



2016

WATHAURONG  
ABORIGINAL  
CO-OPERATIVE  
ANNUAL REPORT



## 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 community leaders.

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

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

## OUR VISION

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

## OUR PURPOSE

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

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

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

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

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



Artwork 'Fishing on the Barwon River'  
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 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

It has been a thriving year as Wathaurong has experienced significant growth, with extra funding for programs, which in turn has led to additional staff employed. Our organisation will continue our commitment in providing outstanding services and programs to the local Aboriginal community.

I would like to thank Rod and the Senior Management Team for their dedication to Wathaurong and ensuring that we successfully meet our operational requirements to achieve the best outcomes for our clients. In the later part of the financial year Rod took some well-earned leave; and the Board wish to extend a special thank you to Senior Managers, Kym Monohan and Kevin Bartlett for sharing the Acting CEO role in his absence. This year we also welcomed a new Family & Children Service Manager, Belinda Foley who joined the team in September 2015. Belinda brings a wealth of family/ children's services knowledge and we are pleased to have her on staff.

Our Community Meetings held in February, April, June, August and

December were well attended and the Board appreciates the input the community offer. These community meetings are crucial in that they:

- provide members with updates on Wathaurong's services and programs;
- include our community in relevant decision making processes; and
- discuss and advise of any upcoming changes that impact on service delivery and on the community as a whole.

This past year the Board have been conscious that the expansion of programs and additional staff means a growth within our infrastructure. As such the Tarkin Crt site no longer houses our Community Services Team. They are now located at our temporary Mackey Street office site with some of our Family & Children's Service staff. We hope to have a permanent office that will be suitable for both Community Service and Family & Children's Service Teams by the end of 2016. Additionally, we are currently refurbishing the old Co-operative



building located at Forster Street; transforming it into a Community Hub and a culturally safe gathering space for community members.

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



Board of Directors L-R:  
Brian McKinnon, Tanya Burrows, Aunty Colleen Howell,  
Sharelle McGuirk, Annette Xiberras

# Chief Executive Officers's Report

Rod Jackson, CEO

First and foremost, I would like to thank the Board, Managers and staff for their enthusiasm and commitment to Wathaurong.

We have had very strong commitment from partners and government agencies over the past twelve months which has resulted in funding and support for a number of our programs and services, and I would like to express our appreciation for this.

A special thanks goes to Christine Couzens MP for her direct dialogue and commitment to the Co-operative with liaison at all levels of government for the betterment of our community.

We have seen significant growth in programs and staff numbers which meant we've had to consider ways to expand our office and meeting room space quite rapidly. As a result, we have a medium term plan to move staff to a fit-for-purpose facility at the old Federal Wool Mills site at Mackey Street in North Geelong. The Board approved funding to pay for the fit-out and lease of these premises and we anticipate Community Services and Family Services staff members will be moving there in the first half of the 2016-2017 financial year.



Pictured: Rod Jackson (CEO)  
with Christine Couzens MP

With such rapid growth we know we need a longer term plan as this growth in population and demand for our services continues. The City of Greater Geelong approved funding for us to undertake a master plan and feasibility study for expansion of our Morgan Street site, and we have used this to support a submission for Regional Health Infrastructure Funding available through the Department of Health and Human Services (DHHS). We now have plans and documentation to allow us to pursue further opportunities for funding in the future if we're unsuccessful with the DHHS funding and will keep community informed of progress and outcomes through our newsletter, website and social media.

Give Where You Live and DHHS also have funding opportunities available for the refurbishment of our property at Forster Street in Norlane. We have submitted applications for this funding to create a Community Space and Men's Shed on this site and will inform Community members once we've received the outcomes.

We have identified an opportunity to obtain funding for two units to be built on our property in North Shore Road, Norlane and have commenced negotiations for purchase of adjoining land. If successful this will result in four units, all with disability facilities, which will meet a demand from community members for this type of housing.

Our involvement in Taskforce 1000 and Aboriginal Children's Forums, including Out of Home Care forums, have consumed a huge amount of time and resources; however we are seeing real activities around this with a focus from DHHS on funding and support



for our kids in Out of Home Care. Our involvement in similar forums has also allowed us to move Aboriginal Stronger Families into Wathaurong's programs, as well as an expansion of our Aboriginal Family Led Decision Making program. We are seeking to further expand our programs for children with increased enrolment in Rosewall Kindergarten since it's been on site at Wathaurong from 10% Aboriginal enrolment to 90%. We will be investigating the feasibility of retaining a Kindergarten on site when Rosewall relocates to their own site in 2018.

There has been increased activity out at Wurdi Youang with the Cultural Dance Festival early in 2016, visits from various interest groups and volunteers, the construction of traditional stone huts and even potential media coverage on the stone arrangement. Unfortunately due to low rainfall our work at Wurdi Youang did not quite meet our planting and harvesting targets, however we continue to develop our business plan and extend our network of partner organisations,

***"With such rapid growth we know we need a longer term plan as this growth in population and demand for our services continues."***

# Chief Executive Officers's Report

including Corangamite Catchment Management Authority, Port Phillip and Westernport Catchment Management Authority, Geelong and Bellarine Tourism, Mt Rothwell Biodiversity Centre and Parks Victoria. This work is allowing us to develop long term, sustainable plans for biodiversity and cultural tourism opportunities out at Wurdi Youang, thus creating training and job opportunities for our community members.

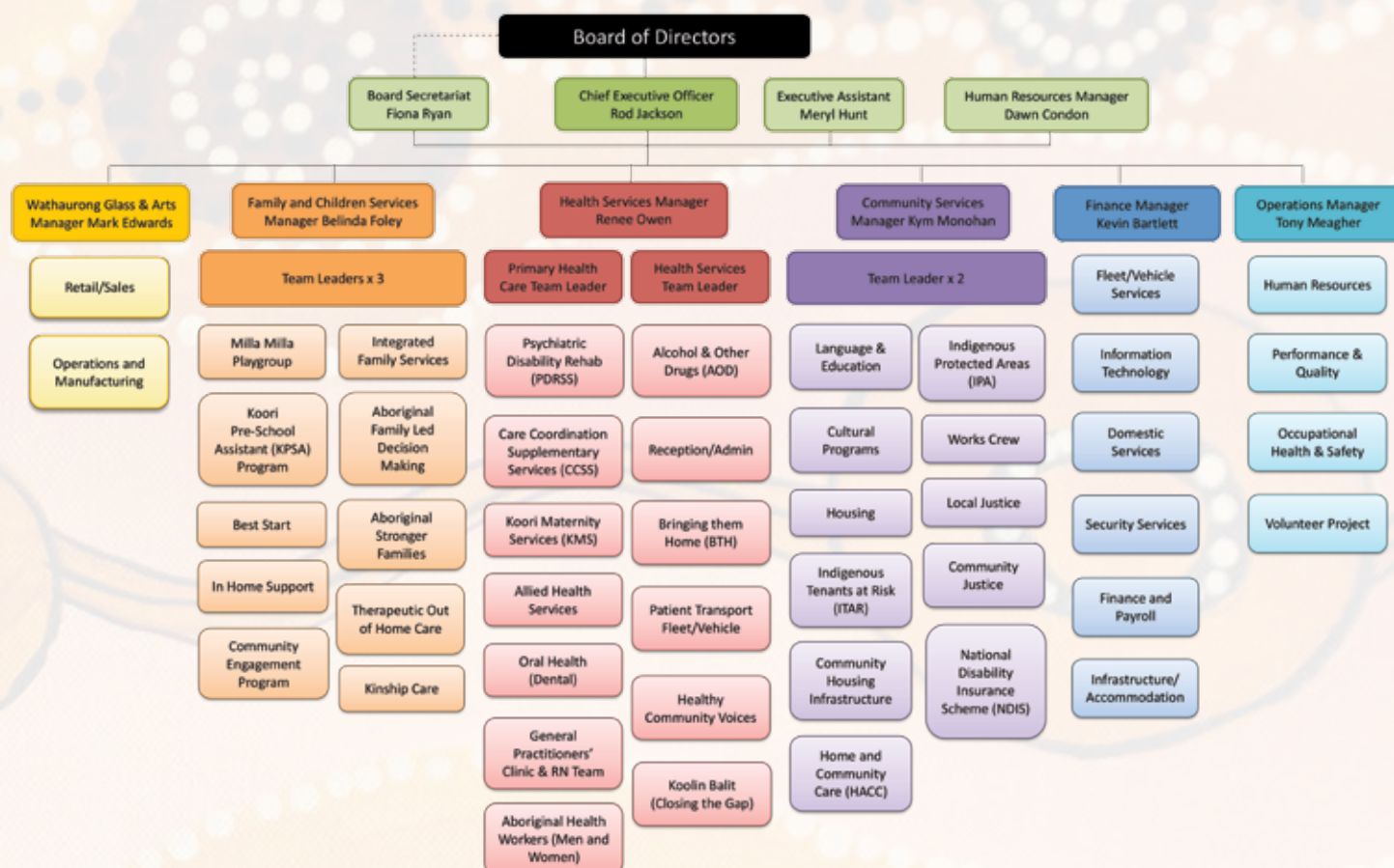
Continuing to strengthen our partnerships we have contributed to a number of Reconciliation Action Plans, of note being Barwon Health's, which gave us the opportunity to ensure specific, measurable targets around Aboriginal Employment and improved services from our partner organisations. We have signed a number of Memorandum of Understandings (MoU) with organisations such as Colac Area Health and Northern Futures. All of this activity ensures we are seeking the best outcomes and increased opportunities for Aboriginal people in the region.

I personally have been appointed to the Geelong Koori Court and Headspace Consortium, which is allowing me the opportunity to work directly with some of our community members and advocate on their behalf. We have seen improved management of offenders and more appropriate responses to those who deal with justice and mental health issues and I believe this is largely due to the input we have had on their programs.

All in all it has been a most successful year and I hope to continue this work with the support of the Board, staff and the community. Our next twelve months will see us commence work on Forster Street and persist with efforts to expand Morgan Street. We will be focusing on our kids in Out of Home Care and improve their connections with community and culture. As such, we will be improving our volunteer program and hope that we see more community members engaged in supporting and contributing to our programs and services.



# Wathaurong Organisational Chart



## Wathaurong Aboriginal Co-operative

## Senior Management Team



Front row L-R: Renee Owen, Belinda Foley, Kym Monohan, Dawn Condon  
Back row L-R: Tony Meagher, Mark Edwards, Rod Jackson, Kevin Bartlett

## Executive Administration Team



Pictured L-R:  
Meryl Hunt (Executive  
Assistant to the CEO)  
and Fiona Ryan  
(Board Secretariat)

# Operations Management



Pictured L-R:  
Tony Meagher (Operations Manager)  
& Dawn Condon (HR Manager)

The 2015-2016 year in Operations can be described as one of growth and diversity. Generally speaking, 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 (OH&S) within the workplace for staff, clients and visitors
- Monitoring and responding to sector wide policy changes and shift in strategic directions

This year has seen the Co-operative actively engaged in the welcome and much needed review into the over-representation of Aboriginal children in the Out of Home Care system and specifically how the entire system can better support those children and young people. The recommendations to come from this Taskforce 1000 review has led to an increase in funding, staffing and programs coming to the Co-operative. With that increased funding comes an increase in reporting and accountability requirements which will require a lot of additional work next year, and beyond.

## Quality

During 2015-2016 Wathaurong Aboriginal Co-operative achieved re-registration of its Department of Health and Human Services (DHS) programs as well as

re-certification under ISO 9001:2008. The Health Service achieved its National Clinical accreditation, a major achievement. And after a very long wait our CHIP Housing program was finally audited and achieved its accreditation with flying colours!

Thanks to all staff and management who actively work toward continually improving what we do across all areas throughout the year.

Work that commenced last year to strengthen our IT capability and structures to support the ongoing quality improvement across the Co-operative continued through 2015-2016. There is a huge range of options and finding the best fit for what can often be incredibly expensive is a challenge!

# Operations Management

## Occupational Health & Safety (OH&S)

The strengthening of OH&S with the embedding of processes and increasing awareness has seen our lowest number of reported incidents and accidents to date.

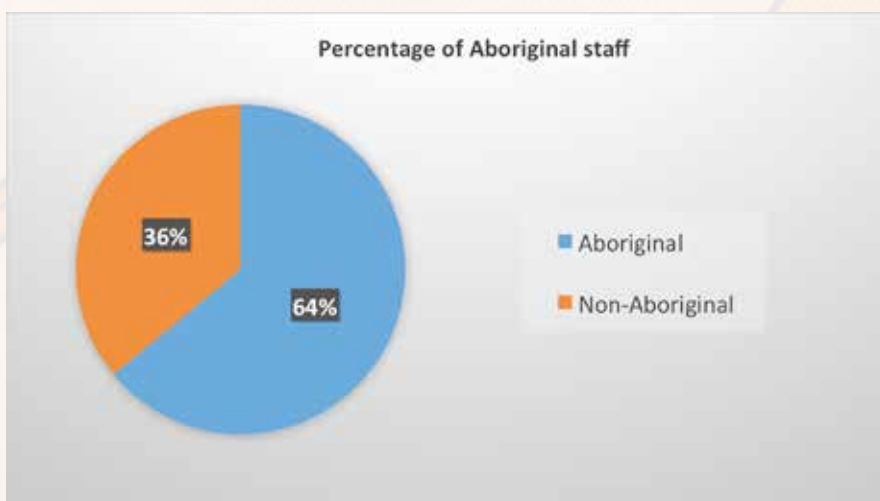
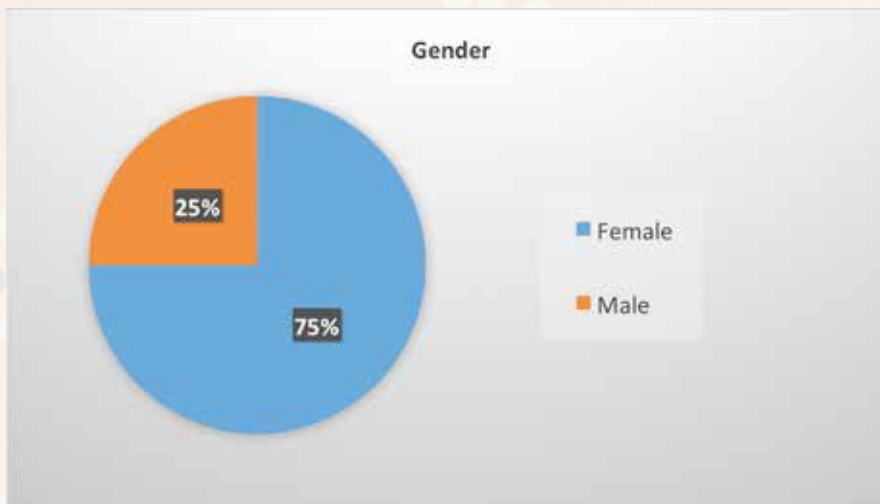
We received eight reports all of which were minor, fortunately. In September Dawn and I attended Return to Work Co-ordination Training to ensure we manage any Work Cover claims more effectively and efficiently.

## Work Force

In 2015-2016 we saw 17 staff leave us and we hired 31 new people. This is indicative of the growth in the organisation. We now employ over 80 staff members and approximately 64% are Aboriginal People.

In October we had an All Staff Professional Development Day 'Red Dust Healing' facilitated by Uncle Tom Powell, this was a great opportunity for us to all get together.

We have work ahead of us to ensure we have the supports and structure in place to ensure that the staff are able to produce the best possible services in the best possible environment moving forward. Therefore, we have commenced discussions to explore the possibility of conducting a workplace culture review in the remainder of 2016 with a view to better supporting staff wellbeing and strengthening service delivery as an essential part of ensuring our long term sustainability.



## Finance & Administration Team



Finance Team L-R: Gordana Kerr (Finance Officer), Kevin Bartlett (Finance Manager) & Delaney Clinch (Receptionist)

The Finance and Administration team are responsible for accounts, payroll, reception, financial management and reporting, financial auditing, building maintenance, fleet vehicles, and other asset functions. The team's purpose is to support managers and staff to deliver programs and services to the community. In May, Delaney Clinch joined us in Reception and has been a welcome addition to the team.

It has been a challenging year as we have grappled with issues surrounding our cloud IT system, although in recent times performance has improved. The cloud system will provide more mobility and flexibility for staff as well as open up new IT applications to deliver greater functionality to the organisation.

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

# Community Services

Kym Monohan, Community Services Manager

Community Services has continued to grow this year with extension of programs and an increase in staff. Once again we have experienced a relocation to a temporary office space in the Federal Mills development and we look forward to the move to our permanent office at the same site next year. I had the honour of stepping up as Acting CEO for the last few weeks of this financial year. It was interesting to see the Co-operative from a different perspective.

We again have seen significant increase in community participation in some of the activities and events that Community Services is responsible for, especially NAIDOC events. I would like to take this opportunity to thank all the Community Services staff for their hard work and commitment to this organisation and to their community.

## Disability Support Program

We have been strengthening partnerships among other organisations to support and improve access for broader range of services, and to maintain networks for our client's participation of National Disability Insurance Scheme (NDIS).

Establishing and developing care plans to assist the client's goals, this plan is to establish where supports exist for daily living, health and well-being,

social and community participation, which allows client's greater choice and control these outcomes.

The number of participants that have access to the scheme during the 2015-2016 financial year has grown; providing shopping, domestic and personal care planned activities and social and recreational activities of their choice which are funded through the participants NDIS plan.

The Co-operative has 17 registered clients, 13 of the 15 NDIS participants are active clients, ranging from high intensity to low level care clients.

NDIS are now appointing a private organisation to provide financial intermediary, agreements have been signed off for a majority of clients with larger funding to their plans, this is to allow support coordination fees to be paid to the organisation, as Wathaurong does not have financial intermediary as yet. This is working well, invoicing once a month for fees to be paid. Coordination of supports are working as far as strengthening participants ability to connect with supports. These supports include resolving points of crisis, developing capacity and resilience in a participant's network and coordinating supports from a range of sources.



## Home and Community Care (HACC)

The HACC program has continued to strengthen current and develop new partnerships with other service providers. These partnerships provide an advisory channel to non-Indigenous providers with Indigenous clients ensuring out peoples' cultural concerns are being meet. We have also continued to maintain our network connections thus sharing our experiences and challenges with our partners.

The HACC program funding has recently undergone changes. The Australian Government has introduced

## Current Staffing

<b>Manager Community Services</b>	Kym Monohan	<b>Youth Justice Worker</b>	Terri Khan
<b>Disability Support Co-ordinator</b>	Liz Abrahams	<b>Community Services Support Staff</b>	
<b>Home and Community Care Co-Ordinator</b>	Gregory Cooper	Jodie Gouge	Fiona Judd
<b>Housing Officer</b>	Sandy Manning	Danielle Jowett	Alfie Oram (Leading Hand)
<b>Indigenous Tenants at Risk Worker</b>	Karen Anderson (Team Leader)	Shirley Abrahams	Jakob Gouge
<b>Language and Culture Worker</b>	David Tournier	Cliveene McRea	Mathew Barnes
<b>Local Justice Worker</b>	Kerrie Black	Danae Haynes	James McKinnon
<b>IPA Co-Ordinator</b>	Reg Abrahams (Team Leader)	Amanda Carter	Greg Aldridge

the Commonwealth Home Support Programme (CHSP) to Victoria. HACC will continue to run as before. Services that we currently provide to our clients will not change.

The process for modifying current and new clients' services has changed. These changes will apply to Indigenous clients aged 50+ years or non-Indigenous clients aged 65+ years. An assessment by the CHSP's My Aged Care is required as per funding guidelines.

### Housing

Housing this year has been a very difficult program to sustain, with a number of tenants not paying their rent and tenants leaving properties in such bad condition, that there has been significant cost to the Co-operative.

We have commenced renovations on some of our properties with the rest to be completed next year. Next year we will also commence a rebuild at one of the properties that was demolished. We will replace that with 2 fully disabled access units, and hope to further add more of this type of accommodation in the upcoming years.

This is a program while meeting an important need in the community continues to be a drain on resources and more work needs to be done in the management of this program.

We currently have twenty properties, nineteen are tenanted, one is under repair and one block of land to be built on.

### Indigenous Tenants at Risk (ITAR)

The ITAR program continues to increase its client intake due to greater exposure of program within community and mainstream service providers. The expected numbers that relate to reporting requirements from DHHS are being met and are increasing steadily.

Colleagues and mainstream organisations still struggle with parameters of the ITAR program with

demand and referrals for homeless clients/services continuing. A new position opened under homelessness/Family Violence in May, there has been some ability to assist this cohort however, as the Co-operative still has no internal Initial Intake Process and support worker issues for the broader homeless cohort continues. Incorporating a Homelessness Worker to assist clients and to facilitate access to intake via existing Entry Points for homelessness services, which could work in correspondence with the ITAR program once housed, would provide a more streamlined service for housing and homelessness. This 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 DHHS Local Engagement Officer and other key stakeholders at Wathaurong to address us with gathering of statistics being earmarked as a way to illustrate/support this need.



Pictured L-R: Sandy Manning & Karen Anderson

Direct access to 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 specific Indigenous open door/entry point provider. The ITAR program would benefit from this in relation to assistance with rent in advance and arrears for clients which worker is currently required to request from Entry Points.

A new MoU has been signed to continue access to the Local Area Support Network at DHHS. Continued presence at these meetings has enabled the ITAR Worker to highlight issues facing Indigenous clients that access the services leading to positive outcomes in networking with mainstream organisations and funding bodies/opportunities.

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

The ITAR worker is establishing good connections with both Office of Housing and Aboriginal Housing Victoria Housing Officers to assist clients identified as at risk and needing support with referrals coming through from both agencies. Connecting positively with Private Real Estate agents is still troublesome however ongoing efforts are being made to create relationships there.

### Indigenous Protected Areas (IPA) – Wurdi Youang

Through the Biodiversity Funds we have had 4 casual positions that we hope will continue for at least the next two years. Alfie Oram and his team have been doing a fantastic job killing all sorts of weeds and planting

# Community Services

endangered native grass species within our biodiversity area.

We created a working group for the Wurdi Youang Connecting to Country Nyerika (Dance) Festival. We invited Aboriginal people throughout the Western District and beyond to attend this three day event camping out at the property with the last day open to the general public with a stall like market for people to sell their artworks and other goods. Thanks to our partners, Wangal United and Waypurruk along with the Gordon TAFE. Also to our sponsors for the event, Local Indigenous Network (LINs), Barwon Water, and Coles at Lara, Winchelsea tavern and Williams and Jacksons North Geelong. Additionally I would like to thank all of our Aboriginal community who helped out at the Wurdi Youang Nyerika Dance Festival, and to the other Aboriginal community members and individuals from around the state and afar. The event was a great success for all involved.

We are now collecting native grass seeds and pursuing making bread out of the seeds. This is what our ancestors survived on for thousands of years. We are bringing the past to the future and hoping to succeed with other types and uses of native plants. We have had the seeds tested by the CSIRO and it tells us that they have more protein than wheat, oats and rice and could be part of the food chain in the future as they are drought tolerant plants that will survive climate change.

Thanks to the Indigenous Land Council (ILC) over 5km of fencing has been completed out at the farm, protecting the Stone Arrangement from grazing sheep and stray cows. 11 Hectares of previously cropped areas around the Stone Arrangement have been hand sowed with native grass seeds to establish a broad acre native grassland to enhance and protect the area from further soil disturbance and farming activities.

Wathaurong Co-operative has received

funding of \$30,000 for the Wurdi Youang Business Plan for natural and cultural heritage resource management from the Helen McPherson Smith Trust a philanthropic trust located in Melbourne. This grant is the start to making Wurdi Youang successful for the future and enhance our community with real jobs and training with a Ranger program for our youth.

The Work for the Dole Program has finished with works occurring out at Wurdi Youang. John Lloyd was employed by the program and he drove workers to and from the site and organised jobs for the works crew.

## Language and Culture

We have been involved with One Fire Reconciliation in regards to producing an Educational DVD to be used in the Education System. Hopefully this will be completed by the end of the year.

We have participated in a couple of Welcome to Country's in Drysdale to assist with the unveiling of the Welcome sign.

We have completed Cultural sessions at the Government Offices, this involved a brief talk, Welcome and some storytelling, it was very interesting to tell stories to adults.

I have attended numerous meetings, at the Geelong Hospital regarding Service provision. Another meeting was held to discuss the new building at the back of the prison in Geelong and what type of local plants we could use to beautify the area. I engaged with a community member discussing her artwork and the various aspects that surround this, this meant doing some site work to help explain our Culture using art. I also attended the opening of the new Karreenga Prison – it is very well planned out and hopefully we can start some programs there in the near future.

As most people are aware we have been conducting a Language Program at the Co-operative for anyone who wishes to learn the language. I am

assisted by Miranda with this program and it is run on a Thursday from 11:00am – 12:00pm. We have conducted 11 sessions so far and everyone seems to enjoy these sessions.

We still provide language words for different community and other organisations when requested.

As per previous report, we still require volunteer assistance and please contact the Co-operative if you can help.

## Local Justice

The role of Justice Worker is challenging at times but fulfilling as I never knows what a day may bring. Since starting in the role I have attended two state justice forums, and have attended approximately four meetings with corrections regarding clients on orders. My role has seen myself often attending court with clients and currently I have twelve clients on the books.

Geelong now has its own Koori Court, having had two sittings in the court which I attended. At first I was unsure of the Koori Court having never seen it run before but after attending I was impressed and can see firsthand that the outcomes are better for the client; and the clients have embraced the concept of this court and the numbers of people opting to use this court is already up from the first sitting.

The Justice Worker role entails the task of supervising the Community Correction orders at the Co-operative and I have five clients who have completed their CBO orders with Wathaurong and liaise with corrections and lawyers for clients.

The CBO workers have been working hard on renovating the old Co-operative building in Forster Street which will be used as a community space when completed and also giving the workers a sense of connection and pride in what they have achieved so far.

## Works Crew

The Works Crew has experience changes in staff, scope and schedules. Further, due to the changes in staff, we've had to work with our clients to overcome scheduling issues. We'd like to take this opportunity to thank our clients for their patience and flexibility. Some Domestic Assistance required outsourcing whilst a permanent solution is developed.

As part of our Continued Quality Improvement (CQI) process, we have implemented some changes to the Property Maintenance Schedule by increasing the frequency of appointments. Further, there were some additions to the services provided.

Works Crew continues to experience growth in client base which has presented some challenges. This has provided an opportunity to engage more staff to meet the needs of our clients' growing needs.

## Youth Justice

During the 2015 – 2016 period Youth Justice has had approximately 12 clients, who have received advocacy, court support and advice and assistance with supports and services which are available to them within the Co-operative and with outside networks and agencies.

At present, clients have many options available to them in relation to health, mental health, housing and justice services, to support them, which are all available.

Clients are provided with family support, cultural support and the opportunity to explore their cultural links and ancestry by utilising the Bringing Them Home program or completing a Cultural Support Plan, which links them with their culture, family and heritage.

We believe in encouragement and education to maintain positive lifestyles and not criminal offending, which is often due to peer pressure, substance use, boredom and negative family circumstances as they are often catalysts for criminal offending behaviours.

Clients have access to Wurdi Youang at Little River to connect to country and have an opportunity to connect to their culture and community within a safe and secure environment.

Young people in detention are supported through Koori Support Workers at Parkville and Malmsbury Youth Justice Facilities and the provision for parents and family to visit young people and provide family connection and cultural support.

Education, training and emotional pathways are also explored for young people, giving them the opportunity to enhance and expand their skills and also to regain confidence, gain knowledge and have a goal and aspiration for what they would like to achieve in their lives.

Statutory clients are referred to DHHS KISP worker, where clients are referred for cultural connection, advocacy, support and advice to assist with often complex issues relating to mental health, substance use and dysfunctional families where there is difficulty for them to maintain healthy and fulfilling lives, given the negative emotional and often traumatic lives they have endured.

Youth justice provides support, transport, attendance at court and relevant activities which clients can be referred to clients are able to contact the Youth Justice Worker at any time to get advice.

Due to the complexity of client's issues, and the need for rehabilitation for clients, a youth group or similar would be a very valuable addition to culture and wellbeing, and to bring togetherness and community for young people.



### Front Row L-R:

Kym Monohan, Karen Anderson, Uncle Dave Tournier, Liz Abrahams, Kerrie Black

### Middle Row L-R:

Gregory Cooper, Alfie Oram, Sandy Manning, Greg Aldridge, Mathew Barnes, Danae Haynes

### Back Row L-R:

Terri Khan, James McKinnon, Reg Abrahams, Dannielle Jowett, Fiona Judd

Absent: Jakob Gouge, Jodie Gouge, Amanda Carter, Cliveene McRea

# Family and Children Services

2015-2016 has been a very busy and proactive time in and around the Family & Children Services Team. Belinda Foley was appointed Family and Children Services Manager in September 2015 and 3 Team Leaders were appointed to assist the Family & Children Services Teams.

Those Team Leaders are Ebony Hickey, Danah Kersting-Megee and Jodie Chatfield.

Throughout this time sadly we had to say good-bye to Nadine Haynes, Margaret Leech, Cheryl McCormack, Cilena Farnham, Corinna O'Toole and wish them well in their new endeavours. We were able to welcome 8 new workers who joined Wathaurong's Family Services Programs to support our community.

## Aboriginal Stronger Families Program (ASF)

The Aboriginal Stronger Families Program was established in May 2013. 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.

ASF have had brilliant success, which include:

- Provided Support to 15 families and are currently at full capacity.
- 20 Aboriginal children remaining in the care of their birth parents
- 3 Aboriginal children remaining in the care of extended family (Kinship placement)
- 3 newborn children remaining in the care of their birth mother
- Child Protection closed 4 cases without any protective orders initiated due to the ASF support

Staff: T/L Jodie Chatfield, Laura Turner, Melissa Bann

## Aboriginal Family Led Decision Making (AFLDM)

Aboriginal Family Led Decision Making (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

Belinda Foley,  
Family and Children Services Manager



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.

Staff: Fallon Burrows, Nikki McKenzie

## Best Start Program – Mingo Waloom

Mingo Waloom is a Department of Education and Training (DET) funded program that works in collaboration with services around the City of Greater Geelong to create change with services to better service the Aboriginal community. Best Start is a place-based initiative to support families, caregivers and communities in providing the best possible environment, experiences and care for children from birth to 8 years. Best Start focuses on two primary outcomes: children engaging and participating in early childhood education; and children and families actively engaging with Maternal and Child Health (MCH) services. Throughout 2015-2016 Best Start has seen a number

Pictured L-R:  
Jodie Chatfield, Laura Turner  
& Melissa Bann



of changes through the guidelines and the structure of the program, changing the intent of the program from creating programs to creating service system changes. Over the year Rod Jackson has represented Wathaurong and the Aboriginal Best Start sites sitting on the Best Start reference group that has provided direction for the newly released guidelines. The Best Start facilitator has the role of facilitating the change ideas and working closely with agencies to ensure they are working in line with the Logic Model developed by the Partnership, and also collecting, collating and analysing the data that comes from these projects. The Best Start facilitator also represents Mingo Waloom when dealing with DET and has participated in the regional Best Start forums as well as the state wide Best Start evaluation. Members of the Best Start Partnership include City of Greater Geelong, Bethany, Barwon Health, Barwon Child Youth & Family, Geelong Regional Library Corporation, Goodstart Early Learning, Local Aboriginal Education Consultative Group, Department of Education and Training, Department of Health and Human Services, Geelong Kindergarten Association, Victorian Aboriginal Community Services Association Limited and Deakin University.

Through the Mingo Waloom Best Start Partnership there have been some fantastic initiatives started.

The Deadly Dads project has been created to promote the fantastic things that community dads are doing. We need to recognise that dads are an important part of every family. Deadly Dads have been featured in the Co-operative newsletter and on the Wathaurong website. This project will continue into 2016-2017 where we will continue to promote the fantastic work that parents are doing in raising strong community children.

The Best Start MCH working group has worked hard in reproducing the Key Ages and Stages resource. This has been finalised and is being endorsed by DET. Through the 2016-2017 year this resource

will be distributed through Geelong, Colac and Surf Coast with an evaluation of its effectiveness completed after six months (Resource pictured page 18).

A MCH nurse will be working at Wathaurong Health Service on a six month trial starting in July. This trial is being monitored by the Best Start working group and in collaboration at the end of the trial the group will be looking at how to sustain this through additional funding opportunities.

The year ahead will see Best Start exploring the Colac and Surf Coast Shires to establish relationships, analysing data and finding if there is a need for Best Start to work in those areas. As well as continuing the fantastic work happening within Geelong.

*Staff: Kristie Fraser-Lange*

## Community Engagement Officer

In July 2016 Kerrie Black ceased as the Community Engagement Officer to take on the fulltime role as a Justice Worker. Last year Wathaurong held many events which Kerrie co-ordinated for the community to attend. Pako Festa saw about 100 people march in the parade with helpers in the Wathaurong stall as well.

Other Wathaurong events that Kerrie coordinated included our Sorry Day Walk, NAIDOC week events and Christmas craft market, which had a huge attendance of over 250 people. The Kids Community Christmas Party and the Milla Milla Playgroup party were also celebrated during the year. The 2015 NAIDOC Ball was a great success in Geelong this year, with many more to come. Kerrie also facilitated the flag raising, catering for community meetings and funerals.

In this role Kerrie attended a number of committees in the wider community for programs that have benefited the community. She also worked on the first Memorandum of Understanding and Reconciliation Plan with the Salvation Army in the Barwon area.

Kerrie stated she will miss being in the role of Community Engagement as she

loves working with community groups, but is looking forward to the challenge in the new role as a Justice Worker.

*Staff: Kerrie Black*

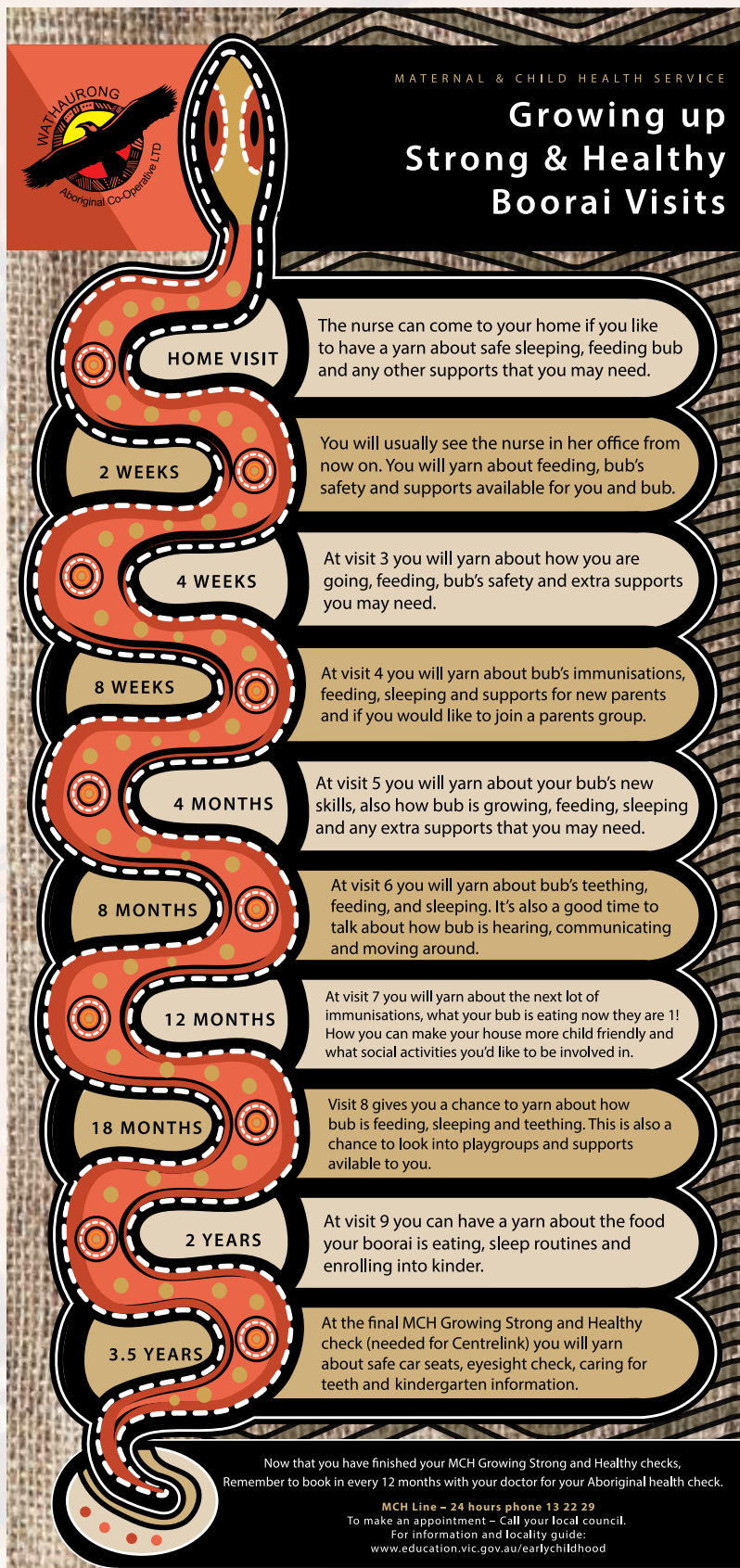
## In Home Support (IHS)



**Pictured L-R: Ebony Hickey, Gina Chapman & Melissa Collins**

Funded by the Department of Education and Training (DET), the In Home Support (IHS) program is for Aboriginal and Torres Strait Islander families and individuals with an Indigenous child aged 0-3 years and is required to focus on Individual support, Group and Social Connections and linking families and carers with the local Community. Within this context we aim to provide culturally appropriate one to one support to families to assist in areas including help with parenting routines and advice on baby's development, role modelling play activities for baby in the home, supporting families with breastfeeding and expert advice when needed, assisting families with appointments for key milestones including key ages and stages and specific needs appointments with MCH and Aboriginal Health Checks at Wathaurong Health Services. Developing family and children's group activities including connecting to local playgroups, parent education programs and providing transport to group activities to those without, whilst focussing on and providing adequate and relevant information and resources to link families with community activities, programs and events. We also endeavour to provide relevant health promotion and information on local services and opportunities available for these families.

# Family and Children Services



**WATHAURONG**  
Aboriginal Co-Operative Ltd

MATERNAL & CHILD HEALTH SERVICE

## Growing up Strong & Healthy Boorai Visits

- HOME VISIT**  
The nurse can come to your home if you like to have a yarn about safe sleeping, feeding bub and any other supports that you may need.
- 2 WEEKS**  
You will usually see the nurse in her office from now on. You will yarn about feeding, bub's safety and supports available for you and bub.
- 4 WEEKS**  
At visit 3 you will yarn about how you are going, feeding, bub's safety and extra supports you may need.
- 8 WEEKS**  
At visit 4 you will yarn about bub's immunisations, feeding, sleeping and supports for new parents and if you would like to join a parents group.
- 4 MONTHS**  
At visit 5 you will yarn about your bub's new skills, also how bub is growing, feeding, sleeping and any extra supports that you may need.
- 8 MONTHS**  
At visit 6 you will yarn about bub's teething, feeding, and sleeping. It's also a good time to talk about how bub is hearing, communicating and moving around.
- 12 MONTHS**  
At visit 7 you will yarn about the next lot of immunisations, what your bub is eating now they are 1! How you can make your house more child friendly and what social activities you'd like to be involved in.
- 18 MONTHS**  
Visit 8 gives you a chance to yarn about how bub is feeding, sleeping and teething. This is also a chance to look into playgroups and supports available to you.
- 2 YEARS**  
At visit 9 you can have a yarn about the food your boorai is eating, sleep routines and enrolling into kinder.
- 3.5 YEARS**  
At the final MCH Growing Strong and Healthy check (needed for Centrelink) you will yarn about safe car seats, eyesight check, caring for teeth and kindergarten information.

Now that you have finished your MCH Growing Strong and Healthy checks, Remember to book in every 12 months with your doctor for your Aboriginal health check.

MCH Line – 24 hours phone 13 22 29  
To make an appointment – Call your local council.  
For information and locality guide:  
[www.education.vic.gov.au/earlychildhood](http://www.education.vic.gov.au/earlychildhood)

Throughout the year we have put together many events and group activities including the Term 3, Term 4, 2015 and Term 1 2016 Swimming Program at the Geelong Aquatic Centre, Toddler Time Sessions during Term 2 at the Corio Library, monthly educational outings with resources and showbags, (given at all event's equipping families with knowledge) and education around a range of topics relevant to living with and supporting children aged 0-3. We had a fantastic Christmas Break Up with over 20 families in attendance and promoted the importance of literacy in the home with all children in attendance receiving books from Santa.

IHS has worked with 63 families over the 2015-2016 financial year through its Intensive and Group Lists and has assisted many families in accessing non-substantive supports or provided families with referral or advice throughout this time.

The In Home Support Team with a heavy heart said goodbye to Margaret Leach in October 2015 and also to Nadine Haynes in June 2016 and are looking forward to supporting local families and caregivers with a strengths based and client centred approach well into the next financial year and beyond.

Staff: T/L Ebony Hickey, Gina Chapman, Margaret Leach and Nadine Haynes.

## Integrated Family Services (IFS)



Pictured L-R: Megan Frazer, Danah Kersting-Megees & Michael Cussens

The IFS program provides short term, medium and long term supportive 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 IFS. 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, and 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, NDIS and/or other specialist services. Work with families also involves: assisting for crisis accommodation, advocating for housing with The Office 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 IFS has supported 35 families.

In the next twelve months, IFS will very likely experience an increase in demand for services as DHHS are committed to go to greater lengths to prevent Aboriginal children being removed from the parents. We welcome any opportunities for earlier intervention to help our families thrive.

Due to the demand of families requiring family support, a Demand Management (DM) role has been adopted to assist ChildFIRST in relation to cultural support and advice to the staff of the ChildFIRST alliance. Responsibility within this role is to support, monitor and support families that have yet to be allocated to a worker in the IFS team.

*Staff: T/L Danah Kersting-Megee, Michael Cussens, DM: Megan Frazer*

## Kinship Care

The Kinship Care program supports care givers, and children who are on a child protection order by strengthening and maintaining cultural identity and connection to the Wathaurong community as well as with some



**Pictured L-R: Naomi Edwards, Terry Atkinson & Monica Forrest**

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 (DHS).

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.

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

Wathaurong also have the privilege of the added role of Out of Home Care Youth Worker (OoHCYW). This program is to support children and youth in Out of

Home Care to build and maintain their cultural connection and links to the Wathaurong and Community in line with the Taskforce 1000 recommendations:

- To identify, develop, coordinate and lead delivery of appropriate programs and activities.
- Build rapport and make connections other programs and organisations relevant to Out of Home Care.
- Support out of home care kids/ school/KESOs to improve school retention, through relevant programs and activities

*Staff: Monica Forrest, Naomi Edwards, THBC: Tammy Lovett, OoHCYW: Terry Atkinson*

## Koori Pre-school Assistant Program (KPSA)



**Pictured L-R: Tahlia Fry and Kristie Fraser-Lange**

The Koorie Pre-School Assistant program is funded through The Department of Education and Training (DET). The program focuses on supporting access and participation of Aboriginal children in mainstream kindergartens within the Geelong and surrounding region, as well as assisting kindergarten staff to provide culturally appropriate care and an inclusive environment for Aboriginal children.

In the financial year, the KPSA facilitated the following programs:

- Kinder Transition Day held on Thursday 5th November, 2015 in conjunction with Milla Milla Playgroup. 18 children and 13 adults attended, with a total of 31 people in attendance.

# Family and Children Services

- Kinder Information day held on the 18th April 2016 during a Milla Milla Playgroup session. This day gave families the opportunity to speak one on one with the KPSA and ask questions about kindergarten.
- Roaming Playgroup May – June 2016. Families were invited to attend Milla Milla Playgroup as it roamed to four different early childhood services that offered kindergarten programs. The main aim of this program was for families to explore centres that are close to where they live and meet appropriate staff members as they could potentially enrol their children into kinder programs offered through the services.
- Kinder Enrolment Day Thursday 16th June, 2016 with 14 children in attendance and 10 adults as well as representatives from different kindergarten clusters around Geelong to assist with enrolments on the day.

The KPSA was aware of 58 Koori enrolments within kinder programs for 2015; this was spread across 26 different services. The current figure the KPSA has for 2016 is 63 Koorie enrolments spread across 22 different services with 17 Koorie children attending Rosewall Kindergarten which operates at Wathaurong Aboriginal Co-operative.

Throughout the financial year, the KPSA has supported many educators within the early years setting with creating a culturally appropriate environment for Koorie families through meetings, sharing resources, developing term plans and providing Koorie cultural programs to kinder services with Koorie children, in partnership with Community Engagement Officer. Koorie cultural program includes cultural talks, dancing, storytelling and painting murals with all kinder children and staff – ongoing through 2016.

Staff: Tahlia Fry

## Milla Milla Playgroup



Pictured L-R: Kylie Edwards and Kristi Watts

Milla Milla Playgroup is funded through the Department of Prime Minister & Cabinet (DPM&C). Milla Milla is for Aboriginal children aged from birth to 5 years. The playgroup focuses on supporting supervised 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. Student participation in 2015-2016 regarding placements to achieve further education have been a great success for both student, parents and our young mob attending Milla Milla Playgroup.

The playgroup operates three days per week: Mondays are the "Out and About" sessions dependent upon weather and the use of the Norlane Family & Children Service as an alternative venue; Thursdays and Fridays are held at Wathaurong Children's Centre as pictured to the right. Attendance and participation at Milla Milla have been at a consistent level.

Staff in Milla Milla, In Home Support (IHS) and Koori Maternity Services (KMS) have been working together to strengthen referral, access and support pathways for families and children. In doing this, we have been able to strengthen connections to services.

Activities in 2015-16 have included:

- Kinder Information Day
- Kinder Enrolment Day
- Roaming Playgroup
- Healthy Eating Program
- Family Cultural Day
- Flu Season Info Day
- Collingwood Farm Children's Day
- Out & About – Short Black Opera performance at GPAC, plus many other outings throughout the year.
- Bringing Up Great Kids Program
- Children's Christmas Party

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, grandparents and/or caregivers to interact with their children through music, reading and play.

Staff: Kylie Edwards & Kristi Watts



# Health Services

Renee Owen, Health Services Manager

## Administration

The last 12 months have seen many changes and many challenges for the health service and its operations. The biggest achievement was completing all of the requirements for GPA Accreditation Plus.

Once again we have seen an increase in client numbers and the entire Health Services team have been working tirelessly to support them holistically and competently.

I would like to take this opportunity to thank both Cheryl Meath and Mandy Miller for their support and their commitment to the organisation and the services.

I would also like to express my gratitude to Rod and the Senior Management Team for their support and guidance.

The Health Service workforce has also shifted significantly over the year. We have been fortunate to recruit Todd Fry, a local Aboriginal man, well known in the community who has completed his Degree in Nursing. The Men's Health Worker role was filled by another local Aboriginal fella Cormach Evans. We are extremely proud to have 2 Aboriginal males working with us at the health service; I feel very strongly that they will be role models to other young Aboriginal men in the community. The clinical team also saw a few changes with Louise Thomas and Jodi Kent moving on. This move saw a vacancy in the Care Co-ordination Supplementary Service (CCSS) program which was quickly filled by current Registered Nurse Fiona Smith. At the beginning of 2016 we recruited new RNs, Henri Korevaar and Carmen Janic.

The Koorie Maternity Service also saw a few changes with Meg Torpey going on maternity leave. Fortunately we were able to back fill her position with a qualified Aboriginal Health Worker from South Australia Meisha Duckford. With Mandy taking on some more Continuous Quality Improvement duties we were honoured to recruit retired Aboriginal Midwife Aunty Athalie Madden to work in the team.

We said goodbye to John Lloyd who worked here for a number of months assisting with patient transport and temporarily backfilling the Men's Health role. Nikki McKenzie also moved onto another role within the organisation and Mandi Barton also has taken maternity leave. Dr Parbati Gurung and Dr Katherine Thornton completed their rotations with us and Dr Jess Iser has since joined us for a 6 month stint. At the beginning of this year we also welcomed a new worker Jo Ann Welsh who joins the AOD team. During 2016 we can also expect to see a few new faces to the team as we expand.

We have worked very hard over the past year on generating Medicare revenue which reflects on the services we are able to provide and deliver. I congratulate all staff who have been diligent about completing the necessary requirements for Medicare billing and batching. The team have been able to increase the number of Aboriginal Health Checks (Medicare item #715) which have been completed, with the patients receiving a \$25 Safeway Groceries Card. These incentives have worked well in getting the community engaged in their health and wellbeing. The Health Service has seen a dramatic increase in the number of women and men attending for their health screening and participating in the health and wellness groups.

As the Health Services Manager I continue to report on the organisation's behalf for all funding as per the guidelines and funding agreements i.e. Indigenous Australian Health Programme, Pharmacy Guild Australia, The Department of the Prime Minister & Cabinet (DPM&C) and the State Government. At times this is an onerous task, especially when there is more than one due at the same time. The more funding we secure the more reporting frameworks are due to be completed. This takes place a number of times throughout the year. Sometimes the funding bodies also change the goal posts, so we don't quite know where we stand!



I am pleased to report that we submitted our Continued Quality Improvement (CQI) Plan as per the Commonwealth Agreement. This action plan outlines activities that the health service will be undertaking in the areas of continuous improvement and development. We are due to provide an update on this plan in August 2016.

The organisation is once again looking for opportunities for expansion and are investigating funding grants that may be able to assist. This is a difficult process and can be quite costly with many funders requiring feasibility and scoping studies. Unfortunately we are substantially limited in terms of the G.P and extended services we can offer due to lack of space. A number of the health service programs have relocated to another site to allow for consultation space at the main site – these programs include AOD, SEWB and Health Community Voices.

The Deakin University Medical School Immersion project spent time at the Wathaurong Health Service just prior to Easter this year. Over 130 - 1st Year Medical students spent time with members of the health service team hearing about their work and their journey's in Aboriginal Health. I was fortunate enough to travel to Townsville

# Health Services

at the end of last year with the Deakin University Medical School to promote the working relationship that they have built with Wathaurong over the past 8 or 9 years at the Leaders in Indigenous Medical Education Conference (LIME).

We look forward to hosting 4th Year Medical students at our health service at some stage in 2016.

Once again Wathaurong Health Service were also the recipients of clinical equipment that was donated as a result of the Closing the Gap BBQ which was held at Deakin University on Closing the Gap Day.

## Medical Reception

My name is Donna Lusher and together with Hayley Couzens, we facilitate all medical appointments and are the front of house for the Health Service.

Other than GP appointments, we organise referrals and appointments for our Allied Health Specialists as well as our visiting consultants which include the areas of Psychiatry, Endocrinology, Paediatrics and Obstetrics.

We also promote and book appointments for Aboriginal Health Assessments and also arrange transport for our elderly and patients who could otherwise not attend their medical appointments.

Part of our role in reception entails liaising with a number of external health networks such as other Aboriginal Health Services, private and bulk-billing medical clinics, pharmacies, hospitals, pathology and medical imaging centres, as well as government agencies; namely Medicare and the Department of Health.

As we are an Aboriginal Health Service, we are able to offer our Aboriginal patients registration for the CTG Pharmaceutical Benefits Scheme (PBS) Co-payment Measure, which improves their quality use and access to medicines. We spend time completing and submitting paperwork on behalf of our patients for this.

We perform a wide range of administrative duties whilst working



**Pictured L-R: Donna Lusher & Hayley Couzens**

closely with the Doctors and Nurses to accommodate the needs of our patients. This can be challenging especially trying to fit sick patients in, when there are limited appointment availabilities. It is a busy and sometimes demanding position. It is always nice though when we are thanked, for going out of our way to help someone.

*Staff: Donna Lusher & Hayley Couzens – Medical Receptionists*

## Patient Transport

It has been another successful year for patient transport. Many clients have been able to attend appointments, join in with social activities and connect with others in the community because of this important service. Patient transport is paramount in ensuring that clients access the health service to receive the treatment for illness that they may otherwise put off.

The Wathaurong logo with Bunjil is recognised far and wide and is proudly displayed on the patient transport vehicle. Over the past year this vital



**Pictured: Eileen Smith**

service has transported at least 25 clients every week, including the elderly, chronically ill, children and newborns.

In addition to client transport this service made countless trips to the Pharmacy in Labuan Square to pick up and deliver prescriptions, not to mention the numerous drives to the post office.

*Staff: Eileen Smith  
– Patient Transport Officer*

## Partnerships

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

## Clinical & Extended Services

### Colac Outreach Program and Chronic Disease Clinic

Wathaurong secured the services of GP Robyn Walker to see clients in the Colac area assisted by AHW Craig Norman, AHW Cormach Evans and RN Henri Korevaar. After the negotiations with Colac Area Health the Youth Health Hub

on Miller Street, Colac was chosen as the site to set up the Colac Wathaurong Health Clinic.

The first clients were seen at Colac on the 4th April 2016 and the number of clients attending for health assessments has been slowly increasing and many of these clients are booking return visits.

Feedback from clients has generally been positive. Some clients however have advised that the limited hours available to see Dr. Robyn have been a barrier.

Currently the hours of service are Mondays; AHW and RN: 9:00am – 2:30pm and GP: 9:30am – 12:00pm last appointment – (Dr Robyn would then see patients for the Youth Health Hub from 1:00pm)

Robyn has conducted approximately 40 client consults; these were mostly long or extended visits, since the beginning of April 2016 to the end of July 2016. There has been approximately 11 health assessments conducted as well as follow up visits conducted by the AHW and RN from beginning of April to end of July 2016.

Negotiations for extending Dr. Robyn hours are underway and hopefully will be increased mid-September.

The Chronic Health Disease clinic has seen 5 clients to date which has enabled RN to obtain a base line assessments for monitoring their progress in the future. However, due to poor engagement/attendance RN (following discussion with Dr. Catherine) is developing a clinic that initially will target Diabetic clients.

An audit of Best Practice for the clients with T2 Diabetes has been carried out. 66 clients have been identified, 13 of these 66 clients are currently engaged with CCSS. The 53 remaining clients will be contacted to schedule initial appointments with the Chronic Disease Clinic RN as well as a short sign off consult with a Wathaurong GP.

#### How it will work

- Initial consult for Care Plan and ensure all test for Diabetes cycle of care are signed conducted or organised
- 3-6 month consult for Care plan review and perform test for Diabetes Cycle of Care that are due.
- 6-9 months – Diabetes Cycle of Care.

At each consult the RN will ensure that each client is up to date with their Care Plan, Care Plan Review and Diabetes Cycle of Care.

It envisaged that through regular scheduled appointments that clients will benefit from being able to compare their investigation results to previous results, encouraging better health behaviours and the gaps of Chronic Disease Management at Wathaurong will be addressed and improved.

*Staff: Henri Korevaar – Registered Nurse*

#### GP clinic

Dr Ed Poliness and Dr Catherine Eltringham work part-time as GP's and supervisors to the GP registrars undertaking their specialist training. Both GPs take an active interest in optimising patient's access to care. This interest extends to undertaking clinical audits and implementing change, working with other health services staff to write policy and procedure documents and liaising with visiting specialist services to improve patient outcomes.

Dr David Corbet continues to work part-time at Wathaurong as he completes his General Practice training, David offers great support to all the GP's regarding using best practice and CDMnet in consultation, optimising Medicare Billing and undertaking clinical audits.

Dr Parbati Gurung worked with Wathaurong full-time, as a GP registrar to January 2016 before moving to another practice to complete her training requirements. Dr Parbati was a hard working member of the team who had

great success in engaging patients who would not usually regularly attend the Health Service. Dr Parbati completed a clinic audit regarding patients' access to routine pap smears and as a result of this audit the Women's Business mornings and Pap smear clinic was developed.

Dr Deb Heng, a GP, was kind enough to agree to work at Wathaurong during October 2015 to cover annual leave requirements. We were very pleased to utilise her extra skills in women's health. Having leave cover enabled Wathaurong to continue to offer consistent continuity of care for our patients.

Dr Kate Thornton worked part-time as GP registrar from October 2015 to February 2016, initially as leave assistance but fitted in well and was able to remain for longer than initially planned. Dr Kate has moved to Melbourne for further experience.

Dr Jess Iser worked with Wathaurong full-time as a GP registrar from January 2016 to July 2016. Dr Jess was enthusiastic in her delivery of health care to Wathaurong patients and has gone to do further training in family planning and women's health.

Dr Parbati with Dr Catherine developed a plan and successfully implemented at pap smear clinic in conjunction with Women's Business mornings. This resulted in dramatic improvements in pap smear rates within Wathaurong. Thanks to Gwenda Black for making the Women's Business mornings such a success.

All the GPs were involved in an audit around Seroquel prescribing as the PBS requirements for this are very strict. We worked through the audit process to ensure we as doctors are meeting PBS requirements for prescribing. We thank the Psychiatry Registrars over this time who were involved where clinical diagnosis and review of management was required.

With the approval of Health Services Management we started running Doctors Conferences. This enables the Doctors

# Health Services

to discuss difficult or interesting cases and where required can utilise Medicare Funds to facilitate this occurring. With all the regular Medical Staff working part-time this is critical to us providing consistent care across the week at Wathaurong. We foresee this being extended to a clinical lunch meeting with all clinical staff where logistical issues and new updates can be discussed.

Dr Ed Poliness generated a policy document regarding the prescription of opiate replacement medications.

Dr David Corbet generated a procedure document which enabled Wathaurong to provide iron infusions for suitable patients on site. This is a great step forward as previously patients would have had to attend Barwon Health for treatment such as this. Changes to the medication make this process safer for patients and with the new procedure summary we were able to promptly begin offering this service. Thanks to Todd Fry for his enthusiasm as it happened that he was the nurse rostered to assist during the learning process.

Dr David Corbet and Dr Ed Poliness have worked with Barwon Health Liver Clinic to develop a remote treatment option for suitable patients with Hepatitis C. The new treatments available offer much improved rates of clearance and are well tolerated compared with the previous treatments available. In conjunction with Margaret Wardrop (Liver clinic nurse from Barwon Health) and Carman Janic we have begun to apply for approval and initial treatment to patients. This is an exciting development for Hepatitis C sufferers.

Dr Catherine Eltringham began a series of documents to assist GPs to work with chronic pain patients to optimise their management. This continues to be a work in progress and the documents require review as we incorporate them into practice.

*Staff: Dr Catherine Eltringham, Dr Ed Poliness – General Practitioners;*

*Dr David Corbet, Dr Parbati Gurung, Dr Jess Iser, Dr Kate Thornton – General Practitioner Registrars.*



## Care Co-ordination & Supplementary Services (CCSS)

The CCSS program has seen some changes this year with Jodi Kent (RN) leaving Wathaurong in December and Fiona Smith taking over as the Care Co-ordinator to work alongside Kerrie Alsop and Cormach Evans.

During 2015-2016, the CCSS program has supported 27 clients with coordinating their health needs.

We have seen some positive results with clients taking charge of their health needs, with non-attendance rates both the Wathaurong and mainstream services decreasing. We have had one client discharged from the program and continue to take on new clients who meet the criteria to come onto the program.

The last quarter in 2016 showed that we had over 630 client contacts in that 3 month period. This figure has been increasing over the year and will surely continue to increase as our client numbers on the program increase.

A positive this year is that the community know more about the program and we have even had clients ask their GP if they would qualify to be on the program. We have also made some advances in educating mainstream services in regards to our clients' health needs and how the program can assist.

*Staff: Fiona Smith – Registered Nurse*

## Treatment Clinic

The nurses at Wathaurong Health Service have been working very closely with the doctors in order to provide the highest level of care to you, our clients. This year we said a very sad farewell to two incredible nurses, Jodi Kent and Louise Thomas but also welcomed Carmen Janic and Henri Korevaar to the team.

Completing health assessments is one of our primary roles as nurses. In 2016, we increased the number of days allocated to performing health assessments from 1 day per week to 5 days per week. This change provided our clients with a greater opportunity to have their annual health assessment completed and with the added incentive of a \$25 gift card upon completion, has resulted in a significant increase in both the number of health assessments completed and client attendance rate.

We understand that many of our clients aren't able to access our services during our regular trading hours due to work and other commitments. The After-hours Flu Immunisation Clinic was held on Thursday the 5th of May to give these clients and their families the opportunity to receive their flu-shots outside of Wathaurong's usual trading hours. Overall, the After-hours Flu Immunisation Clinic was a huge success

and something we look forward to assisting with again in the future.

In 2016, Wathaurong secured the services of Noelle Taylor from Labuan Square Pharmacy and introduced the Home Medication Reviews (HMRs). The HMRs aim to optimise client's therapeutic management by assessing any need for changes in medications. Clients who are currently prescribed a minimum of 5 different medications are eligible for a HMR. This is also a great opportunity for clients to gain a greater understanding of their medication regimen. HMRs are held once a month and a total of 17 HMRs have been completed since first beginning in April.

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

## Community Programs

### Social & Emotional Wellbeing (SEWB)

Social and Emotional Wellbeing component of Safety and Wellbeing seeks to improve and promote social and emotional wellbeing in the Wathaurong community. The activities we run at Wilkins Close help to address trauma and strengthen connections to communities and families.

I have been very fortunate to have had Naomi Surtees to provide amazing support throughout the year while Mandi Barton has been on maternity leave.

Throughout the year I have been working in collaboration with the Indigenous family violence worker and AOD workers to provide a holistic and integrated service to the BTH clients.

There has been an increase in client participation in the Wellbeing Circle over the past 12 months. The general client base has also increased enormously over the past 12 months. I have been providing 1:1 counselling support and outreach to community members and have been working closely with Link-Up, Koorie Heritage Trust and Open Place supporting clients who are in

the process of finding their families and obtaining records from various institutions and organisations.

We have created an amazing art space for the group at Wilkins Close and over the past 12 months the Wellbeing Circle has enjoyed various creative arts activities, mindfulness and movement. They have also created and sold various art and craft items at the NAIDOC Day Market Stall. In addition the group have enjoyed outings including a trip to the Botanical Gardens, the Birthing Cave in Portarlington, a BBQ at Rippleside Park and a day at Maze'n Games at Wellington, as well as a number of outings to Wurdi Youang where we have learnt about native grasses being planted, the stone arrangement and enjoyed some cultural activities and bush tucker.

The program has also been successful in obtaining funding for a trip to Halls Gap early in 2017 through the Healing Foundation and planning is underway for this.

Judy has continued to attend relevant professional development training and networking throughout the year including the VACCHO forum in Torquay. We are looking forward to another successful year ahead.

*Staff: Judy Rosson - Bringing Them Home Worker*

### Health Programs Advocacy & Support

In the past year I have been assisting the Bringing Them Home (BTH/SEWB) program, the Alcohol & Other Drugs Program and the Health Community Voices Program staff and activities.

I have assisted with transporting around 195 clients to attend group activities, outings and short trips, programs, events, appointments and attending forums with workers and clients throughout the year.

One of the main areas of the role that I have enjoyed is assisting Judy in the

Bringing Them Home group program and Gwenda in Health promotions working on different events and topics for the community to engage in, such as weaving of the Stars for the A Million stars for END Violence program. With the help of the members and community at Wathaurong we have woven over a thousand stars. The stars will be displayed in the foyer of the new library in Geelong from October.

It has been an enjoyable year working with and alongside the workers at the Health Service and Wilkins and engaging with members and community.

*Staff: Naomi Surtees – Advocate & Support Worker*

### Alcohol & Other Drugs (AOD)

This year has once again been complex and challenging, but very rewarding. Change continues to occur at a Federal and State level, impacting on policy and practice. We then have to work within this framework, but with flexibility to meet the needs of our community. Karyn Kehagias joined the team for a few months, enhancing our knowledge of NDIS and Mental Health. Jo Welsh has recently joined the team and has shared skills and knowledge from working in residential settings and day programs that are of great benefit to clients.

We continue to collaborate with Corrections, DHHS, Housing and mainstream services to deliver the best options for individuals and their families. We have a presence in Colac, and have been fortunate to be able to work in people's homes and with extended families. We have a fabulous space at Wilkins Close but are often on the road.

I was fortunate to do training on ICE through Odyssey House. This is the substance that is having the most impact in the community at present, so being able to understand the short and long term impacts has helped in planning for recovery and supporting people to make change in their lives. We focus on supporting people to get physically,

# Health Services

emotionally, spiritually and culturally strong and to not only make change but to be able to sustain this.

I feel privileged to have shared a small part of many life journeys, from births and milestone birthdays to the other end, and value what I have learnt along the way. I believe our team reflects the values of trust, dignity, respect and empathy at the highest level. Even more changes are coming, and I aim to work hard to advocate for people, not numbers, and to continue and grow activities that strengthen individuals, families and community to become strong. I am fortunate to work as part of an amazing team at the Health Service, Wathaurong Co-operative and mainstream organisations and acknowledge the hard work that goes on behind the scenes to support change.

*Staff: Tania Webber – AOD Worker*

## Koorie Maternity Service (KMS)



Pictured L-R: Meisha Duckford, Auntie Athalie Madden & Mandy Miller

The Koorie Maternity Service team have had a busy year and welcomed new team members.

Meg Torpey left to have her own beautiful baby girl Jemima in September and we would like to acknowledge and thank Meg for all the wonderful work she did with KMS in her role as Aboriginal Health Worker. We have been very lucky to welcome Auntie Athalie to the KMS team. Auntie Athalie is a much respected Aboriginal midwife and is working with

us 1 day a week. The community has loved having antenatal visits with Auntie Athalie and she has been an amazing resource clinically and culturally for our team. We have also been very fortunate to welcome Meisha Duckford to the KMS team as our new Aboriginal Health Worker. Meisha came to us from Ceduna in SA as a qualified Aboriginal Health Worker and has connected very well with our clients.

KMS have had 38 clients over the last 12 months with 15 births, our average birth weight is 3.3kg (well above the bench mark of 2.5kg) and 63% of women continue to breast feed after 6 weeks. Average number of AN visits 14, average gestation at first visit 7 weeks.

The KMS team continued to support and advocate for the women and their families and we have been working very closely with Barwon Health to improve the pregnancy and birthing experience for our families. A number of new initiatives have been put into place including an Obstetric Clinic at Wathaurong. Commencing in April 2016 a visiting Barwon Health Obstetrician comes to Wathaurong once a month to review the KMS clients and assess high risk pregnancies. This has enabled women with high risk pregnancies to continue to have their care at Wathaurong while also receiving care to the highest standards. We have had 3 clinics so far with 100% attendance rates which is showing that this the preferred option for care for our clients.

Education and health promotion activities have also been delivered throughout the year including child birth education. As part of the partnership with Barwon Health and Deakin University we continue to deliver education to medical students in the area of Aboriginal Maternity care. These sessions are well received and go a long way to preparing and increasing the awareness of upcoming doctors and specialists.

The KMS team undertakes professional development and training throughout the year. This enables us to keep up with new and changing practice and meets our registration requirements. A number of our education opportunities are provided through VACCHO and the Maternity Services Education Program (MSEP) team from the Royal Women's Hospital which provides formal clinical education. VACCHO also conducts the annual women's business forum.

KMS have a number of reports that must be prepared for the state government including evaluation of the KMS implementation plan (yearly) and the Minimum Data Set (twice yearly). Our data is indicating that KMS is the preferred option for our families and that together we are achieving improved outcomes and working towards closing the health gap with our babies being born in the best possible condition.

*Staff: Mandy Miller – Midwife, Auntie Athalie Madden – Midwife; Meisha Duckford – Aboriginal Maternity Health Worker*

## Koolin Balit

### Fresh Tracks

The Fresh Tracks Project is in its second year and continues to implement an Assertive Outreach Model of Care Coordination to assist clients. I have been working in this role since July 2014.

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

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

result in poor health and social outcomes.

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

July to December 2015, 55 people received support and January to June 2016, 70 people received support. Women make up 49% of clients. Men make up 51% of clients. There were over 700 client contacts documented during this period. An opportunity arose within the Fresh Tracks Project Client group to deliver a behaviour change program for clients engaged in the justice system on country at Wurdi Youang. The program was called Fishing for Answers. The program received the Statewide Koori Community Justice Award in 2015 in the category of Leadership Innovation.

The Department of Health and Human Services provides resources for this position under Koolin Balit funding. An external evaluation commissioned by the Department of Health and Human Services was conducted by Effective Change PTY LTD. The report is extremely favourable:

***"Fresh Tracks provides rich evidence of approaches to case management and care coordination which have demonstrated success. The elements of the model are clear and can provide guidance to other communities considering a similar approach."***

***"Feedback from clients was extremely positive". Feedback from external service providers strongly indicates that the joint coordination of care works extremely well and results in better outcomes for clients".***

***Clare Keating, Effective Change, 2016***

Staff: Paul Thornton  
– Registered Psychologist

### **Healthy Community Voices**

So far in this financial year the Healthy Community Voices project has undertaken two community Feedback Forums. The Forums were designed to provide opportunities for community to give feedback and suggest changes to make the service and individuals experience of them more positive and stress free. Barwon Health and the Hospital Journey was the first of these, the second was mental health journeys. The input from community has been forwarded and one of the most significant outcomes has been the development of an Aboriginal complaints brochure which has been included in the Barwon Health Reconciliation Action Plan. Forums yet to be undertaken are Colac and a special session for youth and young people.

Women's Well Being mornings have been ongoing each month. These are an opportunity for women to meet, get up to date with their women's checks and talk about issues that affect them while making a great craft item to take home. One of our regular attendees had a stall at the NAIDOC Market day and was very happy with the result. These Women's wellness days are held the last Thursday of the month at the Health Service. These sessions have contributed to a dramatic increase in the numbers of women who are utilising pap screening services.

The Health promotions displays at the

Health Service are proving to be popular, Community notice the information and wait for the new ones each month. Topics for displays have included cancers, health checks, flu immunisation, mental health, and diabetes. These are designed to inform community about conditions in an effort to increase people's knowledge so that they can make informed decisions regarding their own health.

Under the program an Action Alliance group has been developed. This Alliance is for any services that interact or work with Wathaurong and once again this action is designed to better the service provision for Aboriginal people.

The Community Voices project also held an afternoon tea to inform all the staff at Wathaurong about the Koolin Balit project and the Governments actions to support this. It is planned that the project will run other staff sessions along these lines in an effort to keep them up to date and broaden the scope of their work. In March this year a number of the staff from the Health Service including myself took part in the annual Deakin Medical Students Close the Gap Day activities.

Once again this year an Immunisations program was operated, around 250 flu needles were given. This included an evening session for those that can't make it during the day. During the evening flu session a sausage sizzle was held to enable families to come straight from school or work. We were pleased to record an increase on these numbers from previous years.

I continue to represent this community on the Indigenous Family Violence Regional Action Group and this has enabled the organisation to receive small grants to assist in increasing awareness of family violence prevention.

I am always happy to listen to suggestions for group activities or actions that community would like to see

# Health Services

happen. If you have an idea no matter how big or small let us know.

Thanking you all for the support for the programs and actions that occur and I look forward to continuing this journey together.

*Staff: Gwenda Black – Health Community Voices Project Worker*

## Aboriginal Health Workers

### Mens Health

As the Men's Aboriginal Health Worker here at Wathaurong, my role is to provide better access, liaison, health promotion and preventative health services to the Indigenous community, provides advocacy, support and liaison within an acute care health setting, hospitals and multipurpose services.

My activities are diverse and cover anywhere from the provision of: Aboriginal primary health care; Cultural security and safety; Disease prevention and health promotion; Local community knowledge; and a holistic approach to health care.

I work collaboratively within healthcare teams to achieve better health outcomes for Indigenous people and their communities, and play a key role in facilitating relationships between Indigenous patients and other health professionals.

I also work closely and alongside other services provided here at Wathaurong, to provide the best possible and culturally appropriate services and outcomes for my clients.

In my time here at Wathaurong, I have taken a Coordination role for the Men's Health Day, which has been a great success with attendance increasing 250%, by all attendee's consistently making each day the group is held. The men of the community have demonstrated and stated that connecting with culture is the best way to improve and stay engaged with their Health and Wellbeing. Through the Men's Health Day, we educate the men about health through cultural activities, which has

been a great success!

Engagement with men with the health service since I have started has increased as well, with men of all ages and all backgrounds engaging with the health service Programs such as: Men's Deadly Health group, Art program, Didgeridoo healing, surfing program ran in partnership with Victorian Indigenous Surfing, connecting to culture, Fresh Tracks working alongside Paul Thornton our Psychologist.

*Staff: Cormach Evans  
– Mens Aboriginal Health Worker*

### Womens Health

I have been supporting clients and their families over the past 12 months helping them address their health needs, providing cultural support and advocacy when needed. My role predominately is to work with the women in the community but there have been times when I have worked with both females and males. As a registered Aboriginal Health Practitioner with AHPRA I work in the clinic one day per week, conduct Aboriginal Health Assessments and also work with the Registered Nurse in the CCSS program (Chronic Disease Management).

One of the highlights of my job has been working alongside Palliative Care to ensure our clients maintain cultural integrity and dignity on their journey. It is such a privilege to have the community allow me to be a part of their health care journey, sometimes right up until the end.

Earlier this year I was pleased to Graduate from VACCHO with a Certificate IV in Aboriginal and Torres Strait Islander Health (Practice). I hope to be able to undertake further studies to continue to assist me in my role.

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

### Maternity Health

My name is Meisha Duckford I am a proud Wirangu woman, I moved across

to Geelong all the way from Ceduna in South Australia where I completed studies in Aboriginal and Torres Strait Islander Health. I joined the Wathaurong Health Service Koorie Maternity team in August of 2015 in a backfill position for Meg Torpey as she took time off to have her first baby. It was very daunting for me to move to another state but I have enjoyed working in the maternity team with Mandy and Aunty Athalie and hope to be able to stay on when Meg returns. In February of this year I commenced studying Bachelor of Nursing at the Institute of Koorie Education at Deakin University. As well as supporting the KMS team and working with pregnant women and their families, I also conduct Aboriginal Health checks on young children 0-4. This has been a wonderful way for me to meet members of the community and other Aboriginal people. One of the highlights of my role is seeing new babies born and helping look after the women during their pregnancies.

*Staff: Meisha Duckford  
– Aboriginal Maternity Health Worker*

### Outreach Health

The Outreach Aboriginal Health Worker, Craig Norman continued working in the outreach team alongside the newly recruited RN to get the Colac GP clinic off the ground. In summer of 2016 Craig organised a community BBQ with the some of the local Aboriginal people and their families to network and meet one another as well as Wathaurong program staff and other stakeholders. With the support of the Colac Youth Hub the GP clinic was able to commence one morning a week. Both Craig and RN – Henri also conduct Aboriginal Health Assessments and other clinical support for the community. It is anticipated that the clinic will be able to increase hours and perhaps days in the future.

*Staff: Craig Norman – Outreach Aboriginal Health Worker*

## Allied Health and Visiting Outreach Services

Diabetes Educator - Monthly on Tuesdays

Psychologist

- Every Monday and Wednesday

Counsellors from Barwon CASA (x2)

- Every Friday

Paediatric Fellow and Generalist Paediatrician

- Fortnightly on Tuesday afternoons

Dental Clinic (Barwon Health)

- 3 days per week Tuesday/Wednesday and Thursday

Endocrinology (Barwon Health)

- Every 6-8 weeks on a Tuesday

Psychiatric Registrar (Barwon Health)

- 4 sessions per week

Obstetrician (Barwon Health)

- Monthly on a Tuesday

Liver clinic (Barwon Health)

- Every 6-8 weeks

Australian Hearing - 4 times per year



Front Row L-R:

Meisha Duckford, Jo-Anne Welsh, Renee Owen, Cheryl Meath, Hayley Couzens, Judy Rosson

Back Row L-R:

Eileen Smith, Naomi Surtees, Kerrie Alsop, Cormach Evans, Todd Fry, Paul Thornton, Gwenda Black

Absent: Tania Webber, Donna Lusher, Fiona Smith, Mandy Miller, Craig Norman, Skye Duncan, Aunty Athalie Madden, Henri Korevaar, Dr Ed Poliness, Dr Catherine Eltringham, Dr David Russell, Dr David Corbet, Dr Brigette Agostinelli, Dr Robyn Walker

# Wathaurong Glass

Mark Edwards, Wathaurong Arts & Glass Manager

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

This year started with full optimism as we moved into our 6th full year since the restructure of Wathaurong Glass as a standalone business and as we know it takes 3 to 5 years to either fail or succeed. I'm happy to say I believe we are on the road to succeeding.

Sales increased by 12.5% on previous year and cost of goods (COG) only increased by 5% which indicates an improvement in our manufacturing/production efficiency. We also had a reduction in fixed expenses by just over 6%, this was driven primarily by reducing our print media advertising. Over all we had a small but vital 4.5% gross net profit for the financial year.

## Corporate/Awards (29% of sales)

The corporate sector is still a little fragile due to the Federal Government elections recently held. Departments close up shop and cease purchasing 3 months prior to election; combined with fragility in the broader economy this means spending on the lavish gifts and awards tend to be put on the back burner. In all this represented a decrease in sales on the previous year by 16%.

## Retail/Wholesale (25% of sales)

A positive period for this market segment saw an increase in sales from the previous year of 29%, this was due to a combined increase in online sales, retailers and general public, a reconnection with RMIT retails shop, Victorian Aboriginal Health Service (VAHS) and Catholic Education increased.

## Architectural glass (41% of sales)

Clearly Architectural was the big winner over this period. We were very fortunate with 2 major projects being City of Greater Geelong (COGG) and

Australian Bureau of Statistics (ABS). The COGG project saw us engage Joel Apma Hayes to design 5 glass panels depicting pre-settlement Geelong through to today. These panels should be completed by the end of September 2016. The ABS engaged us to produce 2 large art panels for their new facilities in Geelong which is now the head office for ABS in Australia. One panel reflects ABS's core business and the other is Wathaurong's creation story. A prediction I stated in my previous AGM report was around Acknowledgement plaques becoming very popular with Government and corporate businesses who are implementing Reconciliation Action Plans, these are still very much in demand which we are very grateful for.

## Miscellaneous sales (5% of sales)

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

## Operation

A statement that will forever be in this report is the seeking of "continuous improvement" whether that be systems, process or product. It goes without saying, without improvement we become stagnant and that leads to poor performance across the business. This year most notably is the streamlining of the acknowledgement plaques, we have also been in discussions with the mill market for a larger building that will allow a greater volume of firing glass which gives the ability to produce a larger volume of products within a similar time line.

However growth requires financial investment and with the support of WAC there will be a need to invest heavily to enable the business to grow and expand. The objective is employment and greater net profits to be put back in to the Co-operative in due course but there will be some financial pain along the way.



## Staff

Staffing remains the same with Luke Charles, Jermaine Browning, Jarrod King and myself. Luke is coming up to 10 years of employment in July 2017, I'll be reaching the 20 year mile stone in 2018. A quick shout out to Alfie Oram who at times when we have been under the pump has given us a number of days to keep work progressing. We also have had Kaylob Couzens popping over to learn the processes of making slumped glass and sandblasting.

## Wathaurong Glass



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



**Wathaurong Glass & Arts**

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# NAIDOC Awards / Special Thanks

## NAIDOC AWARDS

The theme for NAIDOC Week 2015 was – We all Stand on Sacred Ground: Learn, Respect and Celebrate. NAIDOC celebrates Aboriginal and Torres Strait Islander people's strong cultural and spiritual connection to land and sea.

The following people were recipients of the NAIDOC Awards 2015, we congratulate and thank them for their outstanding service to the community.

### **Elder of the Year (Kaname Ganbo)**

Aunty May Owen

### **Community Person (Yoonga Nyante)**

Kerrie Black

### **Young Achiever of the year (Male) (Kanyul Goopma)**

Brodie Hamilton

### **Young Achiever of the year (Female) (Kanyul Goopma)**

Tahlia Fry

### **Staff Recognition Award (Geerrmnyuk Bangnudden)**

Gina Chapman

### **Reconciliation Award (Indigenous) (Ngalinga)**

Norm Stanley

### **Reconciliation Award (non-Indigenous) (Ngalinga)**

Pete Wlodarczyk for Roads to Recovery program

## SPECIAL THANKS:

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

Anglesea YMCA

Australian Community Support Organisation

Australian Hearing

Barwon CASA

Barwon Health

Barwon Child, Youth and Family

Barwon Medicare Local

Belmont Lions FC

Bethany

Bunnings

Child FIRST

City of Greater Geelong

Deakin University

– Institute of Koorie Education

Deakin University – School of Medicine

Department of Health and Human Services

Department of Education and Training

Department of Justice and Regulation

Family Services Alliance

Give Where You Live

Geelong Mums Greening Australia

Gunditjmara Aboriginal Co-operative

Helen Macpherson Smith Trust

Indigenous Housing Network

Indigenous Land Corporation

Kardinia Health

Kurt Sutton

Labuan Square Pharmacy

Margoneet Prison

Melbourne Water

NACCHO

Northern Bay College

Northern Futures

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 Aboriginal Corporation for Languages



Front row L-R:  
Norm Stanley, Rod Jackson (CEO)

Back row L-R:  
Brodie Hamilton, Kerrie Black, Tahlia Fry,  
Pete Wlodarczyk, Gina Chapman.

Absent: Aunty May Owen

# Financial Report

## Directors' Report

Your Directors submit their report for the financial year ended 30 June 2016 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 November 22nd, 2015)
Sharelle McGuirk	(Deputy Chairperson elected April 23rd 2015)
Colleen Howell	(Secretary, elected November 22nd, 2015)
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 \$759,794 (2015 surplus - \$1,517,897). The surplus in 2016 was due an increase in operating surplus of \$373,881 (up from a deficit of \$42,255) as revenue from operations increased significantly more than expenses. Our asset revaluation reserve increased by \$385,913 after revaluation of our Morgan St, Forster St, North Shore Rd and Surrey St properties. Our 50% investment in the Colac laundry properties remains valued at \$262,500 which reflects expected realisable value.

Operating revenue of \$6,765,835 increased by 19% on the previous year mainly due to increases in grant funding & other trading activities. During the year we received funding for provision of additional services in program areas including Aboriginal Stronger Families, Family Violence, Integrated Family Services, Kinship Care and Responsible Gambling. Grant funding accounted for 71% of total funding, while trading activities contributed a further 25%, rental income and other income contributed a total of 4%. Non-operating revenue (interest received) of \$41,418 decreased by 34% over the previous period, largely due to falling interest rates on our long term cash deposits. The amount of cash held in these long term deposits remained relatively the same as in previous years.

Expenses of \$6,433,372 increased by 11% on the previous year, mainly due to increased employee costs up by 16%, and provision of client support up by 19%. Legal expenses reduced by 80% over the previous year.

Comprehensive surplus of \$759,794 included an operating surplus of \$373,881 and asset revaluations of \$385,913.

In March 2016 the co-operative signed a lease on premises at 13-35 Mackey St North Geelong to house our Community Services and Family Services programs. The lease commenced in September 2016 for a period of 5 years with a 5 year option. The annual rent is \$85,000 plus outgoings. In July the co-operative engaged Merit Interiors to fit out the tenancy for an amount of \$400,000, and works commenced early September. It is expected the tenancy will be ready to occupy at the end of October.

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. This year we also received grants from Give Where You Live and City of Greater Geelong to assist us in developing our Forster St property as a community centre.

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.

# Financial Report

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

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

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

At the date of the report there does not exist:

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

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

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

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

## Director's benefits

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

## Indemnities

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

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

On behalf of the Board



Chairperson – Annette Xiberras



Secretary – Sharelle McGuirk

Signed on 10th October 2016

At North Geelong

## DIRECTORS' DECLARATION

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

Wathaurong Aboriginal Co-operative Limited

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

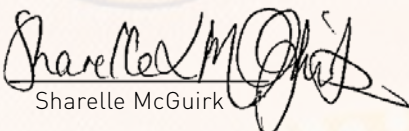
1. the financial statements and notes of the co-operative are in accordance with the Co-operatives National Law (Victoria), including:
  - a. giving a true and fair view of the co-operative's financial position as at 30 June 2016 and of its performance for the year ending on that date; and
  - b. complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Regulations.
2. there are reasonable grounds to believe that the co-operative will be able to pay its debts as and when they become due and payable.

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

Declared at North Geelong, on 10/10/2016

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 2016, 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.

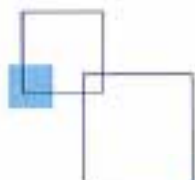
### **LBW Chartered Accountants**



**Sripathy Sarma**  
**Principal**

RCA Registration Number: 325 444

Dated this 10<sup>th</sup> day of October 2016



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**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 30 JUNE 2016**

	NOTE	2016	2015
		\$	\$
Revenues from ordinary activities	2	6,807,253	5,740,149
Employee benefits expense		(4,019,897)	(3,432,465)
Client support expense		(1,107,015)	(929,333)
Depreciation expense	3	(280,371)	(326,139)
Occupancy Expense		(171,669)	(178,029)
Motor vehicle expense		(122,903)	(109,852)
Rental properties expense		(104,319)	(68,753)
Staff training and development expense		(75,568)	(63,537)
Telephone & internet expense		(72,439)	(68,727)
Legal fees		(30,173)	(158,335)
Doubtful/bad debt expense		(21,309)	(22,584)
Other expenses from ordinary activities	3	(427,709)	(424,650)
<b>Surplus / (deficit) attributable to members of the entity</b>		<b>373,881</b>	<b>(42,255)</b>
<b>Other Comprehensive Income</b>			
<b>Items that will not be reclassified to profit or loss:</b>			
Movement in Asset Revaluation Reserve	13	385,913	1,560,152
<b>Items that will be reclassified subsequently to profit or loss when specific conditions are met:</b>		-	-
<b>Total other comprehensive income for the year</b>		<b>385,913</b>	<b>1,560,152</b>
<b>Total Comprehensive Income for the period</b>		<b>759,794</b>	<b>1,517,897</b>

# Financial Report

## STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2016

	NOTE	2016	2015
		\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	3,425,235	2,742,941
Trade and other receivables	5	317,480	213,773
<b>TOTAL CURRENT ASSETS</b>		<b>3,742,715</b>	<b>2,956,714</b>
NON CURRENT ASSETS			
Property, plant & equipment	6	11,381,858	11,173,462
Investments	7	262,500	262,500
<b>TOTAL NON CURRENT ASSETS</b>		<b>11,644,358</b>	<b>11,435,962</b>
<b>TOTAL ASSETS</b>		<b>15,387,073</b>	<b>14,392,676</b>
CURRENT LIABILITIES			
Trade and other payables	8	96,876	57,082
Current tax liabilities	9	103,346	84,249
Employee Provisions	10	400,565	363,612
Grants in Advance	11	1,298,656	1,155,271
<b>TOTAL CURRENT LIABILITIES</b>		<b>1,899,443</b>	<b>1,660,214</b>
NON CURRENT LIABILITIES			
Loan – Surrey St		67,945	72,570
<b>TOTAL NON CURRENT LIABILITIES</b>		<b>67,945</b>	<b>72,570</b>
<b>TOTAL LIABILITIES</b>		<b>1,967,388</b>	<b>1,732,784</b>
<b>NET ASSETS</b>		<b>13,419,685</b>	<b>12,659,892</b>
EQUITY			
Issued capital		72	72
Asset Revaluation Reserve	13	4,099,964	3,714,052
Accumulated surplus	12	9,319,649	8,945,768
<b>TOTAL EQUITY</b>		<b>13,419,685</b>	<b>12,659,892</b>

The accompanying notes form part of these financial statements

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2016**

	ORDINARY	ASSET REVALUATION RESERVE	RETAINED EARNINGS	TOTAL
	\$	\$	\$	\$
<b>Balance 30 June 2014</b>	<b>72</b>	<b>2,153,900</b>	<b>8,988,023</b>	<b>11,141,995</b>
Surplus attributable to members			(42,255)	(42,255)
Increase in Asset Revaluation Reserve		1,560,152		1,560,152
<b>Balance 30 June 2015</b>	<b>72</b>	<b>3,714,052</b>	<b>8,945,768</b>	<b>12,659,892</b>
Surplus/(Deficit) attributable to members			373,881	373,881
Increase in Asset Revaluation Reserve		385,913		385,913
<b>Balance 30 June 2016</b>	<b>72</b>	<b>4,099,964</b>	<b>9,319,649</b>	<b>13,419,685</b>

The accompanying notes form part of these financial statements

# Financial Report

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2016

	NOTE	2016	2015
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers and grantees		6,778,004	5,301,547
Interest received		41,418	62,901
Payments to suppliers and others		(6,057,157)	(5,562,285)
<b>Net cash (used in) provided by operating activities</b>	<b>14</b>	<b>762,265</b>	<b>(197,837)</b>
CASH FLOWS FROM INVESTING ACTIVITIES			
Net proceeds / (payments) for purchase of plant, property and equipment and investments		(75,346)	(142,638)
<b>Net cash flows provided by (used in) in investing activities</b>		<b>(75,346)</b>	<b>(142,638)</b>
CASH FLOWS FROM FINANCING ACTIVITIES			
Net proceeds / (payments) of loans		(4,625)	(4,031)
<b>Net cash flows provided by (used in) in financing activities</b>		<b>(4,625)</b>	<b>(4,031)</b>
Net (decrease) increase in cash held		682,294	(344,506)
Cash held at the beginning of year		2,742,941	3,087,447
<b>Cash held at the end of year</b>		<b>3,425,235</b>	<b>2,742,941</b>

The accompanying notes form part of these financial statements

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

AS AT 30 JUNE 2016

### 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

#### Basis of Presentation

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

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

#### Reporting Basis and Conventions

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

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

#### Accounting Policies

##### a) Income Tax

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

##### 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 2016

### c) Property

Freehold land and buildings are shown at their fair value (being the amount for which an asset 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 a cost basis.

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

### e) Land and Buildings – revaluation

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

### f) Cash and Cash equivalents

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

### g) Grants in Advance

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

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

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

### h) Comparative Figures

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

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

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
AS AT 30 JUNE 2016**

	<b>2016</b>	<b>2015</b>
2. Revenues	\$	\$
<u>Operating activities</u>		
Grants & Government Funding	4,831,099	4,433,931
Fundraising and Trading Activities	1,701,183	997,868
Rental income	145,067	140,826
Other Funding and Sundry income	88,486	104,623
	6,765,835	5,677,248
<u>Non-Operating Revenue</u>		
- interest received	41,418	62,901
	<b>6,807,253</b>	<b>5,740,149</b>
3. Surplus/Deficit from Ordinary Activities includes the following:		
- Depreciation	280,371	326,139
- Computer expenses	112,554	52,304
- Gain on sale of assets	27,510	7,446
4. Cash and Cash Equivalents		
Cash at Bank		
- Restricted	674,006	663,057
- Unrestricted	2,749,831	2,078,484
- Petty Cash	1,400	1,400
	<b>3,425,235</b>	<b>2,742,941</b>
5. Trade and other receivables		
Loan – Kirrae Whurrong	29,500	16,000
Other Debtors	29,458	22,376
Rental Properties Debtors	37,663	6,551
Less Provision for doubtful debts	(1,660)	(1,660)
	94,961	43,267
Trade Debtors	222,519	170,893
Less Provision for doubtful debts	-	(387)
	<b>222,519</b>	<b>170,506</b>
	<b>317,480</b>	<b>213,773</b>

# Financial Report

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS AS AT 30 JUNE 2016

	2016	2015
	\$	\$
6. Property, plant and equipment		
Freehold Buildings		
- Admin Building (2016 valuation)	448,000	-
- Admin Building (2012 valuation)	-	544,363
- Children's Services (2016 valuation)	437,000	-
- Children's Services (2012 valuation)	-	442,000
- Health Services (2016 valuation)	1,160,000	-
- Health Services (2012 valuation)	-	1,175,000
- Forster St (2016 valuation)	75,000	-
- Forster St L&B (2012 valuation)	-	295,000
Less: Accumulated Depreciation	-	(200,397)
	<b>2,120,000</b>	<b>2,255,966</b>
Car Park (at cost)		
- Health Services car park (leased)	327,485	327,485
Less: Accumulated Depreciation	(37,193)	-
	<b>290,292</b>	<b>327,485</b>
Land		
- Forster Street (2016 valuation)	265,000	-
- Surrey Street (2016 valuation)	295,000	-
- Surrey Street (2012 valuation)	-	215,000
- 62 Morgan Street (2016 valuation)	770,000	-
- 62 Morgan Street (2012 valuation)	-	600,000
- Wurdi Youang (2015 valuation)	1,850,000	1,850,000
- Rental Properties (2016 valuation)	120,000	-
- Rental Properties (2015 valuation)	1,275,000	1,275,000
- Rental Properties (2013 valuation)	1,640,000	1,640,000
- Rental Properties (2012 valuation)	-	132,660
	<b>6,215,000</b>	<b>5,712,660</b>
Rental Properties		
- Rental Properties Buildings (2015 valuation)	885,000	885,000
- Rental Properties Buildings (2013 valuation)	1,385,093	1,385,093
Less: Accumulated Depreciation	(178,086)	(119,335)
	<b>2,092,007</b>	<b>2,150,758</b>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
AS AT 30 JUNE 2016**

	2016	2015
Furniture and Fittings	59,347	59,347
Less: Accumulated depreciation	(23,146)	(19,170)
	<b>36,201</b>	<b>40,177</b>
Office Furniture and Equipment	310,046	288,623
Less: Accumulated depreciation	(234,819)	(210,696)
	<b>75,227</b>	<b>77,927</b>
Motor Vehicles	595,196	640,791
Less: Accumulated depreciation	(274,819)	(283,388)
	<b>320,377</b>	<b>357,403</b>
Children's Service Equipment	35,678	35,678
Less: Accumulated depreciation	(21,650)	(20,027)
	<b>14,028</b>	<b>15,651</b>
Wurdi Youang Equipment	90,627	84,282
Less: Accumulated Depreciation	(21,442)	(14,091)
	<b>69,185</b>	<b>70,191</b>
Health Service Equipment at cost	337,793	330,549
Less: Accumulated Depreciation	(229,995)	(211,686)
	<b>107,798</b>	<b>118,863</b>
Factory Fitout	88,780	88,780
Less: Accumulated Depreciation	(47,037)	(42,399)
	<b>41,743</b>	<b>46,381</b>
<b>Total Property, Plant and Equipment</b>	<b>11,381,858</b>	<b>11,173,462</b>

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
2015	\$	\$	\$	\$	\$	\$
Freehold Buildings	2,583,451			(135,966)	(37,193)	2,410,292
Furniture & Fittings	40,177				(3,976)	36,201
Office Furniture and Equipment	77,927	21,423			(24,123)	75,227
Motor Vehicles	357,403	82,536	(128,131)		8,569	320,377
Children's Service Equipment	15,651				(1,623)	14,028
Health Service Equipment	118,863	7,244			(18,309)	107,798
Wurdi Youang Equipment	70,191	6,345			(7,351)	69,185
Rental Properties	2,150,758				(58,751)	2,092,007
Factory Fitout	46,381				(4,638)	41,743
Land – Rental properties	3,047,660			(12,660)		3,035,000
Land – Forster Street	-			265,000		265,000
Land – Morgan Street	600,000			170,000		770,000
Land – Surrey Street	215,000			80,000		295,000
Land – Wurdi Youang	1,850,000					1,850,000
<b>Total</b>	<b>11,173,462</b>	<b>117,548</b>	<b>(128,131)</b>	<b>366,374</b>	<b>(147,395)</b>	<b>11,381,858</b>

	2016	2015
	\$	\$
7. Investments		
Investment in Coladjin Pty. Ltd		
- Investment in Land and Building (Director's Valuation)	525,000	525,000
- Wathaurong Aboriginal Co-Operative's share	50%	50%
	262,500	262,500

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

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

	2016	2015
	\$	\$
8. Trade and other payables		
Trade Creditors	93,666	55,582
Other Creditors	3,210	1,500
	96,876	57,082
9. Current tax liabilities		
PAYG Tax	44,899	54,533
FBT Payable	5,118	5,000
GST Payable	53,329	24,716
	103,346	84,249
10. Provisions		
Current		
Annual Leave Provisions	192,333	178,705
Long Service Leave Provision	164,960	154,687
Superannuation Provision	43,272	30,220
	400,565	363,612
11. Grants in Advance		
Unspent Grant Funds	1,298,656	1,155,271
	1,298,656	1,155,271
12. Accumulated surplus		
Accumulated surplus at the beginning of the financial year	8,945,768	8,988,023
Net surplus/(deficit) attributable to the co-operative	373,881	(42,255)
Accumulated surplus at the end of the financial year	9,319,649	8,945,768

# Financial Report

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

	2016	2015
13. Reserves		
Asset Revaluation Reserve	4,099,964	3,714,052
Asset Revaluation Reserve comprises of		
- Land & Buildings	4,099,964	3,714,052
- Investments	-	-
	<b>4,099,964</b>	<b>3,714,052</b>
14. Reconciliation of net cash provided by operating activities to operating surplus/(deficit) after income tax		
Surplus/(deficit)	373,881	(42,255)
Add non-cash items		
Depreciation	280,371	326,139
(Surplus)/deficit on sale of plant & equipment	(27,510)	(7,446)
Changes in Assets and Liabilities		
(Increase)/Decrease in Receivables	(103,706)	(6,743)
Increase/(Decrease) in Tax Provisions	19,097	(6,054)
Increase/(Decrease) in Employee Provisions	36,953	61,098
Increase/(Decrease) in Grants in advance	143,385	(361,512)
Increase/(Decrease) in Payables	39,794	(161,064)
Net cash provided by operating activities	<b>762,265</b>	<b>(197,837)</b>
15. Events after the balance Sheet date		
Since 30 June 2016, there are no matters or circumstances that have arisen which require adjustments to the financial statements.		

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

To the members,

In our opinion:

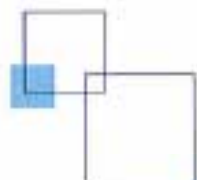
1. The accompanying financial report is properly drawn up in accordance with the provisions of the Co-operatives National Law (Victoria), including:
  - a. giving a true and fair view of:
    - i. the state of affairs of the co-operative at 30 June 2016 and of the results and cash flows of the co-operative 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.



**Sripathy Sarma**  
**Principal**

RCA Registration Number: 325 444

Dated this 10<sup>th</sup> day of October 2016



**LBW**  
Chartered Accountants

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# Gallery







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