

WATHAURONG
ABORIGINAL
COOPERATIVE

**ANNUAL
REPORT
2014**



WELCOME TO COUNTRY

We would like to thank and pay respect to the traditional owners of this land – the Wadda Wurrung people.

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

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

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

OUR VISION

We are here to serve the community, to provide culturally appropriate health, educational, aged, disabled, housing and cultural services that are based on evidence based practice consistent with Aboriginal cultural practices.

This is our 15-20 year vision.

OUR PURPOSE

The primary purpose of the Wathaurong Aboriginal Co-operative is to provide holistic, culturally sensitive and secure service responses to meet the specific needs of the Aboriginal community. To provide our members and Aboriginal people living in (or in transit) the service delivery and surrounding areas of Wathaurong's traditional boundaries with assistance and increased and improved access to a range of culturally appropriate health, housing, educational, 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.

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

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

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

WARNING: This document contains names of deceased people.

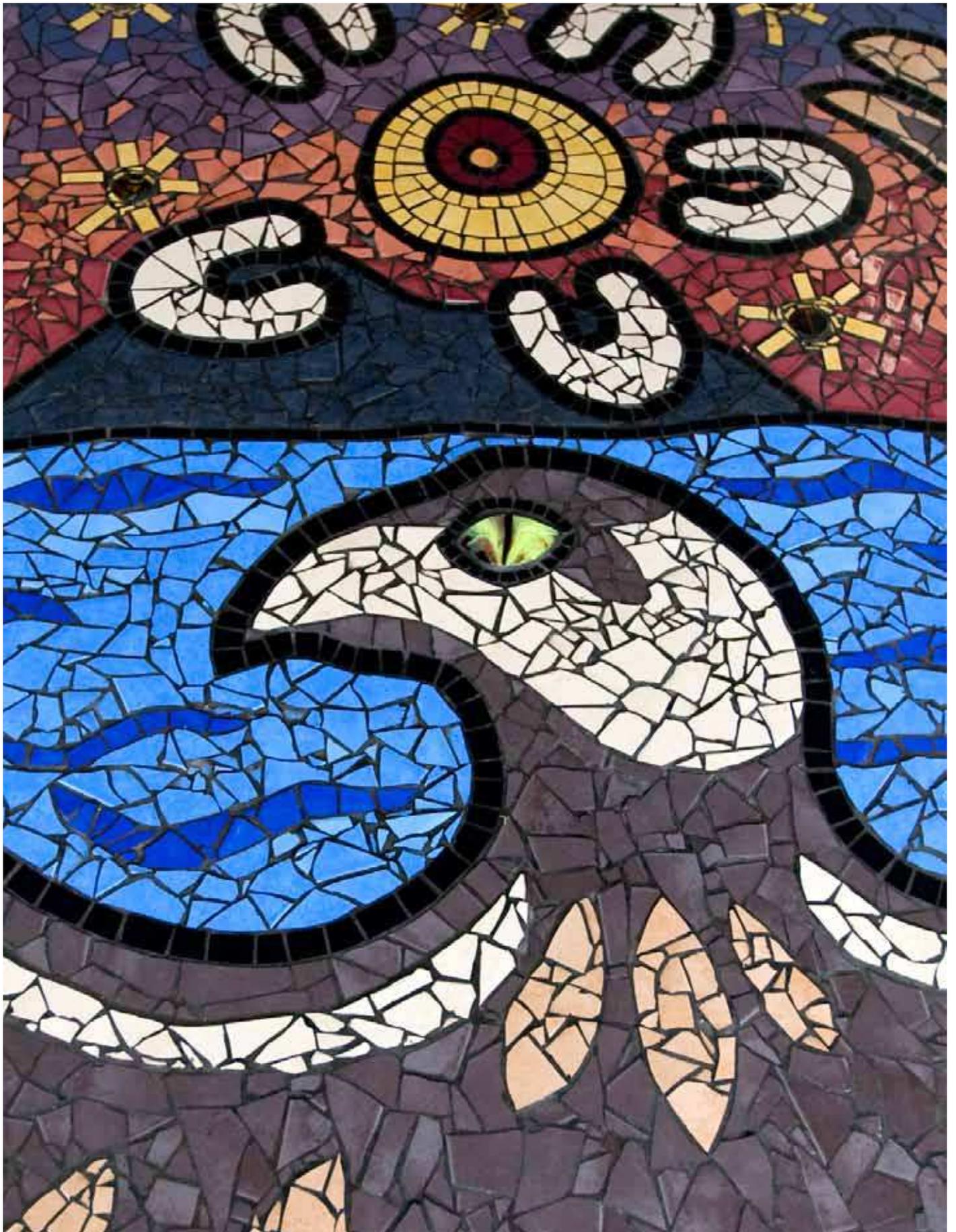


ABOUT THE ARTIST – KERRIE BLACK

I am of Wemba Wemba decent but was born here in Geelong on Wathaurong land. I am a mother of four boys, grandma to six with another coming soon. 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 share my culture and travel. It is a pleasure for me to be able to share my art with community and I hope they enjoy the stories I share through my paintings.

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CHIEF EXECUTIVE OFFICER'S REPORT

Tracey Currie, Chief Executive Officer



It has been a year of change and challenges for Wathaurong Aboriginal Co-operative and many Aboriginal Community Controlled Organisations (ACCOs) nationally — one that is preparing us for the future.

While we continue to implement the government sector reform, it has taken our eye off community perception of Wathaurong and how these services should be run. Reforms not only came from the government but also the Board and community regarding more transparency and accountability in service delivery.

During the year a new program management structure was implemented and there was further financial belt-tightening to achieve a surplus to build reserves and enable money to be set aside for organisational growth.

These changes will improve our effectiveness but were difficult for staff. We thank them for their dedication, understanding and patience throughout this challenging period.

All of these changes have positioned us to develop our strategic plan for the next ten years, prepare for constant growth, and to prepare us for a new way of operating in the future that is consumer driven.

We saw the launch of the National Disability Insurance Scheme (NDIS), a client directed care approach that would have huge ramifications for Aboriginal people accessing disability services. Access and eligibility to

disability programs and education regarding service availability is of major concern not only to Wathaurong but to all Aboriginal people nationwide. The Board and I thought it was imperative that Wathaurong have some involvement in the NDIS roll out. Geelong is in the National Disability Insurance Agency's (NDIA) national site and we have been working with key stakeholders for the past year to support all Victorian Aboriginal Community Controlled Health Organisations from a strategic perspective. This work saw Wathaurong undertake a business readiness exercise to build the capacity of Wathaurong as a provider to understand and respond to consumer demand for disability supports in a new consumer – driven market under the NDIS. From the exercise, Wathaurong found it would run at a financial loss to manage this program with the small numbers of clientele accessing NDIA funds. Wathaurong worked with the First People's Disability Network, the Victorian Aboriginal Community Controlled Organisation peak (VACCHO), NDIA Deputy Secretary and the National Disability Services State Manager in attempt to ensure that NDIA provides culturally appropriate access for Aboriginal people with a disability.

In the next financial year we will see the launch of the Wathaurong Aboriginal Co-operative Strategic Plan. This plan will guide our response to the youth, chronic health and educational needs of the Geelong community.

This will be my last year at Wathaurong and I am thankful to work with a team that helped contribute to meeting some of the goals I set whilst working at Wathaurong. During this period it was challenging, as the Board had given me a mandate for change. This was to ensure that Wathaurong was more transparent and accountable in its dealings. I believe that was achieved. The Board would agree that we always held the constituted ordinary meetings for members and I was keen to grow community people into positions throughout the organisation. The most

memorable is Renee Owen, who is a long term community member having worked with Wathaurong for many years stepping up into a senior management role and doing the role justice. I also was keen to see Haley Couzens who after many years of not being in the workforce go from domestic work to reception work. These two women shine in the organisation. It is hopeful that Wathaurong in the future find and grow local talent which we have seen over the years that I have been CEO.

During the period I was CEO, we increased our cultural programs which included hosting dance lessons. Uncle Dave increased his output in providing cultural awareness programs to our partners, schools, Deakin and other stakeholders.

We increased our membership during that time from 417 to 425.

Wathaurong is reliant on volunteers to support our programs and during this time a volunteer program was developed and implemented with the support and assistance from Volunteering Geelong. The purpose of the volunteer program is to recruit and maintain a committed group of volunteers who assist in the work of Wathaurong. This is to primarily support Aboriginal people back into the workforce and to increase their skillset providing them with an opportunity to make a positive contribution to the Aboriginal community. It is also to expand staff support, and to provide supplemental expertise, not to mention the personal enrichment it gives to people for personal satisfaction and growth.

All of this work would not have been possible without staff support. While we celebrate our successes and stories from the past, we should all be mindful that our work into the future must continue to address systemic change as well as the immediate circumstances of community engagement.

Finally I want to thank all of our volunteers, our staff and our partners for their strong values and professional contribution to Wathaurong's work.

CHAIRPERSON'S REPORT

Annette Xiberras, Chairperson



Firstly, I would like to take this opportunity to thank my fellow Board of Directors and their families for their commitment and support over the last twelve months.

The past year has seen many changes with government policies, funding arrangements and reporting. These challenges have been faced full on and our staff have been working hard to ensure that we comply with government requirements and meet the deadlines set down by government. We have continued to develop relationships with key stakeholders and establish Memorandums of Understanding (MOU) to ensure continuation of services and provision of assistance to our people.

Some staff from Community Services have moved into Tarkin Court, and steps have been made to move Wathaurong Glass into this building in 2015.

Staff levels have increased over the year and training in various fields has been provided to ensure we keep up with the requirements expected of us.

Our involvement with the National Disability Insurance Scheme (NDIS) has seen improved access for Aboriginal people accessing disability services and we will continue to work with key stakeholders to ensure this improves over coming years.

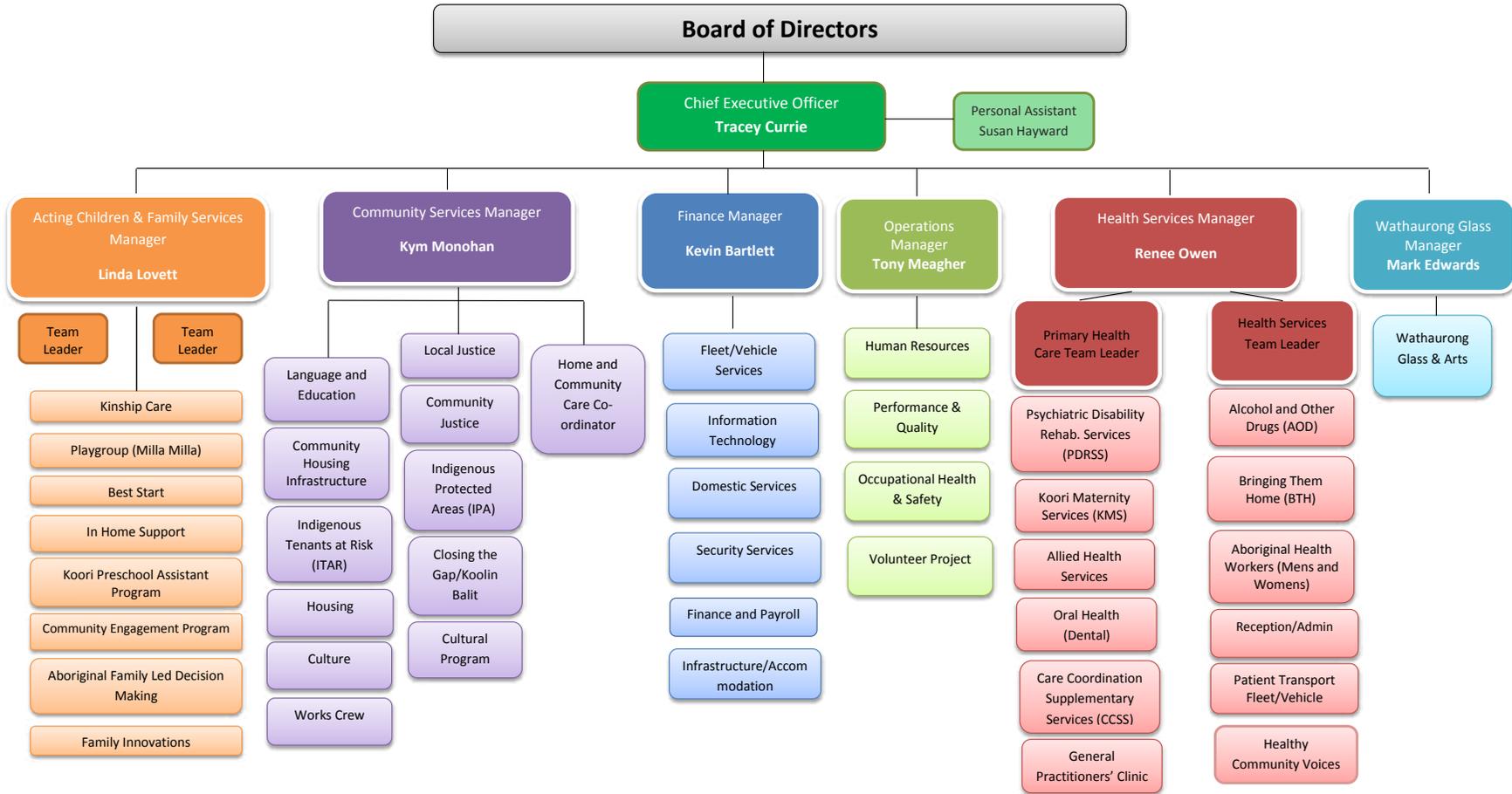
I am proud that we have increased our cultural programs and hosted dance lessons and provided cultural awareness programs to our partners, schools and other stakeholders.

I would also like to take this opportunity to offer my congratulations to all staff for their dedication and professionalism to the Wathaurong community.



*Board of Directors L-R
Aunty Colleen Howell,
Sharelle McGuirk,
Annette Xiberras*

Wathaurong Aboriginal Co-operative





Senior Management Team

Top L-R Tony Meagher, Linda Lovett, Kevin Bartlett

Bottom L-R Renee Owen, Tracey Currie, Kym Monohan

Absent: Mark Edwards

OPERATIONS MANAGEMENT

Tony Meagher, Operations Manager



Operations Management provides overall support to staff and management of the Co-operative by strengthening the Co-operative's capacity, performance and systems in relation to:

- meeting the Quality Standards of our various funding bodies
- workforce recruitment, retention, training and accountability to clients, the Co-operative and funders
- Occupational Health and Safety (OH&S) within the workplace for staff, clients and visitors.

QUALITY

During 2013/2014 Wathaurong Aboriginal Co-operative maintained registration of its Family Services programs under Department of Human Services (DHS) standards. The Health Service also achieved certification under ISO 9001:2008 (from the International Organisation for Standardisation) which means that the whole Co-operative has this certification. Staff can be very proud of our achievements in this area; we can't and don't overlook the fact that we get to demonstrate our achievements to external quality reviewers on an annual basis.

Work completed in the Home and Community Care (HACC) program ensured that we passed the Federal Government's Combined Community

Care Common Standards. This has positioned the program to respond effectively to the new NDIA while continuing to meet the needs of Community members who are NDIS eligible.

Thanks again to the dedicated staff groups who always put in so much effort to ensure we continue to improve and build on our achievements!

WORKFORCE

Wathaurong employed seventeen people over the last financial year.

OCCUPATIONAL HEALTH AND SAFETY (OH&S)

During 2014 we had fourteen registered incidents or accidents, two more than the previous year, all of which were relatively minor. Late in 2013 we underwent a voluntary OH&S audit as we wanted to be confident we had systems in place to ensure the safety of staff, community and visitors. We passed the audit and introduced some minor additional documentation into our OH&S system.

In 2015 we can expect changes at State and Commonwealth Government levels which will lead to new pressures and changes in the way that the Co-operative is able to go about its business serving the community.

COMMUNITY SERVICES

Kym Monohan, Community Services Manager



The role of Community Services Manager was newly created to accommodate the growth in the organisation.

COMMUNITY HOUSING

2014 was a very busy year in Community Housing with priority being given to renewing and updating policies and manuals and completing renovations on Wathaurong properties.

Wathaurong owns twenty-two properties; nineteen that are currently tenanted and two that are vacant. One has been demolished. There are four properties in Norlane, four properties in Herne Hill, seven properties in Corio, two properties in Grovedale and single properties in Bell Post Hill, Whittington, St Albans Park and Breakwater.

Property composition consists of: four x one bedroom units, two x two bedroom units, eleven x three bedroom houses, two x four bedroom houses and one x five bedroom house.

Some properties were revalued during 2013. These are scheduled to be valued again in 2015.

In 2010 a property audit was undertaken and we were allocated approx. \$350,000 from the CHIP

program for renovations. These renovations did not commence until 2013, therefore by the time quotes and costings from the original audit had been done, prices had significantly increased. To date we have spent in excess of \$450,000, reasons for this being increase in costs but also property damage when tenants have left. The repair cost for one property alone was approx. \$85,000. In the past 12 months we have refurbished fifteen of our twenty two properties with one scheduled for demolition and five still to be done.

We are now starting to work toward full housing accreditation in 2014/2015.

INDIGENOUS TENANTS AT RISK (ITAR)

The ITAR program has increased its client intake for the year considerably due in part to the position being vacant until the current worker commenced in November 2013 and to increased exposure of the program within community and mainstream service providers. The expected numbers that relate to requirements from DHS are being met and are increasing steadily for both Wathaurong and Gunditjmarra.

Colleagues and mainstream organisations still struggle with parameters of the ITAR program with homeless clients/services taking up a large proportion of ITAR funded time. This is identified as being a result of the Co-op having no internal Initial Assessment Plan process and no Memorandum of Understanding with the adult entry point at Salvo Connect despite intentions and movements to establish this in the past.

From the onset, the workers identified the need/desire to look into emergency accommodation options for clients. Nomination processes for adults is not made available to ITAR workers through adult entry point at Salvo Connect due to a lack of nominating property options in either crisis or Transitional Housing Management.

Direct access to the Housing Establishment Fund for the program is identified as a future opportunity to enable clients within community to bypass the mainstream organisations to access this and ties into the lack of specific indigenous emergency or crisis properties.

Current workers have successfully completed CERT IV in Social Housing through Swinburne (DHS funded) which has broadened the scope of knowledge brought to the ITAR program as a whole, as well as the individual capacity of workers to facilitate the program to clients.

Having a presence at Local Area Services Network and Barwon Housing Agencies Group meetings has enabled the ITAR program to highlight issues facing indigenous clients who access the service, leading to positive outcomes in networking with mainstream organisations and funding bodies/opportunities.

Increasing co-ordination and referral channels or opportunities within other Wathaurong program areas such as In Home Support, Innovations, Koori Maternity Services and Fresh Tracks has allowed for a wrap-around service for clients that cross over several programs and creates a streamlined and more effective support for clients. This has worked well in some cases however red tape and issues surrounding confidentiality have

sometimes hindered this process. The development of a framework policy or the like to better facilitate this process would be beneficial.

CULTURE AND LANGUAGE

The most enjoyable aspect of this work is the Cultural sessions as staff are able to meet and work with children, teachers and members of the Community that they would normally never get to meet.

During these sessions children and teachers are given explanations about the Wathaurong culture and lifestyle, past and present as well as the language, they seem to be astounded that they are using our language every day without realising it!

Welcome to Country's, are very unique and very important as it allows us to explain the importance and relevance in today's setting. However, we find that the most relevant Welcomes are the ones we do for the Citizenship Ceremonies. This is because we get to meet people from different countries, have a talk with them and sometimes even a photo with their families.

We regret that currently the program is not doing enough in regard to language but it is envisaged that in the near future we can concentrate on getting the language out there. We hope to do this by providing more time and a venue for our mob to attend these sessions.

Attending various festivals such as Pako Fest and Deans Marsh is enjoyable and well attended by staff and the community. It provides staff with an opportunity to meet people from various sectors of the community and have conversations with different people who are interested in knowing about Wathaurong, the Aboriginal

community of Geelong, what the Co-operative does, when it began and where it is located.

It is hoped that younger ones are interested and want to be involved in this work to assist with the vision and work in this role as part of a succession plan.

YOUTH JUSTICE

The Youth Justice Program has had many ups and downs this year for a number of reasons. The program has supported many young people throughout the year including regular visits to Parkville Youth Justice Centre, court support on a monthly basis, Police call-outs, AOD (Alcohol & Other Drug) counselling appointments, Doctor's appointments and general catch ups. Some young people have even started to engage in the work being carried out at Wurdi Youang under the program "MENtorship".

The aim of this program is to re-engage and support our young people who have come into contact with, or are at risk of getting caught up in the justice system. Through the program, we aim to help them make better choices in their life and their life's journey. Cultural Identity is a key to making change and helping them to understand how to make that change.

Throughout the year it has been great to see so many young people involved in many events such as 'Pako Fest' and 'Reconciliation in the park'. In all we have attended twelve Cultural and Community events.

A highlight was the 'Closing the Gap' game - Geelong vs Bulldogs at Skilled Stadium, where the Deadly Dancers and Norm Stanley performed with Mick Ryan and Mark Holden. At this game State Champion Under 12 boys football

team (coached by our own Norm Stanley) played at half time and also gave a guard of honour to the AFL boys.

LOCAL JUSTICE

The Local Justice Program has been very steady over the year with a lot of work being done at Wurdi Youang with supervision of fifteen individual community members completing CCO (community corrections order) hours at Wurdi Youang property with great results. The future of this program will engage other services and continue to work closely with the Department of Justice, community corrections and the Sheriff's office.

The program has also been funded for a Greenhouse/hot-house setup for future seed collection and propagation of native grasses and trees. Both of these projects will interact with a number of our services.

HOME AND COMMUNITY CARE

2014 has seen a change in staff co-ordination of our Home and Community Care HACC program, and along with this improved service delivery to clients. We have maintained networks and strengthened partnerships among HACC funded organisations to support and improve access for a broader range of services for clients.

Time has been spent establishing and developing care plans to assist client's goals and responding to cultural needs in addition to the planning and delivering of a range of activities for Planned Activity Group. Staff have also attended meetings and workshops to improve services through sharing information and quality improvements and maintained continuity of care to

COMMUNITY SERVICES

clients via regular reviews and assessments as required.

We have recruited additional staff and are initiating training for existing staff to meet the demands for domestic and personal care. Three personal care staff gained certificates and further staff will be employed in 2015 to meet demand. The PAG's group and Social Support services have continued to grow. This reflects the community's need for continued engagement in these types of activities.

We continue to make use of Koori Aged and Disability Network Advisory Committee and Victorian Aboriginal Aged Care and Disability as forums to voice issues of regional and/ or State-wide significance to develop strategies that improve cultural planning and improve access to a broader range of services for Aboriginal people.

HACC clients are participating in an ongoing art group which has therapeutic and social benefits. Continuing to engage community members in planned activity groups provides important social and cultural connections to the community.

WORKS CREW

The works crew (formally HACC) has gone from strength to strength this year not only increasing their workload but also completing some work out at Wurdi Youang. We have been able to purchase some gardening and maintenance equipment through grants which has made the work a lot easier and broadened the skills of the team. We were saddened to see Shane move on from the organisation to bigger and better things and we wish him well.

INDIGENOUS PROTECTED AREA (WURDI YOUANG)

We have taken great steps forward at Wurdi Youang in the development of the Kangaroo grass project and anticipate a good harvest for 2014. There are a number of hectares planted and we hope to harvest approximately twenty bales. A lot of work has been completed in the eradication of box thorns and other weeds but this will be an ongoing process. Our intentions are to remove stock off the entire property over time.

The project has been recognised this year in the Natural Resource Awards and Justice Awards and takes pride in the partnerships it has developed with Local, Federal, State Government and the local community.

The ability to provide a venue where local Aboriginal people can connect with community and country has seen a vast improvement in the social and emotional wellbeing of our community and we look forward to the future development of training, including cultural and interpretation programs being run from the property. A tree planting day was held and was very well attended with a significant number of trees being planted.

It is hoped that Wathaurong will be able to secure Indigenous Protected Area A status from the Federal Government to help secure the long term future of the property and it's programs.

The strength of the project continues to be favoured by local land care groups, Mt Rothwell Biodiversity Interpretation Centre and the Federal Government. Recent Catchment Management Authorities funding has helped to achieve many training

programs and partnerships. The Wathaurong Aboriginal Co-operative CEO and Board of Directors acknowledge the program's rightful place within Health, and building the community's capacity to grow with Natural and Cultural Resource Management.

We are also very grateful for all the volunteers who have helped work on this project.



Community Services Team

L-R Reg Abrahams, Shirley Abrahams, Norm Stanley, Sandra Manning, Kym Monohan, Karen Anderson, Liz Abrahams & Uncle David Tournier

FINANCE



*Finance Team L-R
Kevin Bartlett, Finance Manager
& Gordana Kerr, Finance Officer*

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

We have consolidated some of the new processes including the time and attendance system, as well as an online fleet management system. We have reviewed suppliers and signed new contracts for delivery of printing services, stationery, and communications. These new contracts will deliver greater

functionality at a lower cost to the organisation.

Wathaurong will continue to find ways to drive efficiencies and effective processes into the organisation, including moving to cloud computing in 2015. With the support of the Victorian Aboriginal Community Controlled Health Organisation (VACCHO) we are also exploring a customer relationship management system which will incorporate a whole of organisation customer database to enable us to meet the individualised budgeting and other requirements of Consumer Directed Care.



NAIDOC crowds

WATHAURONG GLASS

Mark Edwards, Manager



Over the past twelve months we have grown the business both nationally and internationally, with continuing repeat business from our customer base, indicating our customer service and quality of products are still worthy of repeat service.

Again we have seen growth in the corporate side of our business with an overall 47% increase in sales. This is attributed to the ability to capture previous year's work while adding new business and retaining these clients on a regular basis. We are consistently growing with State government departments in both Victoria and NSW. The health sector and universities both

show strong areas of growth too.

The retail/wholesale sector of the business still has potential for greater growth however due to ever increasing workloads and orders in other sections of the business we have not been able to visit new retail shops to sell our products. This is a good thing and we still believe this is achievable and will be focusing on greater growth in this market segment moving forward in 2015.

Architectural glass, being window and door glass as well as kitchen and bathroom splashbacks, are the primary products we produce in this sector. Our customer demographic is still made up of 75% Geelong and greater Geelong based, with the balance of customers from Melbourne, country Victoria and a small percentage from interstate. We did see a small decline in orders of around 3% and this can be attributed to the slow growth of the large economy. While interest rates are low people appear to be staying within their financial means. We have made glass for renovated homes rather than new homes this year. We have had very little work from the larger construction sector which may be attributed to the large infrastructure projects like the Geelong Hospital, St John of God Hospital renovations (near

completion) and Deakin University.

We still seek continuous improvement with processes by updating systems introduced with improvement of the following:

- updating online job board for scheduling of orders
- updating online customer hourly / daily / weekly / monthly and yearly follow up systems
- kiln firing system
- moving online shopping to a new and improved shopping cart system
- maintaining our position of number 1 on Google™ search for splashbacks and other related products
- updating online quoting system
- increasing staff capability on Adobe Illustrator CS6
- purchasing of a new sandblasting machine to ensure minimum down time for the corporate business.

We have employed one new staff member, and currently have three full-time and two part-time staff. This is scheduled to be the status quo for at least 1-2 years as we move into the phase of consolidation.



Wathaurong Glass Van



Wathaurong Glass team L-R Jermaine Browning, Mark Edwards, Luke Charles

CHILDREN AND FAMILY SERVICES

Linda Lovett, Acting Children and Family Services



- Milla Milla playgroup
- Aboriginal Stronger Families

Eleven of our thirteen staff are Aboriginal and all staff are proud to be working in an Aboriginal organisation.

Linda Lovett was appointed Acting C&FS Manager in July 2014 and appointed to the position in October after an extensive interview process.

OVERVIEW

Our staff provide a wide range of support to children and families in the community utilising their valuable skills and experience and background knowledge including nursing, social work, legal, police and experience working with children/clients diagnosed with autism (Aspergers), Global Developmental delay, Attention Deficit Disorder (ADD), Attention Deficit Hyperactivity Disorder (ADHD) and mental health issues. This is all whilst providing culturally appropriate support in the home, at court, NDIA assessments, child and maternal health, family violence, homelessness, alcohol & other drugs, child protection and out of home care issues as examples. All C&FS staff hold a 'Working With Children' check and have completed a police check delivering a high standard of service and support to families.

C&FS organise educational and fun outings/activities throughout the year for our program families. The activities/outings this year included Melbourne Zoo, Bunjilaka, BBQ's at Rippleside Park and You Yangs, cultural days with fun activities for the kids, Collingwood children's farm and Werribee Zoo. All outings were enjoyed immensely. We run the swimming program on a regular basis for children six months to

three years and provide transport for families who do not have their own transport. We also provide transport for families wanting to engage in the Milla Milla playgroup and/or Rosewall Kindergarten who otherwise could not engage in these vital learning opportunities.

Kinship Care Case Management data is collected in the Client Referral Information Service (CRIS) and CRIS/Support Providers (CRISSP) system and recorded by the Wathaurong Kinship Care caseworkers. Innovations and In-Home Support use the Integrated Reports and Information System (IRIS) used by Family Services & Child First to record service and client information. This complies with provisions of the Children, Youth & Families Act 2005 and Strategic Framework including DHS Policy and Funding.

IN-HOME SUPPORT

In-Home Support families receive up to one hour support weekly over a twelve month period for up to two years. The programs have a target of twenty five families per annum. Currently the program provides support to fifty five families. This is broken up into thirty two families receiving one-on-one support and twenty four families placed in group. The age group for In-Home Support is zero to three years.

KOORI PRE-SCHOOL ASSISTANT PROGRAM (KPSA)

The KPSA provides support to families with 3 and 4 year old kindergarten aged children to improve enrolment attendance rates. The KPSA advocate for families and their preschool, liaise with health and welfare agencies, collect data and maintain working relationships with educational services.

The Children & Family Services (C&FS) area encompasses a number of programs funded by the Department of Human Services (DHS), Prime Minister & Cabinet (PM&C) and the Department of Education & Early Childhood Development (DEECD), providing a valuable service to families within the community. Our service works collaboratively with Glastonbury, Bethany, DHS, MacKillop, City of Greater Geelong (CoGG), Barwon Youth, Barwon Health, Lakidjeka, Victorian Aboriginal Education Association Inc (VAEAI) & Salvo Connect whilst receiving referrals from these organisations we also receive referrals from Aboriginal Community Controlled Organisations (ACCO's) state wide as well as interstate when families move to the community.

Our programs are:

- In-Home support
- Innovations
- Kinship
- Best Start
- Aboriginal Family Led Decision Making (AFLDM)
- Koorie Pre-School
- Community Engagement

In 2014, 18 three year old and 33 four year old Aboriginal children were enrolled bringing the total to fifty one. There are twenty four early childhood services within the Geelong and surrounding region. Current enrolments for 2015 are 14 three year old and 12 four year old Aboriginal children bringing the total to twenty six. The enrolment for 2015 may be higher as the data is based on the kindergarten transitions day held on 28 November 2014. Accurate data will be provided during term one when the KPSA makes contact with early childhood services. The kindergarten transition day held at Wathaurong was attended by twenty one children with an overall attendance of forty seven people with representatives from the Department of Education and Early Childhood Development (DEECD), Glastonbury's Hippy Program and City of Greater Geelong.

The KPSA visit kindergartens during the year liaising with kindergarten staff in developing culturally inclusive environments with their 3 and 4 year old programs. The KPSA provides ongoing support to families with kindergarten aged children in accessing and participating in mainstream kindergarten programs.

The KPSA participates in Wathaurong Kids Club, ensures cultural connection, safety and wellbeing for Aboriginal children and organises Supplementary Recurrent Assistance (SRA) project meetings to determine how funds can be used to support inclusivity for families and children in kindergarten. Projects include kindergarten transition day, kinder back packs, murals and Koori Art in Kindergartens.

BEST START PROGRAM

The Best Start facilitator co-ordinates and integrates existing services

to improve health, development, learning and wellbeing of children aged 0 to 8 years in the best possible environment.

Wathaurong has a partnership with the City of Greater Geelong, Norlane Neighbourhood House, Dept. of Health Services, Glastonbury, Bethany, Barwon Health, Koori Engagement Support Officers (KESO's), Geelong Kindergarten Association (GKA) and community Elder Aunty May Owen to implement the three year action plan. The partnership brings together services to deliver and evaluate early years service responses.

Wathaurong currently delivers the water safety program for children aged six months to three years. This is held between school holidays and we work in collaboration with KPSA, IHS and playgroup.

KINSHIP CARE

Kinship care placement is a form of Out-of-Home care allowing promotion of cultural identity. The program implements the Looking After Children (LAC) framework and compliance with the Children, Youth & Families Act 2005.

Kinship Care receives referrals only from DHS Child Protection Unit. Kinship is where the child is placed with family members or close family friends. Families who are referred to the Kinship Care program are either:

- Case Contracted to Wathaurong to provide support to the child, parent and carer. Support includes advice, cultural support, health, education, employment, liaison with services, individual support and recommendations to DHS. The caseworker ensures medical and dental checks are carried out annually with the child; or

- Placement and Establishment. Wathaurong support the short term placement of the child, while the parent works with DHS to return the child to the parent.

The Kinship Care program has a target of twelve children at any one time however during the past twelve months DHS Kinship referrals have been low with current Kinship Care contracted cases at four. The reason for not meeting the target is due to low Kinship referrals from DHS. DHS are working collaboratively with Wathaurong to support Kinship referrals to Wathaurong resulting in two recent referrals relating to five children. Bethany has worked collaboratively with Wathaurong in supporting Kinship referrals to Wathaurong, resulting in one placement and establishment referral.

INTEGRATED FAMILY SERVICES – INNOVATIONS

The Innovations program supports families brought to the attention of DHS Child Protection. The program case worker works closely with the family to minimise or reduce the risk of causing DHS involvement. The program accepts a referral from Child First, or DHS can refer the family to the program, or a family can self-refer. A 'Child First' referral is the most common referral practice.

The Innovations case worker and other organisation's case workers attend a weekly Alliance meeting at Bethany, allocating Child First referrals. The Innovations case worker accepts appropriate referrals and commences working with the family.

The program case worker works with the family to create a 'plan' to minimise and eliminate the Child Protection concerns in order to

CHILDREN AND FAMILY SERVICES

reduce the risk of re-reporting and prevent the risk of DHS Child Protection involvement.

Case workers provide support, advice and information to the family and liaise with other appropriate services to provide support to carry out the initiatives of the plan. The plan may include initiatives to re-engage a child back into school, link a parent into a parenting program, enrol a child in Day Care for socialisation or make appropriate referrals to the NDIS (National Disability Insurance Scheme). A plan requires working closely with the family to ensure appropriate initiatives are included to best serve the family.

The Innovations program has supported approximately thirty five families over the twelve month period with a target of forty two families per annum. Families can

receive support short term of up to forty hours or long term up to one hundred and ten hours, averaging out to two hours per week over a twelve month period.

MILLA MILLA PLAYGROUP

Playgroup is an informal program where parent, carers, and children aged 0 to school age come together in a culturally appropriate environment.

Playgroup gives children an opportunity to:

- have fun
- make new friends
- develop new skills through informal play.

Playgroup provides parents and carers with:

- an opportunity to meet other

parents and carers

- make friends
- share ideas and experiences.

Playgroup also allows parents and carers to:

- spend quality time with their children
- encourage, help or simply play with their children.

Playgroups are:

- not-for-profit
- run by the parents who attend
- usually held once a week for a two hour session
- held in a variety of venues such as church halls, community and neighbourhood centres, council halls, Scout or Guide halls, and in people's homes.

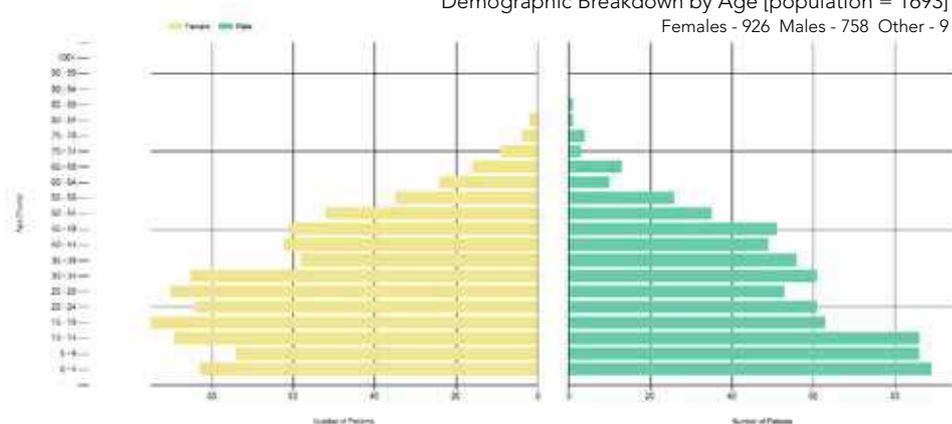


Family Services Team

HEALTH SERVICES

Renee Owen, Health Services Manager

Demographic Breakdown by Age [population = 1693]
Females - 926 Males - 758 Other - 9



ADMINISTRATION & MEDICAL RECEPTION

These past 12 months have seen me complete my first year as Health Services Manager. It has been a journey of learning, personal growth, achievements and challenges. I would firstly like to thank the Tracey Currie and the Board of Directors for their guidance and leadership of myself and the health service team. I would also like to acknowledge my Senior Management Colleagues for their constant advice and support.

Saving the best til last!... I would like to wholeheartedly thank my team leaders Cheryl Meath, Mandy McKie and the entire health service team for their commitment and dedication to the community and the important part they play in the overall delivery of health services.

The team looks forward to working with the community in the year ahead to increase the health and well-being of the Wathaurong community.

The Health Service has again been running at a rapid pace. In August of 2013 the Health Service addressed areas of compliance, competence and meeting of standards to achieve accreditation with the RACGP. This required a massive amount of work behind the scenes in readiness for our 'site visit' from assessors and auditors. I would like to acknowledge the input from all of the health service team especially the team leaders, GP's and clinical staff.

In early 2014 we were rocked by the news of the Federal Government's intention to introduce a GP co-payment measure of \$7 which would be payable to anyone accessing GP services and clinics. It was identified very early on that this would cripple Aboriginal Australia and their capacity to access quality care not to mention the total amount of funding allocated to Aboriginal Community Controlled Health Services around the country. The Victorian Aboriginal Community Controlled Health Organisation (VACCHO) moved swiftly to investigate the potential impacts and provided many an opportunity for Victorian ACCHO's to come together to discuss ways forward and to submit collective formal responses.

Once again we were approached by Deakin University to deliver collaborative education sessions to first year medical students. These sessions were conducted a little differently than in previous years and were delivered in conjunction with the Institute of Koorie Education and Deakin University. The newly titled Indigenous Immersion Program saw over 150 students participate and hear from our own Uncle Dave Tournier Snr and also various members of the health service team.

As reported in the 2012/2013 annual report Wathaurong signed a Memorandum of Understanding (MOU) with VACCHO and St Joseph's College in Geelong. In late 2013, three Aboriginal students from Joseph's visited the Wathaurong Health Service to put into

practice some of the clinical skills they had been taught in their Certificate II in Aboriginal and Torres Strait Islander Health. They worked with the nurses in the clinic and also the Aboriginal Health Workers taking blood pressures, blood sugar levels and also went out into the community with the outreach program. Overall it was a fantastic program that we were extremely happy and proud to be a part of. We look forward to the boys returning next year as they continue on with their studies in Aboriginal Health.

Over recent months the numbers of staff has increased which has in turn has presented a bit of a challenge for us around space. A large effort has been placed on one of our off site venues - Wilkins close. We have been working hard to make this space presentable to accommodate health service staff, programs and activities. This site is also utilised by some of the other program areas of the organisation.

In 2013 we were successful in securing funds for three projects under Koolin Balit:

1. Healthy Community Voices (yet to commence)
2. Youth Binge Drinking Project (yet to commence)
3. Fresh Tracks (yet to commence)

The next annual report will have a full report on program aims, objectives and outcomes.

Maternal & Child Health (MCH) continues to be an area of need for the

HEALTH SERVICES



community, we submitted an expression of interest to the Alfred Felton Bequest at the end of 2013 outlining our proposal to deliver a comprehensive MCH service to the Wathaurong community inclusive of staffing EFT, program and health promotions. We are hoping to be invited to formally apply around July/August 2014.

The Office of Aboriginal and Torres Strait Islander Health (OATSIH) Service Delivery Reporting Framework (SDRF) document expired and was updated and resubmitted to include the Colac Program under the Chronic Disease Program. This document will now be effective for the next three years (2013-2016). We also continued to submit statistics and data as per the funding agreements to the Australian Institute for Health and Welfare through Ochrestreams. The introduction of Ochrestreams has made the reporting requirements much easier for the organisation to submit this data.

PARTNERSHIPS

We continue to maintain partnerships in both formal and informal capacities with a number of organisations, individuals and services. Some of these include:

- Barwon Health (Dental, Aboriginal Hospital Liaison Officers's (AHLLOS), Maternity Services, Mental Health Services, Paediatric Services, Emergency Services, view to include Endocrinology) – review and update currently taking place
- Barwon Medicare Local

- Barwon Centre Against Sexual Assault (CASA)
- Australian Hearing
- Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
- Pathcare
- Working on developing MOU's with Colac Area Health and St John of God Hospital
- Labuan Square and Other Pharmacies in the Geelong region
- Pharmacy Guild of Australia – for Quality Use of Medicines for Aboriginal Clients (QUMAX)
- NACCHO – for QUMAX
- Rural Workforce Agency Victoria (RWAV)
- Deakin University

Renee Owen – Health Services Manager

Mandy McKie – Primary Health Care Team Leader/KMS Midwife

Cheryl Meath – Receptionist/Health Service Team Leader

Hayley Couzens – Receptionist

Joanna Durkin – Receptionist (left March 14)

Fiona Schlenso – Receptionist

Donna Lusher – Receptionist

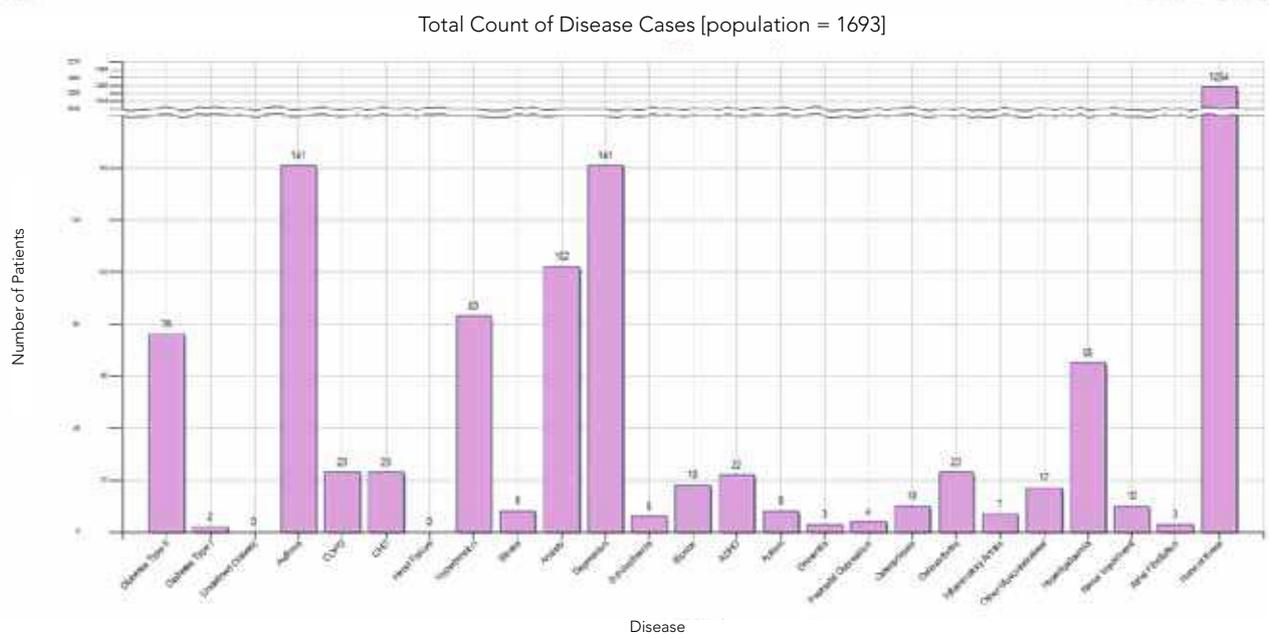
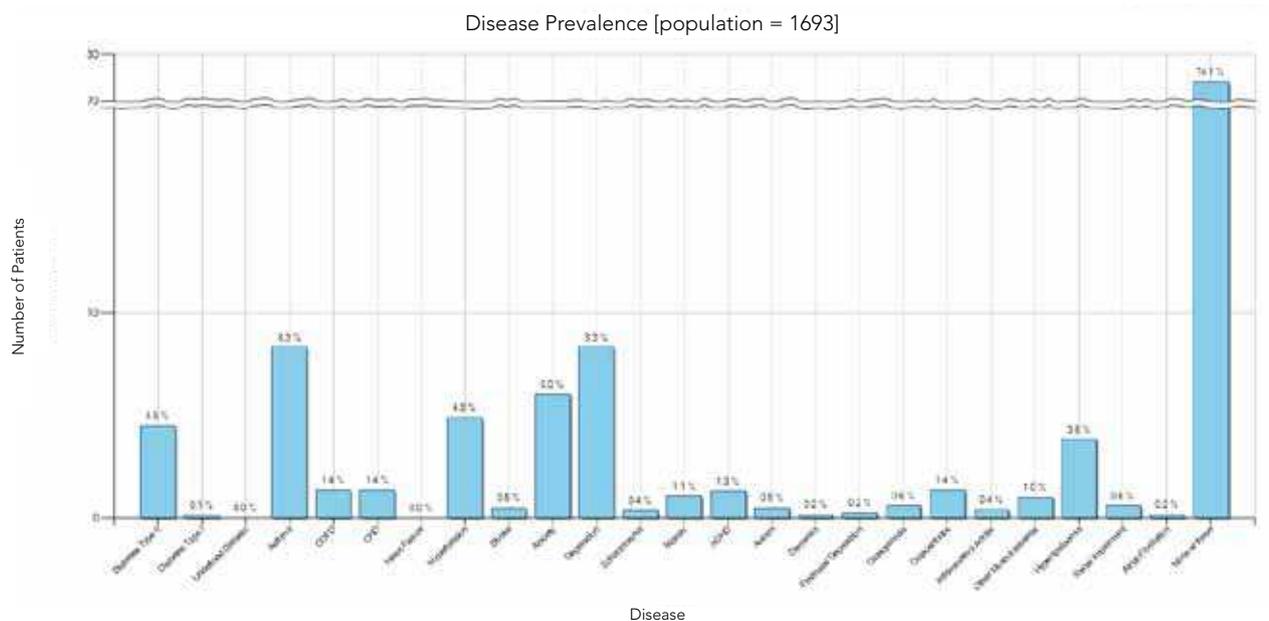
Eileen Smith – Patient Transport Officer

John Lloyd – Patient Transport Officer

CLINICAL AND EXTENDED SERVICES

During the year we have seen an increase in GP sessions and clinical staffing. Dr Scott Stinson worked tirelessly as the lead clinician, however made the hard decision to tender his resignation which will be effective in August of 2014. We will now be faced with the hard task of replacing him, through a rigorous recruitment process to find the best person for the job. One of the aims for 2013/2014 was to take on board two GP Registrars each for six months. Dr Marlene Pearce was a tremendous asset to the organisation and completed her rotation in August of 2013. Dr Lisa Mounsey has also been providing a quality service to the community members, especially around women's and children's health. Although Lisa is due to complete her registrar rotation in February of 2014 she is keen to offer some GP sessions beyond this time. Dr Ed Poliness has also re-joined our team and brings vast knowledge and experience in Aboriginal Health and provides supervision for our GP Registrars.

Our GP's continue to be Pharmacotherapy providers with further training offered to Registrars at the beginning of each year through VACCHO. In the future we are hoping to streamline and consolidate this process to provide more intense support and assessment in conjunction with our Alcohol and Other Drugs (AOD) program.



The Care Co-ordination and Supplementary Services program continues to excel with services being offered to almost thirty eligible clients. The co-ordinator and the Aboriginal Health Workers work tirelessly to provide holistic health care to the patients addressing their chronic disease needs. Some of these clients have achieved results which in turn lessened the impact and burden of illnesses, leading to increased quality of life.

One of the major achievements for the health service was the introduction of the 'calendar of events', developed by the health promotion group with a focus on different health issues relevant to Aboriginal health and wellbeing. Our biggest month of action (March) for Flu and Pneumococcal immunisations saw us exceed expectation and target by 150%. Some of the other months of action have included skin awareness,

heart health, mental health and alcohol and other drugs. Topics for the rest of the year include: diabetes, kidney health, asthma and men's and women's health. This calendar of events will now be a permanent fixture in the delivery of services and health promotion. It is anticipated that in the future other co-operative program areas will partake in the organisation and delivery of these events.



ABORIGINAL HEALTH WORKERS

The Aboriginal Health Workers have been working steadily this past year with time spent in the clinic, with the community and in Health Promotion activities and programs. They completed the 'Scope of practice' program and have continued to undertake studies offered through VACCHO. In November 2013 the health team was devastated by the sudden passing of Men's Health Worker George Currie, a true gentleman who was passionate about helping Aboriginal men and their families in our community. He has and will continue to be dearly missed by all here at Wathaurong.

I am pleased to report that our Women's Aboriginal Health Worker Kerrie Alsop has completed her Certificate IV in Aboriginal and Torres Strait Islander Health Practice and is now eligible to apply for Aboriginal and Torres Strait Islander Health Practitioner status with the Australian Health Practitioners Regulation Agency (AHPRA), this is an amazing achievement for Kerrie as she will be one of only ten practitioners in the state of Victoria.

As well as the important advocacy work that the Health Workers do, this year we have made a concerted effort to have them stationed and timetabled in the clinic to assist the G.P's and undertake health assessments and other clinical duties.

Trey Kirby came on board as the Men's Aboriginal Health Worker at the beginning of 2014 and continues

to make contact with the men in the community and encourage them to access all co-operative services not just health. They come to us with qualifications in Aboriginal Health and continues to study through VACCHO.

We are also pleased to have appointed an Outreach Aboriginal Health Worker to attend Colac, Craig Norman. Craig also has qualifications in Aboriginal Health and continues to study through VACCHO to increase knowledge in primary health.

Each of the Aboriginal Health Workers engages with the community at varying levels for advocacy, support and assistance depending on individual need. This is a very important aspect of their role and contributes to increased access and outcomes for the community overall.

ALLIED HEALTH

Diabetes Educator	fortnightly on Tuesdays
Psychologist	Every Monday and Tuesday (an increase of 1 day)
Counsellors from CASA x2	every Monday and Friday
Paediatric Fellow	every fortnight on Tuesdays
Dental Clinic	3 days per week (an increase of 1 day)
Australian Hearing clinic	4 times per year

Obstetrician	by referral to external specialist
Endocrinologist	by referral to external specialist (on scope/onsite in 2015)

In early 2014 we commenced discussions with Marg White and Ruth Payne from Colac Area Health about the possibility of office space for Wathaurong workers to base themselves whilst visiting Colac. Being allocated desk space in 'family land' each Friday Fiona (RN) and Craig (AHW) set about the massive task of making contacts with key services and individuals to increase their networks in the area.

The outreach program officially kicked off on Friday 2nd April and has been achieving excellent outcomes as the months have progressed. We hope to expand the program during 2014/2015 to include other health service program areas and broaden our scope to the community. I would like to commend both Fiona and Craig for their hard work and dedication to this new and exciting venture.

- Fiona Smith** – Registered Nurse (Outreach)
- Louise Thomas** – Registered Nurse (Clinic)
- Skye Duncan** – Registered Nurse (Clinic)
- Jodi Kent** – Registered Nurse (CCSS)
- Kerrie Alsop** – Women's Aboriginal Health Worker
- George Currie** – Men's Aboriginal Health Worker
- Trey Kirby** – Men's Aboriginal Health Worker

Craig Norman – Aboriginal Health Worker

Dr Ed Poliness – G.P

Dr Scott Stinson – G.P

Dr Lisa Mounsey – G.P Registrar

COMMUNITY PROGRAMS

ALCOHOL & OTHER DRUGS

Kit-e Kline returned from maternity leave to her part time role and we were pleased to maintain Tania Webber in her full time role. This meant that we were able to service the community to a higher degree and increase client contacts. The AOD program was also able to further develop and run more sessions and activities. Sadly however the uptake of these sessions have not been great, over the coming 12 months evaluations will be conducted and reviews will take place in order to be more focused and directive with regards to future delivery of programs. The revised 'Stay Strong Sista' continued to be the most popular program with a number of ladies attending during 2013/2014.

The staff continued to attend important professional developing and networking opportunities including VACCHO workshops, Telkaya network meetings and Alcohol & Other Drug (AOD) specific activities and conferences.

Each of the workers has reported to me their concerns around in the increase of ICE use in the community – locally and across the state. During 2013/2013 there has been a number of forums for workers and members of the community to come together to discuss this important issue. As pharmacotherapy is still a major service area of our service, the workers continued to be an important part of the assessment process and referral pathway. In 2014/15 we are anticipating that this will continue to take place with potential increase and introduction of new referral pathways.

BRINGING THEM HOME

The staffing of the Bringing Them Home (BTH) program took some time with fill with Aunty May's retirement in June of 2013 and the moving of George Currie over to Men's Aboriginal Health Worker. We were pleased to finally appoint two people, each part time in April of this year. Mandi Barton and Judy Rosson are now part of the health service team and come to us with skills in Aboriginal programs, therapeutic care and health and well-being. In the short time since their appointment the ladies have been busy re-connecting with Aunty May and George's clients assessing their needs and working on ways to engage their entire client group in health service activities both BTH and general health promotion. Judy has commenced 1:1 client counselling sessions and will continue to offer this service as time goes on. Mandi has been taking a lead role in the activities area of the program and has been working in collaboration with other health service programs including Stay Strong Sista with the AOD program.

Important pathways continue to be identified as part of the clients' journey with appropriate referrals being made, supported and advocated some of these organisation and groups include Link Up Victoria, The Koorie Heritage Trust, the Public Records Office and the National Archives of Australia. The program workers will in the near future be conducting professional development and networking opportunities with various agencies including VACCHO and Maru-Mali.

KOORI MATERNITY SERVICE

The Koori Maternity Service (KMS) has had a very busy year with unprecedented numbers. Both Mandy and Naomi have continued to support community families throughout pregnancy, birth and for the first 6 weeks after birth. The KMS continues to achieve excellent results with increase in birth weight, breast feeding rates, increased antenatal visits and early pregnancy presentations. We have conducted childbirth classes, had a very successful KMS Day with the opening of the Tranquillity Garden and a Boori Welcome to Country. Mandy and Naomi have continued to attend professional development with Naomi continuing Cert IV in Aboriginal Health Worker and Mandy commencing Cert IV in Frontline Management both through the Victorian Aboriginal Community Controlled Health Organisation (VACCHO). Naomi has also been able to broaden her clinical experience and knowledge by spending some time working the clinic alongside the health service registered nurses.

Mandy McKie – Registered Midwife

Naomi Surtees – Aboriginal Maternity Health Worker

Gwenda Black – Health Promotions

Tania Webber – Alcohol & Other Drugs Worker

Kit-e Kline – Alcohol & Other Drugs Worker

Judy Rosson – Bringing Them Home Worker

Mandi Barton – Bringing Them Home Worker

Koori Maternity Statistics			
↓ Statistic	Financial Year →	2013-2014 data	2012-2013 data
Total clients		40	26
Births		21	14
Average Birth weight		3.3kg's	3.2 kg's
Breastfeeding		60% @ 6 weeks post	N/A
Average number of AN visits		12	N/A
Average gestation @ first visit		7 weeks	N/A



Members of the Health Services team at the farewell for Aunty May





SPECIAL MENTION

In November of 2013 we lost a dear friend and colleague George 'Doolie' Currie. Even though he was only at Wathaurong for a short time, George connected with many community members, colleagues and organisations both Aboriginal and mainstream. He is sadly missed by everyone at Wathaurong.

Vale George.

NAIDOC AWARD RECIPIENTS 2013

Respected Person/s:



Eileen Smith



Uncle David Tournier

Community Person:



Hayley Couzens

Reconciliation (Non Indigenous):



Councillor Eddy Kontelj

Reconciliation (Indigenous):



Uncle David Tournier

Young Achiever of the Year (Female):



Tarryn Love
(Image: Corrina O-Toole on behalf of Tarryn Love)

Young Achiever of the Year (Male):



Todd Fry
(Image: Tahlia Fry on behalf of brother Todd Fry)

SPECIAL THANKS

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

- Anglesea YMCA
- Australian Community Support Organisation
- Australian Hearing
- Barwon Health
- Barwon Medicare Local
- Barwon Youth
- Belmont Lions FC
- Best Start
- Bethany
- Child FIRST
- City of Greater Geelong
- Department of Health
- Department of Education, Early Childhood Development
- Family Services Alliance
- Glastonbury Community Services
- Greening Australia
- Gunditjmara Aboriginal Co-operative
- Healing Foundation
- Indigenous Housing Network
- Indigenous Land Corporation
- JB Scott
- Kardinia Health
- Kurt Sutton
- Marngoneet Prison
- Melbourne Water
- Myranda Tournier
- NACCHO
- Northern Bay College
- OATSIH
- One Fire Reconciliation Group
- Peter Wlodarczyk; Gagin Pty Ltd
- Pharmacy Guild of Australia
- Rosewall Kindergarten
- Surfing Victoria
- Take Two Berry Street
- VACCHO
- Victoria Police
- Victorian Corporation for Languages

FINANCIAL REPORT

WATHAURONG ABORIGINAL CO-OPERATIVE LIMITED

DIRECTORS' REPORT

Your Directors submit their report for the financial year ended 30 June 2014 made in accordance with a resolution of the directors.

Directors

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

Annette Xiberras	(Chairperson, elected March 2014)
Colleen Howell	
Sharelle McGuirk	(seconded to Board September 2014)
Laurie Owen	(resigned April 2014)
Adrian Jackson	(removed from office September 2014)
Sandra Brogden	(resigned September 2014)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal Activities

The principal activities of the Co operative during the year were the provision of a central meeting place for members and to deliver services including Health, Education, Justice, Aged Care, 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 \$138,986 (2013 surplus - \$1,693,172). The surplus in 2014 was largely due to increases to the asset revaluation reserve after revaluing our rental property at North Shore Rd and our Wurdi Youang farm. Nine of our rental properties are scheduled to be valued during the coming year.

Operating revenue of \$4,962,971 increased by 14% on the previous year mainly due to increase in grant funding & other trading activities. Grant funding accounted for 80% of total funding, while trading activities contributed a further 16%, rental income 3% and other income 1%. Non-operating revenue (interest received) of \$60,933 decreased by 29% during the period.

Expenses of \$4,979,280 increased by 12% on the previous year, mainly due to increased employee costs, provision of client support and improvements to rental properties.

Comprehensive surplus of \$138,986 included an operating surplus of \$44,624, and asset revaluations of \$94,362.

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 support is greatly appreciated.

Our major funding bodies are Department of Human Services (DHS), Department of Health and Ageing through the Office of Aboriginal & Torres Strait Islander Health (OATSIH), Department of Employment & Early Childhood Development (DEECD), Department of Sustainability, Environment, Water, Population & Communities (DSEWPC), Barwon Medicare Local (BML), Department of Education, Employment & Workplace Relations (DEEWR), and Department of Justice (DoJ).

The directors (before the "Statement of Profit or Loss and Other Comprehensive Income" and "Statement of Financial Position" were made out) 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 made out) 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-operatives operations for the next succeeding financial year.

Director's benefits

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

Indemnities

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

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

On behalf of the Board



Chairperson



Director

Signed on the
At Geelong

13th day of November 2014

DIRECTORS' DECLARATION

The directors have determined that the Co-operative is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

The directors of the co-operative declare that:

1. The special purpose financial report, as set out on pages 4 to 16, are in accordance with the Co-operatives National Law 2013 and:
 - a) comply with Accounting Standards; and
 - b) give a true and fair view of the co-operatives financial position as at 30 June 2014 and of its performance for the year ended on that date in accordance with the accounting policies describe in Note 1 to the financial statements, subject to the matters referred to in Note 1(g) of the financial report.
2. In the directors' opinion 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.

This declaration is made in accordance with a resolution of the Board of Directors.



Signed on the 13th day of November 2014
At Geelong

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2014

	Note	2014 \$	2013 \$
Revenues from ordinary activities	2	5,023,904	4,429,925
Employee benefits expenses		(2,909,779)	(2,716,460)
Doubtful debt expenditure		(3,864)	(13,547)
Depreciation expenses	3	(328,230)	(300,314)
Other expenses from ordinary activities	3	(1,737,407)	(1,398,826)
Surplus / (deficit) attributable to members of the entity		44,624	778
Other Comprehensive Income			
Items that will not be reclassified to profit or loss:			
Movement in Asset Revaluation Reserve	13	94,362	1,692,394
Items that will be reclassified subsequently to profit or loss when specific conditions are met:		-	-
Total other comprehensive income for the year		94,362	1,692,394
Total Comprehensive Income for the period		138,986	1,693,172

The accompanying notes form part of these financial statements

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2014

	Note	2014	2013
		\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	3,087,447	3,060,956
Trade and other receivables	5	207,030	210,206
TOTAL CURRENT ASSETS		3,294,477	3,271,162
NON CURRENT ASSETS			
Property, plant & equipment	6	9,734,365	9,227,860
Investments	7	317,500	317,500
TOTAL NON CURRENT ASSETS		10,051,865	9,545,360
TOTAL ASSETS		13,346,342	12,816,522
CURRENT LIABILITIES			
Trade and other payables	8	217,906	104,699
Current tax liabilities	9	90,543	50,419
Employee Provisions	10	302,514	351,039
Grants in Advance	11	1,516,783	1,227,130
TOTAL CURRENT LIABILITIES		2,127,746	1,733,287
NON CURRENT LIABILITIES			
Loan – Surrey St		76,601	80,226
TOTAL NON CURRENT LIABILITIES		76,601	80,226
TOTAL LIABILITIES		2,204,347	1,813,513
NET ASSETS		11,141,995	11,003,009
EQUITY			
Issued capital		72	72
Asset Revaluation Reserve	13	2,153,900	2,059,538
Accumulated surplus	12	8,988,023	8,943,399
TOTAL EQUITY		11,141,995	11,003,009

The accompanying notes form part of these financial statements

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2014

	Ordinary	Asset Revaluation Reserve	Retained Earnings	Total
	\$	\$	\$	\$
Balance 30 June 2012	72	367,144	8,942,622	9,309,838
Surplus attributable to members			778	778
Increase in Asset Revaluation Reserve		1,692,394		1,692,344
Balance 30 June 2013	72	2,059,538	8,943,399	11,003,009
Surplus attributable to members			44,624	44,624
Increase in Asset Revaluation Reserve		94,362		94,362
Balance 30 June 2014	72	2,153,900	8,988,023	11,141,995

The accompanying notes form part of these financial statements

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2014

	Note	2014	2013
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers and grantees		5,267,418	4,058,930
Interest received		60,933	86,118
Payments to suppliers and others		(4,546,244)	(4,019,040)
Net cash (used in) provided by operating activities	15	782,107	126,008
CASH FLOWS FROM INVESTING ACTIVITIES			
Net proceeds / (payments) for purchase of plant, property and equipment and investments		(751,991)	(481,976)
Net cash flows provided by (used in) in investing activities		(751,991)	(481,976)
CASH FLOWS FROM FINANCING ACTIVITIES			
Net proceeds / (payments) of loans		(3,625)	80,226
Net cash flows provided by (used in) in financing activities		(3,625)	80,226
Net (decrease) increase in cash held		26,491	(275,742)
Cash held at the beginning of year		3,060,956	3,336,698
Cash held at the end of year		3,087,447	3,060,956

The accompanying notes form part of these financial statements

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
AS AT 30 JUNE 2014**

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.

Basis of Presentation

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

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

Reporting Basis and Conventions

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

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

Accounting Policies

a) Income Tax

The Co-Operative is a non profit organisation established for community service purposes and is exempt from income tax.

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%

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
AS AT 30 JUNE 2014**

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

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

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

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

h) Comparative Figures

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

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

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
AS AT 30 JUNE 2014**

	2014	2013
2. Revenues	\$	\$
<u>Operating activities</u>		
Grants & Government Funding	3,973,503	3,610,055
Fundraising and Trading Activities	803,242	584,698
Rental income	139,312	109,180
Other Funding and Sundry income	46,914	39,874
	4,962,971	4,343,807
<u>Non-Operating Revenue</u>		
- interest received	60,933	86,118
	5,023,904	4,429,925
3. Surplus from Ordinary Activities includes the following:		
- Depreciation	328,230	300,314
- Gain/(Loss) on sale of assets	(11,618)	8,230
4. Cash and Cash Equivalents		
Cash at Bank		
- Restricted	645,129	389,037
- Unrestricted	2,440,918	2,670,519
- Petty Cash	1,400	1,400
	3,087,447	3,060,956
5. Trade and other receivables		
Undeposited Funds	350	1,101
Loan – Kirrae Whurrong	9,250	-
Other Debtors	17,708	-
Rental Properties Debtors	23,102	-
Less Provision for doubtful debts	(1,660)	-
	48,750	1,101
Trade Debtors	158,967	209,105
Less Provision for doubtful debts	(687)	-
	158,280	209,105
	207,030	210,206

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
AS AT 30 JUNE 2014**

	2014	2013
	\$	\$
6. Property, plant and equipment		
Freehold Buildings (2012 Valuation)		
- Admin Building	542,226	477,988
- Car Park Health Services	327,485	
- Children's Services	442,000	442,000
- Forster St	295,000	295,000
- Health Services	1,175,000	1,175,000
Less: Accumulated Depreciation	(125,531)	(59,716)
	2,656,180	2,330,272
Land		
- Surrey Street (2012 Valuation)	215,000	215,000
- 62 Morgan Street (2012 Valuation)	600,000	600,000
- Wurdi Youang (2006 Valuation)	-	1,700,000
- Wurdi Youang (2014 Valuation)	1,850,000	-
- Rental Properties (2012 valuation)	132,660	132,660
- Rental Properties (2013 valuation)	1,640,000	1,640,000
	4,437,660	4,287,660
Rental Properties (Land & Buildings) at cost	888,919	812,728
Rental Properties Buildings (2012 valuation)	-	57,550
Rental Properties Buildings (2013 valuation)	1,385,093	1,310,000
Less: Accumulated Depreciation	(401,197)	(329,566)
	1,872,815	1,850,712
Furniture and Fittings	59,347	59,347
Less: Accumulated depreciation	(14,745)	(9,819)
	44,602	49,528
Office Furniture and Equipment	254,398	312,255
Less: Accumulated depreciation	(173,090)	(233,609)
	81,308	78,646

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
AS AT 30 JUNE 2014**

	2014	2013
	\$	\$
Motor Vehicles	685,386	674,879
Less: Accumulated depreciation	(281,710)	(301,855)
	403,676	373,024
Children's Service Equipment	35,679	35,678
Less: Accumulated Depreciation	(18,067)	(15,681)
	17,612	19,997
Wurdi Youang Equipment	41,061	41,001
Less: Accumulated Depreciation	(5,350)	(4,722)
	35,711	36,279
Health Service Equipment at cost	322,164	308,796
Less: Accumulated Depreciation	(188,898)	(164,314)
	133,266	144,482
Factory Fitout	88,780	88,780
Less: Accumulated Depreciation	(37,245)	(31,519)
	51,535	57,261
Total Property, Plant and Equipment	9,734,365	9,227,860

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

The loan for land at Surrey St is secured by a first mortgage over the property.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
AS AT 30 JUNE 2014**

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.

	Balance at Beginning of year	Additions	Disposals	Revaluations	Depreciation and Amortisation Expense	Carrying Amount at end of year
2013	\$	\$	\$	\$	\$	\$
Freehold Buildings	2,330,272	391,724			(65,816)	2,656,180
Furniture & Fittings	49,528				(4,926)	44,602
Office Furniture and Equipment	78,646	40,251	(98,108)		60,519	81,308
Motor Vehicles	373,024	194,491	(183,983)		20,144	403,676
Children's Service Equipment	19,997				(2,385)	17,612
Health Service Equipment	144,482	13,368			(24,584)	133,266
Wurdi Youang Equipment	36,279	29,687	(29,627)		(628)	35,711
Rental Properties	1,850,712	151,283		(57,550)	(71,631)	1,872,814
Factory Fitout	57,261				(5,726)	51,535
Land – Rental properties	1,772,660					1,772,660
Land - Surrey Street	215,000					215,000
Land – Morgan Street	600,000					600,000
Land – Wurdi Youang	1,700,000			150,000		1,850,000
Total	9,227,860	820,804	(311,718)	92,450	(95,033)	9,734,365

	2014	2013
	\$	\$
7. Investments		
Investment in Coladjin Pty. Ltd		
- Investment in Land and Building (2012 Valuation)	635,000	635,000
- Wathaurong Aboriginal Co-Operative 's share	50%	50%
	317,500	317,500

The investment in Wathaurong Glass Pty. Ltd. has not been brought to account in the financial statements of Wathaurong Aboriginal Co-Operative Limited.

8. Trade and other payables

Trade Creditors	216,886	80,864
Other creditors	1,020	23,835
	217,906	104,699

	2014	2013
	\$	\$
9. Current tax liabilities		
PAYG Tax	41,780	35,493
FBT Payable	6,289	
GST Payable	42,474	14,926
	90,543	50,419
10. Provisions		
Current		
Annual Leave Provisions	143,366	184,867
Long Service Leave Provision	133,554	151,789
Paid Parental Leave Provision	6,293	-
Superannuation Provision	19,301	14,383
	302,514	351,039
11. Grants in Advance		
Unspent Grant Funds	1,516,783	1,227,130
	1,516,783	1,227,130
12. Accumulated surplus		
Accumulated surplus at the beginning of the financial year	8,943,399	8,942,622
Net surplus/(deficit) attributable to the association	44,624	777
Accumulated surplus at the end of the financial year	8,988,023	8,943,399
13. Reserves		
Asset Revaluation Reserve	2,153,900	2,059,538
Asset Revaluation Reserve comprises of		
- Land & Buildings	2,098,900	2,004,538
- Investments	55,000	55,000
	2,153,900	2,059,538

14. Events after the balance Sheet date

Since 30 June 2014, there are no matters or circumstances that have arisen which require adjustments to the financial statements.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
AS AT 30 JUNE 2014**

	2014	2013
	\$	\$
15. Reconciliation of net cash provided by operating activities to operating surplus/(deficit) after income tax		
Surplus/(deficit)	44,624	778
Add non-cash items		
Depreciation	328,230	300,314
(Surplus/(deficit) on sale of plant & equipment	11,618	(8,230)
Changes in Assets and Liabilities		
(Increase)/Decrease in Receivables	3,176	(92,195)
Increase/(Decrease) in Tax Provisions	33,835	(13,824)
Increase/(Decrease) in Employee Provisions	(48,525)	118,800
Increase/(Decrease) in Grants in advance	289,653	(184,452)
Increase/(Decrease) in Payables	119,496	4,817
Net cash provided by operating activities	782,107	126,008

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

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Wathaurong Aboriginal Co-operative ("Co-operative"), which comprises the statement of financial position as at 30 June 2014 and the statement of profit or loss and other comprehensive income for the year then ended, a statement of changes in equity, a statement of cash flows, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Directors' Responsibility for the Financial Report

The directors of the Co-operative are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report are appropriate to meet the financial reporting requirements of the Co-operatives National Law (Victoria). The directors' responsibilities also include establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the financial reporting requirements of the Co-operatives National Law (Victoria). We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

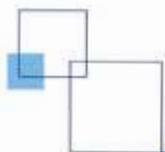
An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatements of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

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

Opinion

In our opinion:

1. The accompanying financial statements, being a Statement of Profit or Loss and Other Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity, Statement of Cash Flows Statement and notes to the accounts are properly drawn up in accordance with the provisions of the Co-operatives National Law (Victoria), including:
 - a. giving a true and fair view of:
 - i. the state of affairs of the co-operative at 30 June 2014 and of the results and cash flows of the co-operative for the year ended on that date; and
 - ii. the other matters required by Section 283 of the Co-operatives National Law (Victoria) to be dealt with in the financial statements; and
 - b. complying with applicable Accounting Standards and other mandatory professional reporting requirements.



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

2. The accounting records and other records, and the registers required by the Act to be kept by the co-operative have been properly kept in accordance with the provisions of that Act.
3. We have been given all information, explanations and assistance necessary for the conduct of the audit.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Wathaurong Aboriginal Co-operative to meet the financial reporting requirements of the Co-operatives National Law (Victoria). As a result, the financial report may not be suitable for another purpose.

LBW

LBW Chartered Accountants



Sripathy Sarma

Principal

RCA Registration Number: 325 444

Dated this *13th* day of *November* 2014

GALLERY



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