



Wathaurong Aboriginal Co-Operative

ANNUAL REPORT

2022

WELCOME TO COUNTRY

*Kim Barne Barre Wadda Wurrung, Kitarra ngitj.
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 give respect to their Elders, past, present, and emerging. We acknowledge their living Culture and unique role in the life of this region.

We acknowledge and pay respect to our Elders, both past and present to the members of the Aboriginal Community and to the Community leaders.



ARTIST PROFILE

Darren Martini

My mob is Palawa mob, from Oyster Bay area in Tasmania.

“I struggle with being called an artist, as I see myself more as an expressionist storyteller within my paintings. A lot of my work comes from visions I see.

People often comment on how they seem to just flow, maybe why I see most of my visions mostly when I’m in water and

sometimes at night when I’m in my own little space.

I suppose the one thing I enjoy about my paintings is, it tells of my journeys to heritage, most of all it tells a different story to each person that looks at them, it’s like it’s been painted for them and their story and no amount of money can buy that.

That’s what I love about it.”



COVER ART

This painting is about being strong in Community settings as things change around us, as in the background of the painting changing from reds through to greens – a bit like Wathaurong, changing with the times.

OUR VISION

**Strong Community.
Strong Culture.
Strong Country.**

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.

Disclaimer: While all care has been taken to ensure that information and figures contained in this report are correct at the time of publication, details were based on information at hand at the time, and changes in circumstances after the time of printing may impact 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.

OUR PURPOSE

We are committed to working together to provide Strong Community, Strong Culture, Strong Country. We want to ensure that we are 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.

PRINCIPLES AND VALUES

Wathaurong Aboriginal Co-operative Limited was founded on the principles of Aboriginal Community Control that it will be:

- 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’



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WATHAURONG STRATEGIC PLAN

The Wathaurong Strategic Plan has been undergoing a refresh over the past 12 months, with staff and Community invited to participate in a number of sessions to review the strategic plan and find out the direction that Community wants the Co-operative to go in. The strategic plan below is the current strategic plan and will be updated by the next financial year.

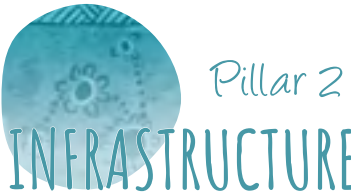
Our Vision

"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."



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



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



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



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



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- 3.2 Advocate on all levels of government for adequate resources
- 3.3 Provide holistic health and wellbeing services

PROFILES OF THE CURRENT BOARD MEMBERS



Prof Wendy Brabham

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.



Judy Dalton-Walsh

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



David Flagg

David Flagg is a proud Wamba Wamba man. David is a Regional Aboriginal Heritage Project Officer at Parks Victoria and has been involved with the Co-operative since childhood, growing up on Wadda Wurrung country.



Shane Clarke

Shane Clarke is a proud Bunurong man and works as the Senior Cultural Heritage Officer for Bunurong Land Council Aboriginal Corporation. Shane has decades of experience representing Community on various boards and in Aboriginal organisations throughout Victoria.

WATHAURONG ABORIGINAL CO-OPERATIVE LTD BOARD DIRECTORS FOR THE FINANCIAL YEAR 2021-2022

Director	Date of commencement as Director	Date of cessation as Director	Number of eligible meetings for 2021/2022	Number of eligible meetings attended
Judy Dalton-Walsh	19/9/2018	N/A	9	9
Wendy Brabham	7/12/2017	N/A	9	9
David Flagg	21/3/2021 (Retired 20/2/2022, Co-opted 6/3/2022)	N/A	8	8
Shane Clarke	21/3/2021 Re-elected 20/2/2022	N/A	9	9

The Board would also like to acknowledge Craig Edwards, who was on a leave of absence from the Board from February 2021 and ceased as a director at the AGM held on 20/2/2022.

WATHAURONG BOARD REPORT

The Wathaurong Aboriginal Co-operative's Board of Directors wish to acknowledge the Country that we work and live on is and has always been Wathaurong Country. Wathaurong provides support services to our Community living on Wathaurong, Gulidjan and Gadabanud Country. We pay our respects to Elders past, present and to all Aboriginal people on Country who have contributed to the strength of the Aboriginal Community and Cultural society we have today.

The 2021-2022 from a Board's perspective continued to present several challenges with ongoing COVID-19 restrictions / lockdowns in 2021. Once COVID-19 restrictions started to ease in 2022, we were able to welcome our Community back and reengaging in face-to-face activities, which has been wonderful.

This report highlights all the great achievements the Co-operative has delivered across the 2021-2022 year. The Board are proud of the incredible work undertaken by our staff to support our Community through another year and ensuring we provide the best supports and access to all our Community. Below are just some of the achievements we have completed in 2021-2022:

- Appointed our new CEO Simon Flagg in November 2021,
- Undertook the redevelopment of Morgan Street, which includes:
 - o the development of a new building to bring our program and supports together, that also creates a space for Community connection, and
 - o development of Early Years Centre that will support our future generations connection to Culture, Community, and Identity.
- Appointed Woods Bagot as the architects to lead the Morgan Street redevelopment project,



- Successfully secured \$15.6 million Federal funding from the Labor Government as a 2022 election commitment,
- Secured Forster St funding for Youth Hub redevelopment, which included workshops with our youth to identify their needs and aspirations so we could build that into the architect plans,
- Appointed Merit as the architects to lead the Youth Hub development at Forster Street,
- Successfully removed the Victorian Government's caveats on Morgan Street and Forster Street,
- Successfully completed our first Wadda Wurrung language course lead by Auntie Judy Dalton-Walsh and Jordan Edwards
- Established the Community Strengthening Team
- Sold our 1-bedroom units at 33 Douglas Street, Herne Hill, and
- Implemented the Finance, Risk and Audit Committee (FRAC) to support the Board in its responsibilities for oversight of financial and risk management, reporting and compliance.



In closing the Board would like to wish our outgoing Board members all the best in their future aspirations and thank our Community Members and Staff for your patience, flexibility, and resilience in adapting to the many ongoing changes throughout the 2021-2022 year. We look forward to an exciting 2023 as we continue to develop the Co-operative into the organisation our Community aspire.

Nyatne, Gobota (Thanks, Take Care)

*Wathaurong Board
of Directors*



Chief Executive Officer's Report

SIMON FLAGG

Firstly, I would like to acknowledge the Traditional Owners on the lands we provide support services to our Community living on Wathaurong, Gulidjan and Gadabanud country. We pay our respects to Elders past, present and to all Aboriginal people on Country.

After taking the reigns as interim CEO from Lisa Briggs in July 2021, I was proud and honoured to be appointed by the Wathaurong Board as the ongoing CEO in November 2021. From starting my working life as a trainee at the Co-operative in 1996, to now being the CEO of such a special Community organisation that I have been part of for my whole life is something very special and I thank the Board and Community for all your support.

The 2021/2022 year has been another busy year, despite the challenges that we have continued to face as we recover from two years of COVID-19, lockdowns and isolation. Our staff were able to return to the office in 2022, but we have also been able to introduce flexible working plans to allow people to work from home if required.

We have been able to return to face-to-face events and it has been great getting our Community back together and supporting one another.

Our Morgan Street redevelopment project continues to move forward, and we have a number of other infrastructure projects in the works, including the redevelopment of Forster Street into a Healing Spirit Youth Hub.

Our staff team continues to grow, and our Social Emotional Wellbeing Team and Corporate Services Team have now moved into our new offices in Albert Street, Geelong West. We are planning for our GPs to operate out of there a few days per week, so some of our Community may have already visited the new building and we look forward to welcoming you to the space.



Throughout this report you will see just a few snippets of the great work our team has done over the year. Our key focus is reconnecting to our Community and incorporating our Culture into all elements of our business. This year we have incorporated oral storytelling into our annual report via video presentations by using the QR Code technology. Throughout the report, you will find QR codes which you can scan to watch videos of our deadly team and hear directly from them on some of their achievements. This is another opportunity for us to connect more directly with our Community, and with our Culture.

There were a few staff changes over the 2021/2022 year, we welcome all our new staff and thank our outgoing staff for their work and commitment and wish them all the best in their next journey, special mentions to:

- Lisa Briggs, our previous CEO who we said farewell in July 2021.
- Shellee Strickland stepped down from her role of Executive Manager of Family Services in February 2022, with Kristie Fraser-Lange moving into the role.



SCAN TO WATCH
THE CEO REPORT

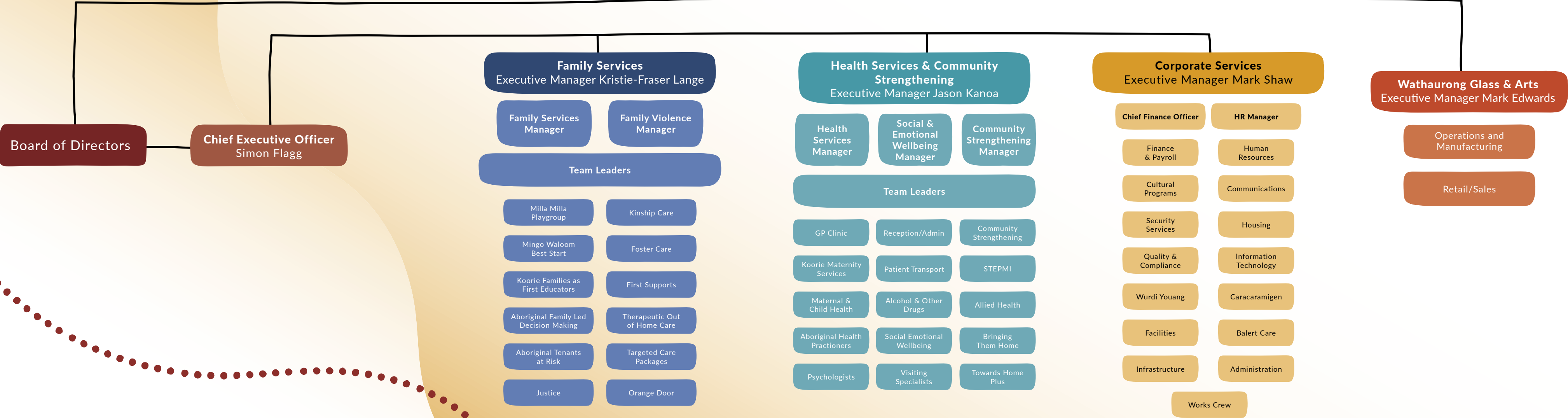
- Jason Kanoa joined our team in April 2022 as Executive Manager Community Strengthening, which includes the Health Services and Community Engagement team.

In closing I would like to say thank you to our Community, Staff, Executive team and Board for all of the amazing work we have done together over the 2021/2022 year to provide supports and services for our mob. I look forward to continuing our journey together to further build our vision.



Strong Country,
Strong Community.

ORGANISATIONAL CHART



COMMUNITY STRENGTHENING

The Community Strengthening Team commenced in the 2021/2022 financial year, overseen by Executive Manager, Jason Kanoa. The team has been established to create opportunities and spaces for all our Community to connect with Wathaurong for their Culture, spirit and supports.

The team are focussed on providing opportunities to gather and re-connect following two years of lockdowns and restrictions due to COVID-19. In the short two months since the team started until the end of the 2022 financial year, they held Community dinners and facilitated Community feedback on the proposed Morgan Street Redevelopment project.

The Community Strengthening Team's vision is for Community to:

- Feel connected
- Feel supported in their healing journey
- Are self-determining of their supports and needs
- Feel safe to access Wathaurong's services and programs

Community is welcome to visit the team at our Morgan Street Administration building and have a yarn with the team.



From left to right, front to back, our new Community Strengthening team includes Rylie Evans (Facilitator Healing Therapist), James McKinnon (Facilitator), Sandra Manning (Facilitator), Mikali Harrison (Facilitator), Natalie Sullivan (Facilitator Healing Therapist), Jordyn Flagg (Manager), Jay Hickey (Facilitator), Jason Kanoa (Executive Manager), Shannon Secombe (Team Leader)

Partnership With Geelong Food Relief Centre

The Wathaurong Community Strengthening Team have come together with the Geelong Food Relief Centre to build a relationship around food support for our mob in need. We have met to discuss a range of things from potential use of Geelong Food Relief Centre's kitchens for cooking classes and programs to try and assist with some of our mob to learn important life skills such as living sustainably, cooking on a budget, eating healthy, using the same ingredients for a range of different meals to limit waste, and to help alleviate any added cost of living stresses. We are excited to continue and expand on our relationships between our organisations to get these, and many more programs underway.

The partnership with Wathaurong Aboriginal Co-operative and Geelong Food Relief Centre has helped us to obtain mini-mart food vouchers to help and support some of our vulnerable Community members when they need food aid. An important component of this process is to have a yarn with them to try and get a better understanding of supports they need around them to strengthen their networks and skillsets within their family groups to try and create positive Community strengthening, and to provide mob with the appropriate supports to help them out of these situations. The impact of added stresses due to not having food available in our homes cannot go unmentioned and to be able to help and support our mob fills us with a great sense of pride. To know that this work could potentially alleviate any unnecessary

stresses and to try and to help our families have better food safety is immeasurable. Being pressured into making potentially risky and dangerous decisions around sourcing food is a very real and present threat within our Community and this work with the Geelong Food Relief Centre can help our mob to feel connected to positive organisations that really have their best interests at heart.

We are particularly excited to say that this partnership has provided the Wathaurong Aboriginal Co-operative the opportunity to keep our shelves stocked with some essential items for people in a time of need and depending on the day, you may find food staples (pasta, noodles, baby food, formula, fruit bread etc), as well as some much-needed items like nappies, soup, toothpaste, and women's sanitary items. The real strength behind this lies not only in the cultural safety of being able to come to the Co-operative in a time of need and feel safe and supported, but to help alleviate any undue pressure when this could be resolved as easily as coming into Wathaurong and asking for help in a comfortable and considered setting.

Wathaurong and the Geelong Food Relief Centre are also working on an agreement where a Community Strengthening Team member could work out of the food bank for a few hours each week, to help our mob feel culturally safe and supported if and when they need to use the food bank service.

COMMUNITY EVENT NUMBERS

PARTICIPANTS/ATTENDEES

1938

NATIONAL APOLOGY DAY-
LIVE STREAM

150

PAKO FESTA

200

NAIDOC BALL

350

NAIDOC FLAG RAISING

110

NAIDOC MOVIE DAY

134

NAIDOC DISCO

471

CHRISTMAS GIFT GIVING

31

YMCA SEPTEMBER
EXCURSIONS 2021

700

ADVENTURE PARK 2021

113

NAIDOC HEAL COUNTRY
WALK/RUN

68

SKATEBOARDING DAY

75

MOOTYAKA NGITJ BOORRON
KIDS CULTURAL DAY

50

YMCA APRIL YOUTH CAMP

60

ANNUAL GENERAL MEETING

220

NATIONAL SORRY DAY

145

NAIDOC SKATE & PAINT DAY



NAIDOC WEEK

In July 2021, we were fortunate to be able to host most of our regular NAIDOC Week events in person, after our 2020 events were moved online due to the COVID-19 lockdowns. While metropolitan Melbourne was still under some restrictions and not able to host the annual NAIDOC March, being in regional Victoria we were very lucky to be allowed to have our NAIDOC Ball and Flag Raising Day, as well as other Community events in person in 2021. Other events through NAIDOC Week in 2021 included a Skateboarding & Painting Day, a Family Movie Day, a Kids Disco, a Geelong Supercats First Nations Round basketball game, and a "Heal Country" walk/run along the Barwon River.

We were also able to present our 2021 Wathaurong Community NAIDOC Award Winners with their Wathaurong Glass trophies at our Flag Raising event. Congratulations to all of our winners for 2021 NAIDOC Week.



Nedok Yoongga
(Elder/Respected Person)

AUNTY JUDY DALTON-WALSH

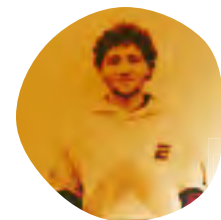
AUNTY JUDY DALTON-WALSH was nominated for this award by members of the Wathaurong Community for being a respected member of the Community. Aunty Judy has been part of the Community for many years. It was acknowledged that Aunty Judy is bringing back Wadda Wurrung language and is teaching young and old. Aunty Judy has been a Wathaurong community member since 1986. She is nominated for her work in being a language teacher and Koorie education and working for our school children.



Ngarnwa Ngiti
(Community Person)

AUNTY WENDY BRABHAM

AUNTY WENDY BRABHAM was nominated for this award by members of the Wathaurong Community for being a respected Community member who has been a part of Wathaurong for more than 30 years. Aunty Wendy puts Community first always. Educating our Community is always on the forefront for her. Aunty Wendy has such passion for the Community that she lives in.



Koolay Goopma
(Young Male Achiever)

JORDAN WELLINGTON

JORDAN WELLINGTON was nominated for this award by members of the Wathaurong Community for putting his hand up this year to attend the Koorie Youth Camp as a Youth mentor, his first time at the camp in a more leadership role. Jordan is a young person who wants to support Wathaurong Koorie youth as a mentor and has achieved a lot of growth.



Ngarnwa Ngiti
(Community Person)

KRISTI WATTS

KRISTI WATTS was nominated for this award by members of the Wathaurong Community for her total commitment to the young ones. Her Culture and her passion to Community is outstanding. Kristi is always out there volunteering whenever there is an event, she is there with the family. Kristi is an inspiration - just to see her commitment to the Wathaurong Community on both a personal and professional level, which includes hosting online playgroup, engaging families with activity packs and most of all keeping everybody culturally connected through storytelling and songs. Kristi's commitment to this Community shines in everything she does. Kristi is not only our playgroup facilitator that has kept our Community engaged during COVID-19 through transition to online learning.



Moordeemoondeek Goopma
(Young Female achiever)

BRI APMA-HAYES

BRI APMA-HAYES was nominated for this award by members of the Wathaurong Community for completing year 12 throughout much adversity and continuing on to gain employment in a Koorie support role at a primary school, as well as casual employment at Wathaurong Aboriginal Co-operative. Bri is also undertaking Certificate IV in youth work at TAFE. Bri is so driven and determined to learn and achieve great things so that she can work with our young mob. She's also this year found time to bring her small art business to the next level, aiming to have a website up and running and market stalls later in the year to enable her to share Aboriginal art with the wider Community. Bri is always the first person to put her hand up when someone needs help and will never complain, she is an amazing role model to all the young people within the Wathaurong Community.



Moordeemoondeek Goopma
(Young Female achiever)

STEPHI MURPHY

STEPHI MURPHY was nominated for this award by members of the Wathaurong Community for getting more involved in the Community in a more leadership role. Stephi attended the Koorie Youth Camp as a youth mentor and is helping and showing others how to dance. Stephi is also a youth sports achiever, she has previously visited New Zealand as a representative for Wathaurong youth. Language is important to her also.



Wathaurong Aboriginal Co-operative



2021/2022 Annual Report

OUR CULTURE, OUR LANGUAGE, OUR WAY

Our focus in 2021/2022 has been to continue to create Strong Community, Strong Culture, Strong Country. With lockdown restrictions easing over the year, we were able to host more Community and cultural events to re-connect with each other. As well as hosting our own events and activities, Wadda Wurrung Traditional Owner and Cultural Advisor Jordan Edwards co-ordinated Welcome to Country and Smoking Ceremonies for external organisations and assisted with Cultural Awareness Training for the Western Victoria Primary Health Network. Wurdi Youang caretaker Reg Abrahams also hosted a number of cultural training days out at the site for Barwon Health and other organisations. Our Foster Care team was able to facilitate a Welcome and Smoking Ceremony for our new Foster Carers to welcome them to the organisation and instil the importance of sharing Culture with our kids.

Our family services team, led by Tahlia Easton and Seth Clay, also hosted an important cultural day, "Mootyaka Ngitj Boorron" (Bringing Children Together) for our kids in out of home care, to come together and participate in cultural activities. Being able to pass on cultural knowledge, and prepare our children to hold that space in the future for the generations to come was something special. Children laughed, learnt and grew their knowledge because of everyone that supported the event.



Another important cultural event that took place this past financial year was the introduction of our Wadda Wurrung Language program with Aunty Judy Dalton-Walsh and Jordan Edwards. The 12 week beginners language course included participants who were Wadda Wurrung Traditional Owners, or family members of Wadda Wurrung Traditional Owners, and it was powerful to listen to their words in Wadda Wurrung language.

It was amazing to watch the growth and see the connections and bring back that identity to people and country. We hope to host more Wadda Wurrung language courses in the future.



CORPORATE SERVICES

Staff

Corporate Services Team

Mark Shaw
Executive Corporate Services Manager

Jordan Edwards
Traditional Owner/ Cultural Advisor

Leah Parker
Business Support Officer

Angela Walsh, Nadia Albert
Strategic Policy Advisor

Operations

Hayley Couzens
Facilities Manager

Nikita Pillai
Quality & Compliance Manager

Jasmine Skye-Marinos
Quality & Compliance Officer

Tania Craig
Reporting Officer

Fiona Ryan
Board Project Officer

Robert Davis
Project Manager

Rose De Jong
Infrastructure Manager

Stephanie McLachlan, Rochelle Anderson, Josephine Chester, Sharni Couzens
Receptionist

Human Resources

Rachael Knight
HR Manager

Tenaya Watts
HR Business Partner

Aya Li
Payroll & HR Support Officer

Finance

Yohan Kumaran
Chief Finance Officer

Justin Haas
Assistant Accountant

Kathy Davis, Diksha Thakur
Finance Support Officer

Housing

Rachel Oxford
Acting Housing Manager

Bruce Ryan
Building Maintenance Manager

Matt King
Building Maintenance

David McLachlan, Peter Surtees
Garden Crew

Marketing

Beth Davis
Marketing & Communications Manager

Layla Boseley
Communications & Events Trainee

IT Support

Jack Woolford
Help-desk Consultant

Greg Cooper, Michael Graham
IT Support Officer

Colac Aboriginal Gathering Place

Ebony Hickey
Colac Aboriginal Gathering Place Manager

Tanisha Clarke
Colac Aboriginal Gathering Place Support Officer

Wurdi Youang

Reg Abrahams
IPA Manager

Megan Frazer
Project Officer

Matthew Barnes, Jamie Butcher
Aboriginal Landcare Officer

Balart Care Connections

Liz Abrahams
Team leader

Amanda Carter, Stacie Murphy, Alice Knight
Support Coordinator

Annmaree Wills, Aimee Williams, Cameron Craig, Christine Cahill, Cheryl Lefevre, Jasmine Adlam, Heidi Feildman, Sarah Harvey, Stacey Mercer, Misty Collins
Disability Support Worker/Aged care

Shirley Abrahams
Disability Support Worker/Aged care



Corporate Services Executive Manager Report MARK SHAW

The Corporate Services Team at Wathaurong continues to grow as we are constantly working to improve our back of house processes and procedures, while looking to secure more funding for our facilities and infrastructure projects. The Corporate Services Team supports the day-to-day operations of the Co-operative to ensure that we can provide the best supports for our Community. Below is a snapshot of some of the work that our Corporate Services Team have undertaken in 2021/2022.

Human Resources

At the end of the 2021/2022 financial year, Wathaurong Aboriginal Co-operative had 144 active staff.

Of those, 51.39% identify as Aboriginal and/or Torres Strait Islander, which is around the same as previous years.

We recruited 51 people during this time and helping to ensure services continued to be delivered to Community during the continuing COVID-19 and Influenza impacts.

We had 68 staff separations, and we thank them for their service and wish them well.

We would like to especially acknowledge long term staff members Gordana Kerr (10 years), Cheryl Meath (14 ½ years), Terri Khan (7 ½ years) and Donna Lusher (over 8 years) for their immense contribution to the work of Wathaurong.

Staffing data breakdown:



CORPORATE SERVICES REPORT

We had several staff participate in the following programs:

- Graduate Certificate in Domestic and Family Violence
- Handle with Care Training – Mental Health Team
- Two AFL SportsReady Traineeships in Business Administration commenced in 2022
- Employment Contract Training for managers
- MARAM
- Anti-Racism Workshop
- OH&S Committee members - First Aid Officer and Emergency Warden training, with Health & Safety Representative training to come

Over the next 12-18 months HR is looking to roll out training and professional development to support compliance and staffs' personal and professional growth.

Housing

We currently have 18 properties in the housing portfolio.

These consist:



The one-bedroom units at Douglass St units have been sold and settled in September 2022.

Funds from this sale will be utilized to purchase new properties for Community.

All caveats on all Wathaurong owned properties have now been removed completely which reinforces self-determination for Wathaurong.

The Aboriginal Housing Rapid Housing Response Program (AHRHP) has been rolling out across our properties and has included the replacement of locks on doors and windows, solar installation, and new hot water services. To complete this project there are proposals to complete some bathroom and kitchen renos at specific properties, full re-painting and come carpet replacement.

The reduction of COVID-19 restrictions has allowed routine visits to recommence.

The garden and building crew have now merged into one team moving forward which enables more work to be completed for Community in a more collaborative manner and the team are now based at a new property in Rodney St North Geelong. This base gives the team the ability to have all their equipment at one site and an admin base.

Tenant Profile

First and foremost I'd like to thank Rachel Oxford for providing the Studio as an option for my family - my 4 young women and I. As you can imagine, five women in a house sharing one toilet and one bathroom has had many challenges since we moved here 6 years ago. The last two and half years with COVID-19 lockdowns and all of us working and studying from home, this four bedroom house seemed so much smaller and cramped which impacted on our social and emotional health and wellbeing.

This all changed for the better with the 2 bedroom KUC studio which was built in January this year. It (the studio) is so much more than we could have hoped for and has made life so much easier for all of us. Having this studio has enabled my daughter Olivia to complete the final units of her University degree, while juggling her final internship in a quiet, separate and calming space - her own space. Not only has this supported her academically, it has allowed her space and time for her emotional wellbeing. Additionally it has enabled her to become semi independent, learning vital life skills (financial, social and domestic) and lessons for when she does actually leave home/ here.

For us (my other 3 daughters and I) in the house, having that little bit less congestion with space generally, less toilet and bathroom traffic has made such a huge difference and we're really grateful. Again special thanks to Rachel, Wathaurong and Kids UnderCover.

SHARELLE

Long term Wathaurong housing tenant

Strategic Policy

Wathaurong Commitment to Action (Strategic Plan Refresh)

The Strategic Policy team facilitated 24 staff focus groups with 105 staff members across 2021/2022 to codesign the **Strategic plan Refresh**. The key themes that emerged from this process include 'Our Community', 'Our Organisation', 'Our Staff' and 'Our Advocacy'. Phase Two of this work will be a focus on understanding Community priorities and how we further feed Community Voice to shape our ACCO.



CORPORATE SERVICES REPORT

During this 'refresh' process the team also conducted Wathaurong's first Staff Pulse-Check Survey with 115 staff. Key outcomes from the survey include

- Centering Community in everything we do
- Clarifying the goals and objectives of the organisation
- Professional development planning for staff
- Leadership skills for staff
- Perceived fair pay for staff
- Addressing understaffing

Wathaurong are well placed to respond to these areas for improvement via our Commitment to Action (refreshed strategic plan), recentering of Community engagement, our workforce development and employment strategies that are now in development.

Funding for Wathaurong's Community Strengthening team

During 2021-2022 the Office of the CEO strategically sought funding opportunities to self-determine and realise our commitment to the cultural strengthening and Community connection aspects of Wathaurong's role as an ACCO. With rapidly growing government funding in recent years for increasingly complex and deficit or crisis-driven service delivery, we have seen a shift in

focus away from our organization's cultural and Community strengthening engagement with our diverse communities. The vision was driven by our Board and membership's calls for greater focus on strengthening our people's connection to Culture, Community, and social and emotional wellbeing.

The success in funding provided the opportunity to launch a realignment of our organisational structure to this vision and to create the Community Strengthening team. Wathaurong was able to bring on board a team of skilled, trusted, and connected staff members with the range of backgrounds, skills, and perspectives to work alongside our young people, men, women, Elders and Respected Persons living on Wadawurrung, Gulidjan and Gadubanud country.

Anti-racism Praxis training

Wathaurong secured funding to support our strategic Anti-racism advocacy work with the Community and mainstream services providers in the Barwon Region. Across 2021 / 2022 we have been building the capacity of our organisation to enact Anti-racism advocacy for our communities through Racial Literacy and Anti-Racism Praxis workshops (65 Wathaurong staff attended).

Quotes from staff members:

"WE NEED TO TALK MORE ABOUT ANTI-RACISM PRAXIS!"

WE HAD "OPEN AND HONEST CONVERSATIONS THAT UNPACKED THE HISTORY OF RACISM".

Wathaurong is now developing and implementing workplace Anti-Racism policies and processes, as well as Anti-racism advocacy resources, a professional learning toolkit for external partners and a local Community campaign. The key benefits of this project identified by staff are

- Equity for our Aboriginal peoples
- Safety for our diverse aboriginal Communities and Staff
- Unity across our organisation and communities
- Ending discrimination
- Ending hurt and pain associated with racism
- Breaking stereotypes
- Having pride in our Culture(s)

Yarning Up Our Services Our Way

During 2021 Strategic Policy and the Families team worked together on an innovative initiative, Yarning Up Our Services Our Way to begin to co-design and understand how Wathaurong and our regional partners can best support families experiencing family violence. Staff participated in an Indigenous Research Methodologies training session with Dr. Debbie Bargallie to define our key questions, ethics and methodology. The project faced limitations in gathering with Community for input and will feed into our ongoing Dhelk Dja initiative to further self-determine local, culturally centred, strengthen based and trauma informed approaches to support our Community. Our initial learnings from our staff and organisation were the need for a whole of organisation approach and capacity building, the development of our prevention and healing work, and advocacy for culturally embedded responses to those experiencing and using violence.

RMIT Graduate Certificate in Domestic and Family Violence

Under Dhelk Dja's Workforce Capacity Building stream to Wathaurong has been working in partnership with RMIT to deliver the Graduate Certificate in Domestic and Family Violence. Wathaurong has 14 staff from the Community Strengthening Team, Family Violence Team, Health,

the Colac Gathering Place and the Family Services team completing the certificate. The course is informed by

- A focus on Aboriginal Community development approaches,
- Critical reflection on existing family violence sector from an Aboriginal worldview,
- Innovation of family violence prevention, healing and response from an Aboriginal worldview embedded in a Community development approach,
- Building on staff's life experiences and existing praxis within the qualification.

Infrastructure and Facilities Report

Wathaurong have been working hard to progress two major infrastructure projects and have completed major milestones within each.

After seeking input and feedback from our young people, we finalised the concept designs for the Healing Spirit Youth Hub at Forster Street. Construction is hoped to be completed next financial year (End 2023). We can't wait to see this deadly space operational for our young people!

We have also been delighted to hear from our Community and staff about what they want to see for our future Morgan Street Hub. We continue to

work with the architects, project team, our staff and our Community to bring the project to life.

In the Facilities space, following completion of the Albert Street fit out and refurbishment, we successfully transitioned out Mental Health, Corporate Services and some health care services which now operate from the site in Geelong West.

We're looking forward to continuing to improve our systems, processes and procedures in 2023!

Wurdi Youang

Nestled at the foot of the You Yangs, Wathaurong's Wurdi Youang site is an environmentally and culturally enriching place for our Community. After the uncertainty of the pandemic, we are happy to again start welcoming people back to this amazing landscape.

With lockdowns finally behind us, we looked towards expanding our land regeneration activities, but mother nature had other ideas. Ongoing weather extremes at this normally temperate location proved to be challenging. Frequently rained out, our landcare team were often limited in what and when they could work, so they had to be flexible in their workplans. This has resulted in delays in some activities, such as extending the native grass revegetation to new parts of the property and conducting seasonal ecological

CORPORATE SERVICES REPORT

burns to rejuvenate the land and control weeds. However, despite the downpours putting them to the test, the team maintained the existing native grasslands and also extended their knowledge and skills by attending a few workshops and undertaking some offsite work.

Excitingly, the team also reaped the rewards of their long-term work, observing significant growth in the self-sowing of previously cultivated grass species such as Kangaroo Grass (*Themeda triandra*), Wallaby Grasses (*Rytidosperma*) and other bush foods. This improves the diversity of natural habitats occurring on the site, which in turn provides more food resources for native fauna, such as the critically endangered Golden Sun Moth. Naturally occurring native grasses also provide essential cover for native reptiles and birds, such as the Striped Legless Lizard which inhabits the site but is also listed as endangered.

Another exciting outcome was that late in the financial year we were approved by Department of Justice and Community Safety to deliver a Community-based diversion project at Wurdi Youang that will help Aboriginal people from entering or progressing further through the criminal justice system by supporting connection

to Culture while providing an opportunity to learn and assist in caring for Country. We look forward to developing this pilot project next year and building on the work we have previously delivered in this space.

Colac – The Aboriginal Gathering Place

The complacency of zero COVID-19 is now something of the past and for the most part we have accepted and adapted to living alongside COVID-19 at Caracaramigen House – The Colac Aboriginal Gathering Place, with varied hours and modes of delivery. However, given our small space it has had significant impact on face to face engagement and services.

In July 2021, we welcomed our second staff member Tanisha Clarke a Kirrae Whurrong Woman, born and raised in Colac. In April 2022 Tanisha began a Graduate Certificate in Family Violence Prevention (Aboriginal Community Development) through RMIT supported by Wathaurong Aboriginal Co-operate.

Over the last 12 months we spent a lot of time working in health promotion alongside Wathaurong, Barwon Health and Colac Area Health and those in the Aboriginal Community Controlled Health Organisation sector. We continue to advocate for

an increase in timely and in-reach services for Mob to the Colac Otway Region including but not limited to health, family, Community, housing, education, justice and family violence.

A significant achievement in the 2021 – 2022 financial year was the completion and launch of the Beginning Steps Project Evaluation which will help inform the next steps required to build an Early Years Sector in the Colac Otway Region that is culturally responsive. We acknowledge the significant contributions from the Community and Project Steering Committee, especially Zephlyn Taylor who was co-located at Caracaramigen House for the duration of the project.

In the 2021-2022 financial year we were unable to obtain a permanent home for the Colac Aboriginal Gathering Place, but we're still trying!

As always in Colac Otway, we love an event and partnership and COVID-19 couldn't keep us down. NAIDOC at In the Skies, Reconciliation Week with Colac Otway Shire and Colac Area Health with guest speakers Aunty Fay Stewart-Muir and Sue Lawson and a screening of Take Heart were some of our highlights. Caracaramigen House Co-ordinator was the Keynote Speaker at Copacc's International Women's Day event and we managed

to cheer on many local legends pursuing creative careers bound in Culture at a range of both local and national art events and galleries.

Information Technology

Over the 2021/2022 period many new systems and upgrades have been implemented, to ensure smooth delivery of services of both the IT Team to the organisation and of the organisation to Community.

- An Atlassian JIRA based ticketing system has been implemented to better track IT issues, tasks and ensure staff are updated on the progress and status of reported issues.
 - o This system is also being implemented for other teams to help track tasks and issues reported across areas such as Facilities, Feedback and Accounts.
- A modern SharePoint Intranet has been implemented, this is further being extended to allow individual teams to report on their news to the organisation. Further improving cross communication between teams and enabling faster and easier sharing of information and digital assets.

- The Microsoft Azure cloud infrastructure review was completed, resulting in a more resilient, stable and reliable work environment for staff. This also led to further cost reductions due to the automatic scaling made available by Azure Virtual Desktop.

- The deployment of IT assets has been heavily automated with the use of Microsoft Endpoint Manager, allowing the onboarding, offboarding and updating of applications and software to be efficient and user-friendly for staff.

- The Microsoft Endpoint Management solution has also led to the implementation of Microsoft Defender for Endpoint Security, both combined give a greater overview and analytics as to the status of devices and further improvements available for security.

Many further projects and systems are once again being reviewed both for improvements to what currently exists but also as to what can be upgraded and replaced.

- Work is underway to provide digital forms to be used internally and provided externally, streamlining the capturing of data and filling in of information without paper being required.

- A cross functional client management system is being investigated for use between multiple teams and functions. Currently the main offerings under review are Salesforce and Dynamics 365.

Quality & Compliance

We successfully completed the Human Services Standards accreditation in February 2022. The audit acknowledged Wathaurong has a suite of governance and operational processes, with a strong focus on risk, quality and cultural competency. Client comments to the auditors were very positive. Client feedback indicated, they were aware of their rights, felt included and knew what to do to make a complaint if required. Comments received in relation to the organisation and staff included: "great organisation"; "very helpful"; "great communications"; "professional"; "My social worker is amazing"; "She is on the ball"; "They have been lifesavers"; "They have been really good"; "Very happy with their service. They are a fantastic organisation".

Staff too spoke highly of positive work Culture that exists in Wathaurong. Staff indicated they felt supported by their managers and had opportunities for ongoing professional development and enjoyed working for the organisation.

CORPORATE SERVICES REPORT

Opportunity was provided to all staff to train on reporting incidents and feedback through Logiqc – Wathaurong’s quality management system.

Marketing & Communications

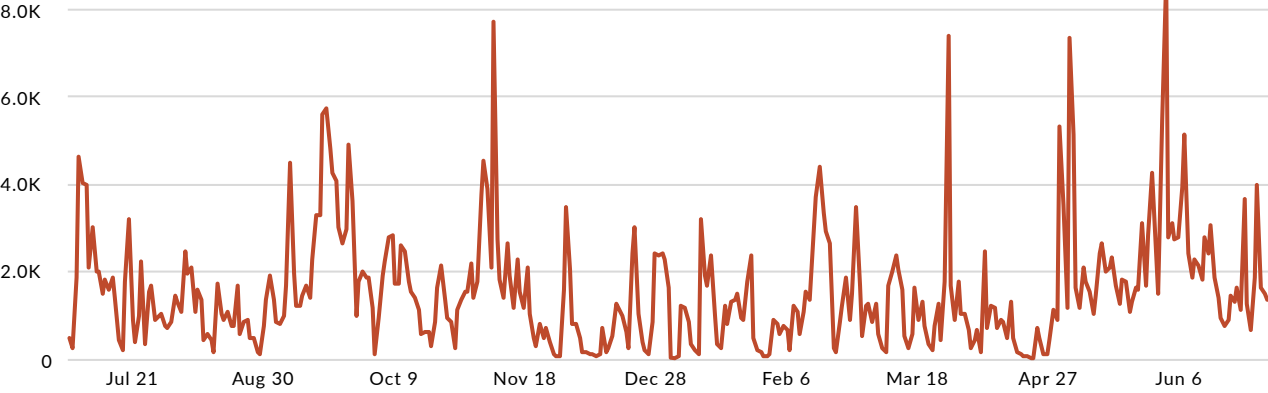
Across the 2021/2022 financial year, our main priority in external communications continued to be getting as many of our mob vaccinated against COVID-19 as possible. Through videos, social media campaigns, text message alerts, prize draw incentives and face to face conversations, we were able to reach a large number of our Community and our health team were able to assist with getting up to 90% of the 16+ Aboriginal & Torres Strait Islander population in our region vaccinated with 2 doses of the COVID-19 vaccine.

Our “Meet the Team” series on social media has continued to be popular with Community getting a chance to be introduced to new staff members via images and profiles.

Our social media presences has increased again from the previous financial year, with our followers increasing by more than 50% across Facebook and Instagram, and our reach increasing by more than 100% across both platforms.

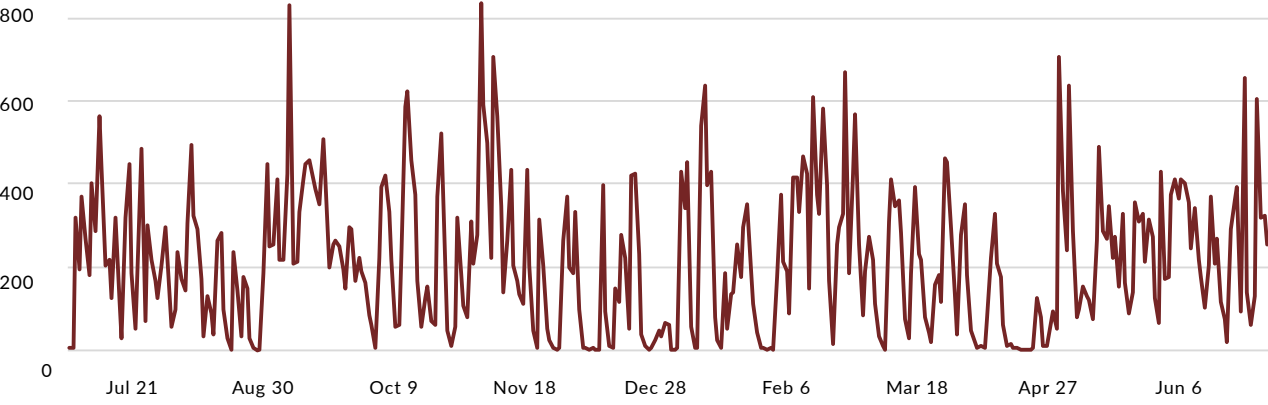
Facebook Page Reach

120,517 ↑112%



Instagram Reach

7,275 ↑220.5%



The printed Community newsletter has continued to be produced, with three newsletters going out in the 2021/2022 financial year. In the upcoming year, we will be looking at ways that we can reduce the amount of printing required for our newsletter, and while we will continue to produce our printed newsletter for members who wish to receive a physical copy, we will be encouraging most people to opt to receive the newsletter digitally. We will also be looking to introduce a shorter monthly e-newsletter so that Community can receive information about our events and activities sooner.

In March 2022 we welcomed our AFL Sports Ready trainee, Layla Boseley, to the Marketing & Communications team. In the short time that she has been with us, Layla has excelled in her role and we look forward to making her a permanent part of the team once her traineeship has finished.

We have collaborated with a number of organisations to produce promotional health campaigns and Foster Care campaigns, and in 2022 our team joined with other marketing professionals from ACCOs around Australia to form the first collaborative Marketing & Communications group with NACCHO which we look forward to building on in 2022/2023.

A large project that we have been undertaking is the redesign of our Wathaurong website, and we hope to be able to launch this exciting project in early 2023.

Balert Care Connections

Balert Care Connections provides NDIS and Aged care services to over 104 Community members. The Team strives to provide the best possible services to enhance the lives of the people we support. We believe we do our utmost to ensure the care and support people require is provided in a culturally appropriate manner so they can live a comfortable and connected life. We do not provide a one-size-fits-all solution, our service centres our client’s needs. According to the 2022 State of Disability Sector Report, 4.5% of NDIS participants identify as Indigenous.

As a registered NDIS provider, we offer a comprehensive range of supports, including advice, support coordination, daily living skills, and personal care. Through our Aboriginal Disability Liaison Officer (ADLO), this year we assisted numerous families with a disability to access the NDIS and implement their plans. We also provide services that assist people with the changing needs as they age and continue to participate in Community. Our maintenance team also provide lawn and garden maintenance services. In some positive news, the ADLO access into NDIS role has been funded for a further two years.

Recruitment of new staff to meet demands of service deliveries have been slow in the last 12 months. With a change in workers classification, we hope to able to recruit and retain more staff in the next financial year to help us meet demand.

This past year we also created new posters for Aged Care and NDIS support which feature images of our own Community members and are on display at our Wathaurong sites and can be seen in our regular newsletter.

FAMILY SERVICES

Staff

Family Services Management

Kristie Fraser-Lange
Executive Manager, Family Services

Erin Russell
Business Support Officer

Louise Warner
Acting Manager Family Services

Helen Sullivan, Jane Clements
Family Services Team Leader

Nicole Asker
Acting Out of Home Care
Team Leader

Greg Jackman
Out of Home Care Team Leader

Tahlia Dempsey
Early Years Team Leader

Fiona Schlenso
Acting Manager Family Violence

Stephanie McLachlan
Mackey Street Receptionist

*Also acknowledging the work
of leadership members who
have moved on or are on leave*

Shellee Strickland
Executive Manager of Family Services

Naomi Edwards
Family Services Team Leader
(currently on 12-month leave)

Family Services Team

Ruby Bennett, Olivia Lund
Senior Family Services Case Worker

**Maya Saunders, Gabby Middleton,
Kristen Holmes, Hannah Wentworth,
Hayley Boehm, Adele Welsh,
Michelle Haywood, Leonie Gloster**
Family Services Case Worker

Out of Home Care Team

Seth Clay
Cultural Planner and
AFLDM Co-convener

Tahlia Easton
AFLDM Co-convener
and Cultural Planner

Penny Jenkins
First Supports and Foster
Care Recruitment

Mikayla Anderson
Kinship Case Management
and Foster Care Recruitment

Mahalia Cubby
Foster Care Recruitment

**Alex Stefanovic, Penny Henderson,
Kyly Davies, Andrea Sullivan,
Jayden Hickey**
OOHC Case Manager

Tyler Cole-Frost
Navigator

Esteban Santos
Therapeutic Worker

Darren Martini
Better Futures/ TCP

Early Years Team

Kristi Watts
Playgroup facilitator and Koorie
Pre-School Assistant

Shantelle Baillie
Best Start Facilitator

**Gina Chapman, Jackie Brown,
Shannon Moulton**
Koorie Families as
First Educator Practitioner

Family Violence Team

Terri Khan, Carley Trajkovski
Family Violence Case Worker

Rory Charles
ATAR Worker

Blake Natoli-West, Sandra Manning
Local Justice Worker

Olivia Matheson, Vaughan Gray
Youth Justice Worker

Virginia Murray
Aboriginal Practice Leader

Naomi Surtees, Natalie Sullivan
Aboriginal Hub Practitioner





Family Services Executive Manager Report

KRISTIE FRASER-LANGE

Our leadership team would like to thank the whole of the family services team who continuously go above and beyond to service the Community. The team are continuously 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.

Retaining staff continues to be an issue and we are continually working to address this. Our Family Services leadership team continues to support and upskill our staff and explore what we can do to help staff better support the Community. Along with the rest of the organisation our team participated in the strategic plan refresh. This has been an exciting journey; staff have loved being able to participate in this process alongside Community at the various consultations that have taken place.

This year we engaged Max Broadley, a long-standing advocate and support of Wathaurong through his previous work at BCYF. Max assisted our team with the development of the Family Violence MARAM (Multi Agency Risk Assessment and Management) Framework for the organisation. Max also supported our team with developing Child Safety Training for the organisation and undertook the task of updating a range of policies to ensure they reflected our commitment to child safety. Whilst there is still work to do in this space for Wathaurong, we are underway, and it's at the forefront of our conversations to ensure that Wathaurong is compliant to both MARAM and the Child Safe Standards.

Networks Meetings and client focused meetings continue to be a priority for us. 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 Community. We meet regularly with our funding bodies and have built really strong relationships with them as well as other agencies in the area.

Throughout the year, the Family Services team were successful in receiving new funding to further support our mob;

- We were one of two ACCOs in the State to receive the Aboriginal Access Points funding for Family Violence. This new funding has been provided to us without tight program guidelines, so our team will undertake work to develop what this will look like prior to employing staff into the program.
- We were successful in receiving a grant to Strengthen Cultural Safety in the Orange Door. This is an exciting piece of work that we will see unfold over the next 12 months. We hope that through this the work and training that we deliver will support more mob feeling culturally safe when accessing the Orange Door.
- We have also received additional funding for a number of our existing programs, one highlight for us is within our Youth Justice program, this has been exciting as now we have both a male and female staff member, assisting us to be able to provide a more culturally appropriate service to our youth.

Over the next 12 months our Family Services team looks forward to continuing to support families and children through their journey as well as working with our local networks and government departments to ensure culturally appropriate services and priority access is offered to our community with other services.



FAMILY SERVICES REPORT

This year we have seen our staff work hard to ensure that our Family Services programs are delivered in a cultural way whilst also in a professional and empathetic manner. We prioritise the client needs and ensure the best interests of the children are at the forefront of everything we do.



SCAN TO WATCH
FAMILY SERVICES VIDEO

Integrated Family Services (IFS) and Family Preservation and Reunification (FPR)

Our IFS and FPR programs support families with children 0-18 years old where parents/families might need a little extra assistance or in situations 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 need for support might be identified by individuals, or there may be a referral from another agency or child protection. 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.

The FPR program only receives referrals through child protection when they have concerns for children's wellbeing. The FPR program works closely in partnership with Child Protection to work alongside and advocate strongly with decisions that are being made, ensuring that everything is in the best interest of the children, and ensuring that we are supporting families to reach the best possible outcomes.

Over the course of the year through both programs we have worked with 138 families.

OUT OF HOME CARE

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 knowledge and experience of Elders.

AFLDMs 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 referrals come from Child Protection and the AFLDM Community Convener works alongside the Department of Families, Fairness and Housing AFLDM Convener.

This year our team has been working hard to ensure that the Aboriginal Convener from Wathaurong is taking the lead in these meetings to ensure our organisation takes internal responsibility for ensuring each meeting is handled in a culturally appropriate manner for our Community.

Throughout the year there has been a total of 53 meetings facilitated.

Cultural Planning

Wathaurong is funded to provide oversight of the Cultural Planning for Aboriginal Children. The 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 Program, Child Protection DFFH and community service organisations to meet the requirements of the cultural plans in partnership with Aunty Elsie Coates (Cultural Support and Awareness Officer in Child Protection). Together we help make sure child protection practitioners and case managers are culturally sensitive and aware of the differences in raising our Aboriginal children and young people.

The team have spent time educating child protection around cultural considerations for children and young people in care, sharing the stories of Wathaurong and sharing the importance of cultural plans for our kids in out of home care. Wathaurong has done a lot of work this year on adapting the Cultural Plan template to ensure that it is more child friendly and acts as a live document that captures our children's cultural journey as they grow.

We brought together our children and young people in out of home care for a cultural day – Mootyaka Ngitj Boorron. The day was filled with many special moments shared between some Elders, carers, staff and young people in care, passing on our cultural knowledge and starting the journey of preparing our children to

hold that space in the future for generations to come. Children laughed, learnt and grew their knowledge. We saw cousins meet each other, reconnect with family and friends and also build new friendships.

The team looks forward to continuing to support our children and young people in out of home care to keep their connection to culture strong throughout their journey.



SCAN TO WATCH AFLDM &
CULTURAL PLANNING VIDEO



FAMILY SERVICES REPORT

Better Futures

Better Futures aims to support the transition of children and young people from formal care arrangements with Child Protection into independent living and adulthood. The program allows the young person to have a say in their supports and enables them with services such as housing, Centrelink, education, employment and Community/Culture connections.

Currently we only have one caseworker in the Better Futures and TCP program but nevertheless are seeing great results, moving into the future our leadership team will continue to advocate for the importance of this program and hope to see growth to ensure we can meet the full demand of the Community in this space.



SCAN TO WATCH
BETTER FUTURES VIDEO

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. This program specifically focus' on strengthening the supports and improving the outcomes for our kids and their families by supporting them through the recruitment and training process. Over the course of this year, we have had contact with a number of individuals, couples and families who are expressing an interest in providing care for Aboriginal children and whilst it has been difficult to engage over COVID-19 we have six carer households currently in the process of becoming accredited carers. Throughout this year we had 5 carer households accredited as Foster Carers through Wathaurong.

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 empowered 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.



SCAN TO WATCH KINSHIP
AND FOSTER CARE VIDEO

Kinship Care & Home Based Care (Foster Care)

The Kinship and Foster Care programs contract the case management of Aboriginal children who are on a child protection order living within a kinship placement or living with Foster Carers. 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 maintain child placements in out of home care. 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 Child Protection however Wathaurong takes the lead as we are the contracted agency.

As part of the Kinship program Wathaurong delivers First Supports. First Supports 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. At the end of this assessment, we send it back through to Child Protection highlighting the ongoing needs to ensure the placement stability for the children and also either endorse or not-endorse the placement, this goes heavily into supporting Child Protections case planning.

Throughout the year we supported a total of 66 children and young people who were contracted to Wathaurong for case management from Child Protection. Through this time, we supported two young people to reunify with a parent, despite both being in care for 8-10 years. Where reunification has been determined not possible for a number of children, we have supported the carers to go through the permanent care process. Throughout this year we were successful in achieving permanent care for eight children to create stability for both the child/young person and carer.

We also supported 33 new Kinship placements and carers for the year, in completing the Part B assessment in place of Child Protection.

Therapeutic Home-Based Care

Within the Out of Home Care programs Wathaurong has a Therapeutic Home-Based Care practitioner. This role is to support and provide secondary consultation regarding children in care. The Therapeutic Home-Based Care practitioner has provided an intensive 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 OOH system.

EARLY YEARS

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 NIKERI. The Best Start facilitator engages services from other



FAMILY SERVICES REPORT

services within Early Years Education and Maternal and child Health as appropriate. Every year Wathaurong puts a large focus on ensuring the voice of Aboriginal Community members and Elders are heard right throughout the Mingo Waloom Partnership. Mingo Waloom has facilitated bimonthly meetings with Aboriginal representatives within our partnership a week before the Wathaurong/CoGG co-hosted Partnership meetings throughout the year.



Koori Pre-school Assistant Program (KPSA)

The KPSA program focuses on supporting access and participation of Aboriginal children in mainstream kindergarten services 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.

This year the KPSA program has finally seen a result from the program review which was completed in

2016. Through this, Wathaurong was extremely happy to welcome additional funding (double to be exact). Historically we have only been funded enough to employ a 0.5fte position which has impacted our ability to meet all of the demands of the position. The additional funding now allows us to be able to employ a full-time staff member to the KPSA position this coming year.



Milla Milla Playgroup

Milla Milla Playgroup provides Aboriginal Children a culturally safe and inclusive space for them and their parents, carers, Aunties, Uncles and other family members to attend. We provide a space and program that strengthens their cultural identity, gives them a sense of belonging in the Community and help them develop skills they need for their next journey to kinder or school.

After finding the online platform really successful last year, we have continued with utilising the

online platform (Milla Milla Playgroup at Home) by recording and livestreaming parts of our face to face group time sessions to share with those who aren't able to make it in person.

The 'Milla Milla Playgroup at Home' Facebook page has also been a platform to share other resources and information for families of young children including parenting strategies from the KFFE team, Kinder Information from the KPSA, updates of the pandemic and other health and allied health information pages.

There are currently 175 members within the Facebook group. This consist of families that already attended playgroup before the pandemic, families that have reconnected that had attended Milla Milla in the past as well as new families, other Community members and educators within the broader Community.

We have also introduced Kitjarra Booboop Baby Playgroup within our service delivery. This playgroup is targeted towards parents who have babies aged under 12 months old. Kitjarra Booboop has been really successful within the Wathaurong Community and we have had around 8 families participating in Kitjarra Booboop since it's introduction in early 2022.

Milla Milla Playgroup acknowledges the many partnerships with mainstream services including Department of Education and Training, City of Greater Geelong, Barwon Child Youth and Family, Geelong Art Centre and Korayn Birralelee Family Centre. We will continue to value these networks and utilise them in the most supportive way for outcomes for our children in Community.



Balert Gerrbik – Koori Families as First Educators (KFFE)

KFFE is an early intervention program to assist families with supporting and strengthening their parenting capacity and improving the health, development, learning and wellbeing of Aboriginal children aged 0-5 years. The KFFE team focuses on promoting positive family functioning and reducing the stressors that impact on caregiving. The KFFE team does this by utilising a strengths-based approach and supporting families with systematically identifying and managing family risk

factors, and providing additional supports to set and successfully complete achievable goals that support their children's early learning and development.

Our KFFE staff are trained practitioners in the Indigenous Positive Parenting Program (Triple P) and Circle of Security Parenting (COSP) Program with one staff member also trained in SmallTalk. The team use these programs to provide supports to families either in a one-on-one capacity in a culturally safe and comfortable setting, or in a group setting.

Throughout the year the KFFE program supported 54 families through both one on one and group work directly through the KFFE program.



FAMILY VIOLENCE

Family Violence Case Management

The Family Violence Case Management team has supported so many amazing strong women and children throughout the year. Case workers have

observed resilience and strength through times of adversity and heartache. The list of achievement for our case workers is immense. Successes have seen workers secure long-term housing for clients, conduct comprehensive safety audits to ensure their homes are secure, and support clients to obtain Intervention orders against perpetrators (just to name a few).

Our team feels privileged to be able to create positive relationships and support Community members through these difficult situations and life circumstance.

Case workers have shared that the most beautiful part of their job is connecting with these women, having a yarn and getting to know a little bit about their lives. It is a privilege to be able to create these working relationships and support in any way possible.

Our Family Violence Case Management program has assisted 50 victim survivors during the year. 28% (16 people) of victim survivors were under the age of 18. Out of the 50 victim survivors supported, 80% were Aboriginal. The average length of support provided to victim survivors is around 141 days (4.5 months).

FAMILY SERVICES REPORT

Aboriginal Tenants at Risk (ATAR)

Aboriginal Tenants at Risk Program was able to provide support to 47 households across the year. Support provided ranged from assistance to establish new tenancies or assistance to stabilise their current housing to prevent eviction, and to prevent the need for Community having to register for homelessness services advocacy at VCAT hearings, referral to legal support.

Homelessness continues to be an issue that is experienced by many Community members which unfortunately Wathaurong isn't funded to support. In the coming year our team is putting focus into the homeless space, advocating for funding and also looking to have conversations with local services and strengthen relationships with them to prevent gaps in service delivery for our mob who may be experiencing homelessness.

Local Justice

Throughout the year we have been able to reshape some parts of the Local Justice role and apply some focus on pre-release as well as post release, having made a good relationship with VACRO, as well as the re-integration teams inside the prison themselves to assist the pathways out of prison. Through relationships with VACRO we have been

able to attend their staff meetings and set up a connection with their re-link and re-connect teams.

Through connection with VACRO we have been able to link in with a client recently relocated to Geelong who is coming toward a closure with VACRO. Since connecting with the Community member we have been able to link him in with Wathaurong Health as well as supporting him with engagement in the Men's Groups and getting back on country with Uncle Alfie Oram.

This year we had two staff members, Sandy Manning and Fiona Schlenso awarded Local Justice Awards in recognition of the work they do within their roles of connecting Community in the justice space.

Mens Family Violence

Throughout the year the men's family violence program connected with 22 men.

The success to our men's program is the holistic lens that our practitioner has, linking the fellas in with other specialist services and supporting them in keeping on track with their progress.

Throughout the year the men's program supported a number of referrals;

- 6 referrals to Dardi Munwurro men's healing and Men's Behavior Change Program
- 7 referrals to AOD services
- 2 clients entered residential AOD rehabilitation
- 8 referrals to Wathaurong Health Service for Aboriginal health checks and/or mental health care plans
- 2 referrals to homelessness services

We have seen many successes through the program this year.

Orange Door

Unfortunately, Wathaurong has struggled with recruitment to our Orange Door Hub Practitioner positions throughout the year. The team have also been overwhelmed with demand, especially as we have seen the impact of 2 years of COVID-19.

The Barwon Orange Door has been officially in demand management status since November 2021.

Wathaurong has 3 Hub Practitioner positions that have fluctuated between 1 or 2 positions filled at any one time throughout the year.

Despite these challenges, the Wathaurong team at the Barwon Orange Door have been able to

provide support to 515 Community members over the 2021/2022 financial year. These Community members were allocated to a worker for support.

There has been a steady decline in cases being worked specifically by Wathaurong due to only having 1 active fulltime Hub Practitioner. We would like to thank the partner agencies, Bethany, SAFV Centre and Colac Area Health for ensuring that the Aboriginal Community is continuing to be supported by the Orange Door when Wathaurong haven't been able to meet the demand.

753 Aboriginal or Torres Strait Islander people had contact with the Barwon Orange Door in the 2021/2022 period. Some of these progressed to cases with the Wathaurong Family Violence team, some with other teams (such as Family Services) and others were closed after contact, with immediate advice/support offered.

This year saw the creation of a Community room at the Barwon Orange Door for the comfort and cultural security of those who need to access the services. Naomi and Virginia have set up and maintained a Community notice board and family space to better meets the needs of Community.

Moving into next year we will continue to review the model in which we work at Wathaurong and ensure that we are remaining flexible to meet the needs of the Community.

Case Study

Our men's family violence team started working with a Community member who presented as using family violence and excessive use of alcohol in June 2021. The Community member was referred to Dardi Munwurro Men's healing and behaviour change program, where he participated in online group sessions to address his use of family violence. The Community member was referred to Wathaurong alcohol and other drugs (AOD) team, where he participated in AOD counselling.

Working together with Community corrections, Wathaurong AOD services and Dardi Munwurro, the Community member stopped family violence offending and was referred to Wulgunggo Ngala Learning Centre for residential drug and alcohol rehabilitation.

We supported by transporting the Community member to Wulgunggo Ngala in Gippsland and assisted him in checking into centre and settling in.

The Community member has had a significant change in his self-awareness and desire to change his behaviour since being in the program. Community member is doing well in rehabilitation and has requested an extension in program.

We are now currently assisting the Community member with advocating to the Department of Housing to relocate after rehabilitation. This will support the Community members wishes as he wants a fresh start away from the people he was using drugs with and drinking with. The Community member is now on a priority transfer list for a property at the completion of program, we will continue to support and advocate to continue him on this great path.

HEALTH SERVICES

Staff

Jason Kanoa

Executive Manager Health
& Community Strengthening

Duane Luki

Acting Health Executive Manager

Mick Ryan

Practice Manager (July - October)

Carys Herbert

Practice Manager
(November - March)

General Practitioners

Dr Adam Brownhill

Medical Director

Dr Ed Poliness

Senior GP

Dr Brigitte Agostinelli

Dr David Corbet

Dr Lucy Dobson

Dr Kevin Chang

Dr Eimir Diviney

Dr Sneha Kini, Dr Sourav Saha

GP registrar

Registered Nurses

Skye Duncan

Clinical Team Leader

Tim O'Callaghan

Todd Fry

Jacqui Myers

Hope Mathumbu

Maternal And Child Health

Merrin Kelly

Woman's and Children's Program
Co Ordinator

Michelle Dickens, Fiona Bell

MCH Nurse

Lisa Hanrahan

Enhanced Team leader

Mia Clay

Admin support

Lauren Kittelty, Claire Galbraith,

Erin

Koori Maternity Service

Kiralee Hogema

AHP Maternity Service

Aboriginal Health Workers

Kerrie Alsop

Kiralee Hogema

Piper Knox

Jannalli Lilburn

Medical Reception

Lynne Lancaster

Senior Reception/Paediatrician
Co-Ordinator

Atawhai Ogle, Jane McInnes,

Savanna Couzens

Medical Reception

Specialist Consultants and Allied Health

Penelope Wood

Pharmacist

Inga Tribe

Liver Clinic Nurse

Olga Lutzko

Diabetes Educator

Dr Samantha Worboys

Endocrinologist

Dr Kara Thomson

Obstetrician

Dr Jane Standish, Dr Philippa Shilson,

Dr Alex Gordon, Dr Daniel Peyton,

Dr Marg Fulton, Dr Sophie Dunn

Paediatrician

Dr Stef Louey

Paediatric Fellow

Care Co-Ordination and Supplementary Services

Kerrie Alsop

Wellness & Recovery

Duane Luki

Senior Manager of Wellness
and Health

Renee Layton

Wellness and Recovery Manager

Alastair Vick

Wellness and Recovery
Team Leader/Manager

Emily McDonald

Team Leader/Intake worker

Adrian Huddart, Matthew Ladner

Alcohol and Other Drugs

Support Worker

Michelle Gray

Social and Emotional Wellbeing

Support Worker, Women's Group

Shirley Darcy

Social and Emotional Wellbeing

Support Worker

Julia Bryan, Judy Rosson

Bringing Them Home Worker

Ben Gray

STEPMI Neuropsychologist

Natasha Ling

Psychologist

Gwenda Black

Cultural Support Advisor

Alf Oram

Cultural Support Advisor
and Men's Group Facilitator

Adam Lampton-Nicholls

Aboriginal Wellbeing Officer/
Men's Family Violence Worker

Pepa Castro

Social and Emotional
Wellbeing Support Worker

Darren Riggon

Clinical Team Leader

Andre Kufe

Social and Emotional
Wellbeing Support Worker

Community Strengthening

Jordyn Flagg

Community Strengthening Manager

Shannon Secombe

Community Strengthening
Team Leader

Jayden Hickey, Mikali Harrison,

James McKinnon, Sandra Manning

Community Strengthening Facilitator

Rylie Evans, Natalie Sullivan

Community Strengthening
Facilitator - Healing Therapist



Health Services Executive Manager Report

JASON KANOA

I am excited to present my very first report to Wathaurong members, the 2021-2022 period has been another full of activity and progress in the portfolios I have responsibility too. Personally, I have thoroughly enjoyed getting to know the people in Community and the people in organisation, I feel I have been welcomed and look forward to proactively working on the successes and opportunities we have experienced over this reporting period and beyond.

Community Strengthening

Community Strengthening unit went live in early 2022, the work of this unit has had a key focus on engagement away from the traditional service delivery engagement for Community and seen great participation from Community with our activities and validation for continued non-service delivery Community engagement. Our team is looking forward to running many more events this upcoming financial year.

Health and Social Emotional Wellbeing

A Clinical Governance Sub-Committee has been established over the last financial period, the goal of this sub-committee is to oversee the

development of a clinical governance framework for Wathaurong. The subcommittee aligns closely to the work of the Cultural Strengthening Sub-Committee to ensure we are actively seeking quality improvements to our clinical responses with a cultural lens.

We are continuing to refine and investigate ways to streamline without watering down quality of care for Community. There are significant challenges in general practice particularly relating to recruitment of GP's we are continuously seeking more GP's to work on meeting demand. We are working on improving the overall experience for Community when receiving a service at the clinic, with introducing a screening process that we envisage will create a timely and more comprehensive care.

This financial year we had entered partnerships on key services for the region, notably Local Adult and Older Adult Mental Health and Wellbeing Services, where we are in partnership with Barwon Health, Wellways and ermha365 to provide mental health and wellbeing support to adults 26 years of age and above. Head 2 Health is acute mental health response for all ages that we have entered into

partnership with NEAMI - both these partnerships have Aboriginal identified positions to support our Community who may access these services.

We continue to build on our relationship with local Health and Wellbeing services with regular meetings to discuss opportunities that supports improved access and engagement between the services. We are actively working with partners within the Barwon region to best look at the immediate and long-term effects of COVID-19 within our Community. The Barwon Health Ford Factory vaccination hub ceased operations in early 2022, however Wathaurong has continued to provide access for Community members to the COVID-19 vaccine through our partnership with Community Care Chemists.



HEALTH SERVICES REPORT

The 2021/2022 financial year for the Wathaurong Health Service has been a challenging year for our staff to support our Community's health needs, the ongoing impacts of COVID-19 restrictions, staff shortages and the increase in patients accessing the Health Service has contributed to the challenges faced by the team. Although there were challenges in maintaining access to service delivery the staff in the Wathaurong Health Team worked through these barriers determined to ensure that the Community had access to services and supports, and I couldn't be more thankful for their efforts. Wathaurong provides a range of Health programs for our Community that aim to support our Community's physical health, emotional wellbeing, and mental health. As part of our care model we promote cultural pride, independence, and health awareness for our Community while maintaining culturally safe access to these services. The Health Services Team maintained operations and continued service delivery through Telehealth for Community to access during the restrictions in place from COVID-19, Wathaurong had implemented a COVID-19 Taskforce to develop procedures to increase face to face services when the State Government relaxed restrictions. The Health Services also had a COVID-19 Vaccine Clinic based at Barwon Health's Vaccination Hub (the old FORD factory).

Wathaurong Health Service's has an active client list of 3431 up from the previous financial year of 3016 patients, with 2373 patients accessing the service face to face or via Telehealth.

Within this financial year of 2021/2022, a total of 173 Health Checks and 72 GP Management Plans for chronic disease were completed. 65 Team Care Arrangements were put in place with 33 Team Care Arrangements Reviewed. We have continued to

provide health services in Colac with GP services 1-day per week in that region.

Wathaurong again partnered with VACCHO and Breast Screening Victoria to run the Beautiful Shawl Project, providing a safe and empowering screening experience for Aboriginal women. Over three days in September 2021, a total of 35 clients were screened, with 24 of those clients identifying as Aboriginal.

Aboriginal client data:

	Total Aboriginal clients screened	>27 months (overdue for a screen)	Round 1 (first screen)	<27 months	Total re-screens (same site)
Site 9: Wathaurong	24	2	15	7	3

All client data:

	Total clients screened	>27 months (overdue for a screen)	Round 1 (first screen)	Total re-screens (same site)
Site 9: Wathaurong	35	3	21	4

Koori Maternity Services

KMS 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 foetal 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 KMS (Koori Maternity Service) so that both mum and baby are healthy for when the time comes to have their baby.

Our services provide support to women during their pregnancy and when it's time for both mum and baby to be discharged from hospital, KMS continue that care by providing a home visiting service.

This financial year our KMS program supported 56 families with their pregnancy care.

Within this financial year, our Aboriginal Health Practitioner Kiralee, along with Midwives Lauren, Claire and Erin (Erin joined our team in June 2022) provided over 800 client contacts. There are 10 standard visits provided during pregnancy which can increase depending on the mum and babies individual needs.

Maternal & Child Health Services

Between January and June 2022, the MCH service has provided more than 200 MCH appointments for children, which have either been as home visits, centre appointments, at the Health service or at playgroup.

Families with children from birth to school age are eligible to access the Victorian Maternal and Child health service.

Wathaurong families can choose to access the Wathaurong Maternal and Child Health Service (MCH) which is one of 10 Aboriginal led MCH services across Victoria where self-determination is a core principle of MCH service delivery, recognising the importance of Aboriginal organisations in providing MCH services to meet the health and wellbeing of their local Community.

Wathaurong's MCH service offers families choice and flexibility in how they access the service and in late March 2022, the MCH Nurse commenced seeing families at Wathaurong's new Geelong West site.

Culturally appropriate MCH support is offered to suit the needs of each family, and includes breast feeding support, child health checks, education around play, learning, sleep and settling guidance and nutrition support.

The Wathaurong MCH team consists of Aboriginal Health Practitioner Jessica Mitchell, Admin support provided by Mia Clay, Women and Children's Program Coordinator and MCH Nurses Fiona and Michelle. Sadly, we have recently said goodbye to Jessica Mitchell who joined the MCH team in January 2021 and has recently resigned to take up an exciting opportunity closer to home.

The Victorian Health Department has committed to ongoing funding for Aboriginal Maternal and Child health Services across Victoria.

Wellness and Recovery

In the 2021/2022 financial year our wellness and recovery team supported over 350 Community members with over 2805 consultations provided.

Our Community's need for services has grown, and in turn we have been actively recruiting more staff to join the Wellness and Recovery team. This will ensure Community members don't have to wait longer than necessary and receive timely support. Currently, we have 6 types of programs and support available:

- Social and Emotional Wellbeing program
- Alcohol and other drugs program
- Bringing Them Home program
- Psychologist
- Towards Home Plus program
- STEPMI program

HEALTH SERVICES REPORT

We have seen growth in Women's Group with positive feedback from the women who attend, saying that the group has created a sense of belonging, cultural strengthening, and new connections. Health and wellbeing information sessions have also been held as part of women's group. Some of our women hosted market stalls at the NAIDOC flag raising event which was a great launch for some new businesses that have since taken off.

One of the activities that the Women's Group put together was a fundraiser for the Cancer Council as part of Australia's Biggest Morning Tea. The event was a great success with nearly \$400 raised.



This year we saw some positive growth in relationships with external agencies such as BCYF, Odyssey, Headspace Colac and Barwon Health.

Our staff undertook networking and training activities to build our capacity in service delivery, including some staff enrolling in tertiary education in social work, diplomas in counselling, AOD and family violence training, child safety training and providing trauma informed care.

The wellness and recovery team has moved to our Geelong West site which has allowed our team to recommence office-based face to face appointments, on site staff training days and provides plenty of space for groups to meet. We have had growth in our team with new staff joining, including more staff who identify as Aboriginal.

A Bringing Them Home (BTH) advisory committee was started, made up of Elders within the Wathaurong Community to help guide the Healing Journey of those in the BTH program and Community events. This year, we were able to have an in-person event for National Sorry Day, where we had a large turnout of Community members come and listen and have a yarn about the Victorian Reparations Scheme and a panel discussion on the Bringing Them Home report and enjoy a BBQ lunch.



Wathaurong Aboriginal Co-operative





Wathaurong Glass and Arts Executive Manager Report

MARK EDWARDS

I would like to first pay my respect to our respected Elders past and present and to those Community members who have passed during the last 12 months. I would also like to thank my staff, Executive management the Wathaurong Co-Operative Board for their commitment shown to this business over this period.

The 2021/2022 financial year has been another different and at times difficult period. Absences due to COVID-19, staff leaving and just general inconsistency within the industry has posed its challenges over the 12-month period. Thankfully we all have our health, family, and our jobs to keep us in check.

Financial Summary

While our workload didn't slow down as we were playing catch up for 12 months from COVID-19 lockdowns, orders slightly declined, we didn't get a major order in this financial year but we were still completing large orders from the previous year.

Some of the major purchases through this period was from last year's client Heritage Glass, the remaining order for the new Jail at Lara. Macquarie University was the next highest purchaser of goods with a spend just over \$10k for Glass honour boards.

Like in all business, wages was the highest component of our expenses with 55%, next was 26% in manufacturing materials and 19% in operational costs.

For the 2021/2022 financial year we reported a very small net profit of \$19k.

The fact remains we've had 4 years of profits albeit at times small but better small than a negative.

Operation

With the fall out of COVID-19, our work schedule was blown out by up to 12 weeks, and we have been playing catch up ever since. What's lacking is staff, we need to employ 1.5 staff over the next 3-6 months to spread the load and increase productivity and allow staff to take leave.

We've located the spray-painting process into shed No2 and have at times fire for the large kiln which provide good firing cycles.

Staff

We had Ammie Howell leave back in March, this left us with 3 fulltime (Jermaine, Daniel and myself) and 1 parttime (Jarrod) staff members. We are looking for another staff member.

Jarrod's hit the 10-year employment milestone at glass during this period, Jarrod has been a massive part of driving this business in the digital space and corporate award market segment. He also became a father for the 3rd time with the arrival of his daughter Emma.

I've hit 23 years, Jermaine is at 7 years and the Newby Daniel coming up to 18 months.

Corporate / Awards

We had a return to normality with awards being presented face to face, therefore an increase in sales in the market segment, the usual return of NAIDOC and other national awards was fantastic. In this space we have to be very secure and keep all winners' names to ourselves which we take great pride in doing so. When our very own Wathaurong Community member Lowell Hunter took out the creative awards for the National NAIDOC it was hard not to say anything as I see him most weekends down at the Belmont Lions Sports club coaching the Juniors!

I believe we have been supplying the National NAIDOC awards now for around 15 years, and about the same length of time we have been

supplying the AFL with the glass boomerang for the "Dream Time at the G".

Retail / Wholesale Glass Art

Our retail Glass art segment is really a small piece of the business, however when we first started glass we thought this would be our largest income generator, but it's all about value adding and both Corporate and Architectural provided that added value, hence why they are such a large portion of our business.

The website is where we generate most of our sales in this space and returning Government agencies along with the occasional customers who walk through the door.

Architectural Glass

Once upon a time kitchen splashbacks would be our biggest sale item, however this has shifted massively, now it is Acknowledgement to Country plaques, with 180 units sold. They generated \$80k to this market segment, that's around 1/3. Still strong sales in window, door glass and splashback however we also have seen an increase in wall art in glass and honour boards.

Luckily I feel we have a long way to go with the AoC plaque, Australia is a big continent with a lot of identifying and acknowledging TO's still to go.

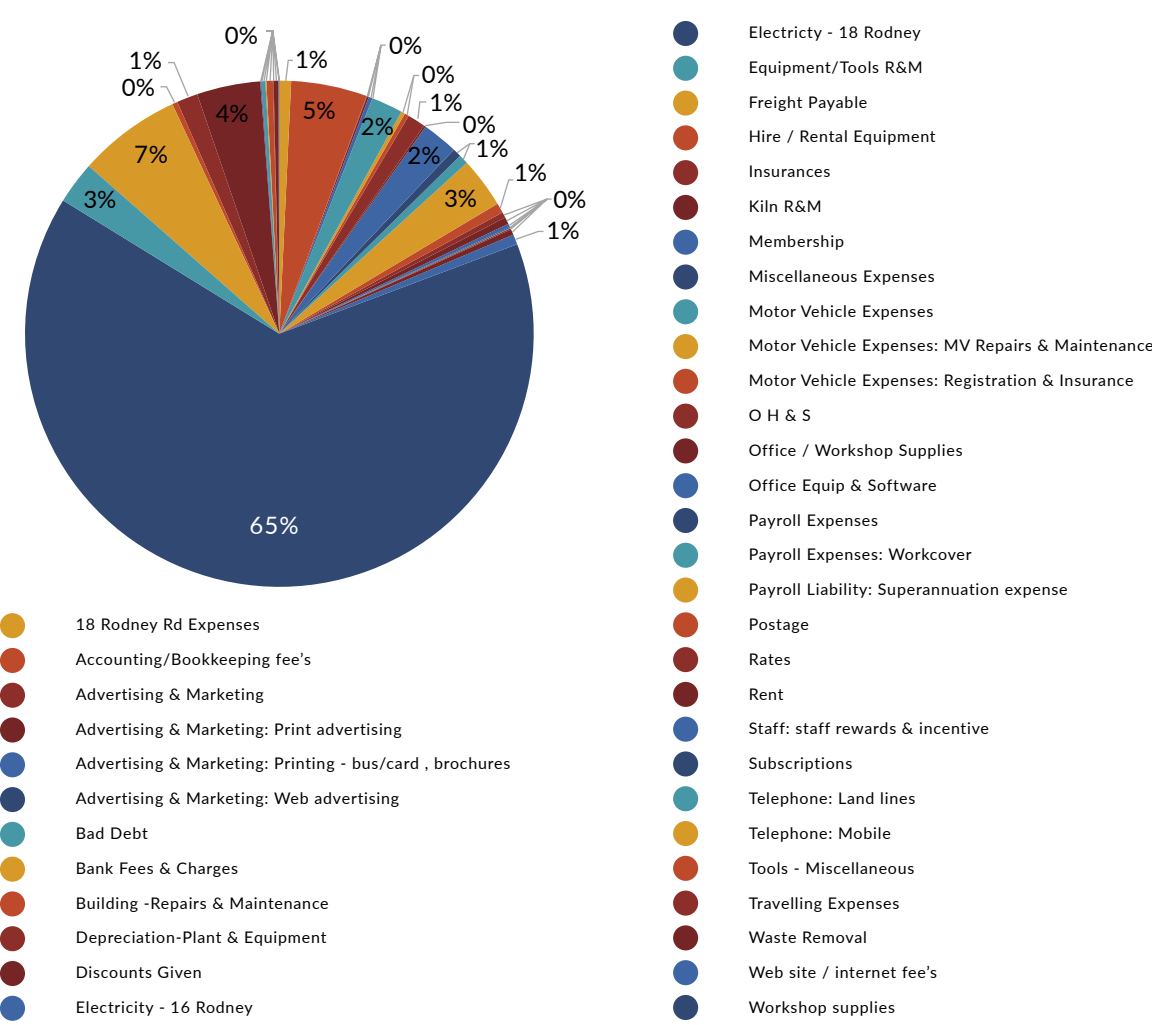
Miscellaneous Sales Remaining

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 and freight charged.

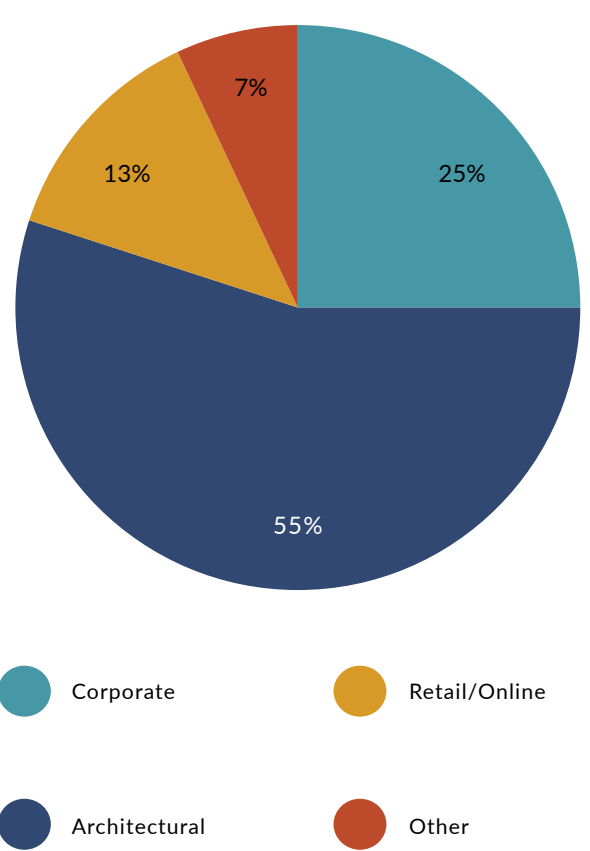


WATHAURONG GLASS

Operating Expenses



Sales by Market



OUR PARTNERS

- 1 Step Communications - Telstra Partner
- Acurus Pty Ltd
- Adcell
- AFL Barwon
- Australian Hearing
- Barwon Child, Youth & Family (BCYF)
- Barwon Health
- Barwon Local Area Education Consultative Group (LAECG)
- Barwon Water
- Belmont Lions Football Netball Club
- BESIX Watpac
- Bethany
- Beyond Blue
- Boardriders Torquay
- Child First
- City of Greater Geelong (COGG)
- Clinical Labs
- Colac Area Health & Youth Hub
- Colac Otway Shire
- Commonwealth Department of Health
- Commonwealth Department of Prime Minister and Cabinet
- Commonwealth Department of Social Services
- Community Care Chemists
- ConnectTel
- Corangamite Catchment Management Authority
- DC Shoes
- Deakin University - School of Medicine
- Deakin University - School of Psychology
- Dell
- Dementia Australia
- Department of Education and Training
- Department of Families, Fairness and Housing
- Department of Justice and Community Safety
- Diversitat/Cultura
- Drummond Street
- Element Skateboards
- ermah365
- Freedom Internet
- Geelong Arts Centre
- Geelong Chamber of Commerce
- Geelong Community Foundation
- Geelong Food Relief Centre
- Geelong Kindergarten Association
- Geelong Magistrates Court
- Geelong Regional Library Corporation
- Geelong Screenprinting
- Geelong Skate Shop
- Geelong United Basketball Association
- GIVIT
- Goodstart Early Learning
- Greening Australia
- Hanes Group
- Head Space
- HP
- HPE
- iiNet
- Indigenous Land Corporation
- JB Commercial
- Kangan Institute
- Killara
- Larrakia Bilirra
- LBW Auditors
- Lifeworks
- Mackillop Family Services
- Microsoft
- MultiTek Solutions
- Murray City Country Coast GP Training
- National Aboriginal Community Controlled Health Organisation (NACCHO)
- National Indigenous Knowledges Education Research Innovation (NIKERI) Institute
- Neami
- Northern Bay College
- Off Your Back
- One Fire Reconciliation Group
- Orange Door
- Peter Wlodarczyk - Gagin Pty Ltd
- Pharmacy Guild of Australia (QUMAX)
- Quicksilver
- RMIT
- Roxy
- Royal Childrens Hospital Melbourne
- Samsung
- SC Technology
- Sexual Assault and Family Violence Centre (SAFV)
- Surfing Victoria
- Swinburne University
- Telstra
- The Marquee Guy
- The National Aboriginal & Torres Strait Islander Health Worker Association (NATSIHWA)
- The Salvation Army
- Total Events
- VFA Learning
- VicHealth
- Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
- Victorian Aboriginal Community Services Association Limited (VACSAL)
- Victorian Police
- WellWays
- Western Victoria Primary Health Network
- Workplace Legal
- Worn Gundidj
- YMCA Anglesea

Financial Report

DIRECTORS REPORT

The directors present their report, together with the financial statements, on the co-operative for the year ended 30 June 2022.

Directors

The following persons were directors of the co-operative during the whole of the financial year and up to the date of this report, unless otherwise stated:

Craig Edwards (elected 24th November 2019, Chairperson on leave from February 2021, ceased 20 February 2022)

Wendy Brabham (elected 21st March 2021, Acting Chairperson from February 2021)

Judy Dalton-Walsh (elected 21st March 2021)

David Flagg (elected 21st March 2021, ceased 20 February 2022, seconded 6 March 2022)

Shane Clarke (elected 21st March 2021)

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 \$259,122 (2021 surplus - \$1,335,584).

The surplus last year was primarily due to an increase in the asset revaluation reserve of \$1,310,770. No revaluation gains were recorded this financial year. Operational surplus increased to \$259,122 (2021 surplus - \$24,814) as the organisation had reduced employee costs, this arose primarily from unfilled positions in a challenging recruitment environment.

Total revenue of \$18,201,963 remained stable and was similar to total revenue derived in the 2021 financial year (\$18,030,072). Grant funding accounted for 88% of total revenue, trading activities contributed 11%, while rental income and other income contributed a total of 1%.

Total expenses of \$17,942,841 remained at a similar level to that of the prior year as

Wathaurong struggled to recruit in a challenging recruitment environment, despite a slight increase in funding (1%) with new positions being advertised. This required existing staff to take on added responsibilities in the interim while positions continue to be advertised.

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,
- Victorian Department of Family, Fairness and Housing,
- 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.

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 co-operative in which he has a substantial interest.

Financial Report

DIRECTORS REPORT

Indemnities

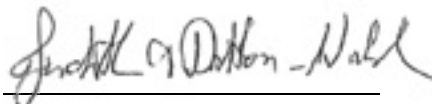
The Co-operative has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the Co-operative or of a related body corporate:

- a. indemnified or made any relevant agreement for indemnifying against a liability, including costs and expenses in successfully defending legal proceedings; or
- b. 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 directors



Chairperson – Wendy Brabham



Chairperson – Judy Dalton-Walsh

Signed on the 19 of December 2022
At North Geelong

Financial Report

AUDITOR’S INDEPENDENCE DECLARATION

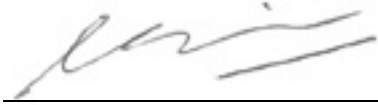
AUDITOR’S INDEPENDENCE DECLARATION
UNDER SECTION 283 OF THE CO-OPERATIIVES
NATIONAL LAW (VICTORIA) TO THE DIRECTORS
OF WATHAURONG ABORIGINAL CO-OPERATIVE
LIMITED

I declare that, to the best of my knowledge and belief, in relation to the audit of the financial year ended 30 June 2022, there have been no contraventions of:

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



LBW CHARTERED ACCOUNTANTS



SRIPATHY SARMA
Principal

RCA Registration Number: 325 444
Dated this 13th day of January 2023



STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the year ended 30 June 2022

	Note	2022 \$	2021 \$
Revenue	3	18,201,963	18,030,072
Expenses			
Employee benefits expense		(12,590,026)	(12,646,125)
Client support expense		(1,726,616)	(1,963,186)
Depreciation expense		(728,021)	(555,475)
Occupancy expense		(219,362)	(137,334)
Motor vehicle expense		(169,935)	(156,968)
Telephone & internet expense		(150,106)	(172,441)
Rental properties expense		(119,665)	(105,244)
Staff training and development expense		(218,487)	(251,349)
Legal Fees		(43,419)	(92,111)
Other expenses from ordinary activities		(1,977,204)	(1,925,025)
Surplus before income tax expense		259,122	24,814
Income tax expense		-	-
Surplus after income tax expense for the year	15	259,122	24,814
Other comprehensive income for the year, net of tax		-	1,310,770
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		259,122	1,335,584

The accompanying notes form part of these financial statements.

STATEMENT OF FINANCIAL POSITION

As at 30 June 2022

	Note	2022 \$	2021 \$
Assets			
Current assets			
Cash and cash equivalents	5	10,296,623	7,194,594
Trade and other receivables	6	1,020,595	1,358,426
Other assets	7	85,017	82,083
Financial assets		1,094,912	1,093,876
Total current assets		12,497,147	9,728,979
Non-current assets			
Property, plant and equipment	8	18,077,191	18,405,180
Right of use Assets	10	1,099,053	1,427,806
Investments	9	262,500	262,500
Total non-current assets		19,438,744	20,095,486
Total assets		31,935,891	29,824,465
Liabilities			
Current liabilities			
Trade and other payables	11	1,685,318	1,130,955
Employee benefits	12	1,331,774	1,292,554
Grants in advance	13	7,025,781	5,437,539
Lease liabilities	14	469,984	425,106
Total current liabilities		10,512,857	8,286,154
Non-current liabilities			
Lease liabilities		745,025	1,119,424
Total non-current liabilities		745,025	1,119,424
Total liabilities		11,257,882	9,405,578
NET ASSETS		20,678,009	20,418,887
Equity			
Issued capital		72	72
Asset revaluation reserve	16	10,066,801	10,066,801
Accumulated surplus	15	10,611,136	10,352,014
TOTAL EQUITY		20,678,009	20,418,887

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY

For the year ended 30 June 2022

	Issued Capital \$	Asset Revaluation Reserve \$	Retained Surpluses	Total equity \$
BALANCE AT 1 JULY 2020	72	8,756,031	10,327,200	19,083,303
Surplus after income tax expense for the year	-	-	24,814	24,814
Other comprehensive income for the year, net of tax	-	1,310,770	-	1,310,770
Total comprehensive income for the year	-	1,310,770	24,814	1,335,584
BALANCE AT 30 JUNE 2021	72	10,066,801	10,352,014	20,418,887
BALANCE AT 1 JULY 2021	72	10,066,801	10,352,014	20,418,887
Surplus after income tax expense for the year	-	-	259,122	259,122
Other comprehensive income for the year, net of tax	-	-	-	-
Total comprehensive income for the year	-	-	259,122	259,122
BALANCE AT 30 JUNE 2022	72	10,066,801	10,611,136	20,678,009

The accompanying notes form part of these financial statements.

STATEMENT OF CASH FLOWS

For the year ended 30 June 2022

	Note	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from grants & other		20,128,623	17,337,458
Payments to suppliers and employees		(16,570,536)	(16,429,072)
Interest received		5,556	19,417
Interest paid		4,784	(47,065)
Net cash from operating activities	18	3,568,427	880,738
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds for property, plant and equipment		24,000	-
Payments for property, plant and equipment		-	(311,851)
Net cash used in investing activities		24,000	(311,851)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of lease liabilities		(490,398)	(184,896)
Net cash used in investing activities		(490,398)	(184,896)
Net increase in cash and cash equivalents		3,102,029	383,992
Cash and cash equivalents at the beginning of the financial year		7,194,594	6,810,602
Cash and cash equivalents at the end of the financial year	5	10,296,623	7,194,594

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2022

Note 1 Significant accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The co-operative has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Basis of preparation

In the directors' opinion, the co-operative is not a reporting entity because there are no users dependent on general purpose financial statements.

These are special purpose financial statements that have been prepared for the purposes of complying with the requirements of the Co-operatives National Law 2013 and Australian Accounting

Standards and the significant accounting policies disclosed below. The directors have determined that the accounting policies adopted are appropriate to meet the needs of the members of the Co-operative.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 101 'Presentation of Financial Statements', AASB 107 'Statement of Cash Flows', AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for not-for-profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the co-operative's

accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

Revenue recognition

The co-operative recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the co-operative is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the co-operative: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Sales revenue

Events, fundraising and raffles are recognised when received or receivable.

Donations

Donations are recognised at the time the pledge is made.

Grants

Grant revenue is recognised in profit or loss

when the co-operative satisfies the performance obligations stated within the funding agreements.

If conditions are attached to the grant which must be satisfied before the co-operative is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied.

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Income tax

As the co-operative is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the co-operative's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the co-operative's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2022

*Note 1 Significant accounting policies
(continued)*

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and other receivables

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Property, plant and equipment

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful live.

The depreciation rates used are:

Buildings	2.5%
Plant and equipment	10-50%
Motor vehicles	20-25%

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the co-operative. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

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.

Property

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

Impairment of non-financial assets

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

Trade and other payables

These amounts represent liabilities for goods and services provided to the co-operative prior to the

end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

Employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds

with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2022

Note 2. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Performance obligations under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be

able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/ type, cost/ value, quantity and the period of transfer related to the goods or services promised.

Estimation of useful lives of assets

The co-operative determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Impairment of non-financial assets other than goodwill and other indefinite life intangible assets

The co-operative assesses impairment of non-financial assets other than goodwill and other indefinite life intangible assets at each reporting date by evaluating conditions specific to the co-operative and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.

Lease term and Option to Extend under AASB 16

The lease term is defined as the non-cancellable period of a lease together with both periods covered by an option to extend the lease if the lessee is reasonably certain to exercise that option; and also periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option. The options that are reasonably going to be exercised is a key management judgement that the entity will make. The entity determines the likeliness to exercise the options on a lease-by-lease basis looking at various factors such as which assets are strategic and which are key to future strategy of the entity.

Note 3. Revenue

	2022 \$	2021 \$
OPERATING REVENUE		
Grants & government funding	16,321,385	14,201,701
Fundraising & trading activities	1,662,766	2,363,420
Rental income	121,300	154,887
Other funding and sundry income	90,957	120,761
	18,196,407	16,840,769
OTHER REVENUE		
COVID-19 funding	-	1,169,886
Interest received	5,556	19,417
Revenue	18,201,963	18,030,072

Note 4. Expenses

Surplus before income tax includes the following specific expenses:		
Depreciation of property, plant & equipment & right of use assets	728,021	555,475
Computer & IT expenses	472,448	564,801
Gain/(loss) on sale & disposal of assets	(6,144)	(4,085)

Note 5. Current assets - cash and cash equivalents

Cash on hand	1,700	1,700
Cash at bank	10,294,923	7,192,894
	10,296,623	7,194,594

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2022

Note 6. Current assets - trade and other receivables

	2022 \$	2021 \$
Trade debtors	976,685	1,325,582
Less provision for doubtful debts	-	(20,000)
	976,685	1,305,582
Rental property debtors	-	17,327
Loan receivable - Kirrae Whurrong	43,910	35,517
	1,020,595	1,358,426

Note 7. Current assets - other

	2022 \$	2021 \$
Rental bonds	85,017	82,083
	85,017	82,083

Note 8. Non-current assets - property, plant and equipment

	2022 \$	2021 \$
Freehold buildings		
- Admin Building (2019 valuation)	430,000	430,000
- Children's Services (2019 valuation)	418,000	418,000
- Health Services (2019 valuation)	1,112,830	1,112,830
- Forster St (2020 valuation)	140,500	140,500
- Rodney Road at cost	130,000	130,000
Less: Accumulated depreciation	(106,866)	(78,975)
	2,124,464	2,152,355

Note 8. Non-current assets - property, plant and equipment (Continued)

	2022 \$	2021 \$
Health service car park - at cost	327,485	327,485
Less: Accumulated depreciation	(107,415)	(99,228)
	220,070	228,257

Land		
- Forster Street (2020 valuation)	359,500	359,500
- Surrey Street (2019 valuation)	390,000	390,000
- 62 Morgan Street (2019 valuation)	860,000	860,000
- Wurdi Youang (2021 valuation)	4,050,000	4,050,000
- Rodney Road at cost	320,000	320,000
- Rental Properties at Valuation	5,545,000	5,545,000
	11,524,500	11,524,500

Rental properties		
- Buildings - Rental properties at valuation	2,920,000	2,920,000
- Rental Improvements	5,036	5,036
Less: Accumulated depreciation	(72,198)	(33,883)
	2,852,837	2,891,153

Furniture & fittings - at cost	56,792	56,792
Less: Accumulated depreciation	(38,255)	(35,638)
	18,537	21,154

Office furniture and equipment - at cost	558,101	558,101
Less: Accumulated depreciation	(300,413)	(247,754)
	257,688	310,347

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2022

Note 8. Non-current assets - property, plant and equipment (Continued)

	2022 \$	2021 \$
Motor vehicles - at cost	1,262,751	1,294,885
Less: Accumulated depreciation	(653,485)	(531,970)
	609,266	762,915
Children's service equipment - at cost	35,678	35,678
Less: Accumulated depreciation	(28,636)	(27,857)
	7,042	7,821
Wurdi Youang Equipment - at cost	93,943	93,943
Less: Accumulated depreciation	(52,706)	(47,598)
	41,237	46,345
Health service equipment - at cost	210,970	210,970
Less: Accumulated depreciation	(162,484)	(156,575)
	48,486	54,395
Factory fit out - at cost	112,416	112,416
Less: Accumulated depreciation	(73,256)	(69,984)
	39,160	42,432
Mackey St fit out - at cost	546,747	546,747
Less: Accumulated depreciation	(212,845)	(183,241)
	333,902	363,506
	18,077,191	18,405,180

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

Note 9. Investments

	2022 \$	2021 \$
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

Note 10. Right of Use Assets

Equipment	203,294	203,294
Property	1,672,255	1,570,832
Less: Accumulated Depreciation	(776,496)	(346,320)
	1,099,053	1,427,806

Note 11. Current liabilities - trade and other payables

Trade payables	70,338	951,804
Other payables	1,614,980	179,151
	1,685,318	1,130,955

Note 12. Current liabilities - employee benefits

Annual Leave Provisions	912,536	899,190
Long Service Leave Provision	417,907	392,033
Purchased Leave	1,331	1,331
	1,331,774	1,292,554

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2022

Note 13. Grants in advance

	2022 \$	2021 \$
Unspent grant funds	7,025,781	5,437,539
	7,025,781	5,437,539

Note 14. Lease Liabilities

CURRENT		
Equipment	41,456	39,734
Property	428,528	385,372
	469,984	425,106
NON-CURRENT		
Equipment	65,576	107,032
Property	679,449	1,012,392
	745,025	1,119,424

Note 15. Equity – retained surpluses

Retained surpluses at the beginning of the financial year	10,352,014	13,327,200
Surplus for the year	259,122	24,814
Retained surpluses at the end of the financial year	10,611,136	10,352,014

Note 16. Equity – Asset revaluation reserve

Asset revaluation reserve at the beginning of the financial year	10,066,801	8,756,031
Movement in asset revaluation reserve	-	1,310,770
Asset revaluation reserve at the end of the financial year	10,066,801	10,066,801

Note 17. Events after the reporting period

No matter or circumstance has arisen since 30 June 2022 that has significantly affected, or may significantly affect the cooperative's operations, the results of those operations, or the co-operative's state of affairs in future financial years.

Note 18. Reconciliation of surplus after income tax to net cash from operating activities

	2022 \$	2021 \$
Operating profit for the year	259,122	24,814
Adjustments for:		
Depreciation and amortisation	728,021	555,475
Profit on sale & disposal of assets	6,144	4,085
Lease liability – finance costs	59,455	47,063
Change in operating assets and liabilities:		
Decrease/(increase) in trade and other receivables	337,831	(454,887)
Decrease/(increase) in other assets	(2,934)	(64,387)
Decrease/(increase) in financial assets	(1,036)	(5,571)
Decrease in trade and other payables	554,363	599,784
Decrease in grants in advance	1,588,242	(218,308)
Increase in employee benefits	39,220	392,671
Net cash from operating activities	3,568,427	880,738

Note 19. Key management personnel disclosures

Compensation

The aggregate compensation made to directors and other members of key management personnel of the corporation is set out below:

Aggregate compensation	298,687	214,148
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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2022

Note 20. Related party transactions

Key management personnel

Disclosures relating to key management personnel are set out in note 19.

Transactions with related parties

There were no transactions with related parties during the current and previous financial year.

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

Financial Report

DIRECTORS DECLARATION

*Wathaurong Aboriginal
Co-operative Limited*

We, Wendy Brabham and Judy Dalton Walsh, 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:
 - giving a true and fair view of the Co-operative's financial position as 30 June 2022 and of its performance for the year ended on that date; and
 - 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.

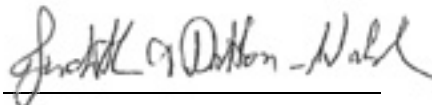
Signed in accordance with a resolution of the directors made pursuant to section 273(5)(a) of Co-operatives National Law (Victoria).

Declared at North Geelong, on 19 December 2022

On behalf of the directors



Chairperson – Wendy Brabham



Chairperson – Judy Dalton-Walsh

Financial Report

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 2022, 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 2022 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 confirm that the independence declaration required by the *Co-operatives National Law Application Act 2013*, which has been given to the directors of Wathaurong Aboriginal Co-operative Limited, would be in the same terms if given to the directors as at the time of this auditor's report.

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 *Co-operatives National Law Application Act 2013* (Victoria). As a

result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Directors for the Financial Report

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

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

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

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL REPORT

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher

than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the co-operative's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the co-operative's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our

conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the co-operative 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



SRIPATHY SARMA
Principal

RCA Registration Number: 325 444
Dated this 13th day of January 2023



Wathaurong Aboriginal Co-Operative

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