



WATHAURONG
ABORIGINAL
CO-OPERATIVE
ANNUAL REPORT 2015



WELCOME TO COUNTRY

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

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

Kim Barne Barre Wadawurrung, Kitarra ngitj. Gin Gin bail wada nidg, Bar Nar Weering Nidj. (Welcome to Wadawurrung Country, let us walk together and learn in peace).

OUR VISION

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

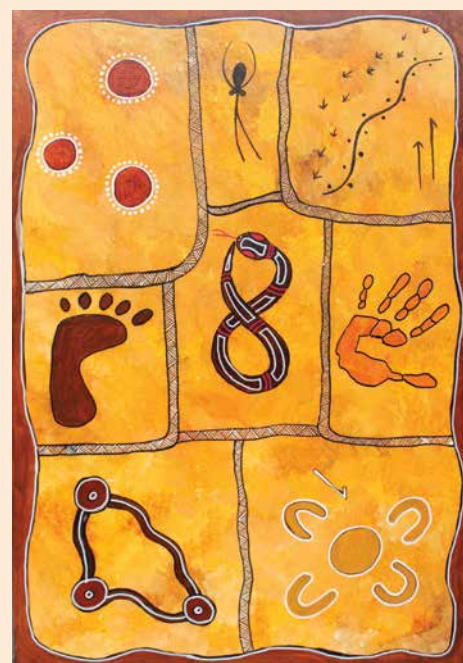
OUR PURPOSE

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

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

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

Our overall objective is to provide our members and Aboriginal families living 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.



Artwork 'Possum Skin Cloak'
Provided By Kezza Black

ABOUT THE ARTIST



I am of Wemba Wemba descent but was born in Geelong on Wathaurong land. I am a mother of four boys and a 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 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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CHAIRPERSON'S REPORT

Annette Xiberras, Chairperson



Firstly I need to acknowledge the passing of several members of our community. They will be sadly missed but remembered for their valuable contributions they made to this community.

It has been a challenging year with a few changes occurring in Wathaurong's management. We said good bye to former Chief Executive Officer Tracey Currie, who was with us from August 2011 – January 2015 and welcomed Rod Jackson into the role of Chief Executive Officer. As you may be aware Rod had leave for a short period of time and I would like to thank Matthew Lloyd for his contributions as interim Chief Executive Officer from 11th May – 15th June 2015. We also said good bye to Linda Lovett in February 2015, I would like to thank her for her time as the Family and Children Service manager.

The Board would like to acknowledge Rod's diligent efforts in growing Wathaurong's services by maintaining current partnerships and creating new networks; securing funding opportunities and providing Wathaurong with positive leadership as we look forward to the future.

This year we reviewed our Strategic Plan which now provides us with five pillars.

This will guide our organisation's work for the coming 10 years.

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 the organisation.

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.

3. HEALTH

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

4. SUSTAINABILITY

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

5. ADVOCACY

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

We welcomed three duly elected Directors for a two year term; Brian McKinnon, Sharelle McGuirk and Tanya Burrows onto Wathaurong's Board of Directors, joining Colleen Howell and myself.

Lastly the Board acknowledges all of the staff at Wathaurong for their efforts and hard work in providing essential services to our community, it is greatly appreciated.

I personally would like to thank and acknowledge my fellow board members for their continued time volunteering and their commitment to community. Also the nursing staff from Wathaurong's Health Service who provided assistance to my mother, allowing her to pass with dignity.



Pictured L-R: Brian McKinnon, Tanya Burrows, Sharelle McGuirk, Colleen Howell, Rod Jackson (CEO) and Annette Xiberras

CHIEF EXECUTIVE OFFICER'S REPORT

Rod Jackson, Chief Executive Officer



Since commencing in December 2014 I have seen much change and some exciting activities going on at Wathaurong. Our fantastic Senior Management Team have done a wonderful job making sure our programs continue to adapt to this change and our growing client and community base. I would like to take this opportunity to thank them for their support, and also to thank all of our staff members for their ongoing work and dedication to our community and clients. I have been incredibly impressed by the loyalty, adaptability and support our staff members demonstrate towards the organisation.

We continue to strengthen our partnerships with Government agencies, Ministers and other service providers and funding bodies. This is ensuring sustainable funding and the capacity to broaden our service offerings and resources. In particular the Department of Prime Minister and Cabinet are working with us to coordinate Federal and State connections through improved communication and understanding of the specific needs and gaps in our service offerings for our community and clients.

This is aimed at identifying ways in which our funding applications, reporting and relationships with funding bodies can be improved to ensure success and a sound level of support across Government for the Co-operative's activities, both current and future.

We have now introduced our 10 year Strategic Plan and commenced the implementation over the past few months. This will provide Wathaurong with a strong foundation to continue our work into the future, catering for the predicted growth of our community and changing needs.

Some of the key improvements I've overseen since I commenced have been: fully staffed programs, improved dialogue with funding bodies, the redesign of our newsletter, which has received very positive feedback and increased requests for subscription, finally seeing full Board membership, an upgrade to our IT systems with a new Cloud platform introduced, improved Housing processes with more leases signed and rents received, and an increase in Aboriginal Health Checks. The Health Checks are critical to closing the gap between our community members' health outcomes and those of non-Aboriginal people. Health Checks provide an opportunity for early detection of health issues, thereby preventing those issues from becoming worse.

We still face some challenges, and although we have seen an improvement in the signing of Housing leases and rents, there are still some tenants who have outstanding rent. We will be working with tenants over the next financial year to further improve these. It is also a priority for us to ensure increased Aboriginal employment levels at Wathaurong and we will be focusing

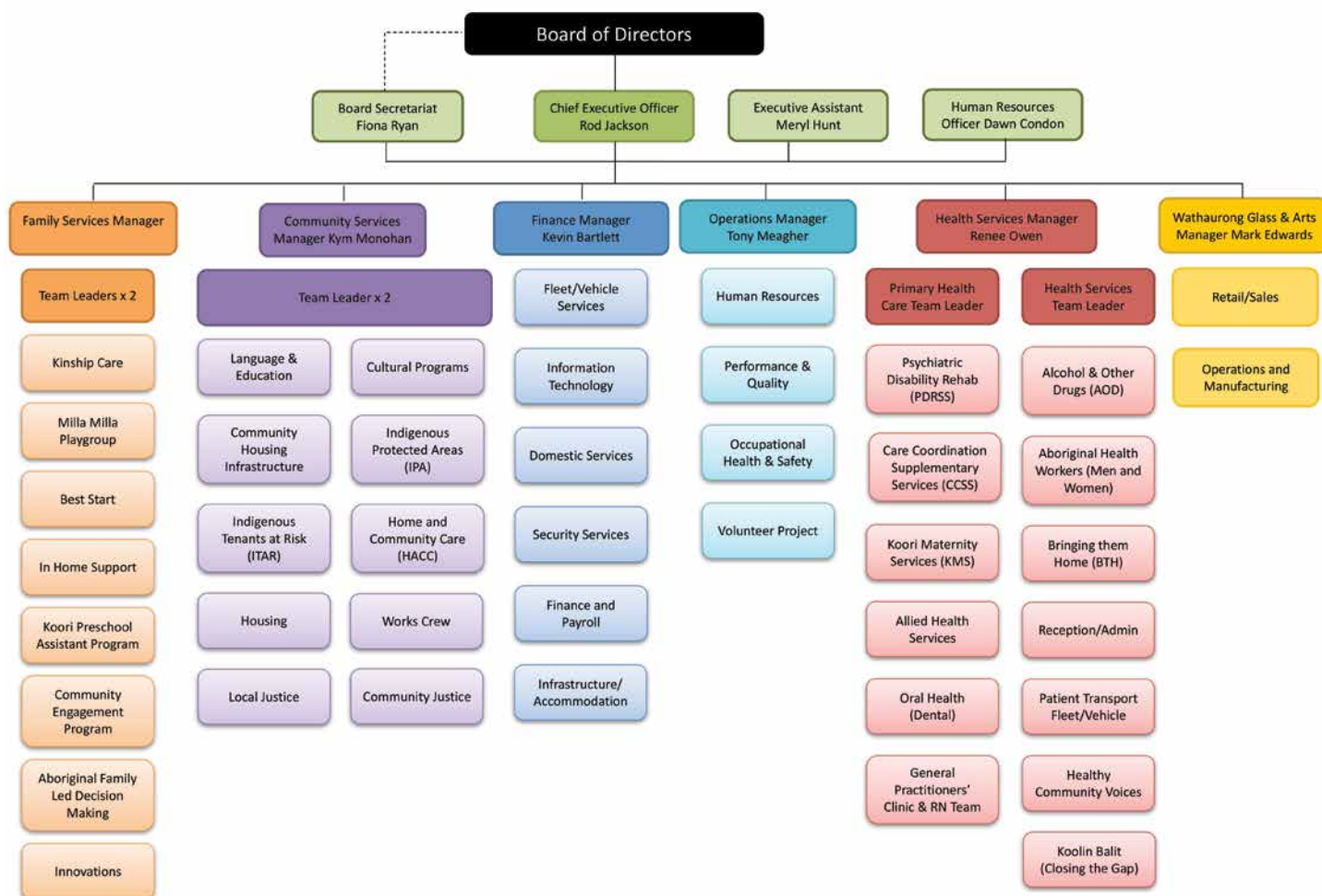
on initiatives that allow us to help Aboriginal people prepare for and secure employment both in our own organisation and others.

Our infrastructure is inadequate to support the programs, services, staff levels and community members and another priority for the next financial year will be the redevelopment of existing properties in Forster Street and Tarkin Court to provide a medium term solution for this. We have longer term plans that we will be pursuing and will be working with Department of Prime Minister and Cabinet, Department of Health and Human Services, Regional Development Victoria, City of Greater Geelong and other agencies to set the scene to enable us to do this.

I look forward to sharing some of our future plans with our community and thank all for their support, hard work and dedication to our organisation and community during the 2015 financial year.

I would like to personally thank the Board of Directors for their ongoing support and governance displayed since my appointment.

WATHAURONG ORGANISATIONAL CHART



Wathaurong Aboriginal Co-operative

SENIOR MANAGEMENT TEAM



Top L-R: Fiona Ryan, Rod Jackson, Kevin Bartlett, Dawn Condon

Bottom L-R: Kym Monohan, Renee Owen, Meryl Hunt

Absent: Tony Meagher, 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
- Work force recruitment, retention, training and accountability to clients, the Co-operative and funders
- Health and Wellbeing (Occupational Health & Safety – OH&S) within the workplace for staff, clients and visitors
- Monitoring and responding to sector wide policy changes and shift in strategic directions

QUALITY

During a very challenging 2014-2015 Wathaurong Aboriginal Co-operative maintained registration of its Department of Human Services (DHS) programs as well as maintaining certification under ISO 9001:2008. The good work undertaken in ensuring HACC achieved compliance with the Combined Community Care Common Standards has seen the area

achieve substantial growth in terms of involvement with the National Disability Insurance Agency (NDIA).

Work commenced to strengthen our IT capability and structures which will help support the ongoing quality improvement across the Co-operative.

WORK FORCE

In 2014-2015 we saw 25 staff leave us and we hired 29 new people. Overall we paid 95 people including casual workers and short-term staff.

In November 2014, as part of a state-wide Victorian Aboriginal Community Controlled Health Organisation (VACCHO) project to build Human Resources capacity, we employed a new Human Resources Officer, Dawn Condon. An important part of the role is to ensure that we maintain correct Industrial Relations policies and procedures so that we can have a stable, productive and contented workforce.

Recognition of continuous service

The following staff members achieved more than ten years of continuous service at Wathaurong and we would like to take this opportunity to congratulate and thank these dedicated employees for their loyalty and commitment to our community. We do acknowledge that there have been staff members who have been here for many more years but didn't make the list as service wasn't continuous.

Gwenda Black	17 years
Mark Edwards	17 years
Renee Owen	16 years
Noel Couzens	15 years
David Tournier Snr	10 years

OCCUPATIONAL HEALTH AND SAFETY (OH&S)

The strengthening of Occupational Health and Safety with the introduction of new processes has seen our lowest number of reported incidents and accidents to date. We received nine reports, fortunately all of which were minor. In the first half of 2015 we have commenced planning to embed staff wellbeing as a vital part of ensuring our long term sustainability.

COMMUNITY SERVICES

Kym Monohan, Community Services Manager



This year has seen some significant changes in the Community Services area of the organisation. The growth of the program and our subsequent relocation to Tarkin Court now sees our staff numbering around the 16 mark.

This year I was extremely honoured to be made facilitator of our NAIDOC celebration and was excited to see so many community members attend all the functions. Community Services has facilitated a number of other community events including “Apology” breakfast and our walk around the lake to mark “Sorry Day” and again attendance was excellent.

As you will see by the following individual program reports all Community Services staff have worked extremely hard over the past 12 months and sometimes under difficult circumstances. I cannot thank them enough.

INDIGENOUS TENANTS AT RISK PROGRAM (ITAR)

The Indigenous Tenants at Risk (ITAR) program has increased its client intake for the year considerably due to increased exposure of the program within community and mainstream service providers. The expected numbers that relate to reporting requirements from DHS are being met and are increasing steadily both for Wathaurong and Gunditjmara.

Colleagues and mainstream organisations still struggle with parameters of the ITAR program with homeless clients/services taking up large proportion of ITAR funded time. This is identified as being a result of the Co-operative having no internal Initial Assessment Plan and support worker. Incorporating a housing/homelessness worker to assist clients who are homeless and to facilitate an intake program for homelessness services which could work in correspondence with the ITAR program would provide a more streamline service for housing and homelessness in general and allow the organisation to better provide a wraparound service to clients in the future. The issues relating to Opening Doors Framework and funding for this role not currently being available are key reasons there is no capacity for this to change at present. The ITAR worker has been liaising with the DHHS Local Engagement Officer and other key stakeholders at Wathaurong to address gathering statistics for resources that are being directed to homeless support so far.

Additional monthly Department of Health and Human Services (DHHS) reporting process is about to commence which will be a requirement for the ITAR worker to complete due to currently reporting to the Australian Institute of Health and

Welfare (AIHW) the monthly stats for Specialist Homelessness Information Platform (SHIP) program data collection. This data is to allow more localised and regional collation of data already provided to AIHW directly to DHHS for funding and direction purposes.

The nomination process for adults facing homelessness has now been made available to the ITAR worker through adult entry point at Salvo Connect with opportunities to nominate for Transitional Housing Management (THM) being emailed as they arise to worker. This allows more opportunities for local Aboriginal people to be housed and assisted through the THM process towards securing long term housing.

With the recent removal of welfare funding options for Wathaurong, direct access to the Housing Establishment Fund (HEF) for the program is identified as a future opportunity to enable clients within community to bypass the mainstream organisations to access this and ties in to the lack of a specific Indigenous open door/entry point provider.

Training opportunities through the Council to Homelessness Persons (CHP) and DHS are ongoing and several have been completed throughout the year.

Having a presence at Local Area Services Network (LASN) meetings has enabled the ITAR program to highlight issues facing Indigenous clients that access the service leading to positive outcomes in networking with mainstream organisations and funding bodies/opportunities. This is currently up for review and the ITAR worker is attempting to co-ordinate with management to promote the needs of local Aboriginal people within this document.

COMMUNITY SERVICES

Attendance at Victorian Indigenous Social Housing Network (VISHN) meetings continues to provide opportunities to network with other Indigenous service providers in the state and put forward identified issues and goals relating specifically to Wathaurong community. This year CHP and VISHN finalised and signed a Memorandum of Understanding to assist in advising, advocating and representing the network to funding bodies. It is hoped this will lead to more Indigenous specific service funding opportunities as identified by workers in various community groups.

Co-ordination and referral channels or opportunities within other Wathaurong program areas such as In Home Support, Innovations, Koori Maternity Service and Fresh Tracks has allowed for a wraparound service for clients that crosses over several programs and creates a streamlined and more effective support. This has worked well in some cases however red tape and issues surrounding confidentiality and differing reporting platforms have sometimes hindered this process. The development of a framework, policy or the like to better facilitate this process would be beneficial.

Staff: Karen Anderson

INDIGENOUS PROTECTED AREA (WURDI YOUANG)

Thanks to the Indigenous Land Council (ILC) over 5 kms of fencing has been completed out at the farm, protecting the Stone Arrangement from grazing sheep and stray cows. Eleven hectares of previously cropped areas around the Stone Arrangement have been hand sown with native grass seeds to establish a broad acre of native grassland

to enhance and protect the area from any more soil disturbance and farming activities.

We were successful in applying through the Biodiversity funds to supply a quad bike and a seed harvester to collect kangaroo grass seed over the Christmas period. This is the time to collect the seed and early January will be the time when we spread the seed to grow. We need to collect seed ourselves in order to fulfil our contract as we have not been able to purchase the amount of seed required.

Two community tree plantings around our future community camp ground near the river has begun with hundreds of trees and shrubs being planted at the river and around the entrance to the property. There is now 2000 native endangered species, grassland daisies, lilies, grasses and other wild flowers planted out for our future seed bank in the 60 hectare Kangaroo Grass project area.

Training and employment opportunities have been successful through the Port Phillip Westernport Catchment Management Authority and the Corangamite Catchment Management Authority funding. This year we had nine people successfully gain chainsaw operator's certificates prior to Christmas. Also eight people gained an Install, Repair, and Maintain Rural Fencing certificate along with OH&S and a certificate on how to prepare chemicals for the spraying of weeds.

Staff: Reg Abrahams, Alfie Oram

HOME AND COMMUNITY CARE (HACC)

Improved service delivery to Clients

This year we have been strengthening partnerships among HACC funded organisations to support and improve access for a broader range of services, and maintain networks with HACC



Pictured L-R: Reg Abrahams, Dr Erika Swartze and Ted Boardman from Department of the Prime Minister & Cabinet, John Young from Wadawurrung, Rod Jackson

COMMUNITY SERVICES

funded organisations to support and improve HACC service for clients.

We have also been establishing and developing care plans to assist clients' goals and responding to cultural needs. This includes planning and delivering a range of activities for the Planned Activity Group (PAG).

The HACC co-ordinator has been attending meetings and workshops to improve services through sharing information and quality improvements.

We maintain continuity of care to clients via regular reviews and assessment as required. Currently some services are being brokered for this, as they do not wish for Wathaurong to service them due to conflicts.

Service planning activities

Planning activities include improvements, recruiting additional staff and initiating training for existing staff to meet demands for domestic and personal care. Currently we have three personal care staff with certificates with the view of employing more staff in the future.

PAG's and Social Support services have continued to grow. This reflects the communities need for these types of activities and their continued engagement.

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.

Outcomes

HACC clients are participating in an ongoing art group which has

therapeutic and social benefits.

Activities provide important social and cultural connections to community, and we continue to engage community members in planned activity groups.

Activities undertaken over the past year

We have seen an increase in new clients, high care clients under NDIS, continued standard service delivery, domestic care, personal care, property maintenance, and planned activities outings. All funding reports were finalised and lodged. Active Service Model (ASM) was finalised and lodged, reviewing care plans are ongoing. Our diversity action plan was submitted and implemented. NDIS clients are growing by number, with registration required for case coordination still to be implemented.

Highlights and accomplishments for the year

- Services Agreements with St Laurence
- NDIS Clients
- Projects
- Programs
- Future plans
- Meeting deadlines, recruiting staff
- Over-seeing all aspects of fulfilling requirements from ASM
- Benefits, Aboriginal HACC clients and the community
- Receive and finish reports in timely frame-work

Staff: Liz Abrahams, Sandy Manning, Shirley Abrahams, Jodie Goudge

CULTURE AND LANGUAGE

As part of my report I would like to begin with figures from the various activities that I do.

PROGRAM	NUMBER OF PARTICIPANTS/ ENQUIRIES
Training / Workshops	7
Meetings	41
Festivals	7
Welcome to Country's	48
Cultural Talks/Sessions	58
Language Sessions	21
Language Requests	39
Radio Talks	4
Invitations	25
Community Visits	5

The interesting thing about these statistics is the increase in language sessions and requests. It seems that more organisations and people in general are becoming very interested in the Wathaurong Language

As of March this year I have been conducting a Language program for eight Aboriginal students attending the Northern Bay College Wexford Campus and also a Language program for Wathaurong staff and community, although I have one person who travels from the other side of Melbourne to attend.

In the past few months I have been a participant of Victorian Aboriginal Corporation for Languages (VACL)

COMMUNITY SERVICES

Train the Trainer Program for teaching the Wathaurong language and this has helped immensely with the program that I have been conducting.

Should people wish to be a part of our language learning program please feel free to contact me via the Co-operative.

These programs have been operating without any funding, and have been very enjoyable, especially when you have adults trying to say “heads, shoulders, knees and toes” very funny indeed, however we hope to gain some funding in the near future.

I am still providing cultural sessions to schools, kindergartens and other groups which I still find very gratifying, also I am still amazed at the number of people who know very little about Aboriginal culture and the issues we face on a day to day basis.

I have enjoyed being involved in the festivals we attend, especially the Pako Fest, Deans Marsh and the Highland Gathering. I think that the combined number of attendees for these festivals would be about a million people. This was great because we get to meet and talk to different people from all over the world and Australia.

We are being more proactive with the number of gardens that the different organisations are wanting to design, especially the one for Epworth, the new hospital that is being built next to Deakin. This will give us a great opportunity for our young ones to be involved.

My only issue that I have is that I am not getting any younger, I am in need of an heir apparent.

Staff: Uncle David Tournier

PROPERTY MANAGEMENT

The Co-operative has 22 rental properties, 20 that are currently tenanted, one that is vacant and one that 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 and an empty block in Norlane.

This year we have continued working toward accreditation and hope to achieve that by the end of 2015. This has meant getting all tenants to sign a current lease and to ensure all properties have regular inspections as well as having all the documented evidence.

Once again we have had significant rental arrears, which has hampered our ability to perform as much cyclic maintenance and repairs as we would have liked to, therefore some of our properties are looking quite run down. This also has a negative impact on our ability to provide other special community activities, as money for urgent repairs to properties has to be found from somewhere, and the whole community has been paying the price for a disappointing few.

We have implemented a process to bring our rental payments in line with community housing charges which are 65% of the current market rentals. This will be done over a period of time to bring the rents up slowly. By doing this we hope to be able to achieve sustainability in our housing program for years to come.

Staff: Kym Monohan

LOCAL JUSTICE

Program Overview

At the end of last year it was decided that I would take on the Local Justice role full time and we would employ a part time Youth Justice worker. The transition has been smooth with Terri Khan taking on the role and flying with it. This allowed new exciting projects to develop.

The Local Justice program developed a new project within the Community Corrections service area called “Fishing for Answers”. Through this program, eight participants completed their Community Corrections Orders (CCOs) within the ten weeks of operation.

Over the year the continuous works being carried out at Wurdi Youang has helped and supported the Local Justice program to continue to expand. I've had supervision of 12 individual community members completing CCO hours at Wurdi Youang property with great results.

As well as having the crew out there, we were also happy to have the Geelong Community Corrections Case Managers team come and spend a day working with us at Wurdi Youang. On the day they planted over 300 trees on the property and got to see firsthand the works that we do at Wurdi Youang.

Over the next 12 months the aims are to continue developing the cultural space and campsite at the property. Activities like building traditional stone houses and eel traps will take place as well as other training options.

Below in dot point are a few extras of the role.

- Local Justice Program Steering Group Committee meeting
- Meeting with Community

COMMUNITY SERVICES

Corrections Staff (CCS) and Case Managers once a week

- Supporting clients to attend and maintain regular appointments with CCS
- Meeting with Sheriff's office monthly
- Communication with DHS Youth Justice weekly
- Regular contact with Sheriff's Office and Community members to finalise outstanding fines or warrants
- Meetings with clients to help understand Sheriff's contact, operations and options
- Attending Regional Aboriginal Justice Advisory Committee (RAJAC) and Local Aboriginal Justice Advisory Committee (LAJAC) meetings on a regular basis
- Regular contact with Geelong Police (Youth Tasking Unit, DV unit etc)
- Leading member of the Aboriginal Community Justice Panel (ACJP) on call program

Staff: Norm Stanley

YOUTH JUSTICE

Providing a holistic and appropriate cultural youth justice service to the Wathaurong community, in my role as Youth Justice worker for approximately 8 months, the outcomes for the organisation and the community include:

- To engage and build rapport with young people who are at risk of coming into contact with justice system, or who are currently navigating this.

- To support and advocate on their behalf to ensure the stress and trauma of this process is less of a burden and they have a support worker.
- To liaise with young people when they are overwhelmed and require some structure and advice to feel they are being supported and they have an advocate to assist them on their behalf.

This also applies to carers, parents and other members of the community who require support and assistance when in contact with these young people to connect and feel less isolated in asking for support.

The organisation is recognising the need for youth justice to also engage with young people prior to them entering the justice system and provide:

- knowledge, skills and education to minimize offending
- a youth justice framework which encompasses all facets of their life; and
- a safe, culturally appropriate and approachable youth justice system which can be accessed by the community.

ACJP is also an intrinsic part of supporting and ensuring justice and legal support which is fair, reasonable and which allows a non-biased and culturally appropriate service to all Aboriginal people in custody. Wathaurong provides this service in the community in consultation with Victorian Aboriginal Legal Service (VALS) and Victoria Police.

Plans for next Year

To organise a youth group/camp which can be located at Wurdi Youang property at Little River or a suitable venue which is culturally appropriate for young people to feel comfortable and supported in an environment where they can feel connected to culture and can be encouraged to engage with their peers and workers in a safe and friendly environment.

Staff: Terri Khan

COMMUNITY SERVICES TEAM



Top L-R: Danielle Jowett, Terri Khan, James McKinnon, Cliveene McRae, Jakob Goudge, Matthew Barnes
Middle L-R: Reg Abrahams, Greg Cooper, Jodie Goudge, Liz Abrahams, Alfie Oram, Norm Stanley, Scott Thomas
Bottom L-R: Sandy Manning, Kym Monohan, Shirley Abrahams, Karen Anderson
Absent: Uncle David Tournier, Talisha Maher

WATHAURONG ABORIGINAL CO-OPERATIVE

FAMILY SERVICES

It was a particularly challenging year for all involved in Family Services as we saw nine people leave the area; two left within a short time of commencing their employment. Nine new people were recruited to the area. Currently we are in the process of recruiting a new Family Services Manager who will need to reintroduce Team Leaders into the program structure. We expect 2015-2016 to be a very busy year where we respond to the Taskforce 1000 recommendations into how we maximise the outcomes for children who have been placed in Out of Home Care. Taskforce 1000 was established by the Department of Human Services Victoria in response to the overrepresentation of Victorian Aboriginal children and young people in out-of-home-care. Related to that, and very importantly, we will be developing our capacity to provide 'early intervention' so that we have a better chance of keeping families intact in the first place.

We want to extend our thanks to our departmental contacts, our partners, clients and community for their patience as we work our way through this transition phase.



MILLA MILLA PLAYGROUP

Milla Milla Playgroup is funded through the newly created Department of Prime Minister & Cabinet (DPMC). Milla Milla is for Aboriginal children aged from birth

to 5 years. The playgroup focuses on supporting access and participation of children and their caregivers in a culturally appropriate setting prior to entering kindergarten or primary school. Importantly Milla Milla gives children and their caregivers the opportunity to engage with other families within their community and culture.

The playgroup operates three days per week. Mondays are the "Out and About" sessions dependent upon weather and we have started using the new Norlane Family & Children Service as an alternative venue, Thursdays and Fridays are held at Wathaurong Children's Centre pictured left.

With the new recruitment of In Home Support staff we have strengthened our working relationship for referrals, access and support pathways for families and children. We recognise that together we can achieve more (for families) than we can apart. Activities in 2014-2015 have included:

- Conducted a "Healthy Eating Program" for lunches.
- In August 2014, celebrated National Aboriginal Children's Day at Northside Salvation Army.
- Held a Family Cultural Day at the You Yangs.
- Worked with Glastonbury who facilitated Communities Active in Play (CAP) in the playgroup for six weeks. CAP promoted physical activities for pre-school children that are interactive and fun.
- Completed the "Tiny Bubbles" swim program in February 2015 which was a 3 week program

focused on water safety, nine families attended.

- Hosted the City of Greater Geelong Maternal and Child Health Nurse at playgroup in June on four occasions to conduct key age and stage assessments.
- Attended Collingwood Children's Farm for NAIDOC.
- Christmas Party at the Waterfront.

In the coming year, Milla Milla will continue to promote and help improve literacy and numeracy skills in playgroup aged children, strengthen links with City of Greater Geelong Library Service and encourage parents/caregivers to interact with their children through music, reading and play.

Staff: Kylie Edwards & Kristi Watts



KOORI PRE-SCHOOL ASSISTANT (KPSA) PROGRAM

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 and surrounding region, as well as assisting kindergarten staff to provide culturally appropriate care and an inclusive environment for Aboriginal children.

FAMILY SERVICES



In the financial year, the KPSA program celebrated:

- Annual Kinder Transition/Information day held on the 28th November 2014, with a total of 47 people in attendance - 21 children were presented with a kinder bag on the day.
- 58 Koori children enrolled into kinder programs for 2015, this was spread across 26 different kinder services with support from the Koori Pre-School Assistant and Early Years staff.
- Providing Koori cultural programs to all kinder services with Koori children in partnership with Community Engagement Officer, including cultural talks, dancing, storytelling and painting murals with all kinder children and staff – ongoing for 2015.
- Attendance at the Geelong Early Years conference 13th May 2015.
- Attendance and completion of Cultural competence: Honouring Children's Cultural and Linguistic Rights in Early Childhood Services Professional Development seminar 27th July 2015.

It is expected in 2015/2016 that the Koori Pre-School Assistant program will:

- Ensure all children eligible for kindergarten in the community are enrolled into a kindergarten service for 2016 and 2017.
- Hold another Annual Kinder Transition/Information day to give families the opportunity to be supported by Wathaurong Family Services Team in enrolling their children into kindergarten for 2016/2017.

Staff: *Tahlia Fry*



BEST START PROGRAM - MINGO WALOOM

The Mingo Waloom Best Start program is funded by the Department of Education and Training (DET) and operates within a broad early years services partnership. Our partners include City of Greater Geelong, Bethany, Barwon Health, Glastonbury Child and Family Services, Department of Education and Training (DET), Local Aboriginal Education Consultative Group (LAECG), Department of Health and Human Services (DHHS), Geelong Regional Library Corporation (GRLC), Goodstart Early Learning, Geelong Kindergarten Association (GKA), Victorian Aboriginal Community Services Association Limited (VACSAL) and Deakin University. Mingo Waloom has facilitated bi-monthly meetings with our partners throughout the year.

In 2014-2015 DET completed its review of the Best Start program state-wide. This review is just a small part of a far broader review of all DET funded programs as the department looks to reduce duplication and inefficiencies and improve academic outcomes for children. In turn we completed our review which had commenced in late 2013. 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. Mingo Waloom is expected to take an overarching position in terms of facilitating projects which are undertaken by partners or others as agreed. Wathaurong holds funds to support the implementation of agreed projects and activities and takes the lead role in facilitating the Partnership Meetings as well as leading the regular working group meetings. The Best Start facilitator also



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represents Mingo Waloom when dealing with DET and has participated in the regional Best Start forums as well as the statewide Best Start evaluation.

The year ahead will see the finalisation and enactment of a new Action Plan as well as the embedding of changes to the program more generally.

Staff: Kristie Fraser-Lange

IN HOME SUPPORT (IHS)

Funded by the Department of Education and Training, the In Home Support program is required to focus on key age and stage development for Aboriginal children from birth to 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 include Babies Swimming program, supported access to Milla Milla Playgroup and the Healthy Eating Program. IHS also organises numerous outings for its clients which are inclusive of other community and family members.

IHS has provided support to more than 60 families in the last year. 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. These include family violence, homelessness, drug and alcohol misuse, mental health issues and risk or history of child protection involvement/out of home care. Gaining support for these issues is often the main priority for families rather than health, safety, learning or development. Whilst in crisis

it can be difficult for IHS workers to address these issues.

To assist with these challenges, the IHS program will continue to work toward providing families in the community with clear pathways to programs and improved access to culturally appropriate Maternal and Child Health over the next 12 months.

Staff: Gina Chapman, Margaret Leach, Ebony Hickey, Nadine Haynes, Kerrie Black

KINSHIP CARE

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

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

The outcomes of the Taskforce 1000 review into Aboriginal children in Out of Home Care is likely to see further growth with an increased demand for Aboriginal Kinship Carers; it is recognised

that these carers provide the best opportunities for connection to family and culture when a child can no longer live safely with a parent. We have a lot of work ahead of us in the new year to build upon the cultural and community activities and supports that we can provide to our carers and the children in their care.

Staff: Monica Forrest, Cilena Farnham

INTEGRATED FAMILY SERVICES - INNOVATIONS

The Innovations program provides intensive case work for Aboriginal families with complex needs that are in contact with or at risk of contact with Child Protection Services. Referrals are coordinated via Barwon ChildFIRST. Many of our families come straight in to us seeking support; we let ChildFIRST know so they can be officially made a client of Innovations. Upon referral the case worker undertakes a comprehensive culturally appropriate assessment of the family's needs, goals, strengths and risks. From the assessment, a Family Action Plan is developed which outlines the services and supports to be provided as well as referrals to be made. Supports may include parenting skills, psycho-education in relation to the impact of trauma histories, counselling, guidance in navigating mainstream service systems, material aid, mentoring and advocacy. Referrals may be made to services such as disability, mental health, drug and alcohol, family violence, housing and/or other specialist services. Work with families also involves assisting in obtaining crisis accommodation, advocating for housing with The Office

FAMILY SERVICES

of Housing and Aboriginal Housing Victoria, liaising with schools and child protection, advocacy and support at court and with Centrelink, and linking clients with community and cultural strengthening activities.

Over the past year staff in Innovations have supported 38 families.

In the next twelve months, Innovations will very likely experience an increase in demand for services as the Department of Health and Human Services goes to great lengths to prevent Aboriginal children being removed from the parents. We welcome any opportunities for earlier intervention to help our families survive and thrive.

*Staff: Michael Cussens,
Cheryl McCormack,
Danah Kersting-Megee*

ABORIGINAL FAMILY LED DECISION MAKING (AFLDM)

AFLDM facilitates culturally based family driven decisions about the best options for Aboriginal children subject to child protection intervention – this includes the capacity to divert matters from court proceedings, reduce re-reporting and statutory intervention and to improve kinship options in placement, support and care arrangements.

The model utilises traditional Aboriginal approaches to solving family problems and involves Aboriginal Elders and the extended family. The AFLDM program underwent an extended period without staff in the financial year and we expect to be working very hard next year to rebuild and meet increased demand.

Staff: Fallon Burrows

ABORIGINAL STRONGER FAMILIES PROGRAM

The Aboriginal Stronger Families Program was established in May 2013. The program partners with Barwon Child, Youth and Families (formerly Glastonbury Child and Family Services) and is located there. The program offers intensive and long term (up to 12 months) family case support to enable Aboriginal children who are at imminent risk of being placed in care for the first time to remain at home with their parents or to support the child's return to their parents care when safe to do so. The program works closely with the family concerned and Department of Health and Human Services (DHHS).

Families must be on an order with DHHS to be eligible for the program.

Throughout the financial year the program has operated at capacity. We can safely predict that demand is likely to grow so that we can support more children to remain in their family home without entering out of home care.

*Staff: Corinna O'Toole, Jodie Chatfield,
Larissa Martino*

In 2014-2015 we said goodbye to: Rylie Evans, Nicole Thompson, Tanisha Cabales, Justine McCarthy, Larissa Martino, Shanna Quarrel, Bek Kovac, Veronica Maloney and Linda Lovett.



L-R: Tahlia Fry, Kylie Edwards and Kristie Fraser-Lange, Children's Services

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Top L-R: Cilena Farnham, Margaret Leach, Monica Forrest, Belinda Foley, Kristi Watts, Gina Chapman

Bottom L-R: Kylie Edwards, Cheryl McCormack, Ebony Hickey, Michael Cussens, Fallon Burrows, Nadine Haynes, Kerrie Black

Absent: Danah Kersting-Megee

HEALTH SERVICES

Renee Owen, Health Services Manager



ADMINISTRATION AND MEDICAL RECEPTION

This has been a big year once again with many changes in the organisation structure. On a personal level the year has been one full of opportunities and of many challenges. I have really enjoyed playing a major part in the growth of the

Health Service, increasing service delivery and capacity. Of course I would not have been able to do this without the amazing efforts of the entire staff team particularly the two team leaders Mandy McKie and Cheryl Meath; I am grateful for having these two ladies walk beside me every day. The entire team's continued passion and commitment never ceases to amaze me. The Wathaurong community are very fortunate to have a great team looking after their health and wellbeing.

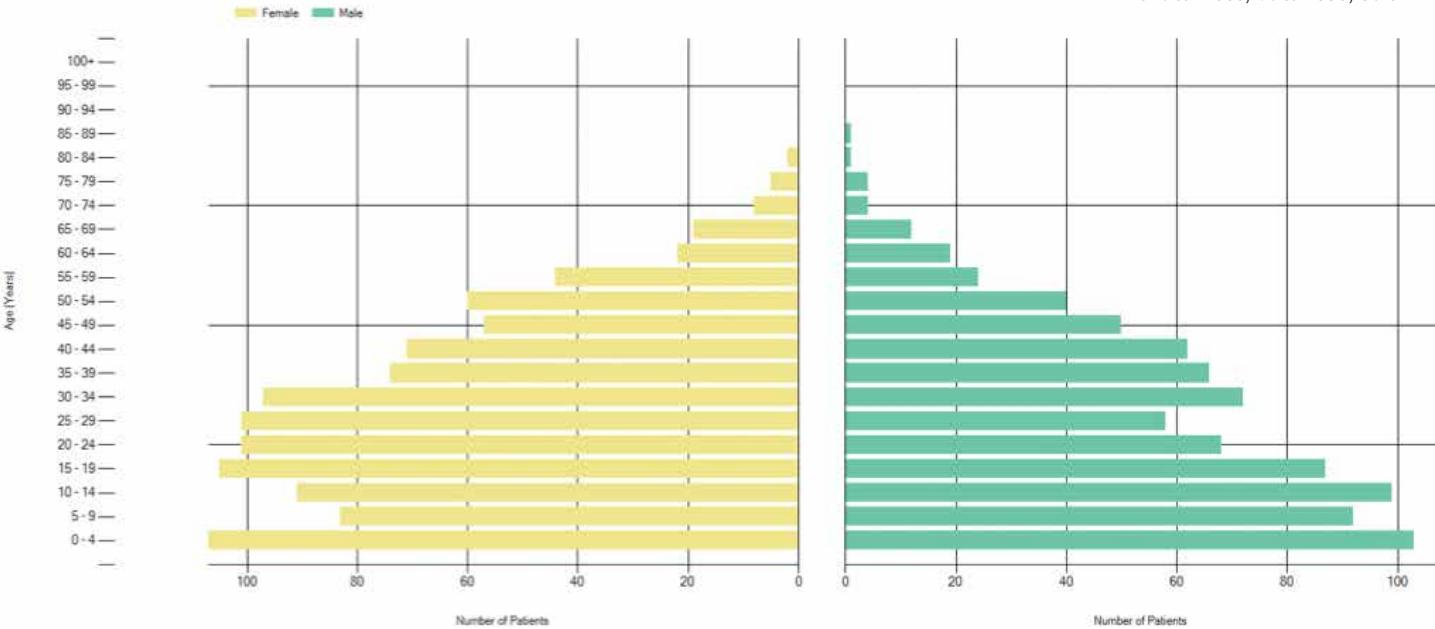
I would like to acknowledge the outgoing CEO Tracey Currie for her support of me during her time with us at Wathaurong and further acknowledge her successor Rod Jackson who continues to support me in my role. It would also be remiss of me if I didn't recognise my Senior Management Colleagues for their ever present words of wisdom and guidance!

With the ongoing changes to funding

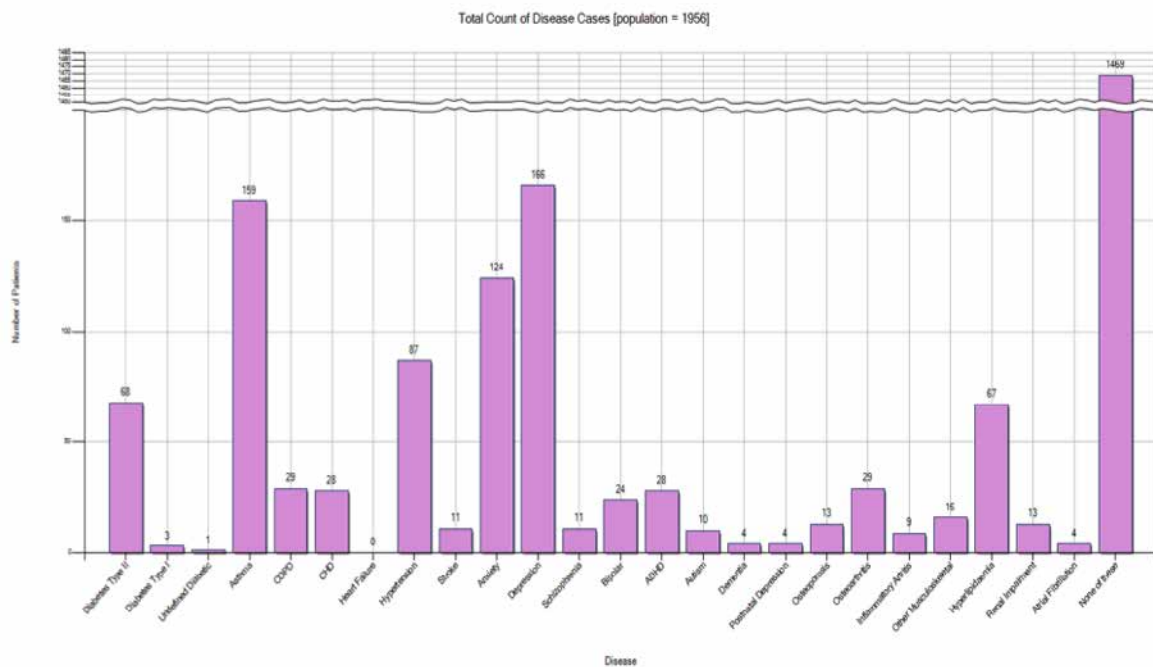
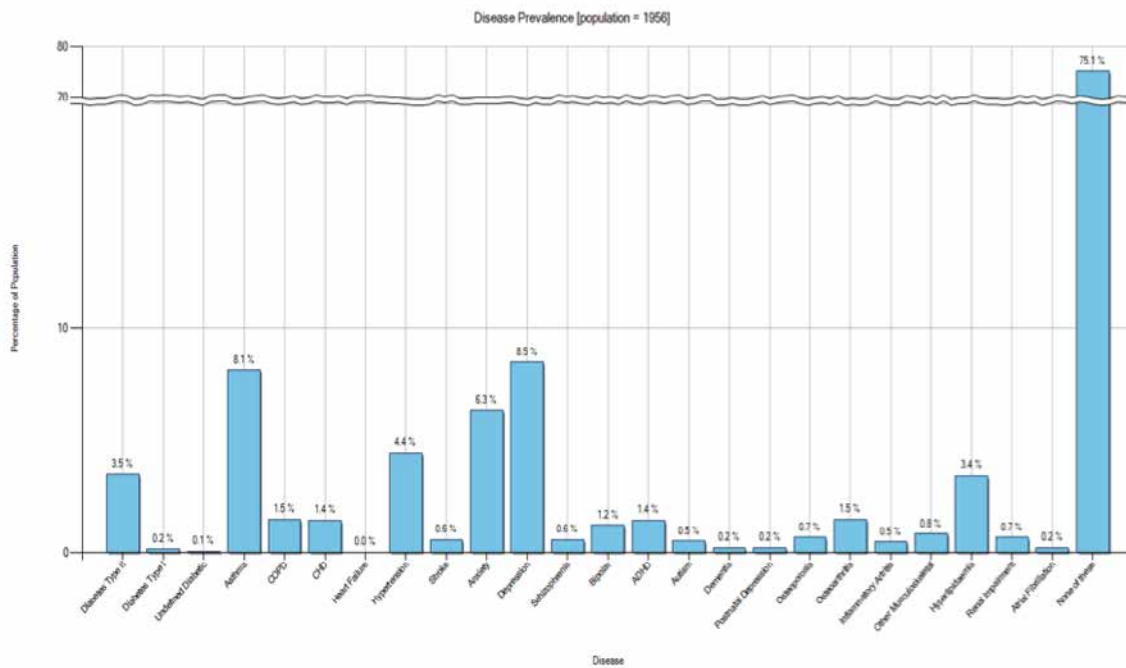
arrangements and guidelines we have made a concerted effort to be more proactive in the Medicare space. Medicare revenue translates directly to and impacts greatly on service delivery whether this is positively or negatively. We have developed protocols around item numbers for maximising our claimable services and capacity, for example cycles of care for chronic diseases.

The change of Government meant that the Commonwealth Department responsible for the funding of Aboriginal Health Services across Australia changed structure. The Office of Aboriginal and Torres Strait Islander Health (OATSIH) is now no longer in existence and we are now funded by a new body – The Indigenous Australian Health Programme (IAHP). The other main difference with this funding model was the omission of the old Bringing Them Home Spiritual and Emotional Well-being component.

Demographic Breakdown by Age [population = 1956]
Females = 1055, Males = 880, Other = 21



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This now sits with the Department of the Prime Minister and Cabinet (DPMC). At the end of 2014 we had to re-apply for this funding through the Indigenous Advancement Strategy (IAS) under the Safety and Wellbeing Stream.

Fortunately we were re-funded to continue with this program. Sadly though we were unsuccessful with other parts of our IAS.

All of this means that there is an increase in reporting mechanisms and frameworks. I will continue to report in accordance with the guidelines and deadlines so that our funding is not jeopardised or compromised.

Under the new funding model all Aboriginal Health Services receiving Commonwealth funding will be required to incorporate formal Continuous Quality Improvement (CQI) into their Action Plan and submit the plan by December 2015 and provide additional annual reporting. Wathaurong has commenced the development of this plan with the assistance of the Victorian Aboriginal Community Controlled Health Organisation (VACCHO).

I am pleased to report that the medical reception team are now rotating between the Co-operative and the Health Service providing admin and reception coverage for the organisation. The team also co-ordinate and are the central point for patient transport, Webfleet vehicle bookings, stores and stationery orders and room bookings.

Preventative Health is another area of focus for the Health Service in 2015. A significant part of this is the Aboriginal Health Checks (Medicare item #715). Over the coming 12 months we will be working towards increasing our capacity to

conduct these checks for the community and allowing all clinical staff to be a part of these. Both consultation and office space continues to be a challenge and we may need to relocate some staff and programs to Wilkins Close at some stage mid-year 2015. This year we again implemented a calendar of health promotion events in conjunction with the Koolin Balit project - Healthy Community Voices. Success came mostly from the annual flu and pneumococcal immunisation campaign, we also saw a marked increase in women's health screening and participation. It is anticipated that men's health screening and participation will also increase during 2015-2016.

Unfortunately we were unsuccessful with our application to the Alfred Felton Bequest Foundation for Philanthropic funds to commence a Maternal and Child Health (MCH) Program. This has not deterred us however and I fully intend to continue to search for any funding opportunities. I wholeheartedly believe that MCH services are the key to early intervention for the young people in our community.

Deakin University visited us in April 2015 and spent the day with various guest speakers from the Health Service and also with Uncle Dave Tournier out at the You Yangs. First year medical students are required to undertake this Immersion Program as a compulsory part of their studies. Wathaurong Health Service will maintain contact with the Medical School as they continue to educate medical students and provide them with the best possible cultural education – leading the way in Indigenous Medical Education across Australia.

Staff: Mandy McKie – Primary Health Care Team Leader/KMS Midwife

Hayley Couzens – Receptionist

Donna Lusher – Receptionist

Nikki McKenzie – Receptionist

Karla Ellis- Receptionist (left Dec 14)

Cheryl Meath – Health Services Team Leader/Medical Receptionist

Fiona Schlensog – Receptionist (left Sept 14)

Eileen Smith – Patient Transport

John Lloyd – Patient Transport

PARTNERSHIPS

We continue to maintain and develop new partnerships and working relationships with agencies and organisations around Geelong. I would like to acknowledge that some of these partnerships have been going for many years and have been mutually beneficial. Barwon Health once again have led the way with outreach services being extended this year to include an Endocrinologist. As well as Dental continuing we have also increased the Paediatrician sessions with two now visiting each fortnight. Wathaurong has also re-signed the new Memorandum of Understanding after a lengthy review. Some of the other organisations we partner with and support include:

- Barwon Medicare Local (Primary Health Network Western Victoria)
- Australian Hearing
- Barwon Centre Against Sexual Assault (CASA)
- Deakin University - the Institute of Koorie Education and Medical School
- Victorian Aboriginal Community Controlled Health Organisation (VACCHO)

HEALTH SERVICES

- Pathcare Pathology
- National Aboriginal Community Controlled Health Organisation (NACCHO)
- Pharmacy Guild of Australia for (QUMAX)
- Labuan Square and other pharmacies around Geelong and the Bellarine Peninsula
- The National Aboriginal and Torres Strait Islander Health Worker Association (NATSIHWA)
- Colac Area Health/Colac Youth Hub
- Minerva Community Services

CLINICAL AND EXTENDED SERVICES

After Dr Scott Stinson's resignation we engaged the extra services and support of other GPs and Registrars to maintain consistent coverage and session for the community. With the assistance of Southern GP Training and the networks of Dr Ed we were able to gain the assistance of more Registrars as listed below and other sessions from Dr Nic Brayshaw and Dr Gerry McKeague. It was a difficult task to recruit a replacement for Dr Stinson however everything worked out well with Dr Ed increasing his sessions and a couple of the other part time Registrars staying on in 2015. In January we were joined by another GP Dr Catherine Eltringham and in February Dr Parbati Gurung a Registrar from Southern GP Training joined the growing team.

The Care Co-ordination and Supplementary Services (CCSS) program continued to be funded via Barwon Medicare Local, with Jodi Kent as the

co-ordinator of the program and with the support and assistance of Kerrie Alsop the program has achieved excellent results and continues to offer a quality service to approximately 31 members of the community with Chronic Disease and illnesses.

The increased burden of chronic disease in our community often means that clients are prescribed multiple medications. Along with NACCHO and the Pharmacy Guild of Australia we have been able to again receive funding for the Quality Use of Medicines Program for Aboriginal Patients program (QUMAX) this mean that members on more than 5 medications can receive the benefits of Webster-paks being filled by their local pharmacy. Whilst it does not pay for the actual medication it covers the ongoing costs of Webster-paks and Dosette boxes. We hope that this program continues to be funded in the years to come.

One of the major areas of collaboration for the Wathaurong Health Services is around the establishment of a GP service in Colac. This has been difficult to achieve with the current funding models available however the Chronic Disease Outreach workers visit the area on a weekly basis to work with the community to streamline access to culturally appropriate health services. Our relationship with Colac Area Health continues to gain momentum with them providing a space for the workers to be based. We anticipate that we will be able to secure a GP in 2015 to commence service delivery to the Aboriginal community of Colac, commencing with Aboriginal Health Checks and moving into acute care. The workers are also

engaged with chronic disease services at the main site when they are not visiting Colac. Wathaurong Aboriginal Co-operative staff from other program areas are also initiating client and program services to some of the community in the Colac region. The need for this was identified from community services agencies and also from the community members themselves requesting more assistance from the Co-operative. The Senior Management Team have been proactive with networking and meeting with other potential stakeholders in the region to increase culturally appropriate services for the local community.

At the end of 2014 we were extremely proud to host a Deakin University, Institute of Koorie Education Nursing student for their final clinical placement. We were even more proud of the fact that the student was a local community person – Todd Fry joined us for a number of weeks. In what is usually looked upon as a female dominated vocation we were honoured to have Todd with us and hope to be able to have him work with us in 2015.

*Staff: Dr Scott Stinson –
G.P (Resigned August 2014)*

Dr Ed Poliness – G.P

Dr Sarah Freeman – G.P Registrar

Dr Angie Taggart – G.P Registrar

Dr David Corbet – G.P Registrar

Dr Parbati Gurung – G.P Registrar

Jodi Kent – Registered Nurse (CCSS)

Louise Thomas – Registered Nurse (Clinic)

Skye Duncan – Registered Nurse (Clinic)

*Fiona Smith - Registered Nurse
(Outreach/Chronic Disease)*

HEALTH SERVICES

ABORIGINAL HEALTH WORKERS

The Aboriginal Health Workers continue to be an integral part of the Health Service. Working across many areas of the service including clinical, health promotions, community participation and advocacy the team of four Aboriginal Health Workers provide leadership and cultural competence in their day to day tasks. A few of the workers are still attending the Victorian Aboriginal Community Controlled Health Organisation (VACCHO) as the main training provider for Aboriginal Health education. I am proud to say that Wathaurong now has an Aboriginal and Torres Strait Islander Health Practitioner registered with the Australian Health Practitioners Regulation Agency (AHPRA). Kerrie Alsop has completed her registration requirements and will now be able to join a formally recognised profession along with one of only seven in Victoria.

The Men's Aboriginal Health Worker Trey Kirby resigned from his role after a short time. It has been difficult to recruit someone to the role. Fortunately for us we were able to have the void filled temporarily by the patient transport officer John Lloyd. As at the end of financial year we have advertised and interviewed with an appointment imminent. We are eager to have the worker 'hit the ground running' and re-establish links with the men to engage and participate in health and wellbeing activities.

*Staff: Kerrie Alsop –
Aboriginal Health Practitioner*

John Lloyd – Acting Men's Aboriginal Health Worker

Craig Norman – Outreach Aboriginal Health Worker

Naomi Surtees – Aboriginal Maternity Health Worker (to Sep 14)

*Meg Torpey –
Aboriginal Maternity Health Worker*

Trey Kirby – Men's Aboriginal Health Worker (left Aug 14)

ALLIED HEALTH AND VISITING OUTREACH SERVICES

Diabetes Educator	Monthly on Tuesdays
Psychologist	Every Monday and Wednesday
Counsellors from Barwon Centre Against Sexual Assault (CASA) x2	Every Friday
Paediatric Fellow	Every fortnight on Tuesdays
Generalist Paediatrician	Every fortnight on Tuesdays
Dental Clinic	3 days per week Tuesday/Wednesday and Thursday
Australian Hearing	4 times per year
Endocrinology	Every 6-8 weeks on a Tuesday

Other services by referrals to specialist partners eg: Optometry, Obstetrics, Gynaecology and Physiotherapy.

COMMUNITY PROGRAMS

Alcohol and Other Drugs (AOD) Program

Tania and Kit-e have worked tirelessly with the community supporting those with Drug and Alcohol addictions. Many of the referrals have come from internal

programs and staff including the GPs who are pharmacotherapy prescribers. The AOD team are now an integral part of the pharmacotherapy program undertaking further assessments in line with recently developed policies and procedures. Unfortunately there continues to be an increase in the numbers of ICE users in the community. This comes at a price, some clients are now engaged with the Justice system as a result of their drug use. The ladies have been concentrating on 1:1 counselling services since the reduction in participation in health promotion and group activities has been slow.

Kit-e has most recently resigned to spend more time with her family and so we will go about the task of replacing her as soon as possible. During this past year Tania also took up a part time role to work with the short term project under the Koolin Balit program – Youth Binge Drinking project (please see below for more information regarding the project).

The Alcohol and Other Drugs program staff have recently been relocated to Wilkins Close along with the Bringing Them Home program staff. This has proven to be a successful move with collaboration between programs and participation increasing. Tania has also been attending Colac with the Chronic Disease Team for support and advocacy with clients in the region, this is due to a reduction in AOD services in the area because of recent reforms.

*Staff: Tania Webber –
Alcohol & Other Drugs worker*

Kit-e Kline – Alcohol & Other Drugs Worker (resigned May 2015)

HEALTH SERVICES

KOORIE MATERNITY STATISTICS

↓STATISTIC	FINANCIAL YEAR→	2013-2014 DATA	2014-2015 DATA
Total clients		40	39
Births		21	24
Average Birth weight		3.3kg's	3.5kg's
Breastfeeding		60% @ 6 weeks post	60% @ 6 weeks
Average number of AN visits		12	12
Average gestation @ first visit		7 weeks	7

Koorie Maternity Services (KMS)

The Koorie Maternity Service team has been quite busy this past year welcoming the many new babies being born on Wathaurong country. Both Mandy and Naomi continue to support and advocate for the women and their families. Koorie Maternity Day was held in Children Services at the end of 2014 where a number of things were presented including the research of PhD student Tania Koolmatie and the evaluation of the Barwon Health Maternity Pathways project.

Health promotion and education activities were also delivered throughout the year in conjunction with child birth education for the women. As part of the partnership with Barwon Health and Deakin University Mandy delivers education to medical students in the area of Aboriginal Maternity care from the perspective of a non-Aboriginal woman. These sessions are well received and go a long way to preparing and increasing the awareness of up and coming Doctors and specialists.

For the very first time an Implementation Plan for the Wathaurong Koorie Maternity Service had to be written up and

submitted identifying key areas from the guidelines of the state wide service. This came as no surprise to us as funding bodies are asking for more and more accountability against their investment. Annual reporting on these indicators will be provided as well as the minimum data set of statistics and data.

The Aboriginal Health Worker Naomi moved on from the KMS and relocated to Wilkins Close to support the AOD and BTH teams and a new Aboriginal Maternity Health Worker was recruited.

Meg Torpey joined the team early in 2015 and will be taking leave from August 2015 to start her own family.

The team again undertake professional development and training throughout the year, the main opportunities are provided through VACCHO and the Maternity Services Education Program (MSEP) team with formal clinical education and the annual women's business forum.

Staff: Mandy Miller – Midwife

Naomi Surtees – Aboriginal Maternity Health Worker (until Sep 14)

Meg Torpey – Aboriginal Maternity Health Worker

Bringing them Home (BTH)

With the Bringing Them Home program now under the Department of Prime Minister and Cabinet we had to submit a new Action Plan and were informed that this funding would only be distributed annually according to reporting. We expressed our concerns regarding this and after many months were told that this would now be changed to 3 year funding with annual reporting mechanisms.

Both Judy and Mandi have worked extremely hard to increase the participation and engagement of the client group and have achieved marvellous success which was reported in the most recent Commonwealth submission. As well as 1:1 counselling and therapy they are now delivering weekly sessions at Wilkins close with a focus on healing and holistic health and well-being, some weeks have involved field trips and excursions to places including Melbourne Museum and Koorie Heritage Trust. Mandi will be leaving us soon for 12 months maternity leave and Judy will increase to full time to cover the one EFT role.

The staff have continued to attend important professional development, training and networking opportunities including VACCHO forums and Maru-Mali training.

Staff: Judy Rosson – Bringing Them Home Worker

Mandi Barton – Bringing Them Home Worker

HEALTH SERVICES

Koolin Balit

In 2013 the Wathaurong Aboriginal Co-operative applied to the Department of Health for funding under Koolin Balit.

The six key priorities of Koolin Balit: Strategic Directions for Aboriginal Health 2012-2022 are:

1. a healthy start to life
2. a healthy childhood
3. a healthy transition to adulthood
4. caring for older people
5. addressing risk factors
6. managing illness better with effective health services.

We initially applied for around 5 projects and were successful gaining funding for 3 of them. In 2014 we kicked off works around these 3 projects with recruitment and re-deployment taking place to address our aims and objectives.

The projects are outlined below:

Healthy Community Voices

The Health Community Voices Program aims to develop effective responses to Aboriginal health that address the levels of complexity within Aboriginal families and communities in the Geelong region. Strengths of the Program include evidence based design, holistic approach, clinical focus, committed staff, inter-sectoral linkages, an Aboriginal cultural focus grounded in health promotion activity and community development interventions to improve Aboriginal health.

Aims of the project are:

- To empower a community at an individual, community and organisational level to develop its own health interventions.

- Training and education to equip health workers and community with the skills and understanding to foster change to slow the progression of chronic disease and promote healthy lifestyle patterns from an early intervention approach.
- To analyse health data that will aid in the design, implementation and evaluation of programs is a critical factor in the effectiveness of programs.

Existing staff member Gwenda Black was recruited to the role given her recent role with Closing the Gap and qualifications in Health Promotion.

To date the success of the program has been slow, however with a review of the delivery mode we anticipate greater success in the near future.

Staff: Gwenda Black – Healthy Community Voices Project Worker

Fresh Tracks

The Fresh Tracks program will be looking at implementing a project that utilises an Assertive Outreach Model which provides holistic care to Wathaurong community members and their families. This means that care coordination will be provided to people in their own environment.

The assertive outreach model aims to:

- Facilitate connectedness according Safety & Emotional Well-being (SEWB) to reduce chronic disease in Aboriginal people
- Provide holistic care in a person's own environment
- Build culturally responsive services and to improve health outcomes for Aboriginal patients.

- Advocate for the cultural competence of main stream Health Providers where referral is necessary
- Provide community care for people who have chronic disease.

In addressing the areas of connectedness, it is proposed to strengthen the pathways between and within Wathaurong and Barwon Health Service delivery models by both mapping referral pathways and identifying potential areas for improvement which is a key strategy of the Assertive Outreach Model. Wathaurong will also be advocating for cultural competence of mainstream health providers where referral to such providers are appropriate to ensure a culturally safe service for Aboriginal clients.

Clients will be identified to have (or to be at risk of developing) a chronic disease and/or be identified to have complex psychosocial (poor SEWB connectedness) issues that impact on service utilisation for themselves and their families.

Paul Thornton was successfully recruited to the role given his qualifications and current psychologist role within the organisation.

To date the project has achieved an enormous amount of success with a number of unexpected outcomes also being achieved. As the funding is fairly time limited it is anticipated that our relationship with Melbourne University and their evaluation of the project will enhance our application for future funding.

Staff: Paul Thornton – Fresh Tracks Convenor

HEALTH SERVICES

Youth Binge Drinking Project

As part of Wathaurong Aboriginal Co-operative's strategic planning process, consultations with the Wathaurong community and the Co-operative's Board identified youth and health as key priority areas for the organisation to focus on. Coupled with this, Koolin Balit have identified a healthy transition into adulthood as a key priority area for youth to address high risk behaviour such as binge drinking.

In light of a literature review and research, this short term project aims to begin addressing cultural norms and community factors such as connection to community in influencing Aboriginal youths' risky alcohol consumption. The project aims to involve youth to inform and assist in problem solving approaches to address the issue of excessive alcohol consumption.

By addressing the risk factors evidenced to influence young people's risky drinking behaviour, the project endeavours to reduce binge drinking* (*Defined by the consumption of five or more standard alcoholic drinks on a single occasion in the last six months) in Aboriginal youth aged between 12 and 25 years residing in the Geelong region.

One of the current AOD staff Tania Webber was recruited to work with the short term project mid-way through 2014, it is because of this that the project is yet to gain momentum. We look forward to achieving a level of success by the end of the financial year.

Staff: Tania Webber – Youth Binge Drinking Project Worker



HEALTH SERVICES



Top L-R: Todd Fry, Dr David Corbett, Jodi Kent, Hayley Couzens, Gwenda Black, Paul Thornton

Middle L-R: Fiona Smith, Dr Catherine Eltringham, Dr Parbarti Gurung, Naomi Surtees, Skye Duncan, Louise Thomas, Eileen Smith

Bottom L-R: Cheryl Meath, Renee Owen, Mandy Miller

Absent: Judy Rosson, Mandi Barton, Tania Webber, Karyn Kehagias, Dr Ed Poliness, Kerrie Alsop, Craig Norman, Meg Torpey, Donna Lusher, Nikki McKenzie, Kit-e Kline (Resigned), Trey Kirby (Resigned)

WATHAURONG ABORIGINAL CO-OPERATIVE

NAIDOC AWARDS/SPECIAL THANKS

NAIDOC AWARDS

The theme for NAIDOC week for 2014 was Serving Country: Centenary & Beyond.

The following people were recipients of NAIDOC Awards for 2014, we congratulate them and thank them for their outstanding service to the community.

Community Person – Glenn Shea

Elder of the year – Sue Razem

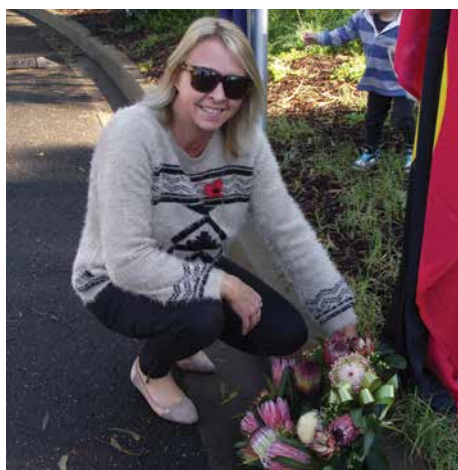
Young Achiever of the year (Male) – Deadly Dancers

Young Achiever of the year (Female) – Kiralee Hogema

Staff Recognition Award – Sandy Manning

Reconciliation Award (Non-Indigenous) – Dr Scott Stinson

Reconciliation Award (Indigenous) – Melinda King



Pictured: Kylie Edwards laying the commemorative wreath

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

Deakin University - Institute of Koorie Education

Department of Health and Human Services

Department of Education and Early Childhood Development

Family Services Alliance

Glastonbury Community Services



Pictured: Community adding poppies to the wreath to honour those who served

Greening Australia

Gunditjmara Aboriginal Co-operative

Indigenous Housing Network

Indigenous Land Corporation

Kardinia Health

Kurt Sutton

Marngoneet Prison

Melbourne Water

NACCHO

Northern Bay College

One Fire Reconciliation Group

Peter Wlodarczyk; Gagin Pty Ltd

Pharmacy Guild of Australia

Rosewall Kindergarten

Surfing Victoria

Take Two Berry Street

The Indigenous Australians Health Programme with the Department of Health

VACCHO

Victoria Police

Victorian Corporation for Languages



Pictured: Adam Muir wearing his father's medals, raising the Aboriginal flag

WATHAURONG GLASS & ARTS

Mark Edwards, Wathaurong Glass & Arts Manager



I would like to first pay my respect to Elders past and present and to those who have passed before us in the past 12 months.

This period has proved challenging with lower than average sales in the 2nd, 3rd and 4th quarters against the previous financial year. As we are a finishing product (not a necessity) if there are fluctuations in the market we generally feel the impact across all our markets. We also had internal cost increases that impacted on the bottom line of expenses but I have since put in place the necessary increased adjustments to compensate moving forward.

CORPORATE / AWARDS

The market has been hit by Governments pulling back on funding to departments and Community Organisations with the impact of an 8% overall downturn in

sales across this section of the market, on a positive note the customers we spoke to said they will be returning should they receive the funding necessary to engage us again. Looking forward we've received a commitment from Minister Hutchins to engage Wathaurong Glass as the supplier of gifts to visiting dignitaries for the State Government.

RETAIL / WHOLESALE

So again we see a decrease in sales across this market by 10%, simple answer is when Government stops spending the rest of us do the same through uncertainty. We did see several positives in this market with the sale of Shell to VIVA energy, they purchased \$10k of product and this sale went some way to counteracting the decline in this market. Customer purchasing from the web site doubles against last year's sales figure but still a low volume sale.

ARCHITECTURAL GLASS

In fear of repeating the same line I will just say the 10% decrease in sales of this market can simply be attributed to 10 less kitchen splashback orders compared with the previous year, once again with uncertainty around employment and the current economic climate. Whether it be local, state, national or international this impacts on the average spender. On a positive note we have been busy producing "Acknowledgement to Country" plaques. Target and various Government and community

organisations have engaged us to produce these products and we definitely see growth in this section of the business as it's the next big thing in corporate trends as a part of their Reconciliation Action Plans.

OPERATION

We still seek continuous improvement of systems as noted below. These improvements are starting to streamline the operation which in turn gives me windows of opportunity to explore other market potentials like the death industry through the supply of Glass memorial plaques to go on head stones.

- Continue updating online Job board for scheduling of orders
- Continue to improve online shopping experience via the website
- Maintaining our position of number 1 on Google for splashbacks and other related products
- Complete overhaul of website to be mobile friendly

STAFF

Currently we have four staff, sadly due to economic pressure we said good bye to a hard working salt of the earth person in Catherine Gibb, leaving myself, Jarrod, Luke and Jermaine as the remaining staff. Both Jarrod and Jermaine are 0.5 Full Time Equivalent (FTE) per week and Luke and I are the only fulltime staff.



Wathaurong Glass & Arts

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WATHAURONG ABORIGINAL CO-OPERATIVE

WATHAURONG GLASS & ARTS



L-R: Jermaine Brown, Mark Edwards, Luke Charles, Jarrod King



FINANCE



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

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.

During the year we teamed up with VACCHO and SONET to change our IT systems from a local server to a secure Cloud. After months of planning the first cutover occurred in August 2015 with more to follow in September and October. This new way of accessing IT will give us greater mobility and flexibility for staff as

well as open up new IT applications to deliver greater functionality at lower cost to the organisation.

We will continue to find ways to drive efficiencies and effective processes into the organisation, responding to the changing demands of our clients and funding bodies.



FINANCIAL REPORT

WATHAURONG ABORIGINAL CO-OPERATIVE LIMITED

Directors' Report

Your Directors submit their report for the financial year ended 30 June 2015 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 27th 2014)

Sharelle McGuirk (Secretary/Treasurer seconded to Board September 12th 2014 (elected April 23rd 2015)

Colleen Howell (elected November 6th 2011)

Tanya Burrows (elected April 23rd 2015)

Brian McKinnon (elected April 23rd 2015)

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

Principal Activities

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

Review of Operations

The total comprehensive surplus of the co-operative for the year was \$1,517,897 (2014 surplus - \$138,986). The surplus in 2015 was largely due to increases to the asset revaluation reserve after revaluing nine of our rental properties by amounts totalling \$1,615,152 and revaluing our 50% interest in our Colac laundry property down by an amount of \$55,000. Our Colac property has been held in our accounts at an independent valuation of \$317,500 (50% of \$635,000), but has been on the market for some years without an acceptable offer. The Directors resolved to revalue the property in our accounts closer to an estimate of realisable value.

Operating revenue of \$5,677,249 increased by 14% on the previous year mainly due to increases in grant funding & other trading activities. Grant funding accounted for 78% of total funding, while trading activities contributed a further 18%, rental income and other income contributed 2% each. Non-operating revenue (interest received) of \$62,901 increased by 3% over the previous period.

Expenses of \$5,782,404 increased by 16% on the previous year, mainly due to increased employee costs up by 18%, provision of client support up by 54%, and rental and outgoing costs for new premises at Tarkin Crt. We also incurred significant legal costs during the year of \$158,335 defending actions brought by ex-employees and obtaining legal advice on governance issues.

Comprehensive surplus of \$1,517,897 included an operating deficit of \$42,255 and asset revaluations of \$1,560,152.

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 Department of Health and Human Services, Department of Health – Indigenous Health Branch, Department of Prime Minister and Cabinet, Department of Education and Training, Department of Environment, Barwon Medicare Local, and Department of Justice.

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 –

FINANCIAL REPORT

- 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

Signed



Annette Xiberras

Signed



Sharelle McGuirk

Signed on the 1 October 2015
At North Geelong

FINANCIAL REPORT

WATHAURONG ABORIGINAL CO-OPERATIVE LIMITED

Directors' DECLARATION

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

Wathaurong Aboriginal Co-operative Limited

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

1. the financial statements and notes of the co-operative are in accordance with the Co-operatives National Law (Victoria), including:
 1. giving a true and fair view of the co-operative's financial position as 30 June 2015 and of its performance for the year ending on that date; and
 2. 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 1 October 2015

On behalf of the board

Signed



Annette Xiberras

Signed



Sharelle McGuirk

FINANCIAL REPORT

WATHAURONG ABORIGINAL CO-OPERATIVE LIMITED

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

To: the directors of Wathaurong Aboriginal Co-operative Limited

I declare that, to the best of my knowledge and belief, in relation to the audit of the financial year ended 30 June 2015, there have been no contraventions of:

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

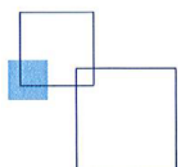
LBW Chartered Accountants



Sripathy Sarma
Principal

Registered company auditor, registration number 325 444

01 October 2015



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FINANCIAL REPORT

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2015

	NOTE	2015 \$	2014 \$
Revenues from ordinary activities	2	5,740,149	5,023,904
Employee benefits expense		(3,432,465)	(2,909,779)
Client support expense		(929,333)	(604,389)
Depreciation expense	3	(326,139)	(328,230)
Occupancy Expense		(178,029)	(129,873)
Legal fees		(158,335)	(1,275)
Motor vehicle expense		(109,852)	(145,115)
Rental properties expense		(68,753)	(289,259)
Telephone & internet expense		(68,727)	(61,952)
Staff training and development expense		(63,537)	(71,674)
Doubtful/bad debt expense		(22,584)	(3,864)
Other expenses from ordinary activities	3	(424,650)	(433,870)
Surplus / (deficit) attributable to members of the entity		(42,255)	44,624
Other Comprehensive Income			
Items that will not be reclassified to profit or loss:			
Movement in Asset Revaluation Reserve	13	1,560,152	94,362
Items that will be reclassified subsequently to profit or loss when specific conditions are met:		-	-
Total other comprehensive income for the year		1,560,152	94,362
Total Comprehensive Income for the period		1,517,897	138,986

The accompanying notes form part of these financial statements

FINANCIAL REPORT

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2015

	NOTE	2015	2014
		\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	2,742,941	3,087,447
Trade and other receivables	5	213,773	207,030
TOTAL CURRENT ASSETS		2,956,714	3,294,477
NON CURRENT ASSETS			
Property, plant & equipment	6	11,173,462	9,734,365
Investments	7	262,500	317,500
TOTAL NON CURRENT ASSETS		11,435,962	10,051,865
TOTAL ASSETS		14,392,676	13,346,342
CURRENT LIABILITIES			
Trade and other payables	8	57,082	218,146
Current tax liabilities	9	84,249	90,303
Employee Provisions	10	363,612	302,514
Grants in Advance	11	1,155,271	1,516,783
TOTAL CURRENT LIABILITIES		1,660,214	2,127,746
NON CURRENT LIABILITIES			
Loan – Surrey St		72,570	76,601
TOTAL NON CURRENT LIABILITIES		72,570	76,601
TOTAL LIABILITIES		1,732,784	2,204,347
NET ASSETS		12,659,892	11,141,995
EQUITY			
Issued capital		72	72
Asset Revaluation Reserve	13	3,714,052	2,153,900
Accumulated surplus	12	8,945,768	8,988,023
TOTAL EQUITY		12,659,892	11,141,995

The accompanying notes form part of these financial statements

FINANCIAL REPORT

STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDED 30 JUNE 2015

	ORDINARY	ASSET REVALUATION RESERVE	RETAINED EARNINGS	TOTAL
	\$	\$	\$	\$
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
Surplus/(Deficit) attributable to members			(42,255)	(42,255)
Increase in Asset Revaluation Reserve		1,560,152		1,560,152
Balance 30 June 2015	72	3,714,052	8,945,768	12,659,892

The accompanying notes form part of these financial statements

FINANCIAL REPORT

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2015

	NOTE	2015	2014
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers and grantees		5,301,547	5,267,418
Interest received		62,901	60,933
Payments to suppliers and others		(5,562,285)	(4,546,244)
Net cash (used in) provided by operating activities	14	(197,837)	782,107
CASH FLOWS FROM INVESTING ACTIVITIES			
Net proceeds / (payments) for purchase of plant, property and equipment and investments		(142,638)	(751,991)
Net cash flows provided by (used in) in investing activities		(142,638)	(751,991)
CASH FLOWS FROM FINANCING ACTIVITIES			
Net proceeds / (payments) of loans		(4,031)	(3,625)
Net cash flows provided by (used in) in financing activities		(4,031)	(3,625)
Net (decrease) increase in cash held		(344,506)	26,491
Cash held at the beginning of year		3,087,447	3,060,956
Cash held at the end of year		2,742,941	3,087,447

The accompanying notes form part of these financial statements

FINANCIAL REPORT

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2015

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%

FINANCIAL REPORT

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2015

c) Property

Freehold land and buildings are shown at their fair value (being the amount for which 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.

FINANCIAL REPORT

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2015

	2015	2014
	\$	\$
2. Revenues		
<u>Operating activities</u>		
Grants & Government Funding	4,433,931	3,973,503
Fundraising and Trading Activities	997,868	803,242
Rental income	140,826	139,312
Other Funding and Sundry income	104,623	46,914
	5,677,248	4,962,971
<u>Non-Operating Revenue</u>		
- interest received	62,901	60,933
	5,740,149	5,023,904
3. Surplus from Ordinary Activities includes the following:		
- Depreciation	326,139	328,230
- Gain/(Loss) on sale of assets	7,446	(11,618)
4. Cash and Cash Equivalents		
Cash at Bank		
- Restricted	663,057	645,129
- Unrestricted	2,078,484	2,440,918
- Petty Cash	1,400	1,400
	2,742,941	3,087,447
5. Trade and other receivables		
Undeposited Funds	-	350
Loan – Kirrae Whurrong	16,000	9,250
Other Debtors	22,376	17,708
Rental Properties Debtors	6551	23,102
Less Provision for doubtful debts	(1,660)	(1,660)
	43,267	48,750
Trade Debtors	170,893	158,967
Less Provision for doubtful debts	(387)	(687)
	170,506	158,280
	213,773	207,030

FINANCIAL REPORT

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2015

	2015	2014
	\$	\$
6. Property, plant and equipment		
Freehold Buildings (2012 Valuation)		
- Admin Building	544,363	542,226
- Car Park Health Services	327,485	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	(200,397)	(125,531)
	2,583,451	2,656,180
Land		
- Surrey Street (2012 Valuation)	215,000	215,000
- 62 Morgan Street (2012 Valuation)	600,000	600,000
- Wurdi Youang (2006 Valuation)	1,850,000	1,850,000
- Wurdi Youang (2014 Valuation)	132,660	132,660
- Rental Properties (2012 valuation)	1,640,000	1,640,000
- Rental Properties (2013 valuation)	1,275,000	-
	5,712,660	4,437,660
Rental Properties (Land & Buildings) at cost	-	888,919
Rental Properties Buildings (2012 valuation)	1,385,093	1,385,093
Rental Properties Buildings (2013 valuation)	885,000	-
Less: Accumulated Depreciation	(119,335)	(401,197)
	2,150,758	1,872,815
Furniture and Fittings	59,347	59,347
Less: Accumulated depreciation	(19,170)	(14,745)
	40,177	44,602
Office Furniture and Equipment	288,623	254,398
Less: Accumulated depreciation	(210,696)	(173,090)
	77,927	81,308

FINANCIAL REPORT

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2015

	2015	2014
	\$	\$
Motor Vehicles	640,791	685,386
Less: Accumulated depreciation	(283,388)	(281,710)
	357,403	403,676
Children's Service Equipment	35,678	35,679
Less: Accumulated Depreciation	(20,027)	(18,067)
	15,651	17,612
Wurdi Youang Equipment	84,282	41,061
Less: Accumulated Depreciation	(14,091)	(5,350)
	70,191	35,711
Health Service Equipment at cost	330,549	322,164
Less: Accumulated Depreciation	(211,686)	(188,898)
	118,863	133,266
Factory Fitout	88,780	88,780
Less: Accumulated Depreciation	(42,399)	(37,245)
	46,381	51,535
Total Property, Plant and Equipment	11,173,462	9,734,365

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.

FINANCIAL REPORT

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2015

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
2014	\$	\$	\$	\$	\$	\$
Freehold Buildings	2,656,180	2,137			(74,866)	2,583,451
Furniture & Fittings	44,602				(4,425)	40,177
Office Furniture and Equipment	81,308	34,225			(37,606)	77,927
Motor Vehicles	403,676	111,369	(155,964)		(1,678)	357,403
Children's Service Equipment	17,612				(1,961)	15,651
Health Service Equipment	133,266	8,385			(22,788)	118,863
Wurdi Youang Equipment	35,711	43,222			(8,742)	70,191
Rental Properties	1,872,815			340,152	(62,209)	2,150,758
Factory Fitout	51,535				(5,154)	46,381
Land – Rental properties	1,772,660			1,275,000		3,047,660
Land - Surrey Street	215,000					215,000
Land – Morgan Street	600,000					600,000
Land – Wurdi Youang	1,850,000					1,850,000
Total	9,734,365	199,338	(155,964)	1,615,152	(219,429)	11,173,462

	2015	2014
	\$	\$
7. Investments		
Investment in Coladjin Pty. Ltd		
- Investment in Land and Building (Director's Valuation)	525,000	635,000
- Wathaurong Aboriginal Co-Operative's share	50%	50%
	262,500	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.

FINANCIAL REPORT

	2015	2014
	\$	\$
8. Trade and other payables		
Trade Creditors	55,582	216,886
Other creditors	1,500	1,020
	57,082	217,906
9. Current tax liabilities		
PAYG Tax	54,533	41,780
FBT Payable	5,000	6,289
GST Payable	24,716	42,474
	84,249	90,543
10. Provisions		
Current		
Annual Leave Provisions	178,705	143,366
Long Service Leave Provision	154,687	133,554
Paid Parental Leave Provision	-	6,293
Superannuation Provision	30,220	19,301
	363,612	302,514
11. Grants in Advance		
Unspent Grant Funds	1,155,271	1,516,783
	1,155,271	1,516,783
12. Accumulated surplus		
Accumulated surplus at the beginning of the financial year	8,988,023	8,943,399
Net surplus/(deficit) attributable to the association	(42,255)	44,624
Accumulated surplus at the end of the financial year	8,945,768	8,988,023

FINANCIAL REPORT

	2015	2014
	\$	\$
13. Reserves		
Asset Revaluation Reserve	3,714,052	2,153,900
Asset Revaluation Reserve comprises of		
- Land & Buildings	3,714,052	2,098,900
- Investments	-	55,000
	3,714,052	2,153,900
14. Reconciliation of net cash provided by operating activities to operating surplus/(deficit) after income tax		
Surplus/(deficit)	(42,255)	44,624
Add non-cash items		
Depreciation	326,139	328,230
(Surplus)/deficit on sale of plant & equipment	(7,446)	11,618
Changes in Assets and Liabilities		
(Increase)/Decrease in Receivables	(6,743)	3,176
Increase/(Decrease) in Tax Provisions	(6,054)	33,835
Increase/(Decrease) in Employee Provisions	61,098	(48,525)
Increase/(Decrease) in Grants in advance	(361,512)	289,653
Increase/(Decrease) in Payables	(161,064)	119,496
Net cash provided by operating activities	(197,837)	782,107
15. Events after the balance Sheet date		

Since 30 June 2015, there are no matters or circumstances that have arisen which require adjustments to the financial statements.

FINANCIAL REPORT

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

To the members,

In our opinion:

1. The accompanying financial report is properly drawn up in accordance with the provisions of the Co-operatives National Law (Victoria), including:
 - a. giving a true and fair view of:
 - i. the state of affairs of the co-operative at 30 June 2015 and of the results and cash flows of the co-operative for the year ended on that date; and
 - ii. the other matters required by Section 283 of the Co-operatives National Law (Victoria) to be dealt with in the financial statements; and
 - b. complying with applicable Accounting Standards and other mandatory professional reporting requirements.
2. The accounting records and other records, and the registers required by the Act to be kept by the co-operative have been properly kept in accordance with the provisions of the Co-operatives National Law (Victoria).
3. We have been given all information, explanations and assistance necessary for the conduct of the audit.

LBW Chartered Accountants

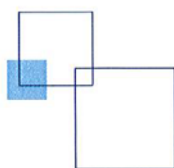


Sripathy Sarma

Principal

Registered company auditor, registration number 325 444

01 October 2015



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GALLERY





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