



2019

ANNUAL REPORT

Welcome to Country



Kim Barne Barre Wadda-wurrung.
Kittarra ngiti. Gin Gin bail wada
nidg. Bar Nar Weering Nidj.

*"Welcome to Wadda-wurrung
Country, let us walk together
and learn in peace"*

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

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

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

'In Our Community's Hands'

Our Purpose

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

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

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

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

Our Vision

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

Principles and values

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

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

The 5 Strategic Pillars underpin Wathaurong's vision on how to provide
connection and support to Aboriginal and Torres Strait Islander people.



Community



Health



Infrastructure



Sustainability



Advocacy



Artwork Provided By
Kezza Black

About the Artist

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

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

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

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Wathaurong Strategic Plan 2015 – 2025

“Working towards community resilience”

Our Vision

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



Pillar 1 - Community

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

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



Pillar 2 - Infrastructure

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

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



Pillar 3 - Health

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

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



Pillar 4 - Sustainability

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

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



Pillar 5 - Advocacy

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

- 5.1 Political
- 5.2 Employment
- 5.3 Organisational

Wathaurong Aboriginal Co-operative Limited

Profiles of the current Board members

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

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

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

Judy Dalton-Walsh is a Wathaurong Traditional Owner who has always been involved in community and co-operative life. Judy works as a Koorie Engagement Support Officer at the Department of Education and Training.

Wathaurong Aboriginal Co-operative Ltd Board Directors for the financial year 2018-2019

Director	Date of commencement as Director	Date of cessation as Director	Number of eligible meetings for 2018/2019	Number of eligible meetings attended
Sharelle McGuirk	20/11/2016	Resigned 1/10/2018	4	1
Craig Edwards	26/11/2017	n/a	10	9
Mick Ryan	26/11/2017	n/a	10	10
Corrina Eccles	7/12/2017	Resigned 7/9/2018	1	1
Wendy Brabham	7/12/2017	n/a	10	9
Judy Dalton-Walsh	19/09/2018	n/a	7	7



Chairperson's Report

Craig Edwards, Chairperson

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"

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

I would also like to acknowledge and pay respect to our Elders, both past and present, to the members of the Aboriginal Community and to the wider Community.

As Chairperson I made a commitment to put Wathaurong back into our local Aboriginal community's hands. The board have had some significant challenges to deal with over the last financial year with conducting an organisational review and an organisational restructure whilst stabilising operations and maintaining a strong community engagement focus all aligned to our strategic plan.

Culture

The cultural integrity of Wathaurong is critically important to ensure that culture is embedded in everything we do. Our culture is what defines us and what makes us unique, to be able to respond

to the needs of our local Aboriginal members and community. The board have commissioned the development of a Wathaurong Cultural Framework that will provide the principles, values and guidelines that will underpin the organisation's operations whilst ensuring Wathaurong Aboriginal Co-operative remains in our community's hands and we look forward to sharing this with you in 2020.

Organisational Review

As part of the board's governance oversight we requested an organisational review be conducted to assess whether the organisation has the appropriate effective and current risk management controls as well as systems and processes in place to ensure that Wathaurong delivers on its purpose. This was carried out by assessing 25 independent reports provided by government, accreditation agencies, regulators and auditors between 2016 and 2019. These independent reports were then analysed against universal Risk Management Tools against four initial key areas based on information available:

- Governance
- Strategic
- Operational
- Financial

The findings from the organisational review between 2016 and 2019 has demonstrated that Governance oversight processes need to be strengthened with 10 identified risks, 5 Strategic risks, operations demonstrated 6 catastrophic risks, whilst there were 11 financial risks relating to systems and performance. The board has faced

significant challenges and made the necessary decisions and changes to reduce the identified risks over the course of this financial year. The board will continue to monitor and review our internal controls and processes through the implementation of a Risk Mitigation Plan 2020 as part of the board's strategy to increase integrity and accountability. This will be achieved through the strengthened flow of information to the board by Senior Management that assists in our decision making, increases transparency and accountability whilst stabilising Wathaurong's operations and that we continue to deliver our purpose to our Aboriginal community.

Organisational Restructure

The Organisational review has highlighted the need to review our current organisational structure as the current one reflects organisation programs. An organisational structure should represent the aims, activities and culture of the organisation and provide clear reporting lines that enable decision making and organisational coordination of our service delivery. The board has been working with Senior Management to develop a new structure that will stabilise and support our operations that will be implemented early 2020.

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

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

The Board will review Wathaurong's existing strategic plan in 2020 and undertake a community consultation process whereby our Aboriginal members and community can assist us in the development of a new strategic plan ensuring that the overarching aims and objectives reflect the needs of our local Aboriginal community. This plan will then provide our community greater transparency and accountability that will be reported on by management and staff through our community and annual general meetings.

1. Community

1.1 Community Engagement

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

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

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

'In Our Community's Hands'

Wathaurong Community Meetings

I encourage our mob to come and participate at our Community Meetings we hold five meetings each year for our local mob to come and have their say on what they would like Wathaurong to do, be part of the discussion and decisions.

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

I would like to share with you some of the Community Meeting highlights:

Health Service and Spark Health presented the 'I Dare Ya' program which had a great community response with our mob setting their own goals and achieving them. I congratulate you all.

Family Services team member Shantelle Baillie presented the Best Start program and spoke about the importance of our young boorais reaching their development goals and called for community members to be part of a working group.

All Community Meeting minutes are placed on the website www.wathaurong.org.au for community members to have access to.

A reminder our next Community Meeting is scheduled for Monday 16th December 2019 at 62 Morgan Street North Geelong. I look forward to seeing you mob there.

Community participation doesn't only occur at our Community Meetings. As Chairperson, I am glad to report that Wathaurong held a minimum of 22 community events this year with 3060

local mob attending. I would still like to see more of our mob attending local community events regularly as it builds and strengthens relationships and provides a stronger sense of belonging to community. I look forward to seeing you at our next event.

Infrastructure

2.1 Housing and Accommodation

Last year I made a commitment for Wathaurong to develop a Housing strategy which currently doesn't exist, that addresses our housing needs as it is one of our biggest social challenges. The development of this strategy will provide the platform to lobby both Commonwealth, State and Local Governments including philanthropic agencies. This is essential as the current waiting list for public housing is 25 years.

Aboriginal Housing Board Victoria: Victorian Aboriginal Housing and Homelessness Framework

Wathaurong in partnership with the Aboriginal Housing Board Victoria (AHBV) has been working collaboratively to develop a state-wide 'Victorian Aboriginal Housing and Homelessness Framework (VAHHF)'. This framework will assist in addressing the state-wide

Chairperson's Report

Craig Edwards, Chairperson

Aboriginal Housing needs and will be launched in the new year. Wathaurong has provided updated information to community through Community Meetings, newsletters and our website on updates that include:

- Paper HomesVic Share Equity Pilot a state government initiative for Aboriginal home ownership
- AHBV Housing Forum Report which is on our website: www.wathaurong.org.au

2.2 Organisational Infrastructure

Wathaurong requires funding to address our current infrastructure needs. Over this financial year we have put in three major submissions to both Commonwealth and State government to the value of \$2.2 million to expand our existing service on Morgan Street. These funds will provide an additional 11 consulting rooms and office space so we can continue to deliver the high quality services our community expects. We are waiting on announcements and will provide updates as they arise.

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

- Increased Aboriginal employment pathways and professional development for our workforce across the organisation.

Wathaurong has developed a partnership with Kangan Institute to assist us in developing our workforce under the Aboriginal Workforce Development Initiative (AWDI) in collaboration with DHHS and Swinburne University. Our partnership will enhance the skills of our local community members, create job opportunities and enhance our current service model.

- increased service areas where gaps have been identified by community.

The Board and I would like to thank the Senior Management of Wathaurong for their commitment and would like to

acknowledge all staff for their dedication to providing programs and services in a culturally appropriate way to the Wathaurong Community and in doing so continue to strengthen our mob through cultural engagement and support. Personally, I would like to thank the board members for the time and commitment they provide on a voluntary basis and look forward to seeing you at our Christmas Community Days and Events in the new year.

Nyetne (thanks) Koon Gadyee (goodbye)



Board of Directors from left to right: Craig Edwards (Chairperson), Wendy Brabham (Deputy Chairperson), Judy Dalton-Walsh, Mick Ryan (Secretary)



Chief Executive Officer's Report

Lisa Briggs, Interim Chief Executive Officer

population residing across Geelong, Barwon, Bellarine Peninsula and western metropolitan region which will increase by 36% by 2026.

Due to Geelong's regional infrastructure issues, travel time for our clients can be 4 hours one way or 8 hours round trip.

Our service catchment area covers 6700 square kilometers.

together to develop a Wathaurong Cultural Framework, which will be incorporated into all our current policies and procedures and provide guidelines on local cultural protocols and practice for program design and development. The Wathaurong Cultural Framework will be finalised in early 2020 and we look forward to launching it at a community meeting in 2020.

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

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

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I would also like to acknowledge and pay respect to our Elders, both past and present, to the members of the Aboriginal Community and to the Community.

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

Service profile

Wathaurong is funded by Commonwealth, State Governments and non-Government agencies to provide over 50 programs to our local Aboriginal community. We are respondents to eight national and state accreditation bodies implementing 1150 quality indicators. We are the largest employer and provider of comprehensive primary health care to 1373 registered regular clients making up 50% of the Aboriginal and Torres Strait

Organisational overview

This was the year of review for Wathaurong Aboriginal Cooperative to assist myself and the Senior Management Team to strengthen our internal controls and processes enabling effective service delivery of our programs to our Aboriginal members and community. There were several reviews conducted during this financial year, listed below:

- Cultural Framework
- Organisational review
- Organisational structure review
- Organisational risk assessment
- Internal Wathaurong external funding review
- ITC/IM review
- Wathaurong Rental Properties

Culture

Wathaurong is an Aboriginal Community Controlled Organisation and it's our local cultural way of working that makes us unique. To sustain the cultural integrity of the organisation the board and senior management have been working

Organisational Review

The review findings signified the need to strengthen our internal controls and processes to increase accountability and transparency of our services operations whilst building faith and confidence with the board and our local Aboriginal community members to deliver culturally responsive services to our people. This will include reviewing our existing organizational structure to ensure that it aligns with our current funding agreements and obligations, support local Aboriginal community needs and provides clear lines for decision making to support internal and external organisation's coordination. The structural review has been in collaboration with management and staff with further consultation taking place in late November 2019, leading to the implementation phase in early 2020.

Internal Wathaurong Funding Review

Our Commonwealth and State Government 3-year funding agreements came to an end at June 30th 2018 requiring Wathaurong to conduct an internal

Chief Executive Officer's Report

Lisa Briggs, Interim Chief Executive Officer

funding review to ensure that we could minimise the impact of any funding reduction. Wathaurong was required to put forward new funding applications to departments for consideration. This provided Wathaurong with an opportunity to review the current funding levels received and apply for the appropriate funds or real costs for each of the programs which hadn't been reviewed over the last 4 years. As expected there were significant funding gaps identified with the shortfall of the required funding to continue appropriate services being up to 300%.

Although we have been able to maintain our current funding level and not received any funding increases I am happy to report that Wathaurong has been able to maintain all of its funding with recent announcements being made by government to reinstate 3-year funding agreements for ACCOs by the Commonwealth, State Government and non-Government agencies. This announcement providing surety to our local Aboriginal community that we are able to maintain the same level of service over the next three years.

Wathaurong will utilise the Internal funding review as part of our advocacy efforts and potential new funding opportunities.

ITC/IM Review

Over the last financial year we have conducted a review of our internal ITC/IM system which was failing to provide the required service needed to operate our services. Our new provider Acurus are now on board and we have already experienced fewer outages and greater

support. More information can be found within the Corporate Services Report.

Wathaurong Rental Properties

Wathaurong has 22 rental properties and this year we conducted an internal and external audit on the house and maintenance needs. The audit identified the need to recruit a Housing Manager that will oversee our properties and strengthen our existing rental policies. The Housing Manager will develop a Wathaurong Housing Report from the findings of the audit which will assist in setting priorities for implementation. More information on our housing is available in the Community Service Report.

Future Wathaurong Aboriginal Housing Needs

During this financial year Wathaurong has undertaken a data analysis on what our housing requirements will be over the next ten years. Wathaurong requires a minimum of 666 (3 bedroom) homes, that's 67 new additional houses each year until 2026 if we want to tackle our housing and homelessness issues now. Business plans are also being developed for the establishment of an Aged Care Residential facility and Early Years Learning Centre that will be incorporated into the Housing strategy and utilised for funding applications. We have been working with City of Greater Geelong reviewing their Social Housing model and with both Commonwealth and State governments on improving the access of the Share Equity program by seeking them to expand their design by

working in partnership with Wathaurong to ensure our local mob can gain access to this program. All this information will be incorporated into the Wathaurong Housing Report and utilised to provide updates to community.

Wathaurong Infrastructure

Wathaurong has been working to increase our infrastructure on our Morgan Street site to address immediate needs. Over this financial year we have submitted applications to increase our consulting rooms and office space with both Commonwealth and State governments. Currently we have only 9 consulting rooms and require 27 to meet our requirements. With the potential increase in staffing levels we will be looking at other strategies to address this as a matter of urgency. We are waiting for announcements and will provide updates as they arise.

Government Reforms

Our funding and service delivery is linked to the 6 Victorian State Government frameworks outlined below. We work with government departments and agencies providing a voice for our local Aboriginal community. An annual report is provided by Daniel Andrew Premier of Victoria on the progress made on achieving the outcomes. This report should be available early 2020 and will be providing to community once received.

- Korin Korin Balit-Djak: Aboriginal health, wellbeing and safety

- Balit Murrup Aboriginal Social Emotional Wellbeing
- Framework 2017 – 2027
- Aboriginal Governance and Accountability Framework
- Victorian Aboriginal Affairs Framework 2016 – 2023
- Wungurilwil Gappapduir Aboriginal Children and Families Agreement
- DET Marrung Aboriginal Education Plan 2016 – 2026
- Burra Lotjpa Dunguludja Victorian Aboriginal Justice Agreement Phase 4
- Victorian Aboriginal Economic Strategy 2013 – 2020
- Council of Australian Governments Closing the Gap targets 2008 – 2031 (CTG Refresh occurring)

The Victorian State Government will conduct a funding review for all Aboriginal funding in 2020 while the Commonwealth government has announced that it will implement a new funding formula on the 1st of July 2020. Wathaurong is currently analyzing the potential impacts and we use this process to negotiate required funding levels while at the same time developing strategies to increase our income generation over the next 3 years.

Wathaurong 2018/2019 Achievements

Wathaurong continues to provide high quality services to our local Aboriginal



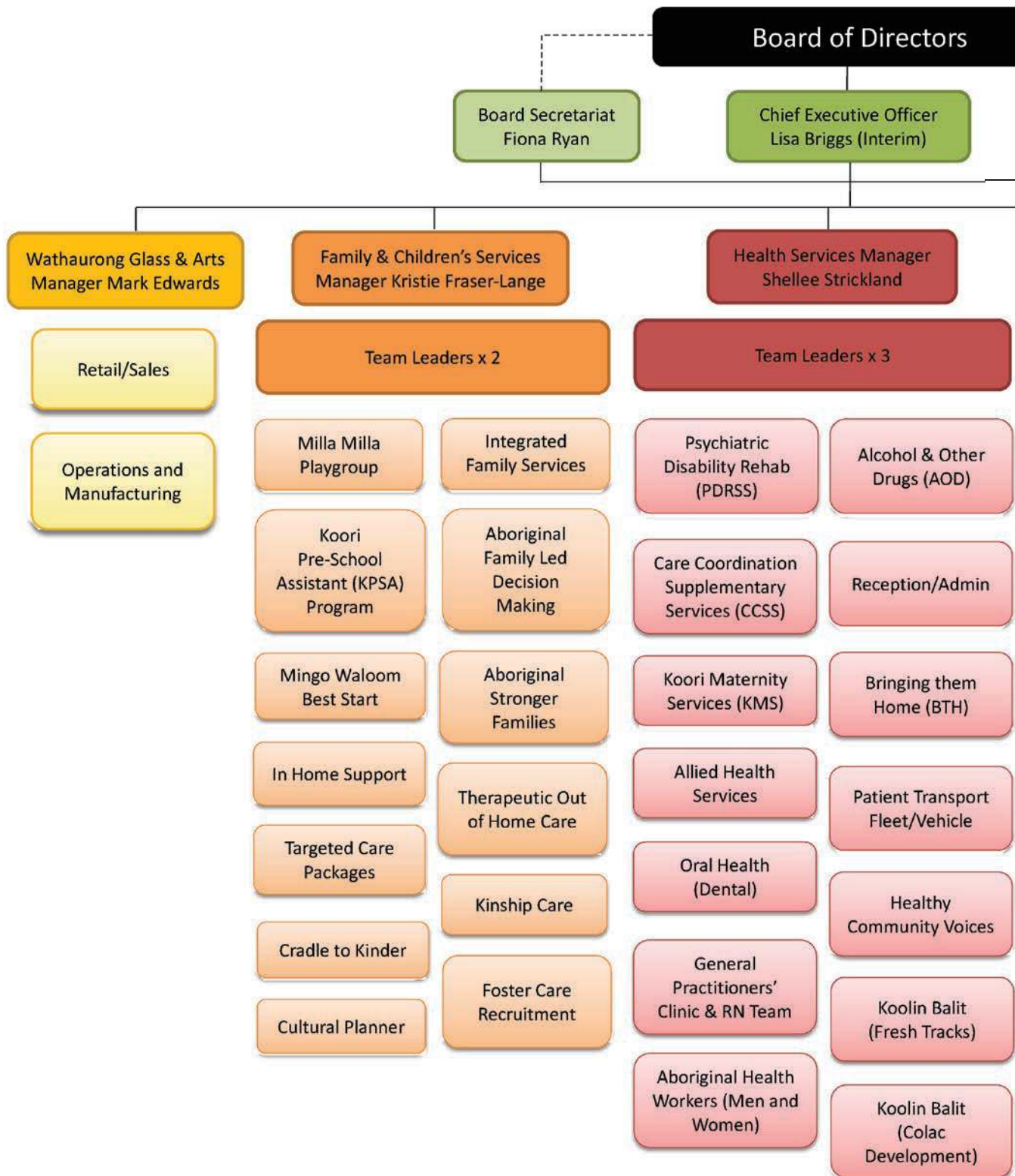
members and community and I would like to share some of the highlights for 2018/2019:

- 22 Wathaurong community events with 3060 participants attending
- Colac Gathering Place received the Colac Otway Mental Health Award for Community Organisations
- Wurdi Youang registered an application to receive Indigenous Protected Area status
- Family Service achieved 80% of transitioning kids in Out of Home Care from DHHS to Wathaurong and implemented a new reunification program which brought together a mum and her three children

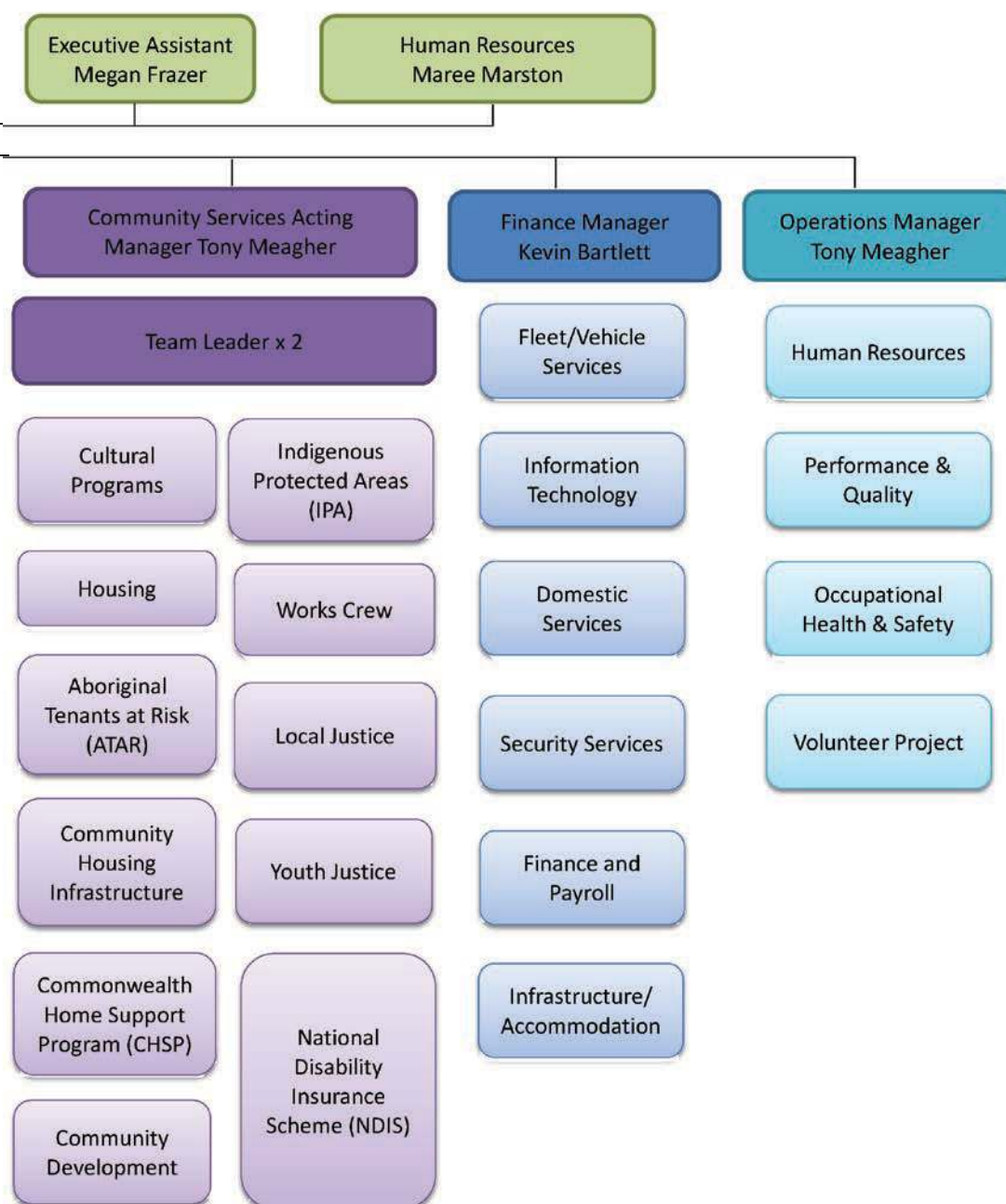
- DHHS unborn notifications will now be sent to ACCO's such as Wathaurong
- Wathaurong Health Service as reported by the Australian Institute of Health and Welfare (AIHW, 2018) on our Maternal and Child Health, Preventative Health and Chronic Disease Management performed above the national and Victoria State averages reinforcing our culturally appropriate and high quality service model

In closing I wish to thank the board, senior management and staff for the ongoing commitment and support during this financial period as we continue to be the change needed for our people.

Bundjil Blessings



Wathaurong Organisational Chart



Our Culture, Our Language, Our Way



embeds cultural practice into our service delivery programs, which is what makes us unique.

Here are some of our highlights.

As Traditional Owners and custodians of Wathaurong land, we work 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.

Wathaurong has always been seen as a culturally safe place with a learning and teaching environment for our people to learn, engage with and share our culture, language, songs, dance and traditions. Wathaurong



“Language is Land, Land is Country, Country is you.”

Uncle David Tournier Snr

Permission for quote granted by David Tournier Jnr



**CONFERENCE
FOR
YOUTH
JUSTICE**



WOMEN'S GROUP



MEN'S GROUP



“It is rewarding as an Aboriginal staff member and community member to see families feeling supported in a culturally safe environment whilst forming social connections and relationships with other families within the community. Wathaurong facilitates many events and programs throughout the year to ensure our children are supported with their connection to culture, their connection to country and their connection to community and each other. These include Family Culture Days, Koorie Kids Club, Connecting to Culture for women and children, including through our school holiday programs. This ensures that our children are feeling strong in their cultural identity and learning about our history and traditions, something only our next generation can continue to keep alive. It is wonderful to see our children in community growing up with a great sense of pride and belonging.”

Tahlia Dempsey - Koorie Pre School Assistant program

EARLY YEARS



Community Engagement

This financial year the board set the priority of putting Wathaurong back into community hands with a focus of engaging with our local Aboriginal community and responding to their needs. The board identified a priority of one of Wathaurong's Strategic Plan Pillars which states:

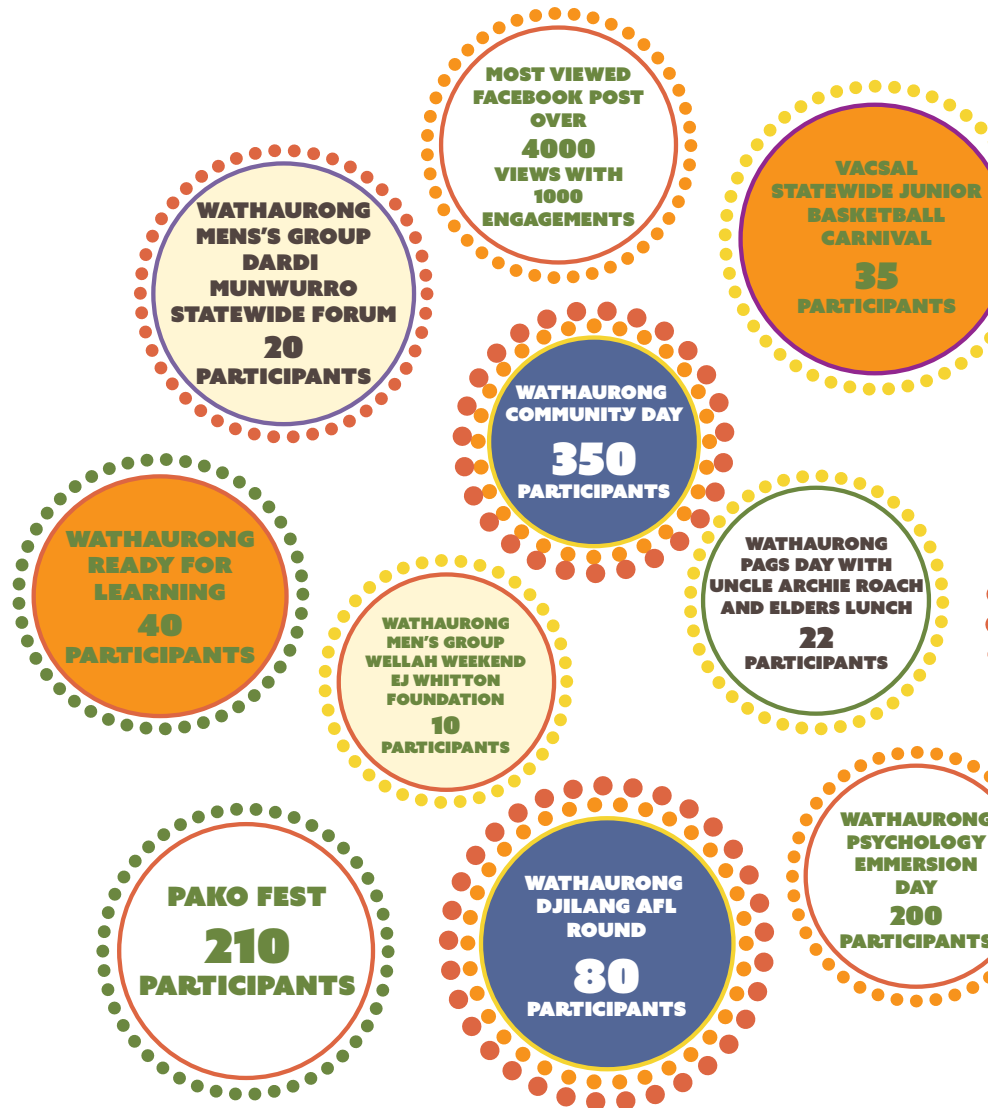
Pillar 1 - Community

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

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

Wathaurong has increased our local Aboriginal community engagement by convening numerous events and strengthening our communication through our newsletters and social media.

Here are some of our highlights.





Corporate Services



Corporate services are activities that combine or consolidate certain organisation wide need support services based on specialised knowledge, best practices and technology to assist the managers and staff in delivering programs and services to the community and external partners. For the financial year 2018-2019 Finance and Operations have been incorporated into a Corporate Services report which includes Finance, Human Resources, Quality, Infrastructure, IT and overall Administration.

The overall increase in funding has meant increase in staffing and the volume and type of services we deliver across the organisation, which in turn has a flow on effect on the volume of work within the corporate services team. It was identified that corporate services were significantly understaffed and to continue to provide

the same level of service and to strengthen the risk management and reporting across the organisation the following additions were prioritised.

The finance team was boosted with an additional fulltime accounts assistant and an Assistant Accountant role has been advertised. This role will provide support to the finance manager to strengthen the budgeting and reporting requirements both for internal and external purposes.

The appointment of a full time senior Human Resources Manager with an administration support role, has given robust support to managers as staffing levels over the last year increased to 124 employees.

This has also resulted in:

- Introduction of cultural training for all current and future staff;

- HR related policies and procedures being reviewed across the organisation;
- HR services, including employment and induction being reviewed.

In addition, the team has been expanded to include a Workforce Development Officer which is a funded role that is focused on the professional development of Wathaurong employees.

In 2020 some employees will take on Leadership Development training and some case workers and team leaders will undertake a Diploma of Community Services.

The focus for the 2019-2020 year will include the following:

- position descriptions and contracts of employment will be updated once the board approves the new organisational structure;

- a review of interrelated jobs and career pathways;
- increase of Aboriginal students' participation in Work Experience at Wathaurong and
- incorporate Cultural Awareness into the onboarding process for all staff.

With the introduction of a Quality Management System a new role to administer the system was created and appointed. The system has been set up and all policies procedures, forms, templates are on the system.

In addition:

- All contracts are located in the system and is the monitoring tool for all acquittals
- All standards relevant to the org have been loaded into the system and audits for accreditation are monitored through the system

During the current year Wathaurong was successful in meeting accreditation standards for the National Standards for Disability Services (NSDS), the Human Services Standard (HSS) and the Royal Australian College of General Practitioners (RACGP) standards with the work to achieve these being performed by the respective teams supported by Quality and Operations.

An independent OH&S audit was also conducted across the organisation to enhance the requirements of the standards and identify any outstanding risk and hazards which have since been rectified and closed off.

With IT issues deteriorating considerably over time, posing considerable downtime and frustration from staff, the organisation chose a new IT provider and the migration was completed within a 6-week timespan. The system is working well and for the first time the organisation has created a new role for an in-house IT support person to be appointed in the near future.

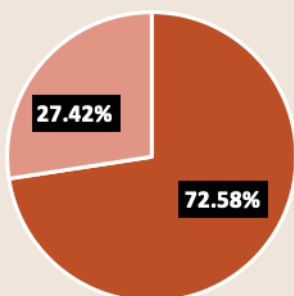
As the organisation continues to grow the requirement for further space is evident with the most pressing area being consulting/clinical space. A review of the organisations requirements to service the community demonstrated that an additional 16 consulting rooms are required. Further office space required to accommodate the additional corporate services staff.

Mackey Street premises are also at maximum and found not appropriate to support the needs of the community going forward.

To rectify the infrastructure requirements, a number of options available are being pursued both for the short and longer term.

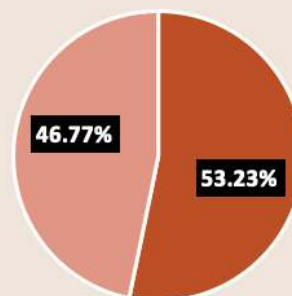
We are also pleased to say that after a long period of deterioration, the roof to the main Morgan Street office has been replaced and the ceiling will be repaired in the coming weeks.

Gender



■ Females ■ Males

Percentage of Aboriginal Staff



■ Aboriginal ■ Non-Aboriginal

Community Services



2018-2019 has again been a challenging year for Community Services with a reduction in funded programs as government moves towards 'Consumer Directed Care' and the need to continue providing programs and services to our community; also trying to keep as many Aboriginal staff employed as we can.

We have had growth in the participation of all our programs, also in our community events. The NAIDOC Flag Raising attracted 250 people and over 150 people attended our Sorry Day walk.

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

Aboriginal Tenants at Risk (ATAR)

ATAR continues to increase client intake due to growing knowledge of program parameters. All reporting requirements from Department of Health and Human Services (DHHS)

are being met. The number of clients is increasing steadily within Wathaurong Aboriginal Cooperative due to increased access to the Private Rental Brokerage Program (PRAP), external organisational knowledge of program and referral processes, increasing knowledge of Wathaurong's services and increasing numbers of Aboriginal people within the community.

Homelessness program funding to allow Wathaurong to operate as a housing entry point would be beneficial and incorporating a specialised

homelessness support worker to assist clients and/or to facilitate access to intake via existing Entry Points for homelessness services would work well in correspondence with the ATAR program. This would provide a more effective streamline service for housing and homelessness within the community and allow the organisation to better provide a more comprehensive program that guides clients through all periods of homelessness; this would work well with accessing the Housing Establishment Fund (HEF).

Demand for ATAR is incredibly high and hopefully next year there will be an opportunity to strengthen our capacity to respond to demand.

Colac – the Gathering Place

Wathaurong Aboriginal Co-operative in the previous financial years were funded to survey and document the needs and service gaps for the Colac Aboriginal Community and to pursue an Aboriginal Gathering Place in Colac, Gulidjan Country. These two key performance indicators danced harmoniously beside each other's like sisters or aunties echoing the tunes and stories of each other. Together the anecdotal evidence and strong voice of the Colac Aboriginal Community did successfully achieve the interim outcome in late 2017 of establishing an Aboriginal Gathering Place agreement with Colac Area Health which has made a considerable contribution to the gains made in the 2018/2019 financial year.

This project was partly funded by the Korin Korin Balit Djak which is Victorian Government's strategic direction for Aboriginal Health, Wellbeing and Safety framework. The framework sets out what the Department of Health & Human Services, together with Aboriginal communities, other parts of government and service providers, will do to achieve the government's commitment to improve Aboriginal Health, Wellbeing and Safety outcomes.

The establishment of an Aboriginal Gathering Place in Colac aligns with the government's objective to improve access to services and outcomes for Aboriginal people.

Focusing on a healthy start to life, a healthy childhood, a healthy transition to adulthood, caring for older people, addressing risk factors and managing illness better with effective health services.

Throughout the year we engaged the help of local community leaders and a broad collection of local community. We had over 100 conversations from board rooms to kitchen tables discussing varying levels of needs and services that just aren't reaching the South West of the Barwon Catchment in the Colac and Otway Region; and although making considerable gains we still have a long way to go to improve the level of service in a timely manner available outside of Geelong.

Our earlier influence in the Colac Otway Shire Municipal Health and Wellbeing Plan 2017-2021 and the Arts and Culture Strategy has continued to build on the foundations of honest and open communication lines with Local Council

and making them aware of the need of the Aboriginal Community living in or accessing services in Colac.

We supported, were invited to and held a range of events in Colac over the 12 month period which were inclusive of the annual Pang - ngooteekeeya weeng malangeepa - ngee our community led event on January 26th that celebrates the rich and thriving culture of the landscape and peoples of the Eastern Maar Nation that we are lucky enough to live, love and work in, 16 Days of Activism towards the prevention of Family Violence, Cross Pollination – Fibre Arts and Textile Exhibition, Reconciliation Weeks, NAIDOC Week events at The Colac Otway Shire and Botanic Café with live music from local Aboriginal artist Todd and wife Madeline Angus. We were also invited to the opening of the new Community Services Building at Colac Area Health. We went to Cobden on a fishing trip and between the lot of couldn't catch a fish. The Colac Otway Arts trail, the opening of the new Colac Police Station, A visit from the Melbourne Symphony Orchestra, a trip to watch Eumeralla by Aunt Deb Cheetham, we had the pleasure of beginning work on our Community Possum Skin Cloak with Auntie Vicki Couzens, headed to the Geelong Koori Youth Ball and many many other activities.

Partnerships around the continuing establishment of the Aboriginal Gathering Place were continued with Colac Area Health, Eastern Maar Aboriginal Corporation, Youth Health Hub, Colac Otway Shire, Corangamite Shire, Corangamite Catchment Management Authority, Victoria Police and many other groups.

Community Services

Playgroup resumed on outreach delivered by the Early Years Team at Wathaurong on a Monday and was very well received by community; our Youth Group began to run towards the middle of 2018 and enjoyed participating in some great activities.

We were successful in being recognized as the Winners of the Colac Otway Mental Health Award for Community Organisations that are working towards building safer access to mental health contributing to stronger and safer community wellbeing and participation.

We look forward to continuing the cultural growth and strength of the Colac Aboriginal Gathering Place and thank the Colac Aboriginal community for their continued leadership and determination in this space.

Special mention to John Clarke, Angela Jeffrey, Kristen Lee's and Todd Angus for being the drive for change and mentoring and supporting our Colac Community Development Worker throughout the year.

Co-operative Housing

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

We still have 22 properties in our portfolio and as some of the properties are showing signs of ageing, we will shortly be undertaking a maintenance review for upgrades and repairs. In the new financial year, we will be evaluating our housing stock and what our requirements

are now and in the future which will assist us in lobbying Government for the additional housing.

Family Violence Accommodation Support (FVAS)

The Family Violence Accommodation Support program allocation of total support packages under Wathaurong Aboriginal Co-operative continues to sit at 20 while facing growing demand for the program.

The main areas of spending continue to be:

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

The program works closely with the family violence hub (Orange Door) and having two workers located at Wathaurong's Mackey Street office allows for a cultural link during the intake process under Family Violence, which strengthens support in this area.

Home and Community Care (HACC/PYP/CHSP)

Throughout 2018-2019 we have continued to focus on client's wellbeing and on creating achievable goals that is more tailored to individual needs.

Care Plans and assessments and reviews continue to be a main focus for us. We have been working hard to improve our current standards by attending meetings, and staff training to gather more knowledge while keeping our cultural needs a high priority.

National Disability Insurance Scheme (NDIS)

Our team is successfully improving the lives of the Aboriginal community living with a disability, building their capacity to reach greater outcomes in life. The NDIS is a major reform to the way supports are planned, provided and monitored. While we continue to remain a very small player the demand is quite large. We need to plan a way to build our capacity to sustainably meet the demand which is a project for next financial year.

Works Crew

Works Crew continues to provide gardening services to clients in Home and Community Care and NDIS. We are looking forward to building a small casual pool and streamlining some of our operations to more effectively meet

the growing demands of clients as well as the changing policy and delivery environment of NDIS and HACC.

Local Justice

It was an unusual year for Local Justice because the department had a significant issue with its computer system which impacted on fines being issued and Community Corrections Orders being made. This impacted on referrals. The latter part of 2019 saw us begin to receive referrals which is very important for our mob, so they can work off their hours and contribute to our community in a positive way.

Youth Justice

It has been another very busy year in the Youth Justice program. We continue to hold a full case load of Statutory Clients as we develop stronger relationships between other programs within Community and Family Services as well as with the Youth Justice Unit and our other Partners.

This is still much needed to assist our youth to re-engage and give them a feeling of belonging, teaching them about Country and learning Culture; and in turn educating our youth with a view to further educational programs and employment.

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

Wurdi Youang – Indigenous Protected Areas (IPA)

The Wurdi Youang Business plan has been updated and is guiding us in doing a great job for the protection of our property Wurdi Youang. Up to 7 hectares of land has been re-seeded with Kangaroo grass which in the future will provide harvesting for a food source and/or to use for further restoration. In addition, we are experimenting with Panicum and Whalwhallia native grasses for trials in the food source industry.

The property continues to attract a growing interest of National and

International scientific communities which can only help us to provide an important place for Aboriginal people now and into the future in terms of aspirations and culturally important learning and knowledge. This past year we included visits to Wurdi Youang into the introduction of cultural information and awareness for all staff. This opportunity has been extended to external partners including psychologists from Deakin University.

Ironically securing funding to secure the past and the future continues to be incredibly difficult. However, we continue to seek optional funding sources with the hope that next year is better in that regard.



Family & Children's Services



I would like to start off by saying thank you to our Board, CEO, Senior Management team, members within Family services team and the community for all of the support as I have stepped up into the role of Family Services Manager. I would also like to thank Herb Goonan for all of your support and guidance in the role prior to leaving earlier in the year and a special thank you to the Team Leaders Louise Warner, Helen Sullivan and Tahlia Dempsey (acting in the role towards the end of the year) for all of your continuous support in leading the Family Services Team. The Family Services unit continues to grow in the number of services provided to the community

as well as the number of community members we are servicing continues to grow. We have seen significant changes and growth within all our programs with an increase in client referrals and stronger networking relationships with our funding bodies.

We have had a lot of projects within the space of family services over the last year, some as follows:

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

- Additional case workers into Kinship
- We have now commenced in the Foster Care transition
- Preparing for a new reform from the Department which will see Family Services operate in a different way
- Strengthening networks to funding bodies
- Strengthening networks with other organisations in the Barwon Region

We are working towards the State goal of transferring the case management of 80% of Aboriginal Children into Aboriginal

Care, to ACCO's by December 2019. This has meant a massive growth in our Kinship program and the development of our Foster Care Program. Through this we have also seen the development of the First Supports program to ensure that Kinship placements are supported right from the commencement. We have also established a Family Reunification program to support the reunification of children in Out of Home Care, this program has started off being quite successful with Wathaurong already supporting the reunification of 3 children who were in Kinship care to their mother.

The Commissioner for Aboriginal Children and Young People, Justin Mohamed led a Koori Youth Justice Taskforce late this year. This was a fantastic opportunity to examine the current care of some of the Aboriginal young people currently in Youth Justice by bringing together key stakeholders in their lives and to identify and respond to particular issues that impact on their development, social and emotional wellbeing and cultural connectedness. By going through this process we have had a significant opportunity to improve the outcomes for the young people whose cases were heard, through the assessment and oversight of their individual plans and consideration of all aspects of their care, education, health, connection to culture and safety.

This year Wathaurong's Out of Home Care team put on a Cultural Day for all of the Aboriginal children in Out of Home Care, supporting not only the children case managed by Wathaurong but also those through Child Protection, MacKillop Family Services, Barwon Child Youth and Family and Bethany Community

Support. This day was really successful, bringing together children, their carers, staff from Wathaurong and some additional community members to share cultural knowledge, participate in cultural activities and enjoy the day together.

This year Family Services has seen a few changes within staff. This includes Herb Goonan stepping out of the Manager role and myself taking it on, as well a few other staff members leaving for a number of different reasons and I would like to acknowledge all staff members who have been involved in Family Services throughout the year, even for the smallest times. Retaining staff continues to be an issue and we are working hard to address this subject. Wathaurong are supporting and upskilling staff and are continuously exploring ways to help staff better support our community members and families. In the coming year we will see a number of staff members along with interested community members undertake the Diploma of Community Services to support and strengthen the knowledge and skills that they already have to in turn support more community members.

I would like to thank the whole of the family services team who continuously go above and beyond to service the community. The team continuously are focusing on a holistic approach, considering all external issues that may prevent families from reaching their full potential; including health or housing issues, physical or social isolation, financial difficulties, relationship issues, family conflict, substance use, disability and more. Each situation is different and we build on the strengths of the families in our service to empower people giving them the skills and abilities to make lasting change.

Networks Meetings and client focused meetings have continued throughout this year. These are important in ensuring that we work with mainstream agencies to support community members accessing their support programs as well as other agencies who are involved in the care teams of our clients. We meet regularly with our funding bodies and have built really strong relationships with them as well as other agencies in the area, some of the network meetings that Wathaurong has been involved with are as follows:

- Risk Assessment Management Panel (RAMP)
- High Risk Youth Panel
- High Risk Infant Panel
- Entry into Care Panel meetings
- Leaving Care Panel meetings
- Best start
- Transition of Aboriginal Children into Aboriginal Care meetings
- Better Futures Project Control Group meetings
- Barwon Child and Family Service Alliance meetings
- Cultural Planning Implementation Group meeting/ Cultural Portal Steering Group meeting
- Colac Otway and Corangamite Child and Family Services Alliance
- Youth Justice Taskforce

The team look forwards to a challenging year ahead as we continue to work towards great outcomes together both for and with the children, youth and families within community.

Family & Children's Services

Wathaurong Aboriginal Co-operative is government funded to provide family supports to vulnerable and at-risk children and their parents.

FAMILY SERVICES PROFILE

FROM ABS CENSUS 2016
AND WATHAURONG DATA

Aboriginal Cradle to Kinder

Cradle to Kinder (C2K) provides an intensive, wrap around case management service from pre-birth until four years old. C2K accepts referrals for families who have complex needs, and/or who may be at risk of Child Protection involvement. Cradle to Kinder supports families to remain outside the Child Protection system, and empowers families to work towards social independence in up to a four year intervention.

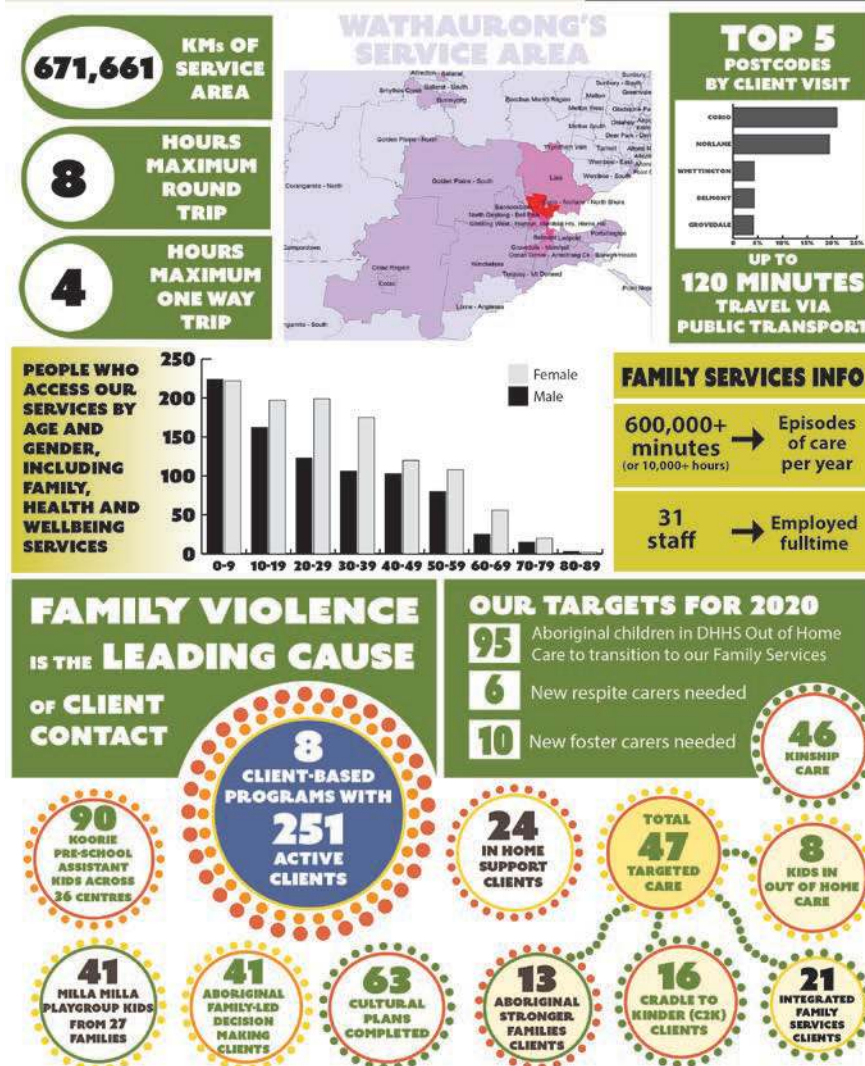
Staff have worked hard to ensure that Cradle to Kinder is delivered in a cultural way whilst also in a professional, empathetic manner, and that client needs and the best interests of the child are at the forefront of everything we do.

Cradle to Kinder have supported 26 families during this last financial year, with 18 families currently involved in the program.

Through the Aboriginal Children's Forum there has been a commitment from DHHS that 100% of unborn notifications to Child Protection will be referred out to ACCO's which will see the C2K program develop significantly over the coming year.

Current Staff: Rebecca Mayberry, Kerry McKenzie and Adele Welsh (Senior Practitioner)

Acknowledgement to Hayley Johnson who also worked in this program throughout the year.



Aboriginal Family Lead Decision Making (AFLDM)

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

AFLDM encourages family members, extended Family, Elders, other significant people in the child's life and when appropriate, the child and/or young person to get together, make decisions and develop a plan that promotes the safety and wellbeing of children and young people who are involved in the Child Protection system.

All Aboriginal Children who have become involved with, or are at risk of entering the Child Protection system can access culturally appropriate support and advocacy through the Wathaurong

AFLDM program. All referrals come from the Department of Health and Human Services Child Protection and the AFLDM Community Convener works alongside the Department of Health and Human Services AFLDM Convener.

Highlights from the last 12 months

- Family plans have strengthened the safety of children within the home

- Aboriginal Family Led Decision Making family plans have strengthened family and extended families' connectedness with children in Kinship care and in Out of Home Care, making sure their cultural needs are met.
- In the past 12 months AFLDM have received 72 referrals and have convened 53 meeting with families, most of the 19 referrals that did not eventuate in a meeting was due to the family declining the meeting or due to a change of case plan for the children.

Staff: Paige Keating

Aboriginal Stronger Families Program (ASF)

The Aboriginal Stronger Families Program is an up to 12 month intensive program that works with Families who have child protection involvement to help Families to actively address the protective concerns raised by Child Protection in a culturally appropriate manner, in order for Aboriginal children to safely remain with their Families or be safely reunified back into the care of their biological parents.

The program provides a very holistic and creative support service to our Families. Our intervention can consist of therapeutic supports, youth engagement activities, educational support, mental health and wellbeing support, access to child care and supports to create independence within families.

Throughout this financial year we supported 27 Families, and are currently supporting 13.

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

Staff: Jane Clements,
Michelle Haywood

Acknowledgement of other staff who worked within the ASF program this year: Jodie Chatfield (Team Leader), Laura Turner, Naomi Edwards, Stephen Dohl & Virginia Murray

Best Start Program - Mingo Waloom

The Mingo Waloom Best Start program is funded by the Department of Education and Training (DET) and operates within a broad early years services partnership. Our partners include City of Greater Geelong, Bethany, Barwon Health, Barwon Child Youth and Family, Goodstart Early Learning, Colac Area Health, Colac Otway Shire, Department of Education and Training (DET), Local Aboriginal Education Consultative Group (LAECG), Department of Health and Human Services (DHHS), Geelong Regional Library Corporation (GRLC), Victorian Aboriginal Community Services Association Limited (VACSAL) and Deakin University Institute of Koori Education. Throughout this year Wathaurong has put a large focus on ensuring the voice of Aboriginal community members and Elders is heard right throughout the Mingo Waloom Partnership.

Family & Children's Services

Mingo Waloom has facilitated quarterly meetings with our partners throughout the year. In 2018-2019 key indicators which the program is required to meet are improvements in Kindergarten enrolments and Maternal Child Health visits as well as focusing heavily on access and participation in universal services.

This year we have seen such small change ideas result in big outcomes, these include but are not limited to; supporting families within Kindergarten services to identify their Aboriginality due to the comfort in the centre, a high report of children and families feeling culturally connected as their local services are embracing and embedding culture into their curriculum due to such small changes supported by Best Start.

Staff: Shantelle Baillie

Senior Cultural Advisor

The Senior Cultural Advisor provides support to develop, endorse, review and implement cultural plans for all Aboriginal children and young people living in Out of Home Care.

The program works closely with Wathaurong Kinship Services, Child Protection DHHS and community service organisations to meet the requirements of the cultural plans in partnership with the Cultural Support and Awareness Officer in Child Protection at the Department of Health and Human Services (DHHS).

The program helps make sure child protection practitioners and case

managers are culturally sensitive and aware of the differences in growing up our Aboriginal children and young people.

This year Wathaurong held its first Cultural Day for children in Out of Home Care, bringing together all children in care to participate in cultural activities. At this event we also awarded our first Carer of the Year Award. This went to the well deserving recipient of Kacey Elston as she continues to go above and beyond for her family. Kacey does an amazing job at ensuring that these children are well connected to their extended family, returning back to country regularly and keeping them connected with their culture and Community. The work that Kacey does for her family doesn't go unnoticed. The love that she has for these children, family and culture is admirable and is admired by many.

Staff: Justine McCarthy

Acknowledgement to Sophie Johnson who also supported in this program

Foster Care Recruitment

Foster Care Recruitment aims to recruit Aboriginal carers and to support non-Aboriginal carers through cultural training to take Aboriginal children into care. The role specifically focus' on strengthening the supports and improving the outcomes for our kids and their families through supporting them through the recruitment and training process. Over the course of this year we have had contact with 14 families, we

have accredited one carer household to do respite and emergency short term care for Aboriginal children and are in the process of going through the training and assessment process for 5 family homes. We are not only recruiting long term carers, respite and short term carers are also just as important.

As Wathaurong continue to progress the Transitioning of Aboriginal Children into Aboriginal Care the Foster Care recruitment program is proving to be more and more important. As an Aboriginal organisation Kinship Care is and will always be our first option of care for children, but this isn't always possible and we would like to be able to support our Aboriginal children in care ensuring that they are with carers who understand and are supported to embrace culture in their homes. We strongly encourage community members who have been thinking about caring for children to give Family Services a call and have a yarn about the process, we will support you the whole way through and be there to support you once children enter into your care.

Staff: Stephanie Lamont

Acknowledging Michael Cussens who also worked in this program throughout the year.

Targeted Care Packages (TCP)

A Target Care Package (TCP) is an innovative and flexible program that provides targeted supports for children and young people who are living in Out of Home Care to aid their stability throughout a placement. The focus of

all packages is to meet the individual needs and ensure children and young people are safe, respected, nurtured and are able to reach their full potential. The packages provide the young person with access to a range of wrap around individualised services. Throughout this year we have had contact with nine children/young people and have successfully received five TCPs to support young people, and we are currently holding two young people on TCPs and are working on an additional five submissions.

Staff: Darren Martini

Acknowledging Sam Couzens and Chris Matheson who also worked in the TCP program this year

In Home Support (IHS)

In Home Support staff are all now trained facilitators of the Indigenous Positive Parenting Program (Triple P) and deliver this one on one with families and in a home based setting as well as in a group setting. Koori In Home Support make referrals to more specialised, intensive services where case management and additional supports are required. Families and children at high risk, with needs that go beyond the objectives of In Home Support are assessed for potential referral into tertiary services that can better meet their needs. Koori In Home Support is now a secondary program that can support families who may also be involved with other case management programs.

Throughout this year the In Home Support program supported 29 families through both one on one and group work, including a playgroup that was run out of the Gathering Place in Colac.

Staff – Gina Chapman, Tahlia Dempsey, Jackie Brown, Shannon Moulton

Acknowledging the work of Kristi Watts in this program also

Integrated Family Services (IFS)

The Integrated Family Services program is part of a partnership with Barwon Child First; also incorporating Diversitat, BCYF, Bethany and CoGG. The aim program is to families with children 0-18 years old where there may be concerns of parenting capacity, neglect, mental health, family violence or various other issues that impact on the children's lives. The aim of the program is to improve the safety, stability and development of children and for Wathaurong it is about doing this in a way which puts culture at the forefront of what we do. We respectfully work with families to improve the capacity of parents and care givers in their interactions with their children.

Over the course of the year we have worked with 41 families. We look forward to continue walking with and supporting families into the future.

Staff: Cheryl McCormach, Penny Jenkins, Leah Kolga

Kinship Care

The Kinship Care program contracts the

case management of Aboriginal children who are on a child protection order living within a kinship placement. We support the children, young people and carers by strengthening and maintaining cultural identity and connection to the Wathaurong community, ensuring connection to immediate family as well as with some practical day-to-day needs. The program assists to establish and maintain child placements. The staff in this program regularly: visit clients at home, organise and supervise access visits with other family members, arrange education and training sessions to ensure carers are able to meet the needs of the children and young people, ensure children are safe within their placements, encourage/support children's access to Community and Cultural events and support young people with the leaving care process. The program works closely alongside the Department of Health and Human Services (DHHS) however Wathaurong takes the lead as we are the contracted agency.

This year we have been working closely with DHHS as we begin to transfer Aboriginal Children into Aboriginal Care. This is closely linked with the Victorian Government's commitment to self-determination and self-management for Aboriginal people. Wathaurong has seen great success in this program this year we have started contracting Family Reunification Cases which has never been done before, through this we have already reunified three children back into the care of their mother and are currently working hard on another. Where reunification has been determined not possible for a number of children we have supported the carers to go through

Family & Children's Services

the permanent care process. We are working hard to reach the goal of 80% of Aboriginal Children on contractable orders in the Barwon Region contracted to Wathaurong by December 2019.

Staff: Louise Warner (Team Leader), Lauren Hines, Fransisco Rodregiz, Andrea Sullivan, Kylie Gleeson

Acknowledging Celestine Lumah, Amanda Collie and Sophie Johnson also working in this program

First Supports

Throughout this year Wathaurong received funding to provide First Supports which provides the initial support to Kinship Carers of Aboriginal children and young people. We receive referrals within the first three weeks of an Aboriginal child entering into a Kinship placements and work with the carers to ensure that they have all of the supports in place that are required for them to provide the full care that the children and young people need. In this time we also complete the Part B assessment. This assessment was previously completed by Child Protection however through strong advocacy Child Protection have agreed that having this assessment sit within the community organisation as we would be able to get a more in depth and honest assessment ensuring that all necessary supports are put in place ensuring that the placement has more potential of success into the future.

Staff: Hayley Johnson

Home Based Care (Foster Care)

This year Wathaurong developed our Foster Care / Home Based Care program. This was a large project that has taken a lot of work and has been achieved through a lot of support from external agencies such as VACCA, BCYF, MacKillop and Bethany. These agencies have been very supportive of Wathaurong taking on this program which we are very grateful for and acknowledge that we wouldn't be in the position that we are if it wasn't for their support.

We are happy to share with the community that we are now successfully delivering this program as we had 4 young people transfer their case management from MacKillop over to Wathaurong. We are looking forward to seeing this program grow as we step into the new year, supporting other Aboriginal children, young people and their carers transfer their case management over to Wathaurong.

Staff: Tahlia Anderson

Therapeutic Home Based Care

Within the Out of Home Care program Wathaurong also facilitate a Therapeutic Home-Based Care worker. This role is to support and provide secondary consultation regarding children in care. The Therapeutic Home-Based Care worker has provided an intense level of support to our Kinship carers and children in care with strategies to manage difficult behaviours and therapeutic interventions

to support the trauma of children in the OOHC system.

Staff: Esteban Santos
Acknowledging Melissa Bann

Koori Pre-school Assistant Program (KPSA)

The KPSA program focuses on supporting access and participation of Aboriginal children in mainstream kindergartens within the Geelong region, as well as assisting early childhood educators with providing culturally appropriate care and creating inclusive environments for Aboriginal children and their families.

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

- Facilitating a 'Ready for Learning' in January 2019 with attendance from children in community who were starting kinder, starting prep or continuing their primary education.
- Facilitating Kinder Information Sessions for families to learn more information about the kindergarten programs and process
- Providing ongoing support for early childhood educators surrounding Aboriginal cultural inclusion in the early childhood setting. This assistance includes support with understanding the importance of and development of an acknowledgement of country for

different services, sharing stories, creating art, sharing dance with the children and educators and sharing further resources and knowledge for additional support. These activities encourage educators to be more confident with including Aboriginal culture within their everyday practice at their services.

The KPSA program has also been a part of developing and implementing opportunities for educators and children (Aboriginal and non-Aboriginal) to learn more about Aboriginal culture and how to celebrate and acknowledge culture within early childhood services in everyday practice. These opportunities include:

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

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

Staff: Tahlia Dempsey

Milla Milla Playgroup

At the end of 2018 we seen the departure of Kylie Edwards from not only Milla Milla Playgroup but also from the Geelong region. This has been a massive loss for us as Kylie has spent a large number of years facilitating early years programs, particularly Playgroup at Wathaurong. Kylie you are definitely missed by the whole community but particularly the playgroup families. We were lucky enough though as Kylie exited Kristi Watts returned to facilitate playgroup.

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

The City of Greater Geelong's Rosewall Kindergarten have shared our space now for 8 years now, have 21 Aboriginal children attend their program. At the commencement of 2020 the Kindergarten will be transitioning out as their new facility has now been built. This will be disappointing for us not to share the space anymore, however we will continue to work with the Council to ensure that our families transition well and are comfortable in the new space. Milla Milla operates on a Thursday & Friday from 11:00am-1:00pm. We have approximately 10-20 children attend on these days. This is made up of about 25 families attending.

Milla Milla Playgroup has many partnerships with mainstream services including: City of Greater Geelong, Barwon Child Youth and Family, Bethany,

Early Learning Centre at Rosewall. We will continue to preserve these networks and utilise them in the most supportive way. We have also had great support from our Maternal and Child Health nurse who has visited playgroup to connect in with families to follow up with children who have been due for their Key Ages and Stages checks.

Over the past 12 months, we have had Cultural Incursions including Elders attending reading stories to Children, also playing Cultural games indoors & outdoors. We also had a visit from Tahlia Dempsey who came in and done a cultural incursion. Throughout this year we had Sing and Grow come in and deliver their 9 session program, this engaged our children and parents in a program that supports development through music.

Excursions this year included: Poppy kettle festival at GPAC, Collingwood Children's farm, playgroup in the park hosted by City of Greater Geelong. Playgroup also celebrated Sorry Day and NAIDOC Flag Raising with the wider community.

In the next 12 months we will have a continued focus on working closely with KMS (Koorie Maternity Services), In Home Support staff & Family Services team to provide a holistic approach to supporting parents and caregivers of our community. We also look forward to the exploration of the growth of Milla Milla as Rosewall step out of the space next year.

Staff: Kristi Watts

Acknowledgements to Kylie Edwards and Linda Tanner for all of your work at Milla Milla

Health Services



Wathaurong Health Service operates:
Monday to Friday 9:00am— 5:00pm

Health Service Team

Shellee Strickland Manager
Donna Lusher
Medicare Coordinator
Cheryl Meath - GP Support

Receptionist

Emily McDonald
Kerry Hudson

Transport Officer

Eileen Smith

Our Doctors

Dr David Corbett
Dr Ed Poliness
Dr Sinead Healy-Evans
Dr Tom Bradey
Dr Lou Sanderson
Dr Brigitte Agostinelli
Dr Lucy Dobson

COLAC GP CLINIC
every Monday

Specialists

Psychiatrist –
Dr Russell Golden
Endocrinologist –
Dr Sam Worboys
Paediatric Dr Jane Standish,
Dr Kate McCloskey,
Dr Margaret Foulton
Obstetric Clinic –
Dr Emily Hunning
and Dr Sajeewa Rathnayake

Allied Health Team

Diabetes Educator –
Olga Lutzko
Psychologists – Georgia Sala
Maternal and Child Health –
Larrissa Martino
Penelope Woods - Pharmacist

Aboriginal Health Workers

James Jose Practitioner
Kerrie Alsop Practitioner

Nurses:

Todd Fry
Tiffany Boots
Tim OCallaghan
Jackie Myers
Skye Duncan
Koori Maternity Service
Lauren Kittely (Midwife)
Claire Galbraith (Midwife)
Kiralee Hogema

Maternal and Child Health

Katherine Gibbs
Larrissa Martino (MCH Nurse)

Health and Wellbeing Team

Team Leader – Duane Luki
Alcohol & other Drugs
workers—Melissa Commons
Duel Diagnosis Therapist
Aboriginal Mental Health
worker – Phil King

Mental Health worker

Bringing them Home—
Julia Bryan & Shannon
McDonough

Family Focus MST—
Esther Broome

Cultural Consultants—
Gwenda Black & Alfie Oram

Thursday

Liver Clinic—
Margaret Wardrop

Barwon Health

Dental@Wathaurong

Each Tuesday, Wednesday
& Thursday

Barwon Centre Against Sexual Assault (CASA)

Tuesday afternoon
BY REFERRAL ONLY

Wathaurong Health Service

In the financial period of 2018/2019, the Health Service provided comprehensive primary health across our catchment area exceeding 6700kms across Geelong, Barwon, Bellarine Peninsula and western regional of metropolitan Melbourne meaning travel time for our patients can be four (4) hours one way or eight (8) hour round trip. Wathaurong Health Service has a registered active client list of 1373 or 50% of the Aboriginal and Torres Strait Islander population, a largely young population that sees 50 new Aboriginal births per year. Smoking rates amongst our active clients continues to be at 50% which is the leading cause of early mortality rates and wishes to highlight that we don't receiving funding through the Commonwealth's Tackling Smoking Initiative to support the reduction of smoking rates. Within the financial year of 2018/2019 Wathaurong reported 5855 episodes of care or client contacts, a total of 521 Health Checks and 416 Care plans. We also provide a GP service 1-day per week to Colac Otway's Shire which has 27 regular clients.

Wathaurong's top five major conditions were:

1. Mental Health
2. Social Emotional Wellbeing
3. Type 2 Diabetes
4. Respiratory
5. Cardiac Disease

The Health Service is funded both by Commonwealth and State government

to provide comprehensive primary health care to our local Aboriginal community and in a recent report provided by the Australian Institute of Health and Welfare (AIHW, 2018) Wathaurong's Maternal and Child Health, Preventative Health and Chronic Disease Management performed against majority of the indicators above the national and Victorian state averages reinforcing the culturally appropriate, high quality comprehensive primary health care Wathaurong Health Service is providing.

The Health Service had a number of highlights throughout the year commencing with Healthy Community Voices and the I Dare Ya program in partnership with Spark Health, we saw an increase in the number of transport services, new patients, health checks, care plans and

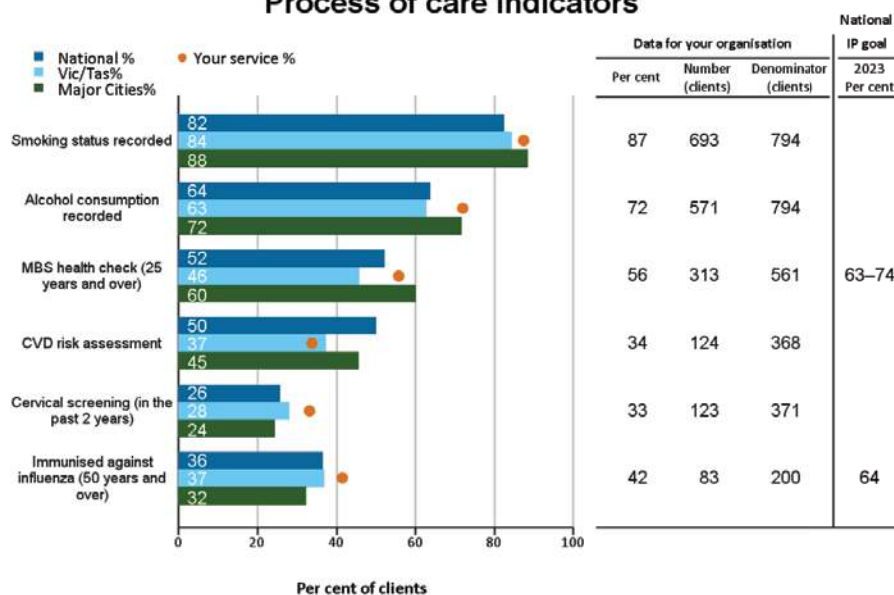
team care arrangements being provided through our service delivery demonstrating the importance of our cultural comprehensive primary health care service. Our service achieved reaccreditation from General Practice Australia which will be reviewed in 2021 and I wish to thank all staff involved through the GPA audit process.

Healthy Community Voices

Healthy Community Voices is a DHHS funded initiative that in the past has engaged with Community around their health and perceptions of improved service delivery.

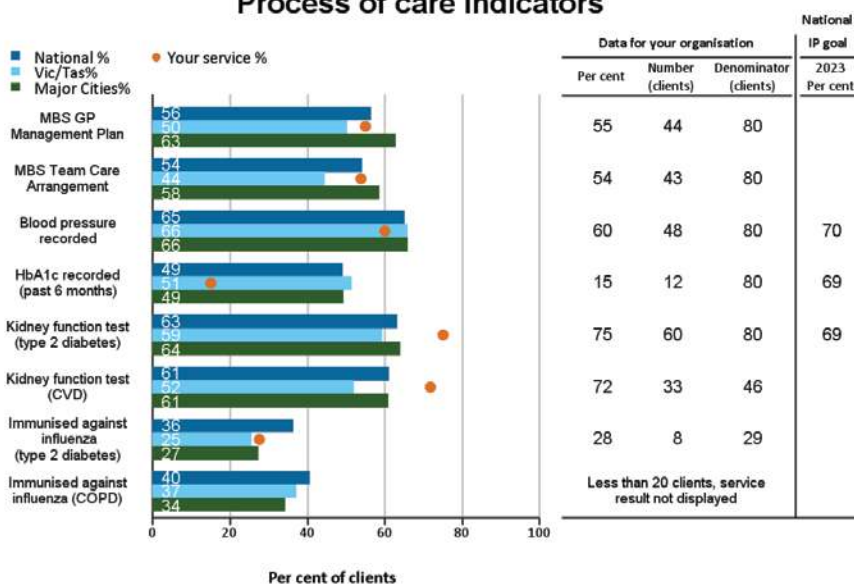
This year we focussed predominantly on Community Health and Being Active.

Preventative health Process of care indicators



Health Services

Chronic disease management Process of care indicators



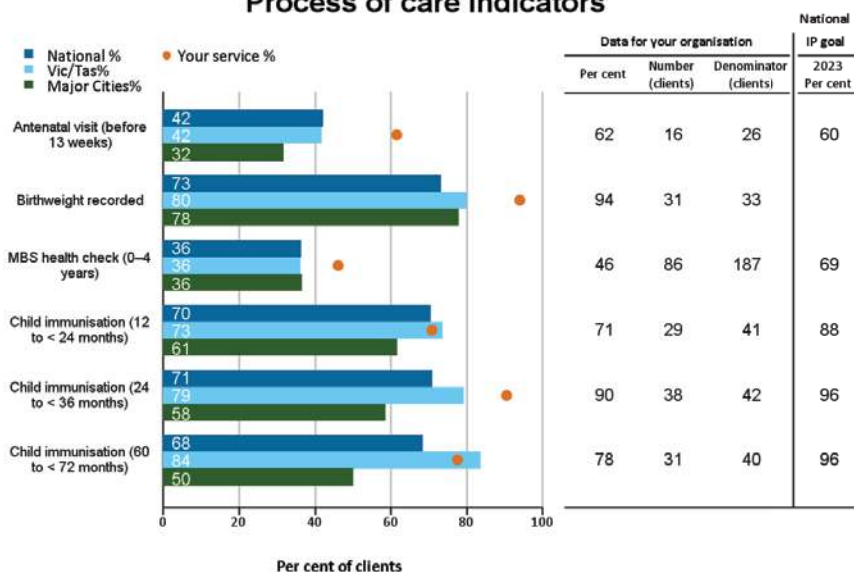
this was a great initiative headed up by SPARKHEALTH's Founder Laura Thompson.

The Spark Health program (IDAREYA) was conducted over a 2x6 week blocks consisting of 1 session per week.

"I Dare Ya" Program in partnership with Spark Health where participants set their own goals to:

- Improving myself physical and mentally
- Learn to drink more water and organise an exercise routine for my COPD
- Get fit and have fun doing it with Community
- Setting a good example for my kids
- Self-confidence and self-love

Maternal and child health Process of care indicators



The "I Dare Ya" program saw 80 participants come together over the course of the program with 74% increasing the number of exercise days, 41% increase their daily water intake, 29% reduced their sugar intake, 42% increased their daily vegetable intake and 47% increase the week fruit intake. We wish to thank all the participants and community for their support for this initiative.



Back to School Check

Our children are our future and deserve the best start to life and it is through our health service, Koorie Maternity Service, Maternal and Child Health clinic that we support their health and wellbeing needs. In this financial year we commenced a new program called Back to School

Checks that was conducted over three months November, December and January for children aged between 4 – 17 years. The aim of the program is to:

- Engage with our local Aboriginal community
- Develop and strengthen relationships with our Aboriginal families supporting their ongoing health and wellbeing needs

WATHAURONG
I DARE YA
THE DEADLY SIX

58 PARTICIPANTS INCLUDING 16 CHILDREN <16 YEARS OLD

203 POINTS OF CONTACT

34 PARTICIPANTS PER WEEK ON AVERAGE

OUR LEGENDS

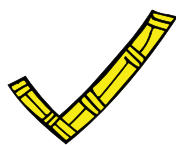
81% ABORIGINAL
OR ABORIGINAL & TORRES STRAIT ISLANDER

73% WOMEN / 27% MEN

AGE RANGE: **2-62**



PARTICIPANT GOALS



"Improving myself physically and mentally"

"Learn to drink more water and organise an exercise routine for my COPD"

"Get fit and have fun doing it with Community"

"Setting a good example for my kids"

"Self-confidence and self-love"



CHANGES IN ATTITUDES

91%

believe the "I Dare Ya" program gave them the skills to make healthier lifestyle choices.
(N=22)

47%

learned something new during "I Dare Ya"
(N=17)

"sneaky sugars"

"read the food labels"

"portion servings"



ONGOING CHANGES

"Just keep moving that moom!"

"Trying to drink 2 litres of water daily up from my current 1 litre. Before 'I Dare Ya' I didn't drink any water at all"

"Less chocolate, more fruit, less ciggies, more walking!"

"I'm thinking of quitting energy drinks and changing to water, also thinking of quitting smoking"



www.wathaurong.org.au



www.sparkhealth.com.au

Health Services

- Assess the health and wellbeing of our Aboriginal children
- Support our children reach their development goals
- Promoting the importance of healthy eating and physical activity

The health service provided 218 Back to School Checks with each of our children receiving a Wathaurong Backpack with school items. This program will be

ongoing as part of our comprehensive primary health care service.

Koorie Maternity Services (KMS)

The Koorie Maternity Service provides culturally appropriate care for Aboriginal women and support to their families. The overall aim of the program is to:

- Optimise the health and wellbeing of women and their babies
- Identify and manage maternal and fetal risk factors, particularly early in pregnancy
- Reduce perinatal morbidity and mortality, including incidence of preterm birth and low birth weight

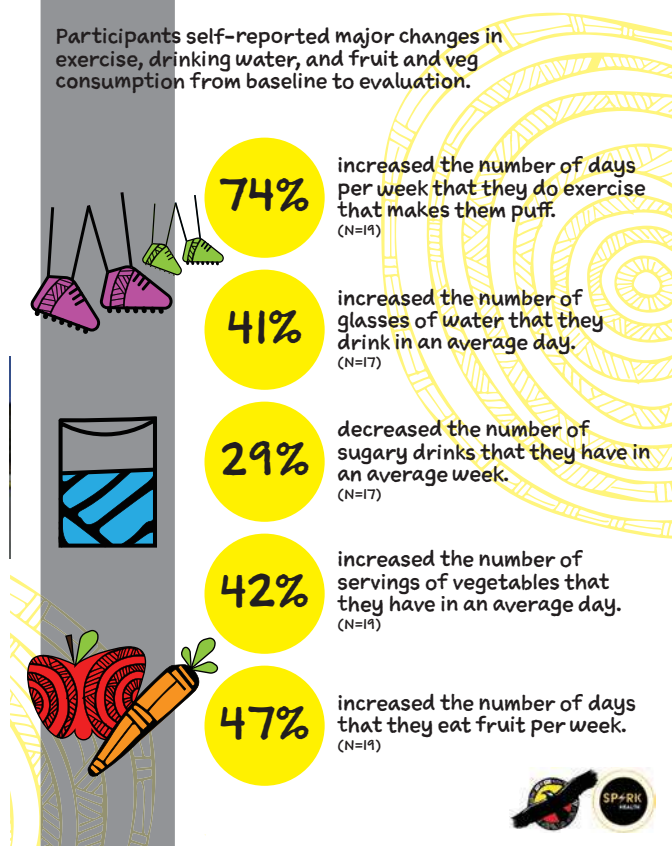
It is important for Aboriginal women to have available access to the four trimester antenatal visits so that both mum and baby are healthy for when the time comes to have the baby. Our services provides support to mum during labour and while they are in hospital. When its time for both mum and baby to be discharged, we provide a home visiting service. This financial year our KMS program would see 42 expecting mums with 28 births. Our midwife Claire Galbraith and Aboriginal Health Worker Kiralee Hogema within this financial year provided 420 client contacts as there are ten standard visits provided during pregnancy which can increase depending on the mum and bubs individual needs.

Aboriginal Maternal and Child Health (MCH) Initiative

Wathaurong Aboriginal Maternal and Child Health Initiative is funded by DHHS and we work in collaboration with City of Greater Geelong to improve outcomes for Aboriginal families and deliver culturally responsive, high quality and tailored MCH services to our local Aboriginal families and community.

CHANGES IN BEHAVIOURS

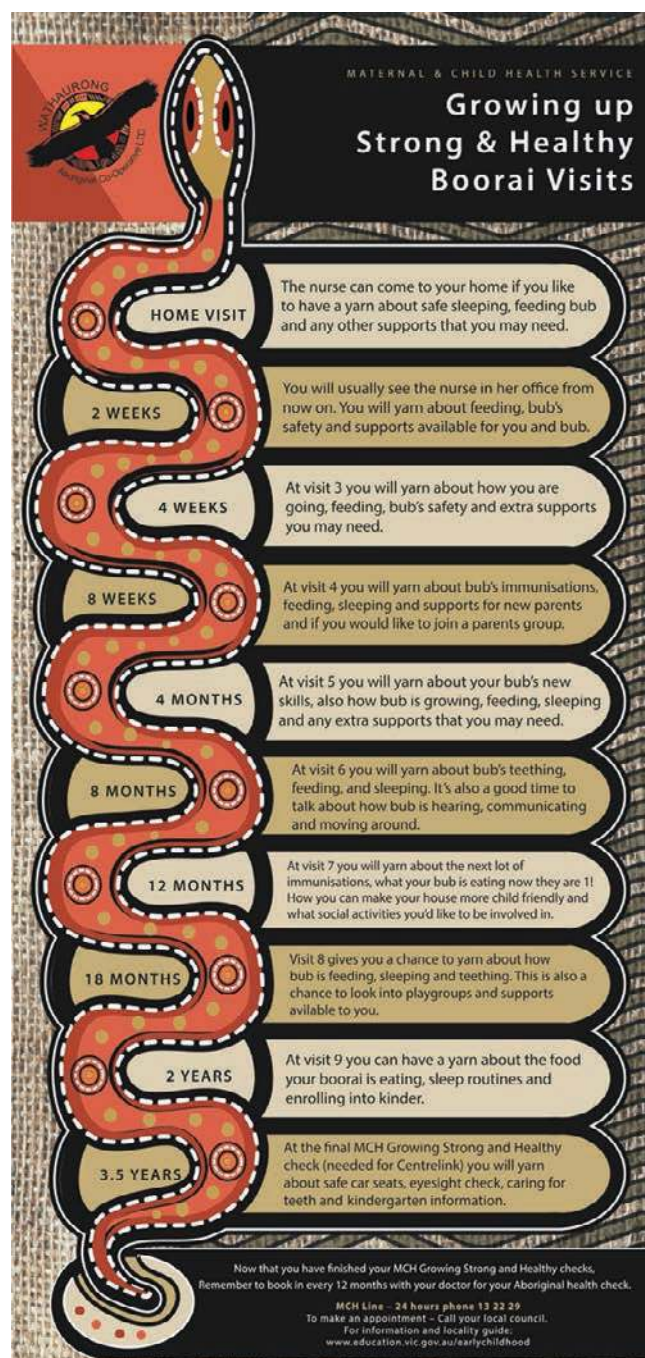
Participants self-reported major changes in exercise, drinking water, and fruit and veg consumption from baseline to evaluation.



In the last financial year, the AMCH initiative employs a part time Maternal and Child Health Nurse in collaboration with City of Greater Geelong and an Aboriginal Health Worker to support local Aboriginal families to reach their child's or children's development goals. We currently have 169 Aboriginal children aged between 0-5 years old with 49 Aboriginal children registered with the AMCH initiative. Over the last financial year 63% attended MCH clinic, 34% were Home Visits, 5% of families required transport with 23% cancellations or Did Not Attends (DNA's) reflected in the AMCH pie chart of total visits below. Our Aboriginal families prefer to be seen at Wathaurong Health Service a culturally safe environment or through our home visiting service which allows us to respond to their cultural needs.



Health Services



Health and Wellbeing

Last year we developed the Wellness and Recovery team. The team is led by Paul Thornton and then overseen by Duane Luki. Wellness and Recovery brings the programs that address Social and Emotional Wellbeing issues in the community all under a unified structure. We are located in the Administration building in Morgan Street, improving access for Community. The team comprises of Alcohol and Other Drugs (AOD), Brief Intervention for AOD and Mental Health, Bringing Them Home (BTH), Darrabarook Karndorr (New Track) - Mental Health project, Family Focus MST (Multi-Systemic Therapy), Stepmi Program NEAMI partnership and Healthy Community Voices.

Bringing Them Home (BTH)

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

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

Julia Bryan is our current BTH worker and works collaboratively with Gwenda Black on cultural training and insight for BTH clients and needs. During this reported period we have managed to conduct 14 group activities and complete 7 family tracings and 25 family closures.

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

Staff: Julia Bryan – BTH worker

Darrabarrook Karndorr (New Track)

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

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

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

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

- Improved mental health and/or symptom stability
- Improved ability to manage mental illness and self-care (maintaining tenancy and independent living)
- Reduction in self-harm and suicide in the community
- Reduction in alcohol and drug use and/or harm minimisation
- Improved physical health; (medication review and management)
- Improved social and economic outcomes (e.g. housing stability, employment, partner agencies)
- Reduced involvement with police and the criminal justice system (where relevant)
- Reduction or cessation in protective concerns of dependents and family reunification (where relevant).

The mental health and social emotional wellbeing needs of our local Aboriginal community are extremely high, with both of the services being in our top two of why our Aboriginal community attend Wathaurong Health Service. We have currently 512 regular and active clients attending our service with 11% under age of 15 years, 33% 15-30 years and 26% over 45 years. The Darrabarrook Karndorr (New Track) in collaboration with the Health Service doctors will support the ongoing needs of our local community. We are currently reviewing our mental

health service model to ensure that our Aboriginal community has timely access to the services they need.

Family Focus MST

Family Focus Multisystemic Therapy (MST) is a holistic family and community-based treatment program for young people with complex clinical, social and educational problems (e.g. violence, drug misuse and school expulsion). Family Focus MST is an adaptation of MST created to support families with young people (aged 9-16 years) at risk of placement in Out of Home Care due to serious behavioural problems, family relationship difficulties and co-occurring mental health challenges. The program is a team of seven, a partnership between Wathaurong, MacKillop Family Services and VACCA and includes weekly support from a psychiatrist who is able to do home visits with families in the program. The team provide 24/7 support to the families they work with, with the aim to identify and increase the natural supports the family have to help achieve lasting change once the program closes. We work with families for an average of 4-6 months, meeting in the family's natural environments as often as daily where necessary and at least twice per week. The Wathaurong Family Focus MST therapist has been working with three families since referrals were received in June 2018 with the hope to increase to four families in the near future. MST is an evidence-based program being used worldwide and we are honoured to be able to support families at risk.

Staff: Esther Broome - Social Worker

Wathaurong Glass & Arts



I would like to first pay my respect to our Elders past and present and to those community members who have passed before us over the last 12 months. I would also like to thank my staff and the Wathaurong Glass board for the commitment shown over this period.

Another year passes and we find ourselves into our 20th year of trading. Over these 20 years we have morphed from a training provider to a social venture, and over the past 10 year a stand-alone business.

In breaking down the total sales for this financial year it's crystal clear, the glass acknowledgment plaques have provided the exceptional margins and 4 large scale architectural order received has given this financial year which equates a 100% sales increased to this market segment compared to the last

financial year and in turn an overall net profit of near 13% of sales. The amount of orders has shown we don't have the capacity to grow any further without capital investment, it also exposed a number of issues around staffing/training. However, there is an opportunity coming from State Government funding that will flesh out the all questions as to where to from here, to be discussed over the coming year.

97% of our sales come from the following 3 market sectors and 3% miscellaneous. All figures are calculated on a cash basis.

**Corporate / Awards
(31.4 % of sales,
Previous year 42.9%)**

Percentage of sales is down from the previous year. However, the volume of

sales is only around \$10,000 less, basically due to our time being taken up by the large Architectural orders which in turn had us miss a number of follow up orders from previous year. While this is not great it just means we will need to monitor the corporate re-ordering process closer in the future. Glass Boomerang, small platters and mini glass platters made up 90% for the corporate sale. No new products have been developed however looking in to a possible new product in the New Year. Our largest orders came from RMIT and catholic Education, both returning customer.

**Retail/Wholesale
Glass Art
(16.2% of sales,
Previous year 21%)**

Wathaurong Glass & Arts

A slight variation in Retail/Wholesale market, similar sale results as last year in terms of sale figure and when placing into a percentage base it sounds a lot worse than the numbers (-\$10k). This market segment has a mixed number of product ranges from large art panels to small memento glass, pricing variation from \$5k down to a \$30 products, wholesale is not a growing market and Koorie Heritage Trust is our most regular customer, WorkSafe Victoria completed its order for a large possum skin cloak in glass located in their magnificent staff lunch room (OMG, 12th floor).



Architectural glass (49.4% of sales, Previous year 28.5%)

The Architectural market is a moving segment and you have to be fluid and creative enough to sustain and grow, as stated last year Kitchen splashback are out and glass Acknowledgement plaques are the new to do thing, however while we had an increase in acknowledgement plaque by only 12 units, we increased our firing cost which in turn increase sale by \$30k. 80% of the sale in this area came from 8 customers, RMIT, Sacred heart College, Modglass, Parkville Building etc. It confirmed the new pricing structure was well overdue and justified.

Miscellaneous sales (remaining 3% 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

How things can change, as you can tell from the above financial data, we have had a year like never before, orders a plenty to say the least. This has placed a great deal of pressure on operations, in particular our production timelines, productions have drifted from a 6-8 week process for a kitchen splashback for example to now a 8-10 week time before we even look at starting the process. Clearly this is not a position we want to be in but the nature of making glass is a time constrained process and the more orders you take the longer it takes unless you can increase production capability. Hopefully this timeline will shorten as we are looking to purchase a new premise next to our current location.

Staff

Well 20 years has gone by and now 21, I heard a statement just recently "Your job should not be a career, it's a journey". As I reflect, I can say looking back this hasn't been a career for me, I've been on a journey and while at times challenging but overwhelming its be a journey and I can't thank the staff whom I've worked with over the past 21 years enough.

Ammie Howell started in October 2018, she has been fantastic, and I thank her for the contribution thus far, a juggling mother, a super star u/11s football coach and then there is Jermaine and Jarrod, these lads have been rocks, thank you guys for being a part of this journey. A quick shout out to Shane Smith and a thank you for your efforts when we needed additional assistance especially over the NAIDOC period.



Wathaurong Glass & Arts

16 Rodney Rd, North Geelong, Victoria, 3215

P: 03 52 722 881

F: 03 52 722 883

E: info@wathaurongglass.com.au

Our Partners

Partnerships

The partnerships at Wathaurong are fundamental to our work across our organisation. Strong partnerships provide expertise and experience that can be used to develop innovative and collaborative responses to the issues faced by our local Aboriginal community. We continue to maintain and develop new partnerships and

working relationships with organisations and agencies throughout the Barwon South West Region and Bellarine Peninsula. We would like to acknowledge that some of these partnerships have been in place for a number of years now and only continue to build strength. Some of the organisations we partner with and support include:

Commonwealth Department of Health

Commonwealth Department of Prime Minister and Cabinet

Commonwealth Department of Social Services

Department of Health and Human Services

Department of Justice

Department of Education and Training

- Barwon Health
- Primary Health Network Western Victoria
- Australian Hearing
- Sexual Assault and Family Violence Centre (SAFV)
- Deakin University – Institute of Koorie Education
- Deakin University - School of Medicine
- Deakin University – School of Psychology
- Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
- Clinical Labs
- Pharmacy Guild of Australia (QUMAX)
- Labuan Square and other

pharmacies across Geelong and the Bellarine Peninsula

- City of Greater Geelong (COGG)
- Colac Otway Shire
- Orange Door
- Colac Area Health & Youth Hub
- The National Aboriginal & Torres Strait Islander Health Worker Association (NATSIHWA)
- National Aboriginal Community Controlled Health Organisation (NACCHO) Beyond Blue
- McKillop
- Bethany
- Neami
- Western Victoria Primary Health Network
- Kangan Tafe
- Swinburne University
- Belmont Lions Football Netball Club
- Victorian Aboriginal Community Services Association Limited (VACSAL)
- Barwon Local Area Education Consultative Groups
- Orange Door
- Diversitat
- Murray City Country Coast GP Training
- Geelong Magistrates Court

- Victorian Police
- ICON Sports Geelong
- Head Space
- Dementia Australia
- YMCA Anglesea
- Geelong United Basketball Association
- AFL Barwon
- Barwon Child, Youth and Family
- Geelong Kindergarten Association
- Geelong Regional Library Corporation
- Goodstart Early Learning
- Child First
- Colac Otway Shire
- Greening Australia
- Indigenous Land Corporation
- Northern Bay College
- One Fire Reconciliation Group
- Peter Wlodarczyk – Gagin Pty Ltd
- Pharmacy Guild Australia
- Surfing Victoria
- Barwon Water
- Corangamite Catchment Management Authority
- Workplace Legal
- LBW Auditors
- Lifeworks
- The Salvation Army

Financial Report

Wathaurong Aboriginal Co-operative Limited



Financial Report

Wathaurong Aboriginal Co-operative Limited

Directors' Report

Your Directors submit their report for the financial year ended 30 June 2019 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:

Craig Edwards	(elected 26th November 2017, Chairperson from September 10th 2018)
Michael Ryan	(elected 26th November 2017)
Wendy Brabham	(seconded 7th December 2017, elected 25th November 2018)
Judy Dalton-Walsh	(seconded 7th December 2017, elected 25th November 2018)
Sharelle McGuirk	(Chairperson to 10th September 2018, resigned 1st October 2018)
Corrina Eccles	(resigned 7th September 2018)

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 \$357,798 (2018 surplus - \$3,420,347). The much smaller surplus in 2019 was due to a decrease in operating surplus to \$2,257 (2018 - \$155,975) and an increase in the asset revaluation reserve of \$355,541 (2018 increase - \$3,264,372) after revaluation of our operating properties at Morgan St, vacant land at 14-16 Surrey St and one of our rental properties. Our 50% investment in the Colac laundry properties remains valued at \$262,500 which reflects expected realisable value.

Total revenue of \$10,730,946 increased by 19% on the previous year mainly due to increases in grant funding. Grant funding accounted for 80% of total revenue, trading activities contributed 16%, while rental income and other income contributed a total of 4%. Non-operating revenue, (interest received) of \$59,631 was a similar amount to the previous year.

Expenses of \$10,733,203 is an increase of 21% on the previous year, mainly due to increased employee costs which were up by 22%. Other expense categories to increase were client support by 40%, rental properties expenses by 36%, occupancy expenses by 27%, and staff training & development by 22%. The increases in expenditure were consistent with our growth in staff numbers. Bad debt expenses reduced by 68%. Other categories were similar to levels reported in the previous year.

The comprehensive surplus of \$357,798 included an operating surplus of \$2,257 and asset revaluations of \$355,541.

Financial Report

Wathaurong Aboriginal Co-operative Limited

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

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

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

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

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

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

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

At the date of the report there does not exist:

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

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

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

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

LBW

Business + Wealth Advisors

Director's benefits

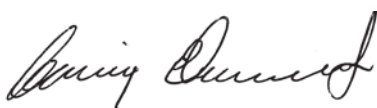
Since the end of the previous financial year, no director of the Co-operative has received or become entitled to receive a benefit (other than a benefit included in the aggregate amount of emoluments received or due and receivable by directors shown in the accounts or the fixed salary of a full-time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

Indemnities

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

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

On behalf of the Board



Chairperson – Craig Edwards



Director – Michael Ryan

Signed on the 25th October, 2019
At North Geelong

Directors' Declaration

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

Wathaurong Aboriginal Co-operative Limited

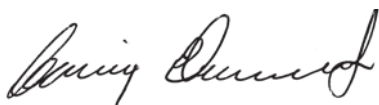
We, Craig Edwards and Michael Ryan, being two of the directors of the abovementioned Co-operative limited, state that in our opinion:

1. the financial statements and notes of the Co-operative are in accordance with the Co-operatives National Law (Victoria), including:
 - a. giving a true and fair view of the Co-operative's financial position as 30 June 2019 and of its performance for the year ended on that date; and
 - b. complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Regulations.
2. there are reasonable grounds to believe that the Co-operative will be able to pay its debts as and when they become due and payable.

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

Declared at North Geelong on 25th October, 2019

On behalf of the Board

Signed 

Chairperson – Craig Edwards

Signed 

Director – Michael Ryan

LBW

Business + Wealth Advisors

Auditor's Independence Declaration under Section 263 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 2019, there have been no contraventions of:

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

LBW Chartered Accountants



Signature _____

Dated this 25th of October, 2019

Sripathy Sarma
Principal

Registered company auditor, registration number 325 444

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Liability limited by a scheme
approved under Professional
Standards Legislation.

Financial Report

Wathaurong Aboriginal Co-operative Limited

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2019

	Note	2019	2018
		\$	\$
Revenues from ordinary activities	2	10,730,946	9,000,456
Employee benefits expense		(7,458,755)	(6,101,331)
Client support expense		(1,314,170)	(941,986)
Depreciation expense	3	(424,511)	(385,397)
Occupancy expense		(322,565)	(253,941)
Motor vehicle expense		(197,544)	(171,824)
Telephone & internet expense		(112,397)	(92,680)
Rental properties expense		(88,735)	(65,039)
Staff training and development expense		(72,737)	(59,490)
Legal Fees		(70,446)	(69,229)
Doubtful/bad debt expense		(66,916)	(210,058)
Other expenses from ordinary activities		(599,913)	(493,506)
Surplus from ordinary activities	3	2,257	155,975
Other Comprehensive Income			
Items that will not be reclassified to profit or loss:			
Movement in Asset Revaluation Reserve	14	355,541	3,264,372
Total Other Comprehensive Income for the year		355,541	3,264,372
Total Comprehensive Income for the year		357,798	3,420,347

The accompanying notes form part of these financial statements.

Financial Report

Wathaurong Aboriginal Co-operative Limited

Statement of Financial Position

As at 30 June 2019

	Note	2019 \$	2018 \$
ASSETS			
CURRENT ASSETS			
Cash and Cash Equivalents	4	7,512,266	6,546,906
Trade and Other Receivables	5	489,815	503,533
Other Assets	6	7,083	19,638
Financial Assets		1,072,807	1,044,909
TOTAL CURRENT ASSETS		9,081,971	8,115,186
NON CURRENT ASSETS			
Property, Plant & Equipment	7	16,027,707	15,743,105
Investments	8	262,500	262,500
TOTAL NON CURRENT ASSETS		16,290,207	16,005,605
TOTAL ASSETS		25,372,178	24,120,791
CURRENT LIABILITIES			
Trade and Other Payables	9	479,234	524,860
Current Tax Liabilities	10	30,829	204,418
Employee Provisions	11	624,645	536,946
Grants in Advance	12	6,269,398	5,244,293
TOTAL CURRENT LIABILITIES		7,404,106	6,510,517
TOTAL LIABILITIES		7,404,106	6,510,517
NET ASSETS		17,968,072	17,610,274
EQUITY			
Issued Capital		72	72
Asset Revaluation Reserve	14	8,169,262	7,813,721
Accumulated Surplus	13	9,798,738	9,796,481
TOTAL EQUITY		17,968,072	17,610,274

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

For the year ended 30 June 2019

	Note	Issued Capital	Asset Revaluation Reserve	Retained Earnings	Total
		\$	\$	\$	\$
Balance at 1 July 2018		72	4,549,349	9,640,506	14,189,927
Surplus from Ordinary Activities	13	-	-	155,975	155,975
Movements in Asset Revaluation Reserve	14	-	3,264,372	-	3,264,372
Gain on Revaluation of Properties sold	13	-	-	-	-
Balance at 30 June 2018		72	7,813,721	9,796,481	17,610,274
Surplus from Ordinary Activities	13	-	-	2,257	2,257
Movements in Asset Revaluation Reserve	14	-	355,541	-	355,541
Gain on Revaluation of Properties sold	13	-	-	-	-
Balance at 30 June 2019		72	8,169,262	9,798,738	17,966,072

The accompanying notes form part of these financial statements.

Financial Report

Wathaurong Aboriginal Co-operative Limited

Statement of Cash Flow

For the Year Ended 30 June 2019

	Note	2019	2018
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Customers		11,715,547	11,165,239
Payments to Suppliers, Employees and Others		(10,422,939)	(8,047,523)
Interest Received		59,631	59,854
Interest Paid		-	(620)
Net Cash flows from Operating Activities	15	1,352,239	3,176,950
CASH FLOWS FROM INVESTING ACTIVITIES			
Net movement for Property, Plant and Equipment		(386,879)	(608,841)
Net Cash flows used in Investing Activities		(386,879)	(608,841)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of Borrowings		-	(62,376)
Net Cash flows used in Financing Activities		-	(62,376)
Net Increase in Cash Held		965,360	2,505,733
Cash and Cash Equivalents at the Beginning of the Year		6,546,906	4,041,173
Cash and Cash Equivalents at the End of the Year	4	7,512,266	6,546,906

The accompanying notes form part of these financial statements.

Notes to and Forming Part of the Financial Statements As at 30 June 2019

1. Summary Of Significant Accounting Policies

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

Basis of Presentation

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

Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

Reporting Basis and Conventions

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

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

Accounting Policies

a) Income Tax

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

b) Depreciation

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

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

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

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

Financial Report

Wathaurong Aboriginal Co-operative Limited

Notes to and Forming Part of the Financial Statements

As at 30 June 2019

1. Summary Of Significant Accounting Policies (Continued)

c) Property

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

d) Plant and Equipment

Plant and equipment are measured on the cost basis.

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

e) Land and Buildings - revaluation

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

f) Cash and Cash equivalents

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

g) Grants in Advance

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

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

h) Comparative Figures

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

Notes to and Forming Part of the Financial Statements As at 30 June 2019

	2019	2018
2. Revenues	\$	\$
<u>Operating activities</u>		
- Grants & Government Funding	8,540,493	6,759,862
- Fundraising and Trading Activities	1,700,659	1,699,984
- Rental income	172,741	177,527
- Other Funding and Sundry income	257,422	303,229
	10,671,315	8,940,602
<u>Non-Operating Revenue</u>		
Interest received	59,631	59,654
	10,730,946	9,000,456
3. Surplus from Ordinary Activities includes the following:		
Depreciation	424,511	385,397
Computer expenses	120,454	155,466
Gain on sale of assets	43,504	73,233
4. Cash and Cash Equivalents		
Cash at Bank		
- Restricted	720,521	709,963
- Unrestricted	6,790,045	5,835,243
- Petty Cash	1,700	1,700
	7,512,266	6,546,906
5. Trade and Other Receivables		
Trade Debtors	381,081	352,622
Rental Properties Debtors	83,515	89,311
Less Provision for Doubtful Debts	(5,000)	(5,000)
	78,515	84,311
Loan Receivable – Kirrae Whurrong	30,219	25,100
Loan Receivable – Wathaurong Glass Ltd	-	40,000
Other Receivables	-	1,500
	489,815	503,533
6. Other Assets		
Prepayments	-	-
Accrued Income	-	12,755
Rental Bond	7,083	7,083
	7,083	19,838

Financial Report

Wathaurong Aboriginal Co-operative Limited

Notes to and Forming Part of the Financial Statements
As at 30 June 2019

	2019	2018
	\$	\$
7. Property, Plant and Equipment		
Freehold Buildings		
- Admin Building (2019 valuation)	430,00	448,000
- Children's Services (2019 valuation)	418,000	437,000
- Health Services (2019 valuation)	1,102,000	1,160,000
- Forster St (2017 valuation)	140,500	140,500
Less: Accumulated Depreciation	(6,937)	(115,210)
	1,653,563	2,070,290
Car Park (at cost)		
- Health Services car park (leased)	327,485	327,485
Less: Accumulated Depreciation	(78,597)	(65,497)
	248,888	261,988
Land		
- Forster Street (2017 valuation)	299,500	299,500
- Surrey Street (2019 valuation)	390,000	295,000
- 62 Morgan Street (2019 valuation)	860,000	770,000
- Wurdi Youang (2018 valuation)	3,680,000	3,680,000
- Rental Properties at Valuation	4,325,000	4,225,000
	9,554,500	9,269,500

Notes to and Forming Part of the Financial Statements As at 30 June 2019

	2019	2018
	\$	\$
7. Property, Plant and Equipment (continued)		
Rental Properties		
- Buildings – Rental Properties at Valuation	2,730,000	2,705,000
- Rental Improvements	235,421	231,612
Less: Accumulated Depreciation	(193,968)	(122,643)
	2,771,453	2,813,969
Furniture and Fittings	56,213	56,213
Less: Accumulated depreciation	(29,873)	(27,022)
	26,340	29,191
Office Furniture and Equipment	315,604	291,866
Less: Accumulated depreciation	(168,959)	(168,593)
	164,645	123,273
Motor Vehicles	973,414	874,314
Less: Accumulated depreciation	(345,896)	(330,675)
	627,518	543,639
Children's Service Equipment	35,678	35,678
Less: Accumulated Depreciation	(36,361)	(24,180)
	663	11,498
Wurdi Youang Equipment	93,943	93,943
Less: Accumulated Depreciation	(36,362)	(29,045)
	57,581	64,898
Health Service Equipment at cost	210,970	210,970
Less: Accumulated Depreciation	(136,220)	(127,319)
	74,750	83,651
Factory Fitout	102,416	102,416
Less: Accumulated Depreciation	(61,978)	(57,004)
	40,438	45,413
Mackey St fitout	501,447	499,111
Less: Accumulated Depreciation	(115,986)	(73,316)
	385,461	425,795
Total Property, Plant and Equipment	16,027,707	15,743,105

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

Financial Report

Wathaurong Aboriginal Co-operative Limited

Notes to and Forming Part of the Financial Statements

As at 30 June 2019

7. Property, Plant and Equipment (continued)

Movements In Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year.

	Freehold Land	Land - Rental Properties	Freehold Buildings	Rental Properties & Improvements	Car Parks	Motor Vehicles	Health Services Equipment
2019	\$	\$	\$	\$	\$	\$	\$
Carrying amount 2018	5,044,500	4,225,000	2,165,500	2,936,612	327,465	674,314	210,970
Valuation adjustments	165,000	100,000	(95,000)	15,000	-	-	-
Additions	-	-	-	13,609	-	311,909	-
Disposals	-	-	-	-	-	(212,609)	-
	5,229,500	4,325,000	2,090,500	2,965,421	327,465	973,414	210,970

	Office Furniture & Equipment	Furniture & Fittings	Children's Services Equipment	Wurdi Youang	Factory Fitout	Mackey Street Fitout	Total
2019	\$	\$	\$	\$	\$	\$	\$
Carrying amount 2018	291,666	56,213	35,676	93,943	102,416	499,111	16,863,606
Valuation adjustments	-	-	-	-	-	-	205,000
Additions	79,715	-	-	-	-	2,336	407,769
Disposals	(55,977)	-	-	-	-	-	(266,766)
	315,604	56,213	35,676	93,943	102,416	501,447	17,227,591

7. Property, Plant and Equipment (continued)

	Freehold Land	Land - Rental Properties	Freehold Buildings	Rental Properties & Improvements	Car Parks	Motor Vehicles	Health Services Equipment
2019	\$	\$	\$	\$	\$	\$	\$
Accumulated dep'n at 1 July 2018	-	-	(115,210)	(122,643)	(65,497)	(330,675)	(127,319)
Valuation adjustments	-	-	-	-	-	-	-
Write back of accumulated depreciation	-	-	160,298	10,143	-	148,662	-
Depreciation expense	-	-	(52,025)	(81,467)	(13,100)	(163,883)	(8,901)
Accumulated dep'n at 30 June 2019	-	-	(6,937)	(193,967)	(78,597)	(345,896)	(136,220)
Carrying amount at 30 June 2019	5,229,500	4,325,000	2,063,563	2,771,454	248,888	627,158	74,750

	Office Furniture & Equipment	Furniture & Fittings	Children's Services Equipment	Wurdi Youang	Factory Fitout	Mackey Street Fitout	Total
2019	\$	\$	\$	\$	\$	\$	\$
Accumulated dep'n at 1 July 2018	(168,593)	(27,022)	(24,180)	(29,045)	(57,003)	(73,316)	(1,140,503)
Valuation adjustments	-	-	-	-	-	-	-
Write back of accumulated depreciation	46,027	-	-	-	-	-	365,130
Depreciation expense	(46,392)	(2,851)	(928)	(7,317)	(4,976)	(42,670)	(424,511)
Accumulated dep'n at 30 June 2019	(168,958)	(29,873)	(25,108)	(36,362)	(61,979)	(115,986)	(1,199,864)
Carrying amount at 30 June 2019	146,646	26,340	10,570	57,581	40,437	385,461	16,027,707

Financial Report

Wathaurong Aboriginal Co-operative Limited

Notes to and Forming Part of the Financial Statements

As at 30 June 2019

	2019	2018
	\$	\$
8. Investments		
Investment in 87-91 Gellibrand St Colac		
- Investment in Land and Building (Director's Valuation)	525,000	525,000
- Wathaurong Aboriginal Co-operative's share	50%	50%
	262,500	262,500
The investment in Wathaurong Glass Pty. Ltd. has not been brought to account in the financial statements of Wathaurong Aboriginal Co-Operative Limited.		
9. Trade and Other Payables		
Trade Creditors	470,394	218,037
Other Creditors	-	301,478
Superannuation Payable	8,840	5,345
	479,234	524,860
10. Current Tax Liabilities		
PAYG Tax	49,189	81,723
FBT Payable	(9,870)	5,101
GST Payable	(8,490)	117,594
	30,829	204,418
11. Employee Provisions		
Current		
Annual Leave Provisions	390,407	317,697
Long Service Leave Provision	234,236	219,249
	624,645	536,946
12. Grants in Advance		
Unspent Grant Funds	6,269,396	5,224,293
	6,269,396	5,244,293
13. Accumulated Surplus		
Accumulated Surplus at the Beginning of the Financial Year	9,796,461	9,640,506
Net Surplus Attributable to the Co-operative	2,257	155,975
Gain on Revaluation of Properties sold	-	-
Accumulated Surplus at the End of the Financial Year	9,798,736	9,796,461

Notes to and Forming Part of the Financial Statements As at 30 June 2019

	2019	2018
	\$	\$
14. Reserves		
Asset Revaluation Reserve	8,169,262	7,813,721
Asset Revaluation Reserve comprises of		
- Land & Buildings	8,169,262	7,813,721
	8,169,262	7,813,721
15. Reconciliation of net cash provided by operating activities to operating surplus		
Operating Profit	2,257	155,975
Non Cashflows in Operating Profit		
Depreciation	424,511	385,397
Profit on sale of plant & equipment	(33,610)	(73,223)
Bad and Doubtful Debts	66,916	210,058
Changes in Assets and Liabilities		
(Increase)/Decrease in Trade and Other Receivables	13,718	121,756
(Increase)/Decrease in Other Assets	12,755	37,951
(Increase)/Decrease in Financial Assets	(27,898)	(38,889)
Increase/(Decrease) in Trade and Other Payables	84,012	181,505
Increase/(Decrease) in Accrued Expenses	(303,227)	(27,817)
Increase/(Decrease) in Employee Provisions	87,699	82,467
Increase/(Decrease) in Grants in advance	1,025,106	2,141,770
Cashflows from Operating Activities	1,352,239	3,176,950

16. Events after the balance Sheet date

On July 24th 2019 the Co-operative entered into a contract to purchase land and premises at 18 Rodney Rd North Geelong for an amount of \$450,000 (ex GST). This purchase will enable the expansion of our Wathaurong Glass business which is located at 16 Rodney Rd North Geelong. Settlement date for the property is October 22nd 2019.

LBW

Business + Wealth Advisors

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

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Wathaurong Aboriginal Co-operative Limited (the co-operative), which comprises the statement of financial position as at 30 June 2019, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

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

- (i) giving a true and fair view of the co-operative's financial position as at 30 June 2019 and of its financial performance for the year then ended; and
- (ii) that the financial records kept by the co-operative are such as to enable financial statements to be prepared in accordance with accounting policies described in Note 1.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent

of the co-operative in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter - Basis of Accounting

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

Responsibilities of the Directors for the Financial Report

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

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

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

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Auditor's Responsibilities for the Audit of the Financial Report

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

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

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

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

LBW Chartered Accountants

Signature _____



Date: 25th October, 2019

Sripathy Sarma
Principal

Registered company auditor, registration number 325 444



Wathaurong Aboriginal Co-operative Ltd

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