve	Retained Earnings	Total
		\$	\$	\$	\$
Balance at 1 July 2016		72	4,099,964	9,317,682	13,417,719
Surplus from Ordinary Activities	14	-	-	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	14,169,927
Surplus from Ordinary Activities		-	-	155,975	155,975
Movements in Asset Revaluation Reserve	15	-	3,264,372	-	3,264,372
Gain on Revaluation of Properties sold	14	-	-	-	-
Balance at 30 June 2018		72	7,813,721	9,796,481	17,610,274

The accompanying notes form part of these financial statements.

Financial Report

Wathaurong Aboriginal Co-operative Limited

Statement of Cash Flow

For the Year Ended 30 June 2018

	Note	2018	2017
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Customers		11,165,239	10,313,364
Payments to Suppliers, Employees and Others		(8,047,523)	(8,041,136)
Interest Received		59,854	63,708
Interest Paid		(620)	(5,156)
Net Cash flows from Operating Activities	16	3,176,950	2,330,800
CASH FLOWS FROM INVESTING ACTIVITIES			
Net Payments for Property, Plant and Equipment		(608,841)	(988,862)
Payments for Financial Assets		-	(1,006,020)
Proceeds from Sale of Property, Plant and Equipment		-	289,000
Net Cash flows used in Investing Activities		(608,841)	(1,705,882)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of Borrowings		(62,376)	(5,569)
Net Cash flows used in Financing Activities		(62,376)	(5,569)
Net Increase in Cash Held		2,505,733	619,349
Cash and Cash Equivalents at the Beginning of the Year		4,041,173	3,421,824
Cash and Cash Equivalents at the End of the Year		6,546,906	4,041,173

The accompanying notes form part of these financial statements.

Notes to and Forming Part of the Financial Statements As at 30 June 2018

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.

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%



Financial Report

Wathaurong Aboriginal Co-operative Limited

Notes to and Forming Part of the Financial Statements

As at 30 June 2018

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.

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

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.

Notes to and Forming Part of the Financial Statements

As at 30 June 2018

	2018	2017
	\$	\$
2. Revenues		
<u>Operating activities</u>		
- Grants & Government Funding	6,759,862	5,891,562
- Fundraising and Trading Activities	1,699,984	1,855,093
- Rental income	177,527	165,061
- Other Funding and Sundry income	303,229	161,226
	8,940,602	8,072,942
<u>Non-Operating Revenue</u>		
Interest received	59,854	63,708
	9,000,456	8,136,650
3. Surplus from Ordinary Activities includes the following:		
Depreciation	385,397	282,697
Computer expenses	155,466	187,198
Gain on sale of assets	73,233	43,150
4. Cash and Cash Equivalents		
Cash at Bank		
- Restricted	709,963	1,694,364
- Unrestricted	5,835,243	2,345,109
- Petty Cash	1,700	1,700
	6,546,906	4,041,173
5. Trade And Other Receivables		
Trade Debtors	352,622	526,425
Rental Properties Debtors	89,311	51,510
Less Provision for Doubtful Debts	(5,000)	(1,660)
	84,311	49,850
Loan Receivable – Kirrae Whurrong	25,100	41,200
Loan Receivable – Wathaurong Glass Ltd	40,000	3,500
Other Receivables	1,500	4,314
	503,533	625,269
6. Other Assets		
Prepayments	-	20,456
Accrued Income	12,755	30,250
Rental Bond	7,083	7,083
	19,838	57,789



Financial Report

Wathaurong Aboriginal Co-operative Limited

Notes to and Forming Part of the Financial Statements

As at 30 June 2018

	2018	2017
	\$	\$
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	140,500
Less: Accumulated Depreciation	(115,210)	(51,125)
	2,070,290	2,134,375
Car Park (at cost)		
- Health Services car park (leased)	327,465	327,465
Less: Accumulated Depreciation	(65,497)	(51,708)
	261,968	275,777
Land		
- Forster Street (2017 valuation)	299,500	299,500
- Surrey Street (2016 valuation)	295,000	295,000
- 62 Morgan Street (2016 valuation)	770,000	770,000
- Wurdi Youang (2018 valuation)	3,680,000	1,850,000
- Rental Properties at Valuation	4,225,000	3,310,000
	9,269,500	6,524,500

Notes to and Forming Part of the Financial Statements

As at 30 June 2018

	2018	2017
	\$	\$
7. Property, Plant and Equipment (continued)		
Rental Properties		
- Buildings – Rental Properties at Valuation	2,705,000	2,225,000
- Rental Improvements	231,612	268,612
Less: Accumulated Depreciation	(122,643)	(117,689)
	2,813,969	2,375,923
Furniture and Fittings	56,213	56,213
Less: Accumulated depreciation	(27,022)	(23,588)
	29,191	32,625
Office Furniture and Equipment	291,666	194,051
Less: Accumulated depreciation	(168,593)	(141,082)
	123,273	52,969
Motor Vehicles	874,314	681,860
Less: Accumulated depreciation	(330,675)	(320,410)
	543,639	361,450
Children's Service Equipment	35,678	35,678
Less: Accumulated Depreciation	(24,180)	(23,006)
	11,498	12,672
Wurdi Youang Equipment	93,943	92,827
Less: Accumulated Depreciation	(29,045)	(30,272)
	64,898	62,555
Health Service Equipment at cost	210,970	205,368
Less: Accumulated Depreciation	(127,319)	(116,903)
	83,651	88,465
Factory Fitout	102,416	102,416
Less: Accumulated Depreciation	(57,004)	(52,494)
	45,413	49,922
Mackey St fitout	499,111	447,971
Less: Accumulated Depreciation	(73,316)	(27,081)
	425,795	420,890
Total Property, Plant and Equipment	15,743,105	12,392,123

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



Financial Report

Wathaurong Aboriginal Co-operative Limited

Notes to and Forming Part of the Financial Statements

As at 30 June 2018

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
2018	\$	\$	\$	\$	\$	\$	\$
Carrying amount 2017	3,214,500	3,310,000	2,165,500	2,493,612	327,465	661,661	205,367
Valuation adjustments	1,630,000	915,000	-	190,000	-	-	-
Additions	-	-	-	290,000	-	361,960	5,603
Disposals	-	-	-	(37,000)	-	(169,507)	-
Carrying amount at 30 June 2018	5,044,500	4,225,000	2,165,500	2,936,612	327,465	674,314	210,970

	Office Furniture & Equipment	Furniture & Fittings	Children's Services Equipment	Wurdi Youang	Factory Fitout	Mackey Street Fitout	Total
2018	\$	\$	\$	\$	\$	\$	\$
Carrying amount 2017	194,051	56,213	35,676	92,627	102,416	447,971	13,347,461
Valuation adjustments	-	-	-	-	-	-	2,935,000
Additions	97,615	-	-	1,116	-	51,140	827,634
Disposals	-	-	-	-	-	-	(226,507)
Carrying amount at 30 June 2018	291,666	56,213	35,676	93,943	102,416	499,111	16,883,608

Notes to and Forming Part of the Financial Statements

As at 30 June 2018

7. Property, Plant and Equipment (continued)

	Freehold Land	Land - Rental Properties	Freehold Buildings	Rental Properties & Improvements	Car Parks	Motor Vehicles	Health Services Equipment
2018	\$	\$	\$	\$	\$	\$	\$
Accumulated dep'n at 1 July 2017	-	-	(51,125)	(117,688)	(51,708)	(320,411)	(116,902)
Valuation adjustments	-	-	-	56,659	-	-	-
Write back of accumulated depreciation	-	-	-	11,483	-	123,278	-
Depreciation expense	-	-	(64,085)	(73,097)	(13,789)	(133,542)	(10,417)
Accumulated dep'n at 30 June 2018	-	-	(115,210)	(122,643)	(65,497)	(330,675)	(127,319)
Carrying amount at 30 June 2018	5,044,500	4,225,000	2,070,290	2,813,969	261,988	543,639	83,651

	Office Furniture & Equipment	Furniture & Fittings	Children's Services Equipment	Wurdi Youang	Factory Fitout	Mackey Street Fitout	Total
2018	\$	\$	\$	\$	\$	\$	\$
Accumulated dep'n at 1 July 2017	(141,082)	(23,586)	(23,006)	(30,272)	(52,494)	(27,061)	(955,357)
Valuation adjustments	-	-	-	8,831	-	-	65,490
Write back of accumulated depreciation	-	-	-	-	-	-	134,761
Depreciation expense	(27,511)	(3,434)	(1,174)	(7,604)	(4,509)	(46,235)	(385,397)
Accumulated dep'n at 30 June 2018	(168,593)	(27,022)	(24,180)	(29,045)	(57,003)	(73,316)	(1,140,503)
Carrying amount at 30 June 2018	123,273	29,191	11,498	64,898	45,413	425,795	15,743,105

Financial Report

Wathaurong Aboriginal Co-operative Limited

Notes to and Forming Part of the Financial Statements

As at 30 June 2018

	2018	2017
	\$	\$
8. Investments		
Investment in 87-91 Gellibrand St Colac		
- Investment in Land and Building (Director's Valuation)	525,000	525,000
- Wathaurong Aboriginal Co-operative's share	50%	50%
	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	216,037	91,621
Other Creditors	301,478	211,774
Superannuation Payable	5,345	39,959
	524,860	343,354
10. Current Tax Liabilities		
PAYG Tax	81,723	59,263
FBT Payable	5,101	5,101
GST Payable	117,594	167,871
	204,418	232,235
11. Employee Provisions		
Current		
Annual Leave Provisions	317,697	258,364
Long Service Leave Provision	219,249	196,115
	536,946	454,479
12. Grants in Advance		
Unspent Grant Funds	5,224,293	3,102,523
	5,244,293	3,102,523
13. Borrowings		
Surrey Street Loan	-	62,376
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	9,640,506	9,317,682
Net Surplus Attributable to the Co-operative	155,975	147,824
Gain on Revaluation of Properties sold	-	175,000
Accumulated Surplus at the End of the Financial Year	9,796,481	9,640,506

Notes to and Forming Part of the Financial Statements As at 30 June 2018

	2018	2017
	\$	\$
15. Reserves		
Asset Revaluation Reserve	7,813,721	4,549,349
Asset Revaluation Reserve comprises of		
- Land & Buildings	7,813,721	4,549,349
	7,813,721	4,549,349
16. Reconciliation of net cash provided by operating activities to operating surplus		
Operating Profit	155,975	147,824
Non Cashflows in Operating Profit		
Depreciation	385,397	282,697
Profit on sale of plant & equipment	(73,223)	(43,150)
Bad and Doubtful Debts	210,058	35,291
Movements in Asset Revaluation Reserve	-	74,435
Changes in Assets and Liabilities		
(Increase)/Decrease in Trade and Other Receivables	121,756	(362,068)
(Increase)/Decrease in Other Assets	37,951	(38,331)
(Increase)/Decrease in Financial Assets	(38,889)	-
Increase/(Decrease) in Trade and Other Payables	181,505	203,963
Increase/(Decrease) in Accrued Expenses	(27,817)	129,086
Increase/(Decrease) in Employee Provisions	82,467	97,186
Increase/(Decrease) in Grants in advance	2,141,770	1,803,867
Cashflows from Operating Activities	3,176,950	2,330,800

17. Events after the balance Sheet date

Since 30 June 2018, there are no matters or circumstances that have arisen which require adjustments to the financial statements.

LBW

Business + Wealth Advisors

INDEPENDENT AUDITOR'S REPORT TO THE DIRECTORS OF WATHAURONG ABORIGINAL CO-OPERATIVE LIMITED**Report on the Audit of the Financial Report****Opinion**

We have audited the financial report of Wathaurong Aboriginal Co-operative Limited (the co-operative), which comprises the statement of financial position as at 30 June 2018, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of Wathaurong Aboriginal Co-operative Limited has been prepared in accordance with the provisions of the Co-operatives National Law Application Act 2013 (Victoria), including:

- (i) giving a true and fair view of the co-operative's financial position as at 30 June 2018 and of its financial performance for the year then ended; and
- (ii) that the financial records kept by the co-operative are such as to enable financial statements to be prepared in accordance with accounting policies described in Note 1.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the co-operative in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the

financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the co-operative's financial reporting responsibilities under the Cooperatives National Law Application Act 2013 (Victoria). As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Directors for the Financial Report

The directors of the co-operative are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Co-operatives National Law Application Act 2013 (Victoria) and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

The directors are responsible for overseeing the co-operative's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

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

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the co-operative's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the co-operative's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the cooperative to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

LBW Chartered Accountants

Signature _____

Date: 5th October, 2016

Sripathy Sarma
Principal

Registered company auditor, registration number 325 444









Wathaurong Aboriginal Co-operative Ltd

Lot 62 Morgan Street,
North Geelong 3215

Ph: (03) 52 770 044
Fax: (03) 52 784 123